

**ANNUAL REPORTS 2020
ST. PAUL'S CHURCH
VERGENNES, VERMONT**

*Dedicated to
Our hard working vestry with thanks*

Our mission at St. Paul's is to be a community reflecting and demonstrating God's compassion and love to all through prayer, education and outreach.

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ELECTIONS TO TAKE PLACE AT ANNUAL MEETING

January 24, 2021

Vestry - Two three-year term positions

Clerk of the Vestry - Position currently open, call for nominations

Diocesan convention delegates (3) and alternate delegates (3)

The Diocesan Canons' definition of who votes:

Those persons who are entitled to vote in a Parish meeting are defined as follows: those persons who are communicants in good standing and are enrolled upon the canonical register of the Parish or Mission in which they habitually worship, even though the residence of such communicant may be outside the bounds of such Parish or Mission.

PARISH PERSONNEL & COMMITTEES 2020

Interim Pastor	The Rev. Sherry Osborn
Deacon	The Rev. Lucy Pellegrini
Senior Warden	Rebecca Chauvin
Junior Warden	Chris Hale
The Vestry	
<i>Term Ending January 2021</i>	Rebecca Chauvin, Nan Guilmette, Kim Hatgen
<i>Term Ending January 2022</i>	David Merrill, Bo Price
<i>Term ending January 2023</i>	Chris Hale, Jeff Mangini
Clerk of the Vestry	Steve Lowe, through May 2020
Treasurer	John Stroup
Assistant Treasurer	George Chauvin
Designated Funds Treasurer	John Stroup
Delegates to Diocesan Convention	Nan Guilmette, Lenore Morse, Sarah Stroup
Alternates to Diocesan Convention	Mary Gordon, Sarah Mangini, Bo Price
Acolytes	Louisa Guilmette & Maddie Stroup
Altar Guild	Mary Cassidy, Rebecca Chauvin, Mary Gordon, Maureen Jennings
Audit Committee	George Chauvin, Nate Guilmette, Jeff Mangini
Boys' and Girls' Club	Chair: Lenore Morse
Chalice Bearers	Tim Earle, Chris Hale, John Stroup
Choir	Bonnie Huizenga, Bob & Cricket Laidman, Bo Price, Greg and Mary Beth Hamilton, Madelaine Calise
Counters	Mary Gordon, Nate Guilmette, Kim Hatgen, Cricket Laidman, Steve Lowe, Jeff Mangini, Lenore Morse
Environmental Steward	Steve Lowe

St. Paul's Epistle (newsletter)	Diane Merrill, editor, Judy Woods
Finance Committee	George Chauvin, Sarah Cowan, Nate Guilmette, John Stroup
Flower Guild	Chair: Rebecca Chauvin; Josie Chauvin, Mary Gordon, Louisa and Nan Guilmette, Mary Beth Hamilton, Kim Hatgen, Diane Merrill, Lenore Morse, Anne Sevee
Food Shelf Volunteers	Until October, Judy Martel and Mary Pratt
Hospitality Coordinator	Cricket Laidman
Lectors	Tim Earle, Nan Guilmette, Bob Laidman, Margaret Lowe, Steve Lowe, Sarah Stroup, Sarah Mangini
Organist & Choir Director	Judy Woods
Outreach Committee	Alternating Chairs: Laurie Earle and Mary Gordon; Margaret Lowe, Lee & Judy Martel, Lenore Morse
Sexton	Beth McAllister, through July 2020
Strategic Investment for Sacred Places	Madelaine Calise, Sarah Cowan, Bo Price, Sarah Stroup
Stewardship Committee	Co-chairs: Bob Laidman and Bo Price; Madelaine Calise, Sarah Cowan, Chris Hale
Sunday School Teachers	Co Chairs: Sarah & Chris Hale; Rebecca & George Chauvin, Nan & Nate Guilmette, Jeff & Sarah Mangini, Sarah & John Stroup
Welcomers	Mary Gordon, Steve Lowe, Lee Martel, Lenore Morse

MINUTES OF THE ANNUAL MEETING

January 26, 2020

Present: Mary Cassidy, Rebecca Chauvin, Sarah Cowan, Tim Earle, Laurie Earle, Mary Gordon, Nan Guilmette, Kim Hatgen, Judy Langeway, Stephen Lowe, Jeff Mangini, Judith Martel, Leeward Martel, Marcia Merryman-Means, David Merrill, Lenore Morse, Bo Price, John Stroup, Sarah Stroup

Senior Warden Sarah Cowan called the meeting to order at 11:29 AM and offered an opening prayer.

Adoption of Minutes of 2019 Annual Meeting (pp 4-5 of Annual Reports): Approval of the minutes without corrections was moved by John Stroup; 2nd by Tim Earle; approved unanimously.

Elections:

Vestry: two members for three years each: Sarah Cowan noted that, following the recommendation made at a vestry retreat, we are continuing to reduce the size of the vestry; this year we will elect two to the vestry, reducing the size to seven members.

Bo Price placed in nomination **Chris Hale and Jeff Mangini**. There being no further nominations, Tim Earle moved that nominations be closed: second by Lenore Morse. Tim Earle then moved that we vote the slate as presented; 2nd by Bo Price; passed unanimously.

Delegates to Diocesan Convention: The names of **Lenore Morse, Nan Guilmette and Sarah Stroup** were presented for nomination by Rebecca Chauvin. There being no further nominations, Tim Earle moved that nominations be closed: second by Judy Langeway. Laurie Earle then moved that we vote the slate as presented; 2nd by Tim Earle; passed unanimously.

