When the impact of the pandemic on the life of the Church began to come into focus back in March, St. Paul’s staff, Vestry, and parishioners immediately started coping with the implications and seeking to mitigate the effects. In everything from worship to fellowship to service in the community, more St. Paul’s leaders than I can name made heroic (and successful!) efforts to maintain everything from common worship to fellowship and service. And then, while we were busy coping with unprecedented obstacles, we began to perceive, one by one, unprecedented opportunities.

As long as we can’t have an adult forum in the Parish Hall, why not accelerate developing plans to shift formation in the direction of more small groups? And since we’re not using the offices and Church School building, isn’t this the perfect time for the asbestos-removal project we knew was coming? While the search to fill a new clergy position is on hold, why not move forward with plans to grow Mark’s responsibilities in Adult Formation, and Peyton’s in Mission & Service? And is it possible, as long as we’re not singing together, to get a head start on the overdue restoration of our landmark Skinner organ?

This booklet is intended as an update, yes, on how St. Paul’s has been “managing,” but more than that, on how we’re seizing new opportunities to grow together into the future into which God is calling us.
Virtual Worship Service Schedule

All virtual services are via Zoom. Information on how to obtain the necessary Zoom links may be found in the St. Paul’s Weekly Update.

**Shrine Mont 2020**

Shrine Mont is open and ready to host us! It will be a different year at Shrine Mont. Indoor shared spaces are closed to guests, and meal service has been modified to allow for social distancing consistent with all directives from the Bishop and the Governor. The pool is open, with extensive precautions in place. Our weekend will take place on the originally planned dates, July 10-12, and anyone who wishes to participate is invited to make reservations directly with Shrine Mont. As always, St. Paul’s will cover all costs for children under 18. All activities—hiking, swimming, hanging out—will be informal, according to the comfort level of each individual and family. There will be no “official” St. Paul’s programming, but lots of opportunity for recreation and relaxation.

In order to help Shrine Mont through the massive loss of revenue in 2020, St. Paul’s will contribute fifty cents for every dollar donated to Shrine Mont or spent on the weekend by parishioners! If you’re excited to visit Shrine Mont this summer, make your reservation by calling (540)856-2141. And if you wish you could go but don’t feel that it’s for you this year, show your support by making a donation.

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**Virtual Worship Service Schedule**

**Sunday Morning Prayer with homily and music**, 10 a.m.

**Monday Compline**, 8 p.m.

**Tuesday Morning Prayer**, 8 a.m.

**Wednesday Evening Prayer**, 5:30 p.m.

**Thursday Morning Prayer**, 8 a.m.

**Friday Morning Prayer**, 8 a.m.
Plans to Return to In-person Church Services

• The Diocese has published Public Health Indicators that specify that when a downward trend in new covid-19 cases in the Thomas Jefferson Health District is sustained for fourteen days, we will be eligible to submit a re-opening plan for the Bishop’s approval.

Regardless of health data, we do not plan to hold Sunday services in person before August 23.

• In the initial reopening, attendance will be limited. We are developing a reservation system to manage this. Household groups will be seated at a safe distance from one another, entry and exit from the building will be carefully controlled, and facemasks will be required.

• We will primarily stick with Morning Prayer during our initial reopening. On a special occasion, we may have a Eucharistic service with “spiritual communion” in which the bread and wine are not consumed.

• For the foreseeable future, sung music in church will be either recorded or performed by carefully positioned soloists. Most experts believe that choral and congregational singing will not be safe until vaccinations are widespread.

• Live services will be streamed online. Inclusion of the whole parish community has been a constant priority in our planning. We are exploring technology that would allow our streaming to be more of a two-way street so that those at home not only see and hear what’s happening in the church, but can also be seen and heard by those in the pews.

• Even after we are able to gather in the building for worship, we do not anticipate offering large in-person Adult Forums in the near future. The Parish Hall is not large enough to allow for the necessary distance between people, and a large portion of our most regular forum participants are less likely than other parishioners to return physically to St. Paul’s during the initial re-opening because of various risk factors including age. We expect to offer occasional parish-wide virtual forums and many more small-group formation opportunities.
Budget & Finance

• Predictably, the revenue we designate as “plate income” (cash and undesignated gifts from non-pledgers) is down.

• Wonderfully, the decrease in plate has been more than offset by an increase in pledge income. Many parishioners have increased their pledges and accelerated their payments, and we have received an inspiring number of new pledges in 2020.

