



ANNUAL REPORT 2010

St. Paul's Cathedral

A CITY CATHEDRAL - AN OUTWARD ACTIVIST COMMUNITY OF CHRISTIAN FAITH.



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St. Paul's Cathedral Annual Report 2010

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Dear Friends of St Paul's Cathedral,

I am pleased to present this Annual Report to the members and friends of St Paul's Cathedral. This Report demonstrates the breadth of our programs and the positive impact this Christian community has in Burlington and throughout the Diocese of Vermont. We truly are "an outward, activist community of Christian faith." I am deeply appreciative to the Wardens, Officers, and members of the Vestry, as well as to the many leaders of our various ministries. I am so grateful to our dedicated and hardworking Staff; it is a privilege for me to work closely with these incredibly competent and caring people day by day. We are quite an amazing religious community!

I invite you to attend the Cathedral's Annual Meeting which will be held on Sunday, January 23, 2011. The Annual Meeting will begin with a commemoration of the Conversion of Saint Paul the Apostle in one celebration of the Eucharist at 9:00 a.m. A Coffee Hour and the Meeting will follow the Patronal Eucharist. We gather in the Cathedral Nave around a central altar to act out our identity as a ministering community. We gather to hear God's word of promise in the Scriptures. We name our needs in prayer. We spread a table. We stretch out our empty hands to be feed and nourished. We serve the world through our time, talent, and money each day of our lives. We truly are a ministering community. We meet in our sacred space where the Word is broken open; where sacred bread is shared; and where we commit ourselves to ministry, service, and justice-doing in a broken world.

The purpose of Annual Meeting is to elect members to the Vestry and as Delegates and Alternate Delegates to Diocesan Convention. The Meeting shall also hear reports from Cathedral Square Corporation, the Stewardship Ministry Team, the Treasurer, and the Board of Trustees. In addition, we will celebrate certain ministries of the Cathedral. A major portion of the agenda will be dedicated to Charting Our Path Together, the group the Vestry has chosen to lead our strategic planning.

Over these last two years, we have seen the results of some very hard work by many Cathedral leaders and parishioners. It is a bit of a cliché to say we are a church in transition: I think any church effectively discerning its ministry in its context should always be "in transition". Picking up new ministries. Strengthen existing ones. Letting go of old work. We should always be in transition, constantly discerning, and forever trying new things. I trust we will be bold enough to chase away the "usual suspects" to be thoughtful about what it is time to let go of and decide what new mission it is time to grab hold of. Sustainable. Balanced. Bold. Vital. Life-changing.

We have positively responded to the challenges of these days with new energy and commitment. We have maintained the worship, programs, and activities that comprise our religious community. We have also expanded our ministry into new areas. People have stepped into needed leadership roles which has meant greater participation and ownership of our programs and our mission. I am grateful for your leadership which has ensured that St Paul's will continue to be an "outward, activist community of Christian faith."

Yours in Christ,
Kenneth W. Poppe
Dean and Rector

**THE CATHEDRAL CHURCH OF SAINT PAUL
BURLINGTON, VERMONT**

**Conversion of Saint Paul the Apostle (tr)
January 23, 2011**

9:00 a.m. The Holy Eucharist

10:30 a.m. Coffee Hour

**11:00 a.m. Annual Meeting – The Cathedral Church and Cathedral
Square Corporation**

Listen for the singing bowl to call us to take our places in the Nave

11:00 a.m. Prayer for the Annual Meeting and the Call to Order

11:10 a.m. Charting Our Path Together

11:40 a.m. Elections

11:45 a.m. Recognitions and Celebrations

12:00 p.m. Reports

- Cathedral Square Corporation – Nancy Eldridge and Jean Harry
- Board of Trustees – Tom Rees
- Stewardship Program – Paul Van de Graaf
- Financial Reports – Gerry Davis

12:30 p.m. Recognition of Retiring Vestry Members

12:40 p.m. Appointment of Senior Warden for 2011 Vestry term

12:45 p.m. Concluding prayer and hymn

Adjournment

**Cathedral Square Corporation’s Annual Meeting and the Vestry’s
organizational meeting will take place in the Commons Room following
the adjournment of the Cathedral’s Annual Meeting.**

2011 Annual Meeting Nominations

Vestry

2 one-year terms

Betsy Emerson
Caitlin McFarland

4 three-year terms

Holly Baker
Suzanne Beste
Chris Davis
Ali Urang

Diocesan Convention Delegation

Delegates:

Jen DeBedout
Christopher Leopold
Robert Smith

Alternates:

Marty Churchill
Bram Kranichfeld
Ali Urang

Holly Baker

My name is Holly Baker and I am proud of my lineage as a third generation St. Paul's member. A native Vermonter, I currently live in South Burlington among an amazing community of family, friends and neighbors. Though I work part time on the weekends as a caregiver at a residential care facility, most of my time is spent raising my four wonderful children Rees, Morgan, Henley and Pryce. In my life before children, I delighted in leading the St. Paul's Senior High Youth Group and was honored that many of those I worked with collaborated to perform a moving musical piece at my wedding some 11 years ago. The day I married my husband Matt at St. Paul's was truly magical and each January 1st I celebrate not only my wedding anniversary, but the anniversary of the day St. Paul's became MY family. Since then, the St. Paul's community has supported our family through many milestones; most joyfully the baptisms of our children and a very recent commission of Rees to his calling as an Acolyte. My personal contributions to St. Paul's have been somewhat sporadic; helping out here and there as needed with Senior Luncheons, Bake Sales, Church School Feast, Pageant Assistance, Nursery Care, Sunday School Teaching, Ushering etc. I am honored to be considered for this position of St. Paul's Vestry Member, and look forward to regularly sharing my time and talents with the community who has given me so much.

Christopher L. Davis

I am a local attorney and have taught part-time at the University of Vermont for over 30 years. Raised as a Roman Catholic, I joined the Episcopal Church approximately 20 years ago and have been a member of St. Paul's for roughly 10 years. My wife Theri and I reside in South Burlington. We have two sons: Finn who lives in Boston and Ian, who lives in Tahoe City, CA. I have always been impressed with St. Paul's inclusiveness and its mission of peace and social justice. I look forward to the opportunity to take a more active role at St. Paul's and am humbled to be considered to serve on the vestry.

Betsy Emerson

I grew up in the Episcopal Church. My father was the rector of St. Paul's Church, Norwalk, CT and we lived in the rectory next door until I was 15, when my father became rector of All Saint's Church, Dorchester MA. Then I was off to college and not involved in any church until after I was married and moved to Marblehead MA. Music has been central to my life and I began singing in the choir at St. Michael's Episcopal Church. I became increasingly active there, on the Vestry and as Junior and Senior Warden. When my children were in their teens, I got my Master's Degree in Social Work, working as an individual, couples and family therapist until I retired in 2007. Jane Van Landingham, a Quaker, also a Clinical Social Worker, and I were married in Massachusetts in 2004 and we moved to Vermont in 2008. Jane attends Burlington Friends Meeting. Jane and I each have adult children and grandchildren in Richmond and Shelburne, respectively. I also have a grown son, daughter and granddaughter who live elsewhere. Jane's son lives in Russia with his family. I have attended St. Paul's with great joy since coming to Vermont, drawn to the friendliness and diversity of its members, the music and the outreach programs. I have been an active volunteer in JUMP for the past several years and joined the choir last year. I am on the Steering Committee of Integrity Vermont. I also have been attending weekly meditation. St. Paul's feels to me like my spiritual home. I am grateful for the opportunity to serve on the Vestry.

Suzanne M. Lehmkuhl-Beste

My name is Suzanne but most people call me Suzy. I grew up in a Catholic family in Malibu, California as the 5th of 6 kids. I sang in choirs all my childhood and have played the violin since I was 8. My children are Alida, age 10; Sammy, age 8, both choristers; and Cassie, age 4, aspiring chorister. Our home also includes a loveable golden named Buttermilk, 5 chickens and a cat named Trix. I moved to Vermont in 2005 to follow my husband's job and found myself a single mother soon afterward with a 7, 5 and 1 year old. St. Paul's gave me a spiritual community to guide me through some difficult years as well as a community of friends and musical education for my children. I adore the music, the children's mass, adult education and the Taize service. I am eager to be more involved in this community. My parents, more than anyone I know, taught by example to live a life of service to those in need. I have, at various times, served as a hospice volunteer, habitat for humanity volunteer, King Street math volunteer, Champlain School reading and Spanish volunteer, and currently am vice-chair of the Young Writer's Project. I graduated from University of

California at Davis with two Bachelors degrees in Computer Science/Math and Spanish and two-time All American honors in cross country. My paid job is to design computer networks for Cisco Systems.

Caitlin McFarland

The Episcopal church became my official home in April 2010 when I was confirmed into the church at St. Paul's, but prior to Easter the cathedral was a spiritual and social home for me after a move from Western New York to take my first professional job at the University of Vermont. There I work in the Pharmacology department as a Research Laboratory Technician. Outside of St. Paul's and UVM, my interests include volunteering (FAHC and Ronald McDonald House), listening to and performing (vocal) classical music, creative writing, and watching independent/foreign films. I have been a member of the adult choir at the cathedral since September 2009 and now help organize social activities for the 20s/30s group and the cathedral's quarterly Taizé services. This past year I served on the Diocese of Vermont Convention Planning Committee. Christian faith is a cornerstone of my life and I relish each opportunity to participate in a thriving faith community.

Ali Urang

I am honored to have been nominated to serve on the vestry of St. Paul's. My relationship with God continues to be nurtured by the connections I have made here and through the wonderful liturgy and work of the church. I am a lifelong Episcopalian and attended Rock Point Summer Conferences annually from fourth grade through my senior year of high school. The (national) Episcopal Youth Event in Missoula, MT and an anti-racism retreat in CT were important events for me during high school. The Diocesan Youth Committee, of which I was a member, organized Rock Point weekends and other events for teenagers in Vermont. I graduated in 1995 from Hobart and William Smith Colleges in Geneva, NY with a B.A. in English and now work for Smith, Bell & Thompson, Inc. Immediately after college, I worked as an administrative assistant at the VT Episcopal Diocesan office for three years. A member of St. Paul's for five and a half years, I enjoy serving on the Parish Life committee, the Charting our Path Together committee (long-range planning), and the 20s/30s group. I am also happy to be the coordinator for the dinners that St. Paul's sponsors at the Salvation Army every fifth Friday of the year. During Sunday services, you may see me serving as Eucharistic minister, crucifer, or thurifer. If elected to the vestry, I hope to be able to work with the other members to guide St. Paul's and help us to remain a vibrant and welcoming community.

The Cathedral Church of St. Paul
Annual Meeting
January 24, 2010

Slide Show of Cathedral Ministries

Lisa Schnell presented a wonderful slide show documenting Cathedral ministries, accompanied by music.

The Treble Choir and Canterbury Ensemble

After a brief introduction by Mark Howe, these youth choirs sang Prayer of St. Richard of Chichester and Let All the World in Every Corner Sing, two of their favorite pieces.

Prayer for the Annual Meeting and Call to Order

Dean Poppe opened the meeting with a prayer and called the meeting to order at 11:09 AM. Dean Poppe explained the purpose of the annual meeting is to elect vestry members and delegates and alternates to Diocesan Convention, celebrate particular ministries, hear reports, recognize retiring vestry members, and appoint the senior warden for 2010. He stated electors are all communicants in good standing. He appointed Pamela Van de Graaf as clerk and Chris Leopold as chair of the tellers in the event that a vote was necessary.

Celebration of Various Ministries

Church School: Carol Moran-Brown and the children. After a brief review of church school programs, the children introduced themselves and stated their favorite aspect of church school. High on the lists were activities, prayers, teachers, and the feast.

Youth Group: Lisa Schnell and Marti Churchill. Lisa and Marti said that youth group has had a fun-filled and meaningful year. They summarized some of the group's major activities. The youth introduced themselves and described particular activities that they enjoyed. Among these were the sleepover, the trip to Montreal, fund-raising bake sales, writing the creed and sermon, helping at the Salvation Army, making Christmas ornaments, baking for Three Cathedral Square, and studying other religions.

The Youth Choirs: Canon Howe. Mark described the Cathedral's mission with the term "feed our sheep," emphasizing that when we infect children with a love of singing we are making the Cathedral a place children want to be. He has the goals of helping children learn to sing, to read music, to pray, and to have a sense of our liturgy. This program allows us to invite the community to be part of St. Paul's.

Capital Campaign: Chris Leopold. Chris listed over 20 people who helped with the almost three-year capital campaign. He summarized that 91 people pledged \$850,000 to the campaign. He reported that the Vestry has approved a plan to commence the work outlined in the campaign documents. He expressed the Campaign Committee's gratitude to everyone who pledged.

Cathedral Square Corporation: Nancy Eldridge. Nancy introduced Jean Harry, the President of the Board of Directors. Jean thanked the St. Paul's board members for their service. Nancy referred parishioners to Cathedral Square's report in the Annual Report for details about the corporation's work. She noted in particular that CSC has embarked on an exciting project of Seniors Aging Safely At Home. She stressed that more resources need to be dedicated to prevention and early intervention.

Elections

Senior warden Chris Leopold chaired the nominating committee. The nominees were noted and asked to stand. Nominations were opened from the floor. There was a motion to close the nominations and vote one ballot.

The slate of nominees:

Katherine Mihok, Rick Robinson, Alice Rouleau – one year terms

Deborah Altemus, Jen Debedout, Mark Johnson, Travis Puller – three year terms

Bram Kranichfeld, Chris Leopold, Alice Rouleau – delegates to 2010 Diocesan Convention

Marti Churchill, Jimmie Sue Depp, Alice Winn – Alternate delegates to 2010 Diocesan Convention

The motion was seconded and passed.

Reports

Short Term Plan for Ministry: Lisa Schnell and Carol Moran-Brown. Carol described the background for the Short Term Plan Committee's work, noting that financial concerns go back at least three years. Based on the work of the Fund the Mission Committee, we have had to make several difficult decisions to eliminate positions, including part-time employees and then the Canon Educator. The task for the committee was to address how to maintain our programs with these losses, particularly with regard to Christian formation, newcomers, and liturgy. The committee chose a cluster model to continue these important ministries with an eye to increased opportunities for lay participation and interactions between the laity and staff. Lisa described the scope of the Long Term Plan. Long-range planning will begin in spring 2010 with the hiring of a consultant. A long-range planning committee will begin meeting in the fall of 2010, with a goal of having a plan in place by fall 2011. She thanked everyone for the work that they do and encouraged all to sign up for ministries they are called to do.

Board of Trustees: Tom Rees. Tom started by remarking on how great a change two years can make. He has no negative information to report. He reported that the Trust Funds totaled \$2.2 million at the end of 2009, that we had withdrawn \$100,000 less than the last three years, that the total draw was only 90% of that budgeted, and that we had returned \$18,000 to the Trust Funds. He thanked the vestry for their work over the past three years preserving the Trust Funds.

Stewardship: Paul Van de Graaf. Paul noted that the Stewardship Ministry Team learned over the summer about the links between stewardship and all Cathedral Ministries. He described stewardship as a mirror that allows us to see who we are. He reported on the successful Festive Meal in the fall, thanking many for their participation. He noted that average pledges and total pledges have again increased, but pledging units have dropped.

Financial Reports: Gerry Davis. Gerry began by noting that in contrast to many previous years the majority of our operating budget came from pledges and parish gifts. He encouraged those who did not complete their 2009 pledge to do so. Gerry handed out a sheet explaining the budgets for 2009 and 2010 with excellent graphics. He also explained how and why the vestry has moved the outreach budget off of the operating budget. Six thousand dollars earmarked for outreach was kept in the operating budget because some people want to know that their pledge is going to outreach and to allow a buffer for outreach payments throughout the year. He noted that some of the fund-raising activities exceeded expectations, and we were able to donate more generously to our outreach recipients. In response to a question from Marjorie Gadue, Gerry

explained that there are new ground rules about distributing outreach monies and that delays will hopefully not occur this year. Sylvia Knight explained Interfaith Power in response to a question from Susan Wheeler. Al Carpenter stated that since we are depending more on pledges we need to focus on increasing membership.

