

# St. Paul's Episcopal Church, Bakersfield



Parochial Annual Meeting  
January 12, 2025

St. Paul's Episcopal Church, Bakersfield

Annual Meeting Agenda  
January 12, 2025

1. Welcome by Bishop's Warden
2. Approval of the Minutes of 2024 Annual Meeting
3. Commendation of Reports Submitted
4. Explanation of Procedures and Presentation of Candidates  
4 Bishop's Committee Positions  
2 (and one alternate) Delegates and Alternate to Diocesan  
Convention
5. Distribution of Ballots and Voting on Recommendations of  
New Bishop's Committee Members and on Delegates
6. Presentation of the Budget
7. Annual Address by the Priest-in-Charge  
(while votes are counted)
8. Questions and Answer
9. Announcement of Vote Results
10. Any Other Business
11. Date of Next Annual Meeting.
12. Adjournment

# Minutes of St Paul's Parochial Annual Meeting • January 21, 2024 *submitted by Michael Cava, Clerk and Garrett Shipes, Clerk Appointee*

## **Welcome by Bishop's Warden**

- Meeting called to order at 11:47 am by Martin Brown, Bishop's Warden and Meeting's Chair
- A Prayer is offered by Fr. Luis.
- Martin Brown ensured all members had the following documents:
  - Treasurer's Report
  - 2024 Approved Budget
  - Ballot
  - 2023 Annual Meeting Minutes

## **Approval of the Minutes from the 2023 Annual Meeting**

- Martin Brown asked if there was motion to approve the 2023 Annual Meeting Minutes
  - Curt Asher motioned
  - Kathy Harlan seconded
  - The floor was open for discussion. There were no questions
  - All members voted in the affirmative
  - The motion carried

## **Commendation of Reports**

- Martin Brown asked if there was a motion to accept the reports as written/submitted
  - Beatrice ("Bea") Boswell motioned
  - Hank Webb seconded
  - The floor was open for discussion. There were no questions
  - All members voted in the affirmative
  - The motion carried

## **Explanation of Procedures and Presentation of Candidates: 4 BC Committee Positions; 2 Delegates and 1 Alternate Delegate to Diocesan Convention (Deanery Representatives)**

- Martin Brown presented the names that have been nominated to serve on the Bishop's Committee. Those names were: Kathy Harlan, Natalie Lockard, Mark Tomlinson

- Martin Brown presented the names that have been nominated to serve as Deanery Representatives: Michael Cava, Jan Dunlap
- Martin Brown opened for any nominations from the floor
  - Arcie Toia was nominated for Deanery Representative by Martin Brown.
- Martin Brown closed the floor for nominations

### **Distribution of Ballots and Voting on Nominations of Bishop Committee Members and Deanery Representatives**

- Cindy Smith motioned that the vote on newly elected Bishop Committee Members vote be a vote by acclamation since the number of nominations are less than the number of open Bishop Committee positions.
  - Joey Elliot seconded
  - The floor was open for discussion. There were no questions
  - All members voted in the affirmative
  - The motion carried. Kathy Harlan, Natalie Lockard, and Mark Tomlinson shall serve as Bishop Committee members pending Bishop David's approval.
- Martin Brown opened voting for Deanery Representatives. Members were directed to vote for up to 3 representatives. Two will be selected and the one with the least amount of votes will be the alternate. Bea Boswell and Cathy Henry collected ballots

### **Presentation of the 2024 Budget**

- Updates and Review of 2023 Budget:
  - Cindy Smith will be stepping down after 5 years as Treasurer
  - Joey Elliot will serve as Treasurer beginning January 2024
  - The 2024 Budget has been approved by the Bishop's Committee
  - The parish has been on a positive trajectory of growth financially after the COVID-19 pandemic
  - This has required a "frugal but functional" budget posture
  - The decline of rental income has begun a significant rebound with new rental bookings
  - Pledging showed rebound and growth; last year pledge income was fulfilled and was ten percent more than pledged.
  - Parish programs and activities cost exceeded the allocated amounts in the budget. Overage was from growing community and meeting needs of the church
  - Cindy Smith shared ways to support that included:

- to give of our time, talent and financial support and to complete a pledge card to make a solid financial plan for the future.
    - Get the word out about the St. Paul's facilities for events (e.g., weddings) and local not-for-profits. Potential renters can contact Jan Dunlap.
    - Giving statements will be sent via email in a few weeks
  - Winter Dinner is approaching and tickets are available
- 2024 Budget
  - Joey Elliot shared that Cindy had done a wonderful job at Treasurer during a difficult time
  - The financial position of the parish is okay presently with an expectation that the increase in parishioners and growth in rentals will lead to an increase in income.
  - Joey Elliot will provide quarterly budget forecasting concerning income and expenses
  - 2023 included unexpected expenses.
  - Three Budgetary Goals.
    - 1 - Create a finance committee to provide additional transparency
    - 2 - Sustainability - Become less reliant on Diocesan Clergy and Mission Grants
    - 3 - Hire a part-time employee to take on some of the administrative functions
  - Growth requires more of an investment (money) and can be scary to grow if you don't have resources to help finance the growth. We can either stifle or take on the risks needed to grow.
  - We plan to be more frugal this year to be mindful of any shortcomings or unexpected situations this next year.
  - Most expenses in the budget remain flat except for program activities. The hope is that greater investment will help us finance the increase in program activities.
  - Joey opened the floor for questions.
    - Kathy Harlan asked why no income was planned for memorial services.
    - Joey responded that we don't want to budget on unforeseen circumstances, and it's not clear how many funerals and other special events would be booked.

### **Announcement of Vote Results**

- Martin announced the Deanery Rep/Diocesan Convention Delegate votes.
  - Jan Dunlap and Michael Cava were voted as Deanery reps, and Arci Toia as the alternate.

### **Annual Address by the Priest-in-Charge**

- Fr. Luis reflected on being at the parish for four years now, and how half of the time was marked by COVID.
- Since returning from COVID, St. Paul's has been working on normalizing parish life, particularly with the Eucharist at the center. We have grown and made more focus on enabling and growing Morning Prayer, the Music ministry, and weekday Eucharist
- Observed an overriding sense that seeds have been planted in the last year that are bearing significant fruit. We are developing a pattern of common life forming us as a parish, and gaining a renewed sense of stability.
- Primarily, St. Paul's has recovered from COVID-19 to continue enabling worship and building community.
  - Our Average Sunday Attendance in 2022 was 52 people. In 2023 it was 69.
  - Our revival of the liturgy and music ministry was spearheaded by the leadership and talents of Joel Haney, Heidi Rashidi, and Miriam Vivian.
  - Many have stepped up into Altar Guild under Jan Dunlap's leadership
  - Michael Cava has worked in directing Altar Servers.
  - Cathy Henry was facilitated our team of Lectors
  - Warren Green has coordinated our team of ushers.
- We have few surprises Sunday by Sunday, and while counterintuitive, this ordinary path of Sunday worship is the only path to genuine spiritual depth. We are bucking the trend in numbers (growing) and demographics (younger) which many parishes are experiencing.
- Thanks to all who make the worshiping life at St. Paul's instrumental to our community.
- Wishes to highlight two services as examples of St. Paul's reaching out and inviting our community: the Juneteenth service and Coming Out Day service.
- We are developing a growing sense of community and renewed involvement in lay ministry.
  - Shelby Ordonez-Jones spearheaded the Small Groups ministry studying The Way of Love. People were building relationships with each and strengthening one another in their faith in God and love for the church. It is the best example Fr. Luis encountered in a lay-led and lay-executed ministry.

- The Winter Wonderland and Chili Cookoff dinners brought people from outside the congregation. While assisted by Dcn. Cathy, these were both lay-led initiatives coordinated by Runa Lemminn.
- John Davies formed the Pantry Pilgrims ministry to take sack lunches to those in need locally.
- Fr. Luis expressed special gratitude for Martin and Jan as Bishop's warden and Junior Warden, for serving beyond the call of duty.
  - Martin initiated the Sunday School ministry
  - Jan has served in the roles of Sexton, property manager, and facilities coordinator all in one. Her improvements on the facilities have helped tremendously.
- Special thanks to the BC members stepping down, Brian, Be, Lynn, and Raven, for the significant work they accomplished.
- Special thanks to Cindy Smith for helping regularize finances and kept us on the straight and narrow.
- We are thankful to have Joey Elliot take over with his long background of financial management and commercial real estate
- Fr. Luis shared that it has been wonderful working with Deacons Cathy and Lisa and alongside many talented and devoted lay people

#### **Date of Next Annual Meeting**

- Cathy Henry noted that the next annual meeting must happen before the third Sunday in January according to diocesan canon.
  - The meeting was scheduled for January 12th, 2025

#### **Adjournment**

- Hank Webb moved to adjourn meeting
  - Mark Tomlinson seconded
  - Motion was voted on and passed
  - Meeting ended at 12:39 pm

## Bishop's Warden Report *submitted by Michael Cava, Bishop's Warden*

Since being appointed Bishop's Warden on January 21, 2024, I have developed a deep love for our parish and greatly appreciate this role. I couldn't have fulfilled my responsibilities without the support of Fr. Luis, the Bishop's Committee, and our dedicated parishioners. I am grateful to everyone for their patience during my first year. I commend this year's Bishop's Committee for their hard work and adaptability in the face of unexpected challenges.

