



St. Paul's Episcopal Church

The 185th
Annual Parish Meeting
Sunday, February 7, 2021
Revised February 8, 2021

Table of Contents

AGENDA..... 2

Vestry, Officers, & Staff..... 3

184th Annual Meeting Minutes - DRAFT..... 4

Semi-Annual Meeting Minutes - DRAFT..... 7

Sr. Warden’s Report 9

Meet the Candidates 10

Rector’s Report..... 11

Jr. Warden’s Report..... 15

Treasurer’s annual report, fiscal year 2020 19

2021 Proposed Budget Summary..... 20

Preschool Budget 21

Music Ministry..... 23

Under One Roof Food Pantry 25

Elizabeth Wayne Preschool..... 26

Pastoral Records 2020 27

Resolutions of Courtesy 28

AGENDA

185th Annual Parish Meeting February 7, 2021

The meeting will convene online at 11:15AM. All participants must register using the Zoom link on the parish website.

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
Declaration of Quorum

Practice Poll on Zoom

Acceptance of 184th Annual Meeting Minutes
Acceptance of the Semi-Annual Meeting Minutes, June 2020

Warden's Report Jonathan Ashton, Sr. Warden

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

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

Jr. Warden's Report Jaimie Deye

Treasurer's Report Mark Christophono
Adoption of 2020 Budget

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

Resolutions of Courtesy Jonathan Ashton, Sr. Warden

Closing Prayer

Vestry, Officers, & Staff

Officers

Senior Warden Jonathan Ashton
Junior Warden Jaimie Deye
Clerk Jerry Martz
Treasurer Mark Christophono

Class of 2017

(retiring today)
Jonathan Ashton
Jim Dorton
Jerry Martz
Deno Music

Class of 2018

Jaimie Deye
Jennifer Elliott
Adriana McNally
Thomas Weeks

Class of 2019

Mark Christophono
Will Finnegan
Jennifer Hoelzer
Carol Sachs

Staff

Rector: Dr. J. Paul Board
Director of Music: Brad Cresswell
Organist: Jane Weber
Parish Secretary: Morgen Browning
Bookkeeper: Pam Kettman
Housekeeper: Shirley Beebe

Elizabeth Wayne Preschool Staff:

Cristy Seely, Director
Sky Chalko
Meg Duesig
Nikkole Ellis
Tina Faulkner
Maria Fisher
Briana Halm
Morgan Hefner
Michelle Lott
Jeny Mazza
Kyra McClure
Erin Perry
Jenny Robbins
Kristin Sluhan
Amanda Wilt

184th Annual Meeting Minutes - DRAFT

January 19, 2020

Paul called the meeting to order at with prayer at 11:35 AM.

Recitation of Canons were made by Paul.

A motion was made by Tara Robinson to approve the 183rd Annual Meeting minutes and seconded by Michele Alexander. There was no discussion. The verbal vote in favor was unanimous.

Senior Warden Report – Joanie Asendorf: Highlights of 2019 were provided by Joanie.

Opening Poll for election of members to the Vestry and introduction of candidates– Todd Deye: Thanked out-going vestry and took vestry nominations from the floor – none were offered. The candidates were introduced: Mark, Carol, Jen and Will. A motion was made by Mary Jane Horn and seconded by Neil Horn. The verbal vote in favor was unanimous.

Rector's Report: Paul started with thanks to all and especially to Joanie, Linda for their dedicated service. There were no official Resolutions of Courtesy this year, with Paul noting the seriousness of this year's meeting as it relates to our 6-month budget and cuts.

He then read his Rector's Report which presented key topics. We will need to make budget adjustments if we do not find a way to resolve financial operating expenditure deficits. The vestry's approved budget is only for a 6-month term to help resolve current financial deficits, after which time, if they are not resolved budget and staff cuts will take effect. It includes the elimination of the Building Manager position. We need to determine going forward, how we can transition from a Program to Pastoral parish model, given our attendance and revenues, and what that means to our professional staff and parish. Inherent in that transition is the need to rely on lay leadership and more volunteers. While pledges were up 12% in 2020, we still fall short of needed per member pledges, which are short of both diocesan and national Episcopal benchmarks. More staff layoffs will be required in the second half of 2020 budget if pledges do not significantly increase. The next four months are to focus on what it means to be a Pastoral parish and what we need to balance the budget. The Lenten series will be "Why church matters.", highlighting our renewed vision for Saint Paul's. If our planned, recurring income doesn't adequately ramp up during that time, then staff positions, except bookkeeper and custodian, will be eliminated.

Paul reviewed current endowments status and the heavy balance associated with non-operating capital spending endowments and its impact on our parish.

Paul thanked the vestry for taking the hard steps to face financial realities.

Preschool – Paul: EWP is doing wonderful with a balanced budget and continued success.

Minutes – Continued

Presentation of the Energy Audit – Jaimie Deye: Environmental Stewardship is one of the top missions at SPEC and initiatives were overviewed including energy audit and the projected investment pay back.

Paul thanked Jaimie for all of her efforts.

Junior Warden Report – Todd Deye: A letter to vestry jelled his thoughts and employed a Noah's ark analogy. SPEC needs to make a choice, increase pledges or cut programs to focus our mission. The last four years are filled with spiritual success. Much of our success was/is inspired by Jennifer Vasquez. Engaged leadership is the challenge that we face as a Pastoral size church to address this new paradigm. We 'need a jolt' to show the impact of our operating outlay versus pledge revenue which is reflected in the proposed 6-month budget. Our parish response to the proposed budget will be a litmus test as to what we value.

Treasurer's Report – Linda Fayerwether: The budget process was briefly overviewed, taking questions from the floor about our current and history of "deficit" spending, expense controls and other budget details. Linda proceeded to the balance sheet and endowments review. She noted that with an incremental pledge increase of \$908 per member, the budget deficit would be eliminated and encouraged all to consider reducing their discretionary spending if possible, -to instead support Saint Paul's.

Ken Robinson suggested a resolution be considered by vestry to address budget variances of 5% and discussion followed. The goal is to give visibility to the parish on proposed increased budget spending and help ensure additional controls, as follows:

"Resolved, that the Vestry be directed to consider the following resolution from the 184th Annual Parish Meeting and report back to the parish by May 1, 2020.

Resolved, that the Vestry adopt a spending policy on the Operating Endowment of 5% on a three-year floating average of the fund balance on September 30 for the purpose of annual budgeting;

And be it further resolved that any spending of the Operating Endowment beyond that amount require a separate vote of the Vestry and be specifically communicated to the parish prior to expense;"

Vestry will take the proposal under consideration.

Additionally, information was requested about how expenses have been controlled over the recent budgets with example provided. Further discussions were focused on how parishioners can provide feedback to vestry with regard to programming. It was also suggested that if staff job descriptions were made available, potential volunteer opportunities could be explored.

The subject of how we effectively communicate our current financial challenges to the larger membership and seek everyone's increased financial and service commitment followed. At the same

time as we consider financial issues, we need to remember that we are first called to continue to serve in the name of Jesus Christ.

