

2024 ANNUAL REPORT



ST. PAUL'S EPISCOPAL CHURCH

IN THE CITY OF WILMINGTON

THE EPISCOPAL DIOCESE OF EAST CAROLINA

JANUARY 26, 2025

9:00AM

*Open doors. Open hearts. Open hands.
We will welcome all to live God's mission, teach Christ's love and
transform our community by the power of the Holy Spirit.*

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AGENDA

The Annual Meeting of St. Paul's Episcopal Church
Wilmington, NC
January 26, 2025

- 1) Call to Order and Opening Prayer The Reverend Caleb J. Lee
- 2) Appointments
Secretary Tori Cannon
Parliamentarian Herb Gant
- 3) Approval of minutes from the 2024 meeting
- 4) Nominating Committee Report Anne O'Dell
and Election of New Vestry Members
- 5) Recognition of Retired Vestry Members The Reverend Caleb J. Lee
- 6) Rector's Report The Reverend Caleb J. Lee
- 7) Treasurer's Report Carol Field for Scott Sheble
- 8) Update on Long Range Plan Mona Clites
- 9) Warden Reports Anne O'Dell & Steve Haughey
- 10) Special Recognition The Reverend Caleb J. Lee
- 11) New Business
- 12) Old Business
- 13) Closing Prayer and Adjournment The Reverend Caleb J. Lee

2024 ANNUAL MEETING MINUTES

St. Paul's Episcopal Church
Wilmington, NC
Minutes of the 2024 Annual Meeting
Sunday, January 28, 2024

Present: The Rev. Caleb J. Lee, Bill Anlyan (Rector's Warden), Anne O'Dell (People's Warden), Layne Dupree, Ashley Eason, Carol Fields, Steve Haughey, Denise Sheehan, Tom Sramek, David Tousignant, Judy Wilson (Treasurer), Herb Gant (Parliamentarian)

Call to Order and Opening Prayer

Appointments

For the purposes of the annual meeting, Father Lee nominated Denise Sheehan as Secretary, and Herb Gant to serve as Parliamentarian. Asking for and receiving no other nominations for these two appointments, a motion was made, seconded, and unanimously carried for the appointments of Denise and Herb to their respective positions.

Approval of Meeting Minutes for the 2023 Meeting

The 2023 Annual Report was distributed prior to the start of the meeting and had been posted to the website for access by online viewers. Father Lee invited those in attendance to turn to page 4, read and consider for approval the minutes from last year's annual meeting. After a motion, and second, the 2023 minutes were approved. Father Lee gave a special thanks to the parish administrator and editors who produced the Annual Report.

Nominating Committee Report and Election of New Vestry Members

Anne O'Dell presented the Nominating Committee's report. In preparation for the Annual Meeting, the vestry appointed a Nominating Committee for the election of new members of the vestry. According to the bylaws of the parish, the Nominating Committee consisted of the Rector and the outgoing members of the vestry. The members of the Nominating Committee were: Layne Dupree, Tom Sramek, and in the absence of any remaining outgoing vestry members, the Wardens, Bill Anlyan and Anne O'Dell, and the Reverend Caleb J. Lee.

The Nominating Committee presented the following nominees for election to the vestry:

Barbara Banks, Steve Bucci, Scott Sheble and Phillip Weiss

All of these candidates were eligible for election, have accepted being nominated and stood before the congregation for election. According to the by-laws, these names were published at least one month before the date of the annual meeting and nominations from the congregation were open until two weeks before the time of the annual meeting. There were no further nominations.

Since there were only 4 nominees for 4 positions, a vote by acclamation was in order. A motion was made, seconded and unanimously carried. Father Lee offered congratulations to the new vestry members, and thanked them for their willingness to serve.

Wardens, Clerk, and Treasurer will be elected at the Vestry Retreat on Saturday, February 8.

Father Lee then thanked retiring vestry members Layne Dupree and Tom Sramek for their faithful service. Layne Dupree was recognized for her service on the Hospitality Committee and most recently as Wedding Coordinator, and Tom Sramek, who served as Junior Warden during Father Lee's first year has been a faithful supporter of all things building and grounds and a member of the choir.

Hymnals were given to the church in honor and appreciation of each of the outgoing vestry members. These hymnals will stay in the pews as a testament to their service.

As reported by Judy Wilson, blessed by the anonymous gift of \$500,000, we are on our way to addressing the first critical area of stairless access from the nave to the Parish Hall.

Delegates to Diocesan Convention

St. Paul's has been granted 4 delegates to Diocesan Convention to be held February 2-4, 2024 in Greenville, NC. According to the by-laws the vestry decides how delegates are chosen.

The vestry decided to send: Bill Anlyan, Anne O'Dell, Leon Tillery and Karen Smith.

Needing two more delegates to serve as alternates this year, the vestry decided to nominate and elect Scott Sheble and Bill Smith.

However, circumstances have occurred that prevent Bill and Karen Smith from attending – so Scott Sheble will be serving as delegate.

Father Lee reminded the congregation that as part of the Episcopal Church and the Diocese of East Carolina, St. Paul is part of a larger church family. The Convention is like a reunion where the church convenes to do the business needed to keep the family strong and vital. He asked that if anyone has a desire to serve as a delegate in the future, to please come and talk to him.

Rector's Report

This year has been one of continuous growth. Average Sunday attendance is up from 182 in 2022 to 201 in 2023. While Father Lee is happy with these physical numbers, he is more excited by the matching growth in spiritual development.

He warned against the temptation to use the word “success”. Success is not a word that the church should be using. Growth is only good if it is both horizontal and vertical – numbers and spiritual depth. The shape of the cross.

We are forming disciples of Jesus, and that always leads us to the cross. If we are only growing in numbers, and the Holy Spirit is not converting us into lives of faithfulness and stewardship, then we have gone astray.

Our main objective is to worship the Lord, which is why that is the first commandment, and second one is like unto it. It is the fruit of worship. If we are serving and loving our neighbor, then the Holy Spirit is alive and well in this congregation.

Here are just a few examples of the Holy Spirit at work in our congregation: Rector's Bible Study, Community of Hope International, Sacred Ground, grieving the departure of a beloved Music Director and watching resurrection happen in the midst of grief, Glory Ridge Youth Mission Trip.

But with any kind of growth comes growing pains. Administratively, we are always playing “catch up”. This year has not been easy as we said goodbye to April Cook and held on tight as administrative musical chairs ensued. Father Lee expressed gratitude for the service of office volunteers and Lou Ann Gilliam. The office is now in good hands with Bella Dolande. There will be more support staff changes in the near future as there are plans to hire a sexton and add more hours to the finance department.

Father Lee reiterated that we are dependent on volunteers who are octogenarians. We need to develop a “bench”. Judy Wilson will be retiring midyear and that is just one example of someone who we feel is irreplaceable. There are many others. However God is faithful and God always provides.

We have made the Organist and Director of Music position full-time, pushing the budget to accurately acknowledge the duties and importance of the job. It was a joy to welcome Brendan Conner to St. Paul's this September. Father Lee also recognized Dr. Bill Weisser's good and faithful work as Interim.

The only thing certain is change. Old modes of operation naturally become obsolete. Status quo is never an option - as much as we might like to resist, ignore and block it out – trying to pretend it is not happening.

This summer Father Lee spent time at Yale working on an Innovative Leadership Project. His project was to use multimedia to help in communications with the parish. You may have seen the fruits of this project – Conversations with Caleb and the Thanksgiving video. More will be coming.

This time at Yale also resulted in Father Lee reconnecting with Dean Emeritus of Canterbury, Robert Willis. A few months later, he would visit St. Paul's for a Special Choral Evensong – a service where two new processional torches were dedicated in memory of David Heath and Richard Rhoads. Both Robert and his partner, Fletcher, were awarded the Agnus Dei Award for their service to the Anglican Communion.

Father Lee expressed how grateful he is to Wardens Bill Anlyan and Anne O'Dell, Judy Wilson, Treasurer, the vestry

of St. Paul's, and the team of faithful volunteers. Without this team of leaders, St. Paul's could not be what it is. He is also grateful to clergy colleagues, Michael and Catherine, for their constant support, encouragement and friendship.

In closing, Father Lee thanked his wife, Allen, and three children, who support his ministry by loving him in the midst of it; and by serving alongside him in so many ways.

Treasurer's Report - Judy Wilson

Judy Wilson thanked the congregation for their gifts and pledge payments in 2023. As a result of this generosity, St. Paul's had a great year – receiving more money than what was spent, and ending the year in a positive position.

There were some special gifts that were received in 2023:

- 1.The March Madness Challenge began with a \$5000 challenge gift and raised over \$30,000 for the Endowment Fund. Thank you to those who met the challenge. The Endowment Fund supports emergency capital projects and new ministries.
- 2.The family of Merry Ann and Larry Wright, and the wife of David Heath gave memorial gifts which are being used to support many building improvements in the church and Parish Hall.
- 3.The Richard Rhoads estate gift will be used to support the Music Ministry over several years.

Judy stated that she, also, decided to include St. Paul's in her estate plan, and encouraged others to do the same.

Early in December, St. Paul's received two anonymous gifts, designated for the Capital Campaign. Then, in late December, another anonymous gift of \$500,000 for the Capital Campaign arrived.

Finally, Judy expressed her many thanks to Diane Matz-Kane (Finance Assistant) and Bob Crafts (Assistant Treasurer).

Update on Long Range Facilities Plan

In 2022, the Vestry and the Long Range Plan Committee, chaired by Mona Clites, heard from Grayson Hudson, the architect, about a 3 year, \$10 million project. After feedback from the congregation, we listened and decided on a one phase campaign with a more realistic price tag.

With the help of Jeff Hensley, a well-respected Capital Campaign consultant with Generis, we are currently engaged in a Feasibility Study for a one phase building project to the tune of \$3.5 million. This campaign is designed to address the three critical areas needed at St. Paul's.

- 1.Stairless access from the Sanctuary to the Parish Hall
- 2.Renovation of the South Wing, which is the area of the bathrooms and The Source on the way to the Parish Hall. Renovation would include an elevator that would make all three floors of the South Wing accessible.
- 3.Partial restoration of the Parish Hall, removing the old drop ceiling and providing 14 more feet of vertical space, and redo-ing the walls and floors.

We could move forward with this campaign as early as the spring, culminating with a celebration of successful fundraising efforts at Pentecost.

