

2019 Annual Reports

St. Paul's Episcopal Church

Cleveland Heights, Ohio

2019 Annual Reports

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Rectors' Reports

Rector's Report

Every year at this time, I enjoy taking another look at the Parish Notes from the past year as I prepare my Annual Report. I'm in awe...the time and resources and love you all give to nurturing this community is amazing! Together, parishioners and staff, we have inspired and shaped and fostered this thriving parish. It is a privilege and pleasure to live life with you in this cherished community. Here, we seek God, we share a desire to understand life and how to live in this world, we develop friendships that can last a lifetime, we care for one another and we find our individual and communal niche for serving God in this world. Living in community is not always easy. Sometimes we have different ideas on the best way to achieve a goal. But we strive to keep our hearts open to learning from one another. And I know that your energy is always in the spirit of loving this community and desiring to live faith-filled lives.

In the Annual Reports this year from the many and varied ministry teams at St. Paul's, you will be reminded of the breadth of activity. We are inspired by thoughtful worship, customized for the feast days and the liturgical seasons of our calendar year. Our compassionate rituals of baptism, confirmation, marriage, and burial mark the holiness of all of life. Through our appreciation for the arts, we enjoy soaring choral music, organ recitals, Evensongs, Lessons and Carols, the handbells, the carillon, bluegrass in the summer, and the changing exhibits in our Art Gallery. Our youth choristers enjoy opportunities to sing with groups such as Apollo's Fire and the St. Thomas Girls' Choir, and, of course, the St. Paul's-sponsored TrebleFest. Pastoral Care is provided *by* our clergy, pastoral associate, Stephen Ministers, and Pastoral Visitors, and *through* our prayer, knitting, flowers, rides, and meals ministries.

Our Christian Formation programs are thriving. Our Adult Sunday morning programming this past year focused on relationships and storytelling. Other programming included retreats, Bible study, Education for Ministry (EfM), men's and women's spirituality groups, and contemplative prayer. For our children and youth, we offer Sunday morning programming, youth groups in the evening, and CAST (Christian Action through Student Theatre). Trips this year included the Urban Plunge in Chicago, a pilgrimage to South Dakota, and a mission trip to Harlan, Kentucky.

Our Outreach Committee spent time this past year in thoughtful discussion about the purpose, meaning, and funding of our outreach ministries. Our parishioners are engaged individually in outreach activities across northern Ohio and beyond. St. Paul's-sponsored ministries include the Global Mission Action Group, Armed Services Outreach Group, EDWINS, tutoring, Loaves and Fishes, Reading Camp, Habitat for Humanity, Open Doors Academy, Family Promise, and Greater Cleveland Congregations.

Most Sundays, newcomers walk through our doors. We actively welcome them and engage them in the life of the parish. This past year we developed a St. Paul's 101 class, which we are offering again this year. Newcomers meet for lunch after the 11:15 service and learn experientially about the many aspects of our parish life: worship and music, pastoral care, formation, outreach, communications, and administration. Notably, we have made progress this year in reaching out into our neighborhood, letting our neighbors know about all that is going on here at St. Paul's, and inviting them to join us. Fellowship opportunities abound – picnics, potlucks, receptions, foyer groups, guest speakers, concerts and baseball games –

organized through various groups such as the Young Adults, the Village, Sages, Eliza Backus, Men's Council, Women's Council, and, of course, our Parish Fellowship Committee. Intergenerational Events this past year included receptions for Epiphany, Pentecost and All Saints, our parish retreat at Bellwether Farm, and our celebration of the new church year with All Things Advent. Two weeks ago, our Young Adults and Sages enjoyed an evening together with dinner and fellowship.

Of course, we have many groups supporting the ministries of this parish: from Altar Guild to the Finance Committee, from our Lay Weeders to the Personnel Committee, from the Investment Committee to the House Committee, from the Acolytes, Lectors, Chalice Ministers, and Ushers to the Stewardship Committee. Again, the time and resources and love you all give to nurture this community is amazing!

A special project this past year was Long-Term Financial Planning. While we are a healthy parish, we recognize a generational transition in giving and want to plan as best we are able to assure we are a thriving parish well into the future. Our project team, led by Bill Welsh, studied demographics and giving in the larger Church. We interviewed church leaders from other Episcopal Churches and other denominations. We conducted focus groups, roundtable discussions, and a parish survey. We posted a community survey to which we received a useful number of responses. After synthesizing all of this information, we recognize that we do a lot of things well **and** that two areas foundational for our future are communications and engagement. The Vestry and Staff have begun work around Communications. Jessie Dodson will be integral to our work around Engagement, so we're glad she is back from maternity leave! We will keep you up-to-date as work continues. In addition, we have recently reactivated our Planned Giving Committee, which will be led by Dave Fulton.

Beyond the parish, I engage with the Church on both the Diocesan and national level. Here in the Diocese of Ohio, I participate in Diocesan Convocation in February, Renewal of Vows during Holy Week, Clergy Conference in May, Clergy Day in October and Diocesan Convention in November. These events are opportunities for learning, renewal, and building collegial relationships. Also within the Diocese, I serve on the Commission on Ministry, which is tasked with advising and assisting the Bishop in the work of discernment, formation, and support for ordained and lay leaders. At the national level, I am actively involved with CEEP, the Consortium of Endowed Episcopal Parishes. At the annual conference this past February, I co-chaired the Gathering of Women Clergy. In November, I met with my colleague group (Rectors and Deans of Leading Edge Congregations) to share ideas and offer support for leadership in our congregations.

As always, I am so grateful for our wonderful staff, who generously share their time, energy, and heart with St. Paul's. They are skilled, collaborative, dedicated, and fun. It is an honor and pleasure for me to serve with them each and every day. This was a challenging year in terms of staffing, with more than the usual amount of turnover. I'm grateful for this community in which we can share our sadness and the path to healing, and welcome new staff on our journey together.

It is a privilege and pleasure to serve with you!

Submitted by Rev. Jeanne Leinbach, Rector

Assistant Rector's Report

This was a very good and full year. We saw many transitions at St. Paul's, which meant that I had the opportunity to dabble in even more ministry areas. See below for some of the highlights.

"Priestly Duties"

I am blessed each day and week to participate in some of the "regular" duties of my priestly vocation: Preaching, presiding at services, and offering pastoral care. These responsibilities sustain my faith and my ministry.

Formation

Adult Formation Committee: We restructured Adult Formation this year to attempt to create a more cohesive, rather than siloed, program area. Chris Chance stepped down as chair of the Adult Forum Committee after leading us through years of staff transitions. Tom Brown stepped-up and became chair of the restructured Adult *Formation* Committee. We created sub-committees within the group for Sunday Forums, Lent/Advent programming and forums, special speakers and events, Education for Ministry, and small groups (like Men's and Women's Spirituality, Spirituality on the Silver Screen, and more).

William Vodrey became chair of the Adult Forum sub-committee.

In the Spring/Winter Forums we focused on the theme of Relationships. Some special guests included:

- Wendy and Arie Maayan, who spoke about intentional religious communities like the Kibbutz they lived on in Israel.
- Police Commander of the 4th District Brandon Kutz, Community Engagement Officer (CEO, 4th District) Carmen Hall, and Detective Chris Gibbons (CPD Employee Assistance) joined us for a panel discussion on relationships and civic engagement. This was moderated by Jackie Acho LeMay.
- Marla Bull Bear, Executive Director of Lakota Youth Development in South Dakota, led us in conversation about why she founded Youth Development and how she's helped indigenous youth to grow up to be resilient.
- Staff and parishioners joined us to offer forums, as well: Sally Wilson spoke on healing loneliness; Jackie Acho LeMay and I joined in conversation around her new book, *Empathy Deficit Disorder*; Steve Plank shared with us about music as a pathway to relationship with God.

During Lent, the clergy led a five-week series on Episcopal 101, including the history and polity of the church, an Instructed Eucharist, and a tour of the Book of Common Prayer. In addition to the Forum series, the clergy led a 5-week Wednesday night class based on Adam Hamilton's book *24 Hours That Changed the World*.

In the Fall Forums, we focused on the theme of Storytelling, with special guest Jack Ricchiuto kicking off the program year with a conversation about listening. Other special guest speakers

included The Rev. Tracey Lind and her wife Emily Ingalls on the spirituality of dementia. Parishioners and staff also presented:

- Sue Hollingsworth spoke on Connecting Communities.
- The Long-Range Planning Committee shared some of their work.
- The youth shared about their summer experiences.

