



St. Paul's Episcopal Church

Annual Parish Meeting January 31, 2021

OPENING PRAYER

*O God of unchangeable power and eternal light:
look favorably on your whole Church, that wonderful and sacred mystery;
by the effectual working of your providence, carry out in tranquility the plan of salvation;
let the whole world see and know that things which were cast down are being raised up,
and things which had grown old are being made new, and that all things are being brought to their perfection
by him through whom all things were made, your Son Jesus Christ our Lord;
who lives and reigns with you, in the unity of the Holy Spirit, one God, for ever and ever. Amen.*

From The Book of Common Prayer, p. 280

AGENDA

- I Opening Prayer and Call to Order
- II Appointment of Meeting Secretary
- III Election of Vestry
- IV Rector's Report
- V Vestry Wardens Reports
- VI Treasurer's Report
- VII Staff and Vestry Reports
- VIII Vestry Election Results
- IX Closing Prayer and Adjournment
- X Q&A Session (Optional)

2021 Vestry Election

Who May Vote ?

All confirmed communicants in a good standing not less than sixteen years of age. Those voters so qualified and being present at the meeting shall constitute a quorum.

Requirements to serve on the Vestry are:

- Be a confirmed member of the Episcopal Church enrolled as a member of the parish, 18 years of age or older.
- Have been regular in attendance at the services of the church in the year preceding election. Made and maintained a financial commitment to the parish, known to the treasurer, in the year preceding election.

These are qualifications not only for election but for continued service on the vestry. A vestry member should lead the way in participation in the worship life and financial support of the parish. The term of a vestry member is for three years, and a vestry member is not eligible for re-election in the year following the expiration of his or her term, unless the member is serving less than half a term left vacant by the resignation of a vestry member. In this case, the member may stand for a full term in the next election.

The candidates for the 2020-23 vestry class are: Raymond (Frankey) Henderson, Tony King, Mark LeVan, Frank West and Virginia Williams.

Rector's Report

Submitted by The Rev. Hazel Smith Glover, Rector

As the deer longs for the water-brooks, so longs my soul for you, O God.

Psalm 42

As the past year has unfolded with all of its unexpected twists and turns, the lines from Psalm 42 have been a comfort. The psalmist recognizes his spiritual thirst but does not know the way forward. By the end of the psalm what seemed like a dead end turns toward hope in the last verse. "Put your trust in God: for I will yet give thanks to him, who is the help of my countenance and my God".

I must admit that in these pandemic times although my heart's desire remains strong, the "how to" stay connected to God and one another has been challenging. Although our souls long to be back in the nave in-person together, our reality has been that we have had to adapt and experiment with alternative ways to worship and care for one another.

Individual reports in this document describe the innovative and faithful work of those who have shared their gifts and creativity in the areas such as Christian Formation for Children, Youth, and Adults. Others speak to the formation of task forces or ministries for regathering in person, communications, multimedia, and by-law compilation. In this Rector's Report, I have chosen to focus on Worship.

As I look back over the year the evolution of virtual worship began as Philip Hand showed up with his personal camera, borrowed lights from Ann Graner, and his calm disposition to record the Sunday

services and to live stream a weekly healing service. Months later our capacity to create expanded and professional virtual offerings is remarkable due to collaborative work by the staff, vestry, flower guild and altar guilds, musicians, and readers.

During the Fall of 2020, recorded worship was augmented with ten weeks of outside in-person services. Being with one another as our voices blended to pray the words of the liturgy and to share in Eucharistic bread were indescribably holy, healing, and life giving. On Christmas Eve several in-person offerings were well received. Many took advantage of an early evening bonfire in the parking lot. Others chose to gather for 20 minutes inside the nave via scheduled Sacred Space Pilgrimages.

In roughly six weeks, a year will have passed since the pandemic interrupted our “normal” communal life. We have no idea when it will end. In this current world when many of us struggle with pandemic and Zoom fatigue, how might we become a stronger community of love and support? An oasis for all? The leadership and I will continue to explore and experiment but we need your help, your ideas, your energy, and your presence.

With a hopeful and thankful heart,
Hazel+

*“Put your trust in God: for I will yet give thanks to him,
who is the help of my countenance and my God”.*

Senior Warden Report

Submitted by Jennifer Thomasson

Serving as Senior Warden for St. Paul’s Episcopal during 2020 has been an honor and quite a unique experience. We have spent the better part of a year, wandering in the wilderness created by COVID19. The Vestry has done its best to stay focused on our parish’s strategic goals, even as we were forced to tend to the minute details of keeping the church going. Assisting our Rector during this time has been an emotional roller coaster ride. As the year unfolded in unexpected ways, the Vestry and Hazel+ often reflected on how helpless one can feel when trying to lead through a crisis. While it often felt like we had few options, the vestry spent considerable time researching protocols, creating implementation plans, and recruiting volunteers to help us execute on whatever had not changed in the meantime. As Hazel+ liked to remind us, we were (and continue to be) experimenting. We have become convinced that building innovative programs and ministries will be the way to be better prepared to serve each other and our community into the future no matter what comes next.