Recognition of Retiring Vestry Members

Dean Poppe first acknowledged the hard work of the Cathedral staff and of Senior Warden Leopold and the rest of the Executive Committee, Jakki Flanagan, Gerry Davis and Pamela Van de Graaf. Chris Leopold thanked Dean Poppe for his great work in making the Cathedral a special place. He then noted the special qualities and service of retiring vestry members Maureen Rees, Alice Winn, and Sarah Flynn.

Appointment of Senior Warden for 2010 Vestry Term

Dean Poppe appointed Chris Leopold as Senior Warden for a second year, resulting in applause from the congregation.

Dean Poppe closed the Annual Meeting with a prayer.

Canon Howe led the gathered in song.

Gerry Davis moved to adjourn the meeting at 12:30. Many present seconded the motion and all voted in favor of adjourning the Annual Meeting.

Respectfully submitted,
Pamela Van de Graaf, Secretary

**Annual Meeting of the Cathedral Square Corporation Membership
Cathedral Church of St. Paul
January 24, 2010**

Present: Tom Rees, Paul Van de Graaf, Nancy Eldridge, Jean Harry, Eadie Templin, Nancy Lang from CSC; Dean Ken Poppe, Chris Leopold, Pamela Van de Graaf, Robert Smith, Jakki Flanagan, Travis Puller, Marjorie Gadue, Gerry Davis, Stan Baker, Penny Pillsbury, Jen Debedout, Katherine Mihok, Rick Robinson, Mark Johnson, Cathie Cooke

Call to Order – Chris Leopold, Senior Warden

Chris Leopold called the meeting to order. Everyone introduced themselves to the group.

Financial Status – Tom Rees

Tom presented the financial report. CSC continues to grow. 2009 was a year of turmoil for everyone. It has taken substantial work to keep the organization financially strong. The quick ratio remains strong at 2 to 1. For the first time, CSC has grown an operating reserve of \$400,000. Net assets have increased \$500,000.

Activities of Past Year – Jean Harry and Nancy Eldridge

Jean reported that numbers pale in comparison to the work done by the CSC staff. CSC has three new properties. Jean complimented Amy Wright on her incredible work on new project financing. Nancy described the upgrades at Three Cathedral Square, allowed by the refinancing of that project. She gave further detail to the Vestry about the SASH model, which she had mentioned at the St. Paul's Annual Meeting. She emphasized the importance of the SASH model in light of decreasing resources. Paul Van de Graaf raised questions about the continued connections between the Cathedral and CSC, and noted that the SASH model contemplates volunteer opportunities where St. Paul's could take a leadership role. Nancy Lang encouraged vestry members to visit CSC sites. Stan Baker noted that CSC has a role in the Jubilee Cluster. Cathie Cooke expressed gratitude for her monthly ecumenical service. There was a discussion about the difficulties in generating press coverage of CSC's great works. Tom Rees recognized Kim Fitzgerald's work on facilities management.

Nancy expresses thanks to the Board members.

Elections

Three board members are up for reelection, Paul Van de Graaf, Marvin Klikunas, and Charles Smith. **Penny Pillsbury moved that the nominees be elected to a second term of the CSC board. Rick Robinson seconded the motion. All voted in favor.**

Chris Leopold thanked the board members for their service.

Penny Pillsbury moved to adjourn the meeting, Rick Robinson seconded the motion. All voted in favor of the motion.

Respectfully submitted,
Pamela Van Graaf, Clerk to the Vestry

Senior Warden Christopher Leopold

This year at St. Paul's has been a year of transitions, inspirational work by our dedicated staff, volunteers, parishioners and lay leaders and implementation of the renovations and improvements funded by our successful Capital Campaign, *Funding Our Mission*. Throughout the year, dedicated parishioners of St. Paul's have stepped forward to provide the treasure of their talents, time and leadership to quietly guide and steer our community through not only our transitions but, more importantly, to ensure fulfillment of our mission and ministries.

Our year of transitions began in April as we expressed our best wishes to Dean Ken Poppe, as he began his five-month sabbatical of personal renewal, growth and exploration. The outstanding work and dedication of our staff, Cathy Cooke, Stan Baker, Mark Howe, Sarah Gallagher and Tony Galas, coupled with the excellent work of our Sabbatical Planning group and numerous lay volunteers ensured a seamless transition as we welcomed Diane Nancekevill as our Acting Dean on Sunday, April 10th.

During her five-month ministry as Acting Dean, Diane stretched our minds, touched our hearts, deepened our worship, helped us to both laugh and cry, comforted us during illness, and provided guidance as we continued down the path of our own spiritual journeys. Diane's tenure provided parishioners an important opportunity to experience different perspectives and approaches to ministry and to reflect on our community of faith at St. Paul's. At the end of August, we experienced another transition as we expressed heartfelt appreciation to Diane for her ministry at St. Paul's and then anxiously looked forward to Ken Poppe's return on September 7th.

Throughout 2010, our programs for children, families and adults continued to thrive and grow amid our transitions. The adult and children's choirs continue to flourish and attract new members who inspire our worship and enrich our Cathedral life. Our education programs continue to touch the lives of parishioners of all ages and experiences while bringing new friends into the St. Paul's community. In the fall, Adult Education offered an exciting four-part course on Buddhism taught by our own Kevin Trainor. Our commitment to our Outreach Ministries remains strong and vibrant as demonstrated by St. Paul's fulfilling its financial commitments to support the critical work of JUMP, VIA and other important ministries in the Burlington area. The vitality of our programs and ministries is a vivid and inspiring reflection of the dedication of St. Paul's parishioners.

We are gratified with the completion of this first phase of Capital Campaign projects, including: repair and replacement of major components of the Cathedral's roofs systems and installation of the "green roof" over the chancel; installation of energy efficient glass and seals in the Great Window in the Nave; accessibility and safety upgrades to the elevator; replacement of fire and smoke detectors throughout the building; installation of a new exhaust and ventilation system in the kitchen; replacement of pavers in the upper driveway and complete cleaning and preservation sealing of the entire concrete exterior of the Cathedral. A very heartfelt thank you to the donors and volunteers of our Capital Campaign and the Project Oversight Committee.

Our Long Range Planning Group convened in the late spring to outline the framework and timeline for the long planning process. In the fall, the group quickly immersed itself into laying the groundwork for an interactive planning process with parishioners, lay leaders, cluster groups and our external community. We gathered as a congregation on November 14 to begin the critical phase of gathering information from parishioners. This event was followed in December with two open invitation focus groups on liturgy and outreach. This interactive process will continue throughout the winter until a draft plan is prepared in late spring. The Planning Group includes the following parishioners and staff: Paul Van de Graaf, Lisa Schnell, Nancy Eldridge, Alice Rouleau, Ali Urang, Carol Moran Brown, Chris Leopold, Stan Baker and Ken Poppe.

As the Planning Group, Vestry, and parishioners contemplate our long-range plan, it is important for us to appreciate that the challenges and opportunities we face today and those that lie ahead tomorrow are not unique to St. Paul's. Finances, staffing, membership, changing demographics, evolving liturgy and redefining mission to fulfill the needs of an ever-changing society are the same challenges and opportunities facing congregations and Christian denominations all across the United States. Our challenge as a community of faith at St. Paul's will be our ability to adapt, embrace and emerge in this changing landscape while fulfilling the mission of God's work.

The past four years serving on the Vestry at St. Paul's has been an incredible experience for me. It has increased the breadth and depth of my understanding of St. Paul's as an extraordinary community of Christian faith. It has deepened my knowledge of our many ministries and enhanced my understanding of how they touch and enrich the lives of our community. I have had the wonderful opportunity to know and work with St. Paul's parishioners from all ages, services and experiences. I feel deeply enriched by my experience on the Vestry; I am grateful to the congregation and Ken Poppe for both the opportunity and the challenge to serve you as Senior Warden of this extraordinary community of faith. Thank you!

Board of Trustees

Tom Rees

It is with somewhat mixed emotions that I am writing to report on the status of the Cathedral Trust and the work of your Trustees. The Trustees have had a terrific year as we have monitored the growth of the Cathedral Trust to an end of the year value of \$2,443,602, a far more comfortable position than that we were frantically managing at the end of 2008 (\$2,148,267). We have observed with great excitement and admiration the myriad of challenges met and resolved by our St. Paul family even with a declining amount of support for operations from the Trust. We have observed the substantial amounts of new energy as many have worked so hard to re-define our parish life and educational activities. We have marveled at seeing the results of the Capital Campaign come to life. We, quite frankly, have had the pleasure of "breathing easily" while marveling at all that has happened since the troubled waters surrounded us as little as 24 months ago. All are to be appreciated, thanked and congratulated.

Thus, it is with great pleasure that I can report that the Cathedral Trust, due to the attention, thought, conversation, and hard work of many is in good health, moving to excellent health. We, and most specifically I, owe a great deal of thanks to the Trustees (Estelle Deane, Eadie Templin, Chrysanne Chotas, Peter Galbraith, Chris Leopold, Gerry Davis, and Dean Poppe) for all of the unselfish, faithful, and dedicated service they have give over the past months and years. Our work together has always been characterized by deep affection for all who have placed their trust in us.

Finally, as we enter 2011 with new levels of excitement and momentum, it is with mixed emotions that I submit this as my last report as the Chair. I have informed the Dean and Senior Warden that, with increased travel created by exciting new work adventures, I do not feel that I can continue to adequate fulfill the challenges of this role. I am so very honored to have had the opportunity to serve and I thank you for it.

Treasurer's Report for FY2010 & Budget for FY 2011

Gerald S. Davis, MD
Treasurer

The actual revenues and expenses for the Fiscal Year 2010 tracked closely with original budget plan approved by the Vestry. The income from all sources totaled \$545,078 and expenses totaled \$541,058, as shown in the attached tables. The revenues were \$1,770 less than expected from the budget plan, but expenses also were \$5,790 below budget leaving a net positive balance of \$4,020 (0.74% of total) at year's end.

Contributions of all types from the members of the parish and guests were slightly below the levels projected in the FY2010 budget plan. Pledged giving was \$9,875 (\$3.6%) less than budgeted or pledged, with about half of this amount made up in pledges from the prior year given during this one. Similarly, gifts to the "General Fund" by regular donors who do not pledge was \$2,967 (22%) below budget and offering plate and special envelopes were slightly below expectations. Special gifts totaled \$2,811 and exceeded budget plans.

The "Regular Distribution" from the Cathedral Trust Funds (6% of the 12-quarter rolling average) was \$145,220, about \$16,000 less than 2009. In order to balance the budget and manage cash flow additional "Special Distributions" totaling \$12,000 were taken from the Trust in 2010, \$574 less than projected in the original budget and strikingly less than \$72,896 in 2008 and \$18,000 in 2009. The value of the Trust remained level and then increased slightly in 2010 despite these withdrawals. It has remained above the critical \$2,000,000 mark in value. Receipts from the Walter Irish Trust were \$3,155 more than expected, and the receipts from the Diocesan Trust also exceeded the budget slightly. Grants from the Diocese of Vermont for our function as the Cathedral, our Music Program, our Christian Meditation Program, and other activities totaled \$22,500 in FY2010.

Expenses were significantly less than budgeted through stringent cost containment by the Cathedral staff and clergy. In particular, the costs for communications, administration, and utilities were substantially less than planned. Our Parish Assessment for contribution to the Diocese totaled \$93,177 and represents the largest single expense after personnel. Considering grants from the

Diocese, this represents a net contribution of \$70,677 or 13% of our total budget. Personnel salaries were held level in FY2010.

Outreach giving from our parish to other charitable organizations totaled \$29,310 in FY2010, about \$6,000 more than had been budgeted at the beginning of the year. The receipts and expenses for outreach are carried in a budget account separate from our general operating budget. The sources of revenue included dedicated events (Silent Auction, Holiday Faire, Wreath Project, July 4 Parking), \$6,500 from our regular operating budget, special appeals, and matching grants from the Diocese of Vermont. These monies were given to six beneficiary organizations: JUMP, VIA, Youth Build, VT Interfaith Power & Light, Episcopal Relief & Development, and Camp Agape (the last added after the budget was complete).

The budget developed for FY2011 is similar to FY2010. Stewardship annual pledges for 2011 totaled \$279,282, and \$273,000 has been planned for the budget, discounted slightly for unfulfilled pledges based on the experience of past years. Our “Regular Distribution” from the Trust will be \$128,380, down \$17,000 from 2010 because of the decreased market value of the Trust in 2008 – 2010. We expect to require a “Special Distribution” of \$20,313 in order to balance the budget. The Vestry has approved an increase of \$3,600 (1.6%) in the salary pool for our 4 employees, divided equally among them with proportionate increases in benefits linked to salary. Health insurance premium costs will increase by about 8% but total expenses will be offset by a decrease in the number of participants enrolled. Expenses are planned for a sabbatical leave for the Canon Presenter. Costs for utilities, repairs, administration, and other categories are similar to FY2010.

The members of the parish deserve congratulations and thanks for wonderful monetary contributions in a very difficult economic climate. Whether through stewardship pledged giving, weekly contributions to the offering plate, participation in fundraising events, or responses to special appeals, the parish has given generously and allowed us to maintain a rich and diversified program of work. The clergy and staff of the Cathedral deserve great thanks for their frugality and close attention to minimizing expenses whenever possible. They have worked harder than ever in the face of reduced personnel and increased demands. The facts that our budget is balanced and our Cathedral Trust has stopped shrinking and has grown slightly are evidence of much hard work by everyone.

Stewardship

Paul Van de Graaf

The Stewardship Ministry Team had a satisfying and productive year. We began our work with a Lenten study of a book by John Dominic Crossan and Marcus Borg called *The Last Week*, which takes Mark’s gospel and discusses historical and theological issues about each day of holy week. Our group had a wonderful time reading together and talking about Borg and Crossan’s views. I recommend it as a personal Lenten study for any of you looking for something along these lines.

In October, we worked closely with the Parish Life Committee to put on a Second Annual Festive Meal, celebrating the various ministries at St. Paul's. We had about 100 people attend, sing songs, share a meal and stories about our life in Christ. Perhaps, this fellowship event will become a regular part of our community life. I want to thank especially Jen Debedout and Amy Deppe for their leadership in making the meal a success.

Our principal focus in the annual Stewardship programs this past Fall involved one-on-one conversation with those who attend St. Paul's but have not yet become regular pledge participants. About twelve people, who do pledge, spoke to three people each. The conversations were not meant to be hard sells but merely opportunities to discuss what St. Paul's a place means and the levels of commitment to membership and our work together. By all accounts, the conversations were interesting for all participants. Our focus on non-pledges also helped increase the number of new pledging units this year.

In spite of the hard economic times, and the loss of several members for a variety of reasons, we have so much to be thankful for, including wonderful generosity by all of you. Our final total for pledging for 2011 is \$279,282, \$7,000 above last year's total. We look forward to acting out thoughtful stewardship of our time and money working for Christ in 2011.

Archdeacon

The Venerable Catherine Cooke

Pastoral Care continues to be the primary focus of my ministry at St. Paul's along with participation in worship services this past year. My work outside the church has continued to be with the State Health Department in the area of Children with Special Health Needs. I will always be involved in some way with social justice/outreach as that is by nature part of me and the diaconate.

Beyond St. Paul's, I continue to serve on the Joint Urban Ministry Project board and on their HR committee, the Peace Justice and Integrity of Creation committee of the Vermont Ecumenical Council which wrote a faith statement on water this year and will be looking at immigration in the year to come.. I also attend Vermont Interfaith Action meetings when I can, both our LOC and the group continuing to work on health care.

As I said last year I would be devoting more of my time to diocesan diaconal commitments which has been the case. The deacons' council has been meeting regularly, usually by conference call to be ecologically mindful. This has been a year of education for me. I took a course on the web from CDSP entitled the Prophetic Voice of the Deacon, attended a day long workshop entitled Understanding the Persistence of Hunger and Poverty presented by the Vermont Food Bank and The Vermont Campaign to End Hunger, attended the North American Association for the Diaconate meeting entitled The Prophetic church- God's World, God's Vision. I was involved with the planning of the Province I deacons' conference and also attended it. It was entitled Interpret to

the Church, Communicating the World and the Word. I have shared some this learning through the year with you in the *Plainsong*.

