

Annual Report

(including 2020 Budget)

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Rector's Welcome

My beloved fellow Episcopalians and friends,

Grace to you and peace as we gather in Annual Meeting this January! Early in my time as your Rector, the Vestry, during its organizational retreat at the beginning of the year, adopted a new mission/slogan: We seek to be a community rooted in Christ's love offering *Inspiring Worship, Caring Service, and an Accepting Community*. Inspiring, Caring, Accepting: These words adorn our parish logo and are thus affixed to almost everything that comes from the parish. We see them on bulletins, on letterhead and envelopes. They appear at the beginning of every official email Rebecca and I send. As we prepare to gather for our Annual Meeting, I've been seeing them over and over and I'm pleased that 2019 saw significant growth in each of these facets of our common life.

Inspiring: Each day I am inspired by you. On Tuesdays I arrive as the Canterbury students (and, on school breaks, St. Paul's adults) leave the Happy Kitchen. You arrived with the dawn to make breakfast and to form a community of neighbors gathered for fellowship and nourishment. Each afternoon, Encore Shop volunteers come in to create a sacred space of hospitality. Together you welcome, clothe and feed our neighbors as Christ inspiring all who see to acknowledge Christ within themselves and one another.

On Sundays, I greet the labor of Altar Guild, Verger and Deacons who prepare a sacred space for our worship. I'm honored to serve with Musicians, Ushers, Chalice Ministers and Lectors you give of yourselves to support the worship of your community. As I wave a thurible of incense and elevate the body and blood of Christ, I'm inspired by the connection we share in the sacrament. At the rail, I place Christ's body on your body and I enjoin the youngest among us that "Remember that the Cross is the sign of God's love for you!" In giving and proclaiming God's blessing in form of bread, wine and cross, I'm inspired by the love you show to one another and to our neighborhood.

Caring: In 2019 we lost dear friends and beloved family members. We welcomed a new bishop and baptized and confirmed new members of Christ's body. In joy and in sorrow we have been together. Our Pastoral Care Team continued to care for the least of us, especially those bound by age or illness. You cared for young and old, rich and poor, and kept us connected to each other in the sharing of the sacraments and in a word of comfort and love.

Children's Ministry took off this year as we gathered for pizza parties and intergenerational nights. Parents and friends stepped up to join our children in moments of connection with God in Children's Chapel! Our children will remember the commitment you've made to them.

We had another record year with the Giving Tree, anonymously spreading our Christmas joy and celebration to our friends and neighbors. We've all been supported by the prayers of the Daughters of the King and the Prayer List.

Accepting: We welcomed new members and continued to grow as more loving and capable representatives of the Spirit to a diverse community. Some of us invited friends and family to worship with us, we have seen and welcomed new folks among us. St. Paul's is stronger for you and for the ways you invite and welcome!

In fellowship and education, we've grown. Participants in dinner groups and foyer groups have come closer to one another, bringing newcomers into Christ's body with every forkful of dessert.

Each year we collect the record of the ministry we have shared and as I look over this report, I'm filled with awe at the ways you have both reflected and sought Christ's love in the world. The annual report is a celebration of the ways we have stepped up in service and love; something our world desperately needs.

Thank you for your work, your love and your commitment to Christ,



Fr. Patrick

Proposed Agenda of the 2020 Annual Meeting

Call to Order and Opening Prayer

Appointment of the Clerk of the Meeting & Determination of a Quorum

Approval of Consent Calendar (Requires Motion & Second by a member of the meeting)

1. Adoption of 2020 Annual Meeting Agenda – *this page*
2. Adoption of the Minutes of the 2019 Annual Meeting – *page 4-6*
3. Reception of Ministry Reports – *pages 8-25*

Honoring the Vestry Class of 2020

Introduction of and Balloting for Vestry, Wardens & Delegates – *Details on page 7*

(Report and Re-balloting, if necessary, to occur when results come back)

Financial Report and Introduction of the 2020 Budget – *pages 26-35* – Joe Barbercheck, Treasurer

Introduction to ACS Realm, Parish Database Software – Fr. Patrick Funston

Commissioning and Decommissioning of Elective Ministers – *pages 36-37*

Acknowledgements and Thanksgivings

Closing Prayer and Adjournment

Minutes

Of the 2019 Annual Meeting

January 30, 2019

The annual meeting of St. Paul's Episcopal Church was called to order at 7:00 p.m. by its rector, the Very Reverend A. Patrick Funston, acting as Chair.

The meeting began with an opening prayer and a Reading from the Gospel according to Matthew.

The appointment of the clerk of the meeting & determination of a Quorum.

The bylaws require a quorum of 10% of the church membership to hold an annual meeting. The church has a membership of 122 at present. So meeting this requirement, a quorum was declared. Ann Pearce was appointed as clerk and Rebecca Burton (parish administrator) was appointed as secretary for the meeting. Rebecca took the notes for the meeting.

Approval of the consent calendar

The approval of the consent calendar included the adoption of the 2019 Annual meeting agenda, the adoption of 2018 minutes of the annual meeting and the reception of the ministry reports. There was a motion from Bill Sier to approve it as is. This was seconded by Coralie Boatman. Approved unanimously.

Ratification of the Parish bylaws update (orange packet)

Father Patrick shared that the last time a ratification of the parish bylaws was done was in 2004. Father Patrick directed the members to view all the revisions on the church website or in the new bylaws booklet that was provided at the meeting. Ann Pearce and Candie White drafted and forwarded the updates to the Council of Trustees per Diocesan Canon requirement. These updates include the modernization and improvements of the business practices at St. Paul's. Father Patrick took a few minutes to point pertinent changes like definitions of church jargon, vestry requirements, the process for amendments to the bylaws, endowment operations, and communicating electronically. The new bylaws had been approved by the Chancellor of the Diocese as well as the vestry at their monthly meeting. Joe Barbercheck moved to approve the amended bylaws, which was seconded by Michael Donnelly. All approved unanimously.

Honoring the Vestry Class of 2019

Five out-going vestry members - Ann Pearce, Tom Snyder, David Littrell, Mary Sier and Michael Donnelly were honored for their service as a vestry, Father Patrick offered his thanks and gratitude for their "consistently incredible and audacious" work through the feasibility studies and capital campaign work. They were also awarded olive crosses from Bethlehem by Father Patrick.

Introduction of the Balloting for Vestry

6 people were nominated to be part of the new vestry. They were Joe Barbercheck (appointed mid-year as treasurer), Phil Ryan and Landon Leiker for a 3-year term, Betsy Barrett for a 2-year term, Yvonne Amanor-Boadu and Mary Vanier for a 1-year term. Ann Pearce moved to accept the new nomination. All were voted and approved by acclamation.

Election of the 2019 Wardens

Fr. Patrick reported that he is appointing Deb Lamb *in absentia* to serve as Senior Warden for a first 1-year term. There were no nominations for the position of Junior warden. Father Patrick and the vestry will continue to deliberate for this position. Ongoing construction management position will continue to be taken care of by Tom Snyder. There was a motion put forth to affirm the new senior warden. Mary Sier moved and Candie White seconded it. All approved unanimously. The 2019 meeting ballot for junior warden was closed with no junior warden being nominated or affirmed.

Ratification of Endowment Enabling Resolution (green packet)

Nine points in the new enabling resolution were discussed. A booklet highlighting the changes was provided at the meeting. Father Patrick pointed out the changes that included new language and additional policies that the vestry had adopted. Some of the updates include investment policies, spending policies, gift acceptance, endowment policies change etc. Father gave a brief history of the old endowments which were the operating endowment, housing endowment and capital improvements endowment. The details of the endowment enabling resolution can also viewed on the parish website. A motion was made by Art Loub and seconded by Mike Sexton to accept and approve the endowment enabling resolution. All approved unanimously.

Financial Report and Introduction of the 2019 budget

Joe Barbercheck (treasurer) shared the financial report. He began by acknowledging and thanking the 2018 members of the reconstituted St Paul's Finance Committee: Mary Bosch, Larry Nelson, Peter Oppelt, Pat Pesci, Father Patrick (*ex officio*) and himself. He also thanked David Littrell for his attendance and support with the various finance committee meetings. He expressed gratitude for their commitment to the committee and their input in crafting the new 2019 budget and reviewing the audit report.

He then shared the good news of that as a result of the stewardship of the congregation, the vestry can begin 2019 with a balanced budget. Next, he recapped the 2018 budget which started as a deficit budget of \$35,000. The vestry made the difficult decision to off-set the deficit with two operating endowment draws that had to be done in June for \$15,000 and in September for \$21,000. The 2018 audit ended up being \$5,000 more expensive than budgeted, but St. Paul's benefited from substantial and previously ignored audit work going back to 2014. The expenses included the purchase of a Quick Books upgraded accounting software, at the recommendation of the auditor. The church needs this in order to maintain good financial practices in order to keep the books in good order. Going forward all the documents are reconciled consistently and accounted for the future. The finance committee does not anticipate this kind of deficit for 2019 because of the pledge commitments for 2019.

Father Patrick then took over the meeting to announce that the church now has two additional streams of income which include the Happy Kitchen beginning to reimburse \$200.00/month in utility expenses (the Encore Shop directly pays their own power and pays for the church's trash/recycling bill) to reimburse the church for operating expenses. The other income stream will be from a 12 step- group for space usage of approximately \$200.00/month.

Joe then explained the 2018 Profit & Loss and Balance Sheets briefly, leading to the positive income figure for the year 2019. The other budget line item that was pointed was the salary increase for the rector and the administrator, that had not been adjusted for the previous years because of the budgetary reality of the church. This was a unanimous recommendation by the finance committee and then unanimously adopted by the vestry.

Additional Expenses: Computer leases and for updated computer software to address the challenges of outdated technology. This will allow us to upgrade the computers and to track membership.

A question was raised about the restricted funds relating to the columbarium and memorial accounts. Father explained that in the past expenses for operations and the restricted funds were both combined in one checking account with the memorials being a separate account. Restricted funds had been used for operating expenses. Going forward, the restricted accounts have been broken down to individual sub-accounts and the hope is that the money will be able to be reimbursed from the operating account as the year progresses.

Finally, Joe pointed out that the new look of the financial statements to make it easier to read the budget in the future. Ann Pearce moved to accept the report of the budget. Michael Donnelly seconded it. It was unanimously accepted.

Rector's Address

Father Patrick began by thanking the vestry, the wardens, treasurer, and the Parish administrator Rebecca Burton and Pledge secretary Jennifer Jones for their contributions in the running of the church.

He then addressed the work of the welcoming advisory team that was initiated at the end of 2017 to interrogate the welcoming culture of St. Paul's. At the beginning the group thought the work needed to be focused on the LGBTQ community to grow as a congregation. So, they utilized a process format from a group called Welcoming Resources and the Episcopal Church LGBTQ group *Integrity*. Yvonne Amanor-Boadu was co-chair of this committee. Work was done behind the scenes and during adult education formation. The goal of the group was to put together a welcoming statement to let the members of the community know they were a welcoming place. But in course of their investigations which included surveys and interviews, the group realized they needed to focus instead on racial reconciliation and healing. Workshops were conducted on "Engaging Diversity" by Yvonne and "Theology and History of the Development of Race" by Father Patrick.