In Advent, we focused on the theme of Home, with guest visits from Lutheran Metropolitan Ministries, along with a Portraits of Homelessness photo exhibit. Parishioners and Case Western Reserve University professors Timothy Wutrich and John Orlock capped off the series with exploring further components of the theme of Home.

All-Parish Formation Events Team: I continued to serve as a clergy liaison to our All-Parish Formation Events Team, which focused on programming for all ages. See their [report](#) for more.

Harlan Mission Trip: This year, at 30 weeks pregnant, I attended the Youth Group's annual mission trip to Harlan. It was a great time, though very hot!

ASL Class: In the fall, Pat Cangelosi-Williams led a five-week class in American Sign Language on Sunday mornings. This offering arose out of the desire we've heard from parishioners to be able to interact more with the Deaf Community in the congregation. Thank you to Pat and the fifteen participants for taking the time to teach and learn!

Young Adult Ministries

This was the first year where the Young Adult group met every month for programs. I helped plan and oversee these programs, and then gratefully handed off leadership of the group to members Allison Paetz, Megan Findling, and Pegah Zardoost. See their [report](#) for more.

Newcomer Ministries

We welcomed about 30 new families into the parish this year! Our primary way of meeting newcomers is through our visitor cards that are kept in the pews and on the Welcome Tables.

St. Paul's 101: We launched a revamped, interactive newcomer lunch series this past Lent. Each week focused on a different ministry area at St. Paul's, was led by different staff members, and was hosted by the newcomer council.

Newcomer Council: The Council was joined by several new faces this year. They continue their work of holding regular events for newcomers: meals like the Epiphany Dinner, a reception in the summer, and more.

Worship

New summer worship layout: I helped to design and roll out our new summer worship layout for the 9 a.m. outdoor service. The changes were instituted with a focus on increased welcome and engagement within the congregation. The new layout featured a clearer entrance and a welcome table to help visitors navigate, with chairs set up to face each other, rather than all

facing one direction. It was a fun and dynamic change, and input from many people went into the brainstorming and implementation.

Worship Training Day: Since we're a large parish, we're always seeking to bring ourselves together in one mission. This year I organized our first Worship Training Day in August. This brought all the various worship leaders and volunteers (chalice ministers, acolytes, lectors, interpreters, and ushers) together on one Saturday morning to worship together and prepare for the coming year. We broke out into smaller ministry groups for refresher courses on our various roles. Again, many, many people helped make this a success, with over 60 parishioners participating.

Ushers: This year, Jamie Hogg stepped down after several years of faithful leadership as the head of our usher ministries. Susan Vodrey has stepped into that role and continues to help grow our usher numbers.

Worship Logistics Team: This year, I helped convene the logistics team that Rev. Dale created during his ministry here. This group includes all the leaders of worship: choir directors, bell choir director, organists, Altar Guild, ushers, acolytes, chalice ministers, lectors, and clergy. We meet several times a year to review each and every worship service to make sure we're all on the same page.

Leaflet production: After Rev. Dale left, I took over the editing and production of our Sunday leaflets.

Hymn selection: I worked with our clergy and music team to select all of the hymns for our 9:00 a.m. and 11:15 a.m. services this year.

Diocesan Involvement

This year I served on the Young Adult Task Force for the diocese. This Task Force was created by Bishop Hollingsworth to strategize for young adult ministries throughout the region. My work on the committee continues in the coming year.

Maternity Leave

Thank you all for supporting me as I took a 12-week maternity leave this fall. We in the Episcopal Church are blessed that the Church Pension Fund helps financially support parishes when their priests need to leave for parental leave. This gave us the opportunity to welcome the Rev. Dr. Brian Wilbert as my interim, which was a great blessing to all of us.

Submitted by Rev. Jessie Dodson, Assistant Rector

Interim Assistant Rector's Report

It was been a privilege to serve on the staff of this parish, led by the Rev. Jeanne Leinbach--a colleague whom I have long admired since her arrival at St. Paul's and the Diocese of Ohio. My role was to serve as "Interim Assistant Rector" during the Rev. Jessie Dodson's maternity leave. I am delighted to have been offered the opportunity to stay on "for a spell" into 2020.

As I wrote in the January 2020 Parish Notes, I have experienced my colleagues here as highly dedicated, and truly one of the most collegial groups of people I have ever worked with. This doesn't always happen, and is a gift. The members of the parish staff here are willing to risk being real with one another. They are supportive and willing to ask challenging questions, and to listen, hear, and respect each other's opinions and thoughts, even if one might disagree with what is being said. This models what it means to "Grow a Loving Community," and I am grateful for it. Thanks be.

In addition to assisting the Rector, my duties have included participating in the liturgical life of St. Paul's by celebrating the Eucharist, officiating at Morning Prayer, and preaching. I have worked with the clergy, Pastoral Associate Marge LoPresti, and the dedicated laypeople who do pastoral care through Stephen Ministry. I jumped in to replace the curate who was the clergy liaison to the Connecting Communities Team from this parish. I want to give a special shout-out to Sue Hollingsworth, Jennie Kaffen, Kirsten Radivoyevitch, Jan Wolf, and our coach from Trinity Cathedral, Diane Hexter, for their dedication to this process. Our presentation to the Adult Forum in October was well-attended and the team gave an excellent overview of their work during the past year. Connecting to our various communities in and outside of St. Paul's is critical to growing a loving community too!

During my time at the end of 2019, I also had responsibility for overseeing the newcomer ministry. As a newcomer myself, it was a little challenging, but this ministry is also connected with growing a loving community and I was *very* impressed with the number of newcomers who paid a visit to our church on Sundays during the last quarter of the year. The number of people attending our Sunday St. Paul's 101 sessions, led by the Rev. Jessie Dodson, is testament to the need for this intentional ministry.

Finally, I am grateful to have been asked by David Sloan and Ed Stevens to consult with them and others on St. Paul's excellent archives. As the Diocesan Archivist it is gratifying to me that a parish like St. Paul's pays attention to the importance of history. As I am wont to say, "History is a prologue to the future." Thank you to the staff and members of St. Paul's community for welcoming me and my husband, Yorkki, into your midst. You are a blessing to us!

Submitted by Rev. Dr. Brian Wilbert, Interim Assistant Rector

Curate's Report

I joined the team here at St. Paul's in July, so this report covers the second half of 2019. This is my first position in the Church out of seminary, and there have been a lot of opportunities to learn and grow. Here are some of the ministries and activities with which I have been involved:

Deacon – Servant of the servants of God!

In 2019, I learned to function liturgically as a Deacon here at St. Paul's. Deacons set the table, proclaim the Gospel, and dismiss the people. One point of uniqueness for this role here at St. Paul's is that I work not just with three priests, but with another deacon as well – Kirby Colwell! I have also been working on finding my own voice and style in preaching, as I preach more regularly now than in seminary. I am also one of the members of the Pastoral Care team, and regularly visit those in our parish who are in need of care.

Men's Spirituality

Every week, I lead the Men's Spirituality group at Tommy's Restaurant on Coventry. After placing our orders, we have time to check in with each other and then explore where each of us has seen God working our lives in the past week. This year we also read and discussed two books, one on iconography, and another on theology.

Coffee with the Curate

I have had the opportunity to meet with several parishioners for coffee or lunch. This helped me get to know the lay of the land better as I transitioned onto the staff of St. Paul's and helped the people of the parish get to know me. By the way, I am still available to meet for coffee and spiritual conversation – just give me a call or stop by my office!

Young Adult Group

I am the clergy presence in the Young Adult Group. Pegah, Megan, and Allison are fantastic leaders, and plan the monthly events. It has been my pleasure to get to know them and work with them. They held a welcome party for me when I arrived, which was greatly appreciated. My favorite Young Adult group activity in 2019 was Friendsgiving, where we all cooked, cleaned, and had a great time together in the Coventry House kitchen and dining room!

Homeless Stand Down

I headed up this year's Advent Discipline, the Homeless Stand Down. This year, with the help of the parish, we collected about 300 bags filled with supplies for people in need. When I made the drop-off, we filled two SUVs with these bags for the Homeless Stand Down!

Medical Preparedness Task Force

I gathered a team of doctors and nurses along with our head usher to help revise our policies around medical emergencies and medical supplies. This work is currently ongoing.

Submitted by Rev. Brian Bechtel, Curate

Senior Warden's Report

Good morning, St. Paul's! I'm Jackie Acho LeMay, your senior warden...for one more meeting! My two years as your senior warden have flown by, and it's been a blessing to serve St. Paul's in this role, for reasons both expected and surprising. Before I get to that, it's my job, one more time, to look back on how we built a foundation of F.A.I.T.H. here at St. Paul's in 2019. F.A.I.T.H. Let's see....

