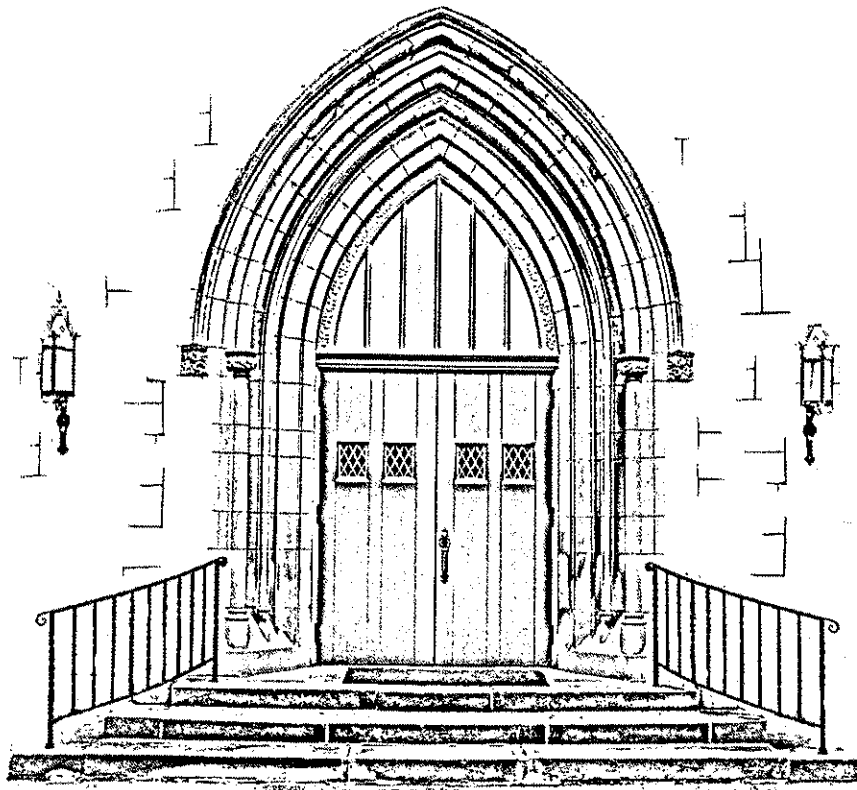


The Episcopal Diocese of Pittsburgh

St. Paul's Episcopal Church

Mt. Lebanon, Pennsylvania



The 2020 Parish Annual Reports

The Parish Annual Meeting

Sunday, February 28, 2021

Minutes of the 2020 Annual Meeting

February 2, 2020

Approval of Last Year's Annual Meeting Minutes

Frank Horrigan moved to approve last year's minutes. Sue Vines second. Motion passed.

Questions and Announcements

There were no questions of the Rector or the Vestry from the floor.

Ell Vines made an announcement that he is looking for volunteers to staff the Church Office on Sundays. Volunteers would be trained to answer the phones, and in general be a resource for people on Sundays. The time commitment would be roughly twice a year. Interested people should speak to Ell

Table Discussion Notes

The attendees to the meeting took about 45 minutes to engage in a table discussion about the meaning of inclusion and service in St. Paul's. Each table then did a report out on one aspect of their discussion. These notes were compiled as they were reported out.

Election of Vestry

Ginny Barnicoat was elected to serve a second term. Leigh Coogan, Karen Melvin, and Jan Toth were elected to serve their first terms.

Adjournment

Frank Horrigan moved to adjourn the meeting. Dave Choura second. Motion passed.

2020 Parish Statistics

**Sunday and Saturday Evening Attendance Average—358*

Total Sunday and Saturday Evening Eucharists—156

Total Weekday Eucharists—52

Total Private Eucharists—415

Marriages Conducted in 2020—8

Burials Conducted in 2020—12

Baptisms 16 years and older—3

Baptisms under 16 years of age—14

Confirmations 16 years and older—1

Confirmations under 16 years of age—8

Received by the Bishop—2

Total Church School Enrolled in 2020-95

**Average attendance statistic calculated by the Episcopal Church standards. Numbers shown are from January & February 2020.*

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St. Paul's Staff Organization Chart

Name	Noah Evans	Laura DiPanfilo	Doug Starr	Ariel Wicker	Matthew Wiedner	Luke Terra	Andrea Kamoguerou	Monica Miller	Kristen Morgan	Christin Cooper	Donald Scott and Nicholas O'Rourke
Title	Rector and Nursery School Chaplain	Assistant Rector	Director of Music and Arts	Parish Administrator	Head Sexton	Youth Minister	Director of Engagement	Financial Administrator	Director of Children, Youth, and Family Ministry	Assistant Music Director for Children	Assistant, Sacristans
Job Description	<p>Pastor</p> <p>Head of Staff</p> <p>Public engagement</p> <p>Serves on:</p> <p>Vestry</p> <p>Exec Committee</p> <p>Nursery School Board</p> <p>Stewardship</p> <p>Spiritual Growth and Formation</p> <p>Coordinates:</p> <p>Worship</p> <p>Adult Ed</p> <p>Nursery School Chapel</p> <p>Priest Associates and Deacon</p> <p>Supports:</p> <p>Youth Mission trip</p> <p>Newcomers</p> <p>Fellowship</p> <p>Virtual Learning Center</p> <p>Drafts and edits Sunday bulletin</p>	<p>Pastoral Care, preaching and worship</p> <p>Coordinates:</p> <p>Pastoral Care</p> <p>Young Adults</p> <p>Acolytes</p> <p>Friendship Village and Providence Point communities</p> <p>Supports:</p> <p>Pastoral Care Commission</p> <p>C&V programs</p> <p>Stephen Ministers</p> <p>Adult Formation</p> <p>Lay Eucharistic Visitors and Deacon Jean Chies</p>	<p>Organist and Choirmaster</p> <p>Coordinates:</p> <p>Music</p> <p>Choirs</p> <p>Friends of Music</p> <p>Supports:</p> <p>Worship</p> <p>Supervises:</p> <p>Assistant Music Director for Children</p>	<p>Coordinates:</p> <p>Office operations</p> <p>IT and phones</p> <p>Building care and parish calendar</p> <p>Rentals</p> <p>Parish database and Directory</p> <p>Communications</p> <p>Website, announcements, and parish emails</p> <p>Supports:</p> <p>Rector, Vestry and Staff</p>	<p>Building cleaning and facility maintenance</p> <p>Supervises:</p> <p>Assistant Sextons</p>	<p>Coordinates:</p> <p>ETC</p> <p>Youth Mission trip</p> <p>Confirmation Classes</p> <p>Assists:</p> <p>Liturgy and Divine Through Communion</p>	<p>Coordinates:</p> <p>Newcomers</p> <p>Outreach</p> <p>Developing ministry of entire community</p> <p>Safety first Greeters</p> <p>Supports:</p> <p>Outreach committee</p> <p>Interfaith</p> <p>Partnerships</p> <p>Leads:</p> <p>Weekly discussion group</p>	<p>Finance</p> <p>Pledging</p> <p>HR admin.</p> <p>Insurance</p> <p>Audit</p> <p>Supervises:</p> <p>Money Counters</p>	<p>Director of Children, Youth, and Family Ministry</p> <p>Sunday School</p> <p>VBS</p> <p>Confirmation Class</p> <p>Safeguarding God's Children</p> <p>Children and Youth calendars and registration</p> <p>Children and Youth special events</p> <p>Supports:</p> <p>Collition</p> <p>Supervises:</p> <p>Youth Minister</p> <p>Collition Coordinator</p>	<p>Canterbury Choir</p> <p>Youth Praise Band</p> <p>Handbells</p> <p>Children's Chapel</p> <p>8-45 Music Ensembles</p> <p>Friends of Music Guild Administrator</p> <p>Asst Director of Music and Arts</p> <p>Supports:</p> <p>Contemporary Music Ensemble</p> <p>Chancel Choir</p> <p>VBS Music</p> <p>Nursery School Chapel music</p>	<p>Assists with cleaning and maintenance</p>
Scheduled hours	Salary - 48	Salary - 48	Salary - 40	Hourly - 40	Hourly - 40	Salary - 20	Hourly - 20	Hourly - 23	Hourly - 30	Salary - 12	Hourly - 16

Other staff: Kara Viggiano, VLC Director and Collition Coordinator; Dominique Comparetto, VLC Assistant Director.

Updated 2/2021

Rector

2020, in many ways, was a wilderness experience.

And, what I have learned from times in the wilderness, and also as we see from scripture, the wilderness is a place where we learn about our absolute reliance on God.

This last year has truly taught me:

- 1.) That the Church is the Body of Christ, bound and knit together, and that cannot be taken away. Even in a pandemic.
- 2.) St. Paul's is a community of generosity and service. During this last year we have truly "leaned in" to our work of serving those in need in our community. And we experienced extraordinary generosity in support of all the ministries of the parish.
- 3.) St. Paul's is experiencing and responding to a call to grow in our faith and spiritual lives, even when we can not gather in person.

In this last year, God has not stopped working. And neither has our parish.

January began like a seemingly normal year, and then everything changed in March, just after the beginning of Lent. The staff and lay leaders quickly pivoted to leading worship online and moving our programs onto Zoom and video conferencing. Staff learned how to work remotely, and we developed new ways to connect when we could not all gather in person. Members of our parish learned about Zoom and Facebook live. New ministries were born, including the daily office each day on Zoom; Small groups grew and flourished and we all began to experiment with how to connect, pray together and grow.

In the summer, we were able to gather in small groups, mostly outside, for over 20 weeks, before the pandemic flared in late fall. During that time, we baptized and confirmed many. A number of couples were married. Luke Zerra was ordained to the Priesthood and many kids received their early communion. All along we continued to give, and to serve. New outreach ministries and opportunities happened all over the place.

The COVID19 response fund was established by the Vestry to meet the needs of the parish and wider community and raised around \$60,000. The Virtual Learning Center was established to serve kids with a safe place to do remote learning while school buildings were closed. We continued to grow our partnerships serving meals and fighting hunger in Carnegie, in partnership with St. John Lutheran Church. We also partnered with our local interfaith partners on addressing issues related to race and criminal justice reform.

I am deeply grateful that so many took up the challenge of shifting the ways we interact, including learning new skills and methods. We all stepped out of our comfort zone. Each staff member's job description changed in some way. The staff has been amazing, and the Vestry hardworking and fearless. And most of all, the Spirit sustained us.

This last year saw several clergy and staff changes – Bill Higgins, our long time Sexton, moved on to his real estate business fulltime in June. Matt Watchler was hired to replace him in August. We are blessed that the Reverend Jean Chess joined us as our Deacon in the summer. Paul Barker returned in the fall as

our Deacon intern as he prepares for ordination in 2021. Scott Scoville left in March as our evening Sexton and Nicholas O'Rourke joined us this fall. Don Duncan left as Assistant Sexton in the spring to take a full-time job elsewhere. Though we did eliminate the positions of communications contractor and one assistant Sexton position, we were able to do so without laying anyone off.

In 2021 I am serving as the President of the Standing Committee of the Episcopal Diocese of Pittsburgh. I have also been appointed by the Mt. Lebanon Commission to the Diversity, Equity, and Inclusion Working Group of the municipality.

I am grateful for my continued ministry with you as we begin our 5th year together.

Peace,

Noah

The Reverend Noah H. Evans, Rector

Senior Warden

The expression, "Life is what happens while we are making other plans," has never been more clearly illustrated as during this year. A lot of life has happened despite the pandemic: new births, baptisms, confirmations, weddings, funerals, although none of it was how we would have planned. Either despite, or because of our forced slow down, we have demonstrated to one another and to our greater community, Christ's love through letter writing, sewing of masks, cooking, shopping for and delivering of food, Eucharistic visits, phone calls, musical gifts, game nights, and more.