With the church building closed, our construction projects did not create the logistical problems we were anticipating, which is an unexpected blessing. Below is a description of our work:

- Completed renovation and furnishing of the Children’s Wing. The project came in on budget, and was made possible, in large part, by the generosity of Linda and Gordon Ramsey. The Children’s Chapel was consecrated, and the other spaces dedicated.
- Began construction of Phase 2 to include a new porte-cochere, covered walkway, accessibility ramp, hospitality foyer, two meeting/classrooms adjacent to the Parish Hall, and Children’s Courtyard with playground. Phase 2 is being funded through a very generous lead gift, and gifts

at various levels from many other donors. Most recently, we raised enough funds to begin renovation on the Parish Kitchen from a variety of generous donors, however, more gifts are needed to fully complete the project. If you would like to support the kitchen project financially, please contact me!

- Invested heavily in equipment that allowed us to record services at the beginning of the forced closure of our church building and will allow us to live-stream services, meetings, and events for the foreseeable future.

As we move into 2021, I look forward to welcoming three new Vestry members and will be forever grateful for the experience of serving with the retiring members in such an interesting time!

Most Sincerely,
Jennifer Thomasson – Senior Warden

Junior Warden Report

Submitted by Bill Tudor

During 2020, Mark LeVan, our esteemed Sexton, has kept the church and grounds in fine operating condition. Even though we have not been able to worship in the church for much of the year, routine and larger Sexton issues have still had to be done. These have included such work as:

- Water leaks;
- Electrical such as breakers, bulbs, ballasts, etc.
- Plumbing issues such as faucets, toilets, etc.
- Fire extinguishers and signage;
- Installing plaques;
- Outside lighting issues;
- Working with the architect and electrical contractor on the renovation project to track electrical distribution;
- Many other routine repairs, fixes, etc.

Regarding larger projects, we elected to defer those to 2021 due to the unknown financial picture for the church in 2020. As it turned out, those funds that we carried forward have been very useful for the 2021 budget.

A large part of the Junior Warden/Sexton effort this year was the work involved in the Re-Opening Task Force to prepare St. Paul's for the day when we can return to in-person, indoor worship. In addition, the outdoor services we had for 10 weeks required a great deal of logistical support and plain manpower. The entire Task Force and many more volunteers pitched in to make those services successful.

Treasurer's Report

Submitted by Beth Gourley

In spite of the forced shutdown of the church building for the better part of 2020 due to COVID19, the finances thankfully turned out positive. Revenues were down, but so were expenses.

We had slightly more than average unpaid pledge balances and took a hit on open plate contributions (for obvious reasons):

	YTD Actual:	YTD Budget:
Open Plate	\$ 62,263.56	\$ 90,000.00
Pledged Offerings	\$ 480,000.00	\$ 505,380.00

Expenses were below budget in most categories, but especially in Property and Parish Life:

	YTD Actual:	YTD Budget:
Property	\$ 48,927.25	\$ 76,200.00
Parish Life	\$ 4,468.16	\$ 16,300.00

We ended the year with \$ 31,887.53 to spare. The Vestry voted that \$ 5,000.00 of this will be transferred to our Reserve Operating account and \$ 26,887.53 will be transferred to our Building Reserve account. Maintaining adequate reserves to protect the church in times of unforeseen negative circumstances is part of good stewardship.

	CURRENT	GOAL
Reserve Operating	\$205,023.01	\$325,000.00 (based on \$650k budget)
Building Reserve	\$ 74,912.50	No Established Goal

We recently had two of our HVAC systems fail due to age and use. The invoices will be paid in 2021, so we will replenish this account this year with more funding than we have done in the past.

Vestry Reserve \$35,183.71 No Established Goal

This account was used in 2020 to fund necessary equipment for our Live Streaming project which will allow St. Paul's to make online services a normal part of worship from now on.

2020 Balance Sheet Analysis

Accounts	Current Balance (Last Year)	Current Balance (This Year)
ASSETS		
Current Assets		
Bank Accounts		
101041 - St Paul's Checking Acct-Synovus	\$14,515.22	\$78,379.99
101051 - Rector's Discretionary Account	\$1,722.45	\$3,553.90
101071 - Curate's Discretionary Account	\$116.54	\$0.00
Total Bank Accounts	\$16,354.21	\$81,933.89
Investments		
102001 - Mary Kate Mason	\$172,933.31	\$192,438.63
102005 - Synovus Repurchase	\$585,099.35	\$1,256,977.13
102021 - Synovus Securities Inc	\$1,123,164.23	\$245,267.13
Total Investments	\$1,881,196.89	\$1,694,682.89
Construction In Progress		
103001 - 2019 Remodel	\$615,417.53	\$615,417.53
Total Construction In Progress	\$615,417.53	\$615,417.53
Total Current Assets	\$2,512,968.63	\$2,392,034.31
Fixed Assets		
Buildings and Land		
150100 - Land	\$300,000.00	\$300,000.00
150102 - Land Acquisition 2015	\$39,280.90	\$39,280.90
150110 - Parish	\$3,400,000.00	\$3,400,000.00
Total Buildings and Land	\$3,739,280.90	\$3,739,280.90
Furniture and Equipment		
151050 - Furniture	\$275,000.00	\$275,000.00
151100 - Office & Computer Equipment	\$125,000.00	\$125,000.00
151110 - Music Equipment	\$80,000.00	\$80,000.00
Total Furniture and Equipment	\$480,000.00	\$480,000.00
Total Fixed Assets	\$4,219,280.90	\$4,219,280.90
Total ASSETS	\$6,732,249.53	\$6,611,315.21
LIABILITIES, NET ASSETS, & Restricted Funds		
LIABILITIES		
Current Liabilities		
230022 - Other Liabilities	\$1,500.00	\$0.00
230024 - Prepaid Pledges	\$79,797.20	\$77,750.00
Total Current Liabilities	\$81,297.20	\$77,750.00
Total LIABILITIES	\$81,297.20	\$77,750.00
NET ASSETS		
299901 - Unrestricted	\$4,826,594.58	\$4,777,128.07
Excess Cash Received	\$73,626.93	\$31,887.55
Total NET ASSETS and Excess Cash Received	\$4,900,221.51	\$4,809,015.62
Restricted Funds		
Total TEMPORARILY RESTRICTED	\$1,645,730.82	\$1,619,549.59
Total PERMANENTLY RESTRICTED	\$105,000.00	\$105,000.00
Total Restricted Funds	\$1,750,730.82	\$1,724,549.59
Total LIABILITIES, NET ASSETS, & Restricted Fund	\$6,732,249.53	\$6,611,315.21

