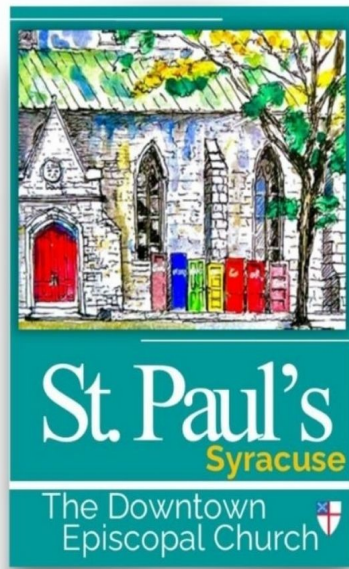


2023 Annual Report



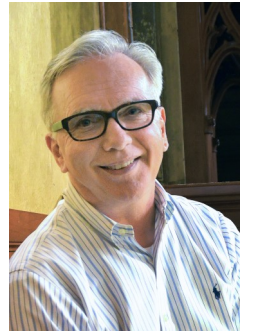
St. Paul's Episcopal Church
Syracuse, NY
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St. Paul's is....
People Caring



St. Paul's Staff

Jim Potts - Jim began his work as Organist and Choirmaster of St. Paul's in 1995. In recent years our staff has become smaller and St. Paul's has come to rely on Jim to contribute his skills and knowledge about worship and about our building in new ways. For the last several years, in addition to leading our music program, Jim has created all of our service leaflets and has overseen maintenance of, and repairs to, our building and mechanical systems.



Doug Mouncey - Doug first worked as an administrator at St. Paul's from 1987-2005. Between 2016 and 2020 St. Paul's reduced our staff by more than one full-time position for the long-term financial health of the parish, yet we knew there would be 'loose ends' that would need to be covered. At the end of 2020 Doug stepped up to handle many of these loose ends, from assisting the rector with programs, to applying for grants, to overseeing parking lot usage. Doug does all of this work as a volunteer. Although his staff title is *Administrative Assistant* a more accurate title might be *Guardian Angel!*

Judy McAdoo-Pelton - Judy is our Operations Manager. A member of our staff since 2011, Judy handles all of our financial transactions, builds and maintains our website, organizes and maintains program records and materials, creates contracts and works with outside groups, creates all sorts of communications materials (from *The Courier* to brochures to electronic and paper posters), and is the central person for internal and external communications at St. Paul's. Judy brings order and competence to our operations.



Derek Lane - Derek has served as our loyal security person since 2014. Derek skillfully handles one of the toughest assignments for a church in the heart of the city: treading the difficult path of welcoming everyone, while trying to keep our members safe, and our worship services focused on worship.

The Rev. Philip Major - Fr. Philip came to St. Paul's in 2016 to serve as our rector. His leadership responsibilities include worship, pastoral care, administration, and communications.



Cyrus Grant - Cyrus and his team from Dovesview LLC have served as our cleaning contractors since 2020. Tammie Demperio is the hard-working woman we most often see faithfully running the vacuum and mopping the floors, doing her very best to keep St. Paul's clean and tidy, even in the midst of an enormous construction project.

Mark King - The pandemic restrictions that began in March of 2020 prompted us to begin to build our current camera and microphone system to make our worship services available to people in their homes through our YouTube channel. Mark King brought his technical expertise to our efforts and began serving as our regular technical engineer in June of 2020. Mark continues to improve our LiveStream broadcast and makes it possible for everyone with a home internet connection to participate in worship.



We give thanks for the constancy, skill, and teamwork of these members of our staff!

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Agenda

A *ll activities will be held in the nave of St. Paul's and will be presented on the live stream. Voting and participation in discussions at the annual meeting are limited to those who are present in the building.*

9:30 Worship

10:30 Annual Meeting: Part I

- a. The Annual Meeting is called to order.
- b. The officers of the meeting are announced: Julia Fine, Clerk, Marion Greenhalgh, Chair of the Nominating Committee, the Rev. Philip Major, Presider, DJ Igelsrud and David Webb, Tellers.
- c. Approve minutes of January 2023 Annual Meeting.
- d. Nominations committee report
- e. Call for nominations from the floor
- f. Balloting begins. By NY State law, ballots may be cast up to an hour after the beginning of voting.

10:45 Refreshments & fellowship time

11:00 Annual Meeting: Part II

- a. Rector's Report
- b. Treasurer's Report
- c. *Open Doors* Report
- d. Election Results
- e. Closing Prayer and Adjournment of Annual Meeting

Minutes of the 2023 Annual Meeting

Respectfully Submitted By Julia Fine
Clerk of the Vestry

Call to Order

The annual meeting was held on January 29, 2023 and was called to order by Father Philip at 10:30 a.m. and he introduced officers of the meeting:

Officers of the Meeting:

The Reverend Philip Major, Presider

Betsy Barker, Parliamentarian

Julia Fine, Clerk of the Vestry

Dick Pilgrim, Co-Chair and Presider of the Nominating Committee

Bill Pitcher and Michael Mach, Tellers

Approval of minutes of January 30, 2022 Annual Meeting

Marion Greenhalgh made a motion to accept the minutes as presented and Jessica King seconded the motion. The motion was passed unanimously.

Report from the Nominations Committee

This year, the nominations committee is headed by co-chairs Dick Pilgrim and Rebecca Livingood. Dick as the presider, named the other members of the committee, then he presented the nominees for a Junior Warden and three open Vestry positions. To comply with the bylaws, Dick presented two motions:

Motion 1 -Junior Warden Nomination: Dick Pilgrim moved to approve Marion Greenhalgh for Junior Warden. Betsy Elkins moved to close the nomination and cast a single unanimous ballot to elect Marion as Junior Warden. Jim Doyle seconded that motion, and the motion passed with one abstention from Tom Major.

Motion 2 -3 Vestry Positions – Dick made a motion to approve *Barbara Bell, Matthew Van Meer and Joe Moorman* to fill the 3 open positions. There were no nominations from the floor so David Webb made a motion to close the nominations, and Cathy Wolf seconded the motion.

David Webb made another motion to cast a single unanimous ballot to elect these three nominees to serve as Vestry members - serving full terms. Harry Lewis seconded the motion. The motion was passed with one abstention. There were no further nominations from the floor.

Rector's Report

Fr. Philip began by acknowledging and thanking Mark King for his skills and expertise in setting up the live stream. He also expressed gratitude for a grant received from the Nan Door Fund that made it possible to purchase the necessary equipment needed for the live stream

Father Philip's topic centered on the lessons we learned as we endured this once-in-a-lifetime pandemic. He reflected on the past three years and how the intrusion of the pandemic positively changed each of us. He said "we learned new lessons about the importance of gathering together in person for worship and fellowship and observed that the pandemic inadvertently created a changed in perspective; and that "we have emerged from the pandemic – a people changed by God's love."

Treasurer's Report

Doug Mouncey- Treasurer, reported on the generosity of donations received, and he thanked everyone for the tremendous financial support for the last several years and throughout the pandemic. Doug also highlighted some of the major areas of additional revenue during the past few years that helped to defray some of our costs. He referenced the income and expense report on pages 12 thru 14 of the annual report, highlighting 3 major revenue sources of the past few years:

- *Grants* – which helped to support the missions of St. Paul's Church.

- *Pledges and plates* generated 30% of our total revenues and exceeded our budget by \$6,000.
- *Rental revenues*: Our hosting venue for organizations such as *Symphoria*, *Syracuse Friends of Chamber music* and others, and rental parking fees-which generated the bulk of St. Paul's revenues.

Doug also commented on the dual win-win situation that was inadvertently created by renting out our sanctuary: (1) It helped to increase visitors to our church as well as increased membership. (2) It helped to reduce our shortfall which was usually at 5% - down to 3%.

In summary Doug stated that the year 2022 can be considered a huge success financially, and he also acknowledged the work of the finance committee, the Vestry, and especially Judy McAdoo-Pelton - Operations Manager.

Update on the *Open Doors* Project

Father Philip explained some of the reasons for delays that were experienced during the past 12 months. The project was estimated to be completed by the end of 2022. However, he said that the Church continues to receive pledges and contributions from members and friends of St. Paul's for a total of \$1.8 million as of the end of December, 2022.

