2020 Annual Report

St. Philip’s Episcopal Church
403 E Main St.
Durham, North Carolina, 27701

Established in 1878
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Staff (January 2021)

The Rev. Stephen Mazingo, *Interim Rector*
The Rev. Gabe Lamazares, *Interim Associate Rector*
The Rev. Jill Staton Bullard, *Deacon*
Lewis Moore, *Director of Music Ministries*
Emily Sparks, *Ryals Minister for Family*
Mary Karcher, *Director of Communications*
Janice Glasser, *Parish Administrator*
Gwenetta Drewery, *Sexton*

**Baptisms**
Paul Finley Yeatts, Violet Mae Fratrik, Anna Sloan LeBlanc

**Confirmations**
Julia Cortney Haws, Shamieka LaCher Rhinehart

**Weddings**
Elizabeth Winter Branton and Rhyne Harrison Gulley

**Burials**
Irene Nashold, Mavis Mayer, Sherry Townsend, Bill Townsend, Lou Uzzle Blackman

*Despite the restrictions on gathering, St. Philip’s rejoiced in many celebrations this year, like Baptism and Confirmation.*
Interim Rector Report

Acts 8:35-38
"Then Philip began to speak, and starting with this scripture, he proclaimed to him the good news about Jesus. As they were going along the road, they came to some water; and the eunuch said, ‘Look, here is water! What is to prevent me from being baptized?’ He commanded the chariot to stop, and both of them, Philip and the eunuch, went down into the water, and Philip baptized him."

If you had asked me this time last year where I would be in a year, I’m pretty sure I would not have said in North Carolina, serving as Interim Rector of St. Philip’s, all while navigating a pandemic. This past year was filled with the unexpected. The Covid-19 pandemic turned our lives upside down and inside out. Everything that we used to do changed, and the most routine and mundane tasks became complicated with guidelines and regulations. What used to be encouraged, like gathering for a large wedding, attending church, singing in a group, or visiting your elderly grandmother, became prohibited. An entire morality has been formed around the pandemic that tells us that staying alone is the morally right choice to protect others.

Additionally, this year has brought to the forefront the bitter division of our nation. We have been consistently reminded that our work to fight against racism isn’t working and that our society still suffers from this terrible sin. While some seem to be successfully working toward the path of justice and equality, others appear to be heading in the opposite direction. Violence and poverty continue to weigh heavy on our community, and the hardships seem to grow every day.

The weight of worry from this past year gives us anxiety, and the inability to find comfort in a community gathered together makes us feel as though we are facing these problems alone. Nothing about all of this is easy. But our faith can guide us in reshaping how we view the world through the lens of the Holy Spirit. And as we know from scripture, the Holy Spirit specializes in the unexpected.

In the eighth chapter of Acts (shared above), our patron Saint, Philip, is unexpectedly visited by an angel. Out of nowhere, Philip is told to “get up and go towards the south.” There is no explanation of why, simply ‘go.’ On his journey, he finds an unexpected traveler, an Ethiopian Eunuch who was returning from worshiping in Jerusalem. Philip joins the Ethiopian, and they talk about scripture, and Philip tells the eunuch of Jesus. An unexpected question is asked of Philip, “Look, here is water! What is to prevent me from being baptized?” Nothing was preventing them from being baptized; they stop, and Philip baptizes the eunuch. Remembering that he is not a Jew, that Philip is a deacon, not an Apostle, they are in the middle of nowhere, and that after this encounter, it doesn’t appear as if they ever see each other again. But this doesn’t stop Philip, the Ethiopian, or the Holy Spirit from rejoicing in the living water of baptism. It is the unexpected nature of this story that makes it so miraculous.

I have found that despite the unforeseen difficulties that this year has presented, the Holy Spirit has been on the move at Saint Philip’s, encouraging us to seek the miraculous. It is possible that we had become too comfortable, too satisfied with our routines. We took for granted so much of what we now long for. And yet, look at what we have done in response. We have a high-quality video production of our worship services so that everyone can safely participate online. We are reaching people in their homes that before were not able to come to church. The church could have responded by shutting everything down. No worship, no groups, no formation, no planning, let all the staff go and just stop. Instead, we adapted. We learned new skills. We continued to meet in different ways. The ministry never stopped.
Now, St. Philip’s is looking to the future. This year has become a time to reflect, refocus and dream. Instead of allowing everything to stop, you have decided to start doing things you have been dreaming of for a long time. This church is in the midst of a beautiful transition that honors your former clergy’s powerful ministry while embracing the opportunity to call a new leader. We will emerge from this pandemic, and the church of this next decade will be different. Hopefully, we will appreciate those things we took for granted and be committed to God’s ministry in a new way. The opportunities for St. Philip’s continued commitment to Worship, Love, and Action are abundant. There are hurting people who need to hear that there is a loving God. A God that heals, forgives, and reconciles. There is a kingdom in which all people are seen as beloved, and no one is forgotten.

Now is the time for Saint Philippians to do the most critical work of the Gospel and spread the Good News to your community, this city, our country, and the world. The unexpected came our way, but the Holy Spirit is drawing us forward to say, “Look, here is water! What is to prevent me...”

The Rev. Stephen Mazingo  
*Interim Rector*

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**Senior Warden Report**

Dear St. Philippians,

When I first sat down to write this letter, I wanted to resist opening with unprecedented, extraordinary, or traumatic words. However, I quickly recognized that it would be wrong not to face the real challenges that 2020 brought to us individually, our families, parish, and our communities. At the time of writing this, over 400,000 Americans have died due to the COVID pandemic, including 179 in Durham County.

However, as I look back on this past year, I am also moved to use words like creativity, perseverance, innovation, and resilience to describe the past year. These are the words that, for me, explain how I have been inspired by clergy, staff, and lay leaders at St. Philip’s who continue to support, guide, and nurture this community in the face of our many challenges.

For our dear St. Philip’s, it has meant that we have not been able to gather and worship together as we are used to doing. We have felt distant from each other and have had to become creative in finding ways to support and care for one another.

Amid this enormous challenge, our beloved Rector, Jonah Kendall, and Associate Rector, Sally French, responded to calls to grow in their personal ministry and work in other vineyards. Jonah is now Rector at St. Thomas Episcopal Church in Sun Valley, Idaho, and Sally has joined the Bishop’s office staff in the Diocese of North Carolina.

These events have challenged our staff and lay leaders to step forward in new and innovative ways, and I am grateful for their energy, work, and resilience.
Despite the challenges we have faced, St. Philip’s continues to move forward. Here are the highlights:

**J2A Curriculum Revision**
Last spring, under Sally French’s leadership, we completed a six-year review and revision of our Journey to Adulthood Curriculum, the youth ministry program of spiritual formation for 6-12th grades. This revision was critical because the original curriculum was created more than 20 years ago and needed updates as it continues to be used in parishes throughout the country. This project has been an important example of our engagement with the national Church.

**Director of Communications**
In April, we welcomed Mary Karcher to our staff in the newly created Director of Communications position. The parish has long felt the need to expand its communications capacity, particularly in the digital space. Mary’s arrival came just as the pandemic restrictions were imposed, placing an even higher need to communicate with our parishioners across all media.

**Campus Study**
This past year we saw the completion of the Campus Study Phase 1 report. St. Philip’s remains committed to Urban Ministries of Durham (UMD) and the possibility of a transformative project to help UMD serve more people in more ways. The Campus Study Committee has been working with Clearscapes, our planning partners, to define Phase II of work; a contract was presented to the vestry in January. The next phase of work will explore the block’s capacity and the likely space needs for a variety of uses (bigger UMD, other complementary services). During Phase II, we will continue our conversations with the congregation, neighbors, and community stakeholders. Please stay tuned for opportunities to participate. The Committee has high hopes that we can complete Phase II during 2021.

**Worship during the Pandemic**
The ravages of the pandemic and restrictions on in-person gatherings imposed by the Governor, and supported by our Bishops, have required that St. Philip’s drastically change how we worship. To assist with our thinking, Jonah created the Return to Worship Committee to think through how we might continue to worship and gather safely. This group consists of both parishioners and staff. It includes Sue Guptill, Diane Strangis, Dan Pearson, Holly Broughton, staff members Janice Glasser, Mary Karcher, and Emily Killough Sparks. The committee was aided by the technical expertise provided by Wes Newman and Paul Keys.

We also owe special gratitude to our Director of Music Ministry, Lewis Moore, and the choir members. As a parish, we have always found inspiration in our music program’s quality, and they have worked hard to maintain that quality in our virtual setting.

