

Parish of St. Paul



ANNUAL MEETING REPORT

January 31, 2016

1135 Walnut Street, Newton Highlands, MA 02461
www.parishofstpaul.org

AGENDA

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**WARRANT OF ANNUAL MEETING OF THE
EPISCOPAL PARISH OF ST. PAUL
NEWTON HIGHLANDS
TO BE HELD ON SUNDAY, JANUARY 31, 2016
(IMMEDIATELY FOLLOWING A 9:30 A.M.* WORSHIP SERVICE)**

*Please note change in normal worship schedule in the interest of encouraging a larger gathering.

Notice is hereby given that the 2016 Annual Meeting of the Parish will be held in accordance with Article V of the Parish By-Laws on the date and time indicated above for the purpose of:

- (a) Receiving and acting upon the report of the Nominating Committee;
- (b) Receiving the reports of the Co-Wardens, Treasurer, Parish Committees and Ministries; and
- (c) Any other matters that may properly come before the meeting.

Article II of our By-Laws provides that all baptized persons, sixteen years of age or older, who support the Parish by both regular attendance at public worship and by financial aid shall be considered members of the Parish entitled to vote in its affairs. Following consultation with the Diocese, the vestry interprets this provision to mean all pledging members of the Parish have the right to vote at meetings of the Parish. The Vestry encourages all members to attend and participate.

The Vestry

Lee Hatfield, Co-Warden

Jon Swalboski, Treasurer

Ken Anderson

Joan Brandmahl

Jeff Trueblood

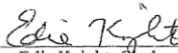
David Montgomery, Co-Warden

Edie Knight, Clerk

Eliza Blay

Tim Dunn

Posted on January 14, 2016 by:


Edie Knight, Clerk

**Episcopal Parish of St. Paul
Annual Meeting Minutes of the Parish of Saint Paul
February 1, 2015
In the Parish Hall**

The Reverend Gretchen Grimshaw called the meeting to order at 11:20.

June Fine presented the choir with a painting for the choir room that she had envisioned in 1983. The choir thanked her with a serenade.

Minutes from the 2014 Annual Meeting were approved.

Gretchen recognized the Vestry members and other parish leaders who are rotating off: Kim Koger and Beth Ware from the Vestry, Anne Goldman from her work in creation care after drafting the diocese notice on divestment from oil companies, and Annie Toffey from coordinating the Usher Service.

Nominating Committee Report

Lee presented the slate for the 2015 Vestry and Parish Delegates:

New Roles—

Clerk—Edie Knight

New Members--Eliza Blay

Frank Jandreau

Continuing Roles—

Treasurer—Jon Swalboski

Co-Wardens—Lee Hatfield & David Montgomery

Ken Anderson

Joan Brandmahl

Tim Dunn

Jeff Trueblood

Charles River Deanery Representatives: None Currently on the Slate

Diocesan Convention Delegates: David Montgomery
Ann Toffey

The gathered parish accepted and approved the slate of nominees.

Warden's Report—David Montgomery

We have our alleluias back. We have our Gretchen back. We have our “like thunder” back.

If anyone would like to be the head of the ushers, see Lee Hatfield.

Rector's Report— Gretchen had an excellent sabbatical—rest and adventure. Will share during Lent—“Wilderness” theme. Thanks to everyone—but especially the wardens who were presented with “You Rock!” mugs.

Huge thanks to the Parish Finance Committee, who met over the summer to make sense of our financial planning and rubrics. The parish gave them a round of appreciation for this involved, difficult, necessary work.

The parish is in very good shape—with hope for further attention to Outreach. Gretchen presents hand warmers to homeless people downtown whenever she is there—hopes for further creative ideas for how to serve—Salvation Army, turkey feathers, Epiphany School backpacks, hand warmers as challenge to think creatively about POSP outreach. Youth walking in connection with Jon Swalboski who must raise \$5K for the marathon. Communication is the other area that Gretchen would like to revisit—ongoing practice of how to promote remote communication when necessary or desirable.

Change of Status of Gretchen—Learning plus rectoring...Started at ¾ time and loved it, but then went full-time. Average week is 68 to 80 hours—wants to stay fresh! Great youth director, great seminarian, guest priests who love our parish—Bill Kondrath and Miriam Gelfer—benefit to have other voices, approaches. Suggested nomenclature—“Academic Year Schedule.”

Gretchen opened up to the parish for questions, comments: Maria noted that it's a win-win as Gretchen will come back even more fired up, Anne Goldman noted that there are many good possibilities, Kathryn said that G was setting a great example of not putting off pursuing her deepest interests. Chris M. noted that the vestry should make a point of identifying G's duties that need to be backed up when she is away. Giant “I Love You” fest.

Treasurer's Report—Jon Swalboski (for detail see Annual Report)

First treasurer's report. Special thanks to Betsy Blagdon. Books are in fantastic shape thanks to Betsy's record-keeping and automating.

Spent less in Outreach, Payroll and Program Expenses—so lower deficit.

Income - somewhat higher than expected.

Permanent Funds Draw—4% comes into the Annual Budget each year. \$13, 885 ahead—not precisely a surplus—will be used for unexpected expenses, unpaid pledges, etc.

First Glee Fundraiser—Raised \$7,800

2014--\$6164 of unpaid pledges.

Global Center Children's Project—AIDS Orphans—as possible recipient of Jon Swalboski's marathon charity money.

The Treasurer's Report was accepted by the gathered parish.

Report on the Parish Finance Committee—Chris Meyer

Chris walked the gathered parish through the process that the committee followed to arrive at rules of thumb for dividing our assets into buckets for operating funds, restricted funds (grants, gifts for specific uses), endowment and RANC (reserves and near-term capital)—specific risks—disappearing pledges,

Margaret noted that our socially responsible funds have done as well or better than the broad index funds. She urged the vestry to make more progress in moving toward socially responsible indexes. General index holds oil companies.

Gretchen noted that the vestry has work to do to look at by-laws, form finance committee. Has been a long time coming and was so needed. Amy Radin recommended that we codify these findings for future vestries.

Chris put in a last plug for hands on outreach.

Altar Guild—Ann Toffey

Youth Ministry—Katherine Balmforth

Thanks to Eliza Blay. Lou Bonegio stepping up.

Children have aged up—12 or 13 teens and adults have participated in morning youth program. Katherine is at the helm for Confirmation Class.

Pastoral Care—Phil Whitbeck

Property- Ken Anderson

Meditation Garden- Betty Murray

Hospitality – Betty Murray

Knitting—Leeza next meeting next Wednesday

Food Pantry—Amy said has grown a lot and could use hands on help.

Plenty—Paul, Katherine, Eliza, Jon and Tim, raised \$1200 for Plenty Hot Lunch. Church School sorts and bags and had a presentation from Chris G. Bring it to Waverley Recycling Center—run by the underemployed.

Creation Care—Small, dedicated core group. All retirement age. Tried to engage more of the congregation, but did not succeed. General Convention pledged to reduce carbon footprint by 50% over the next 10 years (of which 6 years has already gone by). Need to do significant things—Carbon handprint (from Harvard School of Public Health)—what we're doing versus what we are...

Big thanks to Betty Murray.

The parish moved to end the Annual Meeting at 12:55 pm

Meeting was adjourned at 12:55 pm.

Recorded by Kim Koger, Clerk

**Episcopal Parish of St. Paul
Report of the Nominating Committee 2016**

The following slate of nominees is presented to Annual Meeting for approval by the Parish. The term for each position commences immediately following the Annual Meeting, January 31, 2016. Officers serve one-year terms. Vestry members serve three-year terms.

<u>POSITION</u>	<u>NAME</u>
Co-Wardens:	David Montgomery Kyrach Rodriguez
Treasurer: ¹	Susan Boyer
Clerk:	Edie Knight
Vestry: ²	Ellie Pandorf (to 2019) Stephanie Wu (to 2019)
Diocesan Convention Delegates:	Stephanie Wu Paul Cronin
Deanery Representative:	Still open...and waiting for you to raise your hand!

Thank you to Treasurer Jon Swalboski and Co-Warden Lee Hatfield, who are stepping down from the vestry this year.

Respectfully Submitted,

Lee Hatfield, Co-Warden
David Montgomery, Co-Warden
Jon Swalboski, Treasurer

¹ Under our bylaws, the Assistant Treasurer (currently Richard Pearce) is officially appointed by the vestry rather than elected by the Parish.

² Ken Anderson, Eliza Blay, Joan Brandmahl and Tim Dunn continue to serve as members of the vestry pursuant to their election at previous Annual Meetings. Joan's term will expire at the 2017 Annual Meeting and the others' terms will expire at the 2018 Annual Meeting.

**Episcopal Parish of St. Paul
Rector's Report 2015
Rev'd. Gretchen Grimshaw**

A Letter From Your Rector

Dear Beloved Community,

January 2016

I can hardly believe that this is our eighth annual meeting together! And what a fruitful eight years it has been! We have much to show for our work together thus far, and yet we have, as the poet said, miles to go before we sleep. Which is to say that there is much more work to be done by this beloved community in this place at this time.

And, although we have come quite a long way from where we were eight short years ago, we have not strayed far from the essence of who we have always been. In my humble opinion (and after a serious amount of research for my doctoral project), the heart and soul of this community has not changed its character, or its priorities, in over a century. There are several themes that vibrantly thread through our 133 year history; themes that continue to inform both the hopes and the challenges of our small, lively community. Among them are:

1. *The central role and rank of music in the life of our parish. We were the first parish in greater Boston to seat a vested choir....in 1888! And we acquired our first organ in 1906, eleven years before we acquired electricity!*
2. *A willingness to take significant risks and make significant changes to the status quo when what is at stake is of great value. In 1891, a petition was put before the vestry to strike the word "male" from the by-laws, thereby allowing every adult member of the parish not only a voice, but a vote....this was 31 years before women were accorded the vote in the public sphere! We swapped the pulpit to the ecclesiastically "wrong" side of the chancel so that we could accommodate the organ! We removed the pews in the front of the nave to accommodate a children's corner....in 1927! And the list goes on!*
3. *An ongoing commitment to the good and proper stewardship of our finances and our property. Note our healthy endowment and reserve, a rarity for a church of our size in these difficult financial times.*
4. *A fundamental sense that St. Paul's is part of a larger Body of Christ with a responsibility thereto, which manifests itself in both an ongoing desire to collaborate with other communities of faith, and a hands-on commitment to*

tending and feeding God's children in God's wider world. Our very first stewardship campaign in 1933 was collaboration with the Newton Highlands Congregational Church! We have been feeding hungry families in Newton, with food drives (not to mention the founding of the Center Street Food Pantry) and community dinners and lunches through local organizations for over a hundred years!

Each of these themes has been planted and tended over decades of faithful stewardship, and each is still reflected in the contemporary life and ministry of our beloved community. This is not to say that we are never changing, but simply that we are who we are....and who we have always been. And that is a gift to be celebrated! Our particular charisms that have served God's world for all these generations continue to be cultivated and appreciated and remembered, over and over and over again.

And so as we move into the next year of our life together, my hope and prayer is that we keep coming back to our center as we reach out into the world that God has called us to serve. I hope and pray that we can do this both as individuals, and as this beloved community, through which we are helping to change the world. And so to this end, I offer this uncharacteristically short poem by the Nobel Laureate, Derek Walcott, as a place for us to settle ourselves and remember who we are:

*The time will come
when, with elation
you will greet yourself arriving
at your own door, in your own mirror
and each will smile at the other's welcome,
and say, sit here. Eat.
You will love again the stranger who was your self.
Give wine. Give bread. Give back your heart
to itself, to the stranger who has loved you
all your life, whom you ignored
for another, who knows you by heart.
Take down the love letters from the bookshelf,
the photographs, the desperate notes,
peel your own image from the mirror.
Sit. Feast on your life.*

Onward!

