

St. Paul's
Episcopal Church



The 184th

Annual Parish Meeting

Sunday, January 19, 2020

This annual report is available by request or online in the current year at www.stpaulsmaumee.org.

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**184th Annual Parish Meeting
January 19, 2020**

AGENDA

The meeting will convene in the Parish Hall following the 10:00 a.m. service.

Collect for the Parish: Almighty and everliving God, ruler of all things in heaven and earth, hear our prayers for this parish family. Strengthen the faithful, arouse the careless, and restore the penitent. Grant us all things necessary for our common life, guide us in the business of our annual meeting, and bring us all to be of one heart and mind within your holy Church; through Jesus Christ our Lord. *Amen*

Recitation of Canons concerning Annual Meeting

Acceptance of 183rd Annual Meeting Minutes

Warden's Report..... Joanie Asendorf, Sr. Warden

Opening of polls for election of members to the Vestry Todd Deye, Jr. Warden
Introduction of Candidates

Rector's Report The Rev. Dr. J. Paul Board

Presentation of the Energy Audit Jaimie Deye

Jr. Warden's Report Todd Deye, Jr. Warden

Treasurer's Report Linda Fayerweather
Adoption of 2020 Budget

Reports by Title (unless called for)
Christian Formation; Music Ministry; Under One Roof Food Pantry & Emergency Fund;
Elizabeth Wayne Preschool; Pastoral Records

Resolution of Courtesy..... Joanie Asendorf, Sr. Warden

Closing Prayer The Rev. Dr. J. Paul Board

Vestry, Officers & Staff

Officers

Senior Warden Joanie Asendorf
Junior Warden Todd Deye
Clerk Jerry Martz
Treasurer Linda Fayerweather

Vestry

<u>Class of 2017</u>	<u>Class of 2018</u>	<u>Class of 2019</u>
(retiring today)	Jonathan Ashton	Jaimie Deye
Joanie Asendorf	Jim Dorton	Jennifer Elliott
Linda Fayerweather	Jerry Martz	Adriana McNally
Todd Deye	Deno Music	Thomas Weeks
Carol Sachs		

St. Paul's Staff

Rector: Dr. J. Paul Board
Director of Christian Formation: Dr. Jennifer Vasquez, Deacon ELCA
Director of Music: Brad Cresswell
Organist: Jane Weber
Parish Secretary: Dawn Benschoter
Building Manager: Ken Ludwig
Bookkeeper: Pam Kettman
Housekeeper: Audrey Harrigan; Shirley Beebe

Elizabeth Wayne Preschool Staff:

- Cristy Seely, Director
- Morgen Browning
- Tamie Daly
- Meg Duesing
- Carly Erickson
- Tina Faulkner
- Maria Fisher
- Molly Gast
- Heather Gryzca
- Jenifer Mazza
- Erin Perry
- Jenny Robbins
- Corinne Shuff
- Chris Skiba
- Kristin Sluhan
- Amanda Wilt

Draft 183rd Annual Parish Meeting Minutes
February 10, 2019

Pastor Paul Board opened the meeting with a prayer at 11:31 AM on 10Feb2019. Todd Deye briefly went over the rules of canon for voting and then gave the parish time to review the minutes from the 182nd Annual Parish Meeting. One error was found (paragraph 3, the word "error" should have been "errors"), and a motion was made and seconded to pass the minutes as amended. This passed unanimously.

Paul informed the parish that we have been spending too much money from our endowments. The programs we have at St. Paul's (Music, Christian Education, etc.) cost more than we bring in from pledges. However, in spite of spending large sums from the endowments, they are still gained in value over the course of the year. Many of the endowments are largely restricted in what types of activities they can be used for. Because of this, the programs in our church have to be funded in part from the operations budget, and the current spending is unsustainable. In order to alleviate this issue, the parish as a whole needs to increase their pledge amounts. The Capital Campaign will soon be complete, and Paul encourages those who gave to this cause, upon completion, to redirect these pledges to St. Paul's. This way, the overall financial impact will be the same to the pledgee while increasing funds coming into the church.

There are now 140 students attending the Elizabeth Wayne Preschool. The preschool was able to generate \$17,000, named allocated support in the budget, half of which has gone towards bonuses for the teachers and will go towards school improvements and the other half will go to the Outreach Committee. During 2019, the preschool is expected to generate \$22,000 in allocated support where half will go to the Outreach Committee.

Paul introduced Jennifer, Director of Christian Formation. He told the parish how had been the Director of Christian Education, but had also been involved in many activities related to outreach which lead to the promotion with her current title. Jennifer gave us an explanation of her new role and invited the parish to join her in various ministries and participate in Christian Formation.

Jr. Warden Joanie Asendorf began the process of voting for new Vestry members to replace those leaving. She first asked for any floor nominations, which there were none. Jamie Deye, Jennifer Elliott, Adriana McNally and Thomas Weeks were officially nominated for the next vestry class. A motion was made to approve Jamie Deye, Jennifer Elliott, Adriana McNally and Thomas Weeks onto Vestry seconded and passed unanimously.

Sr. Warden Todd Deye, proceeded to address the parish. He began by thanking the outgoing vestry members for their commitment to vestry over the last three years. He reviewed the pledge numbers from 2018 and reiterated Paul's message, asking for the parish to increase their pledges. Todd gave a list of improvements to the church made over the last few years to show how some of the money the church receives is spent. Finally, he introduced some new endowments being created after the passing of some of our parish members last year, who left part of their estates to St. Paul's.

Treasurer Linda Fayerweather thanked the parish for getting so close to the budgeted pledge amount in 2018. Typically we miss this budgeted amount due to various reasons, but in 2018 we were closer than many could recall in many years. At this point, we have spent everything we said we were going to spend as part of the capital campaign, for a grand total of \$1.2 million. To do this, we have had to use money from our endowments because we have not yet received everything from the diocese. However, to get remaining funds and to partially repay the endowments, those who still have outstanding balances for the capital campaign need to continue to send their pledges until their account is settled. Linda then went over many expenditures that many may take for granted such as lights, water, salaries, etc. These are things that are bare minimums to keep the church operating, but are quite expensive. She is often asked by members how we can stop spending from the endowments, and she has calculated that if each family increased their annual pledge by \$1400, no further spending from the endowments would be required.

A motion was made to approve the budget, seconded and it was passed unanimously.

Todd made a resolution to thank all the staff members, volunteers, and committees of St. Paul's. Todd individually thanked each staff member for their work and dedication.

Paul moved to adjourn the meeting at 12:45.

Senior Warden's Report

Good Morning – I'm Joanie Asendorf, your current Senior Warden. I'd like to preface my presentation by letting you know that this annual meeting saddens my heart. I've been a Senior Warden three times. Once at another Episcopal church and twice here. Never have I been involved in a financial situation such as what you're about to hear after me. That being said, I'd like to give you some good highlights from 2019 that should warm your heart as it does mine.

Guns to Gardens came and basically took guns, melted them down and turned them into garden tools.

Accolades to Jaimie Deye for introducing us to an energy audit to work on lowering our building costs – one of those ways being changing our lighting to LED lighting which we're currently doing throughout the entire building complex.

We had community meals the first Sunday of each month through December of 2019. We invited other churches and organizations to come to St. Paul's learning about them as they were our guests. We also went to All Saint's Episcopal Church with our choir to be their choir which they don't currently have.

Friday evenings have continued to help refugee families coming through the area via the bus station in downtown Toledo.

We were blessed to find a person to clean our stained glass windows in the sanctuary. What a difference that has made!

Our Eden's Bounty Garden overflowed with beautiful, healthy vegetables for our Under One Roof food pantry. Jane Weber and her helpers made that possible.

This past summer, we had a booth at the Maumee Fair welcoming people and explaining who and where we are.

In the late fall, we had a wonderful organ recital featuring our refurbished organ played by our Jane Weber and several organists from other Maumee churches.

Our empty Dudley House is now housing a very deserving family.

We had another successful Mission Trip to Kentucky with our youth in June with Paul & Lori Board chaperoning.

