

ST. PAUL'S MEMORIAL CHURCH

at the University of Virginia, Charlottesville, VA



ANNUAL REPORT 2016

1700 University Avenue, Charlottesville, VA 22903

434-295-2156

www.stpaulsmemorialchurch.org

Staff Directory

St. Paul's Office: (434) 295-2156

The Rev. C. Neal Goldsborough	Interim Rector and Chaplain (c.neal.goldsborough@stpaulsmemorialchurch.org)
The Rev. Elaine Ellis Thomas	Associate Rector (elaine.thomas@stpaulsmemorialchurch.org)
The Rev. Dr. Heather Warren	Associate Rector (heather.warren@stpaulsmemorialchurch.org)
The Rev. David Poist	Rector Emeritus
The Rev. Paula Kettlewell	Associate Rector Emeritus
John Reid	Parish Administrator (john.reid@stpaulsmemorialchurch.org)
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Daniel Hine	Music Director (daniel.hine@stpaulsmemorialchurch.org)
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Iris Potter	Pastoral Visitor (iris.potter@stpaulsmemorialchurch.org)
E. D. Rambo	Director of Children and Family Ministries (e.d.rambo@stpaulsmemorialchurch.org)
Kate Lichti	Canterbury Coordinator (kate.lichti@stpaulsmemorialchurch.org)
Grace Aheron	Youth Group Coordinator (grace.aheron@stpaulsmemorialchurch.org)
Andre Jones	Sexton

The Vestry

Through January 2017	Through January 2018	Through January 2019
Darren Ball	Michele Allen	Michele Claibourn
Paul Legrand	Anne Cressin	Peter Dennison
Anne Ribble	Vickie Gottlob	Jeannie Long
Lynn Weikart	Lloyd Snook	Bob Saylor

Our Parish and Your Call to Ministry and Stewardship

The Mission of St. Paul's Memorial Church is to celebrate and bear witness to God's love in our community, the University, the region and the world beyond us. By our worship, our teaching, and our outreach, we seek to make known God in Christ by equipping our members for service in the world.

Our calls to service come in a variety of ways. Some are called to take leadership positions on commissions and committees. Others are called to serve the parish family directly by signing up for a weekly or monthly ministry of service within the family of St. Paul's. Still others are called to serve those in our greater community through St. Paul's Ministry Beyond our Walls programs such as PACEM. All of us find ourselves in ministry in daily life – in our homes, offices, schools, and neighborhoods. Stewardship takes many forms, including the stewardship of our time.

Interim Rector's Report The Rev. C. Neal Goldsborough

“My time as *locum tenes*, now called “interim vicar” at St. Paul’s Memorial Church from September, 1931 to May 30, 1932 was another challenge!” is how the Rev’d William Gerow Christian, D.D. began Chapter Ten of his autobiography, *My Story: The Parson Remembers*. “St. Paul’s had a communicant list of about 200, and I was also chaplain to some 650 Episcopal students. It was an exciting challenge and I was well provided for. I had an attractive and comfortable apartment, with fireplace, on the second floor of the parish house. I was furnished a new automobile and expenses on it. I had a discretionary fund, I think it was \$100 a month—for work with students. And I had a secretary, Miss Clara Guthrie, who had been secretary to the dean at Virginia Seminary. She was better at being a hostess than at shorthand. Anyway, I was delighted to have her, and she typed my sermons, week after week. My nine months at St. Paul’s was a wonderful experience...”

Eighty-five years later, my fourteen months as your interim rector has also been a wonderful experience! I have been honored to walk with you during this liminal time of the “soon, but not yet”. And I have seen the Holy Spirit’s loving presence daily in every aspect of your life as a Christian community.