F: The Future

We took a good, long, clear-eyed look at trends in religion, charitable giving, best practices, and our own finances with our long-range plan. We also shared our stories, hopes, and dreams in small group discussions. We renewed efforts to engage our neighbors, thanks to Kim Fry, like the Facebook page! (Share the posts!) Unlike many churches, our finances are solid and well-understood. Our stewardship campaign was a success in no small part because many of you doubled down in support of our talented staff and what happens here. People crave meaning and community, and we have a lot of that to offer. You'll hear more about the future from Jeanne and others today. Meanwhile....

A: Jessie and Joe Dodson's "Abey-baby"

...and ALL the children we welcomed into St. Paul's last year! We baptized 12 and had 53 kids in our Christmas pageant. We took youth to an Indian reservation last summer, as well as to Harlan, KY, and began preparations for a pilgrimage to Ireland this year. We followed the lead of our youth as they served as choristers and acolytes in the 9 a.m. service every week. Not so long ago, my family was among those young families gathered around the altar at 9 a.m. My kids are teenagers now, so I have loved watching other parents with their bouncing, dancing kids up there! We're so grateful to Leah and Lauren, Kelsey and Hannah, the countless volunteers, and everyone involved in helping our children grow. Speaking of growth...

I: Individual Growth

Whether in adult forums, centering prayer, Education for Ministry, or participating in and receiving our various ministries, individual growth happened this year. Stephen Post told us about blue angels. Is anyone else having interesting dreams lately?! Jack Ricchiuto taught us how to listen more simply, more fully. How many of you had a deeper level of conversation with a parishioner you've known for years because of that? I know I did. The Cleveland police came, and no one got arrested...at least that I know of! Alongside residents, they talked honestly about the challenges and blessing of moving from a warrior to a guardian mentality, and how race plays into justice. That's just a handful of our amazing programs. I hope they nourished you. I hope you invite friends and colleagues this coming year. It's a wonderful time to welcome all people, whether they go to church or not. There aren't many safe spaces to have open dialogue on difficult issues these days, but we do that here. Thanks to Jessie and everyone involved in helping guide us in our spiritual formation.

T: Taking Care of our Buildings and Grounds

We're so blessed at St. Paul's to have people who love our buildings and grounds and have a lot of expertise to contribute to this vital work. Thanks especially to the House Committee and

Director of Operations, Pam O'Halloran, who get jobs done. This past year we fixed the roof and the steps and railing in our main entrance, and began renovations for the soon-to-be beautiful space of the expanded and reimagined resale ministry of Act II. We take the responsibility of this home seriously, stewarding our resources well, both physical and financial.

H: Hospitality

Hospitality is something we have been known to do radically well as well as consistently. We welcome people into this space all week long, not just on Sundays...whether it's kids after school through Open Doors, AA meetings, or our many exceptional musical performances and Nicholson B. White Gallery art exhibits. So many people come for the music, enjoying our choirs, and especially the inimitable Karel Paukert. It's incredible that this year we celebrated 40 years since he first walked through these doors! We also took our hospitality on the road, feeding people with Loaves and Fishes and providing pastoral care in a variety of ways. Recently, our Young Adults hosted a wonderful, intergenerational dinner for our Sages group. We've been preparing for some truly special opportunities for reaching out beyond our walls in 2020. Act II will be a wonderful anchor for some of this work, and you'll hear more about that shortly. Radical hospitality is not just good for others; it's good for us. And we're good at it. I look forward to more.

Conclusion

On a personal note, it's been a true pleasure and honor to serve alongside fellow parishioners on this Vestry and with this talented staff. The work isn't always easy, but when you have great, generous, co-creative partners, it's always "a good day's work." I will forever treasure the steadfast, creative, generous, and loving partnership with Jeanne and soon-to-be senior warden Liz Patterson, especially. F.A.I.T.H. is not just a cute acronym for today's comments. I chose it for a reason. The blessing of witnessing our rector Jeanne's steadfast faith up close and personally for these years will stay with me forever. I encourage you all to get to know her well enough to experience that. Finally, I've learned a lot about our parish and gotten to know many of you better and in new ways. Thank you for that blessing. We couldn't be in better hands going forward, and I'm happy to be part of the work for one more year on Vestry. Thank you!

Submitted by Jackie Acho LeMay, Senior Warden

St. Paul's Staff Reports

Facilities Report

2019 has been an expensive year for St. Paul's facilities and grounds, but many important maintenance and repair needs which were deferred have been addressed, and the property greatly improved as a result. Thanks to responsible budgeting over the past few years, we are enormously fortunate to have a capital reserve fund from which to draw needed maintenance resources.

The [House Committee report](#) lists many of the projects that were underway during 2019. In addition to those, here are a few other projects we've been focused on this year:

HVAC

Leaking condensation return pipes, faulty steam traps, malfunctioning thermostats, and many other boiler system woes have taken up much time and financial resources. However, I am happy to report that all boilers, pipes, traps, thermostats, pumps, valves, etc. are now all repaired and in great working order for the cold winter months. We are able to better control the heat in various spaces including the Nave and Brooks Room, we are saving significant sums in both our water and gas bills, and there is no longer a problem with condensation on the upper floors of the church.

Trees

A microburst on September 13 severely damaged or blew down over a dozen large trees. Four of the large damaged trees were subsequently taken down in the following weeks. It was a sad loss but thankfully the church building was unscathed.

Tucker Hall windows

All windows in Tucker Hall have now been restored, repaired, repainted, and resealed with new arms installed to ensure that they will no longer bang on windy days. Many of the windows had not received any attention in the 90 years since they were installed.

Memorial Garden

The northeast corner of the church had become a neglected mess with discarded pieces of concrete, scraggly shrubs, and the large, broken "steps to nowhere." A plan was created to turn this unattractive space into a lovely, contemplative garden with perennial beds, a water fountain, gravel paths, and benches for sitting and reflecting. The wide steps up to the side door to the choir loft have been repaired and handrails will be installed for safety. The large electrical box is surrounded by an attractive cedar screen. A new hedge of hearty boxwoods provides privacy and soundproofing. Irrigation has been added to ensure the health of the new plantings and landscape lighting provides both security as well as visual appeal in the evening hours. Ashes can now be scattered either in the large liriopie bed or buried in a chosen spot in one of the perennial beds. Interments can take place following memorial services with the family and clergy exiting out the choir door and down the steps right into the garden. We are so grateful to

the many generous donors who have made this garden a reality. A dedication is planned for the spring.

Submitted by Pam O'Halloran, Director of Operations

Youth Ministry Report

Month-by-Month Overview

2019 was a banner year for youth ministry!

January: Made 300+ meals for Lutheran Metropolitan Men's Shelter. Seven youth went on an Urban Plunge to Chicago, IL, where they slept on the floor of All Saints, Ravenswood; worked with the Muslim Community center to hand out meals to the homeless downtown; decided how to use money collectively to do God's work in the city; learned to navigate the city; learned about the history of racism and poverty in Chicago.

February: Held a swing dance as a fundraiser for their summer pilgrimage.

March: Relaunched our St. Paul's youth theatre program, CAST (Christian Action through Student Theatre), with a production of the musical *You're a Good Man, Charlie Brown*.

April: Affirmed the God-given goodness of eight youth in our J2A Rite 13 Ceremony. Marla Bull Bear and her employees Tara and Tyler Bull Bear came to St. Paul's from the Rosebud Reservation to share about life on the reservation, our upcoming pilgrimage there, and to teach us how to make medicine bags from buckskin and sinew; we also took them on a tour of Cleveland and got to experience the Rock Hall together!

May: Celebrated our high school seniors by writing prayers for them on lanterns and sending them off into the sunset.

June: Two graduating seniors, Emma Quill and Will Schinabeck, preached at our graduate recognition. We recognized and prayed over 42 acolytes and thanked them for their service over the course of the school year. Seven youth, under the auspices of Jim Ptacek, Anne Payne, and Leah Romanelli ventured to the Rosebud Reservation in South Dakota, where they learned about Lakota faith, culture, spirituality, and the history of racism and genocide, as well as a very strong work ethic.

July: Twenty-three youth as well as Rev. Jessie Dodson (and the in-utero baby Abe), Paul Winter, Ken Brown, Jim Ptacek, and Susan Quill headed to Harlan, KY for our annual work trip with COAP (Christian Outreach with Appalachian People). This continues to be one of the best things St. Paul's does: we work, we play, we create meaning, we worship, and our youth bring their friends, who find a safe place here in our fold. Seven of the 23 youth participating do not have parents who are members and all seven have continued to interact with St. Paul's since the trip.