Alternate Delegates to Diocesan Convention: The names of **Sarah Mangini, Mary Gordon, and Bo Price** were presented for nomination by Rebecca Chauvin. There being no further nominations, Mary Gordon moved that nominations be closed: second by Jeff Mangini. Mary Gordon then moved that we vote the slate as presented; 2nd by Marcie Merryman-Means; passed unanimously.

Stewardship: Bo Price updated the figures for pledges: the totals are now 26 pledges for \$54,016. She then thanked Sarah Cowan and Bob Laidman for their efforts to keep records of all contributions and prepare reports; Bo also thanked the counters for their efforts every Sunday.

Senior Warden: Sarah Cowan commented on her concern in this transition time that the parish would continue to function and in the end feels there was no need to have been worried because many members have stepped up to carry out projects and accomplish our regular ministries. She also expressed her feelings that it has been a privilege and honor to have served the parish.

Budget: The 2020 budget was approved at the January 20, 2020 vestry meeting. Today John Stroup presented the budget with comments including:

- A number of items are estimates subject to change depending on conditions with the calling of an interim pastor.
- Pledges are not sufficient for sustainable support of a full time rector.
- Clergy salary and related costs (lines 1711-to 1711-4) are based on 1/4 time; housing costs are to be determined.
- Projected income is estimated to be approximately \$6700 greater than expenses so no need to transfer funds from endowment is anticipated.

SiSP: Sarah Stroup reported that the sidewalk project has been done and in the end the city paid the entire cost. A nonprofit group has been launched to work on the public green space named The Park Street Community Project; United Way will be the fiscal agent. This spring there is to be planning for the project to make the space more useable by the public.

Other Business;

Marcie Merryman-Means has heard from Alan Kittleson that he is enjoying life in Eureka Springs Arkansas.

Rebecca Chauvin presented the following resolution for the vestry:

Whereas Sarah Cowan has been a member of the vestry for six consecutive years.

Whereas Sarah Cowan has been senior warden during the transition period following the retirement of the Reverend Alan Kittleson.

Whereas Sarah Cowan has organized the tasks required for the ongoing life of St. Paul's parish during this transition.

We the vestry offer our gratitude for her faithful service.

Adjournment: There being no further business a motion was made to adjourn by Tim Earle; 2nd by Sarah Stroup; passed unanimously. The meeting was concluded with a prayer at 12:20 PM.

INTERIM PASTOR'S REPORT

Dear Friends,

What a joy and privilege to have served as your interim pastor for the past year. When your vestry and I said “yes” to one another, none of us could have imagined what was about to unfold: a global pandemic, a reckoning with the sin of racism, privilege and injustice for too many; a new way of living apart that kept/keep youth and adults at home for school, work and play. This year of so much uncertainty and Zooming, we have shared a lot of life, laughter, death, sorrow, fears, joys, discoveries, surprising intimacy, deep listening, learning and discernment. I have been profoundly blessed to partner with you in ministry this past year.

We began with a festive first meeting at the same time that you met our new bishop... and learned that Deacon Lucy would serve among you for the interim season. That same prayerful evening, two of your own were formally received into the Episcopal Church. Together we began to lean into what it would mean to have ¼ time versus full time clergy presence... we began to get to know one another through praying together, written bios, photos and walks. Thanks to your brilliant Shrove Tuesday pancake supper extravaganza with community outpouring of decorations, food and talent, you showed me how much fun and care you share with one another. Two weeks later, in-person services were suspended due to the Coronavirus. *Truly I say to you, unless a seed falls into the earth and dies, it bears much fruit.*

None of us could have imagined what was about to unfold.

And yet, the primary goals for my tenure have remained the same:

- Spiritual nurture, faith formation and appreciative discernment through invitation and support to be who you are as God's beloved. You have everything you need!
- Strengthen vestry relationships, function and formation and model mutual ministry to grow a leader-full congregation.
- Encourage a Spirit filled “try it on” and “Yes, and...” approach with new liturgies, music, programs, ministry and outreach/mission.
- Deepen, broaden and practice our understanding of hospitality throughout every aspect of our mission and ministry; to one another and to all people in their hopes and needs, throughout the wider Vergennes community to which God calls you at this particular time.

Here are some highlights of the year:

WE RECEIVE YOU INTO THE FELLOWSHIP OF THIS COMMUNION...

Rebecca Hoffman Chauvin and Nan Prichard Guilmette were received into the Episcopal Church by Bishop Shannon MacVean-Brown during her visitation to St. Paul's January 30, 2020.

GIVE REST, O CHRIST, TO YOUR SERVANT WITH YOUR SAINTS...

Burial or committal services were held in 2020 for these beloved saints of God:

- Thomas Ralph Norton
- David Otis Oliver

YOUR JOY WILL BE TO FOLLOW JESUS, NOT TO BE SERVED, BUT TO SERVE...

St. Paul's welcomed The Rt. Rev. Dr. Shannon MacVean-Brown for her first visitation to you. Before the evening liturgy, Bp. Shannon met with the vestry and new interim pastor for the first time. That night, The Rev. Lucy Pellegrini had been assigned as the bishop's deacon. Though a little birdie had told Lucy that the bishop planned to invite her to serve at St. Paul's, amidst all the confusion, that exchange literally took place in the sacristy prior

to the service that night! The excitement continued as Nan and Rebecca were received into the Episcopal Church. The joy, flexibility and good humor of the evening was emblematic of this past year.

CLAP YOUR HANDS, ALL YOU PEOPLES, SHOUT TO GOD WITH A CRY OF JOY...

