

# ST. PAUL'S REPORTER

*Deepening our relationship with God, in Christ, through prayer, worship and loving servanthood.*

January, 2012

## From the Rector...

*We are a welcoming congregation witnessing God's justice, mercy, and reconciling love.*

*We seek a deeper communion with God, with each other and the rest of God's creation.*

*We reach beyond ourselves, both in our shared spiritual journeys and in our service to our neighbors, near and far.*

*We meet God together in our shared worship, prayer, study, service, and fellowship.*

*We love and serve the Christ we find in each other.*

As I write this I am coming off the glow of our Christmas celebrations. Both pageants at 3 and 5pm on Christmas had very special qualities about them that had mostly to do with the sincerity and joy of those participating. I am so grateful to Debi Myer for the gift she gives our children and community in sharing the telling of the story of Jesus' birth. The poetry read on Christmas Eve at 9pm and the instrumentalists and Choirs who sang at all the services were an amazing outpouring of heartfelt joy. I was also moved by the 13 children caroling at Leonard Morse. Since beginning the Voice for Life classes this fall, its clear to me that there were confident, joyful voices being developed.

Everyone at Christmas helped in conveying the mystery of our life joined with God. Having anyone play any part in the pageant and having more than one baby Jesus in each pageant helps convey as much that each of us are now Christ's body, Christ in the world, and in each of us lives those seeking light, like the Magi; those saying "yes" to God like Mary; even shepherd people of utter poverty who's lives have been given value.

I am grateful for excellent ministry Amy Till has given to our youth and children's ministry, serving most recently as Coordinator for Christian Formation. Amy is transitioning to devote more time for her family. Both our youth and children's programs are in such good places with capable leadership teams guiding them, experienced teachers and open hearts to forming Christian communities of openness, safety, and care after the pattern of Jesus' ministry. Please see her letter in this Reporter for further transition details. If there are questions or ideas, please do not hesitate to reach out to myself or the Rev. Paul Kolbet, our associate rector. The steering teams and team captains for each ministry are also good resources in this time. I expect us to fill these position(s) by mid-February. Amy will continue to be a consultant to our ministries and available to help us train a new person. I am seeking internal and external candidates for the position.

This weekend I will be travelling to our sister parish and school in Port-de-Paix, Haiti with a small team from St. Paul's and a small team from St. Dunstan's in Dover. Tina Johnson and Rob Young will be going to visit Monday-Saturday in our sister parish and the team from Dover will be visiting and discerning a longer-term relationship in Cap Haitian.

*(Continued on page 2)*

- KEEP IN TOUCH!
- OFFICE HOURS;
- MON—FRI
- 8AM TO 12:30PM
- EMAIL
- [Info@stpaulsnatick.org](mailto:Info@stpaulsnatick.org)
- PHONE

508-655-5880

[www.stpaulsnatick.org](http://www.stpaulsnatick.org)

*(Continued from page 1)*

I have been trying to go to Haiti for many years, beginning 8-10 years ago when the bishop of Haiti encouraged us not to come for several years because it was too unsafe. Three years ago I tried to have a small team go and the wardens at that time felt we had too much going on, so I waited. Last year, Hurricane Tomas came through our sister parish just as I was trying to get there and my plans were thwarted. My prayer is for us to make it there and home again safe and sound and to ask how we can deepen our relationship with our sister parish.

What do we need to learn from each other? How can we grow in our relationship to God because we are together? How can our salvation and liberation that God has given increase because we don't see the world from just our own perspective? Aren't we preparing simply to live alongside each other in heaven anyway? How will it feel if we haven't take our brother or sister into account?

