

2022 Annual Report

ST. PAUL'S EPISCOPAL CHURCH
JACKSON, MICHIGAN



St. Paul's welcomes everyone to:
Our 2022 Annual Meeting
Presented Sunday, January 23, 2022

Agenda for St. Paul's Annual Meeting 2022

Opening Prayer

Confirm Quorum *(29 members were present in-person)*

Read & Pass 2021 Annual Meeting Minutes *(passed)*

Budget Presentation

Introduction of Vestry Candidates & Vote *(elected)*

Vote on Delegates to Diocesan Convention

(Delegates elected were Dennis Marsh, Dana Burkey, and Jan Osborn.)

Presentations by:

- Rector
- Curate

Closing Prayer & Adjournment

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St. Paul's Episcopal Church
Jackson, Michigan
(Unapproved Meeting Minutes)
January 24, 2021 (Held online via Zoom)

The Annual Meeting was called to order and opened with prayer by Rev. Sarah at 2:03 p.m. Having established a Quorum present for the meeting, Rev. Sarah then proceeded with the start of the 2020 Annual Meeting for St. Paul's Episcopal Church.

The Unapproved 2020 Annual Meeting minutes were submitted for approval. A correction was brought to the floor that on the top of page 5 where it listed the rector's discretionary fund at an amount of \$1,500.00 – the fund total should have actually indicated \$15,000.00 Motion was made by Joe Lathrop to approve the 2020 Annual Meeting Minutes as amended, 2nd by Sandra Kilian.

The 2021 Budget was presented by Marco Shehab:

Marco pointed out the following things with regard to the 2021 Budget:

There are new accounts – Rector and Curate discretionary funds as line items.

Lost revenue showing in investment accounts due to the market.

St. Paul's was awarded a PPE loan in 2020 which will offset payroll, operation expenses, etc.

St. Paul's was awarded again a PPE loan for 2021.

Expenses added for Curate salary showing amount paid and payroll. The diocese will reimburse 50% of the cost.

Kitchen wages are now being shown for Jeremiah.

Expenses for internet and camera are up to due updates in the systems.

There are budgeted items for upgrades to the computers.

The office expenses are up due to the purchase of hand sanitizer and equipment to keep up with COVID cleaning protocol.

Postage expense is up due to updated system and the fact that there are more items being mailed out to parishioners.

Bank charges are down as St. Paul's left the bank that was charging us a monthly maintenance fee.

There was no money budgeted for a Choir Director's salary. Due to COVID hitting – no replacement was hired as currently St. Paul's is not able to have in person worship, and therefore no choir.

Marco advised that in 2020 did not have to pull any money from the endowment, however, have budgeted for some withdrawal in 2021 and hoping not to have pull any money.

The floor was opened for Questions --- There were no questions.

Rev. Sara advised those present at the Annual Meeting that they are always looking for persons interested in serving on the Finance Committee. If anyone is interested in doing so, please reach out to her.

Candidates for Vestry were read: Jan Osborne, Barney Rudolph and Elaine Themm

With the early departure of Chuck Sinclair from the vestry, Dennis Marsh is taking over the remainder of Chuck's term on the Vestry. A vote was held to accept the slate of Vestry Candidates as presented – passed by unanimous vote. An Alternate to the Vestry will need to be determined.

Vestry members going off the Vestry are: Michelle Gibson and Margaret O'Connor as well as Clerk – Janet Hughes.

A Slate of Delegates for the 2021 Annual Convention were presented:

Dana Burkey, Dennis Marsh and Jan Osborn –

Alternate: James Grant

A vote was held to accept the slate of Delegates for 2021 Annual Convention and Alternate as presented, passed unanimously.

Rev. Sarah presented the following information regarding online shares, etc.

Zoom services showed 30-40 screens participating; while the recorded Zoom & reposted services had 86 engagements

Average Sunday in person service @ 9:00am was 12 (Maximum 30 outside)

Average Sunday attendance 10:30am in person service 43; plus 90 Facebook viewers.

Facebook live -- 177 engagements

Compline online - average 45

Christmas Eve showed 246 combined views with the pre-recorded and late service live stream.

Ray Hartsuff's funeral on 9-11-2020 had 100 attending the cemetery and 426 viewers on Facebook live.

Melissa Congleton thanked St. Paul's for the privilege to be with us and gave shout out the Youth and the Church School teachers. During the coming year the youth of St. Paul's are hoping to continue their activities with the First Presbyterian youth.

Michelle Gibson thanked everyone for the opportunity of serving as Senior Warden on the Vestry.

Rev. Sarah gave thanks to Deb Batchelder for her services as Jr. Warden

2020 Necrology was read:

Robert Walker

Janet Georgopoulos

Paul Chabut

Nancy Ford

Raymon Hartsuff

Paul Velner

Bob Howe

Don Ward

Richard Hale

Betty Scheele

Paul Stowell

Following the reading of the 2020 Necrology, prayers were said by Rev. Sarah

Meeting was dismissed at 3:20 by Janet Hughes.

Respectively submitted,
Janet Hughes, Secretary



Tom Bowman

I was born and raised in Columbus, OH, and confirmed and attended St. Mark's Episcopal Church in Upper Arlington, OH. I graduated from OSU (don't hold it against me) with a degree in Finance. While at OSU I attended St Stephen's Episcopal Church. After college I worked for about 8 years in investment banking and quickly grew weary of the business. I had worked my way through college working in restaurants and found that I had a passion for food service. I moved to Clearwater, FL and worked at various restaurants before opening my own. While in Florida I attended the Episcopal Church of the Ascension. Once again, I found myself at a crossroads, and I took a job feeding inmates at the Pinellas County Jail in Clearwater, FL. To this day, I really can't explain why I took that job, but as most people will tell you, incarcerated people seek out God, and working amongst them help me rediscover mine. I still work for the same company, Trinity Services Group and I now teach managers how to communicate with staff and inmates alike, and how to become leaders in a Civil Treatment Workplace.