The vestry accepted the welcoming statement drafted by the advisory committee that will be used as a cornerstone for future ministries and is placed at the front of Sunday bulletins. This statement will also be used as a cornerstone for formation opportunities in the homilies at St. Paul's, and during adult education opportunities. This will become the official welcoming statement of the church and so will be populated in the weekly bulletins and website. He thanked the draftees of the statement, the committee and the vestry for this work.

Beginning February 2019, for 4 weeks, classes called "*Invite, Welcome, Connect*" will be offered to continue the conversations and development of practices of evangelism and welcome at St. Paul's.

Next, Father Patrick shared the broad desire of the congregation to revive the Children's ministry at St. Paul's. He pointed out that besides parent support, other adult support would be necessary for the success of this program.

Phase 3 Capital campaign report

Father expressed his gratitude and pride about the way the campaign had progressed and was now into the 21st month of the 36-month campaign. 95% of the pledges had come in and the renovations of the nursery, rector and main office, all 3 bathrooms, common area and hallways were underway. \$75,000 of the \$83,000 campaign budget had been allotted with the remainder to go into a reserve fund.

He concluded that Manhattan is growing, and St. Paul is preparing for the future. The 2019 vestry will be looking to the 2020 vision. So he encouraged the congregations thoughts and ideas for St. Paul's.

Commissioning & Decommissioning of Elective Ministers.

The Commissioning of Wardens, and newly affirmed members of the vestry was conducted followed by the decommissioning of the old members.

Father Patrick then invited out-going wardens David Littrell and Tom Snyder to the front and thanked and acknowledged their consecutive years of service. He presented both of them with a copy of Henri Nouwen's about Rembrandt's *Return of the Prodigal Son* and reprints of the same. He also invited Teresa Snyder and thanked her as the honorary "third" warden of St. Paul's he also presented her with an olive cross.

The meeting came to a close at 8:00 with a prayer and the new Collect for Welcoming.

/s/

Rebecca Burton, Secretary of the Meeting

Candidates for Election to the Vestry

Three-year term, Elect three (3)

David Littrell
Sarah Schneider
Justin Williams

Two-year term to cover Landon Leiker's resignation, Elect one (1)

Ann Pearce

Candidates for Election as Wardens

Senior Warden

Second (up to three) one-year term

Deb Lamb

Junior Warden

First (up to three) one-year term

Tom Snyder

Candidates for Election as Parish Delegates to the Northwest Convocation and Diocesan Convention

Two-year term, Elect two (2)

Marian Fuller
David Littrell

Rector's Report

The Very Rev. Patrick Funston

Each year in ministry with you is a blessing and a joy. 2019 was a significant year in our shared ministry as we brought about both the end of the capital campaign and brought the unhappy matter of the 2006 embezzlement to a close.

Personally:

- I continue to be blessed by my three loves: Michael, Eirín and York.
- Participated in several official bike race/rides
 - 50-mile Tour de Bier Kansas City, May
 - 530-mile Biking Across Kansas, June
 - 80-mile Octagina, Lawrence, October
- Did Swim Lessons with Eirín in the Summer.
- Celebrated our 10th anniversary with our first trips to Portland and Seattle.
- Vacationed twice in Abilene, Texas where Eirín's godparents (and our Goddaughter) live

Pastorally (St. Paul's Stuff):

- Helped St. Paul's host its first diocesan youth event in many years (Mustard Seeds Music Weekend)
- Wrapped up the 2006 embezzlement facilitating full restitution
- Continued mentoring three parishioners in discernment toward ordination in the Church
- Supported the return of children's education at St. Paul's with *Illustrated Ministry Children's Chapel*
- Adult Education:
 - *Lent Madness Bracketology (with Deacon Sandy)*
 - *Invite-Welcome-Connect*
 - *Blessed Is She Lenten Dinner Series*
 - *Way of Love Confirmation/Reception Preparation*
 - *Paul: Zealot, Apostle, Martyr*
 - *Incarnating Christian Community through Productive Disagreement*
- Helped bring the congregation's 2017 capital campaign and related improvement work to a close

Professionally (Wider Church Stuff):

- Continued to serve as Dean of the Northwest Convocation
- Continued to serve as President of the diocesan Disciplinary Board
- Continuing Education: *Executive Certificate in Religious Fundraising*, Luther Seminary, St. Paul, MN
- Secured, with the help of Deb Lamb, Yvonne Amanor-Boadu, David Littrell & Charles Pearce, funding for a 2020 sabbatical (March-May)

I'm thankful for the continuing honor of serving you as rector. These six and a half years have been incredible and I'm grateful for the opportunity to participate in a sabbatical this spring. Thank you for the love you show me and my family. None of this would be possible without the love and support of Michael, Eirín and York.

Archdeacon's Report

The Venerable Charles Pearce

August of 2019 marked the beginning of my 13th year as Archdeacon for the diocese. And, February 19, 2020, will be the 20th anniversary of my ordination to the diaconate and being assigned to Saint Paul's. In June of 2018, upon reaching the age of 72 and, in accordance with the Canons of the Episcopal Church, I was required to resign from all active ministries in the church. The Canons provide for the Bishop to allow continued exercise of ministries for one year, renewable each year. In June 2019, I resigned all active ministries in the Church to Bishop Bascom, who granted continuation until June 2020.

As archdeacon, usually I assist the bishop when making parochial visits to the parishes in the two convocations that I serve—the Northwest and Southwest Convocations. With the consecration and ordination of Bishop Bascom in March, 2019, our bishop began a series of extended visitations, or Walkabouts, as she calls them, to the four convocations, spending several days in each, and combining these with canonically required parochial visits. Except for the few parochial visitations and services that were conducted in evenings, I assisted in services on Sundays in parishes in the Northwest and Southwest Convocations.

In my role as archdeacon, I am honored to serve in diocesan services, such as ordinations, the Chrism Mass, the convention Eucharist, and so on. I share these duties with my brother archdeacon, Monte Giddings, who is assigned to St. Michael's and All Angels in Mission. Monte and I were asked by Bishop Bascom to join with the deans of the convocations, the dean of the Cathedral, and the dean of BKSM in her newly formed Council of Deans. This council has been involved in the creation and development of the bishop's Minster Project, which was officially kicked off for a two-year trial run at Diocesan Convention in October. All parishes in the diocese have been formed into "minsters" to come together to share resources; and all clergy in each of the minsters are required to attend monthly minster meetings for mutual support and to get to know the strengths and needs of the parishes and to learn to practice and implement "The Way of Love" as a rule of life proposed by our Presiding Bishop.

Not directly related to being archdeacon, but by nature of being a member of the clergy in this diocese, I joined with other like-minded people from around the diocese in the newly formed Diocese of Kansas Care of Creation Task Force. This task force met on the last day of Diocesan Convention and held a pre-convention retreat September 28, to discuss possible goals and strategies for stewardship of our planet at the local and diocesan levels.

I continue as the Archdeacon for Diaconal Formation in the diocese and serve on the Ecclesial Relations Committee of the Council of Trustees. This committee interviews postulants for ordination prior to making them candidates for ordination to holy orders. I also continue to serve on the Board of Directors of the Bishop Kemper School of Ministry, which provides oversight for the operation of the school and advice and consent to the dean.

My involvement with the Bishop Kemper School extends beyond the board as I teach a weekend course on *Diakonia* (Deaconing 101) each year and co-facilitate Colloquium and Praxis sessions each month of the academic year. My class this year was the biggest it has ever been, with 12 students coming from all four dioceses that support BKSM.

Colloquium is a session that meets each month with the same group of students in the school to talk about the process of moving toward ordained ministry and the transitions and formations and transformations that are taking place in the students' lives and in their ministries. Praxis, coordinated by the dean and the Colloquium facilitators, is a monthly session of varying topics concerning the practice of ministry. Topics range from church music, to conducting vestry meetings, to canonically mandated paperwork, to setting the altar for Eucharist, to making pastoral visits in hospitals and homes, to recruiting and working with volunteers, among other things. I personally led a *praxis* this year on grief and bereavement counseling.

In addition to these duties as archdeacon, I provide pastoral care to the deacons of the diocese, counseling with them when needed, mediating/advocating for them when needed, and simply being present when needed. In this capacity, I provide some oversight of the deacons in the two convocations I serve. I also work with the Bishop, the Candidate to the

Ordinary, and my fellow archdeacon to coordinate the placement of deacons in parishes for their internship year or permanent placement.

As deacon assigned to Saint Paul's I continue to serve at the altar for two services per Sunday, when I'm not traveling, and at other services when required. Along with Deacon Sandy Horton-Smith and Deacon-Intern Carolyn Garwood, I assist our rector with pastoral care of our parishioners and perform other duties as requested. I maintain the parish web site with the goal of making it easy for the rector and the parish administrator to add and change information and to update its look. I made two presentations during Adult Christian Education Hour; one on grief and bereavement and one on making pastoral hospital visits.

Box Score:

Parochial visits with the bishop:.....	5
Bishop Kemper Board meetings:.....	4
Bishop Kemper Colloquia:	9
Bishop Kemper Praxis:.....	9
Bishop Kemper courses taught:	1
Diocesan Convention:	1
Gathering of Clergy, Spiritual Life Center, Wichita:.....	1
Cathedral services (ordinations, Chrism Mass, Convention, etc.):.....	4
Ordination of Charles Durland (Deacon) in Coffeyville	1
Care of Creation Task Force meetings.....	2
Miscellaneous meetings for the Diocese:	6

Continuing Education:

Attended Gathering of Clergy, October 1–3, Spiritual Life Center, Wichita. Attended grief and bereavement workshop July 20, at BKSM called “From Mourning to Morning” taught by the Rev. Tom Baker, Chaplain, Stormont Vail Hospital.

Deacon’s Report

The Rev. Sandy Horton-Smith

This year I took a sabbatical during Lent and returned a couple weeks after Easter. To start my sabbatical, I went to a retreat at the Dubose Conference Center in Monteagle, TN. The purpose of the retreat was to learn how to do spiritual discernment based on the Listening Hearts model and how to train others to do it as well. The goal was to learn this method of spiritual discernment to bring back to St. Paul’s to help members of the congregation to discern their own ministries. After I returned from my sabbatical, I led a 3-session adult education course about spiritual discernment and then recruited and trained 2 people to form a discernment committee. We have held a session with one parishioner so far and look forward to others going through the process as they have a need.

When I returned from the Listening Hearts retreat, I attended Sunday services at different churches around Manhattan, experiencing a variety of worship styles in many denominations and looking for how other churches recruit parishioners to participate in service ministries.

I continued as co-mentor for the Education for Ministry (EfM) group here at St. Paul’s. At the beginning of 2019, we had a group that started in September with 2 first-year members, 1 second-year, 2 third year, and 1 fourth year. Our fourth-year member, Meg Harper, completed her studies and received her certificate of completion. In September, we started a new group with 3 first year members and 2 fourth year. We have one person who comes from Abilene and another from Junction City. EfM is a 4-year program that involves study of the Old Testament, New Testament, church history, and theology. We meet once a week to talk about the lessons and do theological reflection.