2020 Restricted Funds

Accounts	Beginning Balance	Restricted Revenue	Restricted Expenses	Ending Balance
<u>TEMPORARILY RESTRICTED</u>				
Designated				
800010 - Memorial Fund-ND	\$11,021.15	\$1,405.00	\$0.00	\$12,426.15
800011 - St. Francis Garden-DD	\$50.00	\$0.00	\$0.00	\$50.00
800012 - Construction in Progress-DD	\$0.00	\$118,083.10	\$0.00	\$118,083.10
800013 - Peace & Purpose-DD	\$1,021,020.84	\$452,064.32	\$623,356.54	\$849,728.62
800015 - Building Projects-ND	\$1,312.30	\$125.15	\$0.00	\$1,437.45
800016 - Grounds & Landscape Projects-ND	\$17,332.00	\$0.00	\$0.00	\$17,332.00
800018 - Building Reserve-ND	\$69,912.50	\$5,000.00	\$0.00	\$74,912.50
800020 - Reserve Operating Account-ND	\$200,023.01	\$5,000.00	\$0.00	\$205,023.01
800022 - Rector Sabbatical Savings Fund-ND	\$30,000.00	\$5,000.00	\$0.00	\$35,000.00
800040 - Youth Ministry-DD	\$4,726.80	\$1,289.00	\$381.79	\$5,634.01
800041 - Children's Ministry-DD	\$100.00	\$0.00	\$0.00	\$100.00
800045 - Youth Financial Assistance-DD	\$3,102.45	\$0.00	\$0.00	\$3,102.45
800048 - Youth-DD	\$74,673.73	\$22,325.00	\$50,107.25	\$46,891.48
800050 - Memorial Garden Fund-DD	\$3,670.80	\$500.00	\$208.65	\$3,962.15
800055 - Arts and Gifts-DD	\$543.77	\$0.00	\$0.00	\$543.77
800070 - Pre-paid Pledges-DD	\$0.00	\$77,750.00	\$77,750.00	\$0.00
800084 - Vestry Retreats-DD	\$0.00	\$2,680.00	\$2,410.00	\$270.00
800095 - Conferences/Speakers	\$0.00	\$5,000.00	\$0.00	\$5,000.00
800100 - Outreach and Mission-DD	\$1,424.86	\$0.00	\$0.00	\$1,424.86
800102 - Doris P Galloway Outreach Fund-DD	\$35,000.00	\$0.00	\$0.00	\$35,000.00
800130 - Flower Fund-DD	\$2,169.38	\$2,760.00	\$2,853.91	\$2,075.47
800180 - Choir/Organist/Musicians-DD	\$51,712.61	\$10,880.00	\$20,269.37	\$42,323.24
800185 - Worship-DD	\$346.52	\$0.00	\$0.00	\$346.52
800195 - Receptions-DD	\$2,082.54	\$788.25	\$0.00	\$2,870.79
800205 - Christian Education-DD	\$255.80	\$12.00	\$0.00	\$267.80
800210 - Health and Healing-DD	\$961.34	\$0.00	\$0.00	\$961.34
800215 - Men's Group-DD	\$5,898.25	\$1,080.00	\$0.00	\$6,978.25
800230 - Transportation-DD	\$3,848.00	\$20.00	\$859.06	\$3,008.94
800240 - Wednesday Night Supper-DD	\$7,633.26	\$1,062.00	\$1,090.88	\$7,604.38
800265 - St. Paul's Discretionary Fund-DD	\$3,152.81	\$11,627.19	\$13,700.00	\$1,080.00
800270 - Vacation Bible School-DD	\$577.00	\$0.00	\$0.00	\$577.00
800310 - Vestry Reserve-ND	\$16,727.03	\$58,311.19	\$39,761.18	\$35,277.04
800311 - Reserve-DD	\$0.00	\$9,511.00	\$6,673.84	\$2,837.16
800315 - Special Events-DD	\$2,315.60	\$270.00	\$270.00	\$2,315.60
800350 - Parish Life-DD	\$4,061.98	\$0.00	\$0.00	\$4,061.98
800400 - Rector's Discretionary Fund-DD	\$1,974.64	\$3,266.54	\$1,637.28	\$3,603.90
800410 - Curate's Discretionary Account-DD	\$166.54	\$0.00	\$166.54	\$0.00
800500 - Mary Kate Mason Scholarship-DD	\$67,933.31	\$53,911.42	\$34,406.10	\$87,438.63
Total Designated	\$1,645,730.82	\$849,721.16	\$875,902.39	\$1,619,549.59
Total TEMPORARILY RESTRICTED	\$1,645,730.82	\$849,721.16	\$875,902.39	\$1,619,549.59
<u>PERMANENTLY RESTRICTED</u>				
900101 - Mary Kate Mason Corpus-DD	\$105,000.00	\$0.00	\$0.00	\$105,000.00
Total PERMANENTLY RESTRICTED	\$105,000.00	\$0.00	\$0.00	\$105,000.00