I am amazed by the energy and ingenuity of our Rector, Noah, and Assistant Rector, Laura, and am grateful for the tremendous pastoral care of all of our clergy, Ted, Cat, Luke, and Jean. The entire St. Paul's staff has gone above and beyond to ensure that parish work continued seamlessly. I am immensely proud and grateful for the adaptivity, creativity, energy and genuine love demonstrated by the St. Paul's community this year and feel privileged to have worked with a strong and committed vestry team: Geoff Hurd, Jan Toth, Frank Horrigan, Eli Vines, John Sheehan, Gina Brownfield, Mark Lamendola, Karen Melvin, Leigh Coogan, Meghan Clark, and Kathleen Hendricks Davies.

In early March, as priorities shifted towards efforts to keep staff and parishioners safe, we ceased in person worship. Yet, with the ingenuity of our clergy, staff, and vestry, we have maintained our sense of community with opportunities to express our faith and grow as followers of Christ. St. Paul's rooted itself in prayer, service, and God's love. Church became a place where many of us found hope, inspiration, and courage. As much as we may wish this year had been different, we cannot deny the benefits from the time devoted to personal growth. The many small groups, and educational opportunities have allowed us to stretch our minds in a variety of ways including, learning to pray, celebrating morning, and evening prayer,

sharing of books, podcasts, and gospel readings, delving into issues concerning social justice and racial equity, all of which we might otherwise have not explored.

Despite our many challenges in 2020, St. Paul's has remained robust, vibrant, and relevant. I pray that as we eventually begin to venture out into the world, eating in restaurants, visiting loved ones, traveling, etc., we continue to take advantage of the lessons we have learned and the spiritual practices we have built during 2020. I am eternally grateful for our church family.

-Ginny Barnicoat, Senior Warden

Junior Warden

Our children are taught, and adults are well to consider, that the Church is not a building but rather a community of people doing the work laid out for us in the Gospel. We got an object lesson in that concept this year as beginning in March the St. Paul's church building has been mostly unoccupied due to the COVID-19 epidemic. And yet, thanks to the efforts of parishioners, the lay staff, and the clergy a full program of worship, music, education, outreach, pastoral care, and fellowship took place with almost no use of the facility.

The building and grounds received considerable attention this year and many projects were completed that could be done more efficiently and with little interference to programs. Key projects accomplished were:

- Installation of a "Needlepoint Bipolar Ionization" system which cleans the air flowing through the air conditioning system of smaller particles including viruses. Portable units with similar capabilities were installed in the Nursery School Classrooms by the School.
- Replacement of fluorescent bulbs with LED bulbs which are brighter, more energy efficient, and longer lasting.
- A major revamp of the garden in St. Margaret's Garden including removal of the old overgrown bushes, new landscaping, and new plantings. The results are glorious.
- Repainting of the lines in the parking lot.
- Replacement of the Ethernet switch serving the building network and establishing hardwire network communications to the Nave.
- A substantial upgrade to the building data network, wired and wireless. This provided the resource needed to support the Remote Learning Center and provides substantially better service to phones and other wireless devices.
- Extensive repairs to peeling and water damaged plaster followed by painting.
- Installation in the undercroft of a public monitoring system that shows the ongoing electrical production from the solar panels.
- Clean-up of the roof over the small boiler room.

- Replacement of two electrical distribution panels.
- Regrading and repairs to the Nursery School Playground area. Also, an upgrade to playground facilities as part of an Eagle Scout Project done by Jadon Dodd.
- Replacement of the roof of the playground storage building.
- Installation of a new drain that has diverted water that flowed over the South end of the parking lot to the storm sewer.
- Erection of a large (20' X 30' X 12') tent in St. Margaret's garden.
- Revamping of the large storage closet in the lower undercroft. This area had been disturbed as we dealt with a groundwater problem in prior years.
- Replacement of sump pump piping.
- An ambitious effort to repaint the undercroft was begun in 2020.

I appreciate the work of the Property Commission. Doug Toth, Lynn Babcock, John Sozansky, Eric Linn, Leanne Simmonds, Chuck Trau, and Ell Vines who have been involved during 2020. Thank you for your help and wise council.

And 2020 was a year of significant personnel transitions. We said goodbye to Bill Higgins, our dedicated and hardworking Head Sexton, and a true friend of this parish. In turn we welcomed Matt Wachtler, our new Head Sexton. Donald Scott continues as our Weekend Sexton. Part time sexton Don Duncan has moved on with our appreciation for his good work. Night Sexton Scott Scoville resigned after long and competent service. Our new Evening Sexton is Nicholas O'Rourke. And I commend to all the work of our Summer Sexton, Matt Vines, who successfully completed many projects.

We had a Spring "Clean-Up Day" using a novel format. Parishioners were invited to come and tend to our gardens and grounds as family units at convenient times. The results were spectacular. Thanks to all who helped with this work.

The Church van, acquired from Calvary Camp, is older (2000 model year) but in good shape (about 60K miles) and supports many aspects of our ministries, especially youth and outreach. This year it had important duty transporting food for distribution from the Greater Pittsburgh Food Bank.

What a joy to be witness to all the accomplishments of this year! I ask you to join with me in thanking the volunteers, staff and contractors who made it happen.

-Geoff Hurd, Junior Warden

Assistant Rector

While the shape of the church has changed this year, St. Paul's remains faithful to worship and service of God. Many ministries have continued and approached the pandemic with

flexibility. I have learned so much in this period of time and have enjoyed the creative thinking this season has required of me and the ministries I work with. It continues to be an honor and blessing to serve at St. Paul's!

Some of my responsibilities have included:

- Worked with Deacon Jean Chess to create a "No-Contact Eucharistic Ministry" which has trained 23 visitors, made contact with 67 households, and 663 communions.
- Led an Advent Yoga Series on Zoom
- Supported Stephen Ministry and adapted the Blue Christmas service to a virtual service that was meaningful and well attended.
- Organized three rounds of parish phone calls that contacted each household at St. Paul's
- Support the Sacred Ground Circle Facilitators and helped start three circles of this film and reading based dialogue series on race, grounded in faith.
- Oversaw Acolytes, scheduling and training-Led a group that read "The Path" together this summer
- Led a virtual Art Show Event
- Supported Fellowship and Community Life and Pastoral Care Commission
- Officiated 5 funerals and 4 weddings
- Elected at Diocesan Convention to serve on Trinity Cathedral Chapter
- Selected to serve on the Nominating Committee for the 9th Bishop of Pittsburgh
- Started a TikTok account as a pandemic hobby and now I have over 20,000 followers who love hearing about God's love for us (@mother_peaches)
- The Rev. Laura Di Panfilo, Assistant Rector*

Children, Youth & Family

This past year brought new challenges to our ministry. How would we continue to serve and nurture the faith of the children at St. Paul's in a pandemic? We've been stretched outside of "what we always do" and have learned to be very, very creative. We've done many new things and, at the same time, have really worked to keep some of the special culture of St. Paul's alive during these challenging times. We've figured out how to hold in-person events safely when gathering outdoors was possible, such as the Blessing of the Backpacks and Advent Activities, while we've also figured out how to continue special traditions, two of the best of which were

the Zoom Passion Play and the Zoom Christmas pageant. (If you missed them—they are still available on the church's Facebook group!)

I want to give a huge Thank You to:

- *Luke, for doing such an awesome job with the youth,
- *All the Sunday School and Confirmation teachers (who have been amazing and inspiring on Zoom!), and Dave Choura, for all his continued work with Children's Chapel, and
- *All the parents whose kids are participating in activities every week, and who have participated in the special events throughout the year!

Below is an overview of children's ministry happenings over the year.

January

- *Weekly Sunday morning Sunday School classes for pre-K through 6th grade
- *"Jammie Day" for all Sunday School classes
- *All Sunday School event—pinecone animal feeders hung in trees around St. Paul's.
- *Godly Play training for Sunday School teachers

February

- *Weekly Sunday morning Sunday School classes for pre-K through 6th grade
- *Mom's Retreat, which hosted over 50 women for faith, fellowship, and supporting one another.
- *Youth Mental Health First Aid course— day long course
- *Two Children's Ash Wednesday services
- *Children's Reptile Show during the Annual Meeting

March

- *The first two Sundays of March saw regular weekly Sunday morning Sunday School classes for pre-K through 6th grade.
- *Third weekend in March, began planning out "virtual Sunday School" meetings for classes once a month.
- *Began "Supporting our Children, supporting each Other" Zoom on Tuesdays and Fridays for parents while their kids were adjusting to being at home—continued through August
- *Changed Children's Chapel to pre-recorded lessons by Dave Choura, posted on St. Paul's YouTube channel

- *Began recording Godly Play stories, posted on St. Paul's YouTube channel
- *Passion Play—adapted from previous years to Zoom setting—many kids and youth participated!
- *Good Friday Children's Stations—recorded by various families, posted on St. Paul's YouTube channel for viewing.

April

- *Sing Along and Godly Play with Christin Cooper—tied music and song to Godly Play stories
- *Conversation with Natalie Hall and Kristen Morgan, Faith and Children in a Pandemic
- *Easter "Virtual Egg Hunt"—eggs hidden around St. Margaret's Garden, panoramic picture taken, posted, families invited to "hunt" for eggs virtually.

May

- *Sing along and Godly Play—with Christin Cooper
- *continued monthly Zooms for Sunday School classes
- *St. Paul's Spring Talent Show

June

- *Beginning of weekly Sunday morning Children's Activities on Zoom—alternating "Faith and Fun Morning with Kristen" and "Children's Chapel with Mr. Choura."
- *Godly Play and Sing along with Christin Cooper.

July

- *Continued weekly Sunday morning Children's Activities on Zoom
- *Two Worshipful Walks scheduled for families with children.

August

- *Continued weekly Sunday morning Children's Activities on Zoom
- *Outdoor Storytime and Sing along with Kristen and Christin.
- *Blessing of the Backpacks at Bird Park

September

- *Continued weekly Sunday morning Children's Activities on Zoom at 9:30am
- *Sunday School and Confirmation Class Kick-Off at Mt. Lebanon Main Park
- *Sunday School resumed weekly on Zoom (Sunday mornings at 10am), Confirmation class in person, socially distanced resumed (moved to Zoom when needed)

October

- *Continued weekly Sunday morning Children's Activities on Zoom at 9:30am
- *Continued Sunday School on Zoom at 10am, Confirmation classes in person or on Zoom
- *Blessing of the Animals at Bird Park

November

- *Continued weekly Sunday Morning Children's Activities on Zoom at 9:30am
- *Continued Sunday School on Zoom at 10am, moved Confirmation classes to Zoom (it got cold!)
- *Sundae Sunday and Advent Wreath and Advent materials pick up in the parking lot.

December

- **Continued weekly Sunday Morning Children's Activities on Zoom at 9:30am
- *Continued Sunday School on Zoom at 10am, Confirmation classes to Zoom at 5pm
- *"The Best COVID Christmas Pageant Ever" took place on Zoom on December 20th and was truly amazing and inspiring

-Kristen Morgan, Director of Children, Youth and Family Ministries, and The Rev. Luke Zerra, Youth Minister

Youth Ministry

Below you will find a monthly breakdown of youth events. In addition to what is listed here are the weekly occurrences of Senior EYC on Wednesday evenings, and Confirmation/Junior EYC on Sunday evenings. Senior EYC generally saw between four and ten 9th-12th graders attend, with an increase in participation during the Fall of 2020. Junior EYC and Confirmation generally saw between eight to fifteen 6th-9th graders in attendance.