• St. Paul’s holds restricted (endowment) and unrestricted assets worth approximately $1.7 million, invested with the Charlottesville Area Community Foundation and the Trustees of the Funds of the Diocese of Virginia. In total, our portfolio is down approximately 4.5% for the period from January 1 to June 30.

• Our 2020 budget included funding to create a new full-time clergy position this summer. When the virus hit, we suspended the search; the consensus among staff and Vestry was against interviewing, hiring, and having someone begin ordained ministry at St. Paul’s over Zoom. Financially, this represents significant savings for 2020. We anticipate re-booting the search this fall for a start date in the summer of 2021.

• In addition to the savings associated with the delay in hiring an additional full-time member of the clergy staff, the shutdown has resulted in a substantial reduction in other variable costs including printing, utilities, nursery care, meals & hospitality, and parking.

• We have increased our Mission & Service budget.
  (Read more later in the Mission & Service section of this booklet.)

• St. Paul’s accelerated the payment schedule of our pledge to the Diocese of Virginia, recognizing that many small and struggling parishes will not be able to meet their commitments this year.

As of the end of June, our year-to-date income was ahead of our pre-pandemic projections. This is not only good financial news; it is a powerful testament to the spiritual vitality and faith commitment of our parish community.
Staff Updates

In 2018, our parish-wide Mutual Ministry Review identified Adult Formation and Mission & Service as priority areas for ministry growth and staff leadership. Adding another clergy position this summer was part of a broader plan to increase our capacity to grow our ministries in these areas. The new position, for which the search is now on a one-year hold, was designed to include special responsibilities for parish fellowship and events, and for the coordination of pastoral ministries carried out by clergy, staff, and parishioners. By relieving current staff of these responsibilities, we would allow them to focus more time and energy in Adult Formation and Mission & Service. Despite the one-year delay in the clergy search, we are moving ahead with plans for Mark Wastler to take over staff responsibility for Adult Formation, and for Peyton Williams to lead us into our next steps in Mission & Service. Primary coordination of pastoral care will remain with Rector Will Peyton.

Updates on activities and plans of the ministry and program staff (Rector Will Peyton, the Rev. Mark Wastler, Deke Polifka, and Peyton Williams) appear in the Children’s & Youth Ministries, The University Fellowship, Music, Mission & Service, and Adult Formation sections of this booklet.

Updates on the administrative and support staff appear below:

- **John Reid, Parish Administrator**, has responsibilities in diverse areas including parish finances, facilities, equipment, communications, and operations, supervising support staff, and managing outside contractors from lawyers and insurance providers to printers, painters, and groundskeepers. John monitors cash flow and finances closely, and serves as the staff liaison to Treasurer Lynne Weikart. With the building empty, John has been busy with maintenance, security, and improvements, including the installation of new bulletin boards in the Parish Hall, the acquisition of equipment needed to upgrade our live-streaming capabilities, working with asbestos-remediation contractors, and making logistical preparations for in-person worship. John is also responsible for vision and strategy in St. Paul’s communications,
including branding, signage, printed materials, and online presence. He has been the primary host for our Zoom worship. In addition to all this, he handles innumerable administrative tasks and serves as part of St. Paul’s executive leadership team with the Rector and Associate Rector.

- **Alice Fitch, Office Manager**, played an essential role in updating and distributing our Parish Directory to assist parishioners in staying in touch with each other during the pandemic. She keeps our database up to date, maintains the parish calendar, coordinates Zoom meetings and webinars, and is part of the hosting team for online worship. Alice’s attention to detail and organizational skills are essential to the smooth functioning of St. Paul’s staff. She is the hub for internal and external communications, and focuses on the planning and logistical details for all that goes on at St. Paul’s. Additionally, as part of our Communications team, Alice has primary responsibility for the production of our newsletter and the maintenance of our Facebook page and website, while also providing input to John Reid on communications strategies. Currently she is developing a reservation process for use when we return to in-person services with capped attendance.

- **Mike Turner, Building & Maintenance Assistant**, focuses on keeping our building secure, clean, and sanitized. The suspension of in-person worship has allowed for extensive cleaning in some long-neglected nooks and crannies. As we resume in-person worship, Mike will be responsible for essential new protocols for sanitizing bathrooms and common-touch surfaces during services, and worship spaces between services.