August: Youth participated in our all-parish retreat, Bellwether Together, where they taught everyone how to braid garlic and onions—a skill they learned on their pilgrimage to South Dakota, where they braided wild turnips! We held a Dive into Youth Ministry pool party and discussed our events for the year.

September: Youth Group relaunched with a party and we said farewell to Ken Brown, our most veteran youth leader, and Harlan trip organizer, who moved to St. Louis.

October: Youth had a house blessing at Leah's new home, which has been renamed the Official Youth Ministry Party House (or St. Paul's Youth Ministry Outpost for the more cautious!) We also took 23 youth to Cedar Point's Halloweekend!

November: This was a month of preparation! Youth participated in preparing for our All Saints' celebration, rehearsed for their Winter One-Act, planned their Ireland pilgrimage, and got ready for a bake sale.

December: CAST gave two hilarious performances of *It's a Cool Life*, a '50s take on the '30s Christmas classic *It's a Wonderful Life*. They held a Christmas bake sale in preparation for their pilgrimage to Ireland, led two Christmas pageants with more than fifty children and youth participating, served at multiple Christmas services, and went caroling to more than 20 parishioners' homes—an adventure which ended with a Christmas party at the Youth Ministry Party House (Leah's house).

Acolytes

We are blessed with the service of 42 acolytes here at St. Paul's. More than 30 of them served at special services, going the extra mile to lead our worship during Advent and Christmas. They participate enthusiastically, with spirit and care. Our adult mentors are Anne Payne, Jason Chance, Dave Mitchell, Dave Banyard, John White, Lara Spaller, Chris Owen, and Evan Radivoyevitch. This year it has been a joy to watch them live in the liturgy responsibly—they are often the ones reminding folks that the colors of their cinctures have changed, they know which banners to use for which seasons, they know how to decide who performs which tasks based on training and seniority, and they track their own movement through the ranks of responsibility. Moreover, the greatest source of pride is that when they have a weekend off, they often show up at the acolyte room door "just to see" if we have room for one more or need any help getting things ready. Our acolytes are living in their ministry and we are blessed by their faith and care!

All-Parish Formation Events Team

2019 saw the formation of this new lay-ministry team, which is tasked with creating formative, intergenerational events around our holy days. This team takes what could be just a tame cake reception for Epiphany and turns it into a carnival of lights and stars, with creative outlets and learning for all ages, which brings us together in community. Of course, there's also cake!

The members of this team are chairperson Anne Payne, Julie Micheletti, Kristen Pungitore, Kayla Mravec, Lois Davis, Erin Wagner, Avery Bandy-Zalatoris. The staff liaisons are Rev. Jessie Dodson, Lauren Dockery, and Leah Romanelli. They are responsible for creating engagement opportunities around All Things Advent, Epiphany, Pentecost, Bellwether Together (the all-parish retreat), and All Saints'.

Starting with Epiphany last year, they have created an art exhibit with different representations of the three magi; had a sensory-experience Pentecost party with fire, bubbles, water, and a carnival atmosphere; planned and led a three-day all-parish retreat at Bellwether Farm around the theme "Hear what the Spirit is saying to God's people"; and created a gallery of saints with interactive activities related to each person—making cold weather care kits as we learned about

St. Bernard, dog toys for St. Ailbhe who was raised by wolves, weaving St. Brigid's cross from straw, and much more! We are so grateful for the creative collaboration of this team!

CAST (Christian Action through Student Theatre)

CAST is our newly-relaunched youth theatre program which is open to the public. One of our best outreach programs, CAST invites all children and youth and their friends in grades 4-12 to collaborate on two productions each year. In March of 2019 our youth put on their first musical in three years, with great acclaim: *You're a Good Man, Charlie Brown*. In December 2019, they performed their Winter One-Act, *It's a Cool Life*. In this creative process, youth lead everything and adults just make sure no one's getting left behind. More than forty of our own children and youth as well as several people from the surrounding community participated in our productions. We love this program so much and are grateful for the opportunity to create together. Be on the lookout for our 2020 musical production: *The Sound of Music*, performances March 6, 7, and 8!

Submitted by Leah Romanelli, Director of Youth Ministries

Children's Ministry Report

2019 Highlights

- 70 children attended church school
- 64 stories told
- 12 storytellers
- 8 parishioners newly trained in Godly Play
- 1 GIANT Alleluia Banner
- 6 All-Parish Formation Parties
- 8 theatrical productions (Pageants, CAST and classroom skits included!)
- 5 TotalChaosinthenameoftheLord.Amen! gatherings
- 1 Field trip to Temple-Tifereth Israel for a Purim Festival
- 18 kids "graduated" from children's ministry to Rite 13
- 1 amazing TotalChaos/Workshop Adventures sleepover

Submitted by Lauren Dockery, Interim Director of Children's Ministries

Music Department Report

It is a joy to be a musician at St. Paul's. In addition to excellent instruments – three organs and an Italian harpsichord – we have flourishing choirs with growing membership, with personnel spanning from five to eighty-seven years, that enhance most of the liturgical offerings of the church year. These choirs are especially noted and acclaimed in solemn liturgies on the major feasts. They are complimented by the dedicated women and men of the Handbell Choir directed by Lois Bell. The tower bells bring great pleasure to all of us and to the St. Paul's neighborhood, when they resound under the masterful touch of David Osburn. (In this context, I would like to acknowledge the gift of the practice carillon console by Laurie and Bill Buss, housed in Tucker Hall.)

Following the retirement of Dr. Richard Nelson last summer, the Rev. Jeanne Leinbach appointed in the interim his protégé Kelsey Ferguson and the organist Hannah Koby. (Please read their [report](#) below.) The transition was smooth and they continue the tradition of Drs. Beth and Rick Nelson. Kelsey and Hannah have already endeared themselves to the children and young people they work with, to the children's parents, and to the staff of St. Paul's.

My steadfast colleague Dr. Steven Plank brings additional dimension to the program as an eminent musicologist, organist, and choirmaster.

In addition to paid choristers – a solid body of fine voices composed of younger professionals living in the area – we have numerous gifted individuals who love to sing and bring to the Senior Choir experience and depth from their professional lives. They spend on average five hours a week in rehearsal and liturgies.

Presently, our organ technicians are working on the pneumatic components of the Holtkamp organ, which are almost seventy years old and used frequently. They are re-leathering the pouches of the great manual (the pipes in full view of the center of the organ case). Some of these pouches still have their original leather. The recent refinements of the heating system enable closer monitoring of the temperature in the Nave. The instruments favor cooler temperatures that keep humidity at more acceptable levels during the winter months.

St. Paul's fine acoustics attract visiting ensembles and soloists. Most visible are the concerts of the outstanding Apollo's Fire baroque orchestra. Concerts produced by St. Paul's musicians also attract city-wide attention. The organs are heard in concerts played by both resident and guest organists. Notable in this regard was the *Ars organi II* organ festival that took place in the fall of 2019.

Submitted by Karel Paukert, Organist and Choirmaster

Children's & Youth Choirs Report

Evensong at Trinity Cathedral – November 13th, 2019

Our choristers prepared an Evensong service featuring the music of Edward Elgar, Richard Webster, E.C Bairstow, and Martin How. This calm and reflective evening service was officiated by the Rev. Dr. Brian Wilbert.

TrebleFest at Trinity Cathedral with Sarah MacDonald – March 2nd, 2019

TrebleFest is a day-long workshop for treble choirs across the diocese and Northeast Ohio. It was led in 2019 by renowned conductor Sarah MacDonald, Director of Music at Selwyn College, Cambridge, England, and Director of the Ely Cathedral Choir. The workshop was held on Saturday, March 2nd, at Trinity Cathedral from 9 a.m. to 4 p.m. The choirs sang works by Felix Mendelssohn, Simon Lole, and Sarah MacDonald.

Singing at every 9 a.m. service

Our choristers learn the music of the Anglican tradition by singing in worship services every Sunday at 9 a.m.

St. Thomas Summer Chorister Course

Every summer since 2005, the St. Thomas church in New York City holds a girls' chorister course over the course of nine days. Girls prepare two treble Evensongs during the week (sung on Tuesday and Thursday afternoons), and sing Choral Eucharist with the gentlemen of the St. Thomas Choir on the final Sunday of the course. Services at St. Thomas Church are webcast and listened to by thousands of people around the world every week.