As reported by Judy Wilson, blessed by the anonymous gift of \$500,000, we are on our way to addressing the first critical area of stairless access from the nave to the Parish Hall.

Rector's Warden Report - Bill Anlyan

The vestry is a group of elected lay representatives who are responsible for the missional, spiritual, strategic and fiduciary life of the church.

The position of Senior Warden, now Rector's Warden, is to provide counsel to the rector on any issue of his choosing. Father Lee is in excellent health and is fully executing his duties. In addition, he was chosen to participate in the Leaders Way program at the Berkley Divinity School at Yale University. Our bishop has also tasked Father Lee with several committee assignments: the Commission of Ministry and the Standing Committee.

People's Warden Report – Anne O'Dell

The primary responsibility of the People's Warden has traditionally been to oversee Buildings and Grounds. Fortunately, St. Paul's has a talented team of individuals - dedicated stewards of the sacred space that has been ensured to our care. It is the People's Warden's pleasure to work with the Gentlefolk of Noble Poverty and serve as liaison with the leadership team.

The GNP performs a good deal of the repair and maintenance work around the church. You may not be aware of all they do, but you may have noticed some of the more high-profile projects completed in 2023. The old fluorescent tubes in the parish hall light fixtures were replaced with brand new LED tubes, improving the quality of the light and saving money on the church's electric bills. The GNP took the lead in refreshing the upstairs choir space prior to our new choir director's arrival, and they also sourced a new refrigerator for the flower room and facilitating the swap of the flower room and hospitality storage space.

Larger, more complex projects are hired out to qualified contractors generally through a competitive bidding process. In the second quarter of 2023, the main roof was repaired; the round stained-glass window in the baptistry was repaired and reattached; and the roof over the hallway connecting the church and the parish was also repaired. The total cost of these three projects was \$16,500, and was paid for with proceeds from the \$25,000 Lehto Foundation Grant received in the fall of 2023.

Over the summer, the HVAC unit that heats and cools the finance and administrative offices, and the associated air handler in the attic, had to be replaced at a cost of \$7300. This was also paid for with Lehto Grant money.

In November, the Market Street façade, which has long been plagued by water problems, was repaired, and the abutting interior wall of the narthex was also refreshed. The cost of this project was \$7800, paid for with funds from the Bequest of David Heath.

This is by no means a complete list of all the work that has been done at St. Paul's over the past year, but it highlights one key point: the Parish Hall, constructed in 1928, and the church, completed 30 years later, need ongoing and proper upkeep, maintenance, and repair. To this end, the Buildings & Grounds ministry is grateful to the Grant Team for its work to secure funds for much needed capital projects.

Anne O'Dell also thanked the Endowment Board for its efforts to raise awareness of planned giving. Generous bequests from David Heath, Richard Rhoads, and Merry Ann and Larry Wright will have a lasting impact on the future of St. Paul's. Thanks also to the Finance Committee for its prudent fiscal management and the Stewardship Team for its tireless work, raising operating funds to support St. Paul's mission and ministries, including Buildings & Grounds.

Agnus Dei Awards

Judy Wilson

Judy Wilson has been treasurer for the past 5 years. Before that she served on the Vestry. Before that, she was the Volunteer Office Manager. Judy has a brilliant mind and is a faithful servant. She makes the reports, finalizes budgets and gets the job done. She is one of the "irreplacable" ones. We are grateful for her commitment and service to St. Paul's.

Jim Edwards

A faithful member of St. Paul's for many years, you can find Jim cooking sausage and pancakes or communion bread. He is the first one to show up when a volunteer is needed and has been a member of the Gentlemen of Noble Poverty for 27 years.

Peg Brunton

The Source's beloved leader retired this year after serving the people of St. Paul's for many years. Peg decided to hang up her heels from managing, purchasing inventory and staffing the gift shop. Peg's leadership is responsible for supplementing many ministries at St. Paul's – especially those involving young people.

Don Bobo

If you have ever come through the Market Street doors, you have been greeted with a smile, provided with a nametag and directed to the guest registry. Don Bobo is more than a head usher. He is on the call list for when the alarm goes off in the middle of the night. He is at every special service to ensure guests are welcomed, safe and know where the restrooms are. He has patiently sheperded new vestry members in the process of opening and closing the church on Sundays.

He is chair of the Bellamy Memorial Garden, responsible for the building of the new columbarium, as well as its maintenance.

He is an advisor and confidant to the rector. We are so grateful for his humble service to the life and ministry of St. Paul's.

New Business

There was no new business at this meeting.

Old Business

There was no old business at this meeting.

Adjournment and Prayer

At 10 am, there was a motion and second to adjourn the Annual Meeting. The motion was approved.



Jesus said, “I am the vine; you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing.” - John 15:5

St. Paul said, “I planted the seed, Apollos watered it, but God has been making it grow. So neither the one who plants nor the one who waters is anything, but only God, who makes things grow.” - 1 Corinthians: 3:6-7

There is a difference between surviving and thriving. St. Paul’s, like any church, has had seasons when it has merely survived and other seasons when it has truly thrived. When we are in the midst of growth we always have to remember that we are merely vessels for the Holy Spirit. We have an integral part to play in tending and nurturing growth, but it is God who makes things grow. Similarly, Jesus reminds his disciples that God is the source of all sustenance and strength. Christ is the lifeblood of the Church and without him, there can be no fruit. I must infer from these scriptures that God is in the midst of St. Paul’s; we are thriving because God is at the center of our life together. But, as members of the Body of Christ, we have our part to play: we plant seeds, we water, and we facilitate and nurture the growth. Below are a few ways I envision that we will Thrive in 2025.

Thriving in Worship

Worship always has the first and last say. We do this well at St. Paul’s. It is what keeps people coming through the doors. We worship the Lord in the beauty of holiness, and we do it in a traditional way that feels alive and fresh. Our music program has been quoted as “not only being the best in town, but the best in the region.” Thank you Brendan Conner and the faithful Choir of St. Paul’s. Under Brendan’s leadership, the choir and music program have not only grown, but are thriving. Hiring a full-time music director was a financial leap of faith for St. Paul’s. It was an investment that is paying off and blessing the community. I cannot tell you how many times I stand in the narthex after church and hear how much our worship richly blesses the congregation.

Thriving in Service

Take a look at our Community Ministries report. It is full of ways that St. Paul’s serves our neighbor and the community. Are there more ways we could be serving? Absolutely. But, let’s honor and celebrate the good work we are already doing. I am particularly grateful for the Community Ministries Committee, and the new and old ways they continue to lead our community of faith in love of our neighbor.

Thriving in Ministry

Ministry is a word that encapsulates so much. I already spoke about the Music Ministry. Let’s focus for a moment on the growth in Children, Family, and Youth Ministries. Last spring we took another leap of faith hiring Isaac McDowell to become our Associate for Youth and Parish Life, separating the responsibilities of Children and Youth. What happens when you separate two plants that have grown together? There is more room for individual growth for each of the plants. With this decision and financial commitment, we have allowed more time and energy to be focused on each vital area of ministry. Children’s ministry has grown and youth ministry has grown. Not only have they grown, but they are thriving. The Flower Guild ministry has flourished under the leadership of Beth Richards. One only has to remember Easter or Advent/Christmas to see the joy and inspiration this guild exudes under Beth’s leadership. Hospitality and Parish Life continue to thrive with welcoming Sunday receptions and special events. I could go on and on. Just like plants need appropriate resources of nourishment, so too must we provide resources and nourishment to sustain the growth in thriving areas of ministry.

Thriving in Stewardship

We continue to grow our budget from year to year with an increase in funding through commitments to the Annual Stewardship Campaign and Special Gifts. We successfully began a Capital Campaign last year and raised enough funds to feel secure about continuing towards the process of renovating St. Paul’s, making our church more accessible to all. We have done great work with Planned Giving as the 1858 Circle increases its circumference by adding thirteen individuals and couples to its membership. We have recently seen an unprecedented upswing in generosity from newcomers. Consider all

that God has entrusted to our care, and it is understandable why there is always a need for greater stewardship. For St. Paul's to continue to thrive in 2025 we need a commitment of time, talent, and treasure from EVERYONE.

Thriving amidst Significant Institutional Change

St. Paul's faces some challenges this coming year as we continue preparations for campus renovations and staff and system changes. When we move staff to the Ormond Center later in 2025 there will be some anxiety and stress that accompanies this. As we grow in size and manage regular church operations with a major renovation occurring simultaneously, we are preparing now to build the necessary support staff and volunteer systems so that we are ready when the time comes. Our focus in 2025 is not to survive all of these changes but to thrive amidst the changes. As we move towards additional disruptions in our "normal" routine of church when the renovations actually happen, let's prepare now for the anticipated inconveniences so that when they come, we will approach them as opportunities and not challenges.

Is Father Lee surviving or thriving?

Good question. There are days when I feel like I am merely surviving. Being a Rector is not for sissies. But, there are many more days where I feel as if I am thriving; and that is because of the support I have.

I am grateful to my Wardens, Anne O'Dell and Steve Haughey, for their constant support and hard work. I am grateful to Father Singer for his selfless service to St. Paul's and the ways in which his support, friendship, and mentorship has made me a better husband, father, priest, and child of God. I am grateful to the faithful church staff and volunteers in their respective ministries who all work together for the glory of God... and make my life and job a little bit easier. I am grateful to each and every one of you who serve this great church family we call St. Paul's.

Above all, I am grateful to Allen, Cabe, Hazel, and Izzy for the love and support they give me every day. Without them, I couldn't do what I do at St. Paul's.

Keep the Faith. Remember that God makes things grow. We have a part to play. Let's continue to thrive in 2025!

Faithfully,

Pictured below: Father Lee with the rest of the delegation of the Diocese of East Carolina at General Convention this past summer in Louisville, KY.

Pictured on the right: Father Lee with Fr. Singer on Christmas Day at St. Paul's.



REPORT OF THE RECTOR'S WARDEN

From February 2022 through July 2024, St. Paul's was blessed to have Bill Anlyan as our Rector's Warden. A longtime member and, over the years, an active participant in the life of the church, Bill brought enthusiasm, professionalism, and a servant's heart to the role of Rector's Warden. He was a valuable member of the executive team, a strong advocate for our Rector, and in 2024 he worked tirelessly to support the rollout of the capital campaign to renew and restore St. Paul's.

