



ST. PAUL'S CATHEDRAL

A city cathedral - an outward activist community of Christian faith.

Annual Report - 2008



ST. PAUL'S
CATHEDRAL

2 Cherry Street
Burlington, Vermont 05401

Phone: 802-864-0471
Fax: 802-860-0489
www.stpaulscathedralvt.org

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The Cathedral Church of Saint Paul
Two Cherry Street – Burlington – VT – 05401
864-0471

VESTRY MEMBERS
2008

<p>The Very Rev. Kenneth W. Poppe, Dean & Rector 865-0357 (H) (ext.17) kpoppe@stpaulscathedralvt.org</p>	<p>The Ven. Catherine Cooke, Archdeacon & Deacon 864-4129 (H) (ext. 80) ccooke@stpaulscathedralvt.org</p>
<p>The Rev. Cn. Tanya R. Wallace, Canon Educator 985-2214 (H) (ext.16) twallace@stpaulscathedralvt.org</p>	<p>Mark A. DeW. Howe, Canon Precentor 865-1258 (H) (ext. 15) mhowe@stpaulscathedralvt.org</p>
<p>Nancy Eldridge, <i>ex-officio</i> 80 Rivermount Terrace Burlington, VT 05401 864-4717 (H) eldridge@cathedralsquare.org</p>	<p>Gerald Davis, <i>Treasurer</i> 4367 St. George Road Williston, VT 05495 878-2109 (H) mac319@aol.com gerald.davis@uvm.edu</p>
<p>Pamela Van de Graaf, <i>Clerk</i> 13 Butler Drive South Burlington, VT 05403 863-9019 (H) pvandegraaf@verizon.net pvandegraaf@sbschools.net</p>	<p>Marjorie Gadue 2125 Porters Point Road Colchester, VT 05446 863-6849 mbgadue@hotmail.com</p>
<p>Elizabeth Blanchard 17 Hagan Street Essex Junction, VT 05452 872-3191 oboeru4ever@yahoo.com</p>	<p>2011 Maureen Rees 20 Keari Lane South Burlington, VT 05403 863-8331 (H) nanarees@aol.com</p>
<p>Margaret Cicchetti 77 Oakcrest Drive Burlington, VT 05408 860-7346 (H) mcicchetti@adelphia.net</p>	<p>2009 Alice Rouleau 15 Rock Point Burlington, VT 05408 658-1438 (H) 443-5340 (W) arouleau@middlebury.edu</p>
<p>Gail Ernevad 48 Chelsea Place Williston, VT 05495 879-2447 (H) gail_ernevad7@msn.com</p>	<p>2009 Larry Rudiger 118 Brierwood Lane Burlington, VT 05401 863-8093 (H) lrudiger@uvm.edu</p>
<p>Bram Kranichfeld 61 Elmwood, Apt. P Burlington, VT 05401 338-1992 bwkranic@yahoo.com</p>	<p>2011 Robert Smith 45 Fieldstone Way Shelburne, VT 05482 985-2016 rmsmdrad@comcast.net</p>
<p>Christopher Leopold, <i>Junior Warden</i> 730 Falls Road Shelburne, VT 05482 985-2728 (H) 864-3755 (W) cleopold@whllaw.com</p>	<p>2009 Neil Stout, <i>Senior Warden</i> 129 Robinson Parkway Burlington, VT 05401 862-5872 (H) nrs@burlingtontelecom.net</p>
	<p>Alice Van Buren 34 Hickock Place Burlington, VT 05401 864-6758 amvanburen@gmail.com</p>

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

The Conversion of Saint Paul the Apostle

January 25, 2009

9:00 a.m. The Holy Eucharist

10:30 a.m. Coffee Hour

**10:45 a.m. Annual Meeting – The Cathedral Church and
Cathedral Square Corporation**

Prayer for the Annual Meeting

Call to Order

11:00 a.m. Elections

11:05 a.m. Reports

Capital Campaign – Alice Winn

Board of Trustees – Tom Rees

Stewardship Program – Alice Rouleau

Financial Reports – Gerry Davis, Treasurer

Next Steps

11:40 a.m. Discussion

12:10 p.m. Cathedral Square Corporation

Action on Cathedral Square Senior Living Resolution

12:25 p.m. Recognition of Retiring Vestry Members

12:30 p.m. Appointment of Senior Warden for 2009 Vestry term

12:35 p.m. Concluding prayer and hymn

12:40 p.m. 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**

The Cathedral Church of St. Paul

Annual Meeting

January 20, 2008

1. Prayer for the Annual Meeting

Dean Ken Poppe called the meeting to order in the dining room and reviewed the agenda. He explained who was eligible to vote: a voting member is a communicant in good standing who worships faithfully and works for the spread of the Kingdom. He then discussed the elections which will include the Vestry and delegates and alternates to Diocesan Convention. The terms to be filled include one unexpired one-year term, one unexpired two-year term and four three-year terms. In addition, three delegates and three alternates to convention will be elected. Following the elections, reports will be given, followed by discussion and questions. The Vestry will hold an organizational meeting right after the annual meeting and will also meet as the Cathedral Square incorporators.

2. Elections

The Nominating Committee was chaired by outgoing Senior Warden Carol Moran-Brown. The slate is:

Vestry

Neil Stout - two-year unexpired term

Alice Rouleau – one-year unexpired term

Elizabeth Blanchard, Bram Kranichfeld, Robert Smith, and Alice Van Buren – three year terms

Diocesan Convention

Jay Vos, Stan Baker, and Gail Ernevad – delegates

Carol Moran-Brown and Alice Van Buren – alternates

There was a motion to close the nominations and vote one ballot. The motion was seconded and passed.

Reports

Stewardship – Nancy Eldridge. Nancy thanked the members of the committee, Barbara Gay, Lisa Schnell, Jakki Flannagan, and Larry Rudiger. This year's campaign resulted in 137 pledges, down a little from last year (145). The average pledge is \$1,951, an increase over last year. There were 15 new pledges and 62 increased pledges. Nancy felt most hopeful that 270 people were contacted, 135 answered. There are 135 more members who could pledge, a challenge for next year.

Capital Campaign – Carol Moran-Brown. Carol reported that in January of 2007, the Vestry voted to hire Demont & Associates to conduct a capital campaign feasibility study. Demont met with 53 parishioners and based on those interviews and other work, issued its report. The major concern was the financial health of the parish and our reliance on the trust funds. From this, the Fund the Mission Committee (FTM) was born and as a result of their work, the Vestry has adopted a five-year plan that will decrease our overall reliance on the trust funds. After the new members of the Vestry are updated on the plan and the Demont Report, there will be a vote on the capital campaign.

Fund the Mission Committee – Chris Leopold

Ken thanked the committee for the extraordinary amount of time it had given to its task. Chris reported that the committee had been formed in June because of parish concerns about finances and our reliance on the trust funds. They found that expenditures are rising faster than revenues; revenues are flat; the number of pledges is declining as is membership. The Committee recommended the elimination of all part-time positions, the reduction of healthcare costs, increased revenues, and the development and implementation of a growth plan. We will also need to redefine and restructure the rolls of the staff and Vestry. The targets for growth are going to be challenging but we need to bring our numbers and pledges back to the year 2000 level. The plan will be monitored closely by the Vestry and the Trustees. Chris also thanked the members of the Committee.

Financial Reports – Carol Walters.

Carol reviewed the process for putting together the budget and reviewed the past year budget and the budget for the current year. The major reasons for the savings in the 2008 budget are a less expensive insurance program administered by the Diocese and the elimination of the part-time positions. This results in a \$78,000 deficit above the 6% spending rule but part of the recommendation of the FTM committee in its five year plan of decreasing our reliance on the trust funds.

Trustees – Tom Rees

Tom thanked the members of the Trustees group for raising the issues that have led us to the recommendations we have today. He noted that 2007 had been a year of laying a new foundation. The good news is that over the past seven years the trust funds value has stayed around \$3 million. There are three component pieces that make up what we know

as the trust funds: the \$2.7 million with Bessemer, \$125,000 with the Vermont Community Loan Fund and \$125,000, now \$142,000, with the Opportunity Credit Union. These last two amounts are part of our mission to the community. Both institutions aid lower income people. For this year, we experienced a 14% rate of return. We are, now according to Tom, in a different time. We have removed \$293,000 from the Funds because Bessemer's auditor felt they should not include funds over which they have no control. Bessemer is optimistic that we will be able to generate a 7% return over the next five years, even this year (2008). With a 7% return, not 14%, things could be tight over the next five years.

Discussion

There was discussion about the staff receiving a 2.2% salary increase which is beyond the cost of living. The FTM thought that 3% would be reasonable. Chris explained that the cost of living depends on what you're looking at and at what point in time. Ken said that the Vestry will be looking at the targets each year. The primary challenge to the Vestry this year is to develop a growth plan. Carol M-B also noted that we will be organizing a personnel committee. Dottie thanked the committee and the Vestry for all its work. She asked if other services could give up their music once a month so the 8 o'clock service could have music. Rick asked if we could once a month do what we did this morning, that is, one service when we were all worshipping together. Ann expressed concern that we might forget the last sentence of our mission statement: "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." Don noted a new trend where the withdrawal figure for trust funds is more often 4% rather than 6%. He is concerned about how much we are withdrawing from the trust funds He noted that Ken had reported that there would be an application to the Trustees for new ministry money. We should be willing to live a little less high and he would be in favor of getting together one Sunday a month. Rose Bacon thanked the congregation for its welcome and said that one of the cost effective ways to build membership is to talk to someone about St. Paul's. Joann, speaking as a member of the fundraising committee, said they enjoyed what they did but the financial kickback wasn't there and that took some of the joy out of it. Let's do some things together just for the sake of getting together like a spaghetti supper.

