



CELEBRATING GOD'S GIFTS
ST. PAUL'S ANNUAL GIVING 2023

**ST. PAUL'S EPISCOPAL
CHURCH**

ANNUAL PARISH MEETING

FEBRUARY 5, 2023



ST. PAUL'S EPISCOPAL CHURCH

Annual Parish Meeting

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St. Paul's Episcopal Church Annual Parish Meeting

Agenda

Sunday, February 5th, 2023

10:00 PM	Call to order and Opening Prayer
	Verification of Quorum
	Approval of 2022 Meeting Minutes
	Vestry Nominations Report
	Rector's report
	Recognition of Service
	Vestry Election
	Reports: <ul style="list-style-type: none">• Committees• Ministries
	Financial Reports
	Open Q&A
	Other Business
1:00 PM	Closing and Adjournment



BYLAWS OF
ST. PAUL'S EPISCOPAL CHURCH
OAKLAND, CALIFORNIA

PREAMBLE

Saint Paul's Episcopal Church, Oakland, California having associated as a Parish for the purpose of maintaining the worship of Almighty God according to the faith and usages of The Episcopal Church, has adopted the Articles attached hereto as its Bylaws.

The Protestant Episcopal Church in the United States of America is otherwise known as and hereafter referred to as "The Episcopal Church".

The Episcopal Diocese of California is hereafter referred to as "the Diocese".

St. Paul's Episcopal Church may be hereafter referred to by name, or as "the Parish" or "the church".

ARTICLE I

Governance

1.1 The Constitution, Canons, Regulations and Discipline of the Episcopal Church and the Constitution and Canons of the same Church in the Diocese shall, unless they be contrary to the laws of the State of California or United States, always form and are deemed to be a part of the bylaws of this Parish and shall prevail against anything elsewhere herein contained that may appear to be repugnant to such Constitution, Canons, Rules, Regulations or Discipline.

The bylaws of the Parish and the Diocesan Canons relevant thereto will be maintained both in the church offices and as a link on the church's website.

ARTICLE II

Membership

2.1 All persons who have received the Sacrament of Holy Baptism with water in the name of the Father and of the Son and of the Holy Spirit and whose baptism has been duly recorded in the Parish register and all persons confirmed or received in the church whose confirmation, reception or transfer is duly recorded in the Parish register are members of the Parish.

ARTICLE III

Meetings of members

3.1 Annual Meetings. During the first sixty (60) days of each year there shall be a meeting of the members of the Parish. The date and time of the annual meeting shall be fixed by the Vestry not less than forty-five (45) days in advance thereof. At each annual meeting sufficient members shall be elected to the Vestry to fill the vacant positions, and each Parish organization shall present or make available in writing at or before the meeting reports of its activities and programs during the year and its financial condition. Other matters may be considered at the instance of the Rector or upon motion, duly seconded and carried.

3.2 Special Meetings. A special meeting of the members may be called at any time by the Rector, the Vestry, or by written petition signed by twenty-five (25) members.

- 3.3 Notice. Written notice of annual and special meetings shall be given to the members at least four (4) weeks in advance thereof and publicized at each regularly scheduled service on the Sunday preceding the day upon which an annual meeting is to be held. Notice of annual meetings shall be given in the church's newsletter, website, Sunday bulletin, and, to the extent possible, by email. Notice of special meetings shall be given in like manner, but if the special meeting is to be held at the Parish Church, the time may be shortened to three (3) weeks. The notice of a special meeting shall state the purpose of the meeting and set forth an Agenda of Business to be considered. Only business set forth on the agenda may be considered at a special meeting.
- 3.4 Place of Meetings. Annual meetings of members shall be held at the Parish Church or at any other place designated by the Vestry. Special meetings of members shall be held at the Parish Church or at such place as shall be designated by whom the special meeting is called.
- 3.5 Quorum. A quorum at any meeting of the members shall consist of 10% of the Total Active Parish Members, as defined by Parish rolls as of the preceding year's Parochial Report. No member may attend or vote by proxy.
- 3.6 Adjourned Meetings and Notice Thereof. Any meeting of members, annual or special, whether or not a quorum is present, may be adjourned to another date by a vote of a majority of members present. In the absence of a quorum, no other business may be transacted at such meeting.
- 3.7 Voting. Each person aged sixteen (16) or over whose name has been registered on the Parish register for six (6) months preceding such meeting, and any other person of like age who has, for the same period, been registered in the books of the Treasurer as a regular contributor to the support of the Parish, shall be entitled to vote. Every member present shall be entitled to one vote, and there shall be no voting by proxy or absentee ballot. Except as provided below, voting may be by voice or ballot, and action taken by vote of a majority of the members present shall constitute the action of the members.
- 3.8 Procedure at Meetings. All meetings shall be conducted in an orderly and fair manner guided by the most recent edition of Robert's Rules of Order, and minutes shall be taken.

ARTICLE IV

Vestry

- 4.1 The conduct and management of the business and temporal affairs of this Parish will be vested in, and controlled by, a board of directors, known as the Vestry. The canonically appointed Rector of the Parish will be a voting member of the Vestry, ex officio, and President thereof.
- 4.2 The number of Vestry members is hereby fixed at nine, exclusive of the Rector, which number may be changed by vote made at the annual meeting, in the manner provided hereof, but must be a number between six and 15.
- 4.3 All Vestry members shall be baptized lay persons age 18 or over, and the majority shall be communicants in good standing and registered in the Parish.
- 4.4 Vestry members shall support the congregation, either as participants in the annual Pledge Drive, through regular plate donations, or in any other fashion the Vestry deems wise.

ARTICLE V

Election of the Vestry

5.1. The Vestry members, other than the Rector, will be elected by ballot by the members of the Parish for three (3) year terms at the annual meeting of the Parish; one third of the members of the Vestry shall be elected at each annual meeting to serve for a period of three (3) years, or until their successors are elected. However, in the event of the death, resignation or termination for any reason whatsoever in the term of a member of the Vestry the remaining Vestry members shall appoint a successor for the vacancy and the person so appointed shall serve until the next annual election, at which time the vacancy shall be filled by election of a Vestry member who shall serve for the remainder of the term only and not for a full three (3) year term.

5.2 The term of office of the Vestry members will begin immediately after their election and will continue until their successors are elected.

5.3 No Vestry member will hold office for a continuous period longer than three (3) years, provided, however, that after the lapse of one (1) year from the termination of such three-year period he or she may be reelected to the Vestry.

5.4 The Vestry will appoint a nominating committee to present such nominations for the office to be filled as they deem wise, and in addition to those individuals so nominated, members of this Parish may present nominations from the floor at the annual meeting. The nominating committee shall include two at-large members of the church. The at-large members shall not be members of the Vestry, at the time such nominations are presented.

5.5 The election of Vestry members will be conducted in the manner provided by the Constitution and Canons of the Episcopal Church in the Diocese.

5.6 Any Vestry member who fails to attend three (3) consecutive regular meetings will be deemed to have resigned from Vestry.

ARTICLE VI

Vestry Duties

6.1 The Vestry shall be agents and legal representatives of the congregation in all matters concerning its property and finances and the relations of the congregation to its clergy. The Vestry shall:

- (1) elect a rector subject to the bishop's call;
- (2) assist the clergy in developing and maintaining a mutual ministry and trust to promote the spiritual well-being of the congregation;
- (3) be responsible stewards of the property and physical assets of the congregation;
- (4) ensure regular worship services for the congregation by securing, in accordance with the canons of The Episcopal Church and of this diocese, the services of clergy or qualified lay worship leaders or lay readers;
- (5) transact the temporal business pertaining to the congregation;
- (6) assist in the preparation of and approve an annual parochial report;
- (7) collect and pay to the diocese the monies committed for the support of the budget of the diocese; and
- (8) in general, work with the clergy in promoting the general interest of the congregation.

ARTICLE VII

Governance

7.1 Parish Officers. The officers of the Parish shall consist of the Rector, the Senior Warden, the Junior Warden, the Secretary, and the Treasurer.

7.2 Rector. The Rector of the Parish, in accordance with the Constitution and Canons of the Diocese shall have exclusive charge for all things pertaining to or affecting the spiritual interests of the Parish. It shall be the duty of the Rector to direct all things related to public worship and liturgy of the Parish. As President of the Vestry, the Rector shall have direction and administration of its business, officers and employees, and manage the use of the Parish buildings and grounds, subject to such control as the Vestry may have under the Diocesan Canons. The Rector shall preside and have the right to vote at meetings of members and of the Vestry, be ex officio a member of all standing or regular committees of the Parish and shall select Assistant Ministers who shall serve at the pleasure of the Rector. The Vestry shall not infringe upon these rights, nor upon any of the ecclesiastical rights, privileges or prerogatives of the Rector, as set forth in the Diocesan Canons.

7.3 Senior Warden. The Senior Warden must be a member of the Vestry and shall be appointed by the Rector. The Senior Warden shall be first Vice President of the Parish and be responsible for the Parish in the absence of the Rector.

7.4 Junior Warden. The Junior Warden must be a member of the Vestry and shall be elected by the Vestry. The Junior Warden shall be second Vice President of the Parish and shall be responsible for the Parish in the absence of both the Rector and Senior Warden.

7.5 Secretary. The Secretary shall be elected by the Vestry, but need not be a member thereof. The Secretary shall give all required notices of all meetings of the members and Vestry, and shall take, or cause to be taken, minutes of all such meetings. Once approved, the minutes shall be made available to the Parish members in a timely manner.

7.6 Treasurer. The Treasurer shall be elected by the Vestry, but need not be a member thereof. The Treasurer shall keep and maintain adequate and correct accounts of the properties and business transactions of the Parish, including pledges and other assets, liabilities, receipts, and disbursements, shall deposit all monies and other valuables in the name and to the credit of the Parish with such depository as the Vestry shall designate, shall disburse the funds of the corporation as may be ordered by the Vestry, and shall render to the Rector and Vestry whenever requested an account of all transactions as Treasurer and of the financial condition of the Parish.

7.7 Committees. The Vestry may appoint such other Committees as may from time to time be necessary, to serve at its pleasure. The Vestry may delegate to committees such of its powers and duties as it deems appropriate, but shall remain responsible for the temporal affairs of the Parish.

7.8 Removal and Resignation. Any officer, except the Rector and the Senior Warden, may be removed from office by vote of a majority of the entire Vestry at the time in office. Any officer may resign without the consent of the Vestry. The resignation shall take effect on the date it is received or at a later date specified therein.

7.9 Vacancies. Should the office of Rector become vacant, it may be filled only as provided in the Canons of the Church and the Diocese. Should any other office except that of Senior Warden become vacant, it shall be filled by the Vestry.

ARTICLE VIII

Meetings of the Vestry

- 8.1 Regular meetings shall be held at a day, time and place established by the current Vestry. Arrangements shall be made for attendance by telephone. The meeting shall be announced at each regularly scheduled service on the preceding Sunday, and any member may attend. Vestry meetings shall be open to all members of the congregation except when the Vestry adjourns to executive session. The Secretary, or in the absence of the Secretary a designate, shall take and keep records of the meeting and votes taken therein.
- 8.2 When urgent action is required, Provision shall be made for voting telephonically or by email or other electronic means. Such voting procedures should be used only in situations where urgent action is required and physical meeting is not possible or practical. In such situations, a record of the vote taken shall be made, and required notice of the meeting or vote must be given. Any action taken telephonically or by email or other electronic means shall be ratified by the Vestry at its next regular meeting.
- 8.3 A majority of the Vestry shall constitute a quorum, provided the member of the clergy in charge or [one of] the warden[s] is present.
- 8.4 The rector or a member of the Vestry designated by the rector shall preside over all meetings. In the absence of the rector and such designation, a warden shall preside.
- 8.5 No meeting of the Vestry shall be held unless the rector or member of the clergy in charge requests it or upon the call of three members of the Vestry. The Secretary or Rector shall provide all clergy and Vestry members with notice of a meeting at least three days in advance of the meeting.
- 8.6 Except as may be otherwise required by law, canon, or these bylaws, any action of the Vestry shall require the affirmative votes of a simple majority of those Vestry members in attendance and voting.
- 8.7 The most recent edition of *Robert's Rules of Order Newly Revised* shall govern all matters of parliamentary procedure not governed by canon or these bylaws.
- 8.8 Upon a motion that is seconded and approved, the Vestry may convene in executive session, that is, with only the Rector and the members of the Vestry present, to discuss personnel matters or other business of a sensitive nature. The Vestry in its discretion may consider but shall not take any action on matters in executive session. The minutes shall note that the Vestry met in executive session.

ARTICLE IX

Indemnification

- 9.1 If and to the extent permitted by applicable law and unless proscribed or otherwise limited by the Constitutions or Canons of The Episcopal Church or of the Diocese of California, the congregation shall indemnify, defend, and hold harmless past and present officers and Vestry and committee members (including the rector and other members of the clergy in their capacities as such) and their respective heirs and legal representatives from and against any and all liabilities, costs, and expenses (including attorneys fees and other defense costs) from time to time incurred by or imposed upon them respectively in connection with any threatened, pending, or completed civil, criminal, or administrative proceeding in which any of them may become involved by reason of their service to the congregation in such capacities, except with respect to matters as to which they may finally be adjudged in such proceeding to be liable for willful, wanton, or grossly negligent misconduct. Such indemnification shall be limited to instances in which the Vestry, acting on the advice of counsel and without participation by any party to the proceeding in question, has (a) determined that indemnification is appropriate under the provisions of this Article, and (b) in the event of any settlement of such proceeding prior to a final and binding adjudication of the same, approved the terms of the settlement. The right of indemnification under this Article is not exclusive, and shall be in addition to and not in derogation of any such right under applicable law or by contract. If this Article shall be amended or repealed such action shall

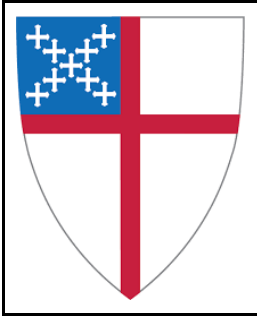
have prospective effect only, and shall not affect the indemnification rights of any individual with respect to proceedings in respect of which indemnification has been properly sought by application to the Vestry in writing by the individual(s) in question prior to the effective date of such action.

