

St Philip's

episcopal church

Annual Report Feb. 11, 2024

2024 Budget

2024 Budget Overview

The 2024 budget was approved by the vestry on February 1, 2024. It is approximately \$1,260,000 and carries a deficit of \$26,422.

As in recent years, the budget remains relatively conservative. The most obvious challenges before the church are (1) stabilization of staffing with the increasing cost of benefits; (2) diocesan asking went up by \$12,170; (3) inflation in operating expenses; (4) a \$23,256 drop in endowment income; and (5) unexpected capital improvements due to aging church infrastructure.

2024 Budget Highlights

The parish saw a leveling out of pledges for 2024, with a small gain in income even with a loss of pledging units. Regular contributions (donations made by parishioners that had not pledged) for the past three years have increased, making it harder to project the total revenue at the end of the year.

The Investment Committee met quarterly during the year with Hamilton Point, the investment manager for the endowment. The endowment started to bounce back in 2023, recovering over \$650,000 in lost investments with the total asset performance up 12.2% in 2023 compared to being down in 2022 by 1.2%. The unpredictability of endowment earnings in an election year makes us cautious about how optimistic we can be in continuing to recover from previously lost investments.

Short-term investment funds were mobilized from the three local financial institutions to create a laddered fund of Treasury bills to increase earnings through the investment firm of Investors Trust. The return for the year averaged 4.91% compared to less than 1% in 2022, which positively impacted the operating budget. At present there is \$1,143,779 invested in Treasury bills and \$81,058 in cash that is easily accessible in the event of unanticipated emergencies during the year.

All the staff will receive an appreciation bonus in 2024 generated from the 2023 year-end surplus. Eligible staff will receive a 3% cost of living increase in 2024.

Outreach funding from the operating budget will be \$88,487, supplemented with over \$25,248 from the Prior Year Unspent Temporarily Restricted funds. Direction has been provided to the Outreach Committee to use Prior Year Unspent funds to energize active ministries and create new ministries in 2024. The rector continues to actively support the downtown homeless population through significant use of her discretionary funds.

A combination of generous individual donations and use of a portion of the Bequest Reserve funds were used for the roof renovation project, which was completed successfully under the original budget prior to year-end.

St. Philip's finances were audited by the accounting firm of Thomas Judy and Tucker over the summer with no major adverse findings.

The church bookkeeper for many years, Tom Bloom, retired in December. Tom and David Shumate have been instrumental in the transition to our new bookkeeper, Laura Dearth.

The parish continues to operate debt-free.

2024 Budget

Revenue	2023 Actual	2024 Budget	\$ Change
Pledges	\$643,808	\$637,942	-\$5,866
Regular Contributions	\$ 38,188	\$ 30,000	- \$8,188
Plate Offerings	\$ 6,458	\$ 6,000	- \$458
Investment Income	\$ 61,853	\$ 60,000	-\$1,853
Endowment	\$548,911	\$525,655	-\$23,256
Other Income	\$ 24,187	\$ 3,913	-\$20,274
Prior Year Pledges	\$ 8,690	\$ 0	- \$8,690
Total Revenue	\$1,332,095	\$1,263,510	-\$68,585

Expenses

Personnel	\$680,420	\$728,272	\$47,852
Operating	\$233,426	\$200,756	-\$32,670
Educ/Worship/Prog	\$ 80,407	\$ 88,482	\$8,075
Diocese	\$123,226	\$135,396	\$12,170
*Outreach	\$112,953	\$ 88,467	-\$24,486
Harris Reserve	\$ 50,706	\$ 48,558	-\$ 2,149
**Reserve Contributions	\$ 9,561	\$ 0	-\$ 9,561
Total Expenses	\$1,290,700	\$1,289,932	-\$ 769
Revenue less Expenses	\$41,396	-\$26,422	

*Additional outreach of \$25,248 from Unspent Restricted Funds totals \$113,730 or 9%

**Contributions cannot be made to Reserve Funds when there is a projected budget deficit

Approved by the vestry on February 1, 2024

Vestry Working Committees

Building & Grounds Committee

Buildings & Grounds are overseen by the junior warden, Liz Sappenfield, and the deputy junior warden, Ken Gasch, who work closely with staff and other volunteers to keep our parish buildings and systems functioning.