A Few Highlights and Remembrances from 2015

- In January we initiated a new format of academic time for our rector!
- Jazz Blest in celebration of Jesus' Baptism!
- **Collaborative** Rev. Dr. Martin Luther King Jr. Day Taize service at St. Paul's
- Cancelled three Sundays of services on account of God's more than generous gift of more than enough snow!.....eight feet in all!
- Choir Retreat with our friend Joe Fort in early February.
- Also in February, our second Glee Concert and Silent Auction, raising over \$7,000 (again!) for our music program!
- **Collaborative** Ash Wednesday Evening Service hosted at the Church of the Messiah in Auburndale.
(With Trinity and St. John's)
- Palm Sunday....the first in five years without Jesus Christ Superstar...and Jesus was still the superstar!
- Jazz Piano Meditation Taize in Holy Week *(Thank you Ramona!)*
- **Collaborative** Maundy Thursday Service of Holy Eucharist at Trinity in Newton Center
- **Collaborative** Good Friday Voices from the Foot of the Cross at St. Paul's
(Thank you Audrey Altman, Martha Bancroft, Ed Cardoza, Caryn Coyle, Brian Goesselt, John McDargh, Richard Pearce, Abby Strayer, and Stephanie Wu)
- **Collaborative** Great Vigil of Easter hosted at St. John's in Newtonville
- Glorious Easter Morning Services! *(And thank you Giorgi for joining us this one last time!)*
- Peter and the Wolf Family Compline in Eastertide *(Thank you Tucker!)*
- Our beloved treasurer, Jon Swalboski, ran the Boston Marathon! He and we raised \$10,000 for the Global Children's Village Project in Uganda!...because he finished and we were right there with him!
(Thank you Jon, and nearly everyone in our community....because almost everyone contributed!)
- Confirmation of Marissa Alicea-Coyle, Abigail Blay, Deirdre Boyer, Vincent Campagna, and Sally Zhang....and these magnificent confirmands preached a whopper of a sermon in May! *(thank you to each and every one of them, to their parents and to our fabulous leadership team!)*
- **Collaborative** Pentecost hosted at Trinity in Newton Center.
- Fantastic Creation Care Compline and BBQ in our Meditation Garden in June!

- Sent our wonderful intern, Ed Cardoza on his holy way to be ordained and to accept his next call at St. Mark's in Foxboro. *(Thank you Ed for serving us well!)*
- **Collaborative** Village Day Service at The Newton Highlands Congregational Church. *(And thank you Katherine for our booth!)*
- On Father's Day we baptized Ken Anderson and Riley Bentley!
- Participated in the B-Safe program for the ninth year in a row! *(Thank you Maria for your leadership!)*
- We welcomed our wonderful intern, Amanda March in August! *(We love having you here, Amanda!)*
- Annual Beatles Sunday in August was an oasis in the summer of academic time!
- In August Gretchen began a doctoral program in Biblical Interpretation at the Candler School of Theology at Emory University. Three years of distance learning and serious academic time!
- Our new bishop the Rt. Rev'd. Alan Gates joined us on September 13th for a glorious JazzBlest service of music and community! *(Thank you Ramona and choir and Tucker and friends!)*
- **Collaborative** Confirmation Class Kick-off! *(Thank you to our leadership team of Katherine, Stephanie, Kathryn, Susan and Jack!)*
- Blessing of the Animals was wonderful with many new friends!
- On Columbus Day Weekend, our beloved Youth Minister, Katherine Balmforth, became Katherine Ballas in a glorious wedding celebration hosted by this beloved community! *(thank you to everyone who contributed to Katherine's wonderful wedding in our midst!)*
- The pastoral care group gathered in October to share a meal and a prayer!
- Glorious All Saints service with our community Cloud of Witnesses Altar *(Thank you John)*
- Successful stewardship season and wonderful voices from the pews in November *(Thank you one and all!)*
- We raised \$2,200 in cash for holiday gift cards for the Center Street Food Pantry!
- Greening of the Church for Christmas! *(Thank you Betty for the wreaths on the front doors and Lanzillos for the festive greenery in the sanctuary)*
- What a great time we had at the Advent Confirmation Retreat!
- Wonderful Advent Art-of-Faith workshop with artist Hannah Burr!
- **Collaborative** Lessons & Carols at St. John's. A marvelously traditional service!

- Fourth annual Messiah Sing! (*Thank you Kyrrah for conducting so beautifully! And for your transcendent voices: Elizabeth, Richard, Kathryn, Galen, Frankie and Kyrrah! And thank you Jeffrey Mills, our organist!*)
- Sixth Annual Yankee Swap! (*Thank you Vestry for our annual holiday brunch!*)
- Wonderfully prayerful Longest Night Blue Christmas Taize, led by Amanda. (*And thank you Ramona for the music!*)
- Glorious Christmas Eve services with more than joyful noise and canine sheep!
(*For our wonder-full pageant: thank you Katherine and Jane for your leadership and direction*)
- **Collaborative** Christmas I Holy Eucharist at St. John's.
- And, we ended the year with better than a balanced budget! *Thank you one and all!*

We Said Goodbye to A Few Friends in 2015

This year we said goodbye to a few friends. In June, The Rev'd. Ed Cardoza was ordained and left to answer a call to lead St. Mark's Episcopal Church in Foxboro. In July, Frank Jandreau moved to Kentucky with his spouse Terra Zwart. In August our young friends Sally Zhang and Devin Williams began their college careers at Pratt and Hobart, respectively. In September, Christopher Auburime travelled to Texas in search of warmer weather. And Ann Toffey has transferred to her local Episcopal parish in Milford, MA. *We send these friends forth into God's world with our deepest appreciation for their presence in our lives, and with much love and many prayers!*

Our Ongoing Collaboration with Newton Parishes

We have continued to collaborate with our sister parishes in Newton. In 2015, Trinity in Newton Center and Messiah in Auburndale have combined to form one parish which is now a new incarnation of Trinity in Newton Center. And 2015 was our second year of collaborative services with these parishes and St. John's in Newtonville. We shared four of the six special services in Holy Week and Lent, Pentecost in May, and the Christmas I service in December. We have also continued to share our collaborative confirmation class, which, after six years, is still flourishing. This year the class includes fifteen kids and at least six post-confirmation mentors! And, we will continue to try and launch our shared Stephen Ministry.

With My Deepest Appreciation

I want to offer special thanks to our wardens who serve our parish with such generosity of Spirit and heart. And especially **Lee Hatfield** who has served as co-warden for six years with unyielding grace, with unlimited love, and with steadfast care and concern for every member of this community, and especially for your rector. Lee, I am, and we are, more grateful for your service and your pastoral care than I can possibly express in words!

And I want to express my deepest gratitude to every member of our vestry. Each of you is a pleasure to work with, and you could not be more faithful models of good stewardship and leadership to and through our beloved community. I am especially mindful and grateful for our beloved treasurer, **Jon Swalboski** who is stepping down after two very fruitful and productive years in that role. Jon was the wind beneath the wings of our (now annual) Glee Silent Auction fundraiser and also our much-needed investment task force that organized our financial assets and advised the vestry on their use and management. In the coming year, Jon will be devoting his energies more fully to the Green Heat Project and to our mission and outreach activity. Jon, we thank you from our toe bottoms!

And this year I also want to offer special thanks to the Green Heat Team who have spent much time over the course of the past few months helping to upgrade our seriously deteriorating heating system as well as address our deep desire to honor God's creation by lowering our own carbon footprint.....handprint....imprint. So thank you to the Green Heat Team: Jon Swalboski (convener), Anne Goldman, Margaret Hummel, Amy Radin, Eliza Blay, and Ken Anderson. Where ever you are as you read this, please stand now and give them a hand!!!! This is wonderful work they are doing! And, the vestry voted to adopt their primary recommendations and to proceed with the replacement of our oil burner with two gas burners, and our 70+ year old steam heat pipes with a new forced hot water system. This is work that will contribute to the life of this beloved community for decades to come.

I also want to thank the leadership of some of our other core ministries. Thank you to **Phil Whitbeck** who shepherds our pastoral care team, and to Margaret Hummel for her constant care and companionship to our dear friend June. To **Ann Toffey and Margaret Hummel** who have spearheaded the leadership of our altar guild this year...and we are delighted to welcome new altar guildian **Margaret Tracey!** To **John McDargh and Margaret Hummel and Phil Whitbeck** who provided such inspiring leadership and voices in our Sunday Morning Prayer services over the summer. To **Betty Murray** who lifts our hospitality to marvelous heights. To **Chris Gruener and Paul Cronin** who make the Plenty

Project happen, and to Chris' role in connecting us with the Global Village Children's Project! To **Kyrah Rodriguez and Elizabeth Pearce** who so wonderfully help coordinate our music program, (and Kyrah, thank you for such inspired conducting this year) and to the whole of our choir for your glorious voices. To **Ginny Fruhan and Liza Meyer** who host our knitting ministry. To **Maeve Ward and Mary Lou Pierron** who continue to work diligently for the life of creation and the vegan health of our beloved community. And to the many other leaders who contribute in myriad ways: who participate in our worship, who sing in our choir and musical events, who teach in our parish school, who shepherd our confirmation class, who provide pastoral care, who host coffee hours and load the dishwasher and sweep the floor, who change our storm windows and tend our meditation garden and keep our property, who knit and pearl, who schlep food to the Food Pantry and serve dinners at the Salvation Army, and recycle cans, and stuff backpacks, and support our many outreach projects and efforts, who help mind our investments and offer legal advice, and who offer their gifts to keep our website and communication efforts rolling. **In other words, thank you to every single one of you!**

I want to thank our wonderful intern, Amanda for her leadership and contribution to our pastoral care, worship and formation. **And thanks to our beloved Youth Minister, Katherine** who has done a fabulous job shepherding our Sunday morning Parish School program and taking the lead on our collaborative Confirmation Class. The work of these two faithful, capable, creative, spirit-filled souls has uplifted and supported this community in ways, the extent of which, are known only to God. On behalf of our whole community, we thank them from our toe bottoms!

I want to thank our faithful musicians, without whom we would have no.....music, at least instrumental music. A special thank you to **Tucker** whose talent and generosity are beyond words! Thank you to our Rota of keyboard artists: **Ramona Borthwick, Yvonne Sarafinas, Brian Friedland, Edie Auner,** and on special occasions, **Jeffrey Mills**. And to **Daniel Radin** and his band for their lively contributions to our special music Sundays!

And finally, I want to thank our beloved community staff. **Our generous and willing parish administrator, Carolyn,** who wears more hats than I can count, and nevertheless juggles the work and treats each and every human being who enters our building with the most welcoming and forgiving spirit that I have ever experienced. **And to our sexton, Al,** who works tirelessly, and behind the scenes, to make sure that our property reflects our appreciation and value of this holy space that is home to our beloved community.

And Finally

And so as we reflect upon another year gone by, and look forward to the places where God is calling us to shift our time and talent and energy and eyes for future work, I can only say that my heart continues to be filled with love and respect and gratitude for the opportunity to walk with you, each of you and all of you. It is my deepest pleasure and privilege to be a part of this beloved community, to call each and every one of you my holy friends, and to share both the labor of this calling and the hopes and dreams of this life with such a faithful and beloved community. I thank you. I love you. I look forward to where ever we go together from here.
Onward!