The state of the pandemic and its impact on our community has had many twists and turns. The Return to Worship Committee continues to meet and continues to work, imagining several scenarios that we might face and how we might adapt. Please know that we are working earnestly to offer worship services as thoughtfully and safely as possible.
Clergy Transition

In July, Jonah Kendall notified the parish that he had accepted another call and would be leaving St. Philip’s. Having served us for nine years, we were eager to show Jonah, Caty, and their family, how much we cared for them and valued their time among us. Elizabeth Newman and a committee including Holley Broughton, Pamela Njai, Laura Branton, Eva Egeghy, Kirk Royal, Liz Sappenfield, and Mary Karcher creatively put together a fun set of engaging activities, despite the pandemic, enabling us to bid a fond farewell to the Kendall Family.

Later in August, Sally French shared the news that she had accepted a call to join the Bishops staff. Again, St Philippians rallied and under the leadership of Pamela Njai and Meg McCann, organized a fun-filled Trivia Night in Sally’s honor. The virtual event was technically complex, but Newman Aguiar, Jamal Njai created a fun event supported by Malcolm Albergo-Radisch, Gail Albergo, Joshua Aguiar, Ann-Louise Aguiar, Leigh Bordley, Emily Sparks, Elizabeth Newman, Callie Woods, Kelly Ryan, Amanda Fratrik, and Freda Tucker. During both these events, we were regaled by the hosting talents of Shamieka Rhinehart and Kirk Royal.

Working closely with Bishop Sam Rodman and Canon Catherine Massey, the vestry focused its attention on developing a plan to hire an interim rector and appoint a Rector Search Committee. In November, the vestry brought in the Rev. Stephen Mazingo as Interim Rector. Stephen had been serving as Rector at St. Peter’s Episcopal Church in Fernandina Beach, Florida. In December, Stephen hired the Rev. Gabe Lamazares to join us as Interim Associate Rector.

In December, the vestry appointed a Rector Search Committee whose members are Bynum Walter, Chair; Judy Pearson, Shamieka Rhinehart, Kirk Royal, Kelly Ryan, Liz Sappenfield, Isaac Trost, Freda Tucker, Bob Walker, and Callie Woods. The committee has been charged to conduct a thorough, thoughtful, and prayerful search and evaluation of qualified candidates for the position of Rector of St. Philip’s Episcopal Church and present their preferred candidate to the Vestry. To call a Rector is the most important decision the Vestry can make.

Looking Forward

St. Philip’s is in a season of change and discernment. We are prayerfully considering how to steward gifts of land and money from Jacqueline Harris. We are engaged in a study of our campus, and we are facing considerable costs to maintain our buildings. Both priests have departed, and we are engaged in a search for a new rector. And around us, our neighbors are struggling with systemic racism and oppression, poverty, educational inequities, inadequate housing, unjust criminal justice practices, and a lack of health care, among other challenges.

In this context, at this moment, we are asking ourselves: what kind of church do we want to be? Where is God calling us next?

Over the past year, the vestry has engaged in conversations about our mission, values, priorities, and desired impact. We invited Episcopal priest the Rev. Nathan E. Kirkpatrick to interview more than 30 parishioners and staff to learn about what animates our communal life. In December, we held a retreat to discuss his findings and name 2-3 internal and external priorities to guide our decision-making as we call a new rector and approve an annual budget, among other things.

This work is not finished. Our challenge now is to continue to refine these priorities, expand the conversation about them to additional parishioners and staff, and work diligently toward realizing them, with God’s help.
Caring for our Parish

1) Strengthen formation, pastoral care, and worship: what does it mean to be disciples of Christ? How might we structure formation, pastoral care, and worship to prepare parishioners to love our neighbors?

Areas of focus:
- Anti-racism and racial healing and reconciliation
- Spiritual formation for all ages and stages
- Empowering and equipping lay leadership and volunteerism
- Strengthen relationships among parishioners
- Support continued excellence in worship, with an emphasis on developing worship leaders
- Evangelism
- Connect clergy to parishioners

2) Steward our resources
- Maintain our buildings and properties, including the Harris property, until a final decision is made about its future
- Explore creative use of facilities aligned with community needs
- Continue to make progress on the campus study

3) Enhance communications
- Expand our capacity for storytelling
- Effectively articulate ways for parishioners to engage more fully in our parish life
- Ensure we have the structures in place, including adequate technology, to pursue communications strategies creatively

Caring for our Community

We aspire to be a church community with close and personal relationships with our neighbors, who see evidence that we are living out our baptismal covenant to seek the dignity, justice, and peace of all people.

Areas of focus:
Racial justice, Eradication of poverty, Pursuit of educational equity

We begin this work knowing that there are structural issues that must be dismantled to be effective. We are also humbly aware that we cannot undertake this work alone; we must have partners. We also must open ourselves to be changed as much as we seek to bring about change. I hope after reading this (if you got this far!) you will agree that this community has worked hard amid our challenges to continue to engage each other as a community and to worship God. It has been my privilege to serve as your Senior Warden this year. I am indebted to so many of you for your wise counsel, support, and hard work on behalf of the parish.

Lastly, I want to recognize the important leadership and service to St. Philip’s given by our outgoing vestry members: Pamela Njai, Dan Pearson, Glenn Walters, and Callie Woods. Their work, advice and counsel has been extremely valuable, and they will be sorely missed.
I hope after reading this (if you got this far!) you will agree that this community has worked hard amid our challenges to continue to engage each other as a community and to worship God. It has been my privilege to serve as your Senior Warden this year. I am indebted to so many of you for your wise counsel, support, and hard work on behalf of the parish.

As we embrace the new year, I am reminded of the scripture from Micah 6:8: “The Lord has told us what is good. What is required of us this: to do what is just, to show constant love, and live in humble fellowship with our God.”

I wish you all God’s Peace,
Richard Ammons, Senior Warden

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**Junior Warden Report**

We had the usual plumbing, HVAC, drainage and electrical issues this year, as well as some more significant; such as the replacement of a burst heat exchanger in one of the church HVAC units. With the parish house mostly unused we painted three youth rooms in the basement, the toddlers room, the front wall of the parish hall, the first floor hallway, and Sally’s office. We completed two major security projects - installation of five security lights which will make entering and leaving the parish house at night more comfortable, and a fence along Queen St. (both paid for with special gifts). We worked on resolving drainage problems in the garden close by connecting all downspouts on the parish hall to the main underground drain. We continue to have some flooding problems which we are working on. The damaged backs on 31 parish hall chairs were replaced; and we installed an A/V system which enabled broadcasting our services each week over the Internet (thanks to Wes Newman, Paul Keys, Robert Hallyburton, and others).

Ongoing efforts include identifying costs for needed repairs which must be undertaken in the near future, and defining the parameters of a capital campaign to restore the church.

As reported last year the responsibilities of maintaining our buildings and grounds continue to demand more than can be expected of a volunteer; particularly one who is also working a full time job. It will be necessary to hire a facilities manager, probably on a part time basis, in the near future.

Thank you for the privilege of being your Junior Warden. A special thank you to the members of the Buildings and Grounds Committee (Joe Chambliss, Ken Gasch, Robert Hallyburton, Adam McClellan, Glenn Walters).

Respectfully submitted by Dan Pearson
Junior Warden
Worship Ministries
Acolyte Ministry

The acolytes are youth and adults who participate in the worship service, usually at 11 o’clock, by processing with torches and crosses, presenting the offering plates to the ushers, assisting in the preparation of the Eucharistic table, and by lighting and extinguishing candles at worship. Acolytes help enhance the service by detailed attention to the order of the service and by a reverent demeanor.

The members of the acolyte ministry served at worship services as usual until the suspension of in-person worship after March 8, 2020. Our youth acolytes led the way, including Colin Pitts, Malcolm Albergo-Radisch, Julianna Hallyburton, Rafi Sommerville, Leanne Tubman, William Sellery, and our very welcome new acolytes Tucker Semans and Max Edinger. Our exemplary adult acolytes served as well: Treat Harvey, Callie Woods, Steven Moore, and Tim Holm.

The acolyte ministry returned to service at recorded and live stream services beginning with the service for September 27. Due to safety protocols, the acolytes cannot perform many of their traditional duties, but lend their presence to the small number allowed at the service, particularly by leading the processions. We were delighted to welcome back Joshua Aguiar, after his year abroad, to assist with these services.

When we return to in-person worship, the acolyte ministry will be seeking new members. Let us know if you would like to learn about this ministry. Children and adults are welcome! Henry and Natalie Sommerville completed their second year sharing the coordinator responsibilities of supervising, scheduling, serving with, and training the acolytes.

