

PARISH OF ST. PAUL



ANNUAL MEETING REPORT

January 30, 2022

1135 Walnut Street, Newton Highlands, MA 02461

www.parishofstpaul.org

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WARRANT OF ANNUAL MEETING
TO BE HELD *BY PROXY AND ZOOM MEETING* REMOTE PARTICIPATION* ON
SUNDAY, JANUARY 30, 2022
(IMMEDIATELY FOLLOWING OUR 9:30AM ON-LINE WORSHIP SERVICE)

NOTICE IS HEREBY GIVEN that the 2022 Annual Meeting of the Episcopal Parish of St. Paul, Newton Highlands (the "Parish") will be held in accordance with Section 7.1 of the Parish By-Laws on the date and time and at the locations set forth in this Warrant for the purposes of:

- (a) Acting upon the report of the Nominating Committee which is attached hereto;
- (b) Reviewing and discussing the reports of the Co-Wardens, Treasurer, Parish Committees and Ministries to be distributed at or before the Annual Meeting; and
- (c) Any other matters that may properly come before the Annual Meeting.

* Due to heightened health safety concerns related to the COVID-19 pandemic, the church building remains closed for the month of January and **Parish Members are strongly urged and requested to attend the meeting by remote participation and, in compliance with statutory requirements, to complete and return a proxy form** authorizing Co-Warden David Montgomery to vote on their behalf at the Annual Meeting as a formal matter. A proxy form has been sent electronically to all Members for this purpose. Should you need an additional copy, please contact our Parish Administrator Carolyn either by email to office@parishofstpaul.org or by phone at (617) 527-6642. The Parish Hall of the church building located at 1135 Walnut Street is formally designated as the official physical location of the meeting during and at which the proxy will be physically present.

The Vestry encourages all Members of the Parish to participate in our Annual Meeting. Article 3 of our By-Laws provides that all baptized persons, sixteen years of age or older, who acknowledge the authority of the By-laws of the Parish and who declare an intention to support the Parish by regular attendance at public worship and by financial support, shall be considered Members of the Parish entitled to vote in its affairs. Without limitation of the foregoing, submission of a signed annual pledge card is deemed presumptive evidence of any such person's necessary declaration of intent.

To join us from your computer, please visit our website: www.parishofstpaul.org for appropriate link information. Alternatively, you may call in to our meeting from any telephone. If you do not already have a Zoom passcode, or need phone dial-in information, please contact our Parish Administrator Carolyn (using the information above) no later than 10:00am on Thursday, January 27, 2022 to request the necessary link or access codes.

THE VESTRY

Bernice Cramer, Co-Warden
Susan Boyer, Treasurer
Ken Anderson
Amy McGregor-Radin

David Montgomery, Co-Warden
Stephanie Wu, Clerk
Margaret Hummel
Mandi Rice

Posted on January 15, 2022 by:



David P. Montgomery, Co-Warden

Episcopal Parish of St. Paul
Annual Meeting Minutes of the Parish of Saint Paul
January 31, 2021
Virtual

Approve Minutes

The minutes of the January 20, 2020 Annual Meeting were approved.

Report of the Nominating Committee

Co-Wardens David Montgomery and Bernice Cramer will continue their terms as co-wardens. Susan Boyer will continue her term as Treasurer. Vestry Member Stephanie Wu will change roles to become Clerk. Ken Anderson will step down as Clerk and serve a one-year term ending in 2021. Amy Radin and Mandi Rice will continue their terms as members. The vestry officers and members were elected to their positions unanimously.

Co-Wardens Report

There was an update regarding the status of the Priest-in-Charge search. The candidate, Reverend Cara Rockhill had met with the congregation at coffee hour on January 10, 2021, to favorable reviews. The Vestry agreed that the Co-Wardens should extend an offer to Reverend Cara Rockhill. The Co-Wardens were optimistic about the final stages of negotiations and that Reverend Rockhill would soon be joining the Parish of St. Paul's.

Upon motion duly seconded, the following Ministry Reports were accepted by the Parish:

Worship

Worship

Regathering, Youth Formation, and Stewardship

Music

Altar Guild

In-Reach

Pastoral Care

Hospitality

Out-Reach

Sanctuary

Global Villages Children's Project

Centre Street Food Pantry

Knitting Ministry

Meditation Garden

Plenty Project

Stewardship

Meditation Garden

Communications and Technology

Treasurer's Report

The meeting adjourned at 1:30 PM.

Respectfully Submitted,

Ken Anderson, Clerk

Episcopal Parish of St. Paul Priest-In-Charge Report 2021

So this is my first Annual Meeting Priest-In-Charge report, ever. In an attempt to make sure I offered something useful to the parish, I asked the wardens what they thought might be helpful in these words. They suggested I offer my vision for POSP.

This is, of course, a wonderful and insightful idea, so obviously this is what I'll do.

However, my vision of POSP is difficult because I'm being quite sensitive to make sure that my vision for what I think POSP is and could be is also what the POSP wants to do and be. There are 3 main ways that I am trying to accomplish this and create a vision/version of POSP that is true to the community, and allows us to best utilize my gifts as a parish leader.

First, after a long period of growth, change, upheaval, and uncertainty, in my first year I wanted to offer everyone an opportunity for **consistency** in leadership to feel safe and able to relax in the church experience. This was greatly impaired by my ill health from basically April until November.

We hadn't even had a chance to get to know one another before I was no longer able to be fully present. I am truly sorry for that. I am also grateful for how kind and supportive everyone was for those 6 months.

Upon returning to mostly full strength, in conjunction with the Wardens, I developed an educational plan for POSP. This plan, centered around the teachings of St. Paul of Tarsus, I hope, will allow us to examine the man for whom we are named. And then, use his teachings to help us better examine who we have been as a parish, and what institutional memory still guides us. Then look at who we are today. Culminating in a careful visioning of who POSP wants to be going forward.

Going through what this parish has been through over the last 5 years, the experience of Sanctuary and the change that brought, then the end of sanctuary, the leaving of a rector, a pandemic, and the hiring of a new priest (who then immediately got sick), is a lot. It would be a lot for anyone.

And I think a lot of who we are as a parish got lost in that shuffle. Especially when combined with the growing communal exhaustion and confusion brought on by living through a pandemic, which has been an unwelcome part of our lives for the last 3 years.

We have started the discussion on who Paul of Tarsus was, and that will continue for at least one more Sunday. And then, we will begin a conversation on our past and our present. It's important to me that we talk about where we have been and where we are before we talk about who we will be.

Once we have these talks, I hope to then be able to start setting a true vision for POSP.

However, there are a couple of things that I do have a vision for, and those are the second and third ways I'm attempting to help create a POSP that is true to the community and me as a leader.

So second, **worship**.

As you may have noticed, I have invested a lot of my early efforts into creating a hybrid worship experience. This is because, quite honestly, no one else is and I believe in it completely. I do think there is a way to creatively and skillfully meld in-person worship with long-distance worship.