In August 2024, Bill offered, and the vestry accepted his resignation; new adventures await Bill and his wife Elaine in their new home in Raleigh. At the request of the Rector, I became the Rector's Warden for the remaining 6 months of the vestry term. Focused on making the transition as seamless as possible, I picked up where Bill left off, steadfast in my commitment to serve St. Paul's and honor the trust placed in me by our Rector, the vestry, and this parish. For the majority of 2024, the vestry was at full strength with 12 members. The vacancy created by Bill's departure was filled by Tori Cannon (Vestry Clerk) with vestry approval in October.

Throughout the year, this hardworking group of people, in collaboration with the Rector, governed the church with unwavering faith and clarity of purpose. Inspired by the sacred work being done in and through St. Paul's, all of us remain committed to the long-term health and viability of our beloved community of faith.

Respectfully submitted,
Anne O'Dell
Rector's Warden

REPORT OF THE PEOPLE'S WARDEN

I began 2024 as the Vestry Liaison for the Ormond Center. In August, with the resignation of the Rector's Warden, I accepted the nomination for People's Warden.

The year saw much activity for St. Paul's Episcopal Church. From a Building and Grounds perspective, many needs were addressed. Listed below are some of the highlights:

- Southeastern HVAC standardized some of our vents to allow easier air filter replacement.
- The 16th Street Doors to the Parish Hall were repaired.
- A structural engineer visited St. Paul's to begin the evaluation process for renovations to the Church and Parish Hall.
- The Ormond Center underwent major modifications, mostly in the Mechanical Room.
- The wrought iron railing around the main campus was refurbished.
- The trees in the parking lot island, at the entrance to the North Garden, and the trees overhanging the Ormond Center were professionally trimmed.
- The Chancel light bulbs were replaced.
- Capital Electric provided a plan for improved lighting in the NAVE, with implementation in early 2025.
- Following weeks of heavy rains and leaks in the Parish Hall roof, Flores and Foley have been contracted to repair the corners of the roof. This work will begin in February of 2025.

Some events and activities worth noting during the year were the Saints and Holy Helpers Week in June, Parish Picnics in May and again in November, New Member Social in April, a "Weed and Feed Day" in May, and a Grounds Clean-up/Azalea Planting Day in October.

We blessed Backpacks when schools went back in session and Halloween costumes in late October.

We hosted Hoggard High School Concerts in May and December, the annual Halloween Organ Concert with Dorothy Papadakos, and Handel's "Messiah" and Tallis Chamber Orchestra, both in December.

Our effort to provide additional funding through Grant requests was very fruitful this year. We received a grant from the Cape Fear Garden Club for a little over \$2,000 to purchase nutrients to the soil and ground cover. We received almost 100 Azaleas from the WRAL-TV Azalea Celebration to add beauty and color to the campus. A grant from the LEHTO Foundation paid for the refurbishing of the wrought iron railing surrounding the main buildings on our campus. Our grant request to the Diocese of Eastern North Carolina Episcopal Foundation to help offset the cost of the Design Development Phase was not selected. We were encouraged to submit a grant request next year.

Finally, we hope to complete all needed repairs and improvements to the Ormond Center and move the staff and Clergy to the OC by the end of the first quarter.

Respectfully submitted,

Steve Haughey

REPORT FROM MUSIC

2024 has been a full and rewarding year for the music department at St. Paul's. The choir continues to thrive, and has gained several new members since Summer. Many thanks to the choir for their steadfast dedication in preparing for the various and numerous choral offerings throughout the year.

The choir prepared the Faure Requiem to be sung in the liturgical context in November. This is a work which is often heard in concert, though to hear it in its originally intended liturgical setting is a rare opportunity! We had our Messiah performance in December, and we had a sold out concert on Friday December 13th.

Beginning in September, children's choir rehearsals began, and they sang twice in the Fall. Following a brief break after Christmas, they have returned to Sunday rehearsals. St. Paul's has grown in demand as a concert venue in town due to our ideal acoustics. We welcomed Wilmington Voices and the Tallis Chamber Orchestra for concerts in the Fall, which were both well attended.

Spring of 2025 looks to be a musically rich start to the year, with two offerings of choral evensong, and two concerts.

Brendan Conner
Director of Music and Organist



Pictured to the left: Brendan Conner and the Choir of St. Paul's after the Faure Requiem Mass on The Feast of All Saints



Pictured to the right: Brendan Conner with special guest soloists after the Messiah Concert with the North Carolina Baroque Orchestra

WORSHIP REPORT

As we welcome the new year, let us reflect on Paul's words in Romans 12:12 "Rejoice in hope, endure in affliction, persevere in prayer."

These words embody the essence of our Christian community, reminding us of our call to care for one another and serve God.

This past year has seen significant leadership changes that have invigorated our community. While we bid farewell to Rev. Catherine Powell, who accepted a new calling, we joyfully welcome Rev. Judy Breny and Deacon Kay Swindell to support us during the Eucharist. These transitions reflect God's plan and have strengthened our unity.

The Eucharist fosters a deep connection with Christ, whom we adore as "Wisdom Incarnate." Our Licensed Eucharistic Visitors, thanks to Rev. Singer's leadership, continue to bring Communion to those unable to attend services.

Worship is a heartfelt expression of love for God and each other, thriving on the collective contributions of clergy and parishioners alike. Every role—from flower arranging to reading scriptures—enriches our services.

Under Fr. Lee's guidance, we continue our tradition of weekday Eucharists and joyful Evensong celebrations. We were blessed to welcome The Right Reverend Robert S. Skirving this year for Holy Eucharist, including Confirmation and Baptismal Reaffirmation.

With sorrow, we remember cherished members of our community in our prayers and daily devotions.

This year also brought a beautiful wedding at St. Paul's, organized by our wedding director, with over 25 guests. We are excited to have three new vergers and an acolyte trained as a Eucharistic minister, inspiring others to engage in worship.

"Now bless thyself: thou met'st with things dying, I with things newborn." —William Shakespeare, *The Winter's Tale*. As we reflect on new beginnings and blessings, we embrace God's grace in our journey together.

Thanks be to God!
Leon Tillery, Senior Verger

ADMINISTRATION REPORT

St. Paul's continued to experience steady growth in 2024. The growth of our faith community is a welcome gift as well as a challenge that requires the appropriate resources to properly support and nurture it. Through 2024, the leadership team (Rector, Wardens, and Treasurer), moved forward with initiatives designed to address the changing needs of the church.

HUMAN RESOURCES: The Rector of St. Paul's is, first and foremost, our spiritual leader, but he also must attend to the business of the church and having the right support staff is critical for effective management. To that end, the Human Resources Committee (Rector, Wardens, Treasurer, and a Vestry Member) convened in 2024 to address the church's staffing needs.

In early 2024, Judy Wilson, St. Paul's Treasurer for over 5 years, announced her plans to retire from her volunteer job. The expertise that Judy brought to her ministry was invaluable; her faith and commitment to the long-term health and viability of St. Paul's put the church on strong financial ground. Coupled with the news that our bookkeeper, Diane Matz-Kane also announced her intention to retire in early 2025, the decision was made to hire a paid professional to oversee and manage the finances of the church. The Human Resources Committee developed a job description and launched a job search early in 2025.

With the decision to add a professional finance manager to the staff, it became necessary to redesign the church administrator position. Our budget cannot currently support a full-time finance manager and a full-time office administrator, so the decision was made to reduce the hours and reassess the responsibilities of the office administrator. Bella Dolande, the Executive Assistant to the Rector, was let go in November 2024 as a result of this restructuring plan. The Human Resources Committee developed a new job description for the office administrator and initiated a job search in early 2025. In the interim, Isaac McDowell, Associate for Youth and Parish Life, Brendan Connor, Director of Music, and a host of volunteers are covering the duties in the church office.

In addition, the Human Resources Committee has been hard at work on another project: the review and revision of Human Resources Policies and Procedures for Lay Employees. Completion of this project is expected early in 2025.

VESTRY LEADERSHIP: At the annual meeting in January 2024, we elected a new slate of vestry members (Steve Bucci, Barbara Ellington-Banks, Scott Sheble, and Phillip Weiss). These four people joined the returning eight members, bringing the vestry back to full strength at 12 members. Over the summer, Bill Anlyan, Rector's Warden, shared his plans to relocate and submitted his resignation. At the Rector's request, Anne O'Dell, People's Warden, became Rector's Warden. Steve Haughey was elected by the vestry to become the new People's Warden, and Tori Cannon (Vestry Clerk) officially joined the vestry in October to serve out Bill Anlyan's term, ending January 2025.

Throughout 2024, this governing body served with integrity and clarity of purpose, navigating the challenges and envisioning a future for St. Paul's that honors its traditions and embraces the possibilities yet to be revealed.

VOLUNTEER ENGAGEMENT: Our church could not function as well as it does without our volunteers. They worked tirelessly in 2024. Their dedication to their ministries-of-choice was on display daily, and 2024 highlights from the particular ministries can be found in the various reports included in this document. We are forever grateful for the many volunteers who advance the mission of St. Paul's as the hands and feet of Christ.

Respectfully submitted,

Anne O'Dell, Rector's Warden
Steve Haughey, People's Warden
Barbara Ellington-Banks, Vestry Member

MEMBERSHIP

Open doors. Open hearts. Open hands. This is the motto of St. Paul's Episcopal Church, and we are known throughout Wilmington for making people feel welcome. This is the focus of the Membership Committee which helps build and strengthen the St. Paul's family by warmly welcoming all who enter our doors, especially newcomers.

First Touches

Greeters/Ushers play a vital role by providing the first interaction with visitors, and so much more. Led by Tom Gerow at the 8:00am service and Midge Silberman (greeters) and Don Bobo (ushers) at the 10:30am service, this team of 46 dedicated servants greets, hands out bulletins, offers name tags and welcome bags, gathers newcomer information, provides security, is on hand with water and first aid, and helps facilitate worship during the offering and communion, including identifying and leading clergy to parishioners who need to take communion in their pews.

Karen Day diligently sends personal welcome letters to visitors, and maintains a database to record the details as visitors and prospects become members (through transfer, confirmation, etc.).

Big Welcomes

The Newcomers' Social on April 17th gave more than 22 newcomers a chance to socialize, get to know St. Paul's clergy and vestry members, and begin to engage in the wonderful community at St. Paul's.