Our Music Camp & Vacation Bible School were again a big success this last summer.

August brought us another fun filled picnic with so many choices from parishioners contributions to choose from.

September brought Bishop Hollingsworth here to confirm 5 youth and 7 adults – the most we've had that I'm able to remember.

Deno Music had a great year and report for Under One Roof increasing who we served by many. We were also blessed by a large check from Bath Fitters of Toledo for our food pantry.

December brought another successful Christmas Auction raising over \$2,500 for the Emergency Fund.

Finally, we've added new families including babies into our parish family.

Respectfully submitted, Joanie Asendorf

Meet the Candidates



Mark Christophono - Hello, my name is Mark Christophono, I've been a member of St. Paul's for approximately 6 years. I was introduced to St. Paul's through my fiancée Patti Stuart, who wanted to attend here because her mother and father were members, and we were looking for a new church when the pastor at our non-denominational church retired. We became members shortly after beginning to attend here, and I can only say that this truly feels like my "church family" and I'm grateful to be here. I am semi-retired, having worked the last 20 years as Director Fiscal Services for Luther Home of Mercy in Williston Ohio. I graduated from University of Toledo in 1979 with a major in psychology and a minor in business. I moved to Alaska shortly after graduating, then moving on to Virginia Beach, and finally back to Ohio. I am honored to have been asked to join vestry and look forward to learning more about St. Paul's.



Will Finnegan – I have been attending St. Paul's for over 9 years and confirmed 6 years ago. When I first visited St. Paul's the parishioners started loving on me, so I stayed! I currently serve on the Welcome Committee and sing in the Adult Choir. My husband Lazaro and I have been married 3 years and we live in Napoleon, Ohio.

I have 31 years of service at Campbell Soup Company, Napoleon Ohio. I am currently a Civil Service Commissioner in the City of Napoleon. I love watching sports, and am a huge sports fan. I follow The Ohio State Buckeyes, and Cleveland's Indians and Browns. I would be honored to be considered for Vestry.



Jen Hoelzer - Hi all! My name is Jen Hoelzer. I grew up in Toledo (think Monroe and Douglas), was raised Catholic, and have 13 years of parochial school under my belt. I left Ohio (and "organized religion") for a number of years. Shortly after moving to Waterville, my husband Ron and I decided to find a congregation where we thought we would be a good fit. Ron filled out the little card Stephanie Mattoni holds up every Sunday and the rest is history. We had our daughter Olivia baptized here and have been members since 2011.

Outside of St. Paul's I am an Industrial Engineer for a manufacturing firm in Bowling Green and am pursuing my Master's of Organization Development through BGSU. I like to spend time with my family, read, and volunteer for the American Cancer Society.

I have been involved over the years in teaching Sunday School and Children's Chapel and am part of the Christ Forward committee. Our family has had the opportunity to participate in many events here and I feel that it is my turn to help deliver these experiences for my fellow parishioners. Thank you for your consideration.



Carol Sachs – Raised in the Catholic Church, Carol and her husband-to-be joined St. Paul's in January 2003. Carol and Dan were married at St. Paul's in May 2003. Carol is the Mother/Step-Mother of five; Scott Morrison, Robert Morrison, Megan Thompson, Lindsay & Trevor Sachs and the Grandmother of three; Berkeley & Hawkins Thompson and Ruby Morrison. During the past 17 years, Carol has served as President of the Women of St. Paul's, as a Sunday school teacher, and as a Rummage Sale volunteer. Carol is currently a member of Vestry, Altar Guild, and the Girlfriends in God Bible Study group. On Sunday mornings you can also find her serving as a Lector, Chalice Bearer, and/or Usher.

Carol retired in 2016 after 31 years with NSG (formerly Libbey-Owens-Ford) as a computer programmer, Manager, and Director. She now works from home, part-time, as a Business Systems Consultant specializing in Electronic Data Interchange.

I truly enjoy being a member of St. Paul's. It is a loving family and vibrant community. You can always find something to be involved in! Thank you for continuing to put your trust in me by re-electing me to Vestry. I pledge to prayerfully consider all decisions placed before us.

Rector's Report

I begin with a quote from my opening statement of last year's Rector's Report at the 183rd Annual Meeting: "We are spending too much from the endowments. Our program ministries cannot be sustained over the long term. In fact, pledging does not support our program ministries." (2019)

This is how I opened at the 182nd Annual Meeting in 2018. "I say it every year. We are drawing too much out of the Operating Endowment. Our parish pledging cannot support the ministries we do." (2018)

This was my verbal statement in 2017. "We are drawing too much from the Endowments. Pledging does not support our spending."

Vestry worked diligently this past year confronting the reality that our program budget exceeds our ability to fund our ministries. Vestry is no longer in denial about who we are as parish, compared to how we used to understand ourselves. It is time for the congregation to face this reality, too.

Staff expenses, excluding the rector position, are \$200,000 per year. Pledging only allows for \$100,000. We are \$100,000 short. The only place to pull money is from the Operating Endowment. But this risks depleting the endowment. Therefore vestry has made the difficult decision to close staff positions, if we cannot find a way to fund them.

The annual meeting is typically held in February. We moved it up to January because we have financial pressure forcing us to make decisions about our future. Today the vestry is presenting a six month budget. We will meet again in May for a second annual meeting to vote again on the remainder of the year. The meeting in May will likely include permanent staff layoffs.

The vestry has cut \$53,000 from the budget. This includes the elimination of the building manager, effective at the end of February. The six month budget keeps the remaining staff positions in place through June. In July several of the positions likely no longer exists. The decisions will be presented at the May Annual meeting.

It is time to consider our identity as a parish-- what we can and cannot accomplish in ministry. Our Christ Forward committee has been working on this. Bless their hearts, they are trying. But the new and creative ideas they bring to the table have been about doing more; being more in the parish. It is time to do less with more volunteers, as opposed to doing more performed by paid staff.

It is time to consider our role as a **Pastoral Size** parish. We are no longer a **Program Size** parish as we have always thought of ourselves.

A Program Size parish has a weekly Sunday attendance of 150-350 members

A Pastoral Size parish has a weekly Sunday attendance of 50-150 members.

Our average Sunday attendance is 119.

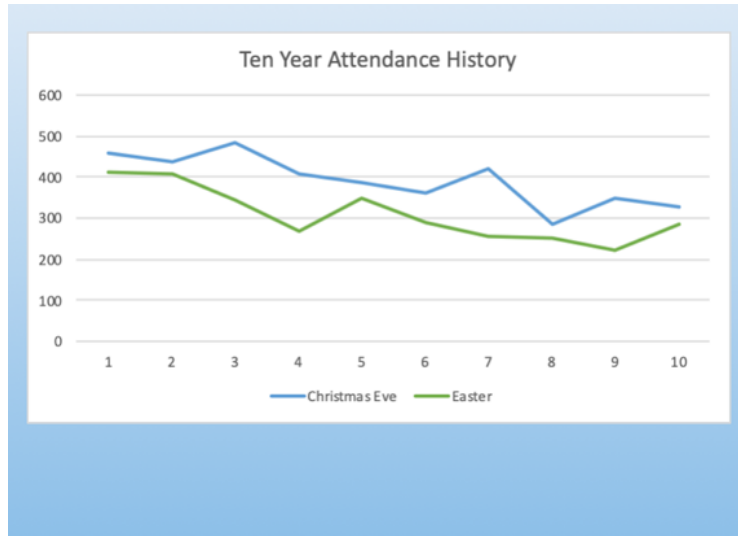
Average Sunday Attendance

Program Size Parish
150 - 350

Pastoral Size Parish
50 - 150

St. Paul's
119

Look at this next chart.



It shows attendance at Easter and Christmas Eve over the past ten years. There is a steady decline. Ten years ago Christmas Eve had 450 worshippers. This past Christmas Eve attendance was 328. The drop represents a whole service. We don't need three services next Christmas. We can do it with two.

Our decline in attendance is not a local problem. We have not suffered from dysfunction, scandal, drama, or trauma. There has been no event to drive people away from St. Paul's. Rather, our decline models a national trend across the country, across denominations.