For Senior Warden Darren Ball and Junior Warden Peter Dennison, I give special thanks. They have been trusted partners in ministry, wise counselors, and dear friends. We spent many hours together in our weekly meetings. The most difficult job in any church has to be that of Senior Warden during a search process. Darren fulfilled this ministry with vigor, grace, humor and a deep Christian faith. St. Paul’s owes him a great debt of gratitude for the endless hours he gave to this parish over the past year. Peter Dennison’s ministry of calm, thoughtful, wisdom was invaluable to me as Interim Rector. As a “preacher’s kid” he knows life in the church better than most lay folks, and that, combined with his love for St. Paul’s, was a priceless asset. Please be sure to thank these gentlemen for the many hours of ministry they’ve given to St. Paul’s.

Your Associate Rector the Rev’d Elaine Ellis Thomas has become a trusted colleague and dear friend. I have rarely seen a priest with her combination of liturgical knowledge, musical talent, boundless energy, and organizational skills. She has made my life infinitely easier as your interim.

The Rev'd Dr. Heather Warren is, simply, a pastor's pastor. She is the kind of priest I want to come and pray with me when I am lying in a hospital bed. I am grateful for our friendship and our shared unique sense of humor!

Every morning when I arrive at work, I stick my head in John Reid's office and say, "What going on at St. Paul's?" He always replies with a smile: "Hard work and dedication!" The irony of his response is that John more than anyone I know, embodies those virtues. He has been a most important colleague and friend. I value his advice and wisdom and experience mixed with his delightful sense of God's grace found in the ridiculous day to day events in parish life. He truly keeps this place up and running.

And Alice Fitch keeps this place on track. She is the keeper of the "Great Calendar" and the scheduler of the myriad events which fill the days and hours at St. Paul's every week. She also has a most important pastoral ministry to those whose come to St. Paul's for weddings, funerals and baptisms.

Tony Potter retired on December 31 and his prodigious skills as a computer wizard were used on a weekly basis by this Luddite priest! Thank you, Tony, for your great patience with me!

Daniel Hine continues to direct your magnificent choir with skill and grace. I am continually in awe of the quality of the music program here, and it will be one of the things I will miss the most after I leave (although I will return again and again for every evensong!).

Two people whose ministries are essential to the life of this place, yet take place quietly behind the scenes, are Iris Potter and Andre Jones. Iris' ministry of pastoral care is truly her calling and she spends countless hours making sure that everyone is remembered. And Andre, our sexton, is the unsung hero of St, Paul's. The next time you see him please shake his hand and thank him for all he does for us.

Finally, I want to acknowledge your excellent Search Committee and the superb leadership of Christie Thomas. Service on a search committee is difficult, emotionally exhausting work and definitely not for the faint of heart. Christie led that dedicated group with amazing grace, strength, and skill. She is simply the finest search committee chair I have ever known.

So, one more bit of advice before I go: Have fun!

Enjoy your new Rector! Laugh together, remembering that joy is the surest sign of the presence of the Holy Spirit. Think like a big resource-sized church! Dream big! Celebrate who you are. Remember and honor the past, but don't live there—it is dead and gone—the future is bright and limitless for this beautiful church on the Corner!

And may God bless you in the years ahead!

Your brother in Christ,

Neal

Senior Warden's Report

Darren Ball

In 2013 Heather and I decided to make a major lifestyle change. She had been working part-time as a nurse at the University of Virginia Health System. I was Executive Director at Wintergreen Adaptive Sports. She was ready to get back to full-time nursing and I was ready for a professional transition that would include some time for vocational discernment. Rather than launching into a job search I decided to stay home with our sons. Gregory was three years old and Wade was five. I was excited for my new role as a full-time father and wanted to find unique ways to inspire my sons and to be inspired through community volunteerism. Well, almost four years later after coaching many soccer teams for both boys, completing two years of Education for Ministry (something I commend to you), logging many hours volunteering and ultimately working in the boys' primary school, serving two years as junior warden and one year as senior warden, and doing some bucket list traveling, I think I realized my goal. The best part is that it's been a joyride. I can't say it's been all roses and no thorns, but we've had a ball!