Respectfully submitted by Henry and Natalie Sommerville

Altar Guild

The Altar Guild’s ministry includes teams that set up before and clean up after services, weddings and funerals and three members who clean and iron the linens. We work closely with the ministers and vergers to make sure the services run smoothly. We are responsible for ordering communion bread, wine, candles, linens, candle oil and other items as needed for the church services. We welcome anyone interested in becoming part of the Altar Guild family to contact Jean or any other Altar Guild member to learn more about this behind-the-scenes ministry.

Altar Guild members have put on their masks and gloves and are continuing to serve. We have prepared for pre-recorded services, livestream services in the church and outdoor services in the garden.

In 2020, pre-Corona Virus, the Altar Guild had 29 members including 3 new members, serving regularly to set up weekend and weekday services. During the year due to retirement from Altar Guild, health reasons and virus concerns, we lost 4 members permanently. Currently, 14 members are serving, while 11 are on hold to serve later when they feel safe to do so. We adapted by reorganizing from a total of 6 teams to 4, rotating once every 4 weeks serving during the week as well as on weekends. Much appreciation to those who have adjusted to the changes and continued to serve during this time, and we look forward to the return of the members that we miss so much.

Respectfully submitted by Jean Hughes
Lay Healing Ministry

During the 2020 pandemic, our lay healing ministry, along with other important lay ministries, have taken a necessary and extended sabbatical. We’ve all been unable to gather in person for 11:00 am services.

We all look forward to the time when we can once again safely gather together, share the peace and one-to-one lay ministry can be resumed. We miss you and we’re ready. If you or someone you care for needs healing for sickness, injury, or any kind of suffering, we’ll be at the Phillip the Deacon stained glass window on your way back to your pew at the 11:00 a.m. Eucharist. In 1995, David Curtis and the Rev. Scott Benhase began this lay ministry at St. Philips. The Rev. Jonah Kendall supported this lay ministry during his years at St. Philip's.

Though we’re not back inside the sanctuary yet, Dory Van Duzer, Patsy Taylor, and I look forward to praying with you for Christ’s healing of body, mind, and spirit when we fellowship together again.

Sometimes we need to pray with someone for Christ to heal a sickness, injury, problem, or fear. You may seek healing for a loved who suffers. As we lift our needs to Christ, he enters into our pain and shares it. Whatever hurts inside or in our relationships, our healing Lord knows what’s broken and most needs mending, and His care goes deeper than a cure. When you want to share a prayer of healing on a Sunday morning, spend a few quiet minutes with us next to the Philip the Deacon window after communion.

We would love to talk with you if you feel a calling to volunteer for the lay minister of healing ministry when we come together once more in the sanctuary. Contact Martin Fowler at (919) 286-7314 or martin@zuberfowler.com. You can also contact Patsy at pt@ptaylorart.com and Dory can be reached at dory19@aol.com.

Respectfully submitted by Martin Fowler

Music Ministry

The Music Ministry of Saint Philip’s enriches our worship with music at our service each week. Its members bring a vast amount of talent as singers and instrumentalists. They include parishioners of many generations and paid personnel. This ministry educates and inspires its members through regular rehearsals (in normal times) and sharing in the worship experience. We lead music in worship and lift up congregational singing as an essential part of our liturgy.

What a year 2020 was. Still, in the midst of this pandemic, there are things to uplift. The Children’s Choir was led by Corinne Huber. Corrine and her family have recently relocated to Denmark. How’s that for social distance! We will miss Corinne but she will still be able to engage with the children’s choir virtually. Our Adult Virtual Choir includes many of the Adult Choir and a few others. They have been dedicated and successful in creating music in certainly ‘new’ ways. At the beginning of the pandemic, we learned an app named A Capella which was compatible on Apple products only. We now use BandLab for audio only. The videos are compiled and edited using Adobe Premiere Pro. The scrolling music each Sunday is also created using Adobe Premiere Pro. We managed to create some virtual offerings for our recent special services in Advent and Christmas. Each one stretched us in many ways. Thank you for your kind words in appreciation of our musical offerings.
In this Epiphany season, I see a glimmer of light at the end of this pandemic tunnel. As I type this, our COVID-19 case numbers are at an all-time high. At the same time, I learned that at least one choir member received their first COVID vaccine shot! There is indeed light and hope.

I truly cannot wait to hear you all singing praises to God at church. Until then, I hope you all are still singing with our online services week. Please let us know if we can do anything to help your ‘at-home-singing’.

Pax,
Lewis

Usher Ministry

Since March and the change in our in-person worship services, ushers have not been involved in services. We supported the Christmas Eve drive-in services this year and we look forward to this ministry being more active in 2021.

Respectfully submitted by Duncan Smith
Head Usher

Verger Ministry

During 2020, the Head Verger assisted the Rector and Interim Rector by overseeing or working with the various ministries associated with worship and especially Lectors, Intercessors and Eucharistic Ministers. Typically, the Verger works also with the allied worship ministries whose reports appear elsewhere, including Ushers, Greeters, Acolytes, the Altar Guild and the Flower Guild. Until early in Lent services were conducted according to our usual customaries and involved more than 100 lay worship leaders. As with all things 2020, the Worship ministry morphed in its identity, if not function. Because St. Philip’s worship services were guided by Phase One of the Bishop’s Return-In-Person-Worship plan and the St. Philip’s Return to In-Person Worship Task Force, no lay ministers were physically present at indoor services during the period from early Lent until mid-September. At that time, laity returned to in-person worship on a very limited basis; A Crucifer, a Lector and an Intercessor were present at each service. Also in October, a larger number of worshippers were permitted to be present at two afternoon outdoor services where Readers and Lectors volunteered from those attending. Communion was limited to distribution of hosts by the celebrant. Thus, for most of the year Eucharistic Ministers were inactive. Lectors and Intercessors continued to serve during all of 2020. Even during the period when services were limited to only Clergy, the Readers and Lectors recorded their scripture passages and prayers at home to be incorporated virtually in the Sunday services.

When in-person worship recommenced, a core of Lectors and Readers continued to participate. Although less than half of trained ministers felt comfortable participating in person, a good number continued during Phases IB and II. A few choir members who were no longer able to sing in person volunteered to act as Lectors or Intercessors. Because so few people were present at indoor and outdoor services, the assistance of Ushers and Greeters was suspended. The Verger assumed these roles at outdoor services. At the beginning of the planning period for the outdoor Christmas services the Head Usher, Duncan Smith, undertook analyzing parking lot logistics and recruiting ushers to assist at all three services. Unfortunately, those plans were canceled due to poor weather.
The role of Service Scheduler, Mick Capon, became even more critical during 2020 because he had to actively recruit weekly ministers instead of using the automated software employed previously. Mick worked closely with Mary Karcher, the Communications Director, to schedule either virtual or in-person Lectors and Intercessors, and to help them prepare their texts. Communication with the heads of the allied worship ministries continued to be critical.

The Worship Committee met twice (once virtually) during 2020 to help the staff plan details for the seasons around Easter and Lent. All worship ministries, the Clergy, Lewis Moore, and Mary Karcher are members of this committee.

Kirk Royal continues to train as a Verger and will be assuming the Head Verger role in 2021. Diane Strangis was able to stay on past the expiration of her term. If you have questions about this ministry, please contact Diane Strangis (dianestrangis@gmail.com; 352-514-0905).

Respectfully submitted by Diane Strangis
Head Verger
Formation Ministries
Family Ministries

I vividly remember sitting in the Gathering Room on March 8, 2020 trying to work out the details of what was a wonderfully busy day where I needed to be two places at once that evening...at St. Philip's in the Trees for our monthly Episcopal Youth Community gathering and at a family's home for our Lenten Family House Church program (brand new in 2020). It was a good problem to have and several volunteers were stepping up to take care of EYC so I could facilitate House Church. We spoke about COVID-19 as more of an abstract concept without any realization that it would be the last time we would be gathering “normally” for the foreseeable future. Four days later, our diocesan bishops decided that we would all stay home to help “flatten the curve” and one day after that, I had my first Zoom meeting of 2020...meeting with the six catechists who lead Catechesis of the Good Shepherd to make plans for how we would move CGS virtually.

Family Ministries was off to an exciting start in 2020 with the continuation of our core ministries and the addition of (and plans for) some new opportunities. Some highlights from the first two and a half months of 2020:

- We had 53 children and 42 youth participating in our Sunday morning children and youth formation offerings.

- We had 6 catechists, 10 CGS assistants, and 12 youth leaders helping to lead our offerings.

- We held a Kids-in-Action event celebrating the Rev. Dr. Martin Luther King, Jr. on MLK Day – starting with breakfast and discussion at St. Philip’s, followed by walking in the Durham CAN march, and ending with Hot Chocolate. We had plans to revamp Kids-in-Action a bit to shift activities outside of the walls of St. Philip’s.