At the Parish Picnic on November 17, newcomers (and those worshipping at St. Paul's for less than 18 months) got a special sticker for their name tag. Everyone was encouraged to make them feel special. It was a natural way to welcome them to St. Paul's and we plan to continue this tradition.

Deepening Connections

The committee organizes regular Monthly Dinner Groups and one-off Quarterly Dinner & Faith Groups so people can break bread, spend time, and grow together. This year, 35 people participated in four regular monthly dinner groups, ranging from 8-11 people, that meet all year, and 90 people dined and fellowshiped in the homes of 12 hosts at Dinner & Faith Groups in April, July, and October. These events have been effective in creating stronger bonds in the community. We plan to continue them in 2025.

The Membership Committee works with other ministries, especially Parish Life and Children, Youth & Family to help people of all ages get their spiritual needs met, connect with opportunities to serve, and become active members of our church.

Overall, 2024 resulted in 21 new households (up from 14 in 2023) and 31 new members and active non-members (up from 21 in 2023). We are thankful for the blessing of a growing church and look forward to all Membership will have to offer in 2025.

Respectfully Submitted,

Elisabeth Sanders-Park & Karen Day
Membership Committee Co-Chairs

LONG-RANGE PLAN

Background: The Long-Range Plan Committee (LRPC) has been working to implement the Vestry's strategic plan by developing a long-range plan for structural improvements and was completed by the committee and architect Gray Hudson from WWKW Architects. This plan has several phases, and schematic drawings were completed and used by the Vestry and a fundraising committee who worked to raise funds.

Update for 2024: The LRPC had not been actively working since the summer of 2023 as fundraising took place. In summer 2024, the Vestry asked the committee to start working with the architect again. The committee met several times and reviewed the next phase contract with the architect to complete Design Development (DD) drawings which are more detailed and can then be used to develop more accurate cost estimates. The contract was finalized in the fall by Vestry. The committee met with Gray (architect) and agreed on the final schematic drawing to be used to develop the DD drawings. In the fall, the architect hired additional engineers, as part of the contract for the DD phase, and he has been updating the architectural drawings that are being used by the engineers. A structural engineer visited in the fall and mechanical engineers will be visiting soon to do their evaluation. The DD drawings should be finalized this spring and the LRPC will meet with Gray to review. The LRPC will also be working with Gray to identify potential contractors to determine who we may hire and who will help with providing cost estimates. Once the drawings/costs are agreed upon, then the next phase will be to develop construction drawings that would be used for construction. There is not a planned time for construction yet, but these steps are getting us to moving closer to that time.

Respectfully submitted,

Mona Clites, Long Range Planning Committee Chair

STEWARDSHIP

Stewardship Report

Lamps Lit, Hearts on Fire

The Stewardship Committee, chaired by Karen Day, includes Father Lee, Steve Haughey (People’s Warden), Jack McElroy, Anne O’Dell (Rector’s Warden), Denise Sheehan, Scott Sheble (Treasurer) and Frank and Marcia Wolf.

While the duties of the Committee are year-round, the most visible work is the Annual for the Campaign. This year’s theme was “Lamps Lit, Hearts on Fire” – expressing our fervent commitment to prepare for and serve the growing number of people entering our doors and joining our congregation. The logo was a lantern filled with a “roaring” fire of a heart.

In September, Father Lee sent a letter to the parish outlining his vision for St. Paul’s in 2025. A letter from the Stewardship Committee followed a week later. Adding more detail and specifics, the Committee encouraged the congregation to generously support the vision and mission of St. Paul’s. A pledge card and self-addressed, reply envelope was included.

During the four Sundays of October, Brian Jones, Judy Breny, Lisa Nichol and Isaac McDowell shared their thoughts on stewardship, encouraging the congregation to join in generously and wholeheartedly supporting St. Paul’s in 2025. Ingathering Sunday concluded the campaign on November 17.

As of this writing, 146 households have pledged over \$609,000. Twenty of these pledges are from first-time pledgers. Pledges continue to arrive, so we anticipate this total will increase.

The Stewardship Committee and the Vestry expressed their gratitude and thanks by sending personal notes to everyone who pledged. Pledgers also received recognition in the Parish Hall – lanterns with their names were posted.

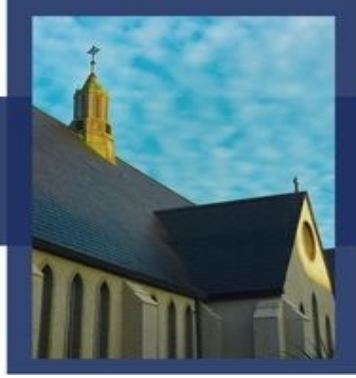
The Committee is grateful to the parishioners of St. Paul’s for stepping forward in faith, exemplifying “Lamps Lit, Hearts on Fire”.

Respectfully submitted,
Denise Sheehan

LAMPS LIT



HEARTS ON FIRE



Faith in Action: Building Our Future
A Capital Campaign to
Renew & Restore St. Paul's

In February 2024 the Vestry of St. Paul's voted unanimously to move forward with a three-year, \$3.5 million capital campaign to renew and restore St. Paul's. This decision came after more than five years of work done in collaboration with the Long-Range Planning Committee and WKWW Architects of Charlotte, NC, to develop an inspired, yet realistic plan to renovate our sacred space. In its current configuration, St. Paul's, like many historic churches built in a previous era, presents considerable challenges to people with limited mobility. The purpose of this renovation is twofold: (1) provide access to and within our spiritual home for *all people regardless of physical ability*, and (2) *update our facilities to better meet the needs of ministry in the 21st century*.

The details of the proposed renovation plans were unveiled at a parish-wide meeting on Sunday, April 21, 2024. The plans feature three steps:

Step One – Stairless Access. The first priority is to make our sanctuary and parish hall fully accessible to all by eliminating the stairs and creating stairless access from the sanctuary to the parish hall. Anyone who enters St. Paul's will be able to fully and easily access the sanctuary, the restrooms, and the parish hall.

Step Two – Renovation of Restrooms, Library, Classroom/Multipurpose Spaces, and the Addition of an Elevator. The main area of the building between the sanctuary and parish hall will undergo the following proposed renovations:

- Relocate, enlarge and improve restroom accessibility
- Add vesting room for clergy
- Create more open space for gathering
- Add a new elevator serving all 3 floors
- Reconfigure and relocate ministry areas for more effective use of space

Step Three – Renovation of the Parish Hall. Built in 1928, the parish hall has immense historic significance for St. Paul's and the greater Wilmington community. It was partially destroyed by fire in the early 1970s and was never returned to its original condition. Proposed plans for the parish hall include restoring the ceiling, updating the flooring, and installing new lighting.

Jeff Hensley, a fundraising consultant with Generis, conducted a feasibility study prior to the campaign launch and determined that St. Paul's has the will and determination to raise the needed funds, although noting that it would be a healthy stretch for the parish and would require full participation. To date, we have received approximately \$2,053,553.47 in gifts and pledges towards our \$3.5 million goal.

We will continue organized fundraising efforts and move forward with phased construction as finances allow. Transforming our spiritual home so that it is safe and easily accessible, especially to those with limited mobility, is central to our faith and integral to our mission to minister to *all*. *The 21st century promises to present new and unforeseen opportunities to better serve the growing community within and beyond our church walls. With God's help, we will be ready with open doors, open hearts, and open hands.*

Respectfully submitted,

Anne O'Dell for The Capital Campaign Committee

2024 was an exceptional year for Parish Life! Each event had a lot of energy behind it, as evidenced by strong attendance and new faces. Here are last year's highlights:

- Annual Shrove Tuesday pancake supper with cake walk for King Cakes, photo booth, and the always delicious pancakes cheerfully cooked by the Gentlefolk of Noble Poverty; a big thanks to the youth for decorating the Parish Hall with Mardi Gras themed items
- Blood drive in cooperation with American Red Cross
- Spring Parish Picnic & Plant Swap and the Confirmation Reception all wrapped up in one big, well attended delightful afternoon
- Ice Cream Social for Mother Catherine's farewell
- The return of the annual Parish Retreat at Trinity Center (August 30-September 1), with "Nourish" as the theme for the weekend
- Blessing of the Animals including Father Lee's chickens
- Fall Parish Picnic with the largest groaning board full of deliciousness provided by parishioners

Of course, Parish Life is also responsible for the Wednesday lunch following the 12:10 service, Sunday morning community breakfast, and Sunday coffee hour/reception. A huge thanks to the Sunday morning breakfast chefs, the mid-week lunch teams, and Sunday rainbow teams who provide delicious spreads for all to enjoy after services.

We offer several opportunities to serve as a Parish Life member. If you feel called to join the Parish Life steering committee, which plans the activities, or if you want to don an apron, oven mitts, and jump right into the kitchen, please contact Margaret Haughey at haugheymarg@gmail.com, Lois Moore at lois.moore5@outlook.com, or Ashley Eason at eapeason@yahoo.com.

Respectfully submitted,
Ashley Eason & Margaret Haughey
Co-chairs, Parish Life

PASTORAL CARE

“Be joyful in hope, patient in affliction, faithful in prayer. Share with the Lord’s people who are in need. Practice hospitality. Rejoice with those who rejoice; mourn with those who mourn.” Romans 12:12, 13 and 15

Holy Scripture calls us to come alongside those in need to bring comfort and compassion. I believe it is our charge to equip volunteers to share in the day-to-day care and concern for those in crisis through various ministries.

The Pastoral Care Ministry at St. Paul’s Episcopal Church focuses upon providing connections throughout our St. Paul’s family, especially when members are experiencing a life change, challenge, or unable to attend worship services and/or ministry events. Pastoral Care has included, but is not limited to: Lay Eucharistic Visitors, Meal Train, and Helping Hands Funeral Ministry. Our thanks to Margaret Haughey for leading Meal Train, and to Kathryn Hedgepath for taking the lead with Helping Hands Funeral Ministry, by heading up funeral receptions.

Through the Community of Hope International training held last year, a new ministry, Lay Pastoral Caregivers, has been added. Nine members of St. Paul’s are trained Pastoral Caregivers. Those interested in this Benedictine style of caregiving should contact me at your convenience. When you need someone to talk to, we will listen. When you need someone to just be there, we will be with you. It is my hope that in 2025 we will hold a new training session for those interested.

