

2021 Annual Report

ST. PAUL'S EPISCOPAL CHURCH
JACKSON, MICHIGAN



St. Paul's welcomes everyone to:
Our 2021 Annual Meeting via "Zoom"
Presented Sunday,
January 24, 2021

Agenda for St. Paul's Annual Meeting 2021

Opening Prayer

Confirm Quorum

Read & Pass 2020 Annual Meeting Minutes *(passed)*

Budget Presentation *(Budget Accepted)*

Introduction of Vestry Candidates & Vote *(Elected)*

Vote on Delegates to Diocesan Convention

(Delegates elected were Dana Burkey, Jan Osborn, Dennis Marsh & James Grant/alternate)

Presentations by:

- Rector
- Curate
- Sr. Warden

Closing Prayer & Adjournment

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**St. Paul's Episcopal Church
Jackson, Michigan
(Unapproved Meeting Minutes)
January 19, 2020**

The Annual Meeting was called to order and opened with prayer by Rev. Sarah at 12:12 p.m.

Rev. Sarah advised there was a set of By-Laws on each table at the meeting to review and share. Everyone should have received a copy of the Annual Report and Financial Statements when they entered Holy Spirit Hall for the meeting.

Having established a Quorum present (51 members in good standing) Rev. Sarah continued with the Annual Meeting.

The Unapproved 2019 Annual Meeting minutes were submitted for approval. A Motion was made by Diane Billingsley to approve the 2019 Annual Meeting Minutes as submitted, 2nd by Christy Randall. Motion passed unanimously.

Marco Shehab (assisted by Michelle Gibson) presented the treasurers report and proposed Budget for 2020 and asked for any questions on the same.

Marco did point out, the Building and Grounds account does show over what was budgeted for the 2019 Budget term due to unexpected finishing of the floors in Holy Spirit Hall, a new Maintenance contract with Aladdin Electric for mechanical systems in the building, A/C heat exchanger for the sanctuary and roof leak in the office building.

Questions:

Question was raised regarding the Camp Foundation and the Mission and Outreach account showing overspending of their budget.

Marco advised that they are working on amending the accounts to more accurately the money that is transferred from the Camp Foundation and spent through Mission and Outreach. There is not any debt to either or overspending.

Rhonda Rudolph questioned the Hospitality account showing over budget.

Answer: There are entries yet to be done which will more accurately show the accounts balance. It is not overspent. There were some items that were not posted to the correct account.

Marco has been meeting with the finance committee and Diane Billingsley and streamlining the accounts so it will be easier to see their income and expenses.

The Budget for 2020 presented: It was noted the 2020 Budget is basically the same as the 2019 Budget with 3-4% increase.

The Rector's Discretionary Fund has been amended to show a line item of \$15,000. This amount is based upon what Rev. Sarah has expended in assistance to persons in our community during the 2019 year. It is not a new item, just listed out separately now.

There being no further questions or discussion on the 2020 Budget, a motion was made by Tom Holsinger-Friesen to accept the 2020 Budget as submitted and approved by the Vestry.
2nd by Barb Duke Motion passed

The next item submitted for discussion, review and approval was the Kitchen/Lease agreement which everyone received a copy of in their Annual Meeting packet. The approval was given 2 years ago to look into the possibility of leasing out our kitchen to a caterer. After much work by the Vestry and Kitchen Cabinet* the proposed contract was written and now being submitted to the congregation for review prior to submitting to the Diocese Standing Committee for final approval. The contract is for the caterers use of our kitchen with advance notice for their outside catering events. The fee for use our kitchen shall be \$25.00 an hour.

The caterer (Big Guy Catering) would have ownership of the Kitchen License (keeping up with all the inspections) and is Certified with SafeServ. There is a clause in the contract that after 1 year the contract can be renegotiate in the event the needs for the caterer should change regarding needing more storage space for their equipment, etc.

*A "Kitchen Cabinet" was formed by the proposed caterer and persons using the kitchen.

Questions:

Tom Holsinger-Friesen asked what effect the lease with the caterer would have on the work of the current Bereavement Committee.

Barb Duke stood and spoke on behalf of the Bereavement Committee advising the committee is 100% in support of the lease. The Bereavement Committee would continue to meet with the families to see what type of luncheon is being requested by the family and size of the luncheon. Once the Bereavement committee has meet with the families, they would in turn contact and be in touch with the caterer. The Bereavement Committee would still reach out to individuals of the Parish to supply desserts for the luncheons.

Jo Alipit asked if the Kitchen Cabinet/Hospitality Committee has to check with the caterer for use of the kitchen.

This question was answered by Rhonda Rudolph. The Hospitality Committee will still work through the Team Leaders of the Committee for Sunday Coffee Hour. Each Team Leader (which they would like to have more of) is responsible to make sure that a sweet item is provided for the Coffee Hour. The Caterer would provide trays of Crackers/Cheese and Fruit/Veggies. The Hospitality Committee is also 100% in support of the lease.

A Motion was made to approve the Lease with Big Guy Catering and to forward the lease to the Diocese Standing Committee for review and approval by Carrier Grant.

2nd by Barney Rudolph Motion passed

If for some reason there are any issues or questions from the Diocese Standing Committee, the congregation will be notified.

Outgoing Vestry members Dennis Marsh, Sandra Kilian, and Christy Randall were asked to stand and thanked for their service on the Vestry.

The candidates running for 2019 Vestry Election were then presented: Romelle Frey, Chuck Sinclair and Dana Burkey (not present due to prior commitment). Gary Trammell will serve to replace Clark Hutchens spot on the Vestry due to his Clark's resignation. Dennis Marsh agreed to be alternate. Openings are for (3) 2-year positions, (1) 1 year position as well as an alternate. A Motion was made by Kyle King to accept the 2020 Slate of Vestry Elects as presented. 2nd by Barb Duke. Motion passed.

Rev. Sarah asked for persons interested in attending the 2020 Convention to raise their hands. Following responded for the (3) spots and alternate spots available: Tom Holsinger-Friesen, Barney Rudolph, Dennis Marsh and Janet Hughes.

Rev. Sarah thanked everyone in the Parish for their support and work for the Parish during this past year.

Sr. Warden Michelle Gibson thanked the congregation for their trust in her for being Sr. Warden this past year. Michelle then presented a slide presentation she had put together with photos of the activities from the 2019 year at St. Paul's.

Rev. Sarah advised she would be leaving 1/20/2020 to attend a Conference/Episcopal Revival in Georgia which is called "Rooted In Jesus". This Conference is focusing on discipleship and evangelism and Rev. Sarah will report back to the congregation the ideas and her experiences from this event.

Rev. Sarah then thanked everyone for all the work and dedication this past year, especially the ability to Continued thanks were made to the Parish for their work and dedication to St. Paul's especially their ability to come together and work through differences.

Special thanks to Dee Hurlbert and Alice Mulhearn.

The names of the departed from St. Paul's during 2019 were then read with a bell being tolled after each name. The reading of the deceased parishioners was followed by a prayer at the conclusion of the names.

The 2020 Annual Meeting was closed with singing of the Doxology by all in attendance.

