

St. Paul's Episcopal Church
Steamboat Springs, CO

ANNUAL MEETING March 26, 2023

2022 Annual Report



St. Paul's Episcopal Church

Annual Report of 2023
St. Paul's Episcopal Church, Steamboat Springs

Rooted in Love; Growing in Faith

Dear People of St. Paul's,

The pages of this document contain a snapshot of St. Paul's ministry in 2022, glimpses of our participation in God's mission in this community, and some silhouettes of images we see emerging before us. We have assembled them for two reasons:

- To better communicate with all our members – near and far – the extent of our response to the Holy Spirit's direction among us, so that
- We may capture qualitatively and quantitatively a picture of who we are and who we are becoming, to better discern who we are called to be.

Contributors to this report include many of you – lay participants in the life and worship of St. Paul's who have responded to the Spirit's urging to lead, coordinate, direct, guide, inform, mentor, and support ministries which give us life and provide life to the world. Some of you have been serving in this capacity for many years, while others of you have recently leaned in, bringing new ministries, resurrecting dying ones, and continuing established ones with faithfulness and excellence. I am grateful for your leadership, both for the work you have done and are doing, and for your example as encouragement to us all to give of our resources towards the fulfillment of God's Kingdom.

We have much to celebrate from 2022, and much by which to be encouraged. As we look towards the year ahead, we also have much opportunity to grow and flourish in our mission and ministry, along with all the challenges that come with this growth. My hope, as we read through these pages, is that we all may see Christ at work among us, hear where Christ is calling us to action, and respond with the gifts Christ has blessed us with to make his name known.

In Jesus Name,

A handwritten signature in cursive script, reading "Catie Greene".

The Rev. Catie Greene
Rector

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AGENDA

Opening Prayer & Call to Order	The Rev. Catie Greene	5 min
Ratification of Amended By-Laws	The Rev. Catie Greene	5 min
Approval of 2022 Annual Meeting Minutes	The Rev. Catie Greene	5 min
Leadership Liaison Report	Dave Kinnear & Tracy Detwiler	10 min
Facilities Liaison Report	Duane Erwin & Dana Patten	10 min
Finances Liaison Report	Bill Murray	10 min
Genesis II Renewal Project report	Ian Engle	10min
2023 Budget Presentation	Lisa Schmierer	10 min
Vestry Nominations & Election	The Rev. Catie Greene	5 min
Rector's Report	The Rev. Catie Greene	10 min
Thank you's	The Rev. Catie Greene	5 min
Closing Prayer	Dave Kinnear	5 min

Church Membership and Voting Eligibility

There is one essential category of membership in the Episcopal church - that of baptized member. The canons say that to be a baptized member, one's baptism must be recorded in the Church. (Thus, one could be *baptized* but not considered a *baptized member of the Episcopal Church* if that baptism is not recorded in the Episcopal Church.)

Within that category of "baptized member" one may also fall under the following subcategories:

- a **communicant** (having had spiritual or physical communion in this Church at least three times during the preceding year);
- **in good standing** (meaning that "for the previous year [the person has] been faithful in corporate worship, unless for good cause prevented, and ha[s] been faithful in working, praying, and giving for the spread of the Kingdom of God");
- a **confirmed (or received)** member (meaning that the person has had a laying-on of hands by a Bishop of this church through 1. adult Baptism, 2. Reaffirmation of adult Baptism, 3. reception in this Church as a baptized person who has had the laying on of hands by any Bishop in historic succession (ex., confirmed in the Roman Catholic Church or ELCA), or 4. being confirmed or received as a baptized person, such confirmations and receptions being required to be recorded in the Parish Register;
- an **adult member**, stated to be someone aged 16 or over. Of note is the practice, usually codified in diocesan canons and/or parish bylaws, of requiring vestry members to be adult members aged 18 or over for purposes of legal competency in the making of contracts and such. For St. Paul's, the canons say merely "adult" - it is our Bylaws that require the age of 18 for vestry membership. (According to our Bylaws, adult members aged 16-17 may vote in parish-wide meetings but not serve on the vestry.)

One's baptism is originally recorded in the church register at which the baptism took place, and one's confirmation is recorded in the register in the church of which the confirmand was a member at the time of their confirmation. If and when people move to a different church community, they are responsible for transferring their membership records, and the new church community is responsible for instructing them in this process. We, at St. Paul's, have faltered in these responsibilities over the years, leading to inaccurate record keeping. Consequently, we may have recorded in our database acknowledgement of one's baptism and confirmation, without actually possessing the letters of transfer confirming them. We may also have an awareness of one's baptism, but no record of it in our database or otherwise. This is a situation we share with many Episcopal churches, and many of the folks that currently make up our church community can trace back three or more church changes before locating their original records. In addition, there are some in our congregation who are active in two congregations, or whose baptism records just can't be located, adding an additional level of complexity to our record keeping.

In preparation for our Annual Meeting, to assess eligibility to vote both on the proposed amendments to our current by-laws, and within the meeting itself, the Rector has taken steps in good faith, if not canonical practice, to identify the voting membership. Utilizing St. Paul's database, the Rector has identified adult communicants in good standing

with St. Paul's. Where we have baptism and confirmation records, we have indicated this next to their names. Where we are missing record of baptism and/or confirmation or reception in the Episcopal Church, we have requested individuals to please either confirm or update our records. When finalized, this list will be presented and utilized for voter eligibility at the Annual Meeting.

In addition, there will likely be two classifications of voter eligibility at the Annual meeting – one to vote on the proposed amendments to the Bylaws, which vote has to be conducted according to those Bylaws, and one that will exist if those amendments are passed. Our current Bylaws from 2007 state that *“No member shall be qualified to vote at any meeting of the Church unless that member is a confirmed adult communicant of this Church in good standing, as shown by the Parish Register, and a regular contributor.”* This means that only those St. Paul's members identified as confirmed, adult, a communicant, and in good standing with St. Paul's are eligible to vote on the proposed amendments to the by-laws.

The amended Bylaws, if passed, will provide that *“No member shall be qualified to vote at any meeting of the Church unless that member is an adult communicant in good standing of this Church as recorded in the Parish Register,”* removing the requirement of confirmation. Therefore, all identified persons meeting these criteria will be eligible to vote during the Annual Meeting, should these amendments be ratified at the start of the meeting.

Bylaws
of
St. Paul's Episcopal Church of Steamboat Springs
As adopted by the ~~Vestry~~Parish on ~~December 18, 2007~~March 26, 2023

St. Paul's Episcopal Church of Steamboat Springs, Steamboat Springs, Colorado, a Parish acceding to the Constitution and Canons of the Episcopal Church and the Constitution and Canons of the Diocese of Colorado and being constituted by the Convention thereof, does hereby establish and adopt these Bylaws for the governance of the Parish in order to enable it to perform those responsibilities reposed upon it by Canon and to provide for its orderly governance.

Article I - Name

The name of the Corporation is "St. Paul's Episcopal Church of Steamboat Springs" (the "Parish" or "this Church"), sometimes known as St. Paul's.

Article II - Membership

All persons who have received the Sacrament of Holy Baptism with water in the Name of the Father, and of the Son, and of the Holy Spirit, whether in this Church or in another Christian Church, and ~~who's~~whose Baptism has been duly recorded in this Church, is a member thereof. No member shall be qualified to vote at any meeting of the Church unless that member is a ~~confirmed~~an adult communicant ~~of this Church~~ in good standing ~~of this Church~~, as ~~shown by recorded in~~ the Parish Register, ~~and a regular contributor. The Rector shall be the sole judge of such qualification and may, if deemed appropriate, consult with the wardens and treasurer on such decision.~~

Article III - Meetings of the Members

Section 1 - Annual Meetings and Agenda

An annual meeting of the membership shall be held in the ~~month of January or February~~ ~~first quarter~~ of each year at a time and place to be set by the Vestry. The Senior Warden and Rector shall set the agenda for the annual meeting in accordance with these Bylaws and the Articles of Incorporation of the Parish. In addition, the Senior Warden and Rector shall include a matter on the agenda of the annual meeting if ten or more qualified voting members have requested (in a writing delivered to the Senior Warden at least ten days prior to the annual meeting) that a matter be so included. The agenda of the annual meeting shall also include those items of business required by the Canons of The Diocese of Colorado, if any.

Section 2 - Special Meetings

A special meeting of the membership may be called by the Rector, either Warden, or two (2) Vestry members.

Section 3 - Notice of Meetings

Notice of the time, place, qualification of voters and purpose of any meeting of the membership shall be given at the Sunday services for not less than two (2) consecutive Sundays preceding the said meeting, or by publication, no less than ten days nor more than forty-five days in advance of the annual meeting, in any newsletter or other type of general communication regularly sent to all the members.

Section 4 - Presiding Officer

The Rector shall preside at meetings of the members, or by his/her request, either the Senior Warden or Junior Warden, in that order, or any member of the clergy assigned by the Diocese of Colorado to serve in the Parish may preside at the meeting. The Rector may request a Warden or clergy member to preside even though the Rector is present.

Section 5 - Quorum and Voting

A quorum at a members' meeting shall consist of 10% of qualified voting members. Each person present shall have one vote. Written proxy votes may be cast by any qualified member of the Parish, utilizing such form as may be provided by the person presiding over the annual meeting.

Article IV - Elections

Section 1 - Annual Elections

Positions to be filled by election at the annual meeting are the open elected positions on the Vestry. ~~The delegates and alternates to the Annual Convention of the Diocese of Colorado, and the Diocesan Regional assemblies may be elected at the Annual Meeting or appointed by the Rector, in the Rector's discretion, in accordance with the Canons of the Diocese of Colorado. In the event that any delegate so selected shall be unable to so attend, the alternate designated shall be in accordance with the order of election or appointment.~~

Section 2 - Election Procedures

A majority vote shall be required to pass any measure at the annual meeting, unless a greater percentage is required by law. The election shall be held by secret ballot at the request of any member, or in the event of an election contest.

Section 3 - Time of Taking Office

All Vestry members elected at the annual meeting shall take office on the first Sunday following the Annual Meeting, and shall be installed at the principal Sunday service held on that day.

Article V - Vestry

Section 1 - Who Constitutes

The Rector, Senior Warden, Junior Warden ~~and, plus~~ a minimum of three (3) and a maximum of nine (9) additional members (the number being fixed by resolution of the Vestry each year at least 30 days prior to the election), shall constitute the Vestry. Until the Annual Meeting to be held in 2024, Vestry members shall be ~~confirmed~~ adult communicants ~~of this Church~~ in good standing of this Church of the age of eighteen (18) years or over. To be eligible for election to the Vestry at and after the Annual Meeting in 2024, Vestry members shall be confirmed and/or received adult communicants in good standing of this Church of the age of eighteen (18) years or over, and regular contributors to the support of the congregation by pledge or otherwise.

Section 2 - Terms of Office

a - Wardens shall be ~~appointed~~ elected by the ~~Rector~~ members of the Parish for a ~~two (2)~~ one (1) year term, ~~and shall serve until replaced. Wardens may serve, renewable by election for not more than up to two (2) additional consecutive terms of office. The Senior warden may be nominated by the Rector.~~

b - Other Vestry members shall be elected for a three (3) year term, ~~and shall serve until replaced.~~ Elected Vestry members' terms shall be staggered. Elected Vestry members may serve for not more than two (2) consecutive terms of election.

Section 3 - Meetings

a - The Vestry shall meet not less than every two months for its regular meetings. The Vestry, at its first meeting held after the annual meeting, shall set the time and place for its regular meetings for the succeeding year. No notice of such regular meetings thereafter need be given.

b - Special meetings of the Vestry may be called by the Rector, either Warden, or two (2) Vestry members. Notice of such special meetings must be delivered either orally or in writing not less than five (5) days prior to the date of the said meeting, stating therein the purpose of the meeting.