And, the pandemic has showed us that this is important. Actually, that's not true. We have known as religious leaders for YEARS that we need to do more to allow people who cannot attend worship in person (for a variety of reasons) to still have meaningful participation in the life of the church. It's just that it was difficult to do, so we didn't do it. Or, we simply set up a camera and live-stream a service.

But I wanted more than that. I wanted people to be able to be full participants in worship from wherever they are. From the Cape or California!

It has not been easy. There have been a lot of bumps. And I know there were several days when those of you who participate online couldn't hear what was happening. The first several months of this experiment were spent adjusting week by week. Until we found a basic set up that (usually) worked.

What I have heard is that having a hybrid option has been meaningful and is important for those members who are not able to attend church in person, or are not comfortable doing so at this time. I know that going to church in what looks like a production studio is a bit strange (trust me, it is for me too), but I think we're on to something here!

Once the basics of hybrid church were ironed out, I began to feel more comfortable inserting a bit of myself into the worship experience.

I know that POSP has a tradition of being experimental in liturgy, and I do believe there is a space for experiment. But I also feel strongly in the importance within an Episcopal community of continuity and the elevation of tradition.

As I have become more settled at POSP, I've begun slowly making a few changes to the liturgy. It began by using a Eucharistic Prayer that I was more familiar with (albeit with gender neutral language), and adjusting a few prayers to ones I was familiar with. I'm now going to try to have consistency in the Prayers of the People as well, changing those only to meet the current liturgical season (and hopefully a small group of people and I will work together to work those).

I wish to mix the new and forward looking with the traditional in our worship experience; melding a hybrid experience and modern language, with the traditional liturgies that make the Episcopal Church so unique and wonderful.

The hybrid church experiment became remarkably better in mid-January with the hiring of Adam Taylor to be our Director of Hybrid Worship. Adam is an incredible addition to the POSP community, and I feel, honestly, like God was answering a prayer (ok, a lot of prayers) when Adam was plopped in our lap.

The third and final way that I am attempting to meld who I am with who POSP is, was, and will become, is through **radical hospitality**.

I was lured to POSP as your priest-in-charge, in part, by a promise for us to embrace, together, something I know as radical hospitality. This means, on a large level, that we are a place that welcomes everyone, and makes sure to show that in all we do.

On a smaller level, this means having a physically accessible space, creating a worship experience that allows participation for those who cannot physically be in the space, and, taking a look at the things we do, intentionally or not, that make someone feel unwelcome. Radically hospitality is also, to me, forging and continuing relationships with other faith communities.

This year, for example, we welcomed St. Mary's Church to join us for a few weeks over the summer when their rector was on vacation, and St. Mary's welcomed us while I was out on medical leave in August. This required us to work together to create a worship experience that worked for both communities. We used a more traditional Eucharistic Prayer (which met their needs), and they really stepped up their livestreaming efforts to meet our needs. (We also had an agreement with St. Mary's should either Rev. Ann (their rector) or I contract covid before Christmas Eve to make sure both churches had full Christmas celebrations. Fortunately, this was moot, as I didn't contract covid until sometime on or after Christmas Eve)

Radical hospitality will be something that we continue to examine as we go forward as a community. This is a factor in why I don't wear bright white anything as a clergy person (as I preached on a few months ago, bright white as a sign of purity is an example of embedded white supremacy), and why I am a proponent of gender-neutral language in liturgy.

I am working to create some strong bonds with other clergy in the area, both Episcopal and Ecumenical. My hope is that those bonds will allow us to have new opportunities and experiences (like worship, social activities, and outreach opportunities).

There is one main growing edge for this community that is often pressing on my mind and heart, and that is, how do we keep the church a vibrant community? Being a hybrid church is part of answering this question, as is being openly, proudly, and radically hospitable.

But we will also have to embrace what I call "modern evangelism", which is creating opportunities to invite others to church. Many folks did this during Christmas, sending or handing out postcards, as well as bringing people to the Blue Christmas service. As a result, there were several people who returned for one of our seasonal offerings, or who came to POSP for the first time!

It is also time to begin thinking seriously about how we utilize our building and how to best be good stewards of our property. This conversation is ongoing with the rectory as well, and I hope to have at least two community meetings about the rectory this year.

And also, we have been approached by the Centre Street Minyan Community about possibly renting our parish hall to them for their weekly (Saturday) services, and Holy Days. This conversation is in its earliest stages but is a viable enough idea that it warrants community conversation at POSP.

Our relationship with Minyan is rooted in the sanctuary experience, and those mutual bonds make us a logical destination for them as they consider where they will be moving later this year.

We will discuss this more today, but I really think this is something we should discuss! There would be a need for some changes to the parish hall, as that would become their primary sanctuary. And we would need to work with another group to schedule use of the parish hall rather than being able to do so whenever we'd like.

However, in addition to the rental income, I think this would also present a beautiful opportunity for us to really learn from our Jewish siblings! We could have shared community experiences socially and educationally (or both at the same time)!

There is lots to discuss, pro and con. Hopefully we can have those conversations, in a small group to begin with, and then on a larger scale, in the coming weeks and months.

That's it! I've really enjoyed our first year together, and I really am glad and grateful to be your priest-in-charge. I have every intention of this being a longer engagement than 3 years, though that will be a conversation we have in 2023 and beyond.

Cara+

Episcopal Parish of St. Paul

Report of the Nominating Committee 2022

The following slate of nominees is presented to the Parish at its Annual Meeting for approval. The term for each position shall commence on January 30, 2022 immediately following the Annual Meeting. Under our Parish By-laws, officers of the Parish serve one-year terms and non-officer Vestrypersons serve two-year terms (unless specifically elected for a shorter term). All officers and Vestrypersons are limited to a maximum of six years continuous service in such position.

<u>POSITION</u>	<u>NAME</u>
Co-Wardens ¹ :	Bernice Cramer Kim Koger
Treasurer ² :	Richard Pearce
Clerk:	Stephanie Wu
Vestrypersons ³ :	Margaret Hummel (2 years) John McDargh (1 year) Kathryn Murphy Anderson (2 years)
Diocesan Convention Delegates:	Ken Brooks Bernice Cramer David Montgomery (alternate)
Deanery Delegates:	Mary Lou Pierron Kyrach Rodriguez

Thank you to Ken Anderson (Vestry), Susan Boyer (Treasurer), Amy McGregor-Radin (Vestry) and David Montgomery (Co-Warden) who are stepping down from their respective positions this year.

Respectfully submitted,

Rev. Cara Rockhill, Priest-in-Charge Bernice Cramer, Co-Warden
David Montgomery, Co-Warden Susan Boyer, Treasurer Stephanie Wu, Clerk

¹ David Montgomery has served as our Co-Warden for the past two years and is stepping down at this year's annual meeting. Kim Koger is nominated as our new Co-Warden.

² Susan Boyer has served as our Treasurer continuously for the past six years and is stepping down at this year's annual meeting. Richard Pearce is nominated as our new Treasurer. Under our Parish By-laws, our Assistant Treasurer (if any) is appointed by the Vestry rather than elected by the Parish. (Richard has previously served in this position for several years.)