- **Our part-time staff** continue to support our ministries faithfully in myriad ways. **Financial Secretary Martha Loach**’s responsibilities are mostly unchanged, although she now does virtually all her work from home. **Music Assistant Daniel Hine** has shifted to hourly employment and is focused on sorting and organizing St. Paul’s music library. **Assisting Priest Heather Warren** has taken responsibility for keeping in touch with our most isolated parishioners, especially those living in locked-down nursing facilities and those without internet access. She also has a leading role in planning this summer’s Faith & Race adult formation series.
Until the end of the school year and into the summer, Director of Children’s & Youth Ministries, Peyton Williams led 65 online classes and discussions with around 50 children & youth participants.

She also organized special recognition of our high-school seniors.

She has been busy coordinating the clearing out of the Sunday School Wing in advance of asbestos remediation. (Check out our building plans later in this booklet!)

“I am incredibly grateful to have stayed connected with so many of our children and youth over the past few months. In our Sunday School and Youth Group meetings each week, we pray a prayer of thanksgiving for the ways in which we are able to be together even when we cannot be with one another in person. A handful of our children & youth have shared with me the ways in which they feel like our group has actually grown closer during this time. Thanks be to God!” —Peyton Williams
Throughout the spring, Mark Wastler maintained a busy schedule of meetings, prayers, and pastoral conversations with The University Fellowship online, including planning TUF’s fall recruitment program in the midst of intense uncertainty about the fall semester.

He also solicited, received, evaluated, and acted on Skinner Scholarship applications. Our 2020-21 Skinner scholars will be announced soon!

UVA has announced plans to reopen on August 25. Our student ministry will adopt practices that align with the University’s protocols for classes and gatherings.

“During the quarantine, students in The University Fellowship continued to virtually meet together twice a week—it was a lifeline for all of us. They also continued participating in services on Wednesday evenings and Sunday mornings, preaching, reading, singing, and attending. Our intergenerational congregation is alive and well, and one of our great strengths in college ministry.” —Mark Wastler
Deke Polifka, Director of Music & Organist, has shown creativity and flexibility, not to mention virtuosity, in planning and playing music, both live and recorded, for our online services. He is now deeply engaged in explorations of how future in-person worship can be enriched by sacred music in the absence of live congregational or choral singing, and how to keep all three of our choirs in touch and in practice until they can sing together again! He has also put countless hours into research and planning for the restoration of our landmark 1926 E.M. Skinner organ.
Mission & Service

Peyton Williams, Director of Children’s & Youth Ministries, is assuming staff leadership of our Mission & Service opportunities. Throughout her first year at St. Paul’s, and especially when she helped coordinate hosting the PACEM women’s shelter, Peyton has seen that our youth are most engaged with their faith when they are acting it out in the world. Her new responsibilities represent St. Paul’s commitment to developing parish-wide, intergenerational participation in Mission & Service, which was one of the Task Force’s priorities. The move also capitalizes on Peyton’s previous work in housing and homelessness and her divinity school concentration in Prison and Carceral Studies. Peyton has the Mission & Service Task Force report and will meet with the Task Force for conversation this summer.

- Peyton has already begun making contacts with community partners such as PACEM and IMPACT, and she looks forward to calling together a Mission & Service committee and working closely with long-serving volunteers to imagine a robust future for Mission & Service at St. Paul’s.
We have increased our Mission & Service budget! St. Paul’s qualifies for an approximately $30,000 payment under the Employee Retention Credit program which is part of the CARES Act. At the June meeting, the Vestry decided to add the total amount of this credit to the existing Mission & Service budget and designate it for short-term local emergency relief.

• We accelerated several Mission & Service grants that would normally have been made later in the year, including to PACEM, IMPACT, and African Development Partners; and we plan to support Salvation Army dinners throughout the summer. The Clergy Discretionary Fund has been in overdrive meeting emergency needs.

• Here at home, with the involvement of dozens of parishioners, IMPACT secured a major win for our immigrant neighbors when the Jail Board voted June 11 to stop inquiring about detainees’ nationality as part of the intake process at our regional jail. IMPACT congregations had the support of both local Commonwealth’s Attorneys in urging the Jail Board to end the practice.
In the middle of March, everyone agreed that PACEM’s mobile model would not work. But the nightly roster still numbered 45 – 50 guests.

