



# PAUL'S EPISCOPAL CHURCH

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Cary, North Carolina 27511

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

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January 31, 2018

Fellow Parishioners,

At the vestry retreat on Jan 26 - 27th, the new vestry prayerfully discussed the progress we have made as a parish community. We also started the 2018 goal setting process, taking into account our mission statement, unrealized parish 2017 goals, 2018 parish goals and 2018 Diocesan goals.

The process of balancing funds pledged to funds needed was one of the tasks of our 2018 retreat. As often happens, we have a shortfall, and tough decisions will need to be made about where to lay the burden of the shortfall. As a vestry, we do not enjoy having a drawn out process of asking for funding for our parish; we are as weary as you are when we extend our asking period into the new calendar year. The fact remains, however, that we are not living into our shared commitment to fund our church as fully as we partake of its programming.

The one area where we as a parish have struggled for years is in compensating our church staff at levels considered "market wages" for the jobs they perform. Currently, we are not compensating our clergy and staff at levels considered baseline for the year 2014. The budget that the 2018 vestry is asking you to support includes pay increases to cut this gap in wages by 50%. Next year's budget would include funding to bring the pay levels the rest of the way to 2014 standards. We are also embarking on moving to third party information technology (IT) support. We have, for years, relied on the time and talents of an extremely dedicated group of parishioners to support our IT needs. As a "corporate" sized parish, it is time to contract for 24/7 IT support for the staff, clergy and ministry volunteers. To accomplish all of this, we require an increase in dollars pledged of \$60,000 this year. Simply put, if all of our 328 current pledgers simply increased their annual pledge by \$183 or more, we can accomplish our 2018 budgetary goals.

As a sign of our dedication to narrowing this gap, members of the vestry stepped forward with an additional \$10,350 in pledges from our own pockets, reducing the original need of \$70,000 to \$60,000. We are now coming to the parish with a request for you to reconsider your annual 2018 pledge and join the Vestry in meeting the 2018 budget goals.

If you are able to increase your pledge, call or email Christine Ingram, Parish Administrator ([christine.ingram@stpaulscary.org](mailto:christine.ingram@stpaulscary.org)) with the new amount or simply "re-pledge" by clicking on the PLEDGE NOW button on the St. Paul's website and enter your new pledge amount. Increased pledges to be included in the 2018 operating budget need to be received by Feb. 14, 2018.

We all share in a love for the beauty of what we have accomplished in building a community at St. Paul's that has grown tremendously over 60 years. We all are touched by the pastoral care of the staff and their reach into the greater Cary community. We all must share, also, in the financial burden of sustaining what we have built. It is time for St. Paul's as a whole to step up and meet the obligations of having a parish of this size in 2018.

Thank you for prayerful consideration of this request – The St. Paul's Vestry

Jeff Kager: Senior Warden, Olivia Delahaye: Junior Warden  
Ron Barbee, Rick Bradley, Mary Kintz, Karen Smith, Kristen Walker, LaQuinta Jernigan, Bill Gautier, Rob Johnson, Victor Talbird, Nicole Gatchalian

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The Reverend George Adamik, Rector  
The Rev. Javier E. Almendárez Bautista, Associate Rector

The Reverend Antoinette R. Wike, Priest Associate  
The Reverend J. Carr Holland, III, Associate Rector  
The Reverend Candace Snively, Deacon