

ST. PAUL'S EPISCOPAL CHURCH

PARISH PROFILE 2019



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Who we are:

Founded in 1849, St. Paul's is a diverse, progressive-minded parish of about 170 members who form a close-knit community of worshippers. Our shared faith in God grounds and supports us in our daily lives. We draw on our Anglo-Catholic tradition to worship together in our uniquely beautiful historic church, joining each Sunday to participate in a sung Rite I liturgy at an east-facing altar, with candles, incense, and a choral anthem. While we are proud of our history and tradition, we are also forward-looking, striving to live our faith in the world and to answer Christ's call to love our neighbors with a spirit of openness and inclusion.

Many of us experience the contemplative space and authentic community at St. Paul's as a refuge in an often hectic urban landscape. Believing that beauty attunes us to God, we value and invite others into an aesthetic experience of worship—through hymns, ritual, poetry, and the space of the church itself, which offers a palpable sense of the sacred as well as continuity with those who have worshiped here before us.

Music is integral to our worship and ministry. Many current members were originally drawn to the church by its traditional worship style and music and feel strongly about carrying both forward into the future. Our volunteer choir, led by our Director of Music and our Organist, is at the heart of our worship on Sunday mornings.

As listeners eager to understand and interpret God's word, we value sermons that apply scripture to our daily lives with intelligence and spiritual insight. In our relationships with our priest, we look for authenticity, empathy, warmth, and spiritual guidance.

Joy in fellowship and a strong sense of community pervade life at St. Paul's. Whether at coffee hour, at a work day cleaning up the church together, or simply checking in with a fellow parishioner during the week, we seek to connect with one another on a deeper level. When somebody asks you how you're doing, they really want to know the answer and to offer whatever help they can.

During the fall of 2018, we conducted an anonymous survey to gather information about our parish's makeup, values, and character. Seventy-eight current and former members responded. In terms of demographics, the survey showed that about 10 percent of the congregation consists of "oldtimers," who have been members since the 1980s when St. Paul's worked its way back from being an assisted parish. The rest of our membership includes an ever-changing mix of singles, couples, and families with children of varying ages, toddlers through college age. The majority of parishioners are married or in long-term partnerships.

About 60 percent of those who responded have advanced college degrees. While a variety of professions were listed in the survey, those active in the arts made up 17 percent of respondents. Many congregants live outside the immediate neighborhood and come to St. Paul's from all over Brooklyn and New York City, both because they view St. Paul's as their spiritual home and because of the fellowship they have experienced and friendships they have formed here.







Our Mission and Ministry

Our mission in the Carroll Gardens neighborhood is to invite people from all backgrounds and walks of life to join in our joyful, festive celebration of the Eucharist and in our diverse fellowship activities throughout the year. We believe that the beauty of our church and of our traditional worship—and the warm and welcoming character of our congregation—are unique gifts that can be strengthened and built upon to help us share God’s love with others.

Congregants at St. Paul’s value the role their parish community plays in their lives, describing their fellow parishioners as “kind,” “embracing,” and “open.” We aspire to make that community more outward facing by engaging with our surrounding neighborhoods, including Cobble Hill, Gowanus, and Red Hook.

We have already undertaken some activities along these lines, including keeping the church open regularly during the week, opening the parish hall to outside groups such as AA, Al-Anon, the Girl Scouts, and a local music program for young children, opening the church to concerts and other cultural events, and advertising more effectively for St. Paul’s fellowship events such as our flea markets, auctions, and parish dinners. We see these activities as conduits to help people get to know us and pique their interest in our experience of worship.





Gifts and Ministry of St. Paul's

Worship at St. Paul's draws on our Anglo-Catholic heritage, bringing together ceremony and liturgy with a devotional, contemplative spirit.

Sunday and Weekly Worship Services

We celebrate Mass each Sunday, sharing the Eucharist together, praying, and reflecting on scripture. During the program year (October to May), we worship using Rite I in a festive setting with a sung liturgy, incense, and choral music. During the summer months we change over to a Rite I said Mass with hymns.

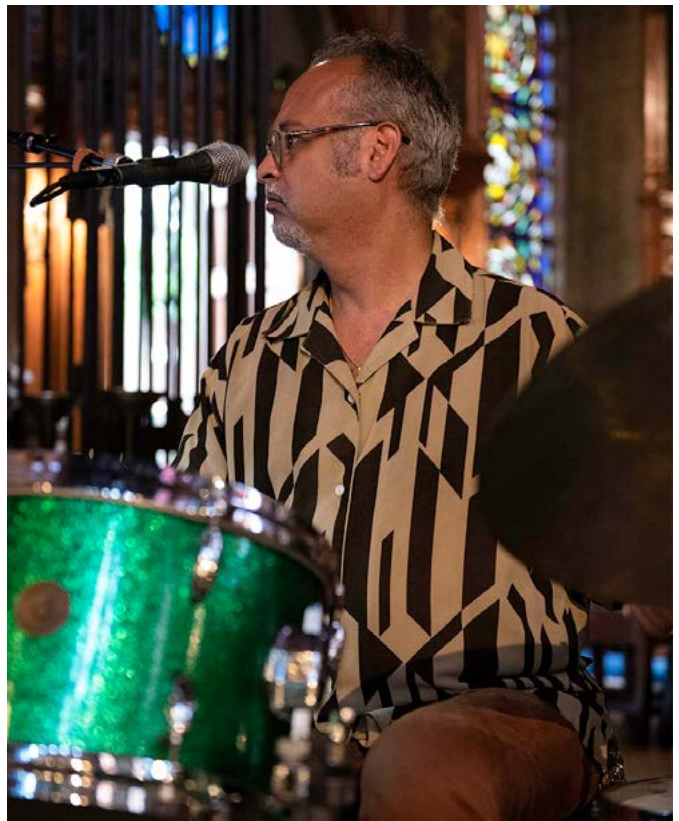
Morning prayer is said in the Lady Chapel on Tuesdays and Thursdays at 7:30 am. On Friday mornings at 9 am, a Low Mass is held in the Lady Chapel.