It is time to consider ourselves a pastoral size parish. This means changing our leadership model, with less paid staff. We must do less with more volunteers, rather than paying staff to do more.

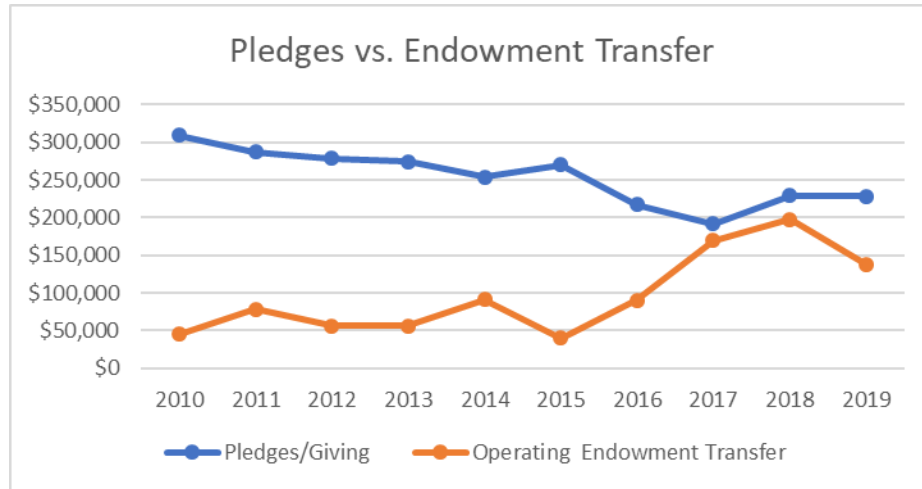
There are leadership models for a pastoral size parish. It means I have less pastoral care responsibility because there are less people. I have more responsibilities in the building, because I am the building manager. The buildings and grounds committee becomes more active because we cannot afford contractors. Volunteers become leaders because paid staff is not here. The vestry has been discussing the new paradigm all year.

There is a way to avoid layoffs. It involves more giving. After last year's marvelous economy and stock growth, you would expect higher giving. Pledging is up 12% overall. This is great news and I applaud those of you who responded to our pleas. Too many people in the congregation give too little.

The average pledge in our parish is \$1,300.

The average pledge in the Diocese of Ohio is \$2,600.

The average pledge in the Episcopal Church (national domestic) is \$2,900.



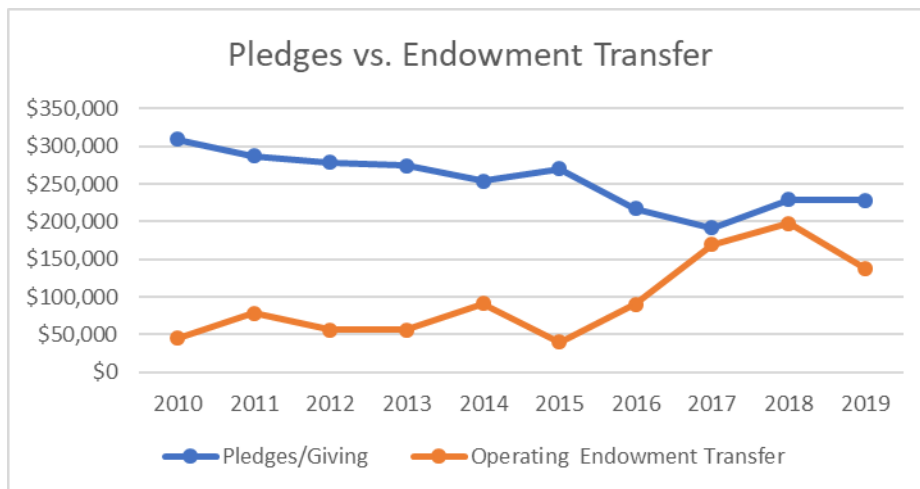
Average Annual Pledge

St. Paul's
\$1,300

Diocese of Ohio
\$2,600

National Church
\$2,900

Besides being only half the diocesan average, we have also seen a consistent decline in the pledge total year to year. Ten years ago our pledge total was \$325,000. Today it is \$225,000.



So, in ten years, we have lost 100 people at the Christmas Eve and Easter services and \$100,000 in pledging, annually. You can also see a corresponding increase in the transfers from the Operating Endowment. The should have been hovering around \$50,000.

Good news for today. Pledging is up from last year by \$25,000. That is wonderful.

Pledge Summary
2019 Pledges: \$200,337
2020 Pledges: \$225,651

64 Increases: \$42,532
7 Decreases/Left: \$7,360
13 New Pledges: \$15,400
71: No Pledge

But 71 families have not pledged, even after repeated contacts from the stewardship committee. (I would say half of the 71 are in financial duress or consider themselves marginal members. But they qualify as active members. The other half have no excuse to ignoring our asks.)

Last year Lori and I doubled our pledge. I had two motivations. Lori and I wanted to strengthen our sacrificial giving because we could. I also wanted to inspire you in the context of the parish's financial strain. This year we raised our pledge again. I will give up more of my salary if it can save jobs. The layoffs are deeply personal to me.

To be clear. The layoffs in June are coming. They may be avoided if we can increase giving. We will spend the next four months talking about what it means to be a pastoral size parish. I am pleased to announce the Lenten series, every Wednesday in Lent for a parish dinner and class. The series is titled "Why Church Matters". It will include more on the role of the pastoral size parish in the community: Peace and Justice; Outreach and Advocacy; leadership models; and how to do less ministry with more volunteers.

Elizabeth Wayne Preschool

I am proud of Christy and the teachers. They do a wonderful job. Three years ago we made the decision to close the rummage sale. In its place, we expanded the preschool into the basement. As a side note, we had a disastrous flood last Spring. We didn't lose much, but we lost the floor. A preschool parent was kind to donate new carpet across the basement. Carpet is not wise in a basement prone to flooding. But it was free. And it is beautiful. It is especially warm and cozy in the winter months. Our floods tend to be ten years apart, so it was a fair risk to accept the carpet.

We made a prediction when the preschool opened in the basement. The preschool would turn a surplus. By 2019, it would generate \$30,000. Many naysayers shook their heads. Our actual surplus last year was \$38,000. This is double what the Rummage Sale ever generated with two sales in a year. We do not use the word surplus any longer. The appropriate word is overhead. Of the \$38,000, \$25,000 went to vestry as overhead. The remainder went back into the preschool for the purchase of equipment, supplies, and a scholarship fund. This year's budget offers teacher raises and maintains \$25,000 in overhead to the vestry.

The Energy Audit – See Report from the Environmental Committee

In closing, I wish to thank our treasurer and the wardens. In particular, Linda Fayerweather has been a gift to us for many years. She is stepping down as treasurer and will continue with the finance committee. Our new treasurer will be Mark Christophono. I am excited and eager for his calm guidance. I wish to thank the wardens

for their leadership, Joanie Asendorf and Todd Deye. Mostly I am grateful to the vestry. They have done the hard work of confronting our financial realities this year. They are ready to make hard decisions. We owe it to the good people of St. Paul's to protect the endowments while exploring new leadership models for the future. I am proud of vestry. I have hope for the future and vitality of the parish.

Personal

I am grateful for the opportunity to serve as rector for 22 years. Ministry at St. Paul's is more than a job or vocation. It is a privilege. As I live in the rectory on campus, I can fairly say St. Paul's is my home. I thank you for the love and support you provide me as we walk together in our spiritual journey with Christ. I continue service as chaplain to the Maumee Fire Department. Sixteen years. This includes occasional duties as chaplain to Maumee City Council. Although, that is not formal but a request from the mayor. I continue to serve as treasurer for two organizations. Maumee Churches United is the local clergy group. The West Mission Area represents Episcopal parishes on the West Side of the diocese. The funds owned by these two groups are held in trust at St. Paul's in separate checking accounts. I have also been taking classes at Owens Community College in automobile repair. This past fall was vehicle electronics.