Much Peace,
Gretchen+



**Episcopal Parish of St. Paul
Co-Wardens' Report for 2015
Lee Hatfield & David Montgomery**

Dear Beloved Community,

Many noteworthy happenings occurred at the Parish of St. Paul in 2015. Once again, we wish to highlight several (but by no means all) of them here.

In January, vestry agreed to Gretchen's request that she work (and be paid) three quarter time, on what we called an "academic schedule." Our collective understanding was that she would work mostly full time during the fall and winter semesters, and spend significantly less time at Saint Paul's over the summer when our program is generally in low gear and many are away. We hoped this would help Gretchen take on a lesser administrative burden in particular, with others among us stepping up to fill in the gaps. This is a work in progress; Gretchen remains eager to pursue her advanced degree while best maintaining her presence to her and our collective satisfaction. (Stay tuned for further tweaking in the coming year.)

In February, we held our second annual (and highly successful) Glee Concert and Silent Auction. Despite a snowstorm on the day of the event, we had healthy attendance and raised over \$7,500.00! The generosity of this Parish never ceases to astound. The evening also showcased our fabulous and talented choir and other musically minded parishioners.

In April, our dear treasurer Jon Swalboski RAN THE BOSTON MARATHON(!), and in the pouring rain no less. In the process, he raised over \$10,000 for Wanyange Village, Jinja District, Uganda, with help from the Parish and matching funds. During his run, several parishioners (also in the rain) stood at mile markers to cheer Jon on from the sidelines.

During the spring, we continued to enjoy the support of our intrepid seminarian, Ed Cardoza, who was invaluable during the 2014 sabbatical and continued to contribute greatly to our community for the remainder of his time with us. Ed was ordained to the transitional diaconate in June and finally to the priesthood in December (and now serves as rector at St. Mark's in Foxboro).

In August, Amanda March joined us as our new Seminarian. She has significant experience in pastoral care, having worked for many years as a hospital chaplain, and is looking for more experience working directly with church liturgy. We are delighted to have her with us.

In September, we welcomed Bishop Alan Gates to the Parish, with a resounding JazzBlest and fabulous luncheon during which he shared experiences of his first year as our bishop and listened to our hopes and dreams for the Parish and the diocese as a whole.

Our beloved youth minister Katherine Balmforth and Doug Ballas were wed at the church on October 10 with many parishioners attending and participating in the festivities.

Our successful fall stewardship campaign launched the discussion theme “Who We Are and Who We Want to Be.” As we do every year, we enjoyed inspiring and thoughtful “voices from the pews.” During stewardship season, Gretchen challenged the Parish to finally replace the church’s aged heating system– a discussion which has been ongoing for at least 30 years! A “Green Heat Committee” was put together to tackle this vital task in earnest. Knowledge was accumulated, experts were consulted, numerous options were considered and the vestry has agreed to move forward. We are now happily on the verge of undertaking this great project – honoring God’s creation right here in our own church home.

We have had glorious music again throughout the year, in no small part due to the consistent presence of our wonderfully talented choir and the regular contributions from our master musicians Yvonne Sarafinas, Ramona Borthwick and Tucker Antell. To name just a few other moments of musical magic, we enjoyed Vivaldi’s Gloria under the direction of our former music director James Hurley in November (while James was in town for Tucker’s wedding), Godspell Sunday in early December led by Ramona and the annual Messiah Sing during Advent.

With a new year upon us, the vestry will once again be reconfigured at our annual meeting. Two new vestry members are to be elected and Lee, who has been Co-Warden for the past six years, is stepping down for a much deserved break. Assuming all goes according to plan, David Montgomery and Kyrar Rodriguez will be our Co-Wardens going forward. With the generous and ever present assistance of the entire Parish community, we know our church is in good hands.

Respectfully Submitted,

Lee Hatfield and David Montgomery



**Episcopal Parish of St. Paul
Treasurer's Report for 2015
Jon Swalboski**

The Financial Task Force that was assembled in 2014 came up with several recommendations that included the establishment of a separate bank account dedicated to what were called "Reserves", creation of an account to hold "RANC" (Reserve and Near Term Capital) funds, definition of "Endowment" funds, a specific percentage allocation for Endowment funds between bonds and equity, the establishment of a fixed maximum percentage draw each year from the Endowment for normal operating expenses, and the establishment of an Investment Advisory Committee that would meet annually to review the investment mix, and recommend any changes for action by the Vestry. I am pleased to report that during 2015, the Vestry voted to affirm all the above mentioned recommendations.

The Vestry appointed the following to the Investment Advisory Committee for 2015: Margaret Hummel, Chris Meyer, Betsy Blagdon, Beth Ware, and Tricia Tyler. The Assistant Treasurer, Richard Pearce, chaired the committee. In October the group met and reviewed the investment results of the previous year and in an historic action, recommended that the parish divest from the Fidelity Equity Fund, which held investments in fossil fuels, and reinvest in the existing Vanguard Social Index Fund, and the new socially responsible equity fund established by the diocese and run by Aperio Investments. The Vestry affirmed this recommendation, and in 2016, after the new Vestry is voted in, the funds will be moved to accomplish this goal. This will bring us in line with the diocese recommendation on divesting from fossil fuels.

2015 Results

The Parish of St. Paul ended 2015 in very good financial condition. Budgeted income and actual income were nearly the same, but expenses were down about \$10,000 from budgeted and \$20,000 from last year. The Rector's academic schedule was the main driver in reduction of expenses. As a result, we did not have to take the 4% draw from the Permanent Funds.

Pledge income was ahead of budget due to late 2014 payments made in 2015, and prompt 2015 pledge payments.

Program expenses were lower than last year because of Stephen Ministries expense paid in 2014. Outreach expenses were up due to special collections for the food card challenge, and the Nepal earthquake.

Sources and Uses of Funds

Presented below is a summary of the more detailed budget spreadsheet that follows:

Sources of Funds	2014 Actual	2015 Actual	2015 Budget	2016 Budget
Pledge Income	\$164,727	\$169,437	\$168,200	\$173,200
Rental Income	\$37,288	\$38,869	\$38,000	\$39,000
Donations	\$8,765	\$10,292	\$6,180	\$9,230
Fundraisers	\$7,873	\$7,505	\$7,500	\$7,500
Grants	\$6,600	\$0	\$5,000	\$10,000
Investment Earnings*	\$7,971	\$3,744	\$5,050	\$4,300
Permanent Funds Withdrawal (4%)	-	\$0	\$14,000	\$14,000
Other	\$0	\$0	\$0	\$0
Dedicated Reserve Draw	\$5,655	\$0	-	-
General Reserve Draw	<u>\$1,133</u>	<u>(\$9,708)</u>	<u>(\$13,885)</u>	<u>(\$8,941)</u>
Total	\$240,013	\$220,138	\$230,045	\$248,289

Uses of Funds	2014 Actual	2015 Actual	2015 Budget	2016 Budget
Payroll Expenses	\$155,561	\$139,679	\$149,365	\$151,789
Facilities Expenses	\$32,030	\$29,721	\$33,680	\$45,300
Program Expenses	\$17,276	\$9,604	\$9,000	\$9,050
Outreach	\$2,922	\$8,096	\$5,600	\$8,700
Diocesan Assessment	\$23,713	\$22,311	\$23,700	\$23,000
Operations and Other	\$8,511	\$10,727	<u>\$8,700</u>	\$10,450
Total	\$240,013	\$220,138	\$230,045	\$248,289

* - Dividends and interest from Fidelity account that were withdrawn and put in the operating fund.

Funds and Balance Sheet

At the recommendation of the Financial Task Force and approval by the Vestry, a Brookline Bank account was established to hold the dedicated "Reserves." The Met Life CD which matured on 11/4/2014 was not renewed. \$70,000 of the CD's value went to the Vanguard Money Market Fund. The funds in the Vanguard Money Market Account will become the RANC Funds, and a new account will be opened to contain these funds.

Operating Accounts	12/31/2013	12/31/2014	12/31/2015	
Brookline Bank - Checking	\$26,886.75	\$34,929.74	\$37,837.00	
Brookline Bank - Clergy Discretionary	\$12,548.30	\$10,876.97	\$6,847.28	
Brookline Bank - Security Deposit	\$5,901.41	\$5,901.79	\$5,902.45	
Brookline Bank - Reserves	-	-	\$5,347.52	Opened in 2015
MetLife	12/31/2013	12/31/2014	12/31/2015	
Certificate of Deposit	\$77,555.22	\$0.00	\$0.00	
Vanguard	12/31/2013	12/31/2014	12/31/2015	
Money Market	\$51,398.78	\$121,513.21	\$121,693.63	
Index Fund	\$91,065.26	\$103,488.72	\$104,899.11	up 1.36%
KLD Fund	\$7,979.66	\$8,559.20	\$8,671.52	up 0.13%
Social Index	\$66,629.24	\$77,126.43	\$78,031.06	up 1.18%
Fidelity	12/31/2013	12/31/2014	12/31/2015	
Permanent Funds	\$239,431.72	\$229,355.17	\$227,263.28	down 0.99%
Total All Assets	\$579,396.34	\$591,751.23	\$596,492.85	
Parish of St. Paul				
Balance Sheet				
Year Ending 12/31/2015				
Assets				
Cash and Cash equivalents	\$ 177,627.88			
Funds held for investment	\$ 418,864.97			
Land, buildings and Equipment (1)	\$ 1.00			
Total Assets	\$ 596,493.85			
Liabilities				
Security Deposit for tenant	\$ 5,902.45			
Net Assets	\$ 590,591.40			
Total Liabilities and Assets	\$ 596,493.85			
(1) Values for land, buildings and equipment from the coverage limit from the Church Insurance Company of Vermont policy for the Church , Parish Hall and and the Rectory are \$3,673,490.				

Reserves

In June 2015, the Vestry approved a revamping of the Reserves. Below is a result of the changes. These funds are now held in a separate bank account at Brookline Bank.

Reserve	Balance 12/31/2015
Altar Guild Fund	\$ 421.90
Clergy Sabbatical	\$ 3,464.00
Meditation Garden	\$ 100.00
Garden Fund	\$ 641.46
Knitting Ministry	\$ 370.00
Music Fund	\$ 200.00
Swain Memorial	\$ 150.00
Total Reserves	\$ 5,347.36

Fundraiser

In early February, the POSP held its second Glee Musical Event/ Silent auction. The event was chaired by Tim Dunn, with Amy Trueblood, Susan Boyer, Joan Brandmahl, and Jon Swalboski serving on the committee. Despite the threat of inclement weather, the event was a success both socially and financially, netting \$7,505 for the parish operating budget.

Stewardship and Pledges

The generosity of the parishioners of the Parish of St. Paul was demonstrated again in this year's stewardship campaign. A record 55 pledges have been received totaling \$165,000. We have eight new pledges, and two pledgers moved away. Thirteen increased their pledge, two decreased and 32 renewed the same as their 2014 pledge.

Below is a chart that shows the pledge and payment history for the past four years.

	2016	2015	2014	2013
Total Amount Pledged	\$165,231	\$153,256	\$156,879	\$148,069
Number of Pledges	55	49	53	56
Average	\$3,004	\$3,128	\$2,960	\$2,644
Median	\$2,050	\$2,000	\$1,900	\$1,550

This is my final year as treasurer, and I want to thank those who have supported and educated me in the duties of this office. I have a newfound respect for the position and those who have held it. I hope that I have been a good steward of the financial resources of our beloved community, and best wishes go to my successor, Susan Boyer.