We participated in a Lent Madness bracket competition again this year using the brackets to raise funds for Riley County Humane Society with me as our bracketology winner. We raised \$70 which was matched from both the rector's and deacons' discretionary funds. Father Patrick and I gave an adult education series on the saints that are part of the 2019 contest and are doing it again in January 2020 for the new bracket.

I'm still serving on the Commission on Ministry which interviews those people who are in the ordination process and are moving from being a nominee to being a postulant. The Commission then advises the Bishop regarding these

candidates for postulancy. In addition, each member of the Commission is appointed to act as a shepherd for a person or two in different stages of the ordination process. Shepherds check in with those people to see how they are doing and if they have any questions or concerns regarding the process. I had my first sheep ordained as transitional deacon in June 2018 and to the priesthood in January. I am currently shepherd to 2 men who are being formed at BKSM for the priesthood.

I joined the newly formed Task Form for the Care of Creation when it formed this last year. This group has representatives from all over the diocese, people who are concerned about how we are harming our environment and are interested in making a change in our local area. We've talked about having "green teams" in each congregation throughout the diocese who would act and advocate for the environment in their home parishes.

Continuing education: Listening Hearts Spiritual Discernment Retreat, Monteagle, TN; Gathering of Clergy, Wichita, KS; Education for Ministry, mentor and reading lessons along with the first-year group.

Senior Warden Report

Deb Lamb

The past year has definitely raised the learning curve for me. However, I have learned a lot and being surrounded by so many talented, caring, and dedicated people has truly enhanced my "on the job" training for being senior warden. I am looking forward to the challenges and blessings in store for all of us at Saint Pauls in 2020.

The following is a list of activities that I participated in by attending, chairing, organizing, or donating to for the past year involving St. Paul's.

- ~Weekly meetings with Father Patrick
- ~Monthly vestry meetings
- ~Nursery care
- ~Children's chapel
- ~Manhattan /Riley County Preservation Alliance Award reception
- ~Adult education
- ~Fall Kick Off ice cream social "Blessed to be a Blessing"
- ~Baby shower for Murphy Weese
- ~Bishop Bascom walk about at Prairiewood
- ~Coffee hour hosting
- ~Lenten series, Blessed is She, Living Lent with Mary
- ~Maundy Thursday, Stations of the Cross, Good Friday, Easter Vigil services
- ~Vestry retreat
- ~Endowment meeting
- ~Annual giving campaign Kick Off "Night in Italy"
- ~Ministry fair
- ~Giving tree/Pastoral team supplies/K-State students care package(finals week)
- ~St. Paul's Sabbatical Committee
- ~Advent inter-generational dinners and discussion
- ~ Hospitality team

Verger and Northwest Convocation President Report

David Littrell

As verger, I arrive around 7:30 a.m. each Sunday to set up for the 8:30 service, and I obviously participate in the service, often additionally as chalice bearer, lector, and thurifer (sometimes all on the same Sunday.) I was a verger at the Cathedral in March for the Bishop's consecration, in June for the ordination service for priests and deacons, and in January 2020 for Ashley Mather's ordination.

I've been serving as Northwest Convocation president since January 2019. I help Fr. Patrick plan the meetings and oversee them to some degree, but Fr. Patrick leads the devotional time and many segments of the business meeting.

Construction and Restoration Report

Tom Snyder

2019 found the focus of St. Paul's restoration shifting to the interior of the buildings. We concentrated on the 1930s Common Room and the 1965 office and chapel addition. The following is a listing of just some of the major restoration projects accomplished during 2019:

- Common Room
 - Removal of three layers of flooring and installation of commercial grade LVT throughout.
 - Removal of carpet from the stairs, painting of the entire stairway area, installation of LVT and soil resistant carpet on the stairway and landings.
 - Installation of a new social bar, kitchen, water fountain, and furniture.
 - Construction of a new children's play area surrounded by restored choir frontals from the original church.
 - Installation of restored stained-glass artwork from the original narthex.
 - Painting of the entire common room and ceiling.
 - Repair and installation of new LED lighting in all lighting fixtures.
 - Construction of a Storage Closet for Ice Melt, signage and snow shovels.
- Office
 - New flooring, custom cabinets and shelving, new lighting throughout.
 - Old ceiling tiles removed, new acoustic commercial ceiling and lighting installed.
 - Old storage room painted, new ceiling, new shelving.
 - Installation of a new security system for protection of the staff and congregation.
 - Installation of all new doors to replace old damaged doors.
- Library
 - Demolition of old ceiling and installation of new commercial ceiling and lighting.
 - New commercial LVT flooring.
 - New baseboards, room completely repainted.
 - New window framing, new chairs for seating.
 - New window coverings
- Chapel
 - New paint throughout, new commercial LVT flooring, new baseboards
 - New ceiling and lighting.
 - Original stained-glass windows restored, reframed and installed in removable panels.
 - New altar to replace the broken plywood box which served as the previous altar.
- Rector's Office, Vesting Room, Hallways
 - New ceilings, lighting, flooring and paint, new window coverings
 - Artwork restored in vesting room.
 - New furniture for rector's office with new bookcases and elevating desk.
- Classrooms and Nursery
 - New paint
 - New nursery cabinets
 - New observation windows in Rector's office, Classrooms, and nursery for staff protection and code requirements.

- Restrooms
 - All three restrooms were totally renovated
 - New porcelain tile on floors and partial walls, new paint above tile
 - New ceilings and lighting
 - New toilets and sinks and new towel, soap and tissue dispensers

I am very pleased to report that all the above and more has been accomplished well within the budget guidelines. In fact, we have a substantial amount of money remaining in the Capital Campaign hopefully to provide seed money for additional restorative work on the Encore Shop, Organ, and Kitchen in the future.

I am also very pleased with the workmanship of the current projects. I can assure the congregation that every effort has been made to get the very best quality for our dollars spent.

Finally, I want to sincerely thank David Littrell and Teresa Snyder for their untiring effort in the demolition, painting and other work in this phase of the restoration. Without their work, our costs would have been about 20% higher and we could not have accomplished all that we have done.

Altar Guild Report

Patti Sexton

The Altar Guild's mission has always been to maintain and prepare the altar for all services conducted at Saint Paul's and to assist the priest. With this mission come a variety of challenges, but with it many blessings. Any budget that the Altar Guild receives goes for necessary items for the services - i.e. liquid wax for candles, bread and wine for communion, items for special services, etc.

Many thanks go to ALL the tireless members who give their time and talent to this ministry. Thank you all for your hard work in preparing for our weekly services and our special services throughout the calendar year in 2019. Let me take this opportunity to encourage anyone who is considering joining this elite group of Saint Paul's ladies/gentlemen. Please don't hesitate to talk to one of our Altar Guild representatives or contact me anytime. Our door is always open for new volunteers. We are divided into 3 groups, so your commitment would only be for one month 4 times a year.

We gained a new member this year in Tiffany Oppelt. She will be a welcome addition in the coming year. We also lost a couple of members - Gabrielle Thompson and Alice Conn. Thanks for your service and may peace and joy go with you.

Ann Pearce volunteered to be in charge of our flowers for the services. I have seen a wonderful positive change in our arrangements. They have become special with just the right flair to enhance our services. Special thanks again go to Tom and Theresa Snyder who always help decorate for our special services. Thanks also go to our other part-time member, Mike Sexton, who helps me a great deal.

I feel very blessed to be able to serve Saint Paul's as director of Altar Guild.

The following are our tireless members who serve throughout the year:

Eleanor Blaker - Coralie Boatman - Marian Fuller - Ann Pearce -
Stacey Rogers - Chelsea Barbercheck - Patti Sexton

Honorary members: Mike Sexton - Tom and Theresa Snyder

BESS Report

The Very Rev. A. Patrick Funston

At the beginning of 2019, the Vestry revisited the usage of BESS money. In years passed, BESS donations had been sent to Episcopal Relief and Development, usually earmarked for ministry in Haiti, but as worthy as that use was, some members of the congregation felt disconnected from the ministry it could do. The Vestry heard the suggestion and made the resolution to see if it would be possible to connect with Ike and Chinyere Ehie's congregation in Nigeria. They were excited by the possibilities so St. Paul's sent \$3,194.74 with Ike after Christmas to support the construction of a new mission! Thank you, St. Paul's, for your Blessings and the way you Bless others!



Children's Ministry Report

Michael Funston

2019 saw a reinvigoration of formation for our youngest members as well as some more multigenerational formation offerings at St. Paul's. Children's Chapel began in September using a curriculum from *Illustrated Ministry* (illustratedministry.org). At the 10:45am service, as the deacon returned the Gospel after the reading, children are invited to follow adult "shepherds" to Children's Chapel. During the sermon, Creed, Prayers of the People and Confession, children and shepherds gather in the southwest basement classroom where shepherds lead a simple teaching and discussion of one of the day's Bible readings. Children are invited to doodle/color a coloring sheet that depicts the day's story. Children and shepherds return to the nave during announcements and Fr. Patrick interviews them/invites them to share their coloring sheets and learnings with the congregation. Twenty different parents and members of the church signed up to be Shepherds during this first year. Thank you to all!

There were several multigeneration formation opportunities this year including take-home/home-based devotions (Lent-in-a-Bag and Advent Wreaths), milestone celebrations (Blessing of the Backpacks/Bikes), evening programs (Advent Sundays), and social, just-for-fun events (Pizza Parties).

2019 also saw the completion of the Common Room Soft. It is a great place for St. Paul's kids to be themselves both during services (service audio is broadcast into the Common Room) and while parents and caregivers mingle during coffee hour.

We are grateful for our faithful nursery care workers and all they do to love and support our families during worship, formation and meetings.

Canterbury at K-State Campus Ministry Report

Anastasia Cunningham, Program Assistant

It has been a great year for the Campus Ministry program at St. Francis Canterbury. This school year, 2019-2020, we have three peer ministers. The three peer ministers are Jeremiah Shipman, Carson Avery, and Aaron Gallaway. They are all living in the house. We are pleased with the work we have been able to do and the programs we have provided for the students attending K-State. In August, Anastasia Cunningham was hired to be the new Program Assistant for the 2019-2020 academic year. All the peer ministers are on a different committee. Carson Avery was our campus ministry delegate at Diocesan Convention. Jeremiah Shipman is a member of our Bishop's Advisory Committee. Aaron Gallaway is a member of the Campus and Youth Ministry Council.

Our weekly program takes place on Mondays from 6:30-8:30pm. Our weekly attendance has been very consistent, averaging 10-12 students each week. For our Friendsgiving program, we had a record high of 20 students attend. We had a handful of guest speakers come and talk to our students during the fall semester. We continue to be blessed with delicious homecooked meals for our Monday program from Kitty Fapp and some of the wonderful folks at St. Paul's. Many of our students also attend St. Paul's on a weekly basis. Our peer ministers volunteer to serve as lectors, chalice ministers and ushers.

On Wednesdays, Anastasia leads Brewing on Belief. This is a weekly program for young adults to meet and discuss current events in the news. We continue to use the curriculum called The Wired Word, which takes an event from the news and provides some scripture and questions to help look at the event through a theological lens. We work together with the Ecumenical Campus Ministry (ECM) to plan and implement this program. We are currently rebuilding this program, so we have an average weekly attendance of about 2-3 young adults.