I share my story with you because you may not know my story. Despite all of our passion for St. Paul's Memorial Church and our parish community it is almost impossible to get to "know" everyone. In just a few weeks we are going to welcome the Rev. Will Peyton as the tenth rector of St. Paul's. As we enter this exciting new chapter I would like to ask you to do three things. These things are easy to accomplish and most of us are already doing them.

My first request is that you get in the routine of wearing your name tag. If you do not have a name tag please ask an usher for a form to request a name tag. If you begin or continue the routine of wearing your name tag you create opportunities for parishioners whom you do not know to be able to recognize you by name. You will also help visitors and newcomers feel more welcomed and assist in broadening and deepening our parish community. Name tags will also be a great help for Will as he begins to truly get to know everyone.

Secondly, I ask that you submit a photograph of yourself and your family to photos@stpaulsmemorialchurch.org. If you do not have a photograph available to submit we will have photographers in the Parish Hall before or after church in order for you to have a picture taken. We are creating an easy access and up-to-date photograph directory. Again, this directory will help you identify your fellow

parishioners, get to know someone new to you, and assist Will as he begins to truly get to know everyone.

My last request is not quite as easy to accomplish but will help broaden and deepen our parish community. Just one week ago the Rev. Dr. Heather Warren reminded us to “turn around” and come to the living God. I ask that you turn around and seek God in one another and thank God for one another. God is within all of us and as we seek to find God in one another our lives will be different and our parish community will be broadened and deepened. I urge you to do this by extending an invitation to your fellow parishioners to join a ministry in which you are involved. I urge you to do this by inviting fellow parishioners to tell you their story and for you to tell your story. Find a small group to join, if you can't find one, start one. Share your ideas and longings for your own community and spiritual growth. The next chapter in the story of St. Paul's will be one of a parish that is growing in number and in spiritual depth. The future holds great blessings in learning each other's stories and the stories of those we have yet to meet.

I tend to get caught up in looking forward, but I do recognize that this annual report is a time to pause and recall the events and experiences that have highlighted the past year. The year 2016 began with us welcoming the Rev. Neal Goldsborough as interim rector and celebrating our gratitude for the Rev. Elaine Thomas's steadfast leadership prior to his arrival. This was a year filled with uncertainty and transition in the life of St. Paul's and in the world around us. We were challenged with a search for a new rector and we were distracted by a divisive election and much domestic and global devastation. We were fed by Neal's warm and graceful demeanor. We were also blessed with his wise counsel and profound faith. Elaine continued to keep all of the trains running and running on time. She challenged us from the pulpit and comforted us in times of pain. Heather is the epitome of dependable and is filled with a compassionate intellect that inspires all of us. Her car may display that she's “up to no good” but we all know she's up to a lot of good and has certainly done us a lot of good!

The departure of Albrecht von Gaudecker brought us sadness in saying goodbye to him, Jane and Anna, but also joy as the family pursued a wonderful new opportunity. We still have a vacancy for an organist (to be filled after Will arrives) but thanks to strong coordination by Elaine we've had substitute musicians every week. Joe Lenow stepped down as youth group leader but

continues to grace us with his presence and leadership as a parishioner. At the end of the year Tony Potter retired from our staff. Tony and Iris are beloved at St. Paul's and we wish him great joy in his retirement.

The year wasn't only filled with goodbyes. We welcomed Sarah Katherine Doyle and Chinyere Okoro as youth group co-leaders under the fine leadership of Grace Aheron. They have done a tremendous job and are a delight to have on staff. In addition, Kate Lichti was hired as coordinator of Canterbury. Kate is another great catch and a person whose ministry is making the world a better place.

We also completed some important repairs and renovations. We repaired a damaged sewer pipe, fixed the roof, replaced the main electrical panel, renovated the chapel, purchased chapel chairs, added an elevator, installed a hearing loop, and improved sound technology in the nave (just to name a few projects.)