While the roof replacement project consumed a great deal of energy this year, other projects were undertaken around the campus, including

- Replacement of two HVAC units in the parish house and installation of smart thermostats to optimize energy efficiency. This was in coordination with an overall energy audit and is part of an ongoing effort to replace several HVAC units that date to the construction of the parish hall.
- Reactivation of a garden committee. Their first project was working to improve planting beds along Main Street, which will continue in 2024. Members are Cathy Halloran, Alexa McKerrow, Milo Pyne, Meg McCann. They welcome all volunteers to join them!
- Gutter repairs and stormwater drainage improvements on the parish hall.
- Repairs to mechanical equipment including kitchen dishwasher, stove/range hood, other HVAC components, church boiler, church basement sump pumps, fire and security alarm monitors, parish house elevator.
- Lewis Moore managed the replacement of the church organ blower.
- Improvements and repairs to security cameras and monitoring around the campus.
- Review of our emergency response plan, which includes reviewing conditions and procedures related to fire, storm, security, and health emergencies; identifying issues; and making needed improvements. This work is ongoing and could use additional volunteer participation from those with related experience.

We thank the members of this group for their active work on behalf of the parish: Robert Hallyburton, Adam McClellan, Michael Uhl, Gwenetta Drewery (parish custodian), Ken Gasch (deputy junior warden), Meghan Meyers (interim parish administrator), and Liz Sappenfield (junior warden).

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 2023, the outreach committee revamped the funding request process, moving it to be part of the fall budget process and developing new questions to encourage outreach ministries to think

strategically about the funds they receive from us. We also worked to create and implement a new rubric for assessing outreach requests to ensure we are stewarding our resources well. We funded many of the partners, with whom we have established long, meaningful relationships, while we simultaneously took a critical look at places where funding could be streamlined. In total, the committee recommended a little over \$80,000 in outreach ministry funding, with the largest grants going to our partners at the Latino Education Achievement Partnership (LEAP), the Global Missions Committee, the Johnson Service Corps, our Urban Ministries of Durham (UMD) partnership, El Buen Pastor, and Durham CAN. Another goal of the committee was to inspire congregants who may not have been involved in outreach in the past to dream big and apply for new funds. These need not be new endeavors – we know parishioners are doing spirit-filled work in our community that deserves support! We did fund one new request, from parishioner Lowell Dargbeh for Liberia Medicals, Inc., a nonprofit focused on providing medical testing, such as for diabetes, in Liberia. We look forward to hearing updates about Liberia Medicals, Inc., and we hope that additional parishioners will look for funding in the future. As we enter 2024, the committee is looking to explore ways to facilitate sharing of information between the grantees and the congregation. We also are exploring how ministries can apply for and be awarded mid-year funding.

Inreach/Social Committee

The Inreach/Social committee had a busy year! Led by Gail Albergo, Amanda Harrison, Rebecca Hix, Sarah Johnson, Richard Williams, and Shamioka Rhinehart, event after event gave St. Philipians a chance to fellowship with each other! The new year dawned bright with a January MINISTRY FAIR. The enthusiastically attended fair had 162 parishioners signing up to support 29 ministries! While we are sure everyone attended because they wanted to serve God, it didn't hurt that the ever-popular beignet truck was there, and "golden tickets" were awarded for free beignets! St. Philipians rolled up their sleeves and brought their hand trucks to MOVE US out of the church in June (in 1 hour, 10 minutes!) and then back into the church in September! At least 75 people helped pack and move and unpack. Only to pack and move and unpack again! Thanks to all who made it look so easy! Our second annual ST. PHILIP'S DAY CELEBRATION in October was festive, despite a quick shower of rain. The mandatory beignet truck was paired with a very popular taco truck, which provided the necessary sustenance for face painting, a photo booth, games, fellowship, friendship bracelets and frisbee golf.

Staffing Committee

The Staffing Committee has been meeting regularly since January 2022. It comprises vestry members Leigh Egeghy, Wes Newman, and Liz Sappenfield, as well as non-vestry representatives Sue Guptill, David Shumate, and Ginny Bowman.

The purpose of the Staffing Committee is to support the rector in personnel activities related to hiring, compensation, benefits and policies. This year the committee completed the following tasks:

- Oversaw the successful conversion to ADP payroll processing, which went live in January 2023

- Searched for and hired a temporary parish administrator
- Searched for and hired a permanent part-time bookkeeper to replace Tom Bloom, who is retiring
- Planned a celebration in honor of Tom Bloom's service to St. Philip's
- Secured consultant Hilary French for another year of assistance with staffing benefits
- Oversaw the annual enrollment period for health insurance benefits in September
- Began search process for a permanent Ryals Youth Minister to replace Terrill Lloyd
- Strategized options for staffing housekeeping, security, and setup for worship services and special events, including the roles of the sexton and outsourced or contract resources
- Helped manage the absence of the associate rector during his medical leave, including interim clergy arrangements and Gabe's short- and long-term disability benefits

Technology Committee

The Technology Committee currently comprises four parishioners and one staff member. The committee plays a key role in providing guidance and oversight of the parish's technology, as well as looking for tech-based solutions for meeting the parish's needs.