A motion was made by Marty Baker to receive the vestry-approved 6-month budget and seconded by Steve McNally after discussion. The resolution passed by voice affirmation with one nay. Paul concluded the annual meeting with prayer at 1:35 PM.

Respectfully submitted,
Jerry Martz
Clerk

Semi-Annual Meeting Minutes - DRAFT

July 12, 2020

Paul called the Zoom meeting to order with prayer at 11:04 AM.

A quorum was established with over 50 participants 'in person' including digital, telephony and on-site attendees.

Suspension of minutes was noted, deferring to recitation at the next Annual Meeting.

6-Month Budget Presentation – Jonathan Ashton, Senior Warden

Jonathan started with thanks to all who have successfully contributed to providing a Holy and proper on-line worship experience to sustain our parish, along with our staff and Vestry for prevailing under our COVID-19 challenges.

A brief history was offered from the January Annual Meeting to our present status with the offered 6-Month budget. We proceeded to a high-level overview of our current endowments and their purposes, noting that Vestry will always comply with the terms of each endowment, with focus on the particulars of the Operating Endowment. The resolution offered in the January Annual Meeting for an Operating Endowment spending cap was duly considered by Vestry and St. Paul's Chancellor, and Vestry concluded that the terms of the endowment preclude such restrictions. Vestry is, however, committed to preserving the Operating Endowment as effective stewards. From our current perspective, this offered 6-Month budget begins to turn the corner on needing any substantial Operating Endowment transfers for the foreseeable future.

St. Paul's experience with qualifying for and using COVID-19 PPP Endowments was presented. The \$60,000 PPP loan was well received, managed and deployed to best uses per the conditions of the loan. We now project over \$40,000 surplus for the remainder of 2020 in the offered 6-Month Budget, assuming exiting pledge levels continue, operating expenses are as projected and the PPP loan is forgiven, which is highly likely. Vestry asks that the parish accept this approved semi-annual budget upon careful consideration and review.

Mark Christophono, Treasurer, then presented selected budget details, given that it has been available for review by all attendees. Two important highlights were offered by Paul. The current EWP tuition payments are nearly \$15,000 delinquent, but the risk of not collecting these Endowments is already considered in the projected \$40,000 surplus. Note also that with no one attending services, the \$4,000 "Plate Offering" projection will not occur, and this has been considered in the projected surplus, but is left in the budget for future reference. While the actual budget projects a greater surplus as published, taking these known risks into account effectively yields the \$40,000 budget surplus approximation that was referenced in dialogue.

A motion to receive the semi-annual budget as approved by Vestry and published was made by Jonathan Ashton and seconded by Bill Heywood. Jonathan called for further discussion. With none offered, a vote was called. The motion was passed by verbal affirmation, with one nay vote.

Minutes – Continued

Paul thanked everyone for participating in this important meeting then discussed options about how we might proceed to re-engage in person as our COVID-19 experience progresses to some semblance of normality. We will continue to work together with God's help to safely re-engage in all aspects of parish life.

Mark Chistophono motioned to adjourn, and Todd Deye seconded the motion. Paul concluded the annual meeting 11:24 AM.

Respectfully submitted,
Jerry Martz
Clerk

Sr. Warden's Report

Perspective matters and so does taking the time to reflect. The past year has challenged every aspect of our community—our health, safety, economy, ability to freely travel, ability to congregate, and more. Even with light at the end of the tunnel, we know and understand these challenges will remain with us for at least the next several months.

Living through a tumultuous time means new and sometimes unanticipated challenges arise regularly and which must be answered swiftly. In other words, we all spent considerable time living in and getting through the series of challenges and crises we encountered over the past year.

Looking back on 2020, I believe there is a positive story to tell about each issue we encountered and we have one another to thank for a successful year.

In January, we faced an unsustainable budget deficit, and the St. Paul's congregation responded with increased pledges and Vestry worked to decrease spending. The result at the end of 2020 was a budget surplus and no transfer from the Operating Endowment and no transfer budgeted for 2021. Along the way, our new bookkeeper Pam Kettman and new Treasurer Mark Christophono took the reins of the parish finances, updated accounting practices, and shepherded a successful 2019 audit. Pam received well-earned praise from the auditor for her efforts. The business operations of St. Paul's are in excellent hands.

By March, COVID-19 had derailed in-person worship. Rev. Paul, Jane Webber, Brad Cresswell, Jennifer Vasquez, Bekah Vasquez, and the Liturgy Teams at St. Paul's created online services, bible studies, book clubs, and gatherings in an effort to keep us all engaged. We are blessed to be surrounded by such talented people. In March, St. Paul's had no real capacity to broadcast services online or conduct interactive meetings. By December, we had become accustomed to exceedingly well-produced services and even an organ concert.

We will all miss our Formation Director Jennifer Vasquez. Jennifer grew in her ministry from Christian Education to Formation and, now, will work to continue her work on a broader scale. She touched nearly every ministry at St. Paul's and we would do well to take the skills she taught us and continue to apply them even in her absence.

There are many more people whose contributions sustained us this year—each prayer chain phone call, volunteer at Under One Roof, Gift of the Christ Child offering, or Christmas Auction donation makes a difference. On behalf of Vestry, please accept my deepest appreciation for all you have done and will continue to do.

I am profoundly thankful to be part of St. Paul's.

Respectfully,
Jonathan Ashton, Senior Warden

Meet the Candidates

**Michele Alexander**

I am pleased to have been asked to serve on St. Paul's Vestry. I have been a member of St. Paul's for sixty-two years; and that fact makes me very much of a full-fledged senior citizen who has strong, emotional feelings for this parish and its history. I love the Episcopal Church because of its commitment to its traditions in worship and its progressive ministries. I have served in various ministries in this parish, including two previous terms on the vestry. My experience, along with my faith in Jesus Christ, will, I pray, allow me to serve our parish family in a positive and productive manner.

**Jonathan Ashton**

I am humbled by, and appreciative of, the opportunity to potentially serve a second Vestry term. My wife Ana and I attend the 10:00 service (in non-COVID times) with our two daughters/enthusiastic worship participants Abby and Caroline. Abby is in her second year at the Elizabeth Wayne Preschool where Caroline will follow in her sister's steps this fall. Ana and I truly enjoy raising our family as members at St. Paul's and we are grateful for any opportunity to help serve the parish community. I am a lifelong Episcopalian. I grew up attending the Church of the Redeemer in Lorain, Ohio. Outside of church, I am a partner at Gallon, Takacs & Boissoneault where I represent injury victims.

**Marty Baker**

Hello. I am Marty Baker and am excited for the opportunity to serve on Vestry again. My wife, Michelle, and I have been members of St. Paul's for almost 20 years and have always been spiritually nourished by being a part of our Church's life. I love our lay leader model and look forward to the opportunities that lie ahead for St. Paul's. I have a passion to work with other members and help lead us as we work to deliver on so many important ministries. I would greatly appreciate your support.

