



Annual Meeting

January 19, 2025



“I proclaimed righteousness in the great congregation;”

-Psalm 40:10

Table of Contents

Agenda	3
By-Law Amendments	4
Candidates – Vestry	4
Candidates – Delegates	6
Minutes of the 2024 Annual Meeting	7
Financial Report	10
Budget	14
Rector	15
Senior Warden	16
Junior Warden	18
Ministry Reports:	
Music	19
Usher/Greeter	20
Education	20
Diversity	21
Outreach	22
Pastoral Care/Hospitality	26
Building & Grounds	27
Assistance Coordination	28
Community Engagement	28

St. Paul's Episcopal Church Flint, Michigan



Annual Meeting 2025 Agenda

1. Opening Prayer:

Guide our hearts and our minds, O Lord, in the spirit of fairness, right thought, and speech. Impart your supreme wisdom upon our activities so that our affairs may reach a successful conclusion. And grant that your love may be present in our meeting, so that what we say and what we do may be filled with your Holy Spirit". Amen.

2. Appointment of Secretary and Tellers

3. Attendance/Quorum

4. Capital Campaign Update – Linda Moxam

5. Approval of By-Law Amendments

6. Elections

- Call for nominations from the floor
- Vestry (three persons to be elected for three-year terms)
- Call for nominations from the floor
- Delegates (three to be elected delegates, three as alternates)

7. Approval of the Minutes of the 2024 Annual Meeting

8. Finance Director's Report

9. Report of the Rector

10. Report of the Senior Warden

11. Report of the Junior Warden

12. Honors

- Retiring Vestry members
- Rector's Cross

13. Adjournment & dismissal

The Vestry will meet 10 minutes following the dismissal in the Vestry Room upstairs to elect new officers.

2025 Proposed By-Law Amendments

All have been approved by vestry to be brought forward for vote at annual meeting.

1. Move to approve a motion to amend Article IV Section 4 of the St. Paul's By-laws to read "(b). The Vestry shall also elect a Parish Treasurer and may appoint a Secretary, a **chaplain**, and such other agents as may be required at their discretion, who need not be members of the Vestry.." This amendment shall take immediate effect.
2. Move to approve a motion to amend Article II Section 1 of the St. Paul's By-laws to read (b,1,b). "Delegates and Alternates – At the Annual Parish Meeting, ~~four (4)~~ **three (3)** Delegates and ~~four (4)~~ **three (3)** Alternate Delegates to the Diocesan Convention shall be elected."
3. Move to approve a motion to amend Article II Section 1 of the St. Paul's By-laws to read (c,4). "Delegates and alternates to Diocesan Convention shall be elected by plurality vote with the highest ~~four~~ **three** vote recipients elected as delegates and the next ~~four~~ **three** elected as alternates."

Rationale/Explanation

1. Adding the position of vestry **chaplain** to the by-laws helps establish the legitimacy of the position and the expectation that the vestry will always have a spiritual presence (other than the rector).
2. When the Episcopal Dioceses of Eastern and Western Michigan merged to form the Episcopal Diocese of the Great Lakes in 2024, the number of delegates was reduced from 4 to 3.
3. See #2 (above).

Candidates for Vestry

Rebecca Bennett

Since I came to St. Paul's in 2004, I have been voted to be on the vestry twice. My last term I served on the vestry for 4 years and served as Junior Warden for 3 years. I am involved in many aspects of church life. I participate in Common Threads, the Finance Committee, the Capital Campaign Committee, and am a member of the Order of St. Luke. I am also a member of the Bell and Chancel Choirs. I am the chairperson for the Buildings and Grounds ministry as well as Pastoral Care. I serve as Lector, Intercessor, and Eucharistic Minister when scheduled. I attended the College for Congregational Development (CCD) in the summer of 2023 and 2024 and received a Certificate of Completion. I helped develop the program for and was one of the presenters for Episcopal Kaleidoscope which was the result of attending CCD. Starting in September of 2023, I attended the Academy for Lay Preaching and completed that course in

June of 2024. Also, in 2024 I served on the Nominations Committee for the Diocese and attended the Diocesan convention as a delegate in October. I wrote a grant for and purchased the equipment for the digital bulletin boards and set up the software for displaying messages and announcements. I serve as Secretary for Crossover Outreach as a Board Member representing St. Paul's Parish. There is so much life in this church and I am glad to be a part of it. Being on the vestry is an important role in the life of our church.

Ed Walthers

Hello, my name is Ed Walthers. My wife and I were introduced to St. Paul's about ten years ago via my in-laws, Ken and Jan Bugbee. Since that time, I retired from the Flint Community Schools. Laura works in the Bendle schools. We have three grown boys, Chas, Alex and Ben.

I feel a great comfort with the Episcopal Church, more so than any other I have been affiliated with. Since retirement, I have tried to be active in the church. I have been a member of the Tuesday Lunch Program, the Outreach Committee and Laura and I have volunteered time with Family Promise. Additionally, I began to serve during mass. I am a lector and acolyte. Most currently, I serve as one of our Verger's. At this time, I would like to continue my service as a member of our Vestry. Additionally, I would like, if there is a need, to represent St. Paul's at the yearly convention.

I recognize the importance of the Vestry in the church corporate. I feel that, after much prayer, I have the patience and frame of mind necessary to fulfill the requirements as a member. If I were elected to this esteemed position, God willing, the congregation, the church and I would share the benefit.