2021 Budget

Accounts	2020 Annual Budget	2020 Actual	2021 Annual Budget
Revenues			
Open Plate/Non-Pledged	\$90,000.00	\$62,263.56	\$75,000.00
Miscellaneous	\$1,200.00	\$974.24	\$1,000.00
Transfer From Restricted Accts	\$100,770.00	\$67,722.17	\$75,000.00
Pledged Offerings	\$505,380.00	\$480,416.56	\$430,000.00
Interest Income	\$16,000.00	\$11,194.14	\$8,000.00
Uncollected Pledge Holdback	-\$26,750.58	\$0.00	-\$21,500.00
Total Revenues	\$690,599.42	\$622,594.67	\$567,500.00
Expenses			
Total Personnel	\$396,764.42	\$356,233.53	\$345,000.00
Total Property	\$76,200.00	\$48,927.25	\$48,000.00
Total Communications	\$6,500.00	\$4,171.51	\$5,000.00
Office Exp, Utilities & Audit	\$70,550.00	\$56,977.74	\$50,000.00
Nursery & Kitchen Expenses	\$1,900.00	\$674.23	\$1,000.00
Vestry/Stewardship/Council	\$8,200.00	\$3,958.08	\$4,500.00
Parish Life/Evangelism	\$16,300.00	\$4,468.16	\$6,000.00
Worship	\$11,700.00	\$13,883.32	\$10,000.00
Chrisitan Formation/Youth/VBS	\$10,500.00	\$3,289.90	\$6,663.00
Health/Healing/Outreach	\$30,400.00	\$27,150.83	\$25,000.00
Diocesan Commitment	\$61,585.00	\$61,584.88	\$66,337.00
Total Expenses	\$690,599.42	\$590,707.12	\$567,500.00
Net Total	\$0.00	\$31,887.55	\$0.00

Organist and Choirmaster's Report

Submitted by Mason Copeland

The music ministry started 2020 off strong, and then in March, everything changed for all of us. The choir continued to meet virtually on zoom, mostly for fellowship and sharing together. As most of you know, rehearsing music virtually is HARD, if not impossible. However, we have excellent musicians in our choir and we have been able to put together three virtual choir anthems with minimal to no rehearsal time. What a feat!

When people were allowed back into the church building, the staff singers and I began recording the music for Sunday services on Wednesday evenings, which eliminated the ability to zoom with choir members. I hope we can get back to singing in person all together soon! It is constantly on my mind.

The staff singers have been amazing at recording many, many hymns, anthems, and other service music since April, May? Has time lost all meaning for anyone else? Recording was intense: there were no tears, but many laughs and the blooper reel is slated to come out next month (*wink wink*). And speaking of the Staff Singers, we added Jenna Rodriguez to our quartet, and she has done amazing work thus far. These four singers are truly keeping the singing alive for church services these past few months, but one of the highlights for me was hearing the congregation sing "O Come, All Ye Faithful" for the Christmas Eve service. Congregational singing is one of the most powerful and enjoyable parts of church for me, and I can't wait until I can hear everyone's voices again!

Finally, we have begun live streaming our church services on Sunday mornings. As I am writing this, we just completed our first one! This adds to the feeling that we are back together, and brings us back into the realm of live worship, live singing, and live music...something we have not had for many months! I hope you all are able to add live worship into your schedules! Do not be afraid to sing the hymns and music along with us from your home! We can now lift our voices to God TOGETHER again!

Music Associate Report

Submitted by Dawn Harrison

What a year this has been. We had to change the whole paradigm of our program. At the beginning of 2020, the children were working very hard on a program to sing for their Lenten discipline. As it was, the quarantine notice took effect before Lent began, so we had to "shelve" the program for now.

To continue our rehearsals, the church acquired a Zoom account, so on Wednesdays at 5:00 we met via the internet. It was a challenge at first but soon caught on to the new method of teaching. With the help of Elise Wendelburg and Elisabeth Copeland, we recorded the piano and vocal parts of the anthems, the children would get the tracks and then they were sent to Cole Hankins. Cole would do his "magic" and incorporate all the recorded segments into one beautiful, seamless service.