Staff

Apart from the rector, paid staff at St. Paul's comprises the organist, the music director, two part-time sextons, section leaders in the choir, and childcare providers on Sunday. All other activities and tasks are undertaken by volunteers who are either organized in guilds or who step up as the need arises.



Nathan Lastname?, organist and Alex Canovas, music director



Music

St. Paul's has a volunteer choir of about 14 members plus paid section leaders, who rehearse before Mass during the program year and present the Psalm and an Offertory Anthem during Mass as well as incidental music. The choice of music emphasizes classical and renaissance sacred literature but also includes modern and gospel selections. Over the long term, the growth and rejuvenation of our choir membership will be required for a sound music program, which, in turn, will help contribute to the overall growth of the parish. There is a split organist/music director position at present, with organist Nathan Taylor and music director Alex Canovas.

The annual summer Jazz Mass series, produced by a professional musician in our parish, offers a special opportunity to worship through music. We also host many concerts by non-affiliated music groups and provide rehearsal space to Sacred Harp shape singers.

Lectors Guild

There is a lector's rota of about 15 members. Readings are assigned electronically.



Acolytes Guild

The Acolytes Guild includes nine children and adults.

Altar Guild

We have a well-equipped sacristy and four sacristans.

Sunday School

We offer volunteer-led Sunday School classes each week from October through May for children between the ages of 5 and 12. Classes meet in the Rectory on Sunday at 9:45 a.m. before Mass. The hour-long classes offer a balance of worship, exploratory learning, and art projects related to weekly Bible lessons. During the year, the children conduct charity drives, including a food drive to support a local food pantry and a sock drive to benefit the homeless. At the end of the year, children put what they have learned into practice by fundraising for a charity of their choice. Children are also invited to take part in a children's service during the Christmas season.

Looking toward the future, we would like to offer music opportunities for children, most likely in the form of a children's choir. We would also like to extend the Sunday School experience by offering a youth program, not necessarily on Sunday mornings, to continue to engage our teens who grew up at St. Paul's.

Adult Christian Education

We regularly offer a range of Adult Christian Education opportunities led by the rector and lay parishioners immediately following Mass on select Sundays. The classes generally focus on basic education about Christianity and the Episcopal Church, with the aim of welcoming newcomers to St. Paul's and increasing their comfort with our beliefs and traditions. Current and past topics include:

- Introductory Bible Basics class
- Prayer Days: Workshops teaching different styles of prayer—including Ignatian prayer, centering prayer, and praying the rosary—to help one explore one's relationship with God
- A class exploring Anglican identity and spirituality
- A series of forums on racial justice and reconciliation in the church, including small group discussions, an interfaith panel, and community dialogue



Hospitality

Fellowship is one of our greatest gifts, a solid foundation that we hope to expand on, perhaps by building on the talents of the many professional artists in our midst to creatively engage with the surrounding community.

Currently, St. Paul's hosts a popular weekly post-Mass coffee hour, sponsored by parishioners who bring snacks, set up, and clean up. We also hold special receptions following events such as baptisms and funerals for parishioners and non-parishioners alike.

Social events, such as group dinners, are offered seasonally. Everyone from the community is welcome at these inexpensive, warm, and friendly gatherings. All proceeds are given to charity.





Fundraising

The annual auction, held in December, is our primary fundraising event. Run entirely by volunteers, it gives everyone an opportunity to contribute while providing an entertaining evening of fellowship. Visitors are encouraged to participate. A volunteer kitchen crew also provides a meal for auction attendees.

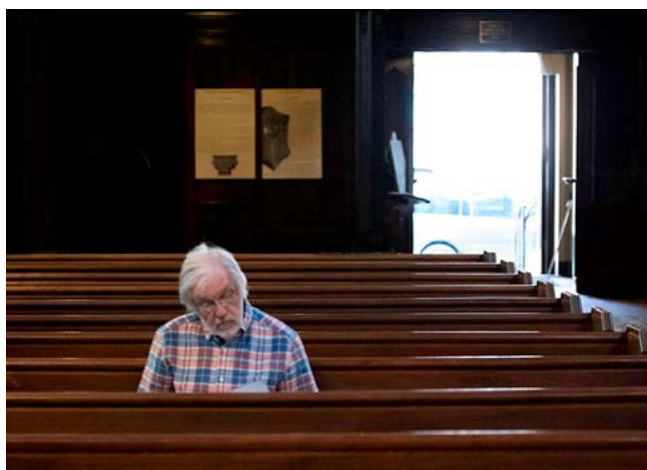
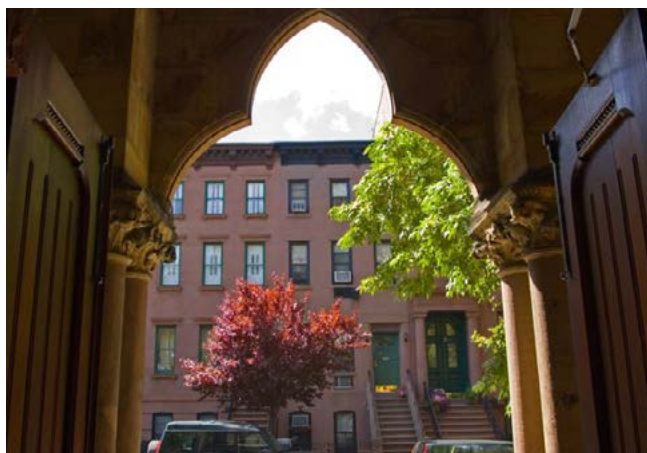
Flea markets and craft sales, also managed by volunteers, are held once or twice a year, serving to raise funds while welcoming the surrounding community into St. Paul's.

Ad hoc building campaigns have involved parishioners in physical work to renovate various aspects of the buildings, as well as invited them to contribute financially. These events have not only resulted in improved facilities but also fostered relationships among parishioners and a real sense of pride and accomplishment.