While I believe we can and have been helpful to each other, the main thing is I believe somehow, as oppressed peoples have often said: "If you have come here to help me, then you are wasting your time, but if you have come here because your liberation is bound up with mine, then let us work together."<sup>1</sup> *(spoken by Lilla Watson, representing the aboriginal people of Australia, in an address to the UN, but claimed through a collective process of Aboriginal peoples seeking new rights).*

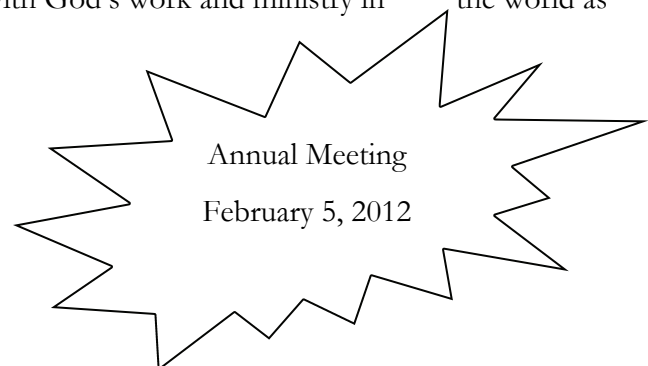
This liberation is an ultimate vision that comes when while serving we begin to get that the person whose eyes we catch has the same heart and soul as we do, only a life lived with different circumstances. Sometimes the experiences of education and lifestyle distance us from each other and we need to unlearn some habits of mind to become even more free.

We have had really good responses to our stewardship campaign this year. The giving has been good—thank you, but we are still not quite there. It is time for us to no longer have a deficit, but to fund well the ministries we are doing together—no apologies. These are very good and it won't take much more if we are all together in it. This does take everyone's good effort at financial giving along with other types of returning back to God what we have been given. We still have an 8% gap which it's time to close and bring our energy forward to develop and deepen the good work that God has begun in us. Every contribution matters.

I am grateful for the Epiphany time of light, for the light of forgiveness and call that comes from the Christ. You too are called into a shared life with God's work and ministry in the world as is everyone of us.

With Gratitude for all of you,

Jon+



## **JANUARY CELEBRATIONS**

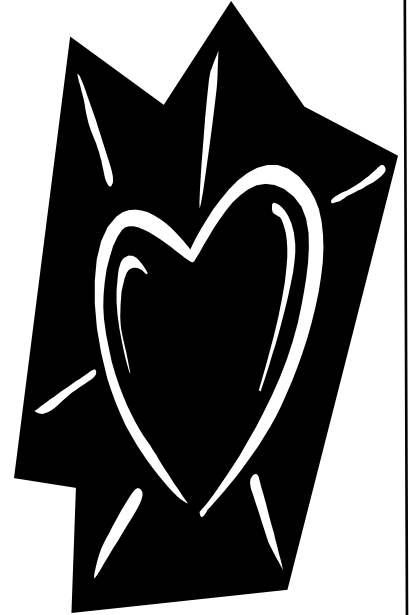
*The following is the list of parishioners with birthdays and anniversaries during January  
Please share their joy by congratulating them in person, by telephone or card, and by praying for them on their special day.*

### **JANUARY BIRTHDAYS:**

Mark Johnson  
Sam Westervelt  
Nancy Wilson  
Clara Palmer  
Scott Van Voorhis  
Robert Killam  
Linda Allen  
Cassandra Till, David Wheeler  
Carly Erickson, Marybeth Lamb,  
Gail Morey, Maryellen Ward  
Anne Chase, Ben Westervelt,  
Kathryn Lewandowski  
Diana Seacord  
Jane Holmes, Jyothi Ravindra  
Cynthia McReynolds  
Teresa Crane  
Lori Anderson York  
Joanne Babson  
Stephen Jaynes, Martin Everett,  
Laura Beltz, Harrison York  
Sally Stuckey, Maggie Ryan

### **ANNIVERSARIES:**

Thomas and Joanne Butler  
Mary Erickson & Rich Mullane  
Bud & Lisa Killam



*Watch over thy children,  
O Lord,  
as their days increase;  
bless and guide them  
wherever they may be. Strengthen them  
where they stand;  
comfort them  
when discouraged or sorrowful; raise  
them up  
if they fall  
and in their hearts  
may your peace which  
passes understanding  
abide  
all the days of their lives through Jesus  
Christ our Lord.*



## PARISH NOTES

### Annual Meeting - Save the Date

St. Paul's Annual Meeting will be on **February 5.** There will be one service at 10:00 am . The annual meeting will immediately follow this service. A community meal will follow the Annual Meeting.

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**WINTER 2012 CAMINO GROUPS** - It is that time of year again for new Camino Groups. Do you have an idea or interest for a Camino group? We are in the planning stages for Winter Camino Groups. If you have an idea for a particular Camino Group, please contact Courtney Edman by January 15th. We look forward to your ideas!!

