



St. Paul's
EPISCOPAL CHURCH

ANNUAL PARISH
MEETING

JANUARY 21, 2024 – 9:30 A.M.

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Annual Parish Meeting Agenda

Sunday, January 21, 2024

Call to Order

Opening Prayer

Almighty and ever living God, source of all wisdom and understanding, be present with us at this Annual Parish Meeting. Teach us in all things to seek first your honor and your glory. Guide us to perceive what is right, and grant us both the courage to pursue it and the grace to accomplish it; through Jesus Christ our Lord. Amen.

Appointment of Secretary for meeting Sarah Jo Safrit

2023 Minutes Approval

Election of new Vestry members

- Rules of Election and Oath
- Introduction of Slate of Candidates
- Nominations from floor
- Affirmation of Slate

By-Laws Amendments

2024 Budget- Charles Phillips, Treasurer

Sr. Warden's Address – Jane Gordon

Rector's Address- The Rev. Tambria Lee

Thanksgiving for our Outgoing Vestry Members

Adjourn

St. Paul's Episcopal Church Annual Meeting
Minutes from January 8, 2023

The congregation of St. Paul's Episcopal Church, Beaufort, NC, gathered in the nave for its annual meeting at 9:30 a.m. Sunday, Jan. 8, 2023. The Rev. Tambria E. Lee, rector, presided, and opened the meeting in prayer. Sixty members attended.

After appointing Sarah Jo Safrit as secretary for the meeting, the minutes from the Jan. 9, 2022, meeting were approved by voice vote following a motion by David Clawson and a second by Diane Meelheim.

After reviewing the rules of voting for new vestry members, Ms. Lee opened the floor for additional nominations. Being none, the slate was approved by acclamation following a motion by Bedford Smith and second by Norma Gardner. Elected to three-year terms were Virginia Cuthrell, Bob Ivey, Charles Phillips and Megan Ziglar. They replace outgoing members Mr. Clawson, Ms. Meelheim, Sam Williams and Jeanette Holland Salter.

Mr. Clawson, outgoing senior warden, thanked the congregation for its "generosity of time, talent and treasure," noting the gifts were "unprecedented enabling us to maintain our buildings, grounds, staff, programs and outreach." He also thanked the outgoing and incoming vestry members for their willingness to serve. He recognized staff members Carol Smith, Stephen Hauman and Mary Duane Hale for their work as well as former staff members Nancy Barber and Celia Bane. He called Ashley Simpson, new associate rector for parish ministry, and Matt Hill, new music director and organist, "godsend," who are "enriching our parish worship. To Ms. Lee, he said "St. Paul's is truly blessed to have you leading our flock. St. Paul's will continue to grow and thrive with you at the helm."

Ms. Meelheim said it was an honor and privilege to serve as junior warden, adding that work completed during the year or set to be done was leaving the campus in good shape. She noted that a fenced-in playground had been added, along with improved exterior lighting and security cameras; a repair service had been located that was capable of handling all of the kitchen needs; one company rather than three was

overseeing the security system and improvements; a company was found, charging reasonably, for elevator maintenance; and ductwork in the parish hall was replaced. New keypads would be installed soon for the parish hall and church, enhancing security, the playground area would be landscaped in memory of Babs Barnes; and a new air conditioner for the church balcony was on order.

Parish treasurer Charles Phillips reviewed a narrative budget for 2023 and indicated that a copy of the line-item budget was available by contacting the church office. The budget was based on revenue totaling \$578,786, with expenses at \$382,321 for personnel, salaries and benefits; \$115,115 for operations; \$5,400 for worship; \$12,450 for Christian education and evangelism; and \$63,500 for outside giving, including pastoral care, diocesan pledge and outreach. He said the 2022 budget had been fully funded, and the parish had been left in good financial standing.

Ms. Lee opened her remarks with a quotation from French theologian and scientist, Teilhard de Chardin, "Someday, after mastering the winds, the waves, the tides and gravity, we shall harness for God the energies of love, and then, for a second time in the history of the world, man will have discovered fire." She called it an Epiphany, "an expression of truth that illuminated the quest which was Christianity. A quest that began with the words of John 3:16: 'For God so loved the world...'"

She said that as she began her fifth year serving St. Paul's, she was struck by the many ways parish had harnessed for God the energies of love. She noted 2022 had been remarkable as the life of the parish was restored and returned to life in the fuller community.

Ms. Lee noted that "places of greatest joy have been where new life has emerged after a period of anxious watching and waiting. She said the Rev. Ashley Simpson, new associate for family and youth formation, had "hit the ground running and her impact was felt immediately by all." She added that Ms. Simpson had "already made significant contributions to our common life with multiple gifts and talents, an infectious spirit of joy and the wonder and a gift of presence among young and old."

She said Allison DuBuisson had ably led a national search for an organist and music director, bringing Matt Hill onboard in August. Ms. Lee said Mr. Hill had “already raised the bar of excellence set by Linda Laughton and continued with our interim Celia Bane.”

Ms. Lee commended parish outreach, noting that “all of our outreach combined exceeds the Biblical tithe of 10 percent.” She said, “Your faithfulness during our annual campaign has allowed this new life to continue to grow.” She thanked the congregation for its “generosity and what it enables.”

She said she had observed people, since the Covid pandemic, viewing their discretionary time differently. Volunteerism is down and not just at St. Paul’s. She said in the coming month a new time and talent form would be sent out.

A new website was launched in November, joining electronic communication to keep parishioners up to date on activities and news. She commented on several hands on gifts of outreach emanating from St. Paul’s and recognized the ECW for its yet again successful bazaar that would provide even more outreach.

“New staff, new energy, new playground, new educational opportunities, new season in the life of St. Paul’s mean we have much to look forward to. When one harnesses the energy of love, one can expect the unexpected. As we say at the end of evening prayer each Thursday: Glory to God whose power is working in us can do infinitely more than we can ask or imagine. Glory to him from generation to generation in the church and in Christ Jesus forever.”

The meeting concluded at 10:07am.