You had already begun to grow into a variety of forms of worship and leadership. It had not prepared you for what was unfortunately a surprise to too many: ¼ clergy presence meant fewer Sunday's of Holy Eucharist and Sunday clergy presence. In light of clergy presence two Sunday's a month, Laurie and Tim Earle participated in an intensive training to become licensed to design and officiate Morning Prayer. Nan and Rebecca were trained as well. The Rev. Lucy Pellegrini offered ongoing guidance. Bo Price participated in an intensive training to become licensed to preach. A diverse selection of prayers, inclusive language Psalms and music were incorporated into worship services including use of the "contemporary" Lord's Prayer.

Judy Woods, Music Director, deftly pivoted to provide accompaniment on her home piano as well as coordinated musicians from the congregations: George, Bo, Molly, and the Chauvin family.

The vast majority of these services were virtual which added multiple layers of new leadership opportunities and challenges. We have lost folks of all ages who chose to or were unable to participate through Zoom and we have gained those who live afar or are homebound. With sadness, we've not yet discovered what will engage our young people each Sunday.

Special services included the Easter Vigil, an outdoor service at Lenore and Kim's, sacramental Agape meals and Christmas Eve service with recorded music with Judy Woods at the organ.

Worship sustains our life as the body of Christ. It is the heart of who we are and whose we are to one another and for the world. The intimacy that has grown through months of praying together on screen is truly remarkable. Proof that God's Spirit is alive and well in God's people in this time and place!

I WILL SING OF MERCY AND JUSTICE, TO YOU O GOD, WILL I SING PRAISES...

St. Paul's has one of the finest vestries I've had the privilege to serve with. The vast majority of my time has been devoted to St. Paul's Vestry and Senior Warden, Rebecca Chauvin. Members have been profoundly faithful, creative, courageous, trustworthy and thoughtful in their ministry during this new incarnation of leadership. The months of committed discernment work that culminated in the *Shaping the Future of St. Paul's* survey was amazing to behold. The Rev. Angie Emerson led us in our first Mutual Ministry Review (MMR), which helped to identifying celebrations, stumbling blocks and joyful next steps.

As you already know, St. Paul's is blessed by the generosity of spirit and exceptional gifts of Senior Warden Rebecca Chauvin. I wholeheartedly trust her wise counsel, treasure our joy filled partnership and appreciate her willingness to put up with my wackiness. Pure gift.

Chris Hale has prayerfully, quietly and consistently served as Junior Warden. In concert with John Stroup, treasurer (who does a lot more than just treasure-ing) and Jeff Mangini, Chris has helped bring many important projects to fruition. During the closure of the buildings, Chris has maintained faithful oversight to property and plant.

Although John Stroup is St. Paul's treasurer, he has his finger on the pulse of the life and health of the church and of the wider Vergennes community. John is faithful to the relationship between ministry/mission and the care of all things financial.

UNLESS GOD BUILDS THE HOUSE, THEIR LABOR IS IN VAIN WHO BUILD IT...

Buildings and grounds have been taken on a different emphasis during Covid-tide. The Building and Grounds ministry team as well as the entire vestry have pondered 1) "What does it mean to be "church" without a building? 2) How do the buildings enable us to serve the world? 3) What story do our choices tell church members and the wider community? Decisions have been guided by these questions.

While the buildings have been closed, it's been important to the wardens and vestry to make St. Paul's more visible in the community. Through beauty, art, painted stones, signs and most recently Christmas lights and greens, the church grounds have been used to witness to God's radical hospitality, justice, mercy and love. The young people, guided by parents, have been integral in communicating to the wider community, who we are as a people of faith.

GRANT THAT WE MAY HEAR, READ, MARK, LEARN AND INWARDLY DIGEST THEM... "Christian Formation is a lifelong journey of growing in relationship with God, self, others and all creation." It creates the bedrock of faith for our mission and ministry as the body of Christ in the world. Those who have been able to gather virtually have dared to speak of where God is, or is not, in your lives. Because of your shared stories, needs, questions, doubts, joys, sorrows, celebrations, fears and laughter, you are a stronger community as you've gotten to know one another in a whole new "Hollywood Squares" way!

Thanks to the capable leaders of the variety of faith sharing opportunities:

- Stewardship Team for *Faith Filled Generosity* series.
- Vestry for the *Shaping the Future of St. Paul's* discussions.
- Lenore Morse for creating and facilitating the ongoing anti-racism book group, which has begun to meet with members of St. Thomas & Grace, Brandon, VT.

Sunday school pre-Covid and the one fabulously fun and important outdoor youth gathering with s'more's and outreach conversation are at the heart of who St. Paul's is. Sadly, it is also the people and ministry that has been profoundly affected by not being able to come together in the flesh.

THE LORD IS MY SHEPHERD, I SHALL NOT BE IN WANT...

Pastoral Care is overseen by Deacon Lucy Pellegrini. Thanks be to God! At ¼ time, I am grateful that St. Paul's is a community who knows how to reach out to one another in support and prayer. Thank you to those who joined the Calling ministry early in the days of Covid-19. Continued cards, calls and emails to those who are not seen at a Sunday zoom or a meeting or book group have been a blessing.

The Re-Start Team of Laurie Earle, Lenore Morse and Lucy Pellegrini spent untold hours on guiding us to a safe use of buildings and one outdoor service. Words cannot express my gratitude.

WE TOOK SWEET COUNSEL TOGETHER...

Happily, after realizing a Letter of Agreement (contracts) had not existed over the years for the Music Director and Sexton that has now been remedied.

St. Paul's is blessed to have two faithful folk who give the best of themselves for you and to you. I am grateful for Music Director, Judy Woods and Deacon Lucy Pellegrini who are partners in ministry. Judy has shown such kindness, patience, good humor and faithful service through the changes and challenges (including working with me!). Bless her for picking up other duties in light of losing time with choir, etc.