Respectfully submitted,
The Rev. Dr. J. Paul Board, Rector

Energy Audit

The Environmental Stewardship team was created mid-2018 as a result of brainstorming on behalf of the Director of Christian Formation and the Outreach committee. The committee decided that the environment and “Creation Care” was one of three initiatives that was a top priority of St. Paul’s. We’d only met a few times before last year’s Annual Meeting, and we came away from that meeting with a renewed purpose. At the first Environmental Stewardship meeting thereafter, John Board brought up doing an Energy Audit for St. Paul’s, something that we’d already thrown around at previous meetings. However, the way he approached the topic was extremely motivating. We’d just come from the annual meeting, where the main takeaway was that St. Paul’s was struggling financially, and there was a way that our team could help. John saw this as a way to not only help the environment by cutting back on the energy used at St. Paul’s, but also a great way to reduce the deficit by lowering our utility bill each month. And since Buildings and Grounds had already been discussing the need to replace the existing boilers, the timing to look into an audit lined up.

After several discussion with the Ohio EPA and the state energy office, we were connected with Energility, out of Columbus, a group that specializes in energy audits for houses of worship. Justin Kale, one of the founders of Energility, came to St. Paul’s in March of 2019 and conducted a phase one walk-through audit that was paid for by a Columbia Gas grant. After seeing the document, we agreed to dig deeper and complete the full energy audit, aided by grants and rebates that covered all but \$500 of the \$6,000 price. Energility came out to the St. Paul’s campus and spent a day on-site going through the main church building, the Dudley House, and the Rectory. They placed sensors that collected data for a couple of weeks and put the information into a detailed report explaining what St. Paul’s could do to reduce their energy use.

The final Energy Audit is a very technical document that goes into detail on six updates recommended for St. Paul’s:

- Retrocommission mechanical systems
- Improve space temperature controls
- Upgrade existing heating systems by installing new high efficiency boilers
- Upgrade lighting systems to LED technology
- Improve electric generation by adding a solar PV array
- Improve operations with best practices

Table 1. St. Paul’s Episcopal Church Recommended ECM Summary

ECM No.	Title	Total Project Cost	Project Cost (incl. Rebates)	Annual Cost Savings					Simple Payback (yrs)
				Electric Demand	Electric Energy	Natural Gas	O&M ¹	Total	
C-1	Retrocommission mechanical systems	\$10,136	\$8,124	\$0	\$164	\$1,522	\$0	\$1,686	4.8
C-2	Improve space temperature controls	\$11,775	\$9,991	\$0	\$0	\$1,428	\$0	\$1,428	7.0
H-1	Upgrade the existing heating systems by installing new high efficiency boilers	\$56,297	\$54,491	\$0	\$0	\$1,446	\$800	\$2,246	24.3
L-1	Upgrade lighting systems to LED technology	\$47,516	\$46,260	\$926	\$1,841	\$0	\$238	\$3,005	15.4
S-1	Improve electric generation by adding a solar PV array	\$62,561	\$31,280	\$423	\$1,931	\$0	\$0	\$2,355	13.3
O-1	Improve operations with best practices	\$3,240	\$3,024	\$80	\$759	\$4,843	\$171	\$5,853	0.5
Total		\$191,525	\$153,170	\$1,429	\$4,696	\$9,240	\$1,209	\$16,574	9.2

Overall, the estimated cost to complete these six items is \$153,170 after estimated rebates of \$38,355. This number is a little high because their quote includes upgrading all of the light fixtures to LED, whereas we would continue to retrofit the existing fixtures to LED, as St. Paul's started doing a little over a year ago. So the \$46,000 estimated to upgrade to LED is not an accurate representation of our cost. Regardless, the results of making these six changes is remarkable.

RESULTS:

1. A 59% reduction in energy use.
2. A total energy cost reduction of 56% or \$15,365 per year.
3. A reduction in greenhouse gas emissions of 90.2 tons per year.
4. The annual energy and maintenance savings of \$16,574 is the equivalent to 13 annual pledges of \$1,200 each.

The cost to implement the projects is \$191,525 and when electric and natural gas utility rebates of \$38,355 are included, the simple payback is 9.2 years. Implementation costs include 4% for project management.

One of the other important takeaways of the Audit was the comparison between our energy usage and the median house of worship. Similar to Energy Star appliances in your house, there is an Energy Star rating system for houses of worship and St. Paul's is well below the median; our current energy rating is 30, and the median is 50. The rating system is 1-100, 100 being the best. In order to be an Energy Star rated house of worship, you must have a rating of 75. If St. Paul's was to implement all six updates above, our energy rating would be 82, making us qualify for an Energy Star rating.

2019 Energy Audit

St. Paul's Current Energy Rating: 30

Median House of Worship Building Rating: 50

Energy Star House of Worship Rating: 75

St. Paul's Energy Rating after implementing all changes: 82

The Environmental Stewardship team and the Vestry are both very excited by the results of the Energy Audit and what it means for St. Paul's. We have a goal to work towards (being Energy Star rated within the next 7-10 years) and have started to develop an Energy Audit team composed of engineers and others with professional experience to help during this process. The estimated simple payback for all of the changes is 9.2 years, meaning that if we were to make all of the changes above, we would save \$16,574 each year in energy and maintenance costs, so by the end of 9.2 years we would pay back the entire upfront investment. That means in 9.2 years, we're going to spend that \$153,170 regardless of whether or not we implement the energy audit changes, either through higher utility bills or the energy upgrades. But if we make the upgrades, every subsequent year we will save an additional \$16,574.

The wonderful thing about this is that everyone should support it for one reason or another. It is a great example of St. Paul's being proactive and taking steps to change our bad habits to help the environment, but it's also a sound investment that will help to lower our deficit.

Jr. Warden's Report

A letter from the Stewardship Committee was sent in November with the metaphor of St. Paul's being represented by an Ark. It spoke of the Ark being built to take God out into the world and spread his love. We asked every member to prayerfully consider their commitment to St. Paul's and pledge to its sustained future. Many members heard the call, and we were able to grow our pledges from the prior year by roughly \$25,000. We are extremely grateful to everyone who pledged. Regrettably, we still are unable to meet the needs of the parish as it exists today. The storm on the horizon has reached our Ark. St. Paul's must make a choice about its future and identity. You can minimize the deficit by renewed giving or lose some of the things that we are most proud of.

The Vestry has decided to present a six-month budget to the congregation today. The remaining six months will be presented in May and will look very different than the first half. I have hope that our parish will respond with solutions. In the end, I know that no matter the outcome, we must continue to thrive.

Over the past four years we have responded to the input you provided with new programs and ministries you wanted to grow. We used information from the Vision Journey, continued input from committees, and lay leadership. Because of that input St. Paul's has grown tremendously in spiritual strength. We have separated ourselves from the flock and acted to bring God to those outside our walls. We have met their needs with great success. We have seen new members because of those ministries. We have seen a vibrancy in our music, art, youth and adult programs, and fellowship. We have had a spiritual success and I do not regret any of those decisions. I will highlight something that ties to a lot of the good we have done. There are many who have helped along the way and my thanks cannot fully be expressed. However, there is no one that owns as much of our spiritual success over the last four years as Jennifer does. Everything Jennifer touches is something we are proud of, something we boast about. She has truly helped us to spread God's love outside of the walls of St. Paul's in a way that we were not accomplishing before.

We face the prospect of losing people who are important parts of our spiritual experience because we cannot support them financially. Allow this reality to settle in; why are we facing the possibility of losing those people who provide us with our spiritual and worship identity? Even with the success and respect for what we are doing we have not seen the pledge growth needed to sustain it. We took a leap of faith and invested in programs and staff to meet the call, but we cannot fully fund the call. There is an abstract issue going on other than just the sum of our pledges. Leadership at St. Paul's has been aware of a problem that exists in many churches and is not exclusive to us. St. Paul's yearns to operate as a 'program' church but is a 'pastoral' church in size. There is much literature on this, and we encourage you to read it and educate yourself on the topic. If you do not wish to engage, I can only offer my own version. 'We desire a church structure and the programs that are intrinsically part of a larger congregation, but we are a small congregation. Because of our population we cannot maintain or fund all the programs and ministries that we desire.'