Respectfully submitted,

Sarah Jo Safrit
Annual meeting secretary

2024 Vestry Candidates

Marshall Beach

I am willing to serve on St. Paul's Vestry because... after many years in the business world, and many relocations, I am now retired and have the time, resources, expertise, and desire to be an impactful citizen of our adopted hometown. Finding a church home was at the top of our must haves, and it will be an honor to contribute to the maintenance and growth of St. Paul's. This is a way to return some of the many blessings I have received in my life.

Occupation: Retired

Family Members: Norma (wife), Children- Bardin (45), Allison (43), Lindsay (42), Marshall Jr. (41), 8 grandchildren, 1 great grandchild

Years at St. Paul's: 2.5

Total years as an Episcopalian: Lifetime

Jean Kiesow

I am willing to serve on St. Paul's Vestry because... my involvement with this community has been an important part of having a meaningful retirement in North Carolina. I am grateful for the people of St. Paul's and how we go about doing God's business! I believe I can add value to the Vestry with my organizational skills and I will earnestly support their work.

Occupation: Retired

Years at St. Paul's: 5

Total years as an Episcopalian: Lifetime

Lauren Michels

I am willing to serve on St. Paul's Vestry because... of my love for St. Paul's and this church family. I was baptized and raised in this church and am continuing that tradition with my boys. I am honored to be nominated and would faithfully serve to preserve the vision of this parish as we grown St. Paul's in community.

Occupation: Freelance graphic artist

Family Members: Jason (husband), Children: Clay and Cole

Years at St. Paul's: 45

Total years as an Episcopalian: 45

Cole Whitt

I am willing to serve on St. Paul's Vestry because...

I watched my wife serve as Sr Warden twice while I spent our 46 years of marriage traveling for work. I would sometimes be gone over weekends while traveling the West coast and overseas. I feel that it is time for me to do my part for our church which I have become very fond of.

Occupation: Retired

Family Members: Nancy (wife)

Years at St. Paul's: 5

Total years as an Episcopalian: 46

THE BYLAWS OF ST. PAUL'S EPISCOPAL CHURCH BEAUFORT, N. C.

ARTICLE I – ACCESSION

St. Paul's Episcopal Church, Beaufort, N. C., is a member of the Episcopal Diocese of East Carolina and accedes to the Constitution and Canon's of the Diocese of East Carolina, and to the Constitution and Canons of the Protestant Episcopal Church in the United States and the General Convention thereof, or their successors.

ARTICLE II – MEMBERSHIP

Members of St. Paul's Church are all persons who have received the Sacrament of Holy Baptism with water in the name of the Father, and the Son, and the Holy Spirit, whether in the Episcopal Church or in another Christian Church, and whose baptisms have been duly recorded in the Parish Register of St. Paul's Church. The term for this category shall be Enrolled Members.

Enrolled members who have been faithful in attending worship at St. Paul's, and in working, praying, and giving for the spread of the Kingdom of God are Enrolled Members in Good Standing.

For statistical purposes, this Parish shall follow the categories of members and communicants set forth in the Canons of the National Episcopal Church and the Diocese of East Carolina.

ARTICLE III – ANNUAL MEETING OF THE PARISH

An annual meeting of the Parish shall be held for the purpose of electing members to the Vestry, for receiving reports pertaining to the affairs of the Parish,

and for transacting such other business as may be necessary or convenient. The Rector shall preside, or in the Rector's absence, the Senior Warden, or in the Senior Warden's absence, the Junior Warden.

The annual meeting shall be held at the discretion of the Vestry during the period beginning November 1 and ending February 15. Not less than two weeks written notice of the date of the meeting shall be given to the congregation.

All persons are welcome to attend the meeting. Enrolled members in good standing who are sixteen (16) years of age or older are eligible to vote in the meeting, provided they have subscribed to the following declaration: "I do hereby consent to be governed by the Constitution and Canons of the Church, as set forth in and by the General Convention of the Episcopal Church, and by the Constitution and Canons of the Diocese of East Carolina." To insure that every voting member has subscribed, the above declaration may be circulated at the annual meeting, and signed by all who wish to vote.

The Rector and assistant clergy, The Wardens on behalf of the Vestry, organizations of the congregation including committees of the Vestry, will report to the annual meeting. All reports will be written, and will be accepted without motion. All reports shall be turned in to the Parish office two weeks preceding the meeting date for copying and compilation.

Provided that written notice of at least one week has been given to the congregation, additional meetings of the Parish may be held upon call of the Vestry, the

Rector, or fifty (50) enrolled members in good standing. The rules for attendance, presidency, and voting shall be the same as for the annual Parish meeting.

ARTICLE IV – SIZE, ELECTION, AND MEMBERSHIP OF VESTRY

The size of the Vestry of St. Paul's Episcopal Church, Beaufort is twelve (12) persons sixteen (16) years of age or older who are confirmed members in good standing of the Parish. The term of each Vestry member is three (3) years with one-third of Vestry members rotating off the Vestry each year.

The Nominating Committee should ~~make an effort to nominate at least twice the number~~ a slate of ~~people for candidates equal to~~ the number of positions open. The Vestry each year assigns the four outgoing Vestry members to ~~be~~ the ~~Be~~ Nominating Committee. They are to solicit names and report them to the Vestry at the Vestry meeting ~~three (3) two (2)~~ months prior to the annual Parish meeting. The names of the nominees shall be published for the congregation at least ~~two (2) months~~ one (1) month prior to the annual meeting, along with an open request and instructions for further written nominations from the congregation. One (1) month prior to the annual meeting, a list of all the nominees, along with biographies and pictures when available; as well as a statement as to why they would be willing to serve on the Vestry, shall be published for the congregation.

Nominations may also be made ~~from the floor at the meeting, however parishioners are encouraged to nominate~~ by written notice prior to the annual meeting as instructed by the nominating committee. All nominees shall be required to read these Bylaws before accepting the nomination, and all nominees must give their consent prior to their nomination.

At the annual meeting, all nominees shall be introduced and given the opportunity to speak. Election shall be by written ballot of those members eligible to vote. Proxy and absentee ~~voted~~voting shall not be permitted. ~~A valid~~The number of people being elected by written ballot ~~must consist of no more or no less than~~shall be equal to the number of ~~Vestry seats~~ open, with no more than one vote per nominee positions. Election to the Vestry shall be by a plurality of votes cast. Election results, as tallied by the Nominating Committee, (now Elections Committee), shall list those elected to the Vestry in alphabetical order. In case of a tie, another written ballot will be cast.