Open Church

St Paul's is open to all for prayer and meditation, or just to walk around, Tuesday and Thursday evenings and Saturday afternoons. Parishioners staff the church during these times.



St. Francis Guild

This guild is dedicated to environmental stewardship and has introduced recycling, ceramic coffee mugs instead of disposable cups, and water conservation.

Intercessions Guild

The Intercessions Guild is made up of parishioners, present and past, who pray daily for family, friends, and loved ones in need, as well as acknowledging and celebrating the feast days of the church calendar. The intercessions are delivered daily via email to guild members.

Outreach

St. Paul's maintains an active food closet for people experiencing homelessness in our area. Our parish hall is used every week by 7 AA and Al-Anon groups, the Girl Scouts, an afterschool art program, and an early childhood music program. Red Cross blood drives have been held here, and the space is available to local community organizations. The parish also holds a number of drives during the year for dry and canned food, socks, and books, and donates these items to charity programs.

In recent years, we have hosted several seminarians from General Seminary, participating in the training of priests for the Episcopal Church. These men and women have also contributed greatly to our community.

We also partner with various community and church organizations, primarily the Episcopal Ministries of Long Island (EMLI).

Caring for our Own

St. Paul's parishioners are active in each other's lives. Our parish shares a special closeness, and we rally around those in need by visiting, bringing food, and being of service to each other.

In addition:

- The rector provides pastoral care and home visits.
- Parishioners organize ride sharing to ease transportation needs.
- The Intercessions Guild prays daily for those in need.
- Parishioners have met regularly in home groups for Bible study in the past, and we hope to resume and expand these meetings.



Our New Rector

Through reflection and prayer as a congregation and as individuals, St. Paul's has determined that we are seeking the following essential qualities in a new rector. We hope to find someone who can both lead us ably in our worship and help us continue to discern how God is calling us to grow. *(We are not seeking someone with a particular gender or sexual orientation, or with specific experience in an urban parish.)*

This person:

- Should value tradition and be a Rite I minister, but also be open to new ideas.
- Should be able to celebrate and sing a Rite I Mass, but not be associated with a rigid socially and/or politically conservative outlook.
- Should be an inspiring preacher whose sermons are intellectually challenging, scripture-based, conducive to spiritual growth, and relate to the daily lives of parishioners.
- Should be able to build bridges with people of differing political and social convictions.

Additionally, the ideal candidate should be:

- Open-minded and welcoming to people with diverse backgrounds.
- Musically proficient, with a strong interest in maximizing the musical experience for all at St. Paul's.
- Faithful, spiritual, devout, and able to serve as a spiritual guide by word and example.
- Full of personal warmth and eager to serve as an empathetic counselor. Skilled at pastoral care.
- Communicative, articulate, and knowledgeable.
- Discreet about the problems and situations of parishioners.
- A gifted teacher, advancing the spiritual development of all age groups through appropriate means, including Sunday School, children's choir, youth programs, and adult Christian education.

In view of St. Paul's need and desire for growth, it is essential that the new rector be able to guide and support us as we continue to prayerfully discern our future, generating enthusiasm and motivating us—with compassion—to pursue it. With that purpose in mind, this person should be able to relate to and work well with young people and have a vision for strengthening and enhancing the music program. The new rector should also be equipped to help us continue our current community outreach efforts and bolster those efforts through other forms of outward-facing fellowship and engagement with our local community, helping St. Paul's to raise its profile, expand its ministry, and bring new people in..



On the practical, administrative side, this person should have financial and business sense and be a balanced, sound administrator. In cooperation with the vestry, s/he should be able to set clear developmental and financial goals, and effectively communicate these goals to the congregation with a view toward bringing the parish on board and sparking our enthusiasm.

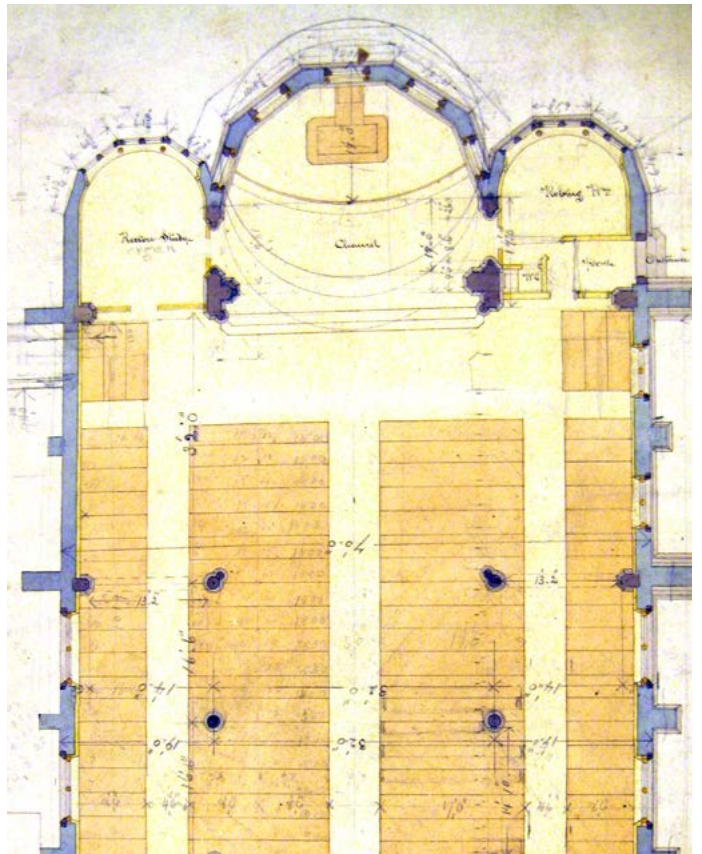
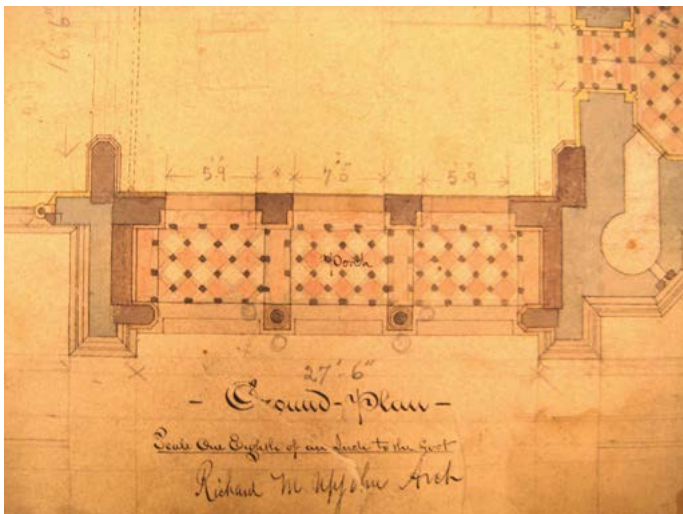