- EYC (the monthly gathering for all youth), which began in the fall of 2019, was able to resume meeting at St. Philip’s in the Trees much to the delight of the youth and we were able to be there January, February, and March.

- We were planning for a summer week-long Vacation Bible School Camp with both half day and full day options (a first for St. Philip’s).

- With a large number of babies and toddlers at St. Philip’s and several on the way, we were also looking forward to strengthening and growing our ministries with younger families.

- We re-imagined and reconfigured Shrove Tuesday and Ash Wednesday for families – the Annual Shrove Tuesday Pancake Supper had a festive Mardi Gras theme, which led into a festive parading of Alleluias into the sanctuary where we held the family Ash Wednesday service.

As we all know, things shifted quickly in March and our children and youth programming adapted with the goal of keeping families connected to St. Philip’s, each other, and to our loving God. Catechesis of the Good Shepherd and Journey to Adulthood continued to meet weekly through the 2019-2020 academic year and resumed again in the Fall of 2020. An incredible amount of planning and visioning went into our preparations for resuming our virtual offerings in the fall and has continued and I am grateful for our catechists and youth leaders who have committed to offering formation and opportunities during this time. We have found that attendance has been relatively consistent and are heartened by the community that is forming virtually.
This fall, we had 58 children, 40 youth, 6 catechists, and 10 youth leaders participating in our offerings. In addition to weekly class meetings, our youth gathered occasionally for socially distanced in person gatherings, on Zoom for Compline, and for games and other fun activities (including Gingerbread and Cookie decorating for Christmas).

During Lent, we shifted to afternoon Family Compline over Zoom (instead of our Family House Church with Compline). In the Easter season, we shifted to offering a weekly story and song time with Corinne Huber leading the music. We sang favorite songs and prayed through music together.

Over the summer, we had Family Prayer time over Zoom with families helping to lead the service each week. Our final summer prayer time was a time to pray together for a new school year with community forming as we shared our hopes, fears, and prayers for a new academic year. It was also a chance for families to pray together with and for the Kendall Family.

While we have wonderful formation ministries for children, youth, and families, research shows that the most important place for faith formation is in the home and within families. COVID has provided an unexpected opportunity to increase how we encourage families to participate in their faith together at home. This began with sending out weekly prayer resources during Lent. We distributed materials and resources for Holy Week, Easter, and Advent, as well as materials for all children participating in Catechesis of the Good Shepherd.

St. Philip's has several families with children under the age of three (the official starting age for Catechesis of the Good Shepherd) and we began a baby and toddler atrium this fall. We meet weekly on Sunday mornings for singing, praying together, and sharing some faith activities that can be done at home. It is a wonderful time to connect and has been a joy to get to know some of the youngest St. Philippians. We were able to gather at St. Philip's in the Trees before Thanksgiving for a morning of walking through the woods, catching up, and saying a simple noonday prayer.

Worship is at the heart of our lives as Christians and Episcopalians and this extends to our family ministries as well. I find it to be very powerful to pray together across Zoom screens, which connect us around the Triangle and Beyond (it is fun to see where people are joining in from). Children (with the help of the Catechists) led their annual Liturgy of the Light service over Zoom as we were all reminded that we hold the light of Christ within us. We made plans to adapt our annual Christmas Eve Pageant with Holy Eucharist to be an outdoor parking lot service. The weather prevented us from doing that, but we were able to pivot and hold a meaningful service and hear the beautiful story and holy mystery of Jesus' birth via Zoom. It was wonderful to begin worshiping weekly for Holy Eucharist for Families in November and December.

As is this case for many of us, this summer brought the realization that we can and should be doing more with respect to racial justice, reconciliation, and healing in our family ministries. The Catechists committed to meeting monthly to do their own learning and discussing how the work plays out in our atrium and family ministry offerings. Several of our youth participated in an allyship webinar that was hosted by the Diocese of Atlanta and the Absalom Jones Center for Racial Healing. Following the webinar, we hosted a discussion group to reflect as a group. I participated in a Dismantling Racism Workshop and plan to attend a follow up workshop specific to youth to be able to access a youth dismantling racism curriculum. During the youth webinar, Bishop Wright of the Diocese of Atlanta spoke of the long struggle towards justice and the need to run alongside each other and do the work in community. I am committed in this struggle and to making that journey with our children, youth, and you all.
I do much of my praying through writing often copying down prayers, words, scripture that is speaking to me in a particular moment. As I flipped through my prayer notes from 2020, I see “hope” as a recurring theme. A favorite prayer comes from the New Zealand Prayer Book: Give us grace and courage to hope, and to risk disappointment. Teach us to pray expectantly, and when our prayers seem to fail, bring us to pray again and again; for you are our God, who acts, and will act again. Hear this prayer for your love’s sake. Amen. As I write this annual report in January 2021 and we are approaching almost a year of living in COVID-time, I am appreciating this reminder to hope. It is hard to imagine what comes next and yet, I will pray expectantly for when we can once again be together in person and I look forward to working with our catechists, youth leaders, and others to make plans for what comes next.

I am grateful for the families who participate in the life of St. Philip’s and in our Family Ministries, as well as the many people who make the offerings possible. It is a joy to minister with you all and I appreciate this faith community.

Respectfully submitted by Emily Killough Sparks
Ryals Minister for Families

**In-Reach and Hospitality**

**Twenties and Thirties Ministry**
St. Philip’s 20’s and 30’s gathered via Zoom weekly during the spring and summer for fellowship during the COVID-19 pandemic. We are not currently meeting and look forward to being able to share in the life of St. Philip’s in the future.

Respectfully submitted by Parker Reeves

**Communications Committee**

Following the approval of the distribution of the Communications Director staff position, the position was filled in February 2020 and I started work at St. Philip’s in April. Creating the Communications Director position has since replaced the need for much of the work of the communications committee. Though I still continue to work with committee members on an individual basis as the needs rise.

Much of the communications work for 2020 focused on increasing effective communications to the parish. As we lost all opportunities for “in-person” communications due to the COVID-19 pandemic, it became imperative that we stay in touch with all parishioners as best as we were able. This led to an increased number of emails and letters from staff and clergy, as well as using social media more regularly than in past years. We have also taken to using short videos as a form of storytelling this year, sharing videos from the Senior Warden, former clergy, staff, and parishioners on a semi-regular basis.

A challenge this year has been determining the role the Communications Director should play with the wider parish. With St. Philip’s large range of ministries, I am unable to support the demands of all of them and continue with my regular work. In 2021, I hope to develop a project request system that will allow the ministries and I to have a collaborative process on communications projects and other work.
Highlights from 2020

- Hired and on-boarded new Communications Director
- Began live-stream worship with new Panasonic system
- Began using MailChimp for all email communications and created email standards
- Set aside Tuesday for additional email communications day, to create a shorter Epistle
- Designed and ordered a new Racial Justice Banner
- Created and shared a well-received Advent Video campaign
- Started an Instagram account
- Continued website maintenance and updates

Goals for 2021

- Continue to support Rector Search Committee
- Create Technology Committee to support Sunday Live Stream
- Dive deeper into St. Philip’s story and story telling

Respectfully submitted by Mary Karcher
Director of Communications

Daughters of the King (DOK)

In January and February of 2020 we were able to follow our regular schedule of visits and meetings. In March we had planned a quiet day to begin a twelve week study and discernment period in preparation for the admission of 3 new members. Then Covid came and, as with all ministries, adjustments had to be made. We began meeting via zoom. We adjusted our in-person visits to telephone calls and/or notes. By May additional contact names were added as the need grew to reach out to more isolated members of the parish. By August our list had grown to total 24 and it has remained steady thru December. Each month those parishioners receive either a phone call or a handwritten note, sometimes both. For a short period in the early fall we were able to meet for our discernment study until it became necessary to suspend mask-to-mask meetings. We then returned to our zoom meetings to complete the study and discernment program. We look forward to admitting three new members in 2021, as soon as the Service of Admission can be arranged.

Respectfully submitted by Judith H. Pearson
Episcopal Church Women (ECW)

The ECW meets bimonthly in the Parlor or at a previously announced location. The primary purpose of the group is continued fellowship with emphasis on spiritual growth, education, and service projects. The ECW facilitates the UTO (United Thank Offering) collections as well as the CPC (Church Periodical Club) offering and encourages applications for the Lex Matthews Scholarships.

ECW met in person once in 2020 at Urban Ministries on Monday, February 3. At that time the group performed a service project for the women of UMD and shared true fellowship and joy at being together.

