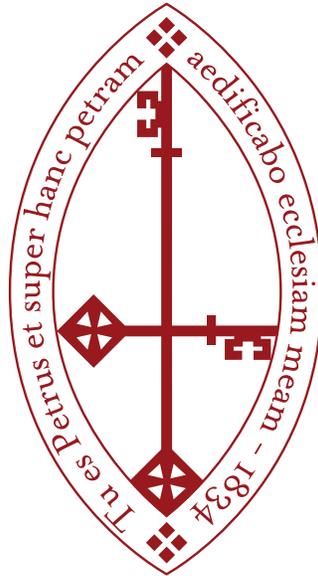


**Annual Meeting of the Parish  
St. Peter's Episcopal Church  
Charlotte, North Carolina**



Sunday, December 8, 2019  
The Second Sunday of Advent, 9:30 a.m.  
Martha Bowles Parish Hall

*Tu es Petrus et super hanc petram aedificabo ecclesiam meam*  
“You are Peter and upon this rock I will build my church.”

**Our Parish Vision is to be**

*a place of unconditional welcome and a beacon of God's love in the heart of Charlotte.*

**Our Parish Mission is to**

*nurture a community of courageous followers of Jesus and inspire love of God and love of neighbor.*

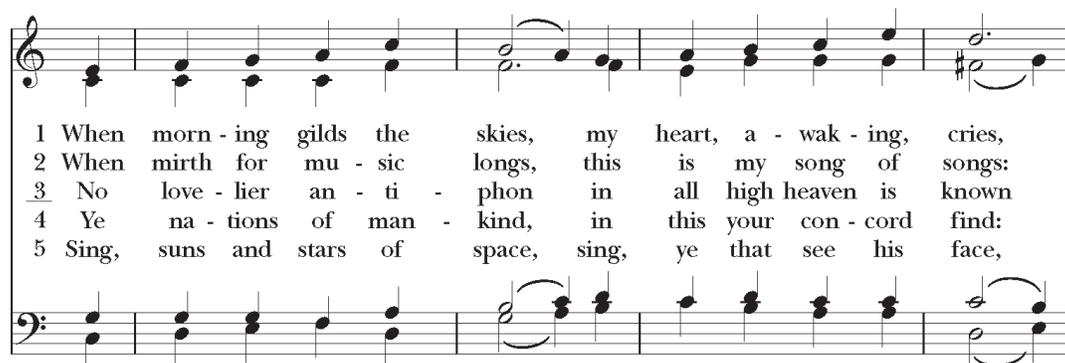
# Meeting Agenda – Sunday, December 8, 9:30 a.m.

Welcome, Opening Prayer and Call to Order - *The Reverend Jacob E. Pierce, Priest-in-Charge*

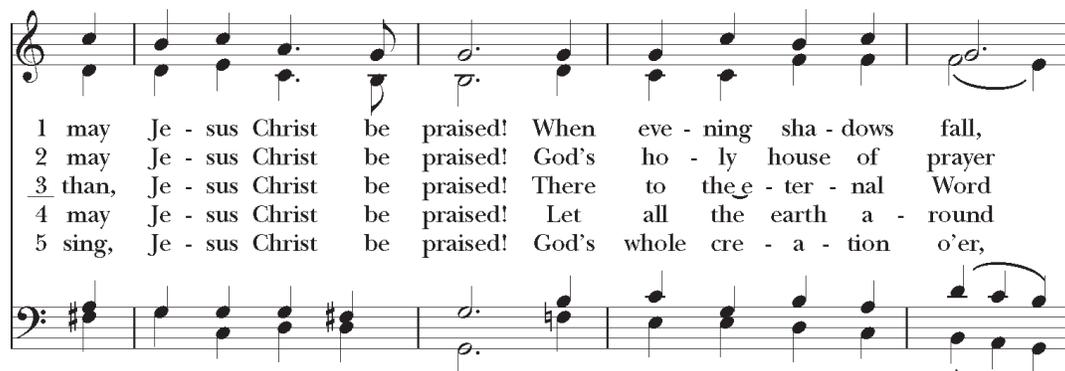
Meeting Attendance Report (Quorum required) – *Mary Lynn Sepkowitz, Clerk*

Collect First Ballots and Review Election Process - *Vestry Nominating Committee*

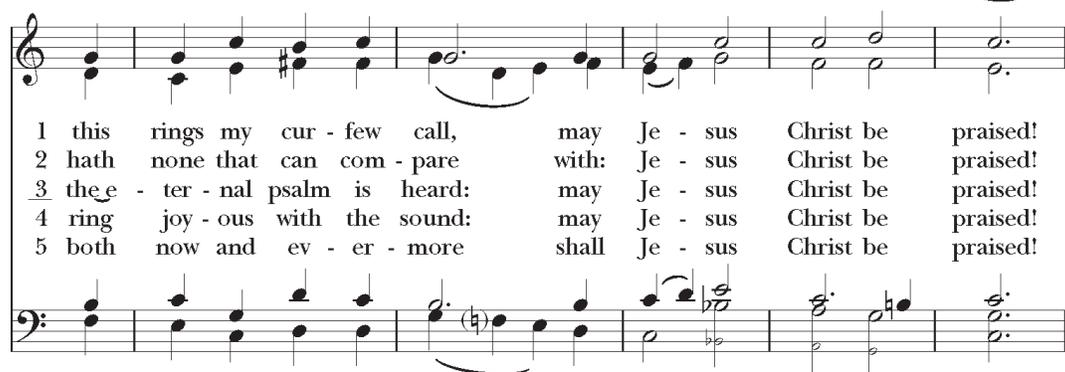
Hymn sung by all



1 When morn - ing gilds the skies, my heart, a - wak - ing, cries,  
2 When mirth for mu - sic longs, this is my song of songs:  
3 No love - lier an - ti - phon in all high heaven is known  
4 Ye na - tions of man - kind, in this your con - cord find:  
5 Sing, suns and stars of space, sing, ye that see his face,



1 may Je - sus Christ be praised! When eve - ning sha - dows fall,  
2 may Je - sus Christ be praised! God's ho - ly house of prayer  
3 than, Je - sus Christ be praised! There to the e - ter - nal Word  
4 may Je - sus Christ be praised! Let all the earth a - round  
5 sing, Je - sus Christ be praised! God's whole cre - a - tion o'er,



1 this rings my cur - few call, may Je - sus Christ be praised!  
2 hath none that can com - pare with: Je - sus Christ be praised!  
3 the e - ter - nal psalm is heard: may Je - sus Christ be praised!  
4 ring joy - ous with the sound: may Je - sus Christ be praised!  
5 both now and ev - er - more shall Je - sus Christ be praised!

Words: German, ca. 1800; tr. Robert Seymour Bridges (1844-1930), alt. Music: *Laudes Domini*, Joseph Barnby (1838-1896)

**Introductions: Vestry Classes and Nominees** - John Frederick, *Senior Warden*

2019 - Elsie Erneston, John Frederick, Maria Long, Cooper Morrison

2020 – Marcus Clarke, Ellison Clary, Mike Hoffman, Mary Lynn Sepkowitz

2021 – John Buric, Erin Chantry, Vera Greene, Harris Holt

2020-2022 Nominees – Chase Branham, Tony Craghead, Christopher Cudabac, Patricia Massey Hoke,  
Dorothy (Deje) McGavran, Ashleigh Morgan, Davis Tapp

**Offering of Ministry Area Reports** – The Reverend Jacob E. Pierce

**Remarks from Program Staff** – Lyn Holt, *Director of Youth Formation* & Anna Hurdle, *Director of Children's Formation*

**Senior Warden Remarks** - John Frederick, *Senior Warden*

**Junior Warden Remarks** - Cooper Morrison, *Junior Warden*

**Report from the Parish Chancellor** - Mike Wilson, *Chancellor*

**Parish Strategic Planning Update** – Maria Long and Tony Craghead, *Strategic Planning Co-chairs*

**Treasurer Report and 2020 Planning** - Dave Lavoie, *Treasurer*

**Annual Fund 2020 Update** – John Buric, *Chair of the Stewardship Committee*

**State of the Parish Address** – The Reverend Jacob E. Pierce, *Priest-in-Charge*

**Adjournment and Dismissal**

*Election results will be announced during the 10:45 a.m. Holy Eucharist*

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### **Greetings from the Priest-in-Charge**

What a year it has been at St. Peter's! Since our last Annual Meeting the vestry approved the 2019-2022 Strategic Plan, we welcomed 31 new members to the parish, we initiated new worship offerings on weekdays and Sunday evenings, and we welcomed two additions to the clergy team.