A Tiny Home for Good

The concept of utilizing the second floor of the parish house came to fruition during the delay of the *Open Doors* project. Discussions began with **A Tiny Home for Good** for the construction of ten efficiency apartments, offices, and a community room. Fr. Philip said that "pursuing this ministry offers St. Paul's Church the opportunity to make a large impact in our community for the lives of people with the greatest need." The Tiny Home project will be incorporated in the *Open Doors* construction.

Acknowledgements and Gratitude

Father Philip acknowledged and expressed his gratitude for his staff and volunteers, and observed how they worked closely together as a team during the pandemic to get things done efficiently, and he credited Doug Mouncey for his efforts in significantly lowering expenses.

Fr. Philip also expressed appreciation for the ministries and lay leaders, naming the Altar Guild and the Sunday School teachers as examples, as well as referencing the importance of our choir - in addition to their creation of great music, he is thankful to be sitting in close proximity to them during worship. Fr. Philip also acknowledged that the physical isolation we experienced during the pandemic has helped us to emerge from the pandemic - a people changed by God's love; making us aware that our primary task "is to care for one another".

Father Philip officially thanked four people who have fulfilled their terms on the vestry: Bill Pitcher, Michael Mach, Elizabeth Handler, and Dick Pilgrim

The meeting ended at 11:37 a.m., after a closing prayer from Father Philip.



Vivian's Baptism

Ieva Doyle

Nomination for Vestry



My husband Jim and I have been members of St. Paul's for about 13 years. During that time, we've experienced St. Paul's as a caring community of faithful people who come together to worship God and live out God's call to love our neighbors.

Over the years, I've served on the Worship Ministry team, Pastoral Care, Usher Ministry, Community Fellowship, Feminist Theology, St. Paul's Readers and also helped with Open Doors and the Capital Campaign. I'm thankful that through my involvement with these ministries, I've been able to join other followers of Jesus in putting faith into action.

I love the people of St. Paul's and feel honored to be asked to serve on the Vestry. With God's help, I look forward to working together with you as we continue to seek ways to serve God and our neighbors.

Jeanne Chu

Nomination for Vestry



Jeanne is Syracuse born (1963) and bred, having been baptized, confirmed, and married at United Church of Fayetteville. Her mom was a Deacon there, as well as a choir-mate of Dick and Neva Pilgrim (and fast friend of Tim Schmidt's mom Lorraine!). Jeanne followed in her mom's footsteps by singing in the youth choir and joyfully played in both the youth and adult bell choirs. After moving to the Boston area in 1996, she cast about for a new home church but never quite found something that felt just right. Returning on her own to Syracuse in 2014 to help her aging parents, Jeanne was introduced to St. Paul's by Sue Wright, who invited her and several mutual friends to join the monthly First Friday suppers. Jeanne was helpless to resist the siren song of good food and warm fellowship. The great liturgical music sealed the deal. She moved downtown in 2021 to reduce her Sunday commute to 6 minutes and now intends to stick close to St. Paul's like glue.

Tim Cassavaw

Nomination for Vestry



I've owned my own floral business for over 16 years. I started out of college. After that, I entered into the real estate business as a sales person, and after 5 years became a Broker Manager and have been for the last 30 years. I've served on many boards including Syracuse Preservation, Board of Realtors, State President CRS Westcott Commercial Development, and the University Neighborhood Development. I'm also a certified coach with the International Coaching Federation. I feel I'm well qualified to serve in this position.

Joe Moorman Nomination for Warden

Joe Moorman is a member of Vestry and long-standing member of the bass section in the St. Paul's choir where he helps to enhance worship services for the congregation. He is retired from the New York State Department of Taxation and Finance after a 36 year career in the property tax and assessment administration field. In retirement he has published poetry and is an aspiring novelist. He is married to Catherine Gerard who sings in the soprano section of the choir. As a St. Paul's Warden he wants to help shepherd the St. Paul's community through the successful completion of the Open Doors project.



Nominating Committee By Marion Greenhalgh

I am very pleased to announce the slate of nominees for the 2024 Vestry. The Nominations Committee that put this slate together include Marion Greenhalgh, Jr Warden and Chair, Tom Cantwell, Kira Dirghalli, Liz Belden-Handler, and Jim Doyle. The election will be held at the Annual meeting. There are openings for one Warden for a two-year term, and three Vestry members for three-year terms. Marion Greenhalgh will go from being the Junior Warden to Senior Warden as Dick Pilgrim completes his Warden term. The three Vestry members completing their three-year term and cycling off are Kira Dirghalli, Rebecca Livengood, and Carolyn Grieb (deceased). Members remaining for one more year are David Morgan, Tom Cantwell, and Michael Mach. Members remaining for two more years include Matthieu van deer Meer, Joe Moorman and Barbara Bell.

Therefore, here is our proposed slate: Joe Moorman for Warden, and to the Vestry: Tim Cassavaw, Ieva Doyle, and Jeanne Chu. Should Joe be elected Warden, vacating a Vestry spot, we nominate Harry Lambright to complete Joe's term (two years). I would like to thank the members going off of the Vestry for their hard work, especially Dick Pilgrim who stayed on an extra year to help with some special circumstances.

Maundy Thursday Meal Preparation



Rector's Report

By Rev Philip Major

It is my privilege to once again submit this Annual Report as Rector of St. Paul's Church. This is my eighth Annual Report to you. My primary message to you is that 2023 was marked by significant growth in two areas: our mission and our congregation.

St. Paul's Mission

In our baptismal covenant (BCP p. 305) we pledge to *seek and serve Christ in all persons, loving our neighbors as ourselves*. This is our mission. As we begin 2024, I suggest five ways the people of St. Paul's are accomplishing our mission:

1. Our members **care for one another** through conversations, phone calls, physical and practical support, letters and notes to one another, and visits at home or in care facilities.
2. Our members contribute labor, food, and dollars to stock **The Open Pantry**.
3. Our members **serve people outside of St. Paul's**, from *The Samaritan Center* to *The YMCA Senior Apartments* to the place where you work or volunteer.
4. Our members **lead the ministries and the practical work** of the church, as witnessed in the reports in this book.
5. Our members have supported and led the work for **Open Doors**. Construction began in October of 2023 and will be completed by the end of 2024. Allow me to elaborate on the ways *Open Doors* is key to the mission of St. Paul's.



The greatest impact of *Open Doors* will be to strengthen our ability to fulfill our mission to seek and serve Christ in all persons, loving our neighbors as ourselves. It strengthens and expands the ways we will serve God's people in this place. *Open Doors* is preparing our congregation and our buildings for a third century of ministry.

As of January 2024, we expect the most significant expansion of our service to God's people in the coming decade will be through our ministry partnership with *A Tiny Home for Good*. (see p. 24) One year from now, in January of 2025, we expect *A Tiny Home for Good* will have begun construction of ten apartments, community rooms, and office facilities for their staff on the second floor of the Parish House. This is a long-term plan to fulfill our mission to serve God's people. This new ministry would be not possible without *Open Doors*.

St. Paul's Congregation

A second area of growth has been in the size and diversity of our congregation. Though we have experienced the loss of a few of our dearest friends and members in 2022-23, more than 25 people have begun worshipping regularly at St. Paul's congregation in the past two years. Worship attendance was 20% higher in 2023 than in 2022.

Continued on the following page

Our new members continue a trend we have observed in previous years: many of our members have significant experience in other branches of 'The Jesus Movement' (a term I first heard from our Presiding Bishop, Michael Curry). These new members are drawn to St. Paul's by:

- * the warm welcome they have received.
- * the health, transparency, and intentionality of our governance.
- * diverse opportunities for Christian formation, fellowship, and service.
- * the many meaningful aspects of our liturgy, including the music.

In other words, our new members are drawn to St. Paul's for the same reasons as previous generations of members.

New members who have become active since the Covid pandemic include several young children, including two who were born to active members in the last several years. Thanks to the leaders of our Godly Play program, we have young children participating in worship and Sunday School almost every week.