David Walters again noted that he treasures the treasurer!!

Cathedral Square Corporation – Nancy Eldridge.

Nancy started by stating that there are now 758 people on the waiting list for elderly affordable housing and the need is growing. Cathedral Square's offices are now located on Farrell St. along with United Way, Homeshare Vermont, the VNA, a number of residents on the upper floors and it has been tremendous for their work. Last year, SSI couldn't afford the meal plan subsidy. Lois McClure stepped in and donated \$70,000 over two years. There are over 200 congregant living sites in Vermont and they have not had time to talk to one another. Con Hogan, a member of the Board, has been putting together a round table of providers to meet and exchange ideas. The FAHC Health Foundation has given \$100,000 to

aid seniors who want to stay in their homes and there is a bill in Congress to build affordable housing. Cathedral Square will start focusing on supporting seniors in the North End and will also be looking for land to build an intergenerational housing project.

Nancy ended by recognizing Merryn Rutledge who is leaving the board and has been its chair for two years. Merryn spoke of Nancy's valuable work and introduced Jean Harry, the director of the Care Connection for the VNA, who will be the next board chair.

Ken expressed his appreciation for Carol M-B's work this past year as Senior Warden. Carol recognized retiring Vestry members, retiring treasurer Carol Walters and retiring Clerk, Alice Winn. She then asked the new Vestry to come forward and asked the audience to identify one or more of the Vestry members they would contact.

Appointment of Senior Warden for 2008 Vestry term

Ken appointed Neil Stout to be senior warden. He also thanked Debbie Altemus who is retiring as the plainsong editor, a job she has held for ten years

Concluding prayer, hymn and adjournment

After a prayer and a hymn the meeting was adjourned.

Respectfully submitted,

Alice C. Winn, Clerk

Minutes of Annual Meeting of Cathedral Square Corporation and CSC Board Annual Meeting January 20, 2008

Present: The Very Rev. Ken Poppe, The Rev. Tanya Wallace, Alice Rouleau, Maureen Rees, Larry Rudiger, Neil Stout, Elizabeth Blanchard, Bram Kranichfeld, Alice Van Buren, Robert Smith, Pamela Van de Graaf, The Ven. Catherine Cooke, Chris Leopold, Gail Ernevad, Nancy Eldridge, Jean Harry, Merryn Rutledge, Edie Templin, Paul Van de Graaf, Tom Rees, Nancy Lang

Neil Stout called the meeting to order, and those present introduced themselves a vestry member or CSC board member. Nancy Eldridge reviewed the agenda for the meeting.

Update on Activities for CSC for the Past Year

Merryn Rutledge supplemented the information provided at the St. Paul's annual meeting. She noted the CSC had new offices, new projects, new staff, and a new board. Turning to new offices, she said that the CSC has developed reach and access by its close proximity to its community partners. Merryn told the members about the purchase of Four Winds and Jeri Hill, and the new Essex project. Merryn praised the transition with Deb LeChance, the new CFO from Gallagher, Flynn, who has tremendous technical expertise necessary for

CSC's developing mission. Finally, Merryn commented on the talents of the new CSC board members, Dr. Marvin Kunich, Paul Van de Graaf, Charlie Smith, and Edie Templin.

Merryn then lauded the new appointment of Jean Harry as incoming President of the Board. According to Merry, Jean "has a marvelous ability to look at the big picture and find the critical issues."

Nancy then took the lead in the discussion, commenting on the 30th anniversary of CSC and the 10th anniversary of Monroe Place, and its collaboration with the Howard Center. Nancy also pointed out the growth of the corporation, noting that assets went from \$13.6 million to \$15.3 million and the budget had increased from \$8.7 million to \$9.4 million. Nancy also mentioned the \$150,000 in fundraising, the \$50,000 gift from FAHC and the Beach Foundation for a new fully accessible van, and the Governor's raising star award for employee relations. Nancy stated that she was about to graduate from her Harvard program and that CSC is mentioned in the Harvard Magazine article on aging at home.

Yearly Audit

Tom Rees provided a brief overview on the results of the CSC yearly audit. Tom explained that the audit dealt only with the finances associated the facilities directly owned by CSC and the revenue of CSC. Tom commented on how CSC has expanded by purchasing at least one facility a year for the past five years. Tom echoed Merryn's praise of Deb LaChance's work during the CFO transition. Tom emphasized that CSC is a very "non-profit" organization. Tom noted that CSC was trying to increase its cash reserves.

Board Membership

Alice Rouleau asked about how many of the board members had to be Episcopalians and how many had to be St. Paul's members. Nancy noted that the board had grown and diversified based on changes in the past to the bylaws. Now those bylaws only require 4 members of the board to be Episcopalians and that there was no requirement about St. Paul membership.

Ken invited Nancy to provide a more detailed overview of CSC to the new vestry members at its orientation meeting in February. Tom, Ken and Nancy noted the links between the vestry and the CSC board.

The members then voted unanimously to elect Nancy Lang to a second term on the CSC board and to elect Edie Templin to a first term on the CSC board.

The Annual Meeting of Cathedral Square Corporation was then adjourned.

Annual Meeting of CSC Board

Nancy Lang moved, and Paul Van de Graaf seconded the motion, to elect the following officers: Jean Harry, President; Vaughn Carney, Vice President; Tom Rees, Treasurer; and Marvin Klikunas, Secretary. The motion carried unanimously.

Paul Van de Graaf then moved to approve a resolution to guarantee construction costs on Four Winds. The motion was seconded by Merryn Rutledge and passed unanimously.

The Annual Meeting of the CSC Board was then adjourned.

Respectfully submitted,

Pamela Van de Graaf, Clerk of the Vestry, Cathedral Church of St. Paul

2009 Nominees

One-Year Vestry Terms

Travis Puller

Melody and I have been members of St. Paul's since we moved to Vermont in the summer of 2002. I have been serving on the Jubilee Outreach Ministries Council for the last several months. I am currently employed in the Special Collections department of the UVM Libraries. St. Paul's has demonstrated to me that trust is obedience, faith is service. In order to join in the ministry of this cathedral and to cultivate my own faith through service, I would be happy to serve this parish as a member of the vestry.

Sarah Flynn

St. Paul's became the church I attend in 2003, after I retired. It is similar to the Old Catholic Church of which I am a member and priest. Formerly, I was a United Methodist pastor, then a college registrar and chaplain. I volunteer as a chaplain at FAHC and lead a support group for transgender people. .

I accepted the invitation to serve on the Vestry as being one way I might support the inclusive ministry of this church of which I have received more than I can give in return.

Three-Year Vestry Terms

Chris Leopold

I am a lifelong Episcopalian and was baptized and confirmed at St. Andrews Episcopal Church in Buffalo, New York. I have been a member at St. Paul's since my parents moved to Williston, Vermont in 1965. My wife, Jenny, and I have lived in Shelburne for 29 years raising our four, now grown, children Megan, Chris, Erin and David. I am an attorney and work in private practice providing legal services to public school districts throughout Vermont. For seven years, I served on the School Board for Champlain Valley Union High School and I have worked in public education for 25 years. I was appointed to the Vestry in March 2007 to fill the remainder of a two-year term. During my time on the Vestry I have served on the Finance Committee, Cathedral Chapter, and chaired the 2007 Fund the Mission Committee. This past year I have worked on the Cathedral's Capital Campaign and as Junior Warden I have served on the Executive Committee. In our free time, Jenny and I sail and race our J29 sailboat on Lake Champlain.

Marjorie Gadue

I came to St. Paul's nearly two years ago, and am thankful every day for this amazing community of faith. Presently I am not working (as an RN) in order to spend time with my family. At the Vestry meetings I have attended, I have been so impressed by the hard work, dedication and compassion of the other members. Coffee hour, Salvation Army dinners, Holiday Faire, lector, CIP -- everyone at St. Paul's has shown me the face of God.

Jakki Flanagan

I have been a member of St. Paul's since 2001, have served on the Stewardship Committee and currently serve on the Taizé and Pastoral Care Committees. I recently began serving as a Eucharistic Minister and helping Tanya lead the Christian Initiation Process. I have worked in various nonprofit organizations as a grassroots organizer, advocate, and lobbyist. Currently I work at Vermont Legal Aid, in the Office of the Health Care Ombudsman, on a statewide health care crisis line. My spouse, Keri Aubert, and I have a daughter, Morgan.

Penelope DeLaire Pillsbury

Penny is a seventh generation Vermonter who grew up on her family's dairy farm in Hinesburg, Vermont. She holds a BA from the UVM, a Masters in Library Science from the University of Michigan. Since 1986 she has enjoyed serving as the Director of the Brownell Library in Essex Junction. She has served as President of the Vt Library Association, editor of the VLA News, VLA Conference Chairperson and on the Executive Board of the New England Library Association. While working in Essex Junction, she became the first female Essex Rotarian and than the first female president of the Essex Rotary. She is married to Keith Pillsbury, another native Vermonter and has two grown children Ellen and Caleb.

