

St. Paul's Episcopal Church Key West, Florida

In the heart and the hearts of Key West

Annual Report Given at the
Annual Meeting of the Parish on January 30th, 2022



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A Parish of the Episcopal Church USA
In the Diocese of Southeast Florida

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**St. Paul's Episcopal Church
Annual Meeting, January 30, 2022**

Agenda

Call to order and Opening prayer

Welcome and appointment of Judy Sandground as Clerk.

Certification of a Quorum by the clerk

Elections:

Nominations from the floor, if any, for positions to be filled by elections
Vestry members (elect 3 for three-year terms to fill the position of the retiring members.)
Vestry nominees: **Susanne Woods, Clare Keller, Wendy Niven**
Diocesan convention delegate: (elect 1 for a two-year term)
Vestry recommendation for delegate: **Tom Keller**
Memorial Foundation re-elections: John Sangston and Randy Acevedo

Continue agenda until members, delegates, and trustees are determined.

Acceptance of the January 2021 Annual Meeting minutes to be filed

Finance and Budget – Dave Eyer, Treasurer

2021 Final Report

2022 Budget as Approved by the Vestry at the December 2021 meeting.

Acknowledgment of and Listing of Reports in Annual Meeting Publication to be Filed by title and posted electronically.

Sacred Ground – Susanne Woods

Senior Warden's Comments

Open Microphone – opportunity for parishioners' additional comments, questions, suggestions, and thanks

Rector's Remarks

Closing Prayer

Generally accepted terms and definitions used in The Episcopal Church and the Episcopal Diocese of Southeast Florida

Annual Convention of the Diocese: The annual gathering of lay delegates elected from each parish and all active clergy. It is presided over by the Bishop and adopts a budget as well as setting priorities for the Diocese.

Canons: The duly adopted “statutes” comprising the “Church law” of a Diocese or of The Episcopal Church. Canons are adopted by the Diocese at Annual Council and by The Episcopal Church at General Convention. “Canon” is also an employee of the Diocese who is responsible for a department (i.e., “*Canon for Christian Formation and Ministry*.” A canon’s formal title is: “*The Rev. Canon.*” “*The Canon to the Ordinary*” is a Canon who reports directly to the Bishop and who functions as something of a cross between a Chief of Staff and Chief Operating Officer for the Diocese. “Ordinary” refers to the Bishop, from the same root word as “ordain.”)

Deanery: Deaneries are geographical areas, each of which is presided over by a Dean elected by delegates to convention in each deanery and/or nominated by the Bishop. Deaneries are charged with mission development in their area, building networks of support for clergy and laity, and providing shared worship and educational opportunities.

Parish: Theologically, Parishes are an extension of the ministry of the Bishop and the Diocese. All the parishes, missions, congregations, and parochial schools in the Diocese of Southeast Florida comprise “The Diocese of Southeast Florida” and are connected and interrelated. All parish property is held in Trust for the Diocese of Southeast Florida (both real estate and financial resources) in the event of alienation from the Diocese of Southeast Florida.

Designated funds: are funds given by parishioners for specific for purposes within a parish (e.g., organ fund, etc.). As such, designated funds are not included in diocesan assessments.

Tax status: The Episcopal Church has been determined to be exempt from federal income tax as an organization described in Section 501(c)(3) of the Internal Revenue Code of 1954.

Member (*Church/Parish*): A person who has received the Sacrament of Holy Baptism with water in the name of the Father, and of the Son, and of the Holy Spirit, and whose baptism in the Parish or elsewhere has been duly recorded in the Parish Register, and whose membership has not been terminated as provided in terms below, is a member of this Parish and the Church.

Communicant: A member of the Episcopal Church who receives Holy Communion in this Church at least three times a year is a Communicant of this Church.

Communicant in Good Standing: A Communicant who regularly attends corporate worship unless for good cause he or she is prevented from doing so and who faithfully works, prays and gives toward the Church’s own work is a Communicant in Good Standing. Regularity at attendance is defined as readily recognized by many within the congregation as more present at worship than absent. The Rector shall determine who is a communicant in good standing in a manner consistent with Whole-Church and Diocesan Canons subject to appeal to the Bishop. A Communicant in Good Standing is the norm for election to Vestry, appointment as Treasurer, election to diocesan convention, selection as a committee chair, election and serving on boards of trustees of funds associated with the local church.

Termination of Voting Rights and/or Membership: Ecclesiastical censure pronounced against any member of the Parish, according to discipline of The Episcopal Church in the United States of American shall, ipso facto, terminate such member's voting rights in this Parish. Membership in the Parish shall terminate if the member withdraws, transfers to another congregation, or ceases to possess the qualifications for membership as set forth in the Whole-Church and Diocesan Canons. No member may assign or transfer a membership or any right arising therefrom to another person.

Pertinent sections from the Bylaws of St. Paul's Church

Section 2. Voting

Voting shall be by written ballot with no proxies permitted. The polls shall be kept open for at least one-half hour from the closing of the nomination. Each Elector of the Parish shall be entitled to one vote for each office and no votes cast at the Annual Meeting shall be necessary to elect Vestry Members and Lay Delegates to the Diocesan Convention. In the case of a tie vote or failure to elect, further ballots shall be taken until an election is achieved. If no election is achieved after three ballots, the person receiving the least votes shall be taken until an election is achieved. The Electors may, by unanimous consent, suspend the provisions of this Section 2 and authorize the presiding Secretary to cast all votes for one or more specified candidates.