Meeting adjourned at 1:22pm

Respectively submitted,
Janet Hughes, Secretary



Jan Osborn

When I was asked to write this bio, I wondered how in the world was I was going to summarize my life of so many experiences into something short enough that anyone would want to read it. As I went back over my life, I realized how truly blessed I have been. That blessing includes being able to share my spiritual life with all of you. So here goes.....

I was raised in the “Buckeye” state near Cleveland and transplanted to Jackson over four decades ago. I grew up in the United Church of Christ (U.C.C), which believed that God is Love, and all people were welcome. When I came to Jackson, most of the people that were important in my life were Catholic, so I attended their churches with them. A few years ago, I decided that I needed to find a church that was more closely aligned with the love and acceptance that I had grown up with.

I truly believe that God knew what I needed and led me to St. Paul’s. I had been to a few U.C.C. churches in Jackson and Chelsea, but none of them felt quite right. One day I joined a swim class at the Chelsea Wellness Center, where I met Susie Freer. She invited me to go to lunch with her “Lunch Bunch” group. That began a friendship that changed the path of my life. I had been telling Susie my story and she invited me to attend St. Paul’s. I didn’t know much about Episcopalians, but I decided to give it a try. After attending my first service and Social Hour, I knew I was “home”. I began participating in Adult Forum, Book Study and Bible Study, became a member in 2019, and a Counter in 2020.

I got my undergraduate degree from Miami University with a B.S. in Systems Analysis (computers) and my MBA, with a concentration in finance, from the University of Michigan. My first job after college was with Arthur Andersen (Accenture) as a computer consultant. A seven-month consulting assignment at Consumers Energy ultimately led to a 37-year career there. I spent much of my career in management and leadership positions related to computer system development and project management. What I loved about the Information Technology area, is that I was able to learn about and support all departments

across the company, without ever having to leave my own department. My last assignment was as an internal Project Management Consultant to major projects across the entire company, including the first Wind Farm Project and a major upgrade to our Ludington Pumped Storage Power Plant. I got to wear a hard hat and steel toed boots! I can honestly say that I had never been bored in my career, even though at times being bored would have given me a much-needed break. It was a life and career of constant growth and learning; goals my parents had instilled in me from an early age.

On a more personal note, I have a lot of interests and loves – sports, animals, traveling, music and the U.S. Coast Guard Auxiliary and Academy. I've shared most of my life with dogs, cats, and horses. The poor pets have learned though that any time there is a U of M football or basketball game on, the house will be anything but quiet - TV becomes interactive! I have been “tooting my French Horn”, for the last 26 years, as a member of the Jackson College's Community Concert band. I have been the Flotilla Commander of the Coast Guard Auxiliary's Jackson Flotilla and the Public Education and Marine Safety Officer at both the Flotilla and the Division levels. I am also a Coast Guard Academy Partner, representing the Academy's Admissions Office at events across the State of Michigan. And last, but not least, I have been blessed with a lifelong love of traveling, something that I've been missing a lot, since the pandemic hit us!

I would be greatly honored to be a member of the Vestry at St. Paul's.

Sincerely,

Jan



Barney Rudolph

I am a lifelong Episcopalian and a longtime member of St. Paul's. A past Vestry member at St. Paul's, a member of the choir, a lay reader and active in many ways at St. Paul's. I have been off the vestry for five years now and after much discussion and prayer decided it was time to step up again. I am proud and humble that I was asked to serve again and look forward to serving with Pastor Sarah and the rest of the Ministerial team.

I am a father of two sons and a daughter and a grandfather to one. My wife, Rhonda and I have been married thirty-three years and have been hosting my mother-in-law, Joanne since late October. I retired from the Jackson Fire Department in 2012. We are all looking forward to returning to church and finding a new normal. That new normal will present challenges and opportunities for St. Paul's and I look forward to being part of the process of dealing with such.

Sincerely,

Barney



Elaine Themm

I am a lifelong Jackson resident with the exception of going to PSU for two years, and living in Belfast, Northern Ireland for 6 months. I was raised Catholic, but we switched as a family, two years ago to the Episcopalian faith. We love the St. Paul's community.

I have been an educator for 21 years. My roles in education include High School History teacher, Assessment Coordinator for charter schools, working for the Michigan Department of Education, and my current role as Lead History Faculty at Jackson College.

My husband Ben and I have three boys who keep us very busy. I love to travel, get outside, and read. I also lead a small non-profit here in Jackson called Sam's Book Flood. I started this organization in memory of my youngest brother who died in 2017. We deliver new books, and a piece of chocolate, to children in Jackson County schools each December.

I am looking forward to serving the Church with the Vestry. Thank you for the opportunity to give back to St. Paul's.

Sincerely,

Elaine

St. Paul's Episcopal Church
Income Statement With Budget
January 2020 - December 2020

		Dec-20	Dec-19	Current Budget	2021 Budget	
INCOME	4000					
CONTRIBUTIONS	4050					
Pledge Envelopes	4051	\$202,718.91	\$186,433.85	\$195,650.00	\$200,000	
Non-Pledge Envelope	4052	20,329.58	21,275.00	20,000.00	\$21,000	
Loose Plate Collection	4054	477.83	1,766.84	4,160.00	\$2,000	
Non-restricted Gifts/Memr	4055	6,375.00	4,927.32	0.00	\$0	
Restricted Gifts/Memorial	4056	0.00	0.00	0.00	\$0	
Restricted M&O Income	4057	3,384.94	0.00	0.00	\$12,000	NEW
Rector's Discretionary-S	4058	22,046.99	47,295.89	0.00	\$25,000	NEW
Curate Discretionary-M	4059	100.00	0.00	0.00	\$2,000	NEW
Christmas/Easter	4060	550.00	2,545.00	3,120.00	\$3,000	
Subtotal Contributions	4050	255,983.25	264,243.90	222,930.00	\$265,000	
DISTRIBUTION INCOME	4100					
Camp Foundation Revenue	4106	0.00	10,677.89	10,500.00	\$10,500	
Christian Education Fund	4114	0.00	213.00	0.00	\$0	
Subtotal Distribution Income	4100	0.00	10,890.89	10,500.00	\$10,500	
INVESTMENT INCOME	4150					
Earned Interest	4152	45,353.68	70,634.18	45,970.00	\$35,000	
Chabut Earned Interest	4152-00	464.18	721.72	0.00	\$200	
Dividends	4154	324.34	514.58	0.00	\$200	
Gain(Loss) on sale of inv	4179	10,180.28	8,729.37	0.00	\$0	
Subtotal Investment Income	4150	56,322.48	80,599.85	45,970.00	\$35,400	
OTHER INCOME	4200					
Misc Income	4202	18,224.14	9,373.48	2,681.84	\$2,000	
Hospitality Income	4203	953.00	2,135.88	2,084.40	\$1,000	
PPP Loan Forgiveness	4204	18,702.00	0.00	0.00	\$18,702	
Endowment Transfer	4205	0.00	0.00	0.00	\$70,000	
Building Rental Income	4208	0.00	1,250.00	3,000.00	\$0	
Bishop's Payroll Share	4210	4,057.42	0.00	0.00	\$20,369	
Unrealized gain(loss)	5199	268,251.52	230,655.34	0.00	\$0	
Subtotal Other Income	4200	310,188.08	243,414.70	7,766.24	\$112,071	
TOTAL INCOME		622,493.81	599,149.34	287,166.24	\$422,971	