Clergy in the Episcopal Church do not retire until the age of 72, so I will be resigning from parish ministry early in August. My season of ministry with St. Paul's has been a blessing and I have learned much from my work here and treasure the time and all the people who have been part of it. It has continued to be a privilege to work with the staff and parishioners of St. Paul's.

Cathedral Deacon

The Reverend J. Stannard Baker

This was a powerful year for me as Cathedral Deacon. We continue, as a congregation, to experiment with our temporary plan using Clusters as a way of supporting the work of St. Paul's. Much of this model has been very successful and has supported increased lay involvement at the Cathedral. We also continued our worship and program at the Cathedral without slowing down while our Dean, Ken Poppe, was away on sabbatical. One parishioner remarked, "Many parishes experience a slow-down or go to sleep when the rector is on sabbatical. St. Paul's just kept on vibrantly!" This was, I think, due to the quality of lay involvement we have, the strength of our Vestry and Vestry leadership, our vibrant music program led by Mark Howe, the Cluster model, and to some degree the presence of our deacons, Cathie Cooke and myself. In the absence of our Dean, we did not experience – as so many parishes do – the absence of known clergy.

During Ken's sabbatical, we also were blessed with the presence of Acting Dean, The Very Rev. Diane Nancekivell. I remarked, in a *Plainsong* article, after Ken's return that I both deeply missed him and also found his absence useful. It showed me that we could continue our worship, work, and program, as a parish even in his absence – and that I, as Cathedral Deacon, could own the portion of leadership that naturally fell to me. We also got to experience a different preaching style and the variations of liturgical approach that a different priest brings. I think it is a powerful model to have a full-time Dean and another priest to weave a different, and in this case female, voice into the mix of our ongoing worship.

When I wrote my self-evaluation to give to Dean Poppe last year, I included this: *I have valued coming into my own as Cathedral Deacon. I've realized that I know more than I thought I did and, paradoxically, that there is much more to learn than I expected. Learning at a deeper level what it means to combine faith and action has been amazing for me. I continue to learn more about the iconic nature of being ordained clergy and about deacon identity. I have a feeling that the latter will be lifelong learning. I value my place in our worship and liturgy as deacon, and I love to preach. Reading the Gospel on Sundays is powerful for me. All this would be meaningless, however, without acting on the Gospel during the week in our Jubilee outreach ministries, in my work at Howard Center, in visiting parishioners at the hospital, and in taking a place in parish planning as part of the Long Range Planning Committee.*

Some of my activities this last year include the following:

- I have delighted in visiting and supporting our Sunday school. It is well attended and vibrant. Visiting downstairs most Sundays enriches me and brings me joy. The teachers and some of the children have also told me that it helps them feel connected to the life of St. Paul's as a whole. We have in our Sunday school and in our 20s/30s group the future of our church, and – from my vantage point - it is a positive and hopeful future!
- I have supported the steering committee of our newly forming Integrity Group in our activities. We had a wonderful and moving Integrity Eucharist at St. Paul's in September with Bishop Gene Robinson of New Hampshire preaching and our own Vermont Bishop Tom Ely presiding. Bishop Robinson gave us a charge to be “Integrity 2.0,” reaching out to our community and to other faiths to model what an inclusive and welcoming church can be. We were also a presence at Diocesan Convention in November and look forward to a Valentine's Day Eucharist, a May retreat, another Integrity Eucharist in October and Christmas activities. We are, by design, a diocesan wide group, reaching beyond the walls of St. Paul's. Our steering committee includes members from All Saints in S. Burlington, from St. Andrew's in Colchester, and from Holy Trinity in Swanton. We are a part of what “Cathedral without walls” can look like.
- I have also been honored to continue my work on same gender blessings within The Episcopal Church. Bishop Ely recommended me to, and I was chosen to be on, the Standing Commission on Liturgy and Music workgroup on same gender blessings. Just as I did on our Diocese of Vermont and on the Province I (New England) same gender blessings groups, I serve on the sub-committee working on pastoral resources and supports. We are preparing materials to be presented to General Convention in 2012 for use in The Episcopal Church. Working with this amazing group of liturgists, theologians, educators and experts on Canon, has been uplifting, enriching, challenging and joyous. I will continue to report to you on how this work unfolds.

I remain grateful and humbled to serve as your Cathedral Deacon and continue to learn and grow in spirit, ability, and skill. As we create a new strategic plan together, I look forward to fitting my talents, passion, presence and prayer into the plan as we chart our course and move forward together.

Canon Precentor

Mark Howe *Canon Precentor and Director of Music*

The tempo of the Cathedral's musical and liturgical life in 2010 kept (breakneck) pace with previous years. Here are some highlights:

- **The Adult Choir** numbers 30 singers when everyone's present. They are hard workers and their committed discipline makes them sound good. In 2010 we welcomed Terryl Kinder and Tom Frank. A pair of anonymous gifts this year has enabled St. Paul's to reach out to UVM with a pilot choral scholarship program; our two Choral Scholars are Emma Maltz and Stefan Vastek, and we'd like to have two more (but haven't yet found them). Thanks to the Adult Choir for their dedicated work in helping St. Paul's Cathedral offer its corporate sacrifice of praise.

- **The Treble Choir and Canterbury Ensemble** are going strong. There are 16 members of the Canterbury Ensemble, eight Trebles, and three Novices. In March we had our first Choir Weekend, with visiting choirmaster Richard Webster of Trinity Church, Boston. It was an excellent and memorable time, culminating in Choral Evensong. Over the summer, Emma Barnaby, Tara Gallagher, and Anne Sutton traveled to New York to participate in the St. Thomas' Girls' Choir Course; I hope more girls and boys will be able to participate in this kind of wonderful experience. In January, 2011, we plan a recording session to produce a CD of favorite anthems. My thanks to all the parents, who faithfully shuttle their children here week in and week out for midweek practices and Sunday services, who organize dinners and parties, who raise funds for special projects, and who turn up in the choir room to help oversee practices and warm-ups.

- **Instrumentalists** have adorned our liturgical life from time to time, including Stewart Pierson and his chamber music buddies, Nadine Carpenter, Travis Puller, Ian Campbell, Tamara Plummer, Melody Puller and members of her piano studio, Emma Barnaby, and Tara Gallagher. (My apologies to those whose names I might have omitted from this list!) It is terrific to have a variety of musical textures in our life of common prayer.

- **Liturgically**, our life of common prayer is "stable in its essence yet imaginative in its expression," as once stated in the Cathedral's Long Range Plan. Each of the three Sunday liturgies has a distinctive genius, and there are opportunities when members of more than one of the three congregations gather to pray together – such as at Annual Meeting, Ascension, Epiphany, Taizé Evening Prayer, and the Great O Antiphons service.

- **Other things:**

In July, I played a recital on the organ of the Church of St. Andrew & St. Paul in Montreal, and in August, I served as Housemaster at the Royal School of Church Music's Rhode Island Course in Newport. This weeklong camp for boys and girls was a blast; I'll be going again in August, 2011, and I hope to take some members of the Treble Choir and Canterbury Ensemble. At November's Diocesan Convention, I worked with the planning committee to prepare the liturgies, and I assisted in leading a workshop on Paperless Music.

Finally, my work as Canon Precentor often has me consulting with diocesan clergy regarding musical matters, such as organs, organists, and hymns.

Administrator

Sarah Gallagher

It's difficult to write this report each year and have it be 'different.' Staffing changes and increased workloads have highlighted the value of my office volunteers. In addition to Marion Thorpe and Barbara Gay who have been reliable front desk people for some time, I've also had invaluable help from Eadie Templin and Carol Walters who have picked up some of the bookkeeping tasks. As many of you know, Joann Stanfield has been doing the liturgical participant scheduling, and Ann Ely

does the newsletter – and Judith McManis puts the lovely weekly schedule on the south porch bulletin board each week. Our sexton, Tony Galas, has also worked hard at growing his volunteer roster – Bobbi Perez continues to come in to do cleaning, and Tony Lewis and John Grinnell both offer their time to help with projects and lock-up. Please contact either of us if you have a bit of time you might offer.

A brief overview of some of my responsibilities this year includes overseeing the budget and cash flow, preparing bulletins and weekly intercessions, website updating, weekly emails, preparing monthly reports for the treasurer, preparing quarterly contribution statements, tracking capital campaign pledge statements producing statements, keeping the church calendar, scheduling with Cathedral Arts and others who use the building – and answering the phone and greeting visitors. The days are full and challenging.

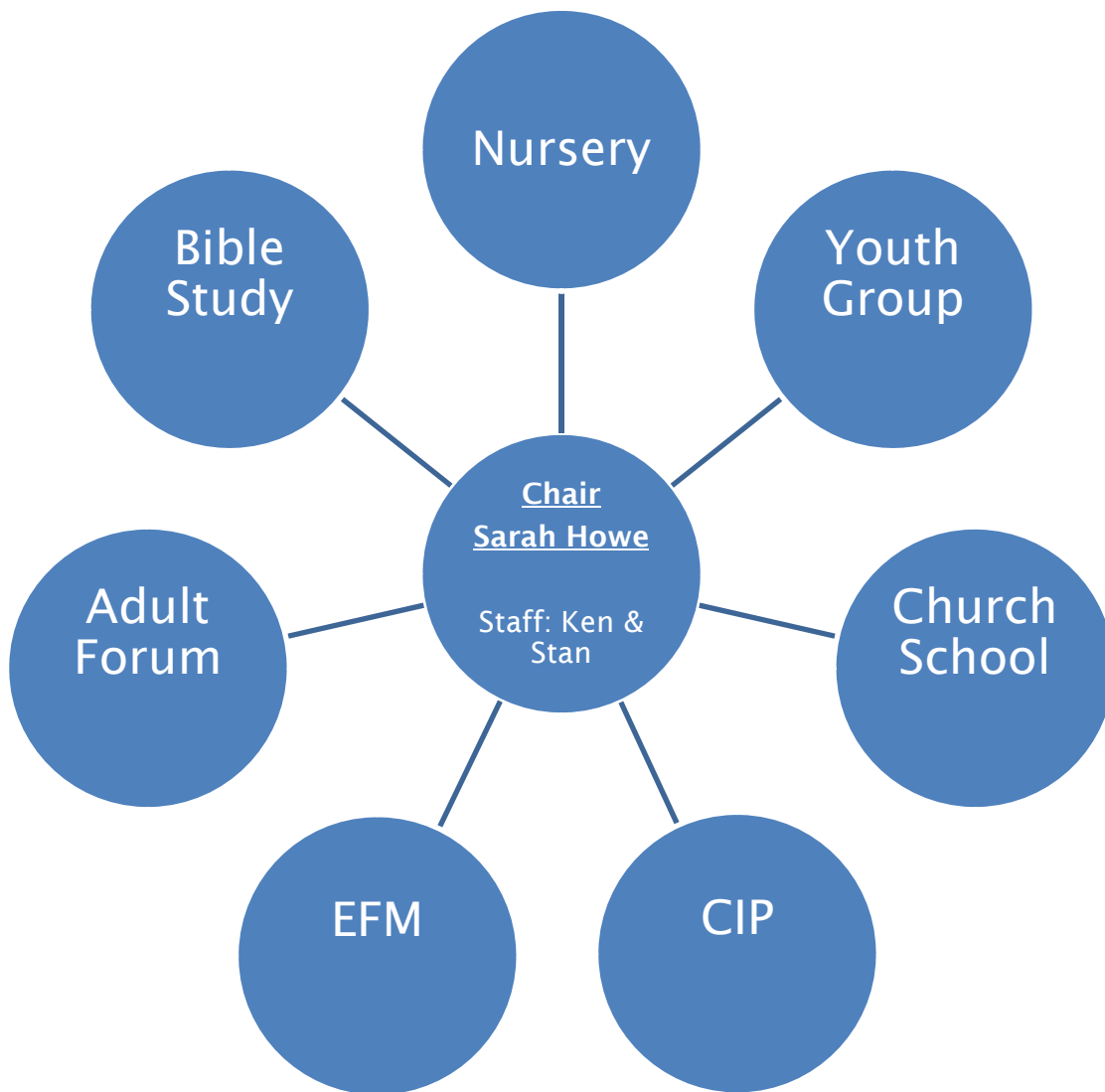
I continue to serve on the Diocesan Dispatch of Business committee, preparing for convention each year, and I visit a dozen or so churches each year in my role as Diocesan Safety Manager. This is a wonderful opportunity to be an ambassador for the Cathedral and for the Diocese. I was also part of the Diocesan Communications Task Force in 2010, which did some strategic planning in the area of communications, making recommendations to Diocesan Council.

It is a pleasure to work with the vestry, staff and committee volunteers who all work so hard to make St. Paul's the lively, vibrant place it is.

CHRISTIAN FORMATION CLUSTER

Meets once/month with Ken Poppe and Stan Baker

From our mission: *St. Paul's is committed to offering programs that provide a church home where all generations of the congregation – especially children and youth – are loved and love to be.* Members of our Parish family are hungry for connection to the rich tradition of the Episcopal Church, for growth in their understanding of Christian values based on the Bible and other texts, and for claiming as fully as possible their role as Ministers in Christ's royal priesthood. Our formation programs support these varied journeys and offer something tailored for each step on the path to discovery of our spiritual selves.



Nursery

Sarah Howe

Our wonderful nursery caregivers this year are all BHS students. Ivy Bardaglio and Gabby Headrick are our regulars, occasionally backed up by Emma Galvin as the substitute caregiver. The nursery is open for children up to 6 years old from 8:45 until 12:15 during the program year, and from 9:45 until 11:15 during the summer. This summer the nursery had quite a few steady customers, justifying our decision to maintain nursery staffing throughout the year.

The nursery dependably has 3 to 5 children during the 9:00 service and 2 or 3 children during the 11:00 service, although occasionally it gets really crowded! During the church school hour one caregiver usually helps in the pre-kindergarten/kindergarten room while the other caregiver stays in the nursery. I notice that quite a few St Paul's families have also been hiring Ivy, Gabby, and Emma as babysitters.

Stan Baker is working with Lynn Bates at the Diocesan Office to organize a Safer Church Training that is specifically for nursery caregivers. We expect to present a workshop this spring.

We have budgeted for two workers for 3.5 hours each Sunday during the program year, and for 1.5 hours each Sunday during the summer, at \$12 per hour. If there are no children in the nursery at 11:15 during the program year then the caregivers sign out after 2.5 hours instead.

Church School

Carol Moran-Brown

This year has been a busy and productive one in the Church School, with each of the six classes engaging in meaningful work in their groups. Two significant changes were implemented this year. The oldest class, which had included the middle and high school students, was split. Now we have a dedicated middle school class and a high school class, allowing for more pointed and age appropriate instruction.

The second impressive change has to do with the first annual St. Paul's Children's Art Show. Partnering with Judith McManis and the St Paul's chapter of ECVA (The Episcopal Church and the Visual Arts) all the classes in Church School participated. Children created a variety of works of art which hung in the Cathedral during the month of June. It was a wonderful way to bring the Church School to the upper level and share our work with the congregation. The children loved it! We hope to make this an annual event.

As you continue reading, you will get a sense of some of the activities and the general flavor to each of the classes.

Pre-K/Kindergarten Class

We have had record attendance this year in our class, often with 7 – 12 children in any given week. Our teaching staff has decreased by one; this year Sarah Dyke found herself called to other missions at St. Paul's. We spend time each week singing, reading a story, creating some craft, and eating our "feast". The children are working hard at refining their skills around appropriate classroom behavior, sharing, listening, and being respectful of one another. We have lively discussions, wonderful thanksgiving prayers prior to our feast offered by any willing child, and we learn about Jesus and his love. Parents are key players in that they volunteer and provide a feast for the entire church school group.

1st /2nd Grade Class

We have had a very busy and productive fall in the grade 1-2 class. The class participated in several outreach projects including the care package to Will's dad Al Belluche and fellow soldiers, the COTS Welcome Basket project, and filling a food bag cooperatively for JUMP. The Church School as a whole also gathered for a presentation by a COTS representative. It gave all of us a greater understanding of the COTS mission and operation. Jen Debedout has continued to lead our singing. We have been following the same curriculum as last year, *Seasons of the Spirit*. The children always generate good discussions as we do our weekly lessons. One memorable Sunday we had a deep conversation about how life began. These children have such curiosity and intelligence! As always, we are blessed by the many gifts the little ones grant us during Church School Sundays! A special thanks to Holly Baker who has been our dependable and talented sub this fall.