Respectfully submitted by Ronnie Lilly, President

Greeters

The St. Philip’s greeter’s ministry works with visitors and newcomers to welcome them and help them get connected. We can be found before the 9 and after the 11 am services, at the doors and at the social hour, to assist people to fill out welcome cards, find their way to coffee hour, and make introductions. Serving in this ministry is a great way to meet new people and provide a meaningful connection. If you’re interested in participating, please contact Dana Pritchett. New members are always welcome!

Respectfully submitted by Dana Pritchett

Mother’s Day Tea

The St. Philip’s Mother’s Day Tea, which started in 2013, supports Vacation Bible School by raising money for the Anna Johnson Fund. The Tea is a social event on a Saturday in late April or early May, with homemade sweet and savory treats, live music, fun activities (such as photo ops) and of course, a variety of tea! Funds are raised through ticket sales and table sponsors.

The Mother’s Day Tea had been scheduled for Saturday, May 9, 2020. Planning for this event was in the early stages when, like so many events this year, it was canceled due to the pandemic.

Respectfully submitted by Linda Walters

Old Guys’ Breakfast

A monthly meeting of (mainly) retired men for breakfast, fellowship, and discussion. Attendance steadily improved to an average of sixteen, pre Covid-19. We had three active meeting pre-Covid-19 restrictions. None since. Members age ranges from 55-94. Most topics are discussed, but we tend to avoid politics.
Pastoral Care

In normal time, St Philip’s Pastoral Care Ministries have included a wide range of ways to support our congregation and community in worship, love and action. In past years, Pastoral Care Ministries have included Lay Eucharistic Ministers who took communion to those who for reasons of long-term illness could not attend regular services, to our weekly healing prayer ministers at the 11 am service, to the Daughters of the King, Helping Hands, and more, we have been active members of our community in times of difficulty. But 2020 has side-lined much of that. From the first closing of services in March, our clergy and volunteers moved from in-person touch points to telephone, Facetime and Zoom check-ins. Sally had one last Zoom meeting of our Pastoral Care Steering Committee before she left, just to check on everyone one last time. I will be forever grateful to members of this congregation who have picked up the responsibilities of checking on each other, helping to meet needs and creating paths of communication to those who feel alone and detached from this Beloved Community. We know that in time, we will come together with joy to again worship and be community in person, until then, if you have ideas on how to care for each other, how to provide connection between our different ministries or to discuss new opportunities, please contact the Rev. Jill Staton Bullard (jill@stphilipsdurham.org).

Seniors’ Lunch

The St. Philip’s Seniors’ Lunch ministry only met twice in 2020, in January and February. The pandemic changed everything for our vulnerable seniors. This has been a true but understandable loss to those who valued this special monthly gathering time for fellowship and good food.

St. Philip’s Connect

Connect was established in 2018, aiming to support parishioners, old and new, to connect with each other and the many ministries available. Due to Covid-19 there have been no events during 2020. However, to expand and develop the “connect” element especially during the pandemic and transition period, twenty-two “pathways” were created, each comprising an average of 13 households and lead by a path leader. Path leaders call, text, or e-mail members of their paths at least once a month. They are a check-in, to find out how people are and to share greetings and connection on behalf of the St. Philip’s community.

No events held due to Covid-19, but twenty-two groups were established during early Fall. We have plans to further develop and expand this ministry.
## Stewardship Committee

The mission of the stewardship ministry is to provide the opportunity and the path for parishioners to deepen their faith through their offering of financial gifts to support the community, witness, and ministry of St. Philip's. We want to enable parishioners to discern for themselves the ways in which they can contribute to the parish, through gifts of time, talent, treasure, and testimony.

We had envisioned a year-round stewardship program for 2020 that would build on the work of connection we had done in 2019 with several stewardship events. Needless to say, as of March 2020, COVID precautions interrupted what we were hoping would be a robust engagement of parishioners in the spring and summer to prepare for the fall “campaign,” and clergy departures interrupted some of the formation plans we had made.

Nonetheless, a group of parishioners volunteered to join the Stewardship Committee that would work on the pledge campaign in the fall of 2020 to meet our 2021 budget. In early September, we sent both a printed and email version of a stewardship solicitation letter to all congregants, centered on the theme, “A Community Together in Faith.” Committee members made follow-up calls to encourage pledges.

As of January 15, 2021, 164 parish households had pledged $607,905 toward the 2021 budget (compared to $760,530 from 254 households last year). In this difficult year of COVID, it is impressive to see how many households kept the same or increased level of pledging from last year (137 households or 84% of pledges made). Committee members and Vestry members are still reaching out to the households that have yet to make a pledge as a way to connect and find out if there are pastoral concerns that need to be addressed.

Respectfully submitted by Treat Harvey, Stewardship Chair

## Sunday Social Hours

Sunday Social Hour after the 8:00, 9:00 and 11:00AM Sunday services provides an opportunity for parishioners and visitors to gather, have light refreshments, and enjoy fellowship together. This ministry of hospitality creates a consistent time for parishioners and newcomers to meet and learn more about St. Philip’s and each other. Except for special parish-wide events, Social Hour takes place every Sunday year round.* Parishioners are invited to participate by serving on a Social Hour team on Sundays and/or bringing food and drinks for social hour. Other parish groups are invited to host Social Hour to highlight their ministries.

Sunday Social Hour has been temporarily suspended since mid-March as a demonstration of our love and care for one another during the COVID-19 pandemic. But our goal of welcoming people at St. Philip’s remains constant, and we would love to hear from anyone interested in joining us!

Through mid-March of 2020, social hour servers rotated on small teams, following schedules established on a quarterly basis. These social hour volunteers served coffee and refreshments, and greeted parishioners and newcomers each Sunday. When available, the Social Hour team members volunteered to support other Sunday special events such as the Bishop’s visit. Parishioners also supplied food and drinks that can be stored for use at any Social Hour and made contributions for special events. We are so grateful to our regular volunteers who served social hour, as well as the numerous individuals and groups who contributed refreshments or hosted Social Hour in early 2020.
Our volunteers for Social Hour following the 11:00 service included: Lowell Dargbeh, Martha Dargbeh, Martin Fowler, Juanita Macauley, Marjorie Miller, Pamela Njai, Donna Rewalt and Cheryl Tubman.

Gwenetta Drewery, Parish Sexton, who helped us serve and clean up after social hour, and Michael Hayes, Security, who set up tables and chairs for social hour, served as invaluable partners. They lended an able hand and positive spirit that made our social hour run smoothly each week.

**Women’s Book Club**

The Women’s Book Group is an opportunity for women of all ages and backgrounds to gather in fellowship and discuss books. We generally select books at our January meeting, read ten books during the year, and then gather for a movie and Christmas party in December. Our meetings generally rotate between members’ homes, with the host providing refreshments, but we have switched to Zoom meetings recently. We alternate between fiction and non-fiction books.

We met twelve times in 2020. The meetings from January through March occurred in members’ homes. Starting in April, we met online via Zoom. In addition to spirited discussions of the books, our meetings have been a source of connection in this difficult year.

This year we read:

- *This is Not Propaganda* by Peter Pomerantsev
- *Ask Again, Yes* by Mary Beth Keane
- *Just Mercy* by Bryan Stevenson
- *Drive Your Plow Over the Bones of the Dead* by Olga Tokarczuk
- *The Hidden Life of Trees* by Peter Wohlleben
- *Little Fish* by Casey Plett
- *The Yellow House* by Sarah M. Broom
- *Salt Houses* by Hala Alyan
- *Are We Smart Enough to Know How Smart Animals Are?* by Frans de Waal
- *The Book of Unknown Americans* by Cristina Henríquez

We welcome new members to join us as we pick books for the upcoming year in January.

Respectfully Submitted by Amanda Fratrik.
Service Ministries
Global Missions Committee

GMC's role at St. Philip’s is to ultimately share God's work in meeting the needs of our local and global communities and to help our brothers and sisters in need of social and humanitarian assistance. The committee consists of ten active members. The ministry maintains a relationship with the Bromley School in Liberia and its liaisons in order to understand the school's needs and move forward with assistance when possible. The ministry educates and informs the congregation on Bromley’s needs and progress. Currently, the ministry is making progress towards building a relationship with Haiti.

Co-chairs communicate with committee members concerning monthly meeting times and agendas, represent the committee in Parish planning activities, meetings with the Rector and other appropriate settings, and provide information to the Rector or Parish Administration regarding budget requests, funds use, membership and other ministry needs.