EXPENSES	6000				
OPERATIONAL EXPENSES	6100				
PROFESSIONAL SERVICES	6150				
Rector's Compensation	6152	\$71,820.16	\$71,820.06	\$73,974.60	\$78,413
Rector's Pension	6154	12,600.00	12,600.00	12,928.00	\$12,928
Rector's Med/Dent/Life/INS	6156	21,763.19	22,736.60	21,120.00	\$21,120
Rector's Professional Exp	6158	1,198.59	2,926.06	1,200.00	\$1,200
Rector Continuing Ed	6160	362.56	-48.69	1,000.00	\$1,000
Curate Salary	6161	7,694.89	0.00	0.00	\$40,738
Secretary Wages - Hourly	6162	16,236.52	16,541.86	16,000.00	\$22,000
Treasurer Wages	6163	6,900.00	3,625.00	6,900.00	\$6,900
Sexton Wages - Hourly	6164	14,197.50	4,148.85	12,500.00	\$12,500
Bookkeeper - Hourly	6167	7,400.00	7,047.23	6,900.00	\$6,900
Kitchen Wages - Hourly	6168	3,339.50	2,337.75	15,000.00	\$3,300
Babysitter Wages - Hourly	6172	4,995.00	1,865.65	6,200.00	\$6,200
Choir Dir. Salary	6173	1,821.48	4,724.18	5,600.00	\$0
Employer Payroll Tax	6175	1,970.07	1,816.76	2,600.00	\$3,100
Supply Priest/Musician	6176	7,350.00	12,971.22	13,000.00	\$9,000
Workers Comp Insr.	6178	738.00	285.00	500.00	\$500
Investment Fees	6195	16,358.94	14,735.99	0.00	\$0
Chabut Investment Fees	6195-00	167.37	150.49	0.00	\$0

Subtotal Professional Services	6150	196,913.77	180,284.01	195,422.60	\$225,799
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ADMINISTRATION EXPENSES	6200				
Postage	6250	1,287.83	424.72	875.64	\$1,200
Internet, site/pc service	6251	3,996.62	1,243.98	1,800.00	\$1,320
Telephone/Cell Phone	6252	3,139.54	2,484.75	1,800.00	\$2,340
Equipment rental	6253	3,759.77	5,049.27	5,000.00	\$5,000
Office Expense	6254	7,983.56	2,939.77	3,500.00	\$4,000
Computer/ IT Expense	6256	0.00	0.00	0.00	\$5,000
Diocese Convention	6260	0.00	177.97	200.00	\$0
Vestry Retreat	6262	30.00	165.00	400.00	\$400
Diocese Contributions	6266	31,369.37	23,118.00	23,118.00	\$23,312
Audit Fees	6270	0.00	5,300.00	5,300.00	\$5,300
Misc. Adm. Expense	6274	4,309.44	515.43	1,200.00	\$1,200
Stewardship Expense	6282	1,117.28	0.00	110.00	\$110
Gifts - Conf. & Grad.	6286	1,000.00	296.04	500.00	\$500

Subtotal Administration Expenses	6200	57,993.41	41,714.93	43,803.64	\$49,682
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PROPERTY EXPENSES	6300				
UTILITIES - ST PAUL'S	6350				
Gas & Electric	6352	20,808.67	22,013.65	21,500.00	\$21,000
Waste Disposal	6354	984.00	711.82	565.00	\$984
Water & Sewer	6356	1,791.21	1,034.83	1,365.00	\$1,500

Subtotal Utilities - St Paul's	6350	23,583.88	23,760.30	23,430.00	\$23,484
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Cleaning/Supplies	6374	2,117.80	18,387.51	1,500.00	\$2,000	
Property Insurance	6376	21,926.00	20,789.00	21,000.00	\$22,000	
Bldg & ground Expense	6379	23,217.72	33,587.80	19,000.00	\$22,000	
Capital Improv. & Equip.	6380	13,305.00	20,176.13	25,000.00	\$15,000	
Subtotal Property Expenses	6300	60,566.52	92,940.44	66,500.00	\$61,000	
WORSHIP & MUSIC EXPENSE	6400					
Altar/Worship	6410	1,364.27	2,062.40	2,000.00	\$2,000	
Flowers	6412	1,358.50	944.53	1,040.00	\$1,300	
Chancel Choir Music	6413	0.00	231.28	208.00	\$208	
Music Expense	6414	460.00	601.44	520.00	\$500	
Organ/Piano Maintenance	6416	2,068.85	3,655.70	1,560.00	\$1,000	
Handbell Music	6417	68.36	389.85	104.00	\$100	
Singers & Instrumentalist	6418	0.00	1,050.00	208.00	\$200	
Subtotal Worship & Music Expenses	6400	5,319.98	8,935.20	5,640.00	\$5,308	
PROGRAM EXPENSES	6470					
Rector's Discretionary-S Expense	6477	12,444.54	40,929.20	13,000.00	\$13,000	NEW
Curate Discretionary-M Expense	6478	0.00	0.00	0.00	\$2,000	NEW
Mission/Outreach Expense	6479	5,450.00	0.00	0.00	\$12,000	NEW
Hospitality Expense	6480	1,972.34	3,394.77	2,600.00	\$2,000	
Prayer Quilt Ministry	6485	0.00	0.00	250.00	\$250	
Church School	6510	1,039.91	2,263.60	2,500.00	\$1,200	
Archives	6511	131.96	0.00	250.00	\$250	
Adult Education	6512	489.50	1,028.50	900.00	\$900	
Misc Expense Rector Discr	6556	15,333.94	19,170.14	0.00	\$15,000	
Subtotal Program Expenses	6470	36,862.19	66,786.21	19,500.00	\$46,600	
Subtotal Operational Expenses	6100	381,239.75	414,421.09	354,296.24	\$411,873	
ALL OTHER EXPENSES	6560					
Bank Charges	6564	1,035.24	827.91	500.00	\$500	
Contingent/Misc Expense	6566	6,050.81	9,098.25	1,500.00	\$1,000	
Pension Expense	6654	4,500.00	4,125.00	0.00	\$0	
Subtotal All Other Expenses	6560	11,586.05	14,051.16	2,000.00	\$1,500	
TOTAL EXPENSES		392,825.80	428,472.25	356,296.24	\$413,373	
EXCESS INCOME/EXPENSES		\$229,668.01	\$170,677.09	-\$69,130.00	\$9,598	