I visited St. Paul's soon after moving to Jackson as I believe it was the closest Episcopal Church to my house. It seemed the more I attended, the fonder I became of St. Paul's. The congregation here is a wonderful diverse group of young and old, bound together by faith, tolerance, and peace. The church itself, is beautiful and Sarah has the rare gift that brings comfort and understanding to our ever-flawed humanity, while never letting us forget that God loves us so dearly. It is certainly a message you never tire from hearing.

My wife Heather works as a special needs teacher at Jackson ISD and is a better person than I could ever hope to be. We have 4 children - Cory (27) Teddi (24) Eli (13) and Haddon (10). Eli and I like to play golf and we all like to fish, camp, birdwatch, and be outside.



Joe Lathrop

Heidi and I started attending St. Paul's in 2018. We were involved at JaxNaz church for many years and became increasingly uncomfortable with the direction of the Nazarene denomination. We believe God's grace is for all and all are welcome to His table. When we looked for a place to worship, we came to St. Paul's and were immediately taken by the friendliness of everyone in the congregation, from Pastor Sarah to Sexton Sam. Upon further research, we loved the belief and openness of the church.

I believe in serving God in the church I attend, therefore became an acolyte at St. Paul's. We joined the Church in 2019 and I have become a lay minister as well as serving on both the Personnel and Finance Committees.

My job at Flagstar Bank has allowed me to see many financial statements and handle personnel issues as they arise; these experiences would be useful as a member of the Vestry. I currently serve as President of the Board of Compassionate Ministries of Jackson County and Treasurer of the John George Home Board in Jackson.

It would be an honor to be on the Vestry at St. Paul's.



Deanna Leicht

- Born and raised in Westland Mi. Baptized at St. Johns' Episcopal Church on Wayne Rd.
- Married to John Leicht - February 1982, with 2 grown daughters and 8 grandchildren
- I have been a member of the St. Pauls church for approximately 33 years. Our youngest daughter was baptized here at St. Paul's.
- I sit on a couple of committees within the community: Active member of the Jackson Chamber of Commerce, and a board member of the Exchange club of Jackson. Volunteered with Big Brothers/Big Sisters program.
- Former board member of the Council for Prevention of Child Abuse and Neglect.
- I sat on the Vestry several years ago for a full 3-year term. I look forward to working with the team if I am selected.
- I believe in positivity, praise and confidence in people. Team work is the cornerstone of all work related and committee related ventures.

**St. Paul's Episcopal Church
Income and Expense Statement**

		Notes	2021 Actual Dec-21	2020 Actual Dec-20	2021 Budget	2022 Budget
INCOME	4000					
CONTRIBUTIONS	4050					
Pledge Envelopes	4051		\$234,720.03	\$202,718.91	\$200,000.00	\$ 230,000
Non-Pledge Envelope	4052		10,820.30	20,329.58	21,000.00	\$ 15,000
Loose Plate Collection	4054		1,672.02	477.83	2,000.00	\$ 2,000
Non-restricted Gifts/Memr	4055		3,860.00	6,375.00	0.00	\$ 4,000
Restricted Gifts/Memr	4056		1,170.00	0.00	0.00	\$ -
Restricted M&O Income	4057		0.00	3,384.94	12,000.00	\$ 12,000
Rector's Discretionary-S	4058		29,764.00	22,046.99	25,000.00	\$ 25,000
Curate Discretionary-M	4059		11,436.00	100.00	2,000.00	\$ 12,000
Christmas/Easter	4060		420.00	550.00	3,000.00	\$ 2,000
Food Truck Restricted Fun	4061	One Time	7,000.00	0.00	0.00	\$ -
Subtotal Contributions	4050		300,862.35	255,983.25	265,000.00	\$ 302,000
DISTRIBUTION INCOME	4100					
Camp Foundation Revenue	4106		11,897.33	0.00	10,500.00	\$ 10,500
Endowment Fund Transfers	4112-005		100,000.00	0.00	0.00	\$ 125,000
Subtotal Distribution Income	4100		111,897.33	0.00	10,500.00	\$ 135,500
INVESTMENT INCOME	4150					
Earned Interest	4152		39,010.13	45,353.68	35,000.00	\$ 30,000
Chabut Earned Interest	4152-001		410.49	464.18	0.00	\$ -
Dividends	4154		492.36	324.34	200.00	\$ 400
Gain(Loss) on sale of inv	4179		5,490.32	10,180.28	0.00	\$ -
Subtotal Investment Income	4150		45,403.30	56,322.48	35,200.00	\$ 30,400
OTHER INCOME	4200					
Misc Income	4202		9,739.08	18,274.14	2,000.00	\$ 10,000
Hospitality Income	4203		903.00	953.00	1,000.00	\$ 1,500
PPP Loan Forgiveness	4204		18,702.00	18,702.00	18,702.00	\$ -
Bishop's Payroll Share	4210		22,788.80	4,057.42	20,369.00	\$ 20,369
Boiler Grant	4212		10,000.00	0.00	0.00	\$ 20,000
Sabbatical Income	TBD		0.00	0.00	0.00	\$ 1,000
Unrealized gain(loss)	5199		142,621.49	268,251.52	0.00	\$ -
Subtotal Other Income	4200		204,754.37	310,238.08	42,071.00	\$ 52,869
TOTAL INCOME			662,917.35	622,543.81	352,771.00	\$ 520,769