ARTICLE X

Amendments

10.1 These Parish by-laws may be altered, repealed or amended, or new bylaws may be adopted, (1) by the vote of the majority of the Vestry at a meeting duly called for that purpose, or (2) by the written consent of a majority of the members of the Parish, or (3) by the vote of a majority of the members at a meeting duly called for such purpose, at which a quorum is present.

As amended and revised February 2015



St. Paul's Episcopal Church Oakland Minutes Annual Parish Meeting January 16, 2022

AGENDA

St. Paul's Episcopal Church

Annual Parish Meeting

Sunday, January 16, 2022

Agenda link:

https://www.stpaulsoakland.org/uploads/8/9/7/2/89723977/st._pauls_annual_meeting_packet_2022.pdf

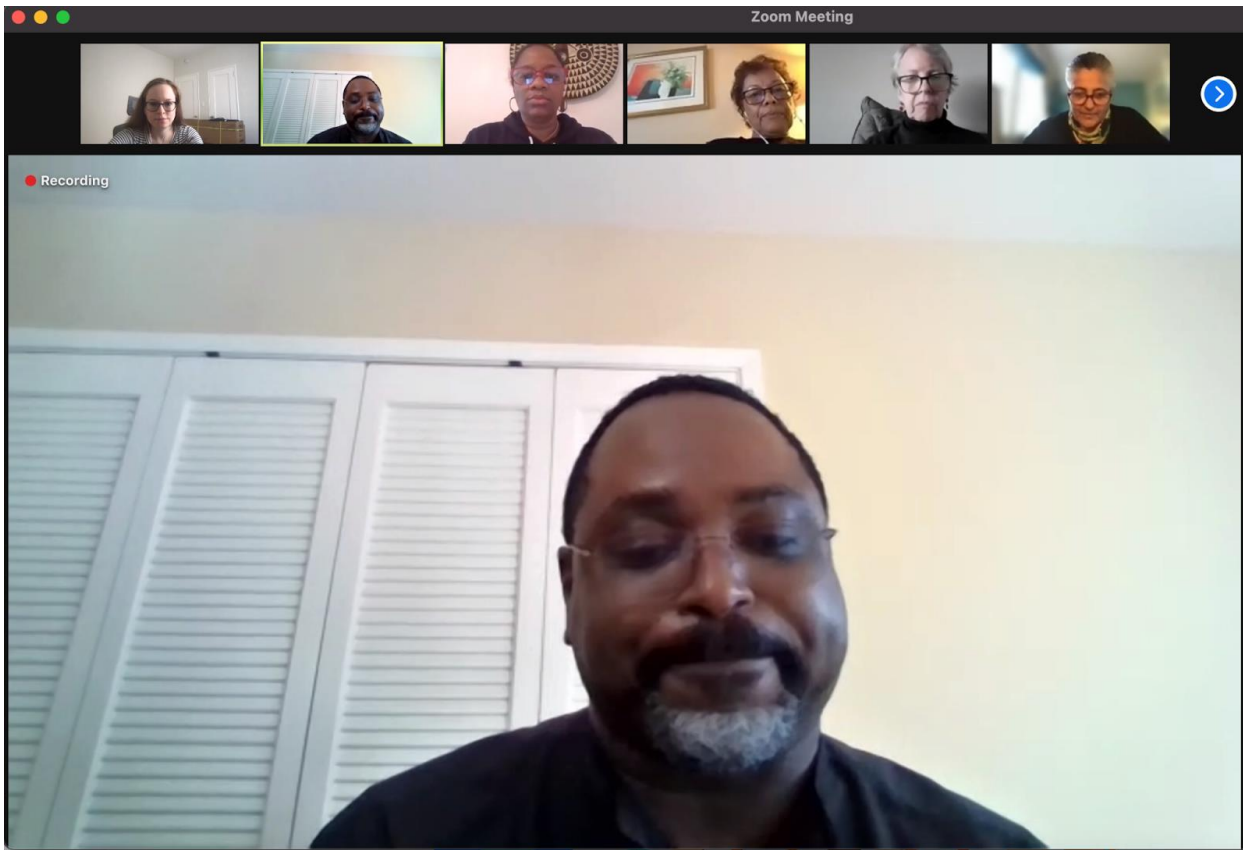
Attendance link: <https://docs.google.com/document/d/1mXdT0jVzGBEzK5VijVMDmSF83-DAMeXWeL6pzogu5Uw/>



Recording

View

Recording



The meeting was called to order at 1:08PM with acknowledgement of quorum by outgoing clerk Erica Terry Derryck.

Meeting opened with a prayer from Fr. Wilson.

Fr. Wilson invited anyone to add topics to the agenda; no topics added.

Minutes from the Annual Meeting 2021 were reviewed. Richard Larson requested changing 5th item Coffee House changed to Coffee Hour. A motion to approve was put forward by Will Cowart, seconded by Lisa Strait and approved unanimously.

The nominees for new Vestry members: Indira Balkisoon, Maria Paull, and Matthew Schooler were named by Erica Terry Derryck.

Outgoing members are Sergio Prieto, Lisa Strait, and Erica Terry Derryck.

Maura Lane and Brian Stanke have joined during the past year to complete the terms of members who could not complete their terms. They are both up for election to continue on the Vestry.

There was an additional call for nominees to be sent privately via the chat to the Nomination Committee members.

Rector's Report

- The words to use for St. Paul's 2021; nimble, resilient, and humble worshipping servants of the gospel.
- It has been a challenging year for the church and for the world, particularly due to the COVID pandemic.

- We have had worship services every single week:
 - Either live stream,
 - Outdoor services,
 - or at times with the option of in person worship,
 - and sometimes all three.
- We are grateful to everyone who has helped: acolytes, ushers, readers, altar guild, choir, and clergy, for being flexible and making this work.
- There is a transition in the music department; Christopher Kula is no longer the music director.
 - Fr. Wilson can't share the details, because of legal and HR ramifications.
 - Thanks to Phil Saunders who immediately stepped in to take that on, starting Nov. 1st of 2021.
 - Thanks to Michael Page who stepped in to be our organist for a couple of months.
 - Welcome to Mark Bruce, who is starting Jan. 1st as our interim music director.
 - Sharon Pilmer will be leading a committee to search for the next music director.
- Deacon Carolyn has continued the Pantry of Hope through 2021 despite the pandemic. Many folks have also volunteered to make sure it continues. Thanks to Deacon Carolyn and all the volunteers. To mention a couple; Arnett Moore, Tom McGarrell, the Strait family, and others, and those who have donated.
- Thanks to Paula Hawthorne, the main advocate for the anti-gun violence movement in Oakland. Near the end of the year, we started a program "From Guns to Plowshares" with the goal of bringing guns off the street and turning them into agricultural tools. Look for opportunities from Paula to support this effort.
- Paula Hawthorne and Sheila Sims continue to lead the Peace, Justice, and Hunger commission of our diocese.
- The Giving Tree, a ministry of the Center for the Vulnerable Child, has also continued.

PASTORAL CARE

- It has been difficult to keep up with the restrictions on how we can/cannot visit members of the church who are ill, at home, in nursing homes and hospitals, and so on.
- The clergy have been able to do some visits.
- Fr. Wilson shared this request: If you know of someone in your building who needs visiting and prayers, please let the clergy know.
- St. Paul's continues to partner with the surrounding community; St. Paul's Towers, St. Paul's Episcopal School, Diocese leadership, the UBE, Clausen House, and the National Association of Episcopal Schools.

VESTRY NEWS

- Vestry continues to meet.
- Regathering committee was formed early in the pandemic and their work continues to serve as the basis for how we keep each other safe and healthy.
- Our building is 110 years old - eventually the vestry will be finding ways to respond to the "aches and pains" of the building.
- As we take on the financial expense of implementing a new AV system, there is care being taken to do it in a financially responsible way.

FATHER WILSON'S UPDATES

- Thanks to the Vestry and clergy to allow Fr. Wilson to take 3 months off this summer, to take care of himself mentally, spiritually, and physically.
- Unfortunately, on Dec. 30th, Fr. Wilson had severe COVID-19 symptoms. The in-person service was cancelled, due to Fr. Wilson being ill and the other clergy either needing to test negative or being out of town. This led to a Sunday with a Morning prayer service on Zoom.
- Closing: Thanks be to God for what it means to be St. Paul's Episcopal Church in Oakland.

Q & A

- Fr. Wilson called for questions.
- George Strait thanked Fr. Wilson and asked two questions:
 - What is the priority list for a new AV system?
 - Where does youth ministry fall on the overall priority list?
- Fr. Wilson says youth ministry is top 3, and maybe top 1.

- New AV system is in the top 10.
- On the 5th of Feb. the Vestry will look at the needs of the physical space to see what else may take higher priority than the AV system.
 - For example; the blower is very old. We are determining whether a replacement is needed, or whether major repairs are needed.
 - There were some leaks in the roof; we think we have taken care of them, but we need to make sure.
- There will be parish meetings upcoming about the search for the Music Director.

Recognition of Service

Fr. Wilson recognized Erica Terry Derryck, Lisa Strait, and Sergio Prieto for their service as outgoing Vestry members.

Trivia questions round 1

- St. Paul's is celebrating its 150th anniversary. How do you spell the word used to demark a 150-year anniversary or celebration?
 - A: sesquisentenary
 - B: sesquicentennial
 - C: sesquincinera
 - D: sequitennial
 - Correct answer: B
- Which of these is NOT the name of a previous St. Paul's rector:
 - A: Eastwood
 - B: Chetwood
 - C: Seaton
 - D: Wildwood
 - Correct answer: D
- Which, if any of these distinctions does St. Paul's hold?
 - A: Oasis Parish
 - B: UN Parish
 - C: Oakland Landmark
 - D: Oakland Coalition of Parishes
 - E: None of the above
 - F: All of the above
 - Correct answer: F

Officers/Vote for New Vestry Members

For the new vestry members: George Strait moved for the close of the ballot. James Kadleck seconded. Approved unanimously.

For the members filling un-expired terms: George Strait moved for the close of the ballow. James Kadleck seconded.

Maura Lane was appointed Sr. Warden; the only position appointed by Rector.

Thanks to Sharon for serving as Sr. Warden for the last year.

Ministry Reports

- Thanks to the Knapps who have volunteered and taken on production of St. Paul's newsletter.

Reports

Attendees were reminded that the committee reports were in the meeting packet.

- See committee reports in the meeting packet for:

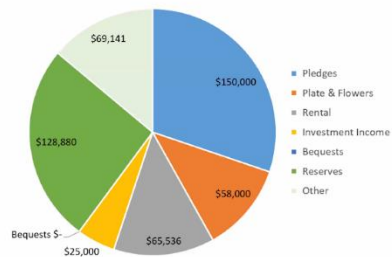
- Adult Faith Formation
- Pantry of Hope
- Friends of Music
- Building and Grounds
- Vestry School Representative
- And more.
- Ushers (Raymond Baxter)
 - Thanks to Doug, who has led the presence, recruitment, and maintenance of the ushers since reopening started.
 - Fr. Wilson also thanked Ray.
 - Appreciate all the people who joined to become new ushers.
 - They are short 3 ushers and need more.
- Stewardship Committee (Sharon Pilmer)
 - We are at 60 pledges for 210k\$, and that is our best since 2015.
 - Thanks to everyone on the committee and thanks to all for pledging.
 - If you want to be considered to be pledging, you need to fill out a new card every year.
 - Please fill out your card.
 - Fr. Wilson thanks Sharon for leadership of the Stewardship Committee.
- Treasurer's Report (Ann Gregory)
 - The narrative budget describes how we use the budget in service of our ministries.
 - Financially, St. Paul's has weathered 2021 reasonably well.

Executive Summary

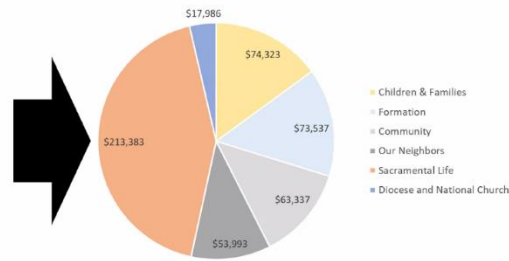


This is how we put funds to work in service of our ministry.

ST. PAUL'S EPISCOPAL CHURCH REVENUE,
2021 (BUDGET = \$500K)



ST. PAUL'S EPISCOPAL CHURCH EXPENSES,
2021 (BUDGET = \$500K)



Slides:

Executive Summary



Financially, St. Paul's has weathered reasonably 2021 reasonably well.

Revenue

- After slow start to pledges and plate, we ended year right near budget
- Revenue also realizes Paycheck Protection Program (PPP) loan forgiveness (\$56K)
- Total revenue = \$361K vs. \$367K (including PPP forgiveness)

Expenses

- Personnel savings: Have not found a director of children's ministry
- Higher maintenance / repair costs due to COVID and return to in-person services
- Total expenses = \$462K vs. \$497K

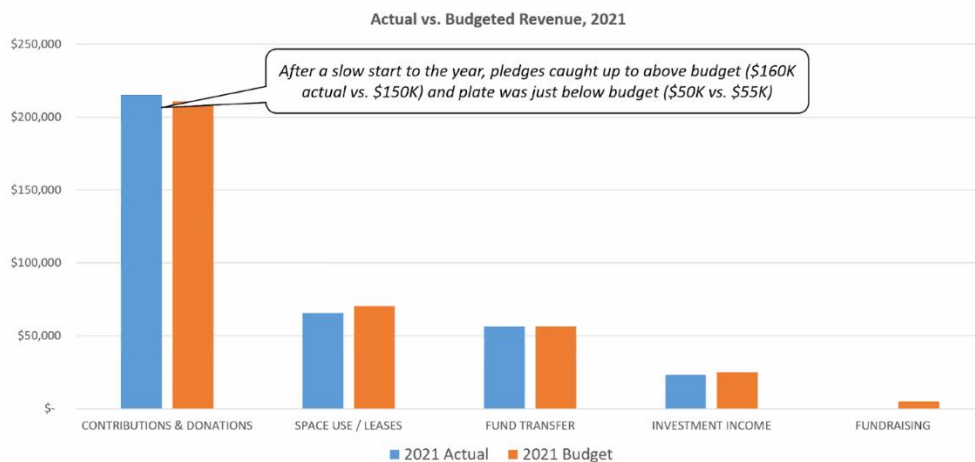
Net Income

- Net Income (Loss) = -\$101K vs. -\$128K. Includes PPP forgiveness
- We use Operating Reserves to cover this loss

Assets

- Investment accounts performed very well during 2021
- YOY gains of \$220K; fund balance of \$2.45M as of November 30, 2021

Revenue by Category



Overall, 175k loss on budget that will be covered by operating reserves.