Submitted by Kelsey Ferguson & Hannah Koby, Interim Co-Directors of Children's & Youth Choirs

Pastoral Care Report

The Pastoral Care Team is made up of Jeanne Leinbach, Jessie Dodson, Brian Bechtel, Brian Wilbert, and Marge LoPresti. We meet every Wednesday to share information about pastoral care needs and coordinate pastoral care to our parishioners.

This year we have made a few changes in our parish ministries in order to widen the circle of care:

- Our Parish Prayer List was changed to a three-month cycle in order to assure the list is intentional and up-to-date. This intercessory Prayer List is for parishioners who are seeking immediate and specific prayers for the week.
- Stephen Ministry continues to provide emotional and spiritual support to those experiencing difficulties in their lives.
- We have established a new ministry of Parish Visitors who visit parishioners that are unable to come to church on a regular basis. There are currently five Parish Visitors who have gone through training.
- The Flower Ministry is now under the umbrella of Pastoral Care. The intention is to elevate the Altar Guild from having this task and open it up to other parishioners. We are looking to attract new people who would like to arrange and deliver the bouquets. A new scheduling system has been put in place to simplify this process.
- The Rides Ministry is also under the umbrella of Pastoral Care. This ministry provides rides to and from church for parishioners who, for whatever reason, cannot get to Sunday Service on their own.

Submitted by Marge LoPresti, Pastoral Care Associate

Committee Reports

Act II Shop Report

Overview

Over time, this resale ministry has grown, now with donations beyond current space capacity to sort, store, and sell. The many benefits of this ministry are hindered by the limited display, sorting, and storage space available along the corridor outside of the Dining Room.

The Act II Shop netted approximately \$35,000 in 2019.

Upcoming Changes

The Vestry approved the task force recommendation that the governance for Act II be a Ministry Team versus a Board, since Act II is not a separate 501(c)(3) organization.

The seven ministry team positions are: Chairperson, Communications Chair, Treasurer, Retail Chair, Social Media Chair, Donations Organizer, Recruiter/Scheduler. All positions have been filled, and each position has specific responsibilities.

A task force was formed to reimagine our Act II ministry in the west wing space recently vacated by the Cooperative Preschool.

The physical space sub-committee engaged a retail space consultant for input into the shop design plans.

Architectural plans were drawn up for renovation of the west wing space into the new Act II Shop. Vestry approved the funds, much of which will be paid by the Act II Shop itself. Englekey was selected as the contractor for the renovation and construction work, which will begin in late January 2020.

Submitted by Kirsten Radivoyevitch, Act II Chair

Altar Guild Report

2019 Highlights

- **Worship Support:** Altar Guild provided support for all services, with responsibilities including caring for the altars and preparing for the sacraments of Communion and baptism. They supported four services a week with six altar guild members on duty each week; this work required about two hours of service per member.
- **Altar Guild Meetings:** Held three business meetings in accordance with Altar Guild by-laws.
- **By-laws:** By-laws were updated and approved by the membership at the spring 2019 meeting.
- **Holy Week:** Provided additional support for all services, including vigils, re-assembling the altars following the Stripping of the Altar, and managing the foot-washing service.
- **Christmas:** Provided additional support for all services, including Christmas Eve candlelight service.
- **Cleaning:** Conducted quarterly deep-cleanings of all brass, brass rails, and linens.
- **Support of Special Services:** Provided support for all funerals and special services where Communion was served.
- **Flowers:** Made and delivered flower arrangements up until fall 2019.
- **Linens:** Laundered purificators and corporals to assure ready supply at each service. Assured adequate supply of clean fair linens.
- **Office:** Provided Saturday morning Parish Office support throughout the year from 9 a.m. to 12 p.m.
- **Worship Supplies:** Maintained adequate Communion and worship supplies by ordering in a timely manner (wafers, wine, oil, etc.).
- **Unique Purchases:** Commissioned and ordered new pottery to replace broken pottery pieces. Purchased new glass goblets more amenable to intinction than previous goblets.
- **Honorary Membership:** Approved eight members for honorary lifetime Altar Guild membership.
- **Account:** Took steps to close Altar Guild checking account, as requested by Rector.

Submitted by Cathleen Lewandowski, Altar Guild Chair

Eliza Backus Guild Report

The Eliza Backus Guild, representing the Episcopal Church Women at St. Paul's, meets monthly for programs, fellowship, and service projects. Programs are listed each month in *Parish Notes* and *Sunday Notes* and are open to the entire parish.

One of the Guild's major services to the parish is the hosting of receptions following funeral and memorial services. These receptions are our primary fundraisers, with donations given each year. Donations made in 2019 are listed below.

Donations Made

- \$750 to St. Luke's Episcopal Church for winter wear for kids
- \$150 to St. Paul's Youth Group for their Taizé trip
- \$50 to Reading Camp Cleveland for the Spelling Bee at St. Paul's
- \$200 to St. Paul's Youth Group for their Lakota trip
- \$200 to Reading Camp Cleveland
- \$400 toward cost of Baby Bundles
- \$350 to Los Amigos Episcopales
- \$350 to Third World Books
- An honorarium of \$50 is given to each speaker at a Guild meeting; speakers usually donate this money to the group they represent

Activities & Events

- Assembled 215 Baby Bundles in collaboration with the Global Mission Action Group
- Held annual spring bulb sale
- Prepared and served a Lenten supper
- Held annual Greens Workshop in December

Submitted by Nancy Sherwin, Eliza Backus Guild Chair

Greater Cleveland Congregations (GCC) Report

This year has been a quieter year as GCC took time to reassess and regroup, but that doesn't mean we haven't been busy!

Highlights

- We have hired a new Lead Organizer, Keisha Krumm, who has moved here with her family and will be with GCC full-time.
- Work has continued on moving forward to create two pre-booking mental health and addiction crisis centers. These centers will keep those with mental health issues from being put in prison and provide them with help and services they would not receive otherwise.
- A third Drug Court has been established to provide greater diversity and better treatment of those appearing in court.
- Our Core Team has continued to meet regularly and attend Delegate Assemblies and other meetings on a variety of subjects. We have been blessed to recruit a number of new members to the team: Amy Zipp, Kaneala Nelson, Jamie Hogg, and Julie Micheletti.

Invitation

We are always delighted to increase the size of the Core Team. If you have an interest in any aspect of social justice and would like more information, please contact Ted Wilson or Jan Wolf. You are welcome to attend a Core Team meeting (the next meeting is February 4, at 5:30 p.m. in Coventry House) or go with us to an Assembly to get a taste of the exciting things that are happening in the Greater Cleveland community and to meet other like-minded, interesting people.

Submitted by Jan Wolf, GCC Core Team Co-chair

House Committee Report

The House Committee has had a very busy year with a great number of important repairs and projects that look to the future!

2019 Projects

We completed the much-needed replacement of the Fairmount steps and sidewalks in front of the rotunda – and we now have a safe and level walking surface at the turn-around driveway.

After too many years of searching for leaks and making patches and repairs that we were convinced would address the rotunda leaks (as it turned out, only until it rained again!), we requested quotes from a number of highly-recommended roofers. We ultimately installed new roofing and flashing at all six areas that make up the rotunda roof.

Our largest project was coordinating the work of transitioning the Act II Shop from the basement to the former Preschool Wing (which we're all trying diligently to now refer to as "the west wing"). The existing two classrooms at the west side are going to be combined to form one large shop area, and the north classroom will ultimately be utilized as a space dedicated to sorting items. This will be a great opportunity for fellowship as well as a way to help out a valuable mission and outreach component of St. Paul's. Look for construction to start in late January!

Submitted by Jim Ptacek, House Committee Chair

Investment Committee Report

We won't have the detailed 2019 annual performance report from our external advisors, Bingham Osborn & Scarborough (BOS), for several more weeks. But in broad brush the church's endowment balance at December 31, 2019 stood at \$10,560,411; compared to the 2018 year-end balance of \$9,141,450, there was an increase of 15.5%.

Our investment strategy has not materially changed in recent years. We are currently very close to our target allocations of 70% equities and 30% fixed income. This relatively high proportion of the portfolio dedicated to equities reflects our investment philosophy of managing the endowment for maximum long-term performance. Equities historically have outperformed fixed income in the long run, so we are willing to tolerate the additional volatility that equities present.

In our international equity portfolio, we are at our target allocation of 30%. In our domestic equity portfolio, we are close to our target allocation of 24% small cap, and 76% mid and large cap. The individual components of our equity and fixed income investments consist of highly liquid index funds and ETFs, primarily with Dimensional Fund Advisors and Vanguard.