She has sung in the choir of St. Paul' Cathedral since 1973, with a short break to raise the babies has taught junior high church school and led the Youth group. She has served as Vestry member and as Feast and Festivities Chair. She's standing for Vestry in 2009 because the Cathedral is facing the challenge of these "interesting" times and she feels her expertise in administration and publicity might help.

For fun she reads like her hair is on fire, she bikes, gardens, kayaks, and cross country skis. Is striving right now to put a lot of family realia into scrapbooks, but has a hard time sitting still. She and her husband enjoy foreign travel and have biked in Ireland and France.

Delegates to 2009 Diocesan Convention

Jay Vos,
Alice Rouleau
Jakki Flanagan

Alternate Delegates to 2009 Diocesan Convention

Sarah Howe
Lisa Schnell
Neil Stout

From the Dean

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 program and the positive impact this Christian community has in Burlington and the Diocese of Vermont. We truly are "an outward, activist community of Christian faith, a sign of God's breathtaking generosity...a place of sanctuary, healing, inclusion, challenge, and compassion...a soul-inspiring, mind-stretching, heart-healing center of unconditional surrender to the freedom of God, a place of courageous hope and extravagant hospitality." I am deeply appreciative to the leaders of our many ministries and to our very competent, dedicated and hardworking staff. You, too, will begin to appreciate their work as it is unveiled in the reports that follow.

I invite you to attend the Cathedral's Annual Meeting which will be held on Sunday, January 25, 2009. The Annual Meeting will begin with a commemoration of our patronal festival, the Conversion of Saint Paul the Apostle, in one celebration of the Eucharist at 9:00 a.m., and then Coffee Hour and the Annual Meeting will follow in the Parish Hall. The purpose of Annual Meeting is to elect members to the Vestry and as Delegates and Alternates Delegates to Diocesan Convention. The Meeting shall also hear reports from the Stewardship Ministry Team, the Treasurer, the Board of Trustees, the Capital Campaign Committee, and Cathedral Square Corporation.

Our Sunday attendance has grown significantly during 2008. The breadth and quality of the programs St Paul's offers in our dual role as both a parish church and as the diocesan cathedral is truly amazing. Yet, despite these palpable realities, we need to face up to the fact that we are not funding our mission and ministry. We must face this reality about us as a congregation. To put it baldly, St Paul's is unwilling to fund our work. About 40% of our budget is funded by our members. This situation is not sustainable no matter how much we might enjoy and even depend on the Cathedral's ministry.

Last year the Vestry began to address this matter by reducing our expenses, eliminating all part-time positions, changing staff benefits, and setting goals for growth. This year the Vestry has made further cuts by eliminating the Canon Educator's position, restructured how we fund outreach and further reductions in programmatic expenses. The Vestry has not allowed the value of the Cathedral Trust to go below \$2,000,000. This is not an arbitrary value but the minimum value that will still provide a substantial annual influx of funds to support our operating budget beyond what the congregation contributes.

We have prayed deeply on these issues for many years. We have enacted strategies to inspire membership growth and further giving to fund our mission. Many people have contributed their thoughts, hopes, efforts, and prayers but our reality is our reality. Increased giving in the magnitude of \$100,000-120,000 per annum that is sustained over time will change these decisions and this reality. I am confident that if the Vestry sees such level of increased giving over the next month, the 2009 budget would be changed to

accommodate the wishes and desires of St Paul's members. So it is up to us. Without increased giving we will be moving in a completely new and unknown direction for which we have no model as a congregation.

I cannot envision Cathedral ministry without the presence of Canon Wallace. I have very much appreciated her as a clergy colleague. The innovations in our program and the ministry she has inspired are truly remarkable. I hope you will help us change our reality. These issues will be our focus at this Annual Meeting. I hope you will read this report and come to discuss these important issues.

Yours in Christ,

Kenneth W. Poppe
Dean and Rector

Reports from Staff and Officers

Canon Educator

The Rev. Canon Tanya R. Wallace

As Canon Educator I organize, administer, create, recruit and train for, coordinate and offer educational and Christian formation programs through the parish and the diocese. In this role I work with those who lead and participate in many committees and groups: the Adult Education Committee, Youth Group leaders and Church school teachers, the Christian Initiation Process, Education for Ministry, Discovery Groups, and those discerning and preparing for lay and ordained ministries. In the parish life of the cathedral, I worked with the Vergers, the Pastoral Care Ministry Team, the Vestry and Executive Committee and the Cathedral Chapter. I also serve the larger church through the cathedral and the diocese, as the Chair of the Commission on Ministry's Committee on Discernment, a member of the Rock Point School Board of Trustees, and a member of a group working on creating a Resource Center for the diocese.

In 2008 I helped to organize a new parent-initiated youth group which is doing a wonderful job of engaging the youth of the parish in exciting education and service projects, with many thanks especially to Marti Churchill and Lisa Schnell. I organized and led a trip to South Carolina to attend the national church's Start Up Start Over Conference, with parishioners Ann Ely and Linda Sheridan. I continued my ongoing work with newcomers to the parish, though in 2008 that effort was significantly more intensive with the addition of a newcomers oversight group. This work was done in conjunction with my oversight of a "rapid growth plan" which has increased the average Sunday attendance by 20 in the last year. I supported the attendance of Ann Ely, Paul Van de Graaf and Jakki Flanagan at a Radical Welcome workshop in Massachusetts, and assisted them in creating and forming an exciting Radical Welcome group, with the addition of Tamara Plummer, Bruce Campbell and Jennifer Hanson. I served as a local mentor in the teaching of an online preaching class offered through the Episcopal Divinity School. And I was delighted to share with the St. Paul's community in the celebration of the baptism of my daughter on Epiphany, in January 2008.

Deacon and Archdeacon

The Venerable Catherine H. Cooke

As in previous years, I have spent my time predominately working in the church ministries of pastoral care, social justice/ outreach and worship and my ministry to the community working at the State Health Department in the area of Children with special Needs.

I have tried to continue to challenge the congregation around the Millennium Development goals and global issues where I believe living out our baptismal vows can make a difference. As part of my work in this area I continue to serve on the diocesan Reconciliation committee and attended a two day workshop on Refugee Nutrition.

In the community, I continue to serve on the board of the Joint Urban Ministry Project, the Peace, Justice and Integrity of Creation committee of the Vermont Ecumenical Council and attend the Vermont Interfaith Action meetings. The VEC committee I am part of wrote a statement on racism for the VEC this year.

As Archdeacon for the diocese, I have worked with the newly formed deacon's council on developing a formation program for the diaconate, this will be on-going work. I also have met with the deacons of the diocese from time to time. In October I attended the Province I Deacon's Conference for which I serviced on a committee for designing the conference. The title of this year's conference was *Healing as a Way of Ministry: Growing in Our Roles as Servant Care Givers*.

In the coming year, I will be devoting an increased amount of time to my diocesan diaconal commitments as we welcome Stan Baker as deacon to the cathedral.

As ever it is a joy and privilege to serve at St. Paul's.

Canon Precentor

Mark A. DeW. Howe

2008 was another enormously busy year in the musical and liturgical life of the Cathedral. Here are some highlights:

- **The Adult Choir**, numbering 25 singers, continues to work wonders on Sunday mornings. They work hard and sound good. We could use a few more men. For the 11:00 Sunday morning Eucharist, we have moved out into the nave, "choir style," which helps choir members hear each other, improves their sound, and lends a greater sense of fullness to the nave. In February, they sang with the choirs of St. Mary's, Northfield and Christ Church, Montpelier, in a joint choral evensong. On Good Friday, they offered a new sung setting of the Passion According to John. 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** have gone from strength to strength this year, reaching the unprecedented combined number of 25 singers. There are two Novices (grade 2), seven boy Trebles (grades 3-5), six girl Trebles (grades 3-5), and ten Canterburies (grades 6 and up). The boy and girl Trebles now practice separately, which helps them focus and sing with confidence. Over the summer, Emma Barnaby traveled to New York to participate in the St. Thomas' Girls' Choir Course; I hope more girls will be able to participate in this wonderful experience. My thanks to all the parents, who faithfully shuttle their children here week in and week out for midweek practices and Sunday services.

- **Liturgically**, we have continued in our efforts at making our life of common prayer "stable in its essence yet imaginative in its expression," as stated in the Cathedral's Long Range Plan. In May and June, the Dean led a group in reflecting on our liturgical needs –

such as the time of Sunday services. We wound up appreciating the distinctive genius of each of those services, shifting the times of the 9:15 and 11:15 Eucharists 15 minutes earlier, and agreed that our busy liturgical life needs somehow to acknowledge the desire for community interaction. (Hence, events like the upcoming Shrove Tuesday hymn-sing). We also determined to find ways of more “radical welcome” – including the redesign of our 9:00 and 11:00 service bulletins.

Two specific liturgical events merit mentioning: The Great O Antiphons of Advent is an occasion on which we marshal many gifts to the glory of God, to express our longing for the coming of God’s reign. And the four-times-annually Taizé Evening Prayer services offer to a congregation broader than just Episcopalians an opportunity for contemplative sung prayer in community. As I’ve said before, it ain’t for everybody, but if it’s for you, it’s really for you.