Besides formal ministries, our church family does a good job of looking out and caring for one another, but we can always do better. I would personally like to express my gratitude for each of the leaders and caring members of this parish community. Please reach out if you have a pastoral need and we will connect you to the appropriate ministry.

It has been my privilege to serve at St. Paul for approximately three years, to serve liturgically and to come beside individuals and families in times of need. It has been my great joy to share ministry with the talented staff and members in the parish.

Respectfully submitted,
The Rev’d A. Michael Singer,
Associate for Pastoral Care

COMMUNICATIONS

The Communications Team supports clergy, staff, and volunteer leaders in the development and dissemination of information pertinent to the life of the parish. We have a variety of tools in our communications toolbox: the Bulletin, announcements during worship services, the weekly E-Newsletter, our spechurch.com website, livestreaming services on YouTube, social media (Facebook and Instagram), Eventbrite for ticketed events, Email, snail mail, banners on Market; 16 th Streets, flyers, posters, and free/paid advertising in local media. Depending on the situation and the nature of the information being shared, our goal is to create a communication plan that will most efficiently and effectively reach our desired audience whether inside or outside our church walls.

In this era of digital communications, please be reminded that text and email scams targeting churches are prevalent. Many of us have received a fake message from scammers pretending to be the Rector. Our Technology Team is doing what it can to reduce the incidence of these phishing scams, but please be vigilant and know that the Rector will never send a text or email with an urgent request for gift cards or money. If you have doubts about the authenticity of a text or email, call the church office and report the scammers to your wireless or email provider.

Respectfully submitted,
Anne O’Dell for the Communications Team

Annual Report (2024) from the St. Paul's Archives:

St. Paul's Episcopal Church Archives Mission Statement

St. Paul's Episcopal Church celebrates and supports a historical legacy, founded upon a rich heritage with deep roots in the Wilmington community, the state of North Carolina, and the Episcopal Church. We seek to preserve our institutional memories in order to realize the creative future of the parish and to provide knowledge and resources that strengthen both the missions and ministries of a faithful and diverse church community looking ahead in the 21st century.

Why have a designated Archives? *St. Paul's made a commitment [VR 11/2015] to safeguard its Parish records and provide a designated secure space, using best practices methods detailed in the Episcopal Church Business Manual and The Archives of the Episcopal Church's "Record Management for Congregations: An Archives Manual for Episcopal Parishes and Congregations." It has been my privilege to engage in the work of organizing our records: vestry minutes and parish registers (1858-2024), old historic and deed documents, architectural history, original blueprints, previous and current strategic long-range planning and capital campaigns, memorial gifts, endowment history, and clergy history and papers.*

Fr. Lee reminded the Adult Formation on All Saints Day of the thin veil – the sacred spaces of St. Paul's that we share with the saints of this parish who came before us. The archival boxes shelved in the Lucy Ann Glover Archives Room hold the story of the congregational life of St. Paul's: our spiritual DNA and our parish family genealogy.

I need to acknowledge your support this year during the family time I needed: I am *deeply grateful*. *The year, nevertheless, has been a full one: a 6-week Summer Series on our history; a presentation to the visiting Diocese of North Carolina pilgrimage group learning 1898 Wilmington history. Archival preservation of Merry Ann Wright's papers of Vestry and Endowment records completed. Constant up-dating/revision of the Archives Finding Aid. Research, timelines development, and writing related to history and ministries. Responding to queries and research requests.*

I'm also very grateful for the assistance of Michelle Ryan and Melody Lewis!! Their patience and willingness to dig into archives tasks is a joy and a blessing.

Goals for 2025 are to have our records ready for the next step in St. Paul's architectural future, the return of her original blueprints, continued preservation of current records (vestry reports, other data and minutes, reports) as available, and devoted time to preservation of historical documents and writing of our parish stories. Several collaborative proposals invite other members and youth of the congregation to share in the mining of our *faith and the arts history*. *So...the work goes on.*

Submitted with thanks to God and the clergy, vestry, and people of St. Paul's,

Ellen Weig, Archivist and Parish Historian.

CHILDREN, YOUTH, AND FAMILY MINISTRIES

Children's Ministry Annual Report 2024

2024 was a year of growth and change for Children's Ministry at St. Paul's!

Sunday School was offered Sunday mornings for ages 4 - grade 5 upstairs in the Children's Wing during the traditional school year. This summer we said goodbye to Catherine Powell, who had been a steady presence in Children's Ministry for the past few years at St. Paul's. We are grateful for her time with us. We began the 2024-2025 program year with 3 lead teachers: Anne O'Dell, Allen Lee and Meaghan Thomas and various other volunteers who served as a second adult, assisting with Sunday School classes. We implemented a new curriculum this past fall, Weaving God's Promises, for our elementary age students. We continued to offer our preschool age class for children called Touch & See. Tina Cameron remained our Nursery Coordinator and always had fun activities planned to keep our little ones engaged. A monthly newsletter was emailed to families which contained upcoming events and the lesson focus for each week. Worship Kits (activity bags and boxes) continued during 2024.

2024 offered new opportunities for children to become involved in worship. Brendan Conner led a Lenten Youth Choir and then began the 2024-2025 school year offering Children's Choir on a regular basis. Children also served as lectors and as volunteers to bring the little red wagon up during the 10:30am Choral Eucharist. St. Paul's children were involved in many aspects of Parish Life this year, including the Pancake Supper, Easter Egg Hunt, Blessing of the Animals, Blessing of the Costumes and more. We enjoyed a variety of family events as well: Ice Skating, Wilmington Sharks Baseball Game, Beach Day, Parish Retreat, and our Fall Family Cook-out. We expanded ages for Summer Arts Camp and hosted almost 30 children ages 3-rising 5th grade. We began our 2024-2025 program year with our Back to School Meet & Greet Breakfast and Blessing of the Backpacks. In December we went Caroling with EYC at Cypress Pointe and kids enjoyed a Parent's Morning Out full of Christmas activities. We ended the year with our largest group yet of children participating in the Presentation of the Nativity on Christmas Eve. We are so thankful for the volunteers, families, and children that make this ministry possible.

Respectfully Submitted,
Meaghan Thomas, Children's Ministry Coordinator

Youth Ministry Annual Report 2024

St. Paul's EYC (Episcopal Youth Community) officially kicked off in September of 2024 with a parent meeting that covered key elements of program functioning. EYC meets regularly on Sunday mornings from 9:30 – 10:15 and Sunday afternoons from 4 – 5:30. St. Paul's EYC events and meetings are open to all students in middle or high school. In morning EYC, students dive into weekly scripture from the lectionary and the floor is open for discussion among students and leaders. Evening EYC consists of sharing a meal together, games, opening scripture, and discussion in small groups. Since starting in September, St. Paul's EYC has seen significant engagement from both students and parents. St. Paul's regularly hosts EYC at the church on most given Sundays but also holds events at outside locations such as Jungle Rapids, Flip n Fly trampoline park, and other family friendly venues. In addition to this, St. Paul's youth are encouraged to participate in Diocesan youth events such as Happening and New Beginnings. St. Paul's EYC students also have the opportunity to serve communities in Western NC through our annual summer mission trip to Glory Ridge. Our summer mission trip to Glory Ridge not only teaches service but is also a spiritually intensive week as our students participate in worship and sharing each night we are there. As we move forward, St. Paul's EYC will continue to provide creative, spiritual and fun activities for our youth to learn and grow together.

Respectfully submitted,
Isaac McDowell, Associate for Youth and Parish Life

Bellamy Memorial Garden Report for 2024

The Bellamy Memorial Garden continues to be a holy place for the interment and memorialization of St. Paul Episcopal Church's family. It was created in honor and memory of those who have entered God's glorious kingdom.

During 2024, five members of our parish family were memorialized in the Garden where they will always be remembered as faithful servants of a loving God and the church.

Numerous financial contributions were made in 2024 for the Garden to insure that its maintenance remains self-sustaining and does not impact St. Paul's Operating, Capital, or Endowment Funds.

Seasonal flowers were planted during the year to keep the Garden as an attractive final resting place for our loved ones as well as the community as they pass the church on 16th Street.

Father Lee has continued to welcome those of our parish family who have decided to pre-plan their final arrangements. Pre-planning facilitates the decisions that will need to be made in the future by our loved ones. During these meetings, he will share the options that have been made available to the members of St. Paul's Episcopal Church.

Respectfully submitted by Don Bobo

THE DAUGHTERS OF THE KING

Mary Veronica Chapter, Daughters of the King (DOK)

The Order of the Daughters of the King is an order for women who are communicants of the Episcopal Church, churches in communion with it, or churches in the historic episcopate but not in communion with it. The Order's purpose is to bring others into a living, loving relationship with Jesus, our Lord and Savior, and to help strengthen the spiritual life of our parishes and missions. In solidarity with one another, all Daughters everywhere make the same promises upon their admission to the order: to obey the two rules of the order, which are the Rule of Prayer and the Rule of Service; faithfully wear the cross of the order; work for the purposes of The Order as God may give us the opportunity; and, to offer at all times loyal aid to our clergy and parish to spread Christ's Kingdom. (Taken from the DOK chapter manual).

The Mary Veronica chapter currently has 15 active members. Our service to St. Paul's includes the following areas where daughters are active:

- Eucharistic ministers
- Lay readers
- Verger
- Vestry
- Alter Guild
- Flower Guild
- Ushers
- Rainbow teams for Sunday hospitality
- Wednesday lunches
- Parish life activities
- SPEC office volunteers
- Maundy Thursday vigil participation
- Mother Hubbard's Cupboard
- Sunday flower deliveries
- Helping Hands funeral committee
- Assistance with St. Paul's summer arts camp

As a group, we assisted with

- Taize services
- Extra Day to Pray on 2/29/24
- Lenten soup, salad, and speaker series
- Blue Christmas of Healing and Hope
- Participated in a laying on of hands healing service for our Sisters in Christ needing comfort and strength
- Participated in a local day retreat with two other chapters last fall.

We had one attendee at the triennial retreat in Louisville, KY where sisters from all over the world gathered from 6/26/24 – 6/30/24.

One sister is retaking Year 1 of EFM AND we are most proud of our sister in Christ, Cheryl Wagoner, who is finishing her diaconate studies and will be ordained soon.