In 2023, the committee focused on:

- Contact information consolidation: In the interest of improving communication within the parish and between the parish and staff, the committee refined several separate contact lists into a "single source of truth" for parishioner contact info. That information is now available within Realm.
- Improve Realm and increase usage: Realm is an online tool intended to serve as our parish directory and give parishioners additional options for sharing information. The committee was able to make a small amount of progress on both encouraging usage at parish events and looking for needed improvements in 2023. A distinct Realm subcommittee was convened near the end of the year (led by Interim Parish Administrator Meghan Meyers) – this group is starting in on identifying specific improvements to make Realm both more useful and easier to use.
- Improve file storage and sharing: Currently, the parish and staff store files in multiple locations: Microsoft OneDrive, a variety of Google Drives, and (anecdotally) a Dropbox account. The committee was able to identify that our Microsoft licensing agreement does allow for parishioner use of OneDrive; the next step will be to plan out a folder and access structure that allows for this while keeping confidential information safe.

Thanks to the members of this group for their active work on behalf of the parish: Kris Younger, Connie Semans, Erin Gasch, and Meghan Meyers.

Roof Replacement Project

In 2023 we were able to replace our leaking church roof with a beautiful and sustainable slate roof. The project included much more than just replacing shingles, and I'm pleased to report that it was completed on time and under budget. A project summary and financial accounting follow.

- Planning began in December 2022. The need for a new roof had been recognized and discussed for several years, but finances had been a persistent stumbling block. An anonymous bequest received in 2021 provided a potential source of funding, and dripping water inside the church during heavy rains provided the urgency.
- In April 2023, the vestry approved and shared with the congregation a scope of work and \$844,936 budget that included a slate roof for the church, some stone and structural repair on the church, and new roofs for the easternmost portion of the parish house and the breezeway.
- At the April presentation, the vestry acknowledged that the project would place a heavy burden on the church budget, even with the utilization of the bequest funds, and asked that parishioners contribute financially to the project. Members of the congregation contributed \$172,803 over the course of the summer. These donations enabled a slow draw down of the invested bequest funds and a strong finish to our fiscal year.
- Once again, we thank you for your generosity!
- The congregation moved out of the church on June 3 and held all worship services in the parish hall for the duration of the summer until moving back into the church on September 10. The congregation was wonderfully flexible and forgiving in meeting the challenges of the relocation. We all pitched in, focused on the positives, and appreciated the new perspectives gained. That said, it was with great joy that we celebrated our return to worship in the church on September 17. The move-out and move-in were gracefully managed by Rebecca Hix and accomplished by a hard-working cross-section of St. Philipians.
- In the final accounting the total of project expenses was \$680,390 (details below). Work completed included:
 - New slate roof on the church, including remediation of the asbestos shingles of the previous roof
 - Structural evaluation of the church building and repairs made in the church crawlspace and bell tower
 - Cleaning of the exterior brownstone of the church and repointing of selected areas on the bell tower
 - New gutters and flashing (copper) and downspouts (steel) on the church
 - New copper roof on the bell tower
 - Re-flashing and resetting of the coping stones around the top of the bell tower
 - New architectural shingle roof on the easternmost portion of the parish house, including remediation of the asbestos shingles of the previous roof

- New gutters and flashing (copper) and downspouts (steel) on the parish house
- New membrane roof on the breezeway connector between church and parish house
- Custom protective cover for the stained-glass window over the church breezeway door
- Protection for the church organ during construction and restoration of the festival trumpet pipes

This project was enabled by an excellent team of professionals and volunteers. The project task force included Robert Hallyburton and Ken Gasch (Buildings & Grounds Committee), Ginny Bowman (Finance Committee), Lewis Moore (staff), Connie Semans (senior warden), Liz Sappenfield (junior warden), Maryann Younger (rector). The project team also benefited from excellent work from project architect Brandy Thompson, Clearscapes PA, and roofer Brad Schaefer, Century Slate Co.