The tangible problem we face today is the current rate of withdraw from the Operating Endowment. We are blessed by past and current members with our many generous endowments. However, the Operating Endowment is the only one that can be used to balance the budget. The Operating Endowment has a limited amount of time at the current rate of withdraw, then it will no longer exist. Paul and others have worked to communicate this reality at past Annual Meetings. Committees have grappled with this. Stewardship took new approaches to the financial burdens. Over the past few years Vestry has struggled with the prospect and prayed for guidance. I assure you this has exhausted much of my, Paul's, and Vestry's energy. The Vestry has decided that there is no choice but to present the bleak perspective with the 2020 budget. I feel much pain brining this before you, but as a lay leader said to me this week, "We need a jolt to show people the impact of giving."

Vestry started by approving the 6-month budget brought before you today. What this does is important; we are allowing time for the congregation to process, grieve or change it by giving. It allows our staff to prepare for events that may come; we owe them that. We are not a business, we are God's house. Second, Vestry eliminated things. We felt that we could not bring a budget forward that we did not put effort towards balancing, line by line, to allow for more time. That was not easy but was needed. The expense elimination total was \$53,000. That is what allowed Vestry to bring a 6-month budget, but the eliminations included, among many things, a staff member. It also started the discussion for eliminating others. What Vestry did last week is an illustration of what will come in May if we do not balance the budget with further pledging.

I cannot describe to you all the feelings I had in writing this. Some of those feelings were helplessness, exhaustion, questioning all the decisions leading up to this moment. I have had input from staff, parishioners, friends, family, and my own ideas all circling around me. Waiting for the spirit, feeling it in quick passes. I continue to say 'further pledging and giving' intentionally, because I know what the work of the church is; build the kingdom, love (*Agape*, Greek), feed the hungry, invite the stranger. I do not want to lose the missions we are doing today. We need your support for it to continue.

Vestry is going to be tasked with deciding our identity. Our budget will be a litmus test of what we value. What are we going to fund? What do the things we decide to fund say about what is important to us? You need to reflect on this too. Think deeply about it and talk to other members.

I have been aware of the reality I am presenting to you. I know what you are feeling because I feel it again now. What I have had more time to do is frame things. My response to you is this: I know I am loved by God, so I must continue to build his Kingdom with St. Paul's. Therefore, I am committed. Jaimie and I have been in deep conversation about the future of our parish. We will step up. We both have our own ways but end up at the same conclusion. We increased our pledge this year because we have faith and want St. Paul's to continue spreading God's love as we currently are. It takes effort to be a Kingdom builder. If we must make changes at St. Paul's in May, we will still be here to help carry the load because this is our home. But where are we going? I know what St. Paul's is at its core - a loving family - so I expect Jaimie and I will not be alone. You will be there too. We all will take this next step as a family united in Christ, hopefully still building the Kingdom outside of these walls.

Respectfully Submitted, Todd Deye

**2020 Budget Proposal - Half Year
1/19/2020**

	Budget 2019	YTD Actual 2019	Proposed Half Year Budget 2020 Jan-Jun
Revenues			
Plate Offering	\$2,100	\$4,704	\$2,000
Pledge Payment Income	\$216,467	\$223,962	\$119,292
Gifts	\$158,900	\$166,100	\$83,000
Endowment Transfers	\$33,145	\$30,318	\$16,807
Other Income	\$5,010	\$3,305	\$2,705
Non-Operating Income	\$46,550	\$24,885	\$22,525
Vestry Inreach/Outreach	\$34,005	\$22,544	\$11,305
Total Revenues	<u>\$496,177</u>	<u>\$475,817</u>	<u>\$257,634</u>
Expenses			
Payroll			
Rector's Salary	\$66,147	\$66,147	\$33,073
Rector's Misc. Expenses	\$72,644	\$72,392	\$37,550
Office Payroll	\$95,789	\$79,231	\$38,360
Program Payroll	\$86,085	\$84,883	\$42,246
General Church Payroll	\$34,157	\$34,973	\$14,505
Other Expenses			
Office Expense	\$34,490	\$28,148	\$19,609
Program Expense	\$25,474	\$19,702	\$1,965
General Church Expense	\$18,510	\$15,884	\$13,855
Buildings & Grounds	\$102,107	\$109,069	\$51,655
Diocesan Expense	\$50,500	\$56,334	\$25,000
Non-Operating Expense	\$2,500	\$3,674	\$500
Vestry Inreach/Outreach Exp.	\$69,855	\$35,777	\$24,655
Total Expenses	<u>\$658,258</u>	<u>\$606,213</u>	<u>\$302,973</u>
Surplus/Deficit	<u>-\$162,081</u>	<u>-\$130,396</u>	<u>-\$45,339</u>
Operating Endowment Transfers	<u>\$162,081</u>	<u>\$130,396</u>	<u>-\$45,339</u>
Net Total	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>

**St. Paul's Episcopal
Balance Sheet
December 31, 2019**

Revised

	<u>Current Balance</u>	
Assets		
Current Assets		
Operating Checking		
Operating - Huntington	\$77,080.97	
Total Operating Checking	\$77,080.97	
Savings & CD's		
Capital Campaign - Money Market	\$34,299.02	
Total Savings & CD's	\$34,299.02	
Other Checking		
Rector's Discretionary-Huntington	\$3,787.37	
Total Other Checking	\$3,787.37	
Total Current Assets		\$115,167.36
Fixed Assets		
Building and Land		
Church Building & Improvements	\$3,581,033.03	
Rectory & Improvements	\$453,418.32	
Total Building and Land	\$4,034,451.35	
Equipment		
Church Equipment & Vehicles	\$218,192.03	
Total Equipment	\$218,192.03	
Total Fixed Assets		\$4,252,643.38
Investments - Perm. Restricted		
Joint Investment Fund - Diocese		
Wilson Fund	\$16,961.07	
Kleparek Scholarship Fund	\$3,279.39	
Total Investment Funds.	\$20,240.46	
Huntington Endowments		
Operating Endowment	\$389,725.53	
Development Endowment	\$47,891.83	
Memorial Endowment	\$293,635.32	
Preservation Endowment	\$322,135.92	
Schwier-Lamb Emergency Asst. Endow.	\$192,725.25	
Mary Ann Tigges Endowment	\$535,659.87	
Ken Tigges Endowment	\$232,694.98	
Mary Ann Tigges Savings	\$5,619.52	
Total Huntington Endowments	\$2,020,088.22	
Total Investments - Perm. Restricted		\$2,040,328.68
Total Assets		\$6,408,139.42
Liabilities		
Liability Accounts		
Payroll Deductions	\$122.22	
Accounts Payable	\$4,337.30	
Total Liabilities		\$4,459.52
Pledges & Gifts		
Prepaid Pledges Future Year	\$4,250.00	
Total Pledges & Gifts		\$4,250.00
Fund Principal		
Accumulated Fund Principal	\$3,596,122.07	
Total Fund Principal and Excess Cash Received		\$3,596,122.07
Restricted Funds		
Total Temporary Restricted	\$770,580.94	
Total Permanent Restricted	\$2,032,726.89	
Total Restricted Funds		\$2,803,307.83
Total Liabilities, Fund Principal, & Restricted Funds		\$6,408,139.42