At the 2018 Annual Meeting, I mentioned that in many parishes clergy transitions often result in a slowing down and a dip in activity. Yet, at St. Peter's we have not only maintained our level of activity, we have grown. The Social Justice Committee continues to offer new initiatives on major issues facing our world. Our Adult Formation has continued to grow through Sunday morning small groups, Monday night bible studies, and Education for Ministry. This year we added new worship offerings, such as weekday Evening Prayer, Wednesday Noonday Prayer, Thursday Holy Eucharist, and a once-monthly Sung Compline. This past summer, volunteers worked with the staff to offer "children's storytime" during the 10:45 a.m. Holy Eucharist, resulting in the largest summer worship attendance since 2013. Yet, in all these changes and new offerings, we've maintained our excellence in worship and music, in youth and children's formation, in social justice, and in pastoral care and fellowship. This stands as a testament to the strength and vitality of St. Peter's. There are many ministries which I cannot possibly name here; and there are many volunteers who have my heartfelt thanks and gratitude for all they do to support the ministry of this parish.

We are certainly not perfect, however. No parish is. We have many areas in which we hope to grow in the year ahead. Currently, the staff is writing tactics to implement the new Strategic Plan, and with your help, together we will realize our vision to be a place of unconditional welcome and a beacon of God's love in the heart of Charlotte.

Today, let us give thanks for all that God has done through this parish, but let us remember that the Holy Spirit is not finished with St. Peter's. The work ahead is the same work we have always been about: sharing God's love by growing in *Our Faith*, caring for *Our Community*, striving for justice in *Our World*, and welcoming all to *Our Home*.

With Gratitude,



The Reverend Jacob E. Pierce, Priest-in-Charge

# Vestry Leadership Reports

## Senior Warden: John Frederick

Wow! It has been an incredible year of changes, record growth, increased engagement, spiritual development, and seamless transitions at St. Peter's Episcopal Church. It has also been my honor and privilege to work with Vestry, Clergy, and Staff. Together we have accomplished great work.

The Vestry has worked very hard with Bishop Sam Rodman and the diocesan Office of Transition Ministry (OTM) to ensure that the Priest-in-Charge Transition Model for Fr. Jacob has been effective, effortless, and minimally disruptive to the staff, congregation, and programming. Fr. Jacob has proven to be effective in this role. Our transition model has been humming along beautifully and we have enjoyed business as usual. In the first six months of 2020, the Vestry, Fr. Jacob, and Bishop Rodman will engage in discerning the call for St. Peter's Rector. We can expect to see the following in the coming months.

January-February 2020: The Office of Transition Ministry (OTM) will ask questions and listen to the congregation in order to gather data

March 2020: The Vestry will use congregational data to create an OTM portfolio.

April 2020: The Vestry and Priest-in-Charge will actively discern the call for St. Peter's Rector.

May 2020: Vestry, Priest-in-Charge, and Bishop will meet for a service of discernment and make an announcement about the call for a Rector.

Under the leadership of Fr. Jacob, we have added to the staff—Mother Amanda Stephenson, as Associate Rector, and the Reverend Deacon Robin Sands. As we look towards our future completed a Strategic Plan, where we have charted our goals and direction for the next three to five years, and we have envisioned ourselves as a “place of unconditional welcome and a beacon of God's love in the heart of Charlotte.” Our congregation continues to grow, and our Congregational Engagement Team is busy making sure that all who enter our doors receive an unconditional welcome, and find ways to engage in the life of our parish community.

Here at St. Peter's, our faith is important to us, and to meet that need, we have incorporated a diverse range of styles of worship, music, liturgy, and formation to enhance our parishioners' spiritual experiences. We have increased our formation offerings, such as the opportunity to participate in the Education for Ministry program (EfM), and additional book studies, as ways in which to engage parishioners and enhance their spiritual development. In addition to Morning Prayer, we have more opportunities to pray the Daily Office, with the addition of Evening Prayer Monday through Thursday, and also a monthly service of Compline. To this, we continue to offer Evensong, Centering Prayer, a Taize eucharist, and have increased our offering of noonday Holy Eucharist to twice a week.

St. Peter's is known as a caring community that values inclusion, belonging, and congregational engagement. Our Congregational Engagement team works tirelessly to make sure that all who enter our doors feel welcomed and have opportunities to engage with the St. Peter's Community. Various other ministry areas such as Parents Connect, Stewardship, Formation, and Fellowship continue to foster a sense of belonging and inclusion among our members.

We have much to be thankful for, and I especially offer thanks to all who work to make St Peter's the welcoming and wonderful parish that it is. Thank you for allowing me to have served as your Sr. Warden this year.

## Junior Warden: Cooper Morrison

With a focus on our sacred, historic space, the Building and Grounds Committee has lived into St. Peter's mission with courage and inspiration in pursuit of both preserving and enhancing our building to nurture our faithful community. As part of this work, our leadership calls on you and the parish as a whole to consider what our Vision—to be a place of unconditional welcome and a beacon of God's love—means in how we prepare our church and parish house to live into this calling.

How can we enhance our space to live more fully as a place of unconditional welcome?

How can we preserve our historic building to be a brighter beacon of God's love in the heart of Charlotte?

No doubt, there are many ideas and initiatives already in place. However, the most pressing of all is that we must summon our courage as followers of Jesus to say “yes” to these initiatives, to gather the support and involvement of our community, and press forward with the planning, fundraising, and implementation of these initiatives as part of building up of the kingdom of God and our community.

This year, as part of this task, our team has taken on several bold initiatives which are just the first step in planning for the preservation and enhancement of St. Peter's Episcopal Church.

**Evaluation of the Building Exterior:** a highly regarded engineering firm, SKA Engineers, is currently completing an evaluation of the exterior of our historic church. This evaluation will document that status of our buildings' exterior and provide recommendations on how to preserve it for the future. The preservation and enhancement work could include some selective replacement of stone and/or other preservation methods to ensure its longevity. Once complete, this evaluation will be sent to a qualified general contractor who can provide preliminary cost estimates for this work.

**Architectural Planning and Re-Envisioning of the Basement:** substantial progress has been made this year working with the architectural firm Fryday and Doyne to plan and re-envision how the basement space is used. The Youth and Music Departments have provided significant feedback towards envisioning the future of the space, and planners have been focused on providing flexibility of the space, while also finding opportunities to provide new, expanded spaces for a wide range of congregational interest groups to use. These schematic plans are currently being completed and some very preliminary pricing has been received.

**Parish House Lobby Renovation and Expansion:** architectural plans are expected to be completed in early January allowing for final pricing from a general contractor and work to begin. This exciting initiative will bring new life to the entryway of our space supporting our vision of unconditional welcome and inspiring God's love.

**Honoring our Historic Space:** the Building and Grounds team has been exploring ways in which we might honor our historic space and commit to its preservation in ways that do not cause additional burden or limitations, as has been acknowledged in the past. Our strategic planning process, with feedback from parishioners, leadership, staff and clergy, held up the preservation and enhancement of our sacred building as an important initiative. The team's evaluation is continuing in order to find the right way to meet these goals. Recently, representatives from the state office of Archives and History who manage the federal National Register program visited St. Peter's. They described St. Peter's as a good candidate for this program and noted that this program is honorary in nature and does not burden the property with any requirements during construction or renovation in the way the local Historic Commission designation does. While this requires more investigation, the designation could offer a way for St. Peter's to honor its commitment towards the preservation of its space and enhance the potential for grant funding during future construction or renovation.

**Security and Access:** as part of the staff and vestry's on-going effort to ensure safety for all on our campus and as part of unconditional welcome and inspiring love, a new security system has been installed throughout the building by a local security partner, Sonitrol. This system provides better security synchronized with remote access and video surveillance for authorized staff users.

As you consider the preparation work completed by the Building and Grounds Committee in 2019, much of the work is anchored in a vision for the future. To be realized, it requires support from the entire congregation in terms of both our time, talent, and treasure as well as our evangelism (the Episcopal kind). These efforts will require funding and time well beyond what our annual budget and current staffing allows. It will require the planning and work of committees and monetary commitment, at whatever level, of us all.

If you have experienced the love of God at St. Peter's and are inspired by its mission and vision as I am, I encourage you to answer this call.

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**Treasurer: Davie Lavoie**

2019 Year-to-Date as of October 31

As you will see from the table below, we are running behind our budgeted pledge and plate collections by \$40,365, and we hope that parishioners will get caught up with their pledges by year-end. The Vestry approved a deficit budget this year so that important church programs would not have to be cut, but we are failing to keep up with that. Expenses are being carefully restrained to offset the gap, but there is only so much we can do in the face of a large pledge payment shortfall.