³ Ken Anderson has just completed the first year of a two-year term as Vestryperson (having previously served for a year as Clerk and before that for one year as Vestryperson – for a total of three years' service. John McDargh is nominated to fill the remaining year of Ken's term as Vestryperson. Margaret Hummel and Amy McGregor-Radin have just completed two-year terms as Vestrypersons and have served continuously in such positions for four and two years, respectively. Margaret is presently nominated for an additional two-year Vestryperson term. Kathryn Murphy Anderson is nominated for a two-year term as Vestryperson. Stephanie is nominated for an additional one-year term as Clerk. Mandi Rice continues to serve as a Vestryperson pursuant to her election at the 2021 Annual Meeting (with her term expiring at the 2023 Annual Meeting) and has served continuously in such position for three years.

Episcopal Parish of St. Paul Co-Wardens Report 2021

We began the year 2021 without a priest for the 13th month on our own. The lack of a priest and the presence of the pandemic brought us the paralyzing fear of severe illness, the deep sadness of losing dear friends, the temporary loss of our ability to gather together in one physical space, and the spiritual void of living without the Eucharist and steady pastoral leadership, to name a few. These profound losses were somewhat balanced by our remarkable ability to support each other through the turmoil, making us that much more grateful for the persistent warm embrace of the St. Paul's community.

And then Rev. Cara Rockhill joined us in February as our new Priest in Charge, bringing with her a lifelong commitment to social justice, a strong vision for leadership shared between the priest and the laity, and openness to 'being church' in new ways: in short, a most promising match for St. Paul's.

The Priest in Charge process is described by the Diocese this way: "A Priest-in-Charge (PIC) appointment occurs when a parish's Wardens/Vestry, in conversation with the bishop, believes its congregation is not best served by initiating a search for new clergy at present. It is a recognition that the congregation would be better served by a time of self-study/discernment and/or consideration of significant issues (e.g., finances, conflict) and that the potentially the PIC can be their next Rector instead of proceeding with the search."

Once a Priest in Charge has been called, the Diocese appoints a PIC Consultant to work closely with the PIC, Wardens, Vestry, and the congregation as a whole throughout the PIC's 3-year term. In our case, Jane Redmont has been assigned as St. Paul's PIC consultant. She and the Vestry have already had a two-day virtual retreat this past fall, and the entire congregation has been able to hear her preach twice during the course of the year.

The Diocese describes the 3-year PIC process as follows:

Year 1: "Getting to Know Each Other" (PIC, PIC Consultant and the Congregation).

Year 2: The PIC Consultant assists with Visioning for the Future using different tools to be adapted to the situation of the parish.

Year 3: The PIC Consultant facilitates the Formal Discernment Process to decide whether or not the PIC should be called to the position as Rector. The parish moves into new relationship with the same or different priest depending on the above decision.

One important side-note here is that our first year with Cara was interrupted both by the pandemic and by Cara's shoulder-replacement surgery. As a result, although the calendar would say we are about to start our second year in the PIC process, we are also still completing some of the work normally done in the first year. The Diocese has indicated this timeline can be a bit fluid in light of these circumstances.

As Cara starts her second year with St. Paul's, we are learning to divide up the myriad tasks that are part of running a church like ours. The Co-Wardens, in discussion with Cara, have divided up those ministries that will be led principally by Cara versus those that will be principally lay-led.

Cara's focus will be on those ministries where her experience and stature as our Priest in Charge are most salient, including:

- Worship
- Formation
- Employment Liaison (Administrator, Groundskeeper/Handyman/Sexton, Cleaners, Musicians, Formation)
- Discernment/parish direction
- Pastoral Care

Lay people will take the lead in other areas, including:

- Nominating committee
- Technology
- Property
- Communications
- Stewardship
- Finances
- Regathering
- Community Service/Outreach
- Knitting Ministry
- Sunday work

As we continue to work with Jane Redmont throughout Cara's period as Priest in Charge, we will refine these lists. And if you are interested in getting involved in any area mentioned here, please let us know!

Due to the continuing pandemic, we started the year online, but transitioned to hybrid worship combining in-person and Zoom services, starting on Pentecost in May, using our outdoor space as weather permitted, for socially distant services through the spring and summer. In the fall, we returned indoors, while maintaining Zoom participation. Cara envisions a new way of being church that joins those people physically present in the church with those who are distant, using technology to bridge the gap and allow full participation in both directions. This true hybrid service allows us to expand the pool of people who can participate in St. Paul's beyond those within driving or walking range. It's very difficult to pull off well, and we have struggled at times to make the technology serve our needs. A sincere thanks to Eliza Blay and Bernice Cramer, who acted as our Zoom hosts during all of 2021. We are delighted that Adam Taylor has recently joined us as our church technologist, hosting our Zoom services and making the cameras and microphones in the sanctuary behave properly. We are on our way to a new level of professionalism in our hybrid worship!

Another vital initiative undertaken this past year for which we are most grateful is the solid work of our Regathering Team, consisting of Amy McGregor-Radin (chair), Elizabeth Pearce, Amy Jensen Trueblood, and Phil Whitbeck. This group has continued to shepherd us through the starts and stops of various kinds of worship interaction through the pandemic. Much appreciation is due to them for their endless hours of planning and thinking about how we should handle changes.

The music piece of our worship has also evolved during these unusual times. Kyrah Rodriguez admirably served as our de facto music director for the first year and a half of the pandemic era. Ken Brooks has now ably taken on that role. Health safety concerns have greatly limited choir and other group musical efforts. We have instead enjoyed contributions from multiple talented accompanists including Ken, Brenda Carter, Rev. Isaac Everett, Dustin Ledgard, and Yvonne Sarafinas – who all played admirably for us (while many sang along muted at home). We also heard several times from vocalists Galen Boyer, Kathryn Murphy Anderson, Ellie Pandorf, Elizabeth and Richard Pearce and Kyrah Rodriguez, and an occasional additional socially distanced instrumental performance from Galen and his guitar, Kathryn and her fiddle/violin, and

David Montgomery and his cello. We continued to integrate recorded music regularly into our services and have even begun experimenting with our own folks making such recordings (with wonderful results). Our Advent Season finished the year's musical efforts at St. Paul's with the contemplative, poignant and brilliant longest night Blue Christmas jazz performance by our good friend Ramona Borthwick.

St. Paul's commitment to the Sanctuary Collaborative formally came to an end during 2021. We continued to serve as trustee of the Collaborative's funds through the end of the year. The Collaborative voted to disburse its remaining funds in support of a low-income immigrant family. Although this formal association as the Sanctuary Collaborative has now ended, St. Paul's remains mindful of the continuing needs of millions of undocumented people around the world and of the multi-faceted efforts the sanctuary movement inspired our community and many others to undertake. We remain eager to see where this energy will take us in the future. As a parish community, we extend our heartfelt gratitude to Kyrah Rodriguez (who led the sanctuary initiative within our parish, and also served as a member of the Executive Committee for the Sanctuary Collaborative) and to Mandi Rice (who served as the Collaborative's volunteer trainer) for their compassionate and dedicated service to this important ministry.

