

St Philip's

episcopal church

2022 Annual Report

Feb. 12, 2023

2023 Budget

2023 Budget Overview

The vestry approved the budget at the January 23, 2023, meeting. It is approximately \$1,270,000 and carries a \$13,752 deficit.

The budget is relative conservative: it does not address many of the aspirational goals that will be part of the church's visioning process. There are significant challenges financially and operationally in 2023, including additional staffing with ever-increasing health insurance expenses, 10% asking by the diocese, diminishing pledges, decreasing endowment income due to market variables, and much needed capital improvements.

2023 Budget Highlights

The parish saw a decrease in pledges in 2023, with a loss of 22 pledging units in the lower giving tiers. Pledge revenue supports 51% of the operating budget, and endowment income supports 47% of the operating budget.

There have been continued shifts in revenue streams over the past few years. In 2020 during Covid-19, the budget was \$1,083,000 with pledged income of \$738,250 (68%), \$303,250 (28%) provided by endowment earnings, and very little from reserve fund investments. In 2022, regular contributions – donations made by parishioners that were not pledged – increased. This may be a future trend that we should monitor closely.

Timed deposits are now called "investment income" due to the structure of a short-term liquidity pool of funds from community credit unions and banks combined with the anonymous bequest funds invested in treasury bills at a higher rate yield to assist in covering the drop in endowment income.

The liquidity pool of approximately \$1,400,000 is estimated to generate \$52,000 in income for operations. The reserve fund line items in prior year budgets have been eliminated due to the creation of the liquidity pool. While the amount of funds deposited in the credit unions and banks has been reduced, we still maintain deposits in excess of \$240,000 in these community-based financial institutions.

All eligible staff received a 4% cost of living increase. This does not include the rector or associate rector.

Outreach spending is budgeted at 9% with a total amount slightly higher (\$1,400) than in 2022. There was an unspent surplus of \$15,580 that was carried over from 2022 for future outreach projects. In addition, the rector and associate rector used \$11,000 from their discretionary funds in support of the downtown homeless population.

The parish remains debt-free.

2023 Budget

	2022 Actual	2023 Budget	\$ Change
Revenue			
Pledges	\$ 635,052	\$ 624,860	-\$10,192
Regular Contributions	\$ 38,010	\$ 25,000	-\$13,010
Plate Offerings	\$ 5,667	\$ 5,000	-\$ 667
Other	\$ 1,872	\$ 0	-\$ 1,872
Investment Income	\$ 678	\$ 52,000	\$51,322
Endowment	\$ 559,135	\$ 548,911	-\$10,224
Prior Yr. Pledges	\$ 20,816	\$ 0	-\$20,816
Total Revenue	\$1,261,230	\$1,255,771	-\$ 5,459
Expenses			
Personnel	\$ 624,653	\$ 672,966	\$48,313
Operating	\$ 211,287	\$ 222,904	\$11,617
Educ/Worship/Prog	\$ 74,233	\$ 86,977	\$12,744
Diocese	\$ 114,171	\$ 123,226	\$ 9,055
Outreach	\$ 111,340	\$ 112,743	\$ 1,403
Ops Reserve	\$ 6,000	\$ 0	-\$ 6,000
Harris Discernment	\$ 51,652	\$ 50,707	-\$ 945
Capital Reserve	\$ 7,400	\$ 0	-\$ 7,400
Total Expenses	\$1,200,736	\$1,269,523	\$ 68,787
Revenue - Expenses	\$ 60,494	-\$ 13,752	

Approved by the vestry January 23, 2023

Vestry Working Committees

Building & Grounds Committee

The Building & Grounds Committee comprises a half-dozen parishioners with knowledge in building, construction, and physical systems. The committee plays a key role in keeping our parish buildings and systems functioning.

Over the course of 2022, they played this role by sharing their expertise and time with the junior warden and taking on the following hands-on tasks:

- Coordinating the quoting and installation of new HVAC systems in the parish hall, along with a dual sensor system in the church to provide more specific control
- Taking charge of the disaster response to the flooding in the basement caused by a ruptured heat exchanger this past July, and gathering invoices for claims submission
- Overseeing completion of the garden close renovation
- Handling treatment of a termite infestation and the repair of the damage
- Coordinating the re-roofing of remaining portions of the parish hall, along with the columbarium
- Working with a crew to repair the breezeway roof
- Engaging with Clearscapes to begin planning the work of renovating the church

We thank the members of this group for their active work on behalf of the parish: Robert Hallyburton, Ken Gasch, Dan Pearson, Joe Chambliss, Glenn Walters, and Liz Sappenfield.