Upon the vacancy of a seat by a member of the Vestry, the Vestry shall either leave the seat open for the remainder of the unexpired term or shall form an ad-hoc committee to nominate the Vestry someone to be appointed by the Vestry to fill the vacant seat. If the term to be filled is one year or less the congregation at the annual meeting of the congregation may nominate and elect that person to a full three year term.

A retiring member of the Vestry shall be eligible for re-election after one year has elapsed from the expiration of that person's term.

ARTICLE V – OFFICERS OF THE VESTRY

The Presiding Officer of the Vestry is the Rector, and in his or her absence the Senior Warden, and in his or her absence the Junior Warden. The Wardens and Clerk of the Parish are elected annually by a majority vote of the Vestry. The Vestry upon the nomination by the Rector elects the Senior Warden. The Vestry upon the nomination by a member of the vestry elects the Junior Warden. The Vestry upon the nomination by a member of the vestry elects the Treasurer for a three-year term. This term may be extended for additional terms by a majority vote of the vestry.

ARTICLE VI – DUTIES AND RESPONSIBILITIES OF THE VESTRY

On behalf of the Diocese of East Carolina, the Vestry shall be the trustees of the Parish and shall be the agents and legal representatives of the Parish in all matters concerning all its property, real and personal, and with the relations of the congregation to its clergy. The Vestry shall not encumber or alienate any real property of the Parish or any part thereof, without written Diocesan consent. It is specifically provided that the trust relationship above ~~set~~ forth shall be in

accordance with Title I, Canon 7, Section 4, of the Canons of the Protestant Episcopal Church in the United States of America.

The Vestry shall regulate the temporal concerns of the congregation. The Vestry shall elect and call a Rector and provide for the Rector in accordance with the provisions of a letter of agreement between the Vestry and the Rector. The Vestry shall keep order in the Parish. The Vestry shall in general act as helpers to the Rector in areas that are appropriate to the laity for the furtherance of the Gospel.

Each person chosen as a member of the vestry shall subscribe to the declaration: "I do believe the Holy Scriptures of the Old and New Testaments to be the Word of God, and to contain all things necessary to salvation; and I do yield my hearty assent and approbation to the doctrines, worship, and discipline of the protestant Episcopal Church in these United States; and I promise that I will faithfully execute the office of member of the Vestry of St. Paul's Parish in Beaufort, N. C., according to the best of my knowledge and skill". No person shall act or vote as a member of the Vestry until having subscribed to this declaration and promise.

ARTICLE VII – ATTENDANCE AT VESTRY MEETINGS

The times, dates, and places of regular meetings of the Vestry shall be designated by the members of the Vestry in January. All meetings are open for observation by the members of the congregation except when the Vestry is in executive session. Others in attendance may not participate in any discussion unless permitted by the Vestry. Minutes of vestry meetings shall be recorded by the clerk and shall be available to all parishioners.

The Vestry may vote on occasion to go into executive session only for the purpose of discussion of such matters as those regarding personnel, sale of property, or other matters the discussion of which warrants confidentially. At such time, any visitors to the meeting will be excused. Minutes of the executive session will be kept by the clerk and will be available only to members of the Vestry.

The Vestry may hold an annual retreat ~~at the beginning of each year~~ for the purposes of planning, organization, study, fellowship and worship. The Rector in consultation with the Wardens will determine time and place.

ARTICLE IX – RULES FOR ORDERLY CONDUCT OF MEETINGS

A quorum of seven (7) members must be present to conduct the work of the Vestry. Any fewer number may be competent to receive reports and to adjourn. A motion with a second shall be made to consider a question. A simple majority is needed to pass motions and resolutions and to amend previously

agreed upon motions and resolutions. A majority of the entire vestry is required to rescind previously agreed upon motions.

Motions or resolutions adopted by the Vestry ~~must~~should specify a deadline for completion of the agreed upon action. The Rector has a vote in the event of a tie.

ARTICLE X – STEWARDSHIP

The Vestry is responsible for the raising and distribution of the resources of time, talent and money of the Parish. The Vestry accomplishes its stewardship endeavors through its Stewardship Committee and through the Treasurer of the Vestry.

The Stewardship Committee, the Treasurer, and the Finance Committee will assist the Vestry in the development of the resources of the Parish and in the preparation of the annual fiscal budget.

The Treasurer of the Vestry will perform duties as established by the policy of Vestry.

The Vestry in December will approve the budget for the upcoming calendar year, and shall approve a budget in which expenditures do not exceed anticipated income.

ARTICLE XI – STANDING COMMITTEES

The execution of the mission and ministry of St. Paul’s Episcopal Church is vested in the Rector and such standing committees as the Vestry may establish.

Each committee shall consist of a minimum of three (3) persons from the congregation. A liaison will be assigned from the Vestry to each committee. This liaison will make reports to the Vestry on behalf of the committee. The liaison person may not necessarily be chair of the committee, and such committee when formed may elect a chair. Each committee may have sub-committees to assist them in the organization of their work.

The committees are authorized by the Vestry to expend funds only to the extent that they have been budgeted. The committees make recommendations to the Vestry in the form of a motion or resolution through their liaison. Those things specifically requiring Vestry action include any expenditure of funds not previously authorized and the setting of any policies and procedures affecting the Parish. Committees ~~may~~may in addition to their own work receive assignments from the Vestry through their liaison.

ARTICLE XII – ELECTION OF DIOCESAN DELEGATES

Delegates and Alternates to the Diocesan Convention shall be elected by the Vestry annually, the number to be determined by the Diocese of East Carolina. Delegates and Alternates may be elected from the Vestry or the congregation. The opportunity to serve as a Delegate or Alternate should be published for the congregation prior to the election, so that those who are interested may notify the Vestry in writing. Delegates may serve three (3) consecutive terms, and be eligible ~~re~~-for re-election after one year has elapsed from the expiration of that person's term.

ARTICLE XIII – MEMORIALS

An appropriate record of all bequests and memorials shall be maintained and kept current by the Treasurer of the Vestry.