20K for the Boiler
New

		Notes	2021 Actual	2020 Actual	2021 Budget	2022 Budget	
EXPENSES	6000						
OPERATIONAL EXPENSES	6100						
PROFESSIONAL SERVICES	6150						
Rector's Compensation	6152		\$79,389.30	\$71,820.16	\$78,413.00	\$ 83,119	6% Increase
Curate Pension	6153		5,144.76	0.00	0.00	\$ 5,145	
Rector's Pension	6154		12,601.41	12,600.00	12,928.00	\$ 12,600	
Rector's Med/Dent/Life/INS	6156		24,783.60	21,763.19	21,120.00	\$ 21,120	
Rector's Professional Exp	6158		254.68	1,198.59	1,200.00	\$ 1,200	
Rector Continuing Ed	6160		0.00	362.56	1,000.00	\$ 1,000	
Curate Continuing Ed	6161-0001		295.00	0.00	0.00	\$ 500	NEW
Curate Salary	6161		27,606.08	7,694.89	28,582.00	\$ 30,600	6% Increase
Sabbatical Exp			0.00	0.00	0.00	\$ 1,000	NEW
Secretary Wages - Hourly	6162		21,332.30	16,236.52	22,000.00	\$ 24,115	25/week@19.10
Treasurer Wages	6163		6,900.00	6,900.00	6,900.00	\$ 7,800	Increase \$75/ mc
Sexton Wages - Hourly	6164		24,832.50	14,197.50	12,500.00	\$ 24,960	30/Week@16
Organist Salary	6166		6,499.98	0.00	0.00	\$ 26,000	
Bookkeeper - Hourly	6167		7,517.00	7,400.00	6,900.00	\$ 7,800	Increase \$75/ mc
Kitchen Wages - Hourly	6168		1,200.00	3,339.50	3,300.00	\$ 3,300	
Babysitter Wages - Hourly	6172		6,097.50	4,995.00	6,200.00	\$ 6,656	8/Week@16
Choir Dir. Salary	6173		0.00	1,821.48	0.00	\$ 18,000	Prorated for Q#3
Employer Payroll Tax	6175		2,242.14	1,970.07	3,100.00	\$ 2,000	
Supply Priest/Musician	6176		8,700.00	7,350.00	9,000.00	\$ 1,000	
Workers Comp Insr.	6178		223.00	738.00	500.00	\$ 500	
Investment Fees	6195		16,994.19	16,358.94	0.00	\$ -	
Chabut Investment Fees	6195-001		178.22	167.37	0.00	\$ -	
Subtotal Investment Fees	6195		17,172.41	16,526.31	0.00	\$ -	
Subtotal Professional Services	6150		252,791.66	196,913.77	213,643.00	\$ 278,415	
ADMINISTRATION EXPENSES	6200						
Postage	6250		1,787.84	1,287.83	1,200.00	\$ 1,800	
Internet, site/pc service	6251		3,640.07	3,996.62	1,320.00	\$ 2,000	
Telephone/Cell Phone	6252		2,542.62	3,139.54	2,340.00	\$ 2,340	
Equipment rental	6253		1,739.34	3,759.77	5,000.00	\$ -	
Office Expense	6254		5,817.67	7,983.56	4,000.00	\$ 6,000	
Printing Expenses	6255		207.02	0.00	0.00	\$ 1,560	
Computer/ IT Expense	6256		1,647.80	0.00	5,000.00	\$ 5,000	
Vestry Retreat	6262		5.49	30.00	400.00	\$ 400	
Diocese Contributions	6266		24,821.04	31,369.37	23,312.00	\$ 23,312	
Audit Fees	6270		5,300.00	0.00	5,300.00	\$ 5,300	
Misc. Adm. Expense	6274		1,862.93	4,309.44	1,200.00	\$ 1,200	
Stewardship Expense	6282		0.00	1,117.28	110.00	\$ 110	
Gifts - Conf. & Grad.	6286		1,002.83	1,000.00	500.00	\$ 1,000	
Subtotal Administration Expenses	6200		50,374.65	57,993.41	49,682.00	\$ 50,022	