We give thanks for God's many gifts to us, but especially for the gift of being together, seeking to be the Body of Christ in this place.

Philip +

Executive Ministry Team

By Fr Philip

Most Episcopal Churches are led by a Vestry (or similar body) which functions more or less like the Congress of the United States is supposed to function, creating the rules and making financial and programmatic decisions. Most Episcopal Churches have a small staff, usually including a priest and a music leader, and sometimes an administrator and a custodian.

St. Paul's has an extra team of leaders, not found in most other churches. It's called the Executive Ministry Team.

In 2023, the Executive Ministry Team included:

- * the convener of the Formation Ministry Team - Jeanne Avery
- * the convener of the Mission & Service Team - Betsy Elkins
- * the convener of the Community Fellowship Team - Liz Belden-Handler
- * the convener of the Worship Ministry Team - David Morgan
- * the chair of the Pastoral Care Team - Kira Dirghalli
- * the Treasurer - Doug Mouncey
- * the Wardens - Marion Greenhalgh and Dick Pilgrim
- * the Rector

The Executive Ministry Team has two functions: responding to the immediate needs of the congregation (including during a crisis such as the Covid Pandemic) and considering the needs and work of the congregation in the coming year. St. Paul's Executive Ministry Team helps St. Paul's be responsive to the present and proactive, planning for the future.

Senior Warden's Report

By Dick Pilgrim

I'm finishing an unusual three-year term as warden since I was asked and appointed by the Vestry to fill Rebecca Livengood's second year as warden (her Senior year in 2023) just after having been warden for two years myself (2020-2022). She had asked to be relieved of that duty to spend more time on the Open Doors project, and I was happy to oblige.



Significant within those years was helping to keep the church's ministries moving ahead even as our rector was on a well-earned sabbatical leave (Part I in 2022 and Part II in 2023), as well as being increasingly active in the Open Doors administration in 2023. Signaling both these factors was my signing – on behalf of the church and in our rector's absence – the primary contract with Drulyk Construction Co. for implementing the Open Doors project in Fall, 2023.

Other activities included special involvements on the Executive Ministry Team, the Formation Ministry Team (with special reference to SPC Readers), the Finance Committee, and – of course – the Vestry. As I now leave this position, I'm pleased to say our church is doing well, and we are fortunate to have the quantity and quality of lay leadership to continue to help make that happen.

Junior Warden's Report

By Marion Greenhalgh



St. Paul's is so fortunate! Why you say? Besides our congregation, we have the best staff running and maintaining the church. You don't always see them or what they do, but they put in many, many hours of hard work. Let's start with **Judy McAdoo-Pelton**, our Operations Manager. Besides being a creative genius with her graphics and photography skills (she lays out our monthly Courier and the huge Annual Report, designs our informational brochures, besides anything else that comes up) she keeps the records, receives the mail/money/pledges, oversees accounts receivable and accounts payable, helps design banners, designed our website and keeps it updated, and generally helps out with anything that comes up. I'm sure I'm leaving something out, but she is a blessing! In attempts to lower our budget, we've had to make some personnel cuts in the past resulting in Judy being our only full-time employee. We have a few part-time employees and contractors who really help us out tremendously. The one who puts in the most hours is **Jim Potts**. You say, yes, we know, he's the organist and choir director. True. But, that's no small task in itself, constantly practicing the organ, and working with the choir every Thursday evening and before the 10 am and special services. Did you know that he is now also doing the weekly and special/holiday church programs? He also meets with the contractors needed to keep the building running, and he is on the Flower Committee. Part-time! Running our live-stream cameras and operations is **Mark King**. Many people, especially those who can't get to the church for whatever reason, rely on watching the service online, and Mark makes that happen. He is now taking on the job of IT Consultant as well. And don't we feel safer with **Derek Lane** watching out for our safety? If he isn't working his other job, he's at St. Paul's keeping an eye on the church and the people. Finally, our cleaning service contractor is **Cyrus Grant** and his crew. Cyrus ensures that our church is cleaned every week. Not a small task considering what's going on inside the buildings these days.

Then we come to the staff who are not paid anything. They do their job for our benefit and because they are dedicated to St. Paul's. The first one is **Jeanne Avery**. Jeanne runs the nursery and Sunday school. She develops the program for the class and does so many additional things for the kids, and they love her! She's

Continued on the following page

Vestry Report

By Fr Philip

Our Vestry meets monthly to provide practical, legal, and spiritual guidance for St. Paul's Church. Each year at Annual Meeting three members are elected by the congregation to serve 3 year terms.

* In January of 2024 Kira Dirghalli and Rebecca Livengood are finishing their terms.

* Tom Cantwell, Michael Mach, David Morgan have one year remaining in their terms.

* Barbara Bell, Matthieu von der Meer, and Joe Moorman have completed the first year of their three-year terms.

* Doug Mouncey served as Treasurer and Julia Fine served as Clerk of the Vestry in 2023.

Each year one Warden is elected to serve a two-year term. Our Wardens do all of the work of Vestry members, plus they meet several times each month with the Rector to consider the immediate and long-term needs of the congregation and to help lead specific aspects of the administrative work, such as guiding revisions to our Policies & Procedures Manual. In January of 2024, Marion Greenhalgh is completing her first year as a Warden, while Dick Pilgrim is completing a third year as Warden, having been appointed by the Vestry to finish the unexpired term of Rebecca Livengood.

Though this system may appear to be complex, when we follow the rules established in our Bylaws and Policies & Procedures Manual, St. Paul's has leadership and a governing board that is resilient and strong:

1. There is a measure of continuity each year, as some members are serving the second or third years of their terms.
2. Fresh energy and new insights are brought into our leadership each year.
3. Since the Wardens and Rector work together, and the total body of the Vestry is twelve members, there is depth in all aspects of our administration and oversight.

Your Vestry is responsible for many of the practical and legal details of St. Paul's, including:

- appointing members to serve in critical positions, such as convention delegates.
- approving bids for contracted services and repairs to the church
- overseeing the development and execution of church programs
- creating a budget for the following year.

For the first time in my experience as a priest, during 2023 a member of our Vestry died during the course of her service. Carolyn Grieb, our beloved sister and friend, was a true servant leader. Carolyn was diagnosed with cancer in the fall of 2022. At the time I asked her if she would like to step aside from her work on the Vestry. Carolyn responded that she would continue serving as long as she was able.

Carolyn's passion was to support St. Paul's in our work of serving God's people in great need in the center of the crossroads of Central New York. Carolyn was passionate about the work of *The Open Pantry* and our evolving partnership with *A Tiny Home for Good*. Carolyn did everything she could to make sure these ministries, our Sunday School, and other vital programs of the church were fully supported. Carolyn died on September 4, 2023, just a few weeks after participating in our August Vestry meeting.

Junior Warden's Report Continued

the one who suggested the cookie exchange and taking cookies to those who are homebound. Lastly, there's **Doug Mouncey**, our parish assistant. He's also our Treasurer and does a fantastic job on tracking all income and expenses. He initiates our annual budget review, helps with audits, keeps track of the parking lot use, and tracks the Open Doors budget. He is our parish assistant and he attends all kinds of meetings, and I swear he sleeps in his office. He's always at St. Paul's!

So, there is our staff in a nutshell. They're an amazing group of people. If you get a chance, thank them for their service, whether paid or not. They all do a fantastic job, and I know I always thank them for all they do!

Financial Report

By Doug Mouncey, Treasurer

Finance Committee David Ridings, Chair; Doug Mouncey, Treasurer; Jeff Averill, Tom Cantwell, Ron Ferguson, Rebecca Livengood, Joe Moorman, Dick Pilgrim; Bill Pitcher, Sandi Yingling also attending Fr. Philip Major and Judy McAdoo-Pelton
Audit Committee Tom Cantwell, Chair; Jeff Averill, Susan Hawks (member of Plymouth Church), Sandi Yingling; also attending Judy McAdoo-Pelton, Doug Mouncey

During a Sunday service in December 2023, I was reminded of two things.

First, we need to be constantly mindful to look for the small, good things in our lives (particularly in the face of so much that is negative and any inconvenience as a result of the Open Doors construction).