ARTICLE XIV – AMENDMENT OF BYLAWS

These bylaws shall be presented at or before each January Vestry meeting to all new Vestry members.

These bylaws may be altered, amended or repealed, either in whole or in part, or new bylaws adopted, with the approval of the Ecclesiastical Authority of the Diocese, only in the following manner:

1. Proposed amendments must be read at two (2) consecutive Vestry meetings.
2. Approval by at least two thirds (2/3) of the Vestry is required prior to presentation of the proposed amendments at a meeting of the Parish.
3. A vote of two-thirds (2/3) of the voting members of the Parish is required for adoption of the proposed amendments. Notice of such proposed action shall be included in the meeting notice.
4. The Clerk of the Vestry will certify any amendments and submit them to the Ecclesiastical Authority. Unless otherwise specified amendments take effect immediately.

ARTICLE XV – ADOPTION

These bylaws shall become effective and shall supersede all previous Vestry action, customs, and precedents upon adoption by a simple majority vote of the eligible members of St. Paul's Episcopal Church at the next annual meeting and with the approval by the Ecclesiastical Authority of the Diocese.

2024 Budget approved by St. Paul's Vestry

December 14, 2023

<u>Total Revenue</u>	\$602,628
Includes current year pledges, previous year pledges, Plate offering, miscellaneous income, interest income, Cemetery fund transfer, operation reserve fund	
<u>Expense</u>	
Personnel and Salaries	\$395,342
Includes salary, housing, pension, continuing education, FICA, travel, health and life insurance, cell phones, nursery, visiting organist, Diocesan convention expenses	
Operating Expense	\$120,315
Includes utilities, telephone, insurance, office supplies, stewardship, accounting, maintenance, supplies, building maintenance, elevator, alarm system, housekeeping	
Worship	\$ 8,500
Includes music, altar guild and worship supplies	
Christian Education /Evangelism	\$12,450
Includes supplies, VBS, youth ministry, Youth and adult education, books, kitchen supplies for events and coffee hours	
Outside Giving/Outreach	\$66,021
Includes Pastoral Care, Diocesan Pledge, Outreach	
<u>Total Expense</u>	\$602,628

Senior Warden Report

Five years ago, we called the Rev. Tambria Elizabeth Lee to be our new Rector. In so many ways, the last five years have been extraordinary, and I would like to reflect not just on the past year, but on these last five years.

In 2019, we spent time getting to know our Rector, and she got to know us. We began to enjoy her thought-provoking and inspiring sermons, and we learned to appreciate her leadership and her loving pastoral care. We felt a new energy at St. Paul's, and we were excited to have Tammy as our Rector.

Then, in March 2020, the whole world changed. We found ourselves in the middle of a global pandemic, which caused fear, uncertainty, and dramatically altered daily life for all of us. Almost overnight, we were no longer able to gather in person to worship or to do any of the other things that were so special to us in our life as members of St. Paul's. Tammy, Mary Duane, Linda Laughton, the Vestry, and a few other people quickly pivoted to online worship—using nothing but an iPhone and the internet. We were not permitted to gather in person for a very long time (the police even showed up one day while the service was being filmed to make sure we weren't exceeding the number of people who were permitted to be in the building).

Under Tammy's leadership, and the tireless work of others, we learned that worship could continue, albeit in a very different way. We learned that we could reach people we had never reached before, because our services were available on the internet. We continued to hear powerful sermons from our Rector, and Linda Laughton and the choir continued to inspire us with their music. Baking for Good was born, and we began a weekly food drive. Unable to hold our Harvest Bazaar in person, the ECW developed an online bazaar that was hugely successful. We remained faithful and generous in our financial giving, and our finances remained stable and strong. And by being careful and respectful of each other, we navigated through the pandemic without spreading Covid through the congregation.

In Spring 2021, we began to gather in person again, first having services only outdoors. We still wore masks and kept our distance from one another. We were still afraid to sing, to shake hands, hug, or gather

indoors. But we came back. Soon, we began to hold our services indoors again. At first, we still wore masks and kept our distance. And we still didn't have Sunday School or Coffee Hour. Under Tammy's leadership, the Vestry considered carefully each step toward returning to "normal."

We are now able once again to worship, fellowship, and minister to our community without restrictions. Under Tammy's leadership, we have kept in place and built upon many of the things we began during the pandemic. Livestreaming our services is now an essential part of our ministry, and we have installed professional equipment to support this work. Baking for Good and the weekly food drive have continued. The Harvest Bazaar is now conducted both online and in-person. Our membership and Sunday attendance have increased steadily over the past couple of years, and we have remained generous and faithful in our financial giving.

Ashley Simpson came on board in Summer 2022 as a full-time Associate, and she has revitalized and grown our children's and youth programs.

Matt Hill came on board as Music Director and has brought new energy, expanded the choir, and developed the Cullman-St. Paul's Music Scholars Program for high school and college students.

Over the past year, we have enjoyed many opportunities for fellowship, whether through coffee hour, our recent Newcomer's party, our potluck suppers, and other avenues. We have many Sunday School offerings and special programs for Lent. We have hosted concerts at St. Paul's and have enjoyed extraordinary music during our services. We packed hundreds of meals for Rise Against Hunger, and we sent our youth to Glory Ridge once again to minister to the people of Madison County. Every week Five Loaves ministry serves dinner to those in need. We hosted a Trunk or Treat and welcomed many people from the local community to have a little Halloween fun with us. We enjoyed a wonderful time with Vacation Bible School, and we hosted lunch for the Old Homes Tour and opened the church for the Christmas Candlelight Tour. We even have Yoga!

In the coming year, we anticipate building on all of these programs to allow us to continue to grow together as a church community, and also to enable us to reach out to minister to the broader community of Beaufort and beyond. We are excited about what we are building and doing here

at St. Paul's, and we are grateful for the dedication of Matt and Ashley. We are also grateful for the way you have returned to full life here at St. Paul's, and we hope that you will continue to increase your participation and involvement in all aspects of our parish life. And most of all, I know you join me in expressing my extreme gratitude for the gifts that our Rector has brought to us, and I look forward to another wonderful year under her loving leadership.