PACEM worked with the City and community partners to relocate the men’s shelter to the Key Rec Center for roughly three months (pictured above), and the women’s shelter to the Summit House on the Unitarian Universalist campus for even longer.

Those guests identified as particularly vulnerable, nearly 30 men and women, were housed by PACEM in individual rooms at a nearby hotel, and they are there indefinitely.

St. Paul’s has given PACEM an initial 2020 grant of $2,000.

New pandemic-related precautions have kept volunteers from serving at the Salvation Army. Although our participation has historically taken the summer months off, St. Paul’s is paying for catering some evenings, and covering the cost of the food the staff prepares on other nights for Thursdays throughout the summer.
• In the last few months, our partners at Legliz Kris Roi in the Diocese of Haiti have installed a pump to deliver water to the church and school with funding from St. Paul’s School in New Hampshire. Facilitation and guidance from SPMC, including frequent communication with Mary Preston and engineering consultation by Pat Punch, made it possible! We are watching coronavirus travel restrictions and the situation in Haiti with an eye toward planning our next visit as soon as possible.

![Water flows to the school and church in Leger!](image)

• African Development Partners are well underway in becoming a standalone 501(c)3 corporation. We helped host their virtual Harambee fundraiser earlier this month, and we provided $4,000 as a matching grant to help them begin to develop a broader donor base.
The Adult Formation Task Force, consisting of Leslie Middleton, Peter Moench, Margaret Mohrmann (chair), Tim Rambo, Melanie Rightmyer, and Virginia Ritchie was asked to explore the many avenues available at St. Paul's for adults' spiritual growth and formation, to hear the needs and interests of parishioners, and to report to the Vestry and clergy its findings and recommendations.

As the Adult Formation Task Force Report moves toward submission to the Vestry, and the baton is being passed from the Task Force to Mark Wastler and a new committee, some exciting themes are emerging that will shape upcoming programming.

They include:

• small groups as the foundation of adult formation.
• a staff person dedicated to leadership of formation.
• an integration of formation with service opportunities.
• establishing a core group of trained, small group facilitators.

We are all looking forward to deeper connections with God, one another, and the world in which we live.

• As he transitions into his new responsibility for Adult Formation this summer, Mark Wastler is focusing on a four-part online small-group series, Conversations on Faith & Race. Each group of no more than fifteen parishioners is being facilitated by one staff member and one TUF student. Grappling with racism in our world and in our own hearts is an example of spiritual formation.
• We expect to offer occasional parish-wide virtual forums and many more small-group formation opportunities.

• Mark is in the early stages of creating a new Adult Formation Committee. Stay tuned for more details.
Asbestos Abatement

We have long known that we have a major asbestos-remediation plan in our future where the Sunday School Building is concerned, and the radical reduction in our current need for meeting spaces represents an unanticipated opportunity to move ahead. Many factors, including layout, accessibility, and structural considerations, have led numerous consultants, as well as the Vestry, to conclude that the building should ultimately be replaced rather than renovated. In May, the Vestry voted to begin asbestos remediation this summer as a sign of optimism and commitment to moving forward with a building plan.

As part of the same contract, all asbestos will be removed from the ceilings in the offices and office corridor. Because the flat roof over the offices is failing, it is important to assure that none of our frequent leaks results in an asbestos hazard.

Our Dreams for Renovation and Building

• The Vestry agreed this spring that neither the pandemic nor the attendant economic disruption had fundamentally changed the essential facts: Our forebears at St. Paul’s entrusted us with the care of a sacred building and a world-class organ for the sake of the ministry of the Gospel. Both are in need of restoration in order to serve God’s people and God’s purposes on the Corner for many more decades—decades that will see, as the last century has, all kinds of economic circumstances.

• Because of disruptions caused by the pandemic, we are behind our projected timeline for interviewing and engaging engineers, architects, and capital-campaign consultants. On the other hand, the suspension of public worship has created opportunities to accelerate progress in other areas of the critical path.
St. Paul’s has the unusual blessing of an organ that was designed and built with and for the building; the two are more fully integrated, conceptually, functionally, and acoustically, than most church organs and buildings. **For this reason, it makes sense to think of the restoration of the organ and the nave as integral parts of a single project.**

### 1926 E. M. Skinner Organ, Op. 597

Founded in 1901 by Ernest M. Skinner (1866-1960), the Skinner Organ Company of Boston was the organ builder of choice for prestigious churches, schools, and civic institutions in America. Our instrument, Op. 597, was designed specifically for St. Paul’s Memorial Church in 1926, and built at Skinner’s satellite plant in Westfield, MA.