I would greatly appreciate your support in this endeavor and vow to do my utmost best.

Jan Bugbee

It has been a few years since I have been a Vestry member and I am honored to be able to be of service once again. I would like to take just a minute to share a bit of my history with you.

I was employed by Sears, Roebuck & Co (downtown Flint and on Linden Rd) for 42 years in auditing and management retiring in 2009.

I have served on a local school board for 28 years. Been a member of the Genesee County Association of School Board Members for 25 years. Served on the Genesee Intermediate School District for 7 years.

I have one daughter Laura, one son (her husband Ed) three grandsons (Chas, Alexander and Benjamin) and one granddaughter (Erin), most importantly one husband Ken.

It has been my great pleasure to have been able to be part of Common Threads of St. Paul's, to currently chair the Kilmer Scholarship Committee, work with the St. Paul's Altar Guild, serve as Treasurer to the Vestry, I also worked with our Tuesday Lunch Bunch.

Candidates for Delegate to the Diocesan Convention (October 24-25)

Becky Bennett

Jelecia Geraghty

Shane Geraghty

Elizabeth Jordan

Rayna Hauter

Tamara Oertel

Ed Walthers

Leo Amore

St. Paul's Episcopal Church
Annual Meeting
January 21, 2024

Following our regular 10:00 service St. Paul's 2024 Annual meeting was held in Barth Hall after a brief but delicious luncheon.

At 11:50 Father Tom Manney called our 2024 Annual Meeting to order with explanation of how the meeting would be conducted. Attendance was by sign in sheet and 44 parishioners were present.

First on the agenda was a big Thank You to Heather Gagnon for providing our luncheon.

Next Fr. Tom gave a prayer for guidance, wisdom and thanks.

Appointments were made to select: Jan Bugbee Secretary of meeting

Tina Morrison and Celeste Lord-Timlin as tellers

Vote was taken and appointments were affirmed by affirmation.

Our next order of business: 2024 Proposed By-Law Amendments

Move to approve a motion to amend Article IV Section 1 of the St. Paul's By-Laws to read "The Vestry shall be made up of seven (7) members." This amendment shall take immediate effect

Move to approve a motion to amend Article IV Section 2 of the St. Paul's By-Laws to read "The terms of office of Vestry members shall be three (3) years, and the Vestry shall be divided into three (3) equal (or near equal) classes, one class leaving office each year.

Motion by Fr. Tom Manney. Supported by Ed Walthers. Affirmed by acclamation

Move to approve to amend Article II Section 1 Clause C line 4 to be thus changed.

From: "to be elected, a Nominee must be voted for on a majority of the ballots cast. However, if it appears the election cannot be determined by majority vote, the Annual Parish Meeting may, by majority vote, decide that elections will be carried by plurality vote."

To: "To be elected, a vestry Nominee must be voted for on a majority of the ballots cast. If a vote results in no candidate (or not enough candidates) receiving a majority, then additional votes will be conducted with either those having already received a majority or the candidate with the least number of votes on the previous ballot removed from the ballot. Delegates and alternates to Diocesan Convention shall be elected by plurality vote with the highest four vote recipients elected as delegates and the next four elected as alternates."

Motion by Ed Walthers. Supported by Jelesia Geraghty.

At this time Fr. Tom explained the voting processes of both Vestry and Diocesan Convention and ballots were filled out by parishioners and collected by tellers. Tellers when retired to the library to process with the counts.

In the meantime:

Motion by Ed Walthers to accept the minutes from 2023 Annual Meeting. Tom Shriver supported the motion. Correction of the spelling of Karen Schafers name was included in the motion. Affirmed by acclimation of parish.

Next on the agenda was report given by George Gibson, Finance Director highlights as follows:

Pledges were down from last year and closing out the budget for 2023 we were approximately \$51,000 less than budgeted. The recommendations for upcoming 2024 is to increase our pledges and cut spending as much as possible.

Motion by Don Standly to accept the Finance Report as given. Supported by Ken Bugbee. Affirmed by acclimation of parish.

Reports were next:

Priest-In- Charge, Fr. Tom Manney:

Recognition of all staff was given and a round of applause followed. All the volunteers were recognized and thanked for all the work they do in the church. He spoke of the Arrival of Genesee Health Services to use space in our facility, and the Family Promise use of our rooms upstairs. Movie night expansion “not just movies” and Quiet Time. Purchase of new vestments, building maintenance, taking on the flower fund, but most of all the Vision of spiritual and community life in our church building.

During his report Karen Schafer asked for an explanation of the services given by GHS and Joel Arnold answered about the grief, LGBT community, and mental health meetings.

Audrey Stevens asked if these organizations were renting the use of the building and Fr. Tom explained that they were.

The Kaleidoscope educational plan including Becky Bennett, Tom Shriver, Mike Farver and Lanie Nicks.

Senior Warden, Walt Peake

Walt gave gratitude and thanks all around for the work on all committee work and shared accomplishment. Welcoming neighbors like Family Promise, all the work done for the 150 Year at this local, a new dishwasher in the Barth Hall Kiitchen but most of all the work done by our Search Committee in bringing Fr. Tom Manney as our Priest-in-Charge.

Junior Warden report, Elizabeth Jorden

Elizabeth gave a very short but wonderful speech to the fact that the Building and Grounds work done this year was done by a group of very dedicated people and that she was most

reliant on Becky Bennett for her help in doing the much appreciated work as building and grounds leader. She asked for and received a rousing round of applause.