St. Peter's Episcopal Church

Treasurer's Report

Year-to-Date Revenues & Expenses versus Operating Budget

	Actual @ Oct 2019	Budget @ Oct 2019	Variance @ Oct 31
<u>Revenues:</u>			
Pledge Payments	\$720,409	\$756,767	(\$36,358)
Plate Offerings	\$36,336	\$40,343	(\$4,007)
Parking Lot Rent	\$72,450	\$72,450	\$ -
Tenant Leases	\$36,263	\$35,560	\$703
Facilities Use Fees	<u>\$6,480</u>	<u>\$4,424</u>	<u>\$2,056</u>
TOTAL REVENUES	\$871,938	\$909,544	(\$37,606)
<u>Expenses:</u>			
Clergy (Worship, Pastoral Care, etc)	\$189,289	\$188,413	(\$876)
Administration**	\$203,092	\$209,535	\$6,443
Diocesan Ask	\$97,124	\$97,121	(\$3)
Property	\$205,227	\$206,398	\$1,171
Youth & Children's Formation	\$79,018	\$87,135	\$8,117
Music Program	\$140,879	\$146,234	\$5,355
Other Church Programs*	<u>\$11,038</u>	<u>\$19,657</u>	<u>\$8,619</u>
TOTAL EXPENSES	\$925,667	\$954,493	\$28,826
NET SURPLUS/(DEFICIT)	(\$53,729)	(\$44,949)	

\* Other Church Programs include Adult Formation, Worship, Pastoral Care, Fellowship, Outreach, Social Justice, Evangelism, Congregational Development, and Stewardship

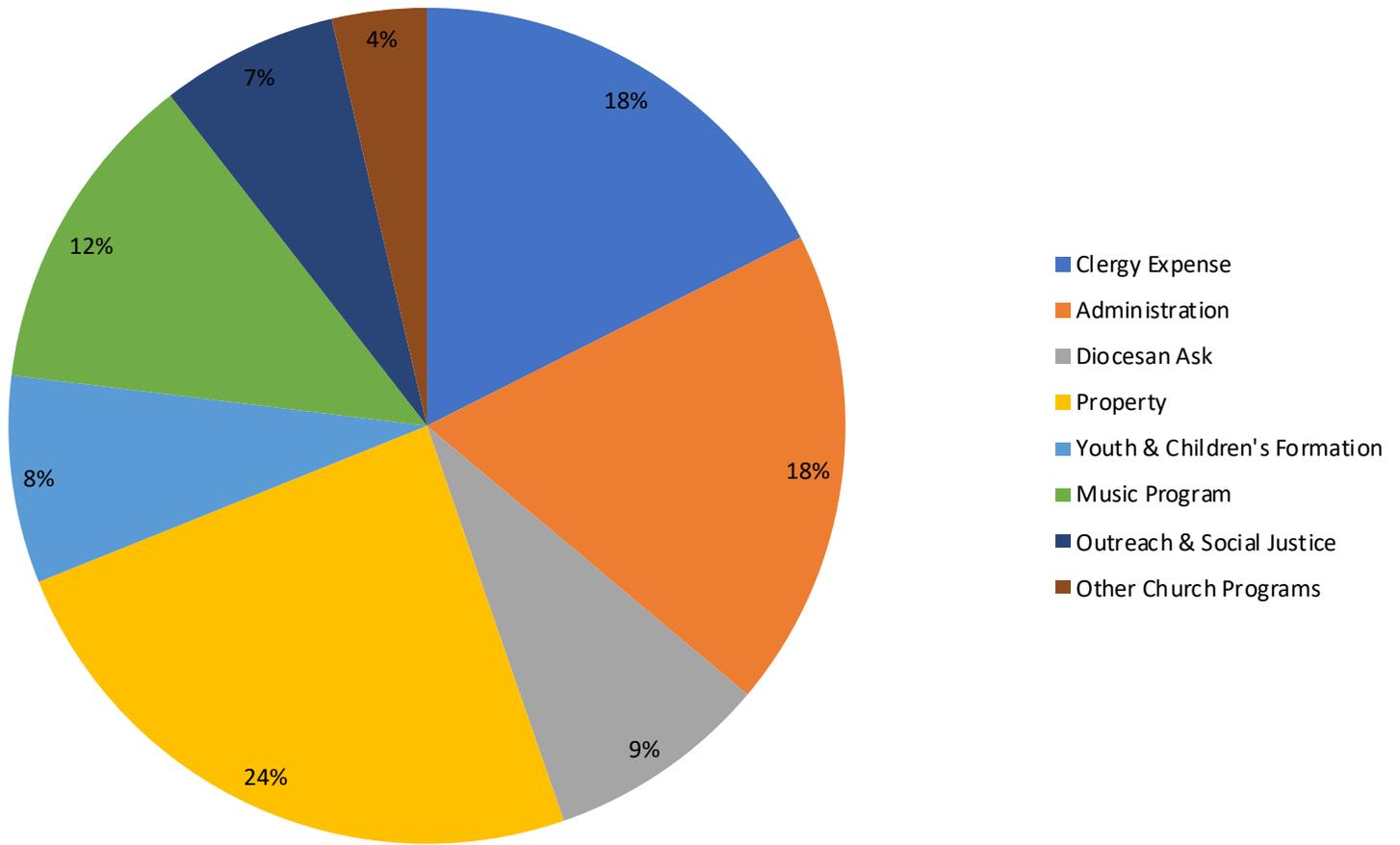
\*\* Accounting, payroll, bulletins, newsletters, computers, printing, equipment leases, etc.

Total Church Expenditures

I have included the table below in order to show total church expenditures above and beyond the operating budget. This includes not only the expenses supported by your pledges, but also by endowment grants and donations made for specific purposes that make up about 18% of our total expenditures. This gives you a complete picture of how our money is expended. You will see that restricted grants are especially helpful for outreach and building improvements, plus the strategic plan development in 2019.

I would like to give thanks to all those who pledge to St. Peter's, give offerings to the plate, and give other gifts and grants to support our ministries and life together in this sacred place.

<u>Year-to-Date, October 31, 2019</u>	<u>Total Church</u>	<u>Operating</u>	<u>Restricted</u>
Clergy Expense	\$198,674	\$189,289	\$9,385
Administration	\$209,856	\$203,092	\$6,764
Diocesan Ask	\$97,124	\$97,124	\$ -
Property	\$273,894	\$205,227	\$68,667
Youth & Children's Formation	\$90,752	\$79,018	\$11,734
Music Program	\$142,079	\$140,879	\$1,200
Outreach & Social Justice	\$77,500	\$792	\$76,708
Other Church Programs	<u>\$41,406</u>	<u>\$10,246</u>	<u>\$31,160</u>
TOTAL EXPENDITURES	\$1,131,285	\$925,667	\$205,618



## Staff Reports

### Associate Rector: The Reverend Amanda C. Stephenson

Dear Sisters and Brothers in Christ,

In December of 2018, at the invitation of Father Jacob Pierce, I discerned a call to join you in ministry as your Associate Rector. I began this ministry on February 11, 2019. I am grateful for the last ten months of serving at St. Peter's.

As your new Associate Rector, I share liturgical and pastoral responsibilities with our Priest-in-Charge, Deacon, and Associate Clergy. I also oversee three ministry areas: Adult Formation, Congregational Engagement, and Fellowship. It has been a joy to learn alongside you all as we have grown and expanded our Adult Formation offerings. We have added new classes on Sunday mornings, book groups, and EfM. It is wonderful to see so many in our parish growing in their faith through formation groups and classes!

Congregational Engagement has continued to be an important group in welcoming visitors and newcomers into our Parish. In addition to both clergy and lay members contacting everyone who turns in a Connect Card, we have also made our Newcomers Coffee and Newcomers Tour quarterly events. Congregational Engagement has partnered with other ministry areas for several big events this year including a Ministry Fair (with Stewardship) in August and On the Table (with Social Justice) in October.

Our Fellowship team did an excellent job this year of bringing together the congregation for events both big and small. Coffee Hour and Holy Chow continue to provide wonderful weekly opportunities for fellowship on Sunday mornings. This summer, Coffee Hour morphed into "Lemonade on the Lawn," which went well. Our large fellowship events such as Shrove Tuesday, High Sunday Brunch, Parish Picnic, Shrimp & Suds, and Potlucks were all very successful. This year's Parish Picnic took place in the Parish Hall and included a bounce house to the great delight of children and adults alike. Thank you to all the individuals and ministry areas who work together to make these fellowship events so much fun!

