

ST. PAUL'S EPISCOPAL CHURCH PINEY PARISH

2018 ANNUAL REPORT



ST. PAUL'S EPISCOPAL CHURCH, PINEY PARISH

4535 Piney Church Road
Waldorf, Maryland
20602-3262
301.645.5000
stpaulswaldorf.org

The Most Rev. Michael B. Curry, Presiding Bishop
The Rt. Rev. Mariann Edgar Budde, Bishop of Washington
The Rt. Rev. Chilton Knudsen, Assisting Bishop of Washington
The Rev. Dr. Maria A. Kane, Rector
The Rev. Steve Seely, Deacon
Mrs. Diane Hess, Parish Administrator
Dr. Katerina Souvorova, Minister of Music
Mrs. Vicky Mumford, Sexton

Class of 2019

Debbie Brown
Cami Caudill
Deanna Gerhart
Cheryl Williams

Class of 2020

Donna Ferguson
Colleen Meadows
Tracy Monroe

Class of 2021

Thomas Gryn
Laurie Jaffe
Sewell Truitte
Kathy Wesley



TABLE OF CONTENTS

ORDER OF BUSINESS FOR THE 2019 PARISH MEETING	2
2018 MEETING MINUTES	3
VESTRY CANDIDATES	4
DELEGATE CANDIDATES	5
PARISH REGISTER & SACRAMENTAL RITES	6
CORE VALUES & VISION	7
RECTOR'S REPORT	8
WARDEN'S REPORTS	10
MINISTRY REPORTS	
Worship	12
Altar Guild	13
Children & Youth	13
Adult Discipleship & Formation	14
Beloved Community	15
Outreach and Service	16
Communications	17
Congregational Care	17
Fellowship	18
Finance	18
Building and Grounds	19
FINANCIAL REPORTS	
Memorial Committee	20
Treasurer's Report	21
2019 Budget	22

ORDER OF BUSINESS FOR THE 51ST ANNUAL PARISH MEETING

January 20, 2019

Feast of the Conversion of St. Paul (transferred)

- I. Opening Prayer
- II. Lunch
- III. Report of Quorum
- IV. Election of Vestry Members & Convention Delegates
- V. Approval of 2018 Annual Meeting Minutes
- VI. Bylaws Revision
- VII. Rector's Address
- VIII. Recognition of Outgoing Vestry Members
- IX. Financial Report
- X. Presentation of Emergency Action Plan
- XI. Blessing & Sending Forth

2018 ANNUAL PARISH MEETING MINUTES—JANUARY 21, 2018

Opening Prayer: Mother Maria called the meeting to order at 11:45, followed by the blessing and lunch.

Vestry Members Present: The Rev. Dr. Maria Kane, Cheryl Williams, Debbie Brown, Donna Ferguson, Tracy Monroe, Cami Caudill, Deanna Gerhart, Colleen Meadows, Frank Pilato, Russ Lancaster.
Not present: Sydney Hardesty, Janet Niemi

Also present: Paula Truitte (treasurer), Donna Gryn (registrar)

Meeting was called to order at 11:50 a.m. A quorum was confirmed by Donna Gryn.

Introduction of the Vestry Candidates: An introduction of the Vestry candidates was made by Mother Maria. Candidates are Thomas Gryn, Kathy Wesley, Sewell Truitte, Emily VanHoozier (not present). Term will be three years. A call to confirm the slate of candidates was proffered and the slate was passed by a unanimous vote.

Introduction of the Convention Delegates: An introduction of the 2019 Diocese of Washington Convention delegates was made by Mother Maria. Delegates are Ruth Gaumond and Janet Sargent. No alternate was nominated and none was volunteered. A call to confirm the delegates was proffered and the slate was approved in a unanimous vote.

Approval of the 2017 Meeting Minutes: The minutes were read to the annual meeting attendants by Mother Maria for review. An invitation for correction was offered to the congregation, but no corrections were brought forth. Scott Wesley made a motion to approve the Minutes from the 2017 Annual Parish Meeting; seconded by Joyce Scofield. Mother Maria gave a rundown of the changes by the numbers to St. Paul's Piney for 2017, including new members, weddings, baptisms, and funerals.

"Who We Are" Findings: The Who We Are team presented their findings from the small groups study project. Mother Maria asked if there were any questions at this time. Jan Spatz wanted a copy of the presentation and Mother Maria assured her it would be mailed out at a future date.

Address to Congregation: Mother Maria gave her address, referencing John 15:17.

Financial Reports: Paula Truitte reviewed the treasurer's report. Mother Maria asked if there were any questions or comments. It was asked what the total sabbatical fund was and where it was located. Mother Maria answered it was located on page eighteen. A second question was asked as to why the building budget went down. Mother Maria stated that the Chair of the Finance Committee will explain. No other questions were asked and Mother Maria thanked the treasurer for the report.

Greg Ferguson, chair of the Finance Committee, presented the 2018 budget. Mother Maria spotlighted that St. Paul's Piney is now giving ten percent to the Diocese, and she sincerely thanked all in the congregation for their contributions. A question was asked about the air conditioner. Mother Maria explained the A/C has been dying a slow death for years and this past summer its problems caused us to spend \$6,000.00 on it. She stated that to fund a new unit we will need to complete a capital campaign as a new unit is \$60,000.00. Building and Grounds is looking at what else needs to be addressed.

Outgoing Vestry: Mother Maria recognized the outgoing Vestry members. Janet Niemi and Sydney Hardesty were not present for the meeting but were recognized for their efforts. Frank Pilato did an outstanding job on Fellowship. Russ Lancaster, it was noted, has been on Vestry since Mother Maria arrived at St. Paul's Piney. She commended Russ, stating he has gone above and beyond in a variety of ways in that time. Mother Maria thanks Paula Truitte for being treasurer, and also the leadership provided by Cheryl Williams and Debbie Brown as senior and junior wardens.

Meeting was adjourned at 12:52pm

VESTRY CLASS OF 2022 CANDIDATES

Michael "Mike" Fritz



Mike has lived in the Quailwood neighborhood of La Plata, Maryland since March 2002. He met Sue in March 2006, and was quick to realize that they should share the rest of their lives together. They've been together ever since. Sue introduced Mike to St. Paul's and was sure that he would feel as welcomed and "at home" as she felt there. She was right.

Mike has participated in and enjoyed many activities at St. Paul's, including Bible Study, retreats, foyer groups, Book Club, working the Silent Auction and Yard Sale, serving a term on the Vestry, including a year as Junior Warden, becoming a lay reader and LEM, and more recently, joining the choir and the chimes group. However, his most precious memory of St. Paul's happened on December 24, 2009, when Mother Joy officiated at his marriage to Sue.