- Summary of the loan which the church is looking at paying off;
 - When doing the retrofit after the earthquake, the church took out a joint loan with the school.
 - That loan was coming to expiration a few years ago.
 - It was decided to refinance the loan with a line of credit with Union Bank from the Diocese of California, getting a much better interest rate.
 - There was never a written agreement of how the loan was supposed to be repaid. Working on getting a written agreement now.
 - As long as we are gaining more in interest than we are paying in interest, it doesn't make sense to pay it off.
- Questions about finances/budget?
 - From Robert Knapp: Why do we have a gradual decrease in the diocesan assessment?
 - Fr. Wilson: It's based on previous year's actuals. We didn't spend as much in 2020 because it was a COVID year.
- If you have questions or feedback please email Ann Gregory.
- Fr. Wilson thanks Ann for her excellent work as treasurer.

Questions

- Robert Knapp: Is there a back-up plan for youth and children if we don't find a new youth minister?
- Fr. Wilson: Yes and No -
 - People are interested, but financially, it's not possible for us.
 - Episcopal Priests are the ones showing interest, and that leads to a high minimum salary and benefits.
 - Aiming to hire someone who is part time for the church and part time chaplain, who is a layperson.
 - Fr. Wilson working with head of school at St. Paul's Episcopal Church, to find people who may be interested.
 - Trying to bring someone into the Bay Area from outside is difficult; the cost of living here is expensive.
 - We will have a conversation about back up plans in the Vestry retreat and in our negotiations with the school.
- Deacon Carolyn asks for help picking up food for the food pantry on Fridays. Please contact Deacon Carolyn.
- The Pantry of Hope is collaborating with the school making bags for the tiny houses across from the lake. These bags will include food and maybe seeds, for planting outside the tiny houses.
- Indira asks if the project could use seedlings instead of seeds. Deacon Carolyn says maybe.

Trivia Round 2

- St. Paul's was formed when what parish was split:
 - A: Our Saviour Episcopal Church
 - B: St. Augustine's
 - C: Old St. John's at Broadway
 - D: St. Cuthbert's
 - Correct answer: C
- Fr. Wilson has been St. Paul's rector since what year?
 - A: 2005
 - B: 2007
 - C: 2009
 - D: 2012
 - Correct answer: C
- St. Paul's monthly newsletter is called:
 - A: The Good News
 - B: Mustard Seeds

- C: Good Day, St. Paul's
- D: The Crier
 - Correct answer: A

ANNOUNCEMENTS

St. Paul's History Book

- Look forward to the history book coming out on St. Paul's soon.
- Robert Knapp shared: Liz Hook is the author, and the book started with articles she wrote in the newsletter.
- Vikki has done the graphics for the book.
- It's being printed now.
- Should be in people's hands in the next few weeks.
- You have to get it directly through St. Paul's.
- It's going to be for a suggested donation of 25\$.
- Actual cost of printing is over 40\$ per book; St. Paul's is funding the difference.

Deacon Carolyn dismissed the meeting.

Meeting Adjourned at 2:39PM.

ST. PAUL'S EPISCOPAL CHURCH
ANNUAL PARISH MEETING
JANUARY 16, 2022
COMMITTEES AND MINISTRIES REPORTS

ADULT FAITH FORMATION, *submitted by The Rev. Anne Jensen*

Sacred Ground, Group 1

Sacred Ground is a course from the national church to help people realize the roots of their understanding of their own identity and attitudes toward groups of people from other ethnic and racial groups. This multi-ethnic group of 12 people started late in 2020 and carried through the Spring of 2021. The evaluations at the end of the course showed it to be an effective and enriching experience. Due to COVID we met on Zoom every two weeks.

Lent 2020

Again we relied on Zoom for coming together for learning and fellowship. The program was led by Cara Meredith who brought to us a variety of speakers in addition to sharing her own experiences through her book, *The Color of Life*. This was a joint program with St. Francis, San Francisco, and drew in people from outside the Bay Area.

Sacred Ground, Group 2

This group began in November, using an updated version of same curriculum as earlier. This group is continuing to meet every two weeks on Zoom. Each group has its own character and I am pleased with the direction we are traveling together.

THE PANTRY OF HOPE, *submitted by The Ven. Carolyn Bolton*

This year The Pantry of Hope is moving into its' tenth year of service. The pantry is designed to serve those who may just need a bit of extra help to make it through the end of the month. We serve twice a month, on the 2nd & 4th Sunday of the month serving ninety seniors, families and individuals. We're providing fresh vegetables and fruit in every bag given out. Beside canned and dry goods, fresh meats, individuals are given very nutritious food for their families.

During the holidays we were fortunate to distribute 420 bags of food for 220 individuals for Thanksgiving and Christmas. On Christmas volunteers delivered over 200 individual dinners to the shut-in, families and seniors. As one family stated "It made their Christmas special".

We would like to thank you for your donations and voluntarism and support you've provided to assist with this important ministry at St. Paul's. Please continue supporting us.

FRIENDS OF MUSIC AT ST. PAUL'S, *submitted by Victoria Larson*

MISSION STATEMENT: The Friends of Music (FOM) is a group of individuals who support the music ministry of St. Paul's through their time, talent and treasure. The Friends of Music seeks to further the mission of St. Paul's Episcopal Church, by enhancing music for worship, and seeks to inspire the St. Paul's Congregation and Community.

Efforts by St. Paul's Friends of Music during 2021 were severely curtailed by Covid-19. Concerts and rehearsals were canceled, fundraising efforts, music emails and other publicity were put aside for most of the year.

Our Music Director Christopher Kula programmed beautiful music for every week's services and led

our devoted team of choir section leaders, for all of which we are most grateful. We appreciate the efforts of Assistant Music Director Philip Saunders all year, and especially for stepping in to direct most recently, and for Michael Page, who served as substitute organist.

In the fall, Prometheus Symphony Orchestra returned to St. Paul's, and performed 2 concerts. Our choir performed their traditional concert on Christmas Eve. Prometheus Orchestra and San Francisco Choral Artists have concerts scheduled for 2022, and Kitka Women's Vocal Ensemble may bring a special concert to St. Paul's later this spring.

Many musicians who regularly perform in our building have created streamed performances, video recordings, lectures, and other offerings for remote viewing. We encourage everyone to support them as you are able.

Prometheus Symphony Orchestra

John Prescott, Phd

Kitka Womens' Vocal Ensemble

San Francisco Choral Artists

SF Girls Chorus & SF Girls Chorus School

Piedmont East Bay Children's Choirs

San Francisco Bay Area Chamber Choir

Bella Musica Chorus

The Yale Whiffenpoofs

Young Women's Choral Projects of

San Francisco

Bay Area Classical Harmonies

Voci Women's Vocal Ensemble

For upcoming music events, check the [concerts page](#) on the church website, the newsletter, and sign up for music emails [here](#).

As Covid rates lower, we look forward to restarting our Friends of Music team and bring more music back into our wonderful building for many years of beautiful liturgy and concerts!

2021: 3 concerts by 2 groups, income \$1,220.

2020: 2 concerts, 3 groups, approx. 600 people, income \$1,210.

2019: 17 concerts, 12 groups, approx. 4,200 people, income \pm \$15,000.

2018: 20 concerts, 12 groups, approx. 4,400 people, income \pm \$15,000.

For income from donations to Music or the David Farr Fund, please refer to SPEC financial Statements.

BUILDING AND GROUNDS, submitted by Will Cowart

(Team) Sharon Plimer, Bill Davis, Vicki Larson, Richard Larson, Father Wilson, and Will Cowart.

The year 2021 ends with no major issues with the buildings or grounds. There was continued focus on Covid-19 Safety precautions, which Sharon Pilmer and Father Wilson lead during the zoom call and in person church services. The team completed and documented a safety inspection and remedied a couple of items such as loose wires for a microphone system or faulty light bulbs and general clean up and maintenance of respective areas. Hello Nice Clean Broiler Room! 😊

In August, team members gathered to conduct a Church Building assessment documenting, via photographs, items which might be potential concerns of focus in the immediate upcoming years.

We believe the Roof, Exterior Masonry, Windows, Lighting, Security Camera's, the Garden, Fencing, Steps, Handrails, Plumbing, Electrical, Fire Dept Access, Signage, Flooring, and Storage Areas should be areas of focus in the next few years.

The Church continues to work with the school in ancillary improvements with the office building, WiFi, electrical, carpentry, and general cleaning activities. The on-going positive relationship with the school has contributed to the combined efforts and upkeep of the properties.

VESTRY SCHOOL REPRESENTATIVE, submitted by Will Cowart

In the beginning of 2021, the school implemented a distance learning – hybrid form to educate students. It included building team cohorts, using outdoor spaces such as Fairyland, Lake Merritt, Veterans Greens and Redwood Day Park. Covid safety protocols, masks, and testing were implemented across the student/faculty population and managed quite well. Several trustees completed their terms and a few new members joined to continue bringing academic excellence, diversity, equity and inclusion to the forefront, which aligns to our mission. There was a stronger sense of “believing” and community as evidenced in the Friday chapels that both parent and kids looked forward to each week.

In the fall, a robust group of new families joined St Paul’s Episcopal School. Given the educational journey in some other local schools, who did not have the same flexibility as St Paul’s Episcopal School, many of parents felt an immense relief not having added burdens surrounding education. The school community population is fully engaged with the new challenges and continues to be nibble in addressing the educational needs for our K-8 student. We’re seeing the benefits our ministry in the kind, open-hearted, community-oriented students.

STEWARDSHIP COMMITTEE, submitted by Sharon Pilmer

Committee: Sharon Pilmer (chair), Lisa Strait, Douglas Jensen, Anne Jensen, Victoria Larson, Katie Lauter, Sarah Smith, Ann Gregory (treasurer)

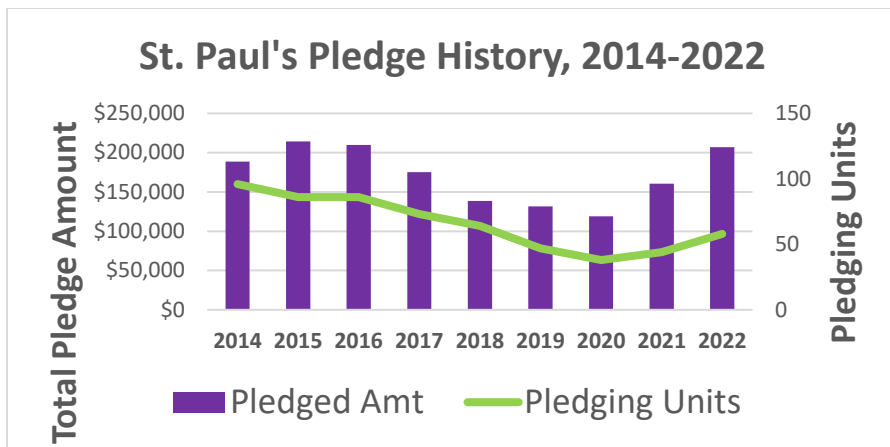
I want to begin by thanking the members of the Stewardship Committee for their hard work and dedication. It has been a pleasure to work with all of you!

The stewardship committee was constituted and met regularly from April through November. Our focus included:

- A theological framework for giving
- The annual pledge campaign
- Upgrading our giving infrastructure to make giving easy
 - Leveraging our Breeze database to allow text to give and online giving options
 - Improving our website functionality, accessibility, and information
 - Working with our account managers at Merrill Lynch to streamline gifts of securities etc.

Our fall campaign ran from October 24-November 14. Our committee worked hard to tell our story, produce materials, and provide opportunities for fellowship. Planning was challenged by the uncertainties presented by the pandemic. Will we be able to gather in person? What type of celebration will we be able to have, indoors or outdoors?

By the grace of God and thanks to the generosity of our members, to date we have received 58 pledges for a total of \$207,085. This represents a 74% increase from 2020 in pledged amount and a 53% increase in number of pledges. Thirty follow up letters were sent just after Christmas to those from whom we have not received a pledge card.



Plans for 2022

Once again, we are challenged by COVID. We will need to replace a few committee members who are called to other pursuits. Please reach out to me if you would like to serve.

Two members of the committee will be participating in a year-long diocesan stewardship development activity, “A Year of Living Generously,” which will focus on the theological basis of stewardship, and we hope to bring what we learn to you. We will also be launching our Legacy Society, which recognizes those who have made plans to include St. Paul’s in their wills or estate plans.