To get to serve with a deacon like The Rev. Lucy Pellegrini is a blessing to behold. She has been my co-conspirator and trust confident. I can't imagine this past year without her.

Faithfully submitted,
The Rev. Sherry Osborn
Interim Pastor

14.January.21

DEACON'S REPORT

It was nearly a year ago that our new bishop came to St. Paul's for her annual visit. It was at that time that the Rt. Rev. Dr. Shannon MacVean-Brown introduced me as the deacon.

That was a homecoming to a church that is so close to my heart, so familiar, as well as an opportunity to work with the newly called interim, the Rev. Sherry Osborn. Abruptly, all that was turned upside down by COVID. Morning Prayer became the service of the day.

Since then, my ministry has adapted to our reality. I did offer private communions before the shutdown prevented pastoral visits anywhere. I make phone calls to a number of parishioners. There is now a 'calling group' that has made contact with everyone in the parish. I update the parish prayer list based often on those phone calls, and often bid the intercessions.

Every parish was encouraged to have a Restart Team to help navigate the building use and the various health requirements. I serve with Lenore Morse, under the capable direction of Laurie Earle. We managed one outdoor gathering before the COVID numbers began to rise again. The whole parish is yearning for face to face meetings and hugs. Like so many others, my new skill set includes VOSHA certification.

Other parish involvement has included food deliveries to the Vergennes Food Shelf and coordinating with Judy Martel, anti-racism protests on the Green, re-vitalizing the front gardens which remains a work in progress with Judy Woods and Rebecca Chauvin, the anti-racism book group, delivering poinsettias, working with Mary Gordon in re-organizing the sacristy, preaching twice, working with and supporting the four lay Morning Prayer leaders, and offering pastoral support.

Clergy are encouraged to be active at the diocesan level, and I am one of the leaders of the "Disturbance of Deacons", as Bp. Tom referred to us. I have been one of four clergy charged with training new Morning Prayer lay leadership, and am also part of a group working to develop a new model for paths to ordination, especially for deacons. I am so thankful that Bp. Shannon organized the Green Mountain Online Abbey that I attend regularly, on ZOOM of course. She has also convened regular ZOOM meetings of all diocesan clergy, every two weeks, since COVID restricted gatherings. Our interim was the spiritual leader for a very meaningful and much appreciated ZOOM retreat in Advent.

My great joy is being back at St. Paul's, and consider it a blessing to be serving alongside Sherry in these times of challenge and change and, hopefully, renewed energy to be Christ's hands in the world.

Respectfully submitted,
Lucy C.B. Pellegrini, Deacon

SENIOR WARDEN'S REPORT

2020 was a year of change in every way for St. Paul's. We began the year on such highs – we joyfully called The Rev. Sherry Osborn to be our interim pastor, we had the pleasure of hosting our new bishop, The Rt. Rev. Dr. Shannon MacVean-Brown, at a beautiful evening service of celebration on January 30, in which the bishop then appointed The Rev. Lucy Pellegrini to be our deacon for the interim time! Our hearts were full, we were surrounded with blessings, we had so much to be thankful for and so much to look forward to. However, after only a few Sundays of in-person worship with our new pastor, the world, our country and our community were thrust into a global health pandemic where we had to shut our church doors and cease worshipping together in our building for the safety of all. As a faith community, at a time when we needed the support of each other the most, we were forced to be apart. It was devastating, disorienting and confusing. We were put to the test to figure out creative ways to stay connected. All of our computer and tech skills were also put to the test – as well as our home Wi-Fi connections – as our parish ventured into the world of online worship through Zoom church services.

During these many months of being apart we have worked hard to offer a meaningful way to connect through our weekly online services, which although not perfect, have proven to be a blessing for many in our congregation. We all agree that these virtual services do not feel the same as being together in our church, but we have also experienced the emergence of some renewed connections and appreciation of shared leadership, as we face one another each week through our screens. We also continue to connect through phone calls, emails and sending cards, especially with members of our church that have been unable to join us at our weekly services. With the

help of our diocese we quickly pivoted to safely offer online giving. And our newly formed parish restart team has worked hard under diocesan guidance to begin to offer socially distanced outdoor worship. We look forward to more of these outdoor services once the weather permits and state regulations allow.

The business of the church has also continued during this time of being apart, though that too has looked different. Our vestry continues to meet monthly via Zoom, where for the majority of this year we have worked hard to ponder who we are and how we envision our future together as a church and within our community. These hours of study and self-reflection, together with the information-gathering survey that the vestry sent out at the end of the year and our Sunday discussions during Advent, is how we will all work together to shape the future of St. Paul's. This interim time is the space we need to thoughtfully work on how we envision the future of our church as we prepare to call a new rector. We look forward to continuing these discussions together in the new year. A ministry discernment committee will be formed soon as we take the next steps towards making this call.

As I reflect on this year I would like to say thank you to everyone for supporting me as Senior Warden. When I accepted this position, little could I have imagined the tasks that were ahead. This has been a spirit led year full of faith, hope, love, struggles and surprise blessings, where, together with the vestry and Sherry, I have tried my hardest to lead with my heart, to keep us all connected and to keep St. Paul's a vital part of all of our lives. Even in this year of uncertainty and unprecedented challenges, I am humbled that God believed I could do this.

St. Paul's is so blessed to have Sherry and Lucy as our clergy for the interim time, but we are also so blessed to have YOU – a congregation that is saying yes to new leadership roles within our church. From leading Morning Prayer services and technical admin for online Zoom worship to creatively keeping music part of our services and coordinating projects with our children at a distance, so many of you are helping lead all of us forward.