I want to highlight some key points from the year, but I will keep my comments brief since other leadership members will provide more details in their reports.

2024 began with a successful "Winter Wonderland Dinner," organized by Runa Lemmin and Deacon Cathy. With the support of our parishioners and BC members, we engaged local businesses and community members who generously donated products and services for the fundraiser. This not only helped us raise funds but also strengthened our community relationships. However, two weeks after our Annual Dinner and eight days after the 2024 Parochial Annual Meeting, a bus collided with the solar structure in the parking lot, damaging at least twelve panels. Fortunately, thanks to the efforts of Jan, our Junior Warden, Joey, our Treasurer, and Diocesan Chancellor Michael Glass, we were able to get the panels repaired without needing to launch a special capital campaign. Although I had a minimal role in this process, observing our leadership team in action was insightful.

In February, Cindy Smith, Laurie Kessler, and I participated in The College of Bishops' online Project Resource Training to understand stewardship trends in The Episcopal Church. With the insights gained, we revived the Stewardship Committee in May, with Cindy as Chair and Laurie and I as members. Under Cindy's leadership, we successfully ran the 2024 Stewardship Campaign, resulting in over \$148,000 pledged for 2025—an increase of approximately 28% from previous years. This achievement reflects God's graciousness, our teamwork, and our shared commitment to St. Paul's. I commend Laurie and Cindy for their dedication and everyone who contributed to the campaign by giving their pledges, sharing their stewardship stories, and advocating for our mission.

In July, Fr. Luis and members of the Bishop's and Stewardship Committees attended a valuable seminar hosted by Partnership for Renewal's Dr. Valori Sherrer. We explored the "visioneering" process for St. Paul's mission. We drafted a "Divine Purpose Statement" and "Bishop's Committee Stewardship Covenant," which we plan to review at our next BC workday meeting.



I want to thank Andrew and Justine for their significant contributions to editing and publishing the Midweek email. Their support has made our weekly newsletter much more manageable, as their extra eyes and energy have been invaluable. I look forward to exploring future improvements for this communication tool.

Thanks to the tireless efforts of our Junior Warden, our parish has successfully completed several maintenance tasks, unexpected repairs, and overdue improvements to our property. Notably, we repaired the solar panels and fixed the organ after weeks of uncertainty regarding its malfunction (all thanks to your generous and prompt donations). We also upgraded our alarm system with the help of a grant program from the City, and we resolved several long-standing questions and issues that arose during our insurance representative's last inspection. These efforts have ensured that our facilities are well-maintained, welcoming, and secure. Many thanks to Jan for her service and guidance during her term as Junior Warden and to the individuals (who I promised to keep nameless) who regularly donate their time and resources to enhancing and beautifying our facilities.

Our worship services are central to our community life. Throughout the year, we've seen a gradual increase in average Sunday attendance and reasonable participation in midweek services, especially during special series like "Will You...?" in Lent and an Icons course in Advent. Attendance for Morning Prayer has also appeared to increase toward the year's end. However, feasts and holy day services, without accompanying studies, remain low. We will plan to continue offering Evening Prayer and Eucharist for "Red Letter" feast days and promote these events in advance.

The study and formation programs have seen impressive attendance this year. Offerings such as scripture studies, online book clubs, meditations on icons, explorations of Julian of Norwich's writings, and introductory sessions on the Episcopal tradition or features of the Book of Common Prayer have attracted dozens of participants. This positive turnout is a testament to the revival of our community since the COVID-19 quarantine. It reflects our eagerness to walk the Way of Love within the Episcopal tradition.

We held three significant Eucharist services for the community, including one that complemented a Deanery event. In June, we screened "The Philadelphia Eleven," a documentary about the first women ordained as priests in the Episcopal Church. This lunch-and-learn event was followed by a discussion that also included diocesan leadership and parishioners from St. Michael's. In July, we followed up this event by celebrating the 50th Anniversary of Women's Ordination, with Rev. Suzy Ward serving as our guest preacher.

Other notable services, such as Juneteenth and National Coming Out Day, were well attended, thanks to promotions in local newspapers and church announcements. In October, Fr. Toni Alvarez from St. Francis in Turlock delivered the sermon at our National Coming Out Day service.

The inaugural Building Bridges initiative took place three days before National Coming Out Day. It was a fully lay-led panel discussion and conversation event. The first event focused on queerness and spiritual belonging, and I believe it went wonderfully well. I'm delighted with the outcome and the attendees who showed up. Many kudos to Natalie and the Building Bridges group for their months of coordination and to the panelists for sharing their lives and hearts with the audience.

In September, the BC approved a fundraiser organized by Kern Welcoming and Extending Solidarity to Immigrants (KWESI) to take place in the Parish Hall. The event was a huge success, drawing a large audience and providing valuable insights into the challenges faced by immigrants seeking asylum and the conditions at the Mesa Verde Detention Center and Golden State Annex.

We had a successful and enjoyable Fall Chili Cook-off and fundraiser. Thank you to Deacon Cathy and Kathy Harlan for coordinating the event and to Jan, Cindy, Warren, Jose, and everyone else who assisted. We would also like to recognize all our talented cooks and supportive families. If you'd like to share your recipes, please email them to me!

As we look ahead, our parish and diocese have several exciting projects and events planned for the coming year. One of these is our Easter retreat at the beginning of May. Additionally, we have the Diocesan-wide Lay Ministry Conference scheduled for the end of May, which I encourage you to consider attending.

As our services grow, so does the need for laypersons to participate in various ministries. You may have felt this need due to the inconsistency of coffee hours over the summer! We face the challenge of organizing willing and able volunteers while ensuring that no one serves in more than one or two roles each Sunday. We aim to allow people to have two or more monthly Sundays for personal worship. Although we haven't achieved this perfectly, we can meet our communal goal through the principle of "many hands make light work."

Our leadership understands that everyone has different gifts and passions. I encourage parishioners to reflect on how their talents can represent Christ and contribute to the mission of the Church. Opportunities and training are available within worship, community outreach, and Christian formation. This discernment process begins with you and God. I urge you to communicate your reflections with Fr. Luis and the Bishop's Committee or ministry coordinator / chairperson, discerning where you may find joy and a place to serve.

As our diocese embarks on a season of discernment for a new bishop, I encourage everyone at St. Paul's to reflect on your role within our community this year. Martin Luther King Jr. emphasized the importance of a "beloved community," highlighting how vital community support is for individual and collective thriving. At St. Paul's, we need each of you to help ensure that our community continues to thrive and remain sustainable. You all contribute unique gifts and talents that enhance this beloved community and help us fulfill our mission and vision. For that, I am truly grateful.

I look forward to this upcoming year and what we as a community, with God's help, can accomplish and thrive in 2025.

## Junior Warden Report *submitted by Jan Dunlap, Junior Warden*

The Junior Warden is responsible for overseeing the operation of the physical church plant, including any maintenance, repair, and improvements required. Over the course of this past year, we completed the following repairs and improvements:

### HVAC System:

- Scheduled & supervised the service agreement with BMI to test, inspect, and change filters 2x annually for both heating & cooling systems.
- Descaled the east wing chiller condenser.
- Drained and cleaned the east wing cooling tower.
- Scheduled & supervised service agreement with ChemSearch to test and maintain the chemical levels in the closed water system.
- Identified and replaced two Hoffman valves as the source of an ongoing water runoff issue. This issue was disrupting the maintenance of chemical levels in our closed water system.