Knowing the kids were "stuck" in their homes, I distributed the music and jigsaw puzzles to their homes to help pass the isolation time. While it has been a challenge, I believe we have done the best we could under trying circumstances. The parents have been so very helpful and my sincerest thanks to them as well as to Elise, Elisabeth and Cole and, of course, to the children in the choir: Elijah Edwards, James Edwards, Mary Scott Fabrizi, Mary Huskison, Caroline Lowe, Sydney Pape, Jaden Reynolds, Zachary Reynolds, PJ Saintilus, and Sophie Widdowson.

Youth Director Report

Submitted by Mary Margaret Stewart

Our mission is to build a godly foundation in the hearts of children and youth to sustain them for a lifetime. Children and youth are a key focus and priority at St. Paul's as we live into and uphold our baptismal covenant. We welcome everyone as we search for God in our lives, through Scripture, prayer, outreach, and fellowship. In an ever-changing world, connecting with God through Jesus is a constant that is timeless. We seek to create an environment in which children become aware of God's presence in the world, in nature, and in others. Amidst the COVID-19 pandemic, our work was carried out through virtual programs. [Click here](#) to read the Children & Youth Ministries brochure we developed in August for the St. Paul's congregation.

Since August, we have revived youth ministry via Zoom and with occasional in-person formation. We have celebrated All Saints and Christmas at St. Paul's together, and we have kept our young people engaged in serving in church via a virtual Youth Sunday in September, with Lily Hopkins delivering the sermon, and in the winter with recorded readings for the Christmas Eve service. We've offered several Zoom sessions, filled with fellowship, games and programming, as well as a confirmation class for three of our older high schoolers: Ava Beerman, Lily Hopkins, and Ramsey Hopkins.

We were able to successfully start fall 2020 with the help of Laura Lenaeus and Ben Marchman, but attendance has declined over the course of the semester, for both in-person and Zoom youth groups. Our goal is to revamp Sunday school programming for the Rite 13 and J2A classes. These programs provide the foundation for giving youth opportunities to bond through its curricula and activities such as service projects, urban plunge, pilgrimage, and more. Additionally, we are striving to build robust and self-renewing youth programs aimed at the future generation.

On February 7th, with the help of Ben Marchman and Hazel we will be leading a brainstorming session on Zoom with both parents and youth. Your innovative ideas are coveted. To this end we need your support as adult volunteers to assist with the programming, whether it's confirmation class, Sunday school, or youth group. It truly does take a village.

Director of Children's Ministry Report

Submitted by Elisabeth Copeland

"Children are a gift from the Lord; they are a reward from him."

Psalm 127:3

This year has certainly brought changes, challenges, and an air of flexibility to the Children's Ministry at St. Paul's! When programming abruptly ended in March 2020, Susan continued to meet with the children virtually on Zoom until the end of the programming year. In June, Elisabeth Copeland joined the staff as Interim Children's Ministry Director and hit the ground running with virtual VBS! We had 20 children participate in our "Harry Potter" themed week. We sent home craft bags, and children were able to participate in morning and afternoon VBS sessions and music sessions on Zoom, and made crafts and played games in their own homes. We were even able to put together a virtual VBS choir song that was featured in our Sunday Virtual Service in August 2020.

Godly Play resumed in September of 2020, still via Zoom. Since we were not allowed into the church building, Godly Play volunteers were able to show pre-recorded lessons, and then engage with

students via questioning and discussion of the Bible story. Recently, since live-streaming at the church has begun, Elisabeth is able to teach live Godly Play (still via Zoom) from the Godly Play room! While we have a WONDERFUL group of Godly Play volunteers, we are actively looking for more volunteers to add to our Godly Play team! If you are interested, now is a great time to get involved and to see how Godly Play works! Reach out to Elisabeth if interested.

Finally, the highlight of the year has been the ability to film and present our annual Children's Pageant on Christmas Eve. Covid restrictions made logistics a challenge, but everyone worked together to make it a huge success. It was so wonderful to see our children on Christmas Eve!

In the coming year, it is my supreme hope and prayer that we can gather together in person once again. I look forward to being able to fully utilize our beautiful children's wing, expand children's programming, and continue to get to know the amazing children of St. Paul's.

Parish Administrator Report

Submitted by Lesley Williams

2020 began much like any other year in the church office, preparing for last year's annual meeting, the election of vestry and preparing for their retreat, the weekly bulletin preparation and various daily administrative functions of the church office. In mid-March, we received the directive from the Diocese that we were to shift to online worship, and to curtail or eliminate our in-person gatherings and visits until further notice. Like other Episcopal churches, this was a massive shift in how St. Paul's conducts its worship, formation, and fellowship--indeed, most everything about our parish.

In my corner of the world, that meant establishing a home office for at least part of the time, and adapting my methods of communication and work to a mostly online environment. Much of my communication with the parish and fellow staff has always been done electronically rather than in person, so in that respect it was not much of an adjustment. However, rather than preparing printed bulletins and reading binders for in-person worship, I now focused on creating digital and online versions, and assisting clergy, staff and vestry in communicating with the parish and ensuring that we stayed connected with each other.