Section 4 - Vacancies

a - A vacancy upon the Vestry may be created by any of the following:

1 - Resignation or disability;

2 - Any member's failure to attend three (3) consecutive meetings of the Vestry, which shall constitute a presumptive resignation of the absent member; or

3 - Failure to attend at least sixty percent (60%) of all meetings of the Vestry and membership for the year preceding an annual meeting, which shall constitute a presumptive resignation of the absent member.

b - In the event of a vacancy occurring under section 4.a.1 or 2, the remaining members of the Vestry shall fill the unexpired term by appointment. In the event of a vacancy occurring under section 4.a.3, the membership of the Parish at the Annual Meeting shall fill the vacancy by election for the balance of the unexpired term.

Section 5 - Powers

The Vestry shall be the governing body of the Church and vested with all powers conferred upon it by statute, canon, the Articles of Incorporation and these Bylaws and such other powers as may be necessary to carry out the legal purposes of the Parish.

Section 6 - Quorum, Participation and Voting

A quorum shall be a majority of the total members of the Vestry. A Vestry member may participate in any meeting by speaker telephone or other electronic means by which all members of the Vestry participating in the meeting may hear and communicate with each other simultaneously. Each Vestry member shall have one vote, and a majority vote of the Vestry members present in person or by electronic means shall constitute the affirmative decision of the Vestry. No proxy votes shall be allowed.

Section 7 - Unanimous Consent in Lieu of Meeting

The Vestry may take action by unanimous written or electronic consent in lieu of a meeting. To accomplish unanimous written or electronic consent, each Vestry member shall be presented with and execute approval of an identical resolution or other proposed Vestry action. Such approval shall be manifest by the Vestry member's handwritten signature, or by delivery of the Vestry member's intentionally affixed electronic signature, sound, symbol, or process logically associated with the return of the resolution and otherwise executed in accordance with the Uniform Electronic Transaction Act, COLO. REV. STAT. §24-71.3-101 et seq.

Article VI - Officers

Section 1 - Rector

a - The Rector shall preside at all meetings of the Vestry. In his/her discretion, the Rector may request a Warden or any member of the clergy assigned by the Diocese to serve the Parish to preside. The Rector shall act as the Chief Executive Officer of the Parish and is vested with those powers conferred by canon. The Rector shall develop with the Vestry a job description and qualifications for the Rector, other clergy, paid staff, and key volunteers in accordance with the guidelines established under the Canons of the Diocese of Colorado.

b - No meeting of the Vestry shall be held without the Rector present unless the Rector has not objected to the meeting being so held, provided the Rector has received notice of the same as required by these Bylaws.

Section 2 - Senior and Junior Wardens

~~_____ **a** - Wardens shall be confirmed adult communicants of this Church in good standing of the age of eighteen (18) years or over and regular contributors to the support of the congregation by pledge or otherwise.~~

~~_____ **b**~~ **a** - The Senior Warden, in the absence of the Rector, shall assume the duties of the Rector to the extent permitted by canon and shall be responsible to aid the Rector in the spiritual growth of the Church. The Senior Warden shall monitor the financial activities of the Parish.

~~**eb** - In the absence of both the Rector and Senior Warden, the Junior Warden shall assume theirthe duties as is permitted by canon of the Senior Warden.~~

Section 3 - Clerk and Treasurer

a - The Clerk shall be ~~appointed~~delected by the ~~Vestry~~vestry ~~from among the communicants in good standing of the parish~~ and shall record and publish all meetings of the Vestry and membership, preserve the records, and have such other duties as may be prescribed by the Vestry. The most recent report of the Clerk shall be made available to the membership. Assistant clerks, if needed, may be appointed by the Vestry.

b - The Treasurer shall be ~~appointed by the Vestry~~electd by the vestry ~~from among the communicants in good standing of the parish~~ and shall have custody of all funds of the Parish, keep financial records and issue reports on the same to the Vestry as requested. The Treasurer shall remain in compliance with all applicable canons of The Episcopal Church and the Diocese of Colorado, and shall be bonded if such canons so require. The Vestry may appoint an assistant treasurer, if needed.

A financial report shall be submitted to each regular meeting of the Vestry. Quarterly, if so requested by the Vestry, a detailed financial transaction report will be submitted advising the Vestry as to budget expenditures and balances and setting forth the areas of budget deficit. All treasurer's reports will be summarized in the Clerk's report of each Vestry meeting and available upon request to any member.

Article VII - Miscellaneous Matters

Section 1 - Committees and Commissions

The Vestry may establish a Finance Committee, a Stewardship Committee, and an Endowment Committee. The Vestry may additionally establish such committees and commissions as it deems necessary to carry out the purposes of the Parish. The duties and powers of such bodies shall be set forth in the minutes of the Vestry.

Section 2 - Vestry Responsibilities - Liaison Responsibilities

The Senior Warden and Rector may assign an area of Church activity to each Vestry member who shall be responsible as the Vestry Liaison to oversee the assigned areas. The purpose of a Vestry Liaison is to help coordinate, encourage and facilitate the lay ministry of the Church.

Section 3 - Convention Delegates

_____ Lay delegates shall be appointed, no later than forty-five (45) days prior to the Diocesan Convention for which they are appointed, by the Vestry. The delegation shall include at least one (1) vestry member. Delegates to the Annual Convention of the Diocese of Colorado and the Diocesan Regional assemblies must be confirmed adult communicants ~~of this Church~~ in good standing of this Church. Delegates shall attend the Annual Convention and such other special meetings as may be called by the Diocese, and each shall represent the Parish as the delegate's conscience requires, unless given specific voting direction by resolution from the Vestry. Lay delegates to the Diocesan Convention shall serve one (1)-year terms, beginning with their appointment and ending upon the appointment of their successors.

Section 4 - Fiscal Year

The fiscal year of the Parish shall be the calendar year.

Section 5 - Rules of Order

The Vestry may set its own rules of order by custom or by resolution. In the event no rules of order are recognized, or if any Vestry member shall request, *Robert's Rules of Order*,

most recently revised, shall govern the conduct of all meetings of the Vestry and membership. In the event of the establishment of committees and commissions, the Vestry in the resolution establishing the same, may require the use of such rules of order by such committee or commission.

Article VIII - Adoption and Amendment

Section 1 - Notice of Proposed Amendment

Any proposal to alter, amend or repeal any part or all of these Bylaws must be submitted in writing to the Vestry at least thirty (30) days prior to the annual meeting of the membership and signed by the person or persons submitting the same. A copy of such proposal shall be provided to the membership not less than ten (10) days prior to the annual meeting by conspicuously posting a copy of the same within the church building.

Section 2 - Adoption of Amendment

These Bylaws may be altered, amended or repealed in whole or in part as set forth in Section 1 or this Article by a majority vote of the qualified members casting a vote at the annual meeting. The Amendment shall be effective upon the vote of the membership, and the amended procedures may be utilized for the balance of the meeting.

Article IX - Contracts, Loans, Checks and Deposits

Section 1 - Contracts

The Vestry may authorize the Rector or any Officer or Officers, agent or agents, to enter into any contract or execute and deliver any instrument in the name of and on behalf of the Parish, and such authority may be general or confined to specific instances.

Section 2 - Loans

No loans shall be contracted on behalf of the Parish and no evidences of indebtedness shall be issued in its name unless authorized by a resolution of the Vestry and in accordance with the applicable provisions of the Canons of the Diocese of Colorado, if any. Such authority may be general or confined to specific instances.

Section 3 - Check and Drafts

All checks, drafts or other orders for the payment of money, notes or other evidences of indebtedness issued in the name of the Parish shall be signed by such Officer or Officers, agent or agents of the Parish and in such manner as shall from time to time be determined by resolution of the Vestry.

Section 4 - Deposits

All funds of the Parish not otherwise employed shall be deposited from time to time to the credit of the Parish in such banks, trust companies or other depositories as the Vestry may select.

Article X - Reports, Books and Records

Section 1 - Reports

The Vestry shall prepare a written annual financial report listing the assets and liabilities of the Parish, and describing its affairs throughout the preceding year. Such report shall be available to members at reasonable times at the Parish office and shall be mailed to a member upon the member's written request. All such other reports as required by taxing and other governmental authorities shall be filed by the Parish.

Section 2 - Books and Accounts

The Parish shall keep at its principal office complete and correct books and records of account, required notices and minutes of the proceedings of its Members, Vestry and Committees, a record of names and addresses of the Members and the Vestry, and all written communications sent within the past three years as a communication made to all Members. All books and records may be inspected by any member to the extent provided by law, these Bylaws, or pursuant to any applicable Vestry policy.

The Parish shall comply with all applicable laws relating to the maintenance and disclosure of its financial, medical, business and other records.

Article XI - Indemnification and Insurance

Section 1 - Indemnification of Vestry and Officers

The Parish shall indemnify and hold harmless, to the fullest extent allowed by law, any person who at any time serves or has served as a member of the Vestry or Officer of the Parish. To be eligible for indemnification, the person's conduct shall conform to the strictures of COLO. REV. STAT. §7-129-102 (as it may be amended from time to time), to wit: the person's conduct shall have been made in good faith, in the reasonable belief that his or her conduct was not opposed to the corporation's best interests, and, in the case of a criminal proceeding, that the person had no reasonable cause to believe that the conduct was unlawful. The extent of the indemnification of the person may include, at the discretion of the Vestry: (a) reasonable expenses, including reasonable attorneys' fees, actually incurred by him or her in connection with any threatened, pending or completed action, suit or proceedings and any appeal thereof,

whether civil, criminal, administrative or investigative, seeking to hold him or her liable by reason of the fact that he or she is or was acting in such capacity; and (b) reasonable payments made by him or her in satisfaction or any judgment, money decree, fine, penalty or settlement for which he or she may have become liable in any such action, suit or proceeding.

Section 2 - Indemnification of Employees and Agents

The Parish shall indemnify and advance expenses to an employee or agent of the Parish to the same extent as to a Vestry member or Officer, if such indemnification and advance expense payment is not inconsistent with public policy.

Section 3 - Evaluation

The Vestry shall take all such action as may be necessary and appropriate to authorize the Parish to pay the indemnification required by this Article, including, without limitation, making a good faith evaluation of the manner in which the claimant for indemnity acted, the amount of indemnity due him or her, the impact upon the Parish as a whole of the indemnification, and the justice of the matter.

Section 4 - Insurance

The Parish shall have the power, by resolution of the Vestry, to purchase and maintain insurance on behalf of any person who is or was a Vestry member, Officer, employee or agent of the Parish, or is or was serving at the request of the Parish as a director, officer, employee or agent of any other corporation, partnership, joint venture, trust or other enterprise, against any liability asserted him or her and incurred by him or her in such capacity, or arising out of his or her status as such, whether or not the Parish would have the power to indemnify him or her against such liability.

Section 5 - Non-Exclusivity of Rights

The right of indemnification herein above provided shall be in addition to the other rights of indemnification permitted by applicable law, and shall not be exclusive of any rights to which any such Vestry member, Officer, employee or agent may otherwise be entitled under the Articles or Bylaws, any agreement, vote of the Board of Directors or otherwise with respect to any liability or litigation expenses arising out of his or her activities in such capacity.

Article XII -- Conflicts of Interest and Confidentiality

Section 1 – Conflicts of Interest

The Parish's affirmative policy shall be to require that all actual or potential conflicts of interest be disclosed promptly and fully to the Vestry and all other appropriate parties. This

policy shall apply to all Vestry members, Officers, members of committees appointed by or reporting to the Vestry, and all employees having discretionary management authority. When any such person has an actual or potential conflict of interest, as defined by the written policies of the Vestry and/or COLO. REV. STAT. § 7-128-501, he or she shall make a prompt and full disclosure of such interest to the Vestry prior to its acting on the matter. Such disclosure shall include any relevant and material facts known to such person about the person's relationship or interest and about the matter or transaction which might reasonably be construed to be adverse to the Parish's interest.

The body to which such disclosure is made shall thereupon determine, by a majority vote, whether the disclosure shows that a conflict of interest exists or can reasonably be construed to exist. If a conflict is deemed to exist, such person shall not vote on, nor use any personal influence on, nor participate (other than to present factual information or to respond to questions) in, the discussions or deliberations with respect to such contract or transaction. Such person may be counted in determining whether a quorum is present but may not be counted when the Vestry or a committee votes on the transaction. The minutes of the meeting shall reflect the disclosure made; the vote thereon; where applicable, the abstention from voting and participation of the interested person; and whether a quorum was present.