Just as Mike has become more involved with the St. Paul's family, he also has continued to be involved with the work of the church, including service to the community. He can often be found working at Our Place Waldorf on days when St. Paul's has signed up to serve the meal. He also serves as a volunteer worker for Our Place Waldorf, whether serving meals, wrapping packages at the mall during their Christmas wrapping fundraiser, or representing Our Place Waldorf as their official spokesperson in meetings with the public, church groups, and government representatives. One of Mike's unofficial roles is as "Assistant to the Deacon," in which he supports Sue in her new ministry. One of the fringe benefits of this role is being exposed to two new church communities in southern Maryland. He has served on several stewardship campaign committees while at St. Paul's.

He also served as a mentor to a confirmation/reception class. He has volunteered at the 2018 and 2019 Diocesan Conventions. Serving on the vestry in 2019 is really another way to give back to the church community that has given so much, and means so much to Mike.

Alyssa Gerhart



Alyssa Gerhart is a local high school student at North Point High School. She enjoys softball, drill team and watching movies. Some future goals of hers are to attend George Washington University and study international relations and political science. She has two brothers and loves to go out into the community to do work. One group she especially loves to work with is her JROTC where she participates in Kitty Hawk, an outreach service for JROTC members. At church, Alyssa serves as an acolyte, chalice bearer, and lector. She has also been an active participant in the youth group and serve as co-acolyte master.

One position remains vacant.

2020 DIOCESAN CONVENTION DELEGATE CANDIDATES

Diane Coon



Diane came to St. Paul's in April 2018 after actively serving at St. James, Glastonbury, Ct.; St. David's, Cranbury, NJ; St. Anne's, Trexlertown, PA; St. Barnabas, Kutztown, PA; St. Alban's, Fern Creek, KY; and St. James, Shelbyville, KY. She served as delegate, as member of standing liturgical and music committees at the Diocese of Bethlehem and was licensed lay reader and licensed Eucharistic minister. She has sung in Episcopal choirs for over 50 years. She made her Cursillo in 1981 (Bethlehem 15), and served 8 years of prison ministry through Kairos at the state women's prison in Clinton, NJ. At St. Alban's she headed the Journey to Adulthood teen-age program and taught church school and VBS there and at St. James.

A native of Cincinnati, Ohio, she graduated from Cornell University, received her MBA from Rider University, and completed post graduate work in history from the University of Louisville. She worked 23 years as marketing manager for Western Electric and Lucent Technologies in the high tech world taking Bell Labs inventions into products. Upon retirement, she completed 20 years as historian specializing in the Underground Railroad activities along the Ohio River valley. She gave talks over much of Kentucky and Indiana and authored several academic papers and a technical report for the National Parks Service. Her daughter Alison and son in law Brian live in High Bridge NJ. along with grandson Colin Runser. Her other grandson, Conner, a Marine at Quantico, and his wife Kelsey are expecting their first child before the end of the year.

She lives in Southwinds Adult Community, White Plains, and is active in the Gospel Choir, the Knitting/Crochet Club, and the Prayer Group there. And she takes part in aerobic swimming through the Clark Center, La Plata. She often says that she moved to this part of Maryland in large part because of St. Paul's Piney Parish and its wonderful people and ministries.

Mike Fritz

See bio above.

Alternate Delegate: VACANT (If interested in serving in this 1-year position please see Mother Maria.) You are only required to attend convention in 2020 if one of the delegates is unable to attend.

PARISH REGISTER & SACRAMENTAL ACTS

312 Active Members

14 New Members

(excluding baptized infants)

Amy and Autumn Arnold

Ellen Bowie

Diane Coon

Ramsey and Naomi Enders

Martha Hazen

Mark, Amy, and Liam Oxendine

Anthony Williamson

Akie and Sarian Wilson

Rebecca Young

140 Average Sunday Attendance
(2017: 142)

256 Easter Attendance
(2017: 240)

3 Baptisms

Nathaniel Bonner

Oliver Repucci

Kestrel Finley Parran

5 Burials

Halton James Michelson

Ashton Leon Robey

Dorcas Montgomery

Blanche Simmons

William Stanley Fraser

97 Sunday Eucharists

15 Weekday Eucharists

20 Daily Offices

Morning Prayer

Evening Prayer

Compline

9 Confirmations & Receptions

Terrance Frierson

Tom Gryn

Claire Ann Hamilton

Maria Jameson

Brady Keech

Kendall (KJ) Reed, II

Emily VanHoozier

Keaton Williams

Anthony Williamson



The ordination of Steve Seely, Joan Crittenden, Susan Fritz as deacons

WHO WE ARE

In 2017, we embarked upon a two-year journey to discern and articulate our values and who we believe God is calling us to be in our community. On September 23, 2018, after nearly a dozen small-group listening sessions, active study and prayer by the vestry, and congregational feedback—the vestry unanimously adopted the following vision statement and core values. Our vision and values are more than church-speak. They inform our decisions, priorities, next steps, and life together.

ST. PAUL'S VISION: WHO WE BELIEVE GOD IS CALLING US TO BE

As a Christ-centered worshipping community we seek to welcome and serve all God's people so that, together, we can discover, celebrate, and grow in the love of Jesus Christ.

OUR VALUES: WHAT GUIDES OUR MINISTRY AND DECISIONS

- Deepening our relationship with a loving God.
- Bringing God's hope, healing, and fellowship to our community in our daily lives.
- Providing children, youth, and adults with a strong faith foundation.
- Being a community that welcomes and includes all who seek to know the joy and delight of God.

RECTOR'S REPORT

The Rev. Dr. Maria A. Kane

If 2017 was a year of firsts (first Safe Nights; first block party; first Beloved Community book and film series), 2018 was a year of building upon 2017's firsts: spiritually, congregationally, and physically.

Spiritually, your vestry and Sunday school and children's chapel leaders invested an extensive amount of energy, prayers, and financial resources into our ministry with children. We did so because we know that ministry with children is not about who young people *become*; it's about celebrating and nurturing who they are *now*. As a result, our young people are growing in faith and are passionate about sharing Jesus' love with others.

In response to conversations about improving biblical literacy and familiarity, I led a fall study for adults on the book of Revelation. Together, we mined the vivid imagery in this oft-mysterious book and found a message of hope and promise. It was a fun, fascinating, and myth-busting experience. Last summer also brought a robust study and discussion on the housing crisis and the nature of evictions. Such work was (and is) eye-opening, transforming, and essential if we are to be people of reconciliation and justice, as we proclaim.