We continue to be blessed and nourished by our service at Happy Kitchen on Tuesday mornings. We love being able to give back to the community of Manhattan and spending time with our guests. We work with Hands-On K-State which is a campus resource to help students find service opportunities in Manhattan. Through that connection, we have had some additional students come and serve with us. We had a lot of fun when the KSU Tennis team came one week to help us serve our guests at Happy Kitchen.

This fall we participated in the Bishop's Bowl. The Bishop's Bowl is the same day as the KSU vs. KU football game. We met in Lawrence for food, fellowship, and Giant Jenga. The Canterbury House at Lawrence won Giant Jenga and received the Bishop's mitre trophy. We had 24 people in attendance, with 15 of those being college students. It was a great time of fellowship and friendship with students from both K-State and KU.

We held a fall workday in October. The youth group from Grace Cathedral came to help us. We raked leaves, organized and cleaned the kitchen, painted Michael's office, and did some dusting and cleaning windows. We were blessed by the Avery's with a donation of a couch and love seat. We are so grateful for Pat Pesci and all of the work he does here at Canterbury. He finished the bathroom on the second floor, has been working on the landscaping, and random tasks outside. The formation team (Karen Schlabach, Michael Funston, Will Chaney, and Anastasia Cunningham) painted the entry way and dining room over KSU's break. We are planning on having another workday later in the spring semester.

The Bishop's Advisory Committee (BAC) meets quarterly. We approved to get the "bat situation" fixed. We had pest control come in to fix the entry points in the attic. We also decided that we wanted to put together care packages for our students during finals week. Both the members of the BAC and members of St. Paul's donated items for the care packages. The students were so thankful.

If you would like to get involved with any aspect of the program, provide a meal for Monday night, or help with house or yard maintenance, contact our Campus Ministry Program Assistant, Anastasia Cunningham (internksu@episcopal-ks.org or 920-267-0652).

Honoring Our Past, Preparing for Our Future Capital Campaign Report

The Very Rev. Patrick Funston

The Capital Campaign formally kicked-off after Easter in April 2017 and continues to be a marvelous example of St. Paul's dedication to its facilities. This is the financial report for the full construction portion of the campaign. For as long as I am alive, I will give thanks for this journey and the pride I feel in the people of St. Paul's for doing this work. My special thanks to Gabrielle Thompson and Mary Vanier for chairing the Pledge Campaign and to David Littrell for "Senior Wardening" me through the most difficult times. I will never be able to fully thank Tom Snyder for the investments of time, talent and treasure he has made over the course of this campaign.

At the end of 2019, I am pleased to report that St. Paul's has done an **INCREDIBLE** job of meeting its campaign goals!

Campaign Goal at April 2017 Kick-Off: \$634,000

Pledge Total: \$661,964 on 71 Pledges

On December 31, 2019 (32/36 Months of Pledge Payment Period)

Received in 2016:	\$47,149.18
Received in 2017:	\$576,780.34
Received in 2018:	\$118,387.55
Received in 2019:	\$38,852.01
Total Received:	\$781,169.08

Spent in 2016:	\$198,506.61
Spent in 2017:	\$426,983.97
Spent in 2018:	\$82,172.19
Spent in 2019:	\$111,057.49
Total Spent:	\$818,720.26

Difference in Spent & Received: \$37,551.18

Capital Fund Balance (12/31/2019): \$7,253.24

9 Open Pledges:	\$9,717.61	1.47% of Total
3 Written Off:	(\$4,152.61)	.63% of Total
6 Open Pledges:	\$5,565.00	.84% of Total

Greater-than-expected overall income: This is explained by two factors: 1. We received, in 2017, a total of \$100,000 of insurance pay-out for our roof. 2. This total number factors in about \$20,000 in non-pledged income and pledge over-payments. This windfall and generosity allowed the Vestry the freedom to flex the budget when unanticipated expenses and opportunities arose.

Pledges still due & Write-offs: As of the end of 2019, \$9,717.61 (1.47% of pledged total) of pledges were still due. St. Paul's wrote off three pledges totaling \$4,152.61 (.63% of pledged total) as uncollectable (one move out of town, one never paid-toward, one for financial hardship). Only six pledges remain open, all partially paid and in process. Should all of these be paid fully, St. Paul's will have achieved an incredible 99.37% pledge completion!

"Overspending" received income: Overall, the capital improvement work has spent \$37,551.18 more than it has brought in. This is an overspend of 4.8%. These extra funds were taken from the surplus present in the Capital Improvement Fund.

Future of the Capital Improvement Fund: The reserve will continue to function as a designated fund for the vestry to use as needed for capital work though it should never be relied upon in place of prudent budgeting in the operational budget.

Choir Report

Glenn Horton-Smith

In 2019 the choir sang at regular Sunday services in spring, fall, and winter, plus Easter Saturday Vigil and Christmas Eve. We also sang at two burial masses, both for long time choir members: Ingrid Nelson and Corrinne Anderson. "Even at the grave we make our song: Alleluia, alleluia, alleluia." And still we miss them.

Three new choir members joined this year – Henry Azubuike, Allison Dollar, and Sarah Thomas – and choir members Mary Bosch and Alice Conn moved away. Continuing choir members include Lynn Parsons, Sarah Schneider, Teresa Snyder, Tom Snyder, and myself. As we enter January 2020 we stand at three sopranos, one alto, two tenors, and one bass. This marks the first time since 2012 that we have had a bass regularly singing with us. Thanks to everyone in the choir for sharing their time and making a gift of their voices as an offering to the Lord. Thanks also to our regular Sunday organist and pianist *par excellence* remains Dr. Paula Moseman who provides preludes, postludes, and arranges for special musical guests, as well as accompanying the songs of the choir and congregation. Those who sing in the congregation also deserve thanks!

Organist Report

Dr. Paula Moseman

The organ continues to be maintained and tuned twice a year. Some stops were repaired as best they could be during the tuning this fall.

The piano has had some very minor issues this year, though that is expected with a rebuilt instrument. The piano technician and I discussed some small things to be adjusted on it when he next comes to tune. It still plays beautifully and I am planning on starting to use it more for prelude music. Now I just have to find some good prelude music to play!

I still use the sanctuary to teach piano lessons one day a week. I held my annual piano studio recital here in May and will have another studio recital this coming May. As always, I am so thankful to the community of St. Paul's for allowing me to use this beautiful space!

I am very blessed to be able to minister to all of you and thankful for the opportunity to help you in your worship!

Daughters of The King Report

Eleanor Blaker

The Daughters of the King is an International Religious Order for Episcopal Women and Girls. The mission of The Order is the extension of Christ's Kingdom through Prayer, Service and Evangelism and our members do this by being involved in Altar guild, Pastoral Care, Encore Shop and on hospitality teams.

St. Paul's Martha and Mary Chapter has nine members and our purpose is to pray daily for St. Paul's, the clergy, deacons and the names on the blue cards that we receive. These blue cards can be found in the pew rack and are filled out requesting prayers for someone facing surgery, an illness, safe travels, employment, conflicts, bereavement, and thanksgivings. The cards collected by the ushers are put in the DOK mailbox in the office and a member sends the requests out via email to the other members. The information on the cards is confidential, however if there is a need for Pastoral Care of the clergy to be involved, they are informed.

We meet the third Saturday of the month at the church or sometimes outside of the church for a social time. This year, we spent time reading *Songs My Grandma Sang* by Michael B Curry, Presiding Bishop of The Episcopal Church.

If you are interested in this Order, come to one of our meetings or talk to one of the following members: Coralie Boatman, Carol Francis, Nancy Walker, Ann Pearce, Donna MacDougal, Sari Hedinger, Dee Muelsisen, Kay Halazon, or Eleanor Blaker.

Encore Shop Report

Eleanor Blaker & Jeannene Ivy

2019 at the Encore shop continued to serve Manhattan and surrounding communities with bargains and hospitality. Total sales for the year were \$23,354.17 and total donations/contributions were \$16,900. In addition to our quarterly donations to Shepherd's Crossing -\$1500, Flint Hills Community Clinic-\$400, Rector's Discretionary Fund -\$300, The Happy Kitchen -\$300 and St Paul's Endowment -\$1000-1500, we also honored vouchers 204 this year from Shepherd's Crossing, Catholic Charities, Crisis Center and Head Start, thus helping people who need clothing and household items. We have also helped out with repair work or improvements at Canterbury House. With our extra funds a new larger refrigerator was purchased for the shop to help hold the Altar flowers and pop or lunch etc. for the volunteers.

The biggest problem we have is staffing, we need at least 2 people in the sorting room and 1 or 2 people willing to take the desk in an emergency. Jeannene Ivy and I staff the shop on Mondays and Fridays, Candie White is there one Monday a month; Betsy Barrett and Roene Bartle on Tuesdays; Coralie Boatman, Nancy Walker, Garolyn Connary, Lynn Parsons, and Mary O'Laughlin on Wednesdays; Ava Merryfield and Linda Thurston on Thursdays; Kate More alternates Saturdays with me and Alice Conn helps in the sorting room; and Tom & Cindy Fanning give us one Saturday a month in the sorting room. We have had several K-State students who come in to help occasionally and we still have Emily who joined us last year coming on Mondays-we would love to have a few more like her. Without the help of Rex Boatman, Mike Sexton, Deacon Charles and Kim Conrad, we would be inundated with trash, cardboard, and clothes not up to our standards for selling- our thanks and appreciation for them. If anyone would like to help them out, please let them know.

Jeannene Ivy keeps the shop dusted and clean and has the eye for putting clothing together in a fashionable eye-catching way. She is there in the sorting room on Mondays, Fridays and other days if needed. Without more help we may have to rethink our opening 6 days a week. Please think about volunteering at the shop even for an hour or two during the week.

St. Paul's Dinner/Foyer Groups Report

Teresa Snyder

Our dinner groups for Spring and Fall 2019 gave participants an opportunity to choose potluck or restaurant dinners. The potluck groups presented some delicious dishes. Dietary restrictions were easier for those who chose restaurants. Everyone enjoyed the fellowship and chance to get better acquainted with people of different ages.

Giving Tree Report

Teresa Snyder

St. Paul's parishioners were generous in providing our three families with a total of 75 gifts. Eleven children each received five pieces of clothing and "one fun item." The four parents received three household/clothing items. The gifts (in 9 contractor-size black plastic bags) were taken to the Douglass Center on December 12 for pick-up by the families. Thanks to our parishioners and the Junior League for providing this Adopt-a-Family opportunity. Thanks also to those who gave money for the Flint Hills Breadbasket.

Endowment Report

The Very Rev. Patrick Funston

St. Paul's started 2019 with its two endowments managed by The Trust Company of Manhattan, 800 Poyntz Avenue. At the 2018 Annual Meeting, the congregation updated the Endowment Enabling Resolution. After the meeting the vestry appointed members of a new Endowment Committee who joined ex officio members to oversee the endowments.

- Rector, The Very Rev. Patrick Funston
- Senior Warden, Deb Lamb
- Treasurer, Joe Barbercheck
- Endowment Committee President, Art Loub
- Endowment Committee Member, Bria Taddiken-Williams
- Endowment Committee-Member, Larie Schoap

In October 2019, the vestry created a third investment fund to hold the funds from the full restitution of the 2006 embezzlement. That fund, named the *2020 Fund*, is now a third fund within St. Paul's portfolio and is invested in the same "Balanced Growth" mix of the other two funds.