It should be noted that not all of the work that the church needs was able to be accomplished in this project. A good deal of interior repair and restoration is still needed, along with additional restoration of stained-glass windows and repointing of exterior brownstone. A next phase of renovation work is already being planned for by a steering committee of St. Philipians.

Respectfully submitted,

Liz Sappenfield, Junior Warden

Roof final accounting:

EXPENSES		Budget	Actual	
BUDGETED EXPENSES				
	Pew Removal/St	\$0	\$0	pews remained in place
	Roof	\$377,300	\$401,042	Parish House, Church Sanctuary, Bell Tower, Breezeway, asbestos abatement
	Stone	\$188,136	\$210,840	cleaning of whole building, partial repointing of Bell Tower, Bell Tower coping stones
	Structural Repair	\$45,000	\$6,558	less work needed than anticipated
	Plumbing/Mecha	\$40,000	\$0	not needed
	Basement Hatch	\$10,000	\$0	Phase 2
	Organ	\$3,000	\$1,000	some organ protection included in roofing invoices
	Plaster	\$0	\$0	Phase 2
	Paint	\$0	\$0	Phase 2
	Floors	\$0	\$0	Phase 2
	Stained Glass W	\$5,000	\$3,594	breezeway window only, remaining windows Phase 2
	Interior Asbestos	\$3,000	\$0	sacristy flooring (Phase 2)
	Interior Deep Cle	\$3,500	\$0	included in abatement costs
	Design & Engine	\$45,000	\$50,347	includes Dec 22-Oct 23
	Acoustical Engin	\$0	\$0	Phase 2
BUDGET SUBTOTAL		\$719,936	\$673,380	
	Contingency	\$125,000		
UNBUDGETED EXPENSES				
	Church Move Out / In		\$1,650	
	AV Relocation / Reinstall		\$4,083	
	Communications		\$833	
	Online Fees		\$445	
UNBUDGETED SUBTOTAL			\$7,010	
TOTAL PROJECT EXPENSES		\$844,936	\$680,391	
Parishioner Contributions				
	Parishioner Contributions		\$172,803	* Thank you! *
	Withdrawal from Short-Term Invest		\$0	withdrawals made 7/21/23, 8/11/23, 9/8/23
TOTAL PROJECT INCOME			\$172,803	
Total Project Expenses				
	Total Project Expenses		\$680,391	
Surplus				
	Surplus		-\$507,588	to be reinvested in Short-Term Investment Pool

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 2023, new youth acolytes trained and served, including Louise Downs, Aria Jones, Tyler Nordgren, Clara Viars, and Walter Yeatts, who joined veteran youth acolytes Trot Sappenfield and Jack Yeatts. Bill Pierson and Amanda Harrison joined the adult acolytes ranks alongside Treat Harvey, Callie Woods, and Henry Sommerville.

The acolyte ministry is seeking new members in 2024. Let us know if you would like to learn about this ministry. Children and adults are welcome! By this summer, we will be looking for a new coordinator as well, when Henry Sommerville completes his sixth year supervising, scheduling, serving with, and training the acolytes.

For more information, contact Henry Sommerville (henry.sommerville@gmail.com).

Altar Guild

The altar guild is a ministry of sacred trust under the rector's direction, tasked with preparing the sanctuary and cleaning liturgical vessels by 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 rector and engage and grow our community of humble service. Altar guild members prepare the sanctuary for all services and clean up afterward. Soiled linens are laundered, ironed, and returned to the church by the linen team that falls under the altar guild. A member in collaboration with the office manager orders the supplies needed for services. We turn in a projected budget every year.

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. Currently, four teams are responsible for setting up sacred vessels, vestments, and church linens. We host two polishing parties for the shining of all vessels twice a year. We reach out to the congregation for our friends of the altar guild to assist us during this time. All team members are asked to participate during Christmas, Lent, and Holy Week due to the extra services held. We work closely with other members of the worship committee, headed by the clergy to coordinate the church's setup at different times of the year.

We have a manual that we follow with instructions for all types of services offered at St. Philip's that we are currently updating. We had a successful year with the move in and out of the church with the help of our altar guild supporters.