Jane Gordon, Sr. Warden

Rector's Annual Address

Vocation is from the Latin word *vocare* which means to "call" or to "summons." In the Church we use that term to refer to God calling. The theologian Frederick Buechner said it best: *The place God calls you in this world is where your deep desire/gladness and the world's deep hunger meet.* Five years ago, I sat in a conference room in Indianapolis crafting a letter accepting your call as rector and resigning my post as chaplain and university priest. Serendipitously the conference I was attending was for grantees of the Lilly Foundation who all were engaged in forming programs and shaping souls around vocation. It never occurred to me that the call being shaped was my own! What did occur, indeed, what has been so life giving since was how this church could be the intersection of God's deep desire and the world's deep hunger meeting in all of our lives.

As Saint Paul's prepares to apply for a Lilly Grant focusing in 2025 on congregational renewal and vocation, I stand in awe of what has transpired here since 2019... how we have lived our vocation as a parish.

- 55,000 plus items to Martha's Mission in three years all arriving in golf carts, on bicycles and in back seats filled with everything from laundry soap to applesauce and spiral hams.
- Thousands of rolls, granola, shortbread cookies, scones, tarts, and fig cakes abounded at the Farmers Market through *Baking for Good* whose proceeds all go to feeding the hungry with good things.
- 17,500 meals delivered or served through Meals on Wheels, the recently hospitalized or bereaved, & Five Loaves Ministry which celebrates 17 years in Beaufort this year.

- The largest volunteer contingent at Broad Street Clinic with 18 hearty souls from St. Paul's serving as physicians and nurse practitioners, board members, clinical and technical support
- Our live streaming ministry is reaching 200 or more people each Sunday service and for some services over a 1500 people. Our You Tube channel is up 20 percent in the past year in large part because our Friday emails are now video. The single most watched event was the Good Friday Service and a Friday email in October.
- Your faithful financial stewardship has made possible the upkeep of historical buildings in an unforgiving climate where there is always something to be repaired, refurbished, or replaced. It has supported technological capability that serves the unchurched and home bound, security protocols that help keep us safe, sacramental ministry that touches us at the transition points in our lives, weekly worship that strengthens us for the journey, formation for all ages and a staff that makes this happen. Both the number of pledges and the amounts have increased sufficiently to allow for the work of ministry to continue unabated which stands in stark contrast to other churches in our denomination.
- We gave to outreach and mission through our parish designated ministries, discretionary, scholarships and diocesan ministries over 155K. If the standard biblical tithe is ten percent, Saint Paul's has given 27 percent of its budgeted income to outreach.
- ECW continues to amaze with its online bazaar. Each year we say the same thing. "This was the best bazaar ever and we raised the most money for our community ministries ever!" And it is true!
- Youth ministry is changing at St Paul's responding to generational shifts and adapting with creative new models of formation and fellowship while holding fast to Glory Ridge as an intergenerational ministry. As we speak programs to strengthen our young families are being discussed and developed.
- Our music program has grown our choir and expanded in ways that the community outside of us is noticing too including our

partnership with the American Music Festival. We all appreciate those gorgeous hymn descants and anthems and our Cullman Scholars who are in their second year of service!

- Your Vestry at its summer retreat did a mutual ministry review which was very encouraging and uplifting. We discerned that we were called to reach out and welcome our neighbors with acts of fellowship, nurture men's ministry and formation and further develop our communications. We began Friday video messages, added a daily meditation on Facebook and Instagram during Advent and will continue to discern new ways of connecting. A men's retreat is being planned later this spring/summer with Rev. Caleb Lee, Rector of St Paul's in Wilmington and a former associate here.
- Mary Duane Hale has stepped into the role of Parish Administrator as a volunteer with a grace that is unmatched. Her knowledge of the parish, accounting and bookkeeping background and her kindness has been a gift without price. We are so grateful for her gift of countless hours each week. Thank you, MD!
- I have received over 6000 emails this year, 100 plus daily texts, 10-12 calls a day, greeting 130-150 people face to face each week at the church door and coffee hour which leads to an average of sixteen people face to face each day through meetings, appointments and hospital and home visits all working to create life together. While it can be overwhelming it is also a deep privilege to be among you as one who serves. I know I don't always get it right, but I do my best as I know you do. My favorite line in the institution of a rector is "tend the flock of Christ which is your charge."

The year ahead will bring:

- A planned restoration and refurbishment of the church including maintenance has emerged due to the age of the building. We are painting the outside of the church, working on the floors, laying new carpet to replace what is buckling and is a trip hazard, adding seat cushions made especially by a company that specializes in historic churches and upgrading our sound

and lighting systems. We are also focusing on beautifying the columbarium and courtyard.

- New adult formation and education opportunities including a series on creativity, imagination, and the spiritual life.
- The election of a new presiding Bishop at the church's general convention in Kentucky where I serve as a deputy from the diocese and on a legislative committee to rework our disciplinary canons.

And hopefully it will bring more moments like:

- Young Edward searching in the sanctuary during the Christmas pageant for his own light to carry into the world.
- The children *singing* "Let us Break Bread Together on our Knees" at Bible School
- The joy of hearing "When the Saints Go Marching In" at a funeral.
- A Project Christmas Cheer room overflowing with the generosity of your gifts for those in need.
- Hearing Thomas, a resident of a local group home say at a Five Loaves Meal: "You know who I am. You gave me wrestling posters for Christmas."
- The Great Chili Cookoff filling the parish hall with hungry souls and hearty spirits, *Trunk or Treat* reaching more strangers than friends.
- The Bishop's Annual Visitation for Confirmation and Reception in June
- Eyes upturned and hands outstretched at the communion rail that has held the hopes and the sorrows of the good people of Saint Paul's since 1867.

Thank you for taking your vocation as children of God seriously. Here's to the journey of finding where our deep gladness and the world's deep hunger meet.

Tammy +

Junior Warden Report

2023 has been a year filled with learning about the church facilities and grounds, and then staying busy addressing all the identified needs.

The Grounds: It was exciting this year to add the beautiful landscaping to the playground. Once we removed the rotten pecan tree, we were able to grate and reconfigure the parking lot. We added gutters to the Parish office and extended the back porch. Many thanks to the parishioners who have “adopted” an area on the church grounds to weed and trim throughout the year.