I've always felt that the first year in a new ministry position is a bit of a whirlwind. It is a time of getting to know my parishioners, figuring out structures and systems within this particular parish, and discerning where the energy is moving forward. After ten months at St. Peter's, I continue to grow in my excitement at the privilege of being one of your priests. This is a vibrant church community with energy and passion. It is a unique church and I am truly honored to be your Associate Rector. I look forward to what the next year will bring.

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**Deacon: The Reverend Deacon Robin O. Sands**

St. Peter's has a long and storied history of Social Justice and Outreach ministries that continue to thrive and make an impact in our community. 2019 has been a busy year with our current areas of service while also adding new initiatives.

The Social Justice Ministry at St. Peter's is the collaboration of parishioners, clergy, and staff on the engagement of measures, laws, systemic, and policy reforms that will support persons in need in movement from dependency to greater self-sufficiency; from privileges to rights; from lower to higher quality of life; and from shame to dignity. In addition to changing our ministry focus from individual responsibility to that of a systemic change.

In addition to "in-house" initiatives, the work often is done with and through St. Peter's Servant Ministry Partners who receive Outreach and Social Justice Grants to support their respective missions. Five "pillars" help to organize this ministry with the understanding that no pillar is mutually exclusive.

- Affordable Housing and Economic Disparity
- Assuring Democracy/Voting Rights
- Community Justice
- Immigrant and Refugee Support
- Racial Justice and Reconciliation

The outreach ministry area also collaborates with staff and lay leaders to create and maintain ways for parishioners to serve others through parish and non-parish opportunities. Some examples of outreach activities that St. Peter's parishioners are involved in include:

- Galilee Ministries of East Charlotte
- Room in the Inn
- Episcopal Relief and Development
- Habitat for Humanity
- St. Peter's Soup Kitchen
- Loaves and Fishes
- Augustine Literacy Project (ALP)

As we look to 2020 to further our commitment to doing the work we are called to do, many new and exciting opportunities are planned to help everyone find a way to engage in these ministry areas. Please prayerfully consider what role you play in living into our mission at St. Peter's to nurture a community of courageous followers of Jesus and inspire love of God and love of neighbor.

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**Membership: Kristie Lauderbaugh, Ministry Associate**

As of November 2018, St. Peter's has 973 (925 in 2018) active adult, youth, and children members representing 504 households (502 in 2018). During 2019 we have added 31 new members to the parish, including 11 transfers out, 12 baptisms, 17 confirmations, 2 reaffirmations, 9 weddings, and 7 burials. On October 20, 2019 at the Bishop's Visitation, 19 candidates were presented for confirmation, reception, and reaffirmation. This year, staff and clergy have made a concerted effort to scrub the database more regularly, which resulted in merging duplicate profiles, constituent reactivations, and constituent deactivations.

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**Children's Formation: Anna Hurdle, Director of Children's Formation**

*2019 Catechesis of the Good Shepherd & Children's Formation Parish Report*

Catechesis of the Good Shepherd has been and remains our primary method of Christian formation for children age 3-12 at St. Peter's for over twenty-five years. In addition, five years ago an experimental toddler atrium was added to serve children ages 2-3. One of the things that struck me early on in this ministry, is that many of our parishioners count St. Peter's chil-

dren as their own. Many folks, some who never had biological children and others who had, share that there is a connection of family and of baptismal promise between our youngest ones and elders of the Body of Christ, present at St. Peter's

The Catechesis of the Good Shepherd is an approach to the religious formation of children that is rooted in the Bible, the liturgy of the church and the educational principles of Dr. Maria Montessori. According to our former presiding bishop, the Right Reverend Frank Griswold, III, "The Catechesis of the Good Shepherd has shaped and formed both children and adults and drawn them, in a living way, into the mystery of Christ as that mystery is experienced in the life and worship of the church, particularly the Eucharistic."

Each Sunday of the program year, our children gather in specially prepared rooms called atria, which contain simple, yet beautiful materials that they use to draw near God. Adult catechists serve as facilitators and co-wonderers with the children. "I wonder how the tiny mustard seed is like the Kingdom of God? I wonder what power is inside the mustard seed that makes it grow so large?" Together the children and adults enter deeply into the light and love of Christ. Currently, we have fourteen adults who work with over seventy registered children in the atria. We average between twenty-five and thirty-five children most Sundays. We continue to add new families throughout the year.

The children and their catechists meet each Sunday for two hours during the program year. During the sessions, they receive developmentally appropriate and theologically sound lessons. Children repeat the presentations in a variety of ways, always seeking to go deeper into the mystery of God and the Kingdom. As many of you have witnessed, the children join the parish at the Sign of the Peace in order to participate in the Eucharist.

As the director of children's formation and the Catechesis of the Good Shepherd, a fifteen hour/week, part time position, my work includes a variety of responsibilities. With Catechesis, I support and provide training workshops for our catechists. The catechists and I work together in creating and maintaining our beautiful atrium environments. I handle parent and parish communications, registration and budget. I create Curriculum Guides that are emailed to parents at the beginning of each liturgical season. I am active in training adults to serve as catechists at a local and national level and our atria have served as models of the Episcopal adaptation from the Roman Catholic origins.

In 2018, Matt Sharp and Vera Greene completed their course work and received national certification as level II catechists and in 2019, Matt began level III formation. Lead level I catechist, Chris Zulick is joined by James Owens and Davidson college student, Clare Harbin. The toddler catechist is Jennifer Farquharson. The Level II catechists are led by Susan Dosier Keller. The catechists are Matt Sharp, Vera Greene, and Magen Hung. Katie Nelson, Betty Little, and I are the level III catechists. Additionally, Jenny Whitley and Ann Miano are substitutes and Edith Johnson provides support in maintaining the environments. In addition to formation training, our catechists are vetted and have undergone safe church practices. More catechists are needed as we continue to grow and our catechist team continues to age. This summer, I will lead a weeklong formation course for adults at St. Peter's and all parishioners are invited to attend.

Additional roles of director of children's formation include oversight of the nursery: scheduling the caregivers, and overall upkeep of the environment and procedures. We are currently serving between 8 and 13 children in the nursery with two paid professional child caregivers. I organize and oversee the children's pageant in collaboration with the music department. We will be offering the Solemn Communion meditation series during Lent and Easter, culminating on Good Shepherd Sunday.

Additionally, I work in tandem with Parents' Connect, a parent support group facilitated by Erin McGirt and team. This group provides formation, social and service opportunities for parents and families. We administer a closed Facebook Page that provides information, reminders and announcements, Parents Connect has served to improve upon whole family support and engagement in parish life at St. Peter's. Currently, we are in discussion with Josephine Hicks and the Reverend Deacon Robin Sands in how to better involve our children and families with Episcopal Relief and Development.

In other 2019 news, this year at the "blessing of the backpacks" close to 100 St. Peter's tags were distributed to students and educators. Katie Nelson and I have personalized and updated the quiet activity notebooks to more closely reflect the church year. This past summer, we offered a Children's story time held while the sermon was being shared. Selected parishioners read a children's book to the children in the parlor with discussion. This was very successful and some parents reported that the offering played into their decision to attend. Readers shared that they liked participating as well. We will offer again in 2020.

I am happy to report that all clergy, staff, and vestry developed a new security procedure and crisis plan that was shared with parents in August. Thank you to Brian Whitley for facilitating this process. We now have a sign-in procedure, cordoned off children's areas, and a texting emergency app in place. Thank you!

I represent St. Peter's in other ways. This spring will mark my fifth year of presenting at the National American Montessori Conference on the topic of using Montessori in faith based settings. Additionally, I am co-chair the Catechesis of the Good

Shepherd Committee for Episcopalians. We offered our first every gathering this past fall in Atlanta. It proved to be a successful experience for all. I delivered a keynote address at a formation leaders conference at Vanderbilt University this past summer. St. Peter's continues to model best practices in child development, scripture and Anglican teaching and liturgy.

Looking ahead to 2020, our goal is to continue to serve children in the atria and nursery and their families at the same level of commitment and quality, while praying for more adults to join us in this work. Please let me know if you would like to discuss this ministry.

It is a pleasure to serve on staff at St. Peter's. I am so grateful to our team of committed catechists who serve our children with love and grace. Thank you all for your support of your parish children and this important work.

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### **Youth Formation: Lyn Holt, Director of Youth Formation**

St. Peter's uses the Episcopal curriculum, Journey to Adulthood, as we have for 26 years, providing 165+ young people with excellent lessons about faith, spirituality, the Bible, and the importance of a faith community. This curriculum teaches them as they test limits, explore outcomes, value themselves as people of God, and learn the importance of service, as they navigate through the challenging teen years. We remain very grateful for the incredible support of the parish in providing resources and creating an environment to keep our teens involved and engaged, so we can help them to be happy, healthy, spiritual adults who can navigate the world today.