Our History

The life of St. Paul's congregation spans more than 150 years. In that time, its history has been shaped by both the changing landscape of the Carroll Gardens neighborhood—including waves of immigration from Europe, the Caribbean, and Latin America—and the passion and mission of those who have served God here.

The parishioners of St. Paul's held their first service in a room over a Union Street stable on Christmas Day, 1849. In the spring of 1866 the vestry purchased land at the corner of Clinton and Carroll Streets and commissioned prominent architect Richard M. Upjohn to design the granite and limestone building that stands today.



By the turn of the century, grappling with financial woes, internal strife, demographic changes, and a fire in 1907, the vestry prepared to close the church, sell the building, and relocate the parish.

But vestry member William Hall Ford argued that the parish ought to remain in its present location and adopt both Anglo-Catholic social activism and an Anglo-Catholic form of worship. A new rector, Reverend Andrew Chalmers Wilson, enthusiastically launched outreach services and established St. Paul's as a leading example of the Anglo-Catholic Revival of the Oxford Movement.

During the Great Depression, St. Paul's managed a store that provided groceries and clothing below wholesale cost or for free; St. Paul's Dispensary provided medical care; St. Paul's employment agency helped the jobless find work; and St. Paul's free kindergarten was the largest in Brooklyn.

Social barriers also continued to fall at St. Paul's. A West Indian community arrived at the church between 1928 and 1934 seeking full participation and equal access to the sacraments. Their descendants became leaders of St. Paul's, which later welcomed two generations of arrivals from the West Indian community who would sustain the parish into the 1980s.

In the postwar 1950s and 60s, St. Paul's began offering a Spanish Mass to better serve a new population of Spanish-speaking immigrant families, but by the 1970s, again found itself in decline. In 1982, Fr. Samuel Otis Cross was appointed vicar (and later rector in 1985) as St. Paul's took on the status of an aided parish of the diocese. With enormous personal effort, Fr. Cross began the process of growing the congregation and repairing the buildings. St. Paul's became a self-financing parish again in time for the centennial of the consecration of the church building in 1984.

From the Archives



Cobble Hill News & Views

Fire Damages Historic St. Paul's Church

By Joanne Nicholas

A two alarm fire early Sunday morning, January 4, caused major damage to historic St. Paul's Church on the corner of Clinton and Carroll Streets. John Conte, reportedly noticed the smoke around 6:45 A.M. and called in the alarm. Response by the fire department was swift. Deputy Chief Hughes of the 10 Division said the fire was located "above the oil burner." He explained that the fire marshal would investigate to determine the exact cause. "Church fires are investigated as a matter of policy," said Hughes. "It appears not to be arson". Hughes minimized the damage caused by the fire. "There was a collapse of some of the first floor. The basement is flooded but the church is still standing!" He also noted that there was "some window damage for ventilation".

In order to ventilate the building, the majority of the stained glass windows visible on the Carroll Street side were smashed. Inside the church, it became evident that most of the windows parallel to Carroll Street had also been broken. However, the windows immediately behind the altar had been spared.

The co-operative efforts of the fire department and parishioners helped to preserve many of the valuables inside the church. "The firemen, god bless them, were wonderful", said Marcy Darcy. She described how they carefully removed the eight foot gilt top of the St. Francis altar from the church and carried it to safety in the sacristy. "They were as concerned about the statuary as we were", said Jim Darcy. "They were so sensitive".

The Darcy family arrived at the church shortly after the fire department. They worked with other parishioners to remove the candelabra, crucifixes, altar linen, vestments and statuary from the church to the safety of St. Andrews Hall, next door. A gold vestment awarded the Grand Prix of Paris in 1900 was among the historic items they salvaged. On a bench next to some lace embellished altar linens was a proclamation from Borough President Howard Golden marking the church's centennial in 1984. He described it as "one of Brooklyn's most architecturally significant edifices", designed by Richard Upjohn, a Brooklyn architect renowned for his design of churches including Christ Church on Kane Street and Trinity Church on Wall Street. The church interior was redesigned between 1909 and 1920 by Ralph Adams Cram who designed the Cathedral of St. John the Devine. Both men were St. Paul parishioners.

"I'm usually teaching Sunday school in here", noted Georgia Parks as she tended to the items salvaged from the church. It was 11:00 A.M. and the children would be in Sunday School and their parents at mass had this been any other Sunday. Instead, Fr. Bean was concelebrating mass with Fr. Meyer at Christ Church on Kane Street where the St. Paul's parishioners had been invited to worship. Offers of prayers and aid came from surrounding churches including St. Agnes and Visitation. Mrs. Darcy noted that Msgr. Del Vecchio of Sacred Hearts had been by early that morning.

A second fire was discovered under the main floor necessitating the removal of flooring around the altar. "It's only two cents worth of fire", said the Captain of engine company 101. While his men worked to douse it, a fire department salvage company pumped out the flooded basement. The firemen's optimism at the fate of the granite church was tempered by the parishioners who know the cost to repair it all.