As a worshipping body we continued to celebrate and honor our Anglican tradition while also incorporating elements from other traditions. We welcomed a variety of local musicians whose gifts awakened our senses and enhanced our encounter with the Divine. Many of you said that the Jazz Mass in November was one of the most moving worship services of the year. I am grateful for your willingness to move beyond your comfort zone and consider the diverse expressions of worship in our midst. In addition, we observed our first LEGO Sunday, which gave everyone a chance to "preach" through their creations. During Lent and Advent we prayed Compline over Facebook Live and quickly learned the richness of praying across time and space. It's my hope that we can continue to incorporate diverse expressions of worship into our common life.

One area that continues to be a growing edge is our ministry with youth. After two years of momentum, our three dedicated leaders took a much-needed break, which led to a further decrease in participation. Despite the budget shortfall, the vestry remains committed to a thorough study of best practices, and I intend to spend more time with our young people outside of the Sunday morning routine. We need your partnership though. Indeed, it's a fulfillment of our baptismal vow to take an active role in the spiritual formation of our brothers and sisters.

Congregationally, we once again opened our doors and hearts in support of the Safe Nights winter shelter and other community events, such as the Our Place Mother's Day dinner. Our 2nd Block Party brought out new faces to our church and drew us closer to embodying God's vision of a reconciled world. Thank you to everyone who made that possible. We welcomed new people in our midst and bid farewell to others. Together, we are a rich tableau of God's creation. That said, it's important that we continue to actively take time to get to know each other (don't sit at the same table each week!) and take time to learn from one another.

As you'll read in the Senior Warden's report, the vestry spent a year praying and studying Scripture and best practices in light of the needs and passions of this congregation. The end result is a vision and set of core values to light our path for years to come. The vestry's discernment will continue this winter and spring as we work on drafting a 3-5 year strategic plan of ministry for your review and input.

We have also updated and streamlined our communications and administrative practices, which has yielded a greater presence on social media, an updated website, and a cloud-based database and online giving system (Realm).

We've also had the great privilege of becoming a teaching congregation for our seminarian Amanda Bourne. Amanda quickly won our hearts with her gentle spirit and liturgical presence. I am grateful that upon her return from Oxford in March, she will be with us until her graduation from seminary in May 2020.

2018 also saw the ordination of three parishioners to the sacred order of deacons: Joan Crittenden, Susan Fritz, and Steve Seely. To top it off, we got to welcome back Steve as our deacon! As he settles into his role he will provide support to our outreach ministries. It's already been a joy to serve alongside him.

Physically, we took care of much needed property updates, including installing a new air conditioning system, replacing decades-old attic insulation, treating our building for termites, and completing long-overdue repairs to the organ. We were able to cover the cost of the a/c system (\$58,000+) by borrowing against our investments. We did so with the expectation of completing a capital campaign. In the end, we did not do the capital campaign in 2018. That was on purpose. I believe it's more prudent to undertake a campaign *after* completing a draft of our strategic plan for ministry and soliciting parishioner input. This will give us a broader picture of our financial and physical needs and goals.

Speaking of the vestry—I am especially grateful for the leadership of your vestry and wardens, **Debbie Brown and Donna Ferguson**. 2018 was an intense year of tough decisions, and, at times, heartache. Together, they handled every curveball with deftness, grace, prayer, and tenacity. At the same time, they applied themselves to the strategic planning process with patience and fortitude. When the vicissitudes of parish life took unexpected turns, this vestry was gracious and generous in affording me time to rest and heal. I am forever grateful.

I can't predict what **2019** will hold, but I know that the Holy Spirit will be with us through it all. I pray that we will be ever attentive and open to Her leading. **To that end: instead of fixing, repeating, or discarding particular events or programs in isolation, I invite us to consider 4 overarching opportunities/components for life-giving ministry for this year and the years to come.** Four such areas include: 1) the creation of a clear path for belonging and engagement for newcomers and longtime parishioners alike. This goes beyond a name tag and friendly smile. It includes addressing the needs of people at all stages and circumstances, from the moment they arrive in the parking lot until they take their final breath; 2) prioritizing spiritual growth and discipleship—including wholehearted worship, study, and rest; 3) creating a sustainable infrastructure for lasting ministry—such as expanding leadership beyond the vestry and a small group of people and investing the time and financial capital for years to come; and, 4) being a voice of hope, grace, and justice in the face of hate, fear, and injustice. Rather than approaching these areas as programs to accomplish or rule to follow, I hope you will see them as an invitation to creative ministry and a deeper relationship with Christ and others.

Above all, may you long for and discover the beauty of Christ's cross—its love, its power, its beauty, and its call to you. I am so grateful for the privilege to serve as your rector and to wonder, dream, laugh, serve, and grow with you. Your grace and good humor in the face of my shortcomings humbles me. Your tenacity, compassion, and service inspire me. You are my first and best teachers.

With love,

Mother Mary

SENIOR WARDEN'S REPORT

Deborah M. Brown

The year 2018, as much as it sounds like a cliché, was a busy one for St. Paul's. A year in the life of a church is much like a year in the life of each of us – there are highs and a few lows and it is always rich and our very own. I feel fortunate to be a part of such a family and such a place.

Much of our year on vestry has been spent dreaming, formulating, and articulating our vision for St. Paul's. We began at a retreat in February exploring our ideas for what we want St. Paul's to be. We identified "dementors" that could interfere with our dreams and "patronus charms" (from *Harry Potter*) that would counteract them. Later each of our ministry teams developed SMART goals to guide our work for the year. We discussed these goals and developed core values that would become the basis for our vision statement. At a meeting on September 23, the vestry adopted the following vision statement:

We are a Christ-centered, worshipping community seeking to welcome and serve all God's people, so together we can discover, celebrate and grow in the love of Jesus Christ.

Our Core Values include:

- Deepening our relationship with a loving God
- Bringing God's hope, healing and fellowship to our community in our daily lives
- Providing children, youth and adults with a strong faith foundation
- Being a community that welcomes and includes all who seek to know the joy and delight of God

My prayer is that we always strive to support this vision and these values. I believe that we may fall short at times, but it is the striving that matters.

Worship is central to the life of Piney. Our liturgy is how we worship. I love the tradition, the new things that we try, our music, our guest musicians, and most of all, I love our rector who pours her faith, heart and soul into helping us all grow in the love of Jesus Christ. She is our pastor, our friend and our teacher and she enriches our lives by being here.

One of the highlights of the year for me was the ordination at the National Cathedral of Steve, Susan and Joan to the diaconate. I am so proud of them. It was a long journey, but they did it and I know they will make a difference in the communities in which they work.