"Balanced Growth" is a 60% Equities, 40% Cash/Fixed-Income mix.

2019 Performance

Fund	12/31/18 Value	12/31/19 Value	Contributions	Distributions	Growth
<i>Operating Endowment</i>	\$364,462.20	\$428,402.41	\$5,700	(\$4,127.16)	17.1%
<i>Housing Endowment</i>	\$133,024.69	\$154,085.97	\$0.00	(\$1,434.38)	17.1%
<i>2020 Fund</i>	\$0.00	\$71,677.40	\$69,361.93	\$0.00	3.3%

Realized Income from 2019 Investments (Income for 2020 Budget)

Operating Endowment \$4,850.24
Housing Endowment \$1,840.62

For the 2019 fiscal year, the Endowment Committee monitored St. Paul's investments in two meetings with our financial advisors at the Trust Company. The church receives quarterly reports.

Fees: In 2019, between all three funds, St. Paul's paid \$5,472.95 in fees to the Trust Company.

As with all investments, it's worth noting that we can be excited by this increase, but it isn't associated with anything other than the year the market had. Investments require long-term goals and conservative practices, so the Finance Committee and Vestry affirmed the Endowment Committee's decision to continue with the same investment strategy.

For some longer-term perspective, in the last five years, the Operating and Housing Endowments have seen 4.4% growth.

Happy Kitchen Report

Marian & Jim Fuller

St. Paul's church family can feel so fortunate that we are part of the community effort to ensure no one goes without food or has to feel all alone in this world. The Happy Kitchen breakfasts offered on Tuesday and Friday mornings in Fellowship Hall make us a part of the meal system in Manhattan where food and fellowship are offered every single day of the week at various downtown locations.

On Tuesdays Canterbury House crews the kitchen, headed up by Anastasia Cunningham, Campus Ministry Program Assistant. Canterbury could not possibly be doing a better job – they are just amazing! They not only turn out great meals, they also connect to the neighbors who come, always making them feel welcome, always sensitive to their needs. Anastasia says five volunteers show up every week - Canterbury House peer ministers Jeremiah Shipman, Carson Avery, and Aaron Gallaway, plus Cole Griffin and Deacon Carolyn Garwood also come. From time to time additional student volunteers come to help. At the end of the fall semester, the KSU tennis team turned out.

On Fridays the loving Unitarian Universalist Fellowship cooks and serves. They have four teams, each takes one Friday a month. Tom Phillips oversees their participation. You couldn't meet a nicer group of people. Outstanding! During university holiday breaks and summer months, St. Paul's crew takes over Tuesday breakfasts, often offering extra dishes for our neighbors to enjoy – fresh fruit, hash browns, and homemade breakfast treats. This year Deacon Carolyn made French toast – a big hit to go along with Charles Fehrenbach's hash browns. Sari Hedinger and Charles usually take a big lead in the kitchen. Sari does set up and is often the first to arrive around 5:30 a.m. to make all things ready. The rest of our team members are Steve Bartle, Michael Donnelly, Michael Funston, Patrick Funston, Carolyn Garwood, Cole Griffin, Glenn Horton-Smith, Rob Learned, David Littrell, Brenda Mayberry, Mike Sexton, Dale Shipp, and Bill Sier. How grateful we are for each and every one of these folks!

Happy Kitchen keeps an eye on environmental factors and welcomes suggestions. We strive to not use disposal utensils and containers. Recently several of us searched for environmentally safe take-out containers to replace the horrible Styrofoam ones we were using but the cost of the safe ones was looking like it wouldn't be possible. We were about to give up when Father Patrick stepped in to successfully locate safe AND affordable containers. We are all so relieved to be done with the Styrofoam.

You can help Happy Kitchen in a big way by linking your Dillons Plus Shoppers Card to St. Paul's account **L1824**. Just go online to Dillons, click the Community Rewards tab, and register your card to benefit St. Paul's. Thereafter our church will receive a check from Dillons giving us a portion of your grocery payments at absolutely no cost to you and no effect on any of your Shoppers Card benefits. It is free money!

Service Fund

Liz Kolstad

"Truly I tell you, just as you did to one of the least of these My brethren, you did to me."

- Matthew 25:37-40

"Service" – according to one of its definitions listed in the Webster dictionary is: "an act of assistance or benefit to another or others."

While the Episcopal Relief Fund assists on a global scale, the St. Paul's Service Fund serves on a local level. When there is a need within our parish, or community, that is brought to our attention; for example: assistance with purchasing needed medication, having some necessary dental work done, or some other challenge, the Service Fund committee, to the best of its ability, strives to find a way to assist the individual(s) with the request.

We work together with community outreach programs like Shepherd's Crossing, the Community Health Clinic, the Konza Dental Clinic, and others to find a way to find a solution for these requests.

Please see Fr. Patrick if you or someone you know in our parish has a need the Service Fund could assist with. We strive to maintain appropriate anonymity for requests.

Membership: Fr. Patrick Funston, Liz Kolstad, Deacon Charles Pearce, and Pam Smith.

Fellowship Team Report

Betsy Barrett

The Hospitality Teams (2019) continued to have a very busy year. The teams were revised from four teams to three teams. The teams were set up on a rotating basis, thus, allowing St. Paul's to plan and organize baby showers, baptism receptions, funeral receptions, wedding showers, etc. The team concept allows our parishioners to participate in the planning and hosting of parish events.

The events organized in 2019 involved three funeral receptions, four baptism receptions, one baby shower, Mardi Gras party, Easter Baskets, and a graduation.

If you are interested in joining a team, please contact Betsy Barrett.

Hospitality Teams – Spring 2019

Team 1

Teresa Snyder, Chair
Connie Cattell
Marian and Jim Fuller
Jennifer Jones
Deb Lamb
Tiffany Oppelt

Team 2

Betsy Barrett, Chair
Coralie Boatman
Patti Sexton
Sonya Conrad
Michael Funston
Ann Pearce
Suzanne Otto
Arika Ryan

Team 3

Candie White
Bria Taddiken-Williams
Chelsea Barbercheck
Eleanor Blaker
Alice Conn
Mary Sier
Nancy Walker
Ava Merryfield

Ordination Process Report

The Very Rev. Patrick Funston

Among the many joys of ministry as rector is the honor of supporting those who are feeling God's call to ordained ministry. Though the formal discernment process is handled by the diocese through a body called the "Commission on Ministry," the process begins with and continues to be a conversation between priest and discerner. In 2019, St. Paul's continued to support three potential-future-clergy and should be very proud of itself for its role in forming these church leaders.

I am proud of St. Paul's for the support it has given to these discerners! If you think it's even a remote possibility that God is calling you to ordination, do not hesitate to talk to me!

Yvonne Amanor-Boadu, *Diaconal Candidate*: Yvonne has been a member of St. Paul's since October 2014. She serves in various liturgical roles, has served two separate times on Vestry and is wrapping up two years of service as a parish delegate.

Yvonne's formal status was updated this year as she formally moved from "Postulant" to "Candidate." This means that, once she has completed her education Bishop Kemper School for Ministry (Topeka) she will be ordained. *Her ordination is scheduled for Saturday, June 13, 2020 at 10:30am.*

Dillon Green, *Presbyteral Postulant*: Dillon came to Manhattan from his home in Alabama in August 2016 to begin work as Campus Ministry Intern for the Canterbury House at K-State. He became a member of St. Paul's in the summer of 2017 and pursued the ordination process. He was named a postulant in March 2018.

Dillon matriculated at Virginia Theological Seminary (VTS) in August 2018 and is in the middle of his second of three years. In December, he was elected Student Body President and is one of only a few Chapel Sacristans responsible for facilitating the worship life of the seminary. Like all "Middlers," Dillon serves a congregation for experience in context. Dillon is the seminarian at St. Gabriel/San Gabriel in Leesburg, Virginia. This bilingual mission church meets in a middle school! As we gather in annual meeting this year, Dillon is returning from a three-week cross-cultural immersion in Costa Rica, where he traveled with a professor (Dr. Kathy Grieb) to explore establishing a permanent, recurring immersion for VTS students at El Buen Pastor/Good Shepherd Anglican Cathedral in San José. Dillon hopes to graduate from VTS in May 2021 with ordination soon after.

Abby Zimmerman, Presbyteral Postulant: Abby was named a postulant in March 2018. Abby began attending KSU Canterbury House and St. Paul's during her sophomore year and was received into the Episcopal Church in April 2016. Abby graduated from Kansas State in May 2018 and moved to Omaha, Nebraska where she helped the Diocese of Nebraska start *The Benedictine Way*, an intentional-community service house modeled in the Benedictine spiritual tradition. This year, Abby became the Program Director for the Benedictine Service Corps (housed at The Benedictine Way) and the community has tripled in size including two other former Canterbury students!

This year, Abby accepted appointment as Children & Youth Director at Trinity Cathedral. Abby has been in ongoing conversation with Bishop Bascom about her discernment process and has received blessing to remain in Omaha for a couple more years as she deepens in her ministry at the Cathedral and her relationship with boyfriend JJ.

Thank you, St. Paul's, for your support of these discerners!

Liturgical Lay Ministry

Rebecca Burton

By the end of 2019, there were twenty-nine parishioners serving as lectors, chalice bearers, and ushers for St Paul's two weekly services,

Every week, an e-mail was sent out on Thursdays or Fridays, prior to the Sunday service as a reminder to the lay ministers of their duties for that weekend. On the third week of the month, a request for Sundays off was emailed to all the lay ministers prior to the creation of the new schedule. Once the schedule was created, emails were only sent to the ministers who were scheduled on a monthly or weekly basis. This was done to reduce the junk mail that we all seem to accumulate.

At the beginning of the new school year, a sign-up sheet was left out in the Common Area, to enlist new volunteers for these positions.

Our lay ministers for the 8:30 service are David Littrell, Charles Fehrenbach, Michael Donnelly, Sari Hedinger, Robert Smith, Mike & Patti Sexton, Steve & Roene Bartle, Eric & Connie Cattell, and Jim & Marian Fuller.

For the 10:45 service we have Ann Pearce, Becky Katzenmeier, Aaron Galloway, Yvonne Amanor-Boadu, Jennifer Jones, Anastasia Cunningham, Landon Leiker, Pat Pesci, Pat Lamb, Rob Learned, Carson Avery, Jeremiah Shipman, Candie & Warren White and Tom & Teresa Snyder.

We need a few more members to sign up for chalice bearer duties for the 10:45 service. At present we only have three.

As a result of the drop in volunteers, several ministers were asked to perform dual-duties as chalice ministers/lectors multiple times. Thank you to all the St. Paul's parishioners who serve in the Lay Liturgical Ministry and especially to the ones who go above and beyond to make it happen each week. We are so grateful to all of you for sharing your time and talents so willingly, thus making it easy for me to create a schedule that allows for the seamless flow of the services each week.

St. Paul's Concert Series Report

Tom Snyder & David Littrell

The following is a listing of the major concerts and performances that were held in our nave:

January 11, 2019—David Littrell's cello recital accompanied by his students

May 5, 2019 morning—David Littrell's pre-college cello studio recital.