Second, *“all things come of thee, O Lord...”*

Our financial report provides a monetary summary, but it is only a small piece of life at St. Paul’s during 2023. All the reports for this Annual meeting provide a much more illuminating picture of what we’re about. Our finances are simply one of our resources.

My belief is that our footprint... the impact of St. Paul’s in our community and world far exceeds most congregations of our size!

Adjacent to this narrative report is a summary of our income and expenses compared to our budget for 2023.

INCOME

We are grateful for the support of our members: Pledge & Plate income exceeded the budgeted amount
 Miscellaneous Donations: for example, designated contributions for altar flowers, Friends of Music, Samaritan Center

Program Donations: in addition to the generous support of individuals for our Outreach activities, we received small grants from Music for the Mission, Episcopal Diocese of CNY, InterFaith Works, and food from the InterReligious Food Consortium. Developing relationships and partnerships of this sort is not only recognition of our work but also allows us to provide additional service to individuals in need.

Earned Revenues: includes rent from the parking lot and organizations, like Symphoria, that use our facilities

Other Income: St. Paul’s receives a portion of the annual income of the Sandford Trust

EXPENSES

Total Salaries & Related Expenses: one reason for being underbudget was fewer hours worked by some hourly employees

Total Occupancy Expenses: underbudget due to savings in utilities, real estate taxes, and commercial insurance

Buildings & Grounds Expenses: there was a significant savings due to the sound system project being funded by designated gifts

Total Outreach Expenses: much of the designated income and corresponding outreach expense is related to the Haitian Education Mission. This effort is like the growth of the Samaritan Center where we are providing non-financial support to this group as they seek IRS status as a separate not-for-profit organization. They have conducted significant fund-raising efforts with their partners beyond St. Paul’s.

Support from Key Investments: because we exceeded our income and expenses being less than anticipated, we had less of a need to transfer funds from our investments account. During 2023, we received a bequest from the estate of Connie Weseloh and contributions in memory of Valerie Alston, Andrew Besemer, Carolyn Grieb, Phyllis Hegney, and Ed Orrick.

In summary, the efforts of Judy McAdoo-Pelton and members of the Finance Committee continue to provide the highest quality of stewardship and oversight of our parish resources.

In closing, thank you to all our members for your continued support: financial, hours of volunteering, and, working on new avenues of support such as grants and partnerships with other organizations.

St. Paul's Syracuse

Budget vs. Actuals: January 1 - December 31, 2023

January - December 2023 (unaudited)

	Total			Comments
	Actual	Budget	Variance from Budget	
Income				
Total Pledge & Plate Income	158,048	135,000	23,048	includes \$15,350 prepaid for 2024
Total Donations	15,881	7,202	8,679	includes designated funds for Memorials, Flowers, FOM, etc
Total Program Donations	101,887	3,200	98,687	actual includes \$93,068 designated Haitian Education Mission; designated funds for YMCA, Open Pantry, etc
Total Earned Revenues	24,504	27,107	-2,603	includes Parking Lot & other rental income
Total Other Income	9,985	7,500	2,485	Income from Sandford Trust Fund
Total Income	310,304	180,009	130,295	
Gross Profit	310,304	180,009	130,295	
Expenses				
Total Salaries & Related Expenses	203,213	211,192	-7,979	
Total Pension Plan Contributions	24,324	23,870	454	
Total Employee Benefits	28,363	30,168	-1,805	
Total Payroll Taxes	13,318	13,163	155	
Total Other Personnel Expenses	12,710	18,000	-5,290	Professional expenses such as accountant, etc
Total Non Personnel Expenses	7,891	13,300	-5,409	Bank fees, office supplies, etc
Total Copier Expenses	3,511	6,446	-2,935	
Total Occupancy Expenses	74,058	85,856	-11,798	Utilities, Insurance, taxes, etc
Total Buildings & Grounds Expenses	40,026	54,300	-14,274	Contracted services, maintenance supplies, building repairs, etc
Total Travel & Meetings Expenses	0	800	-800	
Total Diocesan Support Expenses	44,354	44,354	0	
Total Education Expenses	750	3,000	-2,250	
Total Music Expenses	4,778	3,360	1,418	music, instrument maintenance
Total Outreach Expenses	60,125	3,200	56,925	includes \$56,077 Haitian Education Mission
Total Pastoral Care Expenses	0	300	-300	
Total Nan Dorr Project Expenses	15,000	0	15,000	
Total Friends of Music Expenses	5,516	0	5,516	
Total South Sudanese Expenses	436	300	136	
Total Clergy Discretionary Expenses	0	4,000	-4,000	
Total Friends of the Arts Expenses	2,526	0	2,526	
Total WOSP Expenses	662	0	662	
Total Advertising Expenses	0	200	-200	
Total Expenses	541,559	515,809	25,750	
Net Operating Income	-231,254	-335,800	104,546	
Other Income				
Total Support from Key Investments	280,000	335,800	-55,800	actual is ~4.59% of 3 yr Market Value as of 9/30
Total Other Income	280,000	335,800	-55,800	
Total Other Expenses	2,544	0	2,544	
Net Other Income	277,456	335,800	-58,344	
Net Income	46,202	0	46,202	

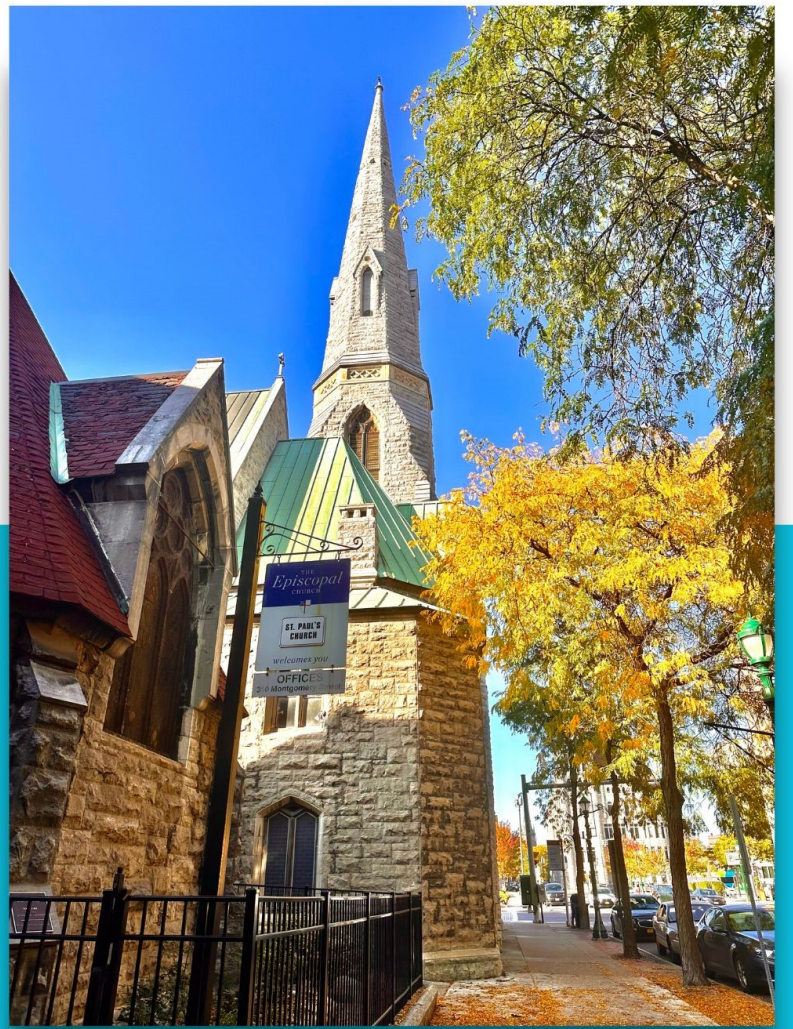
Buildings and Grounds

By Bill Pitcher

While Open Doors focuses on the exterior repairs of the Parish House, B&G has been focused on the interior parish house and church building maintenance.

