

January 2011



St. Paul's Episcopal Church  
**The Messenger**

Reflections by The Rev. Lou Hays

## The Grinch Who Stole Christmas

On Wednesday, December 15, during the last full week before Christmas, I gathered our staff together to give them the bad news about our budget situation and the necessary salary cuts. "Merry Christmas. You're all getting a 5½ percent salary cut. And have a Happy New Year." Talk about the Grinch who stole Christmas. That's exactly how I felt.

Here I was, talking to an enormously dedicated and talented group of men and women who give their all for St. Paul's mission and ministries. After two years of no raises for anyone, I should have been announcing, at the least, year-end bonuses for this hard-working, productive, and generally underpaid staff. Instead it was a lump of coal in their Christmas stockings. Why was it necessary to cut their salaries by 5½% and mine by 11%? Simply stated, there was nothing else to cut. And there was no other cushion to allow us to absorb the projected deficit of \$33,000. There was no program or activity that we could cut to save significant funds, and no staff position that could be eliminated without doing serious damage to our mission.

And why was it necessary to inform the staff of the cuts before Christmas? Why not wait until the new year? Because in order to avoid even bigger cuts later, the salary reductions needed to go into effect on January 1. Because I felt the staff deserved to know the bad news as soon as possible. Because the congregation needed to know as soon as possible in hopes they would respond to either minimize or eliminate the salary cuts.

I hope the staff was able to hear my generally optimistic view of the likely response of many parishioners who will act to alleviate the budget shortfall and thus the salary reductions. I do believe that many people who appreciate the wonderful ministries of our gifted clergy and lay staff will respond out of concern, love, and generosity.

We are so close to having a balanced, albeit very lean budget at St. Paul's. The average Episcopal church would be thrilled to have pledges of \$630,000, our current estimate for 2011. If the average pledge were just over \$100 higher, we wouldn't be having this conversation. If the average pledge were \$200 higher, we could restore the cuts we have had to make last year and this year. That's how close we are to having a financially healthy parish.

St. Paul's has a very bright future. We are blessed with vibrant and innovative worship services. We are blessed with many newcomers who bring enthusiasm and vitality. We are blessed with many older and long-time members who bring unparalleled love for and commitment to St. Paul's. We are blessed with an abundance of young families, children, and youth who bring great energy and ensure the future of our parish. And we are blessed with staff who give their all to advance the mission and ministries of St. Paul's, and who deserve our support, our thanks, and adequate compensation.

I wish everyone a wonderful New Year as we continue through the 12 days of Christmas and approach the Feast of the Epiphany.

*In Christ's love, Lou+*



The most welcoming congregation in the South Hills for all generations.



# Spotlight on Special Needs

Many Special Needs children and adults have difficulties with their social development. Because of their disorders they are sometimes unable to understand information that would allow them to interact with others in meaningful ways. The following is a list of some specific areas that those with Special Needs may have difficulty with in their interactions with others.

1. Sensitivity to the **emotions** of others. One must behave differentially in the face of different emotions. (For example, the response to someone crying is different than it would be to one who is acting joyful.)
2. Ability to understand and respond to the relatively **long-term preferences** or conditions of others. (For example: taste in music, religious perspective).
3. Ability to understand and respond to **momentary shifts in preference**. (For example, sensing when another is bored, or uncomfortable with topic)
4. Ability to understand the **sensory perspectives** of others. (For example: hearing only one half of a phone conversation.)
5. The ability to keep in mind what the other **already knows**. (In every day social interactions we need to be able to infer what other people know based on what we know they have seen, heard, tasted, etc.)
6. The ability to understand the difference between **knowledge and belief**.
7. The ability to understanding of the **intentions** of others. (For example; the difference between being bumped accidentally vs. intentionally.)
8. Understanding the concept of **deception**. (For example: jokes, surprises, and double meanings.)

As we interact with one another in our community, I hope that being aware of the difficulties that others may be dealing with will help us individually and collectively to become a more welcoming congregation. To summarize quite simply: Rather than offense, respond with GRACE, GRACE, GRACE. (Ideas came from "Voices of Autism" By Dr. Doreen Granpeesheh).