The year was also made up of work and fun. Reality is that we have to supplement our budget each year with fundraisers. These fundraisers are an incredible amount of work, but they have also become part of the fabric of our year. The leadership is so strong for these events and each of them is so well-run. Thanks to those who help these leaders make these events a huge success. Let's not forget the fun we had this year with our Ladies' Nights, Men's Nights, dinners, breakfasts, dances, movies, game nights and plays.

The people of Piney have made a conscious effort to live out our faith out into our community. Throughout the year, we make monetary donations to organizations and take up collections that range from school supplies to clothes to toys. Our pantry is now nearly ten years old and it serves many people each week. The work that is being done with Eva Turner Elementary is appreciated by the school and the families whose children attend there. The participation of so many of our parishioners in Our Place is inspiring. Thanks for the leadership Deanna shows in this endeavor. We had our

second Block Party in the summer. The community loves the event and it was well-attended. I think it is appreciated because it is a free event and we are just doing it to give back to the community. We have just completed our third year of participation in Safe Nights. I am so proud to be a part of a church that is willing to commit to such a project. There are people who helped in so many ways. Breakfasts, lunches and dinners were prepared, sheets and towels were washed, each night someone spent the night, floors were swept and mopped, and the list goes on and on. Most of the people who helped did multiple tasks and they were there on multiple days. Their devotion to the citizens of Charles County and to Piney is remarkable and should motivate each of us to volunteer in some way in our many programs and projects.

It has been my great privilege to serve as your Senior Warden this year and to work with the vestry, Donna Ferguson, our junior warden, and Mother Maria to help lead the church. We have had to replace our chiller which was a financial strain and we have had a few other challenges, but we persevered. I look forward to another year filled with faith, commitment to our community, and love for one another.

JUNIOR WARDEN'S REPORT

Donna Ferguson

This has been a year of opportunities, successes, challenges, and plans for the future. During the course of the year, the vestry has worked hard on our mission statement and core values while incorporating everything that was learned through the "Who We Are" project. We worked tirelessly on this project and our work will continue throughout this year.

As Junior Warden, my focus was on outreach. We did wonderful things for our community and I'm very proud of and appreciate all our volunteers. I am very grateful that we were able to show our support and love to our community. It was a very rewarding and successful year.

I'm proud of this church and am very humbled to have been your Junior Warden. Thanks to every one of you!

Donna Ferguson
Junior Warden

WORSHIP

Vestry Liaison: Sewell Truitte



There are many people who make worship “happen” not only every Sunday but for the extra services during Lent and Christmas and for funerals. We have a large group of volunteers who serve as Acolytes, Eucharistic Ministers and Lectors. It is truly a privilege to serve as part of worship. It’s hard to choose a favorite service but if I have to pick it would be the Longest Night Service held in December. To me it’s one of the most touching and moving services. If you’ve never been I highly recommend you attend next year. The combination of readings and

poetry that are read and the music are just incredible. Take my word for it. So let me tell you a little about the ministries that make up Worship.

Acolytes

Acolytes carry the cross and candles in the procession, take charge of the alms basin, and help the priest prepare for the Eucharist. By carrying the cross and torches, acolytes help provide dignity to the mystery that is the Eucharist. To serve as an acolyte you must be at least 8 years old. We currently have 24 acolytes. Of those 24, 5 serve at the 8 AM service and 17 serve at the 10:15 service. We also have 2 people who serve as substitutes. Each week we have one Acolyte who serves at the 8 and three who serve at the 10:15. We welcomed six new acolytes to the ministry this year and had five leave the ministry for various reasons.

We are always looking for new acolytes so if you are interested please contact Sewell Truitte (struitte@gmail.com).

Eucharistic Ministers

A Eucharistic Minister is licensed to administer wine or bread in public worship. His/her presence and service conveys the radical hospitality of God through Jesus Christ. Eucharistic Ministers are present and aware of each person receiving Communion and are sensitive that this is a “Holy” and spiritual moment for each person. To be a EM you must be a Baptized and confirmed member in good standing of the congregation.

We currently have 4 persons who serve as EM at the 8 AM service and 13 who serve at the 10:15 service. Each week we have one EM who serves at the 8 and two who serve at the 10:15. We welcomed two new EM this year and had three leave the ministry for various reasons.

We are always looking for new Eucharistic Ministers, so if you are interested please contact Sewell Truitte (struitte@gmail.com).

Lectors

Lectors (readers) assist with the service by reading the New Testament lessons during the worship service as well as other occasions such as the Longest Night Service and the Lessons and Carols Service. We currently have 21 people who serve as readers. Of those 7 serve at the 8 AM service, 12 serve at the 10:15 and 2 serve at both services. We are always looking for new readers so if you are interested please contact Sewell Truitte (struitte@gmail.com).

ALTAR GUILD

Co-Chairs: Jane Fruh and Darlene Guy

Our Altar Guild Team has seen another busy year at Piney. We prepared many services including Sunday mornings, Baptisms, Weddings, Funerals, Special Feast Days, etc.

This past year the Memorial Fund provided the following items:

1. Handmade Eucharistic Set with oil candles during Advent and Lent.
2. Red Altar Hangings including frontal, lectern, pulpit, veil and burse.

We welcome all to be a part of this love to serve the Lord. We look forward to another year and invite you to sign up. It takes about 30 to 45 minutes on a Friday or Saturday and on Sunday you would reset the altar between services. You would never work alone. We feel supported and encouraged working with Mother Maria.

Many thanks to our Altar Guild Members and their Labor of Love this past year.

CHILDREN'S MINISTRY

Vestry Liaison: Kathy Wesley

This has been a year of exploration and assessment of Children's Ministry needs. We have some very popular events with eager participation by the children including the Easter Egg Hunt and the Epiphany Pageant. This year, the younger children also participated in the worship on Youth Sunday in May by singing the anthem led by one of our youth, Connor Keech.

Children continue to participate fully in Sunday School when they are there. The curriculum we are currently following comes from Sparkhouse. Through last winter and spring, we were following the lectionary calendar. In the fall, children learned about some of the Old Testament stories. Through the winter of 2019 they will be exploring lessons about Jesus' life and teachings. Children experience a variety of activities through their Sunday School lesson. Some additional offerings include a series of lessons this fall to understand and value the different living conditions that children in our community live in. This was in conjunction with the summer adult discussion on homelessness. Children were introduced to the season of Advent with an opportunity to learn about the primary people of the Advent season –Elizabeth, Mary, and Joseph and their visits from the Angel Gabriel. During the upcoming Lenten season, children will explore different ways to extend their prayer life.