#### *Highlights from the 2018-2019 program year:*

Youth Pilgrimage to London, Canterbury and northern France (rising 11th & 12th graders): these Pilgrims were deeply affected by this journey, where they grew spiritually, came to know God more deeply, had time to nurture relationships with each other, their leaders and Father Jacob, and to learn about the saints and places of our Anglican and Christian heritage. These teens will always appreciate St. Peter's for helping to make this life-changing experience possible. This opportunity keeps our young folks focused on spiritual development, on St. Peter's, and on membership in the Episcopal Church.

H.U.G.S. Camp (a Diocesan summer camp for differently abled people): seven of our high school youth spent a week in service to and friendship with a buddy at camp. This is a deeply loving, spiritual and life-changing experience our teens truly enjoy. St. Peter's also has four adult members: Sarah Geer, Mike Hoffman, Lauren Holt, and Lyn Holt, who serve on staff year after year. Many St. Peter's helper campers, become collegiate HUGS counselors, including Sam Miano and Grace Owens. Mia King has been a camper for nine years.

2019 Summer High School Mission Trip: Seven St. Peter's high school youth and two leaders joined 45 other youth and adult leaders from the Diocese on a Journey to Wilmington to learn about the Wilmington Massacre and the Wilmington 10, continuing our mission experiences that encourages understanding about systemic racial injustice. This is our third racial reconciliation summer experience.

Episcopal Outreach Camp: Six of our rising 6th and 7th graders participated in outreach projects and relationship building this summer working to improve the Charlotte community. Six of our high schoolers helped to lead this three-day overnight camp as counselors, gaining valuable service hours and leadership opportunities.

Beach Retreat: Our annual Labor Day retreat to bind the group together for the year for 6th – 12th graders. This retreat provides fellowship, fun, worship, and serious discussion about the world today.

Journey to Adulthood classes meet every Sunday through the school year. The three classes are: Rite 13 (7th & 8th grades), J2A (9th & 10th), and YAC (11th & 12th). We encourage parents to participate in parent meetings, parent socials, and adult formation.

We serve as:

Acolytes: Almost all of our active youth serve the parish as Acolytes.

St. Peter's adult youth volunteers (lay and professional) are Diocese leaders.

Mike Hoffman is one of four Co-coordinators for HUGS Camp and serves the Diocese as a member of the UNC Charlotte Campus Ministry Board.

Lyn Holt serves as a Safe Church trainer, leads workshops for Diocesan youth conferences, serves as one of the four Co-coordinators of HUGS Camp, and Associate Chair of the UNC Charlotte Campus Ministry Board. St. Peter's adult youth leaders also support and lead the 25-year collaboration of the Charlotte Convocation of churches' Episcopal Outreach Camp.

We are deeply grateful for the ministry of our devoted adult leaders, who are teachers, guides, and friends to our youth: Rite 13 Class: Eliza Erneston and Harris Holt; J2A Class: Elsie Erneston and Josiah Daniels; YAC Class: Mike Hoffman, Lorrell Meloy,

and Mac Meloy; We are also very grateful for Elsie's service as Acolyte Coordinator and the Youth Advisory Team: Elsie Erneston Liz Brodie, Damian Bracy, Marcus Clarke, Sabrina Clarke, Jason Gingras, Bonnie Pechar, and Ted Stawinsky. This team assists with decision-making and helps us achieve success in our events, activities and fundraising throughout the year.

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**Adult Formation: The Reverend Amanda C. Stephenson, Associate Rector**

This year saw an increase in our many exciting Adult Formation offerings. In the spring, our Sunday morning Forum class covered various aspects of Episcopal worship and theology, read together *The Last Week* by John Dominic Crossan and Marcus Borg for Lent, and looked at what it means to live out our faith with topics such as Liturgy as Resistance, the Daily Office as a Way to Order our Lives, Sabbath Keeping, and Evangelism. Sunday mornings also saw a six week study on living simply. On Sunday afternoons during Lent we offered a Lenten series on various forms of prayer.

This fall, we kicked off our formation year with a Ministry Fair to showcase the various ways that we can get involved in St. Peter's. Our Sunday mornings took on a new format that allowed for more classes/groups to meet. The Forum still meets weekly, but it is only in the Parish Hall on the first Sunday of each month, or for significant speakers. The rest of the time it meets in the Town Choir Room, which has much better acoustics and a more intimate atmosphere. The Forum has covered topics such as Sabbath, Housing Disparity, and Opening the Sacraments to All People. Alongside the Forum, we have had several other classes meeting on Sunday mornings including a class on "Discerning Life's Changes," a book study that read through *Beloved* by Toni Morrison, and *Parents Connect*. Sunday afternoons saw our Adult Confirmation class and then later a class on Spiritual Gifts led by our diocesan intern Matt Williams.

This fall also saw an increase in our weekday Adult Formation offerings. Monday Evening Bible Study continued going strong. Alongside it was added a book group that read together *The Meaning of Mary Magdalene* by Cynthia Bourgeault on Tuesday nights, and the rebirth of Education for Ministry here at St. Peter's on Monday nights. In addition to these weekday formation opportunities, Pub Theology continued on Thursdays and Mtr. Sally led an Advent Quiet Day on Saturday, December 7.

This is just a brief synopsis of what we have offered for Adult Formation in 2019. I am very excited about the ways that we have expanded our offerings and encouraged all adults in the parish to become involved in growing their faith. I look forward to the exciting Adult Formation offerings for 2020!

**Music Department: Elizabeth Lenti, Director of Music and Artistic Director of The Choir School at St. Peter's**

2019 has been a busy year in the musical life of St. Peter's. St. Peter's Choir continues to grow, gaining several new members over the last year. Earlier this year, we began plans for our next England residency. We applied to Ely Cathedral and were thrilled to learn of our acceptance. St. Peter's Choir is now working hard at raising funds for this trip. We held a Brunch and Hymn Sing in the fall that was great fun for all involved, and we are planning a Cabaret Night for the spring. The dates for our residency in Ely are July 18-27, 2021. There will be several spots available for parishioners wanting to join us on this special trip.

This fall we launched our new Compline service. This service is offered first Sundays at 7:00 p.m. and is led by a small choir. This new offering is a beautiful way to end the weekend and prepare for the coming week, with candlelight and ancient prayers and music.

We were thrilled to be able to add Rob Burlington to our music staff this year. Rob has served as a section leader in St. Peter's Choir for many years. This year, we expanded his role to that of Assistant Choirmaster. Rob continues to conduct the Burli Singers and is now also available to assist with St. Peter's Choir in rehearsals and in worship.

Looking forward into 2020, we will be celebrating the 10th anniversary of our marvelous Fisk organ with a series of organ concerts. These concerts will feature current and former music staff of St. Peter's, as well as a final anniversary concert featuring world-renowned concert organist, Todd Wilson.

Our musical life at St. Peter's continues to be enriched by our partner organizations: The Choir School at St. Peter's and Center City Concerts. The Choir School continues to serve children and youth from throughout the Charlotte community. This past summer, the MasterSingers served as choir-in-residence at Durham Cathedral in England. It was an extraordinary trip, one that several of our young singers have called "life-changing." Center City Concerts is thriving and has increased the number of concert offerings this season. These free concerts continue to enrich the lives of those in our community.

# Vestry Ministry Area Reports

## **Congregational Engagement: Mike Hoffman, Vestry Liaison**

Mission: The Congregational Engagement Team at St. Peter's invites, welcomes, connects, and engages all people to be bold followers of Jesus Christ.

This year the CET instituted a calendar of quarterly events for newcomers on third Sundays. These include a two-part tour of St. Peter's for newcomers and others interested consisting of the three floors of the Parish House (Lobby, Nursery, Atria, Martha Bowles Parish Hall, community room, office suite, youth suite, and music department) in April, and the Church (choir, nave, chancel, sanctuary and chapel) and Memorial Garden tour each September. The focus is on history as well as programs associated with each physical area. In addition, between these sessions we offer semiannual informal gatherings as a way for newcomers and a small group of members to share "Coffee and Conversation" and get to know each other and explore St. Peter's various ministries each January and July.

The team joined forces with the Stewardship Team to institute our first summer Time and Talent Campaign to help connect parishioners to the various ministry opportunities at St. Peter's. The team worked with the Pride Team to provide and respond to Connect Cards completed at Charlotte Pride in August.