*The Rev. Mabel Fanguy*

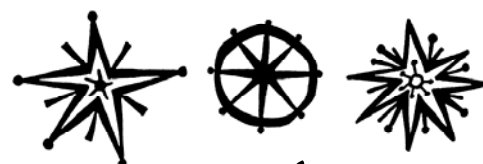
## Special Needs Ministry Meeting & Lunch

Sunday, January 2011  
following the 10:30 service

Start the year off with community and fellowship! The Special Needs Ministry Group will be having an informal lunch and meeting following the 10:30 service on January 9. This is a time to get together with other parents dealing with special needs issues and to plan our activities for the coming year. This meeting will be held in the back of the Parish Hall. Children are welcome to attend. Please call Dorothy at 412-531-7153 if you plan to attend so we can plan for the luncheon. If you have any questions please contact Rev. Mabel at [mabel@stpaulspgh.org](mailto:mabel@stpaulspgh.org) or Lisa Brown at [lcbrown@stpaulspgh.org](mailto:lcbrown@stpaulspgh.org).

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## Wednesday Evening Epiphany

### "The Light Shines in the Darkness: Exploring the Magnificent Gospel of John"

The Gospel of John is distinctively different than Matthew, Mark, and Luke. This 8-week program will explore the beauty and mystery of John's Gospel, how and why it's different, and the unique picture of Jesus and his ministry it provides. Please join us starting Wednesday, January 12. Dinner is at 6:30 p.m. and the program begins at approximately 7:15 and ends at 8:30. Bring your favorite bible or use one of ours. No previous bible experience is required.

# Music Notes

January is a time for reflection on months past and months ahead. Thus, a hearty thank you goes out to our choirs, soloists, and instrumentalists who provided outstanding music for Advent and Christmas worship. A big thanks also goes to partners in last year's successes—our fabulous parish musicians, *Friends of Music*, and those of you who prayerfully support our music ministry both financially and organizationally.

Here is a reflection on last verses of hymns—great poetry married to great music.

On Christmas Eve the choir sang Harold Darke's choral setting of Christina Rossetti's hymn, *In the bleak Mid-winter*. She wrote these words in response to a request from the magazine *Scribner's Monthly* for a Christmas poem and it became an immortal Christmas hymn when set musically by Gustav Holst. After portraying the blessed birth in a stark, earthly birthplace, Rossetti gives Heavenly definition to stewardship in the final verse. The only thing that we can possibly give to God is the one thing God wants!

**Verse 4: *What can I give Him, Poor as I am? If I were a shepherd I would bring a lamb,  
If I were a wise man I would do my part, Yet what I can I give Him, Give my heart.***

Who does not love the hymn, *Amazing Grace, how sweet the sound?* Written by English poet and clergyman, John Newton, it was wedded to William Walker's tune, *New Britain*, in 1835 and today can be found in nearly every Christian hymnal. The last verse is not written by Newton but by the 19<sup>th</sup> c. poet, John Rees. It is a perfect definition of the indefinable – How long is eternity?

**Verse 5: *When we've been there ten thousand years, Bright shining as the sun,  
We've no less days to sing God's praise, Than when we first begun.***

Finally, a story about the last verse of a hymn that you may find horrific but, as a parish organist, I find inspirational. Paul Graves was a much-loved organist and choirmaster at a burgeoning 1950s, post-WWII Louisville, KY Episcopal parish, St. Francis in the Fields (where between 1985-1987 I was Music Assistant). One Sunday Paul was playing the liturgy's last hymn which happened to be the last hymn in the Hymnal 1940, *Ye Holy Angels Bright*, a text by Richard Baxter from his 17<sup>th</sup> c. *Poetical Fragments* sung to the tune, Darwall's 148<sup>th</sup> by the same-century composer, John Darwall. At the end of the last verse, Paul peacefully expired on the organ bench from a heart attack. It was a sad end to St. Francis' Music Minister but was it, indeed? The final verse is a loving and triumphant *au revoir* for any music minister!