May 5, 2019 evening—Augustín Muriago, piano recital

December 8, 2019—Flint Hills Childrens' Choir, sang at 19:45 service

December 21, 2019—David Littrell's pre-college cello studio recital.

A concert policy for anyone using the nave was developed in 2018 so that the church would be properly cared for and restored for worship following each concert.

During the past 2.5 years, our concert series has brought in over 1400 people into St. Paul's, many of whom may never have been here. This year, our church is even more lovely with the landscaping completed for people attending church and our concert series.

Performers and Manhattan audiences are raving about the beauty of our historic church and certainly about the acoustics. Outsiders have no idea how much the replacement of the ceiling has significantly enhanced the acoustics. The new ceiling drywall is reflecting sound rather than absorbing it as did the fiber board from the 1930s construction. Our Steinway Model M grand piano could very well be the only Steinway in existence at a Manhattan church. We hope to continue the use of our beautiful nave for the performance of fine music in the future.

Pastoral Care Team Report

Liz Kolstad

The St. Paul's Pastoral Care ministry mission is to carry the love of Christ to the members of our parish and our community who are ill, hospitalized, home bound, or those dealing with other challenging life circumstances.

This past year brought many blessings, times of joy as well as sorrow. We experienced the deaths of some dear folks and said farewell to Carol and Frank Connizzo, as they relocated to be closer to family. They were an integral part of this parish in so many ways and we miss them!

A Pastoral Care team goes out each Tuesday on home, hospital, and nursing homes visits. In addition to taking communion to those we visit, we attend and assist with the monthly Elder Eucharist service at Homestead on the second Tuesday of each month and at Via Christi on the fourth Tuesday of each month. Pastoral Care also assists folks with various medical needs, with transportation to doctor or PT appointments, and other similar tasks.

Throughout the year, and at Christmas, Valentine's Day and Easter, Pastoral Care takes treats and little gifts (lotions, tissues, lip balm) to the folks we visit. Upon occasion we take flowers to the folks we visit. These lovely flowers are often from the St. Paul's altar. Over the years we have made friends with folks who are not members of St. Paul's but look forward to our weekly visits!

There is always something people (YOU) can do to extend a helping hand from St. Paul's to people in nursing homes or are home bound. Some people might enjoy a visit, a phone call, someone to help them write a note. If you have time to spare once in a while, please let us know. We'd be happy to introduce you to someone who would welcome your company! If you know of someone who would like or is in need of a visit, please let us know. We don't always know when someone is in the hospital, or at home recovering from surgery, or home bound and would like a visit. Please help us take care of our St. Paul's parish family and our extended family.

The Pastoral Care ministry funding relies solely on Christ's love and on the generous donations made to this ministry by St. Paul's parishioners, others, and memorial funds. We thank you all for your support! Without your prayers and the generous giving of your time and talents, this ministry could not function. The Pastoral Care ministry team has been especially blessed this past year by our St. Paul's deacon-in-training Deacon Carolyn Garwood! Her compassion, her smile and cheerfulness, her dedication to bringing God's love to those we visit each week has been a blessing indeed! Thank you Deacon Carolyn! God bless you!

Members: Yvonne Amanor-Boadu, Eleanor Blaker, Coralie Boatman, Rosemary Burroughs, Chaplain Carol Francis, Fr. Patrick Funston, Sari Hedinger, Deacon Sandy Horton-Smith, Becky Katzenmeier, Liz Kolstad, Dottie Kvasnica Moreland, Deacon Charles Pearce, Teresa Snyder, Nancy Walker, Candie White

Sabbatical Report

The Very Rev. Patrick Funston

In April 2019, the Vestry and I submitted an application to the Clergy Renewal Program at Christian Theological Seminary, which is funded by a grant from the Lilly Endowment. According to diocesan policy and my initial letter of agreement with St. Paul's, the parish agreed to allow a period of renewal leave (sometimes called a sabbatical) at some point after my fifth year as rector. I began the process of personal discernment about a sabbatical in 2018 and, in conversation with my family, I decided to pursue/plan a sabbatical for 2020. The submitted proposal was the next step in an ongoing process of personal and professional growth in my competencies in racial justice, healing and reconciliation. In August 2019, we received word that the Program had approved and fully funded the Renewal Application and St. Paul's received a reward of almost \$50,000 to support the period of renewal leave. These funds are meant to support not only my period and project of leave, but the congregation's work and Sunday coverage as well. Because of this grant, St. Paul's will bear no extra cost for the sabbatical!

The sabbatical will take place during the seasons of Lent and Easter. Father Tom Baker, Chaplain at Stormont-Vail Hospital, Topeka, will provide the primary Sunday supply. During the sabbatical, pastoral needs will run primarily through Deacons Charles and Sandy in partnership with the Pastoral Care Team. Administrative needs will be handled by the Vestry, especially Senior Warden Deb Lamb and Junior Warden Tom Snyder.

My last Sunday before sabbatical will be February 23, 2020. I will return on June 7, 2020.

My growth and learning during the renewal leave is focused on my continued growth and competencies in racial healing and reconciliation. The sabbatical will consist of three main parts:

1. During the six weeks of Lent, I will take a 1,500-mile cycling pilgrimage though the South visiting the holy places of the American Civil Rights movement. I will begin in Philadelphia on Ash Wednesday and will journey through Baltimore, Washington, Charlottesville, Greensboro, Charleston, Atlanta and Memphis.
2. In Holy Week, Michael, Eirín and York will join me and we will travel by car through the deep south visiting sites in Tennessee, Mississippi, Alabama and Georgia. We hope to celebrate Easter at Martin Luther King, Jr's congregation in Atlanta.
3. During Easter, I will rest, reflect and recover from my journey and will take mini-vacations with each child.

Ahead of the sabbatical and during each part of the journey, I have been/will be coached by a colleague who serves the church as a racial healing/reconciliation consultant, Fr. Jabriel Ballentine of Orlando, Florida.

St. Paul's will also benefit from the sabbatical and the sabbatical grant! Fr. Jabriel will lead a vestry and leadership retreat on the weekend of February 7-8 and will preach and preside at Sunday services on February 9th. Fr. Jabriel will return to St. Paul's after I return from sabbatical (probably in late June) and again sometime around Advent. Jabriel is a gifted facilitator and has a great passion for helping the God's people confront the ways in which White Supremacy and racism infects even the Church! His work will build well on what we have been doing throughout the last few years! I'm especially thankful for the work of the Welcoming Steering Team who helped facilitate this work: Yvonne Amanor-Boadu, Luke Dempsey, Dillon Green, Glenn Horton-Smith, Sandy Horton-Smith, Ellie Lamb, Landon Leiker, Nicolette Manglos-Weber, Peter Oppelt, Laura Phillips-Zee, Mary Sier, Nancy Walker, Claudia Weese.

Financially, the grant will be overseen by the Senior Warden, the Treasurer and me following the budget approved for its use by the Clergy Renewal Program. St. Paul's opened a new account with AXOS Bank to help in the administration of these funds and to be good stewards. St. Paul's and I are accountable to Renewal Program for these funds and will have to return any unused funds. I'm thankful to Joe Barbercheck and Deb Lamb for their support and oversight.

I'm thankful to the Vestry for supporting this sabbatical leave and for endorsing the application for the grant. I pray blessings upon us all as we soon enter into this period of intentional separation and growth.

Embezzlement Restitution Report

The Very Rev. A. Patrick Funston

The following letter was mailed to the parish mailing list on Monday, October 21, 2019. It remembers and reports upon significant movement in the recent history of the parish. It is reproduced here to make sure all are aware.

Members of St. Paul's,

As we continue to meditate on our annual giving campaign's invitation to consider how we might each be "Blessed to be a Blessing," I am blessed to share some significant news about the ongoing healing of a significant wound in the recent history of our 161-year-old parish.

Many of you will recall, but for some this might be new information: almost exactly thirteen years ago, in the course of an internal audit, the leadership of St. Paul's discovered evidence of significant embezzlement. After being confronted with the evidence, the parish treasurer admitted the theft and agreed to cooperate with an external audit by the Diocese. At end of that audit, it was discovered that over \$182,000 had been embezzled. After consultation with the diocese and legal counsel, a civil settlement was filed in Riley County District Court between St. Paul's and the former treasurer in which the latter admitted to misappropriating funds and agreed to make full restitution.

Over the course of the last thirteen years, that restitution has been made together with interest at a rate of seven percent on the unpaid balance, first in small monthly payments, more recently in annual payments of \$20,000. On September 30, 2019, St. Paul's received a final payment of over \$89,000 which zeroed out the debt's balance and included the interest accrued since the last payment. On October 7, 2019 in consultation with the diocesan chancellor, I filed, on behalf of the parish, the documents necessary to bring the legal agreement to a close. Many of us are still healing from the wounds of this broken trust. As that healing continues, I'm pleased to let you know that the financial restitution is complete and we can look forward.

In the years since the embezzlement, the operating budget of St. Paul's has become dependent upon the \$20,000 annual payment. In my time as your rector, the vestry and I have had regular discussions about this dependency including brainstorming about how to imagine life without it. However, this final payment brings the termination of those annual payments directly to mind. Even with aggressive investment and excellent returns, an ongoing \$20,000 draw would only last for another five years.

At its meeting on October 15th, the vestry discussed the completion of the financial restitution and discerned how best to steward the funds into the future.

1. The vestry has decided to realize the 2019 budgeted \$20,000 draw immediately.
2. The vestry has directed the Endowment Committee to invest the remaining payment in its own fund with the Trust Company (which also manages our Endowments). This fund will be called the "2020 Fund" and will have the same "Balanced Growth" investment profile as our Endowments. The starting balance of \$69,361.93 was deposited with the Trust Company on October 17th.
3. The vestry has developed a plan for a step-down draw from the 2020 Fund that will gradually ween the congregation from the expectation and operational need for those funds. As St. Paul's continues to grow in its generosity each annual giving cycle, the vestry believes that we can free ourselves from the need for these funds soon enough to allow the corpus to grow by being folded into the endowment or we could designate the remainder for a specific project or purpose at that time.

If you have any questions, please do not hesitate to ask me or a member of the vestry. In the meantime, rejoice with me at the completion of this matter. As we continue to look into the future, I'm excited for what this new freedom will bring to our corporate life and the growth of our mission to God's kingdom.

In Christ,



The Very Rev. A. Patrick Funston
Rector

Finance/Treasurer's Report

Joseph Barbercheck, MBA and the Very Rev. Patrick Funston

St Paul's recent progress in financial management continued apace in 2019, with structural and procedural improvements across a range of functions. These included 1.) the adoption of a balanced budget, 2.) the continuation of our annual external audit by Varney and Associates, 3.) the formation of an Endowment Committee dedicated to the good stewardship of our investments, and 4.) the final resolution and restitution of an embezzlement that was uncovered in 2006.

St. Paul's experienced a great many blessings in 2019. As is so often the case, those blessing brought with them new responsibilities and new challenges. The financial status of St. Paul's in 2019 was broadly reflective of the extraordinary commitment of our congregation, which enabled us to adopt a balanced budget for the first time in recent memory. The 2019 budget allowed us to squarely address long overdue financial needs, such as adjustments to staff compensation and replacement of obsolete computing hardware. The 2019 budget projected a year-end surplus of \$115.29. Normal fluctuations in anticipated expenses, coupled with slightly higher than projected non-pledged income, resulted in a year-end surplus of \$10,161.11.