TREASURER’S REPORT, *submitted by Ann Gregory, Treasurer*

See statements on following pages

St. Paul's Episcopal Church
Balance Sheet
As of December 31, 2021

	<u>Dec 31, 21</u>	<u>Dec 31, 20</u>	<u>\$ Change</u>
ASSETS			
CHECKING & BANKING			
1101 · Community Bank - 7815	34,224	86,273	-52,049
1102 · RDF Checking - CBB -5638	1,063	1,146	-83
1109.8 · Costco Citi Card Clg x9840/1523	-4,084	-1,294	-2,790
Total CHECKING & BANKING	<u>31,203</u>	<u>86,125</u>	<u>-54,922</u>
ACCOUNTS RECEIVABLE / PREPAIDS			
1201 · St. Paul's Episc.School-current	5,516	0	5,516
1208 · Other Accounts Receivable	1,428	0	1,428
Total ACCOUNTS RECEIVABLE / PREPAIDS	<u>6,944</u>	<u>0</u>	<u>6,944</u>
INVESTMENTS			
Merrill Lynch			
1305.1 · Merrill Lynch Cash	141,991	57,002	84,989
1305.2 · Merrill Lynch Investments	2,568,887	2,540,420	28,467
Total Merrill Lynch	<u>2,710,878</u>	<u>2,597,422</u>	<u>113,456</u>
Other Funds			
1320.2 · Diocesan Endowment Fund	86,926	86,926	0
Total Other Funds	<u>86,926</u>	<u>86,926</u>	<u>0</u>
Total INVESTMENTS	<u>2,797,804</u>	<u>2,684,348</u>	<u>113,456</u>
FIXED ASSETS			
1401 · Land	500,000	500,000	0
1402 · Buildings	7,691,217	7,691,217	0
1410 · Furniture & Equipment	730,910	730,910	0
Total FIXED ASSETS	<u>8,922,127</u>	<u>8,922,127</u>	<u>0</u>
TOTAL ASSETS	<u><u>11,758,078</u></u>	<u><u>11,692,600</u></u>	<u><u>65,478</u></u>

St. Paul's Episcopal Church
Balance Sheet
As of December 31, 2021

	Dec 31, 21	Dec 31, 20	\$ Change
LIABILITIES & EQUITY			
Liabilities			
ACCOUNTS PAYABLE.			
2302 · Accounts Payable	4,223	233	3,990
2301 · Rector's Discretionary Fund	3,228	3,716	-488
2306 · Bolton Arch Deacon's Disc.Fund	4,180	1,180	3,000
Passthroughs			
2351 · 150th Anniversary	346	-3,154	3,500
2350 · Other Passthroughs	6,978	745	6,233
Total Passthroughs	7,324	-2,409	9,733
Total ACCOUNTS PAYABLE.	18,955	2,720	16,235
DEFERRED REVENUE			
2404 · Prepaid Rents	0	10,553	-10,553
2405 · Prepaid Space Deposits	300	0	300
Total DEFERRED REVENUE	300	10,553	-10,253
HOLDING FUNDS			
2503 · Organ Restoration Fund	5,055	5,055	0
2511 · Sound system	-6,913	0	-6,913
2522 · Music Development Fund Income	10,359	10,136	223
2514 · Altar Guild Fund	1,016	1,016	0
2540 · David Farr Recognition	36,607	37,394	-787
2550 · Memorial Fund	226,615	175,802	50,813
Total HOLDING FUNDS	272,739	229,403	43,336
Loans Payable			
2803 · SBA Payroll Protection	0	56,391	-56,391
2805 · Mortgage, Union Bank	476,422	503,429	-27,007
Total Loans Payable	387,844	559,820	-171,976
Total Liabilities	679,838	802,496	-122,658
Equity			
TEMPORARILY RESTRICTED FUNDS			
Vestry Restricted Funds			
3311 · Building Fund	286,919	286,919	
3311.1 · School Obligation towards Loan	33,321	0	33,321
3311.2 · Church Obligation towards loan	-17,903	0	-17,903
3315 · Nancy/Virginia Bradford Mem.Fun	150,000	150,000	0
3318 · New Initiatives DevelopmentFund	49,675	49,675	0
Total Vestry Restricted Funds	502,012	486,594	15,418

St. Paul's Episcopal Church
Balance Sheet
As of December 31, 2021

	Dec 31, 21	Dec 31, 20	\$ Change
Donor Restricted Funds			
3335 · Pantry of Hope			
3335.1 · Food Pantry Donations Curr Yr	11,769	0	11,769
3335.2 · Food Pantry Expenses Curr Yr	-7,754	0	-7,754
3335 · Pantry of Hope - Other	15,845	31,374	-15,529
Total 3335 · Pantry of Hope	19,860	31,374	-11,514
3336 · Bags - Homeless	3,694	3,694	0
3322 · Senior Resources Fund	36,042	36,042	0
3321 · Axel Nelson Fund	26,000	26,000	0
3325 · Deacon Expense, A Nelson Offset	-3,000	0	-3,000
Total Donor Restricted Funds	82,596	97,110	-14,514
Total TEMPORARILY RESTRICTED FUNDS	584,608	583,704	904
PERMANENTLY RESTRICTED FUNDS			
Donor Restricted Funds			
3401 · Columbarium Fund	6,977	6,477	500
3411 · Diocesan Endowment Funds	86,926	86,926	0
3412 · Building Endowment Fund	77,062	77,062	0
Total Donor Restricted Funds	170,965	170,465	500
Vestry Designated Endow. Funds			
3451 · Walston Endowment Fund	528,902	528,902	0
3459 · Bradford Endowment Fund	999,767	999,767	0
Total Vestry Designated Endow. Funds	1,528,669	1,528,669	0
Total PERMANENTLY RESTRICTED FUNDS	1,699,634	1,699,134	500
FIXED ASSETS..			
3701 · Land	500,000	500,000	0
3702 · Buildings	7,068,927	7,068,927	0
3703 · Fixtures & Equipment	725,000	725,000	0
Total FIXED ASSETS..	8,293,927	8,293,927	0
3801 · Unrealized Gain / Loss	512,896	313,340	199,556
Net Income	-101,405	0	-101,405
Total Equity	10,989,660	10,890,105	99,555
TOTAL LIABILITIES & EQUITY	11,669,498	11,692,601	-23,103

St. Paul's Episcopal Church
Profit & Loss Y-T-D vs Budget
January through December 30, 2021

	<u>Jan - Dec 21</u>	<u>YTD Budget</u>	<u>Annual Budget</u>
Income			
CONTRIBUTIONS & DONATIONS			
4101 · Pledges	160,260	150,000	150,000
4102 · Plate	50,031	55,000	55,000
4105 · Special Offerings	4,468	3,000	3,000
4110 · Worship Music	1,241	3,000	3,000
4159 · Less Electronic Banking Chrgs	(720)	(250)	(250)
Total CONTRIBUTIONS & DONATIONS	<u>215,280</u>	<u>210,750</u>	<u>210,750</u>
INVESTMENT INCOME			
4201 · Interest/Dividends Investments	38,072	36,000	36,000
4203 · Diocesan Endowment Fund	6,116	6,000	6,000
4204 · Gas & Oil Lease	3,380	3,000	3,000
4206.9 · Less Advisory Fees	(24,172)	(20,000)	(20,000)
Total INVESTMENT INCOME	<u>23,396</u>	<u>25,000</u>	<u>25,000</u>
SPACE USE			
4301 · Apartment	15,000	15,000	15,000
4301.5 · Apartment Expenses	(781)	(1,000)	(1,000)
School Lease			
4303.1 · Basic lease	16,536	16,536	16,536
4303.3 · Extra Space - Parish Bldg	30,366	32,000	32,000
4303.5 · Deacons Office Offset	(800)		
Total School Lease	<u>46,102</u>	<u>48,536</u>	<u>48,536</u>
4305 · Community Music Events	3,600	5,000	5,000
Meeting Space			
4307.1 · Club Meetings	1,675	1,500	1,500
4307.2 · Site Use Events	0	1,500	1,500
Total Meeting Space	<u>1,675</u>	<u>3,000</u>	<u>3,000</u>
Total SPACE USE	<u>65,596</u>	<u>70,536</u>	<u>70,536</u>
FUND RAISING			
4404 · Misc. Fund Raising	0	5,000	5,000
Total FUND RAISING	<u>0</u>	<u>5,000</u>	<u>5,000</u>
FUND TRANSFERS			
4650 · PPP Loan Forgiveness	56,391	56,391	56,391
Total FUND TRANSFERS	<u>56,391</u>	<u>56,391</u>	<u>56,391</u>
Total Income	<u><u>360,663</u></u>	<u><u>367,677</u></u>	<u><u>367,677</u></u>

St. Paul's Episcopal Church
Profit & Loss Y-T-D vs Budget
January through December 30, 2021

	Jan - Dec 21	YTD Budget	Annual Budget
Expense			
PERSONNEL			
Clergy			
5100 · Rector Salary & Housing	107,351	107,347	107,347
5102 · Rector Diocesan Benefits	39,740	39,740	39,740
5103 · Rector Pension	19,323	19,322	19,322
5104 · Rector Expense Reimbursement	2,417	3,000	3,000
5105 · Rector Professional Development	89	3,000	3,000
5107 · Supply Clergy	8,034	900	900
5109 · Offset for School Chaplancy	(18,220)	(11,000)	(11,000)
Total Clergy	158,734	162,309	162,309
Music			
5120 · Music Director Salary	26,213	31,455	31,455
5121 · MD P/R Taxes	2,005	2,406	2,406
5125 · Choir Salaries	11,055	12,860	12,860
5126 · Choir P/R Taxes	968	1,749	1,749
5126.1 · Outside Choir	9,386	10,000	10,000
5128 · Organist	0	0	0
5129 · Supply Organist/Conductor	3,000	500	500
Total Music	52,627	58,970	58,970
Administration			
5130 · Parish Administrator Salary	15,052	16,357	16,357
5131 · PA Taxes	1,151	1,251	1,251
5137 · Bookkeeper Wages	7,537	7,000	7,000
5138 · Bookkeeper Taxes	577	536	536
Total Administration	24,317	25,144	25,144
C&Y Ministries			
5140 · C&Y Ministries Salary	0	32,000	32,000
5141 · C&Y Ministries Taxes	0	2,448	2,448
5145 · Nursery Attendent Salary	0	1,200	1,200
5146 · Nursery Attendent Taxes	0	92	92
Total C&Y Ministries	0	35,740	35,740
Facility Maintenance			
5150 · Sexton Salary - 20 hr	21,140	17,497	17,497
5151 · Sexton P/R Taxes	1,617	1,339	1,339
5156 · Housekeeper Salary - 16 hr	12,586	12,394	12,394
5157 · Housekeeper P/R Taxes	963	948	948
Total Facility Maintenance	36,306	32,178	32,178
5199 · Workers Comp Insurance	3,272	1,800	1,800
Total PERSONNEL	275,256	316,141	316,141

St. Paul's Episcopal Church
Profit & Loss Y-T-D vs Budget
January through December 30, 2021

	Jan - Dec 21	YTD Budget	Annual Budget
WORSHIP			
5301 · Altar/Liturgical Supplies	3,224	3,700	3,700
5302 · Altar Flowers	1,325	2,600	2,600
5302.1 · Flowers Donations	(2,055)	(2,500)	(2,500)
5303 · Outside Services	2,774		
Worship Music			
5351 · Instrumentalists	200		
5352 · Sheet Music	200	250	250
5353 · Organ & Piano Maintenance	0	1,200	1,200
5355 · Music Director Miscellaneous	822	600	600
Total Worship Music	1,222	2,050	2,050
Total WORSHIP	6,490	5,850	5,850
FAITH FORMATION			
5402 · Youth Education	0	1,500	1,500
5403 · Adult Education	495	500	500
Total FAITH FORMATION	495	2,000	2,000
CHURCH GROWTH			
Leadership Development			
5501.1 · Vestry Expenses, net	578	1,000	1,000
5501.2 · Laity Training/Education	0	300	300
Total Leadership Development	578	1,300	1,300
Hospitality & Fellowship			
5503.1 · Adult Fellowship	0	250	250
5503.2 · Coffee Hour, etc.	0	1,300	1,300
Total Hospitality & Fellowship	0	1,550	1,550
5504 · Newcomers	0	400	400
5505 · Stewardship	1,990	3,000	3,000
Communications			
5509.1 · Newsletter Production	0	200	200
5509.3 · Paid Advertising	0	500	500
5509.4 · Online Communications	3,407	700	700
5509.5 · Brochures & Flyers	174	500	500
5509.6 · Signage	0	1,500	1,500
Total Communications	3,581	3,400	3,400
Total CHURCH GROWTH	6,149	9,650	9,650
OUTREACH			
5604 · Outreach Expenditures	1,233	5,000	5,000
5608 · Deanery Dues	0	250	250
Total OUTREACH	1,233	5,250	5,250

St. Paul's Episcopal Church
Profit & Loss Y-T-D vs Budget
January through December 30, 2021

	Jan - Dec 21	YTD Budget	Annual Budget
ADMINISTRATIVE EXPENSE			
6201 · Bank, Credit Card, Payroll Fees	1,417	800	800
6202 · Professional Services	600	800	800
6204.1 · Copier Lease	8,138	8,916	8,916
6204.2 · Copier Usage	7,143	7,380	7,380
6206 · Office Supplies & Expenses	2,439	3,100	3,100
6207 · Postage	218	1,000	1,000
6208 · Telephone	5,949	3,700	3,700
6209 · Office Equipment & Software	320	2,000	2,000
6215 · Computer Expenses	615		
Total ADMINISTRATIVE EXPENSE	26,839	27,696	27,696
PROPERTY EXPENSE			
Maintenance & Repair			
6302.1 · Elevator Contract & Repairs	3,168	1,400	1,400
6302.2 · Building Supplies	0	1,000	1,000
6302.3 · Gardening	3,240	3,300	3,300
6302.5 · Janitorial Supplies & Expenses	948	1,750	1,750
6302.7 · Maintenance & Repair	13,460	1,480	1,480
6302.8 · Safety Issues	5,561		
6302.9 · Outside Janitorial Service	727		
6310 · Storage Costs	2,711	2,520	2,520
Total Maintenance & Repair	29,815	11,450	11,450
Utilities			
6333.1 · Gas & Electric	11,673	15,400	15,400
6333.2 · Water & Sewer	3,782	3,000	3,000
6333.3 · Waste Removal	7,652	7,200	7,200
Total Utilities	23,107	25,600	25,600
Insurance Taxes Security Safety			
6354 · Property Taxes	4,983	5,400	5,400
6355 · Insurance - Prop/Liab/D&O	12,929	12,500	12,500
6357.4 · C2R2 Background Checks	0	250	250
Total Insurance Taxes Security Safety	17,912	18,150	18,150
Total PROPERTY EXPENSE	70,834	55,200	55,200
DIOCESAN EXPENSE			
6402 · Assessment	74,770	74,770	74,770
Total DIOCESAN EXPENSE	74,770	74,770	74,770
Total Expense	462,066	496,557	496,557
Net Income	(101,403)	(128,880)	(128,880)