### Other:

- Cleared the Center Wing's drains to address clogged toilets.
- Coordinated the repair of the parking lot solar panel array and the reimbursement of all associated costs including the loss of electricity generated due to the repair. Those costs were covered by the insurance carried by the company that caused the damage resulting in full compensation to St. Paul's.
- Bi-annual inspection of the kitchen fire suppression system and all fire hydrants.
- Upgraded the alarm system to improve reliability. The system now allows for web-based management and the future addition of keyless access. This upgrade was made possible by a City of Bakersfield security grant of \$5000.
- Replaced failed organ bellows motor controller.
- Repaired sprinkler system wiring, valves, and sprinkler heads.
- Replaced back flow valve in east basement.

- Removed the jammed doorknob from the office wingmen's bathroom and replaced with a push plate.

Special thanks to Bill Hand for donating his time, expertise, and materials for the following projects:

- Repairing a toilet in the office wing men's bathroom.
- Installing a push plate to replace the doorknob on the office wingmen's bathroom door.

Special thanks to Kenny Viss for donating time, labor, expertise and materials for:

- Repainting the church's main entrance doors the traditional Episcopal red.
- Painting and repairing the stucco in the east courtyard.

Over the course of the past year, we have continued our facility use by not-for-profit entities and individual events. Young Champions added Wednesday evenings for an additional cheer class in our parish hall. Lifeline Screening held a wellness screening and is scheduled for an additional screening in February of this year. Unfortunately, the AA group Spiritual Sisters, left St. Paul's east wing meeting room for a larger venue. Additionally, we have provided the venue for a funeral, wedding, and recital in the church, and multiple family celebrations in the parish hall. We will continue to promote St. Paul's Parish Hall and Sanctuary as spaces for future events. We encourage you to suggest our venue for events for family and friends. Those events offer an opportunity to not only generate income but also foster community ties and outreach.

As reported in last year's annual report, our building, both exterior and interior, is aging and has a great deal of deferred maintenance. We have an opportunity to fund some of that maintenance with a Building Maintenance grant of up to \$20,000.00 offered by the Diocese. Our Building and Grounds Committee with the approval of our Bishop's Committee will be identify the repairs to be prioritized and funded by this grant. In addition to that funding, we always welcome donations to our Grounds Revitalization Fund to address additional deferred and ongoing maintenance needs.

## Parish Deacon's Report

*submitted by Deacon Cathy Kline, Parish Deacon*

We have come to the close of another year at St. Paul's and I have been honored to serve as your Deacon. I was able to serve at least one Sunday a month, with preaching, up through October when I was called away for a family emergency for all of November and the start of December. I served also for Holy week, this being my second year assisting Fr. Luis with a multitude of services for that week. I also had the opportunity to help a family who requested the use of our church for a family funeral in Fr. Luis' absence. What a blessing to be able to be there for family in need. This was also the second year for our Chili Cook off and I was so pleased to be able to be involved in making this happen, especially with the wonderful addition this year of Joel's home brew!!! The St. Paul's Book club continues on zoom and it is growing with new members. I have also been involved in KWESI, the Faith leader's luncheons, and once again our fabulous Los Posada.

We have had an exciting year and it is so exciting to watch St. Paul's grow. This is why, it is with great sadness that I am stepping down from being your deacon next year and have been assigned to only St. Michael's church in Ridgecrest. I do know that it is time that I devote my time and efforts not only in assisting Padre Jorge with the church and it's ministries but also to have some more time with my family. I'm not getting any younger and my children and grandchildren are growing up so fast, I cannot keep up with them. I also have many ministries that need my help in Ridgecrest.

This however is not good bye. I will still be helping with the book club as well as staying involved with KWESI, and if ever I am in Bakersfield, I will certainly attend services at St. Paul's as it is my home away from home and you all are my distant family! I will not be attending your annual meeting but, you will have to endure one more of my sermons as I will come to serve by Fr. Luis' side on the January 26<sup>th</sup>. Looking forward to seeing you all then with hopes to spend some time at coffee hour to sit and talk with as many of you as I am able. I send my blessings to you all and to all of your family as well as keeping you all in my prayers.

It was such an honor to serve and grow with you all.

## Christian Education and Formation Committee Report

*submitted by Martin Brown, Chair*

Introduction: The Committee on Christian Education and Formation has had a productive year, despite some challenges in staffing and participation in certain areas. Through a variety of programs and initiatives, we have continued to foster spiritual growth and educational opportunities for our parish community. Below is a summary of the key activities and developments for the year.

January: We began the year preparing for the return of Adult Christian Education classes during Lent. The focus of this series was the book *Will You?* by Amanda Perkins McGriff, which provided a thought-provoking foundation for discussions on faith and

discipleship. Unfortunately, due to limited participation and volunteers, Sunday School for children was placed on hold.

February – May: Sunday School continued to be placed on hold during these months as we worked to address the lack of children and volunteer instructors. This situation highlighted the need for renewed efforts in outreach and recruitment to revitalize this important ministry which continues to be a goal for the parish overall.

June: A major highlight of the year was the Episcopal 101 Class, which began on June 24. This class was well-attended by newcomers and long-time church members, providing an engaging introduction to the Episcopal tradition and deepening participants' understanding of their faith.

July: During this month, there were no significant new developments in programming.

August – September: Two significant initiatives were launched this month,

- Weekly Bible Study: A new Bible study focusing on the book of Genesis began meeting at 9:00 a.m. between services. This study has provided a valuable opportunity for participants to delve deeply into scripture.
- Lectionary Discussions: Mike Dunham began facilitating weekly gatherings to explore and discuss the upcoming Sunday's lectionary readings. These discussions have fostered thoughtful dialogue and enhanced worship experiences for attendees.
- Sunday School remained on hold as efforts to recruit volunteers and children continued.

October: A major success of the year was the Parish Retreat centered on the spirituality of St. Julian of Norwich. Held on October 25 and 26, the retreat was hosted by Fr. Luis and drew approximately 20 attendees, including many from outside the St. Paul's parish. This retreat provided a meaningful opportunity for reflection and spiritual growth.

November: The Advent Series, titled *Icons in Advent*, began on November 26 and continued through December 17. Hosted by Fr. Luis and Joyce Tanner, this series offered a prayerful exploration of four significant icons and was well-attended, enriching the spiritual preparation for the Christmas season.

December: The Advent Series concluded successfully on December 17, with positive feedback from participants. Sunday School remained on hold throughout the year as we look forward to renewed efforts in the coming year to address this challenge.

Conclusion: Despite the ongoing suspension of Sunday School, 2024 was a year marked by meaningful educational and spiritual initiatives. The success of programs such as the Episcopal 101 Class, Weekly Bible Study, Lectionary Discussions, Parish Retreat, and Advent Series demonstrates the vibrancy of adult education within our parish. Looking ahead, we aim to prioritize the revitalization of our Sunday School program and continue to expand opportunities for learning and spiritual formation in 2025.

Acknowledgments: We extend our heartfelt gratitude to all those who contributed to the success of this year's programs, including Fr. Luis, Joyce Tanner, Mike Dunham, Michael Cava, and all participants and volunteers. Your dedication and enthusiasm are vital to the mission of Christian education and formation at St. Paul's.

## Community Presence and Engagement Committee Report *submitted by Deacon Cathy Kline, Chair*

As Baptized Christians, we are all called to be present and engaging in our community. This is why this committee needs the whole church to do the work we are called to do. However, this is my last year being the liaison for this committee and it is my hopes that whoever is called to lead next year that they find the joy and fulfillment I have found doing this work.

The following is a list of some ministries St. Paul's is currently involved in and the person's in charge of these ministries

Food Pantry: Jan Dunlap

Pantry Pilgrims: John Davies

Apple Core: Sandra Gamboa

One of the community ministries I continue to be engaged in is KWESI, Kern Welcoming and Extending Solidarity to Immigrants, a nonprofit organization that visits immigrants in the Mesa Verde detention facility in downtown Bakersfield and Golden State Annex in McFarland. Our Diocese commission, SJRAISE, works with KWESI to end the isolation of immigrants in detention and provide emotional support through visitation and letter-writing and advocate for the abolition of ICE detention. St. Paul's has also assisted in the support of this ministry with offering our facility to host the Bakersfield stop for Pilgrimage for a Better Future Forum and the KWESI fund raising event for 2024.

Another community need I stay in contact with is Bring Back the Kern and I have participated in Kern River cleanup days. I have also been a part of the Interfaith Bakersfield Faith leaders group that meets periodically for lunch to discuss the needs of our community with other faith leaders and their congregations. This year, we are providing a meeting location for this group and we hosted the first meeting of this year on the 7<sup>th</sup> of January.