Outreach Committee

Learn to do good; seek justice, correct oppression; bring justice to the fatherless, plead the widow's case. - Isaiah 1:17

This is my commandment, that you love one another as I have loved you. - John 15:12

In 2022, outreach at St. Philip's supported a majority of the programs with which we have traditionally engaged, allocating \$112,743 to support our community. As in all areas of our lives, the pandemic and other issues brought additional pressures on members of our community partners, and we are grateful for those opportunities when we were able to respond. We also found that some of the programs we work with had to suspend their work due to the pandemic. A listing of partner requests and the amounts awarded can be found at the end of this report. There are a couple of areas where we want to draw your attention. Our rector and associate rector often receive requests for emergency support from our homeless neighbors, to which they respond from their discretionary funds. These requests significantly increased this year, amounting to \$10,953.38. The abrupt end to the US presence in Afghanistan saw a significant increase in Afghan refugee asylum seekers moving to Durham and other communities across the country. To respond to this need, the vestry voted to provide temporary support to aid an Afghan refugee family in their transition to Durham. This support, amounting to \$15000, was allocated from the Mission Contingency Fund and was critical to their finding suitable housing for their large and expanding family.

The year was also spent reviewing our outreach mission, affirming the focus of our outreach activities, and identifying ways to assure the parish that their financial resources in this area are well stewarded.

Staffing Committee

The Staffing Committee began meeting in January 2022. It comprises vestry members Leigh Egeghy and Wes Newman as well as non-vestry representatives Sue Guptill, David Shumate, and Ginny Bowman. The purpose of the Staffing Committee is to guide and support the rector in decisions related to parish staffing and personnel. This year the Staffing Committee performed the following tasks:

- Completed an in-depth analysis of St. Philip's healthcare benefits. Developed a new healthcare benefit policy designed to control budgetary costs, assure equity among employees and comply with diocesan requirements. Implemented this policy effective January 1, 2023.
- Assisted the rector with several staffing changes that took place in 2022. This included transitioning the Ryals Minister of Children and Families position into two part time positions and hiring a part-time youth leader. We also assisted in a review of the of the Minister of Communications position prior to filling that vacancy. The Staffing Committee also made a recommendation to increase the hours of our director of music ministries which allowed that position to qualify for benefits afforded to full-time employees.

As we enter 2023, the Staffing Committee has a busy agenda, which includes the ongoing assessment of the staffing needs for our parish. Areas of importance include the financial and operations management of the church, as well as custodial and security needs.

Parish Ministries

Acolytes

The acolytes are youth and adults who participate in the worship service, usually at 11 a.m., by carrying torches and crosses in the procession, 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.

In 2022, parish intern Bryan Dougan was a welcome addition to our adult group, joining Treat Harvey, Callie Woods, and Henry Sommerville in the regular rotation.

New youth acolytes trained this year include Trot Sappenfield, Jack Yeatts, and James Sommerville. Trot and Jack served at several services, along with returning youth acolyte Rafi Sommerville. Trot and James also attended the diocesan acolyte festival at St. Paul's, Winston-

Salem, where they hung out with Bishop Sam, learned about incense and liturgical kites, and competed in the Acolyte Olympics.

The acolyte ministry is seeking new members in 2023. Let us know if you would like to learn about this ministry. Children and adults are welcome! Henry and Natalie Sommerville completed their fourth year sharing the coordinator responsibilities of supervising, scheduling, serving with, and training the acolytes. Contact Natalie (natalie.sommerville@duke.edu) or Henry (henry.sommerville@gmail.com).

Altar Guild

Altar guild is a ministry of sacred trust under the direction of the minister, tasked with the preparation of the sanctuary and cleaning of liturgical vessels in accordance with church theology. Its purpose is to maintain the liturgical needs throughout the church year, to beautify our sacred worship space, and to welcome all new members who wish to serve the pastor and engage and grow our community of humble service. Altar guild members prepare the sanctuary for all services and clean up afterwards. Soiled linens are laundered, ironed, and returned to church. A member orders the supplies needed for services. Teams are responsible for setting up all services each week and cleaning up afterward. Each team has a team leader and consists of 3-4 people who serve every four weeks. There are currently four teams who are responsible for setting up sacred vessels, vestments, and church linens. All team members are asked to participate during Christmas, Lent, and Holy Week due to the extra services held. We work closely with the clergy and vergers to coordinate the setup of the church. We have a manual that we follow with instructions for all types of services offered at St. Philip's. New members are placed on a team and are given on-the-job training. For more information contact Pamela Njai (pnjai01@gmail.com).

Art Guild

Proposal for a new Art Committee | Tim Riggs

In 2008, St. Philip's formed the Art Guild to encourage visual arts in the life of the church and to value the significance of visual imagery in spiritual formation and the development of faith. In addition, it was intended to advise the rector and vestry in the acquisition, display, and maintenance of artwork.

I have been chair of the Art Guild since May 2015, and co-chair with Cyndy Shumate since Autumn 2017. Due in part to Covid-19-19, the guild has been largely inactive for the last three years.