Section 3. Challenge

A challenge of procedure or qualification is allowed. If the election results are challenged, the Secretary of the Annual Meeting shall record it and its cause. A challenge which would have changed the results of an election may be referred to the Bishop. The decision of the Bishop shall be final.

Draft of the January 31, 2021, Annual Meeting Minutes

Senior Warden Ray Warren called the Annual Meeting to Order with an opening prayer at 9:50 AM

The first order of business was the appointment of a Clerk for the meeting and certification of a quorum.

Wendy Niven was appointed clerk; with roll taken by the Ushers showing 30 in attendance in the Nave with an additional 17 parishioners attending via Zoom, the Clerk certified the existence of a Quorum.

The Second order of Business was elections. The first elections were to the Vestry. The Vestry is composed of 9 members, who each serve 3-year terms. The class of 2021 comprises Lonnie Gordon, Joseph Lyles, and Perry Hodies. As Perry was elected to fill an unexpired term, he is eligible for re-election to a full 3-year term. The Vestry Slate for terms expiring in 2024 is Holle Campbell, Perry Hodies, and Dean Warden. Sr. Warden Ray Warren called for nominations from the floor; hearing none, he called for a motion for the nominations to be closed. Greta Ford motioned for the nominations to be closed, seconded by Tom Keller. The

motion passed by acclamation. The Senior Warden called for a vote on the nominations; the motion passed by acclamation. Ray Warren welcomed the new members to the Vestry and thanked the outgoing members for their service.

Ray Warren described the process for electing Delegates to the Diocesan Convention. Each parish has 2 Delegates, who attend the annual Convention, as well as any meetings called through the Diocese during their tenure. The term of Donald Curry, who has served as a Delegate several times over the years, is expiring. The Vestry voted to nominate Lilla Whiteside to replace him as Delegate for a 2-year term. (Ray also noted that the second Delegate is Susanne Woods.) Ray called for nominations from the floor; hearing none, he called for a motion to close nominations. The motion was made by Tom Keller and seconded by Susanne Woods. The motion to close nominations and accept Lilla Whiteside as Delegate passed by acclamation.

Ray also discussed the need for an alternate delegate in the case one of the delegates was unable to attend the convention. The Vestry nominated Wendy Niven as alternate delegate; her selection passed by acclamation.

Memorial Foundation. Ray noted that the terms of two members of the Memorial Foundation were expiring; the Foundation recommended that these two members, Donald Curry and Isabelle Steinkamp, be re-appointed to serve a three-year term. Ray called for nominations from the floor; hearing none, he called for a motion to close nominations. Donald Curry moved to close nominations, seconded by Perry Hodies. The motion passed, and the re-appointments were approved by acclamation.

The next item of business was approval of the Minutes from the January 19, 2020 Annual Meeting of St. Paul's. The Senior Warden called for any changes or corrections to the minutes as presented. It was noted that the time of the meeting as presented in the Annual Meeting packet showed 1:15 AM, rather than 11:15 AM. With this change made, the Minutes were accepted by acclamation.

In order to reduce the amount of time needed for the in-person session in compliance with COVID safety precautions, the Senior Warden dispensed with the reading of the reports contained within the Annual Meeting Packet except for the presentation of the budget for the next Fiscal Year. He noted that the budget is approved by the Vestry at its January meeting but is presented to the congregation at the annual meeting. He invited Dave Eyer, Treasurer, to the podium to discuss the budget. Dave presented the highlights of the budget, noting that while the prior fiscal year was difficult, St. Paul's was able to maintain operations and meet its obligations. Dave discussed the three foundations within St. Paul's which manage the endowments that help maintain church operations, in addition to pledges and donations. Those three are the Memorial Foundation (which has historically supported the very large insurance premium, as well as funding improvements to the church building, itself); the Damascus Fund, which supports the operating budget, and the Cherry and Watson fund, which supports the

music programs. He noted that these three endowments are budgeted to provide \$118,000 in FY 2021; they provided \$108,000 in fiscal 2020. He also noted that the Vestry was hopeful that fundraisers such as Fantasy Fest would again be possible this year. He also noted that the Diocesan apportionment had increased, based on an exceptional year in 2019.

Dave also addressed the additional expenses outlined in the budget: business expenses (including office expenses), Rector Search expenses (including the anticipated moving expenses), and the TRUE Fund, which has been particularly active this year because of the effects of the pandemic on the community. He noted that this fund is “in/out” as the money donated is all given to meet special needs in our community.

Dave called for questions; hearing none, the meeting was turned back over the Ray Warren for discussion of the proposed By-Law change, which would allow for electronic meetings in the case of natural disaster or other emergencies. This would amend the requirement that certain meetings be held in person and would allow the operations of the Church to continue under circumstances such as the epidemic. He called for a motion to accept the By-law changes; it was moved by Joseph Lyles and seconded by Dean Warden to accept the proposed changes. Hearing no discussion, Ray called for the question; the motion passed by acclamation. Ray then indicated that these would be forwarded to the Bishop’s office for approval.

Before calling for a motion to adjourn, Ray asked if there were any other questions, comments, or discussion. Greta Ford, Junior Warden, spoke up to thank Ray for his leadership and efforts as Senior Warden during this very difficult year.