Fr. Manney presented awards to:

Vestry members retiring: Elizabeth Jorden

Committee members resigning: Karen Schaefer

Rectors Cross:

Audrey Stevens

Walt Peake

Results of the Election were as follows;

Vestry:

TaMara Oertel

Karen Schaefer

Diocesan Delegates:

Elizabeth Jordan

Barb Mannor

TaMara Oertel

Becky Bennett

Alternates (in order)

Karen Schaefer

Audrey Stephens

Jelecia Geraghty

Ed Walthers

Meeting adjourned at 12:54 by consent of parish

**St. Paul's Episcopal Church
2024 Annual Meeting
Financial Highlights**

Operating results for the year were better than budget

Actual deficit (loss) of \$16,000 compared to a budgeted deficit (loss) of \$111,000. This was offset by surplus revenue from prior years.

Main reason – additional non-budgeted revenue from various from Barth Trusts of \$59,000.

Revenue for 2024 was \$626,000 vs Budget of \$647,000

Sources of revenue:

1. Pledges - \$167,000 or 27% of revenue
2. Distributions from Barth Trusts - \$226,000 or 36%
3. Endowment Funds withdrawal - \$139,000 or 22%
4. Ingalls Trust/Lile Music Trust/Other - \$94,000 of 15%.

Expenses for 2024 were \$626,000 versus budget of \$647,000.

Largest expenses in 2024 were:

1. Personnel costs including benefits of \$336,000 vs budget of \$336,000
2. Building and Grounds total - \$142,000
 - Property/liability insurance \$48,000
 - Heating/cooling - \$48,000
 - building maintenance - \$70,000
3. Outreach – \$132,000 vs budget of \$153,000
 - Beneficiaries include:
 - Crossover \$9,000
 - St. Andrews Episcopal Church \$27,000
 - Family Promise - \$3,000
4. Administrative - \$64,000
 - Diocesan Tithe \$43,452

St Paul's Episcopal Church

Cash Balance/Investments as of 12/31/24

**These funds are owned and controlled by St. Paul's
St. Paul's determines how these funds are spent**

Cash/Investments as of:	Dec. 31, 2024	Dec. 31, 2023
Cash	\$ 106,088	\$ 70,736
S/T Investments	\$ 192,657	\$ 189,089
Pooled Trust *	\$ 4,055,238	\$ 3,518,454
Capital Campaign Advance	\$ (25,000)	\$ -
Maintenance Reserve	\$ 20,583	\$ 38,757
Operating Reserve	\$ 130,539	\$ 121,134
Barth Missionary Reserve	\$ 98,663	\$ 124,985
Church (Sargis) Growth	\$ 7,072	\$ 16,792
Lile Music Fund	\$ 56,549	\$ 54,302
Kilmer Fund	\$ 139,875	\$ 130,390

All Funds listed below are controlled by the Trustees (banks)

St. Paul's does not own these funds or control them in any way

St. Paul's receives regular distributions from the trusts listed below.

St. Paul's must spend these funds according to the Trust restrictions

St. Paul's has no control over the amounts of each distribution.

St. Paul's only has control over HOW the distributions are spent

<u>Trust Name</u>	<u>Distribution</u>	<u>Use Restriction</u>
C & A Barth Trust	Monthly	Religious/Charitable purposes
Barth Missionary Trust	Monthly	Outreach missions of St Paul's
Barth Visiting Trust	Monthly	Minister to sick and needy
Barth Revolving	Monthly	Building and equipment
Barth Altar Guild	Monthly	Altar Guild purposes
Barth Flower Fund	*	Altar Guild purposes
* Flower receives 4 chcks per year (Jan - \$400, April - \$800, Sept - \$400, Dec - \$800)		
Dalton Organ Trust	Quarterly	Organ maintenance
	approx \$3000 per quarter	
Ingalls Trust	Quarterly	Various Christian Activities
	Approx \$6,000 per quarter	

**St. Paul's Episcopal Church
Operating Results 2024**

	<u>2024 Year</u>	<u>Budget</u>	<u>% of Budget</u>
Revenue			
Pledges	\$ 167,890	\$ 163,000	103%
Barth Miss.			
Trust	\$ 102,667	\$ 76,698	134%
Other Barth			
Trusts	\$ 123,093	\$ 89,772	137%
Endowment			
income	\$ 138,980	\$ 138,980	100%
Other Trusts	\$ 40,000	\$ 40,000	100%
Operating Revenue to Reserve	\$ (9,405)	\$ 72,568	-13%
Barth Miss. Rev from Reserve	\$ 26,322	\$ 38,937	68%
Other Income	\$ 36,144	\$ 27,960	129%
	.		
Total Revenue	\$ 625,691	\$ 647,915	97%
Expenses			
Service/Outreach	\$ 132,640	\$ 153,066	87%
Worship/Education	\$ 12,877	\$ 9,600	134%
Personnel			
Wages/Housing	\$ 243,539	\$ 244,243	100%
Benefits	\$ 92,567	\$ 92,188	100%
Other	\$ (62,481)	\$ (61,320)	0%
Total	\$ 273,625	\$ 275,111	99%
Building & Grounds	\$ 142,331	\$ 149,400	95%
Administrative	\$ 64,218	\$ 60,738	106%
Total Expenses	\$ 625,691	\$ 647,915	97%
Surplus/(Deficit)	\$ -	\$ -	0%