During 2023, the automatic defibrillator was purchased and installed. New LED lamps were added to the nave lights. Equipment and cabling was upgraded for the live streaming console. Thanks to a grant from the Nan Dorr Fund, and generous contributions from our members, our public address system was replaced and an induction loop system was installed, allowing members to receive sound directly through their hearing aids. Parishioners joined the Earth Day clean up. We hosted a guided tour of our church for the Sacred Sites open house events. Thanks to Jim Doyle for trimming the tree branches that were rubbing on the roof, and to Greg Tuttle for removal.

Deferred Maintenance are projects that have been identified, but not yet funded. B&G is soliciting pricing for repairs and upgrades in these areas: South Aisle Roof, Chapel Hallway Ceiling, Inner Narthex Ceramic Tiles, Backflow Preventer, Solar Parking Lot Lights, New Security System, Ice Guards, Storm Windows, North Porch Ceiling, Telephone System, Foundation Repair, Brewster Room Ceiling, Kitchen Window, Fayette Street Doors.



Taking Care of St. Paul's



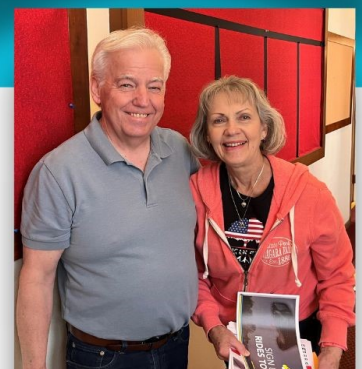
Office Volunteers

We are so thankful to Liz Handler, Kira Dirghalli, Jean Stanton and Sandi Yingling who assist with various mailings. Wendy Jones writes thank you notes for special donations.

We couldn't do what we do without them all!



St. Paul's Life



Parish Choir & Music Program

By Jim Potts, Organist & Choirmaster

Fortunately, the entire choir was in residence this year following the pandemic, for which there is cause for celebration. During that time the quartet included Renee Heitmann, Cassidy Chappini, Adam Beckwith and Joshua Bartolatta.

We offered Evensong for Last Sunday of Epiphany with a varied recital presented by instrumentalists Christopher Dranchek (flute), Jessica King (bassoon), Alina Plourde (English Horn and Oboe) with Jim Potts, harpsichord and organ.

We also presented Choral Evensong for All Saints' followed by an Organ Recital presented by Glenn Kime, Director Music at May Memorial Unitarian Universalist Society of Syracuse.

As is our tradition, we offered Lessons & Carols for Advent – one of the few parishes in the diocese who offer this wondrous service.

We continue to host and stream the Arthur Poister Competition in Organ Playing in June.

I am, especially, thankful for the support and encouragement of our parishioners of the music program during this time of transition due to the passing pandemic.

Friends of Music

By James Potts, Organist and Choirmaster

The kind and generous contributions to this fund have again allowed us to enrich our liturgies and musical events, through the year.

This fund contributed to Evensongs and the recitals that followed. The Friends of Music also contributed to guest instrumentalists throughout the year. Unfortunately our annual Christmas wreath sale to benefit the Friends of Music did not come to fruition this year.

Contributions to this fund in support of our musical offerings are always greatly appreciated.



**St. Paul's
Choir
Lessons &
Carols**

Worship Ministry Team

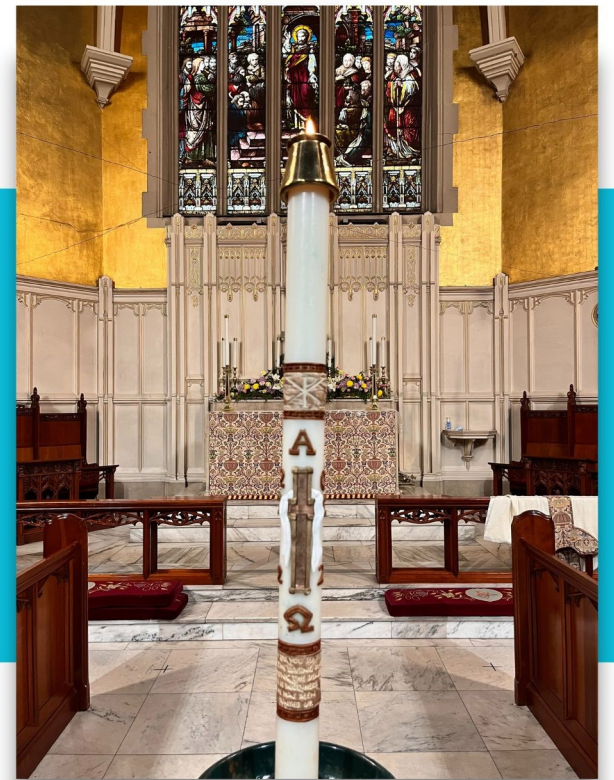
By Fr Philip

Nine groups of our members prepare for, and lead, our worship: Altar Guild, Bread Bakers, Choir, Flower Guild, Lay Eucharistic Ministers (LEMs), Lectors, those who write the Prayers of the People, and Ushers. Our Worship Ministry Team is comprised of leaders representing most of these groups, plus the Rector, the Sunday School director, and the head of our Community Fellowship team. The Worship Ministry Team meets 9-10 times each year, planning for upcoming services and special events in light of the needs of our congregation.

Altar Guild

By Fr Philip

By their faithful service, the members of St. Paul's Altar Guild *consecrate* the chancel and altar area. They are true servants of God, working individually or in pairs to prepare the altar and chancel area for worship. You may not notice their presence in the worship service, but the Altar Guild member is the person who came to church the day before, or earlier in the day, long before anyone else, even the priest, arrived. The Altar Guild member is often the last person to leave the church building after worship is over; they work alone or in pairs to carefully store the consecrated bread and wine in the aumbry, wash the dishes, refill the candles with oil, change the linens, change the altar frontal, and pick up the leaflets and little bits of garbage left in the chancel after the worship service.



The Altar Guild functions behind the scenes of every worship service, and we have many worship services at St. Paul's: Sunday Holy Eucharist at 8 and 10 a.m., Ash Wednesday, Maundy Thursday, Good Friday, Easter Vigil, Thanksgiving, Christmas Eve, Christmas Day, Evensong, Lessons & Carols, Weddings, and Funerals.

In 2023 St. Paul's Altar Guild was led by Julia Fine. As the director of the Altar Guild, Julia trains new members and takes responsibility for many of the extra worship services, such as funerals and weddings. Members of the Altar Guild in 2023 included: Ruth Brown, Ellyn Hass, DJ Igelsrud, Harry Lambright, and Nancy Lambright. We have one member of the Altar Guild who takes responsibility for washing the precious linens used at the altar: Margaret Sherwin.

I give thanks to God for their faithful service to St. Paul's!

South Sudanese Congregation

By Michael Yuot Mach

For year 2023 report on behalf of the South Sudanese congregation at St. Paul's, we are having just Christmas Prayers this year. Our usual broader community events for South Sudanese may not help this year due to construction. In January of 2023 we hosted a New Year's Party for the community. We do not have budget for this year.

Flower Guild

By Marion Greenhalgh and Jim Potts,
co-chairs

The Flower Guild, a subset of the Altar Guild, selects, purchases and arranges flowers primarily for St. Paul's high altar; and for various other altars, locations, as needed, throughout the year. Special requests for memorials, weddings, funerals, etc., can be made as we arrange flowers to honor loved ones and their special events. We are also grateful for the added individuals who assist the Guild in decorating the church for our special Easter and Christmas services. This help makes it possible to celebrate these special liturgies in great beauty! For funds we partially depend on donations given in thanksgiving for family and friends for special events, or in memory of loved ones. The Guild usually uses weekly rotating teams of 1 to 2 people to select, purchase and make the flower arrangements throughout the year. Flowers are usually purchased at Best in Bloom off Thompson Road, or at a grocery store, such as Wegmans. For the big holidays we embellish our supply with flowers/plants from Chuck Hafner's and/or other local nurseries/farms.

If you are interested in helping us with this very rewarding ministry, please join us! We will be glad to work with you, and desperately need new members. Our current members are:

- Harriet Averill
- Marion Greenhalgh, Co-Chair
- Jim Potts, Co-Chair
- Betsy Elkins
- Liz Belden-Handler
- Sandy Wiley

With an occasional, and much appreciated, assistance from Tim Cassavaw.