We are able to offer this ministry due to the dedicated and committed leadership of a core group of teachers. Some of them have been sharing their time and talents with the children for several years including Sue Parody, Michelle & Barry Hamilton, Deanna Gerhart, Meg & Jenna Monroe, Cami Caudill, Scott Wesley, Dee Jamison, Donna Pettersen and her mother, Felicia Charnock. They have been joined this year by Yesica and Rusbin Lopez, Ron and Tammy Powalisz, Katherine Finley, Tom and Donna Gryn, Nettie Arnold, and Beth Berkowitz.

As we evaluated how best to use the adult leadership with the number of children in Sunday School this fall, we have determined that it would be best to combine the children into one class using the larger room upstairs. In order to meet Safe Church guidelines at least two adults from different families are in the room which allows for some age appropriate groupings for some of the activities, as needed.

Additional efforts to meet Safe Church guidelines include completion of detailed registration forms for all Sunday School children, signed publicity release forms from parents, and teacher information forms from all adult volunteers. In the Nursery, we have implemented a sign in procedure with registration forms for our Nursery age children as well. This Fall, a speaker system was installed in the Nursery and Children's Chapel so that the adult volunteers in these areas had the opportunity to listen in to the worship service while at the same time tending to our children's needs. This installation was completed by Scott Wesley, Dan and Ben Kettner.

Another offering of the Children's Ministry is the Children's Chapel. This has been led for the past few years by Terrance and Bebe Frierson. This fall, other volunteers have joined the monthly rotation in this ministry. The purpose of this ministry is to provide children with the opportunity to experience worship in an age appropriate way. The materials for the monthly lesson in Children's Chapel come from the Fruit of the Spirit lessons in Paul's letter to the Galatians. Each month children take home a "Make It Stick" flyer with ideas for families to continue the discussion of each month's character theme.

The monthly Children's Moment this fall has followed the same themes. A monthly rotation of volunteers has led this discussion with the children during the 10:15 worship prior to the readings. Children have been provided with some type of fruit snack by Janet Sargent. The snack is connected to the monthly character theme and message of the Children's Moment discussion.

The service activity for this school year is a shoe collection. People of all ages are asked to drop off their shoes in the foyer under the benches. Children are writing "God messages" to go inside the shoes before they are given to different agencies in the community and around the world. Many of the shoes have already been distributed to these agencies. The parish is encouraged to continue to bring in shoes through Mother's Day of 2019.

As the Vestry has worked to develop our Parish Core Values, we have had several conversations about faith formation with families. The issues and challenges that impact faith formation in today's families are complex. Additional reading into this area is needed as we move forward with discerning what will best meet the needs of our children, youth, and families in the future for this parish.

ADULT FORMATION

This year's formation opportunities include a summer book study on the housing crisis (see "Beloved Community" Report), "My Faith, My Life," a 5-week confirmation/new member course in late summer and early fall, and a 7-week study on the book of Revelation in late fall.

"My Faith, My Life" focused on the essentials of the Christian faith, the Episcopal Church, prayer, worship, and living out our baptismal vows. The confirmation course was intergenerational, with robust discussion among our teens and adults. Each person was required to create a faith statement that could either be written or expressed through art. The other option was to create a faith playlist. Participants were asked to select at least three songs that reflected what their faith means to them in light of what they learned in class.

"The Beginning and the End": A Look at the Book of Revelation was a delight to teach. Over 13 people signed up, including a few non-parishioners. Together, we looked at the way the "end times" have been presented in pop culture and considered how this last book of the Bible is actually a book of hope and promise.

OUR BELOVED COMMUNITY

Vestry Liaison: Cami Caudill

Jesus laid out the fundamentals for any who would follow him when he said, “The first [commandment] of all is, ‘Hear, O Israel: the Lord our God, the Lord is one; you shall love the Lord your God with all your heart, and with all your soul, and with all your mind, and with all your strength.’ The second is this, ‘You shall love your neighbor as yourself’” (Mark 12:29-31). The Beloved Community seeks to help us recognize our kinship as people who love God and love the image of God that we find in our neighbors, in ourselves, and in creation. It provides a positive, theologically and biblically based ideal toward which we can grow in love, rather than framing our justice and reconciliation efforts as fundamentally “against” (as in antiracism, anti-oppression, etc.)

This is the first year that Our Beloved Community was broken into its own vestry committee. Though it was a rather slow year this year, I am looking forward to continuing to be a part of it next year as a non-vestry member.

The biggest, most attended program that took place with the Our Beloved Community this last year was the Eviction book study. This was directed by Mother Maria, led by Adam Hunter, and focused on the book, Evicted, by Matthew Desmond. This non-fiction focuses on Poverty and Profit in one of the poorest areas of Milwaukee, Wisconsin, following eight families struggling to pay rent to their landlords around the 2008 financial crisis. The discussion group was well attended with around 12 participants. The questions that Mr. Hunter challenged us with, which I found to be the most powerful were: “how will you live your day-to-day life that affirms the people of the evicted community are seen, heard, comforted, and are being made whole? Some may be drawn to systematic changes, others may decide to speak differently or forgive a family member that struggles with drugs, finances, mental illness, and/or eviction.” A number of the participants in the group expressed interest in continuing the discussion, and more importantly, interest in transitioning discussion into action. It is my intention to use this as a planform to stay involved with the committee and St. Paul’s community in a leadership role, while not in Vestry.

Moving into this next year, I would like to see Our Beloved Community continue as a committee, even though I will not be on Vestry. I believe that there is a hunger in our community for Social Justice, though we have a somewhat politically polarized church family. This is precisely why I believe that it is so important, at this very time in our narrative. It provides a forum for us to come together, put differences aside... or ever better- discuss them in a safe place, and extend the Church beyond the church walls. Now that we know that folks will come and discuss, let’s transition to action.

It’s been an honor to serve on the St. Paul’s Piney Vestry over the last three years. During my time, I have gotten to understand more fully the Episcopal faith, and systems, and have grown professionally, and spiritually. I value the experiences that I have had, and hold the relationships made as such a beautiful blessing.

OUTREACH AND SERVICE

Vestry Liaison: Deanna Gerhart & Donna Ferguson

During 2018, St. Paul's outreach focus was on community. We made donations to Interfaith Community Connection, Southern Maryland Tri-County Community Action (SMECO), Cooperative Ministry on Aging (Meals on Wheels), Our Place Soup Kitchen, Farming 4 Hunger, Lifestyles, Inc., Safe Nights and Eva Turner Elementary School.

Because of your generosity, we were able to make a difference in the lives of our brothers and sisters in our community who are less fortunate.