Ray thanked the parish members for all the work members have done to support St. Paul’s over the past year, both physical and financial. He noted that there are a number of projects still to be funded in order to repair and recondition the church building. He noted the efforts of volunteers in maintaining the grounds, improving, and repairing the church buildings, and their commitment in supporting the work of St. Paul’s.

Ray called for a motion to adjourn: The motion was made by Tom Keller and seconded by Joseph Lyles. All affirmed.

Ray closed the meeting at 10:20 with a prayer.

Cherry and Watson Music Fund- Year End 2021

Initial Balance: Dec 03, 1992		\$338,019.29
Dec 31, 2014 Balance		\$429,274.34
	2014 Disbursement	\$18,000
Dec 31, 2015 Balance		\$392,257.49
	2015 Disbursement	\$18,000
Dec 31, 2016 Balance		\$406,827.04
	2016 Disbursement	\$18,000
Dec 31, 2017 Balance		\$447,912.52
	2017 Disbursement	\$18,000
Dec 31, 2018 Balance		\$389,347.89
	2018 Disbursement	\$18,000
Dec 31, 2019 Balance		\$446,688.37
	2019 Disbursement	\$18,000
Dec 31, 2020 Balance		\$467,529.26
	2020 Disbursement	\$18,000
Dec 31, 2021 Balance		\$516,611.07
	2021 Disbursement	\$18,000

The Cherry and Watson Music Fund was established by the St Paul's Church Vestry in 1992 with funds provided by deceased parishioners James W Cherry and Robert O Watson to provide financial assistance for the St Paul's Music program for all time. There can be no invasion of the initial principal. If economic conditions cause the account balance to fall below the initial balance in 1992 there can be no further disbursements to the church until the account balance exceeds the initial balance. A portion of the fund disbursement provides partial support for selected chancel choir members and the Music Director and purchase of music, choir garments etc. Since 2007 all funds have been held in a donor-advised account at the Community Foundation of the Florida Keys. Since that time, the church has received \$282,487.36 from the Cherry and Watson Music Fund. Please consider a gift for the St Paul's Church Music Program or the Cherry and Watson Music Fund.

David D Eyer - Secretary/Trustee

Greta Philips Ford - Trustee

January 20, 2022

Damascus Fund Report for 2021

The Vestry of St. Paul's created the Damascus Fund on April 11, 2002, as an endowment fund through which returns on its investment from parishioners' contributions in cash, securities, bequests, and other property could support the operating budget of the Church. Five Directors approved by the Vestry manage the investments. The current Directors are Tom Bond, Chairman, Clare Keller, Terry Garcia, Tony Willis, and Walter Schmida. We work with a team at Charles Schwab, our broker, to select investments including both equities and fixed income. We have a telephone conference with our broker quarterly to review our portfolio and make adjustments. The team at Schwab advises us on shifts as well as take proposals from us. In September 2021, the Fund received an extremely generous endowment from the estate of Chuck Hammond. This wonderfully kind and thoughtful donation will enable the Fund to provide more annual assistance to the operating budget of St. Paul's than in past years. At the end of 2021, the Damascus Fund had total assets of \$ 2,321,697. The payout to the Church each year is dictated by the resolution that created the Fund. In general, the funds available for distribution during any one year will be limited to three percent (3.0%) of the market value of the corpus, which value is determined by computing a three-year rolling average, with the portfolio value taken at the end of the preceding twelve quarters. In those years when total investment earnings are well over 3% (as it has been the past three years), the Fund may authorize a distribution greater than 3% if principal is not invaded. The Directors decided in January 2021 to approve a payout in 2022 of \$64,000, payable in quarterly installments of \$16,000, which represents 4.5% of the average market value for the previous three years.

Respectfully submitted,
Tom Bond - Chairman

Memorial Foundation Report for 2021

The Memorial Foundation was founded for the preservation of the present Saint Paul's Sanctuary.

The foundation consists of the board members,
Donald Curry, chairman,
Isabel Steinkamp,
John Sangston,
Roger Sweeting
Randy Acevedo

The foundation also has two board members that are up for re-election, and they are Randy Acevedo and John Sangston.

The foundation has paid for the year 2021 the insurance for the church in the amount of \$62,500, and some repairs to the Sanctuary. John Sangston will give the financial report for the 2021 year.

In closing, the foundation would like to give thanks to all for the gifts received in the past year and remember if you would like to send a gift to the foundation, it should be sent to Saint Paul's Episcopal Church, 401 Duval Street Key West, Florida 33040/ Memorial Foundation.

Thank You,
Donald Curry, Chairman

Memorial Foundation Financial Report for 2021

The Foundation in its current form began with \$750,000 in 2016 and its purpose was to provide funds for the preservation of the Sanctuary exclusively.

The board as currently constituted agreed to pay the quarterly insurance premiums and has continued to do so throughout.

The fund consists of two parts, T. Rowe Price and Raymond James. The T. Rowe Price is the larger of the two and is invested in 9 different mutual funds diversified among various objectives and risk tolerances. The smaller fund which has been segregated under the terms of Cabrera Estate has six different mutual funds, none of which are T. Rowe Price or Raymond James funds.

Last year we paid \$62,500. Under the Prudent Man Rule, we are restricted to a maximum withdrawal of 4.5 % of the previous year's ending value. After bang-up years of 30.88% and 29.03%, we came back down to earth with a 15.03% return last year lowering our three-year average return to 24.98%. Our year-end balance was \$1,952,129.