St. Paul's Episcopal Church Annual Report | 2020

St. Paul's Episcopal Church EWP Revenues & Expenses 2020 EWP Budget

	Budget 2019	YTD Actual 2019	Budget 2020
Revenues			
EWP			
2-4300-2 - EWP Tuition Income	248,434	237,666	248,434
2-4301-2 - EWP Registration Income	14,000	13,690	14,000
2-4302-2 - EWP Miscellaneous Income	10,350	12,052	11,750
2-4304-2 EWP Fund Raising Income	2,250	1,403	2,250
Total Revenues	275,034	264,811	276,434
Expenses			
EWP Payroll			
2-5100-2 - EWP Director Salary	29,355	32,355	34,619
2-5102-2 - EWP Salaries	179,307	147,079	166,688
2-5103-2 - EWP Payroll Taxes	15,963	13,727	15,409
2-5104-2 - EWP Worker's Comp.	1,372	626	1,072
2-5105-2 - EWP Pension	7,166	6,547	7,195
Total EWP Payroll	233,162	200,333	224,984
Other Expenses			
EWP			
2-5101-2 - EWP Teacher Meetings & Appreciation	-	138	1,800
2-5106-2 - EWP Teacher Training Expense	2,700	3,097	6,850
2-5107-2 - EWP Licensing & Bkgrd Cks Expense	540	434	600
2-5108-2 - EWP Advertising Expense	900	50	100
2-5109-2 - EWP Supplies Expense	2,700	4,184	2,700
2-5110-2 - EWP Art Supplies Expense	1,800	1,680	1,500
2-5111-2 - EWP Equipment Expense	1,800	12,637	1,800
2-5112-2 - EWP Program Costs Expense	900	702	900
2-5113-2 - EWP Misc Expense	2,000	3,155	500
2-5114-2 - Mulch	1,200	1,430	1,200
2-5115-2 - EWP Fundraising Expense	2,250	1,346	1,200
2-5116-2 - EWP Technology	4,000	3,273	3,000
2-5117-2 - EWP Credit Card Expense	-	3,295	2,000
2-5117-2 - EWP Website Dev/Maint Expense	450	2,249	2,300
2-5123-2 - EWP Scholarship Fund	-	1,807	-
2-5118-2 - EWP - Allocated Overhead	20,632	25,000	25,000
Total Other Expenses	41,872	64,478	51,450
Total Expenses	275,034	264,811	276,434



Christian Formation Report

The parish continues to explore what “Christian formation” means. The simplest definition is “discipleship.” The national church defines it as “the lifelong process of growing in our relationship with God, self, others, and all creation.” Being a Christian involves more than asserting belief in certain doctrines; it is following in Jesus’ way of love in our daily lives. Christian formation involves both our participation in spiritual practices (such as worship, giving, study, and prayer) as

well as our actions that participate in bringing near God’s reign of justice (such as direct service, friendship, and advocacy). Christian Formation is a wide category that can include any part of the life of faith, and I have tried to remain open to the needs of the parish and the guiding of the Spirit in the work that I did. For the sake of simplicity, this work is broken into three categories: Education, Inreach, and Outreach.

Christian Education:

Educational ministries continued strong throughout 2019. Adult Christian Education used the thought-provoking progressive curriculum called “Living the Questions,” examined a new cosmology to revolutionize our understanding of nature in “ProFuture Faith,” and examined works of art to reflect on the Advent and Christmas stories. Thanks go to Drs. John and Fran Board as well as Michele Alexander for leadership roles in these curricula. Our Lent series explored the Christian tradition of mysticism by exploring famous mystics in Christian history as well as examining the ways in which we ourselves have had experiences of God’s presence in our lives. The weekly sessions included not only a lecture and time for story but also a prayerful Taizé-style worship experience called “Prayer Around the Cross.” Similarly, the Advent season again brought midweek Holden Evening Prayer services to enrich the season. The women’s Bible study Girlfriends in God, led by Michelle Baker, continues to provide much needed study and fellowship for women, and Paul continues to host a weekly Wednesday evening Bible study. New in 2019 was our participation in the Episcopal Church’s anti-racism curriculum, Sacred Ground.

Approximately 8 students completed the 10-session course, learning more about the racist policies and practices that have been enacted throughout the history of our country as well as looking at ways to engage in reconciling work today. A second, lay-led session of Sacred Ground is set to begin in late January of 2020.

We continued to provide intergenerational learning events, such as an Epiphany party, Lent festival, multisensory and interactive Easter Vigil service, Ministry Fair, All Saint’s lesson and ofrenda, Advent workshop (led by Diana King), and our second annual Posada observance before Christmas, which was led by Lazaro Sabino Calderon and Will Finnigan and was very popular. Music Director Brad Cresswell and I also created an intergenerational Christmas musical (pageant) that was a wonderful experience for those who participated or witnessed the offering at the 5:00 service on Christmas Eve.

Milestones are an important part of ministry with children and youth, and 2019 was a full year for celebrating these rites of passage that mark one’s spiritual journey. Five youth and more than a dozen adults took Confirmation classes or were received as new members during the Bishop’s visit in September. Four children participated in First Communion instruction, and three students received full-length Bibles and participated in six sessions of Bible basics classes. Young children starting Sunday School for the first time also received story Bibles, and backpacks were blessed to start the new school year. Twelve high school graduates and several higher education graduates were recognized and blessed as well. Special thanks go to Sue Cohen and her team of seamstresses for sewing the “quillows” given to our high school graduates.

New in the fall of 2019, we shifted the time for Christian Education to a later hour in response to feedback from participants. Our youngest learners attend Godly Play classes led by Michele Baker, Katie Hazard, Jen Hoelzer, and Emily Ramage; they also attend children’s chapel twice a month, led by Michelle Baker, Jen Hoelzer, and Emily Ramage. Amy Fidler and Carol Sachs joined the teaching corps to lead a new class for 3rd-5th graders using a chronological look through the Bible called “Connect,” and Todd and Jaimie Deye returned to leading the junior and senior high classes, working in an organized way through the Bible stories using Brian McLaren’s book, *We Make the Road by Walking*.

In the fall of 2019, I reached out to parishioners to take a more active role in some of the support ministries of Christian Education. Special thanks to Ana Ashton for taking on the role of keeping the “worship bags” clean and organized, and Amy Fidler for sending our care packages to young adults. These are just some of the many ways that parishioners have stepped up to assist with programming; I am grateful for every one of your helpful actions and kind words.

In 2020, we will continue to explore new ways to accompany each other on our spiritual journeys through a secular age and during times of transition.

Inreach

Inreach is used to describe the ministries of care that exist among members of St. Paul's. These are the many ways in which we support each other and build relationships. 2019 saw Euchre game nights, many Dining for Women programs (led by Donna Dick and Sue Young), walking group, cooking classes (led by Joanie Asendorf), Table of 8 (led by Carol Sachs), and a group called the Lunch Connection that provides visits and calls. We also highlighted some of our parish military members for Veteran's Day. Long-standing lay-led programs such as Welcome Committee (led by Kathy Green) and Gift of the Christ Child (headed by Sue Cohen) continued to provide support and care for members of St. Paul's. These are just a few of the Inreach efforts with which I interact; there are many others led by parishioners that take place in the building or in informal gatherings out in the community.

The youth group continued to meet for fellowship and service, including having a Super Bowl party, a Good Friday lock-in and prayer vigil, a camping trip, a day at the waterpark, shopping for angel tree gifts, cooking for Ronald McDonald House, and attending each other's sporting events. We are grateful for the leadership of Todd and Jaimie Deye in chaperoning events and developing relationships with youth. In today's postmodern, secular age, we all need deep and unconditional friendships, and that is what Inreach seeks to nurture not only for our youth but for all parishioners. New ideas and leadership are always welcomed.

Outreach

Outreach at St. Paul's can include so many models, from our shared ministries such as Under One Roof Food Pantry and the Elizabeth Wayne Preschool, to our formalized ministries, such as Community Dinners and Environmental Stewardship, to our informal activities, such as providing food for asylum seekers passing through Toledo on Greyhound buses or buying clothes and food for local immigrant children who fall through the gaps of social supports.

Some of the formalized ministries this past year included Community Dinners. Guests in 2019 included St. Timothy's Episcopal Church, All Saints Episcopal Church, Neighborhood Properties, First Church of Christ, Scientist (Maumee), Temple Shomer Emunim, and People's Baptist Church. These have been very fruitful opportunities for building on-going relationships and respect among groups that might not usually cross paths. Although not a Community Dinner, our second annual iftar, provided by the Turkish American Society, also fostered greater understanding and deepened relationships with some of our Muslim neighbors.

To continue to build relationships, members of St. Paul's attended All Saints' Shrove Tuesday pancake supper, and our adult choir and youth group also attended All Saints one Sunday in October while I gave a sermon, Jane played piano to accompany the service, and Brad led the music. These repeated interactions have led to deepening friendships and solidarity.