St. Paul's Episcopal Church
2025 Approved Budget

	<u>2025 Budget</u>	
Revenue		
Pledges	\$ 175,000	
Barth Miss. Trust	\$ 83,880	
Other Barth Trusts	\$ 97,740	
Endowment income	\$ 183,000	(1)
Other Trusts (Ingalls/Lile Music)	\$ 41,000	
Barth Missionary Reserve	\$ 32,692	(2)
Operating Reserve Revenue	\$ 16,700	(2)
Other Income	\$ 20,009	
	.	
Total Revenue	<u><u>\$ 650,021</u></u>	
Expenses		
Service/Outreach	\$ 137,972	
Worship/Education	\$ 10,800	
Personnel		
Wages/Housing	\$ 251,791	
Benefits	\$ 93,600	
Other	\$ (62,372)	(3)
Total	<u>\$ 283,019</u>	
Building & Grounds	\$ 153,000	
Administrative	\$ 65,230	
Total Expenses	<u><u>\$ 650,021</u></u>	
Surplus/(Deficit)	<u><u>\$ -</u></u>	

(1) In prior years , 4% of avg balance of Endowments was taken for budget.
with extra 1% to bldg res for major repairs. In 2025, 1% will go directly to budget

(2)	Revenue From Reserves to Balance Budget	Barth Miss.	\$ 32,692
		Operating	\$ 16,700

(2) Wages/benefits of Rector/ Music/Maint alloc. to Barth Miss. for church events

Wardens, Vestry, and Congregation
St. Paul's Episcopal Church
711 S. Saginaw, Flint, MI

My Dear Friends,

I would first thank you all for installing me as Rector, and for conducting the most beautiful installation service that anyone could ask for. I will always be grateful for the opportunity to serve such a talented, loving congregation.

Here are a few highlighted areas of accomplishment in no particular order.

Church Attendance

Our attendance at regularly scheduled, Sunday services has increased! Here are the attendance figures:

<u>Year</u>	<u>Total</u>	<u>Average</u>
2024	3452	66.4
2023	3101	59.6

In addition to traditional Sunday attendance, in 2024 we began to record attendance at non-liturgical activities. This number was estimated at over 10,000.

And it should also be noted that there are many ways that a church can grow beyond attendance. A church can grow in outreach, in community relationships, in its spirituality, etc. While it is a wonderful thing to be able to celebrate church growth, to limit ourselves to attendance does not do justice to all the other ways churches can grow.

New Outdoor Signs

Although it ended up taking most of the year, we have finally replaced our monument signs located in front of the church and in the rear parking lot. We have also added signs at each of our Saginaw Street doors, a "main entrance" sign outside Barth Hall, and the replacement of one of our parking lot signs. The new signs are brighter and feature our new church logo as well as the logo of the national church. The process turned out to be quite lengthy with much vestry discussion, a parish-wide vote, permission from the Flint Planning and Zoning Department, and the Flint Historic District Commission (special thanks to TaMara Oertel and Joel Arnold who attended the Historic District Commission's meeting to argue for approval).

These signs are only Phase I of the total project. Phase II will consist of the replacement of parking lot signs and the addition of several others.

GHS Trans Support Group

Another cool thing that occurred in 2024 is the establishment of a Trans Support Group administered by the Genesee Health System. This group—that meets bi-weekly at St. Paul's—represents our commitment to support those who are the victims of severe discrimination. St. Paul's also hosted our annual Transgender Day of Remembrance service, this year in ecumenical fashion, partnering with the People's Church of Flint.

The Capital Campaign

2024 also saw the launching of a capital campaign. We hired a consultant—Linda Moxam—and did a great deal of planning and organizing relative to the campaign. Our building is in great need of updating—particularly the heating and cooling system, the “new” part of which is 40+ years old. Other updates considered include the church windows, the organ, the children’s bathrooms upstairs, the bell tower (and support of the original church bell), the sealcoating of the parking lots, and the list goes on and on.

Blood Drives

St. Paul’s has become a full-fledged blood drive location. We now host an average of four blood drives a year thanks to the inspiration and leadership of Dr. Susumu Inoue. And unlike going to the Red Cross Donation Center, donating at St. Paul’s is also a fun social event with lots of fellowship and juice and cookies!

In Conclusion

To be honest, we do so much at St. Paul’s that it is very difficult to keep track of it all. And I am really proud of all that we do. It makes us, in my opinion, an exceptional church. So many things we do are the direct result of the hard work of the various members of our congregation. When you put all our people together, the result is the most active and inspiring church I’ve ever seen.

With every blessing,

Tom

Senior Warden’s Report 2024

The Vestry began the year with a retreat at Camp Copniconic, to pray and set goals for 2024. I’m happy to report many of those goals were met. The goals were:

- Increase facility use - we have multiple groups using space for everything from Trans support and Family Promise to U of M choirs singing in our glorious sanctuary each December.
- Update signage - In February the congregation reached consensus on a design. Joel and I attended a meeting of the Historical commission to request approval of said sign and were approved. These signs were recently installed.
- Goal - use of the middle office and find a person to coordinate an outreach to the community -referring to appropriate agencies for those in need. Rayna Hauter is doing a stand up job in developing this program.
- Goal - Expand Children’s ministry. Thank you to Barb Mannor for making this happen.