2020 was a trying year, but we were able to adapt in innovative ways. One example is Pittsburgh Service Week. Although we were not able to go to Southern West Virginia this year, we were able to work with several organizations around the city to give our youth the opportunity to service others and follow Christ in a safe way. We also implemented a mentorship program for our confirmands, where each confirmand was paired with an adult in the parish, as a way to better support our confirmation programs in your faith development and education. I am amazed and humbled by the willingness of so many parishioners to serve as mentors to help support faith formation at St. Paul's! Finally, I want to thank Paige Russel and Ansley Westbrook for teaching confirmation to thank the many parents who have volunteered to chaperone and help with youth programs in 2020.

- **January**
 - Martin Luther King Jr. Weekend Confirmation lock-in and service project packing breakfast bags for SWES, involving 7 confirmands.
 - Acolyte training for middle and high school acolytes
 - Junior EYC outing ax throwing at Lumberjaxes.
- **February**
 - Youth Mental Health first aid training held and participated in by Kristen, Luke, and some parents.
 - Confirmands cooked and served Shrove Tuesday pancake supper.
- **March**
 - Service Project: confirmation class cooked and served at Shepherd's Heart.
 - Fish Fry: Middle and high school volunteers helped with Fish Fry.
 - All Youth Talent Show held in support of Annual Mission Trip/Service week
- **April**
 - Passion Play on Zoom, involving dozens of children of all ages.
- **May**
- **June**
 - Senior EYC Summer reading group begins. Four or five students gathered weekly on Zoom to read J.R.R. Tolkien's *The Fellowship of the Ring* and discuss its connections to faith.
- **July**
 - Pittsburgh Service Week: seven youth participated in a week-long service project around Pittsburgh, including:
 - Cooking a meal for Shepherd's Heart
 - Maintenance around St. Paul's
 - Clean up of Mt. Lebanon park
 - Maintenance at Church of the Atonement, Carnegie
 - Served a meal or the Table, a feeding ministry of Hot Metal Bridge Faith Community
 - Cleaned Trinity Cathedral in downtown Pittsburgh.
- **August**
- **September**
 - Confirmation class kickoff in Mt. Lebanon Park
 - Senior EYC kickoff in St. Paul's parking lot
 - Service Project: confirmation class cooked a meal for Shepherd's Heart.
- **October**
 - Service Project: Senior EYC cooked a meal for The Table, a feeding ministry of Hot Metal Bridge Faith Community

- **November**
 - Service Project: three Senior EYC youth prepared peanut butter and jelly sandwiches for the Red Door, a meal ministry of Saint Mary of Mercy Church
 - Confirmation Sunday: Bishop McConnell confirmed eight 9th graders and awarded seven Bishop's Medals to graduating Seniors.
 - **December**
 - 12 Days of Christmas video project allowed 12 different children and youth families to celebrate and Christmas joy throughout the Christmas season.
 - Mentor programs begins for
- Christmas Pageant involving dozens of children of all ages on Zoom
- The Rev. Luke Zerra, Youth Minister*

Music Ministry

In 2020, along with us all, St. Paul's Music Ministry was challenged.

Plans for a robust delivery of music for worship and in concert began in January but became remarkably altered at the beginning of March due to the COVID-19 pandemic.

The choir and soloists along with singers from Franciscan University and St. Vincent College beautifully premiered my *All-Saints Requiem* in late February. Just one week later, we began the social distancing which ended all group rehearsals and in-person worship. Hear audio of Introit of All Saints Requiem.

With the support of Christin Cooper, clergy, staff and all our music ministers, we responded to the challenge with creativity and a goal of excellence.

1. **Lenten organ recitals transitioned from live audience to Facebook Live recitals. These featured Aaron Sproul, of St. Bernard's, Christin Cooper, and me.**
2. **The Friends of Music Concert Series continued but in an innovative manner. From May through November our talented parish musicians were featured in monthly Sunday afternoon recitals. I kicked off the series with a Mother's Day organ recital. Alice Lee, John Murphy, Christin Cooper, Michael Anderson, Susan Woodard, and Nici and Jonathan Wooding completed the year. See <https://www.stpaulspgh.org/worship-and-music/>**

3. Christin and I provided prelude music and hymn accompaniments for Wednesday Eucharist. This music was “pre-recorded” on the organ and Clavinova sound sequencers, a wonderful digital, technological asset.
4. **Sunday morning worship transitioned from “Pre-recorded” music to live music both in the church and in our musicians’ homes. With the asset of a gallery organ console, distant from the chancel and clergy, I began to provide organ music each week for 10:45 am liturgies. At least once per month and on special occasions, e.g., Christmas Pageant, Christin organized musicians for what we call, “collaborative worship.” In this context, choir and youth musicians and members of the 8:45 music ensemble sang and played from their homes. The Zoom conferencing platform, engineered by Rich Creehan, coordinated all musicians and readers sending the liturgy out to the world via Facebook Live.**
5. **The Friends of Music (FOM) Committee, chaired by Kathleen Hendricks, continued to meet to support and advise our continuing, albeit in-house concert series. The Friends of Music Committee includes Preston Shimer, Alice Lee, Doug Starr, Christin Cooper, Bill and Barbara Andrews, Dawn Paulus, and Susan Becraft. During the Pandemic there were no FOM expenditures but several contributions.**
6. Replacing our ensembles’ weekly rehearsal, we immediately began weekly Thursday evening gathering on Zoom of all parish musicians. The goal has been to keep us connected and to provide an opportunity for individuals to present on relevant topics. For example, using the Zoom Webinar function, Michael Plaskett lectured on women jazz artists, Preston Shimer on the great hymns, and Annette Shimer on voting options in the Presidential election. On Ascension Thursday, musicians presented music for the Ascension from homes and other churches.
7. I presented four audio/visual blogs entitled, “Music in Worship.” Blog one was a tour of our wonderful Schantz pipe organ. [Blog 1](#) Blog two was an interview with Gareth Allegrucci who was raised at St. Paul’s, sang in Canterbury Choir, and graduated from Duquesne University’s music program. [Blog 2](#) Blog three, entitled, “What is the genius of Bach?”, was a detailed description and performance of J. S. Bach’s organ partita on “O Gott, du frommer Gott.” [Blog 3](#). Blog four was a conversation with Youth Minister and newly ordained priest, Luke Zerra. [Blog 4](#)
8. In With a decline in the number of COVID cases in our area, the music ministry took advantage of the fall weather and scheduled outdoor rehearsals during the months of

September – November. Chancel Choir rehearsals took place on Saturday afternoons and Handbell rehearsals took place on Sunday afternoons in St. Margaret's Garden. These masked, socially distant rehearsals provided an opportunity for musicians to gather and enjoy making music together safely. Participation in handbell ensemble grew from 3 to 10 members during this period. This may be the model for reentry of rehearsals in 2021.

9. Many parish musicians contributed to the formation of a St. Paul's YouTube playlist, diverse performances of singing and instrumental music. These performances were featured in a Zoom Webinar narrated by Christin Cooper. For the Christmas season, Christin and I added a thirty-minute recital of seasonal music for organ, piano and voice. [Playlist](#) and [Christmas Concert Video](#)

These are just a few of the 2020 Music Ministry's creative and nimble responses to the Pandemic's imposed isolation and separation. Liabilities were turned into assets and we discovered several unintended and fortunate consequences. For example, with recorded live music performances, audiences grew in numbers. A core of thirty may be in the audience in real-time and grow to over 100 in subsequent viewings.

New parish musicians were welcomed to St. Paul's and their musicianship immediately engaged (see Jan Littrell's testimonial below.)

"I moved to Pittsburgh in October 2020. Moving during a pandemic is stressful, but I knew one of the first things I needed to do--even before I moved--was to find a new church home in Mt Lebanon that would allow me to participate in the music of the church. I found St Paul's through St Paul 101 (online), and Noah Evans immediately put me in touch with Doug Starr. This led to meeting a wonderful group of St Paul musicians via Zoom, as well as abundant opportunity to participate in the musical life of the church. I am so grateful to Doug Starr and Christin Cooper for their welcoming attitude toward me, and for their enthusiastic encouragement to participate in the music ministry of St Paul."

In addition to her work previously mentioned, Christin Cooper's unique contribution to Children's Ministries, Music Ministry development and Fellowship were critical to maintaining vibrancy in parish life:

1. Beginning in March, Christin recorded children's songs for our YouTube channel on a weekly basis. The songs were made available for Sunday School teachers to use in their

classes and can be accessed anytime on [this](#) playlist. She also led music via Zoom during Children's Chapel and stand-alone sing-along events. In the spring and summer, Christin met with Canterbury Choir via Zoom approximately once a month to sing songs and play games. Songs and games were also provided for a handful of outdoor children's activities during the summer and fall months.

2. Children and youth musicians were recruited to perform both live and pre-recorded music for the Zoom Christmas Pageant. Many of these performers also provided music for the Children's Christmas Eve service.
3. On December 4th we held our first-ever Virtual Beer + Carols event. Christin provided music as parishioners took turns leading carols selected from a list of sacred and secular favorites. The event also included a few contests and encouraged the wearing of ugly sweaters.

As we begin 2021, we will continue and further develop these innovations in ministry. During Lent, we have a collaborative video project planned in which the Stations of the Cross are read and paired with musical reflections. The stations will be shared with the parish throughout the season of Lent, culminating in a full Stations of the Cross playlist released on Good Friday. We have a number of live-stream recitals planned throughout the months of March, April and May, continuing to feature the talents of our parish and local community.

With God's help we will return in-person and in great thanksgiving in the coming months.

2021 Goals of the Music Ministry:

1. **Lift up our Music Ministers: To cultivate the musical talents of parish musicians, young and old, as they sense that their musical performance is an offering to God and right use of God's gifts.**
2. **"Make our worship truly joyful" and (make) our art present in the community: To present the talents of all musicians in worship; to collaborate with others; and, to present recitals and concerts for parish and community.**

3. **Seek support for our music ministry from all sources and to assist in the ongoing teaching and learning process that music and art are God's gifts to be honored and used to God's glory.**

-Douglas Starr, D.M.A. Director of Music and Arts

-Christin Cooper, M.A. Assistant Music Director for Children

Worship Commission

Perhaps one sentence best sums up worship at St. Paul's throughout much of this past year: "It is good for us to be together like this, when we cannot be together otherwise." These words, spoken regularly by our clergy, refer to the online services that became our norm when the Covid-19 pandemic forced the suspension of in-person gatherings as of March 22, 2020.

Initially, online, our clergy were alone in the church with a single camera fed live to the parish's Facebook page. Within weeks, worship leaders grew proficient with Zoom and began using it as a video production tool. Holy Week 2020 saw the beginning of what eventually was dubbed "Collaborative Worship," where multiple musicians, readers, the preacher, and others would lead the service from their homes. Full-scale collaborative services continued once a month, supplemented by the simpler Facebook-only services on other weeks, even as the summer months allowed for a limited – and temporary – resumption of in-person worship. Since Advent, a form of Collaborative Worship has been offered every week.

While in-person worship is greatly missed, many positives have come about through our live-streaming of services. Many parishioners who were not in the traditional corps of worship volunteers have taken to Zoom to read from Scripture during the Eucharist, offer daily Morning and Evening Prayer, and lead other spiritual growth activities. Any given week, our congregation is bigger and more interactive, in the sense of measuring social media "page views" and "engagements," rather than people in pews. Some of the increase comes from time-shifted viewing made possible by Facebook's archiving of the live service. Others are remote family, friends, and former parishioners who can – and do -- join us now, whereas that was impossible before. The voluminous comments on Facebook posts attest to the ways parishioners continue to engage each other.

