



Dream Big: Annual Meeting 2024



Celebrating 85 years
of sharing the abundant
love of Jesus Christ in a
caring and diverse
community

A Parish of the
Episcopal Diocese of
San Diego



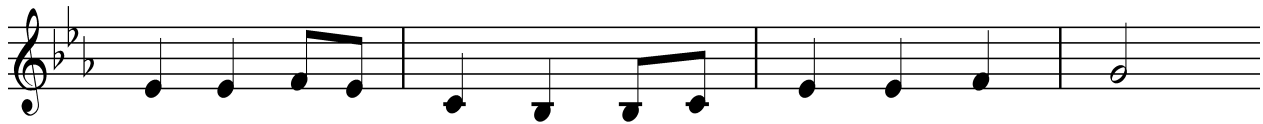
Agenda for the 85th Annual Meeting

Sunday, January 28, 2024

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| I. | Call to Order | <i>Alex Christensen, Senior Warden</i> |
| II. | Opening Prayer | <i>The Rev. Dan Kline, Co-Rector</i> |
| III. | Hymn | <i>Charles Peery, Music Coordinator</i> |
| IV. | Approval of Minutes of Annual Meeting of 2023 | <i>Alex Christensen</i> |
| V. | Sr. Warden's Report | <i>Alex Christensen</i> |
| VI. | The Co-Rectors' Report | <i>Co-Rectors</i> |
| VII. | Presentation of the Annual Budget for 2024 | <i>George Holliday, Treasurer</i> |
| VIII. | Recognition of Outgoing Vestry Members | <i>Co-Rectors</i> |
| | a. Ray Tackett, Jr. Warden | |
| | b. John Hampson | |
| | c. Kathy Kilmer | |
| | d. Ben Palmer | |
| | e. Br. John Westaway, ending a year early from his term | |
| IX. | Nominees for Vestry | <i>Co-Rectors</i> |
| | a. John Hampson, 3-year term (second full term) | |
| | b. Nick Falconio, 3-year term (first full term) | |
| | c. John Raposa, 3-year term (first full term) | |
| | d. Brooke Wolford, 3-year term (first full term) | |
| | e. Marian Stinson+, appointed to serve the remaining year of a 3-year term | |
| X. | Election of New Vestry Members | <i>Co-Rectors</i> |
| XI. | Introduction of 2024 Vestry and Sr. Warden | <i>Co-Rectors</i> |
| XII. | Election of Convention Delegates | <i>Co-Rectors</i> |
| XIII. | The Strategic Plan Update | <i>Strategic Planning Implementation Team & Co-Rectors</i> |
| XIV. | The St. Paul the Hermit Servant Award | |
| XV. | Closing Prayer | <i>The Rev. Jessie Thompson, Co-Rector</i> |
| XVI. | Adjournment | |

Lord of all hopefulness, Lord of all joy

The Hymnal 1982, #482



1 Lord of all hope - ful - ness, Lord of all joy,
2 Lord of all ea - ger - ness, Lord of all faith,
3 Lord of all kind - li - ness, Lord of all grace,
4 Lord of all gen - tle - ness, Lord of all calm,



whose trust, ev - er child - like, no cares could de - stroy,
whose strong hands were skilled at the plane and the lathe,
your hands swift to wel - come, your arms to em - brace,
whose voice is con - tent - ment, whose pres - ence is balm,



be there at our wak - ing, and give us, we pray,
be there at our lab - ors, and give us, we pray,
be there at our hom - ing, and give us, we pray,
be there at our sleep - ing, and give us, we pray,



your bliss in our hearts, Lord, at the break of the day.
your strength in our hearts, Lord, at the noon of the day.
your love in our hearts, Lord, at the eve of the day.
your peace in our hearts, Lord, at the end of the day.

Words: Jan Struther (1901-1953). By permission of Oxford University Press. Music: *Slane*, Irish ballad melody; adapt. *The Church Hymnary*, 1927; harm. *Hymnal 1982*.

**The Church of St. Paul in the Desert—Minutes of the 84th Annual Meeting
Sunday, January 29, 2023**

- I. Senior Warden Steve Moore called the meeting to order at 12:05 pm and led over 130 parishioners in reciting the Mission Statement.
- II. Rev. Daniel Kline offered the opening prayer.
- III. All sang God of Grace and God of Glory.
- IV. The 2022 Annual Meeting minutes were approved (M/S/C Jerry DiNoto/Craig Ewing).
- V. Moore presented the Senior Warden's Report.
- VI. Rev. Jessie Thompson and Rev. Daniel Kline presented the Co-Rectors' Report, which is attached to these minutes along with 2022 committee reports. They also thanked Doug Thompson for serving as St. Paul in the Desert during the morning service; John Van Norman and Jim Lawrence for setting up the sound system; Terry Moran, Roberto Carrillo, and Arturo Melero for arranging outdoor tables and seating; Alex Christensen and Chris Butler for organizing the food; Andrew Trofka and Michael Chacon for making cookies on behalf of the Latino Ministry; those serving the lunch; all who will help dismantle the setup after the meeting; and Jon Coates and Steven Holston for the 2023 Parish Directory. The directories were distributed after the meeting.
- VII. Treasurer Raffaele Alberto presented the 2023 budget, which is attached to these minutes and was approved (M/S/C Dirk Beach-Barrow/Patrick Jarvis).
- VIII. Outgoing Vestry members Steve Moore, Chris Butler, Rick Nauman, and Alex Christensen were thanked for their service.
- IX. Vestry candidates Alan Glass, Jan Wacker, Alex Christensen, and Rick Nauman were introduced. No additional names were suggested.
- X. The motion to close nominations was approved (M/S/C Craig Ewing, Lena Granet).
- XI. The 2023 Vestry was introduced, with Glass, Wacker, Christensen, and Nauman joining continuing Vestry members Wayne Soucy, Bob Richter, Nancy Antonius, Br. John Westaway, Kathy Kilmer, Ben Palmer, and John Hampson. Ray Tackett was unable to attend. The Co-Rectors appointed Christensen as Senior Warden.
- XII. Andrew Trofka, Alex Christensen, Dirk Beach-Barrow, David Weir, John Hampson, and Theresa Ball were nominated as delegates to our Diocesan Convention. Nominations were closed approved (M/S/C Dirk Beach-Barrow/David Smitherman). Four will serve as delegates and two as alternates.
- XIII. Advisor Greg Movesian presented The Strategic Plan 2023-2027, with key provisions highlighted by Co-Rectors Rev. Dan Kline and Rev. Jessie Thompson as well as Strategic Plan Core Team Co-chairs Alan Glass and Alex Christensen. Discussion included compliments on the plan and patio party process as well as suggestions to expand spiritual formation (John Granet); welcome all, including drag queens and leather men and women (Rev. Tim Rogers); attract snowbirds from 55+ communities, especially singles (Jerry Withers); and consider solar panels (Lou Armentrout). Craig Ewing noted the 10 action teams might overlap, and Greg Movesian said the Strategic Plan Implementation Team would monitor all 10 to safeguard against duplication.
- XIV. The Co-Rectors presented the first-ever St. Paul the Hermit Servant Award to Lena Granet for her longtime St. Paul's volunteer service and tireless, whole-hearted efforts in support of our social justice ministries.
- XV. Rev. Jessie Thompson offered the closing prayer.
- XVI. The motion to adjourn was approved (M/S/C Br. John Westaway/Valerie Rogers). The meeting adjourned at 1:52 pm.

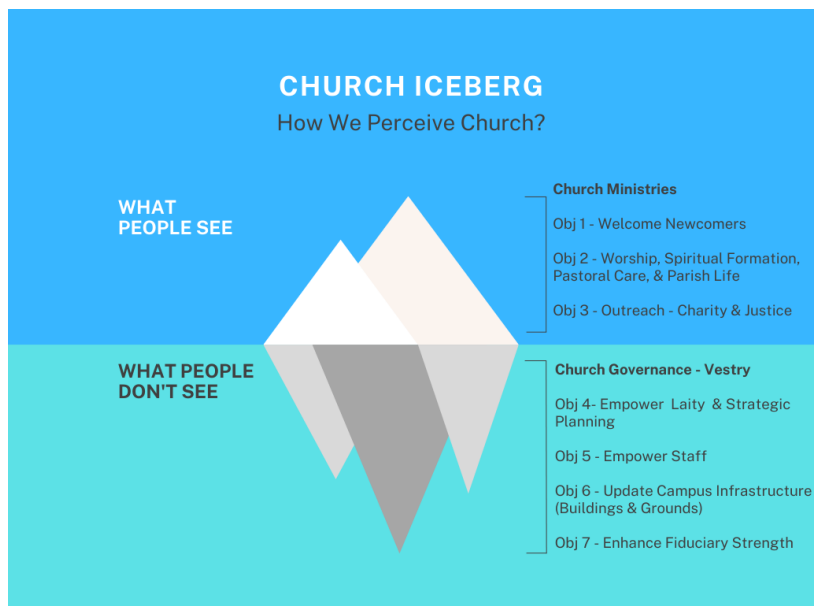
Submitted by Jan Wacker

CO-RECTORS' REPORT *The Rev. Dan Kline & The Rev. Jessie Thompson*

Our theme this year is *Dream Big*. We are not dreaming because we are sleep walking – we are a church of action! Just look at all the accomplishments and read about the incredible stories of impact that have happened in the last year alone later on in this annual meeting guide. This is not because big is necessarily better than small. Despite our rapid growth and many new faces, we are still a church that values the intimacy of relationships – come visit our Wednesday contemplative Eucharist sometime or show up to a Circle Supper dinner. What *Dream Big* means is to become aware of God's dream for the world and our little corner of it and to try and live into that dream, to "make the invisible visible" as Dr. Martin Luther King, Jr. once said. Like Jacob who dreamed of the angels going up and down that old ladder, we are seeking to become aware that God is in this place in ways we have not even expected or thought up (Genesis 28:16). We want to be conscious of God's presence in ways we have not even dreamed of yet.

One way we are living into this dream is through leadership. We are so proud of this past year's Vestry. Much of their work is behind the scenes (see image to the right).

At the beginning of the year, fresh out of our Vestry retreat, we set 5 priorities for 2023: #1. Find the Co-Rectors permanent housing, #2. Hire a Parish Administrator, #3. Recruit a Treasurer, #4. Update our Record Retention System, and #5. Create a System for Tracking Progress on Goals in Alignment with our 5-Year Strategic Plan. Early on in the year, we quickly accomplished #1 and #3, so we added two more priorities: #6 Renovate the On-Campus Apartment and #7 Create an Endowment Policy. This was an ambitious set of milestones, but we knew they needed to get done to put the wheels in motion with the rest of what we felt God was calling all of us to in the next five years. As of this writing, despite the occasional challenge, we can proudly say we have accomplished all seven strategic priorities for the year. Every single one of these goals lays a foundation for achieving the remainder of the goals laid out in the strategic plan. It took a tremendous amount of innovation, transparency, and confidentiality to accomplish what might have taken several years if we were another Vestry.



At the same time as being an active parish, we are also a contemplative parish. We are consciously living into our core values and seeking to grow spiritually. It's not just *what* we do as a faith community that matters; it's *how* we do it and *why* we do it. In every committee meeting, in every classroom, in every moment of ministry, we are seeing people grow more in love with God and with one another. We are blessed with an abundance of spiritual resources here at St. Paul's and the most important spiritual resource God has entrusted us with is YOU – the body of Christ, blessed and broken for the world. The radical hospitality we embody, the commitment to progressive theology in the great tradition, the desire to be inclusive/justice-seeking people, the care with which we seek to create a safe space for those who are hurting, are all hallmarks that we are living into together. We are becoming beloved community, a people of abundant love.

Many of the highlights from this past year came in individual interactions with folks – someone sharing good news, sitting with folks in the worst moments of their lives, and everything in-between. Those pastoral moments are the heartbeat of why we, as your priests, do what we do. We are honored that you continue to entrust us with the most precious details of your lives and love being there for you along the spiritual journey of life.

At the same time, there have been some major larger scale developments in how we, as a church, seek to be ministers. Our Welcome Team has built upon the ministry of ushers and has helped us to become an even friendlier community. We have returned to mid-week classes and our Sunday formation hour is packed to the gills, even with two offerings most weeks. There are many ways to connect and build relationships with others whether talking about a book with a group of folks online from the comfort of your home, or camping in Idyllwild with a group of fellow parishioners. We have restarted the Lay Eucharistic Visitor program for the first time since the pandemic and we held a bereavement group for those experiencing loss during the holidays. We have added the Blessing Bag Ministry to our monthly Sundry Distribution, along with transferring the center of operations of the distribution from a parishioner's home to the church campus. We gave thousands of socks away locally and all throughout Southern California through our partnership with Bombas socks and the deacons of the Episcopal Diocese of San Diego. We have become active in engaging with civic issues like seeking to be justice and peacemakers with everything happening around Section 14. We have continued to work on our relationship with the Well in the Desert and are close to formalizing a license agreement with the Well that will help us empower them to feed over 250 people a day, 5 days a week out of our little kitchen that could.

We have also continued to emphasize a deep commitment to the breadth and depth of the liturgical tradition we have received. We are a *sacramental* community. Aside from numerous feast days that draw our hearts closer to God in worship, we have received numerous gifts of time and treasure to enhance our worship: new vestments, new baptismal fonts, new icons, new lighting, new microphones. Perhaps the most pivotal liturgical moment of this last year was the return to the common cup after 3 years on the Feast of the Transfiguration in a single, unified church service. Many of us had long waited for this day, which was full of joy and thanksgiving for the faithfulness of God in delivering us through those dark days.

One of the major areas that we, as your priests, will be working on in 2024 is self-care. Out of all the 10 Commandments, we tend to struggle with number 4: “Remember the Sabbath day and keep it holy.” We have not been as faithful in keeping our days off as we probably should. As neither of us are not full-time, we probably should be taking even more time off than we already are. The primary reason we have been working so much is we have been committed to helping St. Paul's return and thrive after a pandemic and have been busy building new structures and systems that will set St. Paul's up for success over the long-haul. The other reason is we are still trying to figure out how this all works with a clergy couple. If there were two full-time priests who were not married, one of the priests would simply cover for the days when the other priest is taking off. This does not always work for a married couple. The Vestry is supportively working with us on figuring out an appropriate way to live into our part-time compensation agreement, as we live out this innovative model of ministry. Fortunately, we have many retired clergy in our parish and we cannot thank them enough for the ways they have offered support so that we can truly try to rest when we both take vacation; but trying to figure out how to do this during the regular workweek continues to be a trial-and-error experiment that we are gradually getting better at.

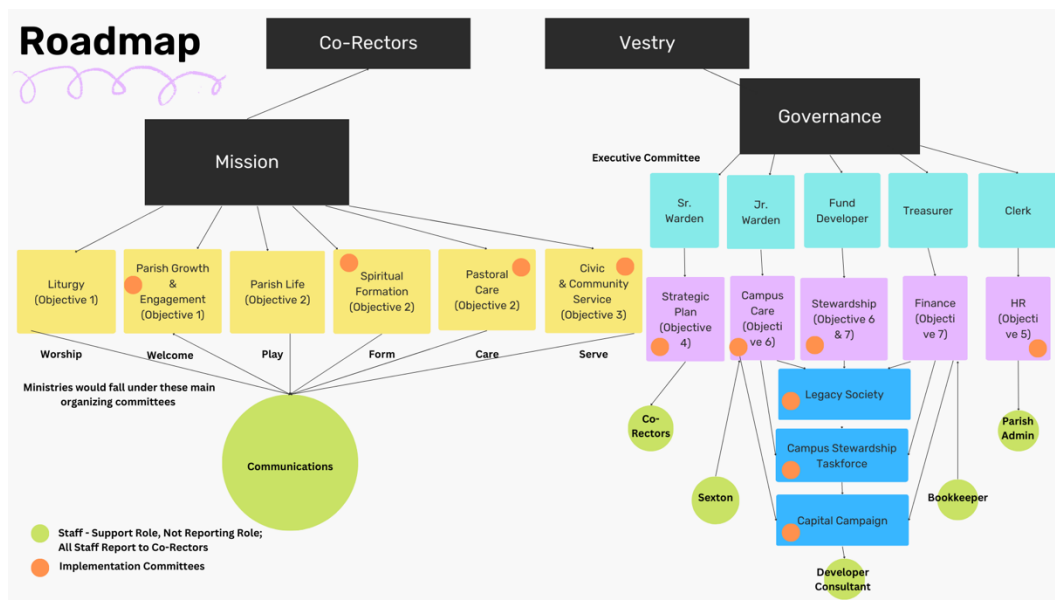
An easy way to help us live into a renewed commitment to keep the Sabbath this year is to remember our days off. What are our days off? Rev. Dan's personal day off is Monday and Rev. Jessie's personal day off is Thursday. We both take Fridays off as a joint-Sabbath. We have been fairly good about taking Fridays off. We have not been so good about our personal days. One way you can support us as we seek to honor God through the Sabbath is by remembering that Rev. Dan does not work Mondays and Rev. Jessie does not work on Thursdays. On those days, please call or email or text the priest who is working that day. Please do not reach out to the priest whose day off it is, even if you feel more of a personal connection with that priest. We both need time away to recharge so that we can be our best selves for you all. We will both be putting our days off in our email signatures as a reminder to you in case you forget. Additionally, unless it is a pastoral emergency (you are in the hospital, someone has died), please do not reach out to us via phone or text on Fridays. We know that many other things can feel like they need an immediate answer, but if we take a deep breath and pause, we will discover that most things can wait 24 hours.



The days ahead are bright as we seek to live into God's dream. St. Paul's is becoming a spiritual oasis in the desert to the hurting and we are seek to respect the dignity of every human being. We are welcoming new folks, we are supporting and empowering those who have been here for a while, and we are weaving this all together through the grace that is in the sacraments. Thank you for another great year and we look forward to serving you more in the year ahead.

Blessings and Big Love,

Rev. Dan & Rev. Jessie



SENIOR WARDEN'S REPORT

Alex Christensen

The old adage, “You’re never too old to learn something new,” is so true. My year as Senior Warden provided me with growth and enlightenment I never would have imagined. And what a year it’s been! Watching St. Paul evolve into its own expansion, with many new programs, classes, spiritual formation, and community outreach opportunities to name but a few, has been exhilarating! All of this energy is being fueled by the implementation of the Strategic Plan Objectives and Values – which are the core of so many ideas and concepts we saw come into being this year. This vision has created such the Legacy Society and a successful pledge campaign all designed to sustain St. Paul’s ability to provide long-term pastoral care due to its financial stability, assuring St. Paul will be in existence for many years to come.

As Senior Warden, I’m involved in a wide spectrum of what goes on to keep the church engine running. I serve as co-chair of the Strategic Plan Implementation Team (otherwise known as S.P.I.T.). My chairpersonship involves working with the Objective chairs and their team(s) in keeping us on track, focused and participating in meetings to assist wherever the need may be. In one year, the S.P.I.T. has accomplished and reached a large portion of their individual goals – many of which you’ve all heard about in one form or another. And there’s so much more to come – as we have only just begun. Along these lines, I spent a lot of time in ’23 arranging our now famous Patio Parties, which have proven to be an invaluable source of information as to where the parishioners of St. Paul would like to see the church go – be it building issues, spiritual, community relationships, growth and reconstituting a children’s Sunday school. How great it would be to see wee ones running around!

Campus safety is and has been a very big concern for our congregation and staff. To that end, thanks to the hard work of three individuals and a grant from the State of California, St. Paul has coordinated the implementation of a whole new security system and took our archaic phones into the 21st century. To keep apprised and to follow their progress, I attended meetings, reviewed estimates and, along with my S.P.I.T. co-chair, gave final approval on estimates. In addition to overseeing this project, I also was involved with working with our Jr. Warden, in refurbishing the “condo” above the administrative offices; talk about a “makeover”. We took a space which had not been renovated for 38 years and turned it into an amazing mid-century modern suite!! The project had its challenges but the outcome was worth it.

Attending the 50th Anniversary of the Diocese of San Diego last November gave me the opportunity to meet, see, and hear those who act as our gatekeepers and shepherds “tending the flock” of all the churches under their wings. I took away a renewed respect and an understanding of what it takes to accomplish this feat. As Senior Warden, my focus is on the big picture and at the end of the day after all the meetings, planning sessions, special events, special services I attend, I realize that none of these things would be possible without financial stability for the church and the constant reminder that our numbers in giving must grow, not decline. I attend finance committee meetings to keep apprised of exactly where we are, what financial challenges we have and what we can do to continue to move forward.

So yes, never too old to learn for sure - I’ve had a lot of successes in my personal endeavors as Senior Warden, I’ve had some hiccups and learning curves but most of all I’ve had a fantastic year of meeting all of you and having your support in our endeavors; learning more about the character and culture that forms St. Paul and having the privilege of working with two of the most bright, energetic, creative and inspiring Reverends in a lifetime. How lucky am I! Thank YOU, St. Paul’s.

The Church of St. Paul in the Desert
Budget vs. Actuals: 2023 - Budget - FY23 P&L
 January - December 2023

	Total			
	Actual	Budget	over Budget	% of Budget
Income				
Pledge Income	\$ 547,149.52	\$ 600,144.00	\$ (52,994.48)	91.17%
Plate Offerings	18,532.00	9,529.05	9,002.95	194.48%
Non Pledged	36,809.00	61,035.95	(24,226.95)	60.31%
Gifts	116,536.13	17,076.40	99,459.73	682.44%
Ash Wednesday	165.00	-	165.00	0.00%
Christmas Offering	7,708.00	4,178.00	3,530.00	184.49%
Easter Offering	6,684.00	8,401.00	(1,717.00)	79.56%
Facility Use Donations	4,695.00	3,905.00	790.00	120.23%
Bank Interest	8,644.69	3.02	8,641.67	286248.01%
Hodges Endowment Interest	6,812.34	5,449.86	1,362.48	125.00%
Coffee Hour Donations	132.00	-	132.00	0.00%
Total Income	\$ 753,867.68	\$ 709,722.28	\$ 44,145.40	106.22%
Expenses				
Adult & Youth Education	\$ 1,863.03	\$ 2,000.00	\$ (136.97)	93.15%
Sunday/Church School	104.27	1,000.00	(895.73)	10.43%
Diocesan Convention	647.67	570.00	77.67	113.63%
Worship	2,115.77	500.00	1,615.77	423.15%
Parish Life	1,199.66	3,515.00	(2,315.34)	34.13%
Latino Ministry	-	500.00	(500.00)	0.00%
Music Prog & Supply Organists	7,067.38	3,000.00	4,067.38	235.58%
Honoraria	3,170.55	5,250.00	(2,079.45)	60.39%
Altar Supplies	1,556.85	1,000.00	556.85	155.69%
Coffee Hour	1,896.26	1,060.44	835.82	178.82%
Mission Share/Diocese	57,306.96	57,306.96	-	100.00%
Pastoral Care	-	200.00	(200.00)	0.00%
Reception for Appreciation	152.16	-	152.16	0.00%
Annual Audit	18.64	41.95	(23.31)	44.43%
Vestry Expenses	1,013.63	704.71	308.92	143.84%
Legal & Professional Expenses	233.00	63.00	170.00	369.84%
Licenses & Permits	-	20.00	(20.00)	0.00%
Dues, Memberships & Subscriptions	4,613.69	2,834.41	1,779.28	162.77%
Bank Charges	1,685.85	30.00	1,655.85	5619.50%
Contribution Processing	3,058.62	1,165.17	1,893.45	262.50%
Interest Expense	22.20	-	22.20	0.00%
Advertising	3,916.85	95.00	3,821.85	4123.00%
Telephone Expense	4,828.76	1,589.92	3,238.84	303.71%
Internet Expense	1,279.88	3,349.11	(2,069.23)	38.22%
Info Tech Support	16,513.86	12,000.00	4,513.86	137.62%
Volunteer Appreciation	936.00	-	936.00	0.00%
Postage	7,436.24	1,685.49	5,750.75	441.19%

The Church of St. Paul in the Desert
Budget vs. Actuals: 2023 - Budget - FY23 P&L
January - December 2023

	Total			
	Actual	Budget	over Budget	% of Budget
Computer Programs/Peripherals	2,075.87	4,327.91	(2,252.04)	47.96%
Office-Machine	14,072.72	8,957.63	5,115.09	157.10%
Office Supplies	9,039.02	6,833.70	2,205.32	132.27%
Stewardship Expenses	5,931.01	2,000.00	3,931.01	296.55%
Maintenance	26,795.85	20,624.24	6,171.61	129.92%
Contract Cleaning	408.93	-	408.93	0.00%
Employee Mileage Reimbursement	1,097.41	355.41	742.00	308.77%
Gardening	9,983.99	10,600.00	(616.01)	94.19%
Gardening Supplies/Refuse	-	68.55	(68.55)	0.00%
Security	5,829.00	4,750.00	1,079.00	122.72%
Insurance	13,311.50	12,674.56	636.94	105.03%
Property Taxes	7,725.78	3,642.38	4,083.40	212.11%
Electric	35,234.71	44,141.00	(8,906.29)	79.82%
Gas	6,495.90	4,641.70	1,854.20	139.95%
Trash	5,115.96	6,000.00	(884.04)	85.27%
Water	3,733.08	3,064.34	668.74	121.82%
Payroll Expenses	303,608.86	350,851.31	(47,242.45)	86.53%
Other Rector Costs	41,809.38	39,627.10	2,182.28	105.51%
Clergy Conference	620.00	-	620.00	0.00%
Bookkeeper/Accountant	14,812.50	15,840.00	(1,027.50)	93.51%
Health & Dental Insurance	52,255.00	49,436.00	2,819.00	105.70%
Pensions - Staff	4,817.80	7,726.98	(2,909.18)	62.35%
Workers' Compensation Insurance	2,945.00	1,510.00	1,435.00	195.03%
Total Expenses	\$ 690,357.05	\$ 697,333.97	\$ (6,976.92)	99.00%
Net Operating Income	\$ 63,510.63	\$ 12,388.31	\$ 51,122.32	512.67%
Other Income				
Unrealize Gain/(Loss) - on invest	\$ 26,768.97	\$ -	\$ 26,768.97	0.00%
Realized (Gain)/Loss - PNC	3,579.12	-	3,579.12	0.00%
Interest/Dividend Inc - PNC	8,475.81	2,409.34	6,066.47	351.79%
Other Income	94,597.87	94,597.00	0.87	100.00%
Total Other Income	\$ 133,421.77	\$ 97,006.34	\$ 36,415.43	137.54%
Depreciation Expense	\$ 22,064.04	\$ 22,064.04	\$ -	100.00%
Net Other Income	\$ 111,357.73	\$ 74,942.30	\$ 36,415.43	148.59%
Net Income	\$ 174,868.36	\$ 87,330.61	\$ 87,537.75	\$ 2.00

The Church of St. Paul in the Desert
Balance Sheet
As of December 31, 2023

	Total
ASSETS	
Current Assets	
Bank Accounts	
PPBank Chk (2559)	\$ 87,514.51
Rectors Discr Account (1111)	12,890.17
Brokerage Account	321,429.63
Annuity	165,111.21
Money Market	300,591.60
Certificate of Deposit	145,665.59
Episcopal Foundation Fund	<u>10,000.00</u>
Total Bank Accounts	<u>1,043,202.71</u>
14232 Investments - Hodges Endowment Fd	<u>316,587.19</u>
Total Current Assets	1,359,789.90
Fixed Assets	2,514,614.73
Accumulated Depreciation	<u>(2,138,789.43)</u>
Total Fixed Assets	375,825.30
Other Assets	
Shared Appreciation Receivable	150,000.00
Deposit - Utility	<u>100.00</u>
Total Other Assets	<u>150,100.00</u>
TOTAL ASSETS	<u><u>\$ 1,885,715.20</u></u>
LIABILITIES AND EQUITY	
Current Liabilities	
Accounts Payable	\$ 17,683.43
Credit Cards	8,254.49
Employee Contributions	<u>1,969.92</u>
Total Liabilities	<u>27,907.84</u>
Equity	
Donor Designated Funds	240,839.30
Endowment Fund	206,147.00
Columbarium Endowment Fund	237,560.00
Hodge's Endowment	<u>316,587.19</u>
Total Donor Designated Fund	760,294.19
Unrestricted	243,567.71
Capital Reserve Fund	206,984.80
Parish Reserve Fund	<u>231,253.00</u>
Total Unrestricted	681,805.51
Net Income	<u>174,868.36</u>
Total Equity	<u>1,857,807.36</u>
TOTAL LIABILITIES AND EQUITY	<u><u>\$ 1,885,715.20</u></u>

The Church of St. Paul in the Desert
Overview: Budget_FY24_P&L - FY24 P&L
 January - December 2024

	TOTAL
Income	
4010000 Pledges	615,000.00
Total 4000000 Pledge Income	\$ 615,000.00
4020400 Plate Offerings	20,000.00
4021000 Non Pledged	40,000.00
Total 4021000 Non Pledged	\$ 40,000.00
4050450 Gifts	25,000.00
4110450 Ash Wednesday	200.00
4120450 Christmas Offering	1,000.00
4130450 Easter Offering	7,000.00
4140450 Facility Use Donations	5,000.00
4171450 Bank Interest	300.00
4175450 Hodges Endowment Interest	6,000.00
Total Income	\$ 719,500.00
Gross Profit	\$ 719,500.00
Expenses	
5011110 Adult & Youth Education	2,350.00
5012110 Sunday/Church School	900.00
5013110 Fundraising Event Expenses	1,950.00
5015105 Social Justice Expense	18,500.00
5015110 Stewardship	6,750.00
5018110 Other Miscellaneous Service Cost	200.00
5019110 Diocesan Convention	3,200.00
5020121 Parish Life	1,525.00
5020125 Latino Ministry	750.00
5021120 Music Prog & Supply Organists	12,000.00
5022120 Worship Booklet Printing	1,000.00
5023120 Honoraria	5,250.00
5024120 Altar Supplies	1,500.00
5026120 Coffee Hour	2,000.00
5041130 Mission Share/Diocese	59,506.00
5110200 Annual Audit	250.00
5115200 Vestry Expenses	3,650.00
5117200 Licenses & Permits	2,500.00
5117300 Dues, Memberships & Subscriptions	6,000.00
5120200 Bank Charges	50.00
5121200 Contribution Processing	3,000.00
5140200 Advertising	2,000.00
5142200 Telephone Expense	2,500.00
5143200 Internet Expense	1,250.00

The Church of St. Paul in the Desert
Overview: Budget_FY24_P&L - FY24 P&L
January - December 2024

	TOTAL
5143250 Info Tech Support	6,000.00
5143300 Volunteer Appreciation	500.00
5144200 Postage	4,000.00
5150200 Office-Machine	9,000.00
5155200 Office Supplies	7,817.00
6010300 Maintenance	36,887.00
6020100 Employee Mileage Reimbursement	750.00
6020300 Gardening	11,250.00
6025300 Security	4,000.00
6030300 Insurance	14,214.00
6040300 Property Taxes	5,000.00
6052300 Electric	45,500.00
6053300 Gas	8,250.00
6054300 Trash	6,000.00
6055300 Water	4,000.00
8000000 Payroll Expenses	445,435.00
8600000 Bookkeeper/Accountant	16,316.00
Total Expenses	\$ 763,500.00
Net Operating Income	-\$ 44,000.00
Net Income	-\$ 44,000.00

Saturday, Dec 16, 2023 04:21:29 PM GMT-8 - Accrual Basis

The Church of St. Paul in the Desert
Budget Overview: Budget_FY24_P&L - FY24 P&L Classes
 January - December 2024

	Objective #1	Objective #2	Objective #3	Objective #4	Objective #5	Objective #6	Objective #7	TOTAL
Income								
4010000 Pledges	7,102.00	3,846.00	65,009.00	6,082.00	399,879.00	96,368.00	36,714.00	615,000.00
Total 4000000 Pledge Income	\$ 7,102.00	\$ 3,846.00	\$ 65,009.00	\$ 6,082.00	\$ 399,879.00	\$ 96,368.00	\$ 36,714.00	\$ 615,000.00
4020400 Plate Offerings	231.00	125.00	2,114.00	198.00	13,005.00	3,134.00	1,193.00	20,000.00
4021000 Non Pledged	462.00	462.00	4,228.00	396.00	26,608.00	5,457.00	2,387.00	40,000.00
Total 4021000 Non Pledged	\$ 462.00	\$ 462.00	\$ 4,228.00	\$ 396.00	\$ 26,608.00	\$ 5,457.00	\$ 2,387.00	\$ 40,000.00
4050450 Gifts	289.00	156.00	2,643.00	247.00	16,255.00	3,918.00	1,492.00	25,000.00
4110450 Ash Wednesday	2.00	1.00	21.00	2.00	130.00	33.00	11.00	200.00
4120450 Christmas Offering	12.00	6.00	106.00	10.00	650.00	157.00	59.00	1,000.00
4130450 Easter Offering	81.00	44.00	740.00	69.00	4,551.00	1,098.00	417.00	7,000.00
4140450 Facility Use Donations	59.00	31.00	529.00	49.00	3,251.00	783.00	298.00	5,000.00
4171450 Bank Interest	3.00	3.00	32.00	3.00	195.00	47.00	17.00	300.00
4175450 Hodges Endowment Interest	69.00	39.00	634.00	59.00	3,901.00	940.00	358.00	6,000.00
Total Income	\$ 8,310.00	\$ 4,713.00	\$ 76,056.00	\$ 7,115.00	\$ 468,425.00	\$ 111,935.00	\$ 42,946.00	\$ 719,500.00
Gross Profit	\$ 8,310.00	\$ 4,713.00	\$ 76,056.00	\$ 7,115.00	\$ 468,425.00	\$ 111,935.00	\$ 42,946.00	\$ 719,500.00
Expenses								
5011110 Adult & Youth Education		2,350.00						2,350.00
5012110 Sunday/Church School		900.00						900.00
5013110 Fundraising Event Expenses			1,950.00					1,950.00
5015105 Social Justice Expense			18,500.00					18,500.00
5015110 Stewardship							6,750.00	6,750.00
5018110 Other Miscellaneous Service Cost				200.00				200.00
5019110 Diocesan Convention				3,200.00				3,200.00
5020121 Parish Life		1,525.00						1,525.00
5020125 Latino Ministry			750.00					750.00
5021120 Music Prog & Supply Organists					12,000.00			12,000.00
5022120 Worship Booklet Printing					1,000.00			1,000.00
5023120 Honoraria					5,250.00			5,250.00
5024120 Altar Supplies					1,500.00			1,500.00
5026120 Coffee Hour	2,000.00							2,000.00
5041130 Mission Share/Diocese			59,506.00					59,506.00
5110200 Annual Audit							250.00	250.00
5115200 Vestry Expenses				3,650.00				3,650.00
5117200 Licenses & Permits					2,500.00			2,500.00
5117300 Dues, Memberships & Subscriptions					6,000.00			6,000.00
5120200 Bank Charges							50.00	50.00
5121200 Contribution Processing							3,000.00	3,000.00
5140200 Advertising	2,000.00							2,000.00
5142200 Telephone Expense						2,500.00		2,500.00
5143200 Internet Expense						1,250.00		1,250.00
5143250 Info Tech Support					6,000.00			6,000.00
5143300 Volunteer Appreciation				500.00				500.00
5144200 Postage	4,000.00							4,000.00
5150200 Office-Machine					9,000.00			9,000.00
5155200 Office Supplies	817.00				7,000.00			7,817.00
6010300 Maintenance					0.00	36,887.00		36,887.00
6020100 Employee Mileage Reimbursement					750.00			750.00
6020300 Gardening					0.00	11,250.00		11,250.00
6025300 Security					0.00	4,000.00		4,000.00
6030300 Insurance							14,214.00	14,214.00
6040300 Property Taxes							5,000.00	5,000.00
6052300 Electric						45,500.00		45,500.00
6053300 Gas						8,250.00		8,250.00
6054300 Trash						6,000.00		6,000.00
6055300 Water						4,000.00		4,000.00
8000000 Payroll Expenses					445,435.00			445,435.00
8600000 Bookkeeper/Accountant							16,316.00	16,316.00
Total Expenses	\$ 8,817.00	\$ 4,775.00	\$ 80,706.00	\$ 7,550.00	\$ 496,435.00	\$ 119,637.00	\$ 45,580.00	\$ 763,500.00
Net Operating Income	-\$ 507.00	-\$ 62.00	-\$ 4,650.00	-\$ 435.00	-\$ 28,010.00	-\$ 7,702.00	-\$ 2,634.00	-\$ 44,000.00
Net Income	-\$ 507.00	-\$ 62.00	-\$ 4,650.00	-\$ 435.00	-\$ 28,010.00	-\$ 7,702.00	-\$ 2,634.00	-\$ 44,000.00

Episcopalians love committees and meetings and, more recently, Zoom calls. We chat about shared missions and still have differing opinions on almost everything. It is something that makes the Episcopal tradition beautiful—the free expression of different experiences, cultures, and opinions. We have vestry and Bishop’s committee meetings, and Executive Council meetings, and the Standing Committee, and Diocesan Convention . . . How did the Episcopal Church get this way?

The late 18th century was a tumultuous time in the history of the United States. The American Revolution was in full swing, and not surprisingly, it came with a strong desire among American Anglicans to distance themselves from the Church of England. Yearning for a church that mirrored their newfound nation’s ideals, early Americans convened the first convention of the Church in 1785 in Philadelphia—the future first capital of the fledgling country—and established the Constitution and Canons of the Church. This outlined the democratic structure we enjoy today. It was a momentous occasion, marking the birth of a new religious institution that would strive to reconcile its Anglican heritage with the democratic spirit of the young nation. At the core of The Episcopal Church’s identity lies a democratic structure designed to give voice to its members at every level. The foundation of the Episcopal Church’s structure rests at the local level within individual churches, where dedicated and passionate individuals are chosen to represent their faith communities. Each year, at each church’s annual meeting, vestry members and delegates to Diocesan Convention are selected by the congregation and leadership to represent their local church.

When each church’s delegation attends the annual convention of a diocese, they play a crucial role in discussing and voting on numerous resolutions, the annual diocesan budget, electing lay and clergy people into diocesan leadership, and electing the deputation that will attend the General Convention. The Diocesan Convention also gets to elect its diocese new bishop at times of transition.

Every three years, at each diocesan convention, deputies and alternates are elected to represent the diocese at the largest meeting of the Church—General Convention. This process ensures that a diverse range of voices and perspectives are brought together from various regions and backgrounds to collectively decide on matters of faith and governance.

The General Convention itself operates under a two-house system, consisting of the House of Bishops and the House of Deputies. This two-house structure is a reflection of the Episcopal Church’s commitment to inclusivity and balanced representation. The House of Bishops includes the spiritual leaders of the church, while the House of Deputies is comprised of elected representatives from every diocese, including both clergy and lay members.

The broadest level of the church, TEC, is led by a Presiding Bishop who is elected at General Convention to serve a nine-year term. While you may have heard our overall church described as the “national” church, The Episcopal Church (TEC) is actually very international. It comprises 108 dioceses, three mission areas, and 22 countries or territories, totaling over 1.5 million members. Similar to cities and states, there are levels of governance embedded within the Episcopal hierarchy. There are TEC, Dioceses, and Churches, each having a different level of authority and autonomy.

The Episcopal Church is divided into geographical regions known as dioceses. The Diocese of San Diego stretches across San Diego, Riverside, Imperial, and Yuma counties. Each diocese has its bishop, clergy, and lay representatives. Each diocese operates with a large degree of autonomy in many matters, including managing their finances and making decisions about local church practices. This decentralization allows dioceses to adapt to the unique needs and circumstances of their communities while adhering to the broader principles of the Episcopal Church.

Zooming in further, we encounter individual Episcopal churches within each diocese. These local congregations have their rectors or vicars and lay leaders. While they faithfully follow the overall structure and teachings of the Episcopal Church, they also possess a degree of autonomy in managing their own affairs. This local autonomy enables them to serve the specific needs and preferences of their local population. The Episcopal Church’s democratic roots, sown during the American Revolution, continue to shape its governance and identity to this day. It is a story of faith and democracy intertwined, where the pursuit of religious independence and self-governance became inseparable from the quest for freedom in the United States. This unique blend of faith and democratic principles is mirrored in the church’s hierarchical structure, where the voices of both clergy and laity are heard and respected at every level.

OBJECTIVE 1: GROW THE PARISH & ENGAGE PARISHIONERS IN DISCERNING GROWTH PATHWAYS

- Created the new Welcome Team and Welcome Table
- Welcomed many new members to St. Paul in 2023
- Provided bathrooms, and a welcome space for the Las Palmas Neighborhood Spring event, building neighborhood relationships
- Hosted a table at the 1PS community event at Ruth Hardy Park, inviting lots of families to our Easter services, and making connections
- Developed a system for onboarding potential new members into parish membership
- Holding coffee hour outside in the Memorial Garden/Colonnade for easy access for newcomers and parishioners with lack of mobility
- Held a parish-wide Ministry Fair with 32 ministries present to help parishioners discern where to best use their time, talent, and treasure in 2024.

WELCOME TEAM



“Several members of the [Welcome] Team mentioned the same following phenomenon. At the beginning of the Welcome Team, many current parishioners commented on the different feeling they had as they went into church and were truly welcomed by the team and the ushers -- something they hadn't felt before. And then as visitors arrived throughout the fall, countless visitors commented on the welcome they received, indicating also that that wasn't always the case at their churches back home.

There is one story I have: In October, one of our Welcome Team Members noticed a young couple come through the front doors of the church around 10:00 am. They took bulletins and sat down. I went to greet them in the pew and soon discovered that they spoke only Spanish. I went out and asked Cecilia to come talk to them, which she did. She learned that they had only recently immigrated from Honduras, and they spoke only Spanish and couldn't read the bulletin. They felt terrible that they couldn't speak or read English, but Cecilia assured them that that would come in due time -- just with more contact with English speakers and more practice. They thanked her very much, and then, of course, they left.

The only point of the story is that if we didn't have a Welcome Team, no one would have talked to them as they sat down, and no one would have brought Cecilia to offer them the great help she gave them.” — **Patrick Von Bargaen, SPIT Chairperson, Objective 1**





OBJECTIVE 2: ENRICH SPIRITUAL FORMATION, PASTORAL CARE, & COMMUNITY LIFE

- Increased those who serve during worship—altar ministers, altar guild, lectors, ushers, livestreaming/audio support, welcome team & increased training for folks to be better equipped to serve
 - Increased the number of special feast days we celebrate
 - Increased our adult education/spiritual formation opportunities (classes, groups, retreats, Confirmation, etc.)—this year we have over 25 offerings!
 - Supported the expansion of the library
 - Increased our Sunday School teachers (and their new outreach efforts in the community)
 - Almost doubled the number of Circle Supper participants
 - Added additional Parish Life activities, like Movie Nights, Silent Disco, etc.
- Re-started the Lay Eucharistic Visitors ministry; 6-10 parishioners trained by diocese and about to gather for on-site training
 - Organized retired clergy to enhance and lead the Wednesday evening simple Eucharists centered around lesser known saints
 - Provided an End-of-Life Retreat, and followed up with the 50 participants throughout the summer to plan funeral services, help with those who're interested in St. Paul Columbarium niches, and worked through end of life documents, providing pastoral care

WORSHIP & LITURGY (ALTAR MINISTERS, ALTAR GUILD, LECTORS, USHERS)

“The Altar Guild, Altar Ministers, and Usher Ministry’s story is best told by the Christmas Eve Midnight Mass. To make this glorious service happen takes a multitude of dedicated, faithful servers from the Altar Guild setting the altar with reverence and love, to the ushers welcoming parishioners and visitors through our doors, the thurifer swinging the thurible to sense the altar and the altar ministers reverently assisting the priests at the altar and administering the chalice to the congregation. There is not one story here, but a multitude of individual stories from all these men and women who came together on that special night to help bring the light of Christ into the lives of those who sat in our pews.” —



— **Kathy Kilmer, Altar Minister Co-Director and Vestry Member**



SPIRITUAL FORMATION/ADULT EDUCATION

“Our Sunday hour between the services continued to offer opportunities in either the contemplative or action-oriented spheres. We began to offer mid-week classes, including two interfaith offerings – one Buddhist and one Jewish. Due to the abundance of retired clergy and seminary professors, St. Paul has the building blocks for a robust spiritual formation adult learning program.” —Co-Rectors and teaching priests and parishioners

DAUGHTERS OF THE KING

“The Daughters of the King (DOK) chapter at St. Paul’s, Mary in the Desert, identified our Holy Moment this year when we hosted a meeting in October to reintroduce our order to the women of the parish and come pray with us. We prayed the Noonday prayer liturgy and offered to the women attending our Advent Study the booklets we received from the Living Compass organization — *Practicing Wonder with All Your Heart, Soul, Strength, and Mind*. We’ve had such a positive response to offering

the study that we are also providing our study to all the women of the church in the 2024 Lenten Season—*Practicing Forgiveness with All Your Heart, Soul, Strength, and Mind*, as a part of our ongoing service to St. Paul’s, which also includes following our Rule of Life and praying daily for St. Paul’s.” —**Patty Kiker, President**

SACRED CIRCLE

“A vibrant, engaged group of women gathered in the library on the first and third Wednesdays of every month to explore such topics as women mystics from many traditions, and the differences between happiness, joy, and compassion. We’ve read books together and searched for women’s voices that not been heard often enough in Scripture or other traditional texts. We’ve shared the impact of faith on our lives and discussed the metaphors that have given women and girls strength through the years. Our desire for community, connection, and friendship reminds us that throughout time women have gathered together to discover answers to life questions and to nurture that which is newly born. All women are welcome to join us anytime.” —**The Rev. Marian Stinson, Leader**



LIBRARY

“The library continues to grow because of the many generous donations of books and other items. One came from an anonymous donor; a display cabinet to house and display our historic Bibles we are blessed to have.” —**Ben Palmer, Volunteer Librarian and Vestry Member**

SUNDAY SCHOOL

“Let’s play teacher day! One of the children read a church library book of her choice. She made sure we all saw the illustrations and all of us listened carefully.” —**Gail Heitman, *Sunday School Teacher***

BOOK CLUB

“The Book Club completed its seventh year in 2023 and read twelve books. Book Club asked this question at each meeting, “After reading this book, how did it affect how you live(d) and perceive your life?” The answers led to deeper and personal reflections... We read *Five Little Indians* (by Michelle Good) about indigenous children in Vancouver (Canada). Imagine how surprised I was to recently read an article about a similar school in Riverside, California. I was humbled after being made aware of the Sherman Institute in our county seat.” —**Alan Zimmerman, *Leader***



CIRCLE SUPPERS AND SILENT DISCO (PARISH LIFE)

“Silent Disco was silent in 2023 but plans were well underway in 2024, for our next event, being held this coming Saturday!” —**Nancy Antonius, *Parish Life Leader and Vestry Member***

“Our 2023-2024 circle suppers have been a source of support for all involved, bringing intimacy to the participants. In a parish church we generally know, appreciate, and respect each other, but we usually don’t know the details of parishioners’ lives. In Circle Suppers we do and we have been there for each other, in times of happiness, pain, joy, and grief. Each is a mini-parish, self-ministered. Each is a home.” —**Gary Hiatt, *Parish Life Leader***



CAMPING MINISTRY

“In 2023, 10 of us gathered at Idyllwild Co. Campground, a place that we have camped at 8 times before, to have an evening prayer service, a shared dinner, a hike, and time to contemplate nature and to enjoy a campfire.” —**Bonnie Stroock, *Leader***

HIKING GROUP

“The St. Paul’s Hiking Group story from the last year that most

resonates with me was our 20-person plus expedition to Joshua Tree National Park in April 2023. Church members, non-members, sighted, unsighted, old, young – we all wandered happily along a trail filled with wildflowers, rare wildlife and stunning scenery, some of us surefooted, some a little wobbly, all sort of lost in the magic of a shimmering desert morning. Nature is such a powerful way to access God and this hiking group has been great way to experience and share that.” —**Chris Kelly, Leader**

MOVIE NIGHT

“Movie nights are a way to bring friends and family of all kinds together for fellowship and fun. Each movie has a connection to core values of compassion, caring, education, knowledge and the spirit of God's grace upon us all. What's better than spending a couple of hours with our Brothers and Sisters with Christ among us... The 1st ever screening of "Sordid Lives" at St. Paul was a 'hoot and a holler'. We had candy cigarettes and wigs, lug nuts and feather boas, and of course there was someone in drag as Tammy Wynette. The food was outstanding and the blankets on the lawn with charcuterie boards were not to be outdone by the pink lawn flamingo. It was a movie that touched all of our connections with each other and to remind us that we are all God's children, no matter who we are.” —**Steve Moore, Leader**



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COLUMBARIUM

“This was an email request followed by a phone conversation: ‘My brother is dying; He was a member of St. Anthony in the Desert Church as were my parents who were interred in their Columbarium. When the church closed, the Columbarium was moved to your church. I live out of state and need assistance as to whether my brother would be eligible to be placed in your Columbarium when he passes.’ Our response: ‘Absolutely, he would be placed near your parents.’” —**Jerry Di Noto, Office Volunteer Columbarium Support**

FUNERAL RECEPTIONS

“It is an honor to make sure that the family and loved ones are treated to a simple, elegant reception for the person we are "celebrating". Three that were done in 2023 were: G. Enger, AJ Miller and Lou Thibault. Each one was different, but they all had one thing in common: The family members were able to enjoy the reception and enjoy being with the family.” —**Lena Granet, Reception Coordinator**

OBJECTIVE 3: EMPOWER COMMUNITY ADVOCACY

- Deacon – held a deacon discernment class in Lent of 2023 with one person who has applied to the Diocese to become a deacon
- Social Justice Ministry—expanded ministry to monthly sundries table; moved into a location on campus (from a parishioner’s home to a room in the parish hall); and began the Blessing Bag ministry
- Provided a stronger presence at Community Parades and Walks—Pride Parade, Veterans’ Day Parade, Black History Month Parade, DAP walk, Trans LGBTQ+ walk. Over 75 St. Paul folks participated in three community parades, not including the 75+ folks who marched on MLK Day.
- Latino Ministry—connected the Día De Los Muertos altar with All Saints’ Day & All Souls’ Day as well as our community outreach movie night through Disney/Pixar’s Coco; started Our Lady of Guadalupe service in December with a Mariachi Mass; Celebrated Cinco De Mayo as Migration Sunday with Troy Elder, Executive of Interfaith Refugee and Immigration Services
- Continued to support the Well in the Desert by providing rent-free space to cook hundreds of meals every weekday.
- Continue to provide meeting space for multiple 12-step groups throughout the week.

SOCIAL JUSTICE & OUTREACH

“Guided by love, compassion of our parishioners during the past decade, the Social Justice



Ministry at St Paul’s has transformed the ministry into a continuous effort addressing essential needs to those who need it. The impact of the Social Justice Ministry is demonstrated by serving an average of 1,100 people annually via the monthly distributions of clothing, personal care products, and everyday items that were donated by our fellow parishioners. We couldn’t do it without the support of YOU, our heartfelt parishioners.

On the last Wednesday of each month, more than 100 homeless and marginalized members of the local community arrive at St. Paul for the distribution by the Social Justice Ministry of clothing and personal products during the Well in the Desert meal program. The availability of seasonal appropriate clothing, backpacks, blankets, personal hygiene products and various sundry items allows those in need to be better prepared for their daily lives, and to feel a sense of dignity. The compassionate exchange that happens between the volunteers of the Social Justice Ministry with those to whom

they are serving provides a safe and caring place for the community in need. "Thank you" from the Social Justice Ministry for your generous donations of clothing, financial support, and time and please join in our discernment how St. Paul will continue aiding others in the future." —**Rodney Dickson, SPIT Chairperson, Objective 3**

PARADES: PRIDE, VETERANS’ DAY, AND BLACK HISTORY

“For the second year in a row, the Holy Spirit guided a gay couple to St. Paul to become Mr. and Mr. on the eve of the Pride parade. The next day Jon and Tony rode in a classic convertible to lead our 40+ parade contingent in celebrating their God-given love with thousands of spectators. Interacting with the crowds, we proudly showed that we respect the dignity of every human being.” —**Jan Walker, Parades Coordinator and Vestry Member**



DAP WALK

“Each year I walk to honor the memory of friends who lost their lives to the AIDS epidemic. By participating in various walks and fundraising activities to remember them, I advocate for the eradication of this horrible disease. In the early 1990s, the AIDS epidemic impacted many parts of the world including the LGBTQIA+ community in Palm Springs. Rev. Andrew Green, Rector at the time, saw the need to minister to this community and began a special healing service for victims of the

disease. His action began a legacy of outreach to the LGBT community, including a long, close alliance with the Desert AIDS Project (DAP). DAP has recently changed the name of its AIDS Walk to become the Equity Walk to raise awareness and to advocate for the needs and rights of all community members to have quality health care. I walk proudly each year as St. Paul’s continues to raise funds, and our parishioners walk to advocate and be present in our community on behalf of others. Hoping to encourage others to participate.” —**Clinton L. Carbon, Advocate and Walker**



LATINO MINISTRY

“The Latino Ministry Committee was formed in 2018 with a goal of finding ways to serve the Latino Community in Palm Springs, Cathedral City, and other valley cities. We meet on the second Wednesday of the month in the library, at 4:30 PM (before the 6PM service). Our well-attended Día De Los Muertos Memorial Altar in November recognized parishioners and friends who had passed away. On Cinco De Mayo, Troy Elder, who works with Interfaith Refugee & Immigration Services for the Los Angeles Diocese, showed pictures of Episcopalians visiting a Mexicali family shelter.” – **Bonnie Stroock, Leader**



OBJECTIVE 4: EMPOWER LAY MEMBERS FOR SERVICE & LEADERSHIP

- This objective touches all of them!
- Created the Strategic Planning Implementation Team, along with a system for tracking progress on goals and objectives
- Empowered more laity to get involved in the growing ministries at St. Paul's
- Created the Vestry Nominating Committee
- Created the Vestry Executive Committee
- Co-Led Patio Parties to obtain feedback and share about St. Paul's

STRATEGIC PLANNING IMPLEMENTATION TEAM (SPIT)

"A memorable part of facilitating Objective 4, "Empower lay members for service and leadership," has been the Patio Parties we held in the fall in parishioner's homes. More than just a forum for airing opinions, these

gatherings coalesced into a real sense of unity and mutual support. Feelings of positivity, enthusiasm, and warmth were a hallmark of each of these meetings, unique as they each were. It was evident the congregation is ready, willing, and able to move forward in our service to God together." —**Alan Glass, SPIT Co-Chair and Vestry Member**



VESTRY

"My 'Vestry Moment/story' is the approval of the documents setting up the Church of St. Paul in the Desert Endowment Fund by the Vestry in October 2023. It represents the culmination of the concept from the Strategic Plan, the promise of the Legacy Society and all the work /effort of the Finance Committee for document creation. We can now look forward to legacy gift donors building the corpus by specifying the Endowment Fund in their bequests."

—**Rick Nauman, Vestry Member and Finance Committee Member**



OBJECTIVE 5: EMPOWER STAFF TO ADVANCE THE CHURCH'S MISSION

- Created an HR Committee – began work on an employee handbook (we currently do not have one).
- Helped in the process of hiring appropriate staff members, including our Parish Administrator and Music Coordinator (this is a big one, as last year the Patio Party attendees were filled in on the need for a Parish Admin).
- Empowered Office Volunteers to assist the staff in advancing the church's mission (currently have ten volunteers)
- Formed Human Resources Committee as an advisory group to the co-rectors.
- Helped interview and hire parish administrator, one of the top five vestry goals for 2023.
- Established monthly record retention procedures, both in paper form and in "the cloud."
- We have 85 staff, volunteers, and parishioners who completed Safe Church requirements this past year!

HUMAN RESOURCES

"Of the five vestry goals for 2023, two concerned personnel and procedures, which are a concern of the new Human Resources Committee. This advisory body launched in May and relied on prayer and spiritual discernment to guide us through interviews with parish administrator finalists. Formalizing procedures requires patience, so prayer continues to ground us as that task continues into 2024." —**Jan Wacker, Vestry Clerk and HR Chair**

"In the first year of implementation of any thoughtful strategic plan, much of the work centers on creating the systems and building the team to implement the plan in subsequent years. The Human Resources Committee, chaired by Jan Wacker, is a new system designed to assist and support the Co-Rectors in building the staff team. The joy of this work brings the opportunity to fulfill the aspirations of the plan to concrete reality in the creation of two new staff positions: Parish Administrator and Music Coordinator. The awareness that our plan becomes real in these accomplishments is a Holy moment to celebrate and give thanks that our parish's vision is moving from dream to reality! It is truly inspirational to be part of the dedicated and faithful community of St. Paul's." —**The Rev. Canon Thomas G. Clarke, SPIT Chairperson, Objective 5 and HR Committee Member**

MUSIC

"I am particularly gratified in hearing the congregation sing. As an example, Christmas is my favorite season and it has been a highlight of my short time at St. Paul. Thanks to our congregation, volunteer singers, and guest musicians, over the course of the four services of the short Christmas Season we sang 18 carols and heard 6 others played instrumentally. This indicates a breadth of



repertoire and ability to participate through singing that many churches would envy. I thank God and the people of St. Paul's!" —**Charles Peery, *Music Coordinator and Organist***

OFFICE VOLUNTEERS

“Office Volunteers staff the front desk in the church office and provide assistance to the Rectors, staff and the public. They print the weekly liturgies, order supplies and altar flowers, send out birthday/anniversary cards, prepare and assemble parishioner mailings, coordinate placements in the Columbarium, take care of projects requested by the Rectors, refer pastoral care calls to the Rectors, and perform other tasks as needed. All the volunteers are members of the parish and enjoy being of service... One day during the summer I was working a double shift and a homeless lady showed up in the Columbarium area. I invited her to cool off in the office waiting area but she declined. I gave her a bottle of cold water which she appreciated getting and was content to sit on a bench in the shade. I don't remember if I gave her anything from the kitchen other than water but she had some food in her bag. Lying on the bench she fell asleep for a while and when she woke up she went on her way.” —**Peter Di Carlo, *Office Volunteer***



OBJECTIVE 6: UPDATE CAMPUS INFRASTRUCTURE

- Created the Kitchen Care Team to help the Well in the Desert ministry stay compliant with health and safety regulations
- Began work on developing a new charter agreement with the Well in the Desert that would help to offset operational costs
- Stopped major gas and water leaks, which were reimbursed through our insurance (saving thousands of dollars)
- Conducted a feasibility study of solar panels for our campus and came to the conclusion that the only viable location was on the Parish Hall roof.
- Moved the Music Ministry office to the Cottage, which allows for the Parish Hall to serve as a mission center without too many other purposes attached to it.
- Repaired the roof on the Cottage which was leaking terribly.
- Successfully prevented the campus from major storm damage during Hurricane Hilary.
- Repaired vandalism to our water valve system and parish hall glass doors in a timely fashion.
- Began to implement a new security system for the campus, including completely revamping our telecommunications infrastructure.
- Renovated the on-campus apartment so that it is suitable for future staffing needs to help offset staff costs.
- Began assessment for expanding the columbarium as we are almost out of niches (except for the belltower)

CAMPUS CARE (PROPERTY COMMITTEE)