- **Other things:** The African Children’s Choir concert in August was a stunning success, despite the mischief of a pulled fire alarm. We were able to help this group raise over \$3000 for the betterment of children’s lives in Uganda, Kenya, and South Africa.

As Canon Precentor, I have participated in a range of extramural activities this year. I completed my membership on the Diocesan 175th Anniversary Committee; the working group on music saw to the commissioning of an anthem from composer Sara Doncaster, and led the music at the Diocesan Convention in Rutland.

In February, I attended the Region I meeting (in Boston) of the Association of Anglican Musicians, which I had helped to organize.

In June, I was honored to be chosen to participate in a weeklong CREDO conference in Louisiana, for lay workers. CREDO is offered by the Church Pension Fund, as a way to help sustain those of us who work professionally in the Church; it focuses on the spiritual, vocational, physical, and financial health of participants. It was well worth the time and effort it took. (The cost was borne by the CREDO Institute.)

In the winter and early spring, I served as Guest Conductor of the Burlington Choral Society, working in concert with Bill Metcalfe to present a concert at Ira Allen Chapel.

And in October, I made a presentation on music as a way of engaging the intellect, to the UVM Honors College.

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 seems I say every year in my report how busy life is at St. Paul’s, and 2008 has been no exception. I continue to be grateful for the help and support of the office volunteers:

Marion Thorpe, Barbara Gay, Joann Stanfield and Eadie Templin. We are also indebted to John Grinnell and Bobbi Perez for their many hours of work in support of Tony Galas, our sexton. Tony's hours are often long and it's a challenge to stay on top of everything when we're so busy and, by the way, we need to keep things shoveled out as well! John and Bobbi have been a huge help and we are immensely grateful.

We also have volunteers who come in teams of two to count the offering each week: Bob Wright, Joann Stanfield, Judith McManis, Maureen Rees, Carol Walters, Barbara Gay; and Helen McGrath and Shirley Irish have continued their very faithful newsletter ministry by folding and labeling plainsong each month in preparation for bulk mailing. Their work will be lightened considerably as we move to a primarily electronic viewing of the newsletter each month. Please be reminded that if you don't have computer and internet access and still want to receive the newsletter by mail each month, you need to let me know. We will have copies available at the church each month, as we always have, but we will only mail to those people who request it as it now appears on the website each month. Huge thanks also to Ann Ely who also volunteers countless hours in gathering and assembling the newsletter every month.

So there are many things to do here in the office. Please come talk to me if you have time and talent to offer!

In addition to my work here, I serve on the Diocesan Dispatch of Business Committee, which plans and executes Convention and the Ministry Fairs prior to Convention. There are many Cathedral volunteers who help with Convention each year; perhaps you might consider helping in November as well. I also work with the Diocesan Insurance Committee, visiting churches and preparing Risk Management surveys to raise awareness about insurance risk. I really enjoy getting out to see the other churches and it's a wonderful opportunity to meet some of my colleagues in church administration.

I am grateful for the support of the staff – Tony, Ken, Catherine, Mark, Tanya – and now Stan – and for the generous gifts of time and talent that so many of you offer on a regular basis. Our success will continue to depend on the commitment of all of us in these challenging times.

Senior Warden

Neil Stout, Ph.D.

2008 has been a year of extraordinary challenges for St. Paul's, and the coming one will require extraordinary efforts by our congregation. As you all have learned from the wardens' letter of December 18, we are now faced with some very unpalatable options, any of which would be damaging to the Cathedral Church and its mission. The one recommended, elimination of the Canon Educator position, seemed to do the least violence to our continued existence.

This should not come as a complete surprise. If you still have your copy of the 2007 Annual Report, you may wish to review pages 16 through 21 (Senior Warden, Treasurer, Trustees, and Fund the Mission Committee), which clearly present the problem and possible solutions. What has changed since January 2008 is that the Cathedral Trust Fund, on which we have long relied to make up the shortfall in pledge and other income, has fallen victim to the economic decline that affects everyone, so that we are now perilously close to the \$2,000,000 floor below which we can make virtually no withdrawals.

During 2008 the Cathedral clergy, staff, wardens, vestry, and trustees tried hard to cut expenses and increase resources. Some of these efforts have borne fruit. We have reduced energy costs significantly, cut staff, eliminated music from the 8:00 service, closed the Cathedral offices on Mondays and Saturdays, and so on. None of these could be called "frills," and I'm sure you've all regretted their absence. But they do not come even close to the savings that are needed.

2008 also saw the adoption of a \$1.2 million Capital Campaign that would relieve much of the pressure on the Trust Funds. In August the Vestry made the decision to go ahead with it in spite of the economic climate. The preliminary stages of the campaign are hopeful. Pledges and pledging units have also increased, though not as much as we'd hoped for or need to solve the problem.

I have spent a great deal of time (which, fortunately, I have, since I'm retired) on my wardenship, typically attending three or more meetings every week. Others, who have much less free time than I, have made greater sacrifices for the good of St. Paul's. I feel honored to have served with them, and I will continue to do what I can as a regular member of the congregation.

I pray you will join me in this effort. If all of us would raise our pledge by 50 per cent, St. Paul's would no longer have a financial problem. Furthermore, the cuts that we have already made and will make in the near future require that many of the duties performed by clergy and staff will have to be assumed by us, the laity. More than ever, the Cathedral Church of St. Paul is dependent on our stewardship. Please answer the call.

**CATHEDRAL CHURCH OF ST. PAUL
FY2007 FINANCIAL REPORT & FY2009 BUDGET**

Gerald S. Davis, MD
Treasurer

REVENUES Account Name	2007		2008		2009	
	Actual	Budget	Actual	Budget	Act-Bud Diff.	Budget
Pledge, plate, special offerings						
Pledges -- Prior Year	4,972	5,000	3,219	0	3,219	0
Pledges -- Current	260,879	259,287	263,350	263,475	(125)	266,750
General Fund (non-pledge)	17,270	8,000	18,447	10,000	8,447	8,000
Plate Offering	8,775	6,000	8,782	8,000	782	6,000
Christmas/Easter	3,714	6,000	4,150	6,200	(2,050)	6,000
Other Envelopes	534	400	494	500	(6)	500
Special Gifts	895	5,500	3,795	1,000	2,795	750
Investment Income						
Diocesan Trust Fund Income	16,904	16,000	17,413	18,402	(989)	16,000
Cathedral Trust Distribution	160,501	160,500	161,200	161,200	0	161,498
Walter Irish bequest	22,951	22,300	28,564	28,584	0	34,962
Van Fund Income (Sndy trnsprt)	3,700		0	1,900	(1,900)	0
Dividends & Interest	255	75	233	200	33	200
Fund Raisers	24,369	27,000	23,164	22,400	764	4,000
Rental Income	16,390	15,600	17,770	20,530	(2,760)	18,740
Grant Income						
Dioc Grant for Cathedral Function						6,000
Music Grant	10,000	10,000	10,000	10,000	0	10,000
Dioc VT/Christian Meditation	3,000	3,000	3,777	2,550	1,227	
Dioc VT/Cathedral Chapter	2,500	2,500			0	2,500
Christian Meditation			1,722	0	1,722	
Music			939	0	939	
Dioc VT/Start-up Start Over			4,913	0	4,913	
Dioc VT/Via Media	695				0	
Cathedral Arts Income	6,238	3,415	10,455	7,090	3,365	0
Miscellaneous Income	3,860	500	2,137	800	1,337	500
TOTAL REVENUES	568,402	551,077	584,524	562,811	21,713	542,400
EXPENSES						
Account Name	2007 Actual	2007 Budget	2008 Actual	2008 Budget	2008 Act-Bud Difference	2009 Budget
Christian Education	3,030	2,500	2,448	2,750	(302)	1,750
Christian Meditation	5,893	3,500	6,734	2,000	4,734	

EXPENSES	2007 Actual	2007 Budget	2008 Actual	2008 Budget	Act-Bud Difference	2009 Budget
Cathedral Chapter						2,500
Jubilee Outreach	21,100	21,100	21,150	21,522		6,450
Other Program Expenses						
Library	141	150	23	100	(77)	100
Music Program	3,037	4,475	2,757	4,440	(1,683)	2,000
Liturgy	2,140	2,000	2,194	2,000	194	1,500
Altar Supplies	616	600	1,143	600	543	600
Cathedral Arts	6,530	3,110	10,580	7,090	3,490	0
Diocesan Assessment	88,040	88,040	90,844	90,844	0	95,466
Communications			5,435	6,200	(765)	4,000
Administrative Costs	23,027	21,920	14,951	15,500	(549)	15,500
Fund Raisers	7,118	7,300	6,662	6,600	62	300
Parish Life	2,807	2,950	2,181	2,800	(619)	1,000
Repairs and Maintenance	17,582	22,000	18,918	18,000	918	20,000
Utilities	26,175	26,200	30,194	28,380	1,814	29,810
Insurance/Finance	14,083	16,455	16,273	16,400	(127)	16,400
Personnel Costs						
Clergy Salaries	107,057	107,057	110,270	110,269	1	90,664
Clergy Benefits, Housing	111,121	111,827	110,472	107,425	3,047	89,636
Staff Salaries, full-time	133,532	133,530	137,696	137,536	160	144,045
Staff Salaries, part-time	22,364	26,620	2,697	4,800	(2,103)	2,000
Staff Benefits	56,692	66,851	51,608	49,551	2,057	50,754
Continuing Education - Clergy	1,758	2,500	2,500	2,500	0	2,250
Continuing Education - Staff					0	0
Vacation Coverage - Clergy			1,668	2,400	(732)	1,500
Vacation Coverage - Staff					0	
Deacon's Expense	361	250	400	500	(100)	600
Miscellaneous Expenses						
Security	216	220	216	220	(4)	200
Stewardship	443	1,500	488	500	(12)	500
Convention	486		822	900	(78)	300
Training / Conferences			4,746	0	4,746	0
Memorial Garden			1,718	0	1,718	
Sunday transport	4,243	700	306	1,900	(1,594)	
Miscellaneous			1,826	0	1,826	500
TOTAL EXPENSES	659,592	673,355	659,920	641,327	18,593	580,325

SURPLUS (DEFICIT) (91,190) (122,278) (75,396) (78,516) 3,120 (37,925)

OUTREACH BENEFIT EVENTS BUDGET

EXAMPLES ONLY !!