Approval Date: 12/15/2021

St. Paul's Episcopal Church
2022 Budget
January through December 2022

	2020 Budget	2020 Actual	2021 Budget	2021 Actual	2022 Budget
INCOME					
CONTRIBUTIONS & DONATIONS					
4101 · Pledges	\$ 175,000	\$ 123,871	\$ 150,000	\$ 160,260	\$ 180,000
4102 · Plate	50,000	75,657	55,000	50,031	55,000
4103 · Special Offerings					
4103.2 · Worship Music	3,000	255	3,000	1,241	3,000
4103 · Special Offerings - Other	3,000	4,508	3,000	4,468	3,000
Total 4103 · Special Offerings	6,000	4,763	6,000	5,709	6,000
4104 · - Less PayPal & CrCard Fees	(250)	(963)	(250)	(720)	(250)
Total CONTRIBUTIONS & DONATIONS	230,750	203,328	210,750	215,280	240,750
INVESTMENT INCOME					
4201 · Interest/Dividends Investments	62,542	25,110	36,000	38,072	39,000
4203 · Diocesan Endowment Fund	7,000	5,995	6,000	6,116	6,000
4204 · Gas & Oil Lease	10,500	1,847	3,000	3,380	3,000
4206.9 · Less Advisory Fees	(18,000)	(20,218)	(20,000)	(24,172)	(20,000)
Total INVESTMENT INCOME	62,042	12,734	25,000	23,396	28,000
SPACE USE					
4301 · Apartment	15,000	15,000	15,000	15,000	15,000
4302 · ECS Spaces -ECS_Cr to SPES	7,104	6,253	-	-	-
Diocal	-	-	-	-	-
4302.99 · Less expenses for space use	(1,000)	(7,505)	(1,000)	(1,581)	-
School Lease					
4303.1 · Basic lease	16,536	16,536	16,536	16,536	16,536
4303.3 · Faculty Lounge - St. Martin's Room	30,360	30,366	32,000	30,366	32,000
Total School Lease	46,896	46,902	48,536	46,902	48,536
Meeting Space					
4304.2 · Club Meetings	2,000	1,620	1,500	1,675	1,500
4304.3 · Outside Events	500	1,870	1,500	-	1,500
Total Meeting Space	2,500	3,490	3,000	1,675	3,000
4305 · Community Music Events	10,500	1,530	5,000	3,600	7,500
4306 · Weddings	7,000	-	5,000	-	3,000
Total SPACE USE	88,000	65,670	75,536	65,596	77,036
FUND RAISING					
4401 Garage & CD sales	1,000	-	-	-	-
4404 · Misc. Fund Raising	1,000	-	-	-	1,000
4406 · Scrip Rebate	20	-	-	-	-

Approval Date: 12/15/2021

St. Paul's Episcopal Church
2022 Budget
January through December 2022

	2020 Budget	2020 Actual	2021 Budget	2021 Actual	2022 Budget
Total FUND RAISING	2,020	-	-		1,000
FUND TRANSFERS					
4605 - Bequests		-			
P.P.P. Loan			56,391	56,391	-
Total FUND TRANSFERS		-			
TOTAL INCOME	\$ 382,812	\$ 281,732	\$ 367,677	\$ 360,663	\$ 346,786
GROSS PROFIT	\$ 382,812	\$ 281,732	\$ 367,677	\$ 360,663	\$ 346,786
EXPENSES					
PERSONNEL					
Clergy					
5100 · Rector Salary & Housing	\$ 105,656	\$ 105,802	\$ 107,347	\$ 107,351	\$ 110,782
5101 · Rector Diocesan Benefits	38,245	37,772	39,740	39,740	41,573
5102 · Rector Pension	19,018	19,044	19,322	19,323	19,941
5103 · Rector Expense Reimbursement	3,000	3,142	3,000	2,417	3,000
5104 · Rector Professional Development	3,000	350	3,000	89	3,000
Rector Total	168,919	166,110	172,409	168,920	178,296
5107 · Supply Clergy	900	-	900	8,034	900
Total Clergy	169,819	166,110	173,309	176,954	179,196
Music					
5120 · Music Director Salary	\$ 30,960	\$ 30,962	\$ 31,455	\$ 26,213	\$ 37,500
5121 · MD P/R Taxes	2,368	2,369	2,406	2,005	2,869
5122 · MD Diocesan Benefits	-	-	-	-	-
5123 · MD Pension	-	-	-	-	-
5124.2 · Music Development Donation	-	-	-	-	-
Total Music Director	33,328	33,331	33,862	28,218	40,369
5125 · Choir Salaries	22,500	22,389	\$ 22,860	20,441	\$ 31,000
5126 · Choir P/R Taxes	1,721	1,055	1,749	968	2,372
Total Choir	24,221	23,444	24,609	21,409	33,372
5129 · Supply Organist/Conductor	500	600	500	3,000	500
Total Music	58,050	57,375	58,970	52,627	74,240
Director of Y & C Ministry and Chaplaincy					
Director of Y&C Ministries	65,000	-	32,000	-	65,000
Director of Y&C Ministries P/R Taxes	4,973	-	2,448	-	4,973

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St. Paul's Episcopal Church
2022 Budget
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	2020 Budget	2020 Actual	2021 Budget	2021 Actual	2022 Budget
Director of Y&C Ministries Diocesan Benefits	18,740	-	-	-	20,000
Director of Y&C Ministries Pension	5,850	-	-	-	5,850
Chaplaincy Coordinator Offset	(40,000)	(15,001)	(11,000)	(18,220)	(50,000)
5140 · Nursery Attendant Salary	1,200	-	1,200	-	1,200
5141 · Nursery Attendant P/R Taxes	92	-	92	-	92
Total Youth and Children Ministries	55,854	(15,001)	24,740	(18,220)	47,114
Administration					
5130 · Parish Administrator Salary	16,099	13,458	\$ 16,357	15,052	\$ 16,880
5131 · PA Taxes	1,232	1,030	1,251	1,151	1,291
5132 · PA Diocesan Benefits	-	-	-	-	-
5133 · PA Pension	-	-	-	-	-
5134 · Outside Labor	-	-	-	-	-
Total Parish Administrator	17,331	14,488	17,608	16,203	18,172
5137 · Bookkeeper Wages	6,811	6,833	\$ 7,000	7,537	\$ 7,500
5138 · Bookkeeper Taxes	521	522	536	577	574
Total Bookkeeper	7,332	7,355	7,536	8,114	8,074
Total Administration	24,663	21,843	25,144	24,317	26,245
Facility Maintenance					
5150 · Sexton Salary	17,222	17,217	\$ 17,497	21,140	\$ 18,057
5151 · Sexton P/R Taxes	1,317	1,317	1,339	1,617	1,381
Total Sexton	18,539	18,534	18,836	22,757	19,438
5156 · Housekeeper Salary	12,199	12,195	\$ 12,394	12,586	\$ 12,790
5157 · Housekeeper P/R Taxes	933	933	948	963	978
	13,132	13,128	13,342	13,549	13,769
Total Facility Maintenance	31,671	31,662	32,178	36,306	33,207
5199 · Workers Comp Insurance	2,200	1,657	1,800	3,272	1,800
Total PERSONNEL	342,257	263,646	316,141	275,256	361,803
WORSHIP					
5301 · Altar/Liturgical Supplies	3,700	1,391	3,700	3,224	3,700
5302 · Altar Flowers	2,600	1,934	2,600	1,325	2,600
5302.1 · Flowers Donations	(2,500)	(849)	(2,500)	(2,055)	(2,500)
5303 · Outside Services	-	-	-	2,774	-
Worship Music					
5351 · Instrumentalists	-	-	-	200	-
5352 · Sheet Music	250	379	250	200	250

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2022 Budget
January through December 2022

	2020 Budget	2020 Actual	2021 Budget	2021 Actual	2022 Budget
5353 · Organ & Piano Maintenance	1,200	-	1,200	-	1,200
5355 · Music Director Miscellaneous	600	84	600	822	600
Total Worship Music	2,050	463	2,050	1,222	2,050
Total WORSHIP	5,850	2,939	5,850	6,490	5,850
FAITH FORMATION					
5402 · Youth Education	1,500	-	1,500	-	1,500
5403 · Adult Education	500	607	500	495	500
5404 · Parish Conferences/Retreats	-	-	-	-	-
Total FAITH FORMATION	2,000	607	2,000	495	2,000
CHURCH GROWTH					
Leadership Development					
5501.1 · Vestry Expenses, net	2,080	208	1,000	578	1,000
5501.2 · Laity Training/Education	300	-	300	-	300
Total Leadership Development	2,380	208	1,300	578	1,300
Hospitality & Fellowship					
5503.1 · Adult Fellowship	250	-	250	-	250
5503.2 · Coffee Hour, etc.	1,300	1,442	1,300	-	1,300
Total Hospitality & Fellowship	1,550	1,442	1,550	-	1,550
5504 · Newcomers	400	-	400		400
5505 · Stewardship	3,500	-	3,000	1,990	3,000
Communications					
5509.1 · Newsletter Production	200	-	200	-	200
5509.3 · Paid Advertising	500	312	500	-	500
5509.4 · Online Communications	700	1,616	700	3,407	700
5509.5 · Brochures & Flyers	500	174	500	174	500
5509.6 · Signage	1,500	894	1,500	-	1,500
5509.10 · Other Communications Expenses	-	750	-	-	-
Total Communications	3,400	3,746	3,400	3,581	3,400
Total CHURCH GROWTH	11,230	5,396	9,650	6,149	9,650
OUTREACH					
5604 · Outreach Expenditures	5,000	1,205	5,000	1,233	5,000
5604.1 · Shelter in Place Expenses	-	400	-	-	-
Total OUTREACH	-	1,605	5,000	1,233	-
ADMINISTRATIVE EXPENSE					
6201 · Bank, Credit Card, Payroll Fees	800	1,589	800	1,417	800

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St. Paul's Episcopal Church
2022 Budget
January through December 2022

	2020 Budget	2020 Actual	2021 Budget	2021 Actual	2022 Budget
6202 · Annual Audit	800	450	800	600	800
Copier					
6203.1 · Equipment Lease	8,916	8,913	8,916	8,138	4,500
6203.2 · Copy & Supply Costs	7,380	7,656	7,380	7,143	4,000
Total Copier	16,296	16,569	16,296	15,281	8,500
6206 · Office Supplies	3,100	475	3,100	2,439	3,100
6207 · Postage	1,000	274	1,000	218	1,000
6208 · Telephone	3,700	8,555	3,700	5,949	3,700
6209 · Office Equipment & Software	2,000	2,077	2,000	320	2,000
6215 · Computer Expenses		242		615	
6210 · Offset by Direct Donation		-			
Total ADMINISTRATIVE EXPENSE	27,696	30,231	27,696	26,839	19,900
PROPERTY EXPENSE					
Maintenance & Repair					
6302.1 · Elevator Contract & Repairs	1,400	1,164	1,400	3,168	1,400
6302.2 · Building Supplies	1,000	-	1,000	-	1,000
6302.3 · Gardening	3,300	3,240	3,300	3,240	3,400
6302.5 · Janitorial Supplies	1,750	805	1,750	948	1,750
6302.7 · Maintenance & Repair	4,000	6,196	1,480	13,460	4,000
6302.8 · Safety Issues	-	2,060	-	5,561	-
6302.9 · Outside Janitorial Services	-	4,200	-	727	-
6310 · Storage Costs	-	-	2,520	2,711	-
Total Maintenance & Repair	11,450	17,665	11,450	29,815	11,550
Utilities					
6303.1 · Gas & Electric	15,400	9,708	15,400	11,673	16,000
6303.2 · Water & Sewer	2,600	2,406	3,000	3,782	5,200
6303.3 · Waste Removal	6,400	6,734	7,200	7,652	8,000
Total Utilities	24,400	18,848	25,600	23,107	29,200
Insurance Taxes Security Safety					
6304 · Property Taxes	4,400	4,024	5,400	4,983	5,600
6305 · Insurance - Prop/Liab/D&O	12,500	12,771	12,500	12,929	13,000
6309 Expenses Reclassified		(4,386)			
6307.4 · C2R2 Background Checks	250	-	250		250
Total Insurance Taxes Security Safety	17,150	12,409	18,150	17,912	18,850
Total PROPERTY EXPENSE	53,000	48,922	55,200	70,834	59,600
DIOCESAN EXPENSE					
6401 · Deanery Pledge	250	-	250	-	250

Approval Date: 12/15/2021

St. Paul's Episcopal Church
2022 Budget
 January through December 2022

	2020 Budget	2020 Actual	2021 Budget	2021 Actual	2022 Budget
6402 - Assessment	77,712	77,712	74,770	74,770	63,441
Total DIOCESAN EXPENSE	77,962	77,712	75,020	74,770	63,691
 TOTAL EXPENSE	 519,995.28	 431,058.00	 496,556.91	 462,066.00	 522,493.70
 NET ORDINARY INCOME	 \$ (137,183)	 \$ (149,326)	 \$ (128,880)	 \$ (101,403)	 \$ (175,708)
 NET INCOME	 \$ (137,183)	 \$ (149,326)	 \$ (128,880)	 \$ (101,403)	 \$ (175,708)

2023 VESTRY NOMINATIONS

THREE YEAR TERM

Daniel “Digger” Lauter

Digger attends St. Paul's with his wife Katie and two sons, Wesley (3) and Donovan (11mo.). He and family have been attending St. Paul's since 2017, shortly after he and Katie moved together to Oakland. Professionally, Digger has been with Clorox for nearly 17 years and is currently a Director of Sales. Recreationally, he is a competitive runner and enjoys any & all forms of family time. Digger thoroughly enjoys the St. Paul's community and the warmth & support it offers to those in our community.

Pamela Kruse-Buckingham

Scott and I have been Parishioners here at St. Paul's since 2012. We were confirmed by Bishop Marc in 2014. Over the years, I've enjoyed serving in a variety of ways including Altar Guild, Stewardship, Ushers & Greeters, Coffee Hour, Welcoming, a previous term on Vestry and Adult Spiritual Formation. I'm a long time Episcopal Church employee and a graduate of Education for Ministry. I'm honored to be asked to serve again.

Richard Larson

I've lived nearly all my life in San Francisco, Marin, and the East Bay, with a couple years spent in Houston, TX, to work on interesting design projects. I first grew to love the Book of Common Prayer in middle school, attending St. Paul's, San Rafael. During 38 years of attendance here at St. Paul's, Oakland, I have joined Vestry multiple times, served as Junior Warden and as Senior Warden, been on various church committees, was the church's Owner's Representative throughout the planning and construction of the earthquake retrofit (for office building and church building), designed the southwest courtyard & fence project, served on St. Paul's School's buildings & grounds committee, and, for a couple years, Vicki and I were fortunate to serve as the parish's Youth Group leaders. These experiences, along with my love for our community, our music, our building, and the liturgies of the Eucharist, Evensong, and Compline, all combine to make St. Paul's my parish home and the touchstone of my spiritual life through all the seasons of the church year.