This shared leadership is truly a gift we give to each other. It sustains us, it strengthens us, it further unifies us and it deepens the meaningfulness of our gatherings. This year has proven that together, despite obstacles and distance, we are the church.

Respectfully submitted,
Rebecca Chauvin

JUNIOR WARDEN'S REPORT

The church is checked once a week during below freezing weather to make sure the heating system is working. During a December check it was discovered the Parish Hall had run out of gas but luckily the outdoor temperature was not cold enough to freeze any pipes.

If the Church had Wi-Fi, we would be able to monitor the temperature remotely like the Rectory, as well as stream services. Wi-Fi service can be provided by a landline or a cellular router, and since we have a Vtel cellular antenna in the bell tower, the representative of that account was contacted to determine if they would provide a router free of charge. They are not able to do that for various reasons, but did provide an estimate for monthly service, which will be compared to the cost of a landline to decide which one is the most economical - stay tuned for updates.

As many of you noticed, the lights on the green that usher in the Christmas season were joined for the first time by our beautiful windows, lit from indoors at night. This seems like a simple way our church can contribute to the community, especially during a Christian holiday.

Respectfully submitted,
Chris Hale

STRATEGIC INVESTMENT IN SACRED PLACES (SISP) REPORT

The stained glass windows project was finally completed in June 2020 when the storm windows were installed. What a difference from the old coverings! The windows look beautiful, and it's so nice to have the added protection. This past Christmas, the lights were left on in the church, and it was such a beautiful backdrop to the festive look in the park.

Due to Covid, our team has not met this year, and we have put the Park Street Community Project on hold. As St. Paul's continues to discern its path forward, it seems likely that this project will be discussed again when the time is right.

Respectfully submitted,
Bo Price

FLOWER GUILD REPORT

Although our year began with fresh flowers on the altar, due to the pandemic this ministry had to go dormant for the majority of 2020. A few highlights of the year however have been the beautiful flowers that Mary Gordon often brought with her to Zoom church services, the lovely fall mums that accompanied our outdoor in-person worship service in Lenore's backyard and the festive wreaths that adorned the doors of our church, parish hall and rectory buildings this past Advent and Christmas season. Our Flower Guild members for the 2020-2021 year are: Mary Gordon, Louisa and Nan Guilmette, Mary Beth Hamilton, Kim Hatgen, Diane Merrill, Lenore Morse, Anne Sevee, Josie and Rebecca Chauvin.

We all look forward to once again sharing our backyard bounty of flowers with the congregation once we are able to resume in-person worship.

Respectfully submitted,
Rebecca Chauvin

CHOIR 2020

We sang at a special service to welcome Bishop Shannon, Sherry, and Lucy. We also sing hymns and anthems that correspond to the day's scripture readings and season of the year.

That small but mighty group includes: Bo, Bonnie, Mary Beth, Cricket, Bob, and Greg. Thank you to other members who have offered music on Zoom and filled in when Judy was away: George, John, and Johna. Also, thank you to George and Rebecca for making the organ background lovely and recording the carols for the Christmas Eve service.

During the season of Lent, our in-service singing and practices came to a temporary halt. But even though we have not been able to meet in-person, our voices have kept on singing! Each Sunday morning on Zoom, we gather as a congregation to worship and sing two or three hymns of praise.

Respectfully submitted
Judy Woods

ALTAR GUILD

Altar Guild. The Guild members are: Mary Cassidy, Mary Gordon, and Maureen Jennings. We are responsible for the care of the Sanctuary & for preparation for each service. Serving on the Guild is a quiet & joyful service to God & the Parish Family. We all look forward to serving again as soon as it is deemed safe to do so.

Respectfully submitted,
Mary Gordon

SUNDAY SCHOOL

Sunday school has not been held regularly since in person services were stopped, besides one in-person gathering on the rectory lawn around a portable fire ring where they discussed ideas how they could continue with their baptismal covenant lessons. Zoom does not seem to have the same appeal and perhaps the fire-ring class could resume when in-person outdoor gathering is allowed.

Some activities children participated in were painting small colorful rocks with inspirational messages that were placed on the lawn area during the summer, Black Lives Matter signs, and making holiday decorations at home that were attached to the church stairs railing.

Respectfully submitted,
Chris Hale

BOYS AND GIRLS CLUB

For the past several years during the school year, St. Paul's women have delivered snacks to the Vergennes Boys and Girls Club every Wednesday. Although the Club membership has been about thirty-five youth in past years, due to Covid-19, the club now serves twenty students, and we bring cookies/bars and fruit for everyone on Wednesdays.

This year the following members of St. Paul's are donating snacks: Amanda Bodell, Laurie Earle, Mary Gordon, Kim Hatgen, Cricket Laidman, Judy Martel, Diane Merrill, Bo Price, Sarah Stroup, Judy Woods, and yours truly. This academic year each person will bring snacks only three times, a much appreciated community service. Please contact Lenore Morse if you have time to participate, and if needed, I'm happy to deliver the snacks.

Respectfully submitted,
Lenore Morse

ST. PAUL'S OUTREACH REPORT 2020

Committee members: Laurie Earle, Mary Gordon, Margaret Lowe, Judy & Lee Martel, Lenore Morse

In 2020, the committee made the following disbursements:

- Episcopal Relief and Development - \$500
- Addison County Open Door Clinic -\$400
- Boys and Girls Club of Vergennes - \$400
- John Graham Shelter - \$200
- Doctors Without Borders - \$100
- Table of Grace - \$100
- United Way Back to School - \$100
- American Friends of the Episcopal Diocese of Jerusalem - \$100
- Vergennes Food Shelf - \$500 (automatic - twice a year in spring and fall)

There was a remainder of \$365 after these gifts. The Vestry voted to give \$200 to Womensafe and \$165 to Brookhaven Treatment Center.