One major internal shift was to transition our email and word processing software from Microsoft Office products to Google Suite. This change was implemented to facilitate sharing of documents and information among staff members and vestry. In addition, there was monetary savings to the church as Google Suite is available at no cost to non-profit organizations. While the plan to do so was decided upon before March 2020, it was a timely shift, as being on Google has allowed the staff to communicate more collaboratively and effectively.

It has been a challenging year for us all, both personally and professionally. It appears that a return to "normal" may be a while yet and there is still much uncertainty. However, what I am sure of is the resiliency and commitment of the people of St. Paul's -- clergy, staff, vestry members, ministry volunteers, and parishioners -- to ensure that the work and purpose of St. Paul's will continue.

Multimedia Associate Report

Submitted by Cole Hankins

The COVID-19 pandemic has provided a unique challenge to our ability to conduct worship services in a manner in which we were all accustomed. However, this same challenge has also provided a particular opportunity to grow our capacity for virtual outreach. In response to diocesan guidelines concerning building occupancy, St. Paul's has developed avenues of virtual programming in order to meet the needs of the church community in this difficult time. Utilizing platforms such as Facebook, YouTube, Eventbrite, and Zoom, we have sought to continue to engage with people - despite the lack of in-person interaction. Virtual Worship Services, Clergy/Lay Meditations, Healing Services, and Virtual Coffee Hour were all results of these efforts.

Since coming onboard in September as Multimedia Associate, I have witnessed continued development in this area. One of the most notable changes was the installation of live-streaming equipment in the sanctuary in late October. This includes multiple low-profile remote control cameras as well as equipment for broadcasting live to YouTube and Facebook. I've been fortunate to have the support of Geoff Mattera, Philip Hand, and Mark Huskison in gearing up towards putting this equipment to use.

One of my primary duties has been the production of virtual worship services. I've taken this over from Philip Hand, who had skillfully and dutifully handled responsibilities for compiling virtual worship services up until then. Philip's work has served as a solid and thoughtful schematic to further develop our virtual worship services and live streaming.

I'm particularly grateful for Mason, Dawn, and all parts of the Music Ministry. Their support and patience have been endless. Through their dedication, we have been able to coordinate multiple instances of virtual choirs (including the children's choir) and even virtual congregational hymn-singing for Christmas. Music is such a rich part of worship at St. Paul's. I'm grateful that we can still offer excellent music, despite the challenges.

With the assistance of staff/vestry/laypeople I have had the privilege of finding ways to sustain the important traditions of St. Paul's, including The Feast of St. Francis, All Saint's Day, the children's Christmas Pageant, and Christmas Lessons and Carols. Having recently had our first fully live streamed service, I'm very excited to look to the future. It's my belief that technology can be a tool for inclusion and connection. I look forward to finding new ways to bring us all closer together.

Communications Report

Submitted by Geoff Mattera, Communications Vestry Liaison

This past year has provided a unique set of challenges for the communications ministry of St. Paul's. The pandemic and ensuing quarantine required our team to reevaluate prior strategies, as well as, imagine and implement new ideas that will affect our church, not only in the near term, but for the foreseeable future.

A set of concrete guidelines concerning St. Paul's presence on social media continues to play an important role in providing clarity for our members regarding what is acceptable to post on our church's Facebook page. The intention behind these instructions is to produce and maintain a sense of cohesion and congeniality among our members. With online culture at-large growing more divisive by the moment, it's imperative that St. Paul's not contribute to this disharmony.

For the past few months, St. Paul's has been offering our community a virtual service online each Sunday morning. These services were being recorded earlier in the week and then posted to the web during the weekend. Because of our recent investment in new technology, St. Paul's is now able to "go live" each and every Sunday morning. Even after we resume in-person services our live stream broadcast will continue to operate in perpetuity. The continuation of live streaming will enable those parishioners who are either ill, or otherwise incapacitated, to enjoy a St. Paul's worship service in "real time" as it is happening. Another motivation in maintaining our live streaming is that it provides a promotional outlet for St. Paul's. Members of the public, who may be interested in visiting St. Paul's or are just curious, in general, about an Episcopal church service, now have the ability to experience us first online.

As we move forward into 2021, the communications ministry will continue to build on the work already accomplished by so many folks from previous years. The team aspires to maintain the best of what has already come before and look for more opportunities to expand our outreach. Much gratitude to Vestry Member Philip Hand and Multimedia Assistant Cole Hankins for their dedication in recording, editing and posting our weekly Sunday morning "virtual services".

Compliance and Documentation Report

Submitted by Mark Huskison, Compliance and Documentation Vestry Liaison

This year I transitioned from communications to compliance and documentation, leaving communications in the capable hands of Geoff Mattera.

The biggest project on our plate was completing a set of by-laws for the parish. Bylaws are a legal document spelling out the rules of governance for a parish. I'm thankful to Hazel and Wardens Jennifer Thomasson and Bill Tudor for taking the time to meet and have earnest discussions about the best policies for St. Paul's – both for the present and into the future. I also appreciate the assistance of Brian Lewis, who lent his "legal eye" to the project. Jennifer Jones and Lesley Williams also assisted with proofreading, so I extend my thanks to them as well. I think the final product is a document we can be proud of, and that will serve St. Paul's both now and as the parish evolves into the future.