Usher Ministry

By Ieva Doyle and Mary Hastings

St. Paul's Usher Ministry Team greets and welcomes people to worship services at St. Paul's every Sunday and on other special occasions. A big round of thanks goes out to the following people, who have graciously served as ushers over the past year and been such faithful witnesses of God's welcoming presence among us:

Barbara Bell
Philip Buffham
Willson Cummer
Kira Dirghalli
Ieva Doyle (head usher, 10 a.m. services)
Jim Doyle
David Garvey

Mary Hastings (head usher, 8 a.m. services)
DJ Igelsrud
Harry Lambright
Tiffany Miner
Doug Mouncey
David Ridings
Joe Russo
Derina Samuel
Georgette Schmidt
Tim Schmidt
Tim Simmons
Roy Thomas
Greg Tuttle



Mission & Service

By Betsy Elkins, Convener

“...for I was hungry and you gave me food, I was thirsty and you gave me something to drink, I was a stranger and you welcomed me, I was naked and you gave me clothing, I was sick and you took care of me, I was in prison and you visited me.”

These familiar words from Matthew 25: 35-36 describe the work of Mission and Service at St. Paul's. The church is not a building, it is what its people do in the world to help others.

Throughout the year the people of St. Paul's serve those in the community and world around us in many ways. Look for other articles in this annual report that offer more specific details about some of our mission work.

- We offer food to our downtown neighbors through our Open Pantry on E. Fayette Street.
- We serve meals to the guests at the Samaritan Center as a parish group 3 times a year and some St. Paul's people do this weekly.
- We support our neighbors at the Y down the street with gatherings, gifts, and cards.
- We are a founding partner with Interfaith Works and provide financial support to its work and programs.
- We support members of the Sudanese community in Syracuse and host community events.
- We are supporting members of our parish who are establishing a separate non-profit organization to address educational and nutritional needs of youth in Haiti.
- We sent 40 new hymnals to the Episcopal/Anglican Church in San Miquel de Allende, Mexico.
- We are establishing a covenant partnership with A Tiny Home for Good, a local organization that provides housing and support for individuals at risk of homelessness.

Members of the Mission and Service Ministry Team which oversees these mission and service activities include Doug Mouncey, Kira Dirghalli, David Morgan, Jeanne Avery, Jim Doyle, Debbie Bogan, and Betsy Elkins, convener.



Mission & Service

Open Doors Project Management

By Betsy Elkins and Rebecca Livengood

After years of planning and work behind the scenes, construction for our Open Doors Project began at the end of 2023.

The Project Management Task Force (charged with planning and administering the construction phases of the project) and The Steering Committee (charged with overseeing everything) worked throughout the year to bring us to that wonderful day when the “shovel went in the ground.”

- Construction bid documents and drawing were completed by our architects Crawford and Stearns.
- Requests for bids were issued and received.
- Spaces were cleared in the parish house (including a parish workday in June) to allow for construction work.
- An application for a bridge loan was submitted to help with cash flow during the project.
- A contract was signed in September with Drulyk Construction to complete the project.
- A groundbreaking event was held on October 17 and Construction work began! (See the church website for videos of the remarks made that day.)
- Significant abatement work has been completed and another round will take place in early 2024.
- Demolition of many spaces has been completed.
- Monthly job meetings are being held throughout the project with the architect, the contractor, and representatives from St. Paul's.
- The Project Management Task Force and Steering Committee continue to meet monthly as well.
- We anticipate the work will be completed by the Fall of 2024.
- Regular construction updates appeared in the Courier, the weekly e-blast and church service bulletins as well as on the church website.

Members of the Project Management Task Force include Rebecca Livengood and Betsy Elkins (co-chairs) Philip Major, Doug Mouncey, Marion Greenhalgh, Greg Tuttle, Tom Cantwell, Richard Pilgrim (warden)

Steering Committee members are Philip Major, Rebecca Livengood, Cathy Wolff, Betsy Elkins, Doug Mouncey, Marion Greenhalgh, Tom Cantwell, David Ridings, Michael Mach, Bridget Fidler (consultant) Richard Pilgrim (warden)



**Bill Elkins and
Dudley Breed
Drawing the New
Main Door from
the Parking Lot**

Open Doors Capital Campaign

By Cathy Wolff

The first half of 2023 was devoted to the Project Management Task Force working on the bid phase and securing a construction contract with our contractors, Drulyk Construction (read more about this in the Open Doors Construction Report). Until we received their bid, we did not know what the actual cost of the Open Doors Project would be. All the estimates we had been working with were from 2019, before the pandemic.

The actual costs of all phases of our project resulted in some difficult choices. A compromise was reached that resulted in an income plan recommended by the Open Doors Steering Committee and approved by the Vestry on June 13, 2023, that called for an additional \$190,000 to be raised. The next few months revealed the need for some changes to our income plan. As of October, we calculated that we needed to raise \$298,000 to cover the costs of the project.

Please see the Open Doors Fall 2023 Update on our website <https://www.stpaulsyr.org> under the Open Doors Other Materials button for all the details.

A highly successful Groundbreaking Event was held on October 17, 2023, at which our Rector Philip Major announced our partnership with A Tiny Home for Good (ATHFG). Featured speakers included Andrew Lunetta, executive director of ATHFG, Syracuse Mayor Ben Walsh, and me. Thanks to parishioner Tim Cassavaw and his colleague Nicolas Murphy of Hunt Real Estate, you can view a video of all the remarks on our website under the Project Videos button. You can also read Philip's and my remarks in the November 2023 Courier newsletter.

Since the Groundbreaking Event, the various fundraising Task Forces are once again ramping up to complete our Capital Campaign with the assistance of our consultant from Partners for Sacred Places, Bridget Fidler. Tom Cantwell chairs the Individual Donor Task Force, Marion Greenhalgh chairs the Diaspora Task Force, and David Ridings chairs the Community Task Force. Debbie Nettle continues to serve as Open Doors Administrator.

Our partnership with A Tiny Home for Good gives us a strong mission component, particularly for fundraising within the community. It is also providing new grant opportunities and other means to help reach our goal. As of December 12, 2023, we have already raised \$13,600, reducing the goal to \$284,400!

Many factors have made the duration of this Capital Campaign longer than any of us anticipated. The finish line is finally in sight. Construction has begun. Open Doors is really happening! St. Paul's members have already demonstrated astonishing generosity to Open Doors. For those of you who are new to St. Paul's, we hope you will join us in supporting Open Doors. For those of you who have already given generously, we ask you to consider making an additional donation to ensure that St. Paul's is an accessible place of community engagement, service, and worship for generations to come.

**St. Paul's
Open
Doors**



Open Doors Financials

By Doug Mouncey, Treasurer

Open Doors Project, St. Paul's Church
 Financial Statement: January 1, 2021 - December 31, 2023
 Respectfully submitted, Douglas W. Mouncey, Treasurer

	<u>Total</u>	
Income		
Government	556,988	New York State - EPF Heritage Area Grant
Foundations	280,000	National Fund for Sacred Places; New York Landmarks Conservancy's Sacred Sites Program
Individuals	975,334	Current & former members, community members
Corporations	1,000	
Other Income	84,810	
Total Income	1,898,132	
Expenses		
Construction	314,531	hazardous materials abatement and demolition
Professional Services		
Architect	91,319	
Legal	4,418	
Accounting	0	
Fundraising	52,000	consultant fees
Video	8,000	
Miscellaneous	3,748	
Total Professional Services	159,484	
Total Administrative Expense	20,176	part-time administrative assistant, supplies and related expenses
Total Expenses	494,191	
Net Income	1,403,941	



Why are we providing a three year report in the above numbers? First, our Capital Campaign began in earnest in early 2021 with many pledges paid shortly thereafter while others continue to the present. Second, although there were many expenses associated with the campaign and construction planning since 2021, the major construction costs did not begin until Fall 2023. In other words, income was significantly higher than expenses until 2023 when the reverse has been true.