Section 2 - Confidentiality

All persons who may serve the Parish as clergy or as a Vestry member, Warden, committee member, employee, or agent shall recognize the confidentiality of information provided to such person in his or her official capacity. Information which may be considered confidential shall include financial information of individuals or families, medical or psychological information, information concerning personal or spiritual history, legal information, and any other information which a reasonable person would consider confidential. The confidentiality of such information shall be maintained with the care that a reasonably prudent person would utilize to maintain the confidentiality of his/her own confidential information. This provision shall not be interpreted to prohibit the sharing of such information among such clergy, staff, agents or volunteers who have a reasonable need to know such information to carry out their duties on behalf of the Parish.

Certificate of Bylaws

I HEREBY CERTIFY that the foregoing are the Bylaws which were adopted at the Annual Meeting of St. Paul's Episcopal Church of Steamboat Springs on the ____ day of _____, 200202.

By: _____
Clerk

Rector's Report The Rev. Catie Greene

“And I pray that you, being rooted and established in love, may have power, together with all the Lord’s holy people, to grasp how wide and long and high and deep is the love of Christ, and to know this love that surpasses knowledge—that you may be filled to the measure of all the fullness of God.” – Ephesians 3:17-19 (NIV)

Rooted. Established. Fixed. St. Paul’s has been ministering in the name of Christ’s love for 110 years in the Yampa Valley, through transitions of all kinds of shapes and sizes. As we enter into a new year, we do so deeply nurtured by our Christian tradition and practice, having faithfully stewarded the generous resources of our community. The time ahead promises continued growth, building upon the gifts of today to become gifts for tomorrow. It is a faithful journey, one not so much focused on projects, but on practice. A practice of building up, reaching out, and renewing our identity as a community providing a pathway to deeper relationship with God in Christ. Rising. Branching. Growing.

These are words I wrote in August of 2022, about a month before the start of my sabbatical, as I worked with our Stewardship Team in creating St. Paul’s Stewardship campaign. In reviewing them today, they ring as true as they did eight months ago. 2022 was a unique year in terms of my ministry with St. Paul’s. In anticipation of my sabbatical, much of my time and energy was invested in working with others in strengthening and solidifying the foundation and framework to conduct the various ministries of the church. The pages of this report packet speak to the amazing ministry we accomplished, as a result of this investment and commitment by so many. Some of the greatest achievements and celebrations of 2022 that I add include:

Leadership

- The hiring of Vincent Johns-Lee as St. Paul’s Music Minister. Vincent is an accomplished musician and is well versed in church music direction. He is also particularly gifted in growing and empowering a choir in technical skill and spiritual depth.
- The hiring of Nicole Hickory as our Children’s Ministry Coordinator. After a lengthy discernment period, Nicole felt called to step into this role on a trial period starting in September 2022. Upon my return from sabbatical, she confirmed her sense of call to this position for the foreseeable future and I gladly welcomed her leadership. She is extraordinarily gifted in ministering to children and families where they are, and identifying and applying the resources to guide them in their spiritual journey.
- Creating a full-time position for June O’Neill as both the parish administrator and parish bookkeeper. St. Paul’s has utilized three bookkeepers in two years, creating extra work and challenges for our Finance Team in stewarding our financial resources. June’s leadership, as well as the excellent work of our other financial leaders has helped to establish a clear and comprehensive accounting of St. Paul’s finances. June also provides a consistent point of connection and communication among the ministries of St. Paul’s.
- The Vestry’s identification and creation of a comprehensive chart of work to better address their responsibilities in the governance of the church body during my absence. I am incredibly grateful to Senior Warden, Molly Rafael, for her leadership in creation and execution of this project, providing clarity and confidence for parishioners and staff alike in a time of transition.

- The hiring of Nesar as the Video Technician for livestreaming and recording our Sunday services. His background and experience in working in communications in Afghanistan are excellent gifts in running and growing our technical offerings at St. Paul's
- And although technically a hire in February of 2023, we completed our staff search by hiring William Nelson as our Audio Technician. William also works for a local radio station as both a technical leader, and radio voice and personality. Vincent is already trying to recruit him to the choir.

We first identified the desire and need for many of these staff positions in the beginning of 2020, and actually embarked on a search for the music ministry position just a few weeks before COVID closed everything down. We then identified additional staffing needs as a result of COVID and our ministry adaptations, so the accomplishment of these tasks is a huge step forward in St. Paul's desired growth. This growth is made possible by the commitment and dedication of St. Paul's volunteer ministers who directed these ministries during our search, and provided grounding guidance in the transition to new leadership. Special thanks to Dr. Jo Anne Grace for her musical leadership, Rick and Elsie Wodnik in their creation and execution of our live stream offerings, and the many others who ministered to children and assisted in the various search processes.

Community

- 2022 provided the re-engagement of St. Paul's in some of its favorite community events, including the Easter Festive Fellowship time and Children's Egg Hunt, and the always exciting 4th of July Hot Dog Extravaganza. These proved to be joyous events for both the organizers and the participants, renewing old relationships and starting new ones within the parish community and the community at large.
- The ongoing work and discernment of the Genesis II team and the Outreach Team of exploring and establishing relationships with the broader community. One relationship that took root and began growing is that of St. Paul's with Steamboat Mountain School. Neighbors for years, the transitions taking place in both of our communities created and opportunity for greater mutual support and collaboration. We look towards building on this in 2023 in our shared value of service to the community, especially in intergenerational relationship and growth.

Worship, Prayer, and Formation

- My sabbatical time provided an opportunity to include new leadership in worship, prayer, and formation. Both interim rectors, The Rev. Bonnie Spencer and The Rev. Will Fisher, provided fresh perspectives in preaching and worship leadership, as well as in the formation offerings they led during their time with St. Paul's.
- The Daughter's of the King took a greater leadership role in prayer and pastoral care for the community at large, working with the interim rectors to provide spiritual strength and sustenance to those who are suffering.
- I once again utilized the worship resources of A Sanctified Art in our engagement in Lent. These resources, customized to our current context, provide a contemporary richness to the beautiful tradition of our liturgy that speaks to long timer and newcomer alike.

2022 marked a time of renewal for me and for St. Paul's. Our slow emergence from the pandemic of COVID, frustrating as it can be, has allowed for clear discernment and steady growth in our mission and ministry. My time away from the responsibilities of parish leadership provided me much needed rest and confirmation in my call to ministry with St. Paul's to continue to create pathways and

facilitate journeys into deeper relationship with God in Christ. It also provided clarity as a parish around the importance of fostering relationships of mutual need and benefit, within and without the church community, in the execution of our mission. And we are already beginning to see the growth from this work:

- in the inclusion of children and families from St. Paul's and beyond in our children's ministries
- in the incorporation of new choir members and new participants in the life of the church
- in the collaborative provision of Parents Night Out with Steamboat Mountain School
- in the use of the Original Stone Church in hosting various small groups for music, study, and community gatherings

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As we look to 2023, my work will focus on engaging the Vestry in strategic discernment and direction to further this growth. We will examine and revise our governance structures to both better ground ourselves in our rich Episcopal tradition and poise ourselves for reaching out and engaging an unchurched population. I will continue to explore and create opportunities for our parish resources to serve as invitational touchstones to the spiritually curious and faithfully grounded alike. I will pick back up the project just barely started in 2020 in studying our patron saint, Paul, learning more about his missionary teachings in his context and applying them in ours, culminating in a pilgrimage to Greece and Turkey, following in the footsteps of St. Paul sometime in 2024. Going deeper, branching farther, building upon the abundant gifts of our community, to grow community abundantly.

Senior Warden's Report Molly Raphael

Vestry year 2022 was a year of expected and unexpected challenges! While the Vestry was small in number, we worked together to follow in the footsteps of Christ to serve St Paul's to the best of our abilities.

In anticipation of Catie's planned sabbatical, we scheduled a retreat shortly after the annual meeting to identify the tasks that needed to be addressed so that during Catie's time away St Paul's would continue to grow and prosper. In the months preceding Catie's departure, the Vestry worked tirelessly to complete the long list of tasks! My personal commitment was to work hard and engage others to help St Paul's be a vibrant and strong church so that upon Catie's return, she would be able to "hit the ground running" and seamlessly resume her duties. Based on feedback from many of you, we accomplished our goal.

Another goal was to identify and strengthen communication opportunities so that as a Parish, we would stay connected and well informed. We prioritized "church to congregation communication" by inviting ministry leaders and volunteers to write the weekly Epistle and E-News. We tried to enlarge the breadth of information on the St Paul's website, the E-News and the Sunday Bulletins. We worked to reach out to newcomers to our church and developed a welcoming "Newcomers" Letter that is sent to folks new to St Paul's.

Often the strength of a church is impacted by contributions made by parish volunteers. Recognizing the importance of volunteers and the need to recruit more volunteers, this year during our Stewardship Campaign, we focused on ministry leaders and teams and invited the congregation to become involved in one of the many St Paul's ministry groups. The descriptive Ministry brochure was completed and is available in each pew.

A priority was to strengthen fellowship opportunities and to build on the compassion we feel for one and other. Monthly Mingles for women returned in the fall and were well attended. Several men began to meet weekly at *The Egg* simply to share St Paul's related fellowship and to build relationships.

Many of you and the Vestry too were committed to strengthening our music and children's programs. With the dedicated support of many volunteers as well as help from the spirit above, Vincent and Nicole started to effectively serve St Paul's at the end of summer. Words cannot express the gratitude we have for Joanne Grace whose help and music leadership were fortifying during the search for a Music Director.

It was thrilling to see the choir grow, the breadth of our music offerings expand and to see the smiles on the faces of those of us who sit in pews as the choir sings and the sounds of comforting church music fill the air. In case you haven't heard, plans are now underway for a children's choir during Easter!

It was inspiring and fun to see the children gather at the altar when in September the Sunday children's sermons began. It was thrilling to hear the sounds of the children's voices in the monthly evening programs and to see their special Advent pageant. It was uplifting and reassuring to welcome parents back into our church community. It was exciting to participate in the first *Parents Night Out Evening* coordinated jointly by Nicole and the Genesis Team. Children from St Paul's, the broader community and the Steamboat Mountain School participated in this special opportunity so their parents could engage in their own activities while knowing their children were enjoying arts, crafts, food, music and fun under the supervision of St Paul's volunteers.

Administratively there were challenges-some of them totally unexpected- that required hours of time to resolve. Many involved maintaining our aging church facility. While the Jr Warden has mentioned some of these, learning that our dated fire alarm system was not performing as expected and required updating in both equipment and management was an expensive and time-consuming surprise. Since our physical plant is shared with the Steamboat Mountain School, sometimes we need to jointly address issues with the school. Together we problem-solved on shared costs and contractual obligations related to purchasing a new Life Safety System. Our relationship with the school is stronger than ever, we are good neighbors and support each other in various ways. Throughout the summer and into late fall, because the school's new classroom building in the alley fell behind schedule, students used St Paul's space for regular classroom activities. Some parents and students weeded the garden in the courtyard and planted flower bulbs. Soon we will work together to address problems with the exterior shared door locks. Schools are faced with relentless pressure to provide a safe and secure environment and proper locking systems are crucial. Since St Paul's and Steamboat Mountain School are physically connected we need to work together to assure the school and St Paul's to have a safe environment.

We created various work groups to address ongoing concerns. Of note are the Memorial Garden and Insurance workgroups. It is important to adequately fund the Memorial Garden and maintain a serene place for others to visit and reflect. A workgroup is revising the internment policies and contracts and also addressing funding for landscaping. With rising property values especially related to the Rectory, we created an Insurance workgroup to review current insurance coverage for the church and the rectory. Our insurance representative from *Church Insurance Company* traveled to Steamboat to spend the day with us so that we could determine next steps. Valuations were increased and coverage adjusted to minimize financial risk to St Paul's.