Due to the current COVID pandemic, our ministry was unable to host our annual October Liberian Fundraiser Dinner. In 2020, we achieved our global outreach goals. Activities below:

- Contribution made to the Bromley mission - 200 new classrooms chairs
- Contribution made to the St. Thomas Episcopal Church of Liberia (Agricultural project)
- Contribution made to Haiti (Global Birthing Home Foundation, Haiti Reforestation Partnership & Mission of Hope Haiti – COVID funds relief
- Winter fundraiser - Haitian coffee and chocolate sales (Online fundraiser)
- Book Club for all parishioners - Virtual
- Global Parish Partnership – Liberia
- Global Parish Partnership with St. Thomas Episcopal Church - Liberia

Submitted by Freda Tucker

Funeral Guild

St. Philip's has a long history of providing funeral hospitality. The current guild was organized in 2005 and with assistance from the congregation has sought to offer comfort and hospitality to families wishing to have a reception in the parish hall following a memorial or funeral service. Receptions consist of finger foods, cookies, cakes, fruit, vegetable trays, and cheese and crackers. The Funeral Guild has no meetings. When a funeral reception is being arranged, members will be contacted and asked if they can provide assistance in either of the following ways: donate food (homemade or store bought), money, help with set up and/or clean up.

Respectfully submitted by Pam Denning (pdenning8@aol.com) and Shields Reh (breh@nc.rr.com)
Jail Ministry

Since March 2020, the jail ministry has had to shift to video visits with inmates. Each week, inmates sign up to request a ten minute maximum, recorded jail ministry video visit using video phone technology at the jail. The jail staff then sends me that list each Monday. I then update a Google Document with those names shared with all the current jail ministry volunteers from churches around Durham. The volunteers then select a few inmates with whom to schedule video visits. The volunteers do those visits from home. Those visits can happen all week long. They are not limited to one hour Saturday mornings, as the in-person jail ministry was. Due to COVID-19, the inmates are only allowed out of their cells for less than two hours every day. They even have to eat meals in their single occupancy cells. All group activities at the jail have long been canceled. So the brief video visits are often the only respite the inmates receive.

For whatever reasons, almost none of the 40+ regular jail ministry volunteers have been willing or able to do the video visits. For example, two St. Philipians who were regulars on Saturday mornings don’t have the needed computers with microphones and cameras. I email all the volunteers every week about the video visits, but very few of them have ever responded to explain why they can’t or won’t do it. We’ve had to rely on a reliable handful of volunteers, like Martin Fowler and myself, to try to cover the demand each week. We never do. Two new St. Philip’s members have just expressed interest in the jail ministry, so hopefully that can help. I’ve urged other volunteers to try to recruit new volunteers from their churches.

The video phone technology and Internet bandwidth at the jail have not been adequate to meet the demand. As a result, the audio and/or video will often cut out during a visit. That will hopefully improve now that the jail staff has been able to install better video phones and improve the bandwidth at the jail. These video phones are also a way families connect with inmates, attorneys communicate with their clients and how judges hold pre-trial hearings, so their functionality has been an issue for more than just the jail ministry.

The cancellation of in-person visitation has also reduced the budgetary needs and shifted the budgetary priorities of the jail ministry. We can no longer give Bibles, Bible studies, daily devotionals, and greeting cards directly to inmates upon request. Instead, inmates get those from the jail library. The jail ministry was still purchasing those items to donate to the jail library, but the jail staff has found good, free sources for most of that. We still periodically purchase bulk greeting cards to donate. Instead, I’ve used most of this year’s jail ministry budget to purchase supplemental personal hygiene items in bulk for inmates, as per the request of the jail staff. We also purchased backpacks for inmates who needed them to store their personal belongings once they were released. I’ve also put money on the jail accounts of some desperate inmates who let us know they have no family or friends to do that for them. Those accounts are the only way they can purchase phone cards to be able make calls to family or attorneys or to buy any other food or other items. I may also use some of the remaining 2020 budget to purchase AAA batteries for the jail to use in transistor radios every inmate was given. The Sheriff’s Office purchases the radios, but they did not budget for the battery supply they would need.

White Rock Baptist, Epworth United Methodist, and First Calvary Baptists Churches continue to donate bibles and bible studies to the jail, as in the past. White Rock has also spent money to purchase the afore-mentioned backpacks as well as the batteries. This is likely how the jail ministry will continue to function for most of 2021.

Respectfully submitted by Mike Sistrom, (msistrom@gmail.com)
St. Philip’s – UMD Collaborative

We provide volunteers, goods and funds to support the activities of Urban Ministry such as the Community Café, Clothing Closet and Food Pantry. Shelter residents are invited to a variety of special and social events at St. Philips.

Exciting plans for 2020 abruptly ended in April. Before the pandemic struck, however, we were able to host a game and a movie night for UMD residents in the parish hall. We have also provided volunteers to the Community Café since January, and on the first Saturday each month.

A Sandwich Brigade was organized in early April when COVID struck to provide part of the bag lunch that is given to residents and community members who come for breakfast at UMD and when hot meals for dinner run out. A steady core of about 25 volunteers have provided over 250 sandwiches every week in addition to cases of water, bags of fruit and dozens of baked goods to UMD. Over 60 parishioners, friends, family members and neighbors have also participated. We anticipate continuing our work into 2021.

Two drives for the UMD food pantry were organized, we contributed to and distributed 100 hygiene kits, purchased single serving food for UMD residents living in a supervised motel, purchased supplies requested by UMD staff, distributed Mother’s Day and Father’s Day gift bags to residents and provided funds to ROOF.

We look forward to continuing to collaborate with UMD in new and creative ways in 2021.

Respectfully submitted, Stephanie K. Johnson

Latino Educational Achievement Partnership (LEAP)

LEAP began when volunteers from St. Luke’s and St. Philip’s began teaching English to adult members of Iglesia El Buen Pastor. Over the past ten years, LEAP has grown into an independent nonprofit organization with paid staff who operate two dual-language preschool programs, a tutoring program and an ESL program for adults. Members of St. Philip’s remain involved as board members, donors and volunteers.

Our 2019-20 school year has been understandably irregular. When the year began, we were teaching almost sixty, three and four-year-old children at our two schools, Nuestra Escuelita (located at St. Luke’s) and the DCI/LEAP Academy (located in East Durham, run in partnership with the Durham Children’s Initiative). There were also almost thirty children, ages 6-12 years, receiving tutoring twice/week.

Everything changed in mid-March as COVID hit, and we quickly moved our work online. In the first two weeks, we delivered our tutoring tablets and boxes filled with learning materials to our students’ homes. In the first month, we connected our students with their tutors online, where they used our reading curriculum over zoom. Our preschool teachers held twice/week zoom classes, posted multiple lessons online and called each family every week. As we became aware of families suffering from under-employment or unemployment, our Board resolved to donated the proceeds of our spring fundraising event to an emergency fund to enable families to pay rent and utility bills.

As 2020 comes to an end, we are serving fifty-four preschool children through a combination of online and in-person instruction and twenty-four older children are participating in tutoring once/week online.
Justice Ministries

Working Towards Racial Justice
Learn, Pray, Act

St Philip’s
episcopal church
**Durham CAN**

Durham CAN is an organization of congregations, associations, and neighborhoods that works for social justice in Durham by setting progressive goals through community listening sessions and hosting accountability actions with local government. As a member congregation, St. Philip’s sends its core leadership team to the planning meetings and invites all parishioners to support its work at accountability actions.

Durham CAN organized around COVID-19 issues in its work on affordable housing and criminal justice. The affordable housing group started an evictions subgroup, which has worked with renters in both private housing and Durham Housing Authority (DHA) units to understand their rights and to access various rental relief programs. The affordable housing group has also continued to pressure DHA and the City of Durham to make necessary repairs to public housing and to make administration of public housing more responsive to residents.

The criminal justice group has worked to relieve crowding in our jail and prisons in front of an outbreak of COVID-19. We worked to get residents released from the Durham County Jail, especially those who have not yet been sentenced. We have also worked to secure the release of those who are aging, have served the majority of their sentences, and/or were convicted of non-violent offenses. Durham CAN has also been working to ensure that all residents and staff of the Durham County Jail are regularly tested. We have also been meeting with city leaders to discuss the recent rise in gun violence.

We invite anyone who might be interested in this work to reach out to get involved. All are welcome.

Respectfully Submitted by Amanda Fratrik.

**Racial Justice and Reconciliation Ministry**

The Racial Justice and Reconciliation Ministry (RJRM) exists to (a) create spaces for members to listen and better understand racism and other forms of oppression, (b) collaborate with allies in Durham in order to understand our collective history of oppression and resistance, and (c) find creative, meaningful, and active ways to “strive for justice and peace among all people, and respect the dignity of every human being” (Baptismal Covenant in The Book of Common Prayer, p. 305). This group takes responsibility for developing a variety of conversations about racial injustice wherever it might be found. The committee also works with clergy to include responses to racial violence and oppression during regular or special worship services.