- Ministries to colleges in area - we were not as successful in reaching this particular goal, but it gives us something to work toward.
- CAP Campaign - full report from Linda Moxam

Beyond the goals set and reached, additionally, in March we discussed updating our mixing board to improve and increase the quality and capacity of our online presence. This was implemented in May.

Episcopal Kalidescope began once a month gatherings. This is an outgrowth of the College of Congregational Development's ministry.

We had 3 parishioners take part in a Diocesan discernment weekend. We now have one candidate in the process of Discernment.

In April we had our first Peace Vigil.

We had 3 parishioners take and accomplish a Preaching Course.

In June we began the use of our new communion rail, making reception of the Sacrament available standing or kneeling.

We celebrated Pride month and had a booth at the Junteenth festival. We celebrated our graduates. Also this summer was General Congregation in Louisville, KY. Attending were Fr. Tom and Elizabeth Jordan. Concurrently TaMara Oertel was a scholarship recipient of the National Altar Guild Association Triannual meeting.

In September we had a celebration of ministry as we officially welcomed Tom as Rector.

In October at Diocesan Convention we officially voted to be The Episcopal Diocese of the Great Lakes.

We had another peace vigil.

In November we had our Trans Day of Remembrance.

And finally in December after months of consideration Vestry approved a one year contract with the Crim Foundation to use one parking spot in the lot near Harrison St. (more info about this from Joel Arnold; Junior Warden.)

A busy year of growth and learning. Many thanks to the staff that keep things running smoothly, my fellow-Vestry members and Fr. Tom.

It is a privilege to serve.

Sincerely,

TaMara Oertel
Senior Warden.

Junior Warden's Report 2024

Fellow Parishioners,

It has been an honor over this past year to serve as the Junior Warden at St. Paul's. I would be remiss if I did not thank our Senior Warden TaMara Oertel who provided me much guidance and support. I also want to thank Rebecca Bennett and the entire Building and Grounds Committee who continued to lead the work of facility maintenance, often a task that resides with the Junior Warden. Without their leadership and support I would not have been able to serve in this role.

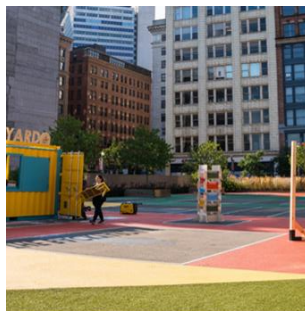
As we continue to think about how to open doors, share gifts, welcome neighbors, and build community, I am so happy to see our church used so regularly by so many partners, from New Century Chorale to Family Promise, Flint Residents for Stronger Neighborhoods to the Genesee Health System, Buckham Alley Theatre, the Red Cross, and so many more. As our Rector J Bradford Pengelly said in 1916, "We here and now dedicate [St. Paul's] to the larger uses of the Kingdom of God and the needs of our city....This building is yours not ours. Give us your kindly advice, sympathy, and co-operation and demand of us an intelligent, sympathetic, and earnest service." I believe we are truly living into that earnest service in our work.

One exciting partnership that was recently agreed to by our vestry is a lease with our friends at the Crim Fitness Foundation for two underutilized parking spaces in our rear parking lot for a small facility that will house items from their Better Block program. Better Block is a program that educates, equips, and empowers communities and their leaders to reshape and reactivate built environments to promote the growth of healthy and vibrant neighborhoods. At the Crim they are working to hold events in every ward of Flint to reimagine how we use our land and how to rebuild the healthy, vibrant, walkable neighborhoods that were once so common in our city. The Crim will store small items here like tables and chairs that will be used for community events across Flint and is willing to partner with St. Paul's to co-host events at the church's discretion in our own space to welcome neighbors and provide opportunities for meaningful gathering. These events function as popup recreations of the walkable, urban spaces that are so loved in cities around the nation and world.

Below are some images of what these sorts of spaces look like. If you have any questions don't hesitate to let me know! My cell is (810) 358-7886 and I'd love to chat by phone or get coffee or a drink with anyone who is curious about this exciting partnership.

Your Junior Warden,

Joel



Annual Meeting Report for 2024 from the Music Department

Music is an important part of our corporate worship services. We strive to bring music to the congregation that lifts up the soul and heart to praise and worship Christ. Everything the congregation hears on Sunday has been practiced, and gone over, and rehearsed as much as is humanly possible. I chose music for services that go with the liturgy for that day, season and or event. Music is chosen purposefully with the hope that we sing your personal favorite sometime during the year. Anyone is welcome to join in our choirs, if you do not know how to sing, or haven't sung in a choir before, we will teach you, kindly, and we want you to be a part of our groups.

During the year Chancel Choir sang for 40 different services. We had some guest artists who sang/played for us last summer. The Gospel choir, under the direction of Rafael McDaniel-Walker sang for 14 different services and traveled to Alpena in September and held concerts and participated in their service on Sunday. The Hand Bell Choir expanded to 3 octaves this fall and they played for 9 services, participated in the Peggy Ring and played at Crossroads Village as part of the Christmas celebration at Cross Roads.

The hand bells were refurbished and retuned during the 2024 summer months. They were worked on by a local person at Wind Works in Burton. It saves us on shipping and time when we support local businesses.

Music in the Heart of the City, our concert series continued and we have seen new people at those community outreach concerts.