St. Paul's Episcopal Church
Income and Expense Statement

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		Current Period	Prior Year	Current Budget
INCOME	4000			
CONTRIBUTIONS	4050			
Pledge Envelopes	4051	\$202,718.91	\$186,433.85	\$195,650.00
Non-Pledge Envelope	4052	20,329.58	21,275.00	20,000.00
Loose Plate Collection	4054	477.83	1,766.84	4,160.00
Non-restricted Gifts/Memr	4055	6,375.00	4,927.32	0.00
Restricted M&O Income	4057	3,384.94	0.00	0.00
Rector's Discretionary-S	4058	22,046.99	47,295.89	0.00
Curate Discretionary-M	4059	100.00	0.00	0.00
Christmas/Easter	4060	550.00	2,545.00	3,120.00
Subtotal Contributions	4050	255,983.25	264,243.90	222,930.00
DISTRIBUTION INCOME	4100			
Camp Foundation Revenue	4106	0.00	10,677.89	10,500.00
Christian Education Fund	4114	0.00	213.00	0.00
Subtotal Distribution Income	4100	0.00	10,890.89	10,500.00
INVESTMENT INCOME	4150			
Earned Interest	4152	45,353.68	70,634.18	45,970.00
Chabut Earned Interest	4152-001	464.18	721.72	0.00
Dividends	4154	324.34	514.58	0.00
Gain(Loss) on sale of inv	4179	10,180.28	8,729.37	0.00
Subtotal Investment Income	4150	56,322.48	80,599.85	45,970.00
OTHER INCOME	4200			
Misc Income	4202	18,224.14	9,373.48	2,681.84
Hospitality Income	4203	953.00	2,135.88	2,084.40
PPP Loan Forgiveness	4204	18,702.00	0.00	0.00
Building Rental Income	4208	0.00	1,250.00	3,000.00
Bishop's Payroll Share	4210	4,057.42	0.00	0.00
Unrealized gain(loss)	5199	268,251.52	230,655.34	0.00
Subtotal Other Income	4200	310,188.08	243,414.70	7,766.24
TOTAL INCOME		622,493.81	599,149.34	287,166.24

St. Paul's Episcopal Church
Income and Expense Statement
Consolidated - January 2020 - December 2020

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		Current Period	Prior Year	Current Budget
EXPENSES	6000			
OPERATIONAL EXPENSES	6100			
PROFESSIONAL SERVICES	6150			
Rector's Compensation	6152	\$71,820.16	\$71,820.06	\$73,974.60
Rector's Pension	6154	12,600.00	12,600.00	12,928.00
Rector's Med/Dent/LifeINS	6156	21,763.19	22,736.60	21,120.00
Rector's Professional Exp	6158	1,198.59	2,926.06	1,200.00
Rector Continuing Ed	6160	362.56	-48.69	1,000.00
Curate Salary	6161	7,694.89	0.00	0.00
Secretary Wages - Hourly	6162	16,236.52	16,541.86	16,000.00
Treasurer Wages	6163	6,900.00	3,625.00	6,900.00
Sexton Wages - Hourly	6164	14,197.50	4,148.85	12,500.00
Bookkeeper - Hourly	6167	7,400.00	7,047.23	6,900.00
Kitchen Wages - Hourly	6168	3,339.50	2,337.75	15,000.00
Babysitter Wages - Hourly	6172	4,995.00	1,865.65	6,200.00
Choir Dir. Salary	6173	1,821.48	4,724.18	5,600.00
Employer Payroll Tax	6175	1,970.07	1,816.76	2,600.00
Supply Priest/Musician	6176	7,350.00	12,971.22	13,000.00
Workers Comp Insr.	6178	738.00	285.00	500.00
Investment Fees	6195	16,358.94	14,735.99	0.00
Chabut Investment Fees	6195-001	167.37	150.49	0.00
Subtotal Investment Fees	6195	16,526.31	14,886.48	0.00
Subtotal Professional Services	6150	196,913.77	180,284.01	195,422.60
ADMINISTRATION EXPENSES	6200			
Postage	6250	1,287.83	424.72	875.64
Internet, site/pc service	6251	3,996.62	1,243.98	1,800.00
Telephone/Cell Phone	6252	3,139.54	2,484.75	1,800.00
Equipment rental	6253	3,759.77	5,049.27	5,000.00
Office Expense	6254	7,983.56	2,939.77	3,500.00
Diocese Convention	6260	0.00	177.97	200.00
Vestry Retreat	6262	30.00	165.00	400.00
Diocese Contributions	6266	31,369.37	23,118.00	23,118.00
Audit Fees	6270	0.00	5,300.00	5,300.00
Misc. Adm. Expense	6274	4,309.44	515.43	1,200.00
Stewardship Expense	6282	1,117.28	0.00	110.00
Gifts - Conf. & Grad.	6286	1,000.00	296.04	500.00
Subtotal Administration Expenses	6200	57,993.41	41,714.93	43,803.64

St. Paul's Episcopal Church
Income and Expense Statement
Consolidated - January 2020 - December 2020

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		Current Period	Prior Year	Current Budget
PROPERTY EXPENSES	6300			
UTILITIES - ST PAUL'S	6350			
Gas & Electric	6352	20,808.67	22,013.65	21,500.00
Waste Disposal	6354	984.00	711.82	565.00
Water & Sewer	6356	1,791.21	1,034.83	1,365.00
Subtotal Utilities - St Paul's	6350	23,583.88	23,760.30	23,430.00
Cleaning/Supplies	6374	2,117.80	18,387.51	1,500.00
Property Insurance	6376	21,926.00	20,789.00	21,000.00
Bldg & ground Expense	6379	23,217.72	33,587.80	19,000.00
Capital Improv. & Equip.	6380	13,305.00	20,176.13	25,000.00
Subtotal Property Expenses	6300	84,150.40	116,700.74	89,930.00
WORSHIP & MUSIC EXPENSE	6400			
Altar/Worship	6410	1,364.27	2,062.40	2,000.00
Flowers	6412	1,358.50	944.53	1,040.00
Chancel Choir Music	6413	0.00	231.28	208.00
Music Expense	6414	460.00	601.44	520.00
Organ/Piano Maintenance	6416	2,068.85	3,655.70	1,560.00
Handbell Music	6417	68.36	389.85	104.00
Singers & Instrumentalist	6418	0.00	1,050.00	208.00
Subtotal Worship & Music Expense	6400	5,319.98	8,935.20	5,640.00
PROGRAM EXPENSES	6470			
Rector's Discretionary-S	6477	12,444.54	0.00	0.00
Mission/Outreach Expense	6479	5,450.00	40,929.20	13,000.00
Hospitality Expense	6480	1,972.34	3,394.77	2,600.00
Prayer Quilt Ministry	6485	0.00	0.00	250.00
Church School	6510	1,039.91	2,263.60	2,500.00
Archives	6511	131.96	0.00	250.00
Adult Education	6512	489.50	1,028.50	900.00
Misc Expense Rector Discr	6556	15,333.94	19,170.14	0.00
Subtotal Program Expenses	6470	36,862.19	66,786.21	19,500.00
Subtotal Operational Expenses	6100	381,239.75	414,421.09	354,296.24
ALL OTHER EXPENSES	6560			
Bank Charges	6564	1,035.24	827.91	500.00
Contingent/Misc Expense	6566	6,050.81	9,098.25	1,500.00
Pension Expense	6654	4,500.00	4,125.00	0.00
Subtotal All Other Expenses	6560	11,586.05	14,051.16	2,000.00
TOTAL EXPENSES		392,825.80	428,472.25	356,296.24
EXCESS INCOME/EXPENSES		\$229,668.01	\$170,677.09	-\$69,130.00