- We began the 1619 Project with St. Titus’s during Lent but had to discontinue the meetings with the coming of the pandemic. We hope to resume programming next year.

- We organized our Truth Telling Project around evaluating how race has shaped our church and how we have been complicit in racism. A manual for interviews was developed and we trained interviewers. We are working on adjusting the process to comply with meeting guidelines and interviews during the pandemic.

- We organized attendance at Sweet Chariot, sponsored by the Hayti Heritage Center and the Carolina Theatre, in February. The performance included stage readings of oral histories from the 1930 slave narrative project and spirituals.
• We organized a Zoom planning conversation around our anti-racism work and a prayer vigil after the murder of George Floyd in June.

• We organized Zoom sessions on becoming an ally and on repentance and reconciliation in July.

• We all be premiering a new banner lifting up our work in January 2021.

• We organized a resource page which is up on the parish’s website.

• We encouraged the vestry to resolve to do particular anti-racism work which resulted in a resolution shared with the congregation recently.

• We supported efforts to lift up the importance of voting which included messages from parishioners doing voter registration work through YouCanVote and from the Episcopal Public Policy Network.

• We supported a study of Michael Curry’s new book ‘Love is the Way’ via Zoom.
Jacqueline Harris, long time parishioner, left her home and woodland property to St. Philip’s – an incredible gift to our community. Jacqueline’s will states her desire for the church to use this gift as a retreat center for the congregation and also gives the Vestry the ability to disburse these assets if a retreat center is not feasible. In September of 2019, the vestry appointed the Harris Property Discernment committee with the charge to evaluate three options: 1) Parish Use as a Retreat Center; 2) Parish and Community Use as a Retreat Center; 3) Disbursement

Prior to the coronavirus pandemic, the Discernment committee created a format for discernment meetings for parishioners to offer feedback on the opportunities for St. Philip’s ministries at St. Philip’s in the Trees. We held two of these meetings in early 2020 and received valuable input from parishioners on ways they are interested in using the property. Because we were unable to continue our planned discernment process, the committee requested and was given an extension of the discernment period until the end of 2021.

St. Philip’s in the Trees has remained open for individuals and small group outdoor gatherings through the pandemic.

The committee is continuing our work to respond to the Vestry Charge by developing a Vision for the retreat center based on the use to date and the parishioner feedback we have received. We are prayerfully seeking what God is calling St. Philip’s to in this generous gift. All members of the parish are part of this discernment process and we welcome your input, concerns and inspiration.

Harris Property Discernment Committee: Jill Staton Bullard, Gordon Caudle, Robert Hallyburton, Alexa McKerrow, Elizabeth Newman, David Shumate, Leigh Egeghy, Duncan Smith, Freda Tucker, Glenn Walters

Respectfully submitted,
Elizabeth Newman, Chair
Vestry

The vestry serves as the legal representative of the parish with regard to all matters pertaining to its corporate property. The basic responsibilities of the vestry are to help define and articulate the mission of the congregation; to support the church’s mission by word and deed; to select the rector; to ensure effective organization and planning, and to manage resources and finances. Vestry members are elected from the congregation at the annual parish meeting. The presiding officer of the vestry is the rector. There are usually two wardens. The senior warden leads the parish between rectors and is a support person for the rector. The junior warden has responsibility for church property and buildings. A treasurer and a secretary are also appointed from the vestry. Other members serve as liaisons to significant parish committees. If you would like to get in touch with the vestry, please contact Richard Ammons, Senior Warden (seniorwarden@stphilipsdurham.org).

Current Vestry

Treat Harvey, Kelly Ryan, Freda Tucker, David Shumate - serving through 2022
Newman Aguiar, Richard Ammons, Leigh Bordley, Amanda Fratrik - serving through 2023

Congratulations to our new vestry members Gail Albergo, Leigh Egeghy, Adam McClellan, and Connie Semans! Each new member will serve a three-year term. Many thanks to all who ran this year; we are grateful for your willingness to serve in this capacity.

As we could not gather in person for our normal January Annual Meeting, the vestry had to adapt the nomination and election methods. Considering both the bylaws of the Parish and the Diocese of North Carolina do not allow for virtual voting and meetings (at this time), a digital poll allowed the current vestry to make an informed choice when appointing members to fill the empty seats vacated by those ending their three-year term. The new appointments will be affirmed at our Annual Meeting, tentatively scheduled for April 11.
OVERVIEW
2020 was a particularly challenging one to administrate financially given the challenges posed by COVID and unexpected turnover in our clergy. Despite these challenges, St. Philip’s finished the year with a $3,000 operating deficit, an excellent result in light of the circumstances.

FINANCIAL HIGHLIGHTS
- Total **revenue** was, at year’s end, only slightly unfavorable to budget. Pledge income finished the year consistent with budget, which means the vast majority of individuals who pledged in 2020 fulfilled their pledge.

- **Expenses** in most categories were below budget due to the absence of in-person worship and otherwise diminished parish activities due to the pandemic.

- The parish finished the year with an approximately $26,000 operating surplus however this was largely driven by the Harris Discernment Committee, which finished the year with a $29,000 leftover. When excluding this surplus of funds which are restricted in purpose, the parish finished the year with a $3,000 **operating deficit**.

- The vestry applied for and was extended a **Payment Protection Program** loan in the amount of $88,500 via Self Help Credit Union. This was not realized as income in 2020 due to it not yet being forgiven.

- St. Philip’s used a small portion of the Jaqueline Harris financial gift and the 2019 operating surplus to **buy out the rights to the J2A curriculum from Leader Resources**.

- The vestry approved a new policy that mandates the parish maintain at least 6 months of operating expenses in the form of an **operating reserve**.

- In spite of the market downturn in March 2020, the **endowment** experienced an excellent return of 4.55% as of September 30, 2020. This return will allow us to take a larger distribution in 2021.

- The church’s finances underwent annual **audit over the summer with no major adverse findings**.
St. Philip's Balance Sheet, Year End 2020

Note: this balance sheet will not reflect the receipt of the second half of the Jacqueline Harris financial gift since it was received in early January 2021.