**Verse 4: *My soul, bear thou thy part, Triumph in God above, And with a well tuned heart Sing  
thou the songs of love. Let all thy days till life shall end, what e'er he send, be filled with  
praise!***

*Doug Starr, Director of Music & Arts*

**Sunday, February 20 at 3 p.m.**

Katy Williams, Vocal Artist-in-Residence presents  
**"Hearts Wide Open—Enter if you Dare!"**

You are invited to attend a very special recital by Katy Williams, Vocal Artist-in-Residence at St. Paul's Episcopal Church, featuring music for solo and ensemble repertoire. This recital celebrates the musicians in Katy's life in a recital of song and camaraderie that music creates for us. Musical guests abound in this wonderful program created and dedicated to those she loves. Aria and art song, Gilbert n' Sullivan and *Spamalot*, and a world premier of a brand new song. *Free will offerings accepted.*



# Salary Reductions Announced for 2011

Recently the Rector, Lou Hays, informed all clergy and lay staff that their compensation would be reduced by 5½ percent effective January 1, 2011, and that his compensation would be reduced by 11 percent.

“This regrettable action is made necessary by our projected deficit for 2011. The Treasurer, Bob Johnston, has developed a proposed budget that would cut expenditures by 5 percent below the 2010 budget. However, our estimated income for the coming year leaves a gap of \$33,000. At this time the only viable option is to reduce everyone’s compensation until and unless we can close our budget gap.”

The Executive Committee (John Adams, Senior Warden; Carl Kylander, Junior Warden; Bob Johnston, Treasurer; and Pat Eagon Stafford, Secretary) and Stewardship Chair John Sweeney provide the following additional information:

First, we want to thank everyone who has pledged for 2011. As of December 14, we have received 187 pledges totaling \$485,335. There are 88 increased pledges, 20 decreased pledges, and 12 new pledges. In order to achieve a balanced budget, we would need to receive a total of \$663,000 in pledges. Based on our analysis, we currently project that we will receive pledges totaling \$630,000.

Given the absence of other funding sources such as income from an endowment, and a dwindling reserve fund, we agree with the Rector’s decision to reduce salaries. However, it is unacceptable to balance our budget on the backs of our dedicated and talented team of clergy and lay staff that gives so generously of their time and talent. This would likely have been the third year in a row that no one would have received a raise, and now the situation is even worse.

Therefore, we urge every parishioner, newcomer and long-time member alike, who has not yet pledged to do so as soon as possible and to give generously. If you have already pledged, please prayerfully consider if it is possible to increase that pledge. We are also establishing a Salary Restoration Fund and ask everyone in the parish to consider a contribution. It is our goal to restore salaries retroactively to January 1 to the extent possible. At Lou’s request, contributions will first be applied to restoring all staff salaries. The Rector’s salary will be restored only to the extent that funding is available after fully restoring all other staff salaries.

Pledge cards are available in the pews, on the display table near the kitchen, and in the parish office. Pledges may be fulfilled by check, credit card, or by automatic deduction from a checking account. Contributions to the Salary Restoration Fund may be made by writing a check to St. Paul’s with “salary restoration” noted in the memo line.

Please note that a major cause of our budgetary problems is the remaining debt from past capital campaigns. In 2010 we will have paid \$22,219 in principal and interest on two loans. We had intended to retire this debt from the first proceeds of the capital campaign that we thought we would conduct this fall. Now that the capital campaign has been postponed, we hope to refinance both loans through a 3 percent loan from the Diocese of Pittsburgh that will reduce but not eliminate the cost of the loans. Assuming that we will conduct a capital campaign within the next year or two, we would pay off the new loan at that time.

Additional details about our proposed 2011 budget follow. It is important to note that all information is tentative and is contingent upon final approval by the Vestry, anticipated to occur at the January Vestry meeting.

## **Projected income for 2011**

Based on our analysis of actual income received during 2010 and our projections for 2011, the following income items are likely to be changed in comparison to 2010:

- Pledge payments increased from \$620,000 to \$630,000
- Prior year pledge payments increased from \$3,000 to \$5,000
- Non-pledge payments reduced from \$50,000 to \$30,000
- Cash in offering plate reduced from \$11,000 to \$8,000
- Special day offerings reduced from \$20,000 to \$15,000
- Income from Natalie Ray Fund reduced from \$15,000 to \$10,000

Total income projected for 2011 is \$723,000, a reduction of \$19,000 from 2010 budgeted income of \$742,000.