St. Paul's Episcopal Church
Balance Sheet
 Consolidated - December 2020

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		Current Year	Previous Year
ASSETS			
CHECKING & CASH ACCOUNTS	1100		
GENERAL FUND	1105		
General Fund - Comerica	1109	-\$125,687.84	-\$85,978.08
Designated/Restricted COM	1109-001	151,706.32	150,535.40
Designated Building COM	1109-002	2,507.77	1,857.77
HUNTINGTON BANK Gen Fund	1110	0.00	26,183.25
HUNTINGTON Desg/Restrict	1110-001	0.00	7,653.82
HUNTINGTON Desg Building	1110-002	0.00	650.00
Subtotal General Fund	1105	28,526.25	100,902.16
SPECIAL CHECKING ACCTS	1184		
Rector's Discretionary	1186	1,987.47	2,072.92
Subtotal Checking & Cash Accounts	1100	30,513.72	102,975.08
ENDOWMENT FUND	1199		
Endowment Trust Fund	1210	2,330,858.88	2,037,025.00
RESTRICTED FUNDS	1214		
Rector's Benevolence	1225	5,146.75	6,686.71
Brooks/Ramson/Smith	1240	64,465.83	56,328.10
Chabut Statue/Window Fund	1245	24,707.91	21,593.16
Rector's Deferred Benefit	1250	4,601.82	8,444.04
Capital Improvement	1260	4,083.83	3,489.24
Mission & Outreach	1260-001	1,099.26	1,040.45
Christian Education Fund	1265	7,395.74	6,463.40
Subtotal Restricted Funds	1214	111,501.14	104,045.10
MINISTRY FUNDS	1300		
Bereavement Fund	1320	2,032.57	2,032.57
Women of St Pauls	1345	7,614.06	6,796.62
Subtotal Ministry Funds	1300	9,646.63	8,829.19
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	-1,243,971.09	-1,243,971.09

St. Paul's Episcopal Church
Balance Sheet
 Consolidated - December 2020

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		Current Year	Previous Year
	1800	4,012,369.74	4,012,369.74
Subtotal Fixed Assets			
Subtotal Assets		6,494,890.11	6,265,244.11
OTHER ASSETS			
	1900		
CSV of life insurance	1901	56,472.72	56,472.72
TOTAL ASSETS		<u>\$6,551,362.83</u>	<u>\$6,321,716.83</u>

		Current Year	Previous Year
LIABILITIES	2000		
CURRENT LIABILITIES	2100		
PAYROLL TAXES PAYABLE	2200		
FICA W/H & Employer	2220	\$406.20	\$329.40
Federal Income W/H	2230	1,541.00	1,811.00
Medicare	2235	95.00	77.04
State Income Tax W/H	2240	240.98	263.28
City Income Tax W/H	2250	0.00	144.47
Subtotal Payroll Taxes Payable	2200	2,283.18	2,625.19
DESIGNATED/RESTRICTED FD	2270		
Building Fund	2280	4,289.46	4,289.46
Designated Capital Improv	2281	1,411.74	1,411.74
ChanceI Crucifix Fund	2284	100.00	100.00
Second Coming Windows Fnd	2285	100.00	100.00
Columbarium Fund(Creamatn	2287	2,175.00	2,175.00
Camp Foundation Liability	2296	17,935.26	17,902.70
Memorial Fund	2300		
Restricted Memorials/Gift	2302	1,365.90	1,365.90
UnrestrictedMemorial/Gift	2304	163,957.37	157,582.37
Subtotal Memorial Fund	2300	165,323.27	158,948.27
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	-1,258.89
Mission & Outreach	2391	3,830.87	1,445.93
Music Outreach Fund	2394	1,000.00	1,000.00
Noisy Offering Fund	2399	59.00	59.00
Subtotal Designated/restricted Fd	2270	197,068.68	189,295.52
PREPAID PLEDGES	2400		
Prepaid General Pledges	2405	5,600.00	3,100.00
SPECIAL CHECK FUNDS	2450		
Rector's Discretion Fund	2452	2,509.50	6,041.50
TOTAL LIABILITIES		207,461.36	201,062.21
FUND BALANCE	3000		
Fund Balance	3001	\$6,343,901.47	\$6,120,654.62
TOTAL FUND BALANCE		6,343,901.47	6,120,654.62
		Current Year	Previous Year
TOTAL LIABILITIES AND FUND BALANCE		<u>\$6,551,362.83</u>	<u>\$6,321,716.83</u>

Rector's Annual Report to the Congregation of St. Paul's Jan. 24th, 2021

1 Peter 1:6-9 "In this you rejoice, even if now for a little while you have had to suffer various trials, so that the genuineness of your faith—being more precious than gold that, though perishable, is tested by fire—may be found to result in praise and glory and honor when Jesus Christ is revealed. Although you have not seen him, you love him; and even though you do not see him now, you believe in him and rejoice with an indescribable and glorious joy, for you are receiving the outcome of your faith, the salvation of your souls."

Looking back over my last Annual Meeting Report I read these words, *"This year we will have several opportunities to learn about justice and mercy in our own lives and in our community."* The phrase "from the mouths of babes" comes to mind! Of course, all of us were mere babes in the woods last year at this time with no knowledge of what was ahead of us as a parish, a nation, and citizens of this world. I referred at that time to speakers, programs, and courses we could take together. We are now coming into the second year of a real-world degree in global disaster management and though the grades are not yet in, I suspect we are above average in our learning objectives.

There is not one of us who has not had to contemplate and maybe even respond to the protests that happened through the Black Lives Matter movement. My heart has been forever changed and I'm not half as aware as I could be about the lived experience of Black and Brown people in my own family, neighborhood, and country. As the protests against police brutality and an unjust legal system swelled in our cities, we were thrown into a national battle rather than dialogue about racial disparities in our country. As some were trying to acknowledge the grim anniversary of 400 years since the first enslaved Africans were brought in chains to this land, others were trying to capitalize on our divisions as a people by campaigning for law and order while fomenting chaos and hatred based on deep seeded prejudices and bigotry.

I was proud of our parish as we read Bryan Stevenson's book Just Mercy and talked about the realities of injustice and our own history in Jackson as a prison town. We got to know Tony Gant, former incarcerated man and now leader in Jackson with Nation Outside, a group whose purpose is making the path to wholeness and healing for returning citizens a fair one. His life and work are an inspiration, and we plan to bring him back among us as we learn more together.

I was humbled by the response of many of our families who joined the Black Lives Matter protest just a block over from St. Paul's Church to stand up for justice and lament the lives ignored, abused, and lost in our justice system. By humbly standing with and listening to our neighbors, we begin our work as disciples of our Savior whose life was spent calling out injustices and helping oppressed people. By listening to our Black and Brown neighbors our eyes are opened to their lived reality of oppression in our community and we are equipped to live out God's commandment to love our neighbors as ourselves. We are only just beginning to

learn what life is like for other beloved children of God who carry God's image, as we do, in their very bodies. May our hearts be opened, may our ears have the courage to truly hear and may the scales of indifference fall from our eyes.