**Glenous Favata**

Hello there! Glenous Favata here. I am a cradle Episcopalian originating from St. Paul's in East Toledo, and after a fire it was relocated to Oregon, Ohio. My daughter, Sarah (better known to all as Sam) was baptized here at St. Paul's Maumee in 1985 and we have attended here ever since. We are 8 o'clockers, third pew from the back on the right side! Ushering and counting money have been my main contributions. I am a member of the Reconciliation Committee and have spent a number of nights at the Greyhound bus station supplying food and guidance to the asylum seekers passing through Toledo. I am a strong supporter of equal rights. I also enjoy participating in Bible Study, Adult Christian Education, and the book club. Graduated from The Ohio State University, Go BUCKS, and was employed at the Toledo Zoo for 47 years in various capacities: seasonal children zoo worker, mammal keeper, mammal curator, and finally as animal records keeper. I am an avid traveler, having traveled all over the 50 states and the world. It is an honor to be nominated for a position on the vestry. Thanks for your consideration.

Rector's Report

This report is written with two target audiences. The first is the congregation. The second is the parish historian. As I look back into the annals of St. Paul's, there is no record or mention of the Spanish Flu pandemic of 1918. We know from other parishes in the Diocese of Ohio they closed their doors in the response to the 1918 pandemic. So I assume St. Paul's was also affected, but our records make no mention of it. I wish to document our experience with COVID-19 for future reference.

Looking back on last year's Annual Report from the Rector, I was deeply concerned for the future financial health of the parish. The drain on the endowments was unsustainable. In retrospect, we had no idea what was in store for us in 2020. The stress to come was not financial, but spiritual as we lived through the isolation of the COVID-19 pandemic. Today I am equally anxious for the future of the church. I cannot predict how the people of Christ's body will recover from their spiritual deprivation, across all denominations and congregations. Many of us have lost the habit of church, both in worship and engagement. I have lost relationship with so many of you. I pray the pandemic ends soon, but I know we have another year of isolation protocol ahead of us.

COVID-19.

St. Paul's closed for in-person gathering on March 15, 2020, the Second Sunday of Lent. This was two Sunday mornings prior to Governor DeWine's statewide Stay at Home order on March 22nd. Bishop Hollingsworth suspended all in-person gatherings across the diocese. We began the transition to online worship. I started with written sermons on the website. During Holy Week we offered daily meditations through Zoom, an online meeting software platform.

I published my first video recorded sermon on Easter Sunday. The recordings were posted on our website. Our first livestream worship service was the fourth Sunday of Easter, May 5. We livestreamed Morning Prayer because I didn't want to celebrate Eucharist until everyone could participate. Over the course of the summer we acquired equipment and improved our livestream technology. We used my personal cameras from my days as a Little League father/fan. I had to learn how to preach into a camera and it took time.



Figure 1 Bekah Vasquez, Livestream Engineer

Livestream participation is difficult to evaluate. Views range from 50 to 200 on typical Sundays. Christmas was above 400. *Please note, a view is a computer or device (tablet or phone) that opens the livestream. It is unknown how many people are viewing the device. It is also unknown if they actually watch or finish the viewing.*

The bishop allowed limited in-person gatherings for worship and we opened our doors on September 13th. Social gatherings such as coffee hour and Sunday school classes remained suspended. Our maximum seating capacity was 54 people and we averaged 30 people for several weeks. Safety protocols involved reservations, limited seating with 6ft social distancing, contact tracing, and temperature taking. Worship restrictions included

Rector's Report - Continued

prohibitions on singing, distribution of wine, and physical contact at the Peace. To our knowledge, no one was exposed to COVID-19 at church services. One Sunday was shut down entirely as our worship staff self-quarantined from a possible COVID-19 exposure.

The Bishop suspended all parishes from in-person gathering again on December 13th. The exception was schools and addiction recovery ministries. At this time, we remain closed to all in-person parish functions. Our ministries are almost entirely virtual. Our preschool, AA groups, and food pantry remain open.

Moving forward, I know as much about fighting the pandemic as you do. News reports and my conversations with health officials suggest we will be dealing with pandemic safety protocols throughout 2021. I hope to open the building soon for in-person worship, but this is unlikely. Once we do open, I can anticipate the safety protocols are going to stay with us for another year.

The Audit and Finances

We finished 2020 with a very large and specious surplus. I use the word specious because the surplus is misleading. In reality our operations were balanced with no draw on the Operating Endowment. This was anticipated at the semi-annual meeting in July. Over the course of the year, vestry eliminated nearly \$100,000 in annual payroll expenses. This was accomplished through position elimination, reduction, and resignation. Our financial health is strong.

The very good news is our revenues were maintained through the pandemic. Members fulfilled their pledges. The parish experienced no financial hardship during the pandemic, though many members have. This is contrary to experiences among my clergy colleagues across the nation. The bad news is we have a significant population of active members who do not pledge. Active means they are involved, but their giving has fallen away. I spoke about this last year and the pattern has not improved. Again, I am concerned for the future of the church and the lapse of spiritual discipline and giving.

The auditor has convinced us to change the way we book revenues and expenses. The paradigm shift has a significant impact on our reporting. In the past, we defined transfers from the endowments as revenue into the budget. This helped us define the working surplus and/or deficit. With the new method of reporting, transfers do not affect the budget. So, we must create new ways to talk about our financial health.

For example, in 2020 we took \$60,000 out of the Operating Endowment in order to maintain our cash flow in the checking account. This was done in February prior to the pandemic. At the semi-annual meeting in July, we told the congregation we did not need the \$60,000 and planned to put it back into Operating Endowment. This was done as promised, but it did not happen until the first week of January 2021. Neither the "transfer out," nor the "transfer in" may be considered revenue or expense. Under the old way of reporting, we would have shown the \$60,000 as revenue in 2020 and an expense of \$60,000 in 2021. In the new way of reporting, it affects the balance sheet, but not the budget.

Another example is our Payroll Protection Program (PPP) Loan. We received a \$59,000 loan under the Cares Act in 2020. However, this is booked as a liability on the balance sheet and does not affect the budget. When the loan is forgiven by the federal government in 2021, it will be booked as revenue,

Rector's Report - Continued

even though there is no cash deposit in 2021. The deposit occurred in 2020. There will be a transfer on the balance sheet in 2021 from a liability to revenue in the operating budget.

The point here is our old method of reporting shows a 2020 surplus of \$120,000. In reality, we have about \$60,000 available in the checking account after we already returned \$60,000 to the Operating Endowment. Vestry's intention is to use the available cash in 2021 to supplement the operating budget, but obviously it is not revenue. There is no draw scheduled on the Operating Endowment in 2021.

Personnel

Some personnel positions were eliminated, reduced, or redefined in 2020. The Parish Manager position was eliminated in February. I have been taking much of the responsibilities during the pandemic, including lock-up. I asked the lock-up crew to suspend at the beginning of the "lock down." Todd Deye has been doing many of the building repairs. He has called the plumber and electrician when the repairs were beyond our skill sets.