Respectfully submitted,

Gail Gallaher President
Ashley Eason Vice president
Dot Erway Secretary
Margaret Haughey Treasurer

St. Fiacre Garden Guild 2024 Annual Report

The ministry of the St. Fiacre Garden Guild was established in honor of St, Fiacre, a 6th century Irishman who is the patron saint of gardeners. Interested parishioners assist in the maintenance and renewal of our beloved sacred grounds. In 2024 our devoted volunteers:

- Applied fertilizers, herbicides, pre-emergents, pesticides & nutrients
- Transplanted shrubs, bulbs, perennials
- Planted purchased annuals & donated perennials
- Removed debris, dead/damaged plants
- Trimmed hedges, shrubs, liriope, ivy
- Filled large planters with shrubs and perennials
- Obtained multiple soil sampled for testing
- Participated in spring Weed & Feed day
- Planted 40 (of 90) azaleas
- Donated: new hoses, multiple planters, St. Fiacre statue, various plants

Specific areas included:

- *Dorothy's Garden (16th St.): continued thinning of excess plantings & transplanting to other areas, weed/grass control*
- *Princess St: transplanted several roses from other areas, removed excess dirt & dead/dying shrubs from bed at entry to parking lot, established a perennial bed with donated lilies, dianthus, daffodils, ajuga*
- *Rectory Garden: cleaned and placed donated St. Fiacre statue near stairs, trimmed overgrown shrubs, planted perennials in bed in front of windows, continued refurbished of lawn area*
-

•I am:

- **Grateful** for parish support: professional refurbishment of railings, purchase of pinestraw and quality hand tools, obtaining two grants for landscape needs, professional tree and crepe myrtle trimming in parking lot
- **Thankful** for each and every volunteer for their time and talent
- **Prayerful** that all parishioners interested in gardening consider joining this worthwhile and necessary ministry

Respectfully submitted,

Patricia DuPuis Scherer, M.D.
January 2025

1Corinthians "Neither the one who plants nor the one who waters is anything, but only God gives the growth...we are God's servants, working together: you are all God's field."

GENTLEMEN OF NOBLE POVERTY (GNP)

St Paul's GNP is a fellowship of Christian men and women, who meet weekly and throughout the week as needed, to provide the repair and maintenance needs of the parish property, as defined by the skill sets of the volunteers. These needs are commonly made known to the People's Warden, and the Parish Administrator. The Rector is of course informed of the requests made, and has final approval. Some tasks are periodic, and repetitive, such as air filter replacement on our HVAC equipment. Others are more complex and involve analysis and input for the annual budgeting process. These are often referred to as capital projects. The group is also capable of troubleshooting, and repair/replacement of issues relating to carpentry, plumbing, and electrical. Other defined tasks involve the preparation of the facilities for celebrations, concerts, fundraisers, and special events such as Azalea Days. This often involves banner hanging, chair and table placement, decorating, and retrieval of items from storage.

On an as-needed basis, and as time and skill sets exist, the GNP has been involved in off-site projects such as handicap access, and more major projects such as work for Habitat for Humanity. All of these projects involve the Rector's approval.

I hope this has served as an informational review of what we do. Our limitations are skills and equipment, as well as the scope of the request. In these we have over time developed working relationships with qualified contractors and service providers. Come and join us in the Parish House on Thursday's at 0900 to learn how you can be a part of the Team!

David Tousignant – GNP Lead

THE SOURCE GIFT SHOP

This past year has been an eventful one in The Source. We hit the refresh button and ushered in a new look and lots of new products. It's been exciting to see we have several artisans in the parish who have donated their handiwork for sale. Trish Arnold and Rhonda Stroud continue to welcome shoppers to raise money for our ministries. At the end of 2024, we donated \$1,000 to the music program to help with the expense of providing so many opportunities to experience beautiful choral services during Advent and Christmas. We look forward to providing a place to shop and select host/hostess gifts in the future. Thanks for continuing to "Help Us Help Others".

Respectfully submitted,
Rhonda Stroud

FLOWER GUILD

The flower guild has grown to twelve in number this year with the addition of four new members.

The guild has provided flowers for each Sunday as well as one wedding, three baptismal events, three funerals with receptions and one reception for visiting former Dean of Canterbury. The Easter celebration included Palm Sunday arrangements and a large decoration event for Easter for both the inside and outside of the church. The recent decorations for Christmas covered Advent leading into and past Christmas and required constant re-arranging and watering to keep the indoor and outdoor arrangements intact. We were aided by the GNP at Christmastime who affixed the garlands and set up the tree and who after Christmas removed and helped us store these items. Several volunteers from the parish help with the clean-up after Christmas and with wedding preparations. The guild also provides flowers for the Hospitality Committee's use on Sunday post-worship receptions. The guild re-makes at least three arrangements after worship each Sunday to share with the Daughters of the King (DOK) for their delivery of flowers to parishioners who are homebound, ill, grieving or caregiving.

We purchased large amounts of flowers and greenery for both Easter and Christmas from local sellers and from our wholesale flower source Mayesh in Raleigh. We each also continued to donate, either partially or wholly, many of our purchases including both flowers and items to use in the mechanics of arrangements. We also donate flowers from our own gardens and seek and receive greenery at Christmas from businesses who sell Christmas trees in our area and donate their cut stems and other bundles of free limbs. Their donations were especially meaningful and appreciated this year as Barr Christmas Tree Farm gave us free greenery at the same time as they experienced the ravages of their mountain smaller gardens in the Helene storm flood.

We provided lunch for all volunteers and guild members to thank them for their work on the busiest workday of Christmas. We are aided by so many people in our efforts, from the cleaning staff to finance and office workers, that we thank them with tins of Christmas goodies. The Flower Guild has expanded our work area this year. We work out of the laundry and ice-maker room because of the water source and disposal of water area there. We store re-usable items there and in a closet near the basketball court downstairs. We also store greenery at Christmas behind the Parish Hall screens. We use the cool walkovers above the basketball court as a cooling area for flowers when our refrigerator is full at events like Easter, Christmas and weddings. We often need extra space for arranging and so use the Parish Hall when needed. In 2024 forward we have made a conscious effort to not work in the kitchens and to not use the sinks there for emptying flower buckets and vases in order keep from stopping up the sinks there. We are trying to cut back on our use of oasis because of environmental detriments of oasis disposal. We also are dividing the types of trash items that those items can be sent to environmentally correct disposal areas or to be re-cycled.

The rector arranged for payment of registration for five guild members to attend the Flower Festival at Grace Church Cathedral in Charleston, SC. This event is held every other year and our team learns a great deal of practical techniques and arranging ideas from groups of the best flower arrangers in the US and Europe. We are grateful for this opportunity and build a good deal of camaraderie within the guild during this event. While there, we enjoy getting to know guild members from other areas as well.

A member of the parish has begun graciously completing the building of two lovely gold wooden flower boxes which will be used for taller arrangements.

We have now created a total year calendar for assignments of duties. We also have a group of trainers for new members to help them learn the spaces and the techniques for arranging. They are assigned duties with those trainers for Sunday and other arranging opportunities and when they feel ready, we assign them their own Sundays to design as they wish.

The guild of flower arrangers at St. Paul's Episcopal Church is phenomenal in members' giftedness in flower arranging, their commitment and service for the glory of God and for those who come through our doors and watch our services online. They and I are honored to be a part of what makes St. Paul's such a very special place.

Beth Richards, Flower Guild Committee Chairperson

ALTAR GUILD REPORT

The Altar Guild of St. Paul's Episcopal Church, Wilmington, NC has prepared the table for 52- 8 am Sunday Services, 52 - 10:30 am services, 51 Wednesday noon services and other feast days, in addition to 2 Christmas Eve services, Christmas Day and Lenten and Easter week services, and Christmas and Advent Lessons and Carols services and seven(7) Baptisms.

Our year started as usual with Cheryl Wagoner as chair until she began her field work as a deacon with Church of the Servant in September. Amber Austin and Sally Pope were asked to fill in. We said "yes" but serving for years at St. Paul's does not prepare for finding the base for the Advent Wreath, knowing how to hang the special panels on either side of the altar, thank you verger Tillery, or where the white Christmas candles are that replace the advent candles in the wreath for Christmas Eve through January 6.

While filling candles is necessary but messy, lighting them is a challenge when the oil container falls off during the attempt. Finally keeping the cabinets supplied with the necessary items, cleaned, polished, and in the case of linens, washed to remove wine stains, pressed and returned is a challenge, Thank you linen ladies.

The teams work so well to get our job done. Thank you.

Respectfully submitted, Sally Pope and Amber Austin

TECHNOLOGY

2024 Technology and Live Stream Ministries Activities and Accomplishments

The mission of the St. Paul's Technology Ministry is to provide and support technology to meet the needs of the St. Paul's Staff, Ministries and Congregation on an ongoing basis in a reliable and cost effective fashion, and to demonstrate that St. Paul's is an effective and creative user of technology.

St. Paul's technology includes all computers, printers and the wired and wireless local area network (LAN). Also included are the sound systems in the Nave, the Parrish Hall, and the portable system; the live stream cameras, video and audio mixers; the security/fire detection systems and the phone system.

Activities in support of St. Paul's technology include technical consulting and support for St. Paul's ministries, system and software evaluation and recommendations, creation of electronic content, assistance with Zoom sessions, support of new employee orientation for St. Paul's technical environment, and addressing individual requests for items that include apps and data access, email addresses updates, and questions regarding day to day use of the St. Paul's computers and software. Additional activities included working with the Fiance and Membership ministries in migrating to the Cloud version of Church Windows (the system St. Paul's uses for finance, payroll, membership and donations processing) as well as evaluation of REALM, a cloud based Church Management System as a possible replacement for Church Windows.

The Live Stream Ministry, comprised of David Allen, Keith Calder, Tom Erway, Barry Jones, Bryce O'Dell and Bob Crafts live streamed 69 events that received a total of 11,354 views. The live streams included all the 2024 10:30 Sunday services, as well as additional Easter and Christmas services, funerals and weddings as requested, and all free choral events, concerts and recitals. Live Streaming continues to be an important component in support of St. Paul's mission, with 603 subscribers to our YouTube channel.

Technology projects in 2024 were cut back greatly due to the reduced capacity of the ministry resulting from member illness. Ongoing support however was minimally impacted through outsourcing of key technology support. Project work is expected to resume in 2025.