Now that we have had a new rector and associate rector for some time, I feel it is time to consider a new committee to deal with art at St. Philip's. I want to set up a meeting to discuss how a new committee should be formed and what it should do. As of January 25, 2023, I have identified 18 people who might be interested either in joining such a committee or in making suggestions about how it should be formed.

I suggest the following responsibilities for the committee and welcome any suggestions:

- Keep track of works of art in the church and parish hall, particularly those that are not on view
- Review proposals for purchasing or accepting gifts of art for the church
- Make recommendations about displaying, storing, repairing, or disposing of works of art that belong to the church
- Help inform the congregation about works of art in the church through talks, information in the bulletin, or other ways
- Review proposals for temporary exhibitions of art in church buildings and assist in displaying them

I also welcome suggestions for a new committee chair. After seven years as chair or co-chair, I think it's time for me to step down, though I would like to stay involved.

I believe “art” is more than a collection of precious things. Almost anything that we humans make, from a cathedral to a paper cup, has something the maker put into it that says: “Look at me! Do you like me?” Art is whatever the maker put into something to make it worth looking at. Whether the maker succeeded or failed, looking at it is exercise for our eyes and our minds.

For more information contact Tim Riggs (trcpcl@gmail.com).

Campus Study

The Campus Study Committee was organized in 2018 to develop a master plan for St. Philip's property in downtown Durham. Over the past five years, with the help of a consultant team led by Clearscapes, the committee has worked with the vestry, congregation, partner organizations, and other community groups to evaluate a variety of options. The committee presented a draft master plan to the congregation in November 2022.

Visit <https://stphilipdurham.org/about-us/campus/campus-study/> to view the draft plan. For more information, contact Bynum Walter (bynum.walter@gmail.com).

Children's Ministries

St. Philip's seeks to support the rich faith lives of children and their families through a variety of ministries. We recognize children have a deep and rich faith and a natural connection with God, and we have the honor to journey with them. Catechesis of the Good Shepherd is our Sunday morning Montessori-based formation offering for children, where they come to know the Good Shepherd and God's love for all. All families are encouraged to participate in worship together at any of St. Philip's services. The 9 a.m. intergenerational service is designed with families in mind. Throughout the year additional services are designed to be especially child-friendly, including the Christmas Pageant and Holy Eucharist, the Children's Ash Wednesday Service, and the Children's Holy Week Service. Faith is shared best in community, and we seek to provide opportunities for intergenerational formation and community-building. Childcare is provided in the nursery for Sunday services and other parish events by trained childcare professionals.

During 2022, we frequently adapted our children's formation offerings due to changing Covid-19-19 and campus needs. We fully returned to Catechesis of the Good Shepherd in person in the atria in Fall 2022, and it has been wonderful being back in the beautiful, intentional spaces designed to inspire children to grow in their faith and in community together.

We expanded the ages invited into Catechesis of the Good Shepherd. Level 1 is now a child/adult atrium with babies through preschoolers participating alongside an adult. Our Level 2 children (Kindergarten through third grade) delight in stories of our faith, arts and crafts, and practical life. The Level 3 children (fourth through sixth grade) are building community and diving into rich Bible studies as well as plant care and propagation. It is truly a joy on Sunday morning to experience the energy and joy on the second floor of the Parish House. We are looking forward to continuing to build community and are especially looking forward to a week-long summer camp at The Trees this summer.

If you are interested in a child in your life participating in children's ministries or getting involved yourself, please be in touch with Emily Sparks, Ryals Minister for Children (emily@stphilipdurham.org).

Communications Committee

With the hiring of our new Minister for Communications at the end of 2022, the Communications Committee is beginning to re-gather after a fallow period. The Communications Committee is a lay-led ministry that supports awareness and publicity within the parish and with the broader downtown Durham community. In partnership with clergy and the minister for communications, we help develop strategy, support the website, develop print materials, support social media, and handle other projects as needed. We meet monthly and invite additional volunteers who are interested in helping St. Philip's reach its various audiences and communicate its mission. For more information, contact Grace Camblos, Minister for Communications (grace@stphilipdurham.org.)

Creation Care / Environmental Stewardship Committee

The mission of the Environmental Stewardship Committee is to encourage parishioners to engage in creation care as a spiritual practice and to improve environmental management practices in the church.

Worship:

- *Praying* on the duty to care for God's Creation
- Expressing *gratitude* for the diversity of life God has created

Love:

- *Living our faith* by protecting all our neighbors and the planet
- *Learning* about and educating others on the causes and moral dimensions of climate change, pollution, water conservation, and reducing waste

Action:

- *Assessing* how we as individuals and in our families, parishes, and other affiliations contribute to climate change by our energy use, consumptions, waste, etc.
- *Acting* to reduce the ways we contribute to climate change, pollution, wasting water, food, and other resources
- *Advocating* for policies that prioritize the health of the planet

In 2022, the Environmental Stewardship Committee worked to get re-established. In October we conducted an adult forum to describe the ongoing work and elicit a broader list of ideas of interest to the parish. No funding was generated or used by the committee in 2022.