The secretary position was reduced to half time in July. Since Dawn resigned as parish secretary in May, a new secretary was hired early but at net cost savings. Morgen Browning has done a splendid job as secretary, assigned to half-time. She recently began maternity leave and will return at the end of April. She is due February 3rd. Please keep her and baby in your prayers. Vestry authorized hiring a temporary secretary, but I am having difficulty finding a skilled applicant on a temporary part-time basis.

Jennifer Vasquez resigned as Director of Formation in November. She is missed and loved by many. Announcements are forthcoming on Jennifer's future plans and they are exciting. Vestry has redefined the position to Director of Christian Education at half the time of the formation position. I explained to vestry I am reluctant to hire until the pandemic is behind us. Vestry responded by funding the position beginning in July. As the pandemic will likely continue through 2021, we are waiting to determine a good start time for the new position. We are exploring virtual options.

The auditor gave us accolades for Pam Kettman, parish bookkeeper. He says she is well suited to help us transition the new bookkeeping protocols and procedures. I am proud of her.

The pandemic has been a stress point on the preschool. I am grateful to Cristy Seely for her leadership. The school closed in-person learning along with the whole state during the governor's first stay at home order. We finished the year attempting virtual online instruction. This was remarkably difficult for 3 and 4 year old students. Parents were required to operate the computers, tablets, and phones. Fortunately, we opened in the fall and have had little impact from COVID 19 infections. The teachers and students quarantine themselves when necessary. Please see the Preschool report for details.

Personal

I continue to serve as chaplain to the Maumee Fire Department. This includes serving as a firefighter and EMT. Like the Rev. Howard Graham before me, I consider the fire chaplaincy an extension of St. Paul's ministry in the community. Spiritually, it is my volunteer ministry to the community that live in. It has been especially important for me to do my part for the community during the pandemic. I have had

Rector's Report - Continued

many encounters with COVID positive patients. We carry adequate PPE and I always feel safe. I received both doses of the Moderna vaccine in January 2021.

I am grateful for the opportunity to serve St. Paul's as rector. This parish has been my life's work. They did not teach us how to lead and navigate a pandemic in seminary. We also did not have social media, internet, email, or cell phones in seminary. Everything is new and we learned on the fly.

*Definition: **On the fly** is a phrase used to describe something that is being changed while the process that the change affects is ongoing.*

I am grateful to Jennifer Vasquez as she partnered with me developing virtual ministry for the parish. I am also grateful to the wardens, Jonathan Ashton and Jaimie Deye, for their support and wisdom during stressful decisions in the pandemic. Mark Christophono has been steering the ship as treasurer. Thankfully, finances have been the least stressful aspect of the pandemic. I appreciate their leadership.

Bishop Hollingsworth tells the story of a conversation he had with a bishop colleague. The bishop said, "I did not sign up for this." Bishop Hollingsworth responded and said, "No, you did not. Perhaps you should talk to the One who signed you up."

God has been with us during the pandemic. It is clearly the hardest thing I have ever done in leadership. We are all ready for it to be over. Yet, we have another year to endure. I ask you to pray. Keep up your spiritual disciplines and talk to the One who signed us up.

The Rev. Dr. J. Paul Board, Rector

Jr. Warden's Report

As with every aspect of church life in 2020, Christian formation had to undergo a quick and drastic change. We started the year in what had become our typical manner, with Sunday morning Christian education programming including Just ASK (our adult class) and three separate youth classes, as well as the two Wednesday evening bible studies, Bearings with Paul and Girlfriends in God, led by Michelle Baker. I really enjoyed leading my first children's chapel one Sunday morning in preparation for the baby that nobody yet knew that Todd and I had on the way. Two of our advocacy teams were meeting in the skylight room regularly- Reconciliation (anti-racism work, immigration reform, refugee support) and Environmental Stewardship – while our third team, Community Meals, was quite popular with our neighbors. The second round of Sacred Ground, the film- and readings-based anti-racism dialogue circle developed by the Episcopal Church to help white people talk about racism, began meeting weekly in late January under the exemplary guidance of lay-leaders Linda Fayerweather and Cynthia Beekley. We had another successful Epiphany party in January with guests from the West Mission Area churches, and were able to start building new relationships through monthly Saturday morning cooking classes taught at St. Paul's by the Turkish women we met at the Iftar in 2019. I've never had stuffed grape leaves as good as the ones we made that January morning, and the fellowship was even better. Some of our new Inreach groups from 2019 continued to meet, including Dining for Women and Euchre night. The weekly Wednesday evening Lenten dinner and classes, on the theme "Why Church Matters" (which seems apropos, in hindsight) started at the beginning of March. All of this, however, came to a screeching halt mid-March.

How do you continue to worship and be a thriving church family when you can't go to your church building and you can't hug your fellow parishioners or take part in communion? These are questions that threw St. Paul's and every other church for a major loop when the Bishop suspended in-person worship on March 15th. What does church look like when you have to do everything in front of a computer screen? When you can't have Good Friday and Easter services in the pews? We were very lucky in that Jennifer Vasquez, our Director of Formation, had long been trying to incorporate new, innovative ways to worship. These were things she had already been thinking about before they were necessary. On top of that, we were blessed with Paul, our resident tech-guru-priest, who loves learning and acquiring anything technological. Together, the two of them began to build something that, though it looked very different from what we were used to, could accomplish much the same thing if you were willing and able to engage. Paul and Jennifer spent hours developing new curriculum as well as new ways to do our tried and true St. Paul's groups and events. There are churches that weren't able to provide any sort of Christian Formation programming for their parishioners during the COVID pandemic, and that could have easily been us without the devotion of Paul and Jennifer. Paul set up cameras in the sanctuary and started livestreaming on Sunday mornings with the help of Bekah Vasquez as Livestream Engineer. With Paul's passion for tech, we had legitimate, good screen and audio quality services streaming online each Sunday. We began having virtual coffee hour after via Zoom online video meetings which enabled us to continue fellowship with our church family. Paul resumed lecturing for the Lenten series with online webinars. And when Lent was over, his Bible study also moved online on

Jr. Warden's Report - Continued

Wednesday evenings and actually saw an increase in participation as people realized the convenience of being able to engage from home. The adult Church Next classes continued on Sunday mornings.

In mid-April, Donna Dick and Sue Young started a Virtual Book Club, which meets weekly and has read various fiction and non-fiction books. Though attended primarily by women, the book club is open to all and has a great core group of members spending time together weekly. I join periodically and always enjoy the chosen books and the ensuing discussions. The Environmental Stewardship team continues to take opportunities to teach parishioners about ways to be more sustainable and to waste less, through self-made videos, blog posts. During the fall, St. Paul's had the Season of Creation where the Environmental Stewardship team hosted a blessing of the animals, an outdoor youth event, a Netflix documentary viewing party, and a montage of creation images. There was even an article in the Maumee Mirror featuring the team and their earth-friendly Advent ideas. Their next goal is to create a Sustainability Policy for the church. The Reconciliation team had to stop their work helping asylum seekers passing through Toledo because of COVID restrictions, but has continued to meet and had two of their own book studies, Ibram X. Kendi's *How to Be an Antiracist* and Robert P. Jones' *White Too Long: The Legacy of White Supremacy in American Christianity*.