Prior to March, one committee member volunteered at the Table of Grace community meal which now occurs every other month at the Vergennes Congregational Church. The meals are currently on hold.

Prior to March, the Vergennes Food Shelf continued to be faithfully served by a number of committee members and additional parishioners three (and more) days each week. Due to the risks and restrictions associated with the Covid-19 pandemic, those volunteers have been unable to serve since then. One parishioner has assisted from time to time.

Prior to March, committee members and parishioners provided snacks weekly for the Boys and Girls Club after school program. We have 10-12 volunteers making snacks. The club is settled into its new facility. Staff and

attendees continue to appreciate our snack contributions on Wednesdays. Once schools began to partially reopen in the fall, we resumed our usual rotating schedule for providing snacks. For 2020, the Outreach committee 'met' once via e-mail.

Respectfully submitted,
Laurie Earle

RESTART COMMITTEE

This Committee was formed in early June 2020. All completed the mandated VOSHA training. After Diocesan guidelines were made available we had our first Zoom meeting on June 24 to review those and begin the planning process. In Phase 1, all church buildings were closed, with any activities occurring remotely via telephone, Zoom, or other online platform.

We met almost weekly on Zoom, and communicated by email in between. By July 5, first draft of the Phase 2 (use of the church office only) plan was mostly completed. We received a format template from the Diocese on July 7, and began to enter our information using Google Docs. During this time we also began acquiring hand sanitizer, cleaning supplies, disinfectant wipes, gloves, and masks, and began obtaining and creating the required signage.

The committee sent the Phase 2 plan to the vestry for review on July 15, and was sent to the Diocesan Restart Team on July 19. We continued to work on placing a sign-in log and other necessary guiding documents to enable the use of the church office by a specific limited list of parishioners.

We were approved for Phase 2, and received the Diocesan format for Phase 3 (holding outdoor services) on July 27. After reviewing that and related documents, we began completing the Phase 3 format on August 10. In addition to weekly Zoom meetings, we met to measure potential outdoor spaces at St. Paul's & Lenore's, settling on Lenore's back yard as the most accessible and largest space to accommodate the required distancing.

We completed our Phase 3 proposal on August 24, as a survey (thanks to Rebecca and Sherry!) went out to our parishioners for feedback on outdoor services and the importance of various aspects of our liturgy, so we could look ahead hopefully toward the future and maybe planning for Phase 4. It was approved by the vestry and emailed to the Diocesan Restart Team on August 31. Phase 3 was approved on September 7, and Rebecca began compiling our survey results.

October 11 was selected as the date for our first outdoor service. Calls, emails, letters, website and Facebook invitations went out. Lots of emails, Zoom meetings, and coordinating of volunteers, space set up, etc. ensued, culminating in an outdoor service on a chilly but clear Sunday morning. 29 parishioners attended in person and 3 attended via Zoom.

We began planning for another outdoor service, selecting November 15, hoping for cooperative weather. Invites were sent out on November 2. By the 11th, we had 21 yes responses. While the weather may have cooperated, the Covid-19 virus did not, and the numbers of positive cases began increasing at an alarming rate. By the 13th, we came to the conclusion that the safest approach was to cancel our outdoor service and meet on Zoom. On that same day, Bishop Shannon directed all parishes to return to remote-only services as of November 15.

Committee Members: Laurie Earle, Lenore Morse, Lucy Pellegrini, with support and assist of Sherry Osborn and Rebecca Hoffman Chauvin

**Note: If interested in a complete explanation of the Reopening Guidelines and Phases, please see the Diocesan website:

https://diovermont.org/wp-content/uploads/2020/09/Dio_Vermont_Reopening_Guidelines_Version_2_RV3.pdf

Respectfully submitted,
Laurie Earle

STEWARDSHIP COMMITTEE REPORT

On four Sundays this fall, October 18th through November 8th, our Zoom service included readings from The Episcopal Network for Stewardship (TENS) 2020 campaign, Faith-Filled Generosity. Our Stewardship committee members offered their own reflections and lead some lively discussions.

For those who were not able to participate in zoom, here are some of the questions that we were able to discuss:

- *How does practicing your faith help you recognize all the gifts God has given you?*
- *How are you giving to God the things that are God's through your time, talent and your treasure?*
- *When you have a sense of living within Faith-Filled Generosity, what actions do you see emerging in your life?*
- *Do you get stuck in the anxiety of stewardship and just how much it takes to run a church?*

The Stewardship Committee wants to thank everyone for all of their generosity and commitment to St. Paul's for 2020. The 2021 pledge summary is provided below.

Bo Price, Bob Laidman, Madelaine Calise, Chris Hale, and Sarah Cowan

Respectfully submitted,
Bob Laidman

STEWARDSHIP PLEDGE SUMMARY

As of January 13, 2021 we have a total of 24 pledges for 2021. We sent out 43 stewardship letters this fall and received responses from 26 people.

Total intentional gifts (pledged) is \$52,858; this is about \$1,500 less than last year.