All those things happened while our faithful, prayerful, wise, and effective search committee did their remarkable and efficient work. Christie Thomas (Chair), Jack Bocock, Nancy Grable, Deborah Healey, Jeannie Inge, Mike Kirkman, Leslie Middleton, Norvene Vest, and Daniel Wise embarked on a 13 month journey that culminated with a call to bring the Rev. Will Peyton back home to Charlottesville. Together they organized focus groups, wrote the Community Ministry Portfolio, read countless application packets, and recommended an extraordinary candidate. The search committee listened, prayed, and discerned their decision with sincere intention and careful analysis. I simply do not have the words to adequately express the gratitude they deserve.

In closing I want to thank my family. Wade and Gregory have spent hours hanging out in the youth rooms while daddy is in a "church meeting." They have also made some meaningful observations about church life that have given me reason to thank God. And Heather, wow, she's seen me at my worst and best through this year. She's altered her work schedule, canceled jogging dates with friends, and come to pick-up the boys after long shifts in order for me to serve the church. She's been incredibly understanding and supportive.

I also want to thank you for trusting and supporting me as senior warden during this exciting year. Alice Fitch and John Reid have made this a labor of love. They are the most helpful and selfless people one could ever hope to have

as colleagues. Peter Dennison has been a tremendous counselor, teacher, and friend. In addition to being a gifted treasurer Lynne Weikart has been a trusted advisor. Lloyd Snook's support in contract negotiations helped keep the waters calm and decisions sound. The vestry's consistent willingness to go above and beyond the call of duty in giving their time and talent was extraordinary. I also want to give special thanks to my vestry classmates. Paul Legrand, Anne Ribble, and Lynne Weikart are faithful servants. They hold a dear place in my heart and I have tremendous admiration for them. I also can't thank Charles Lancaster enough for the trust and partnership we had when he was senior warden in 2014 and 2015. It has been my pleasure to serve the church and I will always reflect fondly on this experience. Thanks for being a St. Paul's parishioner; keep coming, keep giving, wear a name tag, get your picture taken, share your story, invite others to share their stories, join a ministry, start a ministry, invite someone to experience God's love right here on the UVA corner.

Our future is bright,

Darren

Associate Rector's Report

The Rev. Elaine Ellis Thomas

God is always faithful, and that has been abundantly clear over this past year of transition here at St. Paul's Memorial Church. In our worship and in our ministry in this community and the world, we have experienced God's presence in voices upraised and relationships strengthened, in hands put to work and hearts warmed by our care.

While my responsibilities have been broad and varied over the course of the past year, my particular areas of focus continue to be liturgy and music, pastoral care, and formation for all ages, including ministry with and to the University of Virginia students, faculty, and staff.

Liturgy and Music:

In June, we faced the departure of our gifted and much-loved organist Albrecht von Gaudecker. Because we are in transition and it is the responsibility of a rector to fill staff positions, we have continued to offer a high-level of expertise through a regular rotation of supply organists. This will continue through at least June, 2017 or until our rector launches a search for a permanent organist.

Our talented choir continues to enrich our worship each week with its leadership of congregational hymns and psalmody and the singing of anthems and other musical offerings. Under the direction of Daniel Hine, the choir has remained a steady presence on Sundays and in offering occasional services of Choral Evensong. I am grateful that Daniel has stepped in to provide organ accompaniment for our Wednesday services of Evening Prayer as well as piano accompaniment at the weekly 5:30pm Holy Eucharist.

I should also note that many members of the congregation have graciously offered their musical gifts from time to time by singing solos or accompanying Wednesday Evening Prayer in the style of Taizé or playing an instrumental solo or accompaniment. We are blessed with prodigious talent here!

Of course, none of our liturgies would be possible without the assistance of the altar guild under the leadership of Janet Hendrix and Wayne Nolen; the acolytes,

organized by Carol Buckner and Buck Smith; the flower guild, overseen by Carol Vincel, Anne Russell, and Cyane Williams; Betty Sapir and the bread-bakers; Eucharistic Ministers and Visitors organized by Leslie Middleton; and Pam Dennison and a crack team of ushers. Nowhere is it more evident that we are given a variety of gifts for the building up of the body of Christ, and I am grateful for every one of you!