We have set up procedures to receive gifts of stock and Qualified Charitable Contributions should one find that gifts of shares have distinct tax advantages, and we welcome any and all.

Respectfully Submitted,
John Sangston
Committee Member

Altar Guild Report for 2021

The Altar Guild at St. Paul's is responsible for preparing for all liturgical services during the year, including Holy Communion, Holy Baptism, marriage, burial, confirmation, daily prayer service, healing rites, occasional services, seasonal events, and festivals.

Altar Guild members fill the candles used for services, clean and polish the brass and silver, set up for the week's services, clear the table and clean up following each service. In addition, they are responsible for ordering supplies like oil, wine, wafers, linens, and polishes. Guild members also care for the linens, including the fair linens covering the altars. Special seasons, such as Lent and Advent, call for more intensive preparation.

The Altar Guild has called on other parishioners to help polish brass, clean the altars and surrounding areas, and set up the candles for candlelight services. The Altar Guild also works to help maintain the vestments used by the priests and deacons who celebrate at our services. In 2021, parishioner and seamstress extraordinaire Lonnie Gordon, repaired one of our high altar fair linens and relined one of our historic chasubles and its associated stoles, thus giving them renewed life. Ken Bagge rebuilt and a local upholsterer recovered the liturgical color backings in the reredos behind the high altar, repairing the damage done by age and use.

This year our preparations for Christmas were especially joyous, as we planned for larger services with music and candlelight. We hope everyone noticed the return of the candelabras by the high altar! Padre Donna and Becky donated new, blue Advent candles, and our parish supplied a set of blue vestments, which helped us usher in the season. We hope to collect donations this year to augment our vestments with a new white set for our celebratory liturgies.

In 2021, the Altar Guild members were Wendy Niven, Phyllis Pita, Kim Grizzle-Malgrat, Sam Hall, Jane Burkett, Lisa Laskow, and Kitty Roberts, who rejoined us for Advent and Christmas preparations. Judy Herrick has joined the Guild as a new member this year. The Altar Guild welcomes new members as we move forward into 2022.

“Members of the Altar Guild are grateful servants; servants of God, servants of God's people, servants of the liturgy, and servants of the worship.” (*The Ministry of the Altar Guild*)

Respectfully submitted,
Wendy Niven
January 2022

Financial Report- 2021 in Summary

2021 was another successful year financially for St Paul's Church. The Reverend Donna S Mote, PhD became the 34th Rector of St Paul's Church in June 2021. The 2021 budget assumed the new rector would start April 1, 2021. Due to the Covid-19 Pandemic restrictions continuing beyond the expected time, gift income to the main contribution box and votives was reduced.

From Year End 2020 Balance Sheet	From Year End 2021 Balance Sheet
Operating Fund: \$107,547	Operating Fund: \$71,213
Operating Reserve: \$115,000	Operating Reserve: \$115,000
	Building Restoration: \$131,544
	SubTotal: \$317,757

Check Book(s) Total: \$384,359

Check Book(s) Total: \$452,920

From Year End Profit and Loss Statements

2020 Income: \$433,246

2021 Income: \$475,000

Income from Three Foundations

2020: \$108,000

2021: \$118,000

Unplanned 2021 Income

SBA/PPP \$37,300

Farned/Noel Estate \$56,000

“ \$100,000 to Memorial Foundation

Actual 2020 Expenditures: \$420,913 Estimated Total 2021 Expenditures: \$441,000

The Diocesan Assessment was reduced from \$84,174 in 2021 to \$61,554 for 2022.

Note: 2021 Income above includes \$56,000 from the Farned/Noel estate retained in the operating account as a reserve toward expenses known to be required in 2021 or 2022 but **not** the \$100,000 transferred to the Memorial Foundation.

Special Note of Appreciation Must Go To Volunteer Sexton Ken Bagge. There were significant deferred maintenance items carried over to 2022.

2021 Report prepared by David D Eyer, Parish Treasurer, January 21, 2022

Adopted Budget for 2022

St. Paul's Key West 2022 Budget

Income and Support

Regular Contributors	\$	300,000.00
Plate	\$	27,000.00
Special Offerings	\$	-
Main Box	\$	35,000.00
Votives	\$	9,000.00
Memorial Fund	\$	80,000.00
Damascus Fund	\$	80,000.00
Facility Rental or Weddings	\$	2,600.00
Special Events & Fundraisers	\$	20,000.00
Keys Choral Arts Contribution	\$	1,000.00
From Cherry Watson	\$	20,000.00
From SMCS Concerts	\$	2,000.00
From Performances at St. Paul's	\$	1,500.00
Organ Fund & Music Donations	\$	2,000.00
Impromptu Contribution	\$	6,000.00
Christian Education Donations	\$	2,000.00
Flower/ Altar Donations	\$	3,000.00
TRUE Fund contributions	\$	20,000.00
Rector's Special Assistance Contributions	\$	20,000.00
Income Total	\$	631,100.00

Mission Expenditures

Diocesan Assessment	\$	61,554.00
Rector's Salary	\$	61,124.00
Rector's Benefits - Retirement	\$	27,151.49
Music Director's Salary	\$	40,076.40
Music Director's Retirement	\$	3,606.88