Jennifer was able to take her background in Christian Education and as a Lutheran Deacon and helped us to create new virtual formation activities that we could do together and with our neighbors. The cooking classes with the Turkish women developed into both fellowship and education, with the initial virtual session teaching the women of St. Paul's about Ramadan and the second about how Mary is depicted in the Quran. Next, Jennifer taught about how the different Christian denominations formed, and then the ladies taught us about their home country of Turkey. This back and forth sharing about our religions and cultures was both informational and relationship-building and will continue in the upcoming year. A bi-monthly virtual dialogue session began with our neighbors across the street at the First Church of Christ, Scientist, focused around a pre-determined topic with support articles from The Christian Science Monitor; yet another community-building and educational formation opportunity. Bearings bible study with Paul took a temporary break and a new bible study focused around the BibleProject's animated videos and podcasts began, which formed connections between the Bible and the COVID-changed world around us.

In the West Mission Area (WMA), a grouping of congregations in the Diocese of Ohio, Jennifer set up ten small groups to work through the Sacred Ground curriculum virtually, facilitated by both clergy and lay leadership. The demand was so high that the number of groups had to rapidly increase to meet the need. In October, St. Paul's hosted the 4th Annual Children's Storytelling Day (virtually, of course), presented by NW OH Episcopal Churches Commission for Racial Understanding (CRU), with videos and stories chosen and read by storytellers from a variety of countries and cultures. I was especially excited to participate in this with my son for the first time.

In the fall, the ChurchNext adult Sunday School class, which had a small crowd of regular attenders including a few from another parish, did courses on mission and civil discourse. Jennifer also started a

Jr. Warden's Report - Continued

new bi-weekly discipline called *Lectio Divina*, which I would describe as an extremely calming, meditative, and spiritual internal reflection on a single passage from the Bible and how it relates to our life. It was one of my favorite new additions to the St. Paul's curriculum and was widely lauded by members that attended.

Some of the late fall events that we hoped to share with the parish (the Thanksgiving Eve Service, a Living Nativity, a virtual Christmas Pageant) had to be cancelled last-minute because of renewed COVID restrictions, but Lessons and Carols was really well done and had great participation this year. We were also able to offer virtual Holden Evening Prayer, the very spiritual music-based worship service that we hold weekly each Advent, on Wednesday evenings.

A large downside of the format that we had to develop because of COVID is the ability and willingness of people to engage in virtual formation events. There is a portion of the St. Paul's community that does not have a computer, which severely limits their ability to participate, though we did mail out copies of the sermons each week. Youth engagement was also significantly lacking, though not because of limited opportunities. For the first half of 2020 Todd and I held weekly Youth Group Zoom meetings and then a book study was started for *The Hate U Give*. But for the most part, junior high and high school parishioners were mainly interested in participating in the socially distanced in-person activities we led (a kayaking trip, a tie-dye party for new youth group t-shirts, drive-through blessings of the backpacks, a service project in conjunction with the Eden's Bounty garden, and a trip to a corn-maze). There was also very little engagement from most families with young children, though many suggestions were given on ways to proceed. One successful endeavor involved Jennifer dropping off a plush "St. Paul" figurine at households with young children, who would capture through photographs and letters for the website how they spent their time together. She also took it upon herself to deliver Christian education supplies to families with young children on several occasions.

Looking back on the year and on this report, and I'm sure there are some things I've accidentally left out, I can confidently say that St. Paul's took the responsibility of offering quality formation programming in a multitude of topics very seriously and was successful in providing it. Was everything that we tried successful? No. Are there more things we can try in the future? Yes, much more. But Paul and Jennifer worked very hard to continue to nurture the spiritual growth of the parish, and it shows. We ended the year, however, on a low note, with the resignation of Jennifer Vasquez, which is why this report is coming from the Jr. Warden.

At both last year's annual- and semi-annual meeting, the question of whether we would be able to afford to continue Jennifer's position garnered much discussion. Our finances were in a poor place with the parish coming to the conclusion that we'd been functioning as a program-sized parish when in actuality we had the numbers and finances of a smaller pastoral-sized parish. We were only able to maintain her position this year due to fundraising within the church and the lowered expenses and the PPP loan offered because of COVID. Jennifer's role as Director of Formation will likely never be reinstated to the degree to which she held it, for two reasons. One, I don't think we'll be able to find

Jr. Warden's Report - Continued

someone who has Jennifer's background and level of knowledge. And two, it's not smart financially for the church. We were incredibly blessed to have Jennifer, especially through this very difficult transition to digital formation. I don't think we would have made it through this past year in such a healthy position if it wasn't for her dedication and the teamwork of her and Paul. We owe her our gratitude. I am deeply saddened to no longer have Jennifer's guidance and breadth of knowledge, but she gave us the tools we need to keep moving forward.

I'd like to close this report with the following words from the Rev. Jay Sidebotham, the Director of RenewalWorks, provided to the Vestry by Jennifer back in June:

I invite folks to take a look in their own spiritual rear-view mirror and remember a time in life marked by spiritual growth. With that time in mind, I then ask them to think about what was happening in that time, why the growth happened, what were the catalysts. What would you say?

The results I want to report are anecdotal...invariably the most common answer I get is that growth came through some kind of crisis or challenge, hardship or suffering. In that crucible, folks got a clearer idea of what mattered, about how resources of faith could help them through tough times.

Our nation now faces three major crises at the same time. Any one of them could have thrown us for a collective loop, crises of health, economics, race relations and justice. So I'm thinking, this may be a time for real spiritual growth. I actually see some of that happening. The hunger for community deepens. Prayer life is enriched. Stories of scripture (many having to do with crisis) speak with more meaning. People of faith take action for equity. Reliance on the power of the Holy One becomes a necessity, as people recognize a need for God. In many ways, the season draws us back to the center, to the basics, to the heart of the matter.

This has been a very difficult year for everyone, but difficult times often lead to spiritual growth. Let that, along with the evidence of Paul and Jennifer's hard work, be what you take away from this year and this report.

Jaimie Deye, Jr. Warden

Treasurer's Report, fiscal year 2020

This was an unusual year at St. Paul's with the Covid pandemic, staff changes and accounting changes wearing heavily on our finances.

Not knowing the future effects of the pandemic, we applied for and received a Paycheck Protection Program (PPP) loan of \$59,000. This will more than likely be forgiven but until it is we show it as a liability on our balance sheet. There is a high probability that it will be forgiven and at that time it will be shown as revenue, and is reflected as such in our 2021 budget. At the same time it will decrease our liabilities on the balance sheet.

In early 2020 we transferred \$60,000 from our operating endowment into operating cash. When the timing crunch passed we realized we would be able to transfer this money back to the endowment, and did so in early 2021. This nets to zero operating endowment transfers for both 2020 and in our 2021 budget.