Parish Hall: A water softener was installed to address the continuing problem of scale buildup in the kitchen appliances (ice machine, water heater and dishwasher). We purchased a new refrigerator, attic stairs, and completed a replacement in the men’s bathroom. Work on the front Parish Hall doors is a work in progress.

Sanctuary: The balcony air conditioner installation was completed. An additional defibrillator was purchased and mounted in the sacristy. All 3 buildings are now equipped. There were also some minor roof repairs completed.

This year we transitioned to a keypad entrance for our doors. We had all locks rekeyed so that there is a single key (if needed).

The biggest challenge by far this year was our air conditioners. Beginning in late spring and throughout the very hot and humid summer, the equipment serving the sanctuary kept failing and “freezing”. We had both compressors replaced (still under warranty) along with various fans and other AC parts. We also transitioned to remote internet-controlled thermostats. Our hope is for a consistently cool worship experience this summer.

I really enjoyed being the Junior Warden this year. I knew so little about “building and grounds” and I have learned so much! When I accepted this opportunity to serve, I was assured that there would be a team/village to help me. The support and guidance I received was amazing. A special thanks to all who helped me, especially Tammy,

Jane, Mary Duane, Stephen and my real partners on this journey-David Clawson and Diane Meelheim.

Laura Snyder, Jr. Warden

Outreach Ministry

St. Paul's Outreach Ministry provides funding of \$12,000 for 15 organizations from our budget. Each month throughout the year one or two different agencies are featured in the bulletin and weekly email, and parishioners are encouraged to make additional donations. Additional donations from parishioners totaled \$13,956.30 in 2023.

Each organization has a St Paul's parishioner who volunteered to be their liaison. For 2024, each month a liaison(s) will share with the congregation the specific needs of "their organization" and help us increase our awareness of the mission of each group serving others. If you are interested in serving as a liaison, please contact Laura Snyder at laurahsnyder@gmail.com.

The 2024 recipients of funding are: Hope Mission, Broad Street Clinic, Thompson Child and Family Focus, Family Promise, Episcopal Farm Workers, VOCES, Rape Crisis, Domestic Violence, Young Life, Beaufort Boys and Girls Club, Meals on Wheels, Five Loaves, Project Christmas Cheer, The Bridge Down East and Hand to Hand.

Fellowship Report

Coffee hours are hosted after each Sunday service by parishioners. Thank you to all who have hosted this past year. The fellowship committee served lemonade and cookies after the combined summer service in June, July and August. Potluck dinners are back and are scheduled quarterly. A highlight of 2023 was our Shrove Tuesday Pancake Supper. Everyone was excited to be back together in the Parish Hall for this event. We hosted several receptions including Lessons and Carols and Youth Sunday.

We look forward to hosting the Bishop in 2024 during his annual visit in June.

Allison DuBuisson, Adeline Talbot, Megan Ziglar

Food Drive

12,844 items. That's what the Tuesday Food Drive contributed to Martha's Mission during 2023. Ginger Wade, our contact and friend at the mission says, "Y'all are truly a blessing. With the increase of people we are seeing, it's hard to stay stocked. It's like Christmas every Tuesday. We couldn't do it without y'all. From the bottom of our hearts thank you for helping us help others."

Sarah Jo Safrit

Baking For Good

Baking for Good is a volunteer initiative made up of members of the faith community of Beaufort (NC) who are committed to using their interests and talents to support hunger relief in Carteret County. A wide variety of baked goods are sold once a month throughout Olde Beaufort Farmers Market's season. This past year was another successful one for Baking for Good allowing for ongoing support to be provided to Martha's Mission (Morehead City, NC), Meals on Wheels (Beaufort, NC), Hand2Hand (Smyrna, NC), Fives Loaves (Beaufort, NC), Loaves and Fishes (Beaufort, NC) and the Carteret Public School Foundation (county-wide). As we look forward to the project's fifth year, we will be focusing on maintaining a high level of engagement with BfG's bakers, packagers and sales volunteers as well as expanding the scope of some of our popular items.

St. Paul's Welcome Committee Report

It was our pleasure to begin a new initiative for welcoming visitors and newcomers to St. Paul's in 2023.

Our outreach efforts included:

- Hosting a fall Inquirers Sunday School class. The text was "Walk In Love: Episcopal Beliefs and Practices," by Elizabeth Gunn and Melody Shobe.
- Making a concerted effort to meet and personally welcome visitors after the 10:45 Sunday service.

- Calling and personally reaching out to visitors and newcomers.
- Preparing welcome bags to share with newcomers.
- Organizing Foyer groups.
- Hosting a “Welcome Party” at the warm and very welcoming home of Bob and Donna Ivey with more than 40 guests in attendance.

Items on the list for 2024 include:

- Creating a new Church Directory.
- Creating a Greeter rotation of volunteers to meet and welcome visitors after both Sunday services.
- Offering a confirmation class in May ahead of the Bishop’s June 2, 2024, visit.
- Helping foster congregational and usher awareness to identify newcomers and personally welcome them each and every Sunday.
- Host a “Neighbor Day” in the spring with an old-fashioned dinner on the grounds for new friends, visitors, and our church’s neighbors in the blocks surrounding the St. Paul’s campus.

If you are reading this, please consider yourself deputized to be a part of our Welcome Outreach Committee for St. Paul’s! We have so much joy and kindness to share and to offer everyone, so help us spread the Good News of Jesus Christ, and the love that we feel for each other, and all of our blessings, with anyone who may find their way to our beloved St. Paul’s Church.

The Welcome Committee

Laura Snyder, Bob Ivey, Megan Ziglar, Cindy Cash, Adeline Talbot, Rev. Tammy, Rev. Ashley, and Allison DuBuisson

Christian Education and Youth Report

What a year it has been with the people of St. Paul's! I am constantly in awe of the love and support I receive through this wonderful community as I grow more and more into my calling as a priest, pastor, and teacher. It is amazing to me that we have now spent a year and a half together and I have been a priest for a full year now. What a gift to spend that time with all of you. In this report, you will find the highlights from our year in Christian and Youth Formation, which is the primary area that I oversee.