Ongoing* and potential projects to engage in:

- Outdoor Learning Collaborative – supporting local elementary schools with gardens and curricula *
- Tree Planting – planning and implementing tree planting as a stewardship practice *
- Waste audit for St. Philip’s (and UMD) – help us identify ways to improve our practices and help set policies *
- Update the energy audit for St. Philip’s – work towards making St. Philip’s a “Cool Congregation” *
- Field trip to a recycling facility
- Participate in hikes to teach and learn about the ecology of the area
- Study groups to learn more about climate, pollution, food systems
- Research sustainable investments - Environment, Social and Governance Factors (ESG)
- Explore ways to partner with UMD on potential for food composting
- Help plan a Creation Care ministry fair
- Engage with Interfaith Power and Light

Help us create a green team for St. Philip’s and lend your expertise and passion to topics you care deeply about. For more information contact Alexa McKerrow (alexa_mckerrow@ncsu.edu; 919-623-6874) and Duncan Krause (dkrause@uga.edu; 706-255-3138)

Daughters of the King

Like most ministries, Covid-19 has had a huge impact on the Daughters of the King, but we have persevered. In 2020 and 2021, Zoom meetings were held almost monthly, allowing us to add three new members, bringing our group total to nine active members. We continued to call or write cards to parishioners on the advice of previous and current clergy. In 2022 we met in person (when able) each month. We read *Seek and You Will Find* by Rhonda Mawhood Lee and met with her to discuss the book. For Lent we read *The Way of Love: 50 Day Bible Challenge* edited by Marek P. Zabriskie with a foreword by Michael B. Curry. We had a half-day prayer bead workshop for our members at The Trees. In October, our teams started home visits to those wishing to receive visitation. During Advent we studied *Sacred Space* by the Irish

Jesuits. We have never stopped praying for those that we called/wrote to or any who requested our confidential prayers. We continue to pray daily for our parish, clergy, and staff. We have a new leader starting this year for our chapter and look forward to a renewed energy in the coming years. For more information contact Ronnie Lilly (lillyr9@gmail.com)

Durham CAN (Congregation, Associations, and Neighborhoods)

Durham CAN is a diverse organization of more than 30 congregations, associations, and neighborhoods working together for progressive change in our community. During the past year, members of St. Philip's core leadership team attended organization-wide planning meetings and participated in Durham CAN's intensive three-day leadership and organizing training program. The core team also conducted listening sessions with groups at St. Philip's as part of Durham CAN's community organizing model to identify upcoming action priorities. The areas chosen by Durham CAN for research and action in 2023-24 are affordable housing, poverty, gun violence, and public transportation. Emerging from the pandemic, Durham CAN is looking forward to a reinvigorated year. We welcome anyone who would like to join St. Philip's core team, and we invite all parishioners to support Durham CAN's work at accountability actions with local government. For more information contact Alec Motten (afmotten@duke.edu).

Funeral Guild

St. Philip's has a long history of providing funeral hospitality. The current guild was organized in 2005. Families are thankful for this hospitality. The following are some of the ways you can assist:

- Donate finger foods (homemade or store bought). Examples: small sandwiches, cookies, cakes, fruit, cheese and vegetable tray with dip and nuts, etc.
- Assist with set-up, clean-up, or serving

This ministry operates on an "as needed basis" and holds no meetings. For more information, contact Pam Denning (pdenning8@aol.com) or Shields Reh (shieldsrhe@gmail.com).

Garden Close

Most of the renovations to the garden close were completed in 2022. However, we experienced supply issues and cold weather, so some of the ground cover and shrubs remain to be planted. We expect all work will be completed in time for the congregation to enjoy a beautiful Easter season. For more information contact Dan Pearson (dan_pearson@icloud.com).

Guns to Gardens Ministry

A new ministry, Guns to Gardens is dedicated to supporting voluntary gun reduction in Durham and repurposing the materials of these weapons as garden tools. To achieve these goals, we plan to:

- Partner with the Durham Country Sheriff's office to host and support gun buy-back events
- Obtain the materials of the guns collected and have them melted down and transformed into garden tools
- Collaborate with local churches or organizations to distribute these garden tools within our Durham community

We welcome volunteers interested in helping develop and support this new ministry. For more information, contact Marjorie Miller (Marjorie.Miller@duke.edu).

Healing Lay Ministry

"Heal me, O Lord, and I shall be healed; save me, and I shall be saved; for you are my praise." -Jeremiah 17:14

During the 2020-2021 pandemic, our lay healing ministry took a necessary extended sabbatical. Covid-19-19 kept us from gathering in person for 11 a.m. services.

Happily, that has changed. We can again gather and share the peace, and one-to-one lay ministry can be resumed. 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 to your pew at the 11 a.m. Eucharist.