Formation:

We made some adjustments in our children's ministry in 2016, moving Godly Play to coincide with Adult Forum and attending to the worship formation of our youngest children by having them remain with their parents as full participants in this central act of Christian life – worshipping God. All of our children's ministries are coordinated by E.D. Rambo who is always on the lookout for new ways to engage families in the life of this congregation.

Daniel Wise continues to lead "Feasting on the Word" Sunday morning bible study with a faithful group of inquiring minds. He also facilitates the Thursday morning bible study. The Rev. Dr. Heather Warren organizes a variety of offerings for the Adult Forum. At the end of 2016, we suspended Wednesday evening formation as we reassess our offerings and how best to schedule ongoing formation for people of all ages throughout the week.

If you are ever around on a Sunday evening, you will be amazed to see the number of young people attending our youth group – the average attendance is about 15 with as many as 30 for the Lock-In. Some who come are St. Paul's youth and some are their friends – engaging in both fun activities as well as challenging topics like discussing the presidential election, learning about the lectionary cycle, focusing on National Coming-Out Day, and talking about the saints in their lives on All Saints' Day. Sarah Katherine Doyle and Chinyere Okoro, two UVA third-year students, lead the weekly meetings with Grace Aheron providing curriculum, programming, and logistical support. Joe Lenow stepped down in June as co-leader of the youth group, but not before he and Grace took them on a well-received immersion trip to Grace House on the Mountain in southwest Virginia (to be repeated in 2017).

For the spring semester of 2016, Grace Aheron also led our Canterbury Student Ministry at UVA, developing programming and activities for our students and

planning for combined events with other campus groups. With UKirk at Westminster Presbyterian Church, we co-sponsored a spring break pilgrimage to the US-Mexico border, a truly life-changing experience for our students. In the fall, Kate Lichti stepped in as Canterbury coordinator and has continued the thoughtful discussions and activities to which our young people are accustomed. Kate has done a wonderful job of integrating our student ministry with the programming of the congregation as a whole, and we look forward to deeper and broader ministry with our students as the new year gets underway.

Pastoral Care:

Iris Potter continues to provide faithful attention to our many parishioners who are shut in or otherwise unable to maintain regular attendance at St. Paul's in addition to making frequent contact with those who live alone or have temporary or ongoing health issues. Iris wrote more than 1,000 notes to members of our congregation and made over 400 in-person visits. Working with the clergy, we strive to care for the pastoral needs of the congregation as well as, on occasion, responding to emergency needs from the UVA Medical Center.

Our Stephen Ministry has grown over the past year to include a training program for new Stephen Ministers. Margaret Haupt, Doris Greiner, David Truslow, and Deborah Healey capably guide this team of caregivers who are able to provide long- and short-term attention to those with particular pastoral needs.

In closing, I offer my gratitude to all of my colleagues, especially Heather Warren, a faithful partner in priestly ministry, and all of the office staff who work so diligently behind the scenes to keep this place on an even keel.

Finally, I am grateful to our interim rector, Neal Goldsborough, for his support and guidance over the past year. His wisdom and knowledge based on years of pastoral experience have been invaluable to me, and his unwavering trust in me and my ministry is deeply appreciated.

Respectfully submitted,
The Rev. Elaine Ellis Thomas

Treasurer's Report

Lynne Weikart

St. Paul's continues some financial successes in the midst of transition. We have the good fortune to count on a diversified revenue stream unlike many churches that cannot count on rents and endowment income. This diversification of revenue remains helpful in times of declining pledge revenue. And we continue to hold the line on expenses. We had an operating loss for the year of \$18,015. This loss will be covered utilizing our operating reserves. Our deficit is disappointing but, in a time of transition, understandable. We had \$12,372 in unfulfilled pledges for 2016. Any additional payments we receive against 2016 pledges will be used to replenish our operating reserves. The vestry and annual giving team did excellent work in 2016 maintaining our pledging base, but we will need increased attendance and new pledgers in the coming year to put us on firm financial footing.