Our second big project is the (virtual) annual meeting. Unfortunately, we won't know how successful that endeavor was until after the annual report has been distributed and is in your hands for a while - but the team has worked hard to put procedures in place that will enable us to have a productive meeting despite the circumstances. My thanks go out to Philip Hand, who has put together our electronic voting system for the meeting - as well as Brian Lewis, Heather Turner, and Lesley Williams, who have helped with looking at ideas and logistics on how to make this happen. I hope you will all make an effort to attend the meeting.

I'm very proud of the things this commission was able to accomplish this year, in spite of the adverse circumstances. We have been able to help St. Paul's move forward in its journey towards operating as a program sized parish, despite the obstacles that have been placed in our path this year.

I'm also very proud to have served under the leadership of Hazel and Wardens Jennifer Thomasson and Bill Tudor during my three-year tenure on the vestry. I believe they have embodied the strong, compassionate, mature leadership a church like St. Paul's should have – and I appreciate the way they work together for the good of the entire parish. They have also fostered a culture of openness and mutual respect on the Vestry that I believe will serve St. Paul's well into the future.

I know it's been a difficult year for all of us. I would encourage every parishioner to communicate with your leadership any time you have a question, concern or idea. When you do so, however, I would ask that you always be mindful of your baptismal covenant: to seek and serve Christ in all persons, to love your neighbor as yourself, to strive for justice and peace among all people, and to respect the dignity of every human being. St. Paul's has a strong leadership team, and a dedicated staff. There are many servant leaders among us – but we are all human. We will all stumble and struggle at times. Please hold us up when we do.

In closing, it has been my honor to serve this community as a member of the Vestry over the past 3 years. I will never forget how you all welcomed myself, Jane, and Mary into your midst, and made us part of your family. It is the way we care for each other that makes this place so special. I hope we will continue this tradition as we move forward. If we do, there is no limit to what we can achieve, regardless of the obstacles in our path. Thank you.

Health and Healing Report

Submitted by Renee Powell, Health and Healing Vestry Liaison

Cooks Who Care

Ministry Head: Linda Tudor

This ministry provides meals for parish families in times of need including health issues, deaths, births, or other major life changes.

Daughters of the King: St. Brigid Chapter

Ministry Head: Joan Kelley, Chapter President

This international organization is for women who are communicants of the Episcopal Church, churches in communion with it, or churches in the historic episcopate but not in communion with it. The mission of DOK is the extension of Christ's Kingdom through prayer, service and evangelism.

Grief Ministry

Ministry Head: Alice Ann Massenburg

This ministry assists the people of St. Paul's who are grieving the loss of a close loved one. Four books and letters are sent to grieving parishioners upon the death of an immediate family member according to a recommended schedule.

Healing Intercessors

Ministry Head: Anne Graner

When in-person worship is possible, Healing Intercessors are available in the side chapel before the 10:30 Sunday service, during communion, and after the service. Anyone who desires prayers for themselves or others is invited to come over. Prayers may be for specific needs, celebrations, or unspoken reasons.

Petal Pushers

Ministry Head: Caroline Abbey

The members of this ministry provide personal expressions of care, concern, and joy to parishioners. Bouquets of flowers are created by repurposing flowers from Sunday services and delivered to those in need of cheer and solace or for celebrations.

Red Cross Blood Drives

Ministry Heads: Wendy Llosa and Virginia Williams

At the request of the American Red Cross, St. Paul's hosted three blood drives in 2020.

Pastoral Care Training Sessions

Members of all ministries within the Health and Healing Commission were invited to participate in a series of six sessions via ZOOM to explore and discuss pastoral care with The Reverend Hazel Glover in the fall.

Outreach Report

Submitted by Nicole Edwards, Outreach Vestry Liaison

The mission of outreach at St. Paul's is to seek and serve Christ in all persons by living the love of God in our support of those in need beyond our parish walls. Throughout 2020, the St. Paul's Outreach Commission continued to provide support to those most in need.

The Grants Committee had an active year providing grants to local organizations and special efforts geared toward feeding families to help prevent food insecurity, support those who have trouble paying for housing and utilities, and helping school age children with lunch and food. These are the organizations and efforts St. Paul's supported in 2020.

- Backpack Buddies
- C.O.R.R.A.L
- I58 Mission
- One Roof Ecumenical Alliance Outreach (One Roof)
- Coweta Community Food Pantry
- The Lodge

The Angel Tree provided children and adults in the community with gifts and clothing for Christmas. The Angel Tree went virtual this year with an online sign-up. Despite the change, St. Paul's parishioners were as generous as ever. We provided gifts and necessities to 20 seniors and 20 children, helping to ensure a merrier Christmas for the underserved in our community.

The Work of our Hands (WOOH) Ministry focuses on providing hands-on service and support to those in the community in need. Due to Covid-19, the impact of WOOH has been hampered similarly to other ministries. However, the ministry staff continues to work on connecting St. Paul's parishioners to opportunities to help those suffering from a lack of shelter by recruiting volunteers for The Nest, an emergency shelter facility. WOOH staff also worked to continue our strong relationship with One Roof with hands-on volunteer services.