St. Paul's has been undergoing a renaissance. Five years ago, there were fifteen members in its congregation. Today, they number over one hundred. Marie Darcy is on the fundraising committee that had been trying to restore the historic church. Now, the vaulted roof of the gothic church, the main floor, the stained glass windows, the furnace, the basement all have to be repaired or replaced. It is a monumental undertaking but one the parishioners have accepted. "We are open. We will rebuild. Please help us.", reads the sign outside St. Paul's church. They will hold services next door in St. Andrews Hall and begin the task of restoring the historic church whose cornerstone was laid in 1867. To help their effort, contributions can be sent to St. Paul's Episcopal Church, 199 Carroll Street, Brooklyn 11231, Attention: Father Theodore Bean.



1987, Volunteers— some of whom still attend St. Paul's—pitch in after the fire.

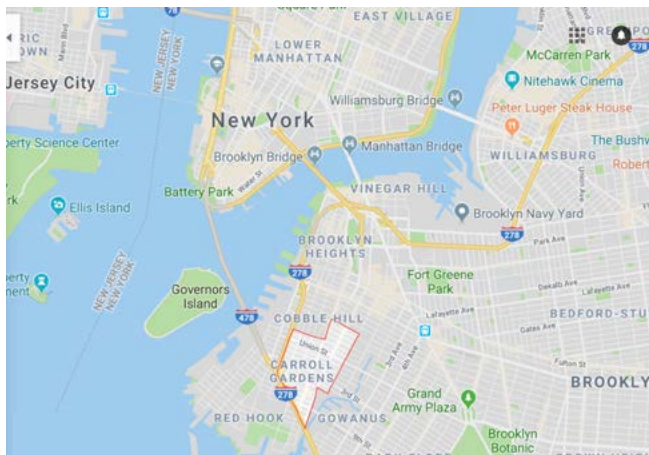
The 13th and most recent rector of St. Paul's, Fr. Peter Cullen, was installed shortly after a catastrophic fire on January 4, 1987. The hallmark of Fr. Cullen's rectorship was the quiet and unassuming advancement of the restoration and rebuilding process with the aid of a unified congregation. On his retirement in 2017, Fr. Cullen, having served longer than any previous rector, had presided over 30 years of congregational growth, organizational stability, and continuous infrastructure improvement. The Rev. Dr. Sean M. Wallace was called as interim upon Fr. Cullen's retirement.



Where We Are Located: Carroll Gardens and Brooklyn

St. Paul's is located in the heart of Carroll Gardens, named after both Charles Carroll, whose Maryland regiment helped to defend the area during the Revolutionary War's Battle of Long Island, and after the front gardens adorning many of its elegant brownstones.

Geographically, it extends from Degraw and Warren Streets to the north, Hoyt and Smith Streets to the east, Ninth Street and Hamilton Avenue to the south, and the Brooklyn Queens Expressway to the west. St. Paul's is the only Episcopal church within these bounds, though its mission area also includes Red Hook, south of the Brooklyn Queens Expressway, a former prosperous shipping and port area. St. Paul's is the closest Episcopal Church to Red Hook and incorporated the worshippers of the Red Hook Church of the Holy Child of Jesus when it closed in the 1970s.



Carroll Gardens once had a strongly Italian-American character, as immigrants flocked here from the late 1800s onwards. Though the Italian-American population has declined, largely due to gentrification that began in the 1960s, the neighborhood shows its heritage in traditional Italian cafes and shops on Court, Smith, and Henry Streets. In the mid-century, young professionals started fleeing high Manhattan rents and buying up and restoring the beautiful brick and brownstone buildings in Carroll Gardens, in those days a hardscrabble working-class neighborhood. A quick subway ride away from work and entertainment in Manhattan, the area experienced a rapid upswing beginning the 90s and is now a high-rent middle-class community. Those who live here today praise the more open sky, the relaxed pace, and the homier feel of Carroll Gardens as compared to Manhattan.

Carroll Gardens is now sometimes dubbed "Little Paris," since the French language curriculum at PS 58 (the elementary school next to Carroll Park) and the Brooklyn International School on Court and Nelson Streets have attracted a large group of French-speaking expatriates to the neighborhood. This group has

brought with them not just outstanding croissants but also full-menu French restaurants.

St. Paul's Church and rectory are within easy reach of a wide variety of new boutiques, hip bars, and trendy restaurants, ranging from down-to-earth local diners to upscale eateries attracting a demanding citywide clientele. The pretty, verdant thoroughfares are lined with garden-fronted brownstones and other historic buildings, many of which are home to young families and professionals.

St. Paul's is steps away from the F and G trains Carroll Street station. The F provides an easy connection to the Lower East Side, Midtown, Broadway, and Lincoln Center.

Heading deeper into Brooklyn, the F train ends at Coney Island and the Brooklyn Aquarium, with a sandy beach for a summer dip a few steps away. The G train connects Carroll Gardens to the Brooklyn Academy of Music (BAM) in Fort Greene and to the art and restaurant scene in Williamsburg and Greenpoint. BAM has first-rate theater, cinema, music and dance programs on par with Manhattan.

During the summer, music and drama programs in Prospect Park and Carroll Parks—including the free programming at BRIC Celebrate Brooklyn—rival those in Central Park. A short bus ride away, Brooklyn Bridge Park stretches along Brooklyn's waterfront, providing green space, public art, beautiful views of the Manhattan skyline, an urban walking trail, and

numerous recreational facilities, including playgrounds, basketball courts, sports fields, and a roller skating rink.

There are a number of high-quality elementary school options available in the area, which is Brooklyn's District 15, including public, private, and charter schools, and a school focusing on academic achievement for children with special needs. Many of these schools offer dual language programs in French or Spanish.

Middle school and high school admissions in Brooklyn are done via a testing process administered by the Department of Education. More information about this is available on the DOE website. Private middle schools and high schools also have their own evaluation and placement processes.

Carroll Gardens is a very safe neighborhood, serviced by the 76th police precinct. Many medical professionals and walk-in clinics can be found in the immediate neighborhood, and there are emergency rooms on Amity Street, at New York Presbyterian Brooklyn Methodist Hospital in nearby Park Slope, and at NYU Langone Hospital-Brooklyn in Sunset Park.