Outreach, Actual vs Budget, Year End 2020
<table>
<thead>
<tr>
<th></th>
<th>Budget</th>
<th>Actual</th>
<th>Variance</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>EDUCATION</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nursery Committee</td>
<td>$600</td>
<td>$15</td>
<td>$585</td>
</tr>
<tr>
<td>Adult Formation</td>
<td>$1,400</td>
<td>$474</td>
<td>$926</td>
</tr>
<tr>
<td>Intergenerational Formation</td>
<td>$600</td>
<td>$511</td>
<td>$89</td>
</tr>
<tr>
<td>Library</td>
<td>$-</td>
<td>$-</td>
<td>$-</td>
</tr>
<tr>
<td>Children: Catechesis</td>
<td>$2,700</td>
<td>$2,895</td>
<td>$(195)</td>
</tr>
<tr>
<td>Children: Kids in Action</td>
<td>$625</td>
<td>$97</td>
<td>$528</td>
</tr>
<tr>
<td>Children: VBS</td>
<td>$3,000</td>
<td>$2,052</td>
<td>$948</td>
</tr>
<tr>
<td>Youth Formation</td>
<td>$2,000</td>
<td>$1,033</td>
<td>$967</td>
</tr>
<tr>
<td>Children: Formation</td>
<td>$800</td>
<td>$1,934</td>
<td>$(1,134)</td>
</tr>
<tr>
<td><strong>Total Education</strong></td>
<td>$11,725</td>
<td>$9,012</td>
<td>$2,713</td>
</tr>
<tr>
<td><strong>WORSHIP</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Music</td>
<td>$20,000</td>
<td>$14,249</td>
<td>$5,751</td>
</tr>
<tr>
<td>Organ/Piano Maint</td>
<td>$2,500</td>
<td>$553</td>
<td>$1,947</td>
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<tr>
<td>Altar Guild</td>
<td>$3,006</td>
<td>$824</td>
<td>$2,182</td>
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<tr>
<td>Funeral Guild</td>
<td>$300</td>
<td>$34</td>
<td>$266</td>
</tr>
<tr>
<td>Worship Service Videography</td>
<td>$-</td>
<td>$3,000</td>
<td>$(3,000)</td>
</tr>
<tr>
<td>Worship</td>
<td>$1,600</td>
<td>$1,577</td>
<td>$23</td>
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<tr>
<td><strong>Total Worship</strong></td>
<td>$27,406</td>
<td>$20,236</td>
<td>$7,169</td>
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<tr>
<td><strong>PROGRAMS</strong></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Health &amp; Wholeness</td>
<td>$10</td>
<td>$-</td>
<td>$10</td>
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<tr>
<td>Stewardship Committee (Project Resource)</td>
<td>$1,600</td>
<td>$3,485</td>
<td>$(1,885)</td>
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<tr>
<td>Planned Giving</td>
<td>$-</td>
<td>$-</td>
<td>$-</td>
</tr>
<tr>
<td>Communications Committee</td>
<td>$3,000</td>
<td>$1,309</td>
<td>$1,691</td>
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<tr>
<td>Art Guild</td>
<td>$500</td>
<td>$500</td>
<td>$-</td>
</tr>
<tr>
<td>Wednesday Night</td>
<td>$1,470</td>
<td>$882</td>
<td>$588</td>
</tr>
<tr>
<td>Inreach: Vestry expense (mtgs/training)</td>
<td>$400</td>
<td>$5,088</td>
<td>$(4,688)</td>
</tr>
<tr>
<td>St. Philip's Connect</td>
<td>$500</td>
<td>$-</td>
<td>$500</td>
</tr>
<tr>
<td>Fun is Faithful</td>
<td>$500</td>
<td>$-</td>
<td>$500</td>
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<tr>
<td>Daughters of the King</td>
<td>$375</td>
<td>$719</td>
<td>$(344)</td>
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<tr>
<td>Pastoral Care Ministry</td>
<td>$-</td>
<td>$-</td>
<td>$-</td>
</tr>
<tr>
<td>Inreach: Parish Fellowship Events</td>
<td>$1,100</td>
<td>$1,236</td>
<td>$(136)</td>
</tr>
<tr>
<td>Inreach: Welcome/Newcomer Ministry</td>
<td>$1,000</td>
<td>$-</td>
<td>$1,000</td>
</tr>
<tr>
<td>Inreach: Seniors Lunch</td>
<td>$2,200</td>
<td>$890</td>
<td>$1,310</td>
</tr>
<tr>
<td>Inreach: Hospitality Supplies</td>
<td>$2,400</td>
<td>$406</td>
<td>$1,994</td>
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<tr>
<td>Sunday Social Hours</td>
<td>$1,650</td>
<td>$133</td>
<td>$1,517</td>
</tr>
<tr>
<td>Mother's Day Tea</td>
<td>$300</td>
<td>$-</td>
<td>$300</td>
</tr>
<tr>
<td>Royals: Other/Short-Term</td>
<td>$300</td>
<td>$-</td>
<td>$300</td>
</tr>
<tr>
<td><strong>Total Programs</strong></td>
<td>$17,305</td>
<td>$14,647</td>
<td>$2,658</td>
</tr>
</tbody>
</table>

**Total Educat., Worship & Programs** | $56,436 | $43,895 | $12,541
2021 | BUDGET

OVERVIEW
The 2021 budget was approved in January 2021. It is $1.2m and carries a $19,000 surplus. This budget is $150,000 larger than 2020. The 2021 budget is ambitious but also relatively conservative; it balances the desire to address the goals of the vestry with the potential for significant financial and operational challenges in 2021, including anticipated changes in the clergy and staff, loss of one-time PPP income, increased asking from the diocese, and significantly diminished pledging.

2021 BUDGET HIGHLIGHTS

- St. Philip’s received the second half of the Jacqueline Harris financial gift at the beginning of 2021. This second half was approximately $4.5m and brings to totality of the gift to $8.5m. The majority of this gift will be invested in the endowment to fund the operating budget in the face of diminished pledges in 2021.
  - The parish saw a significant decrease in pledges for 2021, which were down by $153,000 (21%) from 2020 levels of giving.
  - The addition of the second half of Jacqueline Harris’ financial gift to the endowment allowed for an additional $188,000 of endowment revenue to offset the loss of pledge revenue.
  - The church will book $88,500 as one-time income related to forgiveness of the PPP loan.
  - The 2021 budget exhibits a significant shift in revenue sources. Pledge revenue now supports only 47% of the operating budget and the endowment supports 39% of the operating budget. In contrast, if we look back to 2018 the budget at that time was approximately $920,000 and $716,167 (78%) of that budget was supported by pledging.
  - All eligible staff received a 2% cost of living adjustment. This does not include the rector or associate rector.
  - At least half of the increase in the operations budget is expense related to the rector search.
  - The increase in worship and programs is largely related to the costs of videography to facilitate streaming services.
  - Outreach spending increased by $27,000 to $111,000 and now represents 9% of the total operating budget; in 2020 outreach represented just over 7% of the budget.
## 2021 Budget (Approved) vs 2020 Budget

<table>
<thead>
<tr>
<th></th>
<th>2020 Budget</th>
<th>2021 Budget</th>
<th>$ Change</th>
<th>% Change</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenues</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pledges</td>
<td>$ 738,349</td>
<td>$ 585,238</td>
<td>$(153,111)</td>
<td>-21%</td>
</tr>
<tr>
<td>Regular Contributions(^1)</td>
<td>$ 25,000</td>
<td>$ 25,000</td>
<td>$ 0</td>
<td>-</td>
</tr>
<tr>
<td>Plate Offerings</td>
<td>$ 12,000</td>
<td>$ 3,000</td>
<td>$(9,000)</td>
<td>-75%</td>
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<tr>
<td>Timed Deposits(^2)</td>
<td>$ 4,309</td>
<td>$ 905</td>
<td>$(3,404)</td>
<td>-79%</td>
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<tr>
<td>Endowment</td>
<td>$ 303,246</td>
<td>$ 482,929</td>
<td>$ 179,683</td>
<td>+59%</td>
</tr>
<tr>
<td>Bequest Income(^3)</td>
<td>$ -</td>
<td>$ 47,030</td>
<td>$ 47,030</td>
<td></td>
</tr>
<tr>
<td>CARES Act PPP(^4)</td>
<td>$ -</td>
<td>$ 88,522</td>
<td>$ 88,522</td>
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<tr>
<td><strong>Total Revenues</strong></td>
<td>$ 1,082,904</td>
<td>$ 1,232,624</td>
<td>$ 149,720</td>
<td>+14%</td>
</tr>
<tr>
<td><strong>Expenses</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Personnel</td>
<td>$ 592,471</td>
<td>$ 627,176</td>
<td>$ 34,705</td>
<td>+6%</td>
</tr>
<tr>
<td>Operating Expenses</td>
<td>$ 180,338</td>
<td>$ 227,962</td>
<td>$ 47,624</td>
<td>+26%</td>
</tr>
<tr>
<td>Worship &amp; Program</td>
<td>$ 55,736</td>
<td>$ 66,958</td>
<td>$ 11,222</td>
<td>+20%</td>
</tr>
<tr>
<td>Diocese(^5)</td>
<td>$ 99,243</td>
<td>$ 99,708</td>
<td>$ 465</td>
<td></td>
</tr>
<tr>
<td>Outreach</td>
<td>$ 83,699</td>
<td>$ 110,934</td>
<td>$ 27,235</td>
<td>+33%</td>
</tr>
<tr>
<td>Ops Reserve Contrib(^6)</td>
<td>$ 15,000</td>
<td>$ 21,000</td>
<td>$ 6,000</td>
<td>+40%</td>
</tr>
<tr>
<td>Harris Discernment Committee(^7)</td>
<td>$ 44,706</td>
<td>$ 48,098</td>
<td>$ 3,392</td>
<td>+8%</td>
</tr>
<tr>
<td>Capital Expense(^8)</td>
<td>$ 10,000</td>
<td>$ 10,000</td>
<td>$ 0</td>
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<tr>
<td><strong>Total Expenses</strong></td>
<td>$ 1,081,193</td>
<td>$ 1,211,836</td>
<td>$ 130,643</td>
<td>+12%</td>
</tr>
<tr>
<td>Rev less Exp</td>
<td>$ 1,711</td>
<td>$ 20,788</td>
<td>$ 19,077</td>
<td></td>
</tr>
</tbody>
</table>

### Footnotes:
1. Regular Contributions are contributions from parishoners that weren't pledged
2. Interest on balances of deposits in money markets accounts at local credit unions
3. To account for the Q1 2021 endowment distribution on the second half of the Harris financial gift
4. PPP Loan will be realized as income in 2021 as we will apply for forgiveness
5. Diocese asking is stable despite increases in budget because asking is based on budget 3 years ago
6. Funds to be set aside in anticipation of high ask from Diocese in 2022 and beyond
7. Expense related to the Jacqueline Harris property and the committee to determine its use
8. Funds set aside for ongoing capital expenses