All of us are forever changed by what we are going through during the Covid-19 pandemic. Many of us have lost friends and family to this dreadful disease. None of us has lived as we once did so all of us are mourning the familiar things we once knew and counted on. We miss each other, our smiles and touches and the tactile parts of our shared humanity. We miss our sacred spaces, liturgies and choirs and sharing bread and wine together at the Lord's table. We miss volunteering together through shared ministry in the community and in our church building. We miss learning beside one another and the blessed frustrations of being in the physical presence of other members who don't think, vote, or live as we do.

Of course, we also miss those whom we've lost. Thankfully, we've not lost any St. Paul's parishioners to Covid but we did experience losses of beloved members in 2020. Janet Geiersbach, Robert Walker, Jane Georgopolis, Paul Chabut, Nancy Ford, Ray Hartsuff, Paul Verner, Bob Howe, Don Ward, Richard Hale, Paul Stowell & Betty Lou Scheele.....were members whose faithfulness to St. Paul's church is a blessed memory for we who are left behind to mourn them. Our memorials for some will wait until after we can gather together in our sanctuary again and I am grateful for those whom we were able to bury at cemeteries while the weather allowed.

Through the work of the Vestry and ministries of St. Paul's, we have been able to reach out to our members and wider community in a variety of ways. When we were forced out of our church building, we began calling parishioners and leaving phone messages for those who cannot connect to technology. We quickly learned Zoom and worshiped in our homes and online. We distributed yard signs so our neighbors knew St. Paul's was still an active body of Christ in Jackson. We invested in bringing the newest technology we have into the oldest part of our campus, the sanctuary, and now broadcast live our Sunday worship as well as midweek prayers. What was done in haste to respond to immediate needs now helps us see and shape our future evangelism and community connections online.

I am very proud of this Vestry for sticking together and faithfully serving us all as leaders and decision makers in a time fraught with discord and suspicion. Michelle and Debbie have faithfully stepped up as wardens and led us even as they navigated tremendous family and work changes in their own lives. I am so grateful for their leadership in organizing, planning, and executing the constant change required of us! As our new bishop worked with her peers and state officials to bring safe and consistent guidelines for our churches, our Vestry met the given challenges together relying on prayer, hard work and relationships of trust and mutuality. I am forever grateful for Christy and Nathan Randall, who head our Tech Team and guided our decisions on equipment purchasing and installation and creating a Sunday Tech Team to run our worship broadcast. They help us perfect what we can do each week and are training others to run the technology each week all while raising two of our precious kids and working from home! Please join me in thanking them for their faithfulness.

The ingenuity and faithfulness of our staff has kept this ship of Christ afloat and pointed in the right direction during this stormy season. Our treasurer Marco has helped us apply for and receive Federal PPP grants in last year and already another this month! The extra 18k income

helps us keep our bills paid and payroll met during uncertain financial times. Your financial support is in good hands with his stewardship. Our building has been kept from the ruination of emptiness and has been lovingly cared for by our Sexton Terry whose wife India is learning to run our Sunday worship tech since she has no little ones to care for in nursery. They are faithful stewards of our facility and true partners in ministry in their work with Kyle and the Buildings and Grounds team.

Our relationship with Big Guy Catering and the Hephzibahs has flourished! Their business has grown in the past year so that Jeremiah can now work as a full-time caterer. Their commitment to outreach and serving our community in need is astounding. When the Interfaith Shelter shut down due to Covid and a temporary shelter was set up in another church Jeremiah stepped up to make a hot dinner for those residents every night for 10 weeks. He used what he could get in donated food and made up the rest from Gordons and did brilliant work so the shelter residents could eat nutritious food and the shelter staff had one less thing to do on their busy plates! Jeremiah and Ella have stepped out in faith and expanded their business capacity by the purchase of a kitchen trailer for catering in the community. They will be able to expand their for profit and nonprofit offerings through this mobile kitchen and are partnering with us to provide meals to essential workers and the homeless in our community. The Vestry has agreed to help them purchase a truck with which to pull this mobile kitchen and are hoping you'll help by donating to a temporarily restricted fund for that purpose. Any donations you make for this worthy cause will help all in our community as well as this wonderful family!

Finally, not one bit of what we do here would be done without the skill, drive, patience and good humor of Alice, our parish secretary. I cannot function well without her. She is the happy face and voice for all inquiries that come and skillfully filters requests of my time, attention, and discretionary fund. I don't think she has any peers who have the knowledge and skill she gives to us each day. I cannot thank her enough for being willing to literally take her job wherever she goes during this strange pandemic time. Please join with me in rising up and calling her blessed as she is a true blessing for us!

After conversations with Bishop Bonnie, Marco and our diocesan treasurer and with Melissa Congleton, we entered into a partnership with the Diocesan Curacy program funded through the McElroy fund to hire the Rev. Deacon Melissa Congleton as a half time Curate for St. Paul's. Half her salary and benefits are funded through the diocese who are grateful she will be trained in a healthy, loving congregation. I am so grateful for her faithful commitment, camaraderie and diligence as a colleague and friend. She has successfully navigated the change in how and what we offer as Christian Ed for our children and youth. With her leadership our kids of all ages engage in weekly faith development and are aware of their own faith, voice, and leadership among us. This investment in our children will pay off for generations to come and I thank Kim Perlos, Tom Holsinger-Friesen and all our parents for being faithful partners in this essential ministry.

The renewal of our Childrens' Ed Ministry is but one place where hope has helped us see God at work in us and through us during pandemic. Even when surrounded by death, life springs up and we see growth in the midst of change. I did a beautiful wedding in August for Cassie and Heather, two parishioners who joined us two years ago. Along with their families and friends I

asked God's blessing upon them in their back yard and was inspired by the joy of that sacramental moment. I also did the wedding of a former MSU student and her now husband in East Lansing. Outdoors and with her family Zooming in, they said the familiar vows and after I pronounced the blessing of the Church her father pronounced blessings upon them from their Nigerian family and tribal ancestors. To hear Yoruban words of blessing upon them made my flesh tingle and heart soar. A truly thin place where heaven and earth touched in our midst.

As we continue into 2021, I am so full of hope and gratitude for the Holy Spirit of God working in and through us here in Jackson. I am convinced we can be the disciples Christ calls us to be as we humbly learn about our brothers and sisters in need, ask our leaders to be accountable to the poorest among us, take to heart God's call to us to be peace makers and justice lovers and receive the blessing of God's strength and courage through receiving Word and Sacrament. The joy of the Lord will be our strength as we walk with courage into God's future for us. I could not imagine what we would experience in 2020 and I am so grateful to be meeting 2021 with you all. I believe in this parish and God's strength and guidance in our midst. God is faithful and to God be the glory for all that is to come.

Faithfully,

Sarah+

Rev. Sarah Hurlbert, Rector

Curate's Annual Report 2020

“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 2020 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 year. I will touch on a few highlights from this year despite the limitations of the pandemic.