Another small group continues to finalize renovations to the OSC (Old Stone Church). The arrival of 60 chairs expands the potential use of the OSC. Since a review of our building use and rental contracts was over-due, this workgroup has taken on the challenge to update these contracts. Recognizing the historic value of the Old Stone Church, a mission statement will be developed so that users of the building will be consistent with our overall mission.

The support of the two Interim Rectors was invaluable. Bonnie, especially, maintained a strong presence and provided useful input that helped Nicole develop the Children's ministry. She also helped us to better understand the Episcopal Church's requirements for Safe Church credentialing for our members who assist vulnerable populations within the church such as children, the elderly, the handicapped and others. St Paul's had fallen behind in applying and adhering to the Episcopal Church requirements and we have been told that we need to do better. Bonnie also helped the Vestry comply with the requirements of the Lilly grant regarding planning and values important to the church as we move forward.

There is much more that I can say about the work and support of the Vestry and of the congregation in the past year. There are many that deserve praise, heartfelt thanks and recognition for tirelessly contributing time, energy and ideas. You have helped us examine pastoral care needs, mission and outreach to the external and internal community, formation needs and wants as well as many other things. Together, we supported and strengthened our beloved church and I thank you for your support of me during this past year. While I looked forward to another year on the Vestry as Sr Warden, Catie prefers new leadership and I need to abide by her choice. My wish for St Paul's is that it remains strong, relevant and visible in delivering its spiritual message to our internal community and beyond. Please remember that all Vestry meetings are open and you have standing invitation to attend.

From the BCP: Teach us in all things to seek first your honor and glory. Guide us to perceive what is right, and grant us both the courage to pursue it and the grace to accomplish it; through Jesus Christ, our Lord. Amen.

Junior Warden's Report
Duane Erwin

Many committees and duties fall under the purview of Jr. Warden.

Memorial Garden, Old Stone Church renovation, grounds maintenance contracting, insurance, life safety, building space usage, and building maintenance oversight.

Much of this work is made easier because it is done with the help of the many volunteers who make up the various committees and because of the work done by our Building Manager.

Louie Pabon has for the past several years been our Building Manager and has done an outstanding job keeping the physical facilities we use weekly and daily in good repair. We all owe him a great deal of appreciation. Louie has resigned the Building Management position and we have hired a new Building Manager, Brian Hickory, who's contract started January 1, 2023. We are happy to have him in this position and look forward to working with him.

Many of you know that we have established a Memorial Garden Committee that is reviewing issues related to landscaping, internment procedures, garden maintenance, memorial services, etc. The group is still meeting to work out details, but I think we will have a well-organized and sustainable plan very soon.

The Old Stone Church Interior Committee is working toward new lighting and ceiling fans for the OSC. The floors have been completely repaired and we have 60 new chairs for use in that space.

A bathroom flood caused damage to the hallway flooring and walls this summer. A new vinyl laminate flooring is already in place and looks very good. The drywall has been repaired and be painted.

Many of the spaces in the church have been cleaned out and are usable now. The OSC basement area and the nursery have both been cleaned out and looks much more spacious and cleaner.

One of our largest projects this year was on the exterior of the church. The church and the Steamboat Mountain School had the exterior stucco repaired and painted. Areas of the exterior stucco were deteriorating badly and needed patching to prevent moisture penetration and structural deterioration. Once the patching was finished the building was painted with elastomeric paint which also helps to fill any small cracks. The new color matches the original color perfectly.

One of the largest projects currently going on is the update, expansion and improvement of the fire alarm system, which involves the addition and replacement of several sensors and audio/visual alarm units, as well as improved monitoring and management of the system. This is being done in concert with the Steamboat Mountain School and will be completed soon.

I am happy to say that our work with the Steamboat Mountain School on several projects this year has been very fruitful and has encouraged an increased feeling of care and neighborliness between the church and the school.

I am thankful to St Paul's for the opportunity to serve a church family that I love and care for and whose presence in our community is relevant, loving and Christ like.

Flower Guild Report Sandy Schwindy

The Flower Guild is comprised of a very talented group of people. They volunteer their time, emotions, and talents to re-fresh the flower offerings on a frequent basis. They respond to special requests for weddings and memorial services and also holy days such as Palm Sunday.

The Guild is always looking for fresh ideas and people to make those ideas happen. One thing you NEED to know is that none of the Guild members are professionally trained. They are learning on the job and appreciate all the comments and recognition they receive. Many people research flower arrangements on the internet; others are naturally gifted; and some are just learning the art! Some don't live here full-time and volunteer when they're in town!

Sandy Schwindy has been the leader and coordinator of the Guild for some time. She is now passing the baton to Heidi Goodhart, although Sandy remains a dedicated and active member of the Guild.

Lay Liturgical Ministry Report Jim DeFrancia

Lay Ministry exists to support our Liturgy, which is defined by Webster as “the prescribed form for a religious service.” More solemnly, Liturgy is the ritual of the worship... the customary rite, and our ritual is a form of both prayer and connection. Prayer is actively assisting celebration of our faith with our brothers and sisters; and connection to those of the faith who worshiped before us, in the same way, over centuries.

Participating in the liturgy – the ritual – offers a deeper sense of prayer and connection than just attendance. Whether as a Verger/Acolyte, or a Reader, or an Usher... all contribute to the ritual; all are important; all are needed for the liturgy; all contribute to the prayerful participation of those in attendance. Hence liturgical service is itself prayer, and a manifestation of the faith.

Over the past year we have been able to satisfy our Lay Ministry needs, but that is because of the generous and dedicated participation of the FEW that provide such service. My own role has been focused on insuring that we schedule these volunteers with appropriate distributive sharing of service times, and adequate notice of their assignments.

The importance of Lay Ministers cannot be overstated. We all see these volunteers every Sunday, and they are clearly needed.

To that end, volunteers for service in our religious services are welcomed, and, in fact, requested. Joining in the ritual actively is adding to one's own prayer and one's fellowship connection... it is a wonderful personal experience. And the tasks are actually not complicated at all. So please contact me or Reverend Catie if you can assist us.

Daughters of the King Report
St. Clare's Chapter
Kari VanValkenburg

The Daughters of the King had a successful year of prayer, service, and evangelism. Marty Rotz-Kilhefner served as our President. Elsie Wodnik is serving as the regional coordinator for Daughters at Large (Daughter's without a chapter). We met monthly during the last year for morning or evening prayer, a light meal, a short business meeting, and program. This past year, we have been studying women of the bible, choosing a new woman for each meeting. For the first two months of Rev. Catie's sabbatical, Rev. Bonnie Spencer served as our interim rector, and she joined our DOK meetings as a spiritual leader as well. We celebrated a Day of Silence for our March meeting during Lent.

Along with Lift Up, the DOK coordinated our annual Bags of Blessing Easter Dinner donations. Thanks to the generosity of St. Paul's congregation, many dinners were provided, and every family that requested a dinner, received one. The Daughters provided dinner for Sk8 church on a quarterly basis, supporting that ministry and after-school program. Several Daughters were able to attend an All Saints Day Celebration at a statewide event in Denver, and our chapter renewed our vows at St. Paul's on November 6th. We joined St. Paul families this Advent with a wreath making activity night. Additionally, we hosted our annual Advent Tea and cookie exchange, which seemed to be enjoyed by all the ladies who attended. We look forward to another year, and a possible discernment class for new members.

Hospitality Report
Louise Wu

One of the tenets of the Church is hospitality particularly to the stranger. One of the ways we provide hospitality is on Sunday morning where we all become strangers no more. We provide good food and drink along with a way to welcome everyone both the new and the familiar.

Being a member of the hospitality team includes providing food, making coffee and heating hot water for tea. You help set up and cleanup with one or two other members usually only once a month or every two months. It is a great way to get to know other members of the group. It is a way to be welcoming to the whole congregation.

I would like to thank all the wonderful people who make Sunday Hospitality happen. We have come back from COVID with coffee, tea and good things to eat after church. Whether it is only two people or three people there is always something the share. This is what Hospitality is all about.

Outreach Team Report

Sally Hertzog

The Outreach Team has been busy this year!! Not only has the Team grown in number, but in service.

Our Card Ministers are busy writing cards to those with a birthday, illness or grieving the loss of a loved one. Team members have organized ongoing service projects such as food drives for Lift-Up, meals for Sk8Church, and grocery gift cards for United Way. Collaborating and building connection with community nonprofits is important to the Outreach Team.

One-time service included Grub Hub cards for residents impacted by the Marshall Fire, a scrumptious breakfast for teachers and staff returning to school at the Steamboat Mountain School, and assembling and delivering Valentine Bags to various parishioners.

The Team members and parishioners have stepped up to help those in our congregation needing assistance with chores, rides or meals, etc. Also, various local organizations received financial donations; Integrated Community, Employee Appreciation Fund at Casey's Pond, United Way, and SK8Church.

The new year of 2023 may bring additional service and outreach - the formations of a Eucharistic Ministry, a mission trip, as well as intergenerational activities are possibilities.

Do you have an idea of Service for St Paul's? Please talk to one of the members. Or better yet, come to a meeting on the third Wednesday of each month at 11:30 in the church library.

Genesis II Report Ian Engle

The Genesis II Revision and Renew Covenant for the Practicing Community is a journey of discovery facilitated by The Episcopal Church for congregations seeking to grow in faithful presence. The purpose is to bring our gifts, skills, and talents into intentional engagement outside our congregation and be in relationship with our broader community. Our team members have been Rick Wodnik, Louise Wu, Rebecca Gould, Molly Raphael, myself (Ian Engle), Ken Cannon, and Reverend Catie. Efforts thus far have built upon the strengths of our choir, hospitality and recent children's ministry engagement as we continue developing relationships outside the walls of the church, in whatever form that takes. We have done this with projects called '90 Day Micro-Strategies', whereby we enter potential opportunities with faith in our mission and a spirit-guided innocent approach.

We are currently focusing our efforts on strengthening the connection between St. Paul's and the Emerald Campus of Steamboat Mountain School. We hosted a Parent's Night Out in mid-December that was open to children of the parish, students of Steamboat Mountain School and others, including staff and volunteers. The event was well attended, both in the number of children and in the volunteers from St. Paul's. Our plan moving forward is to host another Parent's Night Out on Saturday, March 25th, with activities, pizza, a movie and more opportunity for participants to share what we all bring and are proud to offer as members of an interdependent community. Our objective is simply to broaden the relationship between the church and SMS in an intentional way, and see where that leads.

Genuine raw fellowship is refreshing and sometimes requires an uncomfortable space without clear direction. It is in these spaces where the Spirit is loosed to lead. Exploring and developing the relevance of St. Paul's for future generations requires feeding curiosity and challenging our comfort zones. With Genesis II we have begun what will be an ongoing journey for St. Paul's of adapting and adjusting to the needs and interests of our neighbors through innovative ways to connect. We are coming together with integrity and being here for each other in practice, the Way Jesus teaches us, with thoughtful, compassionate and considerate attention. We are honored and excited to have begun this pilgrimage of connecting with our neighbors in a meaningful and valuable manner as demonstrated by the love of Christ and guided by the Holy Spirit with awe and respect for the Almighty.

Children's and Family Ministry Report

Nicole Hickory

Greetings from the Children and Families Ministry (CFM) side of things! I would like to open this section in gratitude. I'm deeply grateful for the numerous folks in our community who have reached out and freely given so much of themselves to support CFM here at St. Paul's. We all know the saying that it takes a village. From my standpoint, our St. Paul's village is an open and generous one. I am so grateful to have been so warmly welcomed here. In the following report I would like to give you a glimpse of where we are and where we might be headed in 2023.

I started as the Coordinator for CFM in the end of August 2022. In this short time, we have seen so many wonderful things happen. I truly believe all of these rooting spaces are growing because of the many generous ways in which you give. From brainstorming, planning, volunteering, preparing food, troubleshooting, cleaning, and teaching you have prepared the way for children in our community to find a home. You dearly love this church and give in ways that ministries such as CFM have the nurtured soil to flourish.