The team helped sponsor an On the Table event on October 23 at St. Peter's with Social Justice and Outreach. Over 80 members of the community met to share a meal and discuss the theme "Finding Home: Where Do I Belong?" The evening was hosted by St. Peter's parishioner Gwen High.

Members of the team make 'first contact' with visitors and newcomers who complete "Connect Cards," offering a direct connection for any questions.

We would like to send a team to the "Invite, Welcome, Connect" Annual Summit at Sewanee: The University of the South in June 10 - 12. If you are interested in exploring this ethos of being in community, please let a member of the Congregational Engagement Team know.

Team Members: Ted Stawinsky (Chair), The Reverend Amanda Stephenson, Will Burton-Edwards, Sabrina Clarke, Mike Hoffman, Matt Sharp, Mary Lynn Sepkowitz.

## **Fellowship & Parish Life: Harris Holt, Vestry Liaison**

St. Peter's Vision is to be a place of unconditional welcome and a beacon of God's love in the heart of Charlotte. And our Mission is to nurture a community of courageous followers of Jesus and inspire love of God and love of neighbor.

To that end, the goals for the Parish Life Commission are to assist the parish in living into the Vision and the Mission of our Church.

During the 2018-2019 program year, we worked to provide events and opportunities for all parishioners to live into the Vision and Mission in the following ways:

1) To be a place of unconditional welcome and to nurture a community of courageous followers of Jesus, by continuing to strengthen and expand opportunities to create fellowship among members and to connect parishioners by bringing them together around food:

Holy Chow every Sunday throughout the program year

Coffee Hour after the 10:45 a.m. service throughout the year

Welcome Reception for the Reverend Deacon Robin Sands

Welcome Reception for our new Associate Rector, the Rev. Amanda Stephenson

Shrove Tuesday Dinner

Annual Parish Picnic in May in the Parish Hall (due to rain) with a bounce house!

Bishop's Reception and Celebration of Confirmands

2) To be a beacon of God's love in the heart of Charlotte, and to inspire love of God and love of neighbor by collaborating on the following events:

St. Peter's Youth Spaghetti Dinner & Silent Auction Fundraiser

Shrimp & Suds Fellowship Dinner on the Roof Youth Fundraiser

To encourage more people to get involved in providing fellowship events through organizing the meal for the Ministry Fair & Potluck Luncheon

Collaborating to include fellowship and food at social justice and outreach events, such as offering a Holy Chow breakfast to the group visiting the Civil Rights Museum in Greensboro with fellow churches,

Assist with Pride Parade hospitality and MLK Parade hospitality,

We are always looking for people who have a ministry of hospitality to join any of our teams or to help with one or two specific events. Join the fun.

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### **Formation: Marcus Clarke, Vestry Liaison**

*Children's Formation: Anna Hurdle, Director of Children's Formation  
Catechesis of the Good Shepherd & Children's Formation*

The Catechesis of the Good Shepherd uses the educational principles of Dr. Maria Montessori, and has been our primary method of Christian formation for children age 3-12 at St. Peter's for over twenty years. Each week, our children experience a guided exploration in prepared rooms called atria, which contain various materials used to draw them nearer to God and to the worship service. Adult catechists serve as facilitators, and guide our youngest as they explore the stories of the Bible, the history of the church, and the many items that make up our sacred space.

As the director of children's formation and the Catechesis of the Good Shepherd, Anna Hurdle provides training and workshops for catechists locally and nationwide. Her role also includes oversight of the nursery, scheduling caregivers, and upkeep of the area.

*Youth Formation: Lyn Holt, Director of Youth Formation  
Journey to Adulthood*

Through the ability to connect biblical lessons with current experiences, the Youth Formation continues to fulfill its role in the spiritual and social development of its teenagers. Journey to Adulthood (J2A), comprised of Rite-13 (7th & 8th graders), and Young Adults Class (YAC) provides a curriculum developed for teens at various stages of their spiritual journey. The ability to learn about their faith and spirituality, being of service, and building community are lessons that not only benefit their spiritual life, but also life outside the walls of St. Peter's. Through the use of dedicated youth leaders, as well as members of the Youth Advisory Team, J2A teens are guided and supported as they navigate this new world in which they live.

Our youth and youth leaders serve and participate in Diocesan offerings such as H.U.G.S. Camp (a Diocesan camp ministry for mentally and/or physically challenged people), while also participating in service and learning mission trips. During 2019, several youth participated in Pilgrimage, which is held every other year. For their Pilgrimage, the youth elected to visit parts of France and England, to include sites such as the Canterbury Cathedral, Westminster Abbey, the abbey at Mont St. Michel, the Eiffel Tower and the D-Day Memorial. Fundraising activities throughout the year at St. Peter's, such as Shrimp & Suds and the Advent Fair, help offset the costs of the Pilgrimage. The youth also participated in Bishop's Ball at Camp Walter Johnson in Denton N.C., the Crop Hunger Walk, their annual Beach Retreat in Myrtle Beach, and hosted the Episcopal Outreach Camp for middle schoolers to do outreach/service work, have fellowship with each other and youth from other Episcopal churches in the Charlotte, Lake Norman, Ballantyne, and Mooresville areas. Their service work during the summer was highlighted with a mission trip to Wilmington NC to assist in continued rebuilding efforts from recent hurricanes.

Lyn Holt, Director of Youth Formation, serves the Diocese as a certified Safe Church trainer, leads workshops at Bishop's Ball, the Diocese's largest youth event each year, and serves as Co-Coordinator of HUGS Camp through 2021.

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### **Outreach: Elsie Ernestone, Vestry Liaison Committee Chairs – Michael Wright and John Ketron**

Outreach at St. Peter's is alive and strong with individuals and teams working across the city with many agencies and non-profits that we partner with throughout the year. Our goals for 2019 have been:

To increase the percentage of the parish who are involved in Outreach at St. Peter's. As is the case in so many churches, we see a small number of folk who spread themselves between several different ministries. Working to have "more hands" to lighten the load

To increase our presence in those places where those who are forgotten or who live in inhumane conditions are found, i.e. those who are alone, hungry, unsheltered, in pain. Increased presence at Urban Ministry and Galilee Ministry will be great first steps!

This past fall, a team of volunteers joined forces with others in the annual Habitat for Humanity build, led again this year by John Knip.

Working with the Urban Ministry Center and approximately 100 volunteers, RITI kicks off this week providing shelter, food and fellowship to 12 to 15 of our neighbors each Wednesday from now through March. With the housing and shelter shortage

in Charlotte, this ministry becomes even more needed. And our new church van, purchased after a long search for the perfect van at the right price from a private donation to the Youth Department, will make the weekly process easier and more comfortable for all our guests. In addition to RITI, our St. Peter's Soup Kitchen teams continue to serve a hot lunch every Wednesday morning to between 250-300 individuals, along with other parishioners who sort mail and help out in other ways at Urban Ministry.

We also serve 4 weeks during the year at Hawthorne Place for single parents with young children who are in the process of moving from homelessness into full-time employment and affordable housing. This shelter, located at St. John's Baptist Church on Hawthorne Street, provides these working families with hot meals and shelter during this important transition. For each of our service weeks, we provide dinner (typically for 12 to 16) on Sunday, Tuesday, and Thursday evenings. Additionally, this year our Parent's Connect group came together to paint and stock a new playroom for the children who live at the shelter. They were thrilled at the shelter with this welcome edition.

After several long and active debates, the O&SJ Grants team (John Ketron, Michael Wright, Logan Smith, Candace Armstrong, Gwen High, Jason Gingras, Nelda Leon, Vint Casey, Vera Greene, and myself) agreed to the allocation of the \$50,000 we were given the task to disperse. We worked to follow the mandate of the parish during the strategic plan discussions to address the needs of the most vulnerable portion of our population – primarily the homeless and immigrant populations of our city. Funds, in descending order, were given to: The Galilee Center, Urban Ministry, Charlotte Family Housing, Crisis Assistance, The Latin American Coalition, Samaritan House, Supportive Family Housing, Habitat for Humanity, Loaves and Fishes, Augustine Literacy, The Choir School, Bruce Irons Camp and Cooperative Christian Ministries. Unfortunately, funds did not allow us to include: Thompson Child and Family Services, RAIN, Time Out Youth, and Florence Crittendon. In looking at the budgets for all of these agencies, we agreed that, most importantly, these agencies are all very well funded. The amount we would have been able to contribute would be negligible.

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#### **Social Justice: Vera Greene, Vestry Liaison**

This year, St. Peter's Social Justice Committee has committed itself to the task of bringing light to several challenges facing our local and national community, from continued irreconciliation between racial groups, to the ethical and practical challenges of Charlotte's profit-only housing growth model.