Special thanks to all the altar guild team members and friends of altar guild who supported us during the move and with our polishing parties. We are constantly recruiting new members with positive attitudes. New members are placed on a team and are given on-the-job training. Please see the committed members of our team: Pam Denning, Louise Lavine, Shields Reh, Natalie Sommerville (team leader), Lauren Goslin, Jean Hughes (team leader), Connie Semans

(vestry member and outgoing senior warden), Bynum Walter, Virginia Bristol, Ashley Njai, Darrel Powell, Pamela Njai (altar guild leader), Rebekah Radisch, Mona Griffis, Sarah Johnson, (team leader), Cheryl Tubman, Annie Woyee, Cora Wilson (Sunday support), Martha Dargbeh (Sunday support); Linen Team: Alexa McKerrow, Edith Davidson, Nancy Davis, Anne Pilgrim.

For more information contact Pamela Njai (pnjai01@gmail.com or 919-698-5894).

Campus Study

The Campus Study Committee was organized in 2018 to develop a master plan for St. Philip's property in downtown Durham. The committee presented a draft master plan to the congregation in November 2022 and May 2023. The plan included, as a first phase of development, a land swap with Durham County, which would enable Urban Ministries of Durham to build a multi-service homeless center on a portion of vacant land on our shared block. In August 2023, the vestry signed a memorandum of understanding with UMD and the other strategic partners stating St. Philip's commitment to supporting UMD's discernment for a new multi-service homeless center, as UMD seeks public funding for a feasibility study. The feasibility study would answer many questions about the project and would include preliminary design work, budgeting, and stakeholder engagement. Throughout the fall, members of the vestry and Campus Study Committee hosted listening sessions to hear parishioners' opinions, concerns, and visions. In December 2023, members of St. Philip's, UMD, and other partners asked a joint meeting of the Durham City Council and Durham County Commissioners for a commitment to help with the cost and eventual operation of the proposed multi-service homeless center. Elected officials responded with positive interest and enthusiasm in the project.

Visit <https://stphilipdurham.org/about-us/campus/campus-study/> to view the draft plan. For more information, contact Bynum Walter (bynum.walter@gmail.com) or Emily Yeatts (emilyyeatts@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. We seek to involve children in our rich liturgy throughout the church year, including: the Christmas Pageant and Holy Eucharist at Christmas, the Children's Ash Wednesday Service (becoming an Intergenerational Ash Wednesday Service in 2024), the Agape Meal and Service on Maundy Thursday, and in celebrating the joy of Jesus's resurrection on Easter Sunday. 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 2023, we were able to build upon our first relatively stable year since the pandemic began. Catechesis of the Good Shepherd was fully in person the whole year and it is so

wonderful to be in the beautiful, intentional spaces designed to inspire children to grow in their faith and in community together.

Catechesis of the Good Shepherd is for children birth through fifth grade. Level 1 continues to be a child/adult atrium with babies through preschoolers participating alongside an adult. Our Level 2 children (first through third grade) delight in stories of our faith, arts and crafts, and practical life. The Level 3 children (fourth and fifth 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.

Last summer, we held a week-long camp at The Trees for children. Each day, we gathered for a full day to enjoy God's beautiful creation and to notice how God is everywhere and with us always.

Children's ministry is only possible with the dedication and commitment of many. I would like to offer my thanks to our catechists, atrium assistants, camp leaders, clergy, and to the children and their families.

For more information or to get involved, please contact Emily Sparks, Ryals Minister for Children (emily@stphilipdurham.org).

Communications Committee

The Communications Committee supports St. Philip's minister for communications through a variety of volunteer efforts, including photography at church events, drafting communications for the church and a broader audience, and assisting with graphic design. Together with the minister for communications, volunteers support awareness and publicity within the parish and in the broader downtown Durham community. In partnership with clergy and the minister for communications, volunteers also help develop strategy, support the website, develop print materials, support social media, and handle other projects as needed.

If you are interested in helping St. Philip's reach its various audiences and communicate its mission, contact Minister for Communications Grace Camblos (grace@stphilipdurham.org).

Daughters of the King

The Daughters of the King pray daily for our parish, clergy and staff as well as for those who request our prayers in confidence by placing cards in the two DOK prayer boxes in the church. We continue monthly visitations to those who wish to receive visits, and we send cards to others. We have assisted UMD in separating donated toiletries and delivered Easter and Christmas flowers to those unable to attend services in person. At the suggestion of our chaplain, Gabe Lamarazes, we wrote our own psalms under the leadership of one of our members. We then compiled our psalms, along with instructions on how to write your own, into a booklet to be shared with parishioners. We are in the process of participating twice monthly with two prospective DOK members as they go through the three-month discernment process. These meetings have made us even closer to each other and have strengthened our commitment to prayer, service and evangelism.