		Notes	2021 Actual	2020 Actual	2021 Budget	2022 Budget	
PROPERTY EXPENSES	6300						
UTILITIES - ST PAUL'S	6350						
Gas & Electric	6352		24,678.70	20,808.67	21,000.00	\$ 23,600	
Waste Disposal	6354		1,086.50	984.00	984.00	\$ 984	
Water & Sewer	6356		1,711.17	1,791.21	1,500.00	\$ 1,500	
Subtotal Utilities - St Paul's	6350		27,476.37	23,583.88	23,484.00	\$ 26,084	
Cleaning/Supplies	6374		2,616.32	2,117.80	2,000.00	\$ 2,000	
Property Insurance	6376		23,878.50	21,926.00	22,000.00	\$ 22,000	
Bldg & ground Expense	6379		35,301.08	23,217.72	22,000.00	\$ 22,000	
Capital Improv. & Equip.	6380	Printer	16,332.98	13,305.00	15,000.00	\$ 60,000	Boiler \$47K
Depreciation Expense	6390		0.00	102,572.76			
Subtotal Property Expenses	6300		105,605.25	186,723.16	84,484.00	\$ 132,084	
WORSHIP & MUSIC EXPENSE	6400						
Altar/Worship	6410		1,044.58	1,364.27	2,000.00	\$ 2,000	
Flowers	6412		2,179.90	1,358.50	1,300.00	\$ 1,300	
Chancel Choir Music	6413		0.00	0.00	208.00	\$ 208	
Music Expense	6414		406.43	460.00	500.00	\$ 500	
Organ/Piano Maintenance	6416		1,945.00	2,068.85	1,000.00	\$ 1,000	
Handbell Music	6417		0.00	68.36	100.00	\$ 100	
Singers & Instrumentalist	6418		0.00	0.00	200.00	\$ 200	
Subtotal Worship & Music Expense	6400		5,575.91	5,319.98	5,308.00	\$ 5,308	
PROGRAM EXPENSES	6470						
Food Truck Purchase	6476	One Time	14,218.94	0.00	0.00	\$ -	
Rector's Discretionary-S	6477		13,272.00	12,444.54	25,000.00	\$ 25,000	
Curate Discretionary-M	6478		5,573.00	0.00	2,000.00	\$ 10,000	
Mission/Outreach Expense	6479		325.28	5,450.00	12,000.00	\$ 12,000	
Hospitality Expense	6480		365.63	1,972.34	2,000.00	\$ 2,000	
Hartsuff Icon Share	6484	One Time	5,656.60	0.00	0.00	\$ -	
Prayer Quilt Ministry	6485		0.00	0.00	0.00	\$ -	
Church School	6510		1,650.99	1,039.91	1,200.00	\$ 1,200	
Parish Life- Young Families	TBD		0.00	0.00	0.00	\$ 1,100	New
Archives	6511		0.00	131.96	250.00	\$ 250	
Adult Education	6512		515.00	489.50	900.00	\$ 900	
Misc Expense Rector Discr	6556		23,024.67	15,333.94	0.00	\$ -	
Misc Expense Curate Discr	6557		249.54	0.00	0.00	\$ -	
Subtotal Program Expenses	6470		64,851.65	36,862.19	43,350.00	\$ 52,450	
Subtotal Operational Expenses	6100		479,199.12	483,812.51	396,467.00	\$ 518,279	
ALL OTHER EXPENSES	6560						
Bank Charges	6564		830.20	1,040.24	500.00	\$ 500	
Contingent/Misc Expense	6566		6,560.71	6,050.81	1,000.00	\$ 1,000	
Pension Expense	6654		4,500.00	4,500.00	0.00	\$ -	Transfer \$4500
Subtotal All Other Expenses	6560		11,890.91	11,591.05	1,500.00	\$ 1,500	
TOTAL EXPENSES			491,090.03	495,403.56	397,967.00	\$ 519,779	
EXCESS INCOME/EXPENSES			\$ 171,827.32	\$ 127,140.25	\$ (45,196.00)	\$ 990.32	

St. Paul's Episcopal Church
Balance Sheet
 Consolidated - December 2021

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		Current Year	Previous Year
ASSETS			
CHECKING & CASH ACCOUNTS	1100		
GENERAL FUND	1105		
General Fund - Comerica	1109	-\$144,105.97	-\$127,971.02
Designated/Restricted COM	1109-001	162,756.74	151,706.32
Designated Building COM	1109-002	2,507.77	2,507.77
Subtotal General Fund	1105	21,158.54	26,243.07
SPECIAL CHECKING ACCTS	1184		
Rector's Discretionary	1186	876.85	1,987.47
Curate Discretionary	1187	5,613.46	0.00
Subtotal Checking & Cash Accounts	1100	27,648.85	28,230.54
ENDOWMENT FUND	1199		
Endowment Trust Fund	1210	2,468,409.30	2,330,858.88
RESTRICTED FUNDS	1214		
Rector's Benevolence	1225	9,649.26	5,146.75
Brooks/Ramson/Smith	1240	69,043.26	64,465.83
Chabut Statue/Window Fund	1245	26,459.93	24,707.91
Rector's Deferred Benefit	1250	262.17	4,601.82
Capital Improvement	1260	4,418.28	4,083.83
Mission & Outreach	1260-001	1,132.38	1,099.26
Christian Education Fund	1265	7,920.16	7,395.74
Subtotal Restricted Funds	1214	118,885.44	111,501.14
MINISTRY FUNDS	1300		
Bereavement Fund	1320	1,789.93	1,867.37
Women of St Pauls	1345	7,145.79	7,614.06
Subtotal Ministry Funds	1300	8,935.72	9,481.43
FIXED ASSETS	1800		
LAND, BUILDINGS, & EQUIP.	1810		
Land	1820	52,176.54	52,176.54
Building	1825	4,152,705.00	4,152,705.00
Building Improvements	1830	239,257.81	239,257.81
Furniture & Fixtures	1855	773,906.12	773,906.12
Equipment	1855-001	38,295.36	38,295.36
Subtotal Furniture & Fixtures	1855	812,201.48	812,201.48
Accumulated Depreciation	1890	-1,346,543.85	-1,346,543.85
Subtotal Fixed Assets	1800	3,909,796.98	3,909,796.98
Subtotal Assets		6,533,676.29	6,389,868.97
OTHER ASSETS	1900		
CSV of life insurance	1901	56,472.72	56,472.72
TOTAL ASSETS		<u>\$6,590,149.01</u>	<u>\$6,446,341.69</u>

St. Paul's Episcopal Church

Balance Sheet

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Consolidated - December 2021