In 1995, David Curtis and the Rev. Scott Benhase began this lay ministry. The Rev. Jonah Kendall supported it, and our rector the Rev. MaryAnn D. Younger strongly supports this renewed ministry. Volunteers with this ministry will pray with you for Christ's healing of body, mind, and spirit.

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 healing ministry. Contact Martin Fowler (martin@zuberfowler.com or 984-329-7315), Patsy Taylor (ptaylor1@gmail.com), Dory Van Duzer (dory19@aol.com), or Anne Goetz (asgoetz@hotmail.com).

Helping Hands

The Helping Hands ministry delivers meals and provides support for St. Philipians at times of need. When life is disrupted by surgery, illness, death of a loved one, or by the joyful chaos of a new baby or child, our members show their care for one another through this ministry of loving service. To request meals, please contact the clergy or Emily Sparks. If you'd like to participate in this important ministry by providing meals or assisting with organization, please watch for opportunities in the Epistle or be in touch with Emily Sparks, Ryals Minister for Families (emily@stphilipdurham.org).

Jail Ministry

Founded in 1984 by St. Philippian Dick Watson, the Durham County Jail Ministry listens to, prays with, and supports jail detainees each week. Since March 2020 and for the foreseeable future, that has been by 10-minute-long video visits. Only a handful of the 40+ volunteers from March 2020 have been willing or able to do the video visits. We can only connect with a dozen or so detainees each week out of the 35+ on our request list. They represent a fraction of the 348 humans stuck in the jail. Due to Covid-19 and staffing shortages, detainees have no in-person visits or programs. They are routinely locked in their cells up to 21 hours a day. As such, detainees testify that the jail ministry video visits are one of their few bright spots. Some volunteers also help detainees connect with family members, court-appointed attorneys, and re-entry resources. We work especially closely with the jail mental health staff to support their clients. A portion of the detainees' names on our request list get read aloud during the Prayers of the People on Sunday mornings at St. Philip's and other area churches. St. Philip's generous financial support, along with some from other area churches, allows us to put money on detainee's accounts so they can purchase phone cards to call their families and to order reading materials, cards, batteries, and other items for the jail staff to distribute.

For more information, contact Mike Sstrom (msstrom@gmail.com).

Latino Educational Achievement Partnership (LEAP)

The Latino Educational Achievement Partnership (LEAP) grew out of volunteer work among members of St. Philip's, St. Luke's, and Iglesia El Buen Pastor in 2008. It is now an independent nonprofit organization dedicated to preparing and supporting children as they strive to be successful students.

There are two components to the current program. First, LEAP operates the only dual-language immersion preschools in Durham, second, a tutoring program for children in first-through-eighth grades. In 2022, its two preschools, Nuestra Esceulita and the DCI/LEAP Academy, were fully enrolled and met with children in-person. Nuestra Esecuelita served 42 three- and-four-year-olds, while the DCI/LEAP Academy served 20. Children at both schools made tremendous gains in terms of their academic and social skills, and graduates entered Kindergarten fully prepared. Nuestra Escuelita's evaluation information is available at <https://www.durhamleap.org/our-results>.

LEAP's tutoring program enrolled 32 children in the spring of 2022 and 7 in the fall. The tutoring program has a new leader as of 2023 and is being reorganized. Volunteer tutors are always needed. Tutoring pairs are currently meeting online and meet once or twice a week for one hour. It is not necessary for tutors to speak Spanish or have experience tutoring. More information about LEAP, including volunteer applications, can be found at <https://www.durhamleap.org>.

Lectors and Intercessors

The Lectors and Intercessor Ministry has recovered well, the number of volunteers is now nearing pre-pandemic levels.

The recent ministry fair attracted 10 new volunteers, bring the total number of readers to 47. These include volunteers who cover more than one worship ministry at each of our three regular Sunday services.

However, with seven Lectors/Intercessors required every Sunday, we are always looking for more volunteers, especially to cover the 8 and 9 a.m. services.

Grateful thanks are extended to those who continue to serve this important ministry and to those recent volunteers, both long standing and new members, who read what the Spirit is saying to God's people. For more information, contact Mick Capon (serviceschedules@stphilipdurham.org).

Music Ministries

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. They include: Randy, Erin, Erin, Anne, Nancy, Donna, Barrett, Carolyn, Melissa, Tim, Del, David, Gabe, Jack, Johnny, David, Erica, Jacob, Kimberly, Colin, Graham, Mike, Salome and Rachel. This ministry educates and inspires its members through regular rehearsals and sharing in the worship experience. We lead music in worship and lift up congregational singing as an essential part of our liturgy. The music ministry welcomes people of all ages to participate in the Adult, Family, Children, Youth or Handbell choirs.