Intermediate Church School Class

Karin Davis

Fourteen young souls are enrolled in the Intermediate Class and, with the exception of school vacations, at least ten of them attend class every week. It is a lively and lovable group, many of whom enrich our worship at the 9 o'clock service. This means they have been well prepped by Canon Howe concerning the readings and themes for the day.

These children love to draw and make valentines for sale to benefit Episcopal Relief and Development. This year's art show allowed them to share their work with the parish.

Topics for this year have included growing closer to God through different forms of prayer, respecting one another and the work of others (like Tony Galas, who cleans up our messes), making good choices and the meaning of the parts of the liturgy.

Our classes are lectionary based. The teachers will be curriculum shopping in the coming year as "Seasons of the Spirit" has proven to be a weak tool.

We plan to put together some move-in kits for COTS in the New Year. We rejoice that our Guard members no longer need gift boxes.

Thanks to Stan Baker, Catherine Cooke, and the ever-patient Rachael Comeau for their help and presence during 2010.

Middle School Church School Class

Lisa Schnell and Marti Churchill

This is the first year that the middle school-aged children have had their own class. With the high school-aged group now upstairs, we are free to be as interrogative as possible (because 11-13 year olds have no qualms asking some of the very best, and very hardest, questions about religion, and church, and just what those folks are doing up there on the altar). We began this fall with an exploration of “People in the Bible Who Make Really Bad Choices and What Happens To Them.” We didn’t get a lot farther than Genesis—but that’s just because there’s a lot of really great stuff (and really badly behaved people) in Genesis! On any given Sunday at 10:00, our group of 6-10 inquisitive kids brews up a pot of hot chocolate, does the weekly “Sermon Quiz,” and then listens to a story from the Bible. This is active listening (as in, it is not possible to get through more than 15 words before being faced with a deluge of amazing questions and observations). And it is wonderful. This spring, we have decided to ask them to tell *us* what they would like to learn, for they are so full of wonderful questions that it makes little sense for us to impose our own curriculum. We will try to incorporate some guests into our exploration, aware that our students are challenging our own theological knowledge week after week.

Together with the older kids, the middle school class was very involved also in the construction of the famous Apple Crisps that were the focus of a fundraiser in November. Funds raised from this campaign (as well as those from fundraisers past and future) will be used to defray the cost of a Youth Group trip to the Heifer International Learning Center at Overlook Farm in Massachusetts. The three-day Global Gateway experience promises an exploration of cultural identity based on a discussion of cultural similarities within the global community and aimed at a deeper appreciation for cultural diversity. From the Heifer brochure: “They will enter the Village to experience daily life in a different culture. While experiencing this foreign culture, participants will engage in activities about population distribution, nutritional needs and deficiencies, the impact of hunger on daily activities, and the work involved in obtaining food. Participants will explore and discuss feelings and ideas created by this experience. Those feelings and ideas will motivate participants to take action.” That action will, undoubtedly, show up in next year’s report of this energetic group!

Senior High Church School

Anne Clark

Beginning in the program year in September, a new senior high church school class was formed, with Allison Neal and Anne Clark as teachers. Previously, there had been a single youth group class that included many students spanning a large age and developmental spectrum. The senior high and middle school now still join together for certain projects, but the curricula and regular classes are separate. Seven students have been regularly involved in the senior high group.

With the middle school group, the senior high group is participating in the experiential education program at the Heifer Learning Center at Overlook Farm. To this end, we dedicated some of our sessions to the apple-picking/apple crisp making fund-raising project. Another shared activity was the Walk/Run for ONE/Jump. We also participated in the church school wide sessions on COTS and Advent wreath-making.

We began the year with some discussion of confirmation. Most of the students are not yet of canonical age for confirmation, and in consultation with the CIP leaders, we have decided that we would begin preparing a confirmation class curriculum that would be offered next year. This program would be offered in addition to the regular church school classes.

Most of our sessions in the Fall/Winter term were focused on learning about techniques for prayer. These sessions were loosely inspired by the lessons in the *Journey to Adulthood* curriculum. We had sessions on Taizé chant (with a wonderful presentation by Rose Bacon) and sacred music in general; prayer beads and repetitive prayer; iconographic symbols. In advent, we turned to icons as prayer support and also with the question of who or what is a saint. We are continuing this discussion with encouraging students to think about who are possible religious models—past or present—for them. For this, we have been using the images prepared by Judith McManis for the LGBT exhibit in the nave. We have tried to use these sessions to introduce students to the ways in which the body and sensory experience are part of prayer and to introduce them to important moments in the Christian past.

Adult Education

Karin Davis

This year many gifted teachers and leaders have enriched our spiritual and intellectual lives by their willingness to lead classes of great quality and variety – courses that have also attracted participants from outside the parish.

The first series of the year, led by professors Lisa Schnell and Andrew Barnaby, revisited the life and letters of St. Paul as interpreted by contemporary theologian, Marcus Borg. The five two-hour sessions were held on Sunday afternoons from February until May. The discussions following close consideration of the texts were lively and stimulating.

In the fall, Kevin Trainor, Chair of the Department of Religion at the University of Vermont, newly returned from a trip to Southeast Asia, presented a four-part course, "Encountering Buddhism." Professor Trainor clearly explained Buddhist history and practice and embellished his teaching with outstanding visuals. The course was well-attended and much enjoyed.

Henry Maciejewski began five sessions of The Episcopal Church 101 in October and will begin his CIP classes in February. To celebrate the Centennial of Evelyn Underhill, Henry will lead a Quiet Day after Easter.

Con Quinby facilitated a consideration of healing prayer based on the book, Stretch Out Your Hand after the Wednesday noon healing service. Seven persons, three from outside the parish, attended these sessions. Con will offer other topics in the future. This mid-daytime is good for those for whom driving at night is not possible.

Plans for 2011 are underway beginning with a presentation by Sister Marion Honors on the afternoon of January 23 (snow date is January 30), the artist whose work will be on display at the Cathedral during Epiphany.

Education for Ministry

Ann Ely

"Every baptized person is called to ministry. The Education for Ministry (EfM) program provides people with the education to carry out that ministry. During the Service of Confirmation, we ask God to "Renew in these your servants the covenant you made with them at Baptism. Send them forth in the power of the Spirit to perform the service you set before them." EfM offers an opportunity to discover how to respond to the call to Christian service." (EfM Website)

EfM is a four-year program to which a student commits one year at a time. This is the 9th year of the EfM program at St. Paul's. Last year, (2009-10) we had two co-mentors (Ann Ely and Jakki Flannagan) and seven students. The students were from St. Paul's, All Saints', South Burlington and Christ Church, Montpelier. Along with study of the Old and New Testament, Church History, and Theological Choices, we learn to do Theological Reflection. The development of skills in "doing TRs" is important in helping us to think theologically, in order to examine our beliefs and the relationship these beliefs have to our world and culture and the tradition of our Christian faith. We can then have more insight into what our own ministry is in our life and world.

If you are interested in participating in EfM or have questions, contact me at mockingbird1953@gmail.com.

Wednesday Morning Bible Study

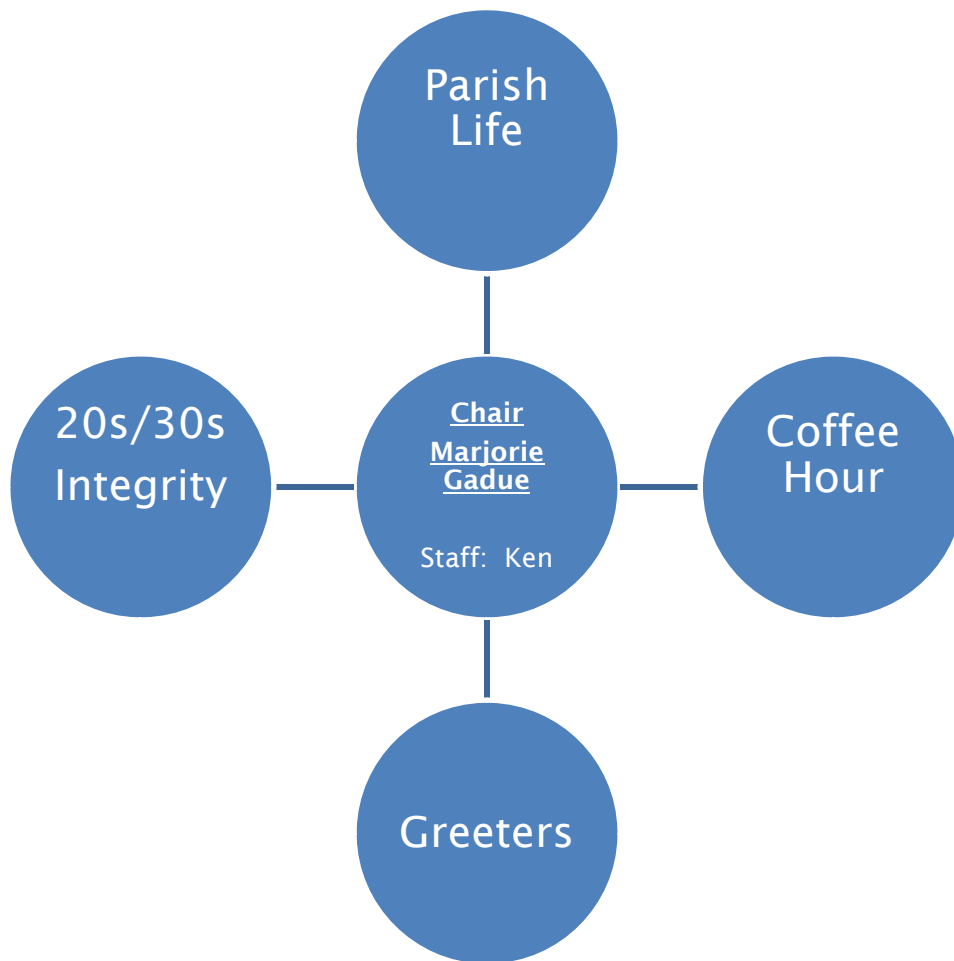
Bob Stanfield

In December of 2010, the Wednesday Morning Bible Study Group began a rereading of the Gospel of John and anticipates completing that study at the end of March or the beginning of April in 2011. The members of the group would welcome new participants now or at any time. We meet each Wednesday morning at 7:00.

WELCOME CLUSTER

Meets once/month with Ken Poppe

From our mission: *Our Cathedral will be a place of sanctuary, healing, inclusion, challenge and compassion. We will be a soul-inspiring, mind-stretching, heart-healing center of unconditional surrender to the freedom of God, a place of courageous hope and extravagant hospitality.* Welcoming newcomers to our church family and inviting them to make St. Paul's Cathedral their faith home is the cornerstone of our extravagant hospitality. Ensuring that St. Paul's is vital, forward-looking, and is a place we all want to be grows from the ways we extend our hands to the newest among us. This cluster represents many of the components of this welcome and identifies the leaders of these components.



WELCOME CLUSTER

Marjorie Gadue

The Welcome Cluster, consisting of the 20s & 30s, Greeters, Coffee Hour, LGBT/Integrity and Parish Life ministries, has met throughout the year. We have held two events to bring young families together and hope to continue to explore possibilities for connecting these parishioners with each other. We are working on ways to connect with new members of St. Paul's, learn about their spiritual and social needs, and help them ultimately find their way into the life of the parish.

A dinner for newcomers at Ken and Peggy Poppe's home is scheduled for Saturday, February 5th. Our cluster members will be there to meet people and do everything we can to help them feel a part of St. Paul's.

Our Greeters would love additional helpers to be the face of welcome for those who enter the Cathedral at all Sunday services.

The Coffee Hour which takes place after the 9:00 a.m. service, in the Commons Room, has been well-attended. The Coffee Hour after the 11:00 service is in need of volunteers to sign up for an occasional Sunday. Would it be feasible for each of our many ministries (for example, Lectors, Ushers, Flower Guild) to host 11:00 coffee, a few snacks and conversation on a rotating basis?

Our 20s and 30s group is very active, with many ongoing activities for this dynamic part of our worshipping community.

Parish Life continues to be busy coordinating many wonderful events which bring us all together, with the Epiphany celebration as the most recent example.

Stan Baker announced that our LGBT/Integrity group has just been designated as an official state Integrity chapter by the national organization.

We are thankful for all in our parish who reach out to greet visitors and new members during church services. These first gestures of welcome and inclusion are often the very things that make people know what a special place St. Paul's is, and keeps them coming back to us.

Sunday Greeters

Jimmie Sue Deppe

I would like to thank everyone for their wonderful hospitality they show each week. This ministry is a vital part of making St. Paul's a warm and welcoming community. Our purpose is to welcome and provide information to guests, to get to know them, and to show them that we care about them. Our welcome to guests is a natural extension of our celebration of God's presence in our community. It is my hope that we continue to grow as a team and continue to find new ways of

welcoming all who enter St. Paul's. If you would like to be a part of this ministry please feel free to contact me at jsadeppe@gmail.com.

Parish Life Committee

Amy Deppe

Chairperson: Amy Deppe, Members: Ali Urang, Linda Sabens, Robert Smith, Sarah Dyke, Jen Debedout, Penny Pillsbury, Holly Baker

Where there is Parish Life there is always FOOD! Parish Life plans and hosts various parish-wide gatherings throughout the year. We are always thankful for the many parishioners who offer their cooking talents to bring food for our potluck meals! Sharing food and conversation together strengthens our bonds. We are also appreciative of all of the parishioners who lend a hand before and after events with set up and clean up. The job of cleaning doesn't have to be a chore, with a few friends it can be a joyous fellowship! Parish Life is grateful for a wonderful 2010 and looking ahead to a fabulous 2011.

20's/30's

Sarah Dyke

This year the 20's/30's group hosted several book discussions. We joined together to discuss "Meeting Jesus Again for the First Time" by Marcus Borg, "Traveling Mercies" by Anne Lamott, and "The Wisdom Jesus" by Cynthia Bourgeault. We were also joined by friends from St. Andrew's Baptist Church. We also gathered for an Evening Prayer service and potluck dinner in July and in the fall we picked apples at Shelburne Orchard to donate to JUMP. For our annual Christmas Party we gathered at the Hanson's home for food, conversation and a Yankee swap! We were joined by friends from St. James' Episcopal, Trinity Episcopal, and All Saints' Episcopal. In January we gathered at a local restaurant for Sunday brunch. We're planning more events for the coming months so if you're not on our mailing list please contact Sarah Dyke at s_ldyke@yahoo.com.

Integrity

The Rev. Stan Baker

2010 saw the formation of Integrity Vermont. Founded by St. Paul's parishioners, steering committee meetings are held here. By design, Integrity – even though it has a core group from St. Paul's – will be called Integrity Vermont and will be a regional resource for the entire Diocese of Vermont. Integrity held a Mother's Day Tea in May, had a presence at Vermont Gay Pride in July, and hosted a powerful and moving Integrity Eucharist in September. Bishop of NH, Gene Robinson gave the sermon and Vermont Bishop Tom Ely presided. Bishop Robinson talked about the emergence of "Integrity 2.0" and discussed the role of Integrity as a model for the wider church, modeling what an inclusive and welcoming community can manifest itself. The Integrity group hosted a table at Diocesan Convention at the Cathedral in November, with enthusiastic responses

from all who stopped by. Our Integrity ribbons were a “must-have” at the convention. We ended the year with a Christmas party in early December at St. Paul’s. We have now applied to Integrity USA for recognition as a chapter. Upcoming for 2011: Valentine’s Eucharist and party on Saturday, February 13, at 4:00 at Holy Trinity Swanton; a May retreat at Christ Church, Montpelier; Gay Pride festivities on Saturday, July 23, here in Burlington; fall Integrity Eucharist with a featured preacher at CCSP on the afternoon of Saturday, October 1. Our project for this year, 2011, is to inform parishes about the Integrity *Believe Out Loud* initiative which helps churches educate themselves about becoming a welcoming and affirming community for all people, especially LGTB members. Parishioners from CCSP who have been instrumental in the founding of Integrity Vermont 2.0 are: Judith McManis, Ernie Hathaway, Peter Frechette, Stan Baker, and Betsy Emerson. Mainstays from other parishes include: Paul LeDuc from Holy Trinity, Swanton, and Michelle Thomas from St. Andrews, Colchester with help from others.