While the commitment of the St. Paul's congregation has largely continued through the 2019 "Blessed to be a Blessing" Stewardship Campaign, we have experienced a degree of contraction in pledged income. Although our budgeting for 2020 has necessitated a pause on some hoped-for programs and proactive planning, we remain in a financial position that is dramatically improved from just a few short years ago.

More encouraging news arrived in the third quarter of 2019 with the delivery of the final audit report from Varney and Associates. Annual audits were re-instituted in 2018 after a long period of inability to meet this requirement. Continuing this process in 2019 is an accomplishment that demonstrates St. Paul's commitment to sound financial stewardship. The 2019 report found that each item previously identified had been successfully addressed, and that not a single new material deficiency was found.

Additionally, 2019 saw the reformation of an Endowment Committee. The committee is comprised of Art Loub, Bria Taddiken-Williams, Larie Schoap, and the Rector, Senior Warden, and Treasurer *ex officio*. These dedicated stewards of St. Paul's investments meet regularly with our fund managers at The Trust Company to provide oversight and guidance. Larie's term ends effective the 2020 annual meeting and the vestry will need to nominate a successor in this new year.

Finally, in October St. Paul's received a check for the full balance of the note due for restitution of the embezzlement that was discovered in 2006. Previously, St. Paul's had received restitution in annual installments of \$20,000 and came to rely on those payments to support its budget and fund its basic operation. With the full remaining balance in hand, the Vestry made the bold decision to begin the difficult process of weening ourselves from dependence on those annual payments. The anticipated \$20,000 for 2019 was drawn, and the remainder was placed in a new investment fund with The Trust Company. The hope is that we are able – over the next 10 years – to progressively reduce our dependence by reducing the amount that we draw from that fund. Coupled with expected growth in the fund principal, this decision gives St. Paul's the best possible chance to become fully self-supporting before that fund is exhausted.

No account of the financial life of our parish in 2019 would be complete without mention of an extraordinary blessing that we received news of in August. As a result of Fr. Patrick's laudable work and diligent preparation, the Christian Theological Seminary awarded a sabbatical grant in the amount of \$49,535.84 to fully fund not only the sabbatical, but also to enable St. Paul's to benefit from the remarkable opportunity to participate in this clergy renewal through programming, learning, and discernment for our congregation.

Summary of 2019 Financials

Joseph Barbercheck, MBA and the Very Rev. Patrick Funston

Summary of 2019 finances: As briefly described earlier in this report, the 2019 budget projected a surplus of \$115.29. Normal fluctuations in anticipated expenses, coupled with slightly higher than projected non-pledged income, resulted in a year-end surplus of \$10,161.11. This included a 4.7% increase in the Rector's salary, the first such adjustment since 2016. The Parish Administrator received a 2.4% increase. Additionally, the parish laptop that is primarily used by the Rector and which had long since reached the end of its useful lifespan was able to be replaced. One unanticipated expense was also absorbed: in December it was discovered that required retirement contributions for our former and present Parish Administrator had been unintentionally overlooked. Full restitution was made to both at the end of 2019.

2020 Budget with Three-Year Actuals

					2017 Actual	2018 Actual	2019 Budget	2019 Actual	2020 Budget
Ordinary Income/Expense									
	Income								
		Operating Income							
			Individual Contributions						
			Pledge Income		\$ 133,015.00	\$ 145,917.00	\$ 203,120.00	\$ 198,080.00	\$ 183,208.00
			Non-Pledge Income		\$ 52,116.31	\$ 40,681.00	\$ 35,000.00	\$ 44,655.08	\$ 40,000.00
			Plate Cash		\$ 4,697.34	\$ 4,790.45	\$ 4,500.00	\$ 5,415.10	\$ 4,500.00
			Holiday		\$ 997.00	\$ 707.00	\$ -	\$ -	\$ -
			Miscellaneous		\$ 363.95	\$ 120.00	\$ -	\$ -	\$ -
			Total Individual Contributions		\$ 191,189.60	\$ 192,215.45	\$ 242,620.00	\$ 248,150.18	\$ 227,708.00
			Investment Income						
			Operating Endowment Income		\$ 5,578.96	\$ 2,706.14	\$ 4,127.16	\$ 4,127.16	\$ 4,850.24
			Housing Endowment Income		\$ 2,273.05	\$ 1,429.52	\$ 1,434.38	\$ 1,434.38	\$ 1,840.62
			Other Endowment Draw		\$ -	\$ 36,000.00	\$ -	\$ -	\$ -
			Total Investment Income		\$ 7,852.01	\$ 40,135.66	\$ 5,561.54	\$ 5,561.54	\$ 6,690.86
			Space Use Income		\$ -	\$ -	\$ 4,320.00	\$ 4,550.00	\$ 4,320.00
			Total Regular Operating Income		\$ 199,041.61	\$ 232,351.11	\$ 252,501.54	\$ 258,261.72	\$ 238,718.86
			Non-Apportioned Restitution Income		\$ 20,000.00	\$ 20,000.00	\$ 20,000.00	\$ 20,000.00	\$ 17,500.00
			Total Operating Income		\$ 219,041.61	\$ 252,351.11	\$ 272,501.54	\$ 278,261.72	\$ 256,218.86
		Expense							
			50000 · Operating Expenses						
			5000 · Diocesan Expense						
			501 · Apportionment		\$ 42,642.00	\$ 32,256.00	\$ 33,060.00	\$ 33,060.00	\$ 41,400.00
			Total 5000 · Diocesan Expense		\$ 42,642.00	\$ 32,256.00	\$ 33,060.00	\$ 33,060.00	\$ 41,400.00
			5100 · Personnel						
			510 · Stipends & Salaries						
			51 · Rector Stipend & Housing		\$ 61,000.00	\$ 61,000.00	\$ 64,000.00	\$ 64,000.00	\$ 64,000.00
			52 · Administrator Salary						
			59AA · Admin Search		\$ -	\$ 435.75	\$ -	\$ -	\$ -
			52 · Administrator Salary - Other		\$ 16,833.32	\$ 21,897.48	\$ 20,500.00	\$ 20,499.96	\$ 20,500.00
			Total 52 · Administrator Salary		\$ 16,833.32	\$ 22,333.23	\$ 20,500.00	\$ 20,499.96	\$ 20,500.00
			53 · Nursery Worker Pay		\$ 1,650.50	\$ 2,584.23	\$ 2,400.00	\$ 2,837.89	\$ 2,500.00
			54 · Organist Stipend		\$ 9,850.00	\$ 7,685.00	\$ 9,000.00	\$ 8,700.00	\$ 9,000.00
			Total 510 · Stipends & Salaries		\$ 89,333.82	\$ 93,602.46	\$ 95,900.00	\$ 96,037.85	\$ 96,000.00
			511 · Payroll Taxes		\$ 1,465.48	\$ 1,794.87	\$ 1,700.00	\$ 1,718.02	\$ 1,725.00
			512 · Pensions		\$ 10,611.96	\$ 11,348.04	\$ 11,520.00	\$ 17,525.37	\$ 13,365.00
			513 · Health Insurance		\$ 26,440.00	\$ 26,312.90	\$ 28,506.00	\$ 26,586.00	\$ 28,734.00
			514 · Rector Expense						
			55 · Auto Expense		\$ 3,548.46	\$ 3,252.88	\$ 2,500.00	\$ 3,668.42	\$ 3,200.00
			56 · Continuing Education		\$ 1,965.71	\$ 1,745.52	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00
			514 · Rector Expense - Other		\$ -	\$ (246.00)	\$ -	\$ -	\$ -
			Total 514 · Rector Expense		\$ 5,514.17	\$ 4,752.40	\$ 4,500.00	\$ 5,668.42	\$ 5,200.00
			515 · Deacon Expense						
			57 · Deacons' Conference		\$ 460.00	\$ 240.00	\$ 500.00	\$ 334.50	\$ 500.00
			58 · Deacons' Continuing Education		\$ -	\$ 350.00	\$ 2,000.00	\$ 1,500.00	\$ 1,000.00
			Total 515 · Deacon Expense		\$ 460.00	\$ 590.00	\$ 2,500.00	\$ 1,834.50	\$ 1,500.00
			516 · Supply Clergy		\$ 1,238.58	\$ 434.00	\$ 1,250.00	\$ 811.31	\$ 1,250.00
			517 · Seminarian Support		\$ -	\$ 1,200.00	\$ 1,800.00	\$ 1,200.00	\$ 600.00
			518 · Other Personnel Expense		\$ 1,043.59	\$ -	\$ -	\$ -	\$ -
			5100 - Personnel - Other		\$ 39.00	\$ -	\$ -	\$ -	\$ -
			Total 5100 · Personnel		\$ 136,146.60	\$ 140,034.67	\$ 147,676.00	\$ 151,381.47	\$ 148,374.00

St. Paul's Profit & Loss Fiscal Year 2019

Ordinary Income/Expense		
Income		
40000 · Income		
4000 · Regular Operating Income		
401 · Pledge Income		198,080.00
402 · Non-Pledge Income		44,655.08
403 · Plate Cash		5,415.10
404 · Holiday		0.00
407 · Miscellaneous		0.00
Total 4000 · Regular Operating Income		248,150.18
4100 · Investment Income		
410 · Operating Endowment Income		4,127.16
415 · Housing Endowment Income		1,434.38
Total 4100 · Investment Income		5,561.54
4200 · Space Use Income		4,550.00
4300 · Miscellaneous Operating Income		0.00
4400 · PK Note Income		
440 · PK Interest Income		4,246.49
445 · PK Principal Income		15,753.51
Total 4400 · PK Note Income		20,000.00
Total 40000 · Income		278,261.72
Total Income		278,261.72
Gross Profit		278,261.72
Expense		
50000 · Operating Expenses		
5000 · Diocesan Expense		
501 · Apportionment		33,060.00
Total 5000 · Diocesan Expense		33,060.00
5100 · Personnel		
510 · Stipends & Salaries		
51 · Rector Stipend & Housing		64,000.00
52 · Administrator Salary		
59AA · Admin Search		0.00
52 · Administrator Salary - Other		20,499.96
Total 52 · Administrator Salary		20,499.96
53 · Nursery Worker Pay		2,837.89
54 · Organist Stipend		8,700.00
Total 510 · Stipends & Salaries		96,037.85
511 · Payroll Taxes		1,718.02
512 · Pensions		17,525.37
513 · Health Insurance		26,586.00
514 · Rector Expense		
55 · Auto Expense		3,668.42
56 · Continuing Education		2,000.00
514 · Rector Expense - Other		0.00
Total 514 · Rector Expense		5,668.42

St. Paul's Profit & Loss Fiscal Year 2019 (cont)