It is good to be on this side of the Covid-19 pandemic. 2022 brought far more opportunities to make music together and offer it in worship. The choir generally sang in two groups to facilitate social distancing. On feast days, the groups sang together forming the full choir. We learned valuable lessons from the separate groups, that have helped us to rehearse and learn more effectively. We have 15 regular members and 8 irregular staff singers. Their continuing dedication to the music ministry is such a gift to our liturgies. The parish instrumentalists continue to faithfully support and lead the music at the 9 AM service. The Family, Children, Handbell and Youth choirs were inactive for all of 2022 due to the pandemic. There are plans to revive them in 2023. We look forward to seeing and hearing you soon! For more information contact Lewis Moore, Director of Music Ministries (lewis@stphilipdurham.org).

Outdoor Learning Collaborative

The Outdoor Learning Collaborative is a partnership among St. Philip's and St. Titus Episcopal Churches and Durham Public Schools. It is designed to offer elementary students in urban schools an opportunity to learn while spending time outdoors. An important factor in our partnership is that it is just that – a partnership. Our role is to add resources to make the school's own vision a reality.

In 2022, our particular partnership was with Fayetteville Street Elementary, where we built planter boxes, started a sensory garden, arranged for bird houses, and more. We plan to expand our relationships to other schools in 2023.

We would love to have parishioner help who might be interested in:

- Helping with workdays – getting planting areas ready, planting, etc. (depending on the school)
- Helping with communication with school staff
- Looking for resources and other connections
- Spending direct time with student activities

We are proud to say that this activity supports three of Bishop Sam Rodman’s five diocesan mission priorities:

- Racial Reckoning, Justice, and Healing
- Collaboration
- Creation Care

Want to learn more? Want to volunteer? Contact Sue Gupstill (sguptill@mindspring.com) or Alexa McKerrow (mckerrow@ncsu.edu).

Planned Giving

The Planned Giving Ministry encourages parishioners to support the future life of St. Philip’s.

From support of the rectors’ annual parish-wide letters on wills, to published descriptions of the ways specific bequests enhance or have enhanced the work of our parish, to the identification – through archive review and parish-wide mailings – of households who have made bequests and/or submitted written statements of their intent to do so, our committee has emphasized the importance of planning one’s estate, however large or small, and the importance of bequests as religious practice.

In May 2017, we requested and received Vestry approval for the creation of a structure to which all those who have made a bequest automatically belong – St. Philip’s Legacy Society. Our proposed plans included an initial recognition of legacy society members, no longer with us as well as those willing to bear witness to their intent, along with a formal dedication of a public memorial. Plans for ordering of memorial plaques, their specific placement within the Parish Hall, and for their parish-wide dedication were approved in February 2020, shortly before suspension of services due to the pandemic.

The first of our Legacy Society plaques was unveiled on All Saints’ Sunday, 2022. Listed on the plaque are those whose known bequests predate creation of St. Philip’s Legacy Society (1953-2015) and those whose bequests or statements of intent were made 2016-2022.

Except for names, historic records on 1953-2015 bequests are incomplete, and earlier bequests are unknown. Efforts by Tom Bloom, Dan Pearson, Duncan Smith, and Richard Ammons have enhanced what is known of both historic and subsequent bequests.

Since a nascent meeting in 2014, Planned Giving members have included Tim Nordgren, Tom Murray, Mick Capon, Craig Fratrick, Alan Viars, and the support of two rectors and one interim rector. We welcome others to a fulfilling ministry that celebrates the past, present, and future St. Philip’s. For more information, contact Bettye Penick, Chair Planned Giving (penick688@msn.com).

Racial Justice and Reconciliation Committee

Why does St. Philip's have a Racial Justice and Reconciliation Committee?

The first mission strategy priority for the Diocese of North Carolina is Racial Reckoning, Justice, and Healing. The St. Philip's RJR Committee responds to that by:

- Creating spaces for members to listen and better understand racism and other forms of oppression
- Collaborating with Durham allies to understand our collective history of oppression and resistance
- Finding creative, meaningful, and active ways to “strive for justice and peace among all people, respecting the dignity of every human being”

What are some of the things that the Committee has done?

- Sponsored and organized a variety of forums and book-reads and discussion that were open to the congregation
- Supported two circles of Sacred Ground, a ten-session study developed by the Episcopal Church
- Sponsored annual Pilgrimages to Historic Stagville, home of the largest slaveholders in North Carolina, to understand the roots of enslavement in Durham
- Made financial contributions to local organizations who are working to challenge systemic racism

What else will the Committee be doing?

- We are continuing our Truth Telling Project, intending to understand St. Philip's response to racism (whatever it may be) over its history. At this point, we are interviewing long-time members to understand what they remember – when has St. Philip's addressed racism? When has it ignored it? Are there things that perhaps could have been done differently? In the future, this project will also include reviews of church documents.
- We will continue the activities the activities that we have done in the past.

Can anyone join?