Our volunteer programs include:

Our Place Soup Kitchen - Susan Fritz and Deanna Gerhart, coordinators. Volunteers set-up, cook, serve and clean-up. This program feeds our brothers and sister who cannot otherwise have a hot meal. This program is an all year opportunity to serve.

Lifestyles, Inc. -

- Men's Fuller Shelter - Darlene Guy, Coordinator, along with volunteers, buy and collects toiletries, clothing, etc. for the shelter. This program is twice a year (Summer and Fall).
- Walk to End Homelessness in Charles County - Volunteers gather at the La Plata Town hall on the Saturday before Thanksgiving in November to walk, raising funds and awareness of the need for affordable housing in Charles County.
- Safe Nights - Debbie Brown, Coordinator - St. Paul's hosts homeless guests for a week. Volunteers set up, prepare and serve dinners each night, breakfast each morning, lunch bags to go, laundry duties, spend the night throughout the week, cleanup, and purchase supplies. This required numerous hours of planning, along with many volunteer hours to make this a complete success!

Children's Aid Society -

- School Supply Drive - This program helps needy children in the County to start school with supplies needed. Margaret Leman, coordinator, collects school supplies donated by parishioners in August.
- Christmas Stockings, Mitten Tree & Toy collection - Margaret Leman, coordinator. These programs provide children in our County with a great Christmas! Our parishioners fill stockings, donate toys, mittens, gloves, hats, scarves and socks.

Relay for Life - This is a fundraiser to benefit the American Cancer Society. Lorraine Berry, Deanna Gerhart, Alyssa Gerhart, Coordinators. Volunteers raise funds and participate in a walk at the Charles County Fair Grounds in June.

Reading Buddy Program - Volunteers take time once a week to read with children at Mary B. Neal and Eva Turner Elementary Schools.

Eva Turner Elementary School - Janet Sargent, Deanna Gerhart and Donna Ferguson are the coordinators. Volunteers from St. Paul's participated in Eva Turner's Christmas dinner event. We help set up tables of coats, clothing, hats, gloves, shoes, toiletries, toys and cleaning supplies.

- We sponsored a family from Eva Turner Elementary School and were able to supply diapers, coats, hats, gloves and gift cards. This sponsorship will be all year.
- Backpack program - this program collects food to stock the school's pantry. This program sends food home on the weekends so the children will be fed. If you are interested in being on this committee, please contact Janet Sargent or Donna Ferguson.

St. Paul's Emergency Food Pantry - Lorraine Berry, Coordinator. This program requires donations of money and food, volunteers to make bags of food and hand out bags every Saturday.

The outreach ministry at St. Paul's could not accomplish all the great things we do to help our community without our wonderful volunteers. Thank you to all the volunteers who spend so much of their time helping others. Your compassion and leadership are appreciated.

If you would like to learn more of what we do, please reach out to Deanna Gerhart or Donna Ferguson. As always, thank you for all you do!

COMMUNICATIONS MINISTRY

Vestry Liaison: Tom Gryn

The Communications ministry keeps congregants informed as to current events and happenings at St. Paul's, and also serves as a source of information for those considering joining the parish.

Throughout the year, news about St. Paul's was communicated through the Sunday bulletin and quarterly Epistle newsletter. Verbal announcements at service were given by the designated Vestry Person of the Day (VPOD). Bulletin boards at the church's Welcome Center provided visual information on upcoming events. A Midweek electronic newsletter was distributed to the congregation by email and social media, and the parish's website (<https://stpaulswaldorf.org/>), Facebook page (<https://www.facebook.com/stpaulspiney/>), and Instagram feed (<https://www.instagram.com/stpaulspiney/>) gave up-to-date information and updates on the parish.

CONGREGATIONAL CARE MINISTRY

Vestry Liaison: Cheryl Williams

Congregational is the work of our whole Church community and is a ministry to those who may be ill, in the hospital, shut in, grieving a death, or in crisis. It also helps foster the integration of new members into the church and coordinates our visitors and greeters.

Pastoral Care:

Care Team – This team brings communion to our parishioners who are unable to attend services.

Meal Train – Our volunteers bring meals to our parishioners whenever the need arises.

Prayer Chain – Members commit to praying for all of those on our prayer list on a regular basis.

Prayer Shawl Ministry – This group knits blankets and prayer shawls, for those who are ill or grieving, newborns, and the newly baptized.

Grief Ministry—Susanne Kohl-Parker coordinates this ministry, which provides a series of booklets to parishioners over the course of one year who have recently faced the death of an immediate family member.

Transportation Support – Our volunteers provide transportation to those who are unable to attend services due to lack of transportation.

Welcoming:

Greeters, Shepherds, & Newcomer Reception.

Plans for this ministry will be shared in 2019 as we undertake a complete overhaul using a 3-pronged model: Invite-Welcome-Connect.

Mother Maria provides wonderful Pastoral Care; this is a strength of hers. I know all who have received support from this ministry, have truly appreciated it. I am such a believer in the “power of prayer”. My heart tells me, this was the perfect ministry for me!

FELLOWSHIP

Vestry Liaisons: Laurie Jaffe, Colleen Meadows

Fellowship exists to help foster a sense of belong and to nurture relationships rooted in trust, joy and connection.



Fellowship kicked off the year 2018 with fun-filled events, starting with the Valentine's dance and game night. Pot luck, pizzas and desserts were enjoyed, followed by games for kids and adults, along with a DJ. St. Patrick's was enjoyed by somewhat the same as Valentine's, good food, fun dancing, and games. In June we held an all-parish retreat at the Rosslyn Center in Richmond, with parishioners enjoying good meals, hikes, games, puzzles, trivia, and good conversations. The Community Block Party in July was a success, adding a game truck from 2017's events. This addition to the Block Party was a hit with the teens. There was face painting, snow cones, popcorn, a DJ, craft making, bouncy house, and some team games. Then, in October we hosted a Trunk or Treat at Eva Turner. Fun was had by all the kids. Then in the Parish Hall, we had some

Trick or Treating fun, with food, then games set up for the kids, and then the kids enjoyed going from tables lined up in the parish hallway with all kinds of decorated spooky tables. We ended the year in December, just before Christmas, with Gingerbread House making after a delicious pancake breakfast.

Other activities included Silent Auction, Book Club, and monthly lunch and dinner (foyer) groups.



FINANCE MINISTRY

Vestry Liaison: Tom Gryn

The Finance ministry assists all other ministry areas by obtaining monetary resources and setting the budget for each year.