Due to the magnitude of The Open Doors Project, financial support and project expenses have been maintained in a separate book-keeping data base (i.e. Open Doors Project funds are not comingled with our general operating funds). Elsewhere in the Annual Meeting booklet, there is a separate financial statement for the general operations in 2023. Also, throughout the year, separate contributions statements are distributed (one for the general Pledge and other gifts throughout the year; and, a separate statement for those who have made an Open Doors gift that year). Once your Open Doors pledge was completed, those statements were no longer sent.

Additional reporting on The Open Doors Project is provided elsewhere in this booklet. In addition, we encourage everyone to refer to the routine reports provided in our weekly and monthly updates as well as our parish web site at www.stpaulsyr.org

In closing, thank you to everyone for your very generous support of The Open Doors Project at St. Paul's.



St. Paul's Open Doors Ground Breaking October 17, 2023



A Tiny Home for Good

By Betsy Elkins

Throughout the year a task force appointed by the Vestry met with members of the Tiny Home for Good (ATHFG) staff and board to discuss what a partnership would look like between St. Paul's and A Tiny Home for Good. This group included Fr. Philip Major, Doug Mouncey, David Morgan, and Betsy Elkins.

What started as a "what if this were to happen" idea is becoming a reality. After our Open Doors construction project is completed, we plan to turn the second floor of the Parish House over to A Tiny Home

for Good. They will build 10 tiny apartments, some common space for residents (including a kitchen) and space for staff (case workers who will assist the men living in these apartments.)



Andrew Lunetta, Founder and Executive Director of A Tiny Home For Good

Much of the work this year has been the drafting of a lease agreement between ATHFG and SPC. While this won't be implemented until construction begins, likely in early 2025, it is important that we can articulate exactly what our landlord/tenant relations will be. Our partnership will be unusual in that we will be charging very little rent (only \$1 a year) to ATHFG. Much of the work of Open Doors will directly benefit ATHFG including the removal of asbestos, installation of an elevator, restoring windows and replacing the roofs over the parish house. ATHFG will then take on the financial responsibility for building and managing the

apartments that they will lease to tenants. In addition to a legal agreement (a lease) we are also agreeing upon some rules and regulations for tenants and some mechanics of how the partnership will work.

The law firm Barclay Damon is working with us (SPC) to write the lease agreement. Our lawyer has indicated that our partnership is new and unusual with no model for us to follow. And our lawyer agrees the partnership is wonderful and we will make it work. Before we sign a lease, a memorandum of understanding to more formalize the discussions/plans, will be signed between the two organizations.

You can learn more about ATHFG and our partnership on our web page under Open Doors and under Mission. Our partnership with ATHFG will be a significant and exciting new mission for us which will help us, ATHFG and the City of Syracuse.

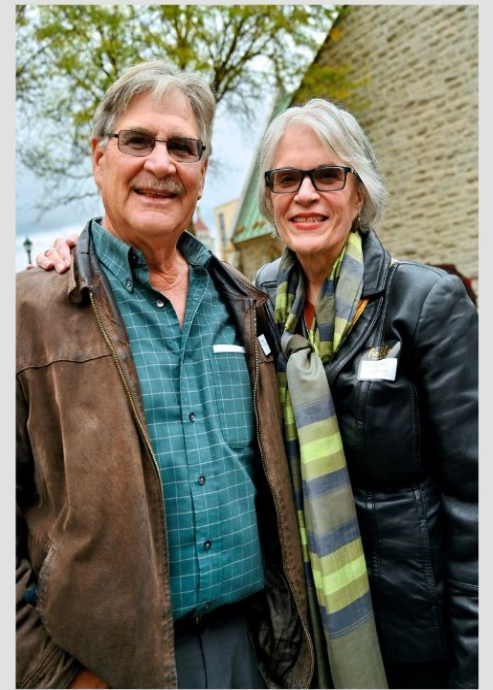




Tim Simmons, Vivian & Fr. Philip



Rev. Kathy Major, Joe Moorman



Rev. Georgina & Husband Steve



Debbie Nettle & Barbara Bell

St. Paul's Open Doors Ground Breaking Part 2 October 17, 2023



Jim Potts & Rev. John Rohde



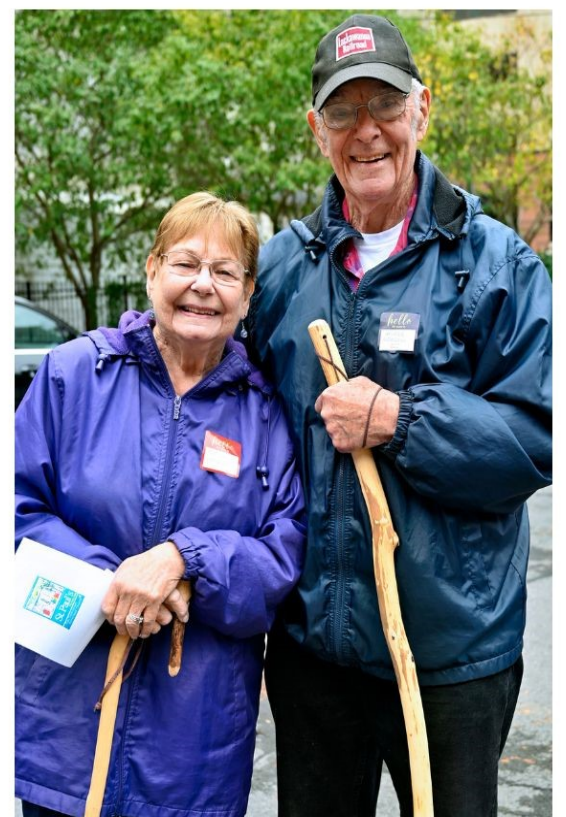
Bill Pitcher, Tim & Georgette Schmidt



Vivian with Fr. Philip, Marcia Anderson



Julia Fine, Laurie Sanderson, David Morgan & Kira Dirghalli



Marcia & George Anderson

YMCA Ministry

By Debbie Bogan, Parish Liaison

This ministry began in 2015 by Deacon Chuck Stewart. What started with serving a holiday meal to the 30 senior residents at the Downtown YMCA, flourished into a fine fellowship with our downtown neighbors.

The currently active members of this ministry team (volunteers and financial donors) include: George and Marcia Anderson, Anonymous Angels, Jeanne Avery and the St Paul's Sunday School children and volunteers, Debbie Bogan, Ruth Brown, Kira Dirghalli, Betsy Elkins, Sophie Harris, Mary Hastings, DJ Igelsrud, David Morgan, Doug Mouncey, Barry Pickard, Dick and Neva Pilgrim, Joan Sammons, Georgette Schmidt, Margaret Sherwin, Sue Stinson, Chet W. and Sandi Yingling.

Activities in 2023 included socials at local restaurants, and at the YMCA, delivering holiday plants and greeting cards hand crafted by the Sunday School and Margaret Sherwin, Debbie Bogan sending birthday postcards made by Judy McAdoo-Pelton and get well cards.

We had a sock drive organized by Joan Sammons in early 2023 and are currently doing a winter gear collection organized by Joan and Debbie for the men residents at the Y. Sue Stinson and Georgette Schmidt have been busy knitting many hats and scarves for the drive. Many parishioners generously donated numerous items to the collection basket for the winter gear.

The little house open pantry has been a source of supplemental food for many of the Y residents. Based on the many notes of thanks we have received from Y residents and staff, we know that our relationship with the Y is meaningful to them.



**St. Paul's
YMCA
Ministry**



The Open Pantry

By Jim Doyle

“Then the righteous will answer him, ‘Lord, when was it that we saw you hungry and gave you food, or thirsty and gave you something to drink?’” (Matthew 25:37)

The Open Pantry opened in August 2020 as a way to serve our downtown neighbors that we met through The Caring Place. Since the first day it was stocked with food, The Open Pantry has helped to feed our Downtown neighbors.

19 – Every day more than 19 of our downtown neighbors come to The Open Pantry seeking food and/or personal hygiene items.

9 – Each day, almost 9 households receive basic food and/or personal items offered by The Open Pantry.

2+ – Each day, an average of 2.6 of our downtown neighbors donate to The Open Pantry by placing their items directly in The Open Pantry cabinet.