In recent years, we have maintained a tactical bias of low duration (or maturity) fixed income on the view that interest rates should eventually increase from their currently historically low levels. We also have maintained for many years a value bias in our equity portfolio on the view that in the long-term value stocks have a better risk/return trade-off than growth stocks. In the 20-year period that BOS has advised us, this value orientation has worked well for the church. However, since the financial crisis growth stocks have significantly outperformed value stocks. Nevertheless, the Committee continues to stay the course on these two "tilts" (i.e., short duration and value) on the belief that the markets will eventually revert to more historical norms.

The Committee meets three times per year: February, May, and November. During 2019, our discussions primarily focused, as one would expect, on our portfolio allocation strategy. In addition to regularly revisiting and challenging our low duration and value tilts, we also have discussed at various times adding so-called "alternative" investments to the portfolio. Alternatives can offer very attractive risk/return profiles, but with less (often much less) liquidity. The Committee continues to feel that the relatively small size of the church's endowment does not warrant diversification into the alternatives asset class at this time.

Also in 2019, the Committee decided to conduct an RFQ for the investment advisor role. This is not out of any particular concern or disappointment with BOS; rather, we believe it is a best practice to periodically test the market to ensure we are getting the best advice at market price. This will be a continuing focus in 2020.

Submitted by Charlie Cooley, Investment Committee Chair

Knitting Circle Report

The Knitting Circle at St. Paul's was started in 2007.

- We meet twice a month on the first Tuesday at 1 p.m. and the third Tuesday at 7 p.m. – both in the parlor of Coventry House. There are several of us who knit primarily at home.
- We knit all sorts of things.
- We primarily knit prayer shawls but also make baby things, toys, and lap blankets – whatever we think might bring a smile to someone in need.
- We love to have new knitters and crocheters join us at any time. All levels of knitting and crochet abilities are welcome as well as anyone wanting to learn to knit or crochet.
- Our Knitting Circle has made more than 650 shawls and other knitted items that have been given to friends and loved ones far and wide. We also get great pleasure in sharing the stories of how these gifts have changed lives.
- If you have questions, contact Terrilee Petrey at terrileemp@gmail.com or 216-721-9615; or Virginia Taylor at taylorvandb@aol.com or 440-720-1475.

Submitted by Terrilee Petrey, Knitting Circle Chair

Lay Weeders Report

This has been a year of fruition. Projects for which planning started two to three years ago were completed this year.

- **The Memorial Garden:** The northeast corner of the church property has always been an eyesore in my memory. Lael Carter remembered that the possibility of a Memorial Garden had been planned for that area at the time that the columbarium was built. The Lay Weeders pledged financial support for the planning of a Memorial Garden, and fundraising supported the actual construction. Jay Szabo, landscape designer, worked with the Lay Weeders, clergy, and staff to complete the plan, and it was installed under Jay Szabo's supervision this past fall.
- **Memorial Tree to honor Nancy Stevenson:** An "October Glory" maple tree was planted in the front oval in early December. This type of maple is the last to go dormant – thus the late planting.
- **Labyrinth:** A donation from Ruth Severiens fully funded the renovation of the labyrinth behind Coventry House. The sod was removed, soil prepared, and mother-of-thyme was planted by Kevin Healey. Mother-of-thyme will be very happy to be walked on, and during flowering season, fragrance is an added bonus.
- **Front Entrance:** The repair of the front steps and sidewalk inspired more plantings. We transferred two urns from the St. Martin's Chapel entrance and added annuals in front of the boxwoods in front of the ramp.
- **Herb Sale:** Income from the Herb Sale in November was \$4,185. We are so grateful to all the members of St. Paul's who support us by contributing products as well as by making purchases.
- **New Members:** Four new Lay Weeders have joined us this year. We look forward to having them fully enjoy their work in St. Paul's gardens.
- **Trees:** We were all saddened by the loss of trees and damage to others during the microburst storm that hit our area so hard in September. Since our grounds are used for programming, we have discussed the need for an overall plan for tree planting on the property. Jay Szabo, landscape designer, will meet with the clergy and Pam to formulate a plan.

Submitted by Arlene Mann, Lay Weeders Chair

Men's Council Report

Annual Report Highlights

- On January 5th, we took the wreaths down for the season – memorably the last time that they were adorned with incandescent lamps!
- On March 3rd, we were all-hands-on-deck for another successful Annual Men's Council Pancake Breakfast. The event was aligned with Shrove Sunday – so we cooked extra-special pancakes suitable and durable enough for the rigors of racing in Tucker Hall!
- A hale and hearty handful of Men's Council early risers (there is something seriously wrong with most of them!) are also the same group who bring you your regularly scheduled third Sunday morning breakfast throughout the program year!
- We celebrated fellowship on June 12th at our Annual Meeting and elected Michael Kechisen as President, Jim Ptacek as Vice President, Paul Victor as Treasurer and Michael Carlstrom as Secretary.
- We hosted our fellow parishioners at the June 21st Indians Game, with a triumphant 7-6 win over the Detroit Tigers! The victory paired well with \$1 hot dogs and fireworks!
- Since you can never get too many pancakes in one year, we hosted a second Annual Men's Council Breakfast in November (in its new calendar home to align with Veteran's Day.) Again, it was a wonderful, all-hands-on-deck day of fun, fellowship and breakfast foods. Veterans ate free, and we had members of ASOG stationed to offer diners a chance to write notes to parish veterans.
- With the start of the holiday season we geared up for our busy time of year. There were greens to be sold, wreaths to be assembled (and re-strung with new LED lamps!) and hoisted up on the tower for all of Cleveland Heights to see.
- Finally, the proceeds of our year of fundraising were used to purchase gifts and clothing in coordination with the Women's Domestic Violence Center, a cause we have supported for many years.

We look forward to looking back on the new memories, friendships, and fellowship that 2020 will bring!

Submitted by Michael Kechisen, Men's Council President

Men's Spirituality Report

Activities in 2019

- Fellowship and friendship over breakfast at Tommy's on Thursday morning at 7:30 a.m. each week.
- Shared where we have seen or felt God's presence in our lives each week
- Discussed and shared Christmas traditions unique to each of our families
- Read the following books a chapter at a time and discussed them over breakfast each week:
 - *Surprised by Hope: Rethinking Heaven, the Resurrection, and the Mission of the Church* by N.T. Wright
 - *Eyes to See: The Redemptive Purpose of Icons* by Mary E. Green
 - *The Meaning of Jesus: Two Visions* by Marcus J. Borg and N.T. Wright

Submitted by Rev. Brian Bechtel, Curate

Nicholson B. White Gallery Report

Activities in 2019

We produced three wonderful art shows in 2019 in the Nicholson B. White Gallery and Rotunda: one in March, a second in September, and a third show in December. Typically, each show stays up for approximately 12 weeks and includes four artists.

In conjunction with the art shows, we held three Opening Receptions for the artists, the parishioners of St. Paul's, and friends and family of the artists.

In June and July, the gallery displayed enlarged photographs of parishioners engaged in various activities at St. Paul's. Parishioners were prompted to answer questions about what St. Paul's means to them, and these answers were displayed along with the photographs.

Our committee welcomed two new members, Claudia Fulton and Chrys Newell. There are presently nine active committee members.

We continue to strive to feature talented, diverse artists from northeast Ohio and produce shows of high quality art in various mediums for St. Paul's and the local community can enjoy. Thank you to everyone who contributed their time and talents this past year.

Submitted by Robin Outcalt, Nicholson B. White Gallery Chair

Parish Fellowship Committee Report

Events Organized in 2019

Women's Fellowship Retreat: April 12th–13th at Bellwether farm, consisting of ice-breakers, yoga, a nature walk, delicious food, and much-needed women's fellowship.

Senior Saints Luncheon: April 28, planned in conjunction with the Vestry.

Parish Fellowship Picnic: September 15, a success this year despite being “unplugged” due to the massive storm.

Celebration of Ministries: September 22.

Commitment Sunday: November 3, held a celebration in conjunction with the Stewardship Committee.

Chili Cook-off: Began brainstorming in November, with the event being held on Friday, January 24th.

Submitted by Jenny Azouri, Parish Fellowship Committee Vice-Chair

Sages Report

Sages, a new fellowship initiative targeting active, retired adults, had four events during 2019. Each event drew between 15 and 25 participants.