With the revamped nursery space still emerging as its own, we now have Children's Church open every Sunday. Our children's formation is currently being led by myself, Moe Chamberlain, and Ian Engle. We are working on creating a schedule to get the many people who have offered to support children's church trained and plugged in. In no time we should have a rotating volunteer team who can support us on days when our numbers are large or we need a second person.

Thanks to a very generous gift from one of our parishioners, we also have a fun children's curriculum we are exploring this year too; StoryMakers. StoryMakers aims to spark curiosity, hope, and faith by drawing individuals into God's redemptive narrative in the stories of the Bible. Their materials offer children the opportunity to get creative, play, make social-emotional-connections, and find themselves in the story of God's love.

Our philosophy for success has been; "where one or two are gathered in my name there I shall be." Meaning our success is no longer measured by the number of children we have but by the way in which we offer our children the ability to explore and experience Christ in their lives.

For advent we tried out a children's choir led by Vincent Johns- Lee and Susan Cahoon. It was nothing short of pure joy and so we are trying it again for Lent! We are extending an open invitation to our larger Steamboat community to participate as well. The time spent at choir rehearsal really emerged as a formative space for children to continue to explore their own faith through music. Right now, hosting a children's/ youth choir seasonally feels like the right approach. I'm sure the music team will look to the next season to continue.

I'm so proud to announce we now have a CFM Vision and Leadership team. We held our first meeting in January, and I cannot express how uplifted I felt following that meeting. We will hold quarterly meetings to assess where we are, dream where we are going, and then of course put it all into action. This team is comprised of the following members: Moe Chamberlain, Ian Engle, Linda Luna, Lynn Bear, JoAnne Grace, Karen Givnish, and Louise Gresham. If you have a heart for Children's

and Families Ministry here at St. Paul's we would love to welcome you to be a part of this team. I'm looking at you men in our community; children are abundantly blessed by your engagement and care as well.

Looking toward the future we have a few things up our sleeves. This is where you all come in! We hope to get a youth group going. Maybe even a 'tween' group and a youth group. In the summer we are starting to dream of hosting our own Vacation Bible School or summer camp. We hope to see choir continue and flourish in various seasons. It's still on our hearts to grow our children's library to offer our families resources that allow them to engage in faith both in and outside of our church walls. Does any of this sound interesting to you? Do you have musical, art, organizing, extra time, storytelling, or food prep gifts? Any chance you might want to lead or facilitate a youth group? Please don't hesitate to reach out to me if you have a gift you could share.

I see this community already welcoming and making space for our youngest to come just as they are. As my youngest cartwheels down the aisle during service I have been met not with hostility for my 'unruly' child but acceptance for the joy in which she creates. I hope everyone who walks through our doors feels that sense of acceptance to come as they are, cartwheeling children and all.

Music Ministry Report

Vincent Johns-Lee

When I officially arrived here on September 1, 2022, I was pleasantly surprised to see/hear that the choir was a lot more advanced than I had expected. Most of the singers had varying degrees of reading skills and those who didn't read picked the music up very quickly. In some ways, it made my job a lot easier, but in another way, their skill level made me realize that I had to up my game a bit and find more challenging music in a variety of styles. I've been able to speak to several parishioners and each of them have told me their favorite style of music. I've also had a chance to speak to some community members; some ex-parishioners and some who haven't been to St. Paul's. The ones who have attended and subsequently left St. Paul's, tell me that they thought the music was too stodgy. I've also been doing a bit of evangelization at Ace Hardware, my second job, in encouraging people to come visit us at St. Paul's and perhaps singing in the choir!

All of that being said, let me assure you, that the traditional hymns and anthems will continue to be part of our music tradition at St. Paul's. In addition to the traditional songs, I would love to incorporate some contemporary music which I'm sure you have probably never heard before. My reason for doing this, is that, not everyone will respond the same way to traditional music and in turn, not everyone will respond to contemporary music, so I've decided to incorporate the two.

The adult choir is a strong choir; both in their musical skills and their walk with God. Where I see a deficiency at St. Paul's is the lack of offerings for our young people. We have very few children in our parish and even less youth (teens). Music is what brought me to the church decades ago, and I think it's still a big draw for our young people. My goal in 2023 is not only to build up a children's choir but also something for our teens and young adults. In doing this, I believe we can bring more families and young people to St. Paul's and assure that we'll have generations of families that might eventually become members of St. Paul's.

Other things that I'd like to work on in 2023 is the placement of our organ speakers. The location of the speakers does not work with the setup in the choir loft. The speakers are placed directly behind the choir and it prevents me from playing the organ to its potential without blasting out the choir and their poor eardrums. We're currently working with a sound consultant, who will be working in conjunction with Rick Wodnik, who viewed our setup and will give us recommendations very soon. We will need to acquire some equipment such as mics, mic stands, and monitors just to name a few things.

2023 looks like a very exciting year and I'm looking forward to rolling my sleeves up and having the choir and myself minister to all the good folks at St. Paul's and the larger Steamboat community.

2023 Vestry Nominees



Leonard Auter

was born at Routt County Memorial Hospital in Steamboat Springs.. I have lived in Steamboat all my life almost 65 years. I was baptized at St. Aidan's Episcopal Church in Boulder Colorado as a baby shortly before my first birthday. I was brought up as a Catholic at Holy Name here in Steamboat. I always knew I was Episcopalian and in the first grade I made the decision and I started attending Sunday School in the Old Stone Church about 1965. During different times in my life I attended a couple other Churches depending on what was going on in my life but in my heart I was always Episcopalian and just like Steamboat the Old Stone Church has always felt like my home and I have always returned. I have seen a lot of change here in Steamboat Springs, going from a small town less than 2.000 people

with a small ski hill/jumping complex to the building of Mt. Werner and becoming a year around world wide destination resort.

Since I have returned this time I have done some things I never thought I would do and now I am in the Choir and on the Flower Guild and the men's fellowship group. I am very proud of being an Episcopalian and being a member of St. Paul's. St. Paul's has an amazing Congregation and Staff, Rector Clergy and Vestry and I love everyone at St. Paul's. As I work my way towards retirement I am hoping to give more of my time to St. Paul's and my family at St. Paul's. I think we are in a great place and time at St. Paul's now thanks to everyone and looking forward to my retirement and becoming more involved where ever I can be of the most help.

I have been working for the Routt County Road & Bridge Department here in Steamboat for almost 42 years. I like most all outdoor activities, camping, hiking, mountain bike riding, fishing, snowshoeing and skiing.

Susan Cahoon

The beauty and reverence of the Episcopal worship liturgy drew me in after college and my formative years in the Methodist church, and I was joyfully confirmed in the National Cathedral in 1988. St. Paul's is my third Episcopal parish home, after St. Alban's in DC and Good Shepherd in Dallas TX, where Colin and I got married after law school at SMU. Our family first visited St. Paul's around 2008 during trips here to visit my parents, then when St. Paul's choir was so warm in welcoming us on occasional summer Sundays and Christmas Eve services, we were hooked. With our three children now on their own, Colin and I have loved becoming more active in the parish as we have worked our way toward full-time life in Steamboat.



A lifelong choir member, I moved into choral direction when I started and then grew Good Shepherd's youth choir for twelve years. Other activities there have included 30 years as a lector and adult choir member; Daily Office officiant and trainer; many years as diocesan delegate; women's group, Bible study, and dinner clubs; organizing afternoon teas and dinner cabarets; supporting the introduction of the Safe Church program; and service on the vestry including work on the stewardship campaign and parish school governance. Here at St. Paul's I've been privileged to serve as a lector and choir member, participate as a guest at Daughters of the King, serve as the interim music director, and help bring on board our current music minister and assist him and the children's minister with the children's choir.

I believe strongly in lifelong Christian discipleship and fellowship, and would love to see St. Paul's build on the good work recently begun by our children's minister so that we provide a spiritual home base for the whole family, with faith formation grounded in the Episcopal tradition for all ages and stages and designed also to meet the requirements of the Safe Church program. The people of St. Paul's have so much to offer, and I look forward to serving in whatever way I may be called.

In the midst of all that, let's go skiing, hiking or fishing together, talk about books we've read, and share a cup of tea and some joyful meals – all things I love to do with family and friends!

Bruce Givnish

I was born and raised in Philadelphia area, attended parochial school, a Christian Brothers high school and then Penn State. I was an architecture student for one year, until I figured out that I would starve in that profession, and switched to accounting . . . so exciting! I met Karen my last week of my senior year and was totally in love. We got married two years later in her Episcopal Church outside of Philadelphia – the Church of the Messiah.

We raised two terrific children who are now adults, each married and each has one child. They all live in Steamboat. Yes, two grandchildren in Steamboat. That certainly made the decision to move to this amazing valley pretty simple. We built a house on the way to Fish Creek Falls and have been here since last December.

I've had three different careers, all with a common thread of being a professional sales person – importer of floral supplies, Xerox Corporation and a partner in a large regional insurance brokerage.

My spiritual journey made a hard turn when I was introduced to the episcopal church. Everything made much more sense to me. One aspect of our faith tradition is the welcoming for all to receive communion. I was raised in a tradition to put up restrictions and barriers to receiving communion. This made a deep impression on me at age 24 and still today.

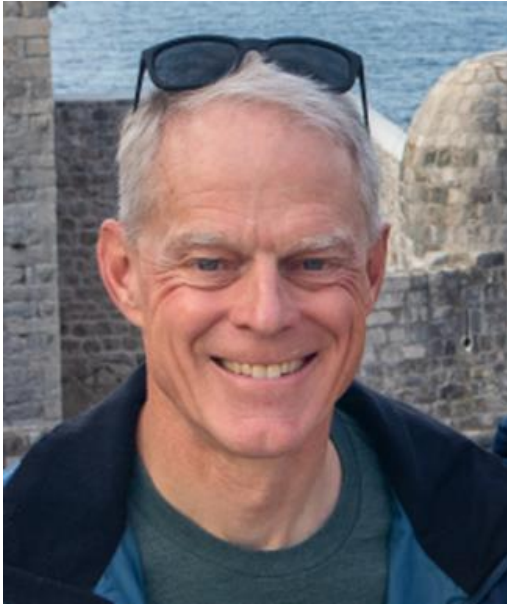
We were quickly incorporated into the Messiah community – Teen Youth Group leaders, Usher, Reader and Stewardship Committee. Our children were baptized and confirmed, attended youth programs, and participated in mission trips. I served on Vestry two different times and was a Rector's Warden for nine years, supporting two rectors as well as an interim rector during a search. Karen was equally as active including multiple Vestry terms.

Our move to Colorado mean saying goodbye to the Messiah community and very dear friends. We are now loving the Yampa Valley and St. Paul's has been especially welcoming!

If elected to be a Vestry member at Saint Paul's, I would look to bring my faith, energy, passion and experience to help the parish continue to grow and thrive as a Christ – centered community.



Dave Kinnear, Senior Warden



I moved to Steamboat Springs in the summer of 2017, after a 34-year career with Bristol-Myers Squibb Company, to pursue an active retirement. My wife, Cindy, and I were delighted to find a warm welcome at St. Paul's Episcopal Church. I have gotten involved in several ministries here at St. Paul's, in addition to my work on the Vestry. I have also participated in various aspects of the discernment process and am delighted at the progress that we have made as a congregation.

I have served in church leadership of several congregations before moving to Steamboat Springs and have also been a part of small-group ministries and partnerships with other congregations. I enjoy biking, hiking, skiing, photography and any other outdoor activity.

Duane Erwin, Junior Warden

We first came to Steamboat Easter weekend of 2016 and were in love with it by the end of our first day here. St. Paul's and that first Easter service here was a big part of what we fell in love with. Ken and I have lived here permanently since 2018 when I retired from the National Park Service. I have been surrounded by music and parks my whole life.

I was raised in the United Methodist Church (where my dad was a minister) and began attending the Episcopal Church when I started College in 1977. I have been in the choir at every church we have been members of since then. While I was living in DC I was also a member of the Altar Guild and the Gardening Guild. I enjoy singing with the choir here at St. Paul's and look forward to when we can sing together in person post-pandemic.