- Membership is now open to anyone who is willing to make the commitment to delve more deeply into the existence of racism in our nation and world, and to actively participate in the work of the group.
- There are also other ways to participate! Anyone can join our forums, book reads, or parish-wide activities. We also need volunteers for our Truth Telling Project!

Want to learn more? Contact Donna Hicks (djhicks@mac.com) or Sue Guptill (sguptill@mindspring.com).

Sacred Ground

Sense cannot be made of the murder of a young man at the hands of five men whose vocation and calling are to protect and serve. This was evil and senseless. - Bishop Curry's pastoral message, Jan. 28, 2023

There is a passage from the Hebrew prophet Jeremiah, which is later quoted in Matthew's Gospel when innocent baby boys are killed by an immoral dictator:

"A voice is heard in Ramah, lamentation and bitter weeping. Rachel is weeping for her children; she refuses to be comforted for her children, because they are no more." - Jeremiah 31:15, Matthew 2:18

With the murder of Tyre Nichols, another mother, as in the Biblical texts, weeps, with the mothers of Emmett Till, Trayvon Martin, Michael Brown, George Floyd, Breonna Taylor, Ahmaud Arbery, and so many others. A family grieves. A community fears. A nation is ashamed. Like the psalmist in the Bible, something in us cries out, "How long, O Lord, how long?" How long violence, how long cruelty, how long the utter disregard for the dignity and worth of every child of God? How long?

As if this wasn't enough, there is another horrible dimension to what happened. Tyre Nichols was beaten, kicked, and cursed as if he was not a human being. Then, after he was lying on the ground, having called for his mother, they let him stay there for several minutes without anyone, including the police and EMT who were present, providing medical assistance. Not one Good Samaritan.

While we grieve, we cannot give in or give up. Just throwing up our hands in despair is not an option lest we leave a brother, a sister, a sibling on the side of the road again. No, let more Good Samaritans arise so that Tyre Nichols' death will not be in vain.

Please pray for Tyre's family, the whole Memphis community, this nation, and world. But also pray for people to rise up like the Good Samaritan and work to create change so this never happens again.

And may the soul of Tyre, and the souls of all the departed, through the mercies of God, rest in peace and rise in glory. Amen.

Sacred Ground is a ministry antidote to throwing up your hands in despair. It is a series of small group meetings following a living curriculum of the Episcopal church, including films, readings and reflections on racism and the shared history of oppressed groups and their oppressors. If interested in joining, please contact Debra Eidson (debra.eidson@gmail.com).

St. Philip's Book Group

St. Philip's Book Group provides parishioners with fellowship and an opportunity to discuss literature and nonfiction. In 2022, we read 10 books covering a variety of topics. We were also able to meet in person for our annual Christmas party. Parishioners are invited to join this group for fellowship, usually on the second Sunday of the month following the 11 a.m. service. The group meets in the parlor or the library. Gatherings are listed in the Epistle. For more information, contact Amanda Fratrick (arfratrick@gmail.com).

Stewardship

Stewardship is traditionally framed as how we share our time, talent, and treasure. However, we believe that as followers of Christ, stewardship fundamentally encompasses much more than its traditional definition. Stewardship, in a broader sense, is taking care of that which is entrusted to us. As Christians we are stewards of each other, including our parish family and

Durham community; our earth and its resources; our St. Philip's campus, including The Trees; and all of God's many other extraordinary gifts to us. Stewardship is rooted in gratitude for the richness of God's abundance in our lives, and that gratitude calls us to action. Both individually and collectively, we find *purpose* in living out our baptismal vows, we engage in parish ministries that align with our individual *passions*, and we help transform God's dream of what might be *possible* into new realities of expanding in-reach, outreach, and formation programs. The stewardship ministry team works with the clergy and staff to develop year-round programs that correlate with the liturgical calendar and help us as a parish to reimagine and connect with stewardship at St. Philip's. For more information contact Duncan Krause (dkrause@uga.edu) or Gail Belvett (gailmdb@gmail.com).

Sunday Social Hour

Those volunteering to help with Social Hour following Sunday 11 a.m. services have the enjoyable job of welcoming newcomers and getting them involved with St. Philip's. And this offers everyone a chance to minister to others and catch up with friends. Refreshments are provided in the Parish Hall when we provide the food and host the gatherings. We appreciate donations of food, and gladly welcome volunteers to help in setup and cleanup. For more information, contact C. John Sommerville (cjsommerv@gmail.com).

The Trees

In 2022, the Harris Property Discernment Committee made good progress in our discernment process.

Discernment advisor Rev. Robert Fruehwirth, rector of St Matthew's Episcopal Church, was recruited by Maryann to provide discernment consulting and guidance to our committee. Through a series of meetings with Robert, we honed in on our committee's sense of The Trees' mission as focusing on soul care and creation care. We agreed to develop programming for 2023 to learn if and how this mission enhances and connects to St. Philip's overall mission.