As I had stated last year, our goal is to not only to increase public awareness of the needs in our community but also to make people in our community more aware of whom we are. We do this by not only supporting our local community's needs but also by being welcoming and inviting.

I am looking forward to hearing of St. Paul's plans for this upcoming year and am hopeful I will be able to attend as many as possible. I also want to thank all those who have assisted in all our events this past year. They could not have happened without your help. I want to encourage everyone who is interested in helping or if anyone has ideas for public events, to please contact the new liaison and most of all be willing to help them in

any way you can. . Many hands does make light work! So join with St. Paul's in doing the work God has given for all of us to do.

## St. Paul's Food Pantry

*submitted by Jan Dunlap, Food Pantry Director*

St. Paul's food ministry's mission is to provide supplemental nutrition, basic hygiene items, and a supportive community to the low income and unhoused population of downtown Bakersfield. We pursue that mission by distributing nonperishable food and hygiene items from 10 a.m. to 12 p.m. every Monday. We have a team of volunteers from the St. Paul's congregation who prepare and assist with distributing our congregation's donated food and hygiene items. That team includes Co-leader Mike Dunham, Curt Asher, Will Cooper, Doug Kessler, Kelly Savage, and Sherrill Wall. Haley Woggn assisted by her daughter Gloria, provides and serves a hot meal/snack to our clients when their schedule permits. In addition, we also offer donated clothing items and blankets made and donated by Cathy Henry. This past year we have served an average of 30 clients each week. Those we serve express their appreciation for our presence and service. We currently spend an average of \$1500.00 per month to supplement the items donated by the St. Paul's congregation. That expense is funded by donations from the congregation and wider community as well as by the ministry grant provided by the Diocese. Although we are small compared to other food ministries in Kern County, we know we are making a significant difference for our neighbors in need in downtown Bakersfield.

## Welcoming and Inclusion Committee

*submitted by Natalie Lockard, Chair*

### **Coffee Hour**

At the beginning of the year, coffee hour was fully run by 3 people. Now we have at least 15 volunteers! Many hands make less work.

Over the summer, Coffee Hour was put on pause because of burn out. We came back in July with a routine of Potlucks on the first of the month and regular coffee hour on the other weeks. Every month with a 5th week - we are attempting to have a parish outing.

We have attempted to cut down on waste by reducing disposable items that are not compostable. We have increased our volunteer base in order to have less burden on the few volunteers who have made coffee hour happen for the last several years (shout out to Arcie and Vicky!! and April!) Thank you to all of you who have stepped up to support our favorite fellowship time. Thank you Will for setting up the tables each week! We are having sign-ups this month to keep Coffee Hour going. If everyone volunteers 2-3 times per year we should be able to have a consistent rota.

Shelby Ordonez-Jones will be overseeing coffee hour this year. If you have any questions or would like to sign up to volunteer, let her and Father Luis know.



## **Welcoming and Inclusion**

We have welcomed several new members this year. Father Luis and a BC member stand by the entry and collect emails so Father Luis can reach out to them to get them connected. Many people report this connection helped them feel seen and valued by our community.

Ushers and greeters have been fabulous. This part of the ministry is running smoothly. Thank you for your consistency!

Overall, it has been a wonderful year of welcoming people in. We hope to make St. Paul's an even more inclusive and welcoming place this year.

Thank you for your collaboration!

## **Worship and Liturgy Committee Report** *submitted by Fr. Luis Rodriguez, Chair*

I understand liturgy and worship to be central to the ministry of St. Paul's. We now have the last year an established pattern of music, servers, lectors and Eucharistic Ministers has emerged which is serving well our worshipping life. This year there were some significant weekday celebrations Juneteenth (June 19) with Mr. Tony Lee offering a reflection, Thanksgiving for the Ordination of Women in the Episcopal Church (July 29) with the Rev'd Suzy Ward preaching, and the observance of National Coming Out Day (October 10) with the Rev'd Toni Alvarez preaching. We once again offered A Service of Lessons and Carols in the Sunday after Christmas Day, and this seems to have become a staple for our Christmas observances.

Further details regarding Worship and Liturgy can be read in the reports below:

## **Altar Guild Report** *submitted by Jan Dunlap, Altar Guild Director*

The mission of our Altar Guild ministry is to support and enhance our worship experience at St. Paul's. We pursue our mission by preparing and maintaining the environment and elements that are used to conduct and convey the expression of our liturgy. We typically meet on Saturday morning to prepare for Sunday services followed by a Sunday morning post service clean up. Additionally we meet to prepare for any special rites or occasions that are scheduled. We insure that clergy's vestments are available, cleaned, and in good repair. We purchase the wine, wafers, candle oil, and candles for the celebration of Eucharist as well as any unique gifts used for baptisms and special celebrations. We decorate the sanctuary and altar for Easter and Christmas. Serving on the altar guild provides a unique opportunity to spend time in our sacred space. Working as a team allows for comradery and fellowship. St. Paul's Altar Guild currently has six members, Monica Auyso, Michael Cava, Jan Dunlap, Diane Goltz, Laurie Kessler, and Garrett Shipes. We would welcome additional members. In addition to recognizing and thanking our altar guild members for their contributions of time and talent, I would also like to recognize and thank: Stafford Betty for his contribution of altar

flowers every fourth Sunday of the month; the Daughters of the King members for contributing flowers every second Sunday of the month; Jose Cantu and Warren Green enhancing our worship space for Christmas services.

## Music Sub-Committee Report

*submitted by Miriam Vivian, Chair, Music Sub-Committee*

**Committee members:** Michael Cava\*, Joel Haney, Cathy Henry, James O'Hearn, Fr. Luis, Heidi Mensink, and Miriam Raub Vivian

\*Michael Cava replaced Raven Oyedeji as the BC liaison on the committee.

The following reflect the accomplishments and decisions of the Music Committee at St. Paul's, which met three times in 2024 (on 1/28, 5/26, and 11/10):

1. Hymns: Miriam Raub Vivian continues to select the hymns for worship, with Fr. Luis making adjustments as warranted. Periodic hymns not found in the *Hymnal 1982* or *Lift Every Voice and Sing* continue to be printed in the bulletin.
2. Cantors: Joel Haney continues to select seasonal settings for the Sunday psalm (and any special services), "point" these, and monitor the cantor rota. There is a different psalm tune/setting roughly every couple of months, though these align in fact with liturgical seasons and break up Pentecost some. The current cantors are Michael Cava, Joel Haney, Raven Oyedeji, Garrett Shipes, and Miriam Raub Vivian. Due to his workload, Garrett is rotating off, and Monica Ayuso will step in as a new cantor beginning in February.
3. Instrumental and vocal offerings: Heidi coordinates with volunteer vocalists and instrumentalists to periodically enrich our Sunday worship (as well as special services). In 2024, both Daniel Beer and Jason Sliger have sung solos (with organ accompaniment), and Julie Haney, Joel Haney, Jack Napier, and Cindy Smith have all played instrumental solos (with organ accompaniment).
4. Service music: Miriam continues to select service music and to vary this from season to season. During the Easter season, we added "The Disciples Knew the Lord Jesus," which was well received.
5. OneLicense: Luis has graciously taken over the reporting responsibilities for this from Miriam.
6. The organ: this stopped working sometime in spring; Joey and Kenny, who have experience with electronics, located an electrical part that was not working, and they were able to connect the circuit around it and get the organ to work, so the problem was determined to be electrical. It was not, however, safe—or at least a good idea—to operate the organ using this jury-rigged approach. The part was ordered, and after a couple months or so without the organ, it was in working order again.
7. Reviving a choir: early in 2024, Heidi took up the reins of this challenge, starting with duets and quartets singing once month. She arranged four different ensembles to sing. This wrapped up on Pentecost. Singers took the summer off, but late last summer, building on the quartet model, Heidi again solicited choristers, selected anthems, and organized a rehearsal schedule for a St. Paul's choir. Roughly 8-10 singers assembled to rehearse about once a month. Anthems were scheduled for the last Sunday of each month. This worked reasonably well,

and it was wonderful to have a choir sing on Christmas Eve and for Lessons and Carols (with trumpet accompaniment yet), so after singers take January off, they will resume a once-a-month anthem, thanks to Heidi's efforts and leadership.