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		Current Year	Previous Year
LIABILITIES	2000		
CURRENT LIABILITIES	2100		
DESIGNATED/RESTRICTED FD	2270		
Building Fund	2280	\$4,289.46	\$4,289.46
Designated Capital Improv	2281	1,411.74	1,411.74
Chancel Crucifix Fund	2284	100.00	100.00
Second Coming Windows Fnd	2285	100.00	100.00
Columbarium Fund(Creamatr	2287	2,175.00	2,175.00
Camp Foundation Liability	2296	17,935.26	17,935.26
Memorial Fund	2300		
Restricted Memorials/Gift	2302	1,365.90	1,365.90
UnrestrictedMemorial/Gift	2304	163,634.09	163,957.37
Subtotal Memorial Fund	2300	164,999.99	165,323.27
Archives	2305	500.00	500.00
Winn Fund	2310	1,625.00	1,625.00
Children & Youth Educatin	2340	598.49	598.49
Prayer Quilt Ministry	2380	398.82	398.82
Hospitality Fund	2390	-2,278.23	-2,278.23
Mission & Outreach	2391	3,830.87	3,830.87
Music Outreach Fund	2394	1,000.00	1,000.00
Noisy Offering Fund	2399	59.00	59.00
Subtotal Designated/restricted Fd	2270	196,745.40	197,068.68
PREPAID PLEDGES	2400		
Prepaid General Pledges	2405	3,100.00	5,600.00
SPECIAL CHECK FUNDS	2450		
Rector's Discretion -Old	2453	2,509.50	2,509.50
Food Truck Holding Fund	2454	-7,218.94	0.00
Subtotal Special Check Funds	2450	-4,709.44	2,509.50
TOTAL LIABILITIES		195,135.96	205,178.18
FUND BALANCE	3000		
Fund Balance	3001	\$6,395,013.05	\$6,241,163.51
TOTAL FUND BALANCE		6,395,013.05	6,241,163.51
TOTAL LIABILITIES AND FUND BALANCE		\$6,590,149.01	\$6,446,341.69

Rector's Annual Report to St. Paul's, Jackson on Jan. 23rd, 2022

Luke 22:26 But among you it will be different. Those who are the greatest among you should take the lowest rank, and the leader should be like a servant.

Dear Friends,

A year ago I was truly hopeful we would be shot of this pandemic by this year's Annual Meeting. I know I'm not alone in those hopes and as we had another year of hopes and expectations delayed and lowered by restrictions, we have had some incredible moments together. The ability for most of us to worship together and have fellowship in smaller and bigger groups has been so refreshing. Even though we are again unable to have coffee hour we still worship and study together and I am thankful. I cannot tell you what a relief it is to be the rector of a congregation who believe in being vaccinated. The devastation of the hospitals being totally overwhelmed with a majority unvaccinated population is almost beyond belief. My prayers and unending thanks to all of our medical professionals who work day in and day out at their own risk to provide care for all of us.

We did have our share of losses this year with dear parishioners passing on to greater glory in Christ. Since our last Annual Meeting we have lost Beatrice Julian, Jean Laughlin, Bruce Lyons, Sparry Sparks, Shirley Mae Hammond, Doris Easter, and Beth Reynolds. Our prayers are with their families, and we rejoice through our sorrow that they are home with God.

So much has changed and continues to change in how we and the whole world works. Our ministries are vital and yet they are changed as well. After years of faithful service, Kyle King has stepped down as our Buildings and Grounds chief. His shoes will not be filled by one person, but rather a group of people who will work together to make sure repairs and maintenance of our wonderful physical plant continue on. We are always looking for folks willing to help on the B&G Team so please contact us if you are interested.

We were thrilled to have the Get Real Program back again last Summer and to take the kids to Silver Beach in St. Joe to have a day at the lake and just get to play together. My prayer is that our partnership with this program, specifically with the kids and their mentors, grows this coming year so they know how much we love them. Heidi Lathrop and I met several months back to see how we could continue to support the local ministries we do without our old Mission and Outreach model. We were able to financially support many organizations in our community, as well as work with the vestry to discern a true focus on community partnerships built on relationships. More to come this year on that front.

We are currently engaged in our latest community support ministry partnering with the Jackson Interfaith Shelter to provide an overnight warming center on our coldest nights. Every night we're open folks come in off the street to food and a warm, safe bed. Already, officials with the City of Jackson have approached Steve Castle, JIF's CEO to look at ways the City can help with our street population. After years of Steve and I scratching our heads

each winter about who is doing anything for those on the street during winter, we decided to just go for it and let the Lord take this ministry where it needs to go. God willing, we will create even more partnerships in the community to help others and recognize this work as the calling of all of Jesus' Disciples. I'm so thankful to be asked to join the Interfaith Shelter board and look forward to what we can do together in 2022.

Our worship is such a vital and central part of who we are as a church, and I am so glad to see so many of you in person and online each week! We signed a letter of agreement with Julie Baglien making her our permanent organist and are so grateful for her talents, drive and great collegiality. The position of Choir Director will be filled in the coming months so we can begin to build a choir again and hopefully get new members to help us add choral music again to our Sunday worship. None of this would be possible without our new ad hoc Human Resources Team who Zoomed together to help me do the work of hiring and supporting our employees. Joe Lathrop, Debbie Batchelder, Michelle Gibson and Tom Holsinger-Friesen have been wise helpers in these important matters.