If you are interested in joining the St. Paul's Technology and/or Live Stream Ministry please contact Bob Crafts at technology@spechurch.com or 336.978.9197.

COMMUNITY MINISTRIES

2024 was an exciting and successful year for Community Ministries here at St. Paul's. Once again efforts were centered on continuing our central mission of supporting children, helping the homeless, and feeding the hungry! Armed with this focus, we were able to carry on with the goal of making a difference in and having strong impact on the community at large. While our budget remained modest we were able to accomplish all that we did due to the increased interest and participation of the members of this church "family" and the continued support of the Vestry and clergy.

This year we intensified our efforts to support the 5 organizations previously identified as our "Core Partners": Mother Hubbard's Cupboard, Good Shepherd, Nourish NC, Help Hub, and Snipes Academy. We also continued to work with and support 2Share; Northside Food Co-Op; Rise Against Hunger; Coach Thomas; V.O.Y.A.G.E.; Kid's Making It; St. Paul's Blessing Box; St. Paul's Angel Tree; and the EYC trip to Glory Ridge. This year we also added two new partner organizations: The DiaperBank of The Cape Fear and Foster Pantry.

We were able once again to support 18 children at Snipes Academy in the Nourish NC Backpack Buddies program, which provides food for children on weekends, holidays and vacation periods. In November, as we did in 2023, over 80 volunteers, from 93 to 9, filled the parish hall at 8:30 on a Saturday morning to help pack 12,500 meals for Rise Against Hunger in under hours. We have now packed well over 100,000 meals over the years! We again had a December backpack food packing at Nourish NC. Between 45 and 50 church members showed up and we packed for over 600 bags which provided almost 4,000 meals.

Many of our partners continued to expand their impact on the community and had record years. Mother Hubbard's Cupboard's served clients was up 40% over 2022 and they now consistently have well over 200 families every Wednesday and Saturday. 2Share serviced over 250 households and they served over 800 clients (600 children) and delivered 343 beds and over 750 other items. St. Paul's contributes support for 1/3 of their operating expenses! Help Hub, Good Shepherd, and Nourish NC had record years in providing food and shelter and goods and services to their clients. V.O.Y.A.G.E. has continued their expansion into 2 Elementary schools another Middle school and expanded in New Hanover High School, having offices and increased staffing staff in these schools. We, once again, supported their after school programs with snacks and supplies and resources and provided money for their Holidays family assistance program. Northside Co-Op has hired architects and has preliminary designs. They are waiting for rezoning by the city and a technical review. They look to break ground in late 2025 funds for food for their last community dinner of the year and to provide 100 Thanksgiving Boxes to families in need, Thanks the dedicated hard work of Cecelia Peers we once again were able to provide Christmas gifts from our Angel Tree efforts to both Snipes and Rachael Freeman Elementary Schools. This year 41 children received gifts! Kids Making It expanded it's scope of offerings to several trades and now has an apprentice program. They also opened a second location in downtown Burgaw. St. Paul's provided them with funds to purchase 12 heavy duty canvas work aprons, which provide safety, focus and a sense of pride to the students, Our Blessing Box keeps growing as need increases and Judy Breny with strong support from Bob Swindell has done a wonderful job of getting support, creating awareness, keeping the box supplied. For those of you who haven't seen it, a brand new and larger box was built and painted by Guillermo Garcia, our resident jack-of-all-trades. The beautiful graphics and lettering was provided by West Greene one of the congregation's very talented artists and we want to thank his for donating his skills.

Foster Pantry, one of our new partners, provided us with an opportunity to do an Angel Tree type of project in the Spring, making Easter Baskets for Foster Children. In usual St. Paul's fashion, we were tasked with providing 60 baskets and our wonderful "Family" responded by making around a hundred baskets. Our other new partner, Diaper Bank of Lower Cape Fear was brought to us by Joe Farri, one of our long term committee members. They are located on 16th street just a few blocks from the church and out of the tiniest building you can imagine they do some pretty amazing things. For 2024 they supplied over 400,000 diapers, 110,000 adult incontinence items and 119,000 period products! They also conduct drives and offer the opportunity for groups to do packings. We hope to do both in 2025.

2024 was a very busy and productive year for the committee and for our congregation. As I've written in the past, none of the things we accomplished would have been possible without the time, talent, and funding from YOU, the parish family, the church leaders with special kudos to Judy Wilson our wonderful Treasurer, and the continued commitment from Fr. Caleb. For 2025 the goal is to keep on doing what we always have strived to do: provide aid and comfort to those in our community who are in need of assistance and to strengthen and promote St. Paul's identity as a Church that truly cares about the community.

Faithfully,

The Community Ministries Committee- Steve Bucci, Chair; Barbara Banks; Merrilie Crafts; Joe Farri; Cecelia Peers

ENDOWMENT REPORT

ST. PAUL'S EPISCOPAL CHURCH ANNUAL PARISH MEETING

JANUARY 26, 2025

ENDOWMENT BOARD REPORT

The Endowment Fund for St. Paul's Episcopal Church was created by an enabling resolution of the Vestry in 2008. The Fund exists "to enable St. Paul's to fulfill its mission more completely by developing its ministries beyond what is possible through its annual operating budget." An Endowment Board was also established by Vestry in 2008 and is comprised of five voting members (appointed by Vestry for three-year terms, renewable once) and three non-voting ex-officio members: the Rector, Senior Warden, and Treasurer. The voting members select their chair annually. Your Board Members in 2024 were Virginia Chiarello, Karen Day (secretary), Anne O'Dell, Bill Richards, and Spencer Weig (Chair). Karen's term expired on 12.31.2024. The Vestry has appointed Greg Kutrow to begin a three-year term as of 1.1.2025. The Board acts as caretakers of the Fund and operates under a Policies and Procedures document, which is in the process of being updated.

The Fund is currently deposited in Wells Fargo Bank and managed by the Murchison Group. It has two distinct components:

1. Designated Funds. There are a total of eight funds where distributions are governed by donor's stipulations: the Isabel Lehto Organ Maintenance Fund; Kauno Lehto Scholarship Fund; Hazel Savage Music Fund; Bessie Fay Hunt Nave Window Fund; Bellamy Garden Fund; Thompson Flower Fund; Lena Berry Altar Fund; Smithwick Nursery Fund.
2. The "Unrestricted Fund". As of 12.01.24, its value was \$696,853. Despite the title, distributions are restricted to three categories of spending: assisting with capital needs projects; establishing or expanding an outreach/mission project; providing initial time-limited support for new ministries and special one-time projects.

The Board meets quarterly to receive an update from its financial advisor and to hear reports from the Rector, Senior Warden, and Treasurer. At these meetings, the Board also receives requests from the Vestry for distributions from the designated and/or unrestricted funds and votes to authorize them. The Board met six times in 2024. Continuing the work of updating its governing documents begun in 2023, at its November meeting the Board voted unanimously to recommend several changes to the Vestry. These revisions are aimed at defining the relationship of the Board to the Vestry in light of canonical requirements, updating the guidelines governing withdrawals from the Unrestricted Fund, and developing a Gift Policy that is specific to the Endowment Fund.

The Board also saw a project that was begun several years ago come to fruition, namely the establishment of "The 1858 Circle" as a way of recognizing those who have let the church know that St. Paul's will be remembered in their estate plans. As of December 2024, the names of 22 parishioners who have made their plans known are on display outside the library. We will update the list periodically as new parishioners let us know that St. Paul's is part of their planned giving.

Performance of the FUND

The equity portion of the Fund is reviewed by the Board and our financial advisors annually and for 2024 was set at 60%. The remainder of the Fund is invested in fixed income instruments and cash. Over the course of the year, the Vestry requested and the Board approved distributions of \$63,000 from the following subfunds:

- \$12,000 from the Isabel Lehto Organ Maintenance Fund for organ maintenance;
- \$8,000 from the Hazel Savage Music Fund to support the Music Program;
- \$10,000 from the Kauno Lehto Scholarship Fund to fund ten \$1,000 scholarships;
- \$15,000 from the Unrestricted Fund in support of the new ministry of Issac McDowell, our Associate for Youth and Parish Life;
- \$20,000 from the Unrestricted Fund as the first installment of a three-year pledge of \$50,000 to the Capital Campaign.

The Fund did well financially in 2024. The opening balance on 1.1.24 was \$947,873 with a closing balance of \$987,704 on 12.31.24, which translates to a net year-over-year increase in value after distributions of 4%.

If you are considering including St. Paul's and its Endowment Fund in your current or future planned giving goals, we would be pleased to provide further information and to answer any questions. Please contact the Finance Office for details or speak directly with a member of the Board.

Respectfully submitted,
Spencer Weig, Chair



The 1858 Circle

A Legacy of Faith-Filled Generosity

In 2023, St. Paul's established the 1858 Circle to commemorate members and friends of St. Paul's who have included St. Paul's in their estate plans.

2023:

David Heath and Naomi Kleid

Richard Rhoads

Merry Ann and Larry Wright

2024 (as of October 2024) :

Bill and Elaine Anlyan

Karen Day

Herbert M. Gant

Steve Haughey

Royster and Kathryn Hedgepeth

Jack and Kathleen McElroy

Patricia DuPuis Scherer M.D.

Mark Tedesco

David Tousignant

Mack Umphlett

Spencer and Ellen Weig

Jerry L. West

Judith Pluta Wilson

*We give thanks for all who have made gifts
and bequests to St. Paul's.*

For information about joining The 1858 Circle, please contact:

Father Lee: rector@spechurch.com

or

Spencer Weig: spencer.weig@gmail.com

REPORT OF THE TREASURER

2024 was characterized as a year of much transition. Early in the year I was asked to be the assistant Treasurer with the intention of transitioning into the Treasurer position by mid-year. I accepted the position and boy was that an eye opening experience. As I began to learn the details of fund accounting, I realized how much work goes on behind the scenes at St. Paul's to ensure fiscal stability. I learned about the detailed monthly analysis of income and expenses, the relationship of the restricted and unrestricted funds and how they support the 13 plus ministries that have made St. Paul's a beacon in the community, and finally the incredible generosity of this amazing congregation. Without your gifts of time, talent, and treasure, St. Paul's simply would not and could not exist and thrive.