Another formal Outreach ministry is our environmental stewardship team, which this year held its first “EcoFest” to share information, purchased and sold reusable cloth bags with the St. Paul's branding, and oversaw an energy audit which provided many opportunities to lessen the carbon footprint of the church building. The group, led by Linda Schellentrager along with many other active members, is also committed to providing information monthly about environmental issues and finding ways to change policies and procedures at St. Paul's to become more sustainable.

Our third formalized Outreach advocacy team is known as the Reconciliation Team. This year the team spearheaded the Sacred Ground curriculum, provided oversight for helping asylum seekers and immigrant children in our area, explored the option of a “Better Angels” training to help to talk about issues across the political divide, and participated in Commission for Racial Understanding events (CRU), among other efforts. The West Mission Area of the CRU holds about six events a year. This year, St. Paul's hosted a “Guns to Gardens” exhibition to promote awareness of gun control issues as well as our third annual “Children's Storytelling Day,” which brings in approximately 100 people (many of them children) to hear stories firsthand from people from a variety of cultures to promote understanding and respect.

Vacation Bible School and Music Camp are two Outreach ministries that are also educational in nature. VBS continues with strong volunteer support and a decent crowd of participants. This year's theme was "Who is my neighbor?", and a highlight was the Thursday evening Neighbor Party, where the children (as young as three years old) served their parents and neighbors. This was also our largest Music Camp to date, with nearly twenty youth learning and performing a musical about Jesus' miraculous feeding of the 5,000. As a result of our Music Camp, one of the participants and her family have become active members of St. Paul's.

In an effort to tell the story of St. Paul's and be a light in our community, I continue to maintain a Facebook page and Instagram account, and I coordinated a booth at the Maumee Summer Fair, which was a surprisingly effective way to spread the word about our ministries and church family to those outside of our doors.

Beyond St. Paul's

As part of my work as a deacon, I also try to network within the community and be active in community groups outside of our parish. In addition to serving on the boards of the Under One Roof Food Pantry and Elizabeth Wayne Preschool, I am also on the Advisory Council of US Together (the refugee resettlement agency), a founding member of the NW Ohio Immigrants' Rights Network connected with La Conexion of BG, a co-founder and chair of a Muslim-Christian dialogue group, and recently became a board member of the Ohio Hunger Network. I also am in conversation to partner with the YWCA racial justice coordinator on a future book study, and I participate in Multifaith Council and Maumee Churches United events.

As St. Paul's begins the work of transitioning from a program-sized parish that coordinates all of these kinds of events and programming to one that is pastoral-sized and directed organically by lay members, the future vision of the parish will change. I would like to thank those who have shown so much support for me and love for my family. I appreciate all those who have shared their experiences of God with me and allowed me to be a part of their spiritual journeys. I have learned so much about God, ministry, and myself as a result of my four and a half years at St. Paul's. May God continue to guide the parish to do the work of justice and to demonstrate radical love to those on the margins.

Respectfully submitted,

Jennifer Vasquez, D. Min.
Deacon, ELCA



Music Ministry

Once again, we were able to provide the gift of spiritual enhancement through contributions from our adult and children's choir, guest soloists, our organist Jane Weber, and the new chimes choir. Special music and outreach events throughout the year culminated in a bounty of musical riches that continually elevated the worship experience at St. Paul's.

The year began with vibrant contributions from our adult choir, section leaders, and children's choir. We also continued to witness the full power of our newly renovated 19 rank pipe organ under the talented fingers of Jane Weber.

Jane is simply the best church organist in the region and works musical wonders on a weekly basis. I think we can all agree that the experience of not having an organ for worship during the six-month rebuild period in 2018 only enhanced our appreciation of Jane's talents. Additionally, the organ is now able to play back pre-recorded selections, allowing Jane to share her talents on the flute more freely, effectively accompanying herself!

The first few months of 2019 also brought musical contributions from talented high school students, many of whom received high marks at OMEA solo and ensemble.

In February, the choir kicked off their annual bake sale to benefit the Peru Scholarship fund. As you know, this is but one example of the many charitable events sponsored by St. Paul's throughout the year, and the choir is blessed to contribute.

During Lent, we brought appropriate music to the season, including the Wednesday evening Lenten series focusing on mystics, with the prayers around the cross service. Additionally, our pipe organ was brought front and center with an official dedication recital that featured guest organist Dennis Blubaugh.

During Holy Week, the choir and soloists provided a wealth of inspiring music for Palm Sunday, Maundy Thursday (with guest cellist Loa Cho from MVCDS), the Saturday Evening Vigil service, and of course Easter Sunday itself – during which we welcomed a talented brass quintet from Bowling Green State University. The Easter services began with a special antiphonal anthem from the quintet and combined children's/adult choir, arranged especially for the occasion by St. Paul's Music Director Brad Cresswell.

In May, our choir presented their annual dinner theater/talent show, with memorable performances all around – including our grand finale which combined the song "Put Your Hand in the Hand" with the viral sensation "Baby Shark."

During the month of June, we welcomed the students of St. Paul's music camp to the worship service to perform music they had learned during their five-day, immersive experience – which this year was formed in tandem with Trinity Episcopal Church.

The annual Ministry Fair saw the formation of our latest musical contribution: a select chimes choir made up of music readers willing to share their talents. Since then, the chimes choir has made several wonderful contributions to the worship service.

In October, the St. Paul's choir brought music to our friends at All Saints Episcopal church for their worship service, followed by a communal luncheon that provided precious fellowship for both All Saints and the members of St. Paul's who attended.

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At the end of November, we presented the annual organ recital, with Jane Weber joined by three special guest organists – all of whom provided a truly memorable music experience (and it should be said that the sanctuary was overflowing with attendees!).

During Advent, Jane and Brad provided music for the Wednesday evening Holden services, a wonderful opportunity to worship and reflect on the season as we anticipate the birth of Christ. We also opened our chimes choir to all (including children) for a virtuoso rendition of “Carol of the Chimes” (based on “Carol of the Bells” in a special arrangement by Brad).

As the year came to a close, our Christmas offerings were once again an integral part of the worship experience. The choir and soloists sang powerful anthems, and we welcomed back Nancy Lendrim, principal harp of the Toledo Symphony. Nancy provided prelude music that struck just the right tone for the evening worship services, and she also performed with the choir for our offertory.

A highlight of Christmas 2019 at St. Paul's was our Family Eucharist service, which included the annual Children's Pageant. This year we brought an ambitious new offering to the table: the intergenerational pageant “Journey to Bethlehem” by Erik Whitehill. Modelled after the book of Luke, the pageant brought together adults and children to tell and sing the story of Mary and Joseph leading up to Christ's birth (complete with costumes and props). Our performers spent many weeks preparing, for which they can be proud – as the service was enjoyed by all who attended.

All in all, I can say that music at St. Paul's during 2019 was vibrant, transformative, and indispensable to the worship experience. I am thankful to the congregation, Jane, Jennifer, and Paul for their support and leadership in recognizing music as a truly vital part of our lives. As for myself, my time here has provided great satisfaction and a period of personal spiritual renewal. For that, I am eternally grateful.

Respectfully Submitted,
Brad Cresswell
Director of Music



Under One Roof Food Pantry & Emergency Fund

The Under One Roof Food Pantry has fed 605 families (1,469 individuals) over the past twelve months, including 82 new families who applied for assistance. The UOR Emergency Fund has paid out \$3,991.11 to cover overdue utility bills and rent payments for families who were in danger of losing shelter, heat or electricity during the past year. This outreach ministry is a collaborative effort supported by the following Maumee partners: Calvary Church; Cass Road Baptist Church; First Church of Christ, Scientist; Faith Community Church; First Presbyterian Church; St. Joseph's Catholic Church; St. Luke's Foundation and St. Paul's Episcopal Church. Each partner contributes volunteers, monetary donations, groceries/personal hygiene items to keep the pantry operating. The pantry's hours are 12:00 –4:00 p.m. on Mondays, and 9:00-11:00 a.m. on Thursdays each week, excluding holidays. In July, the UOR Advisory committee added Thursday evening hours from 6:00-8:00 p.m. every other week, due to an increase in clients.