I am grateful for 18 months of service alongside the Rev. Melissa Congleton and have been amazed at her adaptability during all the iterations of Sunday School and Youth programming we've been through in that time. What a crazy time to start ministry! Our kids continue to be such a precious part of our community and their parents are heroes for the work they have done in keeping them safe, educated and loved. We are so glad to partner with them in loving all the St. Paul's kids! We hope next month to reprise our sledding party of last year at Cascades Park Hill. What fun it was to bring our families together with families from partner churches for a day of fun outside. Next month we hope you'll join us in an all-St. Paul's Talent Show at coffee hour on Feb. 27th (restrictions permitting). Brush off your talents and join us!

The life of St. Paul's church family is rooted in worship and learning and we're reaching out into the community more and more. This past year we watched "Traces of the Trade" learning about the slave trade in New England and the Episcopal Church's deep roots in this barbaric trade. We will have several opportunities as a congregation to learn with our diocesan brothers and sisters about historic and current racial struggles and the efforts of our Church to acknowledge the past and address inequities all around us today. Please, please don't miss this opportunity to read and learn, and please know your clergy and teachers are here to walk this journey together with you and all of us together. Jesus is walking with us too and shouldering a bigger burden than we ever could. My hope is that next Fall we will embark on a parish wide course of the Church-Wide curriculum "Sacred Ground". Only through real and honest conversations on race will we be able to move forward into wholeness together. A suggested reading list will appear soon on our website and bulletin board for your perusal. Please take the opportunity to join in learning this year.

As we look to this New Year, I am so glad for new vestry members, strong pledges and most of all, strong relationships built both within and outside our walls. If we reach out and learn about our neighbors and find out how much we have in common God will help us make this community better together. As we pray for the Kingdom of God to come on earth, we also work to make that Kingdom a possibility through loving our neighbor as ourselves.

Every day this year I ask you to pray for God's guidance for your personal walk with Christ, and guidance for St. Paul's role in changing Jackson to look more like God's Kingdom or as Martin Luther King Jr. called it, God's Beloved Community. Together and by God's Grace, we can make a better community for all. Thank you for the opportunity to serve alongside each and every one of you.

Faithfully,

Sarah+

Curate's Annual Report 2021

"Blessed are those who trust in the Lord, whose trust is the Lord. They shall be like a tree planted by water, sending out its roots by the stream. It shall not fear when heat comes, and its leaves shall stay green; in the year of drought it is not anxious, and it does not cease to bear fruit." -Jeremiah 17.7-8

Dear Siblings in Christ,

Despite the challenges of living the majority of 2021 with the world in a stage of pandemic, St. Paul's has persevered. While there have been so many challenges those were most often met by blessings, many of which were unanticipated. These blessings kept us grounded as we worked as a parish community to live and be in ways we have never experienced or done before. We have continued to be a parish community and not let the anxiety and fears keep us down. Those blessings kept pointing us back to our rooted faith in God who has continued to journey closely with us in a challenging time. I will touch on a few highlights from this year despite the continued limitations of the pandemic.

I started out the year as a newly ordained transitional deacon and on June 12 Bishop Perry ordained me to the priesthood. It was especially meaningful to me that this ordination was done at St. Paul's. St. Paul's has continued to lift me up in utilizing my gifts in order to work as Curate. The parish continued to receive funding from the diocese to support half of my salary and benefit package as part of the curate program.

Much of my time has been spent coordinating and planning for our children and youth, with the help of other parishioners and parents. Church schoolteachers returning from last year were Tom Holsinger-Friesen and Kim Perlos. Those who came on to help as substitute teachers were James Grant, Sandra Kilian, and Ron Rowley.

In addition to coordinating church school, we had several successful events geared toward young families. The annual Epiphany pageant tradition in January continued in pandemic style, with families acting out scenes and home which were compiled to tell the story electronically. A total of nine families participated in the virtual pageant. In February we went sledding at Cascade Park with the young families from Jackson First Presbyterian Church (JFPC). Conditions were great for some very fast trips down the big hill. March included a trip the Ella Sharp Museum and planetarium. In April we made seed bombs with JFPC to celebrate Earth Day and give back by planting them for others to enjoy. And in early June the Randall's hosted an end of the school year barbecue for the young families to enjoy. The weather was wonderful, and the trampoline, pool and yard games meant fun for all, as well as a time for our parents to connect.

In the summertime we combined with Jackson First Presbyterian Church (JFPC) to host a church a summer art camp. These sessions had our children and youth cardio drumming with Dee Hurlbert and painting self-portraits with local artist Sheryl Amburgey.

Fall arrived and in October we did a second annual Halloween trip to Meckley's Flavor Fruit Farm and in November we started a new partnership with JFPC and First United Methodist Church and came together for a movie night.

All in all, we came together for fun, for learning, for service and fellowship as the pandemic would safely allow.

Looking ahead I see a year with much to look forward to. Our children and youth continue to inspire me to make the best out of the situation we are currently living, and scripture tells me that all will be well with God at our side. As we move into 2022, I invite you to join me as I look forward to living out all that is contained in the hope that I see lived out regularly by our children, youth, and young families.

Faithfully,
Melissa

Sr. Warden Report

2022 was a much better year than the previous 21 months and we are making progress. This past year we have seen most of our activities at the church return, and several of them are in the process of being revamped to better serve our congregation and the community.