ONE YEAR UNEXPIRED TERM

Fran Dibble

It was 1984. David and I planned to be married that spring and wanted a church wedding. We found St. Paul's, Fr. Don Seaton, and welcoming parishioners; the rest is history. I've lived in Oakland since moving to California in 1975. This year I plan to throw a birthday party for the 100-year-old cottage we purchased, and I've lived in for the past 35 years in this friendly and supportive Fruitvale neighborhood. Though retired from a full-time career in public schools, a post-retirement part-time gig at SFSU keeps my hand and heart in teaching and learning. I look forward to returning to and serving on the vestry at St. Paul's in 2023.

2023 DEANERY DELEGATE NOMINATIONS

DELEGATES:

Jeannette Dinwiddie-Moore

George Strait

Dylan Verteeg

ALTERNATES:

Paula Hawthorne

TBD

TBD

ST. PAUL'S EPISCOPAL CHURCH

ANNUAL PARISH MEETING

FEBRUARY 5, 2023

COMMITTEES AND MINISTRIES REPORTS

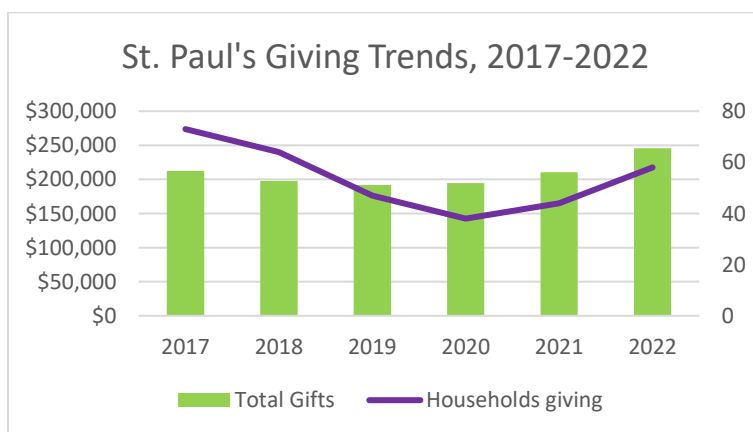
ENVIRONMENTAL STEWARDSHIP - CREATION CARE - *submitted by Indira Balkissoon*

The Environmental Stewardship year began in May, with exploring opportunities to show gratitude to the earth and learning about pollinators specifically Monarch Butterflies and their benefits. This led to monitoring native milkweed for Monarch eggs, and caterpillars at the corner of Harrison and Grand in June and reporting the results to the Pollinator Posse (local Oakland organization) and Monarch Joint Venture (national organization) to support creating a "Monarch corridor". St. Paul's first pollinator garden was installed in July, in front of the Church. In September, a Monarch butterfly painting was created and decorated by the kids at the St. Pauls Playdate/Picnic at Dimond Park. Also, Tora Rocha, Master Gardener and Co-Director of the Pollinator Posse brought her knowledge and Pollinator Museum to Homecoming. St. Paul's also began participation in "Creation Care 101" along with churches across the country. These sessions were summarized in the Good News. In October, an image of a Stewardship Tree was created on the back wall of the church for stewardship messages written on leaf and butterfly notes. Also, in October, St. Paul's reported 13 Monarch eggs and 1 Monarch Butterfly. In November, the second pollinator garden was installed in the Church's back garden and a Monarch caterpillar (install) was reported to the national database. One final note, this year we added a Monarch Butterfly to the St. Paul's logo honoring our commitment as stewards of the environment.

STEWARDSHIP COMMITTEE – *submitted by Sharon Pilmer*

As Christians we acknowledge the many God-given gifts in our lives. In gratitude, we respond to the Gospel invitation to nurture and share those gifts with others. Part of our calling is to be good stewards of those gifts and talents for the sake of our world and particularly of our community. Our committee's work is to encourage and support good stewardship practices of the people of St. Paul's to support the ministry of our church.

The graphic below gives us a glimpse of our giving patterns over the past several years, through the end of 2022. We have surpassed pre-pandemic giving levels in terms of amount given (pledge and plate) and have had an increase in number of households pledging since the nadir in 2020.



We have received 61 pledges to date for 2023 and are hoping for a few more. Total amount pledged to date for 2023 is \$185,000. 12 of the 61 pledges are from households that did not pledge last year.

Five of these are households new to the parish and 7 are from individuals who have been attending and giving but not pledging, until now. We continue to receive gifts from members who have not been able to attend during the pandemic, as well as several gifts from members who have moved away.

To put this in perspective, that we were able to increase our giving considering the events of the last three years is remarkable! Your generosity and faithfulness have sustained us and things are moving in the right direction! Thanks be to God!

Another milestone recognized in 2022 is the establishment of the Legacy Society of St. Paul's, spearheaded by Doug Jensen. To date, 11 families/individuals have informed us of their plans to remember the church after their passing. Legacy gifts sustain us when our operating expenses exceed our income, and we are eternally grateful to all those, past and present, who have remembered the church in this way.

I want to express my gratitude to the committee for their Christ-centered, enthusiastic and tireless work over the last year. We are looking forward to expanding our committee and continuing our work in the coming year.

Stewardship Committee: Victoria Larson, Mirela Stanke, Sarah Smith, Anne Jensen, Doug Jensen, Indira Balkissoon.

MUSIC AT ST. PAUL'S – *submitted by Ben Bachmann*

I was welcomed to the staff of St. Paul's as Music Director on 1 October 2022. I have enjoyed getting to know the people, working with the musicians, and getting to understand this wonderful community.

The choir resumed Thursday rehearsals, suspended because of COVID, in October. We've also welcomed back several members to the choir who hadn't been singing because of the pandemic. This resulted in a re-configuration of the choir seating and the orientation of the organ console. Our First Sunday Evensong service has gradually increased its congregation, and will begin to include an organ recital immediately following in the coming months.

It has been a great joy to get to know the organ, which is a treasure. I have seen and identified all of the various organ pipes in the Tower and Choir vesting room, and have spent extensive time in the organ chamber and working on a long term plan for the organ's care, maintenance, and restoration. St. Paul's is currently working with the firm Hupalo and Repasky for organ maintenance.

It has great to get to know and work with our staff singers, Diana Pray, Amy Kessler, Daniella Urban, and Philip Saunders. Philip in his role as Assistant Director of Music, has been extremely helpful in conducting when I am with a particularly busy organ part! The spirit of music making, collegiality, and passion are as much as a choir director could hope for.

We are interested in continuing to recruit new members, build congregations for our services, diversify our musical offerings, and deepen our relationship with St. Paul's School. I am so honored and pleased to lead the music here at St. Paul's, and I thank the congregation and staff for the support and warmth extended to me.

FRIENDS OF MUSIC AT ST. PAUL'S – *submitted by Victoria Larson*

MISSION STATEMENT: The Friends of Music (FOM) is a group of individuals who support the music ministry of St. Paul's through their time, talent and treasure. The Friends of Music seeks to further the mission of St. Paul's Episcopal Church, by enhancing music for worship, and seeks to inspire the St. Paul's Congregation and Community.

In January, we welcomed former organist/choir director Mark Bruce (2000-2005) back, as he graciously stepped in to serve as Interim Music Director during the search process for a permanent director. Mark is an outstanding musician and organist, and it was a pleasure to spend those months with his musical gifts and to celebrate his retirement at the end of September.

During the search process, and to prepare for the arrival of our new Music Director, Sharon Pilmer led a team of FOM volunteers in a major clean up the long-neglected choir room, and embarked on many months of cleaning and arranging the music library, sorting and reorganizing years of unfiled sheet music, and various other tasks long-ignored due to the limits of Covid-19 and leadership transitions. Sharon has taken over management of the music library and created a new & improved system for distributing and collecting each week's music. Choir robes and surplices were cleaned, organized, and placed in newly cleaned and labeled cubbies.

The choir has returned to weekly Thursday night rehearsals, a new tenor section leader was hired, and the number of choir volunteers is increasing.

More concert groups returned in 2022 than had in the previous two years, bringing many more people into the church and much more income to the parish. In 2022, Prometheus Symphony Orchestra performed their full season of 5 concerts, San Francisco Choral Artists performed two concerts, Red Hot and Blues of Yale performed one concert, and Kitka Women's Vocal Ensemble returned with their popular *Wintersongs* concerts, enjoyed by two very grateful sell-out crowds.

2022: 11 concerts by 5 groups, approx. 2400 people (in-person), plus stream viewers. Income \$7029.

2021: 3 concerts by 3 groups, approx. 300 people. Income \$1,220.

2020: 2 concerts, 4 groups, approx. 600 people. Income \$1,210.

2019: 17 concerts, 12 groups, approx. 4,200 people. Income \pm \$15,000.

2023 booked so far: 16 events by 8 groups, est. income \$9600.

Last fall, Music at St. Paul's restarted monthly emails highlighting special music at church services and concerts by outside groups and continued to post events on St. Paul's website. In 2023, we look forward to the restart of meetings of the Friends of Music team, identification of new priorities and goals, and making plans to bring more music and people through the doors of our wonderful church.

To be informed about upcoming music events, please sign up on our Friends of Music email list [here](#). Current music events are listed on our website's [Concerts page](#). To volunteer to help, contact Vicki Larson, Ben Bachmann, or any choir member.

For income from donations to music, the organ fund, or the David Farr Fund, please refer to SPEC financial Statements.

MUSIC DIRECTOR SEARCH COMMITTEE – *submitted by Sharon Pilmer*

The Music Director Search Committee was formed in February of 2022 after the departure of our previous Music Director, Chris Kula. We began our work in earnest by first discerning the vision of the rector and the committee. We conducted a parish-wide survey to understand the perspectives and desires of the congregation in March and April, completed the job posting and job description and posted the position on a variety of sites at the beginning of June. We received applications from fourteen individuals, conducted full committee interviews on four candidates, and auditioned two.

We were blessed and thrilled to welcome Ben Bachmann as our next Director of Music in October, 2022.

I am incredibly grateful to the search committee and want to thank and acknowledge them on behalf of St. Paul's: Victoria Larson, John Prescott, George Strait, Irene Plunkett, Joseph Hughes and Sheila Fischer.

COMMUNITY OUTREACH AND SOCIAL JUSTICE – submitted by Matthew Schooler



This year we formed the Community Outreach and Social Justice Committee. The goal was to get the word out about those in need in our surrounding community who need our example of Christ's love. We also must stand against violence and work towards peace in our streets. St. Paul's Church has always been a

place of service but now we can do more. We are commanded to love God and our neighbor as ourselves. It is a terrific order but we can do it. Please join us in helping make St. Paul's Church a place of Christ's love. We started with Guns to Garden Tools which was a tremendous success. We also had a stellar Advent and Christmas Giving Tree to benefit 5 families of the USCF Center for the Vulnerable Child. We had 70 gifts and because of the generosity of St. Paul's family everyone got a gift. We continue to work with Archdeacon Bolton to raise funds and volunteer for Food Pantry and for the holiday feedings. We plan on working this year and look forward to hearing from you to see where we can do more. Thank you to Deacon Bolton and my co-chair Paula Hawthorn for being endless examples of Christ's love.

PRAYERS OF THE PEOPLE – submitted by Jeanette Dinwiddie-Moore

"First of all, then, I urge that supplications, prayers, intercessions, and thanksgivings be made for all people." **1 Timothy 2:1**

With the transition to in-person services, writing the prayers of the people, POPs as we affectionately call them, resumed. This provided us, POPs writers, with the opportunity to contribute to the Sunday services again. Sharing our voices by writing prayers, supplications, intercessions and thanksgivings about the things we, as Christians, believe in and are happening in our church, community and world is fulfilling. We marvel at the array of thoughts and approaches we each take and the inspiration when writing POPs. This is already our fifth year of this ministry at St. Paul's and our hope is that the POPs continue to enhance the worship experience and touched your hearts. If spending more time with God in prayer and contemplation is tugging at your heart, please consider joining us as we would love to have you. Just let the clergy know or you can contact me directly, Jeanette Dinwiddie-Moore, (510) 531-3355 or dinwidd@gmail.com.

Prayerfully,

Pamela Kruse-Buckingham
Alice Gaines
Elizabeth Jenkins
Matthew Whitney
Jeanette Dinwiddie Moore

THE PANTRY OF HOPE – submitted by The Ven. Canon Carolyn Bolton

The Pantry of Hope is going into its twelfth year of ministry this year. It has offered wholesome food resources and items free of charge to community members in need. It operates bi-monthly, the second and fourth weekends of the month serving 85-100 clients each week. The pantry is designed to those who may need a bit of extra help to make it through the end of the month. Bags are prepared with volunteered and given out on Sundays with social distancing guide lines to the community.

Through the help of volunteers from the community, school, church and youth we were able to deliver 350 bags for Thanksgiving and 325 meals on Christmas to seniors. The seniors enjoyed turkey, ham, mashed potatoes and gravy, a roll and a delicious piece of lemon cake. Each senior also received a seesucker as a treat.

Special Thank you:

Without the assistance of the church and members we could not have achieved the numbers this year.

All volunteers who assisted in distribution and preparation of the bags.

Arnett Moore and Thomas McGarrell.

All St. Paul's members who provided financial support and donated items to make sure The Pantry bags were full.

Tipping Point Community Foundation donated \$7,000.00 to The Pantry of Hope to help feed the individuals during the holidays.

ACOLYTE REPORT – *submitted by The Ven. Canon Carolyn Bolton*

The acolyte ministry is building slowly back up. Currently, we have the following acolytes, Harriet and Clark Gregory, Michael and Bella Cowart-Kadleck, Dymen, Damiane and Elisha Fisher, Zachary and Nico Strait, Kiandra Wilson Morris, Anette Blue and Scott Buckingham. Thank you to all for your service and especially Harriet Gregory always willing to serve.

YOUTH ACTIVITIES – *submitted by The Ven. Canon Carolyn Bolton*

The youth are starting to come back to church. Yea.

On October 30, 2022, the youth led the morning service preaching, Acolyting, Ushering, serving on the altar, administering communion and singing. Kindra Wilson Morris gave a motivating sermon. The youth sang two hymns, "This little light of Mine", and "I want to sing when the spirit says sing". The youth and parents were dressed in identical T-shirts. Thanks to Scott Buckingham, Clark Gregory and Zachary Strait for assisting with the music.

Sunday School has started and I would like to thank the teachers for giving of their time and efforts to make sure our youth are learning about the Bible and this new program (Storymaker) which brings the Bible to life through zines, playbooks, guides and more. It sparks curiosity, hope and faith by drawing individual into God's redemptive narrative in the stories of the bible.