- **March 20th at the Cleveland Museum of Art:** The group learned how to take advantage of the CMA's ArtLens app both at the museum and remotely. Participants enjoyed lunch at the museum's atrium following the presentation.
- **June 2nd at St. Paul's:** Margaret Calkins, PhD, gave a presentation about environmentally-based alternative living arrangements for adults as they think of downsizing. A deli-style lunch followed the program.
- **October 10th at St. Christopher-by-the-River:** Karel Paukert presented an organ concert on the church's Hradetzky organ, preceded by a short carillon concert by David Osburn. A catered lunch followed the concerts.
- **December 4th at the American Museum of Porcelain Arts:** We enjoyed an hour-long docent-led presentation at this newly-opened museum highlighting the museum's collection as well as the history of the William Telling mansion where it is housed. A box lunch was enjoyed in the mansion's greenhouse.

Submitted by Lael Carter & Sara Cutting, Sages Co-Chairs

Stewardship Committee Report

The Stewardship Committee in 2019 includes Dave Banyard, Lael Carter, Suzanne Stratton-Crooke, Jeff Hardacre, Sam Hartwell, Julia Kaesberg, Mike Knoblauch, Jeanne Leinbach (Rector), Bill Mulligan (Chair), and Andrea Turner, and is supported by staff members Pam O'Halloran and Kim Fry. The theme of the 2020 stewardship campaign is *Growing a Loving Community* and celebrates the strong connections, deep relationships, and vibrant ministries that St. Paul's facilitates and supports. The campaign culminated in November with Commitment Sunday, during which parishioners were invited to make their commitments in support of the work of the church.

Through January 15th, 356 parish households have made pledges or gifts to the campaign that total \$1,498,090. While the number of pledges is down by 7% compared to the same time last year, the average pledge increased by 6%, which positions us just slightly behind last year in terms of total dollars raised. There remain 49 households who pledged or gave last year from whom we have not heard from this year. While our fiscal year does not end until December 31, 2020, we depend on parishioner pledges so that we can budget responsibly. For budgeting purposes, the Stewardship Committee is currently projecting total 2020 annual fund income to be \$1,520,000.

St. Paul's is blessed with an incredibly generous congregation and the Committee thanks all of you who have already made pledges or gifts in support of this year's annual stewardship campaign.

Submitted by Bill Mulligan, Stewardship Committee Chair

The Village Report

Activities in 2019

February: All God's Children Service followed by The Village Valentine's Day Potluck

April: Partnership with Maundy Thursday Foot Washing and Meal

October: Halloween Gathering

December: All Things Advent Partnership

Submitted by Julie Kechisen, The Village Co-Chair

Women's Council Report

The Women's Council of St. Paul's invites women of all ages to gather for simple and pure fellowship over dinner. We meet on the third Thursday of each month except for July, August, and December, at Coventry House.

Activities in 2019

- Enjoyed 9 social dinners together
- Hosted over 120 guests at our annual summertime ice cream social, featuring the Heights High Barbershop Choirs and Magical Mr. J.
- Attended a Cleveland Indians baseball game
- Sold nearly \$1,600 of plants at the annual May plant sale with the generous assistance of the Youth Group, with proceeds given to support the Youth Group's pilgrimage.

Submitted by Susan Quill, Women's Council President

Women's Spirituality Report

Women's Spirituality is celebrating its 33rd year!

The group was founded in 1986 by The Rev. Charlotte Dudley Cleghorn, Associate Rector of St. Paul's, for any church woman looking for a deeper connection with God, herself, and others.

We meet on the 1st and 3rd Saturday of every month from 9:00 to 10:30 a.m. in the Sanders Room. We each take turns leading the discussion based on a portion of a book chosen by the group, and we open and close the meeting with prayer.

Please come to observe our gathering, and to join, if you choose. We welcome you!

Submitted by Jane Morris, Women's Spirituality Chair

Young Adults Report

Activities in 2019

January: Held their annual fellowship dinner in the Brooks Room!

February: Shared Eucharist and a meal with young adults at St. Alban's.

March: Cooked parish breakfast, and sorted book donations at the Cleveland Kids' Book Bank!

April: Gathered for pub theology at Van Aken Market Hall!

May: Cooked and ate together at St. Paul's with Sudanese refugee Fatima, through Local Abundance Kitchen.

June: Participated in an overnight Spiritual Gifts Retreat at Bellwether Farm led by Rev. Jessie Dodson, hosted a potluck to say goodbye to the Rev. Dale Grandfield and his husband, Brad Zuercher.

July: Welcomed the Rev. Brian Bechtel with brunch at Felice Urban Café.

August: Held a surprise baby shower for the Rev. Jessie Dodson in the Brooks Room.

September: Cooked Parish Breakfast again.

October: Cooked and delivered a meal for the residents of Family Promise of Greater Cleveland.

November: Had a cozy Friendsgiving dinner in Coventry House, with turkey provided by Ernie Petrey.

December: Finished the calendar year by caroling with the youth!

We always welcome new members! Please reach out to Megan Findling at 216-269-3529, Allison Paetz at 216-310-6021, or Pegah Zardoost at 951-531-4224 if you or a young adult you know would like to join us!

Submitted by Pegah Zardoost, Young Adults Co-Chair

Outreach Reports

Outreach Committee Report

The Outreach Committee worked hard in 2019 to support outreach ministries in as many ways as possible. Our funding guidelines helped us support projects that involved the largest number of parishioners and best represented the wishes of the parish. We also finalized the following mission statement for Outreach at St. Paul's: The St. Paul's Church community believes in "Faith in Action." We support the many and varied ministries of our parish, especially those that fight injustice, and we celebrate and inspire our fellow parishioners as they live out their faith in the broader community.

Last fall, we heard from representatives of all outreach projects requesting funds for 2020. We look forward to continuing to support long-standing ministries such as EDWINS, Loaves and Fishes, and Reading Camp, and we hope to continue with newer ministries such as Habitat for Humanity. Over the last year, Outreach encouraged a team of parishioners to attend the Diocesan-wide "Connecting Communities" program, which met three times over the course of the year in various locations around the diocese. The program gave us tools to help our parish learn from each other's stories and get involved in the broader community. Outreach is always open to hearing about and funding new projects, and we encourage parishioners to bring us ideas which might involve members of the parish as we live out our faith in the world around us.

Respectfully submitted:

Sue Hollingsworth, Chair

Ann Failing

Dixon Morgan

Emily Braman

Jan Wolf

Mark Tucker

Hilary King

Carla Williams

Tom Nobbe

Rev. Jeanne Leinbach

EDWINS Report

2019 was a year of **change, action, and impact** in our EDWINS Ministry: **change** as we wrestled with how to most effectively engage with the staff, associates, and graduates of EDWINS to build lasting, helpful relationships to sustain and extend graduate success, and **change** in our committee. We lost our committee chair, David Hart, to his grandchildren in Chicago, and three committee positions turned over for relocation or time constraint reasons, but these vacancies were filled by Lloyd Bell, Jr., Jason Grimes, and Bill Lindsey.

Our **actions** had continuing **impact** as we continued to help fund the emergency needs of EDWINS graduates through 1) periodic replenishments of loan and grants (around \$3,000) to meet surprise needs during the period between graduation and a few paychecks, 2) celebration luncheons and gifts (engraved knife sets, cases, and corkscrews) for around 60 graduates of the program (around \$9,600), and 3) some individual mentorship of current participants, recent graduates, and alumni.

We are initiating new programs to strengthen the life skills development of participants and expand individual mentorship to a larger number of graduates and alumni. These programs include teaching Life (versus "Knife") Skills courses in the standard curriculum, inviting graduates into one-on-one mentorship to develop money and career management skills, and kicking off an alumni relations/updates program.

There will be more on our new initiatives in an oral report and handouts at the annual meeting. We invite all interested members of the parish to join in the mentorship ministry. You will be supported with training and peer discussions, and we think it will be life-changing for both sides of each relationship.

Submitted by David O'Halloran

Family Promise Report

Family Promise is a non-profit organization whose mission is to assist homeless families as they transition from being in a shelter to becoming independent, self-supporting members of society. Their shelter houses 22 families in small apartments.

St. Paul's involvement with Family Promise began in June of 2019. This outreach was manifest in two distinct efforts: providing meals to families at the shelter and providing Move Out bags to families upon their departure from the shelter. A Move Out bag is a large bag filled with items to help families set up their new home and includes household cleaners, sponges, trash bags, dust pans, etc.

In June, we furnished fifty Move Out bags. A group of twelve volunteers met in Tucker Hall on a Saturday morning and worked in an assembly line fashion to quickly organize the household items into 50 reusable shopping bags. Several members of the team then delivered the bags to Family Promise.

The meals program was designed both to provide meals to families and to foster stronger relationships within our church. This was accomplished by having existing groups within the church work together in a new capacity. So far two groups have provided meals: the Young Adults and the Senior Choir. Each group sets the menu, shops, organizes their team and delivers the meals to the shelter. Two other groups, the Lay Weeders and Men's Council, are looking to provide meals in the near future.