Respectfully Submitted,

Jon Swalboski, Treasurer

January 2013 through December 2016

	2013 Actual	2014 Actual	2015 Actual
Ordinary Income/Expense			
Income			
43400 · Donations			
43420 · Altar Guild Reimbursement	2,228.04	2,383.53	2,582.22
43441 · Supply In-Kind	0.00	0.00	500.00
43470 · Plate Collection			
43471 · Weekly Plate	2,260.00	1,404.00	1,934.00
43472 · First Sunday Plate	3,302.00	671.00	1,401.00
43473 · Outreach Special Collections	1,394.60	1,337.00	2,970.06
43474 · Miscellaneous Cash Donations	1,055.00	69.00	50.00
43475 · Other Services	0.00	0.00	0.00
43476 · Discretionary Fund Income	16,450.00	2,400.00	505.00
43477 · Mission donations	0.00	0.00	150.00
Total 43470 · Plate Collection	24,461.60	5,881.00	7,010.06
43480 · Gifts for Capital Use			
43481 · Music Fund	0.00	0.00	100.00
43483 · Meditation Garden	0.00	0.00	100.00
Total 43480 · Gifts for Capital Use	0.00	0.00	200.00
Total 43400 · Donations	26,689.64	8,264.53	10,292.28
44801 · Grants	20,116.00	9,300.00	0.00
45000 · Investments			
45030 · Bank Interest	17.43	17.35	13.92
45040 · Reserve Account Dividends	3,418.55	4,226.03	3,393.17
45050 · Permanent Funds			
45051 · Permanent Funds Div	130.40	121.33	0.78
45052 · Permanent Funds Interest	3,735.16	3,606.78	3,743.70
45050 · Permanent Funds - Other	0.00	0.00	0.00
Total 45050 · Permanent Funds	3,865.56	3,728.11	3,744.48
45053 · PF Return of Principal	554.90	0.00	0.00
45054 · PF Investment Value Change	-2,544.39	9,146.69	-1,049.04
45055 · Reserve Investment Value Change	20,782.50	9,833.40	-519.72
Total 45000 · Investments	26,094.55	26,951.58	5,582.81
46400 · Other Types of Income			
46430 · Miscellaneous Revenue	0.90	0.00	0.00
46450 · Fundraisers	0.00	7,873.00	7,505.00
Total 46400 · Other Types of Income	0.90	7,873.00	7,505.00
47200 · Pledge Income			
47220 · Pledge Payments	124,417.00	150,867.00	155,603.91

January 2013 through December 2016

	2013 Actual	2014 Actual	2015 Actual
47221 · Donations (non-Pledged)	11,900.45	6,635.21	11,268.50
47222 · Early Pledge Payments	4,800.00	6,725.00	2,565.00
47200 · Pledge Income - Other	0.00	0.00	0.00
Total 47200 · Pledge Income	141,117.45	164,227.21	169,437.41
47500 · Rentals			
47530 · Rent Revenue			
47531 · Rectory Rental	34,686.00	35,300.00	36,000.00
47533 · Parish Hall Rental	1,820.00	1,988.00	2,448.00
47535 · Escrow 2 Interest	2.08	0.38	0.51
Total 47530 · Rent Revenue	36,508.08	37,288.38	38,448.51
47560 · Rental Utility Reimbursement	0.00	0.00	421.33
Total 47500 · Rentals	36,508.08	37,288.38	38,869.84
Total Income	250,526.62	253,904.70	231,687.34
Expense			
60900 · Program Expenses			
60910 · Clergy			
60911 · Discretionary Expenses	850.00	4,300.00	3,770.00
60912 · Vestry Retreat	0.00	250.00	200.00
60913 · Discretionary Transfer	500.00	0.00	0.00
60914 · Pastoral Care			
60915 · Stephen Ministries	0.00	7,277.00	0.00
60914 · Pastoral Care - Other	0.00	0.00	0.00
Total 60914 · Pastoral Care	0.00	7,277.00	0.00
Total 60910 · Clergy	1,350.00	11,827.00	3,970.00
60930 · Christian Formation			
60931 · Church School			
60935 · Sunday School	0.00	0.00	0.00
60931 · Church School - Other	0.00	0.00	16.11
Total 60931 · Church School	0.00	0.00	16.11
60932 · Youth Group	0.00	0.00	739.67
60933 · Adult Education	80.00	0.00	0.00
60930 · Christian Formation - Other	0.00	0.00	236.93
Total 60930 · Christian Formation	80.00	0.00	992.71
60940 · Altar Guild			
60941 · Flowers	2,245.90	2,533.82	2,570.34
60942 · Supplies	581.94	661.49	456.41

January 2013 through December 2016

	2013 Actual	2014 Actual	2015 Actual
60940 · Altar Guild - Other	0.00	0.00	117.00
Total 60940 · Altar Guild	2,827.84	3,195.31	3,143.75
60950 · Inreach			
60951 · Hospitality			
60952 · Coffee Hour	471.99	401.21	567.89
60954 · Calendar Events	0.00	0.00	0.00
60955 · Dinner, Social Events	86.31	0.00	0.00
60951 · Hospitality - Other	0.00	146.79	218.07
Total 60951 · Hospitality	558.30	548.00	785.96
60953 · Stewardship Campaign	0.00	318.74	0.00
60950 · Inreach - Other	0.00	0.00	117.00
Total 60950 · Inreach	558.30	866.74	902.96
60960 · Music			
60961 · Choir Music	0.00	173.51	0.00
60962 · Instrument Maintenance	365.00	900.00	250.00
60964 · Media Licenses	505.87	463.22	200.00
60960 · Music - Other	0.00	0.00	145.00
Total 60960 · Music	870.87	1,536.73	595.00
Total 60900 · Program Expenses	5,687.01	17,425.78	9,604.42
61000 · Outreach			
61001 · Ministry Expenditures	2,683.28	965.43	3,491.86
61002 · First Sunday Plate Payments	2,824.03	0.00	200.00
61003 · Special Collections Payments	90.00	539.50	2,964.78
61004 · Non-Committe Expenditures	45.00	0.00	0.00
61005 · Mission expenses	369.74	367.50	90.00
61006 · Food Cards	585.00	1,050.00	1,200.00
61000 · Outreach - Other	0.00	0.00	150.00
Total 61000 · Outreach	6,597.05	2,922.43	8,096.64
61100 · Diocesan Assessment	22,311.00	23,713.00	22,311.00
62800 · Facilities and Equipment			
62830 · Church Repair	2,647.49	3,868.60	6,283.44
62831 · Church Improvements	13,484.08	3,087.15	140.36
62835 · Rectory Repair	9,711.11	544.46	902.34
62836 · Meditation Garden	0.00	0.00	0.00
62837 · Building Supplies	338.73	321.97	0.00
62838 · Grounds Supplies	0.00	33.25	0.00
62839 · Energy Efficiency	0.00	0.00	595.00
62840 · Equip Rental and Maintenance			

January 2013 through December 2016

	2013 Actual	2014 Actual	2015 Actual
62841 · Copier Lease and Maintenance	2,145.00	2,535.00	2,375.00
62840 · Equip Rental and Maintenance - Other	0.00	0.00	50.00
Total 62840 · Equip Rental and Maintenance	2,145.00	2,535.00	2,425.00
62850 · Property Maintenance			
62851 · Inside	3,440.00	1,475.00	195.00
62852 · Outside	0.00	0.00	673.00
Total 62850 · Property Maintenance	3,440.00	1,475.00	868.00
62860 · Rectory - Utilities			
62864 · Rectory - Water and Sewer	0.00	0.00	421.33
62865 · Rectory - Trash	350.00	350.00	350.00
Total 62860 · Rectory - Utilities	350.00	350.00	771.33
62890 · Utilities			
62891 · Church - Phone Line	840.52	874.26	1,314.36
62893 · Church - Electric	3,019.94	3,003.12	3,408.98
62894 · Church - Oil	12,687.51	10,522.26	8,986.48
62895 · Church - Gas	257.95	256.77	279.69
62896 · Church - Internet Access	1,116.41	1,557.02	1,245.60
62898 · Church - Water	462.09	857.32	493.70
62899 · Church - Trash	350.00	350.00	350.00
Total 62890 · Utilities	18,734.42	17,420.75	16,078.81
62897 · Alarm Maintenance	1,378.81	2,393.44	1,656.82
Total 62800 · Facilities and Equipment	52,229.64	32,029.62	29,721.10
65000 · Operations			
65020 · Postage, Mailing Service	183.00	242.00	294.00
65030 · Printing and Copying	833.10	846.50	1,328.90
65040 · Supplies	609.08	1,265.18	996.32
65000 · Operations - Other	0.00	0.00	179.35
Total 65000 · Operations	1,625.18	2,353.68	2,798.57
65100 · Other Types of Expenses			
65110 · Publicity Expenses	290.25	85.00	188.00
65120 · Insurance	6,039.00	5,251.67	7,200.22
65130 · Bank Expenses	219.11	313.63	460.90
65140 · Website Expenses	0.00	215.49	0.00
65160 · Other Costs	15.00	223.00	0.00
65100 · Other Types of Expenses - Other	0.00	0.00	80.74
Total 65100 · Other Types of Expenses	6,563.36	6,088.79	7,929.86
66000 · Payroll Expenses			
66220 · Wage Expense			

January 2013 through December 2016

	<u>2013 Actual</u>	<u>2014 Actual</u>	<u>2015 Actual</u>
66221 · Clergy Salary	57,971.34	47,496.00	34,848.71
66222 · Primary Musician Salary	13,566.41	11,775.00	12,733.75
66223 · Church School Director	7,640.00	3,596.72	5,320.00
66224 · Parish Administrator	14,790.00	16,300.00	15,360.10
66226 · Supply Clergy	725.00	4,050.00	1,850.00
66227 · Supplemental Music/Soloist	3,450.00	6,300.00	4,850.00
66228 · Child Care	2,687.30	2,686.50	1,925.00
66229 · Sexton Salary	10,515.00	15,198.00	17,763.00
66271 · Special Service Music	1,535.00	1,943.28	0.00
66272 · Youth Minister	3,100.00	0.00	0.00
66273 · Seminarian	750.00	3,125.00	2,750.00
66274 · Consultant	0.00	3,769.00	0.00
66275 · Supply In-Kind	0.00	0.00	500.00
Total 66220 · Wage Expense	<u>116,730.05</u>	<u>116,239.50</u>	<u>97,900.56</u>
66230 · Pension Plan Contributions	12,735.72	13,050.36	13,050.36
66240 · Employee Benefits - non-pension			
66262 · Clergy Continuing Education	0.00	0.00	0.00
66263 · Clergy Account	0.00	0.00	0.00
Total 66240 · Employee Benefits - non-pension	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
66245 · Housing Allowance	12,500.04	24,996.00	24,996.00
66250 · Payroll Taxes, etc.	0.00	0.00	28.46
66251 · FICA Expense	3,027.20	2,409.12	2,612.86
66252 · Medicare Expense	707.66	563.46	611.01
66254 · Payroll Handling Fee	493.59	521.22	479.77
66000 · Payroll Expenses - Other	58.70	250.00	0.00
Total 66000 · Payroll Expenses	<u>146,252.96</u>	<u>158,029.66</u>	<u>139,679.02</u>
Total Expense	<u>241,266.20</u>	<u>239,962.56</u>	<u>220,140.61</u>
Total Income	<u>215,283.61</u>	<u>233,074.61</u>	<u>231,687.34</u>
Net Addition to/ (Draw on) Reserves	<u>(25,982.59)</u>	<u>(6,887.95)</u>	<u>11,546.73</u>