Each adventure offers kids the opportunity to get creative, play, make social-emotional connections, and find themselves in the story of God's love.

Thank you to the following volunteer teachers: Allison Sass, Karla Morris Wright, Scott Buckingham, Priscilla Kingston, Kelli Marie Hickman, Shelia Fischer, Sarah Smith, Athena Honore, (sub) Mirela Stanke, Wes Lagrone, Sergio Prieto

For Christmas this year's family service was given a treat in producing the birth of Jesus. There were two narrators and a number of youth to fill the parts of the story. The youth did a terrific job. They all had fun.

Thank you to Kelli Marie Hickman for her solo.

Things to Come:

1. Getting the Youth of St. Paul's church involved in getting to know the youth of our deanery. Our hope is that by working together we can create a regional group that is viable and supports all our youth.
2. Getting involved in the Acolyte training at Grace Cathedral in March.
3. Group to participate in the "Youth Pilgrimage to Grace Cathedral" – May 21, 2023.
4. Provide activities to involved the youth in building community. (once a month)

St. Paul's Episcopal Church
Balance Sheet
As of December 30, 2022

	<u>Dec 30, 22</u>	<u>Dec 31, 21</u>
ASSETS		
CHECKING & BANKING		
1101 · Community Bank - 7815	32,963	63,870
1102 · RDF Checking - CBB -5638	1,094	1,063
1109.8 · Costco Citi Card Clg x9840/1523	-6,954	-4,549
1109.9 · Card Services Clearing x0428	75	0
Total CHECKING & BANKING	<u>27,178</u>	<u>60,384</u>
ACCOUNTS RECEIVABLE / PREPAIDS		
1201 · St. Paul's Episc.School-current	1,538	5,516
1208 · Other Accounts Receivable	550	4,639
Prepaid Expenses		
1225 · Other Prepaid Expenses	19,371	0
Total Prepaid Expenses	<u>19,371</u>	<u>0</u>
Total ACCOUNTS RECEIVABLE / PREPAIDS	<u>21,459</u>	<u>10,155</u>
INVESTMENTS		
Merrill Lynch		
1305.1 · Merrill Lynch Cash	58,991	141,991
1305.2 · Merrill Lynch Investments	1,791,772	2,568,887
Total Merrill Lynch	<u>1,850,763</u>	<u>2,710,878</u>
Other Funds		
1320.2 · Diocesan Endowment Fund	86,926	86,926
Total Other Funds	<u>86,926</u>	<u>86,926</u>
Total INVESTMENTS	<u>1,937,689</u>	<u>2,797,804</u>
FIXED ASSETS		
1401 · Land	500,000	500,000
1402 · Buildings	7,691,217	7,691,217
1410 · Furniture & Equipment	730,910	730,910
Total FIXED ASSETS	<u>8,922,127</u>	<u>8,922,127</u>
TOTAL ASSETS	<u><u>10,908,453</u></u>	<u><u>11,790,470</u></u>
LIABILITIES & EQUITY		
Liabilities		
ACCOUNTS PAYABLE.		
2302 · Accounts Payable	7,153	4,223
2301 · Rector's Discretionary Fund	3,957	3,228
2306 · Bolton Arch Deacon's Disc.Fund	2,180	2,180
Passthroughs		
2351 · 150th Anniversary	-1,698	346
2350 · Other Passthroughs	1,309	0
Total Passthroughs	<u>-389</u>	<u>346</u>
Total ACCOUNTS PAYABLE.	<u>12,901</u>	<u>9,977</u>

St. Paul's Episcopal Church
Balance Sheet
As of December 30, 2022

	<u>Dec 30, 22</u>	<u>Dec 31, 21</u>
DEFERRED REVENUE		
2401 · Prepaid Pledges	3,805	0
2404 · Prepaid Rents	4,408	0
Total DEFERRED REVENUE	<u>8,213</u>	<u>0</u>
HOLDING FUNDS		
2503 · Organ Restoration Fund	5,055	5,055
2511 · Sound system	100,001	100,001
2522 · Music Development Fund Income	10,136	10,136
2514 · Altar Guild Fund	1,061	1,016
2540 · David Farr Recognition	52,604	50,120
2550 · Memorial Fund	203,043	200,253
2555 · Hold for Assignment	32,374	32,374
2560 · Guns to Gardens	-858	5,000
Total HOLDING FUNDS	<u>403,416</u>	<u>403,955</u>
Loans Payable		
2805 · Mortgage, Union Bank	337,825	506,422
Total Loans Payable	<u>337,825</u>	<u>506,422</u>
Total Liabilities	762,355	920,354
Equity		
TEMPORARILY RESTRICTED FUNDS		
Vestry Restricted Funds		
3311 · Building Fund	296,830	305,366
3315 · Nancy/Virginia Bradford Mem.Fun	150,000	150,000
3318 · New Initiatives DevelopmentFund	60,000	60,000
Total Vestry Restricted Funds	<u>506,830</u>	<u>515,366</u>
Donor Restricted Funds		
3335 · Pantry of Hope		
3335.1 · Food Pantry Donations Curr Yr	-6,250	0
3335.2 · Food Pantry Expenses Curr Yr	-5,868	0
3335 · Pantry of Hope - Other	20,014	23,814
Total 3335 · Pantry of Hope	<u>7,896</u>	<u>23,814</u>
3336 · Bags - Homeless	3,645	3,645
3322 · Senior Resources Fund	36,042	36,042
3321 · Axel Nelson Fund	25,500	27,000
Total Donor Restricted Funds	<u>73,083</u>	<u>90,501</u>
Total TEMPORARILY RESTRICTED FUNDS	<u>579,913</u>	<u>605,867</u>

St. Paul's Episcopal Church
Balance Sheet
As of December 30, 2022

	<u>Dec 30, 22</u>	<u>Dec 31, 21</u>
PERMANENTLY RESTRICTED FUNDS		
Donor Restricted Funds		
3401 · Columbarium Fund	7,439	6,977
3411 · Diocesan Endowment Funds	86,926	86,926
3412 · Building Endowment Fund	77,062	77,062
Total Donor Restricted Funds	<u>171,427</u>	<u>170,965</u>
Vestry Designated Endow. Funds		
3451 · Walston Endowment Fund	600,000	600,000
3459 · Bradford Endowment Fund	1,001,694	999,801
Total Vestry Designated Endow. Funds	<u>1,601,694</u>	<u>1,599,801</u>
Total PERMANENTLY RESTRICTED FUNDS	<u>1,773,121</u>	<u>1,770,766</u>
FIXED ASSETS..		
3701 · Land	500,000	500,000
3702 · Buildings	7,068,927	7,068,927
3703 · Fixtures & Equipment	725,000	725,000
Total FIXED ASSETS..	<u>8,293,927</u>	<u>8,293,927</u>
3801 · Unrealized Gain / Loss	-357,645	199,556
Net Income	<u>-143,216</u>	<u>0</u>
Total Equity	<u>10,146,100</u>	<u>10,870,116</u>
TOTAL LIABILITIES & EQUITY	<u><u>10,908,455</u></u>	<u><u>11,790,470</u></u>

St. Paul's Episcopal Church
Profit & Loss Y-T-D vs Budget
December 30, 2022

	Dec 22	Budget	Jan - Dec 22	YTD Budget	Annual Budget
Income					
CONTRIBUTIONS & DONATIONS					
4101 · Annual Pledges	38,884	14,167	203,439	170,000	170,000
4102 · Annual Support	9,627	4,583	35,333	55,000	55,000
4103 · Cash Plate	368		4,186		
4104 · Matching Funds from Employers	0		140		
4105 · Special Offerings	1,352	250	2,428	3,000	3,000
4110 · Worship Music	516	250	808	3,000	3,000
4159 · Less Electronic Banking Chrgs	(368)	(21)	(487)	(250)	(250)
Total CONTRIBUTIONS & DONATIONS	50,379	19,229	245,847	230,750	230,750
INVESTMENT INCOME					
4201 · Interest/Dividends Investments	21,311	8,750	45,965	39,000	39,000
4203 · Diocesan Endowment Fund	0	0	6,602	6,000	6,000
4204 · Gas & Oil Lease	541	250	4,574	3,000	3,000
4206.9 · Less Advisory Fees	(1,557)	(1,667)	(20,479)	(20,000)	(20,000)
Total INVESTMENT INCOME	20,295	7,333	36,662	28,000	28,000
SPACE USE					
4301 · Apartment	1,250	1,250	15,000	15,000	15,000
4301.5 · Apartment Expenses	(3,507)		(3,900)		
School Lease					
4303.1 · Basic lease	1,378	1,378	16,536	16,536	16,536
4303.3 · Extra Space - Parish Bldg	2,233	2,667	23,803	32,000	32,000
Total School Lease	3,611	4,045	40,339	48,536	48,536
4305 · Community Music Events	7,620	625	9,279	7,500	7,500
4306 · Church Use - non-music	500	333	500	3,000	3,000
Meeting Space					
4307.1 · Club Meetings	115	125	1,470	1,500	1,500
4307.2 · Site Use Events	0	125	0	1,500	1,500
Total Meeting Space	115	250	1,470	3,000	3,000
4308.9 · Less Expenses of Space Usage	(1,477)		(1,477)		
Total SPACE USE	8,112	6,503	61,211	77,036	77,036
FUND RAISING					
4404 · Misc. Fund Raising	0	0	0	1,000	1,000
Total FUND RAISING	0	0	0	1,000	1,000
Total Income	78,786	33,065	343,720	336,786	336,786

St. Paul's Episcopal Church
Profit & Loss Y-T-D vs Budget
December 30, 2022

Expense	Dec 22	Budget	Jan - Dec 22	YTD Budget	Annual Budget
PERSONNEL					
Clergy					
5100 · Rector Salary & Housing	9,232	9,232	110,782	110,782	110,782
5102 · Rector Diocesan Benefits	3,515	3,464	41,624	41,573	41,573
5103 · Rector Pension	1,662	1,662	19,940	19,941	19,941
5104 · Rector Expense Reimbursement	76	250	5,034	3,000	3,000
5105 · Rector Professional Development	0	250	3,200	3,000	3,000
5107 · Supply Clergy	0	0	2,233	900	900
5109 · Offset for School Chaplancy	(2,500)	(4,167)	(11,472)	(50,000)	(50,000)
Total Clergy	11,985	10,691	171,341	129,196	129,196
Music					
5120 · Music Director Salary	2,537	2,705	39,993	32,462	32,462
5121 · MD P/R Taxes	194	207	3,052	2,483	2,483
5125 · Choir Salaries	1,875	1,300	17,800	15,600	15,600
5126 · Choir P/R Taxes	143	191	1,362	2,295	2,295
5126.1 · Outside Choir	525	1,200	10,610	14,400	14,400
5129 · Supply Organist/Conductor	0	42	500	500	500
Total Music	5,274	5,645	73,317	67,740	67,740
Administration					
5130 · Parish Administrator Salary	1,566	1,407	17,024	16,880	16,880
5131 · PA Taxes	120	108	1,302	1,291	1,291
5137 · Bookkeeper Wages	763	625	8,670	7,500	7,500
5138 · Bookkeeper Taxes	58	48	664	574	574
Total Administration	2,507	2,188	27,660	26,245	26,245
C&Y Ministries					
5140 · C&Y Ministries Salary	3,333	5,417	20,000	65,000	65,000
5141 · C&Y Ministries Taxes	0	414	0	4,972	4,972
5142 · C&Y Ministries Benefits	0	1,667	0	20,000	20,000
5143 · C&Y Ministries Pension	0	488	0	5,850	5,850
5145 · Nursery Attendent Salary	80	100	210	1,200	1,200
5146 · Nursery Attendent Taxes	0	8	0	92	92
Total C&Y Ministries	3,413	8,094	20,210	97,114	97,114
Facility Maintenance					
5150 · Sexton Salary - 20 hr	1,576	1,505	18,131	18,057	18,057
5151 · Sexton P/R Taxes	121	115	1,463	1,381	1,381
5152 · Sexton Benefits Reimbursements	1,077		4,342		
5156 · Housekeeper Salary - 16 hr	1,066	1,066	12,793	12,790	12,790
5157 · Housekeeper P/R Taxes	82	82	979	978	978
Total Facility Maintenance	3,922	2,768	37,708	33,206	33,206
5199 · Workers Comp Insurance	0	0	(72)	1,800	1,800
Total PERSONNEL	27,101	29,386	330,164	355,301	355,301

St. Paul's Episcopal Church
Profit & Loss Y-T-D vs Budget
December 30, 2022

	Dec 22	Budget	Jan - Dec 22	YTD Budget	Annual Budget
WORSHIP					
5301 · Altar/Liturgical Supplies	72	308	2,330	3,700	3,700
5302 · Altar Flowers	452	217	1,020	2,600	2,600
5302.1 · Flowers Donations	(400)	(208)	(949)	(2,500)	(2,500)
Worship Music					
5352 · Sheet Music	0	0	200	250	250
5353 · Organ & Piano Maintenance	1,890	0	1,890	1,200	1,200
5355 · Music Director Miscellaneous	203	50	997	600	600
Total Worship Music	2,093	50	3,087	2,050	2,050
Total WORSHIP	2,217	367	5,488	5,850	5,850
FAITH FORMATION					
5402 · Youth Education	147	125	3,695	1,500	1,500
5403 · Adult Education	0	42	174	500	500
Total FAITH FORMATION	147	167	3,869	2,000	2,000
CHURCH GROWTH					
Leadership Development					
5501.1 · Vestry Expenses, net	0	0	0	1,000	1,000
5501.2 · Laity Training/Education	0	0	0	300	300
Total Leadership Development	0	0	0	1,300	1,300
Hospitality & Fellowship					
5503.1 · Adult Fellowship	0	21	180	250	250
5503.2 · Coffee Hour, etc.	0	108	603	1,300	1,300
Total Hospitality & Fellowship	0	129	783	1,550	1,550
5504 · Newcomers	0	33	0	400	400
5505 · Stewardship	68	675	2,632	3,000	3,000
5505.1 · Stewardship Offset by Donations	0		(179)		
Communications					
5509.1 · Newsletter Production	0	17	0	200	200
5509.10 · Other Communications Expenses	0	250	0	500	500
5509.3 · Paid Advertising	354		719		
5509.4 · Online Communications	270	58	3,298	700	700
5509.5 · Brochures & Flyers	0	42	0	500	500
5509.6 · Signage	79	250	177	1,500	1,500
Total Communications	703	617	4,194	3,400	3,400
Total CHURCH GROWTH	771	1,454	7,430	9,650	9,650
OUTREACH					
5604 · Outreach Expenditures	220	417	445	5,000	5,000
5608 · Deanery Dues	0	0	0	250	250
Total OUTREACH	220	417	445	5,250	5,250
PASTORAL CARE	0		84		
ADMINISTRATIVE EXPENSE					
6201 · Bank,Credit Card, Payroll Fees	133	67	1,500	800	800
6202 · Professional Services	67	0	1,103	800	800