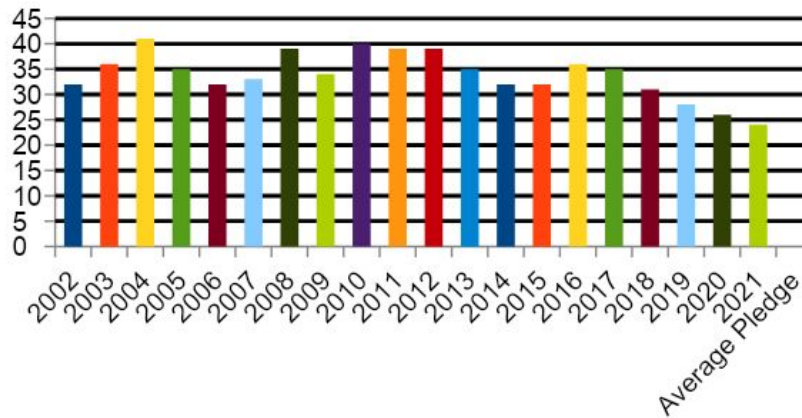
Statistics			
6	New Pledges		
10	Increased Pledges		
7	Kept same Pledge		
1	Decreased Pledges		
5	Did not pledge this year but have before		
1	Departures since last year		
1	Pledger died this past year		

Total to date:	\$52,858	As of 1/11/2021
# Pledges to date:	24	
Average Pledge	\$2,202	
New pledgers added total:	\$6,520	

A new pledge is anyone who did not pledge last year (but they may have pledged before last year.) There was about \$10,100 in increased pledges this year (either new or increased) and that helped offset about \$10,400 in decreased or lost pledgers.

PLEDGE SUMMARY CHARTS

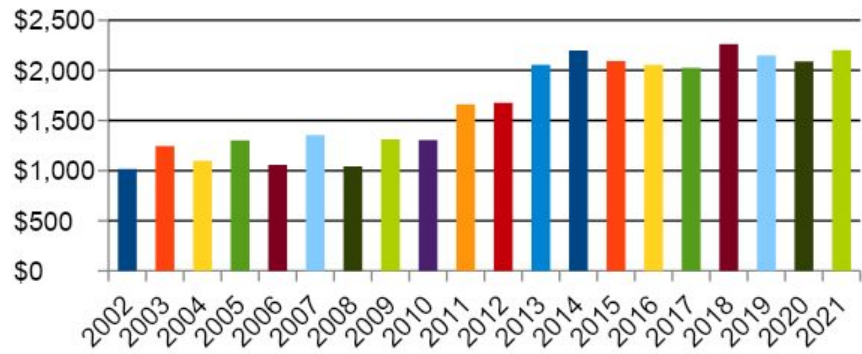
Number of Pledges



TOTAL \$ Pledged



Average Amount Pledged per Year per Family



Saint Paul's Vergennes Finance Report for Dec 2020 – 12.31.20

Consolidated General Checking, Designated, ECW and Swift Accounts

INCOME			
	2020 Year to Date	2020 Budget	%
NORMAL OPERATING INCOME			
1404-1 Anonymous Plate Cash	387.00	2,000.00	19%
1404-2 Holy Day Offerings	50.00	750.00	7%
1404-3 Pledge Current Year	47,370.14	52,516.00	90%
1404-4 Pledge Prior Year	363.00	500.00	73%
1404-5 Pledge Next Year	-	500.00	0%
1406-1 Unit Trust Fund Endowment Dividend	12,993.07	13,500.00	96%
1406-2 Unit Trust Fund Endowment Principle	-	-	0%
1406-3 Designated Fund Transfers	-	-	0%
1408-1 Use of Building Income	150.00	900.00	17%
1408-2 VTEL	9,277.00	9,400.00	99%
1409 Fundraising	-	1,500.00	0%
1410 Unexpected Undesignated Gifts	4,687.00	1,600.00	293%
1412 Miscellaneous Income	-	75.00	0%
1413 General Checking Interest Earned	-	1.00	0%
1414-1 Donor Designated For Normal Operations	7.00	10.00	70%
1430-2 Donor Designated For Flowers	-	750.00	0%
Normal Operating Income Total	75,284.21	84,002.00	90%
NON OPERATION INCOME			
3410 Gifts to Capital Improvements	17,157.00	-	0%
3412 Hanson Fund Interest	542.68	510.00	106%
3413 Property Improvement Fund Interest	812.06	760.00	107%
3414 Wills Fund Interest	612.76	560.00	109%
3415 Fund Raising for Capital Improvements	-	-	0%
3445 Gifts for Memorial Fund	275.00	-	0%
3460-1 Special Offerings	441.00	500.00	88%
3460-2 Holiday / Easter Flowers Fund	-	-	0%
3480 UTO Fund	-	-	0%
3490 Designated Accounts Interest	34.91	5.00	698%
NON OPERATION TOTAL	19,875.41	2,335.00	851%
4070 Grants from the Diocese of Vermont	-	-	0%
4071 Loans from the Diocese of Vermont	-	-	0%
4072 Loan SBA PPP/EIDL	14,400.00	-	0%
LOANS AND GRANTS TOTAL	14,400.00	-	0%
TOTAL ALL INCOME	109,559.62	86,337.00	127%