For more information contact Ronnie Lilly (lillyr9@gmail.com).

Durham CAN (Congregation, Associations, and Neighborhoods)

Durham CAN is a diverse organization of more than 25 congregations, associations, and neighborhoods working together for progressive change in our community. During the past year, members of St. Philip's core leadership team and parishioners attended the April 2023 relaunching of Durham CAN after moving through the pandemic days and the core team attended organization-wide planning meetings. Metro Councils (core team members from member organizations) got back on a monthly schedule which included planning sessions, updates, and training. Research and action teams on affordable housing, poverty, gun violence, and public transportation met regularly and affordable housing, poverty and gun violence teams advocated actions for City Council, county commissioners and the school board to sign on to. The core team of Cheri Avila, Donna Hicks, Alec Motten and Jim Svava 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 Donna Hicks (djhicks@mac.com).

Funeral Guild

The St. Philip's Funeral Guild, established in 2005, provides a lovely reception following a memorial or funeral service. Receptions are held in the parish hall and provide a special time for family and friends to console one another and share memories. The Funeral Guild is comprised of dedicated parishioners who understand the importance of this special ministry of hospitality. There are no meetings to attend. We operate on an "as needed" basis. When the need arises, our Guild Members sign up to provide a variety of nourishing finger foods (homemade or purchased), such as cheese and crackers, fruits and veggies, tiny sandwiches, cookies, and dessert treats. They also volunteer to help in the set-up, serving, and clean-up. Bereaved families often express their gratitude for this special hospitality that St. Philip's provides.

To learn more about the Funeral Guild and how you may participate in this ministry, please contact Darrell Powell (dl7jp_2w8@yahoo.com).

Global Missions Committee

Leadership team: Chair-Freda Tucker. There are 17 active members in the ministry (including Clergies).

Ministry goal and objective: We endeavor to promote meaningful relationships among our fellowman through our expressions of sharing, caring, encouragement and loving one another internally and externally.

Ministry activities: The ministry supports the Bromley Episcopal Mission School for Girls in Liberia (including school-based and local government health clinics); supports Haiti Reforestation Project (sustainable agriculture), Maison de Naissance (birthing center) in Haiti and the St. Thomas Episcopal Church in Liberia (sustainable agriculture). The ministry communicates the needs as well as the beautiful culture of both Liberia and Haiti to the congregation through presentations and fundraisers.

Members of the ministry also take mission trips to strengthen the partnership relationship between the Bromley Episcopal Mission School and the St. Thomas Episcopal Church in Liberia and the Naissance birthing center in Haiti. We serve and provide for our parishioner Sunday fellowship coffee hour and all members of the ministry plays strategic roles in various ministries with the church.

Generating funds: We conduct annual fund-raising events to support our ministry. Our fundraising events include the Liberian Dinner and Haitian coffee and chocolate sales).

Our group is small but we are dedicated to our mission work. We welcome anyone from the congregation to join this ministry.

For more information, contact Freda Tucker (fredat15@aol.com or 919-475-4065).

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

Though during the 2020-2021 pandemic, our lay healing ministry took a necessary extended sabbatical, but our ministry has since revived and our lay healing ministers are present for you at each I I am Eucharist at St. Philips.

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 after the communion for the I I 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 one 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), Anne Goetz (asgoetz@hotmail.com), or Bill Pierson (rkzslid@gmail.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 contact Emily Sparks, Ryals Minister for Families (emily@stphilipsdurham.org).

Jail Ministry

Founded in 1984 by St. Philipian 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 20-minute-long video visits. (The detainees now only get one free video visit/week. Visitors have to pay \$5 each after that.) 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 nearly 400 humans stuck in the jail. Often for months, sometimes even years awaiting trial. 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 Sistrom (msistrom@gmail.com).

Ladies' Breakfast

At 9am on the first Wednesday of each month, ladies of all ages gather for a social hour over breakfast at Foster's Market. There is no agenda. No registration nor sign-up required. Just come and enjoy the fellowship. Conversation topics vary as we share and get to know one another 'beyond the peace' at church. But we are not limited to just ladies from St. Philip's. Bring a lady friend or neighbor. All ladies are welcome.

For more information, please contact Darrell Powell (dl7jp_2w8@yahoo.com).

Music Ministries

The Music Ministry of Saint Philip's enriches our worship with music at our services each week. Its members bring a vast amount of talent as singers and instrumentalists. 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, junior or handbell choirs.