These efforts have been gratefully received by Family Promise, and the volunteers of St. Paul's have indicated that they would like to do this again. We are hoping to expand this effort in 2020.

Submitted by Bob Seaman

Global Mission Action Group (GMAG) Report

Activities in 2019

Actively and collaboratively continued to facilitate parish involvement and maintain relationships in six countries: El Salvador, Honduras, Nepal, Russia, South Africa, and Tanzania; three of these are linked through the Anglican Communion.

Increased Parish awareness by placing thirteen articles in Parish Notes and notices in Sunday bulletins and Thursday e-blasts.

Held a parish and community potluck with speaker Kathryn Tschiegg, Director of Central American Medical Outreach (CAMO) in Honduras. It was attended by 73 people, including guests from four other churches.

Assembled 213 Baby Bundles with the help of 29 parishioners, in collaboration with the Eliza Backus Guild. These were blessed at a Sunday service and sent to CAMO for distribution to impoverished mothers in Honduras.

Collaborated with Third World Books (TWB) and CAMO to complete a five-year plan to place libraries of 300 Spanish books in thirteen Honduran schools (4,000 books total). Also contributed funds for teacher manuals and a sample textbook in four subjects for all teachers in the thirteen schools in February, and 1,420 textbooks for grades 1 and 2 in November, as part of a new five-year plan to provide textbooks for all grades. 2019 test scores indicate 24% increase in student reading comprehension.

Hosted an event for India Howell, Director of Rift Valley Children's Village in Tanzania, home to 97 children, including St. Paul's' sponsored child, Vicenti. This event was attended by 55 people.

Participated in World Mission Sunday. Flags of mission partners, Anglican Communion, Episcopal Church, and the USA were carried in procession, and information on mission relationships was presented in the bulletin.

Sent Christmas cards to partners, signed by clergy, staff, and GMAG members.

Initiated new lines of communication with St. Andrew's Anglican Church in Moscow on common interests such as gardening (with St. Paul's Lay Weeders), prayer groups, and Altar Guild.

Additional Notes

Thirteen parishioners participated in a Soup Supper fundraiser held by Los Amigos Episcopales (an El Salvador 501(c)(3) organization which is a collaboration of six Episcopal church parishes in our diocese that supports four Episcopal schools and a seminary).

Four parishioners made a self-funded trip to South Africa to follow up on the progress of building an Anglican chapel (permits are in process).

Leadership changed in June from Rev. Dale Grandfield to Ann Farmer.

Updated information on the GMAG page on the St. Paul's website.

Submitted by Ann Farmer, GMAG Chair

Armed Services Outreach Group (ASOG) Report

Activities in 2019

Communicated regularly with service members and their families on our prayer list, and sent birthday cards, and Easter (about 50 cards) and Christmas cards (about 75 cards).

Sent Episcopal prayer books and medals to servicemen and families.

Organized parish-wide message-writing to our military members with a poster displaying photos of our families. Small gift cards (18 in 2019) thanking them for their service accompanied the messages. The families are especially grateful for the notes and drawings which come from St. Paul's children.

New this year, a poster with seven of our former military members who are now veterans was displayed in honor of Veterans Day. Parishioners wrote messages to these veterans, in collaboration with the Men's Council's parish pancake breakfast.

Sent new baby gifts and Christmas gifts to children. In 2020, will be sending three new baby gifts between January and March. Also sent wedding gifts, one in 2019, and one graduation gift for a graduate from medical school at Uniformed Services University of Health Sciences.

Sent individualized care packages as needed – this year to two servicemen, including Neil Prinic as he deployed to Kuwait.

Sponsored a parish-wide poppy distribution on Memorial Day (about 300 in 2019), invited the parish to contribute altar flowers for Memorial Day in memory of loved ones who served in the military, and contributed flowers for the altar on Veterans Day.

Maintained a servicemen's emergency fund for our families in need, funded by our designated donations.

Maintained and stocked our Book Nook Library with adult and children's books to inform parish understanding of military life of servicemen and their families, with an annotated bibliography.

Submitted by Kathleen DeBoer, ASOG Chair

Habitat for Humanity Report

In 2019, St. Paul's rekindled its relationship with Habitat for Humanity by providing funding and volunteers – and prayers! We participated in the 2019 Faith Build, which sponsored homes at 3322 and 3325 Roehl Avenue in the Clark-Fulton neighborhood. For the Faith Build, Thrivent Financial provided 50% of the funding, and more than 20 other churches provided the additional funding. Habitat rehabbed an additional four homes on that block, with the goal of revitalizing that whole neighborhood. The homes were dedicated in December in a very moving ceremony, and “our” homeowners will be moving into their homes in the spring.

Roughly 30 St. Paul's parishioners were able to work on the homes and reported that it was a rewarding experience. Many other people expressed interest in participating but weren't available on the work dates that were scheduled. If the relationship with Habitat continues, there are many different ways that parishioners could support the project, and the possibility of partnering with another church to build relationships is being explored.

Habitat for Humanity – and the soon-to-be homeowners – are truly grateful for the support from St. Paul's.

Submitted by Kathy Hogg

Harlan Mission Trip

23 youth, as well as Rev. Jessie Dodson (and the in-utero baby Abe), Paul Winter, Ken Brown, Jim Ptacek, and Susan Quill headed to Harlan, KY for our annual work trip with COAP (Christian Outreach with Appalachian People). This continues to be one of the best things St. Paul's does: we work, we play, we create meaning, we worship, and our youth bring their friends, who find a safe place here in our fold. Seven of the 23 youth participating do not have parents who are members and all seven have continued to interact with St. Paul's since the trip.

Submitted by Leah Romanelli, Director of Youth Ministries

Loaves & Fishes Report

By and large, our Loaves and Fishes guests live in the neighborhood around East 79th Street and Euclid Avenue. During the last week of the month, when money might be running low, they know they can count on a hot meal over at New Life @ Calvary Church. St. Paul's serves on that Monday, and other organizations serve during the rest of that week. Many guests are monthly regulars, some are disabled, and each has a unique story to share. Gratitude, grace and goodwill are abundant. In 2019, we served over 700 meals to these good folks. It takes 16 entrée makers, eight cookie bakers, two transporters, and eight onsite volunteers to make it all happen. The entrée and cookie makers buy their own ingredients. Jennie buys the supplies, salad ingredients, fruit and sides with money from St. Paul's. On-site volunteers assemble salads and sides, serve the meal, and clean up. Julie keeps things organized in our teensy closet (former phone booth!)

This ministry is a decades-old example of many hands making light work. We follow in the footsteps of many, many St. Paul's parishioners. Nowhere else do we receive such glorious praise and gratitude for our cooking! It's truly a needed service, a great means of fellowship, and a bright spot in everyone's day.

Submitted by Jennie Kaffen, Loaves and Fishes Co-Chair

Reading Camp Report

Overnight Reading Camp was finally able to be held fully at Bellwether Farm this year after several years of “floating” to Cuyahoga Valley National Park and a local Boy Scout Camp! Bellwether provided a perfect setting – new cabins for the campers and counselors, meeting rooms in the Grange building, healthy but kid-oriented food, and farm/camp activities for the afternoons. Every camper went swimming in the pond, was able to hold the baby goats and chickens, played handbells with Lois, and focused on reading games and activities. We had 25 campers this year, and even had a waiting list! Our volunteers helped transport campers, taught in reading centers, and listened as children read to them. We worked collaboratively with the Bellwether staff for a Barn Dance one evening and to help prepare a meal cooked over a campfire another.

We partnered with Open Doors Academy for four weeks of Day Reading Camp at St. Paul’s. Up to 28 children arrived every morning at 9:00 a.m. for a day filled with learning and fun. Volunteers provided leadership, guidance, love, and nurture until the children returned to their buses at 4:00 p.m. for the long ride home. In between, the children enjoyed nutritious breakfasts provided by St. Paul’s, which included home-baked goods from parishioners; they rotated through five learning centers each morning and enjoyed arts and crafts, hikes, yoga, a scavenger hunt, games, baking, singing songs and listening to two books in the afternoons. They read to beautiful dogs who visited from University Hospital’s Pet Pals program, and had field trips to the Museum of Natural History and the Nature Center at Shaker Lakes. We are grateful to the many volunteers who make reading camps possible!

Betsy Hockey, Director of Overnight Camp

Julie Micheletti, Director of Day Camp

Melissa Sanders

Lynne Distelhorst

Barbara Hoekstra

Betsy Feighan