January 2013 through December 2016

	<u>2015 Budget</u>	<u>2016 Budget</u>
Ordinary Income/Expense		
Income		
43400 · Donations		
43420 · Altar Guild Reimbursement	2,280.00	2,280.00
43441 · Supply In-Kind		
43470 · Plate Collection		
43471 · Weekly Plate	1,700.00	1,500.00
43472 · First Sunday Plate	500.00	2,000.00
43473 · Outreach Special Collections	1,200.00	1,200.00
43474 · Miscellaneous Cash Donations	500.00	250.00
43475 · Other Services		
43476 · Discretionary Fund Income		
43477 · Mission donations		2,000.00
Total 43470 · Plate Collection	<u>3,900.00</u>	<u>6,950.00</u>
43480 · Gifts for Capital Use		
43481 · Music Fund		
43483 · Meditation Garden		
Total 43480 · Gifts for Capital Use		
Total 43400 · Donations	6,180.00	9,230.00
44801 · Grants	5,000.00	10,000.00
45000 · Investments		
45030 · Bank Interest		
45040 · Reserve Account Dividends	1,200.00	2,300.00
45050 · Permanent Funds		
45051 · Permanent Funds Div	50.00	50.00
45052 · Permanent Funds Interest	4,000.00	4,000.00
45050 · Permanent Funds - Other	14,000.00	14,000.00
Total 45050 · Permanent Funds	<u>18,050.00</u>	<u>18,050.00</u>
45053 · PF Return of Principal		
45054 · PF Investment Value Change		
45055 · Reserve Investment Value Change		
Total 45000 · Investments	<u>19,250.00</u>	<u>20,350.00</u>
46400 · Other Types of Income		
46430 · Miscellaneous Revenue		
46450 · Fundraisers	7,500.00	7,500.00
Total 46400 · Other Types of Income	<u>7,500.00</u>	<u>7,500.00</u>
47200 · Pledge Income		
47220 · Pledge Payments	155,000.00	160,000.00

January 2013 through December 2016

	<u>2015 Budget</u>	<u>2016 Budget</u>
47221 · Donations (non-Pledged)	8,000.00	8,000.00
47222 · Early Pledge Payments	5,200.00	5,200.00
47200 · Pledge Income - Other		
Total 47200 · Pledge Income	<u>168,200.00</u>	<u>173,200.00</u>
 47500 · Rentals		
47530 · Rent Revenue		
47531 · Rectory Rental	36,000.00	36,000.00
47533 · Parish Hall Rental	2,000.00	3,000.00
47535 · Escrow 2 Interest		
Total 47530 · Rent Revenue	<u>38,000.00</u>	<u>39,000.00</u>
 47560 · Rental Utility Reimbursement		
Total 47500 · Rentals	<u>38,000.00</u>	<u>39,000.00</u>
 Total Income	244,130.00	259,280.00
 Expense		
60900 · Program Expenses		
60910 · Clergy		
60911 · Discretionary Expenses		
60912 · Vestry Retreat	500.00	500.00
60913 · Discretionary Transfer	500.00	500.00
60914 · Pastoral Care		
60915 · Stephen Ministries		
60914 · Pastoral Care - Other		
Total 60914 · Pastoral Care		
Total 60910 · Clergy	<u>1,000.00</u>	<u>1,000.00</u>
 60930 · Christian Formation		
60931 · Church School		
60935 · Sunday School		
60931 · Church School - Other	500.00	500.00
Total 60931 · Church School	<u>500.00</u>	<u>500.00</u>
 60932 · Youth Group	500.00	1,000.00
60933 · Adult Education		
60930 · Christian Formation - Other		
Total 60930 · Christian Formation	<u>1,000.00</u>	<u>1,500.00</u>
 60940 · Altar Guild		
60941 · Flowers	3,200.00	2,500.00
60942 · Supplies	800.00	800.00

January 2013 through December 2016

	<u>2015 Budget</u>	<u>2016 Budget</u>
60940 · Altar Guild - Other		
Total 60940 · Altar Guild	4,000.00	3,300.00
60950 · Inreach		
60951 · Hospitality		
60952 · Coffee Hour	400.00	800.00
60954 · Calendar Events	400.00	400.00
60955 · Dinner, Social Events		
60951 · Hospitality - Other		
Total 60951 · Hospitality	800.00	1,200.00
60953 · Stewardship Campaign	300.00	300.00
60950 · Inreach - Other		
Total 60950 · Inreach	1,100.00	1,500.00
60960 · Music		
60961 · Choir Music	500.00	500.00
60962 · Instrument Maintenance	1,200.00	1,000.00
60964 · Media Licenses	200.00	250.00
60960 · Music - Other		
Total 60960 · Music	1,900.00	1,750.00
Total 60900 · Program Expenses	9,000.00	9,050.00
61000 · Outreach		
61001 · Ministry Expenditures	2,000.00	2,000.00
61002 · First Sunday Plate Payments	500.00	2,000.00
61003 · Special Collections Payments	1,200.00	1,200.00
61004 · Non-Committe Expenditures		
61005 · Mission expenses	400.00	2,000.00
61006 · Food Cards	1,500.00	1,500.00
61000 · Outreach - Other		
Total 61000 · Outreach	5,600.00	8,700.00
61100 · Diocesan Assessment	23,700.00	23,000.00
62800 · Facilities and Equipment		
62830 · Church Repair	3,000.00	4,000.00
62831 · Church Improvements	2,000.00	2,000.00
62835 · Rectory Repair	3,000.00	3,000.00
62836 · Meditation Garden	300.00	300.00
62837 · Building Supplies	500.00	500.00
62838 · Grounds Supplies	300.00	100.00
62839 · Energy Efficiency		10,000.00
62840 · Equip Rental and Maintenance		

	<u>2015 Budget</u>	<u>2016 Budget</u>
62841 · Copier Lease and Maintenance	2,500.00	2,500.00
62840 · Equip Rental and Maintenance - Other		
Total 62840 · Equip Rental and Maintenance	<u>2,500.00</u>	<u>2,500.00</u>
62850 · Property Maintenance		
62851 · Inside	500.00	500.00
62852 · Outside		1,000.00
Total 62850 · Property Maintenance	<u>500.00</u>	<u>1,500.00</u>
62860 · Rectory - Utilities		
62864 · Rectory - Water and Sewer		
62865 · Rectory - Trash	350.00	350.00
Total 62860 · Rectory - Utilities	<u>350.00</u>	<u>350.00</u>
62890 · Utilities		
62891 · Church - Phone Line	1,080.00	1,500.00
62893 · Church - Electric	4,000.00	3,500.00
62894 · Church - Oil	12,000.00	12,000.00
62895 · Church - Gas	300.00	300.00
62896 · Church - Internet Access	1,500.00	1,400.00
62898 · Church - Water	500.00	500.00
62899 · Church - Trash	350.00	350.00
Total 62890 · Utilities	<u>19,730.00</u>	<u>19,550.00</u>
62897 · Alarm Maintenance	1,500.00	1,500.00
Total 62800 · Facilities and Equipment	<u>33,680.00</u>	<u>45,300.00</u>
65000 · Operations		
65020 · Postage, Mailing Service	200.00	300.00
65030 · Printing and Copying	1,000.00	1,200.00
65040 · Supplies	1,000.00	1,000.00
65000 · Operations - Other		
Total 65000 · Operations	<u>2,200.00</u>	<u>2,500.00</u>
65100 · Other Types of Expenses		
65110 · Publicity Expenses	300.00	300.00
65120 · Insurance	6,000.00	7,000.00
65130 · Bank Expenses	200.00	400.00
65140 · Website Expenses		250.00
65160 · Other Costs		
65100 · Other Types of Expenses - Other		
Total 65100 · Other Types of Expenses	<u>6,500.00</u>	<u>7,950.00</u>
66000 · Payroll Expenses		
66220 · Wage Expense		

January 2013 through December 2016

	<u>2015 Budget</u>	<u>2016 Budget</u>
66221 · Clergy Salary	31,876.31	35,895.50
66222 · Primary Musician Salary	18,500.00	18,500.00
66223 · Church School Director	12,000.00	10,000.00
66224 · Parish Administrator	16,480.00	16,480.00
66226 · Supply Clergy	1,500.00	1,500.00
66227 · Supplemental Music/Soloist	3,000.00	3,000.00
66228 · Child Care	2,400.00	2,400.00
66229 · Sexton Salary	12,000.00	12,000.00
66271 · Special Service Music		
66272 · Youth Minister		
66273 · Seminarian	2,000.00	2,000.00
66274 · Consultant		
66275 · Supply In-Kind		
Total 66220 · Wage Expense	<u>99,756.31</u>	<u>101,775.50</u>
66230 · Pension Plan Contributions	13,500.00	13,905.00
66240 · Employee Benefits - non-pension		
66262 · Clergy Continuing Education	750.00	750.00
66263 · Clergy Account	5,000.00	5,000.00
Total 66240 · Employee Benefits - non-pension	5,750.00	5,750.00
66245 · Housing Allowance	25,000.00	25,000.00
66250 · Payroll Taxes, etc.		
66251 · FICA Expense	3,912.20	3,912.20
66252 · Medicare Expense	946.50	946.50
66254 · Payroll Handling Fee	500.00	500.00
66000 · Payroll Expenses - Other		
Total 66000 · Payroll Expenses	<u>149,365.01</u>	<u>151,789.20</u>
Total Expense	<u>230,045.01</u>	<u>248,289.20</u>
Total Income	<u>244,130.00</u>	<u>259,280.00</u>
Net Addition to/ (Draw on) Reserves	<u>14,084.99</u>	<u>10,990.80</u>

Episcopal Parish of St. Paul
Report of Investments 2015
Richard Pearce

The Vestry, Treasurer and Assistant Treasurer continued their custody of the parish investments in 2015, in keeping with the charge of many years standing to “invest the funds in conservative investment-grade securities consistent with the primary objective of preservation of principal”, while also envisaging the Vestry’s decision to follow the recommendations of the 2014 Finance Committee, as described at last year’s Annual Meeting:

- An initial allocation of funds into four parts: the Endowment starting at \$350,000; RANC (Reserves & Near-Term Capital) starting at \$150,000; various small Restricted funds at \$15,000 and daily Operating funds at \$30,000.

- Set the annual maximum percentage draw on the Endowment to that recommended by the Diocese and the Diocesan Investment Trust, which is currently 4%.

The RANC are to be 33% invested in the Vanguard Short-term Bond Fund (VBIRX) and 67% in a Money Market Fund/bank deposit still to be determined.

The long-term recommendation for the Endowment’s investments is 60% equities, 40% bonds. In October 2015 the Vestry decided that all investments going forward should be wholly socially conscious, and particularly “carbon-free”. Accordingly, the 60% equity portion of the Endowment is to be equally split between our currently-held IShares MSCI USA ESG Select fund (KLD) and Vanguard FTSE Social Index fund (VFTSX), and the new privately-launched Diocesan Fossil Fuel Free Fund, which will invest appropriately in publicly-quoted stocks that overall closely track a combined benchmark consisting of 85% US and 15% Europe, Australasia & Far East large, unscreened, company stocks (Russell 3000 & EAFE).