8. The committee will soon discuss integrating some Taizé music into our Sunday worship, perhaps beginning in Lent.

## Altar Servers

*submitted by Michael Cava, Altar Server Ministry Director*

Altar Servers at St. Paul's play a vital role in our liturgical ministry. They support the clergy and guide the congregation during the celebration of the Eucharist, helping the parish cultivate a greater reverence through their service and commitment at the altar and within the community. At St. Paul's, Servers currently fulfill the roles of crucifers (who carry the processional cross) and thurifers (who bear incense). Their responsibilities include holding the Altar Book during the Entrance Rite, holding the Gospel Book during the Gospel reading, reciting the Prayers of the People if no Deacon is present, providing ushers with the offering plates at the Offertory (and receiving the offering for a blessing if no Deacon is available), and assisting the Celebrant with the Eucharistic instruments.

In early 2024, Fr. Luis and I revised the Servers' Customary from 2023 to enhance training and evaluation. I will review this document again this year to ensure that it clearly and concisely communicates everything a new trainee needs to know. It also incorporates standard procedural language from current acolyte/server training manuals tailored to our specific needs and worship space. At least once a year, we conduct training sessions or reviews with the Servers to ensure alignment with Fr. Luis and to address any gaps in training or knowledge. We held one such training at the end of March.

Throughout 2024, the number of servers decreased from ten to six (five for 10am and one for 8am). While this number is manageable during the Ordinary season, it can become challenging when we require thurifers and must rotate servers every third Sunday instead of every fifth Sunday. It is important to note that four of these servers also serve as Eucharistic Ministers (and ideally should not serve the chalice at the same time they are serving at the altar) and hold other roles at St. Paul's. Therefore, we must carefully consider everyone's schedule and offer breaks to avoid volunteer burnout. We would welcome additional members, so please get in touch with me if you are interested or have any questions regarding serving at the altar. The current team members include Martin Brown, Michael Cava, Jan Dunlap, Warren Green, and Raven Oyedeji.

Although a "volunteer conference" did not materialize as we had hoped last year, a diocesan-wide lay ministers conference at ECCO is planned for late May. Our Stewardship Committee plans to organize a Ministry Fair event at St. Paul's for mid-2025. Please be on the lookout for potential ministry opportunities and development.

I want to thank Fr. Luis for his patience and guidance allowing me to chair this ministry. I also thank Jan for her knowledge, training, and resourcefulness as the Altar Guild Director. The collaboration between our complementary ministries and the combined wisdom they share have greatly enriched my devotional life and personal worship at the altar.

Finally, I extend a huge thanks to the current team of Servers for their flexibility, patience, and generous examples of living a life of worship. I also want to thank Joey Elliot for stepping in as "Server pro-tem" in a pinch when no one else could.

## Lectors

*submitted by Cathy Henry, Altar Servers Ministry Director*

The lectors ministry continues to be strong, with some 20 people in the group. Each person is assigned about once a quarter, but there is additional demand in the Christmas and Lenten seasons. When there is additional need for readers, it is never difficult to find volunteers. A schedule is made for each quarter with links to the readings attached, and then Fr. Luis also sends copies of the lessons to the people scheduled to read on the upcoming Sunday. Lectors are asked to find their own replacements if they are unable to serve when assigned, and again, volunteers are always available. Though it seems there are a lot of people involved in this ministry, there is always room for more interested volunteers.

## Eucharistic Ministers

*submitted by Fr. Luis Rodriguez, Eucharistic Ministers Director*

Eucharistic Ministers are lay people trained and licensed by the Bishop to assist clergy in the distribution of communion at the Eucharist. This year we had a Eucharist Minister training at St. Paul's which included people from throughout the southern and central deaneries. Eight ministers from St. Paul's were licensed or re-licensed. Seven now serve by rotation at the 10am Sunday Eucharist, and one serves at the 8am Sunday Eucharist.

## Licensed Worship Leaders

*submitted by Fr. Luis Rodriguez, Licensed Worship Leaders Director*

Licensed Worship Leaders are lay people trained and licensed by the Bishop to lead non-Eucharistic worship when clergy are not available. We currently have four Licensed Worship Leaders at St. Paul's. Over the last year they have led Morning Prayer on a number of Sundays when clergy were not available. Worship leaders officiate at Morning Prayer weekday morning Thursday – Saturday.

## Audio-Visual

*submitted by Garrett Shipes, Director*

The Audio Visual Ministry's responsibility is performed in the background of each service and event, ensuring that parishioners in the church can hear the speakers and singers, and those online can see and hear the service.

The parish at St. Paul's has consistently posted videos of our services on Facebook, allowing

members of our church community and beyond to engage with our worship services remotely. Over the past year, we have attempted to make thoughtful and beneficial changes to how we present church services online. These changes have included:

- Adding additional cameras to capture more dynamic and immersive views of the service.
- Utilizing a wireless transmitter and receiver so we no longer need a cord running along the ground during the service, removing a safety concern.

All of this was possible by using equipment that was donated to the church.

It has been both challenging and rewarding working on these aspects of the ministry. We have seen the number of unique views increase on average and an additional 100 to 150 people are clicking to view all or part of the online broadcast.

These changes move us toward our goal to help viewers better engage with the symbolism and profound messages woven into our liturgical practices and, I hope, help them make a deeper connection and relationship with Christ. Essentially, a reverent and beautiful video production should inspire the viewer to join us in person. A quality production serves as a powerful catalyst for encouraging viewers to transition from online observers to active participants in the worship community and to experience and contribute to our common life together.

Additionally, I am blessed to have a wonderful group of people serving with me to produce the online broadcast and ensuring the sound system works correctly. Without them none of this work would be possible.

Looking forward to next year, our goals include growing the number of parishioners serving in the ministry, researching more about the capabilities of our audio and visual equipment, adding additional speakers in the quire, organ and altar area for better sound amplification, and improving the overall quality of production in the sanctuary and outreach online.

## Daughters of the King *submitted by Cathy Henry, President of St. Paul's DOK Chapter,*

The Daughters of the King have been active this past year. We continue to offer prayers and thanksgivings during the 10:00 service and add names and petitions to our prayer list. We are always happy to hear back that prayers have been answered, situations have improved, or decisions have been made.

In addition, the Daughters read *The Meaning of Mary Magdalene* by Cynthia Bourgeault. Our DOK chapter is Mary Magdalene chapter, so we decided we would get to know more about her. It was a very interesting book and we have come to have a better understanding of her place in the life of Christ and the Church.

We added one new member in 2024, and we will begin the preparation process for another potential member early in 2025. We are discussing ideas to promote DOK chapters in other churches in the Diocese, and we have plan for a "re-homing" event for unwanted or unneeded articles that you may have around the house later in the spring.

## "Walk in Love 2025" Stewardship Campaign Report *submitted by St. Paul's Stewardship Team: Cindy Smith (chair), Michael Cava, Laurie Kessler*

The Stewardship Committee for the 2025 Stewardship Campaign was Cindy Smith (chair), Laurie Kessler and Michael Cava. The team began working together in late February 2024 while virtually attending 10 hours of Project Resource stewardship training spread over 5 weeks offered by the Episcopal Church's College of Bishops. In the following months, they designed and refined a plan for the remainder of the year culminating in the 2025 Stewardship Campaign which kicked off the first Sunday of September through the first Sunday in November.

The Stewardship Committee was thrilled with the results of the "Walk in Love" 2025 Pledge Campaign. The generosity and enthusiasm shown by the people of St. Paul's was, and is, amazing. Thank you for your support of St. Paul's mission and ministry!

Some highlights from the Walk in Love 2025 Pledge Campaign:

- a total of \$148,060 was pledged for 2025
- the 2025 total pledged amount was approximately 28% greater than 2023 or 2024
- 50 pledges were received from 48 households
- 17.9% of pledges were received from 13 *NEW PLEDGERS*
- 82.1% of pledges were received from 36 *RETURNING PLEDGERS*
- of those returning pledgers, 41% *INCREASED their pledge for 2025*

## Some features of the 2025 Walk in Love Campaign

- a kickoff “Stewardship Sunday Sundaes” mini-event was held at coffee hour on the initial Sunday and enjoyed by those attending
- a Stewardship & Giving information page was added to the St. Paul’s website
- a dedicated email account was set-up: [stewardship@stpaulsbak.org](mailto:stewardship@stpaulsbak.org) to facilitate direct communication to and from the committee
- bulletin inserts with giving information and written reflections by a variety of Episcopalians from the wider church on the 2025 “Walk in Love” theme were distributed September through Advent 1
- eight “Stewardship Moment” speakers from the congregation shared their heartfelt messages during 10 o’clock Sunday Services, and three spoke at both 8 and 10.
- personalized hand-written thank you notes were promptly sent to pledgers throughout the Campaign period

Following the conclusion of the Campaign, the Stewardship Committee met to evaluate the activities of this campaign and began planning how an awareness of stewardship as an individual ministry where “giving of one’s self” in all its *non-monetary* forms might be made to exist year-round at St. Paul’s, while the Stewardship Campaign remains as an approximately nine week event in the fall. Look for some new things in the months ahead!