Keeping with the motif of transition and change, we had several areas that we experienced exciting transition and changes. Because of our steady growth, it was determined by the finance and leadership teams that upgrading our accounting and membership software was necessary. The Realm software system was chosen as it will allow the church to better track, analyze, and report financial and membership details and how they correlate with one another. We have begun implementing and training on the new system.

After an extensive feasibility study, church leadership voted to move forward with a long awaited Capital Campaign. This will allow St. Paul's to increase accessibility, reimagine and rework the Parish House, and renew and restore the Parish Hall. The goal was \$3.5 million and once again, thanks to your generosity we have raised over \$2 million in gifts and pledges, which with continued generosity, will continue to grow to reach our goal.

The staff of St. Paul's also saw much transition this year. We were able to fund a new ministry position and Isaac McDowell joined our staff as the new Associate for Youth and Parish Life. Isaac has been a valuable addition to this ministry allowing it to grow in both numbers and opportunities for youth worship and fellowship. Christian Bridges also joined the staff on Sundays as our Sexton. Additionally we are experiencing change in other areas of St. Paul's Administration. With Judy Wilson stepping down as treasurer, the priceless role she has played in managing the finances, beyond her role as treasurer, became very apparent. That coupled with the nearing retirement of Diane Matz-Kane has led us to begin interviewing and eventually hiring a full time Finance Manager as well as a Parish Administrator. This was only possible with God's help and your generosity.

The Stewardship campaign presented another opportunity to witness the faithful and giving body of St. Paul's. I loved this year's theme as I felt it symbolically spoke to what I had experienced throughout the year. Behind the scenes we work to keep all those lamps lit. Funding ministry needs, facility needs, and staffing needs is only made possible by the selfless giving of our congregation. We were able to exceed last year's total pledge amount and for that we are so very grateful. Our hearts are on fire with all the many blessings and the ability to continue God's work.

The budgeting process began in October and once again the theme of transition became apparent. St. Paul's is classified as a transitional church where our average Sunday attendance is between 141-224 people. The situation we are facing is that we are approaching a program size or next level size church and we will need additional paid staff to support the programs and ministries. This year's budgeting process was not only a learning experience for me but also a glimpse into the future of the financial needs of St. Paul's. We worked diligently to prepare what we considered a realistic budget with attainable sources to fund and support the growth for this year. Going forward, we will rely on the continued and increased generosity of our congregation to support and sustain the vital programs and ministries of the church.

This coming year will again be filled with transition as St. Paul's continues the journey of ministry and growth. I am honored and blessed to have been chosen to serve God and St. Paul's in such an important role at such an important time. God Bless!

Respectfully submitted,

Scott Sheble

ST. PAUL'S EPISCOPAL CHURCH
ANNUAL MEETING FINANCIAL STATEMENTS

2024 Operating Fund Budget and Actual 12/31/2024

2024 Summary of Funds:

Capital Fund and Restricted Fund

Reserve, Capital Campaign & Construction Fund and Special Gifts

2025 Proposed Operating Fund Budget

ST. PAUL'S 2024 OPERATING FUND BUDGET AND ACTUAL 12/31/2024				
		COLUMN 1	COLUMN 2	
		2024 BUDGET	ACTUAL TO DATE	
		APPROVED		
	INCOME	10/9/2024	12/31/2024	% Budget
	Pledge Payments	595,000	591,783	
	Non-Pledge Gifts	66,000	89,176	
	Christmas Offering	6,200	4,316	
	Easter Offering	4,755	4,755	
	Plate Offering	14,000	13,425	
	Previous Year Pledge Payments	14,415	14,415	
	TOTAL OFFERING	700,370	717,871	
	General	4,958	5,361	
	Gifts/Grants	92,000	57,000	
	Ministries	28,354	28,462	
1	TOTAL INCOME BEFORE TRANSFERS	825,682	808,694	
	Transfers from:			
	2023 Surplus for 2024	36,318	36,318	
2	TOTAL TRANSFERS	36,318	36,318	
3	TOTAL ALL INCOME	862,000	845,013	98%
	EXPENSE			
	Salary & Benefits	505,000	493,473	
	Business Operations	99,568	93,168	
	Facilities	120,568	110,487	
	Programs	123,397	117,413	
	Transfer to Capital Fund	13,467	6,141	
	Transfer Surplus for 2025	-	24,331	
4	TOTAL EXPENSE	862,000	845,013	98%
5	NET: Income less Expense	0.00	0.00	

ST. PAUL'S 2024 CAPITAL FUND			
Fund Income Sources - Grants, Gifts and Transfers from Endowment, Operating Fund & Reserve Fund		Fund Usage - Architectural Plans/Equipment Repair/ Replacement/Renovation (Not for New Construction)	
INCOME 2024		EXPENSES 2024	
Special Gifts	25,845.00	HVAC - Church Building	3,384.85
Transfers from Operating Fund	8,841.05	Ormond Center - window replacement	2,756.20
		Parish - roof repair	2,700.00
		Wrought Iron fence repair	25,845.00
TOTAL CAPITAL FUND INCOME	34,686.05	TOTAL CAPITAL FUND EXPENSES	34,686.05
		CAPITAL FUND BALANCE 12/31/2024	-

ST. PAUL'S 2024 RESTRICTED FUND (Not for General Operations)			
Fund Income Sources - Restricted Gifts and Grants - Not for General Operations		Fund Usage - Funds are collected for and distributed to individuals and organizations	
INCOME 2024		EXPENSES 2024	
Kauno Lehto Scholarships	6,000.00	Kauno Lehto Scholarships	6,000.00
Isabel James Lehto Foundation Grant	55,000.00	Isabel James Lehto Foundation Grant	55,000.00
Nourish NC	2,000.00	Nourish NC	2,150.00
TOTAL RESTRICTED INCOME	63,000.00	TOTAL RESTRICTED EXPENSES	63,150.00
		2024 BALANCE (INCOME LESS EXPENSES)	(150.00)
		2023 RESTRICTED FUND CARRYOVER	8,865.09
		FUND BALANCE 12/31/2024	8,715.09

ST. PAUL'S 2024 RESERVE FUND	
Fund Income Sources - Surplus funds accumulated over the past four years	
Fund Usage - To cover income shortfalls and/or unanticipated expenses	
BEGINNING BALANCE 1/1/2024	93,294.08
Interest (January - December)	3,748.75
ENDING BALANCE 12/31/2024	97,042.83

ST. PAUL'S 2024 CAPITAL CAMPAIGN & CONSTRUCTION FUND			
Fund Income Sources - Gifts and Pledges		Fund Usage - To cover Capital Campaign & New Construction expenses	
INCOME 2024		EXPENSE 2024	
Gifts	51,280.57	Fundraising Expenses	56,132.35
Pledge Payments	622,946.24	Ormond Center Renovations	28,718.65
Interest	10.36	WKWW - Architectural fees	32,302.50
Transfer from Wells Fargo account	15,858.93	Transfer to Wells Fargo account	410,820.26
Voided 2023 check	8,500.00	TOTAL CAPITAL CAMPAIGN EXPENSE	527,973.76
TOTAL CAPITAL CAMPAIGN INCOME	698,596.10	FUND BALANCE 12/31/24	170,622.34

ST. PAUL'S 2024 SPECIAL GIFTS ACCOUNT			
Fund Income Sources - Special Gifts		Fund Usage - for projects supported by the donors	
BEGINNING BALANCE 1/1/2024	586,275.54		
INCOME 2024 - Interest	6,790.94	TRANSFERS 2024 - Operating & Capital	(501,919.70)
TOTAL INCOME	593,066.48	ENDING BALANCE 12/31/24	91,145.78

ST. PAUL'S 2025 PROPOSED OPERATING FUND BUDGET

		2025 BUDGET
		PROPOSED
INCOME		1/21/2025
	Pledge Payments	630,000
	Non-Pledge Gifts	75,000
	Christmas Offering	5,900
	Easter Offering	5,000
	Plate Offering	16,000
	Previous Year Pledge Payments	14,000
	TOTAL OFFERING	745,900
	General	59,837
	Gifts/Grants	120,100
	Ministries	28,832
1	TOTAL INCOME BEFORE TRANSFERS	954,669
	Transfers from:	
	2024 Surplus for 2025	24,331
2	TOTAL TRANSFERS	24,331
3	TOTAL ALL INCOME	979,000
	EXPENSE	
	Salary & Benefits	582,500
	Business Operations	103,200
	Facilities	135,900
	Programs	137,000
	Transfer to Capital Fund	20,400
4	TOTAL EXPENSE	979,000
5	NET: Income less Expense	0.00



ST. PAUL'S EPISCOPAL CHURCH

16 N. 16th Street | Wilmington, NC 28401 | Office (910) 762-4578

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The Right Reverend Robert Skirving, Bishop
The Reverend Caleb J. Lee, Rector
The Reverend Michael Singer, Pastoral Associate
Brendan Conner, Organist and Director of Music
Diane Matz-Kane, Financial Secretary
Meaghan Thomas, Children's Ministries
Isaac McDowell, Associate for Youth and Parish Life
Christian Bridges, Sunday Sexton

St. Paul's Vestry

Anne O'Dell, **Rector's Warden**

Steve Haughey, **People's Warden**

Steve Bucci | Ashley Eason | Tori Cannon | Carol Field

Lisa Sanders-Park | Denise Sheehan | David Tousignant | Phillip Weiss

Tori Cannon, **Clerk**

Scott Sheble **Treasurer**

Cover art: Bishop Thomas Atkinson Memorial Windows, by Charles Booth. Saint Paul's Episcopal Church. 16 N. 16th Street, Wilmington, NC 28401. 2024. Photo by Gary Whalen.

A note about these windows from Archivist, Ellen Weig:

Above the gallery, the Bishop Thomas Atkinson memorial windows are by Charles Booth. The figure of Paul preaching at Ephesus is modeled after original artwork by E. Le Sueur (1649). The mitre and keys are symbols of a bishop. Pomegranates symbolize the hope of resurrection; seeds within symbolize the church and many blessings. The windows were the persevering effort of Marianne Poisson Cutlar as a memorial to Atkinson. The Cutlars were founding members of St. Paul's in 1858. Over those windows is another rose window by Booth, a memorial to the Gause family, also founding members. All the windows above the gallery were first installed at 4th and Orange, then in the Little Brick Church, and finally in the present building. Each time they were moved, they were dismantled, wrapped, and stored by faithful members