These decisions described above are all expected to be carried out shortly. The Parish's current overall funds, which are very little changed from last year, are valued as of 12/31/2015 as follows:

	Market Value	% of combined funds
Bank accounts	\$ 37,837.00	6.3
Restricted accounts	\$ 18,096.00	3.0
Money Market Funds	\$227,035.00	38.1
GNMA Mortgage Bonds	\$ 36,175.00	6.1
US Tres. Inflat. Protect. Bonds	\$ 85,747.00	14.4
Us Equities	\$191,601.00	32.1
TOTAL	\$596.491.00	100.0

Respectfully Submitted,

Richard Pearce, Assistant Treasurer
January 15, 2016

**Episcopal Parish of St. Paul
Intern's Report 2015
Amanda March**

I have been serving as parish intern at St. Paul's since September of 2015. It continues to be a wonderful growth experience for me. When I was in seminary I had extensive units of Clinical Pastoral Education and so was not asked to do any field education in a parish setting, as parish ministry was not what I felt called into. I have been surprised by how much I am experiencing the parish context as applicable to, what I experience as, my calling into ordained hospital chaplaincy. Writing and delivering sermons has been helpful for my self-confidence and sense of, as Harvard Business School Professor Amy Cuddy calls it in her famous TED talk, "presence." In chaplaincy training this is referred to as stepping ever more fully into pastoral authority. As I experience this, this work of preaching and presiding is helping me find my voice and deepening my pastoral identity as well – I have never seen myself as someone who would preach. In these ways and more, my time at St. Paul's is a very important part of my formation in the ordination process in the Diocese of Massachusetts. I am very grateful for the warm welcome and support that I have experienced as I take these important steps.



Concurrent to my start at St. Paul's I began full time work as Parish Operations Manager at Emmanuel Church. Due to the staggering scope of that job I have not been able to be as present as I would have liked to with all of you. Having said that, I have had the opportunity to preach periodically, to weekly proclaim the gospel, to preside at Blue Christmas, and to serve as verger each Sunday. Learning about altar guild has been a wonderful process for me, I have really enjoyed that. I am currently working on a written description of the role of Verger at St. Paul's. I have enjoyed this task, and am looking at it in the form of a Venn Diagram – it is a work in progress. I will be leading the Lenten Godly Conversations that are coming up soon. It has been deeply meaningful for me to

enjoy fellowship with all of you at the coffee hour and at various dinners and events these past months. I particularly loved experiencing Christmas Eve services in community with everyone. I have been privileged to hear some of your stories one-on-one, and I want to hear more. Thank you for continuing to share yourselves with me. I am always open to your feedback and input. I look forward to the remainder of my time here.

Respectfully Submitted,

Amanda March

Episcopal Parish of St. Paul
Report on Our Youth Ministries
Katherine Balmforth Ballas

Dear Beloved Community,

I want to begin by thanking those who serve our youth weekly; our Senior Childcare Provider **Kate Martenis** and our Vestry Liaison of Faith Formation **Eliza Blay**. Without the dedication of these two individuals, our parish school would not be the safe, vibrant and formative space that we cherish. I also want to thank our rotating childcare assistants **Abigail Blay, Vincent Campagna,** and **Nolan Boyer** for their ongoing service to the parish school. And finally, I thank the parish school teachers whose brilliant work is described throughout the following report.

Sunday Morning Formation & Ritual

Every Sunday Morning gathering begins and ends in the same way. At 10am, we begin by lighting a candle and reading in unison **The Parish School Morning Prayer:**

God, we thank you for loving us for who we are and we ask that you help us love others for who they are. Foster the gifts that each of us have and always remind us of why we have them. Amen!

Following prayer, we read together our **Sunday Morning Agreement** which was written entirely by the Sunday Morning class:

The goals of 2015-2016 are:

1. To build a loving community
2. To learn more about the meaning of the Bible
3. To learn how God works

We promise:

1. To come with an open mind
2. To welcome all questions
3. To keep our space beautiful
4. To be ourselves
5. To try to have hope
6. To do our best
7. To welcome everyone

8. To be on time
9. That no one speaks twice until everyone speaks once--unless someone doesn't want to speak.
10. To bring ideas to make church better

Periodically, I pause at the end of our agreement to ask whether anyone feels that we need to make changes. Only once has anyone asked to make a significant change to our list. Henry Knight asked whether we really needed to promise *to not bully*. "I mean...we're in church school," he argued. "Bullying just isn't something that happens in church school. Besides...we already promise to welcome everyone." After a spirited debate, '*To not bully*' was removed from our list. Once we've all been reminded of our goals and our promises, of who we are and why we are, and of the G-d we've come to worship, we begin our lessons.

Godly Way, Mission-Focused Lessons & Service Opportunities

On most Sunday mornings the lessons follow our Godly Way curriculum which explores the lectionary and is designed to adapt to whatever age group is in attendance on a given Sunday. Godly Way is a living curriculum that has been developed by myself, Rev'd Gretchen Grimshaw, Keri O'Brien and many other Saint Paul's teachers over the years. **Maria Roberts** contributed to our repertoire this year with the addition of the wonderfully imaginative *Easter Walk*. On special occasions, however, Godly Way is supplemented or replaced by the Godly Play curriculum or by service-focused lessons.

In 2015, mission-focused lessons included a visit from **Chris Gruener** who spoke to our class about the Plenty Project and **Kim Koger** who led a season long series of Creation Care lessons based on a curriculum provided to us by **Anne Goldman** and the Creation Care Team. These lessons were accompanied by service opportunities which included ongoing Plenty Recycling organized by **Paul Cronin**, the designing and staffing of a Creation Care Village Day Booth (for which **Maeve Ward** served as a vision leader), volunteering at the Centre Street Food Pantry, and participating in the Annual Pie Making Event with the Charles River Deanery. We have 18 youth in our parish who are the appropriate age for this class.

Godly Play

Godly Play is an interactive approach to religious education, designed for Episcopalian communities, that invites young children to explore faith through storytelling and play. Beginning with the assumption that *every* child is born already having knowledge and experience of God, lessons are designed to provide a religious language and liturgical experience in order for children to better discuss and share their spiritual wisdom. Godly Play is shepherded by **Amy Jensen-Trueblood** and **Lou Bonegio** with Advent crafts provided by **Beth and Calie Ware**. For the 2015-2016 academic year, we decided to experiment with extending the length of the Godly Play lessons while offering the lessons for fewer weeks out of year. In 2016, only nine Godly Play lessons are scheduled (*Epiphany Sunday, Baptism Sunday, three Sundays in Lent and four Sundays in Advent*) but youth are encouraged to arrive by 9:30am for morning ritual, the Godly Play lesson, and a responsive craft or game. I hope this new structure will provide our youngest members with quality religious education that also allows some needed flexibility as our families navigate the competing commitments within our pluralistic community. We have 10 youth in our parish who are the appropriate age for this class.

Newton Collaborative Confirmation

Our evening Confirmation Class continues to thrive under the visionary leadership of **Rev'd Gretchen Grimshaw!** The class is open to youth ages 12-18 who are interested in exploring the many ways in which they can offer their unique gifts to the world through the Episcopal Church. The class follows a three year curriculum of theology, scripture, liturgy, church history, ethics, contemporary spirituality and social justice. The class is led by **Stephanie Wu, Kathryn Anderson, Jack Blay, Susan Boyer** and myself. Highlights from 2015 include our Good Friday Overnight organized by our diocese, creating fundraising posters in support of **Jon Swalboski's** running of the Boston Marathon, our Advent Overnight Retreat at Saint Paul's (thank you chaperones **Kim Koger, Amy Jensen-Trueblood** and **Greg Gruener!**), a visit from professor of comparative theology Chris Conway to discuss Buddhism, and our first ever REUNION class at which alumni joined us for a movie night! We have 13 youth registered for Confirmation Class and we are frequently joined by youth who have graduated.

Youth Eucharists & Acolyte Training

The preparation of our youngest acolytes begins with a lesson in which we discuss the pastoral and theological importance of altar service and in which young acolytes have an opportunity to ask questions. The aim is for all who serve on the altar to be grounded in a joyful appreciation for the awesomeness of their role. Practical skills are then rehearsed once with a senior acolyte (**thanks to Jack Blay and Sebastian Coyle!**) and once during a Youth Eucharist. Congratulations to our newest young acolytes, **Julia Montgomery, Aaron Montgomery, Gwen Trueblood and Isabella Lanzillo!** And many thanks to our continuing acolytes, **Vincent Campagna, Abigail Blay, Deirdre Boyer and Nolan Boyer!**

Christmas Pageant

The pageant is under new direction! **Jane Lanzillo**, with contributions from Rev.'d Gretchen Grimshaw and myself, wrote and directed this year's Christmas Pageant. I greatly appreciate **Eliza Blay's** dedicated leadership of this liturgical offering for so many years, and look forward to the exuberance and creativity with which Jane approaches every undertaking.

Safe Church Online Certification

Safe Church Training outlines prevention and intervention in cases of abuse of children and intervention in situations of misconduct between adults. It is intended to increase awareness regarding misconduct and abuse of power, outline steps to take in preventing abuse, offer ways to intervene when misconduct occurs, and equip anyone in a position of parish leadership with ways of healing and rebuilding the body of Christ.

We have 11 people who completed the Safe Church Online Training in the last 5 years and 12 people registered to participate in the Safe Church Online Training this year! Rev'd Gretchen Grimshaw and Amanda Marsh completed an in-person training. If your name is listed under *Registered for Course* then your account has been activated and you are able to complete the course as soon as you feel ready. If you did not receive a username or have questions about the Safe Church Online Training email youthminister@parishofstpaul.org.

Certified in 2015	Certified in last 5 years	Registered for Course
Katherine Balmforth	Kathryn Anderson	Lou Bonegio
Abigail Blay	Tucker Antell	Vincent Campagna
Nolan Boyer	Jack Blay	Edie Knight
Susan Boyer	Kim Koger	John McDargh
Kate Martenis	John McDargh	Betty Murray
	Sally Zhang	Mary Lou Pierron
		Maria Roberts
		Jon Swalboski
		Amy Trueblood
		Phil Whitbeck
		Stephanie Wu

On a personal note, I want to express deep gratitude for the Saint Paul’s community. Since returning to my part-time post in August 2014, members of this parish have accompanied me through a major career move in December 2014, the death of my grandmother Doris Blaney in February 2015, and my wedding to Doug Ballas in October 2015. I want to especially thank **Rev.’d Gretchen Grimshaw** for her pastoral care of myself, my family and the beloved friends of Doris Blaney; **Susan Boyer, Stephanie Wu**, and anonymous others who were involved in planning my *completely surprising* Bridal Shower; to the **Parish Choir** for providing the truly awesome music for my wedding ceremony; **Gwen & Teagan Trueblood** for ushering; **Margaret Hummel**,



Eliza Blay, David Montgomery, Ann Toffey for helping my family clean up after the wedding; and to the **entire parish community** for donating the use of the Parish Hall for a wedding reception! This parish has been for me what it has been for countless souls in our 133 year history; a place where God is magnified through graciousness, hospitality and joyful noise!

Respectfully Submitted,

Katherine (Balmforth) Ballas

Episcopal Parish of St. Paul
Report on Stewardship for 2016
David Montgomery

Many many thanks to all who generously contributed to our fall 2015 Stewardship Campaign for the 2016 calendar year. Generous contributions of your time, talent and/or treasure are what keep our ministries thriving, our spirits soaring and the heat and power on. Our collective resources transform each of us into the community we are collectively.

At this writing, year-end figures for 2015 remain in flux. Once again some funds for the year just completed still need to be collected. Here is how the numbers look going into our 2016 Annual Meeting. To date, for 2016 we have received 55 pledges, totaling approximately \$165,000. (For comparison sake, last year, when all was said and done, we received 49 pledges totaling \$155,000 - slightly less than \$4,000 of which remains outstanding at this writing). For 2016, we have had eight new pledges while two pledges from 2015 were not renewed. The median pledge amount has risen this year to \$2,025 from \$2,000 in 2015.