In 2018, the parish continued its three main fundraisers: the Silent Auction in January, the summer yard sale, and the Labor Day supper. Overall fundraising trends from 2011-2018 indicate that income from the Silent Auction has the most fluctuation from year-to-year, while the Labor Day supper and yard sale incomes have been more or less steady; total income from all three fundraisers has shown a modest decline over that time. This review strongly indicates the need to start up additional fundraising opportunities in 2019 in order to diversify our non-pledge income beyond the main three that we've relied on for most of the past decade.

The Stewardship campaign began in October, and pledges continued to arrive through January of 2019. The theme for this year was "Enough to Grow and Share," based on the work "Enough" by Adam Hamilton. Weekly reflections on stewardship were provided in the Sunday bulletin and the Midweek updates, and at services throughout October the congregation heard fellow members share their thoughts on what stewardship and St. Paul's meant to them; the latter may be found online at <https://stpaulswaldorf.org/2019-annual-giving-campaign/>

In November and January, the Finance committee met in order to put together the parish budget for 2019; see the Treasurer's Report elsewhere in the Annual Report for budget specifics. Overall, 2019 was a challenging budget year due to the loss of some significant pledges for reasons outside our control. More than half of the parish's households increased their pledges for 2019, which is a positive sign for the long-term financial health of the parish as well as a firm indication of the commitment the congregation has to the mission and the message of St. Paul's.

BUILDINGS AND GROUNDS

Vestry Liaison: Tracy Monroe



The key B&G related activity of 2018 was the replacement of the AC unit that services Hamilton Hall, breakout rooms, office and kitchen, which costs upwards of \$60,000. A capital campaign will be undertaken in 2019 to recoup the cost that was borrowed to complete the installation.

Efforts to convert to LED lighting have continued. We hope to complete the rest in 2019 with a capital campaign.

Much needed insulation was added in the classroom area.

The old insulation around the chiller pipes in the “choir room” failed causing a visible leak and still needs to be replaced.

We are always looking for people with manual labors skills. Please contact Tracy Monroe (rmonroe265@gmail.com) or Joe Guy (janddguy@verizon.net)

MEMORIAL COMMITTEE REPORT

Peggy Goldsmith

In 2018, there were 9 monetary donations received by our Memorial Committee in memory of 3 people. Each gift was acknowledged and recorded. Cards were sent to each donor and to the designated family member of the deceased. The Committee maintains a database of all donations. We are also the keepers of historic records that go back many years.

Once a year we add plaques, with the names and dates of the deceased, to our Tree of Life across from the wall of Memorial bricks near the back stairs. Plaques are ordered for those for whom total donations were at least \$100 and the person was a parishioner and/or had a strong family connection to one of our parishioners.

We would like to thank all those who gave such generous gifts to St Paul's Piney this past year. I would also like to thank our other committee members: Mother Maria, Fern Brown (Chair), Joe Guy, Barbara Myers and Jane Fruh.

Balance on 12/31/17	\$15,624.37
Donations received in 2018	\$695.00
Available funds	\$16,319.37

Canterbury Pottery Communion Vessels	\$485.31
Red Altar Hanging	\$523.80
Projector	\$599.99
Furniture and carpet for Children's Room	\$378.99
Banner in memory of Bill Fraser	\$275.00
Garden bench in memory of Joe Pinkney	\$424.23
Total Expenditures	2687.32
Memorial Fund balance as of 12/31/18	\$13,632.05

TREASURER'S REPORT

Operating Accounts at Old Line Bank

Operating Checking Account
Labor Day Dinner Account

12/31/17	12/31/18
\$109,553.34	\$91,174.30
\$1,128.14	\$2,440.58

Investments at Edward Jones

Cemetery operating account - money market fund
Memorial Fund account - money market fund
Cemetery Perpetual Care Trust - various stock, bonds and funds
General Fund-undesignated - mutual fund investments*
General Fund-designated for Building & Grounds**
General Fund - designated for Sabbatical

\$41,927.28	\$55,963.65
\$10,856.60	\$10,985.43
\$300,820.35	\$269,378.33
\$26,457.35	\$2,815.83
\$31,777.07	\$1,245.55
\$11,569.86	\$10,973.91

* \$24,345 used to fund new Chiller; to be repaid with future capital campaign

** \$30,000 used to fund new Chiller; to be repaid with future capital campaign

Endowment Fund at Ameriprise

Endowment Fund

\$100,475.01	\$95,503.89
--------------	-------------

Real Estate* (Next property assessment: 2019)

Church Property, 9.36 acres at assessed value ('16)
Additional property, approx 7.61 acres at assessed value ('16)
Donated lot at Berry Rd, at assessed value ('16)*

\$2,221,600.00
\$35,300.00
\$8,500.00

* Lot is currently on the market in a combined contract with adjacent lots.

Per donor's bequest, profit of sale is designated to Cemetery Perpetual Care Trust.

CARRYOVERS

Included in the general operating checking account of the church as of December 31, 2018 are designations or "carryovers," which are funds given for a specific purpose and are being held in our operating checking account:

Cemetery Operating Account
Cemetery Perpetual Care Fund
Endowment Fund
Flower Fund
Funeral Receptions
Memorial Fund
Window Renovation
Rector's Discretionary Fund
Senior Luncheon
Capital Improvements
Worship Banners

-\$20,784.73
\$6,100.00
\$1,050.00
-\$631.92
-\$4.95
\$2,725.68
\$5,255.00
\$14,143.33
\$898.29
\$11,005.00
900.00

*Negative amount indicates that the operating account is owed this amount by the separate account as of the end of 2018.

2019 PLEDGING STATISTICS

118 units	Avg: \$2,266.39	Increase: 64	Decrease: 9	Sustain: 34	New: 11
-----------	-----------------	--------------	-------------	-------------	---------

DECREASES IN PROJECTED PLEDGE INCOME FROM 2018 TO 2019

Deaths or Moves: \$24,480 (9 units)	Inactive (no longer attend; no record of transfer): \$5,300 (2 units)
-------------------------------------	---