I started out the year as a seminarian finishing up a Master of Divinity degree and final internship at St. Paul's required for ordination. Due to the pandemic June ordinations were postponed so I became slated for ordination on December 12 to the transitional diaconate. It became clear that the parish could sustain a Curate with the diocese paying half of the salary and benefits package. With vestry approval I was brought on to assist Pastor Sarah as a second clergyperson. With Zoe Baldwin ending her many years of dedicated service to the children of St. Paul's it was natural for me to help fill this gap. Much of my time has been spent organizing and planning for our children and youth, with the help of other parishioners and parents.

One of the highlights from the youth this year is bringing back a more vigorous youth program. This means engaging families and larger groups than just the grade level Christian education groups from the past. This year we have been blessed with involvement from a total of 20 kids under the age of 18. Prior to the pandemic, the oldest of the kids were the inspiration for a tie blanket project done by the whole parish. Many parishioners helped tie the blankets which were then blessed by Pastor Sarah and hand delivered to the Interfaith Shelter and the Aware Shelter in the cold month of January.

The families of children and youth also came together for a family trip to Meckley's on Halloween. The weather proved wonderful that day and gave us a COVID safe activity we could all enjoy outside. A good time was had by all.

Lastly, a major undertaking of the young families was the virtual Epiphany pageant where the families had portions of scripture and reenacted those at home. This was a real gift to the parish to be able to see how the kids have grown and changed over the year when we haven't been able to gather in person. Each of our nine families with children and youth participated.

Looking ahead I see a year with much to look forward to. Our children and youth have inspired 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 2021, 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,

Deacon Melissa

Sr. Warden Report

2020 – ugh. Most of us are wishing for a return to what feels hopeful, brighter, and just a little more normal. I’ll never complain about “normal” again. To attain a sense of normalcy seems so ridiculous at face value, but after 2020, I take nothing at face value anymore.

For me, 2020 was the year of the squirrel. It was the year that a little furry critter came into my life and showed me happiness in a world filled with sadness, reminded me that love is unrelenting in the midst of so much hatred, and saved my spirit when this world was dragging me down. I cannot tell you how desperately I needed that little rodent considering being socially cut off from all of you, unable to sit in our beautiful space and share in worship with my family.



2020 did force some of us to slow down, practice gratitude and catch up on some long overdue reading. For St. Paul’s Vestry, it allowed us to connect with parishioners in new ways. Many of your vestry members reached out by phone to check in, by email (a bit less intrusive to some) and a few of you may have even had a driveway visit. Some of the Koinonia groups got creative and gathered over zoom for a happy hour or in the back yards during nice weather where social distancing was possible. Acts of kindness from many parishioners came in the form of cards, notes, surprise packages placed on lawns, porches and back doors. All meant to let you know that you were never forgotten during this pandemic.



Yard signs...who could forget the yard signs!

For the few weeks that we were able to meet in person for worship, we managed to follow all the guidelines, social distance, wear masks and partake in communion, albeit a bit different than what we are accustomed to.

Thankfully, we were able to use our space to hold service for a small number of people who couldn’t join through technology. Table pods and a big space allowed this small but mighty group to connect and worship.

We had a tech team who came together, with the support of the staff, to create a virtual worship space that gave us a perfect view of our sanctuary and we have been blessed with the beautiful organ music thanks to Julie. We continue to have dedicated servants who attend the service to provide readings, prayers and song. Thank you for what you do.

We have been so blessed to have Deacon Melissa Congleton come back to us to serve as our Curate. She has a beautiful spirit and so much talent. She did an astounding job working with the kids and families to put together the first virtual Epiphany Pageant. And she continues to find new and creative ways to keep our youth and children engaged.

Even through the challenges of Covid-19, we were still able to find opportunities to serve the community. Through the generosity of our parishioners, we donated money, matched by the diocese for community outreach to support those most in need here in our county. We supported Big Guy Catering as they led efforts to feed health care workers and school staff. I missed the presence of Get Real but we stayed connected and were ready to support learning pods if the project got the green light.

Even in these most challenging times, I still feel that we did our best to face into the headwinds and live our mission...Celebrating Christ's presence in a changing world. To the Vestry, I have been proud to serve with you these last three years. To Sarah, you have had to navigate in uncharted waters, and you remain a most faithful teacher, counselor and friend. You have helped us through this year by continually reminding us of God's grace and love for His world. Thank you for all that you have done and continue to do for our church. And to my St. Paul's family, it has been my honor and privilege to serve as your Sr. Warden. I look forward to the day that we can all come back together in person and worship in our amazing space.

Respectfully yours,

Michelle Gibson

Jr. Warden Report

The past year has been a challenge for all of us but has also brought new opportunities into our lives. I never thought we would ever be watching a church service over zoom, but that is exactly what we were able to do for several months. Once we adjusted to zoom church services in Pastor Sarah's living room, we moved on.

The next move brought us into the sanctuary of our beautiful and inspiring church with services over Facebook. It took a lot of work and technical expertise to get the area wired and ready for filming. Thanks to the technology committee and Pastor Sarah and her staff, we are now able to enjoy our services from our very own sanctuary. Experiencing the services from the church over Facebook makes us feel like we are there in person. I miss being there in person and it is not the same, but it is doable.

Having the services on Facebook allows everyone to enjoy the word of God from home. We are now able to reach many people we were unable to reach in the past. Once we can return to church as normal, it will continue to provide another avenue for people to join us in Christ. For those people who are sick or unable to be with us physically, they will be able to join us. We can even join in the service when we are on vacation or away from home. Bad weather will no longer deter people from enjoying the service. I believe the pandemic has allowed us to expand the word of God beyond our brick and mortar, but I will be eternally grateful when we are all allowed back into our sacred church. I miss our church family.

We are all looking forward to a safer and brighter 2021.

Debbie Batchelder
Jr Warden

Church School Annual Report

Grades K-3 report by Kim Perlos:

While technology certainly has its challenges, one of the benefits is that we are able to stay connected when we can't meet in person. It has been delightful to get back to Church School this past fall. It is amazing to see how the young ones have grown so much in such a short time. It is an honor and blessing to spend time with them and share the lessons of the Bible. I continue to use the Sparkhouse curriculum which offers lessons that follow along with the lectionary. The kids look forward to the cartoon video that goes along with each lesson. They share their ideas and at times even help me teach the lesson. I hope they feel as though they are an important part of St. Paul's through this challenging time. Melissa has been so helpful in organizing our education program and I'm grateful for that as well as for the parents/guardians who support this ministry. God bless you all!

Grades 4-5 report by Tom Holsinger-Friesen:

This past fall, I had the privilege of leading a weekly Sunday School class for our 'middle aged' 😊 students (grades 4-5). This group is sharp, energetic, and willing to engage in our topic: Racial Justice. In a summer meeting of the parents, Deacon Melissa, and Pastor Sarah, the book, *Stamped*, was chosen to anchor our curriculum. Our kids were certainly aware of the protest movements last year, and I was very impressed with their desire to learn more about how racism has taken root in our nation, and about how the Christian Gospel points us in the way of love, reconciliation, and peace for everybody. Having our class on Zoom has made for some funny moments – lots of chatting – some of it goofy. But I trust the work that God is doing in each of them, and it brings me joy to see their growing wisdom and compassion. Great job, parents, guardians, and church family for loving and guiding these growing young people through an unusually challenging year!