For more complete demographic information on the Carroll Gardens neighborhood, see the National Episcopal Church [website](#).





Building Infrastructure

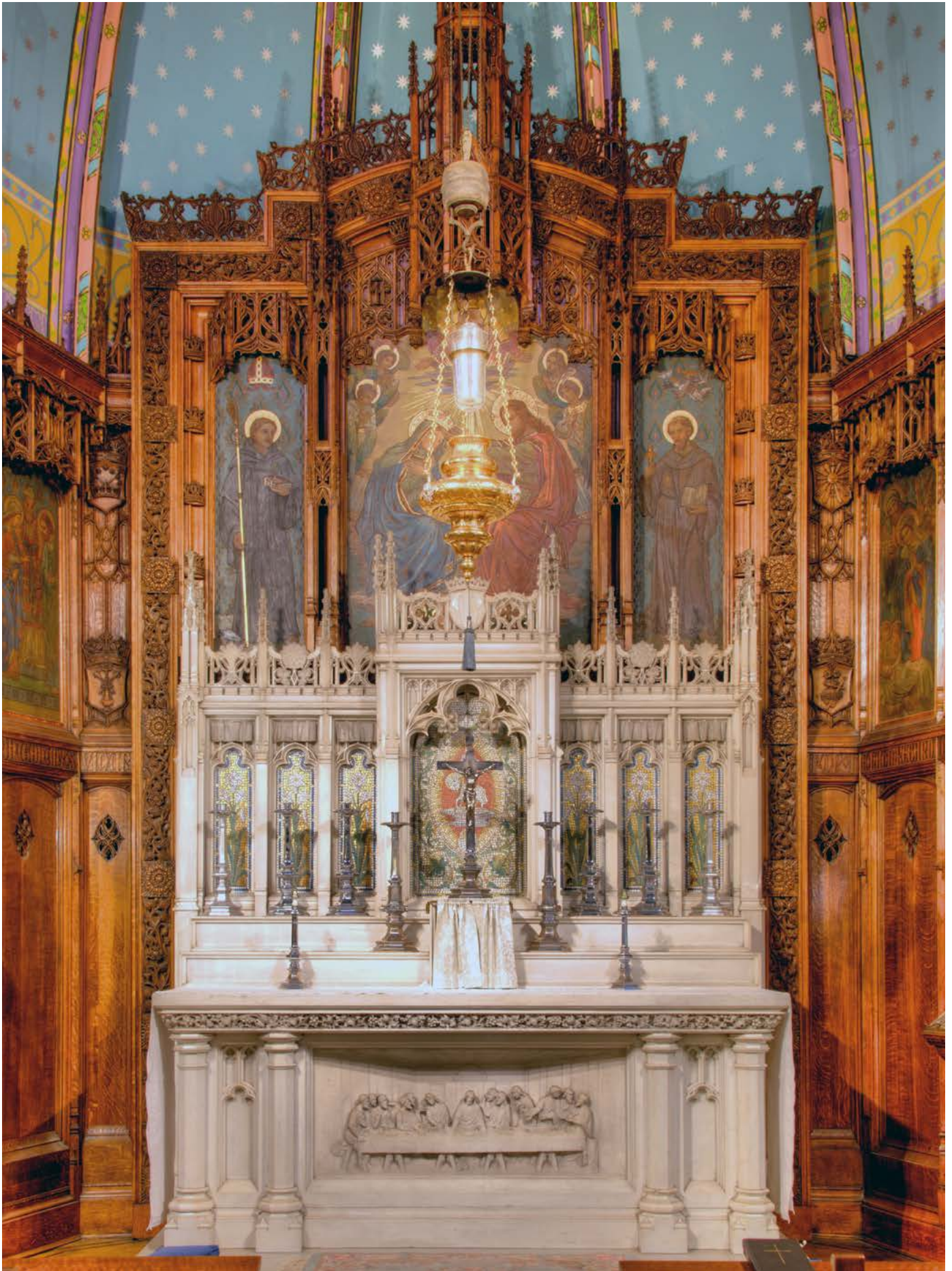
Church

St. Paul's was built in 1867, designed by Richard Upjohn in the High Victorian Gothic style. It was added to the National Register of Historic Places in 1989.

The exterior walls are constructed of rough-textured bluestone trimmed with lighter-colored sandstones, giving the façade a polychromatic effect. The slate roof, badly damaged in a fire in 1987, has been fully restored.

Upon entering the church, one looks east up the center aisle of the nave, which has a 65-foot open hammer-beam ceiling and blue gold-rimmed ceiling panels, toward the chancel and the altar. Two side aisles are separated from the nave by massive stone columns with elaborate capitals. The capitals and the stone corbels of the aisle ceiling are decorated with naturalistic foliage, emblems of the evangelists, and heads of the apostles. The aisle arches are decorated with stenciled stylized leaves and vases with tendrils of passion flowers, showing the influence of art critic John Ruskin. The chancel itself is separated from the nave by steps leading up to the communion rail, beyond which lie the sanctuary and east-facing altar.







The St. Joseph chapel to the left of the altar and the Lady Chapel to the right are the work of the early twentieth-century Gothic Revival architect Ralph Adams Cram. There are four shrines along the outer walls of St. Paul's: the St. Joseph Shrine, the St. Francis Shrine, a shrine devoted to the Virgin Mary, and one of the Sacred Heart of Jesus. All contain remarkable statuary.

The ornate wooden pulpit and sounding board with their complex Gothic detail and series of carved figures of saints were also designed by Ralph Cram. The pulpit rises on a column near the middle of the church, positioned so that a preacher would be surrounded by the congregation.

The Chapel of the Resurrection at the southwest corner of the building historically functioned as the entrance to the church. It was later used as a baptistry and

contains a tall stone baptismal font. Currently, it serves as a columbarium for many St. Paul's parishioners who have passed on.