New Century Chorale uses our building on Mondays from September - May and hold their concerts here, also as community outreach. It is a 35-voice choir and they come from all over Genesee and Lapeer counties to practice every week in our facility.

We also hosted Powers Catholic High School choir invitational in March, which we will do again this year. This involves 4 area high school choirs as a festival alternative.

U of M and Mott Community College used our building for concerts this past year for concert events.

If you are asking why we encourage the community to use our building - St. Paul's has always participated in local events. The acoustics in our nave are particularly lovely for music events. We have been gifted wonderful instruments, the Dalton Organ - maintained by our organist, Mr. Ed Arter, and the Colton Piano - maintained by Denis Ikeler. It is only right that we share our wonderful facilities with the community around us.

Thank-you for your continued support of our programming.
God's Blessing,
Holly Richardson, Direct of Music

Usher / Greeter Ministry 2024 Ministry Report

This was an exciting and interesting year for our ministry. Fr. Tom introduced some small but important changes to our church and Sunday Worship that involved the participation of our usher team.

The pews in the first row were removed to create a communion rail providing worshipers the option of standing or kneeling while taking Eucharist. It allows families and friends the opportunity to stay together while receiving the sacrament. We ushers were involved in implementing the change to make sure it went smoothly.

To the extent possible, Children now escort the delivery of the communion elements at offertory. Our job as ushers is to make sure nothing gets broken and everyone is in place and ready to go at the proper time. Getting children involved in our worship early in life is important to them and to the life of our church.

Early Sunday morning you'll find me scurrying about the church looking for folks (volunteers) to carry the communion elements forward at offertory. I often grab the same few people who happen to arrive early. I wish we could change this to more of a sign-up opportunity to everyone. It is a good way to add to the celebration of a birthday, anniversary or other special event. I'm open to ideas.

Our main goal continues to be welcoming visitors and hopefully turn them into members of our congregation. Many thanks to Bill Kusky, John Cherry and Ted Mannor for your help in making our ministry work.

Clay Leroue

Usher / Greeter Ministry

2024 Education Report

The Wednesday afternoon study group began 2023 with *Borders and Belonging* by Irish poet and theologians Padraig O'Tuama and Glenn Jordan. It considers the book of Ruth through the experiences of migrant workers. In Lent we studied *The Last Week* by scripture scholars Marcus Borg and John Dominic Crossan. We took up Colossians and Philemon next with a guide by Anglican bishop and biblical scholar N. T. Wright, followed by *A Call to Justice*, a study of the prophets Amos, Hosea and Micah by Kevin Perrotta. We finished the year with a study of Anglican theologian John Macquarrie's *A Guide to the Sacraments*. Each week the group opens and concludes with prayer, asking that through our study we would grow together in faith, hope and love.

Tim Grant

Diversity Ministry 2024 Report

The Diversity Ministry strives to celebrate all of our represented cultures, provide information regarding various groups, illnesses/diseases, awareness, and grow in our inclusivity and capacity to help others. In doing so, membership grew as we welcomed Rayna Hauter, Don Stanley, Susumu Inuoe, Leo Amor, Kim Ramirez, Rajaad Twine, and Bob Cuthbertson.

The following is a breakdown of what we accomplished in 2024:

January - *Shared information for Human Trafficking Awareness Month*

February - *Shared little known Black History facts for Black History Month, hosted Art Walk with artist Errin Whittaker, held our annual Absalom Jones Celebration & chose the movie for movie night*

March - *Shared information for Women's History Month*

April - *Held a Prayer Vigil for the tragedy in Israel/Palestine*

May - *Shared information for Asian American Native Hawaii Pacific Islander Heritage month, had an AANHPI presentation and celebration from Susumu and Mary, held a Tai Chi demonstration from Mike & Lanie and their instructor & chose the movie for movie night*

June - *Shared little known LGBTQIA+ facts for Pride Month, held our Annual Pride service with guest preacher Matthew Hogue-Smith from The People's Church, held out our first fellowship before Pride event, manned a booth and participated at the Annual Flint PrideFest & chose the movie for movie night*

July - *Held annual Hot Dog & Ice Cream Social on the front lawn & shared information about Disability Pride Month*

August - *Shared information for Wellness Month & Gastroparesis Awareness Month & Susumu gave a presentation on Sickle Cell Anemia to gear us up for September*

September - *Shared information about Sickle Cell Anemia, participated in the annual Sickle Cell Anemia Walk for Sickle Cell Awareness Month, shared information for Hispanic Heritage Month and put up the Ofrenda in the 5 Sisters' Chapel to honor our loved ones, took a field trip to the Ziibiwing Center in Mt. Pleasant to begin the work of reconciliation with our Indigenous brothers and sisters, held a Prayer Vigil for the continued tragedy in Israel/Palestine & chose the movie for movie night*

October - *Shared information about Breast Cancer, participated in the annual Making Strides Against Breast Cancer Walk for Breast Cancer Awareness Month, shared information about Domestic Violence for Domestic Violence Awareness Month*

November - *Shared information for Indigenous Heritage Month and held annual Transgender Day of Remembrance service with The People's Church.*

December - *Prepared for the new year.*

We have already started 2025 with a bang by hosting a Human Trafficking Symposium led by member Lysa Conaton Fischer. The event had over 55 in attendance, our guests were well received, and lunch was catered by our own Rafeal McDaniel-Walker. Plans are well underway for this year's Absalom Jones celebration next month. We have many more plans for 2025, and we hope to see you all at every event, celebrating the diversity that unites us as God's beloved!