In terms of expenses, we were \$6,846 under our budget despite the fact that our church had several maintenance issues this past year including leaking steam pipes in the basement and a water leak in the blue room. It is difficult to anticipate these types of problems, but we do know that we continue to under budget our maintenance category to our detriment. Rising fringe benefit costs continue to be a challenge. Thanks to several donors for ACCESS 2016 and partial proceeds from a bequest, we put in an elevator that moved us toward being ADA compliant.

I think it is important to remember that we have strength in our financial underpinnings. Our endowment is roughly \$1.5 million, our operating reserves are almost \$63,370, and the value of our real estate holdings exceeds \$6 million. Our current financial position is solid, but we need to be far more cautious in the future.

Our parish and our new rector face the challenge of doing more with less. In the recent past, we have added staff to our budget to help us programmatically. In the future, we will need to reallocate staff rather than add staff when we want to strengthen our programs. Simply adding staff is no longer an option. It is simply not sustainable unless we can significantly increase our revenue.

I want to thank our office staff, John, Tony, Alice and Martha for all of their help. I am new to St. Paul's budget and financial issues and without their help, I would be far less proficient. I am especially indebted to John Reid, whose knowledge, history and wisdom make my job much easier.

Please contact the Church Office if you would like a copy of our detailed year-end financial report.

Five Year Revenue History

	2012	2013	2014	2015	2016
Pledges	\$633,879	\$623,196	\$591,143	\$581,660	\$577,628
Open Plate	\$46,141	\$36,573	\$33,990	\$32,364	\$34,331
Givers of Record		\$44,000	\$19,388	\$27,781	\$27,579
Rental Income	\$56,441	\$56,299	\$55,033	\$58,683	\$60,402
Interest	\$691	\$106	\$5	\$308	\$37
Other Income	\$56,167	\$52,922	\$50,366	\$50,869	\$54,672
Endowment	\$47,059	\$51,273	\$51,366	\$69,867	\$66,000
Total Income	\$852,086	\$864,368	\$801,288	\$821,532	\$820,665
	-1.60%	1.40%	-7.30%	2.50%	-0.10%

The Search Committee

Christie Thomas

On September 18, 2016, after careful consideration and prayerful discernment, the Rector Search Committee unanimously recommended that St. Paul's Memorial Church call the Rev. William "Will" P. Peyton to be its next rector.

Members of the Rector Search Committee include: Jack Bocock, Nancy Grable, Deborah Healey, Jeannie Inge, Mike Kirkman, Leslie Middleton, Christie Thomas, Norvene Vest and Daniel Wise

The Rector Search Committee was commissioned on October 11, 2015 and held its first official meeting on October 18, 2015 with the Rev. Dr. Mary Thorpe, Director of the Office of Transition Ministries for the Diocese. In the intervening months, we began the work of developing our Community Ministry Portfolio (or CMP), the document that would serve as the "advertisement" for our rector opportunity. To develop this profile, we commenced a period of self-study and review, which included updating St. Paul's history; outlining the demographics of our parish and the greater community in which we live; and seeking information from the congregation, clergy, and staff through interviews, focus groups, and a parish survey. The purpose for these activities was to discover who God is calling us to be at this time, and to identify the existing gifts and assets of our worship community in order to identify how our new rector can complement these gifts.

The Vestry approved the final CMP in March 2016, and The Rt. Rev. Shannon Johnston approved it a few weeks later. It was posted for six weeks on the national database for the Episcopal Church, which clergy use to learn which

churches are seeking staff. We subsequently received 25 applications for our rector opportunity.

The Committee began its initial review of the applications in June 2016. We developed methods for ranking the candidates and sharing our evaluations, and this resulted in six candidates being selected for further consideration. We then conducted video conference interviews with each of these six candidates, using a consistent set of questions that included ones about their faith journey, and about their leadership style and experience working with parishes. We also asked each of the six candidates to provide written answers to two follow-up questions.