Our pre-covid budget was unsustainable without cutting staff and/or continuing to drain our operating endowment. The parish gratefully stepped up their pledge donations and allowed us to decrease dependence on the operating endowment and maintain then current staffing. With covid decreasing our face to face mission activity and related costs, and the departure of our Formation director, we find ourselves with a \$120,000 surplus at the end of 2020. Note that had we transferred the \$60,000 back to the operating endowment in 2020 this would be closer to a \$60,000 surplus and is a result of decreased costs due to covid, decreased staffing costs and the PPP loan. Our 2021 budget allows for a half time Director of Christian Education beginning in July. This cost will of course double in 2022 when the position is budgeted for a full year.

Our independent auditor's review of our 2019 financial records brought significant changes to how we record accounting transactions, as well as real changes in how our accounting system operates. We find that it was initially set up in an overly complicated way and the changes will make operations much smoother. Additionally, how we record income and expense has changed. For instance, in the past we would call transfers from the endowments "income", which would be the equivalent of taking money from your left pocket and moving it to your right pocket and calling it income. Going forward, funds from outside that are placed in the endowment are considered income when received, not when used. Note that the only change in our budget presentation is where this money is shown. Now it's at the bottom of the budget statement and is reflected as prior period cash used to balance current period budget.

Please see the December 2020 financial statement summary and our 2021 budget summary for details.

Respectfully Submitted
Mark Christophono, Treasurer – 01/23/21

2021 Proposed Budget Summary

	Budget 2020	Actual 2020	Budget 2021 Proposed
Revenues			
Pledge Plate & Gifts	\$505,771	\$463,837	\$449,360
Other Income	\$5,410	\$5,413	\$8,235
Rent, AA, Interest			
Non-Operating Income	\$294,765	\$310,168	\$311,790
Preschool, Food Pantry			
Total Revenues	\$805,946	\$779,418	\$761,825
Expenses			
Payroll			
Rector's Salary	\$76,147	\$76,147	\$78,131
Rector's Payroll Expenses	\$28,003	\$27,612	\$28,226
Office Payroll	\$43,705	\$52,226	\$35,868
Program Payroll	\$84,491	\$84,078	\$52,231
General Church Payroll	\$16,218	\$10,478	\$13,322
Payroll Total	\$248,563	\$250,540	\$207,779
Other Expenses			
Rector Misc Expenses	\$37,097	\$32,272	\$37,919
Office Expense	\$40,564	\$39,559	\$44,041
Program Expense	\$3,975	\$3,455	\$4,526
General Church Expense	\$24,209	\$24,521	\$30,255
Buildings and Grounds	\$103,210	\$111,650	\$101,401
Diocesan Assesment	\$50,000	\$48,174	\$46,153
Other Expenses Total	\$259,055	\$259,630	\$264,295
Non Operating Expenses	\$307,065	\$269,487	\$356,037
Preschool, Food Pantry			
Total Expenses	\$814,682	\$779,657	\$828,111
Transfers			
Endowments	\$63,265	\$120,660	\$11,465
Cash on Hand	\$0	\$0	\$50,251
Surplus/ Deficit	\$54,529	\$120,421	\$0

St. Paul's Episcopal
Balance Sheet

	December 2020	December 2019	December 2018
Assets			
Current Assets			
Operating Checking			
Operating - Huntington	\$145,275.94	\$77,080.97	\$67,965.56
Total Operating Checking	\$145,275.94	\$77,080.97	\$67,965.56
Savings & CD's			
Capital Campaign - Money Market	\$1,702.37	\$34,299.02	\$487.13
Total Savings & CD's	\$1,702.37	\$34,299.02	\$487.13
Other Checking			
Rector's Discretionary-Huntington	\$8,677.32	\$3,787.37	\$4,410.65
Total Other Checking	\$8,677.32	\$3,787.37	\$4,410.65
Other Assets			
Prepaid Expense	\$8,609.02	\$0.00	\$0.00
Total Other Assets	\$8,609.02	\$0.00	\$0.00
Total Current Assets	\$164,264.65	\$115,167.36	\$72,863.34
Fixed Assets			
Building and Land			
Church Building & Improvements	\$3,581,033.03	\$3,581,033.03	\$3,571,399.03
Rectory & Improvements	\$453,418.32	\$453,418.32	\$453,418.32
Total Building and Land	\$4,034,451.35	\$4,034,451.35	\$4,024,817.35
Equipment			
Church Equipment & Vehicles	\$218,192.03	\$218,192.03	\$190,365.51
Total Equipment	\$218,192.03	\$218,192.03	\$190,365.51
Total Fixed Assets	\$4,252,643.38	\$4,252,643.38	\$4,215,182.86
Investments - Perm. Restricted			
Joint Investment Funds - Diocese			
Wilson Outreach Fund	\$18,739.25	\$16,961.07	\$14,348.49
Kleparek Scholarship Fund	\$3,623.21	\$3,279.39	\$2,774.24
Vasquez Scholarship Fund	\$1,000.00	\$0.00	\$0.00
Total Diocese Endowments	\$23,362.46	\$20,240.46	\$17,122.73
Huntington Endowments			
Operating Endowment	\$578,280.30	\$389,725.53	\$447,549.64
Development Endowment	\$27,652.80	\$47,891.83	\$64,209.08
Memorial Endowment	\$335,250.24	\$293,635.32	\$253,538.46
Preservation Endowment	\$332,476.69	\$322,135.92	\$273,325.29
Schwier-Lamb Emergency Asst. Endow.	\$215,455.08	\$192,725.25	\$180,959.57
Mary Ann Tigges Endowment	\$560,724.07	\$535,659.87	\$500,000.00
Ken Tigges Endowment	\$267,960.80	\$232,694.98	\$0.00
Mary Ann Tigges Savings	\$15,656.45	\$5,619.52	\$0.00
Total Huntington Endowments	\$2,333,456.43	\$2,020,088.22	\$1,719,582.04
Total Investments - Perm. Restricted	\$2,356,818.89	\$2,040,328.68	\$1,736,704.77
Total Assets	\$6,773,726.92	\$6,408,139.42	\$6,024,750.97
Liabilities			
Liability Accounts			
Payroll Deductions	\$0.00	\$122.22	\$2,554.93
Accounts Payable	\$0.00	\$4,337.30	\$0.00
Operating Due to/Due from	\$0.00	\$0.00	\$52,332.54
PPP - Short Term Loan Payable	\$59,300.00	\$0.00	\$0.00
Total Liabilities	\$59,300.00	\$4,459.52	\$54,887.47
Pledges & Gifts			
Prepaid Pledges Future Year	\$25,520.00	\$4,250.00	\$750.00
Total Pledges & Gifts	\$25,520.00	\$4,250.00	\$750.00
Fund Principal			
Accumulated Fund Principal	\$4,759,453.60	\$4,618,287.24	\$3,883,074.89
Total Fund Principal and Excess Cash Received	\$4,759,453.60	\$4,618,287.24	\$3,883,074.89
Restricted Funds			
Total Temporary Restricted	\$674,215.28	\$735,970.56	\$774,208.26
Total Permanent Restricted	\$1,255,238.04	\$1,045,172.10	\$1,311,830.35
Total Restricted Funds	\$1,929,453.32	\$1,781,142.66	\$2,086,038.61
Total Liabilities, Fund Principal, & Restricted Funds	\$6,773,726.92	\$6,408,139.42	\$6,024,750.97