ORGANIZATION	EVENT	DATES	ESTIMATED REVENUE	ESTIMATED EXPENSES	ESTIMATED CONTRIBUTION
Joint Urban Ministry Project	Wreath Project	Dec '09	\$10,500	\$5,600	\$4,900
Joint Urban Ministry Project	Holiday Faire	Nov '09	\$5,500	\$500	\$5,000
Youth Build	Parking July 4th	7/4/2009	\$550	\$50	\$500
Joint Urban Ministry Project	Laptop Raffle	1/20/2009	\$1,200	\$0	\$1,200
Vermont Interfaith Action	Auction	???	\$3,500	\$300	\$3,200
Epis Relief & Development	Special Envelope	Feb '09	???	???	???
Heifer Project	Valentine Cards	2/14/2009	\$50	\$0	\$50

TOTAL

\$21,300

\$6,450

\$14,850

Board of Trustees

Tom Rees

At the end of last year's report to the congregation on the work of the Trustees I stated that we would be "monitoring both Trust Fund revenue generation and Cathedral operating results closely to insure that fiscal prudence is exercised during this period of increased financial challenge." Little did we know what challenges the year would present. By the end of June we were beginning to be concerned over the first signs of coming events. By September, we were beginning to consult regularly with the Bessemer staff relative to how to plan for 2009 and beyond. In early October, led by Gerry Davis, our Treasurer, we began the difficult process of setting budget parameters in the midst of the market free fall. By November, the Trust funds invested with Bessemer Trust had fallen from \$2,707,708 to \$1,805,166, a decline of exactly one third of its value. And we all became well aware of the facts: we could not continue to stand-by and witness the continued spiraling down of these precious assets entrusted to St. Paul's and its core mission by many who have gone before us. We needed to prepare a 2009 budget in a crisis mode that would allow us to move forward through a period of recovery that is anticipated to be difficult and prolonged.

As with all strong "families", the Dean and Vestry leaders Neil, Chris, and Gerry worked tirelessly to lead the Budget Committee through the process of making difficult, painful, but essential decisions relative to our financial future. Facts were checked and projections were done time and time again. Bessemer leadership was consulted constantly for their input. The resulting picture became clearer and clearer with each step taken: we could not continue to draw upon the Trust for operating funds at the rate to which we had become accustomed. We had to cut our spending rate by \$110,000 to \$120,000 if we were to insure that the foundational corpus of the Trust would be protected for future generations. The remainder of that story need not be repeated here. It is well documented by others and will be formalized through the 2009 Cathedral Budget.

It has been the most difficult of the six years that I have had the pleasure to serve with other highly dedicated and motivated Trustees. I want to thank each of them for their wisdom, patience, and dedication to the not very glamorous mission piece they have taken on. Difficult times place unusual demands on all of us and we are so very fortunate to have had the guidance of Estelle, Eadie, Chrysanne, Emily, Mark, Neil, Gerry, and Ken as they have all responded with strong faith and good will.

In closing, I sense it important to acknowledge what I believe we all, Trustees and Cathedral leadership, have accomplished during the past twelve months. We have saved our past and preserved our foundation for the future. With grit and determination, we have saved the funds entrusted to us by so many who have gone before us so that those funds may continue to lay the foundation for the bright new future vision for St. Paul's that will be articulated during 2009. May God shine His unending light on all of us.

Capital Campaign

Alice Winn

Some Background

In early 2007, the Vestry approved the funding for a planning study by Demont & Associates to determine the feasibility of a capital campaign. In June, with the results in hand, the Vestry discussed the next steps and the Fund the Mission Committee was created to deal with one of the major recommendations from the study: improve our stewardship of parish finances and decrease the Cathedral's reliance on its trust funds. The Fund the Mission Committee presented its recommendations to the Vestry in September and they included a capital campaign. The Vestry gave its blessing to the campaign and we were on our way.

2008

Demont & Associates officially began its service as campaign counsel to the Cathedral in late April 2008. From May to July, Lauren Moye worked with volunteers to recruit the Campaign Cabinet, to craft a campaign plan and campaign policies, and to work with the Building & Grounds Committee and the Vestry to identify and prioritize the projects to be addressed through campaign funding. In July, the Vestry officially voted on the list of projects to be funded by the campaign and the order in which they would be addressed.

We were very fortunate to have Phil and Joan Hoff, and George and Elaine Little sign on as Campaign Honorary Co-Chairs. Other members of the Cabinet are Bert Cicchetti and Alice Winn, the co-chairs; Chris Leopold and Tom and Maureen Rees as Advance Gifts Chairs; Gerry Davis as Leadership Gifts Chair, Dean Ken Poppe; Neil Stout, Senior Warden; Nancy Eldridge, and Don Scott. Staff members Sarah Gallagher and Tony Galas serve as liaisons with the Building & Grounds Committee. Eadie Templin also joined us as the Campaign Treasurer.

The team drafted and refined the Campaign's Statement of Need, chose a campaign title, and Judith McManis designed a wonderful campaign logo. While these things were going on, solicitation of the campaign cabinet, the Vestry, and the Trustees began.

Frequent meetings of the Cabinet kept us up to date on our individual activities and offered the opportunity for group problem solving. This was invaluable when we confronted the reality of a serious economic downturn in early October. We knew that the needs of the Cathedral had not disappeared but we also knew that you, the members of St. Paul's, were confronting your own challenges. The decision to "elongate" the campaign, that is to stretch it out for a longer period of time, seemed a reasonable thing to do especially since a large part of the capital campaign are the conversations we are having with parishioners.

As mentioned, the Cathedral's needs have not gone away nor will they. And a successful capital campaign can help to take pressure off the annual operating budget, add to the endowment fund, and reduce the need to draw from the endowment fund to address capital needs, . For instance, one of the campaign goals is the need for urgent building repairs. If we can make those repairs from campaign funds then we will not have to withdraw money from the endowment. Other building projects will ultimately save the Cathedral money through reduced energy costs. Help for the endowment can also come through funds that will be earmarked for a music endowment.

I close by saying thank you to the parish family for your support. We look forward to continuing meaningful conversations with you as the campaign continues.

Cathedral Chapter

The Very Rev. Kenneth W. Poppe

Our mission as the Cathedral Church of the Diocese of Vermont is collaborative leadership. 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. We train people for ministry in the Diocese and the world. We commit to a Cathedral Without Walls program that will invite all Vermont Episcopalians to partner with the ministries of the Cathedral.

During the fall of 2006, the Cathedral Chapter engaged the Diocese in a listening campaign at the Ministry Fairs and Diocesan Convention. As a result, the Cathedral developed its Cathedral Without Walls initiative. Our Cathedral program includes:

Cathedral Meditation Center

- Christian Meditation Days offered at Christ Church Island Pond, St Peter's Church Bennington, and St Paul's Cathedral
- School for Teachers, Workshop on the Essential Teaching Weekend at the Rock Point School
- A Retreat Weekend with Kim Nataraja

Cathedral Music Program

- Sponsored the African Children's Choir
- Evening Prayer in the style of Taizé

Parish Days at the Cathedral

- Calvary Underhill Day at the Cathedral

Future events

- Icon Weekend, Epiphany Quiet Day and St Michael's Brattleboro Day
- Future Parish Days at the Cathedral – Swanton and Bennington
- Christian Meditation Days March at Cathedral and the Upper Valley
- "Roots of Christian Mysticism" course

I am most grateful to the members of the Cathedral Chapter who have envisioned, planned, and managed these programs: Lynn Bates, Thomas Brown, Tom Ely, Mark Howe, Chris Leopold, Reid Farrell, Diane Rooney, Eadie Templin, Tanya Wallace, and Margaret Cicchetti.