The family, junior and handbell choirs all restarted in 2023. Ms. Sarah Ázeline is the director of the family and junior choirs. She continues to make singing and learning fun for people of all

ages. The adult choir welcomed six new members. We now have 18 members and 7 staff singers. Their continuing dedication to the music ministry is truly a gift to our liturgies. The parish instrumentalists continue to faithfully support and lead the music at the 9 AM service.

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 2023, we continued our outreach to Fayetteville Street Elementary by checking in to follow-up with what help they might need. We also began a relationship with Eastway Elementary School, providing them with plants and help with design for their indoor atrium area. We received a \$1000 grant from the Diocese, and during 2024 we will be offering \$200 mini-grants to schools in our geographical area (along with other assistance that they identify) to help with their outdoor learning plans. We will be beginning a relationship with Y.E. Smith Elementary School, and perhaps others.

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 Mission Priorities for the Diocese:

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

Want to learn more? Want to volunteer? Contact Sue Guptill (sguptill@mindspring.com) or Alexa McKerrow (mckerrowalexa@gmail.com)

Planned Giving

Our ministry encourages parishioners to support the future life of St. Philip's. From (1) support of the rectors' annual parish-wide letters on wills to (2) published descriptions of the ways specific bequests enhance or have enhanced the work of our parish to (3) 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. Respectfully submitted, Bettye Penick, Chair, Planned Giving

For more information, contact Bettye Penick, Chair of 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 in 2023?

- Sponsored and organized a variety of forums and book-reads and discussion that were open to the congregation
- 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 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!
- Reviewing the pastoral letter from our bishops which was shared with the congregation on Sunday January 14 and crafting a program and curriculum which matches with the congregation's ongoing work on these issues of reparations and restitution.

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

St. Philip's Book Group

St. Philip's Book Group provides fellowship, fresh ideas on books to read and lively discussions of selected books (fiction and non-fiction). We meet monthly during the school year after the 11 a.m. service in the parish house parlor. All are welcome even if you have not completed reading the book. It's a great way for newcomers to engage with our community in a fun and thoughtful setting. And don't forget our festive Christmas party in December! For more information, contact Susan Day Moore (thadsusan@gmail.com).

Stewardship

Stewardship fundamentally encompasses much more than its traditional definition of time, talent and treasure. 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. 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 expanded in-reach, outreach, and formation programs. The stewardship ministry team works with the clergy and staff to develop year-round programs that help us as a parish to reimagine and connect with stewardship at St. Philip's. Beyond the fall pledge drive this included support for the Creation Care / Environmental Stewardship adult forum in the spring and local tree-planting initiative, periodic written and video contributions to The Epistle newsletters, and organizing and hosting the "All Things New" celebration and dinner to welcome families of the newly baptized and confirmed and parish newcomers.

For more information contact Laura Nichols (laurakathrynnichols@gmail.com).

The Trees

2023 was the fourth of five years of intentional and experimental discernment of our use of The Trees – a 50-acre property and home bequeathed to St. Philip’s by Jacqueline Harris in 2019 for the purpose of developing a retreat center.

2023 was also likely the most significant year of accelerated growth thus far. Thanks to our new website developed by Grace Camblos in March 2023, and a growing effort from several individuals through the fall, we were able to spread the word to outside organizations, providing 135 total retreats, 73 of which were organizations outside of St. Philip’s. A large investment in our caretaker, Henry Kennelly, also established the first paid position at The Trees. While this has been necessary to enable the growth in terms of keeping up with the hospitality, housekeeping, and grounds-keeping demands, his work in planning and visioning, crafting brochures, and engaging the community has perhaps more importantly shown a glimpse of what could be possible for The Trees as it grows beyond volunteer support.

- Meetings and Retreats: 135 total events, 73 outside group events
- Hospitality: The Fruehwirth family lived at The Trees for four weeks while St. Matthew’s Episcopal Church rectory in Hillsborough was renovated
- Discernment: We offered new programs to help us gauge interest in areas of mission:
 - Spiritual discernment and formation – Contemplative prayer series led by Laura Kirby, “Finding Our Way Back to True Self,” a three-day retreat led by Nathan Kirkpatrick, Monthly quiet days on first Tuesdays
 - Creation connection – Forest Bathing walks, Guided nature hike
 - Community connection – 18 outside groups held meetings and retreats
- Finances: The Trees is funded by the environmental portion (45%) of the Ryals Endowment Fund. This fall we began paying the caretaker a stipend for 18 hours a week of work to manage the property and offer hospitality to visiting groups. We were awarded tax exempt status by Orange County, which now recognizes The Trees as a church-owned property where worship takes place.
 - House maintenance and utilities: \$14,905
 - Capital projects: \$1111
 - Program support: \$1572