					515 · Deacon Expense	
					57 · Deacons' Conference	334.50
					58 · Deacons' Continuing Education	1,500.00
					Total 515 · Deacon Expense	1,834.50
					516 · Supply Clergy	811.31
					517 · Seminarian Support	1,200.00
					Total 5100 · Personnel	151,381.47
					5200 · Buildings & Grounds Expenses	
					521 · Insurance	24,071.22
					522 · Utilities	11,787.89
					523 · Maintenance & Repair	11,418.24
					524 · Service Contracts	6,658.50
					525 · HVAC Replacement	0.00
					526 · Janitorial Supplies	983.67
					Total 5200 · Buildings & Grounds Expenses	54,919.52
					5300 · Office Expenses	
					531 · Advertising	444.14
					532 · Communications	2,853.50
					533 · Office Supplies	2,078.72
					534 · Postage	716.15
					535 · Copier	5,715.51
					550 · Tech Hardware	3,595.91
					551 · Licenses & Software	1,319.52
					560 · Payroll & Accountant	1,707.00
					561 · Annual Audit	5,000.00
					570 · Miscellaneous & Other	355.79
					580 · Online Donation Fees	0.91
					590 · Reconciliation Discrepancies	0.00
					Total 5300 · Office Expenses	23,787.15
					5400 · Parish Program Expenses	
					541 · Altar Guild	817.88
					542 · Christian Education	1,031.71
					543 · Youth Group	0.00
					544 · Stewardship	544.60
					545 · Music	0.00
					546 · Hospitality	235.29
					547 · Evangelism	409.99
					548 · Diocesan Convention Expense	1,910.00
					549 · Miscellaneous Program	0.00
					Total 5400 · Parish Program Expenses	4,949.47
					Total 50000 · Operating Expenses	268,097.61
					Total Expense	268,097.61
					Net Ordinary Income	10,164.11

St. Paul's Profit & Loss Fiscal Year 2019 (cont)

Other Income/Expense			
Other Income			
62000 · Restricted Income			
	6205 · Flowers		482.74
	6210 · BESS		1,714.70
	6215 · Choir		660.00
	6230 · Deacons' Discretionary		200.00
	6235 · Happy Kitchen Income		5,507.98
	6240 · Memorial/Coumbarium		2,145.00
	6250 · Pastoral Care		100.00
	6255 · Rector's Discretionary		3,333.91
	6290 · Miscellaneous Restricted		
	694 · Lenten Offering		0.00
	6290 · Miscellaneous Restricted - Other		266.83
	Total 6290 · Miscellaneous Restricted		266.83
	62000 · Restricted Income - Other		0.00
	Total 62000 · Restricted Income		14,411.16
	63000 · Capital Campaign Income		38,852.01
	64000 · Rector Sabbatical Income		49,535.84
	66000 · Operating Endowment Income		
	6610 · Operating Endow Contribution		5,700.00
	6620 · Operating Endow Interest/Div		10,178.00
	6630 · Operating Endow Invest Mgmt Fee		-3,975.09
	6640 · Operating Endow Gains/Losses		55,967.66
	Total 66000 · Operating Endowment Income		67,870.57
	67000 · Housing Endowment Income		
	6720 · Housing Endow Interest/Div		3,676.43
	6730 · Housing Endow Invest Mgmt Fee		-1,439.22
	6740 · Housing Endow Gains/Losses		20,300.01
	Total 67000 · Housing Endowment Income		22,537.22
	68000 · 2020 Fund Income		
	6820 · 2020 Fund Interest/Div		692.09
	6830 · 2020 Fund Invest Mgmt Fee		-58.64
	6840 · 2020 Fund Gains/Losses		1,649.43
	Total 68000 · 2020 Fund Income		2,282.88
	Total Other Income		195,489.68

St. Paul's Profit & Loss Fiscal Year 2019 (cont)

	Other Expense					
	72000 · Restricted Expenses					
	7205 · Flowers					1,074.50
	7210 · BESS					3,194.74
	7215 · Choir					130.00
	7220 · Christian Education					278.88
	7230 · Deacons' Discretionary					0.00
	7235 · Happy Kitchen					5,523.57
	7240 · Memorial/Columbarium					121.75
	7245 · Parish Life / Hospitality					0.00
	7250 · Pastoral Care					907.88
	7255 · Rector's Discretionary					3,907.58
	7260 · Service Fund					109.50
	7290 · Miscellaneous Restricted					
	791 · Bishop's Discretionary					125.00
	793 · Good Friday					0.00
	794 · Lenten Offering					0.00
	795 · Banking Charges					8.00
	7290 · Miscellaneous Restricted - Other					0.00
	Total 7290 · Miscellaneous Restricted					133.00
	Total 72000 · Restricted Expenses					15,381.40
	73000 · Capital Campaign - ESB Expenses					111,057.49
	74000 · Rector Sabbatical Expense					
	7411 · Supplies (Sabbatical)					2,811.45
	7412 · Other Mats, Fees, etc (Sabbati)					186.99
	7470 · Cong Renewal Activities (Sabb)					7,500.00
	Total 74000 · Rector Sabbatical Expense					10,498.44
	75000 · Bad Debt Expense					15,709.61
	76000 · Operating Endowment Expense					4,127.16
	77000 · Housing Endowment Expense					1,434.38
	78000 · 2020 Fund Expense					15,753.51
	90000AA · Auditor Adjustment Expense					0.00
	91000 · Depreciation Expense - Building					0.00
	91001 · Depreciation Expense - Contents					0.00
	Total Other Expense					173,961.99
	Net Other Income					21,527.69
	Net Income					31,691.80

St. Paul's Balance Sheet December 31, 2019

ASSETS		
Current Assets		
Checking/Savings		
	10000 · General Checking	10,283.27
	11000 · Petty Cash	295.00
12000 · Restricted Checking		
	1205 · Altar Guild - Flowers	10.22
	1210 · BESS	25.00
	1215 · Choir	5,365.62
	1220 · Christian Education	547.50
	1225 · Daughters of the King	153.21
	1230 · Deacons' Discretionary	263.61
	1235 · Happy Kitchen	8,838.47
	1240 · Memorial/Columbarium	10,325.34
	1245 · Parish Life/Hospitality	138.22
	1250 · Pastoral Care	2,719.30
	1255 · Rector's Discretionary	295.69
	1260 · Service Fund	817.50
	1290 · Miscellaneous Restricted	42.85
	1299 · Due To/(From) General Account	-21,253.27
	Total 12000 · Restricted Checking	8,289.26
	13000 · ESB Checking - Capital Campaign	7,253.24
	14000 · Sabbatical Fund	39,037.40
	Total Checking/Savings	65,158.17
Other Current Assets		
	12000AA · Auditor Adjustment	-3,250.00
	16000 · Operating Endowment	428,206.61
	17000 · Housing Endowment	154,015.57
	18000 · 2020 Investment Fund	71,644.81
	Total Other Current Assets	650,616.99
	Total Current Assets	715,775.16
Fixed Assets		
19000 · Real Estate & Contents		
	1901 · Buildings	623,742.00
	1903 · Land	76,197.00
	1904 · Furniture & Contents	61,865.00
	1990 · Accumulated Depreciation	-40,721.00
	Total 19000 · Real Estate & Contents	721,083.00
	Total Fixed Assets	721,083.00
TOTAL ASSETS		1,436,858.16

**St. Paul's Balance Sheet
December 31, 2019 (cont.)**

LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Other Current Liabilities				
20000 · Payroll Taxes				
2100 · Payroll Liabilities				
201 · Federal Income Tax				417.00
202 · FICA Tax				1,044.26
203 · State Tax Withheld				200.00
204 · Medical Tax				361.44
2150 · Payroll Deductions				1,601.50
Total 2100 · Payroll Liabilities				3,624.20
Total 20000 · Payroll Taxes				3,624.20
Total Other Current Liabilities				3,624.20
Total Current Liabilities				3,624.20
Total Liabilities				3,624.20
Equity				
39000 · Retained Earnings				1,401,542.16
Net Income				31,691.80
Total Equity				1,433,233.96
TOTAL LIABILITIES & EQUITY				1,436,858.16

The Commissioning of Wardens and Members of the Vestry

The newly elected ministers gather before the assembly.

Senior Warden Fr. Patrick, I present to you these duly elected or appointed persons to be admitted to the ministry of leadership in this congregation as Wardens, Members of Vestry and Parish Delegates.

Rector My siblings in Christ Jesus, we are all baptized by the one Spirit into one Body and given gifts for a variety of ministries for the common good.

Our purpose is to commission these persons in the name of God and this congregation to the special ministries to which they are called.

Are these persons prepared by a commitment to Christ as Lord, by regular attendance and by the knowledge of their duties, to exercise their ministry to the honor of God and the well-being of St. Paul's and the Diocese of Kansas?

Senior Warden I believe they are.

Rector You have been called to a ministry in this congregation. Will you, as long as you are engaged in this work, perform it with diligence?

Lay Leaders I will, with God's help.

Rector Will you faithfully and reverently execute the duties of your ministry to the honor of God, and the benefit of the members of this congregation?

Lay Leaders I will, with God's help.

Rector Will you, the members of this congregation, give thanks for the ministry of these persons? Will you support them in prayer and love in the exercise of their duties?

Congregation **We will.**

Rector Let us pray. *(silence)*

O Eternal God, the foundation of all wisdom and the source of all courage:
Enlighten with your grace the elected leaders of this parish: Wardens, Vestry Members and Delegates.
So rule their minds and guide their counsels, that in all things they may seek your glory and promote the mission of your Church; through Jesus Christ our Lord. **Amen**

In the Name of God and of this congregation, I commission you as Wardens, Members of Vestry and Parish Delegates.

*It is appropriate for the assembly to thank the newly commissioned leaders with hearty applause.
The newly commissioned lay leaders take their seats.*

The Decommissioning of Retiring Vestry and Wardens

The retiring members of the vestry and wardens come before the assembly.

Senior Warden Fr. Patrick, I present to you Yvonne Amanor-Boadu who has faithfully served as Delegate and Vestry member and I present Mary Vanier and Candie White who have faithfully served as members of the St. Paul's Vestry.

Rector Have they shown their commitment to Christ, by regular attendance at worship, and by their commitment and responsibility in exercising their ministries as Vestry members and Delegate to the honor of God and the well-being of God's Church at St. Paul's and the Diocese of Kansas?

Senior Warden They have.

Rector Do you believe you have performed your duties with diligence, love, and patience?

Retiring Ministers I do.

Rector Will you, vestry and members of this congregation, give thanks for these people's ministries? Will you allow them to return to "a more ordinary ministry" and support them in their transitions?

Congregation **We will.**

Antiphon (said in unison by the Congregation)

You are my witness, says the Lord, and my servant whom I have chosen.

Rector Give thanks to the holy and life-giving God.

Congregation ***Make known the deeds of our Creator.***

Rector Let us pray.

Regard our supplication, gracious Lord, and confirm your heavenly benediction upon these your servants who have faithfully served. We give thanks for the offering of their sincere devotion of mind and body and spirit to the service of God's Kingdom. **Amen.**

Rector (to the Retiring Vestry) Now, in the Name of God and of this congregation, I decommission you as members of the vestry in this congregation.

Rector (to the Retiring Delegate) Now, in the Name of God and of this congregation, I decommission you as a delegate of this congregation.

*It is appropriate for the assembly to thank the decommissioned leaders with hearty applause.
The decommissioned lay leaders take their seats.*