WORSHIP CLUSTER

Meets once/month with Ken Poppe

From our mission: *St. Paul's Cathedral will be an outward activist community of Christian faith, a sign of God's breathtaking generosity...a soul-inspiring, mind-stretching, heart-healing center of unconditional surrender to the freedom of God.* These inspiring words from our mission are reflected in our worship and in our liturgical planning. Worship is the cornerstone of our experience as a parish and cathedral. In our worship as a faith community we strive for living, Christ-centered, transformational and transcendent experiences that offer elements of healing and inspiration for the members of our diverse faith community. Our worship enables us to be more effective in our outward activist faith. Members of the Worship Cluster are responsible for coordination of liturgical participants and for liturgical planning. Many of the functions of this cluster are coordinated by one of the Cathedral Vergers whose job historically, and in this plan, is to oversee functions of lay participation in parish worship.



The Worship Cluster

Peter Harrigan

The Worship Cluster was formed in April 2009 as part of the Short Term Operational Plan. It grew out of the “Vergers’ Meetings” that took place seasonally for many years, and includes representation from the following groups and/or guilds: Acolytes, Altar Guild, Choir, Clergy, Eucharistic Ministers, Flower Guild, Lectors, Staff Members, Thurifers, Vergers and our amazing Lay Participant Scheduling Wizard Joann Stanfield. The duties include preparation for, execution of, and clean-up from nearly all aspects of our Worship Services here at the Cathedral. Members include Stan Baker, Estelle Deane, Sarah Dyke, Peter Harrigan, William Holmes, Ken Poppe, Bea Ramsey, Joann Stanfield, Alice Van Buren, Carol Walters, Pat Wheeler, Alice Winn and Vestry representatives Debbie Altemus and Penny Pillsbury, with frequent communication and advice from Cathie Cook, Tony Galas, Sarah Gallagher and Mark Howe.

During the 2009-2010 program year we met *nearly* monthly but struggled to find timing as well as a timeslot that worked well for the group’s tasks and members. For this program year (and future years) we settled on the following cycle of meetings for each year: September, Pre or Early Advent, Pre-Lent, Pre-Easter, and End of Program Year wrap-up and review. Our meeting time is Sundays at 12:30, and future meetings include February 27, April 10, and May 15. Other communication occurs weekly, daily and even hourly as needed, over phone, email, or the through conversations in the Sacristy, the Ambulatory (hallway) or Parking lots at CCSP. Recent training events were held by/for the Flower Guild in October 2009 and the Lectors in April 2010. These events and many other individual training efforts led to the following congregation members taking on *new or additional* ministries under the Worship Cluster umbrella: Debbie Altemus, Rees Baker, Ian Campbell, Jacob Deppe, Ann Ely, Marjorie Gadue, Henry Maciejewski, Kathy Mihok, Karen Mikkelsen, Sandy Nicholson, Keith Pillsbury, Tamara Plummer, Maureen Rees, Rick Robinson, Alice Rouleau, Cathie Talbert, Ali Urang, and Steve Watson. My congratulations and gratitude to these folks, as well as the dozens of others who serve on a weekly basis! Please accept my apologies along with very sincere thanks if I inadvertently left your name off of this list.

One of the frequent topics of Worship Cluster conversations is how to involve more members of the congregation in these important Ministries. Although the work does have intricacies, it is very possible to be trained and coached in all of these important support capacities. We have many cheerful and encouraging tutors, most notably the multi-talented Estelle Deane, Alice Van Buren and Carol Walters, who participate in nearly every Ministry in the Worship “Decathlon.” And though it might appear that these “jobs” could take concentration or time away from the Spiritual and even Social time we spend at St. Paul’s, Worship Cluster participants universally report that this service enhances and deepens their connection to the Eucharist, their Faith, and each other. We would love to share this gift with *you* in 2011.

Flower Guild

Pat Wheeler

The Flower Guild of the Cathedral continues its work, doing arrangements to the glory of God.

Especially at Easter and at Christmas, we rely on many volunteers for their good help. Please know that you are always welcome. And know how much we appreciate all of the help that comes our way, often at unexpected yet needy times.

Altar Guild

Carol Walters

The Altar Guild has eight active members, Debbie Altemus, Estelle Deane, Jimmy Sue Deppe, Shirley Irish, Katherine Mihok, Bea Ramsey, Alice VanBuren and Carol Walters, who set up frontals and vestments according to the season's colors and vessels for Sunday services and wash up following Sunday services. Vergers are "cross-trained" to wash up and reset the vessels which helps greatly when an Altar Guild member is not available. The Altar Guild polishes the silver and cleans wax from the torches as needed. Alice Van Buren single-handedly cares for the large fair linen and washes and presses all of the small linens used at every Eucharist.

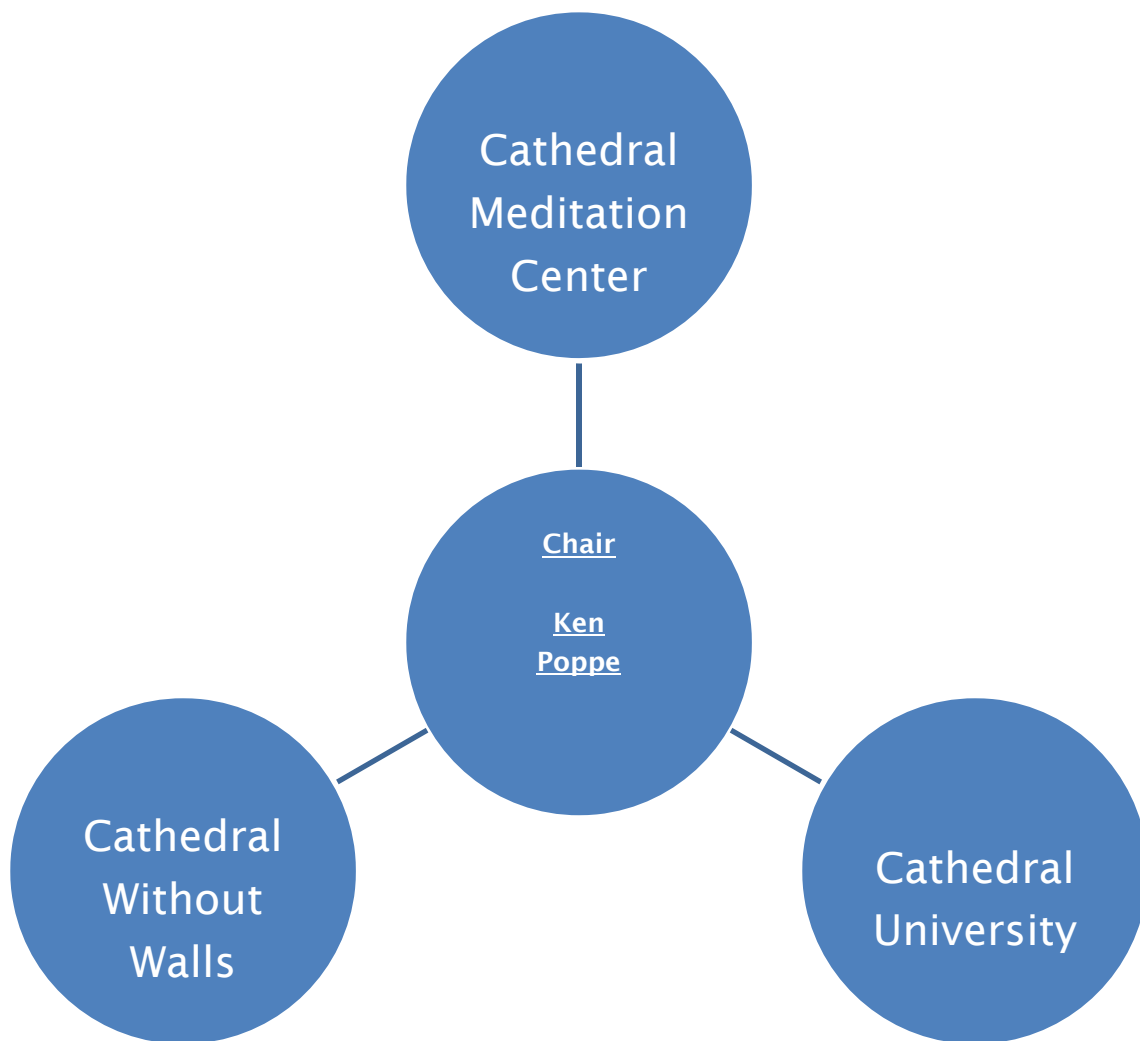
The most serious problem facing St. Paul's Altar Guild is its small, and dwindling, membership. I urge anyone who thinks that he/she might have an interest in this important and rewarding ministry to speak with Carol Walters or any other member.

Financial report

	Money Market balance Dec 2009		\$6024.62
Revenues:	Unit Fund dividends	\$925.11	
	Donation toward Paschal candle	50.00	
	Total revenues		\$ 975.11
Expenses:	Paschal candle	\$155.90	
	Total expenses		\$ 155.90
	Money Market balance Dec 2010		\$6843.83

CATHEDRAL CHAPTER CLUSTER

From our mission: *We value our role as the seat of the Bishop. We serve the Diocese as a gathering place for the people, a model of innovation in liturgy and Christian formation, and a catalyst for new initiatives. We facilitate relationships and build partnerships with other parishes in the Diocese.* As the "symbol and center of the bishop's pastoral, liturgical, and teaching ministry" our role is to "strengthen the life of this diocese." The Cathedral Chapter manages this mission which encompasses three ministries. Cathedral Without Walls invites all Vermont Episcopalians to partner with the ministries of the Cathedral. Cathedral University utilizes cathedral talent to provide courses that tap the public's hunger for in-depth discussion of contemporary religious questions. Cathedral Meditation Center communicates meditation as passed on through the Christian tradition in the spirit of serving the unity of all.



CATHEDRAL CHAPTER CLUSTER

The Very Reverend Kenneth W. Poppe, Dean

In the Cathedral Chapter's mission statement, we state that "We value our role as the seat of the Bishop. We serve the Diocese as a gathering place for the people, a model of innovation in liturgy and Christian formation, and a catalyst for new initiatives. We facilitate relationships and build partnerships with other parishes in the Diocese." As the "symbol and center of the bishop's pastoral, liturgical, and teaching ministry" our role is to "strengthen the life of this diocese." The Cathedral Chapter manages this mission which encompasses three distinct ministries. (1) *Cathedral Without Walls* invites all Vermont Episcopalians to partner with the ministries of the Cathedral. (2) *Cathedral University* utilizes cathedral talent to provide courses that tap the public's hunger for in-depth discussion of contemporary religious questions. (3) *Cathedral Meditation Center* communicates meditation as passed on through the Christian tradition in the spirit of serving the unity of all. I am most grateful to the members of the Cathedral Chapter who have envisioned, planned and managed these programs: Lynn Bates, Thomas Ely, Mark Howe, Reid Farrell, Mark Johnson, Lisa Ransom, Diane Rooney, and Eadie Templin.

Cathedral Meditation Center

The Very Reverend Kenneth W. Poppe, Dean and Rector

The Cathedral's Meditation Center, a center of the World Community for Christian Meditation, is part of the Cathedral Chapter Cluster. Its work is guided by Cathedral Chapter and the Cathedral Meditation Center Board, which consists of Lynn Bates, Charlie Bearce, Nancy Bloomer, Elizabeth Campbell, Amy Schoch, and Nancy Wright. Amy Schoch serves as the Board's convener. The Board meets three times a year at the Vermont Zen Center in Shelburne for overnight retreats to develop its own meditative practice and rule of life as well as to plan ways to share the gift of meditation through the Cathedral's Meditation Center.

The purpose of the Center is to communicate and nurture meditation as passed on in the Christian tradition in the spirit of serving the unity of all through weekly groups, courses, conferences, and retreats; to provide support and training for meditators who mentor local groups; to develop a physical space for a meditation at the Cathedral; and to encourage attendance at national and international events of the World Community for Christian Meditation.

Weekly meditation groups meet in Albany, NY; Andover/Weston, VT; Burlington, VT; Montpelier, VT; St Johnsbury, VT; and Saratoga Springs, NY. At the Cathedral, three weekly groups meet: Tuesday at 7:00 p.m., Wednesday at 10:30 a.m., and Friday at 7:15 a.m.

JUBILEE & SOCIAL JUSTICE CLUSTER

From our mission: *St. Paul's Cathedral will be an outward activist community of Christian faith, a sign of God's breathtaking generosity.* As faithful Christians we are both doers and believers. Action is as essential to our faith as our faith is to action – they are inextricably intertwined. The Episcopal Church designated St. Paul's as a Jubilee Justice Center. Our Social Justice cluster represents the home of most of our Christian action with our congregation, in the community outside our doors and in the world. These ministries represent ways for parishioners to engage in broader systemic social change as well as in hands on outreach opportunities that happen inside and outside our church building. VIA/LOC and Jubilee Ministry are cooperatively led.



JUBILEE CLUSTER

The Reverend Stan Baker

During this year part of our work as Jubilee Cluster was to understand our role. Through our discussion process at monthly meetings we clarified that the Jubilee Cluster should act as a coordinating group for our social justice and outreach ministries as St. Paul's. We list the following activities as part of this:

- ✓ JUMP (Joint Urban Ministry Project) – Rick Robinson, contact person
- ✓ VIA (Vermont Interfaith Action) – Karin Davis & Fran Carlson, contact persons
- ✓ Bhutanese Refugee Ministry – Travis Puller & Jimmie Sue Deppe, contact persons
- ✓ Earth Care Ministry – Sylvia Knight, contact person
- ✓ Cathedral Square Corporation – Nancy Eldridge & Nancy Lang, contact persons
- ✓ Habitat for Humanity – Sarah Dyke, contact person
- ✓ Salvation Army Dinner – Ali Urang, contact person
- ✓ Youth Build – Sarah Gallagher & Tony Galas, contact persons
- ✓ Camp Agape and KAIROS (a prison outreach ministry) – Con Quinby, contact person
- ✓ ERD (Episcopal Relief and Development) and UTO (United Thank Offering) – Rick Robinson, contact person
- ✓ COTS (Committee on Temporary Shelter) fund raising – Rick Robinson, contact person

The members of our Jubilee Ministry coordinating group are charged with prioritizing the Cathedral's energy and focus on these various ministries. We are not doing the work, but we are making sure the constituent ministries are doing the work. It is also our job to make sure projects are not overlapping or competing with each other for parishioners valuable time and energy. We are also able to problem-solve with members of each ministry if they run into trouble with resource, energy or other issues. Any new proposals for social justice and outreach ministries should be brought to us. Members of the Jubilee Cluster include: Stan Baker, Cathie Cooke, Jimmie Sue Deppe, Sylvia Knight, Nancy Lang, Travis Puller, Con Quinby, and Rick Robinson – with representatives from other Cathedral ministries joining us on an as-needed basis. We find our size works well for focused discussion and efficient work, but we would like to add one or two more members. We meet on the third Tuesday of each month at 7:00 pm.

It has become clear to us this year that we need to coordinate and collaborate more with our fund raising group and with Vestry on proposed projects and grants. Themes that are emerging in our ongoing discussions include:

- ✓ Examining the similarities and differences between “hands-on” and systemic change projects
- ✓ Should priorities at St. Paul's continue to feature connecting parishioners to a varied menu of ministries or focus more on one larger ministry in which many parishioners can participate?
- ✓ How do we connect our ministries with focused fund-raising events or targeted fund-raising appeals?

- ✓ Do our ministries reflect both the passion and needs of our faith community members and the needs of the community outside our doors?

There are pamphlets available that describe all the social justice and outreach ministries at St. Paul's. Hopefully the reports that follow will also give you a good idea of what is happening here and where you might fit your own desire to participate in a ministry. If you have questions, ideas, or want to volunteer your time, please contact any member of the Jubilee Cluster. We also invite you to participate actively in discussions of what our social justice and outreach ministries should look like as we move forward with Charting our Course at St. Paul's.