From its earliest beginnings, the Centre Street Food Pantry counted St. Paul's as one of its founding supporters. Many members of the parish continue to be involved with that effort. Katherine Ballas currently serves on its board and Amy McGregor-Radin has been a long-time leader there in multiple capacities. Margaret Hummel is also involved in coordinating periodic food drives at our parish, while many other parishioners have volunteered on a regular basis. Thank you to all who contribute to this important work.

Many of our familiar outreach activities have had to be abandoned or changed due to the pandemic. Although our commitment to serve dinner quarterly at the Pearl Street Café in Framingham continues, we must wait until conditions allow us to do so again. In 2021, Chris Gruener continued to lovingly shepherd two important ministries embraced by St. Paul's for several years. The Global Village Children's Project in Uganda, headed by Anne Muyanga, continues to be a focus. Anne spent several months in Boston this year, recovering from a medical procedure while staying with members of the parish. We hope to fundraise for a greenhouse at the Global Village in 2022. Our bottle and can deposits continue to support the school lunch program in southern Belize through the Plenty Project.

Property matters continued to take a great deal of our focus in 2021. We discovered that two leaking basement walls had left the church itself in dire need of repair. Through the hard work of Margaret Hummel and others, we were able to have a contractor rebuild the walls of the undercroft, sealing them against more moisture incursion. Later, the interior walls were also repaired.

Our longtime (10 years!) tenants moved out of the Rectory in April 2021, and we embarked on some needed repairs there, including painting, plastering, cleaning, and a new bathroom vanity. New tenants moved into the building in June, and since then we have continued to address some further issues, including a chimney cleaning and a new dishwasher. Many thanks especially to our Rectory advisory committee of Ken Brooks, Margaret Hummel, Ellie Pandorf, Kyrach Rodriguez and Ken Anderson who provided much needed oversight in order to make the building ready for new tenants.

We were delighted to have Wilson Santana join the parish as our on-premises groundskeeper/handman in 2021. Wilson now rents the apartment that is part of the rectory, and works about 10 hours a week taking care of the church building, the rectory, and our plot of land. Sometime in 2022, one of his big tasks will be replastering and repainting the sanctuary space.

Raising funds to pay for all of these activities is always a critical part of our operation; Amy McGregor-Radin and Stephanie Wu masterfully planned and executed our stewardship campaign for a second year running in 2021. Voices from the Pews are an important part of our annual stewardship tradition. This year, we heard movingly from both Kathryn Anderson and Ken Brooks.

We are grateful for the energy, grace, compassion, and commitment of all of the members of St. Paul's, who have made this crazy year a fruitful and worship-filled one for us all. As always, the Holy Spirit works among us even in this year of continuing transition.

Respectfully submitted,

Bernice Cramer and David Montgomery

Episcopal Parish of St. Paul Property Report 2021

Our church building is showing its age! The “church” part of our building was built in the 1880s across the street, and moved to our present property early in the 20th century. The parish hall is coming up on being 100 years old. Water infestation into the undercroft last fall required a lot of repairs—first, to the fieldstone foundation, and then to the water damaged walls inside. That cost was in excess of \$25,000. The window above Carolyn’s office, though it has a temporary fix, will probably need to be replaced in the spring. There is a rubber section of the church roof that needs replacement. The church needs repainting inside and out. The flooring in the sanctuary needs to be refinished or the carpet should be replaced. The triangle windows in the roof of the sanctuary need work. And the shingles of the main roof may be nearing their replacement time, too.

Meanwhile, work continues at the rectory. The fencing between the rectory and the dentist’s office has failed, and needs replacement. And the furnace is coming to the end of its useful life.

Respectfully submitted,

Margaret Hummel



Episcopal Parish of St. Paul Rectory Report 2021

The long-term tenants of the rectory moved out in April, 2021. A committee was called that included Rev. Cara Rockhill, Ken Brooks, Ellie Pandor, Kyras Rodriguez, and Margaret Hummel. The committee met several times and decided to do minor repairs and rent the rectory for at least the next year. They also decided to recommend to the vestry and parish that we seriously consider selling the rectory within the next few years.

There was a short period when the rectory wasn't rented (April 1- June 15), and we used that time to repaint the inside and do some minor repairs. The rectory is currently rented by a family who have already expressed a desire to renew their lease beyond the one-year term signed in June, 2021. They pay \$3500 per month.

The rectory will need some repairs in the coming months and years. Just this month, we have spent almost \$10,000 to repair the fireplace and replace the dishwasher. The fencing around the house will need to be replaced this spring, and has already fallen in one section. The furnace will also need to be replaced quite soon, though we are hoping to get at least one more winter out of it.

Respectfully submitted,

Ken Brooks



Episcopal Parish of St. Paul Regathering Report 2021

For 2020 the team continued to proceed with “an abundance of caution” as COVID news and guidelines changed frequently. We welcomed the input and guidance of Rev. Cara Rockhill throughout the year and are grateful to have the sage and timely advice of Dr. Pearce.

Worship took place on Zoom and Facebook Live, as Rev, Cara and a team of great leaders managed the complicated audio and visual equipment and hosting responsibilities. As weather improved and infections ebbed for a time, services took place under the protective shade of the beech tree---masked and socially distanced, with humming only. The Eucharist (bread only) was offered, but eaten at one's seat. No wine was offered until late November, and then only poured from a teapot into cups provided by each parishioner.

As the weather changed, air purifiers were purchased and a professional cleaning firm was hired. Worshipers were grateful to have the new option to be inside the sanctuary, albeit still masked, without choir or singing, and socially distanced. Attendees' contact info was recorded by an usher in a dedicated binder in case contact tracing is needed; masks and sanitizer were required and provided, and ushers reminded people to sit separately by household.

As the Omicron variant began creating more havoc, Advent and Christmas services were held indoors—with masked singing! —but a COVID positive test and worsening infection rates in the general public changed all that. At this writing we are back on Zoom, anxiously awaiting the passing of this pandemic.

Respectfully Submitted,

Ellie Evans, Amy McGregor-Radin, Elizabeth Pearce, Amy Trueblood, Phil Whitbeck



Episcopal Parish of St. Paul Music Report 2021

Voices have carefully and joyfully been welcomed back into the St. Paul's services! Though we have elected to forgo having a traditional "choir" for the time being, for a variety of reasons, we are certainly grateful that the POSP "singers" have returned.



Music is selected by a weekly combination of Ken Brooks and Kyras Rodriguez, who generously continue to donate their time and experience. At the present time, we do not have a music director, and instead have musicians come in weekly (and for other events) to play on Sundays. We have great keyboardists in Ken, Brenda, Isaac, and

Dustin, and we hope Yvonne may be able to join us again in the future. We are also so grateful for David and Kathryn sharing their musical gifts on cello and fiddle. If you have a musical gift you'd like to share, please let me know. We'd love for all to participate in sharing in worship through music.

Respectfully submitted,

Ken Brooks



Episcopal Parish of St. Paul Altar Guild 2021

The Altar Guild prepares for Sunday services by setting the communion table, washing the linens and caring for the vessels. Altar Guild members are Margaret Hummell, Caryn Coyle, Amy Jensen-Trueblood, Ellie Pandorf and Mary Lou Pierron.