A field trip collaboration with St. Martin's Episcopal Church and the Chapel of Christ the King to the Civil Rights Museum in Greensboro, N.C.

A special weekend movie offering of the movie, "Tell Them We Are Rising," which was presented in collaboration with other community organizations as a CIAA kick-off event and drew more than one hundred members of the community.

Monthly movie offerings addressing a variety of social justice issues: gay "conversion camps" (The Miseducation of Cameron Post); the challenges facing the LGBTQ+ community as they age (GenSilent, presented in collaboration with NovantHealth); and rising housing costs (Sold Out Affordable Healthcare at Risk); and healthcare (Fix It: Healthcare at the Tipping Point)

Special Sunday formation offerings.

Participation in Charlotte's Martin Luther King Day parade and Charlotte's Pride parade, and hosting an information booth at Charlotte's Pride festival.

St Peter's Social Justice committee thanks the whole community of St. Peter's for their continued participation, support and prayers as we work to discern and fulfil God's will for peace and justice in our community.

# ST. PETER'S

## PARENTS CONNECT

### PARENTS CONNECT EVENTS 2019

#### Parents Connect Moms Dinner Out

January 8th, March 12th, May 14th, September 10th, and November 12th, at 7:30pm - Parents Connect moms gather bi-monthly for dinner and fellowship

#### Parents Connect Family Social @ Blue Blaze Brewing

January 27th at 12:30pm - Parents Connect get together to share family fun and fellowship

#### Bright Blessings Family Outreach Project

April 27th at 4pm - provide and assemble goody bags for children in shelters who have never had a birthday party

#### Parents Connect Wine Tasting

May 18th at 7:30pm - Our resident sommelier, Will Farquharson, shared his expertise over delicious food and fellowship!

#### Parish Family Picnic

June 9th at 12:30pm - Our parish picnic was extra family-focused this year with a bounce house in the parish hall and face painters

#### Parents Connect Summer Family Breakfast

July 14th at 8:45am - Join Parents Connect for pancakes and coffee before the 10:45 service

#### Parents Connect at the Pride Parade

August 18th at 12:30 - Parents Connect ran the Hospitality Tent on the church lawn for the pride parade

#### Parents Connect Work Day at Hawthorne Place

October 13th at 3:00pm - painted, decorated, and stocked the new playroom at the Hawthorne Place shelter

#### Parents Connect Christmas Cookie Exchange

December 14th at 4:30pm at the Teichmans - bring a dozen cookies and an appetizer to this fellowship social to celebrate Christmas and community

Parents Connect is a group of parents of children of all ages with the purpose of connecting to God and each other.

The group seeks to create a place where parents can find a spiritual home of support and love as we raise our children in community.

For more information, please contact Erin Chantry at [erin.chantry@gmail.com](mailto:erin.chantry@gmail.com)

Facebook: "St. Peter's Parents Connect"

### PARENTS CONNECT FORMATION 2019

Meets once a month from September to May in the Parents Connect room.

**January 6th** - How to Speak to Your Children About Grief with JanKeny

**February 3rd** - "Faithful Families: Creating Sacred Moments at Home" Book Discussion with Deacon Robin

**March 3rd** - God and Current Events: How to Help Your Children Understand Faith in Our Society with Mother Amanda

**April 7th** - Catechesis of the Good Shepherd and Preparing Our Children for a Lifetime of Faith with Anna Hurdle

**May 5th** - Continuing Faith Practices Over the Summer with Mother Amanda

**September 15th** - A Discussion of Brene Brown's Netflix Special: A Call to Courage with Father Jacob

**October 27th** - Sexuality, Gender Roles, and Our Children with Mother Amanda

**November 17th** - Marriage in the Episcopal Church: A Tune Up with Lisa Cashion, MA, MDiv, LPCA

**December 15th** - Jesus and Santa: Balancing Traditions and Faith During the Holidays with Mother Sally



## **Stewardship: John Buric & Ellison Clary, Vestry Liaisons**

Surely everyone knows the Stewardship-Annual Fund Committee has been hyper-active most of 2019. Currently, we remain in our Every Member Canvass. We believe we can succeed in securing \$1 million in pledges for St. Peter's for 2020. That would eclipse the more than \$925,000 committed for the 2019 church budget.

The \$1 million goal is of highest importance for our church family to succeed in fulfilling our mission, which is:

To nurture a community of courageous followers of Jesus and inspire love of God and love of neighbor;

And our vision: To be a place of unconditional welcome and a beacon of God's love in the heart of Charlotte.

We started this year's efforts with a summer drive to emphasize stewardship of time and talent. We coordinated closely with Congregational Engagement. Initiatives included presentations during the worship service "Minute for Ministry," fliers in the Sunday bulletin, communications in the e-news and a sermon from Father Jacob. Opportunities were emphasized in congregational development, fellowship and social justice, as well as other endeavors.

The time and talent drive culminated with a late August parish-wide potluck lunch on Rally Day. During that fellowship hall event, we again celebrated time and talent needs and we kicked off this year's Stewardship Every Member Canvass.

Since that meeting, we have continued to promote stewardship participation in multiple channels that have included sermons, Minute for Ministry presentations, testimonies, one-on-one appeals and mailing, e-mailing and telephone initiatives. Those efforts are continuing.

The Stewardship Committee members have worked diligently toward a successful Every Member Canvass. Those members are Chairperson John Buric, Kristen Bradberry, Ginny Brien, Sabrina Clarke, Ellison Clary, Chris Cudabec, Brian Gallagher, Dave Lavoie, Davis Tapp, Wil Tiechman and Bill Williamson.

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## **2019-2022 Strategic Plan: Maria Long (Vestry) and Tony Craghead, Co-chairs**

Since September 2018, St. Peter's Episcopal Church has worked with Andi Stevenson, a consultant with Stevenson/Wallace whose focus is assisting non-profits with strategic planning, to develop a strategic plan and to update our mission and vision statements.

In October 2018, nearly 200 people attended one of twelve Listening Circles, each led by Andi, to answer open-ended questions and discuss what was most important to them about St. Peter's, including what was going well and what could be improved. A listening circle was held just for the youth, and another was held for St. Peter's outreach partners. Up to 20 people attended each listening circle.

According to the data from the Listening Circles, St. Peter's greatest strength is its people and community, especially our sense of warmth and welcome, and that is the asset the participants most wanted to preserve. Other things parishioners were proud of included our diversity; our style of worship, music and liturgy; and our commitment to outreach and social justice.

The Strategic Planning Committee met for two hours every month from November to July. Based on the information gathered from the Listening Circles, the committee developed a vision statement, a mission statement, four goals for the next three years, and strategies to support each of those goals.

Andi presented the final version of the 2019-22 Strategic Plan at the August vestry meeting, which included the mission and vision statements and four goal pillars with their supporting strategies. The vestry discussed the plan and then voted unanimously to accept it. The Strategic Plan was presented to the congregation on August 21, 2019. Over 100 people attended, and the response was overwhelmingly positive.

This plan has already begun to influence our priorities.

It has been my great privilege to serve as Strategic Planning Liaison for 2019, and as committee co-chairman with Tony Craghead since March. I am grateful for the service and dedication of the Strategic Planning Committee: Kristin Hills Bradberry, Carolyn Carlberg (who served as chairman until March 2019), Ellison Clary, Phyllis Ferguson, Teddy Foster, Linda Gallehugh, Jason Gingras, Vera Green, Paul Keller, Dave Lavoie, Nelda Leon, Jim McEwen, Perry Mixter, Ashleigh Morgan, Dan Moore, Jacob Pierce (Priest-in-Charge), Rob Smith, Avery Teichman, and Bill Williamson.

# St. Peter's Episcopal Church

*A parish in the Diocese of North Carolina*

## 2019 – 2022 Strategic Plan Framework

### Our Mission

*To nurture a community of courageous followers of Jesus and inspire love of God and love of neighbor.*

### Our Vision

*To be a place of unconditional welcome and a beacon of God's love in the heart of Charlotte.*

#### Goal 1: Our Faith

*Worship, music, liturgy, and formation.*

Strategies:

- ▶ Explore and pilot additional worship opportunities incorporating a diverse range of liturgical and musical styles.
- ▶ Strengthen and expand adult, youth, and children's formation opportunities.

#### Goal 2: Our Community

*Inclusion, belonging, and congregational engagement.*

Strategies:

- ▶ Create more opportunities for members, neighbors, and visitors to engage in the life of the church and form strong, supportive relationships.
- ▶ Establish a sustainable culture of unconditional welcome and belonging for all visitors and newcomers.