As we always do, in the time and talent portion of our pledge sheet, we again received numerous expressions of parishioner interest in participating directly in our community's varied ministry areas. Should you still like to get involved in an area you haven't yet told us about, consider yourself both welcome and urged to step forward! The more of us who get involved, the stronger we all become.

Respectfully Submitted,

Vestry of the Parish of St. Paul



**Episcopal Parish of St. Paul
Report on Altar Guild 2015
Margaret Hummel**



The quiet, devoted work of the Altar Guild went on as usual this past year, but there were some substantial changes in personnel. Ann Toffey, who has led the group for some years, and who kept everything in fine order, has left St. Paul's to grace an Episcopal church nearer to her home in Milford. And a new member stepped forward to take her place, Margaret Tracey, who, she confessed to me, is following in her mother's footsteps. We are pleased that we have four teams of two: Adeline Elmeus and Joan Brandmahl, Ellie Pandorf and Caryn Coyle, Jon Swalboski and Paul Cronin, and the two Margarets, Hummel and Tracey. New members are always welcome!

We had a farewell lunch for Annie just before Christmas, in conjunction with our Christmas brass polishing party. We tried to convey our appreciation for her tireless devotion to Altar Guild and to the POSP community at large--from making the coffee to pastoral care.

With gratitude we acknowledge the baking of our communion bread by Eliza Blay and Abigail and Jack.

The altar flowers are overseen by JoAnn Grigoli and Amy McGregor-Radin. The Christmas donations were exceptionally generous in 2015--the fullness of the poinsettia display was stunning.

Respectfully Submitted,

Margaret Hummel

Episcopal Parish of St. Paul
Pastoral Care Report
Phil Whitbeck

“... if health is defined, as it most properly is, as a state of well-being— whether physical, emotional, or spiritual— then it is within the province and capability of each of us to provide it for others. To give sustenance to another is the highest gift, both to him or her and to ourselves that any of us can imagine.” (Sherwin B. Nuland, *The Art of Aging*, 72).

One of the strengths of the St. Paul’s community is our giving sustenance to each other on a regular basis and in times of stress and particular need. In addition to the many informal ways we do this, the Pastoral Care Team provides a formal way of reaching out to others in need in the parish.

The team supplements the pastoral ministry of the rector by calling on people who are in local hospitals or nursing homes or who are homebound for a period of time, and providing communion for them when that is appropriate; providing a card ministry to recognize milestones in parishioners’ lives and to send the prayers of the parish in times of sickness; setting up a crisis ministry team to meet immediate needs, such as providing meals or rides when an unexpected illness or accident occurs; providing rides to church on Sundays for those who could not make it otherwise; making phone calls to check in on those who may be in need of support; reading to and walking with those who can use kind words, and intellectual and physical stimulation; and by providing a monthly healing by the laying on of hands at the time of communion on Sunday.

The team also meets from time to time during the year to discuss its mission and to support each other.

Two of these ministries, giving communion to others and the healing laying on of hands, require special training, but the others have no formal training requirements. Participation in most of the ministries means that you have to be able to drive somewhere, but the card and phone call ministry can be done by those who are unable to get out on a regular basis. Some of these ask for a fairly long term commitment, but others would need you to provide a meal or an occasional ride.

We need volunteers who would be willing to join us. If you have an interest in doing so, please let Phil Whitbeck (617-969-8892, bpwhitbeck@rcn.com) or Gretchen know, or leave a message in the office by phone or email.

We want to thank the following people for their ongoing commitment to this ministry:

Kathryn Anderson
Tim Dunn
John McDargh
Allan Parker

Bernice Cramer
Chris Gruener
David Montgomery
Kate Pittman

Hope Dauwalter
Margaret Hummel
Betty Murray
Ann Toffey

Respectfully Submitted,

Phil Whitbeck and Gretchen Grimshaw



Episcopal Parish of St. Paul
Property Projects Committee Report 2015
Ken Anderson

The underlying physical plant for the Parish of St. Paul's is serving the Parish well. There have been several small renovation projects in 2015 but no major ones.

There has been considerable attention to work to the heating system. Through 2015 the heating system continued to be functional; however, several components of the system are at least 60 years old. There have been leaks and there have been reliability problems. For one service in late October the heating system was



not functioning. In 2015 a "Green Heat" committee was convened to develop a plan to upgrade the heating system in a way that will serve the long term goals of the church to have efficient and reliable heating and to do so in a way that is consistent with the Parish's desire to practice good environmental stewardship.

Green Heating

The Green Heating committee was convened in 2015 to develop heating options for the vestry. The committee was chaired by Jon Swalboski with Amy McGregor-Radin, Margaret Hummel, Elisa Blay, Anne Goldman and Ken Anderson providing support. The focus of the committee was to develop options for the replacement or major upgrade of the heating system and to investigate solar generation in such a way that POSP can implement the heating system in the summer of 2016. I am proud to say that the committee recommended a heating concept that was accepted by the vestry in the January 2016 meeting. The work of the committee has paved the way for the replacement of the POSP heating system in the summer of 2016. The committee also recommended a domestic hot water system upgrade and that solar power not be implemented at this time.

Heating System General Repairs

POSP has attempted to avoid heating system repairs in anticipation of the heating system being replaced in 2016. There are two leaks in the boiler room, and one of the basement heaters does not function. We will keep close attention

to leaks in hopes that they can be made stable until the heating system is shut off for the last time in April of 2016.

Snow Removal

Following the storms of 2015 POSP entered into a contract with Joe LaMacchia for snow removal.

Accessibility

Amy McGregor-Radin took on the task to manage the repair of the ramp that provides access to the Parish Hall and address the immediate safety concern that rotting boards in the ramp could present a hazard. The repairs are completed and the ramp is fully functional. The work in 2015 focused on the repair of the ramp; however, significant accessibility issues still exist in that the bottom of the ramp is at a low spot that often floods or has ice. Several suggestions have been developed including a major project to provide drainage to that area, a project to raise the elevation of that area, a project to redirect water from rain gutters to lessen the amount of water that collects there, a plan to deploy a mat that could be put on top of the ice to make it less of a hazard, and projects to install new ramps or lifts to make this ramp redundant.

Accessibility continues to be an issue with three main issues:

1. The undercroft is inaccessible to persons in a wheel chair or with limited mobility.
2. The ramp to the parish hall has significant issues including chronic puddling at the base of the ramp, no ability to automatically open the door at the top of the ramp, and at the threshold a sharp turning radius that makes navigation of the ramp into the Parish Hall difficult.
3. No direct access to the Sanctuary or Narthex from outside.

It is expected that these issues will continue to be discussed in 2016.

Church Building

The church building itself is still mostly in good repair but these are areas that need to be addressed.

Windows

One stained glass window in the church was repaired but more need further repair. The wooden frames are swelling and some windows need to be serviced. All of the triangular windows on the pitched roof are in poor repair. These windows need service. The window over the church office is in poor condition and has caused some leaking. Short term measures has been done to control leaking but more work will be necessary. This window needs to be repaired. Some other windows need sills to be repaired.

Roof

The integrity of the roof is mostly good. There is one location under the bell tower that in early 2015 had leaked. This may have leaked because of an extraordinary condition last year and it has not leaked since then.

Exterior

Al Totten is continuing to maintain the building and landscaping. He has used grout to perform repairs on foundations and has done window repairs. More window repairs are required in the kitchen.

Two fence repairs need to be completed soon. The fence between 60 Columbus Street and the Women's Club and the fence along the walkway from 60 Columbus Street and the church are decaying.

60 Columbus Street

The Parish rents out the Rectory to tenants. A new clothes washer was purchased for the tenants in 2015. Other minor repairs were completed but no major work was completed in the 60 Columbus Street property in 2015.

Respectfully Submitted,

Ken Anderson

**Episcopal Parish of St. Paul
Meditation Garden Report – 2015
Betty Murray**

Your Meditation Garden is on the North side of the Parish of St Paul. Yes, it is your garden! In the coming year, you can walk with the Lord using your garden as a place to think, reflect, pray, and experience the presence of God.

The garden is asleep now, but take a walk in winter if you can. On your walk, look for anything that will show the beauty of God's creation. When spring comes, and it will, visit your Meditation Garden on the North side of the church and rejoice in the beauty of God's creation.

Respectfully Submitted,

Betty Murray, Garden Chair



**Episcopal Parish of St. Paul
Hospitality Report 2015
Betty Murray**

Being hospitable is a large part of what St Paul's is all about. We welcome friends and strangers to our Eucharist service every Sunday and we invite all to join us at Coffee Hour for a beverage and a snack.

In the words of St Paul to the Romans: Be joyful in hope, persevere in hardship, and keep praying regularly; share with any of God's holy people who are in need; look for opportunities to be hospitable. (Romans 12:13).

Respectfully Submitted,

Betty Murray, Hospitality Chair



**Episcopal Parish of St. Paul
Knitting Ministry Report 2015
Ginny Fruhan & Liza Meyer**

The St. Paul's Knitting Ministry was begun 12 years ago in January 2004 to maintain an inventory of prayer shawls, and christening lambs and blankets that is the foundation of our ministry. Over the years we have made army helmet liners for the troops in Iraq, Mariners scarves for seamen, chemo caps for Dana Farber, mittens and hats for Cradles to Crayons and a Noah's Ark blanket and a knit quilt for church raffles. This summer we participated in a Yarnstorm event in support of the Somerville Homeless Coalition. We knit pieces to dress trees in the Caring Forest to promote the importance of food security. Below is a photo of the 18 rectangles we completed (please note these were wrapped around trees so perfection was not required).

Betsy Blagdon, Eliza Blay, Joan Brandmahl, Anne Goldman, Margaret Hummel, Amy McGregor-Radin, Charlotte Stafford, Bailey Whitbeck, Ginny Fruhan and Liza Meyer meet once a month to knit and chat. New members are always welcome as are visitors who are just curious. Please call Liza or Ginny to confirm the date of our next meeting and come join us.

Respectfully Submitted,

Ginny Fruhan and Liza Meyer



**Episcopal Parish of St. Paul
Centre Street Food Pantry Report 2015
Amy Radin**



Highlights from 2015:

- CSFP helped (on avg.) 200 families per month feeding more than 500 people, in 2015.
- Over 50% of the households helped have children under 18.
- Spending on food and grocery items increased—by dollars and pounds picked up from the Greater Boston Food Bank, plus new partners Lovin’ Spoonfuls, Boston Area Gleaners, Hope & Comfort and continued donations from Blacker Bake Shop and Panera Bread.

Support from St. Paul’s and other community organizations have been vital to our efforts to keep up with the growth and also reminds us that we are working on behalf of so many other “silent partners”. The pies made, food and funds collected at the holidays and throughout the year were much appreciated by our shoppers. So are the dedicated volunteers (of all ages) from St. Paul’s!

Our rented space at Trinity is well used but continues to be a good home for the pantry. We are working to meet additional needs of our shoppers, partnering with Whole Foods, WIC representatives and more. We created a summer “Kids’ Club” to give out additional protein and healthy snacks & offered the fixings and a gift card at Thanksgiving.

As of January 1, 2016 shoppers were required to bring their own shopping bags. Natalie created incentives throughout late 2015 to introduce this concept. CSFP will save \$2000/year and lots of volunteer hours by eliminating use of paper bags. Paper and new reusable bags will be used if donated to us.