**Projected Expenses for 2011**

Based on our analysis of actual expenditures during 2010 and projected needs during 2011, the following expense items are likely to be changed in comparison to 2010:

- Music reduced from \$15,000 to \$12,900 to reflect suspension of Choral Scholars program
- Diocesan assessment reduced from \$85,786 to \$82,850 assuming successful appeal
- Communications budget reduced from \$5,000 to \$4,000
- Personnel budget reduced from \$506,815 to \$472,899 by salary reductions, eliminating continuing education, and eliminating one Sunday morning child care position
- Principal and interest payments on debt reduced from \$22,219 to \$15,072 assuming refinancing

Total expenses projected for 2011 are \$722,921, a reduction of \$37,153 from 2010 budgeted expenses of \$760,074.

**St. Paul's Episcopal Church**

**Statement of Operations**

	<b>Year-to-</b>	<b>Annual</b>
<b>November</b>	<b>2010</b>	<b>November Date Budget</b>
<b><u>Revenues</u></b>		
Stewardship	\$50,383	\$568,921 \$673,500
Worship	1,376	14,746 31,000
Property	1,696	21,043 22,500
Interest /Misc.	0	12,377 15,000
Total	\$53,455	\$617,087 \$742,000
<b><u>Expenses</u></b>		
Stewardship	\$0	\$1,101 \$2,000
Spiritual Growth	0	294 1,000
Worship	1,103	12,965 17,000
Outreach	8,110	68,189 74,240
Fellowship	21	(704) 1,000
Pastoral	95	589 1,000
Communications	573	1,976 5,000
Property	4,758	85,230 96,000
Personnel	41,020	456,598 506,815
Executive	2,009	36,706 38,400
Total	\$57,689	\$662,944 \$742,455
<b>Net Income / (Loss)</b>	<b>(\$4,234)</b>	<b>(\$45,857) (\$455)</b>
<b>less:</b> debt principal payment	(1,502)	(16,160) (17,619)
<b>Surplus/(Deficit)</b>	<b>(\$5,736)</b>	<b>(\$62,017) (\$18,074)</b>

**Parish Updates**

**Death Announcements**

**Morgan Thomas**

*Brother of parishioner Jacquelyn Och (spouse of Joseph Och)*

Died on Thursday, November 18, 2010

**Robert Culbertson**

*Husband of the late and former parishioner Betty Culbertson*  
Died on Wednesday, December 1, 2010



# January Announcements

**Saturday Worship** — Remember, the Saturday 6 p.m. service is now in the Chapel here at St. Paul's

**Food Pantry Weekend is January 1-2.** Please remember to bring your non-perishable food contributions to the service you attend that weekend. As always, paper and soap products and health and beauty aids are very much appreciated.

**Claudia Circle** — Thursday, January 6, will be our first meeting of the new year and we will be privileged to welcome as our program speaker, Jeanette Smith. As most of you know, Jeanette and her husband, Jan, spent more than a year in Ireland, and she has agreed to share with us her experiences and observations. We urge all circle members to attend this meeting on January 6 and also extend a cordial welcome to all women of St. Paul's. We will meet in the lounge at 1:00 p.m.

**The Canterbury Choir** will rehearse on Thursday, January 6 at 6:30 until 7:15 p.m. in the choir room. If you have any questions regarding Canterbury Choir, please feel free to contact Music Assistant Bryan Sable at bsable@stpaulspgh.org.

**Vestry Nominations**—The Vestry Nominating Committee will meet on Sunday, January 9 in the Library at 9:30 and 11:30 a.m. If you are interested in running for Vestry and have questions or if you would like to nominate someone for Vestry, please come to one of these meetings or contact one of the committee members — John Adams (chair), Melissa Bailey, Jon Delano, Karen Schneider or Carol Delfino. Nominations will close on Sunday, January 16.

**Blood Pressure Clinic continues Sunday, January 9** —Between the 8:45 and 10:30 service in the Rev. Mabel's office and following the 10:30 service in the Library. Mica Van Fossen, a registered nurse and member of St Paul's will be available to check blood pressure. If there are any other nurses in the congregation who would like to help with this Health Care Ministry, please let either Mica or the Rev. Mabel know.

**Book Club meets Friday, January 14 at 1:00 p.m.** in the Lounge. The book is selection is *Sarah's Key* by Tatiana de Posnay.