Respectfully submitted by Quiara Dones, Diversity Ministry Chair & Heather Gagnon, Vestry Elder

Members:

Leo Amor	Rayna Hauter
Lisa Conaton Fischer	Dr. Susumu Inuoe
Dr. Bob Cuthbertson	Dr. Elizabeth Jordan
Mike Farver	Joyce Leroue
Erynn Ford	Lanie Nix
Velesia Ford	Kim Ramirez
Jelesia Geraghty	Don Stanley (RIH)
Shane Geraghty	Rajaad Twine
Barbara Hamilton-Welch	

2024 HIGHLIGHTS: COMMUNITY OUTREACH MINISTRY

Just as the city we serve must adapt to change, challenges, and growth, so did the Community Outreach Ministry in 2024. While our core mission and ministries stayed the same, we made some changes, encountered some challenges, and managed to work with our community partners as they grew and expanded their services.

Here are some highlights.

Family Promise of Mid-Michigan – Since 1986, the mission of Family Promise is to end homelessness...one family at a time. They do that by helping homeless and low-income families achieve sustainable independence. Family Promise has helped almost 1,000 families, impacting the lives of thousands of individuals.

St. Paul's has opened up administrative and program space in our available rooms on the second floor. Members of the Community Outreach Ministry provided meals, volunteer time, and helped with programming in 2024. Special thanks to Barb Mannor and Bill Johnson for their constant support of Tiffany Wharry, her staff, families and kids.

Pictured at right: Barb Mannor, Karen Schaefer, and Edythe Peake helped with some of the last minute moves before the Open House in January.



On January 30, St. Paul's hosted the Open House that introduced the community to Family Promise's new space on our second floor. Members of the Outreach Ministry provided food for the Open House. *See below.*



A fun Halloween Party was thrown in Barth Hall for the kids and staff of Family Promise, providing them a safe haven to celebrate and to 'trick or treat' inside. →



During a coffee hour session in November, the parish participated in a role playing exercise, learning more about the successes and challenges that Family Promise faces every day when helping those facing housing crisis. The Family Promise staff ran the session and provided lunch. *At left is a report from Family Promise.*



2024 HIGHLIGHTS: COMMUNITY OUTREACH MINISTRY

CrossOver Outreach

According to their website, Crossover Outreach shows the love of Christ by feeding, clothing, and providing services and programs to those in need, restoring hope and rebuilding lives. An exciting development for this community partner was the completion of their new building, providing the much needed space and facilities to offer service to their clients and the community.

In 2024, the entire membership of St. Paul's, and the Outreach Ministry worked with CrossOver by providing financial support for their move, and volunteer and project support for their holiday activities and special needs throughout the year.

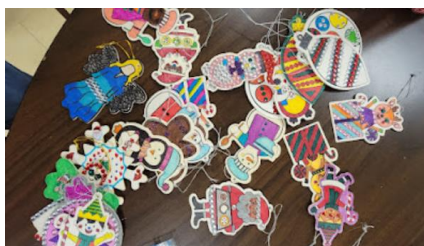
First, the new building:



Periodically, CrossOver identifies specific urgent needs when their resources run low. The Outreach Ministry engages the generosity of the community and congregation



The Angel Tree! Carole Davis works hard on this effort. She reaches out to the generous members of the congregation who 'adopt' 20 families and buy Christmas clothes and gifts.



2024 HIGHLIGHTS: COMMUNITY OUTREACH MINISTRY

Humane Society of Genesee County

The Community Outreach Ministry worked with the Humane Society of Genesee County to make Pet Blessing Sunday a meaningful service for all of our furry friends, even those who are waiting for their forever homes. From the Community Outreach budget, we made a contribution in 2024 to the Humane Society Emergency Medical Fund in honor of our friends, Dr. John and Mrs. Mary Snell. In addition, members donated food and materials that the Humane Society needs for their residents. Several of those in attendance at the Pet Blessing service made cash contributions also.



All of the hairy visitors at church were well behaved. See the picture below of Tina and her buddy.



To the left, a staff member from the Humane Society, takes Whiskers the bunny to the altar for a blessing from Father Tom.

Changes at St. Andrews

For several years, when there were five Saturdays in a month, we assisted at the community lunches at St. Andrews Episcopal Church, our sister congregation on the east side. St. Andrews made the decision in 2024 to discontinue their lunches. Much recognition goes to Lanie Nix who coordinated our volunteer efforts there, and worked hard to make the lunch work meaningful, yet fun at the same time. See the pictures of our last lunch.



Opportunities in 2025

- Communities of Faith Ministry – By welcoming Rayna Hauter into the Community Outreach Ministry, we will look for ways to support their work as needs are identified, and we see that we can play a useful role.
- YWCA Womens' Empowerment – A new opportunity has been identified, almost next door to our church. We have set aside funds in the budget for 2025 to work with our neighbor, the YWCA Womens' Empowerment Center, in their mission to eliminate racism and empower women in the greater Flint area. The outline of the plan is vague at this point, but there will be more to come on this as we fill in the details.