As everyone is aware, 2021 has been a year of changes due to regulations relating to COVID. We began the year with fully virtual church, so Altar Guild did not have a role. In early summer in-person services began again with outside services when the weather was good, and moved inside for most services up until Christmas. These changes from usual church services required some creative adaptations by the Altar Guild from usual practices.

Much of the brass usually used during services has not been in use this year, but 3 members of the Altar Guild, Amy Jensen-Trueblood, Mary Lou Pierron and Ellie Pandorf did gather before Christmas to polish a few of our brass pieces that have been in use.

Altar Guild always welcomes new members, and would love to have more folks to join us. Please reach out to Ellie Pandorf if you are interested.

Respectfully submitted,

Ellie Pandorf

Episcopal Parish of St. Paul Pastoral Care Report 2021

The Pastoral Care committee continues to meet monthly to discuss the ongoing pastoral needs of the community. After arriving in February, I assumed leadership of the committee, and offer great thanks and admiration to Kate Pittman for leading the committee through a period of time that was priest-less and in the middle of a pandemic. I also offer great thanks to Bernice Cramer for her much appreciated reminder emails and Zoom scheduling.



The group continues to meet monthly to help us all figure out how to help one another through this complicated and ever-changing time. And to lift up the joys and beauty in these times as well.

The committee includes: Bernice Cramer, David Montgomery, John McDargh, Tim Dunn, Allan Parker, Margaret Hummel, Betty Murray, Chris Gruener, Kate Pittman, and the incomparable Phil Whitbeck.

Respectfully submitted,

Rev. Cara Rockhill
Priest-in-Charge

Episcopal Parish of St. Paul Hospitality Report 2021

The Covid 19 pandemic has put a damper on our Hospitality initiatives. We have had Kaffee Klatch available when there is an in-person service, however, no goodies.

We have had two opportunities to have coffee and snacks when the in-person services were outside. Welcome Back Sunday was one of these opportunities. All snacks are carefully wrapped to avoid hands-on contamination.

Hopefully this coming year of 2022 will allow us to meet with one another in-person and of course Zoom will continue for those who gather to participate from home.

Looking forward to HOSPITALITY making an appearance in 2022.

Respectfully submitted,

Betty Murray



Episcopal Parish of St. Paul Mandi Rice Discernment Committee Report 2021



Throughout the year 2021, members of the Parish of Saint Paul, and others convened to support Mandi Rice in the process of discerning her possible call to ordination in the Episcopal priesthood. Soon after arriving as priest-in-charge, the Rev. Cara Rockhill called a discernment committee for Mandi, which included Kim Koger (chair), Kathryn Murphy-Anderson, Chris Gruener, Margaret Hummel, and Connie Conn from Grace Church, Newton Corner as its members. Our liaison to the Committee on Ministry of the Diocese was Kay Ridgard. After meeting throughout the first half of 2021 to explore issues of theology, spirituality, life experience and mission with Mandi, the committee recommended to the Vestry via a ten-page written report that the Parish of Saint Paul support Mandi's nomination. The Vestry voted to nominate Mandi in June 2021. Based on her complete application packet, Mandi was chosen for the interview process this fall, from which she was selected to be a postulant in the ordination process, which the Diocese announced in December 2021, to begin in June 2022. The discernment committee process felt like holy, important work for its committee members—and its hopeful, holy outcome was a blessing for our parish, Mandi, and the Episcopal branch of the Jesus movement in this world.

Respectfully submitted,

Kim Koger, Committee Chair



Episcopal Parish of St. Paul Sanctuary Report 2021

Dear Friends,

This year was mostly a quiet year for Sanctuary because we finished our commitment of offering sacred space for a family seeking sanctuary. The pandemic really put a stop to us gathering and organizing volunteers. It became a risk to be together and each partnering congregation began doing their own immigration work within their own congregations. This was the natural decision since we really didn't have many options to continue doing any sanctuary work as had once known it. We maintain contact with our "sanctuary friends", and there is no doubt in my mind that some of those friends will always be in our midst, but for now, we are closing the chapter on Sanctuary. We are so very thankful for the time we were given to grow and work hard cooperatively and we also acknowledge that that time has come to end.

The Sanctuary Committee and the Steering Committee of the Newton Sanctuary and Solidarity Collaborative, discussed how to end this endeavor gracefully. We still had some funds left in the church budget allocated for the purpose of Sanctuary and we promised our donors to put it to good use for someone needing immigration support. That is when I received a call from our sibling Chris Gruener. Chris introduced me to his longtime friend, Gisela Voss, a person who works with the non-profit, Together and Free <https://www.togetherandfree.org/about-us>). Some of the things they do is assist families separated at the border by doing research and finding ways to reunite the scattered family members. They are currently helping a family that is intact that is well on their way to obtaining working status but they are in need of financial assistance to process immigration applications and requirements. The Ortega family, consist of mother, father and child, and they have an incredible story! If anyone is interested, I can share a clip of the NPR interview where the family speak about their journey fleeing Nicaragua. (The interview is very graphic and should be listened to only if you are able to listen without triggering any delicate emotions).

The Sanctuary Committee, along with the Steering Committee, agreed we would request the remaining Sanctuary funds be allocated to Together and Free for the purpose of assisting the Ortega Family in any way necessary (legal fees, housing, food, medical, etc.). We presented this request to the Vestry committee and they approved the remaining \$8,883.19 be used for the needs of Ortega Family. Together and Free would be the responsible party and administer the donated funds and be the organization following this family until they find stabilization on their own.

There has been a lot of response from the Newton community in general for this family, and we are happy to say they are now residents of Newton and their daughter is a Newton student. The father is expecting his working papers soon and seems to have work lined up once that part is cleared. We hope to have the opportunity to physically meet the Ortega Family and personally welcome them in not only our city but our spiritual community.

We are grateful to God and to all the supporters of Sanctuary for this last chance to share our resources. We know it will be of life changing impact for the Ortega family as they settle in their new home as our new neighbors.

Sincerely,

Kyrah Rodriguez

Episcopal Parish of St. Paul Plenty Project 2021

For over two decades now, the Parish of Saint Paul has been collecting and **recycling** return for deposit bottles and cans to **support Plenty's sustainable development work in southern Belize**: <https://plenty.org/area/plenty-belize>. Throughout 2021, checks to "Plenty" have continued to show up in our mail box and, despite the Pandemic, **recyclables have miraculously landed in our driveway at 85 Floral Street in Newton Highlands!** Consequently, Saint Paul's current commitment of \$50 per month (1000 recycled containers or cash donations) has once again been met.

This link will introduce you to **Plenty's history, philosophy, and mission**: <https://plenty.org/about-plenty>. And below are a couple of photos of children in Belize working and playing in the **organic gardens - funded in part from our recycling efforts** - that support their school's **hot lunch program**. This free lunch program **draws kids to school, especially girls**, who might otherwise remain uneducated.

Mindful of the abundance with which we have been blessed and in tune with the motto of our friends at Plenty, **we celebrate this Truth.**

As we are willing to share, there is PLENTY



Many thanks to all who have played a part in this project throughout 2021! And should you be interested helping to bring return for deposit containers to the recycling center please drop me note or give me a call.

Respectfully submitted,

Chris Gruener, chris.gruener@comcast.net, (617) 965-6552

**Episcopal Parish of St. Paul
Global Village Children's Project Report 2021**



GVCP founder, Anne Muyanga, and several of the children in her care on the porch of the Community Center - built through the Love of many generous donors - where Anne and 8 GVCP kids live

So very many times I recall Anne saying to me, over the years, "Well, this time it's gonna take a miracle to keep these kids in school." **Then once again, that miracle has showed up right on time** with the tuition funds landing in the bank and the kids in our truck (the one a generous donor bought for the GVCP) on their way to school!

But **in 2020** along came the Pandemic and miracles at first seemed harder to come by. Soon **schools were shut down** throughout all of Uganda. **The only ongoing education offered was on-line**, available to those relatively few families who could afford both electricity and a computer. **Yet there we were**, among those few, **with power supplied by a rooftop solar array** - compliments of the legendary Boston Marathon fundraising run, nearly a decade ago, of our now Parish alumni, "Saint" Jon Swalboski, in concert with his team of everyone at St Paul's who backed up his run with donations. **And plugged into that power were the computers bought with funds donated from St Paul's parishioners** over the past couple of years.



Long story short, **the 13 orphans currently in our care are right on track** to join with their 6 GVCP family “siblings” who are already college graduates and are now living as grateful, capable independent young adults! But about 300 orphans are still in need.

Thank you St Paul’s you – we – are a living conduit of God’s Love as it flows into Wanyange Uganda. Now, **will 2022 be the year that that Love reaches those kids who are still waiting for its tender touch?**

Respectfully submitted,

Chris Gruener

Episcopal Parish of St. Paul Centre Street Food Pantry Report 2021

The Centre Street Food Pantry was founded in 2010 with a simple mission: to provide nutritious food, to our neighbors in Newton and surrounding towns, in a dignified and welcoming environment. Today, the Pantry serves over one thousand households each month. More specifically, we serve over three thousand individuals including approximately eleven hundred children and five hundred seniors, primarily from Newton, Waltham, Brighton, and Watertown. When the Pantry opened its doors, the founding team committed to welcoming each household into the Pantry once a month to shop for their preferred foods from our Pantry shelf. In reflecting on his service at the Pantry, in these early years, John McDargh shared the following anecdote with me.

“One of my first volunteer experiences of Centre Street Food Pantry (back when inside shopping was a possibility) was volunteering to be a “shopping assistant” who accompanied each guest around the pantry and helped them select the items they were authorized to take home with them. One of the things that most impressed me was watching more experienced long-term volunteers as they greeted each new guest and helped them with their food choices and then helped them if they were elderly or disabled to load their shopping bags into their car. As I commented at the end of that first shift to the director of volunteers, ‘No personal shopper at Neiman Marcus ever treated a customer with more respect, cordiality and willingness to be of service than I observed of CSFP volunteers as they interacted with the very diverse shoppers who came weekly or monthly to the Food Pantry.’”

Since the outbreak of the Pandemic, the Pantry has shifted to a drive-up and delivery model. Although we are no longer able to welcome people indoors to select food from our Pantry shelves, we remain committed to providing that same feeling of respect, cordiality, and service. In partnership with other non-profits in Newton, Brighton, and Waltham, some Pantry shoppers receive monthly deliveries of food to their doorsteps. Other shoppers drive up to the Pantry to pick up pre-bagged food. The Pantry no longer restricts visits to once a month per household and pre-registration is not required. Anyone who asks for food receives food. The average household receives six grocery bags per visit, filled with a healthy mix of fresh vegetables, grains, meats, and dairy. In 2021, the Pantry gave away a total of 755,942 lbs. of



food and we expect the need in our community to continue to grow. In February of 2021, the Parish of Saint Paul raised \$150 in a special collection for the Pantry. This financial gift was complemented by the ongoing gifts of time and talent from Parish members John McDargh, Amy McGregor Radin, Chris Gruener, and Margaret Hummel. Several additional Parish members participated generously in the annual Empty Bowls Auction in April and the Ride for Food Bike-A-Thon in October. In the coming year, Rev'd Cara and the Parish Pantry group would like to invite financial contributions to the Pantry as part of our shared practice of Lenten almsgiving. More information about how to give will be shared in the Parish Newsletter in March. To learn more about the Pantry visit www.centrestfoodpantry.org or email k.ballas@centrestfoodpantry.org.

Respectfully submitted,

Katherine Ballas



Episcopal Parish of St. Paul Knitting Ministry Report 2021

The Knitting Ministry has met irregularly over the past year on Zoom. We are concentrating now on how we can continue the “ministry” part of our gathering. We are open to producing hats and other items that have been requested of us from time to time, and to keep making lap robes and shawls for our needy parishioners. Contact me if you would like to join our group.

Respectfully submitted,

Margaret Hummel

Episcopal Parish of St. Paul Meditation Garden Report 2021

Garden design relies upon both the art of the designer and nature. Nature provides most of the materials and the designer shapes that which is given into a work of art.

The work of art is the Meditation Garden. A place of solace and worship available to all who visit.



This past year 2021 the Meditation Garden approached a 20th anniversary. It was time for a fresh perspective on its design. The updating began with a stone dust path, curb stones to outline a new handicap access path to the altar. Then there were shrubs pruned to allow for more space.

All of this is not the work of one person, but rather the donations and the labor of many.

In 2022 the Meditation Garden will complete the last stage of this undertaking. Keep this sanctuary in your thoughts and prayers for outside worship, weddings, Easter Sunrise Services, and a myriad of other events.

Respectfully submitted,

Betty Murray

Episcopal Parish of St. Paul Church Communications & Technology Report 2021

Our communications have continued to be an important part of our community functioning during this Covid-impacted time. They have kept us connected during a year when we transitioned in many ways: first with the hire of a new Priest-in-charge, and then with transitions from worshipping virtually, then to hybrid Zoom/Facebook/In-person, and now temporarily returned to virtual.

A few highlights from this area of our life together:

- Rev. Cara now writes weekly letters to the community, announcing important changes and highlighting themes from sermons. This follows in the tradition of the "Letter from the wardens" weekly message that Bernice Cramer and David Montgomery wrote during our time between priests, and as we welcomed Rev. Cara.
- An updated sign in our front yard announces our new priest-in-charge and current service timing.
- With the recent hire of Adam Taylor, our audiovisual communications have seen a significant upgrade: more visual angles for videography in the church, "spotlighting" readers on zoom, and branded imaging (our parish logo in the bottom right of the screen). This promises to provide a richer experience for those who engage virtually.

Our parish emails remain our main source of communications. They provide information about how we will be meeting (virtually? in person? both?) and include Zoom links and worship bulletins. This information is updated on our website as well. Many thanks to Kyrah Rodriguez who creates the emails biweekly, and to all those who submit news and announcements and the occasional Episcopal-themed memes.

Respectfully submitted,

Mandi Rice

Episcopal Parish of Saint Paul

Treasurer's Report for year ended December 31, 2021 with Budget for 2022

2022 Stewardship and Pledges

As of this writing we have received 32 pledges totaling \$97,497. This is a reduction from 2021 by \$18,542. The themes for stewardship for 2022 were Rest and Renewal. For 2022, 12 pledgers increased their pledge, 7 decreased, 13 stayed the same, 2 declined and 6 have not yet responded. The vestry is grateful for your generosity and support.

	2018	2019	2020	2021	2022		
Total Amount Pledged	139,766	133,075	130,148	116,039	97,497		
Number of Pledges	55	45	47	37	32		
Average	2,719	3,092	2,769	3,136	3,046		
Median	2,000	2,000	1,920	2,000	2,600		
Mode	3,000	3,000	3,000	A	3,000		

A - no mode in 2021. No pledge amount was repeated more than 2 times and there were a large number repeated 2 times

Math refresher: The "mean" is the "average" you're used to, where you add up all the numbers and then divide by the number of numbers. The "median" is the "middle" value in the list of numbers. To find the median, your numbers have to be listed in numerical order. The "mode" is the value that occurs most often. If no number is repeated, then there is no mode for the list.

2022 Budget

The 2022 budget and the 2021 results are below.

2022 Budget Revenue Highlights

The total budgeted revenues for 2022 are \$194,748. The revenue budget is \$2,633 higher than the prior year.

The 2022 revenue budget includes:

- A reduction in the weekly plate to account for continued pandemic restrictions.
- A \$5,000 diocesan grant under the assumption that we will apply for diocesan grants to support our ministries.
- A draw on the endowment, calculated at 4% of the rolling three-year average of our investment balances.
- Pledges are budgeted at the amount of the actual pledges received for 2022 plus \$6,240 still expected to be received.
- Donations of \$5,000. Donations occur when new families join us mid-year, when parishioners that did not pledge make donations or when donations exceed the amount of the pledge.
- Rental revenue from the rectory at \$3500 per month and rental revenue from the apartment at \$750 per month.

2022 Budget Expense Highlights

The total budgeted expenses for 2022 are \$244,318

The expense budget is \$11,168 higher than the 2021 expense budget. The majority of this is related to increased salary expenses.

The 2022 expense budget includes:

- The total salary budget is increasing by \$8,331. This includes funds for a wage increase for the priest and the parish administrator, increase in health and dental rates, reducing the budget for the sexton and church school director and adding a new budget line for Sunday morning technology specialist. The music budget remains the same.
- The facilities budget is increasing by \$3,858. \$1,000 is for the rectory water bill which previously the prior tenant paid. \$7,800 was added for an outside cleaning service to clean the church. The \$4,500 snow removal budget was eliminated as snow removal will now be handled by the groundskeeper/handyman.
- The diocesan assessment is decreasing by \$1,176 and is calculated by the diocese.
- The program budget increased by \$388 overall to add expense for vestry retreat and facilitator
- The outreach budget matches the budgeted revenues and is reduced by \$400
- The operations budget is increasing by \$167.

2022 Budgeted Operating Shortfall

As is apparent from the above numbers, the 2022 budget includes a budget shortfall of \$44,070. This is similar to the shortfall that we budgeted for in FY 2021. Our actual shortfall in FY 2021 was only \$1,620. Therefore, we continue to have the carryover surplus from prior years to support the 2022 budget. The vestry is aware however that we will not be able to support this level of shortfall year after year. We do need to grow our pledge base and/or find other creative ways to supplement the parishes income. This will be one of the items the vestry will be looking at in 2022.

When we proposed a budget deficit last year, we made the three observations below. These observations continue to be true. With an on-going pandemic, we will need to have some added patience as we discern our future.

1. The parish has a very significant surplus in 2020. The 2020 surplus can support a budget deficit in 2021 and also in 2022 if necessary. Therefore,

- we have 2 full years with a new priest-in-charge to rebuild and renew before we would need to consider using any additional funds from our investments to support the parish.
2. We are very excited about Reverend Cara Rockhill and believe she is the right fit for our parish. In order for Rev. Rockhill to serve us well, we needed to be sure that she did not need to split herself among two half-time roles.
 3. The response to the 2021 stewardship appeal indicated the level of commitment the community has to Saint Paul's. This level of support after a year without a priest and nine months of a pandemic, gave us hope for and faith in our future together.

	2018 Actual	2019 Actual	2020 Actual	2021 Actual	2021 Budget	2022 Budget
Operating Receipts						
Pledge and Donations	127,936	160,391	114,123	121,403	121,039	110,237
Rentals	38,830	41,155	38,896	34,792	40,080	52,500
Sunday Plate, Outreach and Flowers	7,741	7,590	1,150	1,846	5,530	4,880
Fundraisers	-	-	-	-	-	-
Grants	6,563	-	1,408	-	5,000	5,000
Bank Interest	52	36	42	43	50	50
Reserve Draw	15,200	15,200	-	20,416	20,416	22,081
Other	20	202	3,403	3,805	-	-
Total Operating Receipts	196,342	224,574	159,022	182,305	192,115	194,748
Operating Disbursements						
Payroll	141,696	134,990	41,381	103,328	159,319	162,509
Facilities	29,696	29,262	24,409	33,709	34,596	38,454
Diocesan Assessment	19,395	18,654	19,933	19,747	19,747	18,571
Program	7,824	6,600	1,828	5,257	8,821	9,209
Outreach	2,085	2,701	1,848	2,250	3,250	2,850
Operations	12,061	9,672	12,821	14,134	12,558	12,725
Total Operating Disbursements	212,757	201,879	102,220	178,425	238,291	244,318
Operating Surplus/(Shortfall) before transfers	(16,415)	22,695	56,802	3,880	(46,176)	(49,570)
Non-operating Transfers						
Grants received in 2017 were designated for 2018 expenses	5,000	2,500	-	-	-	-
Extraordinary Early Pledges in 2017 due to tax changes	23,906	-	0	-	-	-
Extraordinary Early Pledges in 2019	-	(21,125)	21,125	-	-	-
Extraordinary Early Pledges in 2021	-	-	-	(5,500)	0	5,500
Budgeted Appropriation of Carryover Surplus Reserve	0	-	-	1620	46,176	44,070
Total Operating Surplus/(Shortfall) after transfers	12,491	4,070	77,927	-	-	-

2022 Capital Improvements

The operating budget is meant to cover only routine operating expenses. It does not capture major expenditures to improve our physical property. As the rectory and church age, capital improvements will be needed to keep the buildings in good repair. A list of known and anticipated repairs/improvements include:

Rectory:

- Fencing between rectory and the dentist's office.
- Replacing the furnace—about \$15,000.
- Chimney repairs.

Church:

- Replacing the fire alarm system and adding smoke/fire detection system in the Sanctuary.
- Replacing the rubber section of the roof estimates between \$8k and \$14K.
- Painting the sanctuary.
- Resurfacing the sanctuary floors.
- Replacing the window above Carolyn's office (it has a temporary fix).
- Running Ethernet cables into the sanctuary from the router in undercroft.
- Replacing the shingled roof.