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### Prayer Shawl Group



Many of us have benefited from the beautiful prayer shawls that have been lovingly created by the Prayer Shawl Group at St. Paul's.

Our next meeting will be on January 11 from 7:00 - 8:30 PM in Gale House  
Please contact Gail Inferrere .

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### St. Paul's Women's Lenten Retreat - Save the Date!

Friday March 16th 7:30 pm through lunchtime Sunday March 18th  
at the Barbara C. Harris Camp and Conference Center

Led by Bethany House of Prayer- Rev. Susan Morrison and Rev. Cynthia Good  
. Registration included in the Reporter.. ALL WOMEN WELCOME

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### **SAVE THE DATE; JANUARY 29, 2012**

### **4<sup>TH</sup> ANNUAL TCAN FUND RAISER**



The SPY youth group will be presenting its 4th Talent Show at the Natick Center for the Arts on January 29, starting at 7:00pm. Please join us for an evening of song, dance and fun as the Spy Youth showcase their many talents. This is an important fund raiser for the Youth Group.

Due to St. Paul's generous support our youth have been able to send 2 teams of missionaries to New Orleans to assist in the ongoing rebuilding of the city.

Suggested Donation \$10 per person/\$30 per family; yummy desserts and beverages included.

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## **St. Paul's Annual Meeting**

St. Paul's Annual Meeting will be on **Sunday, February 5th**, after the 10:00 am service.

Please plan to join us to review the life of our parish over the past year and vote for officers.

### **AGENDA**

Call to order

Opening prayer

Updates

    Rector's report

    Vestry update

    Senior Warden's report

    Budget and stewardship

Elections

    Sr. Warden (1 year term)

    Jr. Warden (1 year term)

    Treasurer (1 year term)

    Clerk (1 year term)

    Three (3) Vestrypersons (3 year term)

    Two (2) delegates to the Diocesan Convention (1 year term)

Questions/comments

Rector's Award

Popcorn prayers

### **Call for Elected Positions 2012**

For our annual meeting the Rector and Wardens call for individuals interested in serving St. Paul's in the elected position of Vestry (3 openings) , Senior Warden, Clerk, and Convention Delegates.

Interested individuals should contact

The Rector, Jon Strand

Senior Warden, Joan Dedian

Junior Warden, Marilyn Lee

There is also a call at the annual meeting to affirm those elected leaders that have chosen to renew there commitment to St. Paul's for one more year. The leadership positions include Jr. Warden, Treasurer, Convention Delegate, and 7 Vestrypersons.



**OUR HEART, OUR HOME, OUR TREASURE.  
INVEST IN ST. PAUL'S IN 2012.**

**To date, 139 individuals and families have pledged their financial support of St. Paul's in 2012, totaling over \$314,000. Thank you!**

**If you plan to pledge to support our spiritual home in 2012, but have not yet done so, please pledge as soon as possible.** In the past we've had as many as 170 individuals and families make pledges, and our goal for 2012 pledges is \$385,000. To get there we are asking everyone to prayerfully consider increasing their pledge by 10%. St. Paul's, like all Episcopal churches, is self-funding and self-sustaining – pledges make up 75-80% of our budget. Your 2012 pledge is meaningful to us!

You can submit your pledge in one of the following ways:

By filling out the green paper pledge card and mailing it to the church or putting it in the offering plate. These pledge cards can be found in your stewardship folder, in the back of the church, or in Sherrill Hall.

By submitting the electronic pledge card that can be found at [www.stpaulsnatick.org](http://www.stpaulsnatick.org) and clicking on "pledge online" on the right side of our home page. This submits your pledge confidentially to the church and you will receive a confirmation e-mail.

Via e-mail, either to [info@stpaulsnatick.org](mailto:info@stpaulsnatick.org) or [kvanvoorhis@hotmail.com](mailto:kvanvoorhis@hotmail.com).

The vestry will be meeting on December 20<sup>th</sup>, and at that time they plan to finalize the 2012 budget, based on all the pledges received to date.