Feedback and reflections:

During our discernment period, we ask users to give us feedback through a survey in lieu of payment for renting The Trees. Groups and individuals have overwhelmingly had positive responses to the beauty of the house and the land as well as the ease of facilitating meetings at The Trees. Respondents to our survey shared these words describing their experience: *Restorative, nourishing, impactful, rejuvenating, peaceful, magical, life-changing, transformative, healing, contemplative, comfortable.*

Participants in our contemplative programs felt they were impactful spiritual programs that were transformative for their own lives:

“One of the gifts of The Trees is that the location supports the work and ministry that happen there. The place itself teaches, inspires, challenges, and transforms the people who attend events there. It's not just a backdrop or venue.”

~Nathan Kirkpatrick, facilitator of “Finding Our Way Back to True Self” retreat

Groups holding meetings at the Trees have found it a meaningful place to come together:

“Our group is finding The Trees to be a beautiful space to vision and learn together. The views of nature from every room help ground us to our breath, and our best and most centered ways of being, which helps us vision and guide our work from a place of the most truth and wellness. We focus in our project on supporting small farmers and community groups that care about growing food in ways to cultivate connection with the earth and with community.”

~Abbey Piner, Community Food Strategies (a four-time returning guest)

LEAP preschool has a class of 17 children who have class one day a week at The Trees. They call it “*their* Trees”:

“My kid is 3, and we have never been outside like that. We just go to the park and sometimes to the beach. I was so scared of him getting lost or hurt. It seemed like a dangerous place with trees and animals and a lot of unknowns. After the second time he was there, I felt so much confidence. I was not scared, and neither was he. He enjoyed it there, and he asked me all the time when he would go to The Trees again. This summer we all went to the mountains and had the best time ever. The Trees was not only a place where my kid had the best days at school but also helped my family not to be scared of nature.”

~Mother of a LEAP preschool student

As we begin the final year of our discernment, the Harris Property Discernment Committee welcomes your feedback and concerns. We will be offering opportunities for the St. Philip’s community to give feedback and share ideas in 2024.

Harris Property Discernment Committee: Elizabeth Newman, Leigh Egeghy, Robert Hallyburton, Henry Kennelly, Alexa McKerrow, Liz Sappenfield, Duncan Smith, Freda Tucker, Glenn Walters

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

UMD Collaborative

St. Philip’s parishioners have taken part in a variety of service opportunities with our neighbors at Urban Ministries of Durham. Throughout 2023, volunteers have worked in the food pantry distributing bags of groceries on Tuesday mornings in our parking lot. The first Saturday of every month, a team helps prepare and serve lunch to anyone who comes to UMD for a meal. Once a year, we provide and serve a special catered meal. This year it was fried chicken with all the fixins! Throughout the year we supply underwear, socks, and toiletries to shelter

residents and items that are lacking in the food pantry. Parishioners continue to be generous bringing food to the donation table in the parish hall and supporting the seasonal food drive. The Sandwich Brigade (about 30 households), which began during the pandemic, continues to deliver sandwiches (17,396 this year) water, fruit, and cookies to UMD every week. Another team of sandwich makers works at the UMD kitchen once per month. Residents were treated to special events held at St. Philip's on Mother's Day and Father's Day. We hope to continue to reach out to our UMD neighbors 2024. We hope you will join us!

For more information, contact Stephanie Johnson (stephj46@earthlink.net).

Youth Ministries

2023 was a year of renewal and growth in our Youth Ministries program. With excellent adult leaders in place in the fall of 2023 and with the support of engaged parents and families, our youth program started the 2023-2024 programming year very strong. Two groups, Rite 13 (grades 6-8) and J2A (grades 9-11) meet regularly on Sunday mornings. The 4WARD group of 12th-graders continues to meet at other times as busy schedules allow. All groups follow the Journey to Adulthood curriculum, which equips our teens to become adults in the church with a faith that they claim as their own.

The fall also laid groundwork for continued fellowship in the new year and the J2A group looks forward to a pilgrimage this summer. We all look forward to the hiring of a new youth minister.

For more information, please contact the Youth Ministry team at youth@stphilipdurham.org.