Grades 6+ Confirmation report by Deacon Melissa Congleton:

Despite the pandemic the oldest of our youth have continued working on a Confirmation Curriculum they started in the 2019-2020 academic year, Confirm Not Conform, where they are learning the basics of being Episcopalian. This has also been taking place using Zoom. And not only are they learning the basics, but they are learning how and why to take ownership in those beliefs and how to continue to live those beliefs out in the world. These youth keep me on my toes and often challenge me with relevant questions outside of the curriculum. And engaging in discussions with them their individual passions and personalities come to light. They are also seeking new ways to live out those beliefs due to the pandemic and due to being older and being mature enough to do more. The 2020-2021 school year had this group take on mentors of their choice as a way to enhance learning and connection with the church. A big thank you goes out to our mentors Heidi Hosler-Lathrop, Nathan Randall, and Ron Rowley. I invite you to stay tuned as I believe the potential of this group of youth is off the charts!

Mission & Outreach

Annual Report 2020

During pandemic we had some extraordinary opportunities to serve our neighbors in need. Before pandemic we tied, prayed over and distributed fleece blankets to the Interfaith and Aware Shelters. Though we did not meet in our building as we usually do after February, we helped in various ways through our funds and staff. In 2020 M&O's Camp Foundation grant money was used to:

- Fund meals for the temporary homeless shelter with Big Guy Catering providing hot dinners every night for 2 months. We also supported BGC in providing lunches to health care workers and teachers.

- Distribute food from the United Way's Food Sharing program

- Distribute a small grant to Pastor Sarah's Discretionary Fund

- Give end of year grants to the following organizations:

Jackson Interfaith Shelter, The Aware Shelter, Family Services & Children's Aid, Jackson High School Community Closet, Jackson County Health Department Get Real Program, Youth Haven Ranch, SOAR & the Community Action Agency.

Though most of us were not physically involved in providing much of this relief, we supported these efforts with our prayers, support, and funds. Thank you so much for your generosity and remember the Church IS at work in the world even as our doors remain closed for the time being.

Pastor Sarah Hurlbert

The Women Of St. Paul's Episcopal Church **Annual Report For 2020**

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 an outreach for the women of St. Paul's Episcopal Church and their friends. We serve the children and youth of the parish as well as support for the needs of the altar guild and chancel area of our 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.

This year has been unique. In January we had our usual meeting and had Dot Tetreault LMSW, present to the group on how social media can affect children and in February we received an engaging presentation of the GET REAL program at St. Paul's with an interesting video of the group. In March, the world came to a halt due to Covid and all-in person meetings were halted. We have not been able to have a meeting since and it was decided that all board members would continue from Sept. 2020 through Sept. 2021. These were Sandra Kilian, President, Valerie Rowley, Vice-President, Cheryl Gumper, Treasurer, Janet Hughes, Secretary, Peggy Wilds, Diocesan representative, and members Janet Wesch, Romelle Frey, and Christie Swanson.

Though we have been unable to meet as a group we continued to be active. Members donated over \$650 to The Community Action Agency's Angel Tree in December to help needy families in Jackson. The 20 children in our parish Sunday School program received St. Nicholas Day treat bags. ECW celebrated Pastor Sarah's birthday with a beautiful flower arrangement. We also donated to Deacon Melissa Congleton's new discretionary fund. Our annual nut sale occurred in November with the help of Romelle Frey and Christie Swanson, with profits exceeding \$700. We also recognized the parish secretary and sexton with a monetary Christmas gift for all their hard work for the parish.

We sponsor the Aumbry candle in memory of women who have passed away during the year, and 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. In addition, we contribute to the Poinsettia purchase at Christmas time.

Sandra Kilian,

President, ECW

Annual Report of Buildings & Grounds for 2020

This past year Buildings & Grounds had challenges as did all other segments of our parish.

We maintained the property despite some breakdowns, all of which involved the cold or hot Sanctuary. Fluctuation of power to the HV/AC system caused some equipment to shut down. To prevent future shutdowns in the heating system a circulation pump (3 phase) was replaced with a (1 phase) pump. This pump will not be as sensitive to drops in electrical power supply. When cooling the building, the unit supplying the air conditioning developed leaks in the system twice. One cooling shutdown was caused by the outside disconnect switch being shut off by someone. Plans to build a fence around the AC unit to prevent future problems are in the plans for 2021. In the Sacristy, the room air conditioner failed, 20 years old? Parts were not available due to age. The unit was replaced with new unit like the one in the glass Narthex.

We had a parish-wide meeting July 7th concerning the reopening of our parish. As it turned out the reopening was short in duration. Out of the meeting several ideas came from attendees. A team began placing six-foot spacing reminders on the floor, putting up signs on entry doors to wear masks, and rearranged the pews to promote six foot spacing between individuals and or families. It was time consuming to sanitize such large spaces. An idea from the meeting was to purchase equipment to sanitize large areas completely and efficiently. Purchase was made and Terry Treadway our Sexton has been trained in its use.

Plans for 2021:

Inspection of the flat roof over the office and education buildings for potential leaks. Roof replacement will be required in the future. A request for quotes will be forthcoming.

Ongoing: replacing of old light bulbs with LED bulbs. Terry our Sexton has been replacing bulbs throughout the hallways.

Need to replace light bulbs in Holy Spirit Hall. Several are burnt out (installed 2006); replace all with LED bulbs.

Other projects will come up and be addressed as needed.

Respectfully Submitted,

Chairperson, Buildings & Grounds

Kyle King

"So How Are The Numbers?"

One struggle during pandemic has been how to count accurately the amount of folks worshipping with us online. This struggle points to our emphasis on 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 2020.

Once we got Zoom underway, we began seeing 30-40 screens on a regular basis. Each screen represents a household, so the number varies. We found we could record these Zoom services and post them on our Facebook page afterward and so we have a recorded number of "engagements" that Facebook records for the administrators of each page. These engagements have no specified duration and are from anyone who happens upon our page whether a member or not.

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 2020 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 Zoom Worship : 32 screens + 86 engagements on Facebook

ASA for In Person Worship : 43 people for 2 services + 90 on Facebook

ASA for 9am In Person : 12 with a max of 28 outside during summer

ASA for 10:30 Facebook Live : 177

Attendance for Wed. Compline : 45 avg.

Our highest number of Facebook engagements in 2020 was for Ray Hartsuff's funeral broadcast with 426.

Christmas Eve engagements were 246.

I hope this helps answer some of your questions and I'm happy to speak to any of you about it. 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



Janet Geiersbach

Robert Walker

Jane Georgopolis

Paul Chabut

Nancy Ford

Raymon Hartsuff

Paul Velner

Bob Howe

Don Ward

Richard Hale

Betty Lou Scheele

Paul Stowell