Preschool Budget

St. Paul's Episcopal Church EWP Revenues & Expenses 2021 Budget EWP - Draft 5a				
	2020 Budget	2020 Dec YTD	2021 Budget	
Revenues				
EWP				
2-4300-2 - EWP Tuition Income	234,519.00	229,314.60	255,200.00	\$30 increase, 140 students
2-4301-2 - EWP Registration Income	14,000.00	15,285.00	17,500.00	
2-4302-2 - EWP Miscellaneous Income	11,750.00	2,704.43	10,350.00	Enrichment
2-4304-2 EWP Fund Raising Income	2,250.00	1,476.35	2,250.00	
2-4310-2 EWP PPP Grant	<u>5,236.00</u>	<u>-</u>	<u>-</u>	
Total Revenues	267,755.00	248,780.38	285,300.00	
EWP Payroll				
2-5100-2 - EWP Director Salary	34,619.00	34,605.40	33,831.00	
2-5102-2 - EWP Salaries	166,689.00	150,008.47	176,654.00	
2-5103-2 - EWP Payroll Taxes	15,409.00	14,059.52	16,102.00	
2-5104-2 - EWP Worker's Comp.	1,072.00	(1,156.48)	1,384.00	
2-5105-2 - EWP Pension	<u>7,195.00</u>	<u>7,667.87</u>	<u>9,837.00</u>	
Total EWP Payroll	224,984.00	205,184.78	237,808.00	
Other Expenses				
EWP				
2-5101-2 - EWP Teacher Meetings & Appreciation	1,800.00	740.84	1,800.00	
2-5106-2 - EWP Teacher Training Expense	6,850.00	4,922.15	2,110.00	
2-5107-2 - EWP Licensing & Bkgrd Cks Expense	600.00	391.57	500.00	
2-5108-2 - EWP Advertising Expense	100.00	-	100.00	
2-5109-2 - EWP Supplies Expense	2,700.00	1,882.67	2,700.00	
2-5110-2 - EWP Art Supplies Expense	1,500.00	377.52	1,500.00	
2-5111-2 - EWP Equipment Expense	1,800.00	69.34	1,000.00	
2-5112-2 - EWP Program Costs Expense	900.00	2,026.22	1,900.00	
2-5113-2 - EWP Misc Expense	500.00	580.73	500.00	
2-5114-2 - Mulch	1,200.00	1,640.00	1,640.00	
2-5115-2 - EWP Fundraising Expense	1,200.00	1,134.88	1,200.00	
2-5116-2 - EWP Technology	3,000.00	1,685.74	2,500.00	
2-5117-2 - EWP Website Dev/Maint Expense	2,300.00	-	1,000.00	
2-5118-2 - EWP - Allocated Direct Support	16,321.00	24,025.84	25,000.00	
2-5119-2 - EWP Credit Card Expense	<u>2,000.00</u>	<u>4,118.10</u>	<u>4,042.00</u>	
Total Other Expenses	42,771.00	43,595.60	47,492.00	
Total Expenses	267,755.00	248,780.38	285,300.00	
Net Total	-	-	-	

Music Ministry

As we all know, 2020 was a year unlike any other. The pandemic has been a heavy burden on everyone, and has forced us to engage with each other without physical contact. For music at St. Paul's, our priority has been to offer comfort and opportunity for worship by continuing to provide familiar hymns and other music for our virtual services.

This has been a challenge, especially in regards to our choir, but we continue to adapt and make music safely, and we look forward to the day when we can all sing together again in person and offer our talents in worship. I suspect that once things return to a semblance of normal, vocal music will take on an even greater significance and play an even more powerful role in our spiritual lives.

If we rewind to the first few months of 2020, I can point to some musical accomplishments which stand out in memory. We were able to offer beautiful anthems from both our regular choir and the chimes choir throughout Epiphany, and we welcomed solo turns from talented members of the choir. We also showed off the "bells and whistles" of our pipe organ (and multi-faceted organist Jane Weber), by having Jane pre-record works at the organ for playout during services – a feature which would take on more significance during the pandemic.

In February 2020, the choir once again offered a bake sale to benefit the Peru Scholarships. This annual event has become a mainstay with the choir, providing an intersection of fellowship and charity while giving choir members a chance to show off their culinary skills. I am pleased to report that despite the challenges presented by the pandemic, the choir is continuing this tradition in 2021 through an online ordering process.

As the pandemic brought our choir and other live vocal offerings to a halt, we were still able to offer hymns and offertories by recording either at home or at church without others present. This led to our first ambitious project involving the Chancel Choir: a virtual hymn for Easter ("Christ is Risen!"). Members of the choir taped themselves singing at home to a pre-recorded track from Jane and myself, and Paul put them all together to form the final video. The success of this project provided a template for other virtual musical offerings, including a delightful video of the Children's Choir singing "This Little Light of Mine" for Mother's Day.

During Holy Week we also engaged the solo talents of the wonderfully talented Ben Martz (viola), as well as choir member Carter Adams at the piano (recorded at home). As the summer progressed into fall, I continued to cantor services myself by singing hymns, service music, and occasional offertories with the help of Jane Weber. As always, these offerings were pre-recorded and presented following covid-19 restrictions set forth by the Bishop. Our music for virtual (online) services were (and continue to be) cleared for internet use by arrangement with a music licensing agency.

Other members of the congregation were inspired to share their talents throughout the fall, including Ana Ashton and Tara Robinson (both wonderful clarinetists), and Bill Fayerweather (piano). We were also able to engage the Chimes Choir (pre-recorded) for a special Thanksgiving offering.

While several traditional seasonal offerings were cancelled due to the pandemic, we were still able to offer our Wednesday evening Holden Services during Advent, presented via Zoom. Our Christmas Eve service was augmented by a virtual choir offered through the Diocese, but we did provide a special

Music Ministry – Report Continued

feature for our Lessons and Carols service which partly addressed the fact we were unable to provide a Family Eucharist. Choir members and their families (including children) recorded themselves singing carols at home, which were then incorporated into the service.

I think that we can be very grateful for the way our musical community at St. Paul's has responded and adapted under the circumstances, and has continued to provide an essential part of our worship throughout the year. This, of course, has been a communal effort, and I am grateful to both the congregation and to the leadership at St. Paul's for their support in keeping the music alive.

Respectfully submitted,
Brad Cresswell
Director of Music

Under One Roof Food Pantry

The COVID-19 pandemic has had a profound effect on our Under One Roof ministry during 2020. This year we served 2,110 individuals (773 families) compared with last year's totals of 1,469 individuals (605 families). This dramatic increase is due to several factors, including: 1) new families requesting assistance; 2) more frequent visits; 3) increased community awareness of our services.

Following the Governor's announcement of the statewide lockdown in March, our process for serving clients was adjusted to ensure the safety of our clients and volunteers. Changes included: limiting the number of volunteers to a skeleton crew; using masks, gloves and social distancing inside and outside of the pantry; and, restricting client access inside the pantry, using curbside pickup only. Using these safe practices allowed us to maintain our regular hours and days of service throughout the entire year.