**The Annual Parish Meeting** is fast approaching and the Annual Report needs to be distributed to the members of St. Paul's prior to the meeting. Therefore, the **Annual Report's mandatory deadline is Friday, January 14.** If you need a copy of last year's Annual Report or if you have information for the Report, please contact Lisa at lcbrown@stpaulspgh.org or 412-531-7153, ext.15.

**Pickwick Boys' Lunch is Thursday, January 20** at Bravo. Brian Dingle is the host—call him to RSVP at 724-942-0276.

**The Dickens' Dames Lunch** is Thursday, January 27 at 12:30 p.m. at Peter's Place. Please call Jane Offatt at 412-531-0807 to RSVP.

**Yoga Class**—Parishioner Aimee Lamendola teaches Yoga class every Wednesday morning from 9:30 to 11:00 a.m. in the back of the Parish Hall/Undercroft. Cost is \$10 per class. Walk-ins are welcome. Any questions, please call Aimee at 412-496-5638.

**The Assistant Rector's Bible Study** continues most Wednesdays, at 9:30 a.m. in the Conference Room. We are studying the *Gospel of Mark*. Don't miss out. Contact the Rev. Kris Opat for more information at 412-531-7153 ext. 35 or kris@stpaulspgh.org.

**Bulletin/Email Reminder**—The Bulletin/Email Announcement Deadline is Tuesday at 9:00 a.m. If you have information for the bulletin/email please contact Dorothy at dconway@stpaulspgh.org or 412-531-7153, ext. 10.



## New in the church library:

*Paul among the People: the Apostle Reinterpreted and Re-imagined in his own time* by Sarah Ruden

**Brrrr It Is Cold Outside!** Our friends at Shepherd's Heart are in need of adult-sized coats, 'hoodies', hats, gloves, blankets, heavy footwear and socks. Please bring gently used or new contributions to the box marked "Shepherd's Heart" in the Parish Hall/Undercroft.

**MT Snow Shoveling Service**—The Missioners of the 2011 Mission Trip are offering a new service to everyone in the parish. We will shovel snow from your driveway or sidewalk. All you have to do is call or email to Steve at 412-531-7153 x18 and he will send 2-3 missioners to shovel. All donations benefit the 2011 Mission Trip.



## Important Dates for February

*Mark your calendars! Watch your bulletin and all-parish email for more details*

**Friday, February 4 - Saturday, February 5:** Vestry Retreat

### Sunday, February 6:

- Souper Bowl Sunday collection
- Scout Sunday
- EYC Super Bowl Party

### Sunday, February 13:

- Sweetheart Sunday (details TBA)
- Mission Trip Fundraiser Brunch

**Monday, February 21, President's Day:** Office Closed

A multi-sensory  
worship experience

...find **Refuge**

A Dark Winter of Light Sundays at 6pm

This is an interesting time in the church year, a time early in winter when Christmas is almost over and Epiphany is only a few days away. In these first few weeks of winter when the days are the shortest of the year we celebrate the church seasons most closely associated with Light. When the world is darkest (in the Northern Hemisphere at least) we celebrate the Light of Christ that has come into the world.

There are a lot of symbols and ideas that are associated with Christmas: Santa, gifts, Christmas trees, decorations, a manger, shepherds, angels, and carols. It is often only when we get to the bottom of the list that we think of the Christmas Star, the sign that the light of the Messiah has entered into the world, the sign that the wise men followed to find their King. Though it is not first among the common symbols of Christmas, it is *the* Christmas symbol.

Light is a central theme in Christmas as well as Epiphany (the lesser known feast that follows twelve days after Christmas Day). Epiphany is the day when we celebrate the wise men's visit with Jesus. It is when the church celebrates the light of Christ being offered to the Gentiles, the Nations, those of us who are not of Jewish descent. The Hebrew Scriptures are clear that Israel, the chosen people of God, were chosen to be a light to the world. Nevertheless, by the time of Jesus' birth many felt that Israel were to be the sole inheritors of the glory of God. Thankfully for us, this was not the case. Jesus came as the one to bring the light of God to the whole world through the people of Israel. We now enjoy the goodness of God's grace and mercy in the person of Jesus and Epiphany is the day we celebrate this wonderful reality.