#### Goal 3: Our World

*Outreach, social justice, service, and impact.*

Strategies:

- ▶ Deepen St. Peter's outreach and social justice impact by more precisely focusing grants, engagement, and partnerships.
- ▶ Engage parishioners more deeply in a wider range of outreach, social justice, and service opportunities.

#### Goal 4: Our Home

*Staff, sacred spaces, and accessibility.*

Strategies:

- ▶ Support the clergy and staff by adding staff positions, offering competitive compensation, and expanding continuing education opportunities.
- ▶ Complete critical building repairs and deferred maintenance to ensure the legacy of our historic and sacred spaces for future generations.
- ▶ Enhance church and parish house spaces to reflect our diversity and inclusion values and to improve physical accessibility and functionality.

## **Worship & Music: Mary Lynn Sepkowitz, Vestry Liaison**

Our Priest-in-Charge, The Reverend Jacob Pierce, continues to provide inspired sermons and beautiful liturgical services based on our rich Anglican tradition. In February, Jacob hired a new Associate Rector, the Reverend Amanda Stephenson, who, in addition to her liturgical and pastoral responsibilities, brings strong interests in formation and spirituality to our congregation. We are lucky to have the Reverend Deacon Robin Sands with her Outreach and Social Justice experience join our clergy team this year as well. These three are supported by assisting priests: the Reverend Sally Johnston, the Reverend Keith Lane, and the Reverend Murdock Smith, all of whom create a strong clergy team.

Since January 2019, several new worship offerings have been added. There is now a daily Evening Prayer service at 5:30 p.m. Monday through Thursday (the Morning prayer weekday service continues), a second noon Eucharist on Thursdays (Tuesday Eucharist at noon continues), and a Wednesday Noonday prayer with guided meditation. Elizabeth Lenti also started a new Sunday evening Compline service in October, which is held on the first Sunday of every month at 7:00 p.m.

In addition to our clergy, there are many returning and new volunteers who, along with our Verger, Doug Hutto, help support weekly Sunday worship and lead the Morning and Evening Prayer services. Twice yearly workshops continue as a way to provide ongoing training to support our volunteers who serve in the various worship ministries -- Eucharistic Ministers, Eucharistic Visitors, Ushers, Acolytes, Welcome Hosts, and Lectors. There are faithful Altar Guild and Flower Ministry volunteers who weekly work to make our church look beautiful for Sunday services and other worship services, too.

The Choir School is co-led by Interim Executive Director Dan Kirsch, and Elizabeth Lenti, Artistic director. Garrett Law is the Assistant Director and the Town Choir has a new director, Emily Mason. The board chair this year is Abigail Cudabac. Their upcoming Winter Concert is December 13th and 14th.

Center City Concerts has a robust season this year with 9 concerts planned. Their Christmas concert on December 16th at noon will feature the Burlingame Singers.

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## **St. Peter's Endowment and Planned Giving**

Endowment: Bill Williamson, Chair, Endowment Board of Trustees through 2019 & Kristin Hills Bradberry, Chairman & President

In 1955 some farsighted Parishioners established The St. Peter's Episcopal Church Endowment Fund, Inc. to provide a way for people to leave a legacy to our Church through planned gifts during and after their lifetime. The mission is to support St. Peter's Church by increasing the Endowment through Planned Gifts and appreciation of the investments. Over the last 63 years the Endowment has been critical to enhancing the work of the Parish both in outreach and in the two Capital Campaigns – Miracle on 7th Street and Knocking on Heavens Door. The total support to these and other capital projects exceeds two million dollars.

Another achievement of the Endowment is the annual support of the Planned Giving Committee established in 2002. Since inception the Committee has added 142 new donors who became members of The 1834 Legacy Society. The estimated value of these future gifts exceeds \$8 million. Two new commitments were received in 2018. The committee is chaired by Steve Bentley and assisted by our Business Office. Thanks to those who wish to aid St. Peter's to endure long into the future.

This past year was active in both grants and attention to our investments.

The 2019 Endowment grants to Outreach were \$50,000. The Board approved \$45,000 to help fund a Parish Development officer. This grant is anticipated to continue for three years, after which the annual church budget will assume this cost.

The Endowment at October 31, 2019 was valued at \$3,512,483, an increase of 1.12% net of fees. New memorials and bequests were \$1,945. Investments are in high quality common stocks, bonds, and cash reserves managed through the Investment Policy Statement adopted by the Board of Trustees and the Finance Committee. The Endowment also manages the Shannonhouse Student Fund valued at \$322,213. In 2018, 13 college scholarships were awarded averaging \$1,135. Total available and expended for 2018 for awards was \$14,750. The funds available for 2019 are \$14,884.

Special thanks go to members of the Finance Committee, Sam Bowles, Sam Gardner, Jim Green, Brian Simpson, and Bill Williamson; and to Dan Woodall who coordinates with the Rector the Student Fund scholarship awards.

The current Trustees of the Endowment appointed for 5-year terms by the Vestry are Kristin Bradberry, Sam Bowles, John Hurst, Laura Wellman, Bill Williamson, Dan Woodall, and Father Jacob Pierce, Ex-Officio.

After expressing gratitude for the service of Bill Williamson for his extraordinary leadership of the Endowment, the Board voted the following officers.

**Planned Giving: Steve Bentley, Chairman, Planned Giving Committee**

Planned Giving refers to the thoughtful designation of a financial gift that will be made sometime in the future and offers a way for individuals to ensure that St. Peter's legacy will be preserved for generations to come.

The Planned Giving Committee was established in 2002 to increase the number of planned gifts to the St. Peter's Endowment. The Endowment provides resources to St. Peter's Episcopal Church by funding outreach grants from endowment income and by helping the church meet extraordinary parish needs. People who pledge a planned gift become members of the 1834 Legacy Society (named for the year Episcopalians first organized for worship in Charlotte). Legacy Society members are honored by having their names engraved on a leaf for the tree located on the right wall of the chapel.

Over 150 individuals have remembered, or committed to remember, St. Peter's through planned gifts. There are currently 130 living members of the 1834 Legacy Society.

Planned Giving Committee members are Steve Bentley, Chair; Ellison Clary; David Lavoie; Jim Shannonhouse; Bill William-son; and Jacob Pierce, Priest-in-Charge, ex officio.

## **St. Peter's Episcopal Church**

*A parish in the Diocese of North Carolina*

The Right Reverend Samuel Sewall Rodman III, *Bishop Diocesan*

The Right Reverend Anne Hodges-Copple, *Bishop Suffragan*

### **Parish Clergy and Staff**

The Reverend Jacob E. Pierce, *Priest-in-Charge*

The Reverend Amanda C. Stephenson, *Associate Rector*

The Reverend Robin O. Sands, *Deacon*

The Reverend Sally V. Johnston, *Assisting Priest*

The Reverend Keith C. Lane, *Assisting Priest*

The Reverend L. Murdock Smith, PhD, *Assisting Priest*

Pamela Breedlove, *After-hours Receptionist*

Rob Burlington, *Assistant Choirmaster*

Leigh Dixon, *Parish Administrator*

James Gray, *Facilities Assistant*

Lyn Holt, *Director of Youth Formation*

Anna Hurdle, *Director of Children's Formation*

Garrett Law, *Assistant Organist and Choirmaster*

Kristie Lauderbaugh, *Ministry Associate*

Elizabeth Lenti, *Director of Music and Organist and Artistic Director of The Choir School at St. Peter's*

Toronto McLeod, *Facilities Assistant*

Mishaun Mitchell, *After-hours Receptionist*

Keisha Vines, *Facilities Assistant*

Matt Williams, *Diocesan Intern*

Brian Whitley, *Facilities Manager*

### **Parish House Volunteer Receptionists and Staff Assistants**

Candace Armstrong, Jeanette Arndt, Bob Atkins, Sandra Blair, Tina Coelho, Sue Coonen, Kathy Cress,

Alice Dresser, Diana Gibbs, Kitty Hughes, Pat Markel, Sue Martin, Kathleen Mundle, Paula Savich,

Michael Talbert, Carleen Wald

### **The Vestry and Ministry Areas**

Class of 2019 Elsie Erneston (Outreach), John Frederick (Senior Warden, Administration), Maria Long (Strategic Planning, Executive Committee), Cooper Morrison (Junior Warden/Property)

Class of 2020 Marcus Clarke (Formation), Ellison Clary (Stewardship),

Mike Hoffman (Congregational Engagement), Mary Lynn Sepkowitz (Worship & Music, Clerk)

Class of 2021 John Buric (Stewardship), Erin Chantry (Parents & Families), Vera Greene (Social Justice),

Harris Holt (Fellowship & Parish Life)

### **St. Peter's Episcopal Church**

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