Parish Life Report

Submitted by Kay Lewis, Parish Life Vestry Liaison

Men's Retreat

Ministry Head: Frank West

The Men's 2021 Retreat is presently on hold. I am hopeful that the Covid restrictions for group gatherings in our diocese will be removed. Then we can begin planning for a fall or at best an early

winter retreat. Our 1st men's retreat was a success and am looking forward to continue having an ongoing St. Paul's Men's Retreat. Please contact Frank West if you are interested in attending a future retreat for 2021.

Parish Library

Parish Librarian: Jennifer Jones

The mission of the library is to make books and other materials readily available to all St Paul's parishioners and to provide support for church education programs. The library strives to make materials available that provide inspiration and knowledge to help individuals grow in their faith and to promote spiritual development. In 2020, we added over 50 books to the library's collection. In 2021, we hope to continue to expand the collection with an emphasis on subjects the Adult Formation group is studying. The library's collection is available online.

Wednesday Night Suppers

Ministry Head: Kasey Bulford

Kasey Bulford coordinates rotating teams that plan, prepare, and serve either home-cooked or restaurant-catered meals to church members and guests. Wednesday Night Suppers are a time to relax and take a night off of cooking while enjoying the fellowship of others. People come not only to be in fellowship but also to use this as time to relax during the busy Wednesday night church programming. Volunteers are reimbursed. Wednesday Night Suppers have been suspended since March due to Covid-19. Volunteers enjoy the company of their teammates and often get to know each other on deeper levels. If you have an interest in volunteering in the future please contact Kasey Bulford.

Women's Retreat

Ministry Heads for 2020: Marianne Lawhead and Katie McBride-Newman

St. Paul's women's retreats are a time for women of the church to go away for a weekend of rest, renewal and fellowship. The 2020 retreat was cancelled due to Covid-19. There is currently a retreat scheduled for October 15th-17th at Forrest Hills Resort in Dahlonega, GA. For those interested more information will be coming late spring.

Stewardship Report

Submitted by Philip Hand, Stewardship Vestry Liaison

Our annual pledge drive to fund 2021 worship, operations, programs, and ministries for St. Paul's Episcopal Church followed the theme, Here I Am, Lord. With the church buildings closed and many of our programs and ministries suspended from in-person participation, it is not surprising that pledges are down for 2021, both in number and total amount of \$'s raised. This reduction in pledges means that our 2021 budget will be lower than 2020.

Please see the comparison below:

	2020	2021
# of Pledges:	88	74
Pledged:	\$505,380.00	\$432,800.00

Welcoming Report

Submitted by Heather Turner, Welcoming Vestry Liaison

Greeters

Ministry Heads: Marianne Lawhead, Mary Scott and Deanna Young

The Greeters played an active role at St. Paul's in 2020 at in-person services, whether inside St. Paul's or outside when Covid 19 led to the transition to Outdoor Worship.

Newcomers

Ministry Head: Wendy Llosa

Newcomers continued to reach out to those interested in learning about St. Paul's and we have had new members join St. Paul's, even with the challenges of Covid-19!

Splendid Table and Java Crew

Ministry Head: Mindy Friesen

Prior to the cessation of indoor, in-person, worship, Splendid Table and Java Crew were very active at both Sunday Services. When we are able to again offer this Ministry, we will be exploring options to best serve the needs of the congregation and those volunteering.

2020 Rites of Passage

Baptisms

Lucy Haynes Erwood
Sullivan Hazel Erwood

Marriages

Cheney Virginia Thomasson and Harris Winslow Eldridge
Kellie Bill and Frank West

Deaths

Lee H. Enloe
Verlyn Thomas
Mary Mills
Anne Goodell
Fred Lester
Audrey C. Wright
Virginia Mottola
Bob Gillardon
L.B. Groover

ST. PAUL'S EPISCOPAL CHURCH

576 Roscoe Road, Newnan, GA 30263 • Phone: (770) 253-4264 • www.stpaulsnewnan.org

CLERGY AND STAFF

The Rev. Hazel Smith Glover, Rector; **Mason Copeland**, Organist and Choirmaster; **Lesley Williams**, Parish Administrator; **Dawn Harrison**, Music Associate; **Elisabeth Copeland**, Director of Children's Ministry; **Mary Margaret Stewart**, Youth Director; **Britney McCord**, Nursery Worker; **Mary Tipton**, Nursery Worker; **Kimberly Stokes**, Bookkeeper; **Cole Hankins**, Multimedia Associate.

Vestry

Jennifer Thomasson, Senior Warden; **Bill Tudor**, Junior Warden; **Nicole Edwards**, Outreach Liaison; **Philip Hand**, Stewardship Liaison; **Mark Huskison**, Policies and Procedures Liaison; **Kay Lewis**, Parish Life and Evangelism Liaison; **Geoff Mattera**, Communications Liaison; **Renee Powell**, Health and Healing Liaison; **Heather Turner**, Welcoming Liaison; **Lisa Diebboll**, Clerk of the Vestry; **Beth Gourley**, Treasurer