St. Paul's Episcopal Church
Profit & Loss Y-T-D vs Budget
December 30, 2022

	Dec 22	Budget	Jan - Dec 22	YTD Budget	Annual Budget
6204.1 · Copier Lease	375	375	4,495	4,500	4,500
6204.2 · Copier Usage	265	333	3,443	4,000	4,000
6206 · Office Supplies & Expenses	0	258	4,856	3,100	3,100
6207 · Postage	0	83	116	1,000	1,000
6208 · Telephone	669	308	3,538	3,700	3,700
6209 · Office Equipment & Software	0	167	817	2,000	2,000
6215 · Computer Expenses	0		205		
6299 · Offset Expenses of Space Use	(4,583)		(4,583)		
Total ADMINISTRATIVE EXPENSE	(3,074)	1,591	15,490	19,900	19,900
PROPERTY EXPENSE					
Maintenance & Repair					
6302.1 · Elevator Contract & Repairs	135	117	1,620	1,400	1,400
6302.2 · Building Supplies	0	83	0	1,000	1,000
6302.3 · Gardening	283	283	3,390	3,400	3,400
6302.5 · Janitorial Supplies & Expenses	375	146	670	1,750	1,750
6302.7 · Maintenance & Repair	6,762	333	7,841	4,000	4,000
6302.8 · Safety Issues	171		2,424		
6302.9 · Outside Janitorial Service	1,700		1,700		
6310 · Storage Costs	505		2,753		
Total Maintenance & Repair	9,931	962	20,398	11,550	11,550
Utilities					
6333.1 · Gas & Electric	2,200	1,333	15,356	16,000	16,000
6333.2 · Water & Sewer	902	867	5,213	5,200	5,200
6333.3 · Waste Removal	725	667	8,574	8,000	8,000
6333.9 · Less Expenses of SPES Parish	(797)		(8,766)		
Total Utilities	3,030	2,867	20,377	29,200	29,200
Insurance Taxes Security Safety					
6354 · Property Taxes	3,625	2,900	6,328	5,600	5,600
6355 · Insurance - Prop/Liab/D&O	3,519	0	13,574	13,000	13,000
6357.4 · C2R2 Background Checks	0	0	0	250	250
Total Insurance Taxes Security Safety	7,144	2,900	19,902	18,850	18,850
Total PROPERTY EXPENSE	20,105	6,729	60,677	59,600	59,600
DIOCESAN EXPENSE					
6402 · Assessment	5,250	5,287	63,292	63,441	63,441
Total DIOCESAN EXPENSE	5,250	5,287	63,292	63,441	63,441
Total Expense	52,737	45,398	486,939	520,992	520,992
Net Income	26,049	(12,333)	(143,219)	(184,206)	(184,206)

	2022		2023	Budget
	2021 Actual	Budget	2022 Actual	Budget
INCOME				
CONTRIBUTIONS & DONATIONS				
4101 · Pledges	\$ 160,260	\$ 170,000	\$ 203,439	200,000
4102 · Plate	50,031	55,000	39,659	40,000
4103 · Special Offerings				
4103.2 · Worship Music	1,241	3,000	808	2,000
4103 · Special Offerings - Other	4,468	3,000	2,428	3,000
Total 4103 · Special Offerings	5,709	6,000	3,236	5,000
4104 · - Less PayPal & CrCard Fees	(720)	(250)	(487)	-250
Total CONTRIBUTIONS & DONATIONS	215,280	230,750	245,847	244,750
INVESTMENT INCOME				
4201 · Interest/Dividends Investments	38,072	39,000	45,965	35,000
4203 · Diocesan Endowment Fund	6,116	6,000	6,602	6,000
4204 · Gas & Oil Lease	3,380	3,000	4,574	3,000
4206.9 · Less Advisory Fees	(24,172)	(20,000)	(20,479)	-20,000
Total INVESTMENT INCOME	23,396	28,000	36,662	24,000
SPACE USE				
4301 · Apartment	15,000	15,000	15,000	15,000
4302 · ECS Spaces -ECS_Cr to SPES	-	-		
Diocal	-	-		
4302.99 - Less expenses for space use	(1,581)		(5377)	(1,500)
School Lease				
4303.1 · Basic lease	16,536	16,536	16,536	16,536
4303.3 - Faculty Lounge - St. Martin's Room	30,366	32,000	23,803	32,000
Total School Lease	46,902	48,536	40,339	48,536
Meeting Space				
4304.2 · Club Meetings	1,675	1,500	1,470	1,000
4304.3 · Outside Events	-	1,500	-	1,000
Total Meeting Space	1,675	3,000	1,470	2,000
4305 · Community Music Events	3,600	7,500	9,279	7,500
4306 · Weddings	-	3,000	500	1,000
Total SPACE USE	65,596	77,036	61,211	72,536
FUND RAISING				
4401 Garage & CD sales		-	-	
4404 · Misc. Fund Raising		1,000	-	
New Fundraising opportunities			-	20,000
4406 · Scrip Rebate		-	-	
Total FUND RAISING		1,000	-	20,000
FUND TRANSFERS				
4605 - Bequests				
P.P.P. Loan	56,391	-	-	
Total FUND TRANSFERS			-	
TOTAL INCOME	\$ 360,663	\$ 336,786	\$ 343,720	\$ 361,286
GROSS PROFIT	\$ 360,663	\$ 336,786	\$ 343,720	\$ 361,286

EXPENSES

PERSONNEL

Clergy

5100 · Rector Salary & Housing	\$ 107,351	\$ 110,782	\$ 110,782	\$ 117,429
5101 · Rector Diocesan Benefits	39,740	41,573	41,624	42,732
5102 · Rector Pension	19,323	19,941	19,940	21,137
5103 · Rector Expense Reimbursement	2,417	3,000	5,034	3,000
5104 · Rector Professional Development	89	3,000	3,200	3,000
Rector Total	168,920	178,296	180,580	187,298

5107 · Supply Clergy	8,034	900	2,233	2000
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Total Clergy	176,954	179,196	182,813	189,298
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Music

5120 · Music Director Salary	\$ 26,213	\$ 32,462	39,993	\$ 42,000
5121 · MD P/R Taxes	2,005	2,483	3,052	3,213
5122 · MD Diocesan Benefits		-	-	0
5123 · MD Pension		-	-	3,780
5124.2 · Music Development Donation		-	-	
Total Music Director	28,218	34,945	43,045	48,993

5125 · Choir Salaries	20,441	\$ 30,000	28,410	\$ 37,520
5126 · Choir P/R Taxes	968	2,295	1,362	2,870
Total Choir	21,409	32,295	29,772	40,390

5129 · Supply Organist/Conductor	3,000	500	500	1,000
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Total Music	52,627	67,740	73,317	90,383
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Director of Y & C Ministry and Chaplaincy

Director of Y&C Ministries	-	65,000	20,000	40,000
Director of Y&C Ministries P/R Taxes	-	4,972		3,060
Director of Y&C Ministries Diocesan Benefits	-	20,000		0
Director of Y&C Ministries Pension	-	5,850		0
Chaplaincy Coordinator Offset	(18,220)	(50,000)	(11,472)	-10000
5140 · Nursery Attendant Salary	-	1,200	210	1,760
5141 · Nursery Attendant P/R Taxes	-	92	0	135
Total Youth and Children Ministries	(18,220)	47,114	8,738	34,955

Administration

5130 · Parish Administrator Salary	15,052	\$ 16,880	17,024	\$ 18,028
5131 · PA Taxes	1,151	1,291	1302	1,379
5132 · PA Diocesan Benefits		-		-
5133 · PA Pension		-		-
5134 · Outside Labor		-		-
Total Parish Administrator	16,203	18,172	18,326	19,407

5137 · Bookkeeper Wages	7,537	\$ 7,500	8670	\$ 8,010
5138 · Bookkeeper Taxes	577	574	664	613
Total Bookkeeper	8,114	8,074	9,334	8,623

Total Administration	24,317	26,245	27,660	28,030
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Facility Maintenance				
5150 · Sexton Salary	21,140	\$ 18,057	18131	\$ 19,285
5151 · Sexton P/R Taxes	1,617	1,381	1463	1,475
5151 · Sexton Health Insurance	-	-	4342	-
Total Sexton	22,757	19,438	23,936	20,760
5156 · Housekeeper Salary	12,586	\$ 12,790	12793	\$ 13,660
5157 · Housekeeper P/R Taxes	963	978	979	1,045
	13,549	13,769	13,772	14,705
Total Facility Maintenance	36,306	33,207	37,708	35,465
5199 · Workers Comp Insurance	3,272	1,800	(72)	2,250
Total PERSONNEL	275,256	355,302	330,164	380,381
WORSHIP				
5301 · Altar/Liturgical Supplies	3,224	3,700	2,330	3000
5302 · Altar Flowers	1,325	2,600	1,020	2000
5302.1 · Flowers Donations	(2,055)	(2,500)	(949)	-2000
5303 · Outside Services	2,774	-		
Worship Music				
5351 · Instrumentalists	200	-		
5352 · Sheet Music	200	250	200	250
5353 · Organ & Piano Maintenance	-	1,200	1890	1000
5355 · Music Director Miscellaneous	822	600	997	600
Total Worship Music	1,222	2,050	3,087	1,850
Total WORSHIP	6,490	5,850	5,488	4,850
FAITH FORMATION				
5402 · Youth Education	-	1,500	3695	2,500
5403 · Adult Education	495	500	174	500
5404 · Parish Conferences/Retreats	-	-	0	
Total FAITH FORMATION	495	2,000	3,869	3,000
CHURCH GROWTH				
Leadership Development				
5501.1 · Vestry Expenses, net	578	1,000	0	500
5501.2 · Laity Training/Education	-	300	0	300
Total Leadership Development	578	1,300	-	800
Hospitality & Fellowship				
5503.1 · Adult Fellowship	-	250	180	250
5503.2 · Coffee Hour, etc.	-	1,300	603	1250
Total Hospitality & Fellowship	-	1,550	783	1,500
5504 · Newcomers		400	0	400
5505 · Stewardship	1,990	3,000	2632	3000
5505.01 · Stewardship Offset Donations	-	-	(179)	0
Communications				
5509.1 · Newsletter Production	-	200	0	200
5509.3 · Paid Advertising	-	500	719	500
5509.4 · Online Communications	3,407	700	3298	3000
5509.5 · Brochures & Flyers	174	500	0	500

5509.6 · Signage	-	1,500	177	500
5509.10 · Other Communications Expenses	-	-		
Total Communications	3,581	3,400	4,194	4,700
Total CHURCH GROWTH	4,159	9,650	7,430	7,400
OUTREACH				
5604 · Outreach Expenditures	1,233	5,000	445	3,000
5604.1 · Shelter in Place Expenses	-	-	0	
PASTORAL CARE	-	-	84	
Total OUTREACH	1,233	5,000	529	3,000
ADMINISTRATIVE EXPENSE				
6201 · Bank,Credit Card, Payroll Fees	1,417	800	1,500	840
6202 · Annual Audit	600	800	1,103	850
Copier				
6203.1 · Equipment Lease	8,138	4,500	4,495	4,500
6203.2 · Copy & Supply Costs	7,143	4,000	3,443	4,500
Total Copier	15,281	8,500	7,938	9,000
6206 · Office Supplies	2,439	3,100	4,856	3,500
6207 · Postage	218	1,000	116	450
6208 · Telephone	5,949	3,700	3,538	3,700
6209 · Office Equipment & Software	320	2,000	817	2,000
6215 · Computer Expenses	615		205	
6299 · Offset Expenses Use of Space			(4,583)	
Total ADMINISTRATIVE EXPENSE	26,839	19,900	15,490	20,340
PROPERTY EXPENSE				
Maintenance & Repair				
6302.1 · Elevator Contract & Repairs	3,168	1,400	1,620	1,700
6302.2 · Building Supplies	-	1,000	-	1,000
6302.3 · Gardening	3,240	3,400	3,390	3,500
6302.5 · Janitorial Supplies	948	1,750	670	1,000
6302.7 · Maintenance & Repair	13,460	4,000	7,841	4,000
6302.8 · Safety Issues	5,561	-	2,424	1,500
6302.9 · Outside Janitorial Services	727	-	1,700	
6310 · Storage Costs	2,711	-	2,753	2,820
Total Maintenance & Repair	29,815	11,550	20,398	15,520
Utilities				
6303.1 · Gas & Electric	11,673	16,000	15,356	17,000
6303.2 · Water & Sewer	3,782	5,200	5,213	6,000
6303.3 · Waste Removal	7,652	8,000	8,574	8,750
6333.9 · Less Expenses of SPES parish	-	-	(8,766)	-
Total Utilities	23,107	29,200	20,377	31,750
Insurance Taxes Security Safety				
6304 · Property Taxes	4,983	5,600	6328	6,000
6305 · Insurance - Prop/Liab/D&O	12,929	13,000	13574	14,000
6309 Expenses Reclassified				
6307.4 · C2R2 Background Checks		250	0	250
Total Insurance Taxes Security Safety	17,912	18,850	19,902	20,250
Total PROPERTY EXPENSE	70,834	59,600	60,677	67,520

DIOCESAN EXPENSE				
6401 · Deanery Pledge	-	250	0	250
6402 · Assessment	74,770	63,441	63,292	66,585
Total DIOCESAN EXPENSE	74,770	63,691	63,292	66,835
TOTAL EXPENSE	460,076.00	520,992.60	486,939.00	553,325.91
NET ORDINARY INCOME	\$ (99,413)	\$ (184,207)	\$ (143,219)	\$ (192,040)
NET INCOME	\$ (99,413)	\$ (184,207)	\$ (143,219)	\$ (192,040)