The black walnut pews can accommodate around 300 people.

The Sacristy is north of the St. Joseph chapel.

Parish Hall

The parish hall, built at the same time as the church, is located to the east of the sacristy. It is a bright, open room with a simple beamed ceiling and parquet floor that can accommodate about 200 people (standing) or 100 people seated at tables. It has a separate kitchen space with a refrigerator, large commercial stove, and high-efficiency dishwasher.



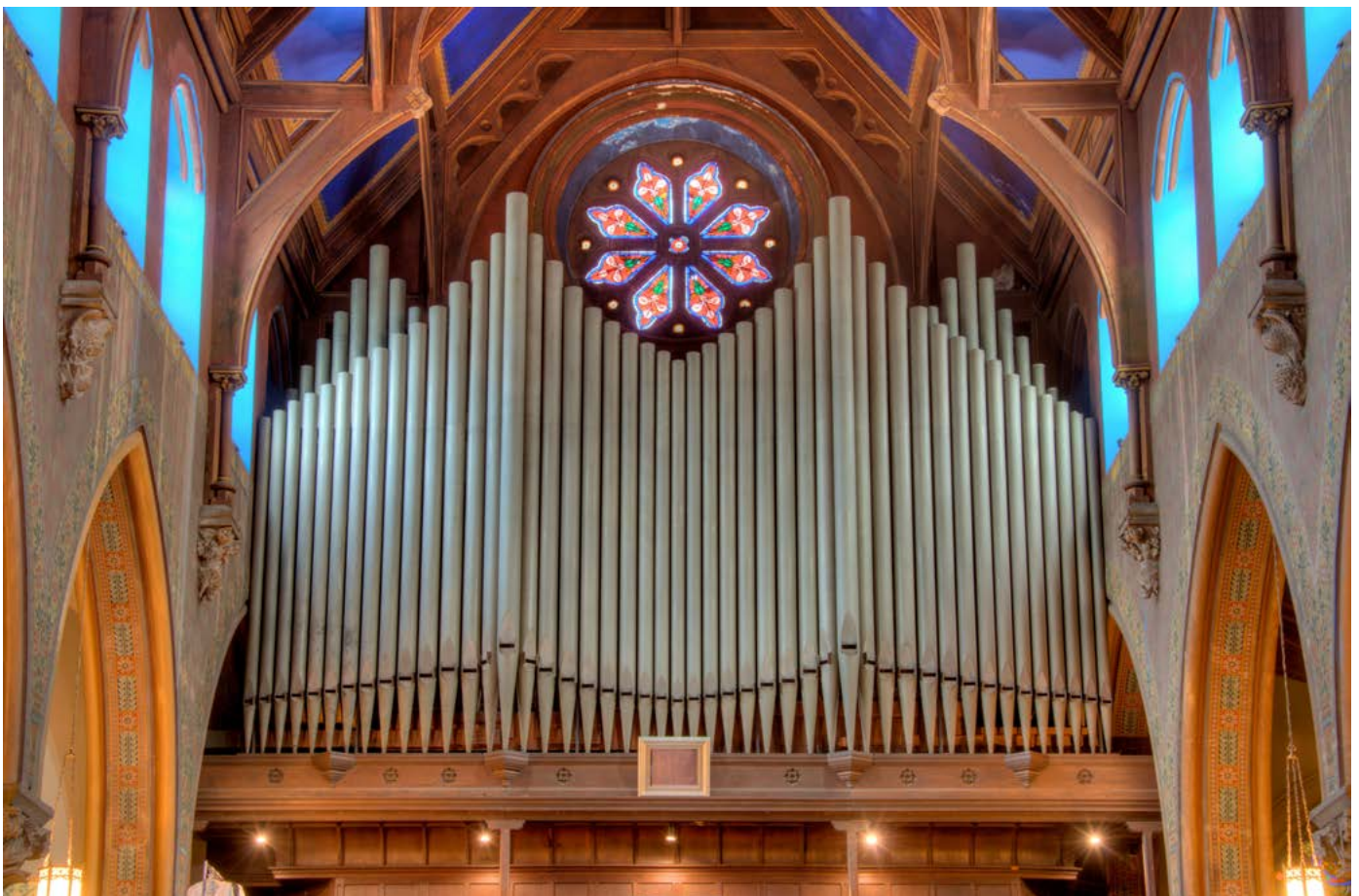
Rectory

St. Andrew's House, the four-story rectory, was built in 1914 and is separated from the church by a small garden and a brick walk.