Caretaker: We are very fortunate to have had Henry Kennelly join the work at The Trees as our caretaker. Henry is a member of St Titus and is in the discernment process for the priesthood. He has made the house clean, warm, and welcoming. In addition to maintenance tasks, he has also assisted Maryann in leading the Advent Quiet Day and developed a brochure for use in promoting the Trees to other churches and organizations.

Capital Projects: The addition of an outdoor gathering area in front of the house and extended parking and turn-around (built by Robert Hallyburton Builders) have made significant improvements to the accessibility and enjoyment of the property. Two bridges were built over the stream – one an Eagle Scout project by Malcolm Albergo-Radisich and the other by Glenn Walters and volunteers.

Summer Worship: Maryann, Gabe, and Jill led us in summer worship services on Sunday afternoons at 5 p.m. for nine Sundays. Cookouts following the service were hosted by different ministries. Over 360 people participated in these offerings of worship and fellowship.

Visitors and Funding: We hosted 943 visits to The Trees in 2022. The Trees is funded by the Ryals Endowment using the portion restricted to environmental initiatives. Major expenses are House and Land maintenance (\$15,192), property tax (\$8,510) and capital projects (\$16,664).

Harris Property Discernment Committee: Elizabeth Newman, chair, Gordon Caudle, Leigh Egeghy (vestry), Robert Hallyburton, Henry Kennelly, Alexa McKerrow, Liz Sappenfield (vestry), David Shumate, Duncan Smith, Freda Tucker, Glenn Walters.

For more information, contact Elizabeth Newman (eqnewman27@gmail.com).

UMD Collaborative

St. Philip's parishioners have participated in a variety of service opportunities with our neighbors at Urban Ministries of Durham. Throughout 2022, St. Philippian's have worked in the food pantry distributing bags of groceries on Tuesday mornings in our parking lot. The first Saturday of every month, volunteers help prepare and serve lunch to anyone who comes to UMD. Once a year, we provide and serve a delicious and bountiful catered soul food meal. Throughout the year we supply underwear, socks, hats and toiletries to shelter residents and items that are lacking in the food pantry. Parishioners have been generous in regularly bringing food to the donation table on supported food drives this past summer and fall. The Sandwich Brigade continues to deliver more than 300 sandwiches, water, fruit, and cookies to UMD every week. They are supported by a team of sandwich makers who work at the UMD kitchen once per month. We hope to bring back movie and game nights and in-person Mother's Day and Father's Day special events this year. Covid-19 has impacted how we support and collaborate with UMD. We hope that 2023 will allow us to gather once again. For more information, contact Stephanie Johnson (stephj46@earthlink.net).

Ushers

We have had a wonderful renaissance of the Usher Ministry. We've grown from 7 ushers in August 2021 to 16 ushers as of January 2023. Carol Linden has been training the new ushers. Darrell Powell will be working with Carol to create a visual usher training and reference guide. We commit to having that done and approved by the end of 2023. For more information contact Carol Linden, Head Usher (carol@effectivewithpeople.com).

Youth Ministries

Rite 13 (Grades 6 and 7): The first two years of this formational program focus on celebrating each young person's individuality and creative potential. The Rite 13 liturgy, completed during a Sunday service, is the community expression and a rite of passage from childhood to adulthood. Currently, ministry leadership is with clergy and children's ministry leadership to plan and facilitate a Rite 13 ceremony to usher in the next cadre of youth transitioning from childhood to adulthood.

J2A (Grades 8 and 9): The middle years portion of the program seeks to equip youth with the skills and critical thinking necessary for adulthood as they work and understand their budding spirituality, self, and society. Additionally, the youth plan and embark on a spiritual pilgrimage

together at the end of this segment. This current cohort of youth are preparing to meet and determine the destination of their 2024 pilgrimage. Ministry leadership and participants hope this shared experience will be the spiritual highlight of their youth program time.

4Ward (YAC) (Grades 10-12): The final portion of the program seeks to engage youth theologically and socially with the skills and critical thinking necessary for engaging adulthood. Currently, while our J2A cohort is planning its 2024 pilgrimage, the present 4Ward cohort of young adults has recently completed their 2022 pilgrimage to Costa Rica and given presentations to the congregation and pilgrim sponsors reflecting on their journey.

Fall Youth Ministry Activities:

Launched in September 2022 in conjunction with our parish's Come As You Are theme, youth programming sought to welcome and engage youth in St. Philip's community with fun formational lessons and activities as our parish worked to regather and recover from the Covid-19 pandemic.

Currently our youth minister is working to recruit volunteers for youth ministry leadership for all levels of the Journey to Adulthood program. Additionally, ministry leadership and youth families are working together to discern how youth ministry at St. Philip's will engage with the Journey to Adulthood curriculum. For more information, contact Terrill Lloyd, Ryals Minister for Youth (terrill@stphilipsdurham.org).