Cathedral Meditation Center

The Very Rev. Kenneth W. Poppe

The Cathedral's Meditation Center is a center of the World Community for Christian Meditation whose mission is "To communicate and nurture meditation as passed on through the teaching of Dom John Main in the Christian tradition in the spirit of serving the unity of all." Its work is guided by the board of the Cathedral Meditation Center: Lynn Bates, Nancy Bloomer, Elizabeth Campbell, Gary Chicoine, Gail Ernevad, Michelle Peattie, Roseann Pollack, Amy Schoch, Beverly St. Germain, Peggy Tooker, Jaqueline Wren, and Nancy Wright. Weekly meditation groups meet in Bennington, Burlington, Jeffersonville/Cambridge, Montpelier, the Upper Valley as well as Albany, New York.

Our goals are: to introduce Christian meditation to parish and diocesan leaders; to assist parishes in establishing local groups; to offer a course, "Introduction to Christian Meditation", at the Cathedral and in other parishes or deaneries; to provide support/training for parish leaders to teach/mentor local groups; to develop a physical space for a Meditation Center at the Cathedral; to offer an annual quiet day with an outside presenter on spirituality; to provide resources through books, tapes, CDs, and DVDs; and to encourage attendance at national and international events of the World Community for Christian Meditation

Below you will see some of our recent events and some planned in the months ahead:

- August 15-17 – School for Teachers
- October 3-5 – A Retreat Weekend with Kim Nataraja
- November 15 – Christian Meditation Day (Bennington)
- January 17 – Quiet Day (Icons)
- March 7 – Christian Meditation Day (Burlington)
- May 9 – Christian Meditation Day (Upper Valley)
- Fall 2009 – "Roots of Christian Mysticism" course

At the Cathedral, three weekly groups meet on Tuesdays at 7:00 p.m., Wednesdays at 10:30 a.m., and Fridays at 7:15 a.m. Introduction to Christian Meditation is offered annually as well as a Christian Meditation Day.

Christian Formation Programs

Tanya Wallace

With the understanding that all Christians are called to life-long journeys of faith, a comprehensive Christian Formation Program has been developed at St. Paul's to offer opportunities for education, community building, deepening faith, and discerning opportunities for ministry in the church and in the world. This comprehensive program is comprised of several offerings which can be accessed individually or in sequential order. The goal is that wherever a person is on her/his journey of faith, there will be an appropriate program available to support the next steps of that journey.

CIP: The Christian Initiation Process

The Christian Initiation Process, or CIP, is often the first step a newcomer takes into St. Paul's Christian Formation Program. CIP is not simply an adult confirmation class; it is a process of formation, study and community building which prepares adults for baptism and for the reaffirmation of their baptismal vows through confirmation or reception into the Episcopal Church.

CIP consists of four parts, beginning in the fall of each year and continuing through Pentecost. Part One, *Exploring the Episcopal Church*, includes classes on the "nuts and bolts" of the Episcopal Church. Part Two, *Christian Formation*, introduces conversations with Scripture and the baptismal questions, an instructed Eucharist and a silent retreat, as well as the beginning stages of building a community of inquirers. Part Three, *Candidacy for Baptism and Reaffirmation*, pairs candidates with sponsors from the parish and examines Christian understandings of creation, redemption and resurrection in preparation for the sacraments of Christian initiation at the Easter Vigil. Part Four, *Sacramental Living*, introduces a process of group gifts discernment and ministry exploration within the greater parish.

In 2008, Lauren-Glenn Davitian, Fran Carlson and Linda Sabens participated in CIP, along with their sponsors, and were confirmed or received into the Episcopal Church by Bishop Ely at the Easter Vigil.

EFM: Education for Ministry

In 2003, EFM was introduced to the cathedral and a brand-new EFM group was formed at St. Paul's. In 2004, the group filled to capacity with parishioners and members of other congregations in the Diocese of Vermont. The group, which quickly filled a need for

continued adult education and formation in the parish, meets once a week during a nine-month cycle to reflect theologically, to discuss the materials they have read, to worship together, and to discern ongoing ministries to which each of us is called. Education for Ministry, or EFM, is a distance learning theological education program of the University of the South, an Episcopal seminary in Sewanee, Tennessee. Completion of the program takes four years, during which participants study the Bible, church history, and Christian theology. Participants commit to one year at a time to meet regularly in seminars led by trained mentors. Through individual study, community building and intentional theological reflection, EFM provides a comprehensive, experiential education in the foundations and message of our Christian faith, and prepares participants for ministry in the church and in the world.

We held our first-ever EFM graduation on Start-Up Sunday in September 2007, and the graduates were recognized by Bishop Ely at Diocesan Convention in November. The 2008 graduates of the program were David Bowers, Darcy Jewett (Trinity, Shelburne) and Diane Rooney (Trinity, Shelburne). The 2008-2009 EFM group is comprised of Tim Daubenspeck, Jimmie Sue Deppe, Jakki Flanagan, Stewart McHenry, Bobbi Perez, Steve Reynes (Christ Church, Montpelier), Steve Rucker, Linda Sheridan, Dave Simpson (Christ Church, Montpelier), Marion Thorpe, Jan Tichansky (St. John's, Stowe) and Alice VanBuren (returning for another year). The mentors are Ann Ely and Tanya Wallace.

Adult Education Committee

Anne Clark

In 2008, the Adult Education Committee continued its primary charge of organizing programs for the Adult Education Forum, which meets most Sundays at 10:15 (excluding summer). The Committee sees its mission as providing programs to offer the adults of St. Paul's various opportunities to learn about and reflect upon many issues relevant to us as a community and as individuals. Many of the sessions are led by parish members, and outside speakers are also invited to enrich the program offerings. The Committee would like to thank all members of St. Paul's who organized or made presentations in the Forum. The members of the Committee in 2008 were Tanya Wallace, Gail Ernevad, Liz Powell, Keri Aubert, Jennifer Hanson, and Anne Clark.

As has been our practice in the past, the Committee tried to offer programming that addresses the spiritual lives of our community, social justice, and the life of the church both locally and globally. Highlights from this year's program include:

--presentations on baptismal ministry and youth ministry by Connie Saeger-Proctor, Canon for Ministry Development and Yourth/Children's Ministry.

--a Lenten series on St. Paul's "invitation quotient," led by Ken Poppe.

-- "Water, Food and Compost: Policies and Realities," a series sponsored by the Earth Care Circle.

--"Faith and Mental Health," exploring the connections between our emotional well-being and our religious aspirations, with presentations by Jeff martin, Larry Rudiger, Elizabeth Flynn Campbell, and Ann Ely.

--"The Episcopal Church in the World," with one session led by Sylvia Knight and Bob Wright on the environmental policies of the church, and another session led by Bishop Ely on the Lambeth Conference.

--"Meditation, the other half of Prayer," by Kim Nataraja, of the World Community for Christian Meditation (London).

--"What are we doing on Sunday mornings?" This series, with presentations by Daniel MacDonald, David Walters, and Jimmie Sue Deppe, explored different elements of our shared worship experience.

--"Who is our neighbor?" With presentations with representatives of the Community Health Center of Burlington and the Burlington Emergency Shelter, this series offered ways of knowing and being connected to those who live around us.

--an Advent series in which parish members offered scriptural reflections on the lectionary; presentations by Jennifer Hanson, Daniel MacDonald, Jimmie Sue Deppe, and Connie Quinby.

We continue to welcome any feedback and suggestions about our programs. Please speak to any Committee members if you have any suggestions or comments. We also invite anyone interested in developing program ideas to join the Committee.

Wednesday Morning Bible Study

Robert Stanfield

With the beginning of Lent in 1989, what began as a six-week study of the Bible will have endured as a regular Wednesday event at St. Paul's, interrupted only by holy days, holiday travel, and Vermont snow and ice storms. During 2008, the group studied a cycle of poems on Biblical themes by John Donne, Paul's letter to the Romans, the book of Joshua, and the prophetic books of Micah, Zephaniah, Haggai, and Zechariah. Currently, the regular members of the group are Peter Adams, Anne Brown, Barbara Gay, Linda Gutkowski, Patricia McDonald, Judith McManis, Robert Stanfield, Neil Stout, David Turner, and Carol Walters. Anyone interested in visiting or joining the group should speak with one of the current members, or come any Wednesday morning at 7:00 a.m. to the Parish Commons Room adjoining the Cathedral's offices.

Stewardship

Alice Rouleau

Because we are each responsible throughout the year for the stewardship of our parish resources, we did our best this year to promote our Annual Commitment Program for 2009

to solicit pledges for the operational budget for the coming year. Elizabeth Blanchard, Bram Kranichfeld and Alice Rouleau headed up the effort for the Vestry, with wonderful support from Dean Ken Poppe, and the many members of our congregation who participated in informational meetings and spent a very productive morning writing letters.

Elizabeth and Alice attended a June workshop at St. James Church in Essex Junction offered by the Rev. Angie Emerson, the Diocesan Minister of Stewardship Development. Angie provided a solid basis and much excellent material for a variety of themes to use in annual commitment programs. And a good number of St. Paul’s members came to hear Angie do a special presentation for us, concentrating on ‘cheerful givers.’ We also used several publications from TENS; The Episcopal Network for Stewardship.

In early October, about twenty folks came to write personal letters to all other contributing members of the congregation to invite them to consider their own commitment to the Cathedral in 2009. We were successful in increasing the number and dollar commitments over last year. This was a great achievement in the face of the plummeting economic forecasts through the fall. It was a pleasure to work with so many dedicated members of our community in this effort. Thanks especially to Elizabeth Blanchard for her careful work in securing appropriate printed materials and for providing refreshments for our letter-writers.