Mission Staff Medical Benefits	\$	42,134.40
Christian Education	\$	2,000.00
TRUE Fund expenditures	\$	20,000.00
Rector's special assistance expenditures	\$	20,000.00
Community Partnerships Expenditures	\$	2,000.00
Hospitality Expenditures	\$	1,000.00
Supply Priest	\$	2,400.00
Clergy Automobile	\$	3,000.00
Clergy Annual Retreat	\$	1,500.00
Clergy Cell Phone	\$	1,800.00
Supply Organist	\$	1,000.00
Rector's Housing Equity	\$	3,000.00
Basic Piano/Organ tuning	\$	1,500.00
Music for Liturgy	\$	14,000.00
Choral library and expenses	\$	1,000.00
Concert Expenses	\$	500.00
Organ/Piano Repair	\$	5,000.00
Artist payments	\$	5,000.00
Music Fund Program Items	\$	7,000.00

Total Mission Expenditures \$ **327,347.16**

Support Personnel & Gov Expenses

Administrative Support	\$	39,000.00
Medical Insurance	\$	42,942.93
Disability Insurance	\$	175.00
Life Insurance	\$	120.00
Workers Comp	\$	1,000.00
Clergy SECA	\$	4,695.80
FICA & Payroll Taxes Staff	\$	6,069.11
County Stormwater Fee	\$	1,250.00

Total Support Personnel & Gov Expenses \$ **95,252.84**

Campus, Supplies, Maintenance, Etc

Altar and Flowers Expenditures	\$	3,000.00
Insurance	\$	85,000.00
Cleaning	\$	12,000.00
Landscaping	\$	20,000.00
Maintenance	\$	17,000.00
Utilities	\$	35,000.00
Business Expenses	\$	35,000.00
Bank Fees (including PayPal fees)	\$	1,500.00
Total Campus, Supplies, Maintenance, Etc	\$	208,500.00
TOTAL SUPPORT AND INCOME	\$	631,100.00
TOTAL EXPENDITURES	\$	631,100.00
DIFFERENCE	\$	(0.00)

Please go to the next page for budget notes

The above budget includes expected revenue and expenditures for all church operations OTHER THAN capital improvements and restoration. The budget anticipates that revenue will equal expenses. The church will also, however have carryover funds from 2021 of approximately:

Reserve Fund of \$115,000

Church and Historic Rectory renovation funds of \$135,000, and
Operating Fund estimate of \$50,000.

The church is also expecting an additional grant of approximately \$35,000 for historic rectory restoration. At the current time the Junior Warden estimates that there are at least \$1,049,550.00 in necessary capital repairs and restoration. Of this, approximately \$80,000 should be expended immediately. This will be done from existing building restoration funds.

It is the intention of the Rector and Vestry to create a long-range planning committee to prepare a capital campaign to meet the capital restoration needs outlined by the Junior Warden.

Report on Attending “On Sacred Ground,”

A program of readings, videos, and Zoom discussions
Developed by the Episcopal Church, and offered to our Deanery
by our friends from St. Columba

<https://www.episcopalchurch.org/sacred-ground/>

Attending from St. Paul’s: Sarah Kindinger, Tammi Hoback, Anne Shaver, and Susanne Woods

Last Fall we four registered for the 10 sessions of this program as led by Marilou Dotson of St. Columba, and greatly appreciated the richness of this reckoning of racism in our cultural history and its lingering effects in our modern culture. We did primarily what is called “white work”—learning to see with new eyes our own whiteness, including appreciating the various cultures from which we white Americans derive, and to understand better its relation to the experiences of other Americans, principally Native Americans, Black Americans, Asian Americans, and Hispanic Americans.

The program consists of readings principally from two books, Waking Up White by Debby Irving and Jesus and the Disinherited by the great Black preacher and scholar Howard Thurman. We read other relevant shorter pieces (including sections from books) provided by the web site and also watched a number of videos. These were often thoughtful documentaries from PBS or elsewhere, usually about an hour long, that outlined the history and experiences of non-white cultures. Our ten meetings included prayer, discussion of the assigned materials, and dialogue on how we can grow together as God’s people.

This knowledge, though sometimes facing us with harsh realities, was refreshing and exhilarating. It made us appreciate the struggles that all Americans have undergone and that many continue to deal with. It also helped us understand what “systemic racism” means—a reality far from some of the current unfortunate political haggling, and much more simply a recognition of how history places some people in more advantageous positions than others. We were particularly struck by how various government programs, including the GI Bill after World War II and Federal Housing Authority mortgage and banking programs, either inadvertently or perhaps even intentionally prevented certain minority populations from benefitting. We learned to recognize and acknowledge our own biases as nothing to fear, but as part of what makes us human. Our job is to recognize them as best we can, and not let them get in the way of our baptismal promise to “strive for justice and peace among all people and respect the dignity of every human being.”

We strongly recommend this program, and hope that members of St. Paul’s might be interested in joining one of the programs the diocese regularly sponsors. We would be happy to talk in more detail with anyone who is interested.

Susanne Woods

Education for Ministry (EfM) Group Report for 2021

<https://efm.sewanee.edu/>

Participants: Kathleen Bratton, Becky England, Joseph Lyles, Peter Nanos, Wendy Niven, Judy Sandground, Ray Warren, Lilla Whiteside, Susanne Woods.

Education for Ministry (EfM) is a program from the Sewanee School of Theology intended to develop individual lay ministry. St. Paul's sponsored an EfM group from 2011-2014 under the mentorship of Ginger Butler and Wendy Coles, and since 2020 Susanne Woods has mentored a group.