ST PAUL'S EPISCOPAL CHURCH ANNUAL MEETING 2022 Meeting Minutes

Opening

Rick Wodnik, Sr. Warden, opened the meeting with prayer at 10:40 AM and declared a quorum.

Approval of 2021 Meeting Minutes

Rick brought everyone's attention to the meeting minutes that had been distributed in advance and also available in the paper annual report. Louise Wu moved to accept the minutes as presented, Lisa Schmierer seconded the motion and the minutes were unanimously approved.

Vestry Reports Highlights, Rick Wodnik, Sr. Warden

- Rick begins by recognizing how much he enjoyed working with the 2021 vestry. He highlights the 3 subgroups that they had worked in: Leadership – Dave Kinnear and Kari VanValkenburg; Finance – Lisa Schmierer (treasurer), Michael Guerrero, Bill Murray, Kerri Ditter and June O'Neill; Buildings and Grounds – Molly Raphael, Duane Erwin and Louie Pabon. Each will report on their accomplishments.
- Vestry was able to hold its retreat in September. They wrestled with the question "Why does St Paul's matter and why does it exist?" They developed the Why statement that is in the annual report.

Junior Warden Report, Luis (Louie) A. Pabon

- Louie noted that the Annual Report has an overall message of "thank you." The report is excellent and he thanked all the contributors to it.
- The many accomplishments in 2021 were due to the work of the entire congregation.
- The Old Stone Church project is complete and St Paul's held a celebration in September.
- The Memorial Garden received significant work in 2021. A fallen wall was repaired. Due to the relationship that St Paul's has with construction company Fair & Square, we were able to get the wall repaired immediately. The Memorial Garden needs continuous care and maintenance.

Genesis II Project, Ian Engle

- Ian introduced the Genesis II Project as being about neighborhood and relationships.
- This congregation is blessed with talent and the strength is to recognize it.
- Relationships made at St Paul's affect our lives. We come together to support each other and we are looking to cultivate and grow that inside and outside the church walls. We are looking for opportunities to get involved.
- The committee will be reaching out to members of St Paul's to have conversations.

Finance Report Highlights, Lisa Schmierer, Treasurer

- Lisa highlights that the church is in a very stable financial position thanks in large part to the incredible loyalty of the parishioners.
- The current campaign has the highest number of pledges and dollar amount in recent history. Non-pledge gifts were also very high in 2021.
- 2021 finished with a surplus. For 2022, the Vestry is proposing a balanced budget. A portion of the 2021 surplus will be applied to 2022.
- Additional expenses in the 2022 budget include the salaries of the Children’s Minister and the Music Director.
- St Paul’s applied for and was granted a “tax credit” available to entities that complete historic preservation projects. This “tax credit” is worth approximately \$128,000. It is now possible for St Paul’s to sell that tax credit (we have no need of it ourselves as we are a nonprofit entity).
- Lisa thanked everyone, noting that it is a wonderful feeling to know the church is on good standing.
- Questions about the financials included:
 - Why is there such a large difference in the actual non-pledged from 2021 and what is budgeted for 2022? Lisa replied that the Vestry is taking a conservative approach to non-pledged gifts.
 - The grant from the Lilly Foundation to support Rev. Catie’s sabbatical will cover \$15,000 for a supply priest. It also covers most of her sabbatical expenses, however the congregation will contribute \$7,600 toward this expense. These funds have been set aside.

Vestry Nominees

- Rick noted that 3 members will be rotating off the Vestry. They are:
 - Louis Pabon
 - Kari VanValkenburg
 - And himself
- Molly Raphael will become the Senior Warden and Duane Erwin will become the Junior Warden.
- 2022 Vestry Nominees were introduced:
 - Tracie Detwiler
 - Dana Patten
- **Jim De Francia** made a motion to approve the nominations and **Louise Wu** seconded the motion. The 2022 nominees were elected to the Vestry by unanimous vote. Rick noted that the Vestry and the church will be very well served.
- **Ian Engle** asked a question regarding vacant positions on the Vestry. The bylaws state that there can be up to 12 total vestry members.

Remarks from incoming Senior Warden, *Molly Raphael*

- Molly commented that six years ago she and her husband came to St Paul's. The music was beautiful, Louise Wu greeted them warmly, there was sense of peace and comfort, very welcoming. She was very comfortable with the mission and the emphasis on Christ and the Bible.
- She said that what the Vestry needs to continue to be successful is lots of support from the congregation. Under Rick's leadership, the Vestry has flourished and Molly commented that she has very big shoes to fill (literally).
- Looking ahead to 2022, Molly notes that there will be some challenges: Rev. Catie will be gone for 1/3 of the year, and we will be working hard to reestablish some of the connectedness – particularly of children.
- She asked members to let the Vestry know what can be done better. She also extended an invitation to attend Vestry meetings, they are open to the public
- She also invited people to get involved in ministries – hospitality, flower guild, altar guild, etc. These groups need rebuilding.

Rector Report Highlights, *The Rev. Catie Greene*

- Catie accepted the call to serve as Rector not knowing what to expect – it has been a privilege.
- She recounts that in August and September of 2021, she was personally in a place of grief and loss which caused concern for herself but also in her role as St Paul's leader. In sharing those issues, an opportunity was created.
- During the Vestry retreat and the process of discernment of the Why statement, the question was how does it shape who we are and how we care for each other? The answer was "Love." We exist to know God's love, to grow in God's love, and to share God's love.
- The Genesis II project is a pilgrimage – a renewal effort, a means of living into our "Why." We journey together – not a destination but an intention.
- Catie invited all to practice three things:
 - Paying attention to what we notice
 - Discern what emerges, what values
 - Determine what are the implications, the invitations
- This community continues to grow in its own relationship with God and pathways to share God. Courage, generosity, faithfulness, willing to risk, to be vulnerable, to be the presence of Jesus, the generosity of compassion. The implications are to go deeper, cast the net wider. Like any journey, it is risky. Example: we have created staff positions; do these people exist to fill the positions?
- In 2022, we will continue to invest in our own openness and willingness to transform to become whatever God needs us to be.
- The Sabbatical is both for Catie and for St Paul's, it is about testing our values.

- Personally – Catie will be getting married to Chas Klisis in November. Chas will be moving to Steamboat Springs and Catie will continue to be Rector at St Paul’s.

Thank You(s):

The Rev. Catie took opportunity to thank:

- This community that has been adaptable all through the past two years.
- The office staff in 2021 – Christian, Carolyn and June.
- Music contributors JoAnne, Lori and Susan.
- Allison in the nursery.
- Louie for maintenance.
- The Genesis II team – this is an 18 month commitment.
- The OSC crews – from beginning to end. The OSC interior team.
- Finance team – Lisa, Bill and Michael.
- Memorial Garden team.
- The Liturgical team lead by Jim DeFrancia.
- The Hospitality crew lead by Louise Wu.
- The Service Team lead by Sally Hertzog.
- The Daughters of the King lead by Linda and now Marty.
- The Alter Guild, Flower Guild, and Choir.

Stewardship and Finance Report
Bill Murray and Lisa Schmierer

Stewardship

Historically, approximately two-thirds of our annual budget is financed by pledges. As of March 16, 2023, St. Paul’s has received Pledges totaling \$237,181, about 96.3% of Pledges received in 2022 but we are still following up with Parishioners who have previously pledged but we have not heard from yet. Many thanks if you have pledged and, to those who have not yet pledged, we are happy to accept your pledges in Sunday Offering Plates, On-Line or via mail. The vestry has approved a deficit budget for 2023 to support these growing ministries (see below).

Finance

2022 was a watershed year for St. Paul’s as we invested in the Children’s Ministry Leader as well as a new Music Director; both ministries are thriving. We were fortunate to be able to monetize our Colorado Preservation of Historic Structures Tax Credit of \$128,239.17 for \$125,000, a 97.5% realization in February 2022 which was much better than multiple brokers’ offers. Many thanks to David Lund, Erica Swissler Hewitt, Christian Canady and others who worked on the Old Stone Church Historic Preservation Tax Credit Project.

The Vestry allocated a 2021 gift of \$25,000 and the tax credit monetization proceeds of \$125,000, for a total of \$150,000 as follows:

Designated and Restricted Net Assets
as of June 30, 2022

	Beginning Balance	Allocation	Ending Balance
Roof Repair	\$ 4,130	\$ -	\$ 4,130
Clergy Educational Fund	\$ 1,042	\$ -	\$ 1,042
Memorial Gifts in Memoriam/Maintenance	\$ 1,657	\$ -	\$ 1,657
Church Sabbatical Fund	\$ 11,250	\$ -	\$ 11,250
Clergy Sabbatical Fund	\$ 6,750	\$ -	\$ 6,750
Lily Grant Sabbatical Fund	\$ 38,628	\$ -	\$ 38,628
Building Fund	\$ 3,250	\$ 75,000	\$ 78,250

OSC Renovation	\$ 29,015	\$ 10,000	\$	39,015
Organ Fund	\$ 8,153	\$ 5,000	\$	13,153
Internment or Memorial Garden Fund	\$ 2,250	\$ 25,000	\$	27,250
Rector Housing Fund	\$ 20,564	\$ 10,000	\$	30,564
Youth Missions	\$ 173		\$	173
Mission and Outreach	\$ -	\$ 25,000	\$	25,000
Vestry to Designate	\$ 241,078	\$(150,000)	\$	91,078
 Total Designated & Restricted Net Assets after Allocation as of June 30, 2022	 \$ 367,939	 \$ -	 \$	 367,939

The Financials below are shown as DRAFT as we have an audit in process.

St. Paul's Episcopal Church
Statements of Financial Position
As of December 31, 2022 and 2021

	<u>December 31, 2022</u>	<u>December 31, 2021</u>
ASSETS		
Cash	\$ 47,301	\$ 52,866
Cash - Restricted/Designated	237,342	290,403
Total Cash	<u>284,643</u>	<u>343,269</u>
Accounts Receivable	-	-
Pledges Receivable	17,977	14,966
Investments	102,074	112,421
Fixed Assets, net	2,856,813	2,896,577
TOTAL ASSETS	<u>\$ 3,261,507</u>	<u>\$ 3,367,233</u>
LIABILITIES AND NET ASSETS		
Liabilities		
Accrued Payroll Liabilities	\$ 15,716	\$ 5,850
Accrued Expenses	-	-
Deposits and other current liabilities	6,563	1,210
Mortgage Payable	13,026	34,444
Total Liabilities	<u>35,305</u>	<u>41,504</u>
Net Assets		
Net Assets without Donor Restrictions	2,886,785	2,922,905
Net Assets without Donor Restrictions Quasi-Endowment	102,074	112,421
Net Assets without Donor Restrictions Designated	159,249	35,578
Net Assets without Donor Restrictions Vestry To Designate	29,800	106,078
Total Net Assets without Donor Restrictions	<u>3,177,908</u>	<u>3,176,982</u>
Net Assets with Donor Restrictions	48,294	148,747
Total Net Assets with Donor Restrictions	<u>48,294</u>	<u>148,747</u>
Total Net Assets	<u>\$ 3,226,202</u>	<u>\$ 3,325,729</u>
TOTAL LIABILITIES AND NET ASSETS	<u>\$ 3,261,507</u>	<u>\$ 3,367,233</u>

St. Paul's Episcopal Church
 Statements of Activities
 For the Twelve Months Ended December 31, 2022 and 2021