2019 Budget

	2018 Budget	2018 Actual	2019 Budget
OPERATING INCOME			
Loose Offering	\$ 3,000	\$ 2,694	\$ 2,600
Pledges	\$ 286,990	\$ 275,226	\$ 267,434
Unpledged Offerings	\$ 22,000	\$ 20,491	\$ 28,000
Holy Days/Initial Envelope	\$ 4,500	\$ 4,674	\$ 4,500
Use of Facilities	\$ 5,000	\$ 6,503	\$ 6,500
Silent Auction (net)	\$ 13,000	\$ 13,739	\$ 12,000
Labor Day Supper (net)	\$ 14,000	\$ 14,397	\$ 13,500
Yard Sale (net)	\$ 3,000	\$ 3,908	\$ 3,000
Carryover of prior year surplus	\$ 10,073	\$ 7,861	\$ -
Misc Fundraising (*)			\$ 100
Total Income	\$ 361,563	\$ 349,493	\$ 337,634
OPERATING EXPENSES			
CONGREGATIONAL GIVING			
Diocesan Pledge	\$ 32,787	\$ 32,787	\$ 33,009
Total Pledge	\$ 32,787	\$ 32,787	\$ 33,009
WORSHIP			
Altar Supplies	\$ 1,200	\$ 1,133	\$ 1,100
Music Supplies	\$ 500	\$ 491	\$ 150
Instrument Maint. & Licenses	\$ 1,035	\$ 781	\$ 800
Acolytes	\$ 250	\$ 149	\$ -
Seasonal Programming	\$ 1,500	\$ 1,476	\$ 400
Total Worship	\$ 4,485	\$ 4,030	\$ 2,450
MISSIONS AND SERVICE			
Hunger, Health & Housing Programs	\$ 5,965	\$ 5,976	\$ 5,725
Food Pantry	\$ 2,500	\$ 2,510	\$ 2,800
Our Place Soup Kitchen	\$ 2,500	\$ 2,500	\$ 2,500
Episcopal Relief & Development	\$ 750	\$ 750	\$ -
Safe Nights	\$ 900	\$ 873	\$ 500
Eva Turner Elementary	\$ 500	\$ 189	\$ 300
Total Missions and Service	\$ 13,115	\$ 12,799	\$ 11,825
PASTORAL CARE			
Funerals and Receptions	\$ 350	\$ 351	\$ 350
Pastoral Care	\$ 500	\$ 67	\$ 65
Newcomers & Shepherd Programs	\$ 450	\$ 278	\$ 275
Total Pastoral Care	\$ 1,300	\$ 697	\$ 690
SPIRITUAL FORMATION			
Children's Ministry	\$ 1,000	\$ 1,053	\$ 1,250
Adult Formation	\$ 1,200	\$ 923	\$ 900
Youth Ministry	\$ 2,625	\$ 992	\$ 1,000
Seed Money for Diocesan Child. & Youth Minister	\$ 5,500	\$ 1,000	
Postulancy Support	\$ 1,500	\$ 1,602	
Total Spiritual Formation	\$ 11,825	\$ 5,570	\$ 3,150

2019 Budget

	2018 Budget	2018 Actual	2019 Budget
FELLOWSHIP			
Fellowship Ministry	\$ 1,725	\$ 1,214	\$ 1,000
Coffee Hour	\$ 200	\$ 234	\$ 200
All Parish Retreat	\$ 4,000	\$ 596	
Total Fellowship	\$ 5,925	\$ 2,044	\$ 1,200
COMMUNICATIONS			
Signage	\$ 250	\$ 135	\$ 300
Website	\$ 864	\$ 1,134	\$ 700
Picture developing	\$ 75	\$ 22	\$ -
Total Communications	\$ 1,189	\$ 1,291	\$ 1,000
STEWARDSHIP & FINANCE			
Finance & Stewardship	\$ 2,500	\$ 2,735	\$ 900
Total Stewardship and Finance	\$ 2,500	\$ 2,735	\$ 900
DIOC. PLEDGE & MINISTRIES	\$ 73,126	\$ 61,952	\$ 54,224
PROPERTY MAINTENANCE & OPERATIONS			
Electricity	\$ 13,000	\$ 12,841	\$ 13,000
Heating Oil	\$ 11,000	\$ 16,003	\$ 17,000
Refuse / Gas / Water / Fire Alarm	\$ 2,400	\$ 2,704	\$ 2,750
Cleaning Supplies	\$ 500	\$ 496	\$ 500
Building Maintenance	\$ 15,000	\$ 12,462	\$ 15,000
Custodial Contract	\$ 11,700	\$ 11,700	\$ 11,700
Property Insurance	\$ 11,000	\$ 10,816	\$ 11,000
Snow Removal	\$ 750	\$ 375	\$ -
Total Maintenance & Operations	\$ 65,350	\$ 67,397	\$ 70,950
ADMINISTRATION			
Internet, Phone & TV	\$ 2,838	\$ 2,850	\$ 2,850
Office Supplies/Postage	\$ 4,000	\$ 4,048	\$ 4,000
Vestry Expenses	\$ 800	\$ 2,498	\$ 800
Audit	\$ 3,200		\$ 3,500
Fees and Taxes	\$ 1,200	\$ 1,287	\$ 1,300
Copier/Xerox Contract	\$ 4,200	\$ 5,849	\$ 4,800
Safe Church/Background Checks	\$ 125	\$ 82	\$ 48
Total Administration	\$ 16,363	\$ 16,615	\$ 17,298
PERSONNEL (clergy and staff)			
Clergy (comp., housing, benefits, reimburs.)	\$ 126,318	\$ 124,734	\$ 130,696
Staff	\$ 63,843	\$ 54,573	\$ 66,409
Total Staff and Clergy	\$ 190,161	\$ 179,307	\$ 197,105
SUPPLY PERSONNEL			
Priest	\$ 2,200	\$ 2,800	\$ 2,400
Organist/Musician	\$ 600	\$ 8,475	\$ 900

2019 Budget

	2018 Budget	2018 Actual	2019 Budget
Supply Musician Mileage		\$ 1,962	\$ 200
Supply Clergy Mileage	\$ 500	\$ 448	\$ 500
Total Supply Services	\$ 3,300	\$ 13,685	\$ 4,000
EMPLOYER EXPENSES			
FICA	\$ 3,721	\$ 3,204	\$ 3,846
Medicare	\$ 870	\$ 749	\$ 899
Workmen's Compensation	\$ 1,500	\$ 1,224	\$ 1,945
Total Employer Expenses	\$ 6,091	\$ 5,177	\$ 6,691
Total Staff Expenses	\$ 73,234	\$ 73,435	\$ 77,099
PERSONNEL	\$ 199,552	\$ 198,170	\$ 207,796
INVESTMENTS			
Sabbatical Fund	\$ 2,000	\$ 2,000	\$ 2,000
Building Contingency	\$ 3,358	\$ 3,358	\$ -
Total To be Invested	\$ 5,358	\$ 5,358	\$ 2,000
TOTAL OPERATING EXPENSES & INVESTMENTS	\$ 359,749	\$ 349,493	\$ 352,268
INCOME LESS EXPENSES	\$ 1,814	\$ 0	\$ (14,634)