The program has four years of readings and theological investigation leading to a certificate from Sewanee, and participants may begin at the start of any given year and do not need to commit to all four years. Last May we graduated Bill Malpass, who completed his fourth year after participating in the first three years during the earlier iteration. This year six participants (Kathleen, Peter, Wendy, Judy, Ray, and Lilla, plus the mentor) returned for year two, which focuses on the New Testament, and were joined by Becky and Joseph doing the first-year work of reading the Old Testament. The full group participates together in theological reflections and other activities designed to increase our understanding of God's work in the world and in our own lives.

Since EfM now allows hybrid groups to meet in person and on Zoom, we are able to accommodate our snowbird parishioners and any who need to be away from the Keys temporarily. We meet weekly for about two hours, and much prefer meeting in person (in the historic rectory) though we have gotten pretty good at having our absent members present via Zoom. We hope to continue into next year, starting in early September, and would be happy to have others join us then. You are welcome to talk with any of us about the EfM experience.

Susanne Woods

Junior Warden's Report by Greta Philips-Ford

The Saturday Morning Volunteer group met regularly throughout the year and completed many projects. These projects would never have come to fruition without our Volunteer Sexton Ken Bagge. These projects included the replacement of the flagpole and added lighting on the flag at night; repair to the fence and cleaning out the trash on the south side of the property, bricking the walkway (JoJo) to the backside of the property, touch-up painting, cleaning and yardwork at the rectory on Riviera Drive in preparation for our new Rector; replacing the AC window unit in the sacristy; organizing the linens and hanging new blinds in the parish hall; weeding and

planting in the gardens; updating/replacing outside lighting with LED spotlights; making new boards for the liturgical color panels on the high altar; hanging and removing the garland for Advent/Christmas; preparing for hurricane season by installing the hurricane shutters and then removing all of the shutters. THANK YOU to all who have volunteered their time!

The major projects we undertook this year, included the northeast corner of the Church (Sacristy Wall) -- repaired spalling, installed gutter casing, sealed window and painted outside; replaced/sealed all of the cement gutter system on the church; replaced AC unit in the rectory on Riviera; replaced the lighting behind the stained glass windows with LED (two big windows in back and the high altar); repaired/replaced sprinkler heads and repaired the watering system on the property; repaired an emergency leak in piping in the historic rectory; dealt with numerous little issues of the mundane calamities of chickens, iguanas, termites, and homeless folks that keep us entertained.

My year usually starts with a walk through with the architect and construction companies to identify which projects are more desperate than others for repair with bids for the work. The top five for 2022 include the foundation under the kitchen and French doors in the historic rectory; the crack above the stained-glass windows on the south side of the nave; the leak which materialized during our last wedding celebration on the cloister; the cracks in the roof line/cross at the top of the church on the southside; north tower (bell tower) and bells restoration; and the spalling on the south tower! Additional projects include the roof of the historic rectory; siding on the west side of the parish hall; and roof of the shed off the kitchen of the parish hall. As overwhelming as this list may sound, we have accomplished a lot and continue to chip away at our projects, knowing that they will never be finished due to the age and size of our grounds. It is a labor of love and fellowship that is steeped in our history of Key West.

Senior Warden's Report by Ray Warren

2021 was a year of change and renewal at St Paul's. Our previous Rector took leave of us in March of 2019. It was over two years before we called, and the bishop installed, our new Rector. But this past year it finally happened.

I was amazed and gratified by the way our church family worked together and persevered during our period in the wilderness. We were fortunate this past year to have the regular services of the Rev. Lenworth Haughton. And we are overjoyed and blessed by the energy, dedication, and spiritual leadership of our new Rector.

As I complete my three years of vestry service, I see signs of strength and challenges ahead.

Our strength was demonstrated during the time of crisis. Volunteers stepped up to fulfill tasks previously performed by paid staff. This, plus faithful and sacrificial giving, allowed us to get through the past two years with a strengthened financial situation. We are actually fiscally stronger than we were before the crisis began.

A combination of investment (that sacrificial giving made possible), and a significant amount of volunteer labor, has transformed the church campus. In terms of maintenance, appearance, and structural soundness it has not been in such good condition for many, many years.

Sunday and Wednesday worship has been invigorated and renewed. New ways of expressing our faith, such as chalking the doors at Epiphany, help us connect to age old traditions of our faith.

There is a palpable sense of excitement and anticipation as we move forward. But there are also challenges ahead. We remain very thin on volunteers during the summer months. Padre Donna is doing an amazing job reaching out to the community, such that St. Paul's is becoming known to new generations of residents. But we must all do more to attract and minister to the full-time resident population, which is largely unchurched. This is important, both because the community needs the Gospel, and because we need a bigger year-round congregation to proclaim it properly.

Covid-19 has made it nearly impossible to have the kind of social events that we need to build community. If, God willing, the pandemic recedes, I hope leaders going forward will put a high priority on social and interactive events to allow us to strengthen the social bonds that hold us together.

Covid-19 also struck a blow in terms of Christian education and formation. It is wonderful to see formal baptism and confirmation preparation classes. But as soon as conditions warrant, we will have to build both adult and children's educational opportunities. Our Rector will, of course, lead this effort. But she will need every bit of hands-on assistance that we can offer.

Finally, because it's been decades since the last major building restoration, we will need to tackle very significant projects in the next few years -- including repair of the bell tower so that our chime of bells can ring again, and the continuing restoration of the historic rectory.