After much review, discussion, and prayerful discernment, we narrowed our choices down to two candidates to visit and interview in person. In both cases, Search Committee members attended one or two services led by the candidate (in order to hear the candidate preaching and experience the candidate presiding at the Holy Eucharist and observe, when possible, the candidate's interaction with parishioners). We then took the candidate to lunch for a more informal discussion and an additional exchange of questions.

With this information and continued discernment, the Committee spent several meetings sharing our observations, and we ultimately arrived at the decision to contact the Rev. Will Peyton's personal and professional references. Then, through a prayerful and open process, we sought – and discovered – the unanimous decision to recommend calling Will.

We pray that God will richly bless this new beginning in the life of St. Paul's Memorial Church.

Outreach Commission

Anne Ribble and Kay Slaughter

In 2016, after soliciting and reviewing proposals from different agencies, the Outreach Commission, with assent from the vestry, granted funds to the following fourteen agencies: \$20,500

- African Development Project—\$2,500
- Alliance for Interfaith Ministry (AIM), a cooperative effort among area churches to supply emergency needs for people in crisis—\$10,000
- Bread & Roses, Trinity Church—\$500
- Camp Holiday Trails for children with special medical needs—\$1,500
- Charlottesville Free Clinic—\$1,500
- Emergency Food Network—\$500
- The Haiti Mission Foundation, a local all-volunteer organization for a medical clinic in Haiti—\$2,500
- The Haven, a day center for the homeless—\$2,000
- IMPACT—\$ 1,000
- Loaves and Fishes Food Pantry—\$1,000
- Offender Aid and Restoration—\$500
- PACEM homeless shelter program—\$2,000
- Sexual Assault Resource Agency (SARA)—\$1,500
- Shelter for Help in Emergency (SHE)—\$500

The Outreach Commission also attempted to improve communication with the parish, through the bulletin and newsletter. An Outreach Ministry Fair held after the 10 a.m. service on September 25 featured representatives of most of the agencies listed above.

Other ongoing outreach programs at St. Paul's in 2016 included:

- Parishioners cooking dinner each Thursday at the Salvation Army
- Hosting of PACEM women's shelter for two weeks in March
- Over \$3,500 worth of backpacks and school supplies donated to International Neighbors of Charlottesville
- Angel Tree gifts at Christmas for the Salvation Army

- Advent intake offerings of toys for Region XV Schoolhouse Thrift Shop, cereal for the Emergency Food Network, and laundry detergent, razors, and deodorant for The Haven
- Administrative support and space for fundraising for the African Development Project
- Parish active participation in IMPACT
- Parish participation in the CROP walk

St. Paul's also provided the use of its facilities gratis to a number of different groups, including the majority of local groups of people seeking healing from a variety of addictions—narcotics and drugs, alcohol and sex—with attendance varying from 50 to 400, the number of attendees at a single February Alcoholics Anonymous meeting. In addition, St. Paul's offers space to a parishioner who regularly offers professional mental health counseling to the homeless.

Some other uses of our facilities are:

- Daily use of office space for IMPACT rent-free (worth \$4,800)
- Weekly meetings for many sororities as well as a warming center during sorority rush
- Meetings of Christian groups not affiliated with the parish
- Campus Kitchens—college students using our facilities to repackage surplus dining hall food for the homeless
- Dinner fundraisers for Kids without Borders by the Vietnamese Student Association.

The Clergy also assists with certain projects such as Integrity and the United Nations Association and uses its discretionary fund for emergency needs in the community.

The Skinner Scholarship Committee

Pryor Hale

Skinner Scholarships are merit-based awards for Episcopalians who are full-time undergraduate or graduate students at the University of Virginia. The scholarship gives students time to spend in personal spiritual development and ministry to others rather than in work to cover school expenses.

Skinner Scholars commit to the following:

- Involvement in the parish life of St. Paul's Memorial Church or another local Episcopal church, through regular attendance at worship and through service to the parish.
- Participation in a Skinner vocation study group that meets several times a semester and provides an opportunity to discuss God's calling in our lives.
- Assumption of responsibility for some aspect of lay ministry, in the St. Paul's community, another Episcopal church, or the broader Charlottesville community.