Page 2 Dec 2020 Finance Report			
DISBURSEMENTS			
DIOCESE AND WORK OUTSIDE PARISH	2020 Year to Date	2020 Budget	%
1701 Diocesan Assessment	16,416.00	15,000.00	109%
1702 Outreach from Budget	3,515.00	3,515.00	100%
1705 Bishop's Discretionary Fund	441.00	-	0%
Sub Total	20,372.00	18,515.00	110%
NORMAL PARISH OPERATING EXPENSES			
1711-1 Clergy Stipend - Clergy Health Insurance	-	2,389.00	0%
1711-2 Clergy Stipend - Clergy Housing Equity	2,917.75	3,183.00	92%
1711-3 Clergy Stipend - Clergy SECA Offset	984.44	1,104.48	89%
1711-4 Clergy Stipend - Clergy Stipend	12,163.54	11,254.60	108%
1713-1 Supply Clergy	280.12	3,000.00	9%
1713-2 Deacon Travel Reimbursements	-	-	0%
1713-3 Clergy Travel Reimbursements	-	250.00	0%
1714-1 Organist Compensation	6,889.85	6,934.72	99%
1716 Church Pension Fund Premiums	3,101.88	2,797.57	111%
1718 Church Share of FICA	1,613.38	430.00	375%
Total Personnel Expenses	27,950.96	31,343.37	89%
1721 Sunday School	-	150.00	0%
1722 Youth Ministries	-	-	0%
1723 Adult Education	-	50.00	0%
1724 Parish Life & Hospitality	50.00	150.00	0%
1726 Flowers and Altar Supplies	308.00	900.00	34%
1727 Liturgy and Worship Material	787.67	550.00	143%
1728 Music	-	625.00	0%
1729 Stewardship Development	-	200.00	0%
Total Church Program & Development	1,145.67	2,625.00	44%
1731 Postage	289.30	375.00	77%
1732 Bulletins and Printing	-	-	0%
1733 General Office Supplies	-	100.00	0%
1734 Photo Copier Costs	1,127.48	950.00	119%
1736 Telephone and Broadband Services	1,255.00	1,200.00	105%
1737 Bookkeeping and Audit	675.75	425.00	159%
1738-1 Computer Expenses	-	100.00	0%
1738-2 Web Site Expenses	204.00	250.00	82%
1739 Bank Charges	23.87	50.00	48%
Total Administration Costs	3,575.40	3,450.00	104%

Page 3 Dec 2020 Finance Report			
DISBURSEMENTS CONTINUED			
	2020 Year to Date	2020 Budget	%
1741 Snow Removal & Yard Care	-	500.00	0%
1742 Trash Removal	693.11	700.00	99%
1743 Cleaning Services	250.00	2,100.00	12%
1744 Minor Repairs / Maintenance	5,572.66	2,000.00	0%
1745 Supplies & Other Building Expenses	555.68	500.00	0%
1745B Organ/Piano Maintenance	235.00	500.00	47%
1746A Rectory Heating Fuel (Subtotal: \$998.03)	-	2,200.00	0%
1746B Church Heating Fuel (Subtotal: \$2575.51)	-	4,000.00	0%
1746C Parish Hall Fuel (Subtotal: \$597.13)	-	1,100.00	0%
1746D Gas for Cooking (Subtotal: \$)	-	75.00	0%
1747A Rectory Electric Energy	455.51	500.00	91%
1747B Church Electric Energy	985.76	1,000.00	99%
1748 Water and Sewer	1,386.40	1,386.40	100%
1749 Comprehensive Insurance	4,586.00	4,450.00	103%
1746 Jackman's Budget	5,215.00	-	0%
Total Property and Equipment Costs	19,935.12	21,011.40	95%
1751 Advertising	-	-	0%
1752 Diocesan Convention Costs + Clergy Conf	100.00	275.00	36%
1753 Gifts for Members	-	-	0%
1754 SISP	-	-	0%
1758 Annual Meeting Expenses	-	-	0%
Total Miscellaneous Expenses	100.00	275.00	36%
Total Regular Parish Operating Expenses	52,707.15	58,704.77	90%
TOTAL ALL OPERATING EXPENSES	73,079.15	77,219.77	95%
SPECIAL AND NON OPERATION EXPENSES			
3901 Ministry from Wills Fund	1,500.00	-	0%
3902 Wills Fund Disbursements	-	-	0%
3904 Transmit of Special Offerings	475.00	500.00	95%
3905 Personal Assistance Grants	-	-	0%
3910 Capital Building Improvements	10,500.00	-	0%
3911 Repay Butterfield Loan	17,808.59	-	0%
3915 Capital Equipment	-	-	0%
Total Non-Operational Expenses	30,283.59	500.00	6057%
TOTAL ALL DISBURSEMENTS	103,362.74	77,719.77	133%
Operating Income less Operating Expenses	2,205.06	6,782.23	33%
Total Income less Total Expenses	6,196.88	8,617.23	72%

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TRANSFERS			
From St. Paul's Designated Funds			
From St. Paul's Operating Account	(441.00)		
TO St Paul's Designated Funds	441.00		
TO St Paul's Operating Account			
TOTAL TRANSFERS	-		
ASSETS AND LIABILITIES			
Fund Balances		Unrestricted	Restricted
Regular Check Book (as of 12.31.2020)		22,819.34	
Designated Account Funds Total (as of 12.31.20)			40,127.00
Hanson Fund			1,727.63
Sabbatical Reserve Fund			1,600.00
Property Improvement Fund			2,240.58
Wills Fund			949.68
Flower Fund			7.46
Youth Ministry Fund			1,578.74
Vestments			4,450.00
Linens			686.50
Accessibility and Lift Fund			5,000.00
SBA PPP Loan			14,400.00
Swift Funds			385.99
Memorials Fund			4,783.79
Unallocated Interest			73.29
Greenscape, Sidewalk, Windows			1,192.75
Rock Point Roof			-
VTEL Deposit			1,050.00
Rector's Discretionary Fund (12.31.18)			465.56
Total			40,591.97
Liabilities			
Diocesan Butterfield Loan			-
SBA PPP Loan/EIDL			(14,400.00)
Total			(14,400.00)
Diocesan Unit Fund .. Hickok and Boardman (as of 12.31.2020)			362,660.47
Total Cash Assets	411,671.78		
Assets-Checkbook	388,852.44		