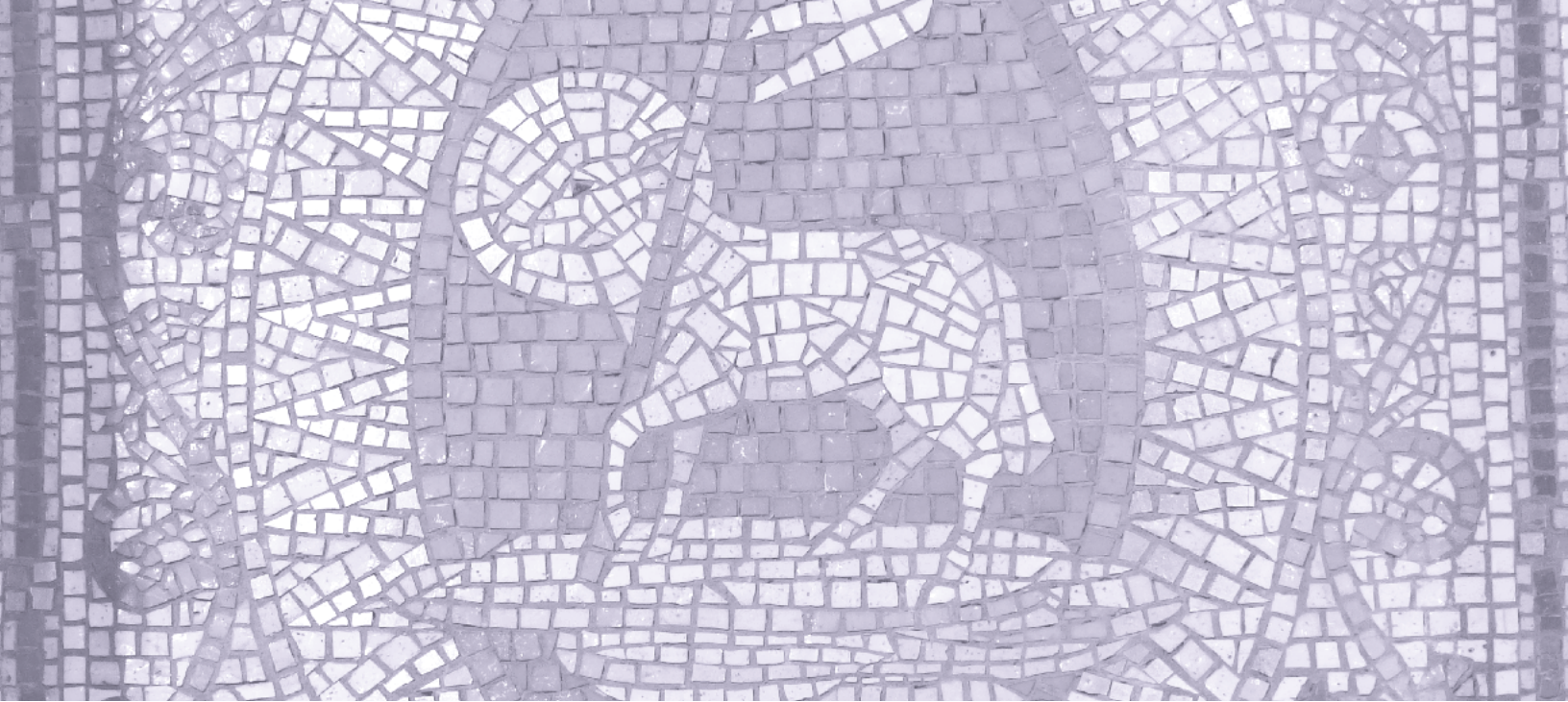
The recently-renovated ground floor of the rectory contains the parish office and two large rooms in which Sunday School is held. In one of the rooms, there is a small efficiency kitchen; next to it is a handicapped-accessible bathroom.

The second floor encompasses a chapel, accessible to the right from the stairs, and the library, with a beamed ceiling and built-in bookcases. The library serves as rehearsal space for the choir and as a meeting space. Off of the library is the rector's office with an attached powder room.

Apartments make up the third and fourth floors. The third floor apartment is currently being renovated and converted into a three-bedroom, two-bath apartment. Depending on need, it is intended to serve as the rector's apartment. The fourth floor is typically made available to other clergy as a source of revenue.



Organ The organ was built by the Austin Organ Company (Hartford, Conn. – Opus 479-A (1914), rev.). It has electro-pneumatic action with 3 manuals, 60 stops, and 46 ranks.

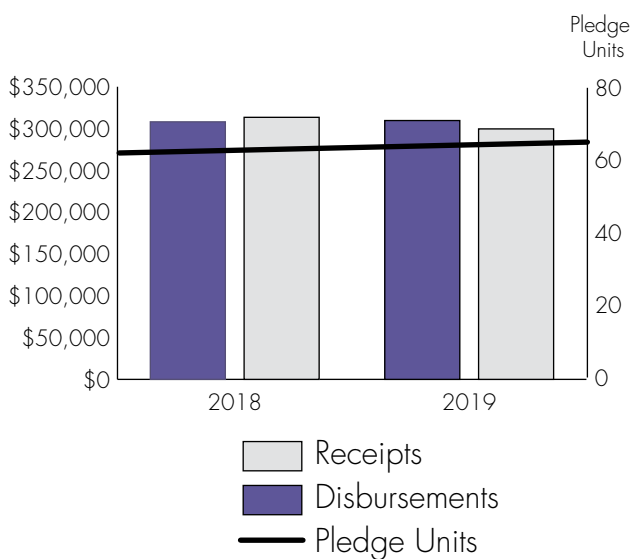


Parish Finances

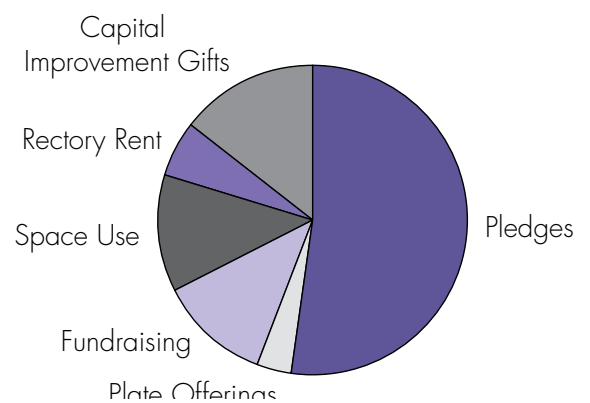
St. Paul's is a self-supporting parish with a balanced budget, a year's worth of expenses on reserve, and a modest, growing endowment. The parish has successfully addressed capital improvement needs in recent years with separate fundraising drives to cover the unexpected costs.

While the month of October used to be "stewardship month," St. Paul's has recently launched the "talent, time, and treasure" initiative designed to keep stewardship at the forefront of people's minds year-round.

Finances



Revenue Sources



Rector compensation

The salary of the incumbent is projected to be at the Diocesan minimum. SECA is reimbursed at 10% of salary. The pension plan is in compliance with Church Pension Fund requirements. The health care option is to be negotiated; a dental option is included.

Housing is at the rectory. A 3 bedroom, 2 bath apartment will be made available, including heat, hot water, gas, electric and telephone. A housing equity allowance will also be paid.

The vacation time is 5 weeks. Continuing education is not provided for in the 2019 budget, but will be negotiable in the future. A three-month sabbatical can be taken after 7 years. A small auto/travel budget is provided.