All of us will be called upon and should pray to give financial resources for these efforts. But I believe that there's also strong community support for preserving the physical campus of an iconic Key West landmark. We will also need people who are willing to go out into the community and make presentations to people of other faiths, or no particular faith, about the entire community's stake in preserving this important historical and community landmark.

I am grateful to everyone who helped me, prayed for me, and encouraged me during our time of change. Moreover, I'm confident that our congregation will help, pray for, and encourage our new Rector, and our newest vestry members, in accomplishing what we must do next to ensure that Saint Paul's will always be a center of faith and healing on this island.

Director of Music – Tim Peterson

My 5th anniversary as the director of music at St Paul's was this past November 2021, and it is hard to believe all that has happened in those five years. I think that it is fair to say that we enhanced the music program and outreach to our community substantially during this time. We started the Southernmost Chamber Music Society, back in the summer of 2017. We grew the number of our self-produced concerts (Performance St Paul's) to the average of 4 per season. This season, we will produce or host 20 concerts in our beautiful space. We have had nearly 50 organ recitals since the onset of COVID. We have added new chests and 7 new ranks of pipes at the rear of the nave, our gallery organ. We have been gifted 3 beautiful grand pianos in the past 2 ½ years. We have moved a beautiful ebony 5'10" grand piano from the historic rectory to the Eaton Street side in the nave, to accommodate a new 5'11" Brazilian cherry grand piano that now sits in the living room of the historic rectory. We were also so thankful to be gifted the beautiful cherry Yamaha Grand piano from the estate of Chuck Hammond. Chuck wanted us to have it, and Joseph Lyles made sure of it. We are thankful to have it in the choir room where it is used every week.

There have been many challenges that we have faced over these past several years. We all know of them. One of the most challenging was to present a meaningful worship experience while we were closed to congregational worship. Dean and I quickly took up the cause to make sure that each week the service was streamed and made easily available to our church family and friends near and far, both on Facebook (which is LIVE), and our YouTube channel (since Christmas, our services are broadcast live on both of these social media channels). There are so many 'thank yous' that need to be recognized for making this happen. From the very generous gift from Joseph Lyles, in memory of Chuck Hammond, which allowed us to purchase all of the hardware, and labor costs for installation, to Ben Pegg, who is our organ tuner, all around sound guy, who continues to give of his expertise, after the job has been completed, to Mike Kindinger, who is THE GUY behind the cameras since we went live at Christmas time, to my right hand man, dear friend, and cantor of St Paul's, Dean Warden. Each week, for the past 2 years, he presented to you a voice solo as special music, HE WAS the man behind the camera when we started streaming on March 22, 2020. We both did 'jobs' that were nowhere in our job descriptions (thank GOD neither of us have any!), or in our areas of expertise. But I know that you can agree, we are blessed to have him at St Paul's, as a cantor, a member, a friend, AND a vestry member. Thank you, thank you, thank you, Dean!

I am so thankful for every member of the choir. Choirs are the backbone for so many parishes. They lead in so many more ways than just leading the congregation with the liturgy, psalms, and hymns. Each of them are leaders of this congregation too. I thank them for their support, their joy, and their joyful noise.

Finally, both Brian and I are truly thankful that we are in Key West; it was a dream for many years. We are thankful that we were so welcomed the first Sunday that we came to church. I am so thankful that I was asked to be your director of music, and I thank GOD for ALL the opportunities that have been sent my way.

Soli Deo Gloria,
Tim Peterson

Rector's Report – The Reverend Donna S Mote, PhD

It's my privilege and pleasure to serve as the 34th rector of St Paul's, Key West. I give great thanks to God for the opportunities of service in this ministry context and to the people of St Paul's for your partnership and companionship in our common work.

Particularly, I express my thanks to the search committee who recommended me to the vestry, the dedicated members of the vestry with whom I've worked since my arrival, and the amazingly dedicated Ray (senior warden), Greta (junior warden), Tim (director of music), Ken (volunteer sexton), and Lisa (part-time parish administrator), as well as all the volunteers serving in a variety of ministries who keep things moving forward.

Since arriving in late May 2021 and being installed on June 5, 2021, I have had the opportunity to meet many of the members and communicants of St Paul's in person. There are many, many persons whom I have not yet met, largely because of ongoing COVID-19 concerns. I look forward to more in-person meetings with more folks as our season of life and ministry together progresses.

The "in-a-nutshell" version of my report is this:

- 1) I am creating a strategic planning committee/group to develop our strategies around two key areas of life and ministry that are crucial to our mission of restoration and reconciliation:
 - a. growing the endowment(s) of St Paul's to support a total restoration of the historic buildings on campus and provide for their ongoing, proactive maintenance in the decades to come (this will involve a capital campaign) and

- b. developing our total ministry approaches not only on the campus of St Paul's but in various locations (in-person, virtual, and hybrid) in the community of Key West and the Lower Keys.

2) I am focusing on increasing capacities to support our mission of restoration and reconciliation in various areas of ministry and administration.

A fuller explanation of what's summarized in the above nutshell version follows.

We are living in a time of great transition not only for St Paul's but also for the entire Episcopal Church and the worldwide Church across traditions and denominations. Every 500 years the Church has moved through one of these periods of great change and multiple challenges.