	ACTUALS		BUDGET COMPARATIVE				PRIOR YEAR COMPARATIVE			
	Total	Total	\$ Variance		Total	\$ Variance		Total	\$ Variance	
	Year-to-Date	Year-to-Date	Favorable/ (Unfavorable)	Variance %	Year-to-Date	Favorable/ (Unfavorable)	Variance %	Year-to-Date	Favorable/ (Unfavorable)	Variance %
REVENUES WITHOUT RESTRICTIONS										
Contributions	\$ 332,557	\$ 410,843	\$ (78,286)	-19%	\$ 353,089	\$ (20,532)	-6%			
Outreach Contributions	2,420	300	2,120	707%	875	1,545	177%			
In Kind Contributions	3,856	-	3,856		1,066	2,790				
Income Other	152,478	10,800	141,678	1312%	6,587	145,891	2215%			
Net Assets Released-Temp Rest	141,114	-	141,114		63,677	77,437				
TOTAL REVENUES WITHOUT RESTRICTIONS	632,425	421,943	210,482	50%	425,294	207,131	49%			
EXPENSES										
Payroll Expense	262,446	244,124	(18,322)	8%	147,794	(114,652)	78%			
Admin Costs	83,797	84,301	504	-1%	39,028	(44,769)	115%			
Worship Costs	46,449	39,830	(6,519)	16%	19,048	(27,401)	144%			
Facility Costs	73,180	80,895	7,715	-10%	47,097	(26,083)	55%			
Utilities	16,521	14,897	(2,184)	15%	10,318	(6,203)	60%			
Interest on Facility Debt	510	510	-	0%	900	390	-43%			
Discipleship	11,627	20,140	8,513	-42%	1,400	(10,227)	731%			
Outreach Costs	32,800	53,000	20,200	-38%	48,422	15,622	-32%			
Depreciation	93,820	-	(93,820)		1,646,365	1,552,545				
TOTAL EXPENSES	621,150	537,237	(83,913)	16%	1,960,372	1,339,222	-68%			
NET OPERATING INCOME/(LOSS)	11,275	(115,294)	126,569	-110%	(1,535,078)	1,546,353	-101%			
REVENUES WITH RESTRICTIONS										
Temp Restricted Contributions	40,660	-	40,660		122,242	(81,582)	-67%			
TOTAL REVENUES WITH RESTRICTIONS	40,660	-	40,660		122,242	(81,582)	-67%			
INVESTMENT INCOME/(LOSS)	(10,348)		(10,348)		12,164	(22,512)	-185%			
OTHER EXPENSES										
Net Assets Released-Temp Rest	141,114	-	(141,114)		63,677	(77,437)				
Non-Ordinary Expenses	-	-	-		-	-				
TOTAL OTHER EXPENSES	141,114	-	(141,114)		63,677	(77,437)	122%			
CHANGE IN NET ASSETS	\$ (99,527)	\$ (115,294)	\$ 15,767	-14%	\$ (1,464,349)	\$ 1,364,822	-93%			
Net Assets, Beginning	\$ 3,325,729				\$ 4,790,078					
Net Assets, Ending	\$ 3,226,202				\$ 3,325,729					

UNAUDITED - FOR MANAGEMENT PURPOSES ONLY

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St. Paul's Episcopal Church
 Statements of Cash Flows
 For the Twelve Months Ended December 31, 2022 and 2021

	December 31, 2022	December 31, 2021
CASH FLOWS FROM OPERATING ACTIVITIES:		
Change in Net Assets	\$ (99,527)	\$ (1,464,349)
Adjustments to Reconcile Change in Net Assets to Net Cash Provided by/(Used in) Operating Activities:		
Depreciation	93,820	1,646,365
Net Realized/Unrealized Gain on Investments	10,348	(12,164)
Changes in Operating Assets and Liabilities:		
Accounts Receivable	-	11,867
Pledges Receivable	(3,011)	(14,966)
Accrued Payroll Liabilities	9,866	1,658
Deposits and other current liabilities	5,353	558
Accrued Expenses	-	-
Net Cash Provided by/(Used in) Operating Activities	<u>16,849</u>	<u>168,968</u>
CASH FLOWS FROM INVESTING ACTIVITIES:		
Purchases of Property and Equipment	<u>(54,056)</u>	<u>(61,810)</u>
Net Cash Provided by/(Used in) Investing Activities	(54,056)	(61,810)
CASH FLOWS FROM FINANCING ACTIVITIES:		
Mortgage Principal Payments	<u>(21,418)</u>	<u>(15,649)</u>
Net Cash Provided by/(Used in) Financing Activities	<u>(21,418)</u>	<u>(15,649)</u>
CHANGE IN CASH	(58,625)	91,509
Cash, Beginning of Period	<u>343,269</u>	<u>251,760</u>
Cash, End of Period	<u>\$ 284,644</u>	<u>\$ 343,269</u>
Cash - Without Donor Restrictions	\$ 47,301	\$ 52,866
Cash - With Donor Restrictions or Vestry To Designate	\$ 237,342	\$ 290,403

St. Paul's Episcopal Church
 Comparison of Restricted/Designated Bank accounts to Net Assets
 As of December 31, 2022

	<u>12/31/2022</u>
	<u>Ending Balance</u>
1020 YVB - Restrict/Designated *4159	218,693
1045 Due to/(due from) Restrict/Designated	18,649
Total Designated & Restricted Cash & Deposits	\$ 237,342
Designated & Restricted Net Assets	
Roof Repair	4,036
Clergy Educational Fund	1,042
Memorial Gifts in Memoriam/Maintenance	1,657
Church Sabbatical Fund	13,500
Clergy Sabbatical Fund	1,254
Lily Grant Sabbatical Fund	-
Building Fund	54,150
OSC Renovation	-
Organ Fund	24,853
Internment or Memorial Garden Fund	27,668
Rector Housing Fund	32,211
Children's Ministry	-
Youth Missions	173
Mission and Outreach	22,500
Prepaid Pledges	24,500
Vestry To Designate	29,800
Total Designated & Restricted Net Assets	\$ 237,342

St. Paul's Episcopal Church
Net Asset Roll Forward - Accrual Basis
For the Twelve Months Ended December 31, 2022

	1/1/2022		12/31/2022	
	Beginning Balance	Additions (Revenue)	Releases (Expenditures)	Ending Balance
WITHOUT DONOR RESTRICTIONS:				
Unrestricted Net Assets	\$ 2,922,905	263,138	(299,256)	\$ 2,886,786
Unrest. Net Assets - Endowment:Endowment Funds	112,421	15,260	(25,608)	102,074
Designated Unrestricted-				
Designated Unrestr. Net Assets:Building & Grounds Improvements:Building Fund	-	75,000	(20,850)	54,150
Designated Unrestr. Net Assets:Building & Grounds Improvements:OSC Renovations	-	25,000	(25,000)	-
Designated Unrestr. Net Assets:Building & Grounds Improvements:Roof Repair	4,130	-	(94)	4,036
Designated Unrestr. Net Assets:Organ Fund	-	5,000	-	5,000
Designated Unrestr. Net Assets:Clergy Educational Fund	1,042	-	-	1,042
Designated Unrestr. Net Assets:Memorial Garden Internment	-	25,000	-	25,000
Designated Unrestr. Net Assets:Memorial Garden Maintenance	557	-	-	557
Designated Unrestr. Net Assets:Sabbtical Funds:Church Sabbatical Fund	9,000	4,500	-	13,500
Designated Unrestr. Net Assets:Sabbtical Funds:Clergy Sabbatical Fund	5,500	13,750	(17,996)	1,254
Designated Unrestr. Net Assets:Rector Housing Fund	15,349	20,429	(3,568)	32,211
Designated Unrestr. Net Assets:Mission and Outreach	-	25,000	(2,500)	22,500
Vestry To Designate	106,078	150,000	(226,278)	29,800
TOTAL WITHOUT DONOR RESTRICTIONS	3,176,982	622,077	(621,150)	3,177,911
WITH DONOR RESTRICTIONS:				
Temp Restricted Net Assets:Lily Sabbatical Grant	49,823	-	(49,823)	-
Temp Restricted Net Assets:Building & Grounds Improvements:Building Fund	3,000	750	(3,750)	-
Temp Restricted Net Assets:Building & Grounds Improvements:OSC Renovation	19,348	-	(19,348)	-
Temp Restricted Net Assets:Furn. & Equip. Repairs or Purch:Organ	8,153	11,700	-	19,853
Temp Restricted Net Assets:Memorials:Memorial Donations	1,100	-	-	1,100
Temp Restricted Net Assets:Memorials:Memorial Garden:Internment	2,250	1,000	(583)	2,667
Temp Restricted Net Assets:Mission & Outreach	-	500	(500)	-
Temp Restricted Net Assets:Prepaid Pledges	39,900	24,500	(39,900)	24,500
Temp Restricted Net Assets:Special Gifts	25,000	-	(25,000)	-
Temp Restricted Net Assets:Children's Ministry Fund	-	2,210	(2,210)	-
Temp Restricted Net Assets:Youth Missions	173	-	-	173
TOTAL WITH DONOR RESTRICTIONS	148,747	40,660	(141,114)	48,293
TOTAL NET ASSETS	\$ 3,325,729	\$ 662,737	\$ (762,264)	\$ 3,226,202

2022

We have invested in our bookkeeping systems having converted to QuickBooks On-Line (QBOL) in July 2022 as well as combined the Parish Administrator and Bookkeeping positions into one position resident in Steamboat in the capable hands of June O'Neill. We have also used Your Part Time Controller (YPTC), a non-profit accounting firm to establish a chart of accounts as well complete a Net Asset Roll-Forward (NARF) from 2016, our last outside audit. YPTC has been supervising our monthly financials and we feel confident we have completed the work of getting our financials in order and comparable year to year post conversion. We commenced an audit of 2022 financials last week with an experienced non-profit auditor familiar with Episcopal audit procedures.

2022 actual resulted in Net Operating Profit of \$11,275 or \$105,095 on an adjusted basis after adding back Depreciation versus a budgeted Loss of \$115,294 as adding back Depreciation Expense (which is non-cash) was not budgeted). In 2022, we did not budget the monetization of the Colorado Preservation of Historic Structures Tax Credit of \$125,000, although estimated, or Depreciation and increases to the budget deficit by approximately \$60,000 during the year related to consolidating the bookkeeper and parish administrator positions, incremental accounting support and increased Music Ministry expenses.

2023 Budget

The Vestry is continuing to support investments in Music and Children's programs as we commence 2023. We have anticipated increased operating expenses especially utilities and facilities maintenance. We have used Designated and Restricted Net Assets to fund M&O expenditures in the amount of \$16,200 for Lift Up, Outreach, NW Region and the Rector's Discretionary Fund normally funded from operations in the budget. We have also used \$500 for anticipated increased snow removal from the Building Fund and \$5,430 from the Rectory Repair fund all of which are reflected in Total Revenues under the Release of Net Assets category rather than fund these expenses from normal revenues. Even so our budgeted Net Operating Revenue for 2023 after reducing expenses by \$11,916, is a deficit of (\$143,588). After adding back non-cash depreciation of \$93,820 results in a deficit of (\$49,768). We will mitigate the budgeted deficit from the Vestry to Designate Fund with a current balance of \$39,800 resulting in a Net Deficit for 2023 of (\$9,968) after utilization of vestry to designate funds. Note, historically we have utilized Designated and Restricted Assets to supplement revenues; \$141,114 in 2022 which includes utilization of the Lilly Sabbatical Grant of \$49,283. We anticipate that our investments in Music, Children's Programs and Outreach will result in increased attendance and revenues. Note we have not included contributions to Designated and Restricted Funds in the 2023 Budget. We are confident identified current and anticipated usage, especially the Building Fund, will be sufficient for our identified needs in 2023. We also have the Vanguard Quasi-Endowment Fund with a balance of \$102,074 as of year-end available, if necessary.