## **St. Paul's Episcopal Church, Bakersfield**

### **Treasurer's Report & 2025 Approved Budget**

Please see below for the Financial Statements outlining how our financial performance compared with our planned budget for 2024. You will also see a column that is designated 2025 Budget. Finally, included is a Balance Sheet for 12/31/2024 which is a quick snapshot of our financial picture on a single day – the last day of the year.

A little history – our previous Treasurer, Cindy, included the following in the previous annual meetings, and I would like to copy and paste it here, as our history is enlightening and we have proud heritage in the San Joaquin Diocese.

“The seventy year-old buildings and campus of St. Paul's Episcopal Church on 17<sup>th</sup> Street encompasses a city block nestled between Bakersfield's downtown business section and attractive tree lined neighborhoods that have existed since the 1800's. It is the third home of St. Paul's in town, with the location of the first St. Paul's just six blocks away (17<sup>th</sup> & Eye St.). St. Paul's was the first of seven churches planted in 1879 by the Rev. Douglas Kelley, known later as the “Founder of Missions in San Joaquin”. When the first St. Paul's building was completed in 1886, Missionary Bishop of California William Kip presided at the inaugural service.”

#### **Looking Back on 2024:**

##### **Highs:**

- Our stewardship committee held a master class on how to manage an exceptional stewardship campaign. Their thoughtful, delicate, and beautiful approach led to some really great numbers:

A total of \$148,060 was pledged for 2025

- The 2025 total pledged amount was approximately 28% greater than 2024
- 49 pledges were received from 47 households
- 17.9% of total pledge amount was received from *13 NEW PLEDGERS*
- 82.1% of total pledge amount was received from *36 RETURNING PLEDGERS*
- of those returning pledgers, *41% INCREASED their pledge for 2025*

This demonstrates the power of our growth. If you recall, last annual meeting, I spoke about growth and how we need to be exceptional in managing our dollars in order to fund growth. This is what I was talking about.



- It is also important to look at our income performance over budget. We had an income budget of \$120k in pledge offerings and a budget of \$33k in plate offerings. However, we over performed in these areas by bringing in \$140k and \$37k respectively. This is an exceptional way to view our growth.
- Major repairs needed: There have been a couple of large major repairs made this year. One to those was to repair the organ. When we needed to ask for help, the entire church jumped in and became “organ donors” and helped us get this important part of our worship back online. We raised a little extra money too in that effort. This demonstrates the love we each have for our spiritual connections and when needed we stood up.
- We had an outside audit for the 2023 year. That audit showed an exceptional stewardship of our finances, and our process by my predecessor. Although the audit was tedious, and took a lot of work to get done, I was proud of how well we performed. This year we have a self audit and I am pretty sure we will do great! (pretty sure).
- A final High to point out may initially look like a “low” on paper. This is in the Mission Grant we receive from the Diocese. We received \$24,000 per year historically in the past, including 2024. However the Bishop tasked our BC with determining, how much, if any, of this grant could be reduced. The fund is a collapsing fund and will not survive forever. The BC studied the issue and determined we would reduce our reliance on Mission support for 2025 to \$18,036 per year. This demonstrates our ability to be just a little less reliant on the diocese, and allows for those funds to be used elsewhere in the Diocese. This is actually a big win and reflects c=great credit on the financial performance of the members of St. Paul’s.

## **Low’s**

- Our real estate income, instead of growing, took a big dip due to losing a long term renter of our space. Therefore, after budgeting aggressively for income we only came in at 55% of our stated goal.
- The catastrophic loss of our solar production caused us a significant problem as well. A bus hit our solar array’s knocking them out of service which led to an increase in electricity spending. Jan worked diligently with the insurance company and we were reimbursed our expenses (noted in the restricted income line as “insurance settlement”). However the solar panel company misstated the loss of use amount by about \$15k. As such we received a true up bill for our energy use that is in excess of \$18k. Jan is continuing to engage our solar panel lease company to try and recover more dollars for their failure to accurately measure the loss for our claim. That said the amount of the true up almost equals our “loss” for the year on the bottom line. Simply stated we would have made our budget this year had we not had this issue come up for us.

Even though we had that setback we will be able to handle the crisis with our current cashflow, although it will be less comfortable than we would have like to be for the first of the year.

Our statement of position – even with the solar setback, I would like you to focus momentarily on our balance sheet. The solar true up is listed as a current liability. And when that liability is compared to our current assets (cash on hand) we still have about \$640.00. I know that doesn't seem like a lot to be excited about, but it really is. Why? Because that demonstrates us standing on our own two feet with enough money to pay our bills. And like a lot of our own households, not a lot is left over but we made it. That is amazing because we did not draw money from our investment accounts in 2024. We did 2024 on our own!

It is interesting to note that our BC made some really great decisions this year. As I spoke above about our DFMS investment account. The BC approved a request to the Diocese to withdraw a small amount (\$15k) from that fund in January of 2025. We will have those funds in place and we will be positioned very well to weather the setback on the true up bill. We did this in October based on my recommendation to reinflate our cash on hand position. Our liquidity takes a normal dip in the summer months, and as the treasurer I signaled to the BC that we may need to have a few more dollars on hand. That signal is the grace by which we will be able to initially absorb this giant bill.

Our Diocesan assessment is another line I would like to point out. This amount is our "pledge" to the diocese. There is a math formula that determines what this amount is. The reason this amount looks a little short is because the December amount due has not yet been finalized or paid. There is significant work that goes into figuring out how much to pay each month and is not due until the 10<sup>th</sup> of the following month. This means December amount is not in this report but has been paid by the time we have this meeting. It will show up on our 2025 financial reports.

I would also like to point out our saving account balance. We only have \$565.00 in savings as we begin 2025. We used \$4,496.68 of our savings to cover our alarm system upgrade. This was done through our exceptional Junior Warden who was able to get us a grant for the upgrade. The grant covers all but about \$800.00 of the work. We used our savings dollars to pay it, and we rec'd the grant funds in January 2025, so those funds have already been replaced. They will not show up in this reporting cycle because we didn't get the grant monies until after 12/31. But this is another example of us being able to pay our own way.

Going into 2024 we asked you through our stewardship to be rooted in abundance. And that is how 2024 shaped up. I am super excited to see how "walking in love" will treat us in 2025. I am very optimistic that this year will be another repeat of last year, allowing St. Paul's members to continue to demonstrate that we are a force capable of growth.

Our strong ministry focus is the next topic I would like us to focus on. Our Food Pantry work, also led by Jan Dunlap, has done some really amazing, beautiful and important work. But please look at the food pantry line items. We spent \$8,400 on this ministry, which is a real blessing. However 3/4<sup>th</sup>s of this spend was covered from our general fund. We did raise \$2,300 dollars to help offset that expense. However, I would ask each of us if we could do any more to help. It would be really a great story to tell if in 2025 the Food Pantry stood alone as a sustainable force all it's own. I know I will be looking at it differently in 2025 by adding any additional dollars I can donate beyond my pledge to go into the system earmarked for the food pantry. I humbly ask each of you to do the same.

In the coming year we need to laser focus on opportunities to increase our income from our real estate, fundraising efforts, and for our amazing food pantry. I look forward to seeing what St. Paul's continue growth looks like as we try and meet the challenges of the year ahead.

In closing, I want to express my humble appreciation to each member of St. Paul's for allowing me to be the keeper of the purse this year. I am not nearly as great at this as my predecessor, but I managed with the grace and love of a Bishops Committee that allowed my firebrand of crazy to walk beside them through the year helping to manage our finances. This is my last year as the treasurer, as this is, and rightfully should be, a 2 year post. I know there is a lot of information disguised as numbers on the financial sheets you have been given. I am available at all time to have a discussion with any member of St. Paul's about any of the numbers you see, so please study these statements and let me know if there are any questions I can answer for you.

Yours in Christ,

~Joey Elliot

Treasurer, St. Paul's Episcopal Church.