Natalie Surmeli continues to do a great job as Pantry Manager and brings considerable energy, warmth and creativity to the job. This writer remains in a volunteer capacity as Executive Director.

Increased outreach efforts also continued as we applied for and were honored to receive a number of large grants. We also benefited from Newton South High's Empty Bowls event, regular monthly e-newsletters, visits to schools, temples and churches and, a year-end mailing to thousands of Newton residents to raise awareness of our pantry and ask for their support.

The City of Newton efforts to increase food security helped bring about awareness of all (4) pantries in Newton.

Respectfully Submitted,

Amy McGregor-Radin



**Episcopal Parish of St. Paul
Creation Care Report 2015
Mary Lou Pierron & Maeve Ward**

Connected To
God's Green Earth



GODLY FOOTPRINTS
At the Parish of St. Paul

“Blessed are you gracious God, Creator of the universe and giver of life,...You gave the world into our care that we might be faithful stewards and show forth your bountiful grace...”

St. Paul's has addressed concerns regarding Creation Care in varied ways in this past year, in keeping with the Episcopal Church's ongoing commitment to this vital issue.

The Rev'd. Gretchen Grimshaw in collaboration with our Worship Committee ensures that Creation Care is continually addressed in our religious services, both via our prayers and homilies.

Our committee continues to maintain a Creation Care bulletin board in the parish hall to keep parishioners updated on location, national and international activities related to Creation Care.

Our Vestry provides ongoing encouragement and practical support of Creation Care efforts, including their decisions regarding physical plant maintenance and upgrades as well as hospitality and office management supplies, etc.

In particular, the Vestry approved at their October meeting a proposal to divest our money from the Vanguard S&P Index Funds in order to reinvest it in ventures that support our commitment to reduce our carbon footprint to the greatest extent feasible. (see October Vestry Meeting Minutes).

Additionally, the Green Heat task force was convened to research the most effective and feasible ways to retire our ancient and very energy-inefficient boiler to increase our energy efficiency while also increasing the comfort of our facilities.

The Vestry, on recommendation of the Green Heat task force, has authorized Norian/Siani to manage the implementation of a newly designed heat and hot water system. This project, in addition to substantially reducing our carbon

footprint, will also help educate our congregation about the impact of our energy choices and be a public witness to our congregation's commitment to Creation Care. (See Greet Heat report).

Members of the Parish of St. Paul youth group, Godly Pioneers, helped staff an information booth on Creation Care at the newton Highlands Village Day celebration.

Many other parishioners, in addition to the Youth Group, have provided ongoing support for our commitment to the Project Plenty. The money earned by our recycling bottles and cans for more than ten years is used to fund a garden cared for by school children in Belize, providing them with education about food choices as well as the ability to feed themselves with the fruits (and vegetables!) of their labors. Project Plenty also ensures that our returned cans and bottles are littering our environment or ending up in limited landfill space.

In November, the Creation Care Committee initiated a series of activities and articles, written or recommended by parishioners, to encourage everyone to make more environmentally-friendly food choices by demonstrating some healthier (and still yummy) meal options. Members of the Creation Care Committee hosted a vegan/vegetarian/locally-sourced food coffee hour early in January and are sponsoring a vegan/vegetarian/locally-sourced food potluck lunch in the near future. Education and action-oriented materials are available at these meals, and the proposed series of articles will include topics such as: the seafood, the commodification and pollution of water, the negative impact of factory farming (including the overuse of antibiotics) and cruelty to animals on both animals and humans, the positive impacts of choosing locally grown and organically-grown foods, etc.

The Creation Care Committee encourages new members to join us and to support our missions via participation in our future projects.

Respectfully Submitted,

Maeve Ward and Mary Lou Pierron

**Episcopal Parish of St. Paul
Green Heat Report 2015
The Green Heat Team**



Everyone agrees that our current 70-year-old oil-fired steam boiler needs to be replaced and that we need to move away from using oil as a fuel. For several years, many people have contemplated replacement, have gathered lots of information, but proposed no solution. Knowing that although the boiler has served us well, we are living on borrowed time and at some point, probably at the worst time, the boiler may fail catastrophically and force us to deal with an emergency. The Vestry decided to take a pro-active approach and look into replacing the boiler by considering the alternatives, and how they fit into what we cherish and value at the POSP. In October, the Vestry authorized a team to come up with viable options for replacing the boiler. Our team, later dubbed “The Green Heat Team” consists of Jon Swalboski, Margaret Hummel, Anne Goldman, Amy Radin, Ken Anderson and Eliza Blay. Our team quickly got to work and laid out a plan to get the information needed for the Vestry to make its decision.

Our early accomplishments include :

- Supervising the ESA (Environmental Stewardship Audit) which was completed by Tom Nutt-Powell of MIP&L
- Sent two team members to MIP&L’s Sustainable House of Worship seminar
- Communication plan was completed
- Solicited three solar firms for proposals
- Provided countless documents for analysis
- Scheduled and completed an energy audit through MassSave
- Officially introduced the “Green Heat Project” to the congregation.
- Researched requirements for Green Loans and Grants through the diocese

We recommended that the Vestry hire the mechanical engineering firm of Norian/Siani to complete a schematic/analysis of the current system and to come up with options for replacing the boiler. Their initial results presented five options as listed below:

- Gas-fired forced hot water system for entire building (FHW)
- Replacing the current steam boiler with a new gas-fired steam boiler
- Gas FHW system for Sanctuary and Air Source Heat Pump (ASHP) for Parish Hall
- Gas FHW system for Parish Hall and ASHP for Sanctuary
- ASHP for entire building

Norian/Siani provided an analysis on the projected fuel consumption for the alternatives and the contribution to Global Warming (GWP).

Option	Annual Savings	GWP (lbs)
Current System	-----	66,736
FHW entire building	\$2,123	42,496
FHW Parish Hall/ASHP Sanctuary	\$993	58,150
FHW Sanctuary/ASHP Parish Hall	\$1,341	56,935
Steam Boiler	\$1,180	54,460
All ASHP	-\$3,150	72,597

Solar Panels

The team was very interested in pursuing solar panels, and we received two proposals from firms vetted by the Massachusetts Interfaith Power and Light (MIPL) organization. Because of the slant of the rooves, neighboring tree-shading and building placement, we are not an ideal candidate for solar panels, but they could be done. Both estimates came in around \$43,000, and the panels would generate about 13,000 KWh per year. Our current consumption at the POSP is about 15,000 KWhs, so the solar panels would not even cover our **current** consumption. With ASHP's, our consumption would leap to 43,219 **additional** KWhs. In the end, our system would be more costly to run, as we would need to purchase much more electricity from the grid than what we would generate, and we would be contributing more emissions toward global

warming than any other option. The team decided that any options with ASHPs should not be considered. Solar panels may be installed at a later date, but should not be part of the heating system replacement.

Financing

Our team was not charged with providing a recommendation on the financing of a new system, but we have done a lot of research into what programs are available. They include:

- Green Loan through the diocese. Up to \$100,000 over 15 years at a 2.75% interest rate. Not available for a steam boiler replacement.
- Stokes Loan through the diocese. 3.75% interest rate.
- RANC Funds - \$150,000
- Capital Campaign

We then were left with two viable options: FHW system for the entire building, and replacing the steam boiler with a gas-fired steam boiler. We presented to the Vestry the pros and cons on each remaining option.

The Green Heat team made the recommendation to the Vestry to accept the FHW system for the following reasons:

- Radiant floor heating possible in undercroft, eliminating problem with asbestos floor tile
- 2 boilers share load
- Loan rate cheaper (2.75% vs. 3.75%)
- Savings estimate higher
- Global warming potential lower
- Heats up faster, more flexible

According to Norian/Siani, the total cost of the new system would be between \$167,000 and \$200,000. This would include demolition and removal of the current boiler and oil tanks, asbestos remediation, new boilers, distribution system, and engineering fees.

We realize this is not the lowest cost alternative, but we believe the choice is in keeping with what we value at the POSP – creation care, and preparing a reliable system for those who follow us, recognizing that we do not have unlimited resources.

We also recognize that there will be a wide-range of opinions within our community from those who feel we are not “green” enough to those who believe we are spending too much to be “greener.” We believe this is a good compromise between the two alternatives.

The Vestry approved the Green Heat Team’s recommendation, along with applying for a Green Grant to replace the domestic hot water tank with new gas-fired on-demand hot water system.

Construction is expected to begin in May and continue through the summer, with completion scheduled for September.

The team will continue to co-ordinate with the engineering firm during design and construction, apply for the Green Loan and Green Grant, and inform the Vestry and congregation on the progress of the project.

Respectfully Submitted,

The Green Heat Team

**Episcopal Parish of St. Paul
Plenty & Global Villages Children's Project
Chris Gruener**



While continuing our commitment to sustainability within our parish, coupled with our outreach to the broader Boston Area community, **St Paul's has also expanded its mission to share God's Love by our advocacy of Sustainable Development internationally throughout 2015.**

Support for Plenty

Once again St Paul's joined with the West Roxbury area Stafford Street Church to help in **funding the work of Plenty International www.plenty.org. St Paul's young people** – with assistance from adult volunteers - **recycled return for deposit beverage containers throughout the year.** Together with monetary donations and the recycling efforts of our friends at Stafford Street Church, we once again achieved our goal of **contributing \$1,200 for the year to Plenty's efforts!** This **transformation of our trash into treasure** translated into such worthy efforts in Belize as **growing School Gardens** for hot lunch programs and **bringing Solar Power to remote villages.**



Support for the Global Village Children's Project

Additionally in 2015, St Paul's established a collaborative interface with the Global Village Children's Project (GVCP) www.gvorphans.org. Working with the GVCP director, Anne Muyanga, St Paul's made **significant contributions to the development of a Community Center in Wanyange Uganda**. With a **specialized focus on the needs of AIDS orphans**, when completed this center **will offer social services, respite care, a library and basic health services** to the residents of Wanyange. Donations gathered this past year are **funding the installation of solar panels on the Wanyange Community Center**. When complete these panels are projected to generate enough energy to not only supply the center's energy needs but also to put electricity back into the community's electricity grid. This, in turn, will raise needed funds for sustaining the center's services.



THE WANYANGE COMMUNITY CENTER

One of the highlights of our evolving relationship with the GVCP was a SKYPE call between Anne Muyanga, several of the orphans the GVCP serves, and members of St Paul's during one of our after service social gatherings. In 2016 **we look forward to more of these SKYPE calls and to getting better acquainted with some of the children whose education is sponsored by the GVCP.**

Secondary school and University level education are only available to Ugandan young people on a tuition basis. If sufficient interest in supporting the GVCP is forthcoming from the St Paul's Parish Community, not only do **we intend to raise enough funds to put screens on the Wanyange Community Center windows** – which will keep out Malaria infecting mosquitoes - but also **we can explore taking on financial responsibility for a school student** who is ready to begin the challenging journey of completing secondary school and University level education.

Through The Boston Marathon and The Midnight Bikeathon sponsorships, as well as individual donations, **funds totaling over \$10,000 were raised for the work of the GVCP in 2015! Many thanks to all who ran, rode or contributed.** St Paul's plans in 2016 to organize a contingent of Midnight Boston Bikeathon fundraisers to support the GVCP. This event is **a fun ride along the Boston Marathon trail the night before the actual Boston Marathon run** takes place. Participation will be open to all St Paul's adults and to minors accompanied by their parent or – with parent permission - other supervising adult. Stay tuned for more details to follow...

Respectfully Submitted,

Chris Gruener