Members of the Ministry

Carole Davis – Lead Member for the Angel Tree effort
Mike Farver – Chaplain to the Community Outreach Ministry, Co-Lead on St. Andrews Lunch
Maggie Hart – Interface with the vestry on the Barth Mission Trust
Rayna Hauter – Lead, Communities of Faith Ministry
Norene Leatzow – Ministry Secretary. Plus many thanks to Norene who, by default, often took on the role of working on requests from other ministries.
Barbara Mannor – Lead, Family Promise
Lanie Nix – Lead, St. Andrews Lunch, Jesse Tree Worship and Study
Edythe Peake – Ministry Chair
Karen Schaefer – Vestry Liaison

Pastoral Care Report for Year 2024 January 19, 2025

Pastoral Care:

Cards sent to members of St. Paul's:

Birthday – 105
Anniversary – 26
Get Well – 5
Sympathy – 6
Thinking of You -- 4

Provided Refreshments for the Advent Coffee Hour

Provided Christmas cards and purchased Christmas gifts for home bound Parishioners

Provided a luncheon and purchased a cake for a baby shower

Provided pot luck luncheon for David and Betty Anne Taylor

Provided refreshments for Family Hour at funerals

Set up Barth Hall and served food for one dinner after a funeral

Provided help with a luncheon for another funeral

Purchased cakes for baptisms

Provided luncheon and purchased cake for installation of Fr. Tom Manney

Provided items to be included in welcome bags

Respectfully submitted,
Rebecca Bennett, Chair

**Buildings and Grounds
Report for Year 2024
January 19, 2025**

Another year is behind us and a few projects were completed. Thanks to all the parishioners who helped this past year. Below is a list of the accomplishments (not in any specific order):

- Plaster work throughout building
- Painting in different parts of the building
- New heat pump installed on dishwasher
- A lock was installed on gate in cloister
- Tree in cloister was trimmed
- Digital bulletin boards and software purchased and set up
- New monument signs purchased
- New signs outside of church for main entrance
- Garden clean up
- Broken drains fixed in basement and outside of building
- Concrete laid in basement where broken drains were fixed
- Salt spreader purchased
- Toilets fixed
- (2) 4 step stools and (2) 2 step stools were purchased
- Purchased crevice tool and brush head for wet/dry vac
- Replaced lights in sacristy
- Frames were purchased for Rector Cross recipient pictures
- Frame and mounting purchased for Genesee historic article
- Lights bulbs were purchased to replace burned out bulbs
- Solar panel and light installed in shed
- Purchased coffee maker for small kitchen
- Purchased and stalled new sump pump
- Fixed fan on boiler
- Repaired holes in grate in cloister
- Provided pens to be included in welcome bags

Ongoing work for 2025:

- Painting of blue panels in sanctuary
- Sprinkler System Repair (Brick/Sidewalk Replacement Damage) work with city/engineering firm

Respectfully submitted,
Rebecca Bennett, Chair

Assistance Coordination

In 2024 we had 17 people come in requesting a total of \$12,359.55 and receiving a total of \$1809.50. As you can see for a ministry that began in August it has been busy. It has been a blessing to be able to help families find resources and be able to directly help them as well.

This year will also see the reception of a Barth Trust Grant bringing the monthly budget from \$300/month to \$500/month. I am still awaiting word on the Diocesan Social Services Grant that was submitted in November.

If you would like to make a donation specific to this ministry please reach out to myself, George Gibson, or Father Tom. It will be added to the budget and be greatly appreciated to help with this ongoing ministry.

If anyone has any questions at all, please let me know. You can either find me here most Sundays and Wednesdays, or when I have my office open on Tuesdays; or email me at rayna@stpaulschurchflint.com

Rayna Hauter

Community Engagement

St. Paul's has a long and wonderful history of innovation, collaboration, engagement, and important contributions to the 'welfare of the city'. The parish has historically served as a sort of hub, with spokes reaching out into the social, industrial, cultural, and civic life and work of our community. We are the beneficiary of the work done by those who came before us, and the stewards of the gifts that have been left to our care. The history of Flint and Genesee County simply could not be told without mention of the role that the men and women of St. Paul's. From the start, almost 200 years ago, our work of 'Seeking the welfare of the City', has always led us to find new ways to open doors, welcome neighbors, share gifts, and build community. Community engagement is nothing new to the parish.

A few years ago, as an outgrowth of our Stewardship ministry, we organized a workgroup to sponsor a celebration of the 150th anniversary of the opening of our church building at the intersection of S. Saginaw Street and E. Third Street. The project afforded an opportunity to take an intentional look at where and how community engagement has helped sustain and grow the parish. We recognized early on, that building blocks of engagement have most often been relationships, collaboration, and showing up.

It is easy to point to parish events, functions, and activities, as examples of 'engagement'. A quick scroll through the parish calendar for 2024 is an easy way to see those 'examples'. But perhaps it would be more helpful to think of these events and functions not as examples but as evidence, the fruit of the less obvious work of meeting new people, making new friends, and finding opportunities to collaborate with our neighbors and friends. I'll leave it to others to

highlight specific events that reflect their work or the work of their various committees/ministries.

Going into a new year, my hope is that each of us will consider how our own community engagement, relationships, and collaborations are gifts to be shared. Being sent to do the work that we've been given to do, we are blessed to have men and women in the parish who volunteer or work for the welfare of the city, others sit on boards, hold public office, join clubs, or support our local businesses. Although it isn't always obvious, and we may not typically think of it in these terms, the real work of community engagement is what we do as we go about our daily lives.

Walt Peake