Parish Statistics

Attendance	2001	2002	2003	2004	2005	2006	2007	2008
Average Sunday Attendance	218	182	180	196	188	178	165	185
Sunday/Saturday evening services	139	122	140	139	140	137	136	135
Weekday services	85	56	66	64	55	61	60	62
Church School enrollment	74			57	65	50	42	53
Marriages	3	3	7	3	2	1	2	1
Burials	15	12	10	6	10	5	5	12
Baptisms	4	7	2	10	3	6	5	
Confirmations	8	3	0	2	7	1	0	
Received by Bishop	3	1	2	3	1	2	3	

2001-2009 Pledge Comparison

	2001	2002	2003	2004	2005	2006	2007	2008	2009
Number of pledges	165	177	165	152	164	152	146	137	145
Total pledged	201,117	233,475	232,990	252,641	255,163	277,443	273,454	267,289	275,578
Average pledge	1,219	1,319	1,412	1,662	1,513	1,825	1,873	1,951	1,900
Total collected	195,479	217,768	223,627	228,682	240,779	262,451	264,830	263,350	
Amount defaulted	5,638	15,707	9,363	23,959	14,384	14,992	8,624	3,939	
Percent defaulted	3%	6%	4%	9.5%	5.5%	5.4%	3.2%	1.15%	
Pledge Distribution	2001	2002	2003	2004	2005	2006	2007	2008	2009
\$1-300	28	27	30	16	30	14	12	16	19
\$301-500	19	20	19	17	18	16	16	10	12
\$501-1000	47	44	39	34	31	35	39	38	37
\$1001-2000	43	53	47	47	48	43	30	26	29
\$2001-4000	22	23	17	23	22	27	32	29	27
\$4001 and above	6	10	13	15	15	17	17	18	21
Total # of pledges	165	177	165	152	164	152	146	137	145
# of people contacted	295	n/a	260	228	283	225	302	270	250
New pledges	25	20	16	7	22	16	12	15	14
Returning pledges	10	13	3	10	8	4	4	2	3
Increased pledges	78	86	70	79	68	58	66	62	63
Decreased pledges	10	15	24	15	25	23	19	9	18
Discontinued pledges	13	25	28	25	19	19	24	24	18
# with same pledge			49	40	41	49	45	49	47
Most common pledge	\$1000	\$1000	\$1000	\$1000	\$1200	\$600	\$500	\$1000	\$1200
Median (middle) pledge	\$1000	\$1200	\$1000	\$1200	\$1300	\$1250	\$1200	\$1200	\$1200
Average pledge	\$1217	\$1319	\$1404	\$1662	\$1513	\$1825	\$1,873	\$1,951	\$1900

Fund Raising

Maureen Rees

The fund raising activities of the Cathedral during 2008 again brought together a large number of parishioners in support of the many programs and needs of St. Paul's. We are always aiming to find a means for everyone to participate and to feel positive about their contributions of time, talents, and dollars.

To those of you who regularly bring in your grocery receipts from Shaw's you should feel good that those receipts net us between \$50 and \$60 per month. We thank you for your commitment to getting the receipts into the clear cube on the narthex table, and your willingness to do it week after week.

Because of Carol Walters and ALL her helpers, the WREATH PROJECT is and has been our anchor for many years. Whether you worked on the project, ordered a wreath for your home or sent one across the country as a gift to far away family, your support is treasured and immensely important.

To park and picnic at St. Paul's Heavenly Parking for the Independence Day Fireworks is to have the best seats in the city. Again this year we had a full lot and folks making reservations days in advance.

Carol Walters and Barbara Gay continue to see that our cookbooks remain on store shelves throughout the state and beyond, and again in 2008 provided \$2,500 to St. Paul's.

We were somewhat disappointed to not hear from our friends at Vt. Teddy Bear this season; but given the economic climate we can only hope that perhaps we will have an opportunity to work with them again in a more positive time.

The big new venture for Fund Raising this year was the Holiday Faire which provided an opportunity for all to join in fellowship, creativity, hard work and fun. Whether you cleared some "stuff" from your attic, parted with jewelry, baked for the bake sale, provided entertainment, were the culinary talents behind the High Tea, served at the Tea, made soups for lunch, knit, sewed, crocheted, did design and layout, set-up, or clean-up or simply invited your friends and neighbors to join you at St. Paul's for a fun shopping adventure, each of you earned many many thanks. And for our very first annual Holiday Faire the Cathedral was richer by over \$4,000. Thank you everyone.

A very sincere thank you to the Vergers for their contribution of \$1,000 to the Fund Raising Committee following their successful work in hosting the National Vergers' Conference in October.

Watch for continuing Fund Raising Opportunities coming our way throughout 2009 and begin thinking now how you'd like to participate in the Evening Silent Auction, always a lovely event, in late April.

Great thanks and blessings to all who participated as we ask for your continuing prayers and support of these and new events this year.

Wreath Project

Carol Walters

The wreath project has completed another successful year with a net income of just under \$5000 (when all accounts are collected). Numbers can't convey the enjoyable and satisfying experience of the 36 parishioners who contributed *over 200 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!] 186 customers ordered 390 wreaths, 186 of which were decorated with cones; 296 with bows (many had both). Fifty-seven wreaths were shipped, literally from Maine to Florida to Arizona and Washington. The number of wreaths ordered, as well as our profit, increased just slightly over the figures for 2007.

Telephone orders: Ruth Moore (chair), Polly Beebe-Bove, Karin Davis, Betsy Dufresne, Jackie Duval, Nancy Ellis, Debby Galbraith, Margaret Gallant, Barbara Gay, Jennifer Leopold, Maureen Rees, Lisa Schnell, Marion Thorpe, Pat Wheeler. Orders from neighbors, colleagues: Dottie Darling, Eadie Templin. Orders for business clients: Nancy McReynolds, Tom Rees

Database management for orders: Anne Brown

Confirmation letters: Joann Stanfield, Carol Walters, Pat Wheeler

Shelter construction: Tom Rees, Tony Galas. Demolition: Tony Galas with help from AA members.

Chopping cones into rosettes: Peter Adams

Decorating wreaths with cones in St. Paul's special design: Jean Anderson, Anne Brown, Estelle Deane, Shirley Irish, Alice Macdonald, Joann Stanfield, Eadie Templin, Mary Tuthill (large wreaths), Carol Walters, Pat Wheeler

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

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

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

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

Final clean-up (millions of stray pine needles!): the above crew, plus Tony Galas, John Grinnell

Children and Youth Committee

Ann McKay

This year the Preschool-5th grade classes are using a new curriculum called Seasons of the Spirit. It follows the lectionary and has lots of creative resources for teachers. The class sizes remain at a good level with six to eight children total enrolled in each class.

A high point this fall was a group decision to use money earned from the children's Christmas Shop at the Holiday Faire on Episcopal Relief and Development. The children were so excited by the possibilities of the many ways they could significantly help others. They asked their parents for more money and searched their own pockets coming up with \$50 more to spend! They ended up voting to allocate funds for 1 flock of chickens, 3 mosquito nets, 3 shares of food for kindergarteners, and 1 hive of bees. This is the first of a few outreach efforts we plan with the children to help them further develop their sense of stewardship. Be on the lookout for Valentines in February! As always, we rejoice in our group of kind hearted, bright and loving children.

Youth Group is on the move!

Lisa Schnell & Marti Churchill

You would be hard-pressed to find a group that was more enthusiastic about St. Paul's and the meaning of Christian service (and Christian *fun!*) than the very visible youth of this congregation. This fall, a regular group of nine kids aged 11-15 met at least every Sunday to explore their faith, engage in Christian service, and have fun together. Late in August, Tanya and Connie Saeger-Proctor facilitated an immensely productive brainstorming session, where the kids talked about their vision for youth at St. Paul's. That vision included a desire to be of greater service to the community, to learn about Episcopalianism and other faiths, and to sing whenever they could (and they do!). Under the extremely able leadership of Alison Neal, a senior at UVM and much-beloved counselor at Rock Point Summer Camps, and with backup from Marti Churchill and Lisa Schnell, the group pursued their agenda with dedication, energy, and creativity. They are a truly remarkable group of kids with an unlimited capacity for good ideas and good works; expect to be seeing much more of them in the months and years to come.

Here is a brief summary of the events of this past fall:

In the Sunday education hour, we have been exploring what it means to be Episcopalian. We've discussed the liturgy, with highlights being our discussion of and then writing of our own Collects; an instructed eucharist over a Sunday night dinner with Tanya; and a long discussion of the Creed and then a collective composition of our own (look for more on this in the spring!). During Advent, we traced Jesus's ancestry through the line of Jesse in the Old Testament and made ornaments for a "Jesse tree."

We were busy in the kitchen as well: in October, we spent a Sunday morning cooking "Salvation Army Stew"; early in December, we baked Christmas cookies. The stew went with a group of four of us to the Salvation Army on October 31 where we also served the dinner; the cookies went with us to 3 Cathedral Square, where we sang carols with the residents on a blizzardy Sunday afternoon (we plan to do that again, but without the blizzard!).