Vermont Interfaith Action (VIA) – Local Organizing Committee (LOC)

VIA is a collaborative faith-based effort among various faith communities in Chittenden County and Central Vermont. Our county partners include: Christ Church Presbyterian, Ohavi Zedek Synagogue, College Street Congregational Church, Sisters of Mercy, and the Unitarian Universalist Society. Together we employ a Director, Debbie Ingram, with offices on Grant Street in Burlington. VIA is focused on systemic change that grows out of the needs of our communities and the passions of those addressing these needs. 2010 can be divided into two parts when describing the work of our Local Organizing Committee of VIA. VIA is part of a national faith-based organization, PICO. National priorities include, among other things: immigration, housing, needs of youth, and health care.

The first part concluded in April when our LOC - which included members of St. Paul's, Christ Church Presbyterian, and a member of Ohavi Zedek Synagogue – celebrated our success in bringing public transportation to the FAHC and other medical offices located at Tilley Drive in S. Burlington. We were able, through our research and action, to convince FAHC, CCTA (Chittenden County Transportation Authority) and the City of S. Burlington to work together to make this transportation possible. Later collaborators were: SSTA, (Special Services Transportation Agency), Maitre OB-GYN practice, Chittenden Health Center, Safe Harbor Clinic, and with leadership help from the Chittenden County Metropolitan Planning Organization. We celebrated this achievement with all parties present at St. Paul's last April. The Recognition Action included members of the refugee community and other's who used this new transportation service. We continue to meet with the constituent groups periodically to monitor this service and make minor changes to make sure it continues successfully. In addition, our efforts caused the Vermont Legislature to pass a law requiring all health organizations to include transportation accessibility in their planning process.

The second part started in our meetings after the Recognition Action in April. In late spring we began the process of identifying our next project. These projects bring real change for citizens in our county by changing broader systems to make them more responsive to the needs of all. Our process begins with "one-to-ones." In this process, members of our LOC meet one-to-one with parishioners and others in the community to talk about what each person sees as needs, gaps, and concerns in the social justice and support networks in our area. These are times to listen carefully to

ascertain the ideas, needs and passions of each person. Out of this process will arise concrete ideas of systemic change for our community. Currently, we are not meeting together with Christ Church Presbyterian as they conduct their own one-to-one process. Searching for a new project or focus can be challenging but also brings new energy and ideas to our group.

Members of our wonderful Local Organizing Committee include: Stan Baker, Fran Carlson, Cathie Cooke, Karin Davis, Ann Ely, and Peggy Poppe. We would like to find at least two more members for this committee. We meet on the third Thursday of each month from 5:15 to 6:45 at St. Paul's. Our meetings include a statement of our mission, spiritual reflection, training module, and content related to processing and action items to move our work forward. (Our work is powerful, especially when combined with the larger VIA network and national faith-based systemic change effort. Please contact any one of us for more information.

Bhutanese Refugee Ministry

Travis Puller

We have begun our second year of English practice gatherings with Nepali-speaking refugees from Bhutan who are living in Burlington and Winooski. We meet Tuesday evenings in the Commons Room and have settled into a routine of taking turns facilitating simple grammar lessons combined with vocabulary based on themes the Bhutanese have requested. We have had two potluck celebrations, with great food and lively conversation. Our new friends have also been teaching us about Nepali-Bhutanese culture and their Hindu holidays. Thanks to our parish volunteers: Eleni Steves, Susan Wheeler, Nancy Osborne, Jimmie Sue Deppe, Travis Puller, and Stan Baker.

Episcopal Relief and Development

Rick Robinson

Episcopal Relief and Development's programs are made possible by contributions from fellow Episcopalians like you. Its program of emergency relief, rehabilitation, and long-term development are geared to strengthen local communities in the United States and around the world, and to respond on your behalf in the name of Christ.

Inspiration can come from many sources. From our faith, certainly. From acts of sacrifice, bold leadership and noble causes. And from the humanity we share with people across the globe - not least is our belief in the moral imperative that children and families are protected from harm and raised in good health.

This is the driving force behind the Nets for Life Inspiration Fund, recently launched by Episcopal Relief and Development with the enthusiastic support of the Episcopal Church, which is pledging 0.7 percent of its annual budget to fight malaria and renew its commitment to the Millennium Development Goals. In two successive General Conventions, the Episcopal Church committed itself to eliminating extreme global poverty by working through the Millennium Development Goals.

The goals were developed by the leaders of the world's nations, in cooperation with the United Nations. The Goals are stated below.

1. Eradicate extreme poverty and hunger
2. Achieve universal primary education
3. Promote gender equality and empower women
4. Reduce child mortality
5. Improve maternal health
6. Combat HIV/AIDS, malaria and other diseases
7. Ensure environmental stability
8. Develop a global partnership for development

Because CHABHA is helping with the plight of children in Africa affected by HIV/AIDS which is goal number six of the MDG's mentioned above, we included it in our Jubilee Outreach Christmas Alternative Gift Giving Program. In 2010 \$150.00 was donated to CHABHA through that program.

St. Paul's has an ingathering for ERD each year on the first Sunday of Lent which this year is March 13.

Christmas Alternative Gift Giving in 2010

This past year's Christmas Alternative Gift Giving was very successful. Due to the fact that our fundraising for outreach was not as successful this past year, many people at St. Paul's responded by contributing to JUMP so that we could meet our pledge to that organization. Thanks to the response we were able to offer more than our pledge to JUMP to help in these hard economic times. JUMP received \$3120.00. Camp Agape Vermont received \$130.00 and CHABHA received \$150.00. Thank you to all who contributed!

Annual Fund Raising Walks

Our church continues to help raise money for three walks for good causes each year. The Walk and Run for JUMP raises money for JUMP so that organization can continue to help those in need here in Chittenden County.

The Champlain Valley Crop Walk helps people fight hunger around the world through Church World Service and right here in our community. JUMP and the Chittenden Emergency Foodshelf receive monies from the walk.

The COTS Walk provides funds to help the increasing number of homeless people in our community. St Paul's has supported the walk for many years and used to host it until the size of the walk could be better accommodated by moving it across the street to Battery Park.

YouthBuild – ReTrain

YouthBuild is a comprehensive job training, education and leadership development program for low income young adults ages 18 through 24, most of whom have completed high school. The mission of YouthBuild is to guide and inspire young people in creating a nurturing community in which they develop successful and productive lives. Young people are able to complete their education through this program. Many ReTrain YouthBuild graduates have gone on to succeed in finding jobs in the construction business. YouthBuild graduations have been held at St. Paul's.



Earth Care Ministry

Sylvia Knight

When we love someone, we make effort--even at our own inconvenience--to care for and contribute to that person's well-being. For us as people of the Covenant, caring for Earth, God's creation, is intrinsic to our life in God, incarnate as Jesus. Improving our physical plant and Earth care practices are ways to care for Earth. As people of the Covenant, our relationship with God's creation is also developed through liturgy, prayer, Christian formation, art, education and advocacy.

Resource Stewardship Guidelines -- available for consideration and adoption as part of our parish planning process--provide concrete ways of caring directly for God's creation: conserving Earth's resources for future generations, reducing our CO2 and methane footprints, returning as many materials as possible for use by local and wider economies, helping to reduce the need for additional landfills, and setting examples of stewardship for others. Please take time to become familiar with them.

In October as part of the 350.org Climate Change activities, about 20 parishioners indicated ways they conserve energy in their everyday lives. Thanks to all who participated in the survey and to all who make efforts to conserve Earth's resources part of their everyday lives.

Earth Care Ministry's (ECM) display table at Diocesan Convention had information about the dangers of antibacterial products. Our concerted effort during the convention to increase recycling and composting and to decrease our waste headed for landfills was largely successful, thanks to help from Chittenden Solid Waste District. We also showed off our new logo, with thanks to Judith McManis.

Significant investments in a new green roof over the chancel and a new great window should help to moderate temperature within our sanctuary and help reduce our CO2 footprint. The green roof will help moderate exterior temperature above our roof during hot summer days and reduce our

stormwater runoff to Lake Champlain, an important step for our Cathedral as we grow in awareness of our role as a riparian faith community situated on the banks of Lake Champlain.

During Eucharist we give thanks for God's creation and join the rest of Creation in praising God through prayers, hymns, and psalms, and even group readings on Rogation Sunday when we celebrate God's Creation. We thank Deacons Cathie and Stan for their weekly prayers for the Earth.

In our advocacy work, we thank all who signed a petition last spring to the Vermont Pesticide Advisory Council, seeking a stakeholder group to establish policies regarding use of herbicides at electric substations near water. Actions by the Public Service Board in July made that process unlikely, and the issue is still open for further actions, including legislation.

The last session of the adult education series "The Episcopal Church 101" in November included a new section on Earth care and the Episcopal Church, paired with a section on social justice, presented by members of the Jubilee cluster. We hope for additional opportunities for education in Earth care.

ECM members have varied interests and busy lives in our larger community; two members have worked on pesticide issues; one older member just graduated from UVM's Rubenstein School of Natural Resources with interests in water contaminant issues. Other concerns among members are recycling, composting and proper disposal of materials; working with youth and teaching about practical measures to protect Earth; access for all to sustainably grown food; appropriate technology; and the deep spiritual need for a new relationship with Earth based on wonder and cooperation.

Kairos

Con Quinby

Kairos is an international, ecumenical ministry to men and women in prison. Here in Vermont, a group of men visit regularly at the Clinton Correctional Facility in Dannemora, NY, attending monthly reunions at the Annex and at the Adult Protective Unit as well as participating in an annual 3-day weekend at the Annex. *Kairos* is sometimes translated as "God's special time" and it is that for both residents and visitors. Time and again, volunteers comment on the wonderful blessings they themselves receive in this ministry even as they marvel at the changed lives of residents. Our guiding principle is Listen-Listen-Love-Love and it works for all of us. For more information, you can contact Con Quinby, 862-4174, or Google Kairos Prison Ministry International.

Camp Agape Vermont, Inc.

Con Quinby

Begun in 2005 by Kairos volunteers, Camp Agape serves Vermont children who have experienced a parent's incarceration. Staffed almost entirely by volunteers, each summer 70 to 80 children ages 7 to 11, attending one of two 1-week camp sessions, in an atmosphere of God's unconditional love

(*agape*), discover the joys of camping and being with other children who know the trauma of grief, anger and separation of a parent being in prison. It is heart-warming to see children and staff 'surprised by joy,' to use C. S. Lewis' famous words. Camp Agape Vermont is jointly sponsored by the Episcopal Diocese, the United Methodist Church and the United Church of Christ and has been generously supported by volunteers and gifts from the people of St. Paul's for which we are most grateful. Con Quinby, 862-4174, serves on the Board of Directors.

Habitat for Humanity

Sarah Dyke

St. Paul's participated in two Habitat builds this summer. In July a group of volunteers spent the day working on the Elmwood Ave. site. The volunteers helped with various tasks including siding, blocking, and finishing a porch. The St. Paul's community also helped out by providing snacks for the volunteers that day. In August another group of St. Paul's volunteers joined with a group from Ohavi Zedek synagogue to continue work on one of the two homes building constructed on Greenbush Road. in Charlotte. Keep an eye out for more Habitat opportunities this spring!

Joint Urban Ministry Project

Lynn Douglas
Board President

Carol Snow
Program Co-Director

Jean Palmer
Program Co-Director

JUMP's mission: to promote the physical, emotional, and spiritual well-being of people by providing spiritual care, direct assistance to meet basic needs, and advocacy.

We are deeply grateful to **The Cathedral Church of St. Paul** for being a part of the JUMP story. In 2010 your congregation donated:

Volunteer time: Over 500 hours, thanks to Rick Robinson, Mark Gadue, Carol Lutz, Kathy Mihok, Betsy Emerson, Catherine Cooke, and Gail Ernevad

Congregational pledge: \$6000, plus over \$3000 from alternative giving in December

Food and supplies: Over \$3000 worth, not including laundry soap and diapers through Mark Gadue

Poverty in Vermont: Economic trends are challenging many Vermont households. In 2010 JUMP assisted nearly 1400 households; these households included over 1500 children. Our data show that 47% of JUMP households include children; 46 % are single adults – many who identify themselves as isolated with no family or friends; 32.5% of JUMP households are single women, with or without children.

How JUMP helps: JUMP guidelines allow people to stop in daily for hospitality, conversation with volunteers (and staff when needed) and referrals. Households are eligible for vouchers four times a year. In response to growing needs, we increased the number of households assisted per day to 11 and increased the average voucher amount to \$25.00. In addition to referrals, spiritual care and hospitality, households also received, as available: food (healthy groceries, eggs), diapers, toiletries, cleaning supplies, books for children, and spiritual resources (books) for adults and youth. In 2010, many households received critically needed utility grants and the benefits of a membership in the Opportunities Credit Union. Additional JUMP outreach efforts provide funds that help

households at risk of homelessness through a collaborative network of partner agencies. JUMP also helps those who are home-bound and we have a discretionary fund for staff to use in emergency circumstances.

JUMP Staff: We restructured staffing when talented Program Director the Rev. Keri Aubert moved on. Co-Director Carol Snow brings an interfaith ministry background to her work in the drop-in center, and in her leadership role with JUMP's internal operations. Co-Director and social worker Jean Palmer joined the JUMP staff in July. She also staffs the drop-in center and coordinates grantwriting and outreach activities. Recent successes in grantwriting have resulted in \$15,000 of income which will support JUMP's programming efforts in this difficult economy. A detailed report of JUMP's 2010 finances will be sent to congregations in spring, 2011. The support of our funding congregations, grantwriting, the donations of many individuals, and key fundraising events fuel JUMP's efforts to provide as much direct support as possible to Vermont households in need. In 2010 we were delighted that Ohavi Zedek Synagogue and Burlington Shambhala Center became JUMP supporters.

2011: We look forward to another year of working together with you to offer compassionate support and financial assistance to those in need.

Wreath Project

Carol Walters

The wreath project has completed another successful year with a net income of just over \$4500 (gross income \$9800, expenses \$5300). Numbers can't convey the enjoyable and satisfying experience of the 23 parishioners who contributed *over 150 person-hours* on many different tasks, but numbers and participants do give a sense of the impact of the project. [The risk is forgetting to include someone's name!] 169 customers ordered 333 wreaths, 158 of which were decorated with cones; 259 with bows (many had both). Fifty wreaths were shipped, literally from Massachusetts to Florida to Arizona and California. The number of wreaths ordered, as well as our profit, was about same as 2009. We sold a few to "walk-ins" (and could have sold more) which suggests that we need to talk up wreaths to our friends, neighbors and colleagues. We also will explore marketing on our web site.

In an effort to become more efficient in contacting customers by decreasing "phone tag," we initiated an on-line order form. In short, it didn't work very well. I found that the most effective contact was personal e-mail with a simple message: "Last year you ordered ____; would you like to repeat that order?" Follow-up calls, when necessary, were made by Jean Anderson, Anne Brown, and Maureen Rees. Dottie Darling contacted her neighbors, Eadie Templin, her former colleagues by e-mail, and Tom Rees sent wreaths to his business clients.

Database management for orders: Anne Brown, Carol Walters

Confirmation letters: Carol Walters

Shelter construction: Keith Brown, Ben Rees, Tom Rees, David Walters. Demolition: Ben Rees, Tom Rees

Unloading wreath delivery: Rees Baker, Ben Rees, Tom Rees

Chopping cones into rosettes: Keith Pillsbury

Decorating wreaths with cones in St. Paul's special design: Jean Anderson, Anne Brown, Fran Carlson, Estelle Deane, Shirley Irish, Alice Macdonald (& 2 friends!), Keith Pillsbury, Joann Stanfield, Carol Walters, Pat Wheeler

Tying bows (almost a mile of satin, velvet and gold ribbon!): Anne Brown, Carol Walters, Pat Wheeler

Wreath assembly (tagging and adding bows)/organizing orders for pick-up/collecting payments: Alice Macdonald, Connie Quinby, Jennifer Smith, Joann Stanfield, Pat Wheeler, Alice Winn

Filling shipped wreath orders: Fran Carlson, Connie Quinby, Bill Wheeler

Deliveries to businesses, Cathedral Square locations: Ray and Dottie Darling, Hugh and Ruth Moore, David Walters

Final clean-up (millions of stray pine needles!): the above crew, plus Tony Galas General assistance with everything and anything!: Tony Galas

Vermont Kitchens Publications (VKP) Cookbook Project

Carol Walters

Sales of both cookbooks, *Out of Vermont Kitchens* and *Vermont Kitchens Revisited*, continue to make an important contribution to the operating budget of the cathedral. In 2010 VKP transferred \$2500 to St. Paul's from its income of \$4526.31. VKP has about 50 regular retail outlets, from Apple Mountain on Church St. to Barnes & Noble, which sell approximately equal numbers of both books. While it didn't happen this year, David and Carol Walters usually travel throughout the lower $\frac{3}{4}$ of the state making personal contacts and deliveries of pre-ordered books, and Bev Lowry covers the Northeast Kingdom from her summer place. Sales have decreased over the past 10-15 years and undoubtedly would be boosted by more people making personal contacts and by marketing through St. Paul's website.

Cathedral Square Corporation

Jean Harry, President, Board of Directors and Nancy Eldridge, Executive Director

This year our team at Cathedral Square came full circle in some ways back to the roots of our social justice ministry established by the Cathedral Church in 1977:

- We recommitted ourselves to green building and environmental stewardship thanks to a Green Retrofit grant from HUD and a stellar development team that is setting the green standard; and,
- We stretched the Cathedral's original goal of providing the services seniors need to live independently at Three Cathedral – to creating the statewide program “Support And Services at Home: a Care Partnership (or SASH); and,
- We are expanding affordable housing options based on consumer demand – this year expanding our Grand Way Commons community from 63 to 91 homes and in the process

providing an even better Adult Day space for our friends at the VNA of Chittenden and Grand Isle Counties; and,

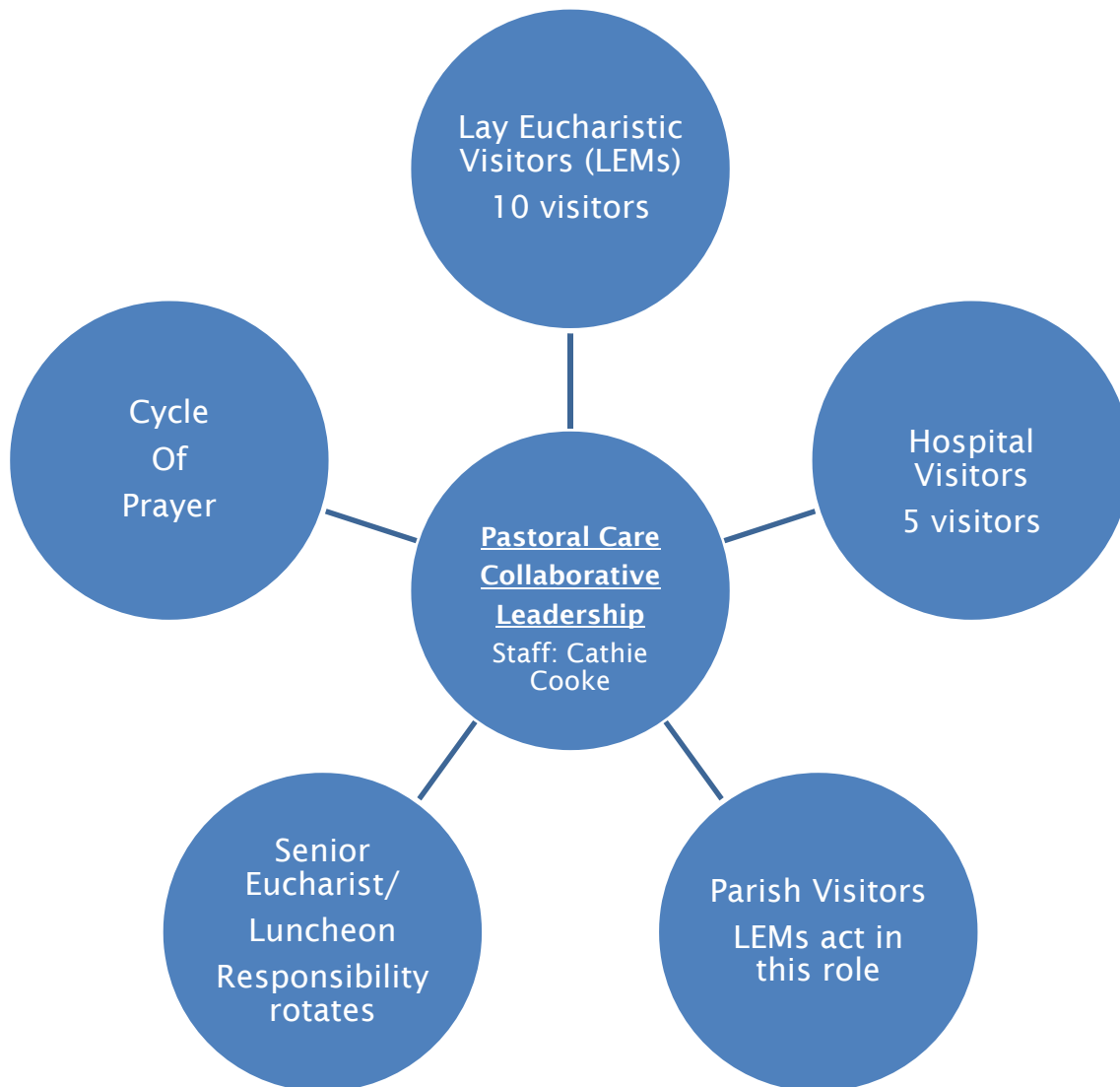
- We continuously work to provide the best service to residents and worked to engage residents in policy discussions on the state and national level – particularly on health care reform that will effect their lives directly.

For that work we were selected for a prestigious national award recognizing Excellence in Affordable Housing by the MetLife Foundation and Enterprise Community Partners. Thanks to many of you who helped us get here and that joined us at a celebration with Senator Leahy. Our work becomes even more challenging in the coming year as we expand our SASH program to 112 public housing and nonprofit housing sites across the state, serving not only the residents of affordable housing but those who live in the surrounding community. I hope that this work will involve many Episcopal churches around the state – in fact we hope that community support for SASH will be an interfaith collaboration. SASH is all about collective action, knitting together the VNAs, Area Agencies on Aging and housing nonprofits across the state to support Vermonters. It does this by reducing unnecessary costs in the system and redirecting those resources to preventive services and care coordination. We have the strong support of the state of Vermont and hospitals that also want to see unnecessary ER visits and admissions reduced. The key to success here will be how the SASH Care Partnership integrates with physician practices as Vermont’s health care reform initiative rolls out statewide. We see SASH as a way to help seniors and others navigate the health care and long term care systems while meeting their goals of remaining in their home while also reducing costs and improving quality of life.

Thanks to our exceptional Board of Directors for their leadership in our ministry: **Jean Harry, Marvin Klikunas, Tom Rees, Charlie Smith, Ken Poppe, Nancy Lang, Vaughn Carney, Paul Van de Graaf, Eadie Templin, Barbara Gay, Alice Rouleau, Hunt Blair and Judy Higgins.** We give a very special thanks to Nancy Lang who has completed the six year Board term – she has been just awesome!

PASTORAL CARE CLUSTER

From our mission: *This Cathedral will be a place of sanctuary, healing, inclusion, challenge and compassion.* A core part of any faith community is the care, compassion, and spiritual healing we extend to the members of our faith community – both those who worship with us regularly and those who are unable to be with us. Our clergy cannot and should not do all the needed pastoral care. This cluster represents the ways that our lay ministers reach out to those in need. The participants in all four “bubbles” of the cluster meet together once a month for planning. Archdeacon Cathie Cooke is staff liaison and Elizabeth Campbell will meet with the group to enable the group to venture more deeply into the skills and dynamics of pastoral visitation.



PASTORAL CARE

The Venerable Catherine Cooke, Archdeacon

There are five facets to the pastoral care cluster: lay Eucharistic ministers (LEMS), hospital visitors, cycle of prayer, parish visitors (LEMS act in this role) and the organization of the senior eucharist/ luncheon. Presently we have nine members of the pastoral care team and about seventeen members of the cycle of prayer.

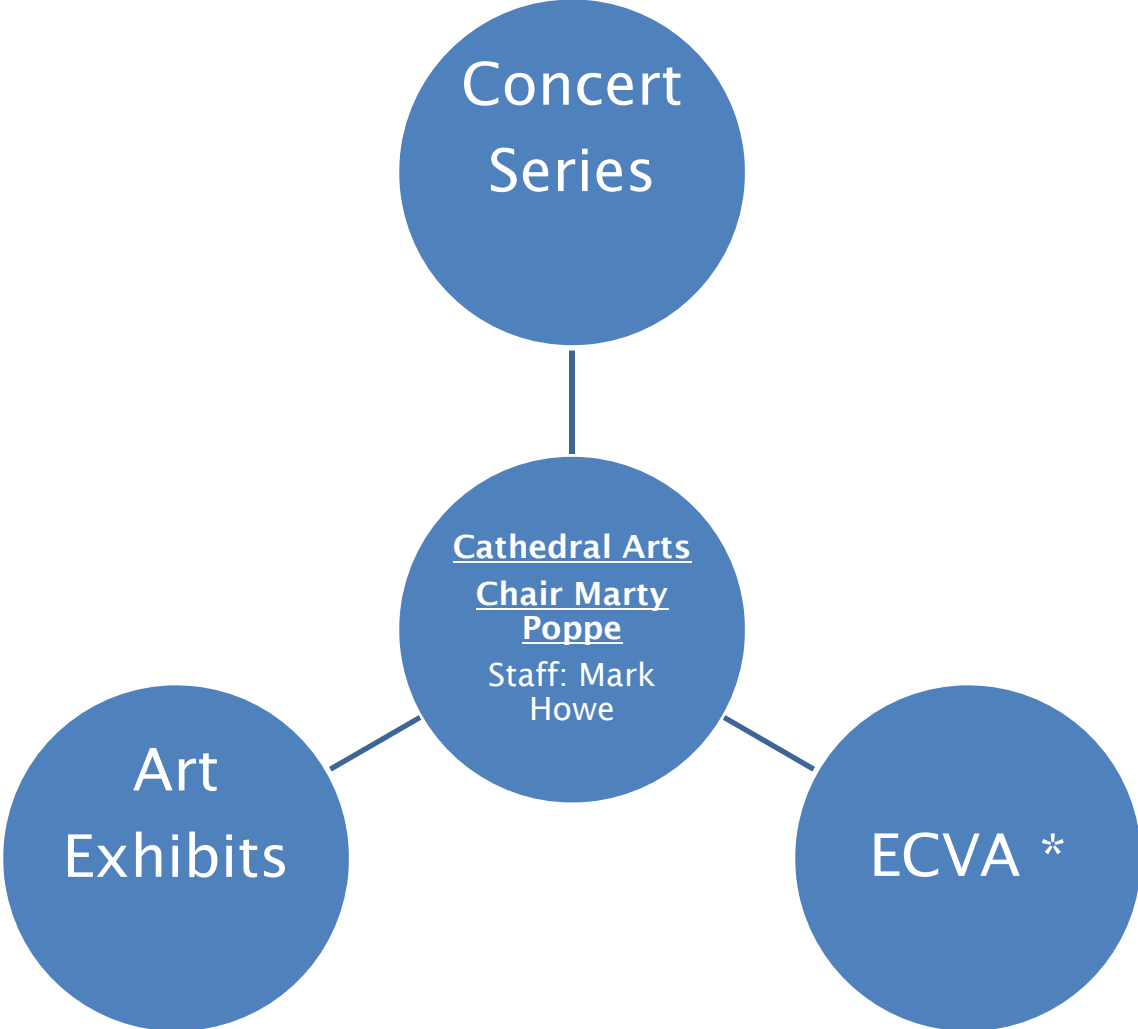
This year we have had LEMS taking their baskets out almost every Sunday to make a visit to a parishioner or parishioners who are homebound. Linda Sheridan has been doing a service at Converse home every two weeks and I have done an ecumenical service at 3 Cathedral Square monthly. The LEMs also do pastoral visiting (without communion) to some homebound parishioners.

We had another excellent in-service in June given by Elizabeth Campbell. Elizabeth finds she can't join us monthly, but will help us stretch our thinking about pastoral care with occasional in-services. The hospital visitors have been Bea Ramsey, Jimmie Sue Deppe, Stan Baker and myself this has enabled us to have someone stopping at the hospital several times a week.

We try to have a senior eucharist/ luncheon quarterly as weather cooperates. Parishioners decided that they liked having the luncheons at St. Paul's so we have been doing them in conjunction with the Wednesday healing eucharists. I am very grateful to Maureen Rees, Joann Stanfield, Joan Hoff and Alice Winn and their helpers for making this work. Certainly anyone is welcome to come (it is difficult to nail down that definition of "senior"), but we particularly encourage those who are 55 years or more to join us.

Cycle of Prayer meets regularly on the first Tuesday of the month at noon, usually for about an hour to update our prayer list comprised of sick, chronically ill, other needs, needs of the parish and diocese, and needs of the world. One does not have to attend the meeting to be part of the group, one just to say they will intentionally pray the list. Certainly anyone is welcome to join us or let us know if there is specific need you would like us to pray for.

CATHEDRAL ARTS CLUSTER



CATHEDRAL ARTS

Martin Poppe

During 2010, Cathedral Arts hosted nine ticketed weekend concerts and eleven free Tuesday 12-1 performances. Attendance for our ticketed concerts ranged from a low of 17 to over 150 paid admissions. The 12-1 series audiences ranged from 30 to 90 guests. Our visual arts series provided a variety of Art Exhibits In the Church Nave, displaying works by both church members and Vermont artists.

The Cathedral Arts operating budget, which pays for publicity materials, mailings and piano tuning, is about \$800. Income is obtained from a \$1 / ticket sold publicity charge placed on our weekend concert ticket sales and donations. This has enabled us to operate on a breakeven basis separate from the general Cathedral budget. With the support of the performing artists, we continue our practice of providing free admission to the residents of Three Cathedral Square with 3 to 8 residents attending our weekend concerts.

Free publicity for Cathedral Arts is provided by local radio stations, including WCVT, VPR and NCPR, and local newspapers, including Seven-Days, the Burlington Free Press, the Rutland Herald and the Times Argus and direct email contact. We have also continued using the Cathedral Arts publicity network to publicize Taizé services, the *Great 'O'* Advent service and other choral services under the heading of *Choral Services at the Cathedral*.

Cathedral Arts programs would not be possible without the help of many volunteers selling tickets, ushering, greeting visitors, hanging art exhibits and hosting receptions. If you wish to volunteer, please contact one of our committee members.

Martin Poppe, Administrative Chair and Publicity (802) 860-7183 (poppe@CathedralArts.org)
Elaine Greenfield, Artistic Director/Concert Events Coordinator (pianist@sover.net)
Ernie Hathaway Judith McManis , Co-curators of Art Exhibits (Eghglassware@aol.com)

Cathedral Art Shows

Ernie Hathaway & Judith McManis, Coordinators

St. Paul's 2010 art exhibits focused on the 'family'—the parish family—letting us get to know each other in new and interesting ways.

"Publishing Wisdom" - Through his January exhibit, David Walters shared with us his passion for letterpress printing, even honoring us with a special treat: a 'live' demo of his art at a festive Coffee Hour Reception. Complimentary to David's show in the narthex, St. Francis Chapel exhibited hand-written manuscripts (gathered by Judith McManis, translated by Henry Maciejewski), several of which dated from either before or contemporary with Gutenberg's invention of the printing press.

February and part of March brought us "Stations of the Cross", fourteen original charcoal drawings by the late, nationally acclaimed Vermont artist, Richard Clark, of Chittenden.

After Easter came the latest ECVA-VT show: "Wisdom", featuring works from artists throughout the Diocese as well as several of our own parishioners, filled the nave and narthex until the end of May. A Sunday afternoon reception allowed the public to meet the artists. See the ECVA-VT report for further details.