So this season after Epiphany Refuge will be joining in the celebration with "A Season of Light," a season to celebrate the Light of Christ coming to live among us and being for all. Please come and join us for this very special season in the church year where we rejoice in our place in the Kingdom of God.

## Mission Trip 2011: Episcopal Youth Event

This year for our annual mission trip we will be taking a very unique trip. There will be worship, there will be service, there will be communion, there will be Christ among us. Our mission trip for this year will be the Episcopal Youth Event (EYE), held in Minneapolis, Minnesota. EYE is three very full days of worship, sharing, praying, learning, singing, and working, calling participants into a greater awareness of and commitment to God's mission in the world. It will be followed by **Three Days of Mission**, an opportunity for us to engage in urban or rural mission.

At EYE we will be...

**Focusing** on Jesus Christ and his presence in our lives, EYE will provide an opportunity and create an environment where we, both our young people and the adults who accompany them can continue to grow on their journey in faith.

**Striving** to be a uniquely Episcopal Community and acknowledging that each person is a child of God and that we are called together into a full relationship with God and God's Creation, we claim that we are a sacramental people of common prayer with diverse understandings and cultural contexts, all of whom work together as the Body of Christ.

**Celebrating** our mission and our ministry as the Body of Christ in Community, we will offer training for young people and adults and equip them to be faithful servant leaders in their local and diocesan communities.

**Embracing** the "Anglican Marks of Mission" as our charge, we will strive to engage the passion and energy of faithful youth, to embrace their call to ministry and to empower them to put their faith into action.

Not only will this trip provide us with the usual service aspect for the second half of the week via **Three Days of Mission**, but this trip will also be an experience to enrich the faith of everyone who attends, youth and chaperone alike. This is already shaping up to be a great trip, and we've just started planning it! I hope all of you share in my excitement as we draw closer to the Episcopal Youth Event!

*Steven Hill*

# ST. PAUL'S EPISCOPAL CHURCH

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## January Worship Schedule

<b>Saturday</b>	<b>6:00 p.m.</b>	<b>Holy Eucharist, Rite II</b> <i>Chapel</i>
<b>Sunday</b>	<b>8:00 a.m.</b>	<b>Holy Eucharist, Rite I</b> <i>Chapel</i>
	<b>8:45 a.m.</b>	<b>Holy Eucharist, Rite II</b> <i>Church, family-friendly upbeat music and homily</i>
	<b>10:30 a.m.</b>	<b>Holy Eucharist, Rite II</b> <i>Church with traditional music, sermon, &amp; healing prayers</i>
	<b>6:00 p.m.</b>	<b>Refuge at St. Paul's</b> <i>Church, multi-sensory worship experience</i>
<b>Tuesday</b>	<b>11:00 a.m.</b>	<b>Holy Eucharist, Rite II</b> <i>Friendship Village</i>
<b>Wednesday</b>	<b>10:30 a.m.</b>	<b>Intercessory Prayer</b>
	<b>11:00 a.m.</b>	<b>Holy Eucharist, Rite I</b> <i>Chapel with homily &amp; healing prayers</i>



Offices will be closed Monday, January 17 in honor of Dr. Martin Luther King, Jr. Day.

## Important Dates

**Sunday, January 2**

Lessons & Carols

**Wednesday, January 5**

Epiphany Eve  
Celebration & Service

**Sunday, January 9**

EYC Ice Skating  
Special Needs Ministry Lunch

**Friday, January 14**

Annual Report Deadline

**Monday, January 17**

MLK Day –EYC Volunteer Event  
Offices Closed

**Sunday, January 23**

Vestry Candidate Forum  
Distribution Annual Report

**Sunday, January 30**

Annual Meeting



## 12<sup>th</sup> Night and Epiphany Eve Celebration!

Wednesday, January 5, 6:30 - 8:15 p.m.

Dinner, light parade and joyful worship!

Join us for a 12<sup>th</sup> Night Celebration (the last night of Christmas) and Epiphany Eve worship service on Wednesday, January 5 at 6:30 p.m. The Feast of the Epiphany is a major day in our liturgical calendar, so we will close out Christmas and enter into the Season of Epiphany with dinner, a parade of lights, and a joyful service! Bring the family for this child-friendly dinner and worship service that will conclude around 8:15 p.m.