ST. PAUL'S EPISCOPAL CHURCH

2023 Proposed budget - REV 14

January - December 2022 Budget v Actual

	2023 Proposed Budget	2022 Actual	2022 Budget
Revenue			
Previous Year Contributions Remaining in Bank at end of year	\$ 47,301		\$ 40,843
4000 CONTRIBUTIONS			
4003 Pledged			
4010 Pledged Contributions	\$ 240,000	246,180	260,000.00
Total 4003 Pledged	\$ 240,000.00	\$ 246,180.00	\$ 260,000.00
4050 Unpledged			
4052 Unpledged Contributions	\$ 110,000	\$ 86,377	\$ 110,000
Total 4050 Unpledged	\$ 110,000	\$ 86,377	\$ 110,000
Total 4000 CONTRIBUTIONS	\$ 350,000	\$ 332,557	\$ 370,000
4100 INCOME -OTHER			
		\$ 125,462	
4110 Facility Usage & Miscellaneous			
4111 Miscellaneous Income	\$ 500	\$ 21,633	\$ 5,400
4120 Interest Income	\$ 1,000	\$ 1,208	\$ 200
4125 Building Usage			
4126 Building Usage - General	\$ 3,000	\$ 3,400	\$ 1,000
4127 Wedding Services	\$ 700		\$ 700
Total 4125 Building Usage	\$ 3,700	\$ 3,400	\$ 1,700
Total 4110 Facility Usage & Miscellaneous	\$ 5,200	\$ 26,242	\$ 7,300
4130 Flower Donations			
4131 Flower Contributions	\$ 2,500		\$ 2,500
4132 Christmas & Easter Flowers	\$ 775	\$ 775	
Total 4131 Flower Contributions	\$ 3,275	\$ 775	\$ 2,500
Total 4130 Flower Donations	\$ 3,275	\$ 775	\$ 2,500
4150 In Kind Donations		\$ 3,856	\$ 1,000
Total 4100 INCOME -OTHER	\$ 8,475	\$ 156,334	\$ 10,800
4200 OUTREACH CONTRIBUTIONS			
4210 Clergy Discretionary Fund			\$ 300
4230 Outreach - General			
4235 Bags of Blessing	\$ 2,500	\$ 2,420	
Total 4230 Outreach - General	\$ 2,500	\$ 2,420	\$ -
Total 4200 OUTREACH CONTRIBUTIONS	\$ 2,500	\$ 2,420	\$ 300
4400 RELEASED / TEMP RESTRICTION			
4020 Pledged Prepaid Prior Year	\$ 24,500	\$ 39,900	
4401 Building & Grounds		\$ 3,750	
4403 OSC Renovation		\$ 19,349	
4407 Building Fund	\$ 500		
Total 4401 Building & Grounds	\$ 500	\$ 23,099	\$ 0
4419 Fundraising, Mission & Outreach Released	\$ 16,200	\$ 500	

4421 Children's Ministry Fund Released		\$	2,210		
4430 Memorial & Garden Funds Release		\$	582		
4459 Rector Housing Funds Release	\$	5,430			
4479 Special Gifts & Events Released		\$	25,000		
4480 Lily Grant Sabbatical Fund Released		\$	49,823		
Total 4400 RELEASED / TEMP RESTRICTION	\$	46,630	\$	141,114	\$
4500 Uncategorized Contributions		\$	-		
4600 Uncategorized Income		\$	-		
Total Revenue	\$	454,906	\$	632,425	\$
Gross Profit	\$	454,906	\$	632,425	\$
Expenditures					
5000 Expenditures					
5100 DISCIPLESHIP					
5110 ADULT MINISTRY EXP			\$	500	
5112 Christian Educ. Supplies-Misc.	\$	500	\$	285	
5113 Special Program costs	\$	1,000	\$	5	\$
					2,000
Total 5110 ADULT MINISTRY EXP	\$	1,500	\$	290	\$
					2,500
5120 CHILDREN'S MINISTRY EXP					15,040.00
5122 Childrens-Other	\$	100	\$	84	
5123 Materials & Supplies	\$	4,100	\$	2,833	
5125 Children's Ministry Wages	\$	14,283	\$	5,920	
Total 5120 CHILDREN'S MINISTRY EXP	\$	18,483.0	\$	8,837.3	\$
					15,040.0
5130 FELLOWSHIP AND GATHERINGS				\$	2,100
5135 Coffee Hour Supplies	\$	400	\$	374	
5136 Special Programs & Dinner	\$	-	\$	2,082	
Total 5130 FELLOWSHIP AND GATHERINGS	\$	400	\$	2,456	\$
					2,100
5150 YOUTH MINISTRY EXP				\$	500
5154 Youth - Formation	\$	1,000	\$	44	
Total 5150 YOUTH MINISTRY EXP	\$	1,000	\$	44	\$
					500
Total 5100 DISCIPLESHIP	\$	21,383.0	\$	11,627.1	\$
					20,140.0
5200 FACILITY COSTS					
5201 Facility Maint					
5202 Building & Equipment Repairs	\$	14,000	\$	21,681	\$
					14,000
5203 Building Maintenance	\$	6,000	\$	18,518	\$
					2,950
5204 Grounds Maintenance	\$	5,000	\$	4,955	
5205 Snow Removal	\$	2,500	\$	1,583	\$
					2,500
5206 Insurance	\$	15,000	\$	12,523	\$
					14,793
5207 Janitorial	\$	8,000	\$	7,837	\$
					9,000
5208 Landscaping Improvements	\$	5,000			\$
					6,000
5210 Property Management	\$	8,000	\$	2,625	\$
					3,900
5211 Rectory Repairs	\$	5,000	\$	3,458	\$
					10,430
Total 5201 Facility Maint	\$	68,500	\$	73,181	\$
					63,573
Total 5200 FACILITY COSTS	\$	68,500	\$	73,181	\$
					63,573
5250 Utilities					
5251 Utilities - Electric	\$	5,000	\$	4,578	\$
					3,000
5252 Utilities - Garbage & Recycling	\$	1,500	\$	1,827	\$
					1,337

5253 Utilities - Gas	\$ 9,600	\$ 7,647	\$ 7,000
5254 Utilities - Water	\$ 3,000	\$ 2,468	\$ 3,000
Total 5250 Utilities	\$ 19,100	\$ 16,521	\$ 14,337
5260 Interest on Facility Debt			
5262 Interest Expense - Parish Hall	\$ 122	\$ 510	\$ 510
Total 5260 Interest on Facility Debt	\$ 122	\$ 510	\$ 510
5330 ADMIN COSTS			
5331 Accounting/Bookkeeping/Audit Services	\$ 21,000	\$ 31,025	\$ 24,595
5335 Computer Software & Supplies	\$ 1,500	\$ 3,733	\$ 4,000
5336 Copier Expenses			\$ 7,000
5337 Copy, Print & Printer Supplies	\$ 10,000	\$ 10,324	
Total 5336 Copier Expenses	\$ 10,000	\$ 10,324	\$ 7,000
5338 Kitchen Cleaning & Bathrm Sup	\$ 250		\$ 250
5339 Licenses & Fees	\$ 4,000	\$ 4,557	\$ 400
5340 Office Supplies & Expense			
5341 Office Supplies	\$ 800	\$ 1,722	\$ 500
5342 Paper	\$ 800	\$ 33	\$ 600
Total 5340 Office Supplies & Expense	\$ 1,600.0	\$ 1,754.9	\$ 1,100.0
5343 Other Administrative Expense	\$ 200	\$ 21,878	\$ 25,400
5344 Postage & Freight	\$ 500	\$ 404	\$ 450
5345 Printing Services	\$ 900	\$ 1,190	\$ 500
5346 Publicity & Advertising	\$ -	\$ 2,371	\$ 900
5347 Rector's Expense Allowance	\$ 3,840	\$ 2,515	\$ 3,840
5348 Telephone	\$ 3,325	\$ 3,647	\$ 3,325
5349 Vestry Expenses	\$ 450	\$ 398	\$ 450
Total 5330 ADMIN COSTS	\$ 47,565	\$ 83,797	\$ 72,210
5360 PAYROLL EXPENSE			
5365 Payroll - Hourly Wages			
5366 Admin Assist Hourly Wages	\$ 53,392	\$ 60,905	\$ 52,607
53661 Admin Assist Health Insurance	\$ 14,244		
5367 Admin Assist Pension	\$ 2,669	\$ 1,318	\$ 3,133
53681 Website Manager	\$ 10,000		
5369 Bookkeeping Hourly Wages	\$ -	\$ 3,190	\$ 11,248
Total 5365 Payroll - Hourly Wages	\$ 80,305	\$ 65,413	\$ 66,988
5370 CLERGY COMPENSATION			
5371 RECTOR'S COMPENSATION	\$ 71,486	\$ 74,034	\$ 74,034
5372 Rector's Life & Health Ins.	\$ 24,672	\$ 26,219	\$ 13,188
5373 Rector's Continuing Education	\$ 750	\$ 663	\$ 750
5374 Rector's Housing	\$ 17,500	\$ 11,250	\$ 11,250
5375 Rector's Pension	\$ 20,823	\$ 15,947	\$ 20,417
5376 Rector's Sabbatical Fund	\$ -	\$ 39,365	\$ 40,323
5378 Sabbatical Supply Clergy		\$ 15,000	\$ 15,000
5379 Supply Priest Honorarium	\$ 2,000	\$ 625	\$ 3,500
Total 5370 CLERGY COMPENSATION	\$ 137,231	\$ 183,103	\$ 178,462
5380 PAYROLL TAXES EXPENSE			
5362 Taxes	\$ 15,451	\$ 12,954	\$ 17,209

Total 5380 PAYROLL TAXES EXPENSE	\$	15,451	\$	12,954	\$	17,209
5390 Worker's Comp Insurance	\$	1,500	\$	976	\$	995
Total 5360 PAYROLL EXPENSE	\$	234,487	\$	262,446	\$	263,654
5400 OUTREACH & DIOCESE REGIONAL						
5410 DIOCESE & REGIONAL SUPPORT						
5411 Diocesan Commitment	\$	32,000	\$	19,500	\$	37,000
5412 Diocesan Convention Costs	\$	1,200	\$	600	\$	2,300
5413 Regional Commitment	\$	4,000	\$	1,000	\$	4,000
Total 5410 DIOCESE & REGIONAL SUPPORT	\$	37,200	\$	21,100	\$	43,300
5420 OUTREACH COSTS						
5421 Lift-Up-Steamboat	\$	6,000	\$	4,340	\$	6,000
5422 Outreach-Other	\$	3,700	\$	3,820	\$	3,700
5423 Discretionary Fund - Clergy	\$	2,500	\$	2,360		
5424 Bags of Blessing			\$	1,179		
Total 5420 OUTREACH COSTS	\$	12,200	\$	11,700	\$	9,700
Total 5400 OUTREACH & DIOCESE REGIONAL	\$	49,400	\$	32,800	\$	53,000
5500 WORSHIP						
5501 Altar Linens and Supplies	\$	600	\$	712	\$	600
5502 Flowers	\$	1,000	\$	1,798	\$	1,500
5503 Miscel Worship Expense	\$	500	\$	877	\$	500
5504 Contract Labor - Special Music	\$	600	\$	550	\$	500
5505 Music Director	\$	45,317	\$	18,018	\$	18,200
5506 Music Supplies & Repairs	\$	2,000	\$	2,557	\$	1,200
5507 Musician	\$	1,850	\$	16,078	\$	12,480
5508 Nursery Caregivers			\$	940	\$	2,850
5509 Nursery Supplies			\$	190	\$	100
5510 Tech Maintenance & Repairs	\$	1,000			\$	1,000
5511 Tech Operators	\$	9,000	\$	2,751	\$	9,300
5512 Books and Materials	\$	500	\$	114	\$	1,000
5513 Music Director Continuing Education	\$	750	\$	1,049	\$	583
5514 Music Director Pension	\$	1,000	\$	814		
Total 5500 WORSHIP		64,117		46,449		49,813
5950 Depreciation Expense - Non-Cash (Estimated for 2023)	\$	93,820	\$	93,820		
Total 5000 Expenditures		598,494		621,150		537,237
Total Expenditures		598,494		621,150		537,237
Net Operating Revenue	-\$	143,588	\$	11,275	-\$	115,294
Add Back Depreciation (Non-Cash Charge)	\$	93,820	\$	93,820	\$	0
Net Operating Revenue less Depreciation	-\$	49,768	\$	105,095	-\$	115,294
Vestry to Designate can be used in 2023	\$	29,800				
Additional approval Vestry to Designate can be used in 2023	\$	10,000				
	-\$	9,968	\$	105,095		
		Deficit		Surplus		