"Tomorrow's Cathedral"—a long-overdue revival of artwork by our own Church School Children, from the youngest right through the Youth Group's 'Youthene Creed'—graced the nave in June. Young artists, acting as 'docents', explained their creations to viewers at a special reception after church. And, yes, the 'Star-Wars Church' even trekked it down to the Liturgical Festival held every three years at St. James', Woodstock! A huge thank-you goes to all the Church School teachers for their incredible help in getting this show coordinated and up!

July, with its more than 30 images and their stories, brought us a profoundly moving exhibit entitled "Prophetic Voices, Courageous Lives: LGBT Saints and Heroes" coordinated with Pride Weekend on the 24th. Making it's reappearance, this show was re-hung in honor of Bishop Gene Robinson's late September visitation, to kick-off Gay History Month in October and the revival of Integrity in Vermont. STAY TUNED: Plans are in the works for this show to go national, traveling to Trinity Church, Boston, and possibly to Key West!

August (through mid-September) brought the incomparable photography of Gerry Davis. "Through Yesterday's Eyes" gave us a unique opportunity to both learn about the remarkable cameras and other equipment used by our forebears, and to see what such instruments can produce in the hands of a master. These were the photos you wished you had taken!

In October we were treated to the first-in-a-while show of artworks from Parishioners. Whether created, collected, gifted or inherited, each piece has an honored place in the home of someone we know. It was a joy indeed seeing the pieces that feed our souls, in "Sharing Our Spirit: A Community Celebration in Art". For sure, we'll do this again!

Although not really a show of original artwork, "Holy Women, Holy Men: Advent" was a showcase exhibit of images of remarkable people from our church history, based on the new and greatly expanded work formerly known as 'Lesser Feasts & Fasts'.

In 2011 we will be turning our eyes outward, hosting several shows by remarkable artists from outside our Parish, and even outside of Vermont. The first of these exhibits will be "The Wild and the Sacred", by Sr. Marion Honors, of Latham, NY. A huge thank you goes to Sylvia Knight & Bob Wright for all their work in coordinating Sr. Marion's exhibit for St. Paul's. The show will be up from approximately mid-January through the end of February. You can meet this special artist at a presentation on January 23 (That's today, if you're reading this at the Annual Meeting!) beginning at 4:00. (Snow date: Jan. 30, same time.)

Although most of the 'slots' are filled for 2011, we are always interested in hearing about artists whose work should be shared and broadcast through exhibiting at St. Paul's. Please, by all means, clue us in when you encounter such creativity!

ECVA-VT (Episcopal Church & the Visual Arts - VT Chapter)

Judith McManis, Communications Director, ECVA-VT

The VT chapter of ECVA hosted its annual exhibit at St. Paul's beginning the weekend after Easter and continuing through the end of May. Twenty-three Vermont artists responded to the theme: "Wisdom" submitting forty-one pieces of artwork for the show. A Meet-the-Artists Reception was held on May 8 offering yummy food & drink to all who came. Thanks to Sarah Gallagher, images from the 2010 show are available for viewing on St. Paul's website!

ECVA-VT currently has 15 dues-paying members with cash on hand standing at \$518.75. Exhibiting artists are not required to be dues-paying members as we do not want to deny the opportunity to participate in the group shows due to lack of funds. A huge thank-you to those who support ECVA-VT financially.

ECVA-VT is known outside the Diocese of Vermont as several of our members are Registered Artists with ECVA National and participate in the on-line shows they sponsor several times each year. This registration is free and helps artists to get recognition in the broader world; go to www.ecva.org to check it out. In the spring Judith McManis took part in a nationally-convened two-hour conference call, with the purpose of sharing the activities, triumphs and frustrations experienced by chapters across the nation (and Canada). It was wonderful to hear that we are not alone in some of the difficulties we each face, while also sharing good ideas and successes with others.

Plans for 2011 include a 'traveling show' which is most likely to take place over the summer. We have made arrangements with Immanuel Church in Bellows Falls to co-host and are in the process of working with another parish to become a third site. While we have had wonderful participation from artists throughout the Diocese in the past, we felt it was important for ECVA-VT to be a truly all-Vermont organization; one way to promote that concept is to have exhibits go beyond Burlington. Details about this show, it's theme and how to be part of a 'new phase' of ECVA-VT will follow.

A concern of ECVA-VT exhibitors (as well as others who come to hang shows in the Cathedral) surrounds the current method of displaying the works. We are looking into various display systems, with a focus on having them sturdy while in use but close to invisible when no art is being displayed. It is felt that some of the ECVA-VT funds in hand might be contributed to this effort but that it is not the responsibility of ECVA-VT to take on the entire cost. Further information will be

forthcoming on this matter so that dues-paying members can weigh-in and/or vote when appropriate.

Annual dues of \$25 are usually collected in the spring but can be sent in any time. Be sure to mark your check "ECVA-VT" and send it to St. Paul's Cathedral. We tend to have 'on-line' meetings whenever issues come up needing our attention so be sure to include your contact information.

CATHEDRAL CHURCH OF ST. PAUL

ANNUAL REPORT FY2010 - FY2011

Draft No. 3

Draft Date 1/16/11

FY2010 FINANCIAL REPORT & FY2011 BUDGET

REVENUES	2007	2008	2009	2010	2010	2010	2011
Account Name	Actual	Actual	Actual	Budget	Actual	Differ	Budget
Pledge, plate, special offerings							
Pledges -- Prior Year	4,972	3,219	1,972	0	4,633	4,633	0
Pledges -- Current	260,879	263,350	258,434	271,600	261,725	-9,875	272,000
Gifts to General Fund (non-pledge)	17,270	18,447	18,007	13,500	10,533	-2,967	13,500
Plate Offering	8,775	8,782	7,026	8,000	7,929	-71	8,000
Christmas/Easter	3,714	4,150	3,339	4,000	2,399	-1,601	4,000
Other Envelopes	534	494	984	500	256	-244	500
Special Gifts	895	3,795	3,459	750	2,811	2,061	2,000
Special Gifts - Canon Educator			17,240	0	0	0	0
Investment Income							
Diocesan Trust Fund Income	16,904	17,413	16,785	15,000	15,716	716	15,000
CCSP Trust Regular Distribution	160,501	161,200	161,498	145,224	145,220	-4	128,380
CCSP Trust Special Distribution	91,190	72,896	18,000	12,574	12,000	-574	20,313
Walter Irish bequest	22,951	28,564	34,963	31,500	34,655	3,155	32,000
Van Fund Income (Sndy trnsprt)	3,700	0	0	0	0	0	0
Dividends & Interest	255	233	218	200	310	110	200
Fund Raisers	24,369	23,164	2,500	4,000	2,532	-1,468	3,500
Rental Income	16,390	17,770	21,527	19,500	19,861	361	20,000
Grant Income							
Dioc Grant for Cathedral Function			6,000	6,000	6,000	0	6,000
Music Grant	10,000	10,000	10,000	10,000	10,000	0	10,000
Dioc VT/Christian Meditation	3,000	3,777				0	
Dioc VT/Cathedral Chapter	2,500	2,500	2,500	2,500	2,500	0	2,500
Christian Meditation		1,722	0	0	2,000	2,000	0
<i>Other Diocesan Grant</i>					2,000	2,000	0
Special Funds Raised							
Music		939		1,000	0	-1,000	1,000
Special Programs		4,913		500	0	-500	500
Dioc VT/Via Media	695				0	0	0
Cathedral Arts Income	6,238	10,455	0	0	0	0	0
Interments			2,000	0	2,000	2,000	0
Miscellaneous Income	3,860	2,137	208	500	0	-500	500
TOTAL REVENUES	659,592	659,920	586,661	546,848	545,078	-1,770	539,893

EXPENSES	2,007	200	2,009	2,010	2,010	2,010	2,011
Account Name	Actual	Actual	Actual	Budget	Actual	Differ	Budget
Christian Education	3,030	2,448	2,096	1,750	1,030	-720	1,750
Cathedral Chapter			1,214	2,500	0	-2,500	2,500
Christian Meditation	5,893	6,734		0	1,586	1,586	0
Jubilee Outreach	21,100	21,150	6,450	6,500	6,500	0	6,500
Other Program Expenses							
Library	141	23	27	100	20	-80	100
Music Program	3,037	2,757	1,996	2,500	2,905	405	2,500
Liturgy	2,140	2,194	1,501	2,000	1,655	-345	2,000
Altar Supplies	616	1,143	538	600	657	57	600
Cathedral Arts	6,530	10,580	-37	0	473	473	0
Diocesan Assessment	88,040	90,844	95,466	93,177	93,177	0	85,224
Communications		5,435	3,093	4,000	3,006	-995	3,500
Administrative Costs	23,027	14,951	12,256	16,500	13,218	-3,282	16,500
Fund Raisers	7,118	6,662	0	500	0	-500	500
Parish Life	2,807	2,181	2,290	1,500	1,583	83	1,500
Repairs and Maintenance	17,582	18,918	20,423	20,000	19,608	-392	20,000
Utilities	26,175	30,194	26,461	30,500	27,676	-2,824	30,500
Insurance/Finance	14,083	16,273	11,936	16,500	15,121	-1,379	12,500
Personnel Costs							
Clergy Salaries	107,057	110,270	102,954	69,190	71,662	2,472	70,090
Clergy Benefits, Housing	111,121	110,472	95,565	69,437	68,274	-1,163	71,599
Staff Salaries, full-time	133,532	137,696	141,524	141,524	141,697	173	144,224
Staff Salaries, part-time	22,364	2,697	2,726	2,000	4,334	2,334	2,000
Staff Benefits	56,692	51,608	48,198	51,870	2,236	-49,634	49,006
Continuing Education	1,758	2,500	1,651	3,000	49,798	46,798	3,000
Vacation Coverage - Clergy & Staff		1,668	2,521	3,600	4,042	442	3,600
Sabbatical Costs				5,500	5,500	0	5,500
Miscellaneous Expenses							
Security	216	216	216	200	216	16	200
Stewardship	443	488	935	500	696	196	500
Convention	486	822	299	300	441	141	900
Deacon's Expense	361	400	363	600	551	-49	600
Training / Conferences		4,746		0	0	0	2,000
Memorial Garden		1,718	468	0	2,418	2,418	0
Sunday transport	4,243	306	49	0	220	220	0
Miscellaneous		1,826	100	500	758	258	500
TOTAL EXPENSES	659,592	659,920	583,279	546,848	541,058	-5,790	539,893
SURPLUS (DEFICIT)	0	0	3,382	0	4,020	4,020	0

This budget summary reflects a preliminary accounting of fiscal year 2010 pending final year-end reconciliations.

OUTREACH CONTRIBUTIONS - FY2010

1/14/2011

OUTREACH REVENUE SOURCES	ASSIGNMENT	2009 ACTUAL	2010 BUDGET	2010 ACTUAL
Operating Budget	JUMP & VIA & VT-IPL	\$6,450	\$6,500	\$6,500.00
Silent Auction	VIA	\$6,705	\$5,000	\$5,735.51
Holiday Faire	JUMP & VIA	\$3,984	\$4,000	\$2,610.42
Wreath Project	JUMP & VIA	\$4,375	\$4,500	\$4,677.97
Parking Benefit July 4th	Youth Build	\$616	\$550	\$713.00
Agape Donations	Agape	\$1,520	\$0	\$2,000.00
Diocese Matching Grant - Agape	Agape	\$2,000	\$0	\$2,000.00
Diocese Matching Grant - JUMP	JUMP	\$2,000	\$2,000	\$2,000.00
ERD Special Envelope	ERD	\$610	\$500	\$580.00
Alternative Giving Donations	JUMP			\$1,250.00
JUMP Appeal	JUMP			\$1,870.00
Shaw's Rewards	JUMP	\$246	\$0	\$0.00
TOTAL		\$28,506	\$23,050	\$29,936.90

OUTREACH CONTRIBUTIONS PLAN	2009 ACTUAL	2010 BUDGET
Vermont Interfaith Action	\$5,500	\$5,500
JUMP	\$16,500	\$14,500
JUMP (Diocesan Grant)		\$2,000
Youth Build	\$500	\$500
Vt Interfaith Power & Light	\$50	\$50
Episcopal Relief & Development	\$610	\$500
Camp Agape	\$3,520	\$0
TOTAL	\$26,680	\$23,050

OUTREACH CONTRIBUTIONS	PAY SOURCE	MONTH	AMOUNT	SUBTOTAL
Vermont Interfaith Action	Silent Auction	Apr / Aug	\$5,500.00	
				\$5,500.00
JUMP	Operating Budget	Apr	\$6,450.00	
	JUMP (Diocesan Grant)	Apr	\$2,000.00	
	Wreath Project	Dec	\$4,677.97	
	Holiday Faire	Dec	\$2,610.42	
	Alternative Giving	Dec	\$1,250.00	
	Given Directly	Dec	\$1,870.00	
				\$18,858.39
Youth Build	Parking 7/4/10	Aug	\$500.00	
				\$500.00
Vt Interfaith Power & Light	Operating Budget	Aug	\$50.00	
				\$50.00
Episcopal Relief & Development	Special Envelopes	Aug	\$580.00	
				\$580.00
Camp Agape	Diocese Grant	Aug	\$2,000.00	
	Special Appeal	Aug	\$1,875.00	
				\$3,875.00
	Given Directly		\$125.00	
				\$4,000.00
TOTAL GIVEN FROM PARISH				\$29,488.39

Parish Statistics

Attendance	2003	2004	2005	2006	2007	2008	2009	2010
Average Sunday Attendance	180	196	188	178	165	185	170	177
Sunday/Saturday evening services	140	139	140	137	136	135	137	134
Weekday services	66	64	55	61	60	62	60	60
Church School enrollment		57	65	50	42	53	48	49
Marriages	7	3	2	1	2	1	3	1
Burials	10	6	10	5	5	12	6	7
Baptisms	2	10	3	6	5	5	8	0
Confirmations	0	2	7	1	0	1	0	1
Received by Bishop	2	3	1	2	3	0	4	1

2003-2011 Pledge Comparison

	2003	2004	2005	2006	2007	2008	2009	2010	2011
Number of pledges	165	152	164	152	146	137	149	131	134
Total pledged	232,990	252,641	255,163	277,443	273,454	267,289	280,867	272,287	279,282
Average pledge	1,412	1,662	1,513	1,825	1,873	1,951	1,885	2,078	2,084
Total collected	223,627	228,682	240,779	262,451	264,830	263,350	256,109	261,725	
Amount defaulted	9,363	23,959	14,384	14,992	8,624	3,939	24,758	10,562	
Percent defaulted	4%	9.5%	5.5%	5.4%	3.2%	1.15%	9.1%	3.8%	

Pledge Distribution	2003	2004	2005	2006	2007	2008	2009	2010	2011
\$1-300	30	16	30	14	12	16	19	15	15
\$301-500	19	17	18	16	16	10	12	14	13
\$501-1000	39	34	31	35	39	38	37	28	29
\$1001-2000	47	47	48	43	30	26	29	27	31
\$2001-4000	17	23	22	27	32	29	27	25	24
\$4001 and above	13	15	15	17	17	18	21	22	22
Total # of pledges	165	152	164	152	146	137	145	131	134

	2003	2004	2005	2006	2007	2008	2009	2010	2011
# of people contacted	260	228	283	225	302	270	250	225	
New pledges	16	7	22	16	12	15	14	6	8
Returning pledges	3	10	8	4	4	2	3	7	7
Increased pledges	70	79	68	58	66	62	63	57	44
Decreased pledges	24	15	25	23	19	9	18	13	23
Discontinued pledges	28	25	19	19	24	24	18	20	12
# with same pledge	49	40	41	49	45	49	47	44	47
Most common pledge	\$1000	\$1000	\$1200	\$600	\$500	\$1000	\$1200	¹²⁰⁰⁻²⁰⁰⁰	\$1500
Median (middle) pledge	\$1000	\$1200	\$1300	\$1250	\$1200	\$1200	\$1200	\$1300	\$1275
Average pledge	\$1404	\$1662	\$1513	\$1825	\$1,873	\$1,951	\$1900	\$2078	\$2084