As a non-profit ministry, we are challenged to balance our available resources with the current demand. We rely solely on donations of time, talent and treasure to maintain our services. Fortunately, our community rallied to our assistance to address our supply and demand concerns. Special thanks to Lisa Guyton and Steve Slivka (Channel 13 News), and Nancy Gagnet (Maumee Mirror) for their special coverage of our ministry during the early days of the pandemic. This added exposure increased community awareness and our cash and food donations to meet the increased demands during the remaining months of the year and beyond. We are grateful to many individuals and families who gave generous donations of food, personal hygiene items and cash to supplement the on-going donations of our partnering organizations. We would also like to thank the following organizations that contributed to our success: Perrysburg Rotary, Maumee Churches United, JDs Drive-Thru Carry Out, Maumee Meijer, Hosanna Lutheran Church, Maumee High School DECA, Wayne Trail Elementary, St. Joseph's Elementary, Maumee Boy Scouts, Washington Local School District, St. Vincent De Paul Society, Days Inn Maumee, Motel 6 Maumee, Maumee Rotary, Maumee Pack #103, Seagate Food Bank and the Maumee Street Department. These donations, totaling over \$25,000, allowed us to increase the amount of food and personal hygiene items per family throughout the pandemic and distribute \$20 Speedway gas cards to our clients during the month of December as an added service.

A special thank you to the dedicated callers, garden/pantry volunteers and advisory members from our partners who have worked diligently throughout this year to keep us operational during these challenging times. Our clients continue to voice their appreciation for your commitment to serve.

Respectfully submitted.

Jane Music, UOR Advisory Member



Elizabeth Wayne Preschool

Elizabeth Wayne Preschool is now in its 62nd year. For myself, this is my 11th year at EWP and my seventh as the director. I am humbled and blessed to be a part of this ministry that serves 140 children and their families.

Each year I find that I am faced with some type of challenge, but last year, by far, was the most challenging year yet! Not only were we dealing with a cancer diagnosis for one of our teachers but we were also faced with the Pandemic. In March, Paul inquired about our plans on how we were to deal with the anticipation of the Coronavirus. I remember laughing at the thought of the prospect of having a “plan” as we combat illnesses on a daily basis! Two days later the Governor closed schools. Quickly we devised a plan to offer virtual classes with the thought that we would be returning to in person instruction three weeks later. That was not the case. In fact, like the rest of the world, we found ourselves in quarantine and finished the school year virtually.

We faced many uncertainties as the new school year approached. We knew that virtual was the least desirable method as it doesn't benefit our students like in person instruction. We were anxious to find a way to open our doors in the fall. We knew that we could only re-open if we could do it safely and developmentally appropriately. At the end of July, myself and our lead teachers met to devise a game plan. Once we had a plan in place, I consulted with those in the medical field to assure we were doing everything possible to keep our students safe while also providing the preschool experience that they needed and deserved.

Enrollment for the 2021-22 school year was somewhat of a roller coaster. For the first time in my 11 years here we had filled each spot by the end of April. Typically, we do not completely fill until August. This was a goal of mine since taking over as Director. I was so excited, but due to the pandemic, as the months went by families began to unenroll and we were left with 28 open spots come the first day of school. However, by tightening our belts we were able to keep the integrity of our program without having to lay off any staff. Having low student teacher ratios is one of the many reasons families choose us! I am pleased to report as the year progressed, we began to fill more spaces and by the end of December we only had 13 openings available.

The pandemic not only brought changes to our program, but also to our staff. Some staff were unable to return because of circumstances related to the pandemic. Although we are sad to have to say good-bye, we were happy to welcome our new staff. Michelle Lott was hired to work lunch bunch. Morgan Hefner, Brianna Halm, Kyra McClure were each hired as Assistant Teachers. Sky Chacko was hired to be the lead teacher in the Busy Bee class. She holds a degree in Early Childhood Education and over seven years' experience in the field. Tina Faulkner, a teacher here since 2006, was promoted to Assistant Director.

Although we faced many challenges this year, we were also very blessed. We thank you for your continued support as we navigate our way through these unprecedented times. 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 2020

Baptisms

Ava Maria Grace Reiter – 3/14/20

Births

Ainsley Kate Reiter – 5/19/2020

Parks Randall Deye – 7/17/2020

Weddings

Carter Adams & Leah

Necrology

David Beekley - 3/14/2020

Pam Ricciardi - 5/15/2020

Anne Johnson - 9/07/2020

Dan Stein - 10/01/2020

Resolutions of Courtesy

2020 challenged everyone at St. Paul's and we should all be very proud of our friends and neighbors whose leadership helped us to maintain our ministries.

Our bookkeeper Pam Kettman and our new Treasurer, Mark Christophono, who took the reins of the parish finances from the capable hands of Linda Fayerweather.

Cristy Seely and her dedicated group of teachers and staff at Elizabeth Wayne Preschool who have established EWP as one of the finest preschools in the area and a real source of pride for St. Paul's. Jane Weber and Brad Creswell who continue to deliver beautiful worship music to us—now streaming directly into our homes!

Jennifer Vasquez whose outstanding tenure at St. Paul's culminated with her as the parish's first Formation Director. Jennifer planted many seeds which will certainly grow and blossom into important and meaningful ministries.

Bekah Vasquez, who has reliably produced our excellent streaming services.

The Liturgy Teams, including the Lectors and Altar Guild, who have continued to serve St. Paul's, safely, during the COVID-19 pandemic.

Our Choir, Acolytes, Chalice Bearers, Greeters, Ushers, Coffee Hour volunteers, and all who make Sundays at St. Paul's so warm and inviting: we miss you and cannot wait to worship together again.

The Under One Roof food pantry whose many volunteers successfully harnessed an outpouring of generosity matched only by the dire needs of our community. Special Thanks to Jane and Deno Music for their leadership.

Our Outreach teams who maintained their ministries and our Inreach folks who have striven to keep us all connected.

Dawn Benschoter for her many years of excellent service as parish secretary and welcome to Morgen Browning, who is off to an excellent start.

Our Trustees, Chancellor, and Stewardship Committee whose steady hands guide the parish's operations and ensure our future growth and success.

Our Buildings and Grounds team who dutifully responds to the seemingly endless needs of our beautiful campus, especially Todd Deye for his handyman repairs and maintenance.

The housekeeping staff who have diligently worked to keep our premises sanitized.

Rev. Paul, without whom the parish could not have adapted so quickly to streaming services, Zoom meetings, and online gatherings. Paul's commitment to the congregation can be seen as much in his thoughtful sermons as in his willingness to spread new mulch for the preschool playground.

Resolution of Courtesy - Continued

It would be impossible to appropriately acknowledge each contribution to St. Paul's. We are blessed with an engaged congregation. If I have forgotten to include or acknowledge anyone, I humbly apologize. I am proud to be counted among your number.

Respectfully submitted, Jonathan M. Ashton, Senior Warden