Thank you to everyone who takes a weekly turn restocking The Open Pantry including: Kira Dirghalli, Barbara Bell, Liz Belden-Handler, David Webb, Dick Pilgrim, Doug Mouncey, Betsy Elkins, David Morgan, Willson Cummer, Derek Lane, Michelle Breidenbach and Sue Wright.

The impact of The Open Pantry is so great that during 2023 The Open Pantry received three \$1,000

Emergency Food Supply Program (EFSP) grants. EFSP is a Federal Program administered by InterFaith Works. In addition, The Open Pantry received a \$1,000 Grant from Music for the Mission in February 2023. This was the third year we received a Music for the Mission Grant.



**St. Paul's
Open
Pantry**

You can help to feed our hungry neighbors any time! You can bring food and personal hygiene items to the Fayette Street narthex entranceway on any Sunday morning. You can place food and personal hygiene items directly into The Open Pantry cabinet when it is convenient for you. And on the third Saturday of each month between 10 am and 12 noon we provide curbside pickup of your donated food and personal hygiene items. Your financial support enables us to purchase items that are not donated directly.

The Open Pantry is a way that we can faithfully respond to Jesus' call to Mission in Matthew 25 to provide food and drink to Christ in our neighbor. St. Paul's members and our downtown neighbors are only just beginning to find ways to serve Christ in our neighbor!

Formation Ministry Team

By Jeanne Avery

Three of the formation programs have been in existence for many years, Centering Prayer; SPC Readers, and Feminist Theology. Being on Zoom they were very successful during Covid, and now through the construction project they are able to continue to meet regularly. More information is available on the website.

Weekly Bible Study with Fr Philp meets regularly at the church on Mondays. The Hadley Chapel is home to the Children's program on a weekly basis. More information is available in the monthly Courier. Spring of 2023 we offered a once a month Sunday educational programs for adults following coffee hour. We are on hold at this time. Interfaith Works and Spiritual Renewal Center continue to be a wonderful resource for enrichment. More information is available on each of the programs in the Formation Program brochure in the back of the church.

Bible Study

By Fr. Philip

Our Bible Study group met most Mondays at noon from January through May and October through December.

We met in person, most often in the Brewster Room, and read and reflected on the scripture readings assigned for the following Sunday worship service.

St. Paul's Bible Study



Regular participants included Jeanne Avery, Kira Dirghalli, Betsy Elkins, Mark Farrington, Rebecca Livengood, Laurie Sanderson, Tim and Georgette Schmidt, Robert Wagner, and Sandra Yingling.

Safe Church-The Praesidium Academy

By Jeanne Avery



The Academy is the program that our national church requires to certify that members are prepared to provide a safe environment for all the people, members and people coming through the doors. This can be taken online or attending diocesan seasons. The certification is valid for five years.

We are pleased to be able to report that St. Paul's has 17 people who have completed the course.

Feminist Theology

By Laurie Sanderson

The Feminist Theology Group continues to meet regularly, for over twenty years! We have continued to meet via Zoom, as it has allowed members who have moved away from Syracuse to be with us! We have also been delighted to welcome some new members and keep the door open for more!

We have read a variety of interesting books, fiction and non fiction, exploring where God intersects in our lives.

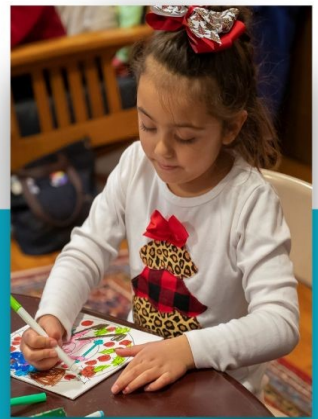
Children's Formation

By Jeanne Avery



The children's program is in its third year in the Hadley Chapel. We have undergone many changes including adding a nursery space for babies and toddlers along with offering special programs including the older school age children. Barbara Bell has volunteered to be the core person for the babies. Members of the parish have been willing to spend a Sunday a Sunday in the Chapel which allows us to have a weekly program. If asked "what are they doing in there". The answer is "We are a Godly Play lectionary based program"

St. Paul's Children's Ministry



Godly Play



Community Fellowship Ministry Team

By Liz Belden-Handler

The Community Fellowship Committee shall, in consultation with Father Philip and other relevant staff, help to plan, implement and oversee all planning relating to parishioner and community activities. We have had to make a few tweaks to both due to Open Doors construction. We are now having coffee hour right in the nave, and everyone is loving it. Community receptions are currently on hold also due to Open Doors, but everyone has been so happy that construction has started that that hasn't been missed.

Our Members are: Elizabeth Belden Handler, Chair, Tiffany Miner, Margaret Sherwin, Sophie Harris, Jeanne Chu, Julia Fine, Barbara Bell, Marcia Anderson, Betsy Elkins, Tom Cantwell and Laurie Sanderson. We'd love to have you join us!



Spending Time Together

Pastoral Care

By Kira Dirghalli

It has been a busy year with many pastoral duties. I am grateful for the phone calls people made directly to me about their health issues or on behalf of a family member or personal friend. I reach out to each person who shares a concern, pray for that person and keep in touch by phone, text, Email or snail mail. I rely on God's guidance for his wisdom to give me the words and thoughts I need to bring comfort.

Father Philip and I work closely together. We plan the pastoral care meetings and hold them every 2-3 months. I communicate with each member of the pastoral care team about an upcoming meetings. Most of the members of the pastoral care team have been members of the St. Paul family for many years. I seek their advice and more often ask them to be in touch with those requesting prayers. One of our relatively new projects is to share sending birthday cards to members of our parish family. We take turns on a monthly bases.

Prayer always starts and ends our meetings. The following is a message of hope:

We seek, when facing life's inevitable storms, protection and reassurance. We turn to our faith to sustain us, to ease our fears and worries. The year ahead will contain storms for sure, as well as blessings we can only imagine. Through it all, a God of comfort and assurance, will guide us and always love us.

The Nan Dorr Endowment Fund

By Wendy Hoblyn Jones

This Endowment was set up in 2011 in memory of Nan Dorr, a prominent and much-loved member of St. Paul's, who died in March 2009. This money is specifically designated by the Dorr family to be used by the Women of St. Paul's. The interest from this income is distributed annually and is implemented by the Nan Dorr Endowment Committee.

Last year a decision was made not to use the 2022 annual fund contribution because of the Covid pandemic and the impending construction work in the church. This year, after a lot of discussion and with the agreement of James Dorr (Nan's son), it has been decided to donate \$15,000 to the cost of a proposed installation of a new upgraded sound system in the church by DCI Sound of Marcellus. The present system is outdated and a new one is much needed. The work will be done in conjunction with the building work at the Church. It will bring a long-lasting high 'visibility' gift to St. Paul's and we are immensely grateful to the Dorr family for their generosity.



Women of St. Paul's

By Ruth Brown

The Women of St. Paul's met on Nov. 3 at the Century Club for the first time in three years. Covid 19 and church renovation kept them from gathering earlier. 29 women attended plus Father Philip who gave the opening prayer. Wendy Jones made the Club arrangements and Joan Sammons helped in recruiting new church members to attend the luncheon.

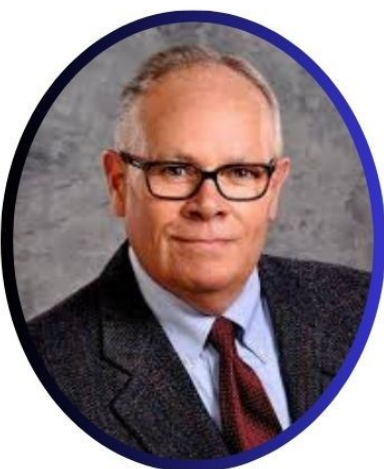
Carol Decker gave a talk on her recent visit to the Holy Land. Every one had a wonderful time.



Women's Luncheon



In Memory of Those We Lost in 2023



Andrew Besemer



Carolyn Grieb



Dick Apps



Irene Apps



Pat Freyberger



St. Paul's
Syracuse

The Downtown
Episcopal Church

310 Montgomery Street
Syracuse, NY 13202
315 474-6053
offices@stpaulsyr.org
www.stpaulsyr.org