The Worship Commission, as a body, suspended its meeting schedule with the onset of Covid, but its members and the volunteers they represent continued their ministries of service, even

as their contributions often took on new forms. We are grateful for the clergy, staff, and all who have innovatively responded to the challenges of this year. We appreciate our fellow parishioners who so willingly and patiently remain together, anticipating our being physically together again.

-Kathleen Davies Hendricks, Vestry Representative & Rich Creehan, Worship Commission Chair

Friends of Music

There is an old hymn that became a source of inspiration and comfort for Friends of Music this year: “Thro’ all the tumult and the strife/ I hear the music ringing;/ It finds an echo in my soul— / How can I keep from singing?” The committee’s goal this year has been keep singing by maintaining a full slate of events.

All Saints Requiem: In February: St. Paul’s Chancel Choir collaborated with the Schola Cantorum Franciscana of Franciscan University and the St. Vincent Camerata of St. Vincent College on the premiere of Doug Starr’s All Saints Requiem, performed at St. Paul’s and the St. Vincent Archabbey Basilica.

Lenten Organ Recitals: Throughout Lent 2020, Friends of Music sponsored recitals featuring St. Paul’s organists (Doug Starr, Christin Cooper, Michael Anderson, and Alice Lee). These recitals were streamed on Facebook Live and available for listening throughout the season.

Online Collaborations and Playlists: Throughout the year, parish musicians contributed to services on Zoom and to YouTube playlists. Zoom services allowed musicians to perform from their homes while YouTube playlists and archived services allowed more, and more extended, access to performances.

Sunday Recitals: St. Paul’s musicians also loaned their talents to a monthly concert series that embraced classical and popular music, cherished standards, and original compositions.

May – Doug Starr (organ)

June – Alice Lee (organ)

July – John Murphy (piano)

August – Christin Cooper (piano)

September – Michael Anderson (organ)

October – Susan Woodard (piano)

November – Jonathan and Nici Wooding (piano and voice)

Christmas Recital: In December, Doug Starr and Christin Cooper presented a special program of Christmas music.

Choir Presentations: On Thursday evenings, choir members (including Preston and Annette Shimer, Susan Vines, and Michael Plaskett) led discussions on topics that excited their passion and expertise, ranging from twentieth-century music to voting rights.

The pandemic has posed distinct challenges for community identity and for worship practices. This year, Friends of Music has focused on making sure that, despite these challenges, we cannot keep from singing.

-Kathleen Davies Hendricks

Altar Guild

The year of 2020 started out as usual. Then, on March 15th, as Covid-19 descended upon us, life at St. Paul's as we know it, changed, and social distancing became the words of the day.

The church was closed to the public, and we now had words like streaming, and Zoom that became part of our vocabulary. We were reduced to two services; Sunday, at 10:45, and Wednesday, at 11AM. The four team captains, Annette Shimer, Mollie Gannon, Anne Muhl, and Susan Wilcox, with the help of two daughters, and a limited few from the other teams, became the Altar Guild personnel, setting up and cleansing. There were a few baptisms, one wedding, and a couple of memorial services. We decorated the church with flowers at Christmas and Easter.

During the middle of July, August, and September, the quarantine was lifted slightly and there were two services on Sunday in the church, one or two in St. Margaret's Garden, and a couple at Old St. Luke's-all with social distancing.

Holy Week, Easter, and Christmas were streamed and or Zoomed, with a closed church to the congregation.

My thanks to all of who helped, when and where it was needed. I am so grateful to all, and look forward to the time when we will meet again under normal circumstances...

-Susan Wilcox, Chairman

Outreach Commission

“For I was hungry, and you gave me food, I was thirsty, and you gave me something to drink, I was a stranger and you welcomed me, I was naked, and you gave me clothing, I was sick, and you took care of me, I was in prison and you visited me.” Matthew 25:35-36.

In 2020, the Outreach Commission continued to encourage and embolden members of the St. Paul’s community to engage with those in need and live into Jesus’ mandate to love and serve others. We nurtured and grew certain existing efforts from prior years while continuing to expand our reach and explore new ways we can provide a positive impact in our community and the world. Most importantly, the challenges that the COVID-19 pandemic placed before our parish and community were front and center in our outreach efforts this year.

FUNDRAISING: The Church’s outreach efforts are supported both by dedicated funds set in the annual parish budget and by several fundraising events typically held during the year. Obviously, 2020 was not a typical year in any sense! So our fundraising looked quite different than in years past. We were able to conduct one Lenten Fish Fry in 2020 before we discontinued gathering in person, but then held a Clam Chowder fundraiser in the place of the remaining Fish Fries to support Outreach funds. One parishioner stepped up in a truly remarkable way to raise funds for COVID-19 by running for 24 hours straight, raising nearly \$5,000! Additional funds were also provided by the generous support of individual donors.

In broad strokes, our outreach efforts can be broken down into our hands-on efforts and our direct cash donations. We’ve been fortunate that our funding has allowed us to expand our direct cash donations and partner with new organizations this year, particularly in response to needs exacerbated by the pandemic. At the same time, we will continue to focus on expanding opportunities for the St. Paul’s community to support hands-on efforts.

HANDS-ON EFFORTS: Throughout 2020, St. Paul’s has stepped up in service to those around us in many ways. During the winter months at the beginning of the year, St. Paul’s continued our commitment to support the Pittsburgh Mercy Operation Safety Net’s **Severe Weather Emergency Shelter (SWES)**. The shelter is housed at the Smithfield United Church of Christ downtown and is open every night from November 15 to March 15. It provides a warm meal and a bed for those at risk of freezing on the streets. St. Paul’s prepared and served 6 meals to the homeless at the SWES in 2020, in addition to 4 meals served during November and December of 2019.

Once the pandemic started to close schools in March, St. Paul’s partnered with St. John Carnegie to help serve lunches to children who were learning remotely at home, but still reliant on the school system to provide a nutritious meal. We continued this weekly service throughout August. In addition, St. Paul’s volunteers purchased and assembled weekend bags for not only the families of children coming to get a lunch, but also the broader community.

The weekend bag initiative has continued weekly into 2021. **In total, 60 volunteers supported this partnership, and provided over 2,500 bags of groceries in 2020!**

Additionally, various groups within St. Paul's supported efforts to prepare and serve meals at **Shepherd's Heart Fellowship & Veteran's Home**, an organization that provides transitional housing for homeless veterans, preparing and serving 5 meals over the course of the year.

This year our **Angel Tree** was a huge success. We donated more than double the amount of gifts that were given the year prior! Nearly 200 kids received winter coats and a toy, almost 100 items were purchased to support SHIM's early childhood and youth mentoring programs, 30 gifts went to children currently living in transitional housing, and many other items were donated to support Jeremiah's Place, Hello Neighbor, Trinity Walk-In Ministry, and refugee families sponsored by St. Paul's parishioners. We estimate the total monetary value of the Angel Tree gifts to be around \$14,000!

We ended the year by cooking and delivering a Christmas Day meal to 186 individuals and families in need! When we learned that the Church of the Atonement in Carnegie would not be able to provide a Christmas meal as in years past, St. Paul's partnered with St. John to make the meal happen. We had 62 volunteers participate in this effort either by cooking, donating pies, packaging, or delivering meals around the South Hills. It was a huge success that we hope to continue in 2021!

While this is a lengthy list, it does not capture the full scope of all of our hands-on outreach efforts during the year. We give thanks to all those who have given so generously of their time, especially during a year in which volunteering required social distancing, masks, and greater flexibility, all to support our community members in need.

DIRECT CASH DONATIONS: Due to the unprecedented nature of 2020, St. Paul's created the COVID-19 Fund in order to respond to needs specifically created or made worse by the pandemic. The money in this fund, as well as funds in our Outreach budget (both allocated and raised over the year), allowed us to make three large disbursements of funds to organizations focused on meeting the food and housing insecurity needs in and around Pittsburgh that have been exacerbated by COVID-19.

Totaling all of our financial and in-kind donations, this year we have given over \$70,000 to support our community members in need. Below is a list of the organizations that have received funding from St. Paul's in 2020.

412 Food Rescue

412 Food Rescue was founded as a direct response to the disconnect between food waste, hunger, and environmental sustainability. They partner with food retailers, volunteer drivers, and nonprofit organizations to connect surplus food with individuals and families who are experiencing food insecurity.

Bethlehem Haven

Bethlehem Haven, located in downtown Pittsburgh, provides shelter and supportive services to thousands of homeless women. The continuum of care consists of a range of housing and supportive services designed to enable each woman to identify her needs, develop a plan of action, and achieve a successful outcome.

Blessed Mustard Seed Babies' Home

For almost a decade, St. Paul's has provided loving support to the babies, children, teenagers, and staff of the Blessed Mustard Seed Babies' Home in Hoima, Uganda. This project was begun by an Anglican Bishop to help meet the need of the ongoing orphan crisis there. In addition to annual trips to Uganda, St. Paul's provides financial support to cover school fees, and medical and dental care, as well as clothing, school supplies, and craft materials.

Casa San Jose

Casa San Jose supports and advocates for Latino communities on a wide variety of issues related to local integration and self-sufficiency. In response to the pandemic, they are also providing bags of food staples to community members in need.

Christ Episcopal Church, Bluefield - Kerosene Ministry

Christ Episcopal Church in Bluefield, WV runs a food pantry at the church. They are also the only pantry in town that also provides kerosene, which serves as heating fuel to homes throughout the winter months for many who live in the area. The church is operating the kerosene program for 5 months this year, and St. Paul's is supporting that essential ministry with a gift of \$500 for each month of the program.

Family Promise

Family Promise connects homeless children and their families with a network of local congregations and the community, all focused on providing them with shelter, meals, hospitality, and support until they are able to return to sustainable independent lives in their own homes.

Hello Neighbor

Hello Neighbor is committed to supporting Pittsburgh's newest neighbors, recently resettled refugee families. Recently they created the Refugee Assistance Fund in response to COVID-19, where 100% of donations go directly to recently resettled refugees to help meet immediate needs, such as paying bills, rent, and providing food and educational resources for their families.

Hosanna Industries

Hosanna Industries builds and repairs homes for needy households; mobilizes relief workers to areas of disaster; teaches and leads workshops in art and spirituality; trains young people

in construction skills; and leads volunteers of all ages. This year, specifically, with the supply chain interruptions and circumstances constantly changing due to the pandemic, Hosanna Industries has experienced increases in the costs of many of the building materials necessary to complete its important mission.

Jeremiah's Place

Jeremiah's Place, Pittsburgh's only crisis nursery, provides emergency care for children ages 0-6 for a few hours or a few days based on the needs of the family. Co-founded by one of our parishioners, the primary focus at Jeremiah's place is to keep children safe and to provide a safe and supportive solution for families in need. Jeremiah's Place is conveniently located in the East Liberty section of Pittsburgh and is staffed by trauma-informed caregivers and social workers. All services provided by Jeremiah's Place are free, available 24 hours a day, and most importantly, judgment free.

Jubilee Soup Kitchen

Jubilee Soup Kitchen offers a hot mid-day meal to all guests, 365 days a year, and fosters a community of respect and encouragement among guests and volunteers. Through the years, Jubilee Association formed to address additional needs of our guests and to serve our neighborhood, especially children, in an effort to break the cycle of poverty, saving them from ever needing to utilize the Kitchen.

KDKA Turkey Fund

The KDKA Turkey Fund has provided holiday meals to over a million families over the course of its existence. St. Paul's contributed to this fund this year to help meet the unique needs many families experienced this holiday season.

Meals on Wheels @ the Crossroads

Meals on Wheels at Donaldson's Crossroads, Peters Township delivers more than 35,000 hot meals to seniors every year, providing daily personal contact with each senior and balanced, nutritional meals far below cost. More than 250 volunteers help prepare and deliver meals to seniors from Eighty Four to South Fayette, sometimes driving routes as long as 40 miles and braving the elements to reach seniors in remote locations.

Severe Weather Emergency Shelter Support

In 2016, Operation Safety Net organized the Severe Weather Emergency Shelter (SWES) to expand its homeless outreach. The shelter is housed at the Smithfield United Church of Christ downtown and is open every night from November 15 to March 15. The shelter not only provides a warm meal and a bed for those at risk of freezing on the streets, but also serves as a place where people can connect with resources available to them around the city. St. Paul's parishioners have greatly helped this effort by providing meatloaves to be served as part of the dinner at the shelter, and also preparing and serving about 10 meals a year.

Shepherd's Heart Fellowship

Shepherd's Heart Fellowship's mission is to serve men and women who are poor, vulnerable, and homeless. They operate several different ministries, including a drop-in center, a Veteran's Home for homeless veterans, and Sunday services following by a meal, which St. Paul's provides and serves several times a year.

South Hills Food Pantry

South Hills Food Pantry provides food to people in the South Hills requiring the services of a food pantry but who have limited mobility or are without transportation. The Food Pantry delivers right to the door! Sponsored by Southminster Presbyterian Church, the Food Pantry is completely staffed and run by volunteers. It is fully supported by donations of food and monetary gifts, including our donations on Food Pantry Sundays the first Sunday of each month.

South Hills Interfaith Movement (SHIM)

SHIM is a human services organization dedicated to providing the resources necessary for struggling families to achieve self-sufficiency. SHIM provides direct assistance such as food, clothing, utility assistance, and a variety of family support services including financial literacy classes, an early childhood program, a summer day camp, and a family support center.

St. John Carnegie Food Program

Since the school closures started in March, St. John's has provided weekly grocery bags for between 50 and 150 households each week. Many at St. Paul's have been a part of this important and evolving ministry.

Trinity Walk-in Ministry

Trinity Cathedral's Walk-in Ministry provides the most vulnerable among us food, toiletries, clothing, and referral services. They participate along with four other downtown churches as members of the Downtown Ministerium. The volunteers listen to people, ask what they need, direct them to homeless shelters, food pantries, and other sources of service and assistance listed on a database (for example for a job search, acquiring an ID, getting furniture or clothing, transportation to medical appointments).

Youth Mission Trip

Since 2012, our youth have served with ministries in Mercer and McDowell Counties in West Virginia. Projects range from home repair to hunger initiatives, all coordinated by local individuals and organizations. Our youth and chaperones spend a week living in community and working on a variety of sites. These trips mark significant times of spiritual growth for our youth, as well as strengthen our relationship with this region in need.

The year of 2020 will go down in history for being one marked by hardship, challenge, and uncertainty. However, at St. Paul's, 2020 was a year of radical generosity. We have shown that in the face of trials, God is still moving and working among us and through us. Through the generosity and servant hearts of our parishioners, we have stepped up and out into the community in response to Jesus' call to care for the poor and marginalized. We encourage and invite everyone at St. Paul's, old or new, newcomer or old hand, to join us and devote your time and talent to one of our existing outreach efforts or to work with us in helping foster your own project or initiative.

For more information and/or to volunteer, please contact Andrea Kamouyerou, Director of Engagement at akamouyerou@stpaulspgh.org or 412-531-7153 ext. 14.

-John Sheehan, Vestry Representative, Frank Horrigan, Vestry Representative & Andrea Kamouyerou, Director of Engagement

Spiritual Growth and Faith Formation

Mission Statement:

Support the planning, design, and realization of ideas and opportunities that help St. Paul's parishioners explore and grow in their faith

Identify, support, and equip lay-leaders that show an interest in the spiritual growth and faith formation of St. Paul's parishioners

Act as an incubator of ideas and programs in coordination with parishioner's interests, efforts, and skills to aide in bringing and offering opportunities for spiritual growth and faith formation.

2020 was a challenging year for all of us. We went from meeting in person to remote, Zoom meetings that initially seemed strained and less personal. As the year went on, we learn that the Holy Spirit works in mysterious ways and would not be contained by the limitations the virus put on us; and worked to deepen our desire to connect, fueling our engagement and activity. We saw a number of wonderful opportunities for our parishioners to engage in meaningful work and grow deeper in their faith journey, such as increased participation in the Good Book Club groups, a Learning to Pray program, the St. Ignatius Journey, the Sacred Ground program, and EFM to name just a few.

The commission also helped launch WNL (Wednesday Night Live) with Lisa Brown, featuring many of St. Paul's own as special guests.

As a Commission, we met 10 times during 2020 and became more involved in organizing remote, small group opportunities for our parishioners to experience God and grow deeper in their faith. We will begin the Lenten Devotional series in February, and plan to offer another

Learning to Pray program in the spring, followed by Learning to Pray II in the fall. We welcome all ideas and opportunities – so please share them!

If you have an interest in supporting or joining this exciting commission, please reach out and let us know.

-Karen Melvin & Mark Lamendola, Co-Chairs - Spiritual Growth Commission

Stewardship Commission

The pledges during last year's campaign and the corresponding giving throughout the year were absolutely essential to St. Paul's continued vitality during an unprecedented year. Simply put, without the commitment of the St. Paul's community expressed through your pledges, we would not have been able to maintain our operations and support each other and our world in the way we did this past year.. It is truly appreciated.

As in so many other areas, our Stewardship Committee found that the experience of the pandemic actually invigorated us and helped us refocus our efforts. The committee welcomed new voices and drew on past experience to develop this year's campaign, Our World Has Changed, Our Service Continues. All agreed that this was the most collaborative and efficient effort in recent memory. A hearty thanks to each individual on the committee for bringing their time and talents to develop a campaign that reflects the spirit of St. Paul's: Dominique Comparetto, Amanda Harris, Preston Shimer, and Ann McStay. Additional thanks to Laura Di Panfilo, Noah Evans, Mike Plaskett, Janet Toth, and Ariel Wicker for their invaluable contributions along the way.

In keeping with prior years, we did not establish pledging or dollar goals for the year, either formally or in our planning meetings. We anticipated given the past year, we might see some drop off from our prior campaigns. I am pleased and humbled to announce that instead we have surpassed last year's giving. Again, our thanks for your support of St. Paul's, its clergy, staff, ministries, and all efforts to bring forth God's Kingdom.

Here are some results of what we as a parish have pledged to one another as of January 28, 2021:

Special Gift pledged - \$41,800

Regular pledge: \$790,492 (last year 757,525)

Total pledges: 260

And one final thanks to all those who pledged and to all those who give.

-Frank Horrigan & John Sheehan, Stewardship Co-chairs

Virtual Learning Center

The Virtual Learning Center was created in August 2020 with 16 students enrolled. The purpose of the center was to create a safe, learning environment for students unable to attend school in person. The program coordinator for the learning center is Kara Viggiano. As part of her role as Program Coordinator, Kara created a health and safety plan modeled after the St. Paul's Nursery School's plan. Due to the demand and need, we were able to hire an assistant, Dominique Comparetto, to assist with the learning center. Kara and Dominique worked to create a safe and engaging learning environment for the students attending. They organized the space to meet CDC guidelines regarding the pandemic. Kara organized their schedules for student success and to limit cross contamination in shared spaces. Kara and Dominique are in constant contact with the students' teachers to maintain education success. A portion of the tuition is used to support the COVID-19 relief fund.

-Kara Viggiano

Columbarium

- 1) The inurnment of The Rev. Canon Richard Davies was on Thursday, May 14, 2020
- 2) September 23, 2020 A small niche was purchased and the front plate was engraved.
- 3) September 24, 2020 Two bronze Prelude Style urns were purchased from Matthews International.
- 4) The current members of the committee include Sue Vines, Ed Hanraty and Jackson Foster.

-Jackson Foster

Nursery School

Officers: Chairman - Rev. Noah Evans, President - Shelley Pieklik, Vice President-Alexis Sheehan, Treasurer – Jaime DeCecco, Secretary – Jill Stephey

Program Highlights:

- ❖ 95 students are currently enrolled at St. Paul's Episcopal Nursery School. The school is in its sixty-fourth year of operation and offers a half-day preschool program for children

- between 19 months and 5 years of age.
- ❖ Rector, Noah Evans, is the chaplain to the nursery school and provides pastoral support when needed.
 - ❖ Matt's Maker Space hosted a free community event "Leap into Making" on Leap Day 2020, in the undercroft, for young children and their families. Over 300 participants engaged in a variety of early learner "maker" activities.
 - ❖ The Nursery School shifted from an in-person program to a remote program when the school was forced to close on March 13, 2020 due to the pandemic.
 - Teachers provided online learning opportunities.
 - Activity packets were provided for children and distributed from the parking lot.
 - A Drive-by Goodbye event was held in May in the parking lot in lieu of the school's end of the year family picnic.
 - ❖ Drive-thru blessing of the backpacks was held in the parking lot.
 - ❖ A new roof was installed on the shed on the playground materials and labor were donated for this project.
 - ❖ An Eagle Scout project enhanced the playground with the addition of child sized benches, stepping logs, and artificial turf installed near the slide.
 - ❖ The church and school co-hosted "Share the Joy" a community sing-a-long event held on virtually during Advent.
-

Program Modifications: 2020-21 school year

The nursery school followed the recommendations as prescribed by the Pennsylvania Department of Health and the Pennsylvania Department of Education. As a result, several changes were made to the 2020-21 school year.

- ❖ Two programs impacted:
 - The Parent-Toddler program was temporarily suspended.
 - The Kindergarten Explorations Program was temporarily suspended.
- ❖ Physical Plant and programmatic changes:
 - The Big Room was converted into a classroom. The additional space allowed the school to create smaller classroom sizes (8-10 children) and ensured consistent classroom cohorts.
 - Creative Movement was added and held outdoors.
 - Music class was held on Zoom.
 - Temporary fencing was installed on the playground creating two distinct playground spaces allowing for additional time outdoors.
 - St. Margaret's Garden provided another place for children to meet for a variety of outdoor activities.

- Temporary fencing was used in the grassy knoll on the Mayfair side of the church building, providing a spot for classes to meet for Creative Movement and/or Storytime.
- Children were dropped off in the parking lot near one of the three red doors and escorted into school by staff members. Parents were not able to come into the school building.
- Volunteers screened children upon arrival in the parking lot/at the door.
- Santa Breakfast was a Drive-Thru event and included a grab and go breakfast, a coffee bar, an Activity and Art station pick up, as well as a socially distant outdoor visit with St. Nicholas.

Outreach Projects:

- ❖ The school offers a need-based tuition assistance program for families funded through generous personal donations and fundraising activities.
- ❖ The school collaborates with the Allegheny Intermediate Unit, The Alliance for Infants & Toddlers, Western Pennsylvania Psychiatric Institute and Southwest Human Services to provide support and integrate children with a variety of special needs into the nursery school program.
- ❖ Speech, hearing and vision screening are offered annually for the students of the nursery school.
- ❖ The school participated in the church's Angel Tree project during Advent.

Financial Report:

- ❖ Annual Budget for 2020-21 school year: \$287,380
- ❖ The school provides a structured monthly donation to the church. The structured donation amount for the 2020-21 school year is projected to be \$22,590.

-Eileen Sharbaugh, Director

Memorials Committee

The Memorials Committee administers the allocation of expenditures from the Memorial Fund. Requests for funding are received from the clergy, church staff and organizations, families of the deceased, and individuals with specific church interests. Vestry approval is necessary for bequests over \$500. Funding by the Memorials Committee is directed to enhance worship space, add to the Episcopal liturgical services and traditions, and increase the growth and usage of St. Paul's. In 2020 memorials were received for ten individuals and funded the new

landscaping of St. Margaret's Garden behind the altar. The Committee members are: Laura Buerger, Richard Viggiano, & Susan Vines (chair).

-Susan Vines, Chair

Fellowship & Community Life

In 2020 the Community Life and Fellowship Commission came together to have many joyful events for the parish in times of uncertainty. Some of the events we had were the Pig Roast, BINGO, Beer, Pop, Juice, and Hymns, and writing Christmas Cards. We have met by Zoom and have tried to come up with a variety of activities where people can come together and feel connected at St. Paul's. We miss seeing everybody in person, though. We have many more fun things planned for 2021 and hope to be back in person soon.

-Meghan Clark, Vestry Representative

Pastoral Care Commission

The early Church lived like a family, caring for one another, and at St. Paul's we have many ministries devoted to the care of our church family. We view our "church family" as including nursery school families, youth group members and extended family of church members, as well as parishioners. Pastoral care isn't limited to ordained ministers, it is something that all of us are encouraged to do.

The Pastoral Care Commission is an umbrella group over our "caring" ministries, such as Stephen Ministry, Newcomers, Altar Flower Delivery, Lay Eucharistic Visitors, Prayer Chain, and the Good Samaritan Ministry, among others. Not all of these groups have been able to continue at full strength during the Covid-19 pandemic. However, over the past year, the Pastoral Care Commission has adapted and even expanded to accommodate these uncertain times.

- Leading volunteers to make periodic telephone calls to all church households to check-in, pray together and see if anyone needs assistance
- Starting a No-Contact Lay Eucharistic Visitor Ministry to bring socially distanced communion to parishioners
- Providing the Sunday church service over the telephone to those who do not have Internet service
- Sending Christmas cards to all church families

-Gina Brownfield and Leigh Coogan, Vestry Representatives

Newcomers' Receptions

No Newcomers Receptions were held last year because of COVID.

-Barbara Galderise, Chair Welcoming Committee

Claudia Circle

Claudia Circle is a woman's fellowship group that in early 2020, pre-COVID-19, met the first Thursday of the month, at 1:00 in the church lounge. Refreshments were served and were followed by an informative program and a short business meeting. In mid-March, the circle sponsored its annual Rummage Sale with the assistance of many church and community friends to raise funds to be used for community outreach projects and also for in-parish needs. Among the circle's ongoing in-house ministries are two projects: welcoming gift baskets for new babies in our parish family and providing an age-appropriate book to each child baptized.

COVID canceled our meetings during April and May. From June through September, we held social get-togethers using Zoom, affording our parish ladies the chance to see and chat with friends that they were missing. Beginning in October, we resumed business meetings and a series of informative programs. We became comfortable using Zoom and made the best of the on-going social isolation.

We happily disbursed the monies we had earned at the March Rummage Sale to these worthy causes:

St. Stephen's Wilkinsburg After-School Youth Program
Trinity Cathedral Walk-In Ministry
South Hills Food Bank
St. Paul's COVID Fund
East Liberty Family Health Center
Casa San Jose
Jeremiah's Place
ECW Scholarship Fund
Collin Mukisa's Medical School Scholarship Fund
Baby Basket Project at St. Paul's
Baptismal Gift Book Project
Clergy Discretionary Funds
World Vision Run for Clean Water

For the foreseeable future, we plan to continue meeting on Zoom on the first Thursday of each month at 1:00. We are planning programs on the history of Old St. Luke's Church and its close relationship to St. Paul's, the wedding chapel aspect of Old St. Luke's ministry and amusing

wedding stories, and the challenges faced by Noah and Laura concerning ministry during a pandemic. In the late Spring, we will explore ways to again hold our ever-popular Rummage Sale in a safe manner later in the year. Save your goodies for us and stay tuned for details as they become available.

We welcome new members to the Circle and guests at all of our meetings. Zoom in and join us.

Officers: Arlene Dorow, June Hanraty, Pat Dunkis, Jan Stewart

-Arlene Dorow

Stephen Ministry

Stephen Ministry has been active at St. Paul's since 2003 and has involved over thirty people. Stephen Ministers are trained lay pastoral caregivers who supplement the care given by our clergy. They meet weekly with their Care Receivers in confidential sessions to walk along side and support those who are hurting or experiencing difficulties for as long as is necessary and helpful.

During 2020, fifteen active Stephen Ministers engaged in twelve caring relationships. Since March 2020, they have found ways to continually support their Care Receivers while maintaining COVID-19 precautions.

In addition to our individual caring relationships, Stephen Ministers sought to help those in our parish and community who are hurting and find the holidays distressing by organizing and participating in a Blue Christmas service offered in mid-December. This year's Zoom service had the largest attendance to date, with over fifty households logging on.

We are always looking for parish members who could use this individual listening support or who are interested in exploring the possibility of becoming a Stephen Minister. Suggest Stephen Ministry to someone who could use a supportive, listening ear as they make their life journey. If you would find this ministry appealing, talk to the clergy or Stephen Leaders about joining our next training class.

Arlene Dorow, Pat Sphar and Wayne Williams, Stephen Ministry Leaders

Endowment Committee

The Endowment Committee of St. Paul's Episcopal Church, Mt. Lebanon, PA was established by the Vestry at its meeting on March 21, 2005. At its Meeting of May 16, 2005, the Vestry appointed Trustees to manage the Endowment.

A recognition society to formally recognize those parishioners who have either donated to the Endowment or those that have named the Endowment in their wills was established last year and has been continuously updated as appropriate. The Endowment Trustees continued an information program to inform the Parish of the advantages of supporting the Endowment.

The endowment continues to grow. The current year end balance is \$184,758.74. During 2020, the Endowment increased in value by \$36,113.43 which was a combination of donations and growth of our investment portfolio. The investment portfolio is being managed by Hefren-Tillotson, Inc. The portfolio is focused on growth and income with the majority of the investments in mutual funds. No private equity or proprietary funds are being used.

The Endowment Trustees consists of seven individuals, five from the Congregation, a vestry representative and the Rector. The Endowment Trustees administer the Endowment through written policies and procedures that have been approved by the Vestry.

-Ellsworth F. Vines, Chair – Endowment Trustees

Good Samaritan Ministries

January - No activity

February - 4 meals to Dodie Becker
Ride to doctor for Elaine Key

March - 1 meal to Al Plantz

When the shut-down occurred, all calls went to the church. GSM ceased.

-Ellen Goss

Lydia Circle Funeral Guild

In 1983 Lydia Circle chose as its ministry to provide (if the family wishes) receptions following funeral or memorial services at the church. This ministry has now grown to include many women of the church who graciously prepare tea sandwiches, homemade cookies, help to arrange the tea and to act as hostesses.

Because of covid-19 there were no receptions in 2020 however we expect to return to this ministry as soon as the restrictions are over.

If you would like to help with this ministry please call or text Joan Kubancek at 412-418-0475 or email jskubancek@verizon.net

-Joan Kubancek

Nominating Committee

Committee Members

-Ginny Barnicoat, Chair

-Bob Johnston

-Eileen Sharbaugh

-Jan Toth

-Jon Delano

Candidates for Vestry

-Pam Ryan

-Gina Brownfield

-Frank Horrigan

-Mark Lamendola

2020 Annual Meeting Report

Dear St. Paul's Friends,

It has been nearly a year since we first learned of the Coronavirus and were left to wonder what was happening and what we needed to do in light of so many unknowns. In 2020, the Vestry met nearly every two weeks for six months and closely monitored the church revenues and expenses. We did not know what to expect, and in April we adjusted the budget and reduced expenses as much as possible without impacting outreach, the staff, and basic facility operations. In addition, on the recommendation of the Finance Commission, we established a "Covid-19 Response Fund" with three objectives: To care for parishioners in need; To care for the needs of the wider community; and, To stabilize parish operations. St. Paul's also applied for and received a Payroll Protection Program (PPP) loan of \$93,400 under the CARES Act. Although these actions helped St. Paul's reach the end of 2020 without taking any drastic measures, this would not have been possible without the prayers and financial support from you, the parish. Your responses to our repeated requests for financial support throughout the year were overwhelming, and words don't describe the gratitude we all have.

We started 2020 with a balanced operating budget of \$917,755. In April it was reduced to \$858,412. We ended the year with revenues of \$841,696 and expenses of 878,049 for an operating deficit of -\$36,353. Easter and Christmas historically provide a significant portion of our income, and this was impacted when services for both holidays were conducted virtually. Many expenses were reduced, and activities, services, and meetings were moved to a virtual platform. Guest musicians were eliminated, and we found that St. Paul's is blessed with many talented and creative musicians who shared their gifts with us. The limited use of the building resulted in lower utility costs.

The Covid-19 Response Fund was used to enhance facility safety related to COVID-19, establish the Virtual Learning Center to support staff, parishioners, and the community, and support community organizations with a focus on food insecurity. The Outreach Commission identified 14 recipient organizations which received a total of \$37,300 from the Fund.

The Stewardship Commission conducted its first-ever pandemic campaign, and this year an option to donate a one-time additional gift was offered. Many of you donated to both so as we turn the corner on 2020, we begin 2021 with gratitude and optimism.

In 2020 we contracted with Michael Anderson, CPA, from Imperial Tax Services. He has provided invaluable advice related to accounting procedures and reporting. The Finance Commission was very active this year. It is chaired by David Sharbaugh, and the 2020 members were Geoff Hurd, Tony Brady, David Caffaro, Ann McStay, Lee Tilghman, Noah Evans, and Jan Toth.

The 2021 operating budget reflects the continuation of expense management. Revenues are budgeted at \$857,982 and total expenses are budgeted at \$860,228 for a net operating income deficit of -\$2,246. The PPP loan is reported as a liability while we await the application for loan forgiveness. When we receive notification of the loan amount that will be forgiven, it will be recorded as 2021 income. The Finance Commission and the Vestry are committed to closely monitoring the monthly financial reports and will make budget adjustments as needed when we return to in-person services and programs and building use increases.

On a personal note, I extend my heartfelt gratitude to everyone who has contributed so generously to the life and community of St. Paul's. As challenging a year as this was, St. Paul's has provided numerous virtual programs and volunteer opportunities allowing us to stay connected to each other. We are blessed to have Noah, Laura, and all the staff who worked tirelessly to respond to the challenges of keeping St. Paul's running. We are also blessed that so many lay members have dedicated their time and gifts over the past year to lead programs. Thank you to everyone who makes St. Paul's an amazing community.

With God's blessings,

Jan Toth, Treasurer

Saint Paul's Episcopal Church - New
Profit & Loss Budget Performance
January through December 2020

	ACTUAL 2020	REVISED 2020 BUDGET	ORIGINAL 2020 BUDGET
Ordinary Income/Expense			
Income			
4000 · STEWARDSHIP COMM-OPERATING REVE			
4001 · CURRENT YEAR CONTRIBUTIONS	734,509	787,212	808,555
4002 · INITIAL OFFERINGS	15	300	300
4004 · PREVIOUS YEAR PLEDGE PAYMENTS	38,936	5,000	5,000
Total 4000 · STEWARDSHIP COMM-OPERATING REVE	773,460	792,512	813,855
4010 · WORSHIP COMMISSION-REVENUE			
4011 · CASH IN OFFERING PLATE	3,149	5,000	20,000
4012 · SPECIAL DAY OFFERINGS	22,148	20,000	40,000
Total 4010 · WORSHIP COMMISSION-REVENUE	25,297	25,000	60,000
4020 · PROPERTY COMMISSION			
4021 · NURSERY SCHOOL USE	21,249	24,200	24,200
4022 · WEDDINGS	3,090	2,500	2,500
4024 · FUNERALS	325	1,000	1,000
4025 · BUILDING USE MISC.	1,510	1,000	4,000
Total 4020 · PROPERTY COMMISSION	26,174	28,700	31,700
4030 · CHILDREN'S AND YOUTH MIN	2,189	2,300	2,300
4040 · EXECUTIVE COMMISSION			
4044 · INTEREST/DIV ON RESTRICTED	207	300	300
4045 · MISCELLANEOUS REVENUE	7,387	2,000	2,000
4046 · NATALIE ELIZABETH RAY	6,982	7,600	7,600
Total 4040 · EXECUTIVE COMMISSION	14,577	9,900	9,900
Total Income	841,696	858,412	917,755
Gross Profit	841,696	858,412	917,755
Expense			
6000 · CHILDREN AND YOUTH COMMISSION			
6001 · C & Y MISC	56	285	585
6002 · C & Y SUPPLIES	3,062	3,245	6,245
6008 · C & Y EVENTS	3,271	990	3,990
6009 · C & Y EDUCATION	852	480	480
Total 6000 · CHILDREN AND YOUTH COMMISSION	7,241	5,000	11,300
6010 · PROPERTY - OPERATING			
6011 · CHURCH VAN EXPENSE	104	3,100	3,100
6012 · NETWORK	8,387	3,600	3,600
6013 · SERVICES	25,984	16,500	16,500
6014 · REPAIRS & MAINTENANCE	7,150	10,000	21,000
6015 · PROPERTY SUPPLIES	14,925	8,000	8,000
Total 6010 · PROPERTY - OPERATING	56,550	41,200	52,200
6020 · COMMUNICATIONS			
6022 · COMM. EXP.	1,788	2,000	2,000
Total 6020 · COMMUNICATIONS	1,788	2,000	2,000
6030 · UTILITIES			
6031 · ELECTRIC	9,604	11,000	11,000
6032 · GAS	12,126	16,500	16,500
6033 · WATER & SEWER	4,754	5,800	5,800
6034 · TELEPHONE & INTERNET	4,760	4,700	4,700
6035 · GARBAGE & STORM WATER TAX	2,103	2,500	2,500
Total 6030 · UTILITIES	33,347	40,500	40,500

Saint Paul's Episcopal Church - New
Profit & Loss Budget Performance
January through December 2020

	ACTUAL 2020	REVISED 2020 BUDGET	ORIGINAL 2020 BUDGET
6040 · FELLOWSHIP COMMISSION			
6041 · FELLOWSHIP	862	1,000	4,000
Total 6040 · FELLOWSHIP COMMISSION	862	1,000	4,000
6050 · PERSONNEL COMMISSION			
6051 · SALARIES CLERGY			
6052 · SALARY/HOUSING-RECTOR	145,042	145,000	145,000
6054 · SALARY/HOUSING-ASST RECTOR	56,138	56,100	56,100
6056 · DIRECTOR OF YOUTH MINISTRY	19,200	19,200	19,200
6057 · PRIEST ASSOCIATES	3,943	5,000	5,000
Total 6051 · SALARIES CLERGY	224,322	225,300	225,300
6058 · PAYROLL TAXES	22,463	20,340	20,340
6060 · SALARIES LAY STAFF			
6061 · DIRECTOR OF MUSIC & ART	54,909	54,864	54,864
6062 · SALARY-ASST MUSIC DIRECTOR	14,000	15,000	15,000
6064 · SALARY-DIR OF CHILD & FAMILY MI	37,886	35,100	35,100
6065 · SALARY-FINANCIAL ADMINISTRATOR	24,747	22,665	22,665
6066 · SALARY-PARISH ADMINISTRATOR	45,450	42,266	42,265
6067 · WAGES-CHILDCARE ASSISTANT	468	500	2,500
6068 · WAGES-HEAD SEXTON	34,428	40,234	40,234
6069 · WAGES-ASSISTANT SEXTON #1	12,580	11,856	11,856
6070 · WAGES-ASSISTANT SEXTON #2	4,438	11,856	11,856
6071 · WAGES-ASSISTANT SEXTON #3	8,952	1,788	8,736
6072 · SEXTON REIMBURSEMENT	(360)	(4,000)	(4,000)
6075 · COMM. CONTRACTOR	936	1,000	5,800
6076 · DIRECTOR OF ENGAGEMENT	22,310	20,800	20,800
Total 6060 · SALARIES LAY STAFF	260,743	253,928	267,676
6077 · CLERGY HOSPITALITY	8	100	1,000
6080 · PENSION CLERGY			
6081 · PENSION - RECTOR	17,400	26,100	26,100
6083 · PENSION-ASST RECTOR	6,732	10,098	10,098
6084 · PENSION - INTERIM CLERGY	-	-	-
6085 · PENSION - YOUTH MINISTER	2,304	3,456	3,456
Total 6080 · PENSION CLERGY	26,436	39,654	39,654
6087 · CLERGY CONTINUING EDUCATION	805	1,000	2,500
6090 · MEDICAL INSURANCE			
6091 · MEDICAL/DENTAL INSURANCE - RECT	29,162	30,186	30,186
6092 · MEDICAL/DENTAL OFFSET - RECTOR	(15,480)	(15,480)	(15,480)
6094 · MEDICAL/DENTAL-ASST RECTOR	10,382	9,804	9,804
6095 · MEDICAL/DENTAL INSUR.-LAY STAFF	28,387	1,080	1,080
Total 6090 · MEDICAL INSURANCE	52,451	25,590	25,590
6096 · PENSION LAY STAFF	14,893	19,434	19,434
Total 6050 · PERSONNEL COMMISSION	602,122	585,346	601,494
6100 · EXECUTIVE COMMISSION EXP			
6101 · BANK SERVICE CHARGES	1,223	750	750
6102 · INSURANCE	20,536	20,000	20,000
6103 · STAFF EXPENSES	652	1,000	1,000
6106 · EQUIPMENT LEASING	15,127	20,000	20,000
6107 · POSTAGE	3,641	3,500	3,500
6108 · OFFICE SUPPLIES	4,846	4,500	4,500
6109 · OTHER ADMINISTRATIVE EXP	1,783	1,000	1,000
6110 · AUDIT FEES	5,665	5,000	5,000
6111 · PAYROLL SERVICES	1,386	1,000	1,000
6112 · PROFESSIONAL EXPENSES	-	500	3,500
6113 · VESTRY EXPENSES	76	100	500
6114 · PLANNING	-	-	200

Saint Paul's Episcopal Church - New
Profit & Loss Budget Performance
January through December 2020

	ACTUAL 2020	REVISED 2020 BUDGET	ORIGINAL 2020 BUDGET
6115 · DIOCESAN ASSESSMENT	98,581	98,581	98,581
6116 · OUTSIDE PERSONNEL SERVICES	200	750	750
6117 · CPA CONSULTING	3,400	7,900	7,900
6118 · Reconciliation Discrepancies	1,400	-	-
Total 6100 · EXECUTIVE COMMISSION EXP	158,516	164,581	168,181
6300 · WORSHIP			
6301 · LEM/LECTOR	-	-	200
6302 · ACOLYTES	27	30	200
6303 · AUDIO EXPENSES	-	-	500
6304 · OTHER	(403)	-	500
Total 6300 · WORSHIP	(376)	30	1,400
6410 · OUTREACH			
6411 · OUTREACH (OPERATING)	10,000	12,000	12,000
Total 6410 · OUTREACH	10,000	12,000	12,000
6500A · MUSIC MINISTRY			
6501A · INSTRUMENT MAINTENANCE	1,615	3,000	3,000
6502A · MUSIC (SCORES & RECORDINGS)	(24)	300	800
6503A · INSTRUMENTALISTS	3,275	-	-
6505 · PROFESSIONAL DUES	320	355	355
6507 · PERSONNEL SUBSTITUTIONS	-	-	1,000
6509 · LICENSING	945	1,100	1,100
6511 · EASTER WORSHIP MUSIC	-	-	2,800
6512 · BACH CANTATA	-	-	1,375
6514 · CHRISTMAS EVE MUSIC	-	-	3,350
6515 · MUSIC ENSEMBLE SUPPLIES	-	-	900
Total 6500A · MUSIC MINISTRY	6,131	4,755	14,680
6600 · STEWARDSHIP COMMISSION			
6601 · CONTRIBUTION ENVELOPES	979	1,000	1,000
6604 · OTHER PASTORAL	50	-	1,500
Total 6600 · STEWARDSHIP COMMISSION	1,029	1,000	2,500
6700 · PASTORAL CARE & NEWCOMERS COMMI			
6701 · WELCOMING/NEWCOMERS COMMITTEE	268	300	1,000
6702 · OTHER	-	-	500
6703 · STEPHEN MINISTRY	260	200	1,000
Total 6700 · PASTORAL CARE & NEWCOMERS COMMI	528	500	2,500
6910 · SPIRITUAL GROWTH COMMISSION			
6911 · ADULT EDUCATION	310	500	5,000
Total 6910 · SPIRITUAL GROWTH COMMISSION	310	500	5,000
Total Expense	878,049	858,412	917,755
Net Ordinary Income	(36,353)	-	1
Net Income	(36,353)	-	1

Saint Paul's Episcopal Church - New
Balance Sheet
As of December 31, 2020

	<u>Dec 31, 20</u>	<u>Dec 31, 19</u>
ASSETS		
Current Assets		
Checking/Savings		
1000 · OPERATING ACCOUNT	209,045.72	127,287.71
1002 · MONEY MARKET	191,343.17	191,136.00
1003 · RECTOR DISCRETIONARY	13,176.25	17,415.75
1004 · ASSIST. RECTOR DISCRETIONARY	6,544.00	5,360.36
1006 · HEF-TIL (ENDOWMENT)	183,850.71	145,491.68
1007 · FNB (ENDOWMENT)	908.03	4,153.63
1008 · PETTY CASH	150.00	150.00
Total Checking/Savings	<u>605,017.88</u>	<u>490,995.13</u>
Other Current Assets		
1205 · Contribution receivable	1,745.59	0.00
Total Other Current Assets	<u>1,745.59</u>	<u>0.00</u>
Total Current Assets	<u>606,763.47</u>	<u>490,995.13</u>
Fixed Assets		
1500 · Furniture and Equipment	131,698.01	131,698.01
1510 · Buildings - Operating	3,187,129.00	3,187,129.00
1570 · Land - Operating	30,819.00	30,819.00
Total Fixed Assets	<u>3,349,646.01</u>	<u>3,349,646.01</u>
TOTAL ASSETS	<u>3,956,409.48</u>	<u>3,840,641.14</u>
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Other Current Liabilities		
2010 · LIABILITIES		
2011 · DUE TO OTHERS	0.00	2,205.53
2012 · DUE TO FRIENDSHIP VILLIAGE	449.25	437.25
2014 · DUE TO FOOD PANTRY	0.00	494.00
2016 · EDUCATION FOR MINISTRY	0.00	400.00
2017 · DUE DAUGHTERS OF THE KING	0.00	132.45
2018.1 · DUE CHURCH PERIODICAL CLUB	0.00	166.40
Total 2010 · LIABILITIES	<u>449.25</u>	<u>3,835.63</u>
2018 · SPECIAL GIFT 2021	27,209.02	0.00
2020 · NEXT YEAR PLEDGES	56,986.26	39,825.03
2021 · PAYROLL LIABILITIES		
2022 · LST LIABILITY	0.00	218.95
2021 · PAYROLL LIABILITIES - Other	663.05	0.00
Total 2021 · PAYROLL LIABILITIES	<u>663.05</u>	<u>218.95</u>
2023 · 403b LIABILITY	0.00	7,854.61
Total Other Current Liabilities	<u>85,307.58</u>	<u>51,734.22</u>
Total Current Liabilities	<u>85,307.58</u>	<u>51,734.22</u>
Long Term Liabilities		
2500 · PPP Loan	93,400.00	0.00
Total Long Term Liabilities	<u>93,400.00</u>	<u>0.00</u>
Total Liabilities	<u>178,707.58</u>	<u>51,734.22</u>

2:27 PM
02/11/21
Cash Basis

Saint Paul's Episcopal Church - New
Balance Sheet
As of December 31, 2020

	<u>Dec 31, 20</u>	<u>Dec 31, 19</u>
Equity		
3000 · Unrestricted Net Assets	-39,825.03	0.00
3001 · Net assets without donor	3,470,494.26	3,512,510.76
3200 · Net assets with donor		
3201 · ENDOWMENT FUND	184,758.74	149,645.31
3203 · PROPERTY FUND	52,280.19	53,166.23
3204 · COTILLION	24,339.85	32,570.49
3205 · MUSIC	30,368.39	34,397.94
3210 · OUTREACH FUND	6,912.09	16,454.43
3211 · MEMORIAL FUND	13,701.66	15,540.71
3212 · ALTAR GUILD	5,922.35	10,156.12
3213 · EDUCATION	2,770.07	3,395.07
3214 · COLUMBARIUM	5,999.02	5,487.02
3215 · YOUTH & MISSION TRIP	2,968.50	2,780.17
3217 · DONUT FUND	3,550.45	5,667.80
3220 · STAINED GLASS WINDOWS	0.00	188.00
3225 · COVID-19 RELIEF	24,666.38	0.00
3302 · SPECIAL EVENTS - PTA		
3310 · COLLIN MEDICAL FUND	0.00	200.00
3313 · YOUNG ADULTS	0.00	1,669.22
LG · LAURA GIFTS	0.00	1,396.31
Total 3302 · SPECIAL EVENTS - PTA	0.00	3,265.53
LIBE · LIBRARY	0.00	22.43
SNE · SPECIAL NEEDS MINISTRY	0.00	726.00
Total 3200 · Net assets with donor	358,237.69	333,463.25
Net Income	-11,205.02	-57,067.09
Total Equity	3,777,701.90	3,788,906.92
TOTAL LIABILITIES & EQUITY	<u>3,956,409.48</u>	<u>3,840,641.14</u>

Saint Paul's Episcopal Church - New
Profit & Loss Budget Performance
January 2021

	<u>Annual Budget</u>
Ordinary Income/Expense	
Income	
4000 · STEWARDSHIP COMM-OPERATING REVE	
4001 · CURRENT YEAR CONTRIBUTIONS	
4001.1 · Special Gifts	41,000.00
4001 · CURRENT YEAR CONTRIBUTIONS - Other	740,000.00
Total 4001 · CURRENT YEAR CONTRIBUTIONS	781,000.00
4002 · INITIAL OFFERINGS	0.00
4004 · PREVIOUS YEAR PLEDGE PAYMENTS	15,000.00
Total 4000 · STEWARDSHIP COMM-OPERATING REVE	796,000.00
4010 · WORSHIP COMMISSION-REVENUE	
4011 · CASH IN OFFERING PLATE	5,000.00
4012 · SPECIAL DAY OFFERINGS	20,000.00
Total 4010 · WORSHIP COMMISSION-REVENUE	25,000.00
4020 · PROPERTY COMMISSION	
4021 · NURSERY SCHOOL USE	24,200.00
4022 · WEDDINGS	2,500.00
4024 · FUNERALS	1,000.00
4025 · BUILDING USE MISC.	0.00
Total 4020 · PROPERTY COMMISSION	27,700.00
4030 · CHILDREN'S AND YOUTH MIN	0.00
4040 · EXECUTIVE COMMISSION	
4044 · INTEREST/DIV ON RESTRICTED	300.00
4045 · MISCELLANEOUS REVENUE	2,000.00
4046 · NATALIE ELIZABETH RAY	6,982.36
Total 4040 · EXECUTIVE COMMISSION	9,282.36
Total Income	857,982.36
Gross Profit	857,982.36
Expense	
6000 · CHILDREN AND YOUTH COMMISSION	
6001 · C & Y MISC	0.00
6002 · C & Y SUPPLIES	0.00
6008 · C & Y EVENTS	0.00
6009 · C & Y EDUCATION	0.00
Total 6000 · CHILDREN AND YOUTH COMMISSION	0.00
6010 · PROPERTY - OPERATING	
6011 · CHURCH VAN EXPENSE	400.00
6012 · NETWORK	9,840.00
6013 · SERVICES	9,900.00
6014 · REPAIRS & MAINTENANCE	10,000.00
6015 · PROPERTY SUPPLIES	9,000.00
Total 6010 · PROPERTY - OPERATING	39,140.00
6020 · COMMUNICATIONS	
6022 · COMM. EXP.	2,000.00
Total 6020 · COMMUNICATIONS	2,000.00
6030 · UTILITIES	
6031 · ELECTRIC	9,392.00
6032 · GAS	12,000.00
6033 · WATER & SEWER	4,866.00
6034 · TELEPHONE & INTERNET	6,000.00
6035 · GARBAGE & STORM WATER TAX	2,103.00

Saint Paul's Episcopal Church - New
Profit & Loss Budget Performance
January 2021

	<u>Annual Budget</u>
Total 6030 · UTILITIES	34,361.00
6040 · FELLOWSHIP COMMISSION	
6041 · FELLOWSHIP	0.00
Total 6040 · FELLOWSHIP COMMISSION	0.00
6050 · PERSONNEL COMMISSION	
6051 · SALARIES CLERGY	
6052 · SALARY/HOUSING-RECTOR	145,000.00
6054 · SALARY/HOUSING-ASST RECTOR	56,100.00
6056 · DIRECTOR OF YOUTH MINISTRY	19,200.00
6057 · PRIEST ASSOCIATES	1,000.00
Total 6051 · SALARIES CLERGY	221,300.00
6058 · PAYROLL TAXES	20,395.00
6060 · SALARIES LAY STAFF	
6061 · DIRECTOR OF MUSIC & ART	54,864.00
6062 · SALARY-ASST MUSIC DIRCTOR	15,000.00
6064 · SALARY-DIR OF CHILD & FAMILY MI	35,100.00
6065 · SALARY-FINANCIAL ADMINISTRATOR	23,861.00
6066 · SALARY-PARISH ADMINISTRATOR	41,600.00
6067 · WAGES-CHILDCARE ASSISTANT	0.00
6068 · WAGES-HEAD SEXTON	37,440.00
6069 · WAGES-ASSISTANT SEXTON #1	11,856.00
6070 · WAGES-ASSISTANT SEXTON #2	11,652.00
6071 · WAGES-ASSISTANT SEXTON #3	0.00
6072 · SEXTON REIMBURSEMENT	0.00
6075 · COMM. CONTRACTOR	0.00
6076 · DIRECTOR OF ENGAGEMENT	20,800.00
Total 6060 · SALARIES LAY STAFF	252,173.00
6077 · CLERGY HOSPITALITY	0.00
6080 · PENSION CLERGY	
6081 · PENSION - RECTOR	26,100.00
6083 · PENSION-ASST RECTOR	10,098.00
6084 · PENSION - INTERIM CLERGY	0.00
6085 · PENSION - YOUTH MINISTER	3,456.00
Total 6080 · PENSION CLERGY	39,654.00
6087 · CLERGY CONTINUING EDUCATION	0.00
6090 · MEDICAL INSURANCE	
6091 · MEDICAL/DENTAL INSURANCE - RECT	31,536.00
6092 · MEDICAL/DENTAL OFFSET - RECTOR	-16,596.00
6094 · MEDICAL/DENTAL-ASST RECTOR	10,536.00
6095 · MEDICAL/DENTAL INSUR.-LAY STAFF	49,012.00
Total 6090 · MEDICAL INSURANCE	74,488.00
6096 · PENSION LAY STAFF	16,552.00
Total 6050 · PERSONNEL COMMISSION	624,562.00
6100 · EXECUTIVE COMMISSION EXP	
6101 · BANK SERVICE CHARGES	1,050.00
6102 · INSURANCE	20,000.00
6103 · STAFF EXPENSES	1,000.00
6106 · EQUIPMENT LEASING	25,030.00
6107 · POSTAGE	3,500.00
6108 · OFFICE SUPPLIES	4,500.00
6109 · OTHER ADMINISTRATIVE EXP	1,000.00
6110 · AUDIT FEES	5,000.00
6111 · PAYROLL SERVICES	1,000.00
6112 · PROFESSIONAL EXPENSES	0.00
6113 · VESTRY EXPENSES	500.00
6114 · PLANNING	0.00
6115 · DIOCESAN ASSESSMENT	89,335.00

Saint Paul's Episcopal Church - New
Profit & Loss Budget Performance
January 2021

	<u>Annual Budget</u>
6116 · OUTSIDE PERSONNEL SERVICES	750.00
6117 · CPA CONSULTING	3,000.00
6118 · Reconciliation Discrepancies	0.00
Total 6100 · EXECUTIVE COMMISSION EXP	155,665.00
 6300 · WORSHIP	
6301 · LEM/LECTOR	0.00
6302 · ACOLYTES	0.00
6303 · AUDIO EXPENSES	500.00
6304 · OTHER	0.00
Total 6300 · WORSHIP	500.00
 6410 · OUTREACH	
6411 · OUTREACH (OPERATING)	0.00
Total 6410 · OUTREACH	0.00
 6500A · MUSIC MINISTRY	
6501A · INSTRUMENT MAINTENANCE	3,000.00
6502A · MUSIC (SCORES & RECORDINGS)	0.00
6503A · INSTRUMENTALISTS	0.00
6505 · PROFESSIONAL DUES	0.00
6507 · PERSONNEL SUBSTITUTIONS	0.00
6509 · LICENSING	0.00
6511 · EASTER WORSHIP MUSIC	0.00
6512 · BACH CANTATA	0.00
6513 · ADVENT LESSONS & MUSIC	0.00
6514 · CHRISTMAS EVE MUSIC	0.00
6515 · MUSIC ENSEMBLE SUPPLIES	0.00
6516 · SOLOISTS	0.00
Total 6500A · MUSIC MINISTRY	3,000.00
 6600 · STEWARDSHIP COMMISSION	
6601 · CONTRIBUTION ENVELOPES	1,000.00
6604 · OTHER PASTORAL	0.00
Total 6600 · STEWARDSHIP COMMISSION	1,000.00
 6700 · PASTORAL CARE & NEWCOMERS COMMI	
6701 · WELCOMING/NEWCOMERS COMMITTEE	0.00
6702 · OTHER	0.00
6703 · STEPHEN MINISTRY	0.00
Total 6700 · PASTORAL CARE & NEWCOMERS COMMI	0.00
 6910 · SPIRITUAL GROWTH COMMISSION	
6911 · ADULT EDUCATION	0.00
Total 6910 · SPIRITUAL GROWTH COMMISSION	0.00
 Total Expense	860,228.00
Net Ordinary Income	-2,245.64
Net Income	-2,245.64