Spring brought us the opportunity to start opening our doors again to in-person worship. We started small and gradually increased to allow 25% capacity and when we were successful with those numbers, we were able to lift some of the restrictions on in-person worship. We were able to enjoy hearing Christy Randall and Wayne Frey leading us in the hymns each week and also enjoy some of the special music arranged by our new full-time organist, Julie Baglien. Julie has been with us on a part time basis for several years and she has recently agreed to the full-time position, which we are excited about. Not only does she provide beautiful organ and piano music every week, but she has taken on the temporary role of music director until we can locate a new choir director. Julie was instrumental in organizing the choir for our Christmas Eve service and also coordinated the efforts of the choir for Sparry Sparks' funeral. We lost a longtime friend and supporter of St. Paul's when Sparry passed away. Not sure how long he was a member of the choir, but it was over 50 years. He will be missed.

Another HUGE event for our church was the ordination of Melissa Congleton. It was a beautiful service, and we are blessed to have her join our ranks and help lead us into the future. Several of our youth were confirmed this year, thanks to Melissa's teaching and guidance.

As COVID restrictions started to lighten up, we were able to return to coffee hour and the joy of socializing with one another after the service. We were also able to enjoy our annual service at Clark Lake and had a beautiful day for the service and the picnic after with friends and family. Also returning this year was the annual Harvest Dinner prepared by our own Chef Jeremiah. I for one missed the feast last year and am glad we could all break bread together again this year.

Most of our committees and groups have returned and are gearing up for the new year. Mission and Outreach is looking to reach out in different directions this year and is always looking for parishioners to join them in any and all activities. As new projects develop, they will let us all know and encourage everyone who is interested to participate. Kyle King has been in charge of the Building and Grounds committee for several years but has retired from that position. It will be impossible to replace him in this role, and we are currently looking at breaking the job into several smaller, more focused areas to make the job more manageable. It will mean more people, but the job won't be as daunting.

All in all, we have had a very successful and expanding year that is helping us all to return to some normalcy in our spiritual lives. I do believe the pandemic has expanded our spiritual base and made us all reflect on where we are and where we are going. God Bless you all!

Debbie Batchelder

Church School Annual Report

Grades 1-3 report by Kim Perlos:

Our younger students continue to learn and grow in the ways of God. We are still using the SparkHouse Whirl Kids curriculum and the kids still love it. The videos are so engaging, and the children can relate to what is going on. It is user friendly and teaches concepts in ways children can understand and build on. I love teaching them so much as I learn so much from them. I hope you will keep them in your prayers as they continue to grow in the Lord.

Grades 4-6 report by Tom Holsinger-Friesen:

I've been blessed to teach our St. Paul's children who are in the middle-age range. What an energetic, curious, and compassionate group! It's exciting for me to see the ways that these kids are being mentored in the faith by our church as a whole, through the encouragement and kindness they receive from you all each week. In our church school lessons, we began the year 2021 on Zoom. Our common textbook, Stamped, led to a lot of good discussion about how we as Christians can work toward recognizing and overturning racial injustice. We then began a curriculum that followed the church lectionary, giving us the opportunity to look at the same readings we hear in Sunday worship, but from the perspective of the concerns of young people. In the fall, we began a new curriculum under Pastor Melissa's guidance: Journey to Adulthood/Rite 13. This excellent curriculum is well-tailored to the maturity level of the kids. We've been exploring foundational topics such as: What does it mean to be "made in God's image"? What is prayer? We study and discuss pertinent biblical passages and catechism from the Book of Common Prayer, and we have projects to bring ideas to practical application. Faith is growing in the hearts of our children!

Grades 7+ report by Pastor Melissa:

The oldest group of kids finished up the Confirm Not Conform Confirmation curriculum. This led them to learning about ministries in the church, doing a service project, and learning with and by mentors. Ministries the youth participated in were technology team, acolytes, lectors, and intercessors. They group also put together a meal for the Interfaith Shelter residents and local poor by preparing it under the guidance of Chef Jeremiah. After preparing the meal the youth served it at the shelter and had an opportunity to meet some of those they served.

Another piece of the Confirmation preparation was working with mentors. Heidi Hosler-Lathrop, Nathan Randall and Ron Rowley stepped up to be mentors for the youth as they prepared for Confirmation. They helped the youth pick a section of scripture that was meaningful to memorize as part of their preparation. In preparing for confirmation the youth met with Pastor Sarah and Pastor Melissa to recite their bible verses, talk about being confirmed, and the chance to ask any questions.

Clearly one of the highlights of the program year was Confirmation for three of our youth at St. Barnabas Church in Chelsea. Due to the pandemic the event was held outside under a large tent with Bishop Perry presiding. It was a very meaningful time for this group of three youth who had been preparing together for two years.

The Women Of St. Paul's Episcopal Church **Annual Report For 2021**

The Women of St. Paul's ECW (Episcopal Church Women) group is affiliated with the ECW of the Diocese of Michigan and the Episcopal Church USA. The group serves as a place of spiritual renewal, fellowship, learning and outreach for the women of St. Paul's Episcopal Church and their friends. We also serve the children and youth of the parish as well as support the needs of the altar guild and chancel area of the church. All women of St. Paul's are welcomed and encouraged to fellowship and work with us to serve their own needs and the needs of our parish and community.

The year 2021, just like 2020, offered some unusual challenges. We were unable to meet for the first six months of the year due to Covid concerns. However, July found us able to meet in person thanks to the Covid vaccines. We had a wonderful reunion luncheon at the home of Cheryl Gumper and had 25 women attend. It was a delight to see everyone. August was our month off and we met again with a regular business meeting in September. Board members were elected, and the bylaws were updated. Sandra Kilian, M.D. presented an update on Covid in October and Wendy Clow from Habitat for Humanity presented in November with an overview of the new homes being built on the corner of Franklin and Mechanic. We returned for our annual Christmas luncheon to the Country Club of Jackson in December.