**2011 PLEDGE UPDATE**

**For those of you who have pledged in 2011, if you can, please fulfill your pledges as soon as possible.** Frequently, final pledge payments trail into the first several months of the new year, which makes balancing the current-year budget very challenging. If you are not sure what the remaining balance is on your 2011 pledge, please ask – we'd be happy to look it up for you.

Contact any of your stewardship team (below) if you have any questions, would like more information about stewardship, or need a green pledge card. Thank you for trusting us with your treasure, and for all you do for St. Paul's!

Susan Barraclough, Joanne Butler, Stephanie Galvani, Miriam Kimball, Peter Kimball, Karen Van Voorhis, and Frank White

Your 2012 Stewardship Committee

## Music Gratitude

Many thanks to the children's choir, youth choir, family choir, adult choir, vocal soloists, and instrumentalists for their music offerings this Advent and Christmas Season. We are grateful for the abundance of music during the pageant services and the Festival of Lessons, Poems, and Carol service on Christmas Eve. Wishing everyone a blessed and happy new year!

### St. Paul's Choir Schedules

#### St. Paul's Children's Choir

Sunday, January 8 8:00 - 8:45 am, 12:30 - 1:15 pm rehearsals  
Sunday, January 22 8:00 - 8:45 am, 12:30 - 1:15 pm rehearsals  
Sunday, January 29 8:00 - 8:45 am, 12:30 - 1:15 pm rehearsals  
(children may attend either or both rehearsals on any given week)

#### RSCM Voice for Life Training Session for Children

Thursday, January 12 3:45 - 5:00 pm training session  
Thursday, January 19 3:45 - 5:00 pm training session  
Thursday, January 26 3:45 - 5:00 pm training session

#### St. Paul's Youth Choir

Sunday, January 8 3:00 - 4:00 pm rehearsal  
Sunday, January 15 3:00 - 4:00 pm rehearsal  
Sunday, January 22 3:00 - 4:00 pm rehearsal  
Sunday, January 29 3:00 - 4:00 pm rehearsal, TCAN performance



#### St. Paul's Family Choir

Sunday, January 8 10:30 am rehearsal, 11:10 am service, 12:30 - 1:15 pm rehearsal  
Sunday, January 15 10:30 am rehearsal, 11:10 am service

#### St. Paul's Adult Choir

Sunday, January 8 8:30 am rehearsal, 9:30 am service  
Thursday, January 12 7:30 - 9:30 pm rehearsal  
Sunday, January 15 8:30 am rehearsal, 9:30 am service  
Thursday, January 19 7:30 - 9:30 pm rehearsal  
Sunday, January 22 8:30 am rehearsal, 9:30 am service  
Thursday, January 26 7:30 - 9:30 pm rehearsal  
Sunday, January 29 8:30 am rehearsal, 9:30 am service

#### RSCM Voice for Life Training Session for Adults

Thursday, January 12 7:00 - 7:30 pm training session  
Thursday, January 19 7:00 - 7:30 pm training session  
Thursday, January 26 7:00 - 7:30 pm training session

## Hymn of the Month



### "I Want to Walk as a Child of the Light"

The hymn "I Want to Walk as a Child of the Light" is a scriptural meditation and prayer rich in biblically based images of light. Both the text and music are a statement of Kathleen Thomerson. The lyric melody, text, and tune name *Houston* were inspired in excitement and anticipation when returning to her home church to visit family and friends in Houston Texas in the summer of 1966. We encourage you to make this hymn your own and to sing it at home with family.

I want to walk as a child of the light,

I want to follow Jesus.

God set the stars to give light to the world.

The star of my life is Jesus. Refrain

#### Refrain

In him there is no darkness at all.

The night and the day are both alike.

The Lamb is the light of the city of God.

Shine in my heart, Lord Jesus.

I want to see the brightness of God.

I want to look at Jesus.

Clear sun of righteousness, shine on my path,

and show me the way to the Father. Refrain

I'm looking for the coming of Christ.

I want to be with Jesus.