The UOR Advisory Committee is comprised of representatives from each of our Maumee partners and meets quarterly to make decisions collaboratively for the pantry and emergency fund. Each advisory member has specific duties on one of the following committees: Monthly Report; Governance; Volunteer; Shopping; and, Marketing. In addition, Secretary, Treasurer and Communications officers are elected to keep the operation running smoothly. A team of over 30 volunteers take client calls, stock and staff the pantry, and tend the garden throughout the year.

The UOR Food Pantry and Emergency Fund are maintained using a diverse set of resources to ensure continued operation:

UOR Partners contributed over \$10,000 this year, in addition to sponsoring food drives and providing volunteers to staff the pantry.

Seagate Food Bank provides monthly donations of meat, produce, and canned goods, free of charge. These items are picked up and delivered by the Maumee Street Department staff.

Corporate sponsors, including Meijer, Toledo Edison, Bathfitters, and St. Luke's Doctors contributed \$10,400 to support the Food Pantry and Emergency Fund.

Individual contributors donated nearly \$300.00 in unsolicited funds, as well as non-perishable food and hygiene items.

Community food drives were organized by The Maumee Boy Scouts/Post Office employees, St. Paul's/St. Joseph's Vacation Bible Schools, Fairfield & Fort Miami Elementary Schools, Maumee High School, St. Luke's Hospital and Hosanna Evangelical Lutheran Church to replenish our supplies of non-perishables and personal hygiene items.

Eden's Bounty Garden, located on the campus of St. Paul's, produces seasonal fresh vegetables including beans, cabbage, lettuce, tomatoes, cucumbers, onions, kale, spinach, carrots, radishes, peppers, mustard greens and squash.

St. Paul's Christmas Auction generated \$2,649.50 which will be used for Emergency Fund requests during the coming year.

St. Paul's Schwier Endowment gifted 24 Food Pantry families with \$100 Meijer gift cards this Christmas and provides on-going financial assistance to UOR for unexpected circumstances.

The UOR Advisory Committee wishes to express their sincere appreciation to St. Paul's Vestry and all contributors for their continued support of this collaborative ministry.

Respectfully submitted by Jane Music, UOR Secretary



Elizabeth Wayne Preschool is now in its 61st year. For myself, this is my tenth year at EWP and my sixth as the director. I am humbled and blessed to be a part of this ministry that serves 140 children and their families..

We currently have ten full classes, four half day 3 year old classes, three half day 4 year old classes, one all day 4 year old class and two half day Kinder Start classes. Each class provides developmentally appropriate, hands-on learning experiences that promote critical thinking skills. We are fortunate to have two teachers in each classroom which allows us to offer an individualized approach to teaching. All lessons are based on the interests of students with their developmental levels and learning styles in mind. In addition to the classroom, students participate in daily Specials which include Bible, Art, Music and Living Skills.

Last summer we hosted a summer camp for the first time. The camp was run by two preschool teachers, Carly Erickson and Jeny Mazza. The camp ran three weeks in June and three weeks in July. Students could sign up weekly or for the summer. Each week centered around a theme which then students learned about through hands-on, developmentally appropriate activities. Students also enjoyed water play and plenty of outside time. The camp filled to capacity and was highly successful.

This school year welcomed new staff members this year as well. The following were hired as assistant teachers, Morgen Browning and Molly Gast. Meg Duesing and Corinne Shuff were also added to our staff and run our lunch bunch program.

We are very excited for to see what God has in store for us and how He will use us in this ministry!

Respectfully submitted,

Cristy Seely
Elizabeth Wayne Preschool Director

Pastoral Records 2019

Baptisms

Hunter Rollin Smith – 2/3/2019
Emma Grace Egan – 6/2/2019
Oliver James Weber – 8/11/2019 (non-member)
Alexandria Elizabeth LaPlante – 10/6/2019
London James LaPlante – 10/6/2019
Chase Emery LaPlante – 10/6/2019

Births

Ava Maria Grace Reiter – 1/22/2019

Confirmations

Daniel Garth Hazard—9/15/2019
Leah Elizabeth Kenyon—9/15/2019
Kathleen Elizabeth LaPlante—9/15/2019
Ashley Corinne Ramage—9/15/2019
Lazaro Sabino Calderón—9/15/2019
Carolyn G. Stipe—9/15/2019
Austin Michael Omlor-Strayer—9/15/2019
Rebekah Esperanza Vasquez—9/15/2019

Received

Kate Marie Feyes—9/15/2019

Reaffirmation

Carter Pierce Adams—9/15/2019

Weddings

Necrology

Marion Stone—1/7/2019
Ellie H. Stahl—4/24/2019
Michael Hebeka—non-member
Patricia (Haines) Stuart—11/9/2019
Janet Keller—12/27/2019

Christ will open the Kingdom of Heaven to all who believe in his name saying, Come, O Blessed of my Father, inherit the kingdom prepared for you.

Resolutions of Courtesy

Dawn Benschoter, our parish secretary, has to be the most organized person I know. Her work ethic shines through each and every thing that has her signature. When you see her, thank her for all she does.

Deb Anderson, our bookkeeper, has left and handed over the reigns to Pam Kettman. Pam has caught on quickly and is doing a wonderful job managing our parish bottom line.

Linda Fayerweather, our Treasurer, is stepping down in 2020. Her work is to be commended. She has done an exemplary job of keeping us abreast of what we need to know in the financial world.

Ken Ludwig, our Building Manager, is always there for function set-ups and managing the repairs of the parish. He's a delight to be a part of our family.

Shirley, our housekeeper, is not always visible until she leaves an area and it's sparkling clean.

We can't forget Audrey Harrigan who's brightened up the kitchen on Sunday mornings keeping everything squeaky clean and always wearing a big smile.

Cristy Seely continues to make Elizabeth Wayne Preschool one of the best in the surrounding area. She and her staff keep their bottom line in check as the preschool continues to grow with new young faces.

Jane Weber, Brad Cresswell, and our choir are continually over the top with their beautiful music that helps round out our weekly spiritual experience.

Our Outreach Committees - Gifts to the Christ Child, Angel Tree, Christmas Auction, Peru Scholarship, Reconciliation Team, Environmental Stewardship and all those who helped prepare our Community Meals.

Our In-Reach Teams – Pastoral Care, Welcome and Fellowship who continue to keep our parish family nurtured and loved.

Jennifer Vasquez, an angel in disguise, forging ahead on a daily basis in creating new and exciting venues within Christian Formation to feed us spiritually and continue to help us grow in our faith.

Under One Roof and the extraordinary work done on a daily basis feeding the needy and helping with emergency financial situations.

Our Liturgy Teams which include Altar Guild, Acolytes, Chalice Bearers, Lectors, Greeters and Ushers and others that make certain our Sunday worship is such a Holy experience.

Always behind the scenes but paramount in our worship, Altar Guild spearheaded by Michele Alexander and Claudia Stein and all of their helpers. A big thank you for our Eucharistic Bread baked by Carol Sachs and Jaimie Deye and our Baptismal Towels supplied by Emily Ramge.

High accolades to all of our Sunday School Teachers who tirelessly work with our youth preparing them for their individual faith journeys.

Our Trustees, Chancellor and Stewardship Committee who help to sustain our growth and the business of the parish.

Our Buildings and Grounds team who keep a more than watchful eye on our building and tuck us in each night by locking the building.

Paul, who does so much that you don't see on a daily basis. What you do see is his love for each and every one of us especially on Sunday's as he stands in the aisle, with not a note in sight, feeding us with the Holy Gospel and helping us to continually grow in our faith. His 22 years as our priest, and vast depth of knowledge, has helped us to grow and continue to go down a forward path.

I hope I've not forgotten anyone and if I have, I profusely apologize. Our parish continues to grow and flourish by many hands.

Respectfully submitted, Joanie M Asendorf, Senior Warden