**St Paul's Episcopal Church**  
**Budget vs. Actuals: FY\_2024 - FY24 P&L**  
 January - December 2024

	Actual	Budget	Total over Budget	% of Budget	2025
<b>Income</b>					
41000 St Paul Unrestricted Income			0.00		
41010 Plate Offerings	37,298.44	33,000.00	4,298.44	113.03%	36,408.00
41025 Pledge Offerings	140,647.02	120,000.00	20,647.02	117.21%	148,060.00
41321 Miscellaneous Income	840.03	17,300.00	-16,459.97	4.86%	5,000.00
42340 Coffee Hour Donations	196.00		196.00		
<b>Total 41321 Miscellaneous Income</b>	<b>\$ 1,036.03</b>	<b>\$ 17,300.00</b>	<b>-\$ 16,263.97</b>	<b>5.99%</b>	<b>\$ 5,000.00</b>
42900 Fundraisers	175.00		175.00		
42910 Winter Dinner Funds	5,372.69	5,500.00	-127.31	97.69%	5,500.00
42911 St Paul's Holy Smokes Coffee	1,375.43	1,000.00	375.43	137.54%	1,000.00
42912 Harvest Festival	1,685.02		1,685.02		2,500.00
<b>Total 42900 Fundraisers</b>	<b>\$ 8,608.14</b>	<b>\$ 6,500.00</b>	<b>\$ 2,108.14</b>	<b>132.43%</b>	<b>\$ 9,000.00</b>
44000 St. Paul's Facility Use			0.00		
44050 Facility Rental Recurring	2,575.00	15,000.00	-12,425.00	17.17%	2,500.00
44110 AA Meeting	4,185.00	1,000.00	3,185.00	418.50%	1,000.00
44300 Memorial Services	1,200.00		1,200.00		2,400.00
44400 Wedding Services	1,200.00	2,000.00	-800.00	60.00%	2,400.00
44500 Misc Rental Income	6,000.00	9,500.00	-3,500.00	63.16%	15,000.00
<b>Total 44000 St. Paul's Facility Use</b>	<b>\$ 15,160.00</b>	<b>\$ 27,500.00</b>	<b>-\$ 12,340.00</b>	<b>55.13%</b>	<b>\$ 23,300.00</b>
<b>Total 41000 St Paul Unrestricted Income</b>	<b>\$ 202,749.63</b>	<b>\$ 204,300.00</b>	<b>-\$ 1,550.37</b>	<b>99.24%</b>	<b>\$ 221,768.00</b>
45000 Restricted Gifts			0.00		3,500.00
45100 Discretionary Donations	825.92		825.92		
45900 Organ Repair Fundraiser	3,463.00		3,463.00		
<b>Total 45000 Restricted Gifts</b>	<b>\$ 4,288.92</b>	<b>\$ 0.00</b>	<b>\$ 4,288.92</b>		<b>\$ 3,500.00</b>
47000 Diocesan Mission Grant	24,000.00	24,000.00	0.00	100.00%	18,036.00
47100 Diocesan Clergy Grant	49,500.00	49,500.00	0.00	100.00%	49,500.00
49000 Other Income & Reimbursements	1,069.00		1,069.00		
49050 Interest Income	2.28		2.28		
<b>Total Income</b>	<b>\$ 281,609.83</b>	<b>\$ 277,800.00</b>	<b>\$ 3,809.83</b>	<b>101.37%</b>	<b>\$ 292,804.00</b>
<b>Gross Profit</b>	<b>\$ 281,609.83</b>	<b>\$ 277,800.00</b>	<b>\$ 3,809.83</b>	<b>101.37%</b>	<b>\$ 292,804.00</b>
<b>Expenses</b>					
61000 MINISTRY			0.00		
60620 Clergy in charge	42,078.25	40,395.00	1,683.25	104.17%	39,415.00
60630 Supply Clergy	750.00		750.00		0.00
60640 Clergy Continuing Education	581.37	500.00	81.37	116.27%	500.00
60700 Clergy Housing Allowance	41,666.75	40,000.00	1,666.75	104.17%	45,000.00
61066 Office Assistants	-82.58		-82.58		
61330 Pianist-Organist	4,200.00	4,425.00	-225.00	94.92%	4,425.00
61900 Employee Benefits			0.00		
61570 Workers Compensation Insurance		500.00	-500.00	0.00%	0.00
61910 Employers Payroll Taxes	3,018.03	3,090.00	-71.97	97.67%	3,015.00
61920 Medical Insurance	15,539.00	14,000.00	1,539.00	110.99%	14,000.00
61930 Pension Expense	15,753.66	15,000.00	753.66	105.02%	15,000.00
61950 Payroll Process Fees	2,199.80	50.00	2,149.80	4399.60%	2,600.00
61960 Employer Expenses	40.83		40.83		
<b>Total 61900 Employee Benefits</b>	<b>\$ 36,551.32</b>	<b>\$ 32,640.00</b>	<b>\$ 3,911.32</b>	<b>111.98%</b>	<b>\$ 34,615.00</b>

<b>Total 61000 MINISTRY</b>	<b>\$ 125,745.11</b>	<b>\$ 117,960.00</b>	<b>\$ 7,785.11</b>	<b>106.60%</b>	<b>\$ 123,955.00</b>
<b>62000 PROGRAMS &amp; ACTIVITIES</b>			0.00		
62150 Community Activities	1,360.85	2,000.00	-639.15	68.04%	2,000.00
62210 Christian Education Supplies	152.08	300.00	-147.92	50.69%	0.00
62320 Altar & Liturgy Supplies	936.41	2,120.00	-1,183.59	44.17%	2,120.00
62330 Organ Maintenance	3,012.57		3,012.57		
62331 Piano Maintenance		250.00	-250.00	0.00%	250.00
62340 Welcoming, Hospitality & Snacks	280.08	550.00	-269.92	50.92%	550.00
62345 Clergy Hospitality	924.85	800.00	124.85	115.61%	1,000.00
62350 Music Supplies & Licenses	360.92	600.00	-239.08	60.15%	600.00
62360 Gifts & Recognitions	12.84	50.00	-37.16	25.68%	50.00
62370 Stewardship		600.00	-600.00	0.00%	600.00
62410 Assessment - Diocesan	26,691.25	31,000.00	-4,308.75	86.10%	36,800.00
62420 Conference & Convention	576.67	600.00	-23.33	96.11%	600.00
62500 Discretionary Expense	22.58		22.58		
62600 Fundraising Expense	827.80	4,000.00	-3,172.20	20.70%	4,000.00
62610 Winter Dinner Expenses	2,266.76		2,266.76		
62611 St Paul's Holy Smokes Coffee Ex	700.00		700.00		
<b>Total 62600 Fundraising Expense</b>	<b>\$ 3,794.56</b>	<b>\$ 4,000.00</b>	<b>-\$ 205.44</b>	<b>94.86%</b>	<b>\$ 4,000.00</b>
<b>Total 62000 PROGRAMS &amp; ACTIVITIES</b>	<b>\$ 38,125.66</b>	<b>\$ 42,870.00</b>	<b>-\$ 4,744.34</b>	<b>88.93%</b>	<b>\$ 48,570.00</b>
<b>63000 FACILITIES</b>			0.00		
63100 Utilities			0.00		
63110 Electricity	22,190.04	2,000.00	20,190.04	1109.50%	2,000.00
63120 Gas	8,389.82	5,000.00	3,389.82	167.80%	5,800.00
63130 Sewer	121.55	700.00	-578.45	17.36%	600.00
63140 Water	4,381.33	3,000.00	1,381.33	146.04%	3,000.00
63150 Solid Waste	3,976.19	3,350.00	626.19	118.69%	3,350.00
63160 Fire Protection	915.40	750.00	165.40	122.05%	1,000.00
<b>Total 63100 Utilities</b>	<b>\$ 39,974.33</b>	<b>\$ 14,800.00</b>	<b>\$ 25,174.33</b>	<b>270.10%</b>	<b>\$ 15,750.00</b>
63215 Alarm Service	6,803.00	1,044.00	5,759.00	651.63%	1,044.00
63220 Pest Control	1,991.00	1,632.00	359.00	122.00%	1,860.00
63230 General Repairs & Maintenance	5,178.57	2,000.00	3,178.57	258.93%	2,000.00
63240 Landscaping & Tree Service	6,890.00	6,500.00	390.00	106.00%	6,500.00
63250 HVAC Expense	9,718.19	16,500.00	-6,781.81	58.90%	16,500.00
63310 Janitorial Services	14,300.00	13,200.00	1,100.00	108.33%	13,200.00
63320 Janitorial Supplies	530.77	400.00	130.77	132.69%	400.00
63330 Kitchen Maintenance & Supplies	19.67	350.00	-330.33	5.62%	350.00
63540 Equipment Repairs	29,301.39		29,301.39		
63550 Solar Lease	19,067.53	19,100.00	-32.47	99.83%	19,100.00
63610 Property Taxes		515.00	-515.00	0.00%	515.00
<b>Total 63000 FACILITIES</b>	<b>\$ 133,774.45</b>	<b>\$ 76,041.00</b>	<b>\$ 57,733.45</b>	<b>175.92%</b>	<b>\$ 77,219.00</b>
<b>64000 ADMINISTRATION</b>			0.00		
64110 Telephone, Internet, Website	3,380.04	5,000.00	-1,619.96	67.60%	5,000.00
64112 Office Supplies	736.18	600.00	136.18	122.70%	700.00
64113 Computer and Software Expense	3,746.26	1,800.00	1,946.26	208.13%	4,000.00
64114 Printing and Reproduction	60.00		60.00		0.00
64115 Copier Expense	3,202.48	3,000.00	202.48	106.75%	3,000.00
64116 Postage & Delivery	119.55	160.00	-40.45	74.72%	160.00
64210 Accounting & Legal Fees	6,040.00	4,000.00	2,040.00	151.00%	4,000.00
64220 Audit		500.00	-500.00	0.00%	0.00
64310 Travel & Mileage	2,390.56	2,500.00	-109.44	95.62%	2,500.00
64320 Dues & Subscriptions	178.95	60.00	118.95	298.25%	100.00
64410 Liability Insurance	18,714.50	20,000.00	-1,285.50	93.57%	20,000.00