When we have run with patience the race,

we shall know the joy of Jesus. Refrain

Musically,

Monique



## **Metrowest Interfaith Hospitality Network (MIHN)**

*St Paul's serves as one of fifteen host congregations for the Metrowest IHN a cooperative, interfaith partnership offering hope to homeless families with children through safe transitional shelter, meals, and supportive case management as they seek permanent housing.*

**THANKS TO ALL WHO HELPED PROVIDE A SAFE AND SUPPORTIVE HOME FOR OUR IHN FAMILIES DECEMBER 11 – 18 HERE AT ST. PAULS.** We very much appreciate you giving of your time and energy – and especially your prayers—at this busy time of year. Because of you, three families experienced a week of delicious home-cooked meals, cozy bedrooms, and a bit of Christmas spirit as volunteers helped children and adults alike make ornaments and trim a Christmas tree in Sherrill Hall.

**A NEW YEARS RESOLUTION.** The St. Paul's IHN Team has resolved to create a more efficient and timely volunteer sign-up and support system in 2012. Our goal is to schedule all host volunteer slots for the entire year, rather than as we do now—one host week at a time. We host three times in 2012, the weeks of February 12<sup>th</sup>, September 23<sup>rd</sup>, and December 2<sup>nd</sup>. Please contact Deb Valle or Grace Kelemanik if you are interested in joining the IHN Team and/or helping with our New Year's resolution.

**OUR NEXT HOST WEEK IS FEBRUARY 12-19.** Please consider volunteering. Volunteer options include set up and break down, breakfast and dinner hosts, evening and overnight hosts, as well as food purchasing and laundry.

**3<sup>RD</sup> ANNUAL MIHN WALKATHON.** We would like to put together a St. Paul's team for the upcoming IHN Walkathon to be held at the Natick Mall on Saturday, February 14th. Information about this fun event is posted in Sherrill Hall and can also be accessed at the MIHN site ([www.metrowestihn.org](http://www.metrowestihn.org)).

**VOLUNTEER TRAINING.** Just a reminder that trainings for new IHN volunteers take place twice a month at different congregations or the day center. An individual training can also be arranged—as we did this past December when 4 new St. Paul and support church volunteers stepped up at the last minute to help cover host week volunteer slots.

### **DID YOU KNOW...**

As of June 2011, there were over 3,600 families with children in Massachusetts' Emergency Assistance (EA) shelter program. 1,498 of these fami-

*(Continued on page 10)*

### **MIHN Day Center**

First Baptist Church, Natick

### **MIHN Host Congregations**

Christ Lutheran Church, Natick  
Christ the King Lutheran Church, Holliston

Crossroads Community Church, Framingham

The Dover Church

Federated Church of Ashland

First Congregational Church, Natick

First Parish Church in Framingham

First Parish Church, Wayland

Fisk United Methodist Church, Natick

Pilgrim Church, Sherborn

### **St Paul's Episcopal Church, Natick**

Unitarian Universalist Society of Wellesley Hills

Unitarian Universalist Area Church, Sherborn

Wellesley Congregational Church

Wellesley Hills Congregational Church

### **MIHN Support Congregations**

Christ Church United Methodist of Wellesley

Eliot Church, Natick

First Baptist Church, Framingham

Fisk United Methodist Church, Natick

Holy Spirit Catholic Community, Wellesley

Most Precious Blood Church, Dover

Needham Congregational Church

Newton Highlands Congregational Church

Peace Lutheran Church, Wayland

(Continued from page 9)

lies with children were being sheltered in motels. An additional 3,000 families were able to move out of shelter or avoid entering shelter with the use of short-term Flexible Fund subsidies this year. This number does not count those families who are doubled up, living in unsafe conditions, or sleeping in their cars.

Over the past twelve months, over 7,000 families were assisted with emergency shelter.

A 2007 MA Department of Education report estimated that at least 9,926 school-aged children in public schools are experiencing homelessness on any given day in Massachusetts. Of this number of school-aged children, there are about 599 identified unaccompanied, high school students experiencing homelessness. ☐

The average age of a person experiencing homelessness in Massachusetts is 8 years old.

The number of people experiencing homelessness are continuing to rise:

The number of individuals experiencing homeless has more than doubled since 1990.

On any given night in Massachusetts, the approximately 3,000 night shelter beds for individuals are usually full.

The number of families in the Emergency Assistance shelters increased by 230% between October 2005 and October 2010

The statistics above were taken from the Massachusetts Coalition for the Homeless. For more information and opportunities to help check out the MCH website at [www.mahomeless.org/advocacy/basic-facts](http://www.mahomeless.org/advocacy/basic-facts)

**MIHN Support Congregations**

continued

St. Andrew's Episcopal Church,  
Framingham

St. Andrew's Episcopal Church,  
Wellesley

St. Mary's Catholic Church, Hol-  
liston

St. Theresa's Catholic Church,  
Sherborn

St. Zepherin & St. Ann's Par-  
ishes, Wayland

Sha'arei Shalom, Ashland

Temple Beth Elohim, Wellesley

Temple Beth Shalom, Needham

Temple Beth Torah, Holliston

Temple Or Atid, Wayland

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**St. Paul's Youth Groups (SPY)**

St. Paul's Youth Groups are open to youth in grades 6-12, and new members are welcome to join at any time. Simply show-up and fill out a guest form to provide us with emergency contact information.

**TCAN Talent Show**

We are joyfully preparing for our talent show fundraiser at The Center for Arts in Natick (TCAN) on **January 29<sup>th</sup> at 6:30 p.m.** We have some wonderful talent in store for you again this year! Please show your support of our youth groups by letting us entertain you. All donations support our good works and mission trips. Tickets are available at coffee hours starting January 15<sup>th</sup> or at the door on the night of the show.

**Upcoming High School Retreat**

All high school students are invited to attend the Diocese of Massachusetts High School Retreat at Barbara C. Harris Camp in Greenfield, NH on the weekend of **February 3<sup>rd</sup>- 5<sup>th</sup>**. Registration information and more details will follow shortly via email from SPY parent and SPY Steering Team member, Betsy Emberley. Thank you, Betsy, for coordinating this trip!

**St. Paul's Youth (SPY) Upcoming Meetings and Events:**

**January 8** - All groups will meet at their regular times and places:

**January 15** – No SPY, MLK Weekend                      **January 22** – All groups meet at their regular times and places

**January 29** – Talent Show Fundraiser at The Center for Arts in Natick (TCAN)

**February 3-5** – High School Retreat at Barbara C. Harris Camp

**February 5** – No SPY – Super Bowl Sunday

## Christian Formation News



Dear People of St. Paul's,

I feel privileged and honored to have worked at St. Paul's since June 2009. As some of you know, I am in the process of transitioning out of my staff role. I have so enjoyed working for our church, formerly as the Youth Ministry Coordinator and more recently as the Director of Christian Formation. I love St. Paul's and will continue to be an active member of our community. However, my husband, John, and I made a decision to slow our lives down to better meet the needs of our family. I am clear that the best course of action is to transition into a volunteer role.

I have faith that my transition will create an opportunity for someone else to grow in his or her ministry. The Rev. Jon Strand is currently considering internal and external candidates, and I am more than happy to make myself available a few hours a week to assist a new staff member, if desired.

The good news is that this is actually a fairly decent time of year for this type of transition. Our programs are up-and-running and we have dedicated, solid teams of volunteers working together in our Sunday morning classrooms and our Sunday afternoon/evening youth group (SPY) gatherings. We also have energetic, capable people in place on both our Christian Formation Steering Team and SPY Steering Team.

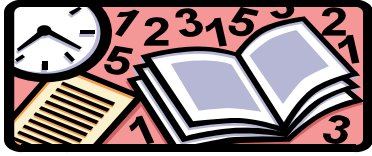
We strive to keep improving, and I would be remiss if I did not mention that at the last SPY steering team meeting we decided to add the role of "SPY Team Captain" to the group of adult leaders on-site each Sunday afternoon/evening. From this point forward an experienced former adult leader will be at each SPY meeting to support our adult leaders and keep things rolling along in a positive way. Also, please know that our SPY community is in need of another adult leader or two to join in our rotation. If you are interested in learning more, please contact Jon Strand or me.

During this time of transition, I want to make sure that church school teachers, youth leaders, and parents know whom to contact if they have questions, concerns, or just want a little guidance regarding our programs. Church school teachers and parents can feel free to contact Jon or Paul, or any member of our Christian Formation Steering Team: Kim Bennet, Emily Fagan, Kate Leavey, and Beth Strand. Youth leaders and parents can feel free to contact Jon or Paul or any of our SPY Team Captains: Kristen Arnold, Kate Leavey, and Steve Walsh.

I look back over the last few years at my experiences at St. Paul's with tremendous gratitude and joy. Of course there were challenges along the way, but the truth is that I love this line of work and can most definitely see myself returning to it one day. Besides being fulfilling, rewarding and inspirational, working within our community has also provided me with an amazing personal growth opportunity. I have grown and changed in ways I could not possibly have imagined, and I am grateful to the clergy, staff, wardens, vestry, and steering teams for their guidance and support.

Sincerely,

Amy Till



**IT'S THAT TIME OF YEAR AGAIN!**

Annual Reports from committee chairs are due in the office on

January 30, 2012.

Annual Meeting

**February 5, 2012**

**Children's Sunday School**

Sunday morning church school classes are for children from 3 years through grade 5 and are held at 8:45 for families attending the 9:30 service or 10:45 for families attending the 11:10 service. Children of new families are welcome to join our classes at any time. Yellow registrations forms can be found on the bulletin board in Sherrill Hall.

**Upcoming Church School Classes:**

**January 8,**

**January 15** – No Church School Classes - MLK Weekend

**January 22,**

**January 29** - Regular Classes

St. Paul's Episcopal Church  
P.O. Box 238  
Natick, Ma. 01760

**Nonprofit Organization**  
**U.S. Postage Paid**  
**Permit No. 4**  
**Natick, MA. 01760**

January 4, 2012

Dear St. Paul's Community,

The Vestry at St. Paul's had some tough decisions to make at our December 20<sup>th</sup> monthly meeting concerning the 2012 budget. In the spirit of transparency, the hallmark of all we do at St. Paul's, we wanted to let you know about these decisions.

First the good news- we had a very successful stewardship campaign this fall. The total amount pledged for 2012 is \$340,228 from 160 pledging units. The stewardship team asked people to consider a 10% increase over last year's pledge, and 47 people were able to do that (32% of pledges). Another 21 people increased their pledge by a lesser amount. We had 13 pledges from newcomers that totaled \$13,520. That means that 46% of pledges increased the amount given over last year!

Now the bad news- our budget deficit for 2012 is more than \$40,500. This amount takes into account a provision for former pledging units from last year who have not yet made a commitment for this year. It also includes a \$15,000 withdrawal from our endowment.

In past years, the Vestry made up any budget deficit by taking the full amount out of our endowment. We can no longer sustain large withdrawals from our shrinking unrestricted principal to cover ongoing budget deficits. The Vestry agreed that we want to get our expenses in line with our pledging so that we have a sustainable model going forward. We all want St. Paul's to continue to do its good works for our children and grandchildren.

So, how do we make up this budget gap? The Finance Committee's menu of choices all were very difficult because the majority of St. Paul's budget is made up of staff salaries. With the clear support of our committed staff, the Vestry agreed to institute a 4% reduction in program staff salaries as of January 1, 2012. Jon has elected to take a 6% cut to help lead us to getting our finances in line. The Vestry also voted on other programmatic measures to help reduce our expenses in order to achieve a balanced budget.

**We are a parish family, and we are all in this together.** We are seeking your assistance to help with our "Close the Gap" campaign to avoid implementing any additional cuts, and we hope to reverse the salary cut. **Let's fund our ministries and minister well enough!**

If you have already pledged this year and can add to your pledge to help us close the gap, this would be appreciated. If you have not yet submitted your pledge for 2012, please do so as soon as possible. If you are a newcomer who is still determining if St. Paul's will be your spiritual home, we wanted to include you in this letter so that you are aware of our "Close the Gap" efforts to fund ministry well. You can make a pledge by calling the office at 508-655-5880, by going online to [www.stpaulsnatick.org/online-pledge](http://www.stpaulsnatick.org/online-pledge), or by sending in a note to the office indicating the amount of your pledge increase.

Please speak to the wardens, Jon, or any member of the Vestry if you have further questions. We are grateful for our supportive community, and we will pray for a good response to our "Close the Gap" request.

Faithfully yours,

Joan Dedian

Senior Warden

Marilyn Lee

Junior Warden