And then, of course, there are our bake sales, which is how many of you know us best! We conducted three bake sales this fall, earning a total of \$381.00 for the group, and \$310.00 for the CROP Walk. Those bake sales and other fundraisers will continue throughout the winter and spring; our aim is to raise enough money for a field trip to NYC this spring and, eventually, for a mission trip to Honduras. In the spirit of tithing, 10% of all money earned is split between two organizations we chose early this fall: JUMP and the New Sudanese Education Initiative. In addition, a group of us ran/walked in the JUMP Run in September; several of us walked in the CROP Walk in October; and an enthusiastic group went "trick-or-canning" after serving dinner at the Salvation Army, collecting 70 lbs. of food for the Food Shelf.

This spring, our education agenda continues with visits to other Christian and Jewish congregations in Burlington, more opportunities for service, and lots more fun. If the youth is our future at St. Paul's, then our future is in very good hands!

Pastoral Care Ministry Team

Tanya Wallace and Catherine Cooke

Pastoral care is a crucial part of the life of a parish. The ministry of caring for the members of our community is not simply that of the clergy, as may be expected in some parishes; it takes a team of trained pastoral caregivers to provide this essential ministry in the life of St. Paul's Cathedral. The Pastoral Care Committee is comprised of a faithful group of pastoral caregivers, who meet monthly with the Archdeacon and the Canon Educator for Bible study, training, support and prayer. The various ministries of the lay pastoral care team of the parish include regular visitations of parishioners who are at home or in a nursing home, regular hospital visits, crisis support, Christmas and Easter flower delivery, and telephoning parishioners who are shut-in or isolated. In 2008 the team continued the coordination of our quarterly Senior Eucharists, and did a wonderful job of offering

opportunities for the senior members of our community to gather for worship, meals and fellowship. In addition, trained Eucharistic Visitors take the Sacrament from the Sunday service to those who are not able to attend church (that's what they have in those little baskets!). In 2008 we held an intensive training for new members of the team, and have benefited greatly from the addition of these new pastoral caregivers. We are now able to visit the hospital four times a week, offer weekly services in two long-term care facilities, and continue visiting our many parishioners in times of need.

EARTH CARE CIRCLE

Sylvia Knight

St. Paul's Earth Care Circle works to implement the Environmental Policy adopted by the Vestry in November 2004. While our core group is small, we have been involved at several levels in education about and advocacy for God's Creation. We welcome others to work with us on a long-term basis or on specific projects.

As part of our parish commitment to "educate ourselves about the natural world and the threats to it", we submitted articles to the Plainsong for six months in 2008, and organized Adult Education sessions on the following subjects:

- * climate change and what we can do, VT Interfaith Power & Light, April 27;
- * composting, its role in sustainability and current challenges, Tom Moreau, May 4;
- * Episcopal Church's Environmental Policy, Sylvia Knight, Bob Wright and Al Carpenter, September 21;
- * Isaiah 40, God's grace and Earth care, Daniel McDonald, M.Div., December 7.

Following up on VT Interfaith Power and Light's 2007 energy audit of St. Paul's, we encouraged and supported Buildings and Grounds Committee in their consideration of energy-conserving measures in plans for the Capital Campaign.

As part of the 2008 Diocesan Convention theme of Caring for God's World Now, our Earth Care Circle provided a local sustainable lunch for about 75 people attending the Ministry Fair at St. Paul's on November 1, offering two soups of local ingredients, cheeses, breads, apples and cider from local farms. Mary Tuthill made a wonderful squash soup from butternut squashes grown in her family's garden. We worked with Chittenden Solid Waste District to compost food scraps and soiled paper. These choices supported Vermont farmers, reduced our carbon footprint, contributed to the Intervale Compost and reduced the amount of waste going into landfills. As follow-up, we have obtained a compost bucket for continued use at St. Paul's.

We presented a resolution to the 2008 Diocesan Convention supporting a 2003 General Convention resolution on protecting precious water resources and urging the Diocese, parishes and parishioners to refrain from using fertilizers containing phosphorus, in order to protect water quality in Lake Champlain and other water bodies. The resolution was passed unanimously.

New materials on Earth Care in St. Paul's Library include The Body of God by Sallie McFague and a green binder containing environmental policy documents of the Episcopal Church of U.S.A., including St. Paul's Environmental Policy and resolutions from General Convention and the Diocese of Vermont.

We are encouraged that Bishop Ely has made stewardship of God's Creation a priority for his remaining tenure in our Diocese and is organizing a new diocesan environmental group with the leadership of the Rev. Anita Schell-Lambert, rector of St. Peter's Church in Bennington. Two of St. Paul's parishioners have expressed interest in serving on this group.

Lastly, we want to announce our new name: Earth Care Ministry of Cathedral Church of St. Paul. Sylvia Knight, Bob Wright, Al Carpenter, Daniel McDonald and Mary Tuthill.

Lay Participation

Joann Stanfield

On one of my Friday mornings working in the church office, I was assigned to folding, stuffing, labeling, and stamping a mailing to about 40 lay participants with their three month schedule, substitution list, and list of lessons. When it came time to run each envelope through the postage meter, I was appalled that the cost was \$1.86 per envelope. I suggested to Sarah Gallagher and Dean Poppe that we could perhaps send these out by e-mail and save copying, printing, and postage costs. The Dean asked if I was willing to do this, and I thought that he was asking whether I was willing to send the list out by e-mail. Instead, I found that I had become the Lay Participation Co-ordinator and was suddenly responsible to schedule about 20 people for the three Sunday services each week, as well as the weekly healing service and any other special services. I have learned that it is a monumental task.

I am especially grateful to all of those people who offer their services as vergers, eucharistic ministers, crucifers, thurifers, acolytes, lectors, intercessors, greeters and ushers. The more volunteers, the easier the job.

Being a lay participant is a wonderful ministry to Saint Paul's and your participation would be welcome. There are sign-up sheets available on the Narthex table.

Greeter Team

Jimmie Sue Deppe

This has been an exciting year for the Greeter Team. We've made some changes and had new members join us.

We held a greeters' workshop to remind us about what our ministry is, what it is we do, and review some greeter how-to's.

The changes this year include guest packets and stick-on name tags for guests.

I would also like to thank everyone for the wonderful work they do week after week with smiles – you are all a vital part of making St. Paul's a warm and welcoming community.

It is my hope that we continue to grow as a team, continue to share our experiences, and continue to find new ways and not be afraid to try new ways of welcoming our guests and members.

Altar Guild

Carol Walters

The Altar Guild has seven active members, Debbie Altemus, Estelle Deane, Jimmy Sue Deppe, Shirley Irish, 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. Usually twice a year, before Christmas and Easter, the Altar Guild polishes the silver, cleans wax from the torches, and prepares the chancel for these major celebrations. 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 Jan 2008	\$3432.26	
Revenues:	Unit Fund dividends	1025.04	
	Memorial gift (Chesley)	1000.00	
	Total revenues		\$2025.04
Expenses:	Tenebrae candles	20.73	
	VT Diocesan Altar Guild contribution	200.00	
	Total expenses		\$ 220.73
	Money Market balance Dec 2008		\$5236.57

Vergers' Conference

Carol Walters

On October 23-26, 2008, St. Paul's Cathedral and the Diocese of Vermont hosted the 20th annual conference of the Vergers' Guild of the Episcopal Church. Vergers and accompanying persons, 100 in all, from Maine to California, from Ontario and New Brunswick, and from London, England, gathered to renew friendships and to learn about the Church in Vermont. They heard presentations from Tom Cullins on the architecture of our cathedral, from John Rouleau on Rock Point School, and from Judith McManis on liturgy and art. Other activities included a Taizé service and welcome dinner served by cathedral vergers, lunch at the Bishops' House hosted by Tom and Ann Ely with tours of the house and cemetery, an afternoon at the Shelburne Museum, Evensong at Trinity Church, Shelburne, and a banquet aboard the Spirit of Ethan Allen III. On Sunday, the vergers participated in festive procession at the 11 a.m. Eucharist. St. Paul's vergers expressed their gratitude for support with donations to the cathedral, the Bishop's Discretionary Fund, Rock Point School, Trinity Church, Shelburne, and the Vergers' Guild Scholarship Fund, all from participants' registration fees in excess of expenses.

Feasts & Festivities

Connie Scott

I want to thank everyone who participated in this important church ministry. When Don and I were thinking about membership at St. Paul's, we were impressed with the parishioners' involvement. These special people included people who brought tasty treats to BBQs, Ascension Day and Epiphany. Hosts for coffee hour after the 11 o'clock service brought together fellowship and appreciation to the musicians. Our grillers, Shrove Tuesday with Pamela Van de Graaf's pancakes, and many people who set up for these events impressed me. We were grateful to those people who helped clean-up after these events by stacking tables and chairs. One of those special times was resetting the sanctuary for Good Friday after the Maundy Thursday service.

There is still a need for coffee hour hosts. Keep it simple! Participants from all three services would bring the congregation together. Wouldn't it be wonderful to see the calendar filled with caring people?

Flower Guild

Patricia Wheeler

The recent December 25 *Burlington Free Press* story describing preparations for Christmas at St. Pauls included a quote, "(our) people are very talented and self sufficient." Surely this

initiative was seen as the committee stepped forward to create table arrangements for the November Holiday Faire.

As the guild welcomes one new member, and possibly two others, we make it clear that membership does not necessarily require doing flower arrangements, and many parