

# Annual Meeting Reports FOR 2023

February 4, 2024



**St. Paul's Episcopal Church**

15 St. Paul Street  
Brookline, MA 02446

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# **ST. PAUL'S EPISCOPAL CHURCH, BROOKLINE**

## **ANNUAL MEETING FOR 2023 AGENDA**

**SUNDAY, February 4, 2024**

1. Call to Order of the Annual Meeting
2. Declaration of a Quorum
3. Presentation of the Warrant
4. Holy Eucharist with Interim Rector's Sermon
5. Motion to Accept the Annual Meeting Minutes for 2022 held on February 5, 2023
6. Thanks to outgoing Vestry Members Michael Bowen, Jocelyn Collen, and Stephen Kerr.
7. Motion to accept the Slate of Officers, Vestry Members, and Delegates, etc. (see Nominating Committee Report, page 7)
8. Report on the Rector Transition Process
9. Treasurer's Report
10. Commissioning of the Vestry
11. Closing Hymn, Blessing, and Dismissal
12. Lunch and Conversation in the Great Hall

## 2022 Annual Meeting of St. Paul's Brookline

5 February 2023

(Live and via Facebook)

### Call to Order

#### Rector's Address

The theme of Rev. Dr. Paul R. Kolbet's address was that 2022 was a year of a lot of change – that the pace of change was dizzying.

Over the years rectors have been coming and going and despite these changes St Paul's is St Paul's. The story includes important people, lay leaders, and wardens. Our church's foundations and walls remain strong and stable. During this time of transition, we know that we are a light to the world, a city on a hill, to let our light shine to others with the Gospel of the Lord.

Our next priority is to locate all the sources of light that we have, to appreciate them, and to talk about the light with other people. There are a great many things, wonderful, and beautiful about this place – good that happen here every day. The next task for us is to recognize the light around us, to celebrate it, Jesus does not exhort us to find everything that is wrong about each other but celebrate the good.

There are always things we can do better, and we should recognize and be transparent about that. Celebrating the good does not give up on change but it is how change happens. To improve yourself it is to celebrate strengths and recognize what is not our strength.

What we discover as Christians is that the light is not our own, but the light is Jesus himself. Our light is a reflected light from Jesus. The light is a shared light. "You" is plural in the original language – that Jesus says that all of us together are the light of the world. The shared experience creates the light of the world. St Paul's continues to be a thriving parish, social engagement, an exciting and welcoming place to be.

Jesus says to St Paul's "Let your light shine." Let us do that and recognize and celebrate our light.

*The complete text of this address was made available on St. Paul's website.*

#### Welcome and Ministry Announcements

The congregation gave united appreciation to the Rev. Dr. Elise Feyerherm for her dedication to the parish and taking on additional duties during the many transitions of 2022.

The historical record of 2022, produced by Pat Dunbar was presented and recognition given for her hard work putting it together.

Attendees were given an invitation to sign the registry of baptized persons committed to the St Paul's community during the offering

#### Business

*After the 10am service, as recorded in the bulletin, the meeting continued.*

#### Motion to Accept the 2022 Annual Meeting Minutes

There was a motion to approve the minutes for last year's annual meeting held on February 6, 2022, as written and provided in the Annual Report for 2022. It was seconded and approved without discussion. It was seconded and approved without discussion.

#### Thanks to Outgoing Vestry and Officers

The 2022 Vestry members navigated many changes during the past year including transitioning from remote meetings to in person meetings during covid and navigated many changes.

Thanks to outgoing Sr. Warden Judy Rice and Vestry Members Glen Schultzberg, Leahanne Sarlo, Piper Trelstad, Michelle Calloway, and remembrance of Leah Rugen. Thanks to Ed Jacobson who is stepping down from being a delegate for many years.

### **Election of Officers, Vestry, and Diocesan Delegates**

A new slate of vestry members and delegates was presented for 2023. There was a motion to approve the slate. It was seconded and passed without discussion nor voiced opposition.

Outgoing Senior Warden Judy Rice passed the church mouse (symbolizing the wardenship at St. Paul's) to incoming Senior Warden Tim Hintz. a.k.a. the Rodent Exchange.

### **Report on the Rector Transition Process**

Elinor Horner was introduced as the Diocesan Search Consultant for St. Paul's. Having a search consultant will allow Rev. Dr. Paul Kolbet to fully focus on being the interim rector. Ms. Horner will be in close communication with the Interim Rector, the Wardens, and supports the search committee and advises the search committee.

Elinor Horner reviewed what the process is like stating that it is a holy process and important to do it thoroughly and well, and to be holy spirit driven; that it is about illuminating who the parish is and then finding the right match. Slowing down is important to doing the search well. That this process is going to explore what matters from the past, where we are going, and recognizing the challenges and opportunities in the future.

Elinor emphasized that patience is key, and that roles and lines of authority are important. First, parishioners are to pray; Second, support the search process; Third, participate fully in the discernment process (which takes 2-3 months). Everyone needs to participate in the discernment process.

The Vestry will be selecting a search committee of 8-10 people that is diverse and represents the parish, all the ministries. Once the search committee is formed then the work is confidential.

### **Treasurer's Report**

Brett Foster, Treasurer, drew attention to the treasurer's report in the 2022 Annual report and links to reports available online.

A treasurer's committee has been formed with four sub-committees. The church financial systems have not atrophied but have gotten stronger over the past few years.

CY2022 ended with a 9K surplus due to staffing gaps. Pledge fulfillment was lower than the pledges made.

Brett noted that we have a generous parish and asked parishioners to pay for any balances that they can pay.

St. Paul's raised 260K in Worship of the Millenia campaign pledges, 180K has already been received, but campaign pledges are short of the goal for the 2023 budget.

Overall giving (pledge, plate, capital campaign, special gifts) is 547K from this parish. 2022 was one of the highest giving years in St Paul's history in the context of high inflation and global markets.

Brett reported 2023 expenses are unfortunately expected to be higher than income, leading to a deficit situation. As a stop-gap, Vestry approved using \$34K of reserve funds to balance the 2023 budget with the agreement to review the budget halfway through the year and adjust budget spending in the second half if things get worse.

Giving funds to ministries outside of the parish is the highest percentage, outside of staffing, which reflects the heart of the ministry for St. Paul's.

**Closing and Dismissal**

The Rev. Dr. Paul Kolbet gave the dismissal. There was a motion to adjourn, which was seconded and passed.

Respectfully submitted, Jennifer L. Schamel, *Clerk of the Vestry*

**Nominating Committee**

**2024 Slate of Candidates for St. Paul’s Parish Offices**

<b>Treasurer: Brett Foster: 1 Year Term</b>
<b>Clerk: Jennifer Schamel: 1 Year Term</b>
<b>Vestry: Nick Coccoma: 3 Year Term</b>
<b>Vestry: Linda Sanchez: 3 Year Term</b>
<b>Vestry: Rebecca Schultzberg: 3 Year Term</b>
<b>Historian: Pat Dunbar: Vacant</b>

<b>Delegate to Diocesan Convention: Maryann Kurkjian</b>
<b>Delegate to Diocesan Convention: Michael Bowen</b>
<b>Delegate to Charles River Deanery: Sharlene Wing</b>
<b>Delegate to Charles River Deanery: Beverly Estes-Smargiassi</b>
<b>Alternate to Diocesan Convention: Sharlene Wing</b>
<b>Delegate to Episcopal City Mission: Tim Hintz</b>
<b>Delegate to Episcopal City Mission: Leahanne Sarlo</b>

**Officers Continuing in 2024**

<b>Senior Warden: Tim Hintz: 3rd of 3 Year Term</b>
<b>Junior Warden: Beverly Estes-Smargiassi: 2nd of 3 Year Term</b>
<b>Vestry: Kate Heaton: 2nd of 2 Year Term</b>
<b>Vestry: Mary Hundert: 3rd of 3 Year Term</b>
<b>Vestry: Andrew Tanis: 3rd of 3 Year Term</b>
<b>Vestry: Emily Linthicum: 2nd of 3 Year Term</b>
<b>Vestry: John Ahonen: 2nd of 3 Year Term</b>
<b>Vestry: Robert Mallery: 2nd of 3 Year Term</b>

## Interim Rector's Report

If 2022 was a year of dramatic change full of challenges, 2023 was a year of substantial consolidation where St. Paul's regained its footing and confidence. I spend nearly all of my time moving always onto the next thing and rarely have moments to reflect on what we have done together. In reading the reports contained here, I was reminded of how much time and effort we all have put in over the last year to restore what was lost in the pandemic. Many reports are about "a hard-won back-to-mostly normal" theme.

We should not take for granted the magnitude of that restoration and how it means that the next rector will not be joining a parish only talking about what it used to do before the global pandemic, but will be joining St. Paul's in its fullness with functioning systems and leaders in every place who know how to do what they do. It has both been a massive effort by many people and enormously gratifying (and often fun) to restore what members remember and to see new people join in for the first time.

It is worth naming a few of these restorations so that we can celebrate them properly. The entire Eucharistic pattern at St. Paul's was disrupted both by the Diocesan directives during the pandemic and the new organ console (which is much larger than its predecessor). We experimented with rearranging the nave (including, if you recall, a brave experiment with the organ against the western wall). The main aim was to restore communion in the round, where our central act of worship visibly includes both the horizontal and vertical dimension as love of God and love of neighbor come together as sacrament. We settled on placing the organ console once again behind the altar with the circle around the altar only slightly interrupted by it. The restoration of this pattern of eucharistic worship has felt like putting back in place something utterly central to parish life.

Other annual worship services, especially those involving the choir, returned to be the important spiritual meditations people normally rely upon to navigate their year: the Choral Lenten Invitation, Ash Wednesday and Holy Week services, Godspell Sunday, Advent Lessons and Carols, Blue Christmas, Christmas pageant and Christmas services. All in-person and nearly all also online. We even added an All Hallows' Eve service the week before All Saints' Day that was especially popular with the children.

The (Giant) Yard Sale lived up to its billing and I was surprised by the large volume of young adults who rent in Brookline who eagerly searched through our rooms and often hand carried off pieces of furniture. Far from being only a fundraiser (which it is!), the yard sale is a ministry connecting people to the parish and to each other, repurposes loads of things that otherwise would be in landfills, and gets affordable goods to those who need them. St. Paul's volunteers made it all possible and what a great thing to have back! The annual retreat at the Barbara Harris Camp returned with its many opportunities for conversation, walks in the woods, and Holy Eucharist overlooking the lake.

We've done all of this with many of our best, most dedicated, people working mostly behind the scenes on the Rector Search Committee. We devoted a lot of interim rector, wardens, and vestry hours to selecting search committee members who represent the full diversity and views of the parish. We are grateful to those members for their service, especially Search Committee chairs, Andrea Brue and Melissa Dulla. The Search Committee was charged by the vestry to follow a methodical, step-by-step, thorough, search process and that is, indeed, what they are doing. It may seem slow to some minds, but it will mean that when the new rector is chosen, all will know that the process of that decision was fair, open, and deliberate keeping with the highest standards of the Diocese of Massachusetts. We are exactly on schedule with no delays. Excitement is growing in the parish week-by-week as more and more people are being invited into the search process, finding out that other people at St. Paul's love many of the same things that they do, and are full of hope about the future. Regular announcements will continue to be made and, if you follow the steps we have outlined, you will have a good idea when the new rector will be arriving. In the meantime, be sure to pray that God calls the new rector who may well be busy in parish ministry somewhere else and need a little divine prompting.

In terms of larger parish strategy and positioning (which is one of my tasks to assess), neighborhoods change and St. Paul's has changed dramatically from time to time and the key thing is that it has consistently chosen to change with its neighborhood. We have great admiration for the long era still in living memory



roughly spanning the rectorships of Murray Dewart and George Chapman (1956-2007) where St. Paul's had a vital, essential, ministry feeding the hungry and clothing those in need in what was then a struggling neighborhood. It was an era of countless acts of saintly heroism. How far that church had come since its lofty early days with its wealthy families whose names can still be seen around Brookline (Aspinwall, Chase, and Faye). St. Paul's has always been a parish willing to become what it needs to be to be the church where it is. Even though we are not quite sure what is coming next, we can see the neighborhood around the church changing rapidly, and whatever the change is, it has already become clear that that change already began during the rectorship of Jeff Mello.

When I arrived in October of 2022, I did not realize how much of what I would be doing was implementing what had already been set in motion prior to my arrival. Anyone who has "rectored" knows the experience of walking in the footsteps of predecessors and also of continuing down a path, they were, for one reason or another, unable to continue upon. Far from only treading water out of fear arising from the rector transition, we have not only continued initiatives begun under the previous rector but advanced them significantly in two areas particularly: the St. Paul's staff and buildings and grounds.

I inherited a momentous restructuring of the St. Paul's staff. That restructuring was a leap of faith to make it capable of being what it needs to be in the changing neighborhood and to secure the future of the church. The internal work we have been doing together is daring work not only to reform the staff in its new configuration, but to structure it in such a way that it is financially sustainable for the time of the next rector and for the mission that will emerge doing that time.

The main goal of the 2022 staff restructuring was for St. Paul's to increase the effectiveness of St. Paul's ministry to children, teens, young adults, and parents. This coincided with massive investment in the parish house undercroft to create excellent classrooms available for our church school and for a pre-school during the week along with moving the Brookline Food Pantry founded by St. Paul's and hosted by us to its new, more spacious, location at nearby United Parish in Brookline.

Early results are now in for these bold initiatives, and they are proving to be the right thing for this parish and neighborhood at this time. Pine Village Preschool provides both stable income for our parish and much needed, safe, reliable, multi-lingual, childcare in the neighborhood. We are experiencing an influx of new families revitalizing our common life as they take increasing ownership of what is now their church. What a great thing to hear people comment on the growing number of children in church and it is truly a lovely thing about our parish that we delight in their sounds and movements rather than experiencing them as interruptions of something more important than they are. You have likely noticed children and youth as acolytes, torchbearers, crucifers, and even lay readers. They are full members of St. Paul's and are included in as much of our parish life as possible all the time. As the budget at the end of these reports shows, we are making progress to being able to afford and sustain the new parish structure, but we are not all the way there yet. We have faith that we will be at a sustainable place soon by continuing the bold path we are on by welcoming more families who make this place their own and give what they can to preserve it for others.

One new thing regarding our children's programs to look for in 2024 is the following. We do not do formal "First Communion" classes for children since we do not exclude children from communion at any age. This, however, does not mean that there is not a need for the kind of communion instruction and experiences children would receive in such a class. This spring, therefore, we are going to offer for children the first of what will be annual communion enrichment classes. This is the next step in our development of an intentional curriculum for children age three through high school.

The parish house undercroft was not the only major investment in the buildings that St. Paul's made with the previous rector's concern about making our buildings safe, useful, and welcoming for all. At that time, the work was done to ensure that the parish tower remained structurally sound. This year, St. Paul's Buildings and Grounds Committee has continued that work without interruption doing a fairly comprehensive survey of the property and also doing a number of major and minor repairs (see separate report below). New efficient furnaces, fifty-five painted windowed, new carpet, the middle room of the parish house restored after its use by the food pantry, and other things may or may not be what excites you, but it is essential work if our space

is to continue to be safe, useful, and welcoming for all. That work will continue this year and hopefully without interruption for years to come. If you see something in need of repair, please say something and if you or others can make a financial contribution, we would love to fix it.

Given all that we have accomplished this year, the confidence you have as a parish, your strong lay leadership, it seems to me that St. Paul's does not need a visionary leader as rector. What you need is a priest who will join you and do the rector part of living out the vision that is emerging in the conversations you are already having with each, but also in the ones that will continue to be had in the coming years. Like me, the next rector will walk with you on a path you, together, have already chosen and will discover it to be as rewarding as it is challenging.

St. Paul's was incorporated October 31<sup>st</sup>, 1849 and so this means that this year we will form a 175<sup>th</sup> anniversary year committee to prepare for the celebration of the 175<sup>th</sup> anniversary of the church. That celebration is expected to be on All Saints' weekend later this year, presided over by the next rector of St. Paul's, inviting everyone from our past and present who can come and celebrate all that Christ has done and continues to do in this remarkable place with the courageous, faithful, people drawn to it. What a grand day it will be.

Respectfully Submitted, The Rev. Dr. Paul Kolbet, *Interim Rector*

p.s. The report is already too long, but here is a giant shout out to the staff, wardens, treasurer, vestry, and other essential committee members and ministry leaders without whom none of what we accomplished together would have happened and with whom it has been a great privilege to serve.

## **Report on the Rector Transition Process**

In the spring of 2023, St Paul's was appointed a Diocesan search consultant named Elinor Horner to assist the church with calling a new rector. The Vestry then identified twelve parishioners to convene a search committee for a new rector. The Committee co-chairs met with the Vestry to kick off the search process together at a meeting on April 25, 2023, where Elinor explained the entire 10-step Diocesan search process. The Search Committee was commissioned on June 18, 2023, by the Interim Rector, Rev. Paul Kolbet, and Senior Warden, Tim Hintz, during the 10:00 am service and began meeting on June 27, 2023. The Search Committee has continued to meet on the 2nd and 4th Tuesdays of every month from 7:30-9:00 pm in the Lichtenberger Room, with an opening prayer and a closing prayer and a clerk taking notes. The Committee has been focused on the Discernment process (Step 3), gathering information about St. Paul's that will contribute to our Parish Profile. In September, the Committee hosted an ice cream social to celebrate the start of the 'Holy Cow' parish-wide survey to collect data about who we are as a church; we received over 80 responses. In December, the Committee began discussions with small groups of parishioners to gather further information to be used for the Parish Profile. We have met with over 40 people to date and the effort will continue into February, '24.

The Search Committee will continue to meet biweekly each month until a prospective rector is identified, voted on, and presented to the vestry. Parishioners are encouraged to pray for the discernment process and the Search Committee members with the following prayer:

Gracious God, you have always filled this parish with your spirit of love and justice, both in times of peace and in the face of adversity. Continue to fill us with your spirit in this time of transition, granting us patient and faithful discernment during the search for our new rector. May we cherish everything Saint Paul's has been while opening our hearts and minds to its future. We ask these things in the name of Jesus Christ, our Savior and eternal shepherd. Amen.

The thirteen members of the Search Committee are:

Andrea Brue (co-chair)

Kate Kelley

Melissa Dulla (co-chair)  
Robert Mallery (vestry rep)  
Stephen Kerr (vestry rep)  
Leahanne Sarlo  
Jim Batchelor  
Sarah McKinley

John Ferguson  
Marta Cordoba  
Jay Ballard  
Will Biedron  
Lena Schultzberg (youth rep)

## **Associate Rector's Report**

The end of this past calendar year (November 2023) marks six years of serving as your associate rector: each year brings me a deeper sense of connection and gratitude for this community of faith. Beginning in January of 2023 I reduced my hours at St. Paul's from half-time to approximately quarter-time, and have been working according to this schedule since that time. This has meant curtailing many of my previous responsibilities for adult and children's formation and focusing on activities that call specifically for the work of an ordained priest: preaching, sacramental leadership in the Eucharist, baptisms, weddings, and funerals, as well as pastoral care.

Even though my time is limited each week, I was able to continue with some of the formation work that is most fulfilling to me. In the spring, with Elliott May, I led some of the formation sessions for our adult confirmation/reception group and presented them to Bishop Carol Gallagher at the service held at St. Andrew's Wellesley on June 10.

January and February of 2023 brought a heavy weight with the deaths of George Chapman, Faye Mucha, and Leah Rugen. We held three funerals in the space of eight days; I was reminded of how crucial it is to preach the Good News in times of such grief – I remember insisting in my sermon at Leah's funeral, for myself as well as for the community, that death will not win. That is what we proclaim, and that is what gives us hope. These beloved members of our community, though we see them no more, continue in the great cloud of witnesses to uphold me and all of us here at St. Paul's.

I continue to serve as sponsoring priest for two of our parishioners in their journey as postulants for holy orders: Jocelyn Collen and Julie House. There continue to be additional parishioners inquiring into the process of discernment, and I am in conversation with them as well. St. Paul's is definitely an incubator for discernment, with a steady stream of parishioners seeking to follow God's call to ministry, whether lay or ordained. This says so much about our community, that it attracts and supports these folks.

In September I had the joy of officiating at the marriage of Jocelyn Collen (mentioned above) and Allan Caldwell; the wedding took place in Westerly, RI, and was recorded in that town. In terms of diocesan activity, I have been appointed to the Bishop's Commission on Ecumenical and Interreligious Relations, a group that represents the bishops at public events and helps educate the diocese in relation to ecumenical and interreligious relationships.

I continue to serve as coordinator of the Anglican/Episcopal Community of Learning at the Boston University School of Theology and teach courses there in Anglican Studies. I have also been able to get some academic writing done, finishing a chapter for *The Oxford Handbook of the Book of Common Prayer* on the relationship between lay and ordained ministry in books of common prayer across the world.

As always, I am deeply grateful for this community, and this year I am especially grateful for the love and care you all show for my husband John as his dementia progresses, accompanying him in worship, shepherding him to coffee hour, and allowing me to serve among you knowing that he is being well cared for. I am honored to continue to serve with and among all of you.

Respectfully submitted, The Rev. Elise A. Feyerherm, Ph. D., *Associate Rector*

## Deacon's Report

It is more and more common for deacons serving congregations in transition to stay to support congregational leaders as decisions for the future are made and finalized. At St. Paul's, it has been a blessing to be part of such a competent staff and to share the vision the parish has for the coming year as it discerns and prepares to call its next rector.

Often deacons are called to help a congregation bring a vision of outreach into being. At St. Paul's, there are many opportunities to encourage and support your vision through the work of MOP, GBIO, racial justice, and prison ministries which bridge the world and the church. As a deacon, those bridges are of primary importance to my ministry at St. Paul's. Our second annual sock drive has begun, and socks are everywhere! Last year's effort donated more than 300 pairs of socks to the ministry of The Outdoor Church of Cambridge. Most important was the group of teens who helped to give them away as volunteers on a Sunday afternoon. Members of our outdoor congregation were so appreciative of not only a new pair of socks but also of the warmth and openness of our teens toward them.

With the help of Elliott May and Kendall Gray, our Servers and Acolyte Corps have grown. Three of our torchbearers have been trained to serve as Crucifer as well as torchbearers, making that number six. We have increased the number of torchbearers to eleven, and we now have 5 servers. I am so pleased by the variety of ages serving in each of these roles. As we consider offering classes for the enrichment of our understanding of the Eucharist to our children and confirmation preparation for our teens, this experience of leadership in worship so valued by all of us is a very significant factor in their faith development.

As a member of the Commission on Ministry and Administrator for the Office for Ordained Vocations at the Diocese, it is a delight to acknowledge the discernment process at St. Paul's that has encouraged so many vocations in ministry. With two already ordained and three in formation, we are looking forward to continued discernment for two others. Strong lay leadership and the ministry of Elise and Paul among us have created an example of what is possible for the church in the hands of committed, creative, and wise leaders. It is my great privilege to continue to serve among you.

Respectfully Submitted, The Ven. Patricia Zifcak, *Deacon*

## Vestry Report

The year has been full of excitement and progress for the vestry. We had a year of collaboration with our interim rector, the Rev. Dr. Paul Kolbet. Bev Estes-Smargiassi became Junior Warden at the annual meeting, marking the end of Judy Rice's term as warden.

The most important task was the forming of the rector search committee, as we continued in our transition process. Andrea Brue and Melissa Dulla were named chairs, with Stephen Kerr and Robert Mallery as the vestry representatives. The rest of the committee was chosen to reflect the St Paul's community. They were elected in May and were formally installed in June.

The vestry was also very involved in the management of the church properties. In March, we agreed to rent the main rectory to a local family who had lost their housing in Brookline. The vestry also renegotiated the contract with Pine Village Preschool and found new tenants for the apartment. All of these arrangements kept the church's stream of revenue steady. It was also a year for capital improvements and we were glad to form a relationship with Painter's Pride, a contractor who specializes in church renovations. The Aspinwall entrance got a new rug and coat of paint, and the windows around the parish house were also repainted.

Inside the building the team painted the middle room and installed new molding next to the floor. Finally the sanctuary was rewired for improved streaming, and also got new lighting and sound technology as well as a winch to raise and lower the Christmas wreath.

The vestry also worked closely with the interim rector on a number of matters that related to the running of the church. As part of the Safe Church program, all vestry members had criminal record (CORI) checks. In summer, the vestry was pleased to continue St. Paul's strong recent tradition of sending parishioners toward ordination, and approved the postulancy of Jeannie Baca.

Special thanks to outgoing members, Michael Bohlen, Jocelyn Collen, and Stephen Kerr.

Respectfully submitted, Tim Hintz, *Sr. Warden* and Beverly Estes-Smargiassi, *Jr. Warden*

## **Personnel Committee**

The Personnel Committee worked with the Interim Rector when the Parish Administrator resigned this past spring. Dale Cavanaugh became Interim Parish Administrator in May. During the course of the year, both she and St. Paul's felt called to make her employment permanent and she was officially hired to fulfill the role. She has fulfilled it admirably and continues at St. Paul's.

Respectfully submitted, Tim Hintz, *On Behalf of the Personnel Committee*

# **WORSHIP**

## **Music Ministry**

Following some challenging years navigating the effects of Covid on both our church community and music program, 2023 was a year that felt – thankfully – somewhat normal again. For the first time in a few years we had all of our usual services from pre-Covid years, and our musical offerings were no exception.

As always, our choir is a gift to us all. I'd say that the choir feels like a particular gift during interim times in that their singing provides a sense of constancy during a period of change. In 2023 our choir sang so beautifully throughout the year, leading us both in our hymn singing as well as in diverse and wonderful anthems. Joyful Voice sang joyfully, having great fun along the way, particularly in their spirited leadership of our Godspell Mass on Easter 2 – and if you haven't come to church for the Godspell Mass before, I encourage you to check it out this year! The Embers and Old-Time Music joined in our services at various times throughout the year, sharing their gifts in abundance.

The M&O organ continued to display its wide range of color and nuance, whispering here and raging there, lifting up diverse hymns for all to sing with gusto. And yes, our congregation is perhaps the greatest of all musical gifts at St. Paul's! We sing and sing with passion. We love our hymns indeed! And we now have also added psalm-singing to our repertoire, something that has hopefully deepened our experience of, and engagement with, the psalms.

The pianos of the church are in need of a little maintenance work, particularly the sanctuary piano, which will hopefully be undertaken during this coming year. We are lucky to have such lovely instruments, but like any other mechanical devices, they do show wear and tear from time to time.

In conclusion, I am happy to report that in my admittedly biased view the state of the music program at St. Paul's is very good indeed!

Respectfully submitted, Andrew Clarkson, *Director of Music*

### **Altar Guild Ministry**

2023 saw Altar guild life return mostly to pre-pandemic routines. We are setting and clearing the Altar table for all 8:00 and 10:00 am services. Currently, all services are occurring in the Sanctuary, though there have been several funerals/interments in the Chapel Columbarium this year. Altar Guild responsibilities include dressing, setting, and clearing the Altar table for all regular Sunday services with and without Eucharist, baptisms, candlelight services, weddings, and funerals. We also ensure that the retreat service has its needs covered. Additional responsibilities include cleaning and polishing the silver and brass used in the services, cleaning and ironing the fair linens, and care of the frontals. We order and ensure that we have elements – wine and wafers and candles as well and replace linens as needed.

Special setups have included setting up the Altar of Remembrance for All Saints' Day with Maryann Kurkjian's leadership, arrangement of Easter and Christmas flowers, as well as the building of the Advent Wreath over 7 weeks. As needed, we maintain the kits used in Eucharistic visits to those unable to attend services. We invite and welcome your input on any of our setups.

Our current big project includes inventory and appraisal of all our belongings from silver and brass to linens as such.

The Altar Guild is currently a team of 10, serving on a rotating basis of set up and clearing responsibilities. Four rotating to cover the set-up of the 8:00 am service and serving once a month, and the remaining rotating coverage of the 10:00 am service. We have welcomed 3 new members and have 2 members on sabbatical from Altar duties. We would especially like YOU (and perhaps a friend) to join us in the quiet before and after services in this ministry of setting, clearing, and caring for the Lord's Table in any capacity you might be willing and able to do. Please, talk to us or simply join us after the service at the Altar.

Respectfully submitted, Sharlene Wing and John Ferguson, *Co-Directors of the Altar Guild*

### **Flower Fund Ministry**

The Mission Statement for the Flower Fund is:

- To provide parishioners with opportunities to remember departed family members and loved ones, as well as acknowledge special occasions (birthdays, anniversaries, graduations, etc.) with altar flowers.
- To coordinate with the Altar Guild to enhance the beauty of our altar.
- To provide funds for the altar flowers throughout the year.

We continue to work with Alberts of Brookline to provide our altar flowers for weekly worship services on Sundays during the program year and for Easter bulbs and Christmas poinsettias.

The flower dedication area of this ministry has been somewhat dormant since the death of Maureen Carter two years ago, though our Parish Administrator has managed Easter and Christmas Flowers. We are pleased to announce that Jennifer Schamel has agreed to take over this ministry in 2024 which will foster better coordination with the Altar Guild, as is the tradition in many parishes, in the creation of sacred space at St. Paul's. In 2024, look for expanded, more easily accessible, opportunities to donate flowers for occasions that are important to you.

Respectfully submitted, Dale Pinkham Cavanaugh, *Parish Administrator*

### **Chalice Bearers / Eucharistic Ministers**

In the Episcopal Church, Chalice Bearers, also known in the church as Eucharistic Ministers, are lay members of the congregation who offer the consecrated wine to the worshipping community during Eucharist services. When the Chalice Bearer offers the cup and repeats the words of administration, some congregants sip the wine while others acknowledge it with a bow or arms crossed over their chest. Regardless of how the cup is received, Chalice Bearers honor that individual's encounter with the Holy. This past summer, after a long hiatus, primarily due to Covid precautions, many parishioners were pleased to see the bread and wine distributed again around the altar, a long-standing tradition at St. Paul's. Kudos to our Chalice Bearers who graciously adapted to the changes, sometimes on short notice. During this past year, seven new Chalice Bearers were added to the roster, bringing our total to twenty-three dedicated members who serve approximately every other month. If someone is interested in learning more about becoming a Chalice Bearer at St. Paul's, they are encouraged to speak to a member of our clergy or to Maryann Kurkjian.

Respectfully submitted: Maryann J. Kurkjian, *Chalice Bearer Coordinator*

### **Lectors Ministry**

Beside what other ministries do, the lector group of St Paul's contributes to the 10:00 am services on Sundays especially with readers to cover the readings from the Old and from the New Testament as well as the Prayers of the People. Over the year and depending on the season though, this format may vary for particular services such as Lent and Holy Week, Easter, Advent and Christmas.

Lectors are usually scheduled per season, and the schedule is prepared in advance by the Lector Coordinator. After the schedule is made, the lector group gets the appropriate information and verifies the schedule. If needed, members can either individually find a replacement or inform the Lector Coordinator to handle the replacement.

At this time, the lector group has now 50+ members and consists of very dedicated parish members to serve at the services, who are a wonderful source and support for each Sunday. The exciting news is that apart from some newcomers we also welcomed youth readers in the lector group starting at the end of 2023. It is a great honor to work with this group and a joy to see them acting in this important ministry.

The lectors team is always excited to welcome new members in this meaningful act of service for our community.

Respectfully submitted, Mike Scheffler

## **Digital Ministry/Tech Vergers**

St. Paul's continues its commitment to making services accessible to those who are unable to be present in church on Sunday morning. Our team of three tech vergers (Peter Cole, Alan Fried, and Lena Schultzberg) take turns being responsible for streaming the Sunday 10:00 A.M. services to the Internet. Each service is streamed live to the church's Facebook page, and also to the church's YouTube page. Once streamed, the services remain online for subsequent viewing.

The tech vergers work in conjunction with Will Biedron, the church's audio expert, and with Janet Rankin, who serves as virtual greeter (i.e., posting messages to the audience during the service).

The tech vergers' job involves setting up each week's streaming session, knowing when to "go live," switching to appropriate camera angles at different points of the service, and monitoring the video and audio feeds for any problems. This past year, Will's hard work and technical expertise allowed us to upgrade the software we use to stream services and the lighting above the altar, organ, and pulpit. The new software has simplified the tech vergers' setup and streaming work. The new software also resolved an issue we had where the audio stream was not 100% synchronized with the video stream. Things look great now.

The tech vergers welcome any feedback from the congregation, especially the online viewers. We are also happy to talk to anyone who might be interested in getting trained as a tech verger.

Respectfully submitted, Peter Cole

## **Ushers Ministry**

As it says on St. Paul's website; "Ushers welcome people to the 8:00 and 10:00 services, distribute service leaflets, collect and present the offering, and guide the congregation during Holy Communion."

In 2023 we continued to evaluate and adapt our methods to the new realities of attendance and seating. We will be scheduling our certification classes for February 2024.

We would like to thank the Vestry for their eager assistance to the Ushers in greeting and assisting during the services. It is much appreciated.

Also of note is the work of increased and smooth coordination of ushers with the acolytes and servers presided over by Reverend Pat Zifcak. We are ever mindful that most of the services now are simulcast and maintaining the quality and decorum that is expected of us.

As always, we invite any and all who may be interested in this ministry to assist in the Usher ministry. We especially invite younger members of the Parish to become involved in any manner that they care to.

Respectfully submitted by, Samuel Scott, *Usher-Coordinator*



# PASTORAL CARE

## Pastoral Care Team

The clergy of the parish; The Rev. Elise Feyerherm, Interim Rector, the Rev. Paul Kolbet, and the Venerable Pat Zifcak, continued to be the primary contacts for pastoral care at St. Paul's. The Pastoral Care Team consists of the clergy, plus Maryann Kurkjian and Kate Kelley.

This past year has been a year of grief and loss; early in 2023, a number of beloved parishioners died, including former rector the Rev. George Chapman, and active lay leader Leah Rugen. These losses have impacted the parish greatly; as the Book of Common Prayer reminds us, our faith in the joy of Resurrection “does not make human grief unchristian. The very love we have for each other in Christ brings deep sorrow when we are parted by death. Jesus himself wept at the grave of his friend. So, while we rejoice that one we love has entered into the nearer presence of our Lord, we sorrow in sympathy with those who mourn.” This has certainly been true for us in 2023.

The primary work of the Pastoral Care Team consists of the following:

### **The Prayer List**

This is maintained by the Clergy with the help of our Parish Administrator.

### **Birthday Card Ministry**

Mary Hundert leads the ministry of sending out birthday cards to those who have birthdays on record.

### **Bereavement Cards**

Melissa Dulla sends out bereavement cards.

### **Meal Ministry**

The Pastoral Care Team coordinates the provision of food and companionship for those members of the parish who are home-bound due to illness, who have had recent losses, or have other needs.

### **Lay Eucharistic Visitors**

Maryann Kurkjian coordinates the team of Lay Eucharistic Visitors, who bring Holy Communion to parishioners who are unable to attend church. This year a number of Eucharistic Visitors have had to withdraw from the ministry due to other commitments; at this time, Maryann Kurkjian is the only active Eucharistic Visitor.

Respectfully submitted, The Rev. Elise A. Feyerherm

## Eucharistic Visitors

Eucharistic Visitors bring Holy Communion to members of the parish who are unable to attend church services on Sunday mornings. These visits not only bring spirituality to our members but also support a connection between these individuals and the parish community. During 2023, St. Paul's licensed Eucharistic Visitors were Dale Cavanaugh, Jocelyn Collen, John Ferguson, and Maryann Kurkjian. During the year, our Eucharistic Visitors made ten visits, either individually or in pairs. At times, we shared visits with our deacon, The Ven. Pat Zifcak. The year took us to a variety of settings; an acute hospital, a skilled rehab facility, an assisted living residence, and to a backyard garden behind someone's private home. All that is necessary to arrange a Eucharistic Visit is to complete the on-line pastoral request form or contact the parish office. To become a Eucharistic Visitor, one is recommended by clergy and attends a training session offered by the Diocese of Massachusetts. Because St. Paul's is losing two of our faithful EV's (Dale and Jocelyn) each due to

personal obligations, we hope that other committed members of the community will consider joining the team. If you feel drawn toward this rewarding ministry and want to learn more about becoming a Eucharistic Visitor, you are encouraged to speak directly to one of our clergy or to Maryann Kurkjian.

Respectfully Submitted: Maryann J. Kurkjian, *Eucharistic Visitors Coordinator*

## STEWARDSHIP

### Stewardship Appeal

This has been a year of transition and growth at St. Paul's as we continue our search for a new rector and welcome our first full-time Director of Children, Youth, Family, & Young Adults, a position funded entirely through your stewardship. Our community is already experiencing the results of this investment and the fruits of all the ministries at St. Paul's as more and more families fill our pews, our teens meet for Confirmation classes, and young adults gather to discuss theology.

In 2023, we received 94 pledges totaling \$377,846. As we wrap up our 2024 pledge drive, we have received 85 pledges totaling \$388,000 and setting us on course to meet our stretch goal of \$400,000. Meeting this target will allow us to cover projected cost increases and avoid a shortfall. Notably, we have received 16 first-time pledges, a reflection of our growth as a community and the dedication of our members. More than 20 pledgers have increased their gift by 5% or more. Ten pledges are above \$10,000, and 26 further pledges are above \$3,000. Our deepest gratitude to all who have pledged. You are supporting a special community and helping to make our lives together possible.

Respectfully submitted, Stephen Morrissey, for the *Stewardship Committee*

### Worship for the Millennia Capital Campaign

As background, the Worship for the Millennia campaign emerged from the need to address the issues with our Bozeman organ. Andy Clarkson assembled an organ committee at Jeff Mello's request in June of 2018. Once the committee started its work, it became clear that the sanctuary needed some additional systems maintenance and enhancements, and the campaign goals were expanded. The committee assessed the state of the old organ, evaluated repair costs, explored alternatives, and then made a final recommendation to the vestry, which was approved in April of 2021. The Worship for the Millennia campaign was launched later that year, and our new M&O organ was installed in the summer of 2022, but several sanctuary repairs and improvements were not completed at that time.

In 2023, with the support of the vestry and the building and grounds committee, several of the remaining tasks were tackled, including (a) enhancements to the lighting, including new fixtures and dimmers, (b) data wiring and equipment to improve our streaming system, and (c) a new hoisting rig for our large holiday wreath, which was used in December.

We need to remind our parish community that the campaign goal of \$350,000 has still not yet been reached, and pledges for the remaining funding are still needed.

The committee and advisors include: Jim Batchelor, Will Biedron, Andy Clarkson, Jack Elder, Stephen Estes-Smargiassi, Tim Gillette, Sona Hoisington, Betsy Munzer, Berred Ouellette, Michael Scheffler, Rebecca Schultzberg and Julie Starr. Will and Betsy are co-chairs.

Respectfully submitted, Will Biedron, *Co-chair* on behalf of the Worship for the Millennia campaign committee.

## Facilities Use

(See below, Treasurer's report, 2023 Financial Results)

## Yard Sale

We're on a roll: the St Paul's yard sale was back, again, in September of 2023. Post COVID, it's clear that "donators," volunteers, and buyers and browsers all want a yard sale. Volunteers stepped right up, as always donations appeared from everywhere, and crowds showed up. Many thanks to all the volunteers who organized the vast quantities of donations, bargained with our neighbors and others who came to shop, and especially those who came (or stayed) to clean up. A special shout out to those who donated the big-ticket items, and the "online sales team" that sold them. A good time was had by all, we showed how welcoming St Paul's is, and we made around \$13,400 dollars to support our programs!

Only 216 days until the next yard sale! See you then.

Respectfully submitted, Stephen Estes-Smargiassi

# FAITH IN ACTION

## Ministry Outside the Parish (M.O.P.)

In 2023, all members were actively involved in the work of the MOP committee and are as follows::

- Co-chairs: Clara Batchelor, Kate Kelley (retired 12/31/23), Piper Trelstad.
- Jay Ballard, Elisabeth Choi, Martha Curtis, Ouida Foster, Tim Hintz, Kate Kelley, Cricket Lewis, Steve Morrissey, Leahanne Sarlo, Georgia Smith, Sinjin Smith, Ven Pat Zifcak.
- (Kate Heaton, vestry liaison, non voting member).

MOP, set up some 45 years ago, allocates a portion of St Paul's budget to non profit organizations where a small grant of no more than \$2500 will be useful. Occasionally a grant over \$2,500 has been given, but none in recent years.

As in recent years, MOP's budget in 2023 was 10% of 2022's pledges, \$36,075. In light of St Paul's uncertain financial situation at the end of 2023, \$865.67 was left unused by MOP.

MOP held 3 meetings in April, June, October, to give out grants, up to \$2500, to nonprofit organizations. Almost all of the organizations had been recommended by a member of St Paul's. Applications are reviewed before each meeting and each one was reviewed in detail by one MOP member, who presented relevant information about the organization to attendees. All members of St Paul's are welcome to MOP committee meetings, but only full members of the committee can vote to award grants. Any member of St Paul's can become a member of MOP after attending 2 consecutive MOP meetings.

Awards in 2023 included 4 emergency grants of \$1000, to support relief work in Syria after earthquakes and to an Episcopalian supported hospital in Gaza and a medical support group working in Gaza.

Below is a list of the organizations awarded grants:

#### DOMESTIC ORGANIZATIONS

- Brookline CDC Holiday Toy Drive: \$500
- Brookline Teen Center: \$2,500
- Cambridge Outdoor Church: \$2,500
- Gilbert Albert Community Center: \$2,500 (+ \$1000 retroactive award)
- Greater Boston Interfaith Organization: \$2,500
- Hyde Square Task Force: \$2,500
- International Institute of New England: \$2,500
- Literations: \$2,500
- Mosaic: \$1,500
- Saint Paul's Cathedral Capital Campaign: \$500
- Saint Stephen's Youth Programs (B Safe \$2,500)
- Shelter Music: \$1,500
- Steps to Success: \$1,000

#### INTERNATIONAL ORGANIZATIONS

- Ahli Arab Hospital, Gaza: \$1,000
- Casa Cruzeiro, Brazil: \$2,500
- Hispanic Youth Leadership Conference: \$500
- Hispaniola Health Partners, Haiti: \$865.67
- Mil Milagros, Guatemala: \$2,500
- Nuday Syria: \$1000
- Palestine Children's Relief Fund, Gaza: \$1,000
- Syrian American Medical Society: \$1,000

Respectfully submitted, Kate Kelley and Clara Batchelor

### **Greater Boston Interfaith Organization (GBIO)**

The core team of the GBIO @ St. Paul's group is happy to submit this report on our work in the Greater Boston Interfaith Organization (GBIO) over the past year. GBIO is a non-partisan coalition of over 60 faith-based communities that work to further social justice.

In 2023, that work was devoted largely to furthering a Housing Justice Campaign (HJC) aimed at making housing more affordable in Massachusetts. When presenting her 4.1 billion dollar budget for housing to the legislature, Governor Healy said that "[housing] is our highest priority as an administration".

We have also worked within the parish to incorporate GBIO's priorities and concerns into the life of the parish and the Brookline community.

**Work with GBIO.** The following practices and events summarize the work we did to build relationships and promote GBIO's work this year:

**1. Core Leadership Team:** Small but mighty, this group meets on the second Sunday of the month to plan and work on actions to further the mission of GBIO. We have come to know each other in a way that may

not have been otherwise possible. We welcome all parishioners to these meetings – your thoughts and concerns matter!

**2. 1:1 Meetings:** These are designed to bring GBIO members and others working on these issues (legislators, advocates, et al.) together for one-on-one meetings to learn more about our interests and concerns.

**3. Liaison Meetings:** Sinjin Smith and Tim Smith met monthly with GBIO staff and other congregations to plan meetings with legislators who will vote on funding for the issues of special concern to us: increased funding for affordable and public housing, supporting citizens returning from incarceration, and improvements to mental health services.

**4. Delegates' Assemblies and In-District Meetings:** In March, 12 of St. Paul's Parishioners attended a rally on the steps of the statehouse to launch the HJC and request an audience with the governor. In June, 30 of us joined 1,700 GBIO members and affiliates at a rally to support the HJC along with Boston Mayor Wu, Lt. Governor Driscoll, and Housing Secretary Augustus.

The Housing Justice Campaign has these objectives:

- Increase funding for state-funded public housing through a significant bond bill. Massachusetts has failed to provide adequate funds needed to make these units appropriate for their tenants, including the 200 units here in Brookline.
- Build more affordable housing. Make more funding available for affordable housing by allowing cities and towns to include a real estate transfer fee to support affordable housing.
- Support zoning changes to make it easier to build multi-family housing projects. Local communities served by the MBTA are currently at work on this difficult project.
- Create supportive housing for persons who are at risk – returning citizens and those impacted by mental health issues.
- Finalize a program to produce and deliver state-issued IDs to those who are returning from incarceration to remove the legal identification barriers they face in securing employment and housing.

This fall and winter, we helped GBIO organize meetings with the state legislators who represent parishioners in the district where St. Paul's is located (Senators Creem, Rush, and others). These meetings have been instrumental in enlisting their support of the HJC and many from St. Paul's have attended.

**Work in the Parish.** In 2023 here are some of the activities we pursued to further GBIO's work in Brookline and in our parish:

**1. Public Housing in Brookline.** Jim Batchelor and Judy Clementson continued work with eight Brookline-affiliated churches and synagogues to improve the conditions at a Brookline Housing Authority development that has assisted tenants in getting help for seemingly simple problems from controlling pest infestations to eliminating asbestos-containing flooring materials.

**2. Promoting Affordable Housing.** Elisabeth Choi joined many other Brookline GBIO members in the effort to pass the "MBTA Communities Act CONSENSUS WARRANT ARTICLE" at the Town Meeting in November. The article allowing multi-family housing to be built near our transit stations required a 2/3 majority to pass, and was resoundingly approved by a vote of 207 to 33, with seven abstentions. Thank you to all who made this happen!

**3. Relationship Building inside St. Paul's.** The Core team began 1:1 conversations within the parish. If you're on our mailing list, you'll be getting an invitation from one or more of us for a 1:1 conversation as we try to get to know you better.

We are on the cusp of realizing some big wins for housing policy backed by significant funding increases. Join us to help us get to the finish on behalf of our neighbors who need housing that is safe, sustainable, and affordable.

If you're not on the mailing list, please consider signing up for updates and latest news! Also find our quarterly newsletter on the table outside the office. If you are interested in participating more directly on the GBIO-wide campaign issues and/or bringing these issues forward in our parish, please reach out to any one of us. GBIO is active throughout the greater Boston area, so parishioners who live outside of Brookline have ample ways to get involved as well.

Finally, this report would be incomplete if it didn't recognize and express our love and appreciation for the work of three of our core team – John Ahonen, Emily Linthicum, and Judy Clementson – who have moved on to other pursuits. They have been hard and effective workers for GBIO @ St. Paul's – thank you John, Judy and Emily!

Respectfully submitted,  
Jim Batchelor, Elisabeth Choi, Jessica Sullivan, St. John Smith, Tim Smith

### **B-SAFE**

St Paul's was again involved with St Stephen's Episcopal Church's B-Safe day camp program during the summer. This was our 13th year of participation. This year we coordinated fun beach activities for all of the B-SAFE sites during their year-end beach party on August 4, as well as providing 60 grocery bags for St Augustine and St. Martin (St. A&M) families on August 3.

Over 30 people from St. Paul's contributed to the camp run by St. Stephen's in diverse ways. Many people brought rice and cans of beans to be part of the 60 bags of groceries we transported over to St. A&M where one of St Stephen's summer camps is situated. That food supplemented the groceries donated to us by the Brookline Food Pantry in appreciation of the many years St. Paul's hosted the pantry. On Thursday several people, led by Mary Beth Elder, filled the bags with groceries and took them over to the camp. Others cleaned up. Three of us spent time at St. A&M on Thursday, helping with lunch and spending time with middle school attendees.

On Friday seven of us joined 150 (!) campers and staff at Nantasket Beach to celebrate their last day of camp. Our members helped run several activities once they had come out of wading in the ocean. Michelle Callaway designed the activities, organized relevant supplies and gave us instructions on how to lead the activities.

We are very grateful for the financial support of St Paul's Ministry Outside the Parish Committee and other members of the parish who made donations specifically for this ministry. These monies paid for a couple buses used to transport students on the field trip as well as supplies for the beach activities. The monies also paid for supplementary grocery supplies for the bags to go to campers' homes. We thank all of the members of St Paul's who contributed their time or money to B-SAFE. SSYP was most grateful for our participation.

Respectfully submitted, Kate Kelley, Michelle Callaway, Piper Trelstad

### **Be An Angel**

For the past two Christmas seasons, St. Paul's has taken a break from Be an Angel given all the transitions taking place and the loss of Paul Daigneault as coordinator. St. Paul's is looking to 2024 to again partner with the Brookline Center for our "Be an Angel" program. The Brookline Center heals lives and builds community. For 50 years, the Center's safety net of services has caught individuals before their crises became community-wide problems. As the largest human service agency in Brookline, the Center provides over 40,000 visits per year.

If you are interested in leading this program in 2024, please contact a member of the clergy.

Respectfully submitted, Dale Pinkham Cavanaugh, *Parish Administrator*

### **Prison Ministry**

In March and April of 2023, St. Paul's held its fifth annual Lenten book drive in support of the Prison Book Program, a nonprofit organization based in Quincy that sends books to incarcerated people around the country, free of charge. Once again we held the book drive both online and in person, and a total of 36 special book requests were filled by parishioners.

Jocelyn Collen and I have continued to participate in the Art and Spirituality Program (founded by Rev. Pamela Werntz, currently coordinated by Lesley University) at the South Bay House of Correction. This program meets every Monday during the academic year (September through May), and volunteers generally attend one Monday per month. We start and end each meeting with a prayer, and the volunteers and women who attend are able to spend time relaxing and making art, most often cards for family members. If you think you might be interested in volunteering in this program, please let me know.

As we have from the start, we continue to explore ways in which St. Paul's might support incarcerated and formerly incarcerated people in our community. We welcome any and all suggestions from the Saint Paul's community.

Respectfully submitted, Leahanne Sarlo

### **Racial Justice Ministry**

In 2023, the Racial Justice Ministry met every other month to reflect on the book [\*The Church Cracked Open: Disruption, Discipline, and New Hope for Beloved Community\*](#) by The Rev. Stephanie Spellers. We would not only reflect on this very inspiring book, but we would also share what we were noticing in our own work for racial justice, racial reconciliation, and racial healing. The book discussions would provide a launching point for our group members to take a closer look and reflect deeply on our personal experience with racism in our lives, in our communities, and in our world.

The Racial Justice Ministry gathering time was a safe place for us to pray and notice what is happening in our hearts around this injustice in our midst. During our reflections, we would share not only our frustrations, but also our hopes, inspirations, and our plans for action. Jocelyn Collen and Jay Ballard co-led these reflections. Both Jocelyn and Jay are unable to lead this ministry in 2024, and the group is seeking new leadership. Racial Justice Ministry would like to continue to offer opportunities for reflection and action for our group and to the whole St. Paul's Community.

Respectfully submitted, Jocelyn E. Collen, M.Div.

# BUILDINGS/FACILITIES

## Buildings & Grounds Committee

This year's many accomplishments included the finishing touches on the church boiler replacement project, replacement of the boiler in the rectory (an unexpected expense right as it got cold) and work on our alarm systems. Our beautiful old buildings require constant upkeep! Much more visible than all that infrastructure work was painting and carpentry work in the Middle Room and the Aspinwall Ave vestibule, and exterior windows on the Parish House building. The B&G committee also worked on defining and prioritizing repairs and improvements to the rectory to be completed before a new rector arrives. Stay tuned for continued efforts to spiff up the church and grounds over the next year. More "infrastructure" work occurred in the sanctuary as part of the Worship for the New Millennium campaign. New energy efficient lighting, upgraded data wiring, better lighting controls and a new hoist for the Christmas wreath. Hearing assistance is now available during services through the Listen Everywhere app. Finally, the new hoist means that greening the church is now way less exciting without the death defying ladder work previously required to hang the wreath.

Respectfully submitted, Stephen Estes-Smargiassi

## Columbarium

The St. Paul's Columbarium, which was created in 2007, is located in the Chapel and serves as a sacred final resting place when cremation is desired. Niches can be purchased in advance, or when needed for a loved one. This year, there were four interments and several niche reservations. For more information about the Columbarium, or to reserve a niche, please speak to a member of the clergy or our parish administrator.

Respectfully submitted, Stephen Morrissey

## Gardens

This was the year of whimsical additions: A hummingbird feeder with red and orange flowers was added in the community garden area, ornamental grasses swayed gently in front of the emergency exit stairs of the pre-school, lots and lots and lots of Easter lilies went into the ground, a host of inside plants came outside for the summer and we placed a few little "critters", an armadillo, a turtle or two, maybe a gnome peeking through the moss, just for fun along the walkway to the St. Paul's door. The weather cooperated with growth. With a great deal of help from our master garden caretaker (Thanks James), the overall effect was a pleasant and well-kept outdoor space throughout the Spring and Summer.

Over the years, much of the gardens at St. Paul's have transitioned from annual planting (one season only) to perennial plants (returning year after year). So, with hope and caring, the gardens will be back to their usual splendor beginning Spring of 2024. Bulbs will flower; Helleborus will bloom on time for Lent; and the blue wave of Columbine and Siberian iris will join the ruckus later in the Spring followed by the glory of roses and hydrangeas of early summer.

This coming year, as every year, we welcome any and all willing hands to make St. Paul's grounds an inviting space for the St. Paul's community and our neighbors. If you are interested in taking a section of the gardens to work for the season, just want to come and weed on a whim, or participate in a spring or fall clean-up day, just let us know. Anyone's abilities and schedules can be accommodated.



Every year, I try to come up with a favorite garden story. This year, I think it might be how James says, “You know what I was thinking would be nice....” and then somehow, that vision turns into reality. (Hence the hummingbird area, the ornamental grass, the inside/outside plants, the Easter lilies and the critters)

Respectfully submitted, Julie Starr

## CHRISTIAN EDUCATION

### Adult Formation

The 2022 restructuring of the St. Paul’s staff meant that staff resources were reallocated away from adult formation toward children and young adults. Prior to this it was the responsibility of the Associate Rector, but that position is no longer funded to the degree necessary to manage St. Paul’s adult formation programs. For this reason, the weekly 9:00 am adult formation hour could no longer be staffed. 2023 has proven that the staff restructuring was the right strategy to address the most pressing parish needs, but it has also shown that a new lay-led structure will need to be created to fill the void left by the 2022 restructuring. Work creating that structure is a high priority in 2024. The idea is to create temporary, low commitment, groups that serve two distinct purposes: 1) they provide opportunity for social connections within the parish; 2) they are educational and informative in some way or further the Christian life of participants. Keep an eye out in 2024 for an experiment with what is currently called, “St. Paul’s Pop-Ups.”

That beings said, there were limited adult formation offerings that were well attended and valued by parishioners:

I offered an “Early Christian Spiritual Practices Workshop” Sundays in Lent at 11:30am in the Great Hall after the Sunday 10am Service. We learned long-standing Christian practices as “technologies altering selfhood” such as Psalm recitation, fasting and eating, solitude, and prayer. The 11:30 time (rather than 9am) had the disadvantage of being more difficult for the 8am congregation to attend, but also had the distinct advantage of including choir members and church school teachers. Future adult formation should likely rotate between times to include the most people.

The Lenten house churches met on Friday evenings – sharing soup and fellowship. Unusually this year they met in the vacant rectory which had not yet been rented to renters

Confirmands and Adults received into the Episcopal Church were instructed throughout the spring primarily by Elise and Elliott and were presented to Bishop Carol Gallagher on June 10th at a service held at St. Andrew’s Wellesley.

In September and October, Nicholas Coccoma for a number of weeks led a discussion also at 11:30am in the Great Hall after the Sunday 10am Service on *Poverty, by America*, a book by sociologist (and author of *Evicted*) Matthew Desmond.

Respectfully submitted by The Rev. Paul Kolbet, *Interim Rector*

## Youth Group

Our teenagers bring so much joy and energy to our community. In 2023, we continued to offer programming in four different areas of our parish's life: learning, fellowship, worship leadership, and service to neighbors. This past year, we saw our teenagers continue in (and in some cases take on new) leadership at St. Paul's: we had **two** teenagers join the lector ministry, assisting in worship leadership on Sunday morning, and another continued in her role as a tech verger. We introduced a new biweekly youth offering on Sunday mornings (fellowship; learning). As a part of those biweekly gatherings, we also began offering a youth confirmation course which continues on through spring of 2024. Currently, we have **3** high school youth participating in that program. Our first annual sock drive (service to neighbor) was an exciting new offering; we received approximately **400** donated pairs of socks, which we took as a group to distribute with Deacon Pat in Cambridge on two separate occasions (once a semester). In 2024, we look forward to new initiatives and growing relationships with this beloved group of kids in our parish.

Respectfully submitted by Elliott May, *Director of Children, Youth, Family, and Young Adult Ministries*

## Church School and Nursery

The St. Paul's Church School program offers spiritual formation, fun, and fellowship for children and youth each Sunday morning. In 2023, we continued our Church School practice of meeting in three cohorts, stretching across preK-8th grades. We also began offering a biweekly Sunday morning gathering for high school students.

Our three Church School classes are divided into lower elementary (pre-K-2nd grade), taught by Julie Starr and Janet Rankin, an upper elementary class for 3rd-5th graders, taught by Jason Fairchild, and a middle school class, taught by Maria O'Meara and Chris Dulla. I am so grateful to these outstanding volunteer teachers, who continue in their faithful ministry to St. Paul's children with creativity and care. Each one of these teachers is a true gift to our community.

We continue to welcome new families to our Church School community. Average attendance across all three classes this fall was **21** students per week (for context, that number was **17** students per week in 2023 and **10** in 2022, according to annual reports). We were especially excited to welcome new participants to our beloved annual Christmas pageant, too: **31** children participated (in 2022, it was **22**).

Our biweekly Sunday morning youth offering has been a fun new experience for us all. On the second Sunday of each month, we offer Breakfast Club, wherein I (Elliott) bring treats and we enjoy casual hangout time together. On the last Sunday of the month, we gather for youth confirmation. It's been a joy to continue deepening relationships with and among the teenagers of St. Paul's. Those Sunday morning youth gatherings are averaging **2 - 3** kids per session.

The St. Paul's Nursery returned in 2023 after a long pandemic absence. The St. Paul's Nursery is currently staffed by two wonderful teachers, Madison Jefferis and Annabel Wall. Attendance in the nursery room has generally hovered between **2 - 4** children per week in recent months.

It has been a joy to experience the fun and vitality of Church School, and to continue growing youth participation in other facets of the church's life. In 2023, our acolyte program added several new members and **2** of our teenagers joined the lector ministry, helping to lead the congregation in worship on Sunday mornings. We are excited to see the ways we continue to grow and evolve together as a community in the days ahead.

Respectfully submitted by Elliott May, *Director of Children, Youth, Family, and Young Adult Ministries*

## **EfM – Education for Ministry** **(because all Christians are ministers in the body of Christ)**

St. Paul's EfM group experienced a major transition in June 2023, when the first several members completed all four years of study, and one of them then took on the role of co-mentor for the new year. EfM meets in the Lichtenberger Room every Thursday evening from September through June. All those who want to deepen their spirituality and understanding of our faith and be part of a close community of like-minded seekers, are welcome. Please reach out to Linda Sanches if interested in starting next September.

In the 2023-2024 year, we have six participants from St Paul's and other parishes currently reading years 1 (Hebrew Scriptures) & 2 (New Testament). EfM is a unique program of learning and community building for laypeople. Over four years, we read and considered the Old and New Testaments, church history, and theology. In our weekly worship and discussions, we bring this richness into conversation with our experiences and practice theological reflection on our modern concerns. Twice a year we all read and take a day's retreat to consider short "interlude" books. While we hope that participants complete all four years, the commitment is one year at a time. This year, members and graduates also enjoyed monthly gatherings for worship and fellowship, trips to a multi-parish evensong, and a museum; we also plan to see a movie together.

For more information see <https://theology.sewanee.edu/education-for-ministry/about/>

Respectfully submitted, Linda Sanches, Co-Mentor

### **Scripture Group**

During 2023, the Scripture Group met on the fourth Tuesday of each month in the Lichtenberger Room until September, when we switched to the first Tuesday to accommodate meetings of the Rector Search Committee.

We began the year with the book of Ruth, followed by the book of Esther in February. At our meeting in March, we focused on the readings for the following Sunday (Palm Sunday). We then spent April, May, and June reading Paul's letter to the Romans, with our discussions guided by Jay Sidebotham's engaging book, *Conversations with Scripture: Romans*. After the summer break, we began reading the book of Exodus, which we discussed at our meetings in October and November. In December, we made the decision to put the group on hiatus for a few months while we decide what we would like to do as a group in the future. We hope to resume our meetings in March of 2024.

Our meetings in 2023 varied in attendance, with most people preferring to meet in person rather than participating in hybrid meetings involving Zoom. As always, new members were and are very welcome, and no previous experience with studying scripture is ever necessary.

Respectfully submitted, Leahanne Sarlo

# PARISH LIFE

## Welcoming Ministry Team

The Welcoming Ministry is a group of approximately 18 St. Paul's parishioners whose mission is to welcome newcomers into our community and support them wherever they are in their faith journey. It starts with a simple greeting as new folks enter our sanctuary for the first time, but then continues as we help individuals and families participate in worship and Sunday school, get involved in our many ministries and opportunities for spiritual formation, and so much more.

While this continues to be a transformative year for St. Paul's as we conduct our Rector Search, we are thrilled to report that we welcomed 39 new members and children. These may be students here for a few years, folks moving here to start a new job, or families reuniting. We are blessed to have such a vibrant and growing community. All were welcomed at our Annual Newcomer's brunch on Sunday Dec 3rd. Our goals for the year ahead are to look at new models and ways of supporting our Newcomers, and we welcome feedback and ideas from all of you!

Respectfully submitted, *Piper Trelstad, Elisabeth Choi, and Mary Hundert*

## Hospitality and Coffee Hour

Coffee hour was offered weekly during the year and many, many parishioners contributed to setting up, bringing food, hosting, and cleaning up after the event. We were happy to use both the (newly renovated) Middle Room and the Great Hall during cold or wet weather and the beautiful back yard during summer and nicer weather days. Attendance was very high at coffee hour, and everyone seemed to enjoy the time for some food, fellowship, and chatting. Coffee Hour supported a few baptisms that occurred during the year. The Hospitality Team also organized a summer BBQ, meals during Holy Week, and a few other meals and events during the year. The Hospitality Team was also inspired by the passing of Faye Mucha to carry on her tradition of providing some food each week to the choir and musical director who we all love so much. We are SO grateful to our amazing sexton James for his constant support of coffee hour, making the coffee and setting up tables and helping clean up afterward. We also want to thank the Brue-Fried Family, Wing Family, and Estes-Smargiassi Family for their much appreciated support throughout the year. St Paul's Hospitality is happy to have weekly, robust, delicious coffee hours full of conversation and community.

Respectfully submitted, Melissa Dulla and Chris Dulla

## 20s and 30s Group/Young Adults

2023 was a year of deepening relationships for our 20's and 30's ministry. Our Pub Theology program continues, meeting on the 2nd and 4th Tuesday of each month for fellowship and conversation about faith and life. In 2023, we also offered a weekly Monday Evening Prayer service as a way to expand our offerings beyond fellowship and into worship. We continue offering periodic social events, like holiday parties and seasonal get-togethers. In the months to come, we look forward to watching the ways in which God continues to move in this community.

Respectfully submitted by Elliott May, *Director of Children, Youth, Family, and Young Adult Ministries*

## **Bereavement and Birthday Cards**

Bereavement cards are sent by Melissa Dulla to all St Paul's members who have lost a loved one. During 2023, bereavement cards were sent to nine St Paul's parishioners.

Mary Hundert sends out birthday cards on a weekly basis to all members of the parish whose birthdays are listed in the Realm database.

Respectfully submitted, Melissa Dulla & Mary Hundert

## **Knitting Group**

The Knitting Group met on several occasions early in 2023 with four to six people attending. The group hopes to resume these knitting sessions in the next few months once a day and time are determined and space is available. Please get in touch with Dale Pinkham Cavanaugh, Parish Administrator, at [office@stpaulsbrookline.org](mailto:office@stpaulsbrookline.org) or 617-566-4953 if you would like to participate in this group.

Respectfully submitted, Dale Pinkham Cavanaugh, *Parish Administrator*. on behalf of the Knitting Group

## **Gentle Yoga for All**

Under the direction of Martha Curtis, Tuesday and Friday morning Yoga classes in the Lichtenberger Room continued in 2023. All are welcome to join this class on Tuesday mornings at 7:00 am and Friday mornings at 7:45 am regardless of your yoga experience. Mats are available for your use.

Respectfully submitted, by Dale Pinkham Cavanaugh on behalf of Martha Curtis

## **Historian Report**

The Historian's Report by longtime parish historian Patricia Dunbar can be found on St. Paul's website ([www.stpaulsbrookline.org](http://www.stpaulsbrookline.org)) under the "History" tab, then click on "Annual Reports" page

## **Treasurer's Report**

### **February 5, 2024 Annual Meeting**

Before reviewing the 2023 Financial Results and the recently passed Budget for 2024, I'd like to cover a few housekeeping items:

1. Our 2022 Annual Audit was completed in October and I am happy to report that we received a very strong opinion from our auditor (you can read her quote in the closing section). We retired several recommendations from prior years and received no new recommendations. St Paul's has 3 outstanding recommendations from 2019 and 2020: 1) refresh our 2002 By-Laws, 2) develop a better Safe Church process, and 3) draft an Investment Policy.
2. The Finance Committee continued to meet quarterly in 2023. Each meeting included updates from the Checks & Balances and Investment sub-committees. The Strategic Expense and Nomination

sub-committees had less “going on” in 2023, but I anticipate 2024 will provide more opportunities on that front (see my closing paragraph)

I am grateful for both the at-large members and the sub-committee chairs: John Ahonen, Brian Trelstad, Stephen Kerr, and Chris Dulla. This collection of active parishioners will help ensure our assets are protected, thoughtfully invested, and wisely spent... and I thank them very much for their time. If this is an area that anyone might be interested in learning more about, please let me know.

3. In 2023 we said goodbye to our long-time bookkeeper Christine Quinby and said hello to Melisa Hall. We wish Christine well as she tends to family medical issues and thank her for her many years of service to our Parish. Melisa works remotely for St. Paul’s from Michigan and has been an incredible addition to the staff... she has been jumping in to help everywhere and keeping me sane. If you get a chance, please say “hello” and “thank you” to Melisa at [finance@stapulsbrookline.org](mailto:finance@stapulsbrookline.org).
4. For easier viewing, all of the charts shown in this Treasurer’s Report, can be found in PDF formats by following this QR code or the link below. Also in the folder are the full-set of financial reports (narrative summary, account detail, balance sheet, P&L, cash flow, and bank & investment account trends)



<https://drive.google.com/drive/folders/1aw8McI6E3qwkT-JFFagQeU28sI93guM0>

## 2023 Financial Results

Taken altogether, we finished 2023 with a \$12K surplus. (yay!) But you may recall, the Vestry approved a \$34K contribution from the reserve fund to help balance the 2023 budget, without which the actual operations resulted in a \$22K deficit. (boo!) We don’t have a big endowment anymore, but we are fortunate to have a small reserve. **The real challenge we face now is that the value of the reserve fund has gone below \$100K.**

The largest drivers of variance to the budget were in the areas of pledge income & rental apartment maintenance (unfavorable) offset by Utilities and staff costs (favorable). Below are a few more details and points of interest regarding 2023:

- **Pledge income and collections** started the year in-line with 2023 budget expectations, but fell short from late spring to early fall, ultimately finishing the year \$17K below budget. As of January 26, 2024 we still have about 4% (or \$14K) of 2023 pledge payments still outstanding. If you still need to fulfill your 2023 pledge, please follow this QR code, as you are able, to make that payment today.



- **Fundraisers:** Proceeds from both the Spring Fling (talent show and Taste of St Paul's fundraiser) and September Yard Sale came in very close to budget... Thank you to everyone who participated in those events.
- **Facilities Use:** Starting in 2023, rental management (Rectory Apt, Sanctuary, Parish Hall) came under the treasurer's responsibility, since negotiations and financial transactions (both receipts and disbursements) make up a large part of this activity. Approximately 30% of our overall Gross Profit is generated by making our property available to others.
  - **Pre-School:** In 2023 we negotiated a new 5yr license agreement with Pine Village/Kids & Co for the lower level preschool. The new agreement now includes annual rent escalators and an increase in square footage as they are now using the kitchen more heavily for breakfast and lunch servings. We will earn over \$113K in 2024 from the new agreement (up 6% compared to 2023). This is good for the kids and good for our budget! However, flooding continues to be a recurring problem, taking both time and resources to manage.
  - **12-Step Groups:** We have five 12-step groups that hold weekly meetings at St. Paul's. Unfortunately we lost one of our best paying 12-step groups in August (they were unhappy about the heat outage in 2022/2023), but soon thereafter, we were approached by a new group (Marijuana Anonymous) that now meets at St. Paul's on Friday evenings.
  - **Rectory Apartment:** We have new tenants in the apartment as of January 1, 2024. During the unexpected tenant changeover, we discovered painting and plumbing repairs were desperately needed, to the tune of ~\$10K. The new tenants are very happy and we are too. We gross approximately \$36K from the Apartment each year.
  - **Main Rectory:** In an effort to make use of the Rectory house while we are searching for a new Rector, the Vestry approved temporary rental of the property to a family with school-aged kids, recently immigrated. Income from this helps to cover the cost to maintain the house and fill the gap created by not having a compensation credit with our Interim Rector. The city is aware that we are temporarily using the space for "commercial" purposes and we are paying a temporary PILOT tax. The tenant contract ends in June 2024, in enough time for them to enter into a new school district and for us to renovate the space in-time for our new Rector to start in the fall.
  - **Special Events/Concerts:** Did you know that St. Paul's hosted over 30 concerts, recitals, and rehearsals in our Sanctuary in 2023, bringing in more than \$23K? (For little incremental work) Boston Artist Ensemble, Mistral, and Winsor Music are among our regular classical performance groups that take advantage of the incredible acoustics of our Sanctuary. But we have room for more and it is a wonderful way to augment our income and help balance our budget. Please help get the word out to your friends and neighbors about St. Paul's as a possible event venue. In 2024 we will be enhancing our marketing presence and improving our website. If this is an area you are interested in helping with, please reach out to vestry members Andrew Tanis or Robert Mallery.

- After inflationary increases in 2022, **Utility costs came in lower** than expected in 2023. Swapping out our old oil-driven boiler for a new gas-driven one has lowered monthly costs.
- **Staffing costs** (which represent approximately 70% of income) came in slightly lower than budget, from fewer required overtime hours. We were also fortunate to start the temporary rent of the Rectory space 4 months sooner than budgeted.
- **The Worship for the Millenia:** We have received 59 pledges raising \$270K to help pay for the new organ and surrounding work. \$232K (or 89%) of those pledges have been paid already... Thank you! The pledge campaign runs through 2025, so if you would like to contribute or pay down your pledge, it's not too late. Just follow the QR code to the right



In 2023, both improved sanctuary lighting and an assisted hearing system was successfully installed.

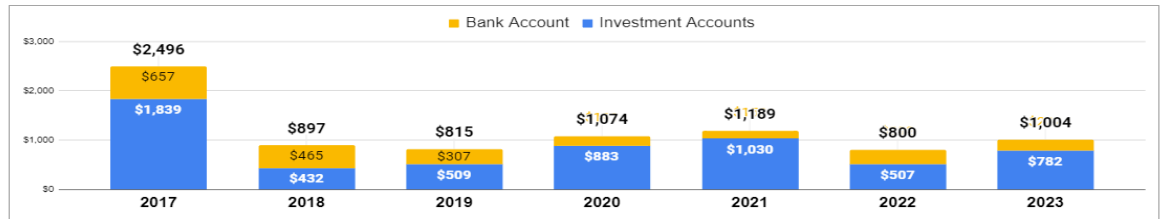
<b>Ended 2023 \$12K favorable to Original Budget.. but still a \$22K deficit without the Reserve funding</b> <b>Lower Pledge \$ and higher Apt repair costs... offset by higher Pre-School and Rectory Rental income, and lower Admin &amp; Staffing</b>																
St. Paul's Operating P&L <small>(\$ in thousands) - Accrual Method</small>	FY20	FY21	FY22	Q1'23	Q2'23	Q3'23	Q4'23	FY23	B/(W)	Budget	Q3	Q4	FY23	notes	B/(W)	
	Actual	Actual	Actual	Act	Act	Act	Act	Act	Q1	Q2	Q3	Q4	FY23	notes	mid-yr	
Pledge & Plate	406	418	410	195	82	41	101	420	0	(2)	(23)	5	(17)	a	8	
Pre-school, net	88	90	98	24	25	30	27	106	1	0	3	2	7	b	(2)	
Space Use/Parking, net	16	17	37	12	12	9	10	43	1	1	0	(1)	(2)	c	(3)	
Apartment, net utilities	20	26	28	5	7	8	(3)	18	(2)	0	(0)	(10)	(13)	d	(10)	
Other Income (Interest, Grants, Funds)	66	18	22	10	2	1	1	14	5	1	(1)	1	5	e	0	
Fundraisers	7	3	13	-	3	12	2	17	(5)	3	0	2	(1)	f	1	
Reserve Funding	-	-	11	34	-	-	-	34	-	-	-	-	-	g	-	
<b>Operating income</b>	<b>602</b>	<b>573</b>	<b>620</b>	<b>281</b>	<b>131</b>	<b>101</b>	<b>138</b>	<b>651</b>	<b>(0)</b>	<b>3</b>	<b>(20)</b>	<b>(1)</b>	<b>(20)</b>		<b>(7)</b>	
Compensation & Benefits	400	372	397	120	122	107	134	483	(7)	(5)	16	(3)	5	h	4	
Rectory Utilities/(Rental Income)	9	12	10	(0)	(8)	(7)	(8)	(24)	2	6	1	0	7	i	(2)	
Assessment, MOP, GBIO, Clergy Discretionary	86	98	106	17	19	21	43	99	3	1	(3)	(15)	4	j	1	
Utilities / Insurance / Maintenance	55	65	63	15	13	18	11	56	7	1	(0)	10	15	k	2	
Admin expenses	15	21	18	5	4	4	4	16	0	0	(1)	2	3	l	2	
Music, Formation, Hospitality, & Worship	8	11	9	3	2	2	2	9	(1)	0	1	(0)	(1)	m	(1)	
<b>Operating Expenses</b>	<b>574</b>	<b>580</b>	<b>602</b>	<b>159</b>	<b>151</b>	<b>144</b>	<b>186</b>	<b>639</b>	<b>5</b>	<b>3</b>	<b>12</b>	<b>(6)</b>	<b>33</b>		<b>6</b>	
<b>Operating Net Income/(Loss)</b>	<b>29</b>	<b>(6)</b>	<b>18</b>	<b>122</b>	<b>(20)</b>	<b>(43)</b>	<b>(48)</b>	<b>12</b>	<b>6</b>	<b>5</b>	<b>(7)</b>	<b>(6)</b>	<b>12</b>		<b>(1)</b>	
<small>Normalized for one-time items (PPP, Reserve Contributions, etc.)</small>	<small>(21)</small>	<small>7</small>						<small>(22)</small>								
<b>Notable Fund supported/Non-Operating Line items</b>																
Building & Grounds Capital Repair Projects	0.0	24.5	71.6	19.1	0.0	1.1	70.7	90.9								
									Q4'22/Q1'23: New Parish Hall Boiler (venting over-run) Q3/Q4'23: Window Painting & Mid Rm, Vestibule, Lighting, new Rectory Boiler							
	<b>Notes and Variances to Budget</b>															
Pledge & Plate	a Pledge -\$15K compared to Budget (96% fulfillment), Plate/Arrears +\$5K favorable, Christmas/Easter -\$7K															
Pre-school, net	b Favorable to budget (increased sq ft in renewal) and in-line with mid-yr outlook															
Space Use/Parking, net	c Good concert season, but lost Longwood (space) and \$400/month 12-step group (cold) mid-year. Rented add'l parking space starting															
Apartment, net	d High utilities in Q1. Significant Q4 expenses: HVAC \$3K, Painting \$4K, and Plumbing \$3K costs. New Tenants started 1/1/24															
Other Income (Interest, Grants, Funds)	e 2 niches in Q1, higher interest income on cash balances, otherwise in-line															
Fundraisers	f Spring Fling Fundraiser in April, brought in ~\$2.5K and net Yard Sale proceeds of ~\$13K (in-line with budget)															
Reserve Funding	g \$34K from Operating Fund to balance budget. Final results came in favorable, therefore \$12K will return to Operating Fund reserve															
Comp & Ben	h Some quarterly cut-off timing differences with Pension and Healthcare payments between quarter, but overall \$ favorable															
Rectory Rental (net Utilities)	i Rectory income sooner than original budget, but utilities a little higher in H2 than expected in mid-yr Forecast. Rented through 6/30/24															
Assessment, MOP, GBIO, Clergy Discretionary	j Quarterly B/(W) from MOP grant timing. favorability to Budget driven by \$3K earmarked GBIO donor gift and \$800 MOP give-back															
Utilities / Insurance / Maintenance	k H1 lower: Gas (\$4K) and HVAC invoices (\$4K). Utilities stayed low in H2 and PVP share increased. Big H2 mtce hit Capital Fund															
Admin expenses	l Renewed lower cost zoom subscription, nothing too notable otherwise, lower postage/mailling costs in H2															
Music, Formation, Hospitality, & Worship	m largely in-line with budget and mid-yr forecast															





**St Paul's Bank and Investment Account Balances**

	12/31/2017	12/31/2018	12/31/2019	12/31/2020	12/31/2021	12/31/2022	12/31/2023	Y-Y Change		Y/Y Growth					
								\$	%	FY18	FY19	FY20	FY21	FY22	FY23
<b>Bank Accounts</b>															
Main Operating Checking Account	\$575,002	\$379,306	\$208,055	\$80,704	\$103,777	\$40,163	\$56,058	\$15,896	40%	-34%	-45%	-61%	29%	-61%	40%
Multi Fund Money Market	\$70,832	\$74,794	\$81,688	\$91,384	\$32,554	\$235,175	\$146,862	-\$88,313	-38%	6%	9%	12%	-64%	622%	-38%
<b>Discretionary Accounts</b>															
Rector	\$3,108	\$1,230	\$4,544	\$8,431	\$10,699	\$9,207	\$7,633	-\$1,574	-17%	-60%	269%	86%	26%	-13%	-17%
Associate	\$100	\$530	\$2,320	\$4,121	\$3,039	\$4,148	\$6,275	\$2,126	51%	430%	338%	78%	-26%	37%	51%
Paine Fund Checking	\$806	\$306	\$670	\$4,543	\$3,544	\$959	\$2,209	\$1,250	130%	-62%	118%	578%	-22%	-73%	130%
Apartment Tenant Escrow/Security Deposit	\$2,653	\$2,653	\$2,653	\$2,750	\$2,751	\$2,752	\$2,903	\$151	5%	0%	0%	4%	0%	0%	5%
	\$656,759	\$465,445	\$306,558	\$191,164	\$159,136	\$292,405	\$221,940	-\$70,464	-24%	-29%	-34%	-38%	-17%	84%	-24%
<b>Investment Accounts</b>															
Paine Fund (FT)	\$157,149	\$144,184	\$163,530	\$172,606	\$192,369	\$159,280	\$175,731	\$16,450	10%	-8%	13%	6%	11%	-17%	10%
Endowment (FT)	\$1,368,819									-100%					
Sam Shaw IRA (Vanguard)	\$50,000	\$46,964	\$64,766	\$82,565	\$87,447	\$65,562	\$75,766	\$10,204	16%	-6%	38%	27%	6%	-25%	16%
<b>Held at Diocesan Investment Trust (DIT)</b>															
Unrestricted - Agency	\$0	\$0	\$0	\$323,768	\$412,960	\$2,807	\$214,573	\$211,765	7543%				28%	-99%	7543%
William Chase - Trust	\$58,141	\$54,382	\$64,581	\$72,339	\$81,176	\$69,763	\$80,206	\$10,444	15%	-6%	19%	12%	12%	-14%	15%
St Paul's Fund - Trust	\$5,173	\$4,672	\$5,362	\$5,762	\$6,330	\$5,195	\$5,802	\$607	12%	-10%	15%	7%	10%	-18%	12%
Fay Fund - Trust	\$118,302	\$106,833	\$122,615	\$131,772	\$144,763	\$118,792	\$132,681	\$13,889	12%	-10%	15%	7%	10%	-18%	12%
Forsyth Fund - Trust	\$42,464	\$38,347	\$44,012	\$47,299	\$51,962	\$42,640	\$47,625	\$4,985	12%	-10%	15%	7%	10%	-18%	12%
Altar Guild Fund - Agency	\$39,157	\$36,381	\$43,887	\$47,198	\$52,780	\$43,257	\$49,331	\$6,074	14%	-7%	21%	8%	12%	-18%	14%
	\$1,839,204	\$431,764	\$508,755	\$883,311	\$1,029,788	\$507,297	\$781,715	\$274,418	54%	-77%	18%	74%	17%	-51%	54%
<b>Bank &amp; Investments Total</b>	\$2,495,963	\$897,208	\$815,313	\$1,074,475	\$1,188,924	\$799,702	\$1,003,656	\$203,954	26%	-64%	-9%	32%	11%	-33%	26%



**2024 Budget**

Preparing a balanced annual budget is rarely an easy task for an Episcopal parish, and 2024 was no exception for us at St. Paul's. In 2024, our assessment to the diocese increased by \$8K (or ~13% compared to 2023), healthcare premiums were raised 5%, and we elected to raise compensation for all staff by 2%. And while the response to the annual pledge appeal has been strong (we are planning for "pledge and plate" income to be up \$3K compared to 2023), we lost 2 long-time sources of space use revenue (Longwood chorus & Beacon AA group).

In the prepared materials you will see that the 2024 budget appears to be balanced; however, this is being achieved by the Vestry approving to do two "out-of-the-ordinary things": 1) contributing \$12K from the Operating Fund reserve and 2) temporarily lowering the MOP budget from \$35K to \$12K (from 10% of Pledge Income to 3%). Without making these 2 decisions, the Parish would be facing a \$35K deficit.

There was considerable debate and discussion about this Budget proposal before it was approved, and the decision to curtail the standard MOP funding formula was not taken lightly. The Vestry recognizes that MOP is a long-standing part of what makes us St. Paul's, and is hopeful that the standard formula can be restored next year. It is a comfort knowing that a portion of the diocese budget (and therefore part of our annual assessment) is granted out to many of the same organizations that our MOP group has supported over the years. As part of the decision, the Vestry approved that if a surplus is projected for 2024 during our mid-year re-budgeting exercise, all amounts up to \$25K would be given to the MOP for 2024 granting purposes. Additionally, the annual GBIO membership has been funded in the 2024 budget.

Even with the lower MOP funding in 2024, the funds that go outside our parish to mission-aligned organizations when taken all together (Assessment, MOP, GBIO, and Clergy Discretionary) will represent 13% of our overall income, and 20% of our Pledge and Plate contributions. To compare, this is more than we spend on Utilities, Maintenance, and Administration costs combined. I believe this allocation continues to illustrate that St. Pauls is committed to deploy our money towards doing God’s work in the world and in addressing the biggest challenges in our community.

**Very promising response to Pledge appeal... but unable to Balance Budget with out proposing temporary reduction of MOP budget to \$12K and a \$12K contribution from Operating Fund reserve (leaving \$74K in reserve)**

St. Paul's Operating P&L <i>(\$ in thousands) - Accrual Method</i>	FY20 Actual	FY21 Actual	FY22 Actual	Q1'23 Act	Q2'23 Act	Q3'23 Act	Q4'23 Act	FY23 Act	Q1'24 Budget	Q2'24 Budget	Q3'24 Budget	Q4'24 Budget	FY24 Budget	Y/Y B/(W) % \$	Notes
Pledge & Plate	406	418	410	195	82	41	101	420	201	82	40	100	423	1%	3 a
Pre-school, net	88	90	98	24	25	30	27	106	27	28	30	29	114	8%	9 b
Space Use/Parking, net	16	17	37	12	12	9	10	43	12	13	9	8	42	-2%	(1) c
Apartment, net	20	26	28	5	7	8	(3)	18	7	7	8	7	30	67%	12 d
Other Income (Interest, Grants, Funds)	66	18	22	10	2	1	1	14	12	2	2	2	17	27%	4 e
Fundraisers	7	3	13	-	3	12	2	17	-	3	14	-	17	0%	0 f
Reserve Funding	-	-	11	34	-	-	-	34	-	-	-	12	12	-65%	(22) g
<b>Operating Income</b>	<b>602</b>	<b>573</b>	<b>620</b>	<b>281</b>	<b>131</b>	<b>101</b>	<b>138</b>	<b>651</b>	<b>259</b>	<b>135</b>	<b>103</b>	<b>158</b>	<b>655</b>	<b>0.5%</b>	<b>3</b>
Compensation & Benefits	400	372	397	120	122	107	134	483	118	135	114	131	497	3%	(14) h
Rectory Utilities/(Rental Income)	9	12	10	(0)	(8)	(7)	(8)	(24)	(8)	(10)	1	2	(16)	-2%	-36% (9) i
Assessment, MOP, GBIO, Clergy Discretionary	86	98	106	17	19	21	43	99	17	22	22	23	85	13%	-15% 15 j
Utilities / Insurance / Maintenance	55	65	63	15	13	18	11	56	19	17	14	16	66	10%	19% (10) k
Admin expenses	15	21	18	5	4	4	4	16	4	4	4	4	16	2%	1% (0) l
Music, Formation, Hospitality, & Worship	8	11	9	3	2	2	2	9	1	2	1	2	6	1%	-34% 3 m
<b>Operating Expenses</b>	<b>574</b>	<b>580</b>	<b>602</b>	<b>159</b>	<b>151</b>	<b>144</b>	<b>186</b>	<b>639</b>	<b>152</b>	<b>169</b>	<b>157</b>	<b>177</b>	<b>655</b>	<b>100%</b>	<b>2% (15)</b>
<b>Operating Net Income/(Loss)</b>	<b>29</b>	<b>(6)</b>	<b>18</b>	<b>122</b>	<b>(20)</b>	<b>(43)</b>	<b>(48)</b>	<b>12</b>	<b>107</b>	<b>(35)</b>	<b>(53)</b>	<b>(19)</b>	<b>0</b>		<b>(12)</b>
<i>Adj for one-time items (PPP, Reserves, etc)</i>	<b>(21)</b>	<b>(6)</b>	<b>7</b>					<b>(22)</b>					<b>(12)</b>		<b>10</b>

Budget Notes
<p><i>Pledge &amp; Plate</i> a Est \$386K in pledges @ 96% fulfillment. \$8K lower arrears and plate vs. '23.</p> <p><i>Pre-school, net</i> b Full year of higher pre-school rent income (Kitchen). 2% increase in July</p> <p><i>Space Use/Parking, net</i> c Midyr parking up +\$25/mo (\$225), keeping staff spot.</p> <p><i>Apartment, net</i> d Repair costs in Q4'23. New tenants in Jan 1 w/ 3% increase in June (\$100/mo).</p> <p><i>Other Income (Interest, Grants, Funds)</i> e Koency \$6K, Col. \$3K, Agency Funds \$8K (4%). Less interest on lower cash</p> <p><i>Fundraisers</i> f Assuming fundraisers in spring (talent show/bake sale) and fall (yard sale)</p> <p><i>Reserve Funding</i> g \$12K fuding from reserve required to balance budget</p>
<p><i>Comp &amp; Ben</i> h Healthcare: up 5%, Merit increase: +2% Clergy (per TCC), Staff, and Choir.</p> <p><i>Rectory Rental (net Utilities)</i> i Assuming Rectory Rental thru end of June</p> <p><i>Assessment, MOP, GBIO, Clergy Discretionary</i> j Assesment \$69K (+\$8K Y/Y). MOP: \$12K (-\$23K Y/Y), GBIO \$4K (-\$2K Y/Y)</p> <p><i>Insurance / Utilities / Maintenance</i> k Insurance \$30K, Utilities \$30K (Water up 7.5%). one time '23 credit (\$4K)</p> <p><i>Admin expenses</i> l Holding most expenses flat yr/yr</p> <p><i>Music, Formation, Hospitality, &amp; Worship</i> m Lower Y/Y... coffee hour covered by volunteer in FY24</p>

Designated Funds (See bal. sheet)	YE '22	YE'23	
Capital Projects/Building Fund	\$0	\$51	Remaining App'vd amt
Rectory Search Fund	\$0	\$19	Remaining App'vd amt
Altar Guild Fund*	\$4	\$8	cash balance
Music Fund*	\$22	\$25	cash balance
Sunday School Fund*	\$22	\$24	cash balance
Paine Fund*	\$20	\$18	cash balance
Memorial Fund	\$21	\$61	2023 memorial gift
Social Justice Innovation Fund	\$24	\$24	2020/2021 estate gift
Organ Fund (2 yrs left on Pledges)	-\$70	-\$24	2 yrs remaining
Sign Grant	\$0	\$5	
Flower Fund	\$1	\$0	needs focus
Operating Fund	\$76	\$10	pre '24 budget contribution
Operating Fund (Shaw IRA)	\$66	\$76	+10K unrealized inv gains

\* Supported by Permanent Investment Trust

**In Closing**

2 thoughts in closing... both of which look-back and look-forward.

The first is from Betsy Blagdon’s write-up in our most recent Audit Report.

*“St. Paul continues to be a vibrant parish with a strong commitment to both outreach to the greater community and the pastoral care of the members. The year [2022] brought the departure of the Rector, but also the arrival of a Youth Minister who has brought energy to the various youth and young adult programs.... The entire financial system continues to be strong and well organized and largely paperless. The advent of the Finance Committee has brought thoughtful oversight and advice, strengthening the stewardship of the parish resources that provide for the church’s mission into the future.”*

The second is from me. If re-elected to be St. Paul’s Treasurer at this annual meeting, 2024 will be my 5th year serving. I have found serving as Treasurer to be remarkably rewarding in both a professional and personal sense. As a lot of things in life, the Treasurer role has gotten me involved in all kinds of things that I never imagined.

With that said, after 2024, my desire is to move into an assistant treasurer position to support and guide my successor and the new Rector. Rotating this role is good for the Parish, and will be good for me as well. It is never easy to find a new Treasurer, it will take some time, so 2025 nominations for Treasurer are open and I would love to talk with anyone interested.

Respectfully submitted, Brett Foster, *Treasurer*











## St. Paul's Staff

Interim Rector	The Rev. Dr. Paul R. Kolbet, paul@stpaulsbrookline.org
Associate Rector	The Rev. Dr. Elise A. Feyerherm, efeyerherm@stpaulsbrookline.org
Deacon	The Ven. Pat Zifcak, deacon@stpaulsbrookline.org
Director of Children, Youth, Families, & Young Adults	Elliott D. May, emay@stpaulsbrookline.org
Director of Music	Andrew E. Clarkson, aclarkson@stpaulsbrookline.org
Parish Administrator	Dale Pinkham Cavanaugh, office@stpaulsbrookline.org
Financial Administrator	Melisa Hall, finance@stpaulsbrookline.org
Sexton	James J. Santagati, sexton@stpaulsbrookline.org

## Vestry Officers and Members

**Officers:** Tim Hintz, Senior Warden; Beverly Estes-Smargiassi, Junior Warden; Brett Foster, Treasurer; Jennifer Schamel, Clerk

**Members:** John Ahonen, Michael Bohen, Jocelyn Collen, Kate Heaton, Mary Hundert, Stephen Kerr, Emily Linthicum, Robert Mallery, Andrew Tanis.

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<p><b>Make a Stewardship 2024 Pledge</b></p> 	<p><b>Make a Pledge Payment</b></p> 	<p><b>General Donation</b></p> 	<p><b>Pledge to the Worship for the Millennium Campaign</b></p> 



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