The vestry approved \$60K from investments to be used on capital improvements during 2021. \$21K was spent on the church foundation repairs and \$9K was spent on improvements to the rectory to ready it for new tenants. \$30K is still available from this initial amount approved by the vestry. The vestry will likely need to approve additional funds to be used on the projects outlined above during 2022. The approval of these projects is done at vestry meetings after obtaining competitive bids for the work.

2021 Operating Results

The Parish of Saint Paul ended the fiscal year with a deficit of \$1,620 which was zeroed out by applying funds from the carryover surplus reserve. The deficit was significantly less than the budgeted 2021 deficit

The contributing factors for the positive results were all savings on the expense side. In total we had \$59,866 in expense savings compared to budget.

- Salary underspend of \$55,991. Sexton and church director positions were vacant all year. Priest did not start until February. Parish administrator has cut back on hours.
- Facilities underspend of \$887

- Program underspend of \$3,564. Savings results from continued limited in person activities.
- Outreach underspend \$1,000. Being out of the church continues to affect the flow of funds through the church for outreach. However, parishioners are likely giving directly to charitable causes.
- Operations overspent by \$1,576 for equipment needed for hybrid church.

The revenues came in \$9,809 underbudget. Half of this was from the rectory being vacant for a short period of time.

The above 2021 actual and 2022 budget presents the revenues and expenses grouped by category. If you are interested in reviewing the details, it can be found on the parish website or Carolyn can send it to you.

2021 Year End Cash and Investments

	12/31/17	12/31/18	12/31/19	12/31/20	12/31/21
Cash:					
Brookline Bank - Checking	70,048	30,207	49,172	101,541	89,668
Brookline Bank - Clergy Discretionary	2,139	6,018	570	420	920
Brookline Bank - Security Deposit	5,904	5,904	5,905	5,909	3,500
Brookline Bank - Sanctuary	8,892	21,488	19,283	8,993	-
Brookline Bank - Reserves	151,609	115,725	97,074	90,301	82,655
Total Cash	238,592	179,343	172,004	207,163	176,743
Investments:					
Fidelity	138,320	160,534	154,696	156,588	124,779
Diocesan Fossil Free Fund	90,384	83,997	109,521	129,487	158,264
Vanguard Money Market	102,604	104,432	107,321	108,005	107,160
Vanguard Index	-	-	-	-	-
KLD Funds held at Vanguard	11,791	11,157	13,938	17,127	23,173
Vanguard Social Index	106,761	103,083	138,022	169,306	216,223
Total Investments	449,860	463,202	523,498	580,512	629,598
Total Cash and Investments	688,452	642,545	695,502	787,676	806,342
Less Sanctuary Funds	8,892	21,488	19,283	8,993	-
Less loan	93,969	88,291	82,429	76,419	70,144
Total Cash and Investments less loan and sanctuary funds	585,591	532,766	593,790	702,264	736,197

The investment returns during 2021 were strong with a \$81,796 return on the portfolio. The vestry approved transferring \$60K from the investments to the operating account to be used to cover capital improvements. \$21K was spent on the water issues in the church foundation. \$9K was spent to make a variety of improvements at the rectory to prepare it to be released. We did not transfer the budgeted operating draw on the investments as we were close to break even in 2021 and did not need those funds for routine operating expenses.

12/31/2020 Balance in Investments		580,514
Less 2021 Operating Draw:*		-
Less 2021 transfer from RANC for capital needs**		(60,000)
Plus investment returns		81,796
Plus pledges paid via transfer to Fidelity which were left in investment account***		27,289
12/31/2021 Balance in Investments		629,598
* the parish did not transfer the draw on investments in 2021		
** the vestry voted to approve 60K from ranc funds for capital needs		
*** transferred to operating account in January 2022		

Below are the non-operating expenditures for 2021. Non-operating expenditures represent major improvements or activities such as sanctuary which are outside of the church's normal operations.

Church and Rectory Improvements 2021	
Church Improvements	
Foundation repairs	21,175.00
Rectory Improvements	
Various improvements to prepare for new tenants	8,800.00
Sanctuary Activity - Separate Bank Account	
Together and Free (through Creche)	8,883.19
Miscellaneous	111.00
Total Activity 2021	8,994.19
Sanctuary bank account has been closed	

Below is the accounting for funds that have restrictions. These funds are maintained in the reserve account.

Reserve Account Activity					
	12/31/18	12/31/19	12/31/20	12/31/21	capital Campaign Reserve Fund Analysis
Temporarily Restricted Reserves					
Vestry Designated Parishioner Hardship Fund	6,000	6,000	6,000	6,000	12/31/2017 starting balance 140,233
Alter Guild Fund	422	422	422	422	
Clergy Sabbatical	3,464	3,464	3,464	3,464	Interest 42
Meditation Garden	100	100	850	850	Loan repayments (8,001)
Garden Fund	641	641	641	641	Transfers to investment (15,200)
Knitting Ministry	370	370	370	370	Transfer to investments (8,350)
Music Fund	200	200	200	200	Transfer to investments (9,075)
Swain Memorial	150	150	150	150	2018 capital campaign deposits 4,700
					12/31/2018 Ending Balance 104,349
Total Reserve Fund balances with no activity	11,347	11,347	12,097	12,097	
					Interest 2019 29
Capital Campaign - Balance	104,278	85,597	78,046	70,375	Loan repayments 2019 (8,001)
Cumulative Interest	100	130	159	184	Amounts collected cap camp 9,965
					Transferred to investments (2,965)
Total Balance in Reserve Account at Brookline Bank	115,725	97,074	90,301	82,656	Transferred to investments (7,000)
					Transferred to investments (10,679)
Total Vestry Designated Reserves					12/31/2019 Ending Balance 85,697
Operating surplus carry over to support future budgets	10,000	10,000	87,000	85,380	
Total vestry designated reserve	10,000	10,000	87,000	85,380	Interest 2020 28
Note: the operating surplus funds were not put in the reserve account. They are in the operating and investment accounts as they are meant to support the budgeted operating deficits.					Loan repayments 2020 (8,001)
					Amounts collected cap camp 450
					12/31/2020 Ending Balance 78,174
					Interest 2021 25
					Loan repayments 2021 (7,671)
					Amounts collected cap camp -
					12/31/2020 Ending Balance 70,528
					Vestry Designated Reserve Analysis
					12/31/2016 Balance 17,000
					Used in 2017 (7,000)
					Used in 2018 -
					Used in 2019 -
					Used in 2019 -
					Added in 2020 77,000
					Used in 2021 (1,620)
					12/31/2020 Balance 85,380

Through 12/31/2020, we collected a total \$219,504 for the capital campaign. No change in 2021.

** The vestry designated carryover to support future operating budgets is being held partially in the operating account and partially in the investment accounts and has a balance of \$85,808.

Below is a statement of financial position which takes all of the pieces that I have broken out above and combines them into one schedule. We have been asked to include this by the auditor.

Respectfully submitted,

Susan Boyer, Treasurer