Last year, we started 2023 with a large intergenerational event from Rise Against Hunger packaging meals for those in another country that needed them. We packaged over one thousand meals and had over 75 volunteers. Thank you to those who showed up and participated. My hope is that we will do this event again soon.

Crosswinds hosted its first annual Chili Cook-Off and Cornbread back last February to raise money for our Glory Ridge service trip in Madison County. We will be hosting that event again next month and I hope that you will either cook Chili or Cornbread for this event or join us for tasting all the wonderful food.

Vacation Bible School was a HUGE success this summer with over 30 children participating throughout the week. We dove deep into our Baptismal Covenant and learned all about the things we promise to God with our theme "I Will, With God's Help." A major thank you to all of our adult and youth volunteers who made this week possible. Registration for VBS will be coming soon for June 17th-21st.

Thanks to your generous financial and culinary contributions, we had another fulfilling week at Glory Ridge with St. Paul's, Wilmington, and Grace Cathedral, Charleston. Alongside the repairs we made to homes, we talked each night about "The Gift of Water." This summer, we will continue the tradition of joining our friends at St. Paul's and Crace Cathedral on the Ridge July 21st-26th.

This year, we have seen a shift in our numbers when it comes to Sunday School, Headwinds, and Crosswinds. We have a lot of sixth graders this year! This means that our God's Pod class has seen a dip in attendance, as well as our Headwinds group. However, that means that we have seen a really large increase in Middle and High School Sunday School and Crosswinds attendance. In the life of the church, it is normal to see a shift in numbers. What I can say, is that I am excited about what

this shift will allow in terms of opportunities for our Middle and High School students.

Thanks to your generosity and support this year, I have also had the opportunity to represent St. Paul's in the wider Episcopal Church. In January, I served as the Chaplain for the Episcopal Forma Conference, which is an annual gathering of clergy and lay formation leaders from all over the country. Forma has always been a part of my continual growth in the realm of Christian Formation and it was an honor to be asked to serve in this capacity. In February at Diocesan Convention, I was elected to serve as our Clergy Trustee to Sewanee University. I will always be indebted to Sewanee for my education as a priest and I am very excited to have been elected to serve as a Trustee. In July, I served as a Chaplain for the Episcopal Youth Event (EYE) in College Park, Maryland. EYE is an international youth event held every three years in different parts of the country. At this event, Episcopal Youth gather from all over the world to learn and worship together. It was an experience and an event that truly changed my life forever.

Again, thank you all for your continual support, prayers, love, and faith in me as one of your priests. It is truly an honor to serve the people of St. Paul's.

Submitted Rev. Ashley Simpson

Altar Guild Report

Our dedicated teams of Altar Guild had thirty-three active members in 2023. Altar Guild prepares for our two Sunday services and one weekday Eucharist as well as funerals, baptisms and weddings. We had 102 Sunday services, 54 Wednesday services, 5 weddings and 13 funerals this past year. We decorated and prepared the church for Holy Week, Easter and Christmas. We changed the hangings on the altar four times during Holy Week. Altar Guild is a ministry and we are grateful servants to serve as ministers of God, ministers of God's people, ministers of the liturgy and ministers of the worship space. Whether preparing the altar, polishing vessels, washing and pressing linens, or delivering flowers, our work is never a burden but a privilege. We had two new members this year and are looking for more. If you are feeling a call to this ministry, please reach out – all are welcome.

Memorials and gifts come through Altar Guild to be used for worship. We purchased a new thurible this year – a thurible is a metal censer suspended from chains, in which incense is burned during worship services. You saw the new one during our Easter services. We are in need of a new large cruet and some replacement linens and hymnals if you are interested in honoring or remembering a loved one.

Mary Duane Hale

Music Report

This past year has been one of continued growth for the Music Program at St. Paul's. Coming from the transitional year of 2022, we set some lofty goals for the 2023 season and walked away with almost all of those goals met.

The year began with a bit of chaos for the choir. After having developed a small, but well-balanced group of singers, we suddenly found ourselves with almost no sopranos (the upper-most voice) for our choir. After having ended 2022 with 13 singers and a public goal of having 20 members by the end of 2023, this was a bit of a blow to the program. Our numbers dropped to 10 regular members with one occasional extra singer. A small group of choir members was pulled together to address the problem and out of this came the Cullman Music Scholars Program.

Most of you have seen our Music Scholars Program in action. Through a generous gift by the Cullman Family and the support of the clergy, staff, and vestry, this program has allowed us to partner with Carteret County School System and Carteret Community College to bring in high-school or young college students to our music program. Scholars, as the students are called, become members of our choir and participate in regular choir member duties as well as take on extra rehearsals and participate in the Royal School of Music's *Voice for Life* curriculum which helps them to become better musicians through voice, music theory, music history, and church history training. At the end of the program, Scholars receive a scholarship paid directly to the institute of learning of their choice. So far this year, we have worked with four new scholars

into our program and recruitment efforts are ongoing. This past summer, we were also able to send two of our Scholars to the RSCM's week-long choir training course in Charlotte. Both Scholars came back ready to dive into more music and are eager to return to the course in the future.

We have also worked to bring in new members to the choir. We developed a detailed membership goal action plan in the early spring and this has proved to be fruitful.

While our goal was 20 regular singers by the end of 2023, we ended the year with 18 regular singers. Considering our numbers were reduced to 10 at the beginning of the year, this is an excellent turn-around. Some of our recruitment efforts came from our "Ask-a-Friend Drive," an open choir rehearsal, and the announcement of our upcoming choir tour.

In April 2023, we began discussions with the Director of Music from St. Michael's Episcopal Church in Raleigh about the potential for a joint choir tour for our choirs. In August after being presented to the vestry, we officially announced that the St. Paul's Choir will join the St. Michael's Choir as well as the Diocesan Choir, Schola Cantorum, for a singing tour in Northern England and Scotland in the summer of 2025. This tour will be a working trip for our choir and they will sing both Choral Evensong and Holy Eucharist at some of the most prestigious cathedrals in northern Britain. The announcement of this tour is already bringing energy to the choir – it gives us high goals to work toward and has already helped with recruitment to the program.