Board members are Sandra Kilian, President, Valerie Rowley, Vice-President, Cheryl Gumper, Treasurer, Christie Swanson and Romelle Frey, Members-at-Large, and Peggy Wilds, Diocesan Liaison, and Janet Wesch, Exofficio member and former president.

We donated \$250 to Habitat for Humanity and will donate \$250 to SOAR after their presentation in April, 2022. We sponsored a collection of hats and mittens, toys and personal supplies for Priceless Gifts from the congregation with an overwhelming response. The nut sale was held again this year and is still ongoing with full profits still pending. On December 4, our children were treated to a St Nicholas Party and treat bags. We also recognized our church staff members with a monetary Christmas gift for all of their hard work for the parish.

We continue to sponsor the Aumbry candle in memory of women who have passed away during the year, the altar flowers in June in memory of women who have gone before us and the first Sunday in August in recognition of Rev. Sarah on the anniversary of her calling to St. Paul's. We also contribute to the poinsettia purchase at Christmas time.

Respectfully submitted,
Sandra Kilian, President.

Annual Report of Buildings & Grounds for 2021

Notable mentions for 2021 are as follows:

The outside spring clean-up was performed on 4/10/21 and mulch was added. Floor cleaning equipment was purchased (under Acct.# 6380 Capital Improvements & Equipment) for protecting our floors & hallways. The spring preventative maintenance performed by our contractor Aladdin, found a hole in one of the two heat exchangers above Holy Spirit Hall. Replacement costs were not a planned expense. In the prior year (2020) the heat exchanger failed on the other unit. Both lasted approximately 20 years. These RTU's (Roof Top Units) supply heat and cooling for HSH. Preventative maintenance on all heating and air conditioning equipment is performed under semi-annual contract by Aladdin. These contracts are submitted by Aladdin to St. Paul's for approval twice a year.

The lighting in Holy Spirit Hall has been converted to LED lamps. Of the 96 ceiling lamps replaced, 25 were burnt out. These new lamps will be more energy efficient and last many years.

Flat roofs at St. Paul's cover everything except the "church". The offices and educational buildings were built in 1965, over 55 years ago, Holy Spirit Hall's flat roof is 16 years old. Some sections have been replaced in the last few years, i.e., between the south tower and the glass narthex, however most work repairing leaks have been patch-work. The outside fall clean-up was completed in time for the city leaf pick up.

A request was made this past year for an updated estimate to complete the original plan of construction from back in the early 2000's replacing Camp Hall. Cunningham Construction Co. who did the original work, quoted \$3,300,000.00 with a contingency built in of \$100,000. However, with continuing cost increases in the building market it could cost more.

We have a new contractor for snow plowing. They will not do any shoveling of snow, only plowing. A new snow throwing machine was purchased thru Hammond Hardware in Jackson. Hammond's has a service department and will do preventative maintenance as needed. They do pick-up and delivery also.

The numbers thru November 2021 for Buildings and Grounds are listed as \$8,833.84 over budget to date. The overage can be related to unforeseen expenses with heat exchanger replacement, flat roof repairs and calls to Aladdin for no heat/cooling in the church. As of this report the new heating and cooling systems are installed and functioning.

Respectfully Submitted,

Kyle King
Buildings and Grounds, Ret'd.
St. Paul's Episcopal Church
Jackson, MI

"So How Are The Numbers?"

During pandemic it's not easy to count accurately the amount of folks worshipping with us online. This struggle points to our emphasis on raw data as a mark of "success" without a focus on the stories, lives and relationships that data represents. I took a look back to give you a snapshot of how many folks attended our online worship in 2021.

We were able to use our Facebook live stream (managed by our fantastic Tech Team) each Sunday of 2021 and for several other special services as well. Facebook counts page interactions, but these engagements have no specified duration and are from anyone who happens upon our page whether a member or not. It's a fascinating Evangelistic tool!

Those who want to build a plan or policy around data are frustrated in their attempts to make meaning out of these numbers. My role as your pastor and priest is about relationships and I am happy that during 2021 folks took time out of raising their kids, dealing with their health, job loss and transition and deaths of friends and family to spend time with God and with us! So however you want to look at our "numbers" here is a sample of those:

ASA (Average Sunday Attendance) for 8am In-Person Worship: 13

ASA for 10:30 In-Person Worship (42 weeks in person): 41 Facebook Live: 177

Average Att. for Wed. In-Person Eucharist (42 wks in person): 5

Wed. Facebook Compline: 45 avg.

Our highest number of Facebook engagements in 2021 was for St. Patrick's Day Sunday with special Irish Music

Christmas Eve In-Person for 2 services was 143 with Facebook engagements at 66.

The single best attended Sunday service was on Oct. 31st with 91. The largest number for any service was for Sparry Sparks' funeral at 170.

I hope this helps answer some of your questions and I'm happy to speak to any of you about it. Our engagements are increasing as news gets out about the Warming Center we offer. Folks are attracted to our actions in the name of Christ more than our words! Our membership is strong and our evangelistic outreach through social media has blown me away! We don't count all these engagements as members, but our reach is spread far, and we have gained unique tools and insights in how to further our call as disciples. Thank you for all your support!

Faithfully,
Sarah

In Memoriam



Beatrice Julian

Jean Laughlin

Bruce Lyons

Sparry Sparks

Shirley Mae Hammond

Doris Easter

Beth Reynolds