64440 Advertising	10.00	250.00	-240.00	4.00%	100.00
64510 Interest Expense	8.08		8.08		
64520 Bank Charges	1,899.64	2,100.00	-200.36	90.46%	2,100.00
64530 Credit Card Processing	1,276.56	900.00	376.56	141.84%	1,400.00
64950 Penalty	177.16		177.16		
<b>Total 64000 ADMINISTRATION</b>	<b>\$ 41,939.96</b>	<b>\$ 40,870.00</b>	<b>\$ 1,069.96</b>	<b>102.62%</b>	<b>\$ 43,060.00</b>
<b>Total Expenses</b>	<b>\$ 339,585.18</b>	<b>\$ 277,741.00</b>	<b>\$ 61,844.18</b>	<b>122.27%</b>	<b>\$ 292,804.00</b>
<b>Net Operating Income</b>	<b>-\$ 57,975.35</b>	<b>\$ 59.00</b>	<b>-\$ 58,034.35</b>	<b>-98263.31%</b>	<b>\$ 0.00</b>
<b>Other Income</b>					
<b>70000 Restricted Funds</b>			0.00		
<b>70100 Flowers for Altar</b>			0.00		
70110 Flowers for Altar Incoming	1,646.49		1,646.49		
70120 Flowers for Altar Outgoing	-335.17		-335.17		
<b>Total 70100 Flowers for Altar</b>	<b>\$ 1,311.32</b>	<b>\$ 0.00</b>	<b>\$ 1,311.32</b>		<b>\$ 0.00</b>
<b>70200 Food Pantry / Coop</b>			0.00		
70210 Food Pantry / Coop Incoming	2,264.55		2,264.55		
70220 Food Pantry / Coop Outgoing	-8,396.03		-8,396.03		
<b>Total 70200 Food Pantry / Coop</b>	<b>-\$ 6,131.48</b>	<b>\$ 0.00</b>	<b>-\$ 6,131.48</b>		<b>\$ 0.00</b>
<b>70800 Grounds Revitalization Fund</b>			0.00		
70810 GRF Incoming	870.00		870.00		
70820 GRF Outgoing	-19.06		-19.06		
<b>Total 70800 Grounds Revitalization Fund</b>	<b>\$ 850.94</b>	<b>\$ 0.00</b>	<b>\$ 850.94</b>		<b>\$ 0.00</b>
<b>71500 Posada Community Activities</b>			0.00		
71501 Posada Incoming Funds	1,600.00		1,600.00		
71502 Posada Outgoing Funds	-88.17		-88.17		
<b>Total 71500 Posada Community Activities</b>	<b>\$ 1,511.83</b>	<b>\$ 0.00</b>	<b>\$ 1,511.83</b>		<b>\$ 0.00</b>
<b>Total 70000 Restricted Funds</b>	<b>-\$ 2,457.39</b>	<b>\$ 0.00</b>	<b>-\$ 2,457.39</b>		<b>\$ 0.00</b>
<b>71999 Insurance Settlement</b>	41,885.48		41,885.48		
<b>Total Other Income</b>	<b>\$ 39,428.09</b>	<b>\$ 0.00</b>	<b>\$ 39,428.09</b>		<b>\$ 0.00</b>
<b>Net Other Income</b>	<b>\$ 39,428.09</b>	<b>\$ 0.00</b>	<b>\$ 39,428.09</b>		<b>\$ 0.00</b>
<b>Net Income</b>	<b>-\$ 18,547.26</b>	<b>\$ 59.00</b>	<b>-\$ 18,606.26</b>	<b>-31436.03%</b>	<b>\$ 0.00</b>

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# St Paul's Episcopal Church

## Balance Sheet

As of December 31, 2024

	TOTAL
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<b>ASSETS</b>	
Current Assets	
Bank Accounts	
10000 Cash Accounts	
10211 St Paul's Checking 6567	25,023.42
10220 St Paul's Savings 0716	-4,496.68
10221 Memorial Garden Trust Fund	5,061.97
<b>Total 10220 St Paul's Savings 0716</b>	<b>565.29</b>
10700 St. Paul Discretionary 4602	3,112.39
<b>Total 10000 Cash Accounts</b>	<b>28,701.10</b>
<b>Total Bank Accounts</b>	<b>\$28,701.10</b>
<b>Total Current Assets</b>	<b>\$28,701.10</b>
Fixed Assets	
16000 Fixed Assets	
16100 St Paul Furniture and Equipment	
16110 Furniture & Equipment	7,370.26
<b>Total 16100 St Paul Furniture and Equipment</b>	<b>7,370.26</b>
<b>Total 16000 Fixed Assets</b>	<b>7,370.26</b>
<b>Total Fixed Assets</b>	<b>\$7,370.26</b>
Other Assets	
17000 Investment Accounts (deleted)	
17000.1 Realized Gain (Loss) (deleted)	12,373.75
<b>Total 17000 Investment Accounts (deleted)</b>	<b>12,373.75</b>
17500 DFMS Investment Accounts	78,940.66
<b>Total Other Assets</b>	<b>\$91,314.41</b>
<b>TOTAL ASSETS</b>	<b>\$127,385.77</b>
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<b>LIABILITIES AND EQUITY</b>	
Liabilities	
Current Liabilities	
Accounts Payable	
20001 Accounts Payable	26,915.51
<b>Total Accounts Payable</b>	<b>\$26,915.51</b>
Other Current Liabilities	
28000 Other Current Liabilities	0.00
20800 Rental Events Deposits Payable	150.00
20900 Key Deposit Payable	125.00
28010 Pass Through's	876.37
<b>Total 28000 Other Current Liabilities</b>	<b>1,151.37</b>
<b>Total Other Current Liabilities</b>	<b>\$1,151.37</b>

# St Paul's Episcopal Church

## Balance Sheet

As of December 31, 2024

	TOTAL
<b>Total Current Liabilities</b>	<b>\$28,066.88</b>
<b>Total Liabilities</b>	<b>\$28,066.88</b>
Equity	
30000 Equity	
31200 Retained Earlier Period Funds	1,179.27
33000 Restricted Net Assets	
33200 Temp. Restricted Net Assets	
33210 Daughters of the King	150.88
33211 Food Pantry Coop	8,881.91
33214 Altar Guild Flowers	745.01
33221 Memorial Garden	652.68
33224 Franklin School Partnership	475.00
33225 Grounds Revitalization Fund	3,593.74
<b>Total 33200 Temp. Restricted Net Assets</b>	<b>14,499.22</b>
<b>Total 33000 Restricted Net Assets</b>	<b>14,499.22</b>
<b>Total 30000 Equity</b>	<b>15,678.49</b>
31000 Unrestricted Net Assets	3,279.06
31100 Opening Balance Equity	98,628.35
Net Income	-18,267.01
<b>Total Equity</b>	<b>\$99,318.89</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$127,385.77</b>