The St. Paul’s organ has four manuals (“keyboards”): Solo, Swell, Great and Choir (from top to bottom on the console); the façade pipes seen in the nave are purely architectural. Many of the instrument’s speaking pipes are enclosed behind shutters, presenting the organist with many expressive possibilities. The overall style of the instrument is Orchestral/Romantic, meaning that the design creates a warm, rich sound with orchestral colors, making it highly suitable for use with the Anglican liturgy/repertoire.

Situated in the reverberant acoustical space of our nave, our organ was built at the peak of Skinner’s genius. As it approaches its centennial, plans are underway for a full restoration and completion by the A. Thompson-Allen Co. of New Haven, CT. Fully rebuilt and expanded as intended by Skinner, this historic instrument will be truly world-class and perhaps the finest organ of its type in Virginia. Restored to pristine condition, it will serve and inspire St. Paul’s and the surrounding community for generations to come.
• Early projections of possible timelines for our master plan would have placed this work further out in the future, probably following the construction of a new classroom-and-office building that would include a space big enough for worship during renovation of the nave.

• The pandemic has introduced new factors into that calculation. Many months with limited congregations and no live choral singing will allow for the possibility of organ restoration starting sooner than originally planned.

We are therefore exploring how we can accelerate the organ restoration, perhaps beginning as soon as January 2021. This is a rapidly evolving possibility, and much more detail will be available soon!
**Staff Directory**

**Full-Time**

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<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Email</th>
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</thead>
<tbody>
<tr>
<td>The Rev. William Peyton</td>
<td>Rector</td>
<td><a href="mailto:will.peyton@spmcuva.org">will.peyton@spmcuva.org</a></td>
</tr>
<tr>
<td>The Rev. Mark Wastler</td>
<td>University Chaplain &amp; Associate Rector</td>
<td><a href="mailto:mark.wastler@spmcuva.org">mark.wastler@spmcuva.org</a></td>
</tr>
<tr>
<td>Alice Fitch</td>
<td>Office Manager</td>
<td><a href="mailto:alice.fitch@spmcuva.org">alice.fitch@spmcuva.org</a></td>
</tr>
<tr>
<td>Deke Polifka</td>
<td>Director of Music and Organist</td>
<td><a href="mailto:deke.polifka@spmcuva.org">deke.polifka@spmcuva.org</a></td>
</tr>
<tr>
<td>John Reid</td>
<td>Parish Administrator</td>
<td><a href="mailto:john.reid@spmcuva.org">john.reid@spmcuva.org</a></td>
</tr>
<tr>
<td>Michael Turner</td>
<td>Building &amp; Maintenance Assistant</td>
<td></td>
</tr>
<tr>
<td>Peyton Williams</td>
<td>Director of Children’s Youth Ministries</td>
<td><a href="mailto:p.williams@spmcuva.org">p.williams@spmcuva.org</a></td>
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**Part-Time**

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<tr>
<td>Daniel Hine</td>
<td>Music Associate</td>
<td>(hourly)</td>
<td><a href="mailto:daniel.hine@spmcuva.org">daniel.hine@spmcuva.org</a></td>
</tr>
<tr>
<td>Martha Loach</td>
<td>Financial Secretary</td>
<td>(20 hours per week)</td>
<td><a href="mailto:martha.loach@spmcuva.org">martha.loach@spmcuva.org</a></td>
</tr>
<tr>
<td>The Rev. Dr. Heather Warren</td>
<td>Assisting Priest</td>
<td>(10 hours per week)</td>
<td><a href="mailto:heather.warren@spmcuva.org">heather.warren@spmcuva.org</a></td>
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**The Vestry**

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<th>Through January 2021</th>
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<th>Through January 2024</th>
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<tbody>
<tr>
<td>Steve Bolton</td>
<td>Margery Daniel</td>
<td>Steve Bevis</td>
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<td>Phil LaMar</td>
<td>John Frazee</td>
<td>Jennifer Minetree</td>
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<td>Anne Lorber</td>
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<td>Frank Rambo</td>
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<tr>
<td>Jeri Seidman</td>
<td>Margaret Mohrmann</td>
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<td>William Taylor</td>
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