The Rector of St. Paul's traditionally appoints a committee to review all applications and make award recommendations to the Rector. The Rector then nominates potential recipients to the chair of the University Committee on Scholarships. This year, the Interim Rector assumed these responsibilities. In recommending applicants and awarding scholarships, the Rector and the University do not discriminate on the basis of gender, race, sexual orientation or disability.

In 2016 the Skinner Scholarship Committee received 38 applications and 32 students were selected for awards. A total of \$165,000 was committed to them. Each year, the Committee is impressed by the prayerful essays on ministry the applicants submit. It is by far the highlight of the Committee's year-long process.

In September, many of the current Scholars, along with other students, were introduced during the 10 a.m. service and were the focus of the Adult Forum, where they spoke about their aspirations and academic studies. An extensive description listing all Skinner Scholars was distributed. This event was followed later by a picnic-cookout on St. Paul's lawn near the Poist Garden, where several non-Skinner scholars joined in because it looked like so much fun!

In December, a study-break-brunch fed a grateful student turnout, which included the St. Paul's clergy

Again, this year, the application form and process were evaluated with an eye to making the materials and procedures easier to use, and to clarifying expectations. It was a blessing to be joined in the discussions of the criteria and procedures by Interim Rector, The Rev. Neal Goldsborough, who enthusiastically asked questions and gave us a fresh perspective in many cases. We are grateful.

Under the guidance of Darren Ball, a Skinner vocational group met regularly during the spring. In addition, the “Faith Families” project was continued this year with the leadership from Associate Rector, The Rev. Elaine Ellis Thomas, and Jen Schmid, a current Scholar. Self-selected current students (one undergraduate and one graduate each) were paired with St. Paul’s families. These Faith Families met informally to provide a lively connection to parish life and to people with similar academic, spiritual or professional interests.

The Chair remains enormously grateful to the Committee members: Bill Bergen, Rita Page (2014-15 Scholar), Sheila Haughey, Tracey Hopper, Paul Martin, Margaret Mohrmann, Elizabeth Wilkerson, John Reid (ex officio), and Tony Potter (for office liaison). Darren Ball (as convener for the Skinner Vocational Group) joined the Committee for spring deliberations. This ministry is central to St. Paul’s mission to University of Virginia students. We are grateful for the attention of St. Paul’s clergy to this group of students, and look forward to the talents and leadership of the new Rector in continuing the important work of the Skinner Scholarship program.

The Endowment Fund

Mildred Robinson

The St. Paul’s Memorial Church Endowment Fund (Fund hereafter) was established in 1980 to receive bequests and gifts to support the missions of the Church over time. The wisdom of this is supported by the Fund’s continuing contributions through the five recessions since the Fund was created. This year uncertainty has increased regarding changes possible in the tax law.

Annual payments to the parish have been from four to five percent of the current market value of the Fund at the time the trustees made a decision. The allocation to the parish in 2016 was \$66,000.

The fund is invested in two charitable funds pools. Each is broadly diversified. Market value of the Fund for the last two years is shown below.

	<u>9/30/2015</u>	<u>9/30/2016</u>
Charlottesville Area Community Foundation	\$ 274,788	\$ 287,146
Diocese of Virginia Fund	<u>\$ 1,192,175</u>	<u>\$ 1,210,938</u>
TOTAL	\$ 1,466,963	\$ 1,498,084

Fund Trustees:

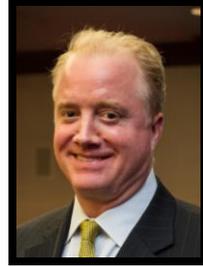
Mildred Robinson, Chair

Peter Buchanan

Tom Daniel

Pam Dennison

Bill Wilkerson



On September 18, 2016, after careful consideration and prayerful discernment, the Rector Search Committee unanimously recommended that St. Paul's Memorial Church call the Rev. William "Will" P. Peyton to be its next rector.