In preparation for the choir tour, the repertoire for the choir has been made a bit more demanding, the choir has moved its regular location in the church to reflect a cathedral-style seating arrangement (and in keeping with the history of the St. Paul's Choir), and some additional services have been added to slate of services with music. Namely, a monthly Choral Evensong (or occasionally Lessons and Carols) has been added and now happens on the second Sunday of each month. So far, this service has been well-received by the musicians, the congregation, and the community. We have even attracted some talented musicians to join us on these special services.

Our Handbell Choir has also seen much transition this year. Currently we have eight regular ringers. However, as mentioned last year, growth of the handbell choir comes with the challenge of a limited number of resources and bells for people to ring. The ringers have been discerning

ways we can tackle this challenge in the future. At the end of 2023, we realized that we needed to develop the skillset of some current and of new potential ringers and a skill-building program is being added to the upcoming calendar. 2023 also brought us the uncomfortable realization that our current bells are coming to the end of their useful life. The bells were restored before the pandemic, and while they have carried us through, the bells are around 100 years old and are quickly deteriorating. This issue will need to be addressed in the near future.

One last thing to note for the music program is the continued outreach to the community that we have hoped to continue developing. In the spring of 2023, St. Paul's became the official home of the *American Music Festival* an almost 35-year-old organization here in Beaufort that brings high-quality chamber music to the area. We hope that this partnership will continue to help us develop better musical ties to the community which will further enrich our music and liturgy at St. Paul's.

There is a building of energy in the music program, and we hope that the excitement continues. As always, we strive toward excellence (not perfection) and develop ways to enrich our worship. In the future we'll explore more Choir growth and improvement, revitalization of the Handbell Choir, and opportunities for outreach through music in the community. If you have any questions about the music program or wish to support or join, please don't hesitate to reach out.

Submitted by Matt Hill, Director of Music and Organist

ECW Report

My first year serving as St. Paul's ECW president has been more than rewarding due to the spiritually dedicated women of this parish. They each have found their gifts and generously share with our projects that serve our church and community.

The first event was an ECW Lenten Retreat entitled "Finding Joy in the Wilderness" lead by Rev. Gray Hodston at Trinity Center. In the spring, we had two Episcopal women speakers who both happened to be authors. The first was Rev. Carroll who gave a workshop on her book entitled "Vital Signs of Faith" which focused on prayer. The Diocesan ECW Annual Meeting, hosted by St. Paul's, included Jan

Hemby, another author who did a program on the evidence of “miracles”.

The ECW Patti Dill scholarship of \$1000 was awarded to Micah Evans and Satchel Lasky on Youth Day.

Our September Fall Social was well attended offering a lovely reception hosted by the ECW Board Members at the lovely home/venue of Denard and Kay Harris at 1100 Arendell Street, Morehead City. The Bazaar was the main topic being discussed by Jean Kiesow and Diane Glasgow. The Sit-Down luncheon was well represented by Co-Chairs Nancy Smith and Donna Ivy who arrived in their chef hats and provided charts to solicit volunteers to help in the kitchen using recipes from St. Paul’s cookbook, *Let Us Keep the Feast*.

Now to the abundant fundraising events that benefits our ECW pledges, projects, and community giving:

- The return of the summer’s Old Homes Tour Luncheon led by Sarah Jo Safrit and Vicki Morris was a prosperous success with proceeds of \$4000 benefitting Broad Street Clinic
- The Bazaar got a jump start with a concept of selling the early bird treasures in an Online Exchange curated by Cindy Cash which raised almost \$5000
- 2023 Bazaar with a new date of November 4th and the return of the sit-down luncheon earned over \$24,000 including funds from Early Bird Exchange.
- Church Periodical Club Sunday helps provide funding for young seminarians of which our Rev. Ashley was a recipient.

I am looking forward to the 2024 ECW Annual Meeting to be held on Sunday, January 28th, in the Parish Hall after second service to review 2023 and plan for another successful year for our churchwomen’s ministry at St. Paul’s.

Submitted in gratitude,
Sylvia Wheatly, St. Paul’s ECW President

Ministries We Support Using Time, Talent, & Treasure

- Autism Center
- Baking for Good
- Beaufort Historic Association
- Beaufort Little League
- Boys & Girls Club
- Broad Street Clinic
- Camp Trinity
- Carteret County Schools Foundation Lunch Program
- Carteret Local Food Network Veggie Van
- Dominican Republic Scholarship
- Domestic Violence Shelter/Services
- Episcopal Relief and Development
- Episcopal Farmworker's Ministry
- Episcopal Diocese of East Carolina
- Family Promise
- Five Loaves
- Glory Ridge
- Hand 2 Hand Downeast
- Hope Mission

- Hospice House
- Loaves and Fishes
- Martha's Mission
- Meals on Wheels
- Misplaced Mutts
- Project Christmas Cheer
- Rape Crisis Center
- Salvation Army
- The Bridge Downeast
- The Lighthouse
- Thompson Child and Family Services
- VOCES
- Young Life Crystal Coast

2023 Highlights







THE EPISCOPAL DIOCESE OF EAST CAROLINA

The Rt. Rev. Robert Stuart Skirving - *Bishop*

THE CLERGY

The Rev. Tambria E. Lee – *Rector*

The Rev. Ashley Simpson – *Associate for Parish Ministry*

THE STAFF

Matt Hill - *Director of Music and Organist*

Mary Duane Hale – *Business Administrator*

Stephen Hauman - *Sexton*

VESTRY

Pennyloyd Baldrige, Jane Gordon (Sr. Warden), Amanda Schoden, Joe Ustach -
2023

Allison DuBuisson, Laura Snyder (Jr. Warden), Adeline Talbot – 2024
Virginia Cuthrell, Bob Ivey, Charles Phillips (Treasurer), Megan Ziglar - 2025
Sarah Jo Safrit, Clerk

SUNDAY ANNOUNCEMENTS - THE DEADLINE FOR SUBMISSIONS IS
TUESDAY AT NOON.

All submissions are subject to editing and publication is not guaranteed.

Email information to church@stpaulsbeaufort.org.

St. Paul's Episcopal Church

Parish Office Hours: Monday - Thursday - 8 a.m. to 4 p.m. and Friday 8 a.m. - 12 p.m.

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