“Friday, August 25, 2023. The call came in from the Sexton shortly after 7:00 a.m. that there was no water at the campus, as it had been shut off by the Palm Spring Fire Department the night before due to vandalism to the Parish’s water valves and pipes on N. Prescott Dr. The first Campus Care team member arrived with thirty minutes and thus began the urgent calls to Desert Water Agency to obtain emergency repair. No such luck was the initial response; perhaps they could get out today, but perhaps not, maybe not until Monday or Tuesday. But the Campus Care team is nothing if not persuasive, and the Parish needed an emergency repair and it needed it fast. And so it was that DWA was on site by 11:30 a.m. and repairs effectuated by 1:30 p.m., little more than 6 hours after the Sexton had alerted Campus Care of the problem.” —**John Raposa, Campus Care Co-Chair and SPIT Chairperson, Objective 6**



EMERGENCY PREPAREDNESS TASKFORCE (CalOES GRANT)

“Migration from 1980s legacy “land lines” to 21st century unified communications (UC) “phone system” completed; features include new desk phones, integrated mobile and desktop apps, audio and video calling, conference calling, zoom-like video meetings, direct messaging among staff, texting with external numbers, file sharing, and contact sharing. Integrates with systems such as Microsoft Outlook and Teams. Monthly invoices decreasing by at least \$180 as compared to Frontier. All year one UC expenses including hardware paid by security grant. Final bids received and vendors selected for security system, video security, keyless access control, campus-wide lighting, (4 of 98 exterior lighting fixtures installed), strategically placed perimeter protection, and IT Ethernet cabling infrastructure. Awaiting CalOES project approval and first cash advance.” —**Derek Stanfill, CalOES Grant Writer/Lead**

“Less than a year after St. Paul's was informed that we had received a grant from the State of California, our forty-year old telecommunications system - state of the art circa 1984! - was retired and replaced with 21st Century technology. This has been accomplished with the extension of fiber optic cable to our church campus that will enable both the new telecommunication equipment but also the new security system and campus-wide wifi.” —**John Raposa, Campus Care Co-Chair and SPIT Chairperson, Objective 6**



OBJECTIVE 7: ENHANCE FIDUCIARY STRENGTH & STABILITY

- Established formal roles for various members of the Finance Committee and formal meeting minutes.
- Conducted an insurance review to make sure we have adequate coverage.
- Transferred most bookkeeping items to an outside vendor so parish administrator can focus on other duties.
- Applied for and received \$100K from the Employee Retention Credit, a tax break that impacted our payroll taxes from the pandemic years
- Applied for and received a \$200K security grant from the California Office of Emergency Services
- Completed an internal audit focused on processes and procedures.
- Created a formal endowment policy which should be approved by the Vestry in October.
- Continued to improve upon last year's initial budget hearing process.
- Established a Legacy Society for planned giving with over 60 charter members.
- Reached our annual pledge goal for the second year in a row

FINANCE COMMITTEE

“My fondest memory of the Finance Committee was our budget meeting. All of us were a little bleary eyed from listening for over 5 hours to the financial needs of our various, and wonderful, committees. The requests were \$40,000 to \$50,000 over our budget goal. In 2 hours the Finance Committee whittled and adjusted numbers until we had met our goal.” —**John Sanders, Finance Committee Member**



“I have had the privilege of being on the Financial Committee for the last 11 years. Before Rev. Jessie came, I was the ONLY woman on the committee. However, I can't tell you how much I have enjoyed working with some of the most knowledgeable men in the Financial Field. Each person that I have worked with ALWAYS taught me something about Finances that let me have a different prospective in how we can ‘make things work’ to increase our church stability. Each of the members have ‘added’ new ideas and thoughts that have made it enjoyable and rewarding. Thank you all for what you have done to make our Church Finance Committee stabilized and growing. I am now entering my 12th year and it is an honor and privilege to still be a member of St. Paul's Finance Committee.” —**Lena Granet, Finance Committee Member**

STEWARDSHIP

“After eleven monthly meetings, countless texts, calls and emails the Stewardship Committee decided to DREAM BIG for our 2024 Pledge Drive. We had blue skies, hot-air balloons and fluffy clouds decorating the church and hall to encourage our parishioners to DREAM BIG while considering their 2024 pledge. One of the positive results of the Committee call campaign was the overall feeling, by the Committee, that our parishioners appreciate us reaching out to them. We reached our goal for 2024 and celebrated with a Pink Party on December 17th.” —**Alexis Clark, Stewardship Committee Member**



“My experience as Chairperson for the Stewardship Committee these past four years reached its pinnacle this past year on Pink Sunday when I had the privilege of standing at the lectern to announce the results of our 2024 Pledge Campaign. As I looked out into the congregation and saw almost everyone attired in pink and looking at me eagerly to hear if we had met our goal, I felt a lump in my throat as I announced that we had indeed met our goal. When I saw the smiles on all their faces at my announcement, I realized how grateful I am to be part of the special family of St. Paul in the Desert.” —**Kathy Kilmer, Stewardship Chair**



LEGACY SOCIETY

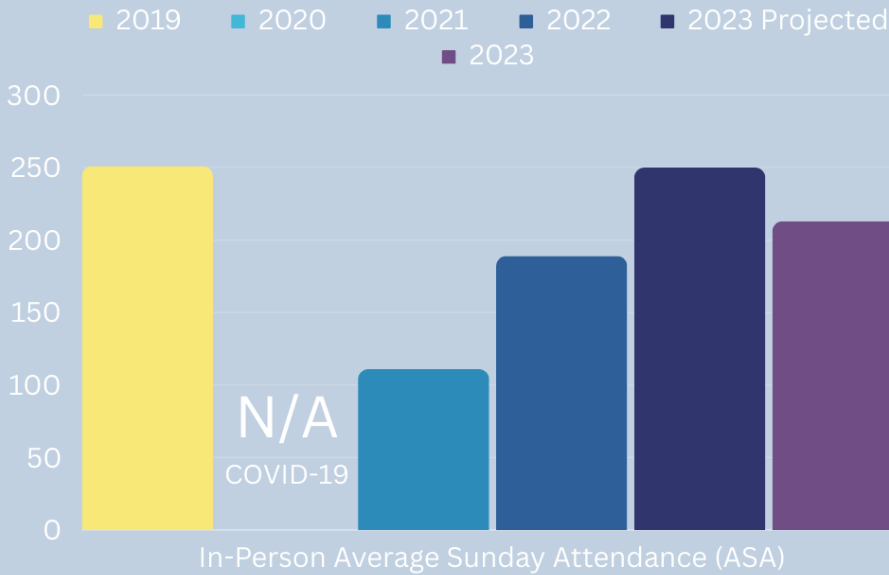
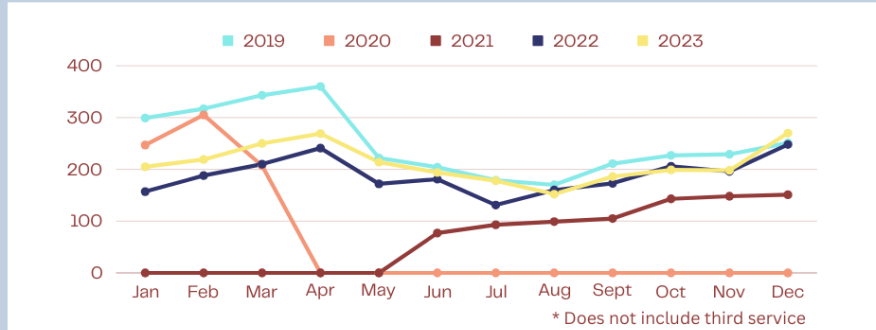
“When we initially founded the Legacy Society, we didn't really know what to expect by way of parishioner interest. In 85 years, St. Paul's had not had a legacy endowment. We were humbled and amazed in the response and quickly amassed over 70 Charter members, reflecting the Parishioners' desire to continue the ministry of St. Paul's for future generations.” —**David Hale, Legacy Society Steering Committee Chair**

By the Numbers



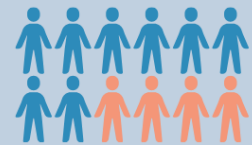
When our last rector retired, our average Sunday attendance (ASA) dropped by one-third. With COVID-19, our in-person attendance dropped to zero. Due to the hard work of a dedicated interim clergy/lay team, we continued to offer worship services online —no small task. This creative adaptation laid a foundation upon which to be able to rebuild our in-person gatherings. Since our new rectors have arrived, our ASA has grown back to our December 2019 levels. When factoring in online viewers (many of whom are permanently so) and our mid-week services, we now have a higher weekly service attendance than 2019, the last full year before the pandemic.

In-Person Average Sunday Attendance By Month



34

AVERAGE MIDWEEK SERVICE ATTENDANCE



Nationwide, church attendance has dropped 30% since the start of the pandemic and many churches have not rebounded. Meanwhile, we are growing.

2023 IN-PERSON ASA (INCLUDES MIDWEEK SERVICES)



293 people watching every week online

2019 ASA (INCLUDES SATURDAY EVENING SERVICES)

251

Post-pandemic 4 years later

246