Some 500 years after the earthly ministry of Jesus the Christ, Pope Gregory the Great oversaw several changes and adaptations that revived the floundering Jesus Movement (including the development of Gregorian chant). About 1,000 years after the time of Jesus, the Great Schism resulted in the Church dividing East and West. Around 1,500 years after Jesus' time, beginning specifically in 1517, the Church in the West entered the Great Reformation (as distinct from the smaller reforms happening continuously).

And now, 505 years after the Great Reformation began, we find ourselves in the midst of another barrage of changes, some more and some less obvious. Some are calling this critical period of transition(s) we are living through the Great Emergence. It remains to be seen exactly what may emerge in the life of Christ's one holy catholic and apostolic Church. We are living into it.

At each of the 500-year intervals, changes in the Church have happened simultaneously and in response to changes in the cultures and contexts in which the Church is embedded. Particularly, changing technologies have impacted the Church as well as cultures. In the invention of movable type by Gutenberg and the cultural changes unleashed by the printing press 500 years ago, we find a point of comparison in the nearly uncountable number of ways the development of the internet has impacted our culture and our lives in the last few decades.

Each time around in these 500-year shifts, the Church has let go of forms and methods and models that no longer serve, held onto what is truly essential, namely, the mission and the movement, and moved forward into God's unfolding future. Each time around, our Christian forebears have had to decide if they were more devoted to familiar forms they were used to or to the mission of the Church and the Savior who inaugurated it. Now it is our turn.

Applied locally, we can see that the ministry context of Key West and the Lower Keys has changed significantly in the last few decades. As we enter the official Key West bicentennial year, we recall how the industries that have sustained life and lives on this island have continued to evolve and change over the past two centuries.

St Paul's, founded only ten years after Key West, has been a constant and integral part of life here across the decades. This is the case because St Paul's has adapted and changed in crucial ways throughout the years.

We can easily see that our mission as a parish of the Episcopal Church in the Diocese of Southeast Florida continues to be "to restore all people to unity with God and each other in Christ" (BCP, 855). And we can see that the ways in which we live out that mission have changed and are changing.

The mission is one of restoration and reconciliation. To put it quite briefly and specifically as it falls to us now: restoring relationships and restoring historic structures.

Thousands of people find their way to St Paul's each year. Some visit the nave for a few minutes as tourists. Some find a new congregational home as year-round or seasonal residents. Some become involved in one or more ministries or educational opportunities. Some receive assistance at a crucial moment that sustains their life. Some walk through the campus on their way to and from work. Some rest in the middle of a work shift or day of sightseeing in the courtyard or memorial garden. Some attend concerts and cultural events as well as services; some only attend concerts and cultural events; some only attend services.

In all of these uses and encounters, people are coming to St Paul's campus. Our ministries of beauty and hospitality and liturgy are crucial, compelling, and ongoing. They are part of our mission of restoring and strengthening relationships.

Some thirty years since the last restoration of the church building, we find ourselves the stewards of five total buildings (including the Riviera Drive rectory), three of which are over a century old. In order to continue all of these vital expressions of ministry that happen on the campus and perhaps add to them, we must plan strategically for a comprehensive restoration of the historic buildings. And, we must build the endowment(s) of St Paul's sufficiently so that proactive, ongoing maintenance of the campus is part of our regular work. In this way, future restoration will be ongoing; maintenance will not be deferred until we face crisis situations.

We live our life as a congregation and a community in Key West and the Lower Keys as seven living generations (Greatest, Silent, Boomers, X, Millennials, Z, Alpha). Not all these generations think about things in the same ways, and the life experiences of individuals in each generation vary considerably from that of their own age peers as well as from those of people in other generations.

Generations after the Baby Boom do not think about or participate in institutions in the same way as previous generations. Formal membership is not necessarily something they want. Ownership of real property is not the same kind of orienting value for them as for previous generations. Their desires for programs and approaches to programmatic offerings are also

different from those of many of their forebears. Digital natives, those born after 1995 or so, have different relationships with current and developing digital technologies. Commonalities of the majority of members of the generations after the Baby Boom are a longing for what they perceive as genuine and authentic and a desire to serve in ways that make sense to them.

In this milieu, we will increasingly be going out into the community as well as continuing to invite the community to the campus of St Paul's. The community's awareness of who we are as St Paul's, what we offer, and how we serve will increase as we consistently meet people where they are. This is part of what the restoration and reconciliation of relationships part of our missional mandate looks like.

All this is to say that our approaches, our methods and models, as a local expression of Christ's Church must connect with our constituents, both those who are already part of St Paul's and the neighbors and community members who are not. Like our Christian forebears at previous 500-year inflection points, we must continue to adapt and not only to adapt but also to innovate.

This means many things, including these:

increasing our capacities as a congregation that is agile and responsive and can pivot quickly to address real concerns and needs on the ground where we are; learning more local history and church history; continuing to use and develop hybrid approaches to worship and ministry; running more experiments utilizing distributed gatherings and small groups for formation and fellowship; rethinking what membership means; counting and measuring different things, including ministry touches and levels of engagement (not only attendance and offerings at services); greater transparency in all our financial matters; streamlining administrative and financial processes, procedures, and platforms; eliminating redundant and inefficient systems; a more robust culture of pledged giving and planned giving; and probably a number of other things as well.

I look forward to the exciting future into which God is calling us together in this place at this particular moment in history, and I look forward to engaging it in companionship and collaboration with the people of St Paul's.