

**Minutes of Meeting of Vestry of
St. Paul's Episcopal Church of Murfreesboro, Tennessee, Inc.
Date of Meeting: June 20, 2023**

Method of Meeting (i.e. virtual or in person): In Person

Vestry Members:

Vestry Member Name:	P = Present A= Absent
Burgess, Nick	P
Casteel, Matt	A
Clayton, Don	P
Dieringer, Sharon	P
Green, David	P
Kellerman, Allison	P
Kyriakoudes, Louis	A
Miller, Brad	P
Nix, Kyle	P
Owen, David	A
Peek, Scott	P
Smith, Ione	A
Tolbert, Martha	P

Clergy Present:

Dr. Blaess

Staff Present:

Heather Studenberg

Others Present:

Jeanne Potter

Ted Goodman (clerk)

David Rowe

1 **The Meeting was opened with a prayer by Kristine.**

2 _____

3 **The Agenda was approved unanimously.**

4

5 **Review of Minutes:**

6 The minutes from the May meeting were approved as corrected by unanimous vote.

7

8 **Financial Report (Jeanne Potter):**

9 We are underbudget for collections as of May. This is a continuing trend. We are under in
10 expenses about \$25,000 but we are also under in revenue. We are behind on pledges and
11 collections. We are pretty much on target for the 323 building but we are having to pay taxes at a
12 higher rate than we had planned. We have paid off a significant amount of the principal loan
13 balance for main campus this year.

14 Our cash balance is down because our collections are down, but, we still have 140 days' cash on
15 hand. We just need to be aware of the reduced collections.

16 Motion to approve by Martha, seconded by Don. Carried unanimously.

17

18 **Committee Reports:**

19 **Finance and Administration Report (Martha Tolbert):**

20 Nothing to add to written report.

21 **Stewardship Report (Don Clayton):**

22 Nothing to add to written report.

23 **Communications Report (Scott):**

24 Social Media outreach is still going strong. Summer issue of the Epistle is going out
25 soon.

26 **Arts, Design & Gifts Committee (Louis)**

27 Louis was not at the meeting. He submitted a written report in advance of the meeting.

28 **Worship and Music Report (Ione):**

29 Ione was not at the meeting.

30 **Adult Discipleship Report (Matt):**

31 Matt was not at the meeting. He submitted a written report in advance of the meeting.

32 **Children's & Youth Discipleship Report (Kyle):**

33 Nothing to add to written report.

34 **Outreach Report (Nick):**

35 Nothing to add to written report.

36 **Parish Life (Allison Kellerman)**

37 Nothing to add to written report.

39 **Wardens' Reports**

40 **Jr. Wardens' Report (Brad Miller & David Owen):**

41 Nothing to add to written report.

42 **Sr. Warden's Report (Sharon)**

43 Sharon made a motion, seconded by Nick, that St. Paul's fund a family housing unit at
44 Journey Home to be funded by fundraising drives for a total commitment of Twenty-Five
45 Thousand Dollars (\$25,000) to be paid over three (3) years. Martha asked what would St. Paul's
46 do if the money did not come though. Kristine said the Vestry at that time would have to vote on
47 what to do. Motion carried unanimously.

48 **Celebrations:**

- 49 1. Vacation Bible School went very well and was well attended.
50 2. The parents' group had a great meeting with Chase Benefield, our new youth director.
51 Everyone is excited about his vision and energy for our youth program.
52 3. 45-50 people attended the Senior Luncheon last week. It is exciting to see that group
53 back up and running.
54

55 **Clergy Report:**

57 **Rector's Report (Dr. Blaess):**

58 Kristine took the vestry on a safety tour of the main church buildings, showing the vestry
59 the various severe weather shelters, the AED Machines, and the evacuation meetup point.

60 After extended conversation, consistent with Alex Hollis' recommendations, Sharon
61 moved that we NOT renew the Solotech Service Contract (the video equipment for our streaming
62 service). Motion seconded by Brad. Motion carried unanimously.

63 Michael is on vacation this week.

64 The staff and ministry leaders are working on getting the fall programs finalized by the
65 end of July.

66 The Dioceses has asked churches to offer their staff and clergy an extra week of vacation
67 off between now and the end of 2025 to help people recuperate from the last few years of pandemic
68 fatigue so Kristine is working with Michael, Heather, and Angela to take an extra week of vacation
69 at some time between now and the end of 2025.

70 **Executive Session:**

71 The Vestry did NOT hold an executive session.

72

Respectfully submitted,

Theodore W. Goodman
Clerk of the Vestry

St. Paul's EPISCOPAL CHURCH

Vestry Agenda
June 20, 2023
St. Paul's Parish Hall Classrooms

6:00 p.m. Opening Prayer

6:05 p.m. Safety tour

6:30 p.m. Vestry administration

- Overview of action items before Vestry this month (for information)
 - Financial report
 - Conversation: Solotech service contract
 - Motion to fund a family housing unit at the Journey Home (3-year pledge totaling \$25k, to be raised in fundraiser/s)
- Approve Agenda
- Approve May Meeting Minutes
 - Review/motion/vote

6:35 p.m. Financial – Treasurer Jeanne Potter

- Review/motion/vote

6:45 p.m. Liaison Reports Review/motion/vote

- Jr. Wardens (David Owen and Brad Miller)
- Administration and Finance
 - Finance (Martha Tolbert)
 - Stewardship (Don Clayton)
 - Communications (Scott Peek)
 - Arts Design and Gifts Committees (Louis Kyriakoudes)
- Worship and Music
 - Worship (Ione Smith)
 - Conversation about Solotech service contract
- Growing in Mutual Love
 - Parish Life (Allison Kellermann)
 - Member Engagement (David Green)
- Creating an Academy of Ministers
 - Adult Discipleship (Matt Casteel)

- Sr. Warden (Sharon Dieringer)
 - Report
 - Celebrations
 - Scheduling upcoming vestry presence
- Staff (Heather Studenberg, David Rowe)

7:20 Clergy

- Kristine+
- Executive Session

7:25 p.m. Compline

7:30 p.m. Adjourn

Next Meeting:

Tuesday, July 18, 6pm in the Parish Hall Classrooms

Main Campus Operating Expenses & Revenues
Actual versus Budget by Major Categories

	One Month Ended		Five Months Ended						
	5/31/2023		5/31/2023		5/31/2022	2023			
	Actual	Budget	Actual	Budget	Prior Year	Annual Budget	\$ Var CYTD	% Var CYTD	% Var PYTD
Expenses									
Clergy	\$ 21,757	\$ 23,265	\$ 109,244	\$ 116,510	\$ 115,461	\$ 281,531	\$ (7,266)	-6.2%	-5.4%
Music	4,218	7,344	34,705	34,320	27,794	67,010	385	1.1%	24.9%
Church Programs	3,550	4,255	18,905	21,298	15,350	52,968	(2,393)	-11.2%	23.2%
Other Church Programs	1,725	2,167	8,762	10,735	3,549	25,200	(1,973)	-18.4%	146.9%
Youth Ministry	594	623	1,852	3,107	11,055	31,036	(1,255)	-40.4%	-83.2%
Operations/Maintenance	25,235	13,392	73,247	70,160	52,979	182,655	3,087	4.4%	38.3%
Administration	14,552	16,914	68,409	82,491	92,996	207,133	(14,082)	-17.1%	-26.4%
Outreach	8,818	8,449	43,896	45,156	45,299	127,135	(1,260)	-2.8%	-3.1%
Debt Service	563	889	4,266	4,609	6,300	10,562	(343)	-7.4%	-32.3%
Total Expenses	\$ 81,033	\$ 77,298	\$ 363,266	\$ 388,386	\$ 370,781	\$ 985,230	\$ (25,100)	-6.5%	-2.0%
Revenues									
Pledges	\$ 43,927	\$ 52,375	\$ 347,709	\$ 382,685	\$ 375,392	\$ 820,107	\$ (34,976)	-9.1%	-7.4%
Debt Reduction Gift*	865	12,391	183,171	61,955	-	148,695	\$ 121,216		
Unpledged Gifts	5,996	6,733	36,349	35,808	35,794	58,000	\$ 541	1.5%	1.6%
Other Income	1,945	215	24,757	15,389	19,340	60,540	9,368	60.9%	28.0%
Total Revenues	\$ 52,733	\$ 71,714	\$ 591,986	\$ 495,837	\$ 430,526	\$ 1,127,342	\$ 96,149	19.4%	37.5%
Total Revenues w/o Debt Reduction	\$ 51,868	\$ 59,323	\$ 408,815	\$ 433,682	\$ 430,526	\$ 978,647	\$ (25,067)	-5.6%	-5.0%
Net Income/(Loss)	\$ (28,299)	\$ (5,584)	\$ 228,700	\$ 107,451	\$ 59,745	\$ 142,112	\$ 121,249		
Net Income/(Loss) w/o Debt Reduction	\$ (29,164)	\$ (17,975)	\$ 45,529	\$ 45,496	\$ 59,745	\$ (5,583)	\$ 33	0.1%	-23.8%
Principal Repayment	\$ 7,011	\$ 6,685	\$ 33,605	\$ 33,263	\$ 32,484	\$ 80,327	\$ 341		
Net Cash Flow	\$ (36,175)	\$ (24,561)	\$ 11,925	\$ 12,233	\$ 27,261	\$ (86,910)	\$ (305)		

Net Impact on Operating Income versus Budget YTD

Expenses YTD	underbudget	\$ 25,100	
Revenue without Debt Reduction YTD	underbudget	(25,067)	
Net Income/(Loss) YTD		\$ 33	net impact w/o DR

323 Main Street Operating Expenses & Revenues
Actual versus Budget by Major Categories

	One Month Ended 5/31/2023		Five Months Ended 5/31/2023				
	Actual Month	Budget Month	Actual YTD	Budget YTD	Prior YTD	Annual Budget	\$ Var CYTD Vs Bud
Expenses							
Insurance	\$ 107	\$ 107	\$ 536	\$ 536	\$ 450	\$ 1,286	\$ -
Building Maintenance	-	172	-	856	852	2,060	\$ (856)
Office Support Staff	671	671	3,355	3,355	3,329	8,054	\$ -
Office Support Supplies	44	44	220	220	479	528	\$ -
Banking Fees	-	-	-	-	-	-	\$ -
Property Taxes	700	700	3,500	3,500	3,529	8,400	\$ -
Other Taxes	442	442	7,208	2,208	200	5,300	\$ 5,000
Professional Services	-	-	-	-	-	-	\$ -
Debt Service	3,357	3,379	17,012	17,131	15,323	40,912	\$ (119)
Contingency	-	680	-	1,360	-	6,123	\$ (1,360)
Total Expenses	\$ 5,321	\$ 6,195	\$ 31,831	\$29,166	\$24,161	\$ 72,663	\$ 2,665
Revenues							
Rent Income	\$ 8,299	\$ 8,300	\$ 41,496	\$41,498	\$40,343	\$ 101,540	\$ (1)
Total Revenues	\$ 8,299	\$ 8,300	\$ 41,496	\$41,498	\$40,343	\$ 101,540	\$ (1)
Net Income/(loss)	\$ 2,978	\$ 2,105	\$ 9,665	\$12,332	\$16,182	\$ 28,877	\$ (2,666)
Principal Repayment	\$ 4,108	\$ 4,087	\$ 20,315	\$20,206	\$19,649	\$ 48,673	\$ 109
Net Cash Flow	\$ (1,130)	\$ (1,982)	\$ (10,650)	\$ (7,875)	\$ (3,467)	\$ (19,796)	\$ (2,775)

Notes

1. Gifts received designated for 323 Main Street	\$ 102,267
less 2021 deficit	\$ (4,892)
2022 deficit	\$ (1,130)
2023 deficit YTD	\$ (10,650)
Balance	\$ 85,595

Cash Flow - St. Paul's Episcopal Church

	Main Campus Five Months Ended 5/31/2023	323 Main Street Five Months Ended 5/31/2023
Income (less Debt Reduction)	\$ 406,815	\$ 41,496
Less Operating Expenses	363,286	31,831
Net Operating Income w/o Debt Reduction	\$ 45,529	9,665
Less Debt Principal Reduction from operating funds	33,605	20,315
Net After Principal Reductions	<u>\$ 11,925</u>	<u>\$ (10,650)</u>
Main Campus loan balance (2.42%) as of 5/31/2023	\$ 266,810	
323 E Main Loan Balance (3.34%) as of 5/31/2023	<u>1,202,009</u>	
	<u>\$ 1,468,819</u>	
Cash Balance First Horizon as of 5/31/2023	<u>\$ 757,356</u>	
Endowment Fund Balance as of 3/31/2023	<u>\$ 1,447,177</u>	
Restricted/Designated funds	<u>\$ 340,888</u>	
Acolyte Trip Scholarships	1,565	
Altar Guild	460	
Angel Tree Program	629	
Associate Priest's Discretionary Fn	993	
Building Fund	22,772	
Choir	1,577	
Christian Ed	647	
Columbarium	25,635	
Connect Ministry	2,357	
Continuing Education-Staff	1,926	
Cursillo/Altareys	2,963	
Danridge Trust/Coldest Nights	13,390	
Debt Reduction/ Above & Beyond	103,990	
Designated Campus Improvement	48,682	
DOX Daughters of the King	1,525	
ECW - Women's Ministries	5,543	
Episcopal Peace Fellowship	120	
Flower Guild Operating Funds	7,137	
Food Bank	25	
Haiti Mission Trip	135	
Library	50	
Memorial Garden Project	13,358	
Memorials	48,597	
Missions/Designated	735	
Music	2,010	
Music-Church Organ Fund	19,046	
Piano Fund	200	
Rector's Discretionary	3,271	
Scouts	(1,696)	
Stained Glass	467	
Troop Support	1,508	
UTO	61	
Youth Fundraisers	13,212	

Avg days cash on hand

140

Vestry Report: Arts and Design Committee, Gifts Committee, Scout Troop 1108 Liaison report

Louis M. Kyriakouides, June 16, 2023

Arts and Design: Fabrication of the Great Rood is progressing. Lauren Gamble presented it to the congregation a part of her outstanding adult Sunday school education series on meaning and history in church art. The rough carving of the face of St. John is below.



Gifts Committee: No Report

Scout Troop 1108.

The Troop will be spending a week of 6/25 at the Boxwell Scout Camp. The scouts are working as a group on various merit badges, including Family Life and Citizenship in the Nation.

Andrew Ivy became the Troop's 26th Eagle Scout, a remarkable achievement for a troop that has been existence for just a dozen years. The Troop celebrated his achievement in the Chapel, May 13. See photo below.



6. Worship Report - June 2023

- **Music**
no update to report
- **Verger/Acolytes**
Peter Heren has agreed to take on becoming an assistant Verger with the idea of being able to take on all responsibilities if needed. This is a very big commitment; please be sure to thank Peter when you see him
- **LEM/Lector/Eucharistic Ministry**
No update to report
- **Flower Guild**
Flower Guild is settling into a summer schedule now that the major holidays are behind us and folks are in and out on vacation. It was really terrific to have the entire Jr Guild on duty for Youth Sunday. They did a beautiful job. They are now spread out among the adult teams instead of all during the same week so it's the only Sunday they'll do it all by themselves.
- **Altar Guild**
No update to report
- **Children's Ministry**
No update to report
- **Worship Access & Technical Support**
Solotech has replaced the streaming camera. The video streaming system is fully functional again. Alex would like Vestry help with regard to renewing our Solotech service contract. He asked Solotech to give us a proposal for extending our streaming service contract for another year. Our contract expired at the end of May. The service contract gives us access to technical support 24-7 with unlimited calls in a year and priority service. The service contract is \$2750 per year. It does not include the cost of replacing broken equipment, only the service with priority scheduling. The alternative would be an hourly fee for service (\$275/hr). Alex is not sure that we should exceed \$2750 in service for the next year. He is inclined to not renew. He does not wish to make this decision unilaterally. He prefers for the Vestry to decide the need for priority service. He's happy to answer any questions the Vestry might have.
- **Ushers/Greeters**
No update to report
- **Intercessory Prayers**
No update to report
- **Centering Prayer**
No update to report
- **Medical Response Team**
Vestry Liaison/Lone still needs to have a conversation with Mary Jane as to her thoughts, needs, and possible plans as to CPR training.

Youth and Children's Ministry Report

June 2023

Kyle Nix

Youth/Children's Events

We had several children attend VBS at the beginning of June with several of our Youth helping out. It was a huge success that we all got to see at the 10am service on June 11th when our children performed a few of their VBS songs.

At the beginning of June our Youth Ministry Executive Team met to discuss the on-boarding of our new Youth Minister, Chase. We discussed our vision for the youth program and how we could work together to help it build and grow. On Thursday, June 15th, several youth members and their parents gathered at the Baumann residence to welcome Chase. We are excited to see this program grow and flourish under Chase's leadership!

Current Topics of Discussion

I have had some concerns raised regarding the safety of our Youth. This is something that I will discuss at our meeting once I get more information!

Current Needs

Continued support and participation for youth events!

Parish Life Report for the month of May 2023

Completed events

-Pentecost in the Park on May 28th

- Libby Willis coordinated, and Cora Beth and Katie Enzor helped on the day of
- Mens Club grilled burgers and hot dogs
- parishoners brought sides
- Tom Collins brought ice cream truck

Pending/Upcoming events:

- Welcome Back party/fall kick off Sept 9th 5-7
 - Kelly Goodman is organizing
- Wednesday night dinners are resuming Sept 13th, 20th, and 27th with the Donovan's
- Making spaghetti again ☺

Future Events to consider

- trivia night??? (Great idea, Scott!) thoughts?? Could we do this?

Senior Warden's Report

June 2023

No new information or updates to report at this time.

I am continuing to research the vestry nomination process.

Respectfully submitted,

**Sharon Dieringer
St. Paul's Vestry
Senior Warden**

Prepared by Martha Tolbert

Office Assistance: I completed the bank reconciliations for Heather for May and entered some information into the Realm Accounting System.

Other items: I've started reviewing the proforma we prepared when we performed our due diligence in order to update it with our current experience to date. This will be the basis of our lease rental estimates for the new lease. My plan is to provide my updated proforma to Don Clayton and Jeanne Potter, who were both involved in our initial preparation and review, and seek their comments and expertise.

Completed Projects (June Report):

- Passed fire inspection
- Heather prepared overview presentation of security alternatives as basis for developing presentation to the vestry
- Roscoe Brown relit two pilot lights on stove after investigation of gas smell in Parish Hall – Atmos simultaneously conducted an on-site inspection and determined there were no gas leaks
- Worked with vendor Four Seasons to get irrigation system working properly
- Anchored new metal shelves in upstairs Parish Hall closets to the wall
- Fletcher Holland painted Heather's office in the Wall Building as follow-up to mold mitigation work completed in April
- David Owen worked with locksmith to address issue with elevator door not closing
- Installed basketball base of basketball goal
- Heather got quotes for changing a few doors to storeroom function, replacing an exit push bar in the narthex and replacing the door closer on the back door of the Wall Building

Current Projects (June Report):

- Repair / replace HVAC in Youth room – receiving replacement quote from Roscoe Brown on 6/19 – estimate cost at \$4K - \$10K depending on option selected
- Investigate sticking door on the right-hand stall in the downstairs ladies room (off the parish hall)
- Heather to investigate repair of loose masonry in area above the parish hall door on a corbel
- Complete installation of basketball goal
- Working on identifying a landscape architect to help design the replacement of shrubbery and trees that have died due to the hard winter freeze
- Repair & paint dormers facing East Main Street - estimate is \$6300 - approved by Vestry at December meeting - work to occur when weather warms up
- Review proposed contract and evaluate whether we want to put the church bell on an annual maintenance contract
- Replace / repair ceiling tiles in men / women narthex bathrooms
- Replace ground-level box lights in front of the building
- Create & deploy signage for various applications on the church property

Submitted by: Don Clayton

June 20, 2023

- Met with Gina Urban to debrief last year's "Giving from a Grateful Heart" campaign. I will be pulling together a committee for this year, with plans for a kick-off meeting sometime in July.
- I have attached a detailed analysis of our 10-year giving trends. Given the short notice, I do not expect to discuss this at the June meeting, but will instead give everyone time to digest this and we can review this and get everyone's thoughts at the July meeting.

ST. PAUL'S EPISCOPAL CHURCH - 10-YEAR GIVING TRENDS

KEY OBSERVATIONS

- 1) The data used in the analysis reflects only people currently in the church database ; it excludes those who are (who have officially transferred their membership to a different parish. While this does create a "hole" in the d actually very illuminating because:
 - a) it more clearly shows the behavior(s) associated with the current church body, and
 - b) it highlights the financial challenges associated with an "aging parish".
- 2) Churches always have people coming and going each year, but the last ten years have seen a much larger impact: "aging boomer" demographic (a national phenomenon.) We have lost a significant amount of pledge income as has died or just retired and moved away (see Chart 2.)
- 3) Within the group that is still in the database, we have seen steady growth in their giving over the past 10 years: excluding \$1.8M in capital campaigns and other special gifts. (The only exception to this was 2018, but this came on the heels of tax law changes in 2017 that produced some windfall donations.)
- 4) One very interesting trend: gifts directed to Outreach are growing, from 0.3% of total giving in 2014 to 3.8% of total giving in 2022. It is very important to take this into account when looking at our overall parish giving, as well as in planning strategies for the annual giving campaigns. We've got to think beyond just the pledge!
- 5) Based on all of the above, I would suggest that we have been a little hard on ourselves when evaluating the job on "stewardship". Our financial challenges are primarily demographic challenges, which cannot be addressed by doing a better job on the annual campaign", but rather by growing the parish through continued evangelism, outreach for each other.
- 6) I have also included some additional detail that breaks out our giving by various "donor groups", based purely on pledging and giving behavior, not on any knowledge of their actual names and life situations. These groups are

ST. PAUL'S EPISCOPAL CHURCH - 10-YEAR GIVING TRENDS

Fund#	Description	2014	2015	2016	2017	2018	2019	2020	2021
1	Pledge Income	\$ 580,439	\$ 609,963	\$ 674,199	\$ 735,400	\$ 710,530	\$ 747,808	\$ 770,946	\$ 779
4	Plate Offering Check	\$ 33,275	\$ 42,502	\$ 31,154	\$ 51,179	\$ 46,161	\$ 47,029	\$ 48,209	\$ 80
71	Plate Offering Cash	\$ -	\$ -	\$ 415	\$ 1,151	\$ 6,258	\$ 3,875	\$ 1,232	\$ 4
Sub	Total Plate & Pledge	\$ 613,714	\$ 652,465	\$ 705,768	\$ 787,731	\$ 762,949	\$ 798,712	\$ 820,387	\$ 864
1C	Connect Ministry	\$ -	\$ -	\$ -	\$ -	\$ 2,200	\$ 6,942	\$ 19,656	\$ 24
5	Rector's Discretionary	\$ 1,213	\$ 5,230	\$ 8,073	\$ 7,253	\$ 130	\$ 2,210	\$ 7,593	\$ 5
100	Assoc Priest Discretionary Fund	\$ 200	\$ 100	\$ -	\$ 2,371	\$ 3,738	\$ 635	\$ 50	\$ 1
15	Food Bank	\$ 373	\$ 235	\$ 295	\$ 115	\$ 525	\$ 185	\$ 910	\$ 3
78	Angel Tree Program	\$ 650	\$ 960	\$ 550	\$ 475	\$ 390	\$ 200	\$ 375	\$ -
148	Coldest Nights/DT	\$ -	\$ -	\$ -	\$ 25	\$ -	\$ 700	\$ 1,100	\$ 3
23	United Thank Offering	\$ 400	\$ -	\$ -	\$ -	\$ 380	\$ 383	\$ -	\$ -
Sub	Total Outreach	\$ 2,835	\$ 6,525	\$ 8,918	\$ 10,239	\$ 7,363	\$ 11,255	\$ 29,684	\$ 38
2	Building Fund	\$ 405,671	\$ 297,916	\$ 343,413	\$ 36,572	\$ 33,557	\$ 22,858	\$ 12,945	\$ 3
150	Come Together: Matching Gift	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 244,279	\$ 51
1116	Debt Reduction	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sub	Total Special/Capital	\$ 405,671	\$ 297,916	\$ 343,413	\$ 36,572	\$ 33,557	\$ 22,858	\$ 257,224	\$ 54
52	Music	\$ -	\$ 445	\$ 460	\$ 130	\$ 350	\$ 115,000	\$ -	\$ -
1009	Organ Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 25
1002	Designated Gifts Campus Improvement	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 25
1008	Memorial Garden - Columbarium	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 15,080	\$ 10
Sub	Total Campus Improvement	\$ -	\$ 445	\$ 460	\$ 130	\$ 350	\$ 115,000	\$ 15,080	\$ 60
TOTAL	Total Giving - All Areas	\$ 1,022,220	\$ 957,351	\$ 1,058,558	\$ 834,671	\$ 804,218	\$ 947,826	\$ 1,122,375	\$ 1,017
TOTAL	Total Giving: Plate/Pledge + Outreach	\$ 616,549	\$ 658,990	\$ 714,686	\$ 797,970	\$ 770,311	\$ 809,967	\$ 850,071	\$ 903
	% Change vs previous year		6.9%	8.5%	11.7%	-3.5%	5.1%	5.0%	

*Changes in tax law in 2017; 2-year avg = 3.8%

Plate & Pledge - % from Pledge	94.6%	93.5%	95.5%	93.4%	93.1%	93.6%	94.0%	9
Plate & Pledge - % from Plate	5.4%	6.5%	4.4%	6.5%	6.1%	5.9%	5.9%	
Plate & Pledge, % Total	60.0%	68.2%	66.7%	94.4%	94.9%	84.3%	73.1%	8
Special/Capital, % Total	39.7%	31.1%	32.4%	4.4%	4.2%	2.4%	22.9%	
Outreach, % Total	0.3%	0.7%	0.8%	1.2%	0.9%	1.2%	2.6%	
Total Pledge Income	\$ 710,438	\$ 748,491	\$ 800,851	\$ 864,732	\$ 829,364	\$ 825,187	\$ 798,660	\$ 789
Total Plate	\$ 81,912	\$ 78,894	\$ 59,074	\$ 76,308	\$ 70,724	\$ 77,329	\$ 57,464	\$ 88

Chart 1: Total Giving - 2014-2022

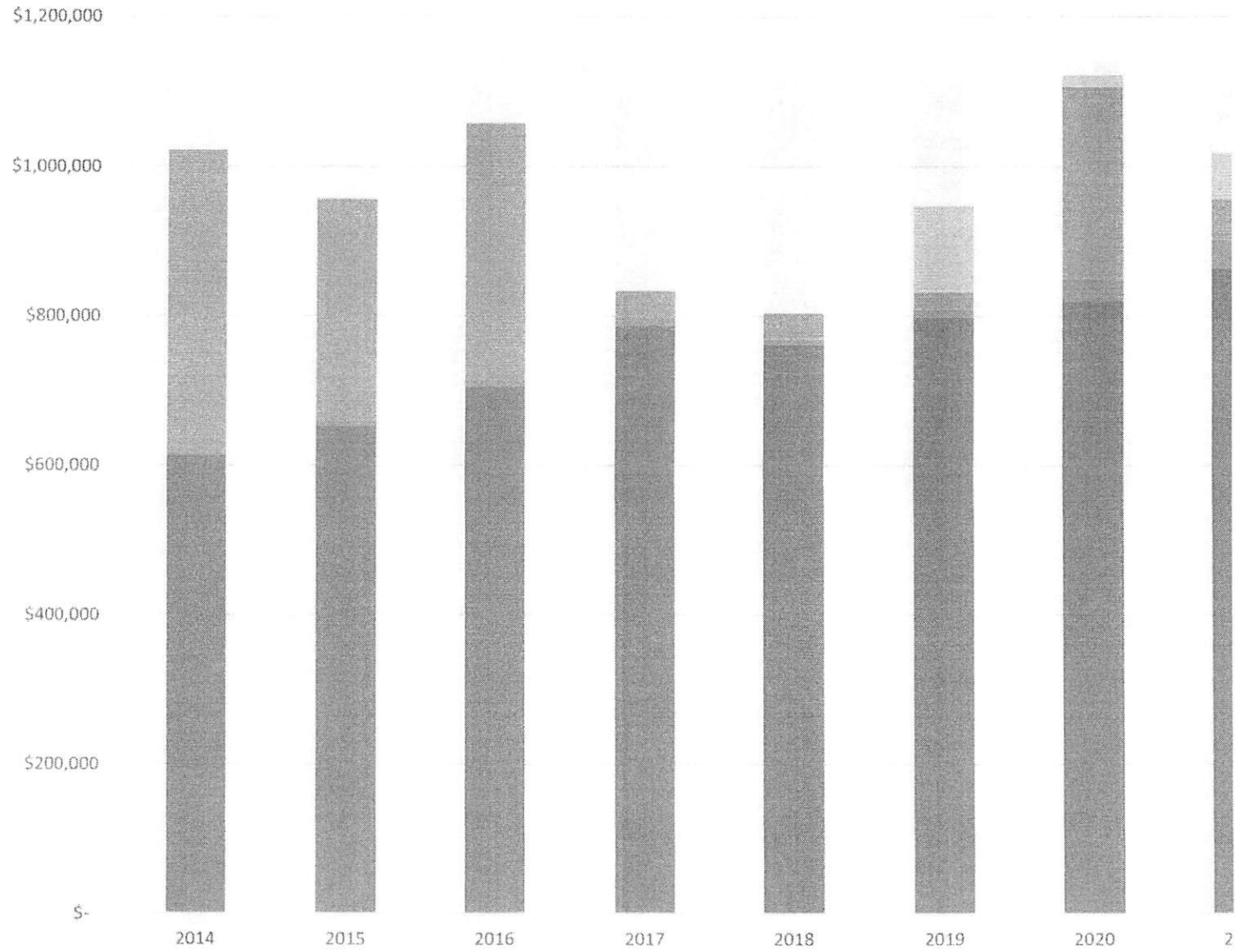
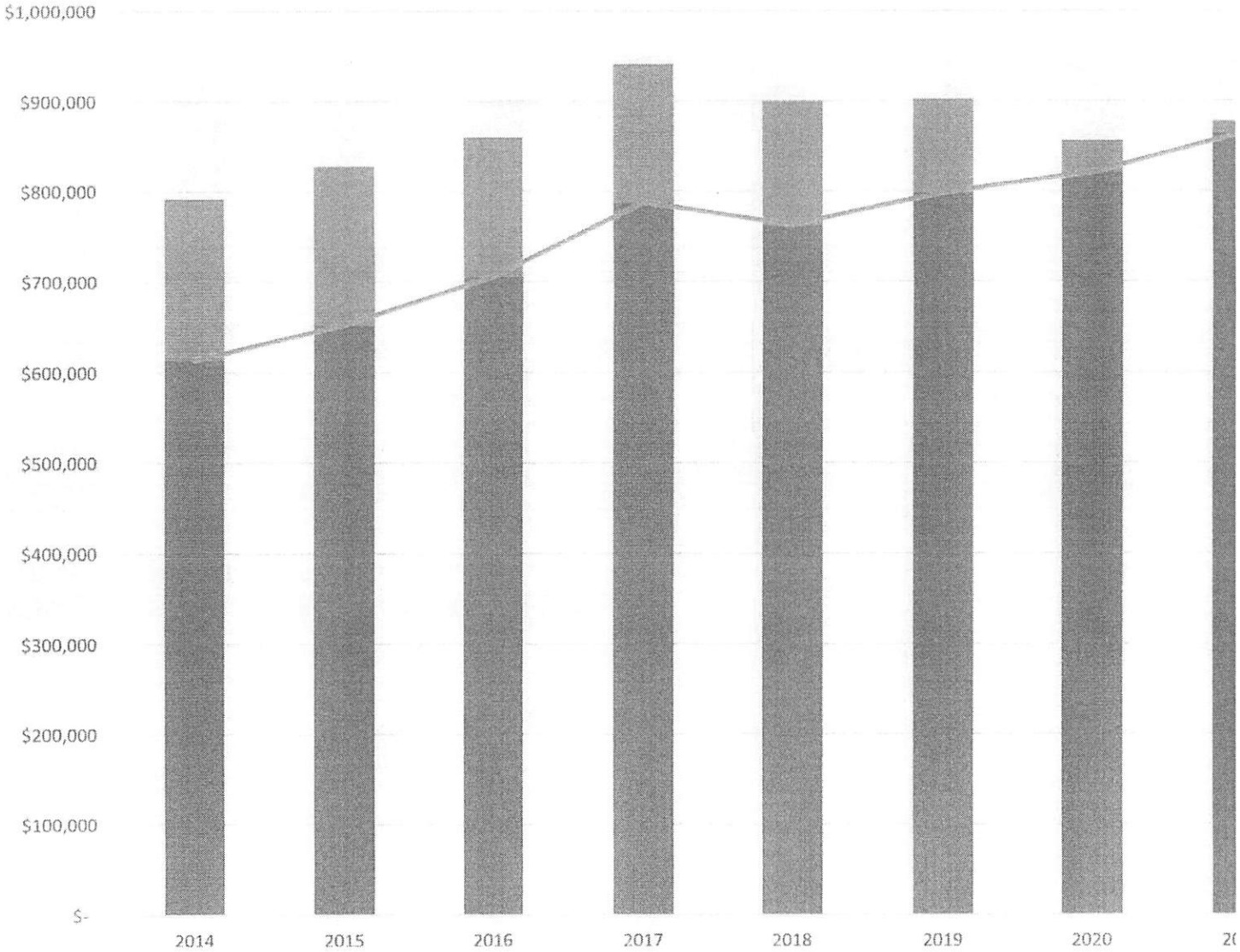


Chart 2: Total Plate & Pledge - 2014-2022



ST. PAUL'S EPISCOPAL CHURCH - 10-YEAR GIVING TRENDS

TOTALS BY DONOR GROUPS *(See descriptions at bottom)*

Donor Group	#	Category	2014	2015	2016	2017	2018	2019	2020	2021
Perennial pledgers		Pledge	\$ 472,293	\$ 501,593	\$ 549,383	\$ 620,195	\$ 594,626	\$ 613,763	\$ 633,685	\$ 656,929
Perennial pledgers		Plate	\$ 9,356	\$ 14,015	\$ 10,450	\$ 14,833	\$ 11,343	\$ 5,205	\$ 11,471	\$ 24,230
Perennial pledgers		Outreach	\$ 1,960	\$ 3,475	\$ 5,293	\$ 6,059	\$ 6,221	\$ 7,611	\$ 24,557	\$ 27,671
Perennial pledgers		Capital/Special	\$ 351,127	\$ 273,343	\$ 284,563	\$ 30,337	\$ 26,308	\$ 22,378	\$ 231,385	\$ 54,098
Perennial pledgers		Campus	\$ -	\$ 245	\$ 320	\$ 130	\$ 200	\$ 115,000	\$ 5,080	\$ 60,450
Perennial pledgers	123	Total giving	\$ 834,736	\$ 792,671	\$ 850,009	\$ 671,554	\$ 638,698	\$ 763,958	\$ 906,177	\$ 823,378
		Average pledge	\$ 3,840	\$ 4,078	\$ 4,467	\$ 5,042	\$ 4,834	\$ 4,990	\$ 5,152	\$ 5,341
		Average giving	\$ 6,786	\$ 6,444	\$ 6,911	\$ 5,460	\$ 5,193	\$ 6,211	\$ 7,367	\$ 6,694

Donor Group	#	Category	2014	2015	2016	2017	2018	2019	2020	2021
New pledgers		Pledge	\$ -	\$ -	\$ -	\$ 250	\$ 8,806	\$ 25,100	\$ 55,777	\$ 68,245
New pledgers		Plate	\$ 300	\$ 150	\$ 543	\$ 4,725	\$ 5,193	\$ 4,807	\$ 3,070	\$ 4,452
New pledgers		Outreach	\$ -	\$ -	\$ -	\$ 100	\$ -	\$ 470	\$ 705	\$ 2,272
New pledgers		Capital/Special	\$ -	\$ -	\$ -	\$ -	\$ 90	\$ -	\$ 6,220	\$ -
New pledgers		Campus	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
New pledgers	38	Total giving	\$ 300	\$ 150	\$ 543	\$ 5,075	\$ 14,089	\$ 30,377	\$ 65,772	\$ 74,969
		Average pledge	\$ -	\$ -	\$ -	\$ 7	\$ 232	\$ 661	\$ 1,468	\$ 1,796
		Average giving	\$ 8	\$ 4	\$ 14	\$ 134	\$ 371	\$ 799	\$ 1,731	\$ 1,973

Donor Group	#	Category	2014	2015	2016	2017	2018	2019	2020	2021
New givers		Pledge	\$ -	\$ -	\$ -	\$ -	\$ 4,075	\$ 3,462	\$ 7,470	\$ 9,105
New givers		Plate	\$ -	\$ -	\$ -	\$ 1,250	\$ 1,600	\$ 5,955	\$ 15,420	\$ 21,990
New givers		Outreach	\$ -	\$ -	\$ -	\$ 100	\$ 18	\$ 415	\$ 725	\$ 3,995
New givers		Capital/Special	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,000	\$ -
New givers		Campus	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
New givers	27	Total giving	\$ -	\$ -	\$ -	\$ 1,350	\$ 5,693	\$ 9,832	\$ 26,615	\$ 35,090
		Average pledge	\$ -	\$ -	\$ -	\$ -	\$ 151	\$ 128	\$ 277	\$ 337
		Average giving	\$ -	\$ -	\$ -	\$ 50	\$ 211	\$ 364	\$ 986	\$ 1,300

Donor Group	#	Category	2014	2015	2016	2017	2018	2019	2020	2021
Non-pledging givers		Pledge	\$ 23,830	\$ 22,611	\$ 16,846	\$ 16,192	\$ 19,103	\$ 9,395	\$ 26,006	\$ 12,664
Non-pledging givers		Plate	\$ 8,065	\$ 12,158	\$ 9,575	\$ 8,413	\$ 8,682	\$ 10,981	\$ 7,890	\$ 14,690
Non-pledging givers		Outreach	\$ 20	\$ 714	\$ 2,050	\$ 340	\$ 564	\$ 280	\$ 1,600	\$ 1,575
Non-pledging givers		Capital/Special	\$ 11,814	\$ 11,470	\$ 11,302	\$ 5,535	\$ 5,059	\$ 40	\$ 2,399	\$ 100
Non-pledging givers		Campus	\$ -	\$ -	\$ 100	\$ -	\$ -	\$ -	\$ -	\$ -
Non-pledging givers	21	Total giving	\$ 43,729	\$ 46,953	\$ 39,874	\$ 30,480	\$ 33,408	\$ 20,696	\$ 37,895	\$ 29,029
		Average pledge	\$ 1,135	\$ 1,077	\$ 802	\$ 771	\$ 910	\$ 447	\$ 1,238	\$ 603

Donor Group	#	Category	2014	2015	2016	2017	2018	2019	2020	2021
Away from pledging		Pledge	\$ 41,295	\$ 38,487	\$ 40,385	\$ 38,400	\$ 34,125	\$ 40,435	\$ 20,300	\$ 12,590
Away from pledging		Plate	\$ -	\$ 30	\$ 360	\$ 4,175	\$ 9,525	\$ 10,550	\$ 3,450	\$ 9,550
Away from pledging		Outreach	\$ -	\$ 110	\$ 100	\$ 165	\$ 35	\$ 429	\$ 750	\$ 200
Away from pledging		Capital/Special	\$ 25,800	\$ 4,235	\$ 30,650	\$ 500	\$ 2,100	\$ 300	\$ 11,000	\$ -
Away from pledging		Campus	\$ -	\$ -	\$ -	\$ -	\$ 50	\$ -	\$ 10,000	\$ -
Away from pledging	10	Total giving	\$ 67,095	\$ 42,862	\$ 71,495	\$ 43,240	\$ 45,835	\$ 51,714	\$ 45,500	\$ 22,340
		Average pledge	\$ 4,130	\$ 3,849	\$ 4,039	\$ 3,840	\$ 3,413	\$ 4,044	\$ 2,030	\$ 1,259
		Average giving	\$ 6,710	\$ 4,286	\$ 7,150	\$ 4,324	\$ 4,584	\$ 5,171	\$ 4,550	\$ 2,234

Donor Group	#	Category	2014	2015	2016	2017	2018	2019	2020	2021
Departed		Pledge	\$ 28,055	\$ 33,197	\$ 50,417	\$ 43,558	\$ 26,438	\$ 22,400	\$ 5,210	\$ 5,700
Departed		Plate	\$ 9,308	\$ 9,963	\$ 3,850	\$ 11,662	\$ 8,060	\$ 6,380	\$ 2,625	\$ 1,500
Departed		Outreach	\$ 370	\$ 875	\$ 1,445	\$ 3,275	\$ 179	\$ 392	\$ 250	\$ -
Departed		Capital/Special	\$ 6,621	\$ 4,353	\$ 14,122	\$ -	\$ -	\$ 100	\$ 700	\$ -
Departed		Campus	\$ -	\$ -	\$ 40	\$ -	\$ -	\$ -	\$ -	\$ -
Departed	30	Total giving	\$ 44,354	\$ 48,388	\$ 69,874	\$ 58,495	\$ 34,677	\$ 29,272	\$ 8,785	\$ 7,200
		Average pledge	\$ 935	\$ 1,107	\$ 1,681	\$ 1,452	\$ 881	\$ 747	\$ 174	\$ 190
		Average giving	\$ 1,478	\$ 1,613	\$ 2,329	\$ 1,950	\$ 1,156	\$ 976	\$ 293	\$ 240

Donor Group	#	Category	2014	2015	2016	2017	2018	2019	2020	2021
Occasional givers		Pledge	\$ 14,966	\$ 14,075	\$ 17,167	\$ 16,805	\$ 23,357	\$ 33,253	\$ 22,499	\$ 14,366
Occasional givers		Plate	\$ 6,246	\$ 6,186	\$ 6,792	\$ 7,272	\$ 8,016	\$ 7,026	\$ 5,515	\$ 8,490
Occasional givers		Outreach	\$ 485	\$ 1,351	\$ 30	\$ 200	\$ 346	\$ 1,658	\$ 1,097	\$ 2,965
Occasional givers		Capital/Special	\$ 10,308	\$ 4,515	\$ 2,775	\$ 200	\$ -	\$ 40	\$ 2,520	\$ -
Occasional givers		Campus	\$ -	\$ 200	\$ -	\$ -	\$ 100	\$ -	\$ -	\$ -
Occasional givers	128	Total giving	\$ 32,005	\$ 26,327	\$ 26,764	\$ 24,477	\$ 31,819	\$ 41,977	\$ 31,631	\$ 25,820
		Average pledge	\$ 117	\$ 110	\$ 134	\$ 131	\$ 182	\$ 260	\$ 176	\$ 112
		Average giving	\$ 250	\$ 206	\$ 209	\$ 191	\$ 249	\$ 328	\$ 247	\$ 202

Donor Group	Description
Perennial pledgers	Pledges in 7 or more years through 2022, with no more than 1 gap year
New pledgers	Pledges in 2 or more years through 2022, with no gap year
New givers	Gifts of some form (but not necessarily pledges) in 2 or more years through 2022, with no gap year
Non-pledging givers	Gifts of some form (but not necessarily pledges) in 7 or more years through 2022, with no more than 1 gap year
Away from pledging	Gifts of some form (but not necessarily pledges) in 7 or more years through 2022, with no more than 1 gap year, with no pledge since 2021
Departed	No gifts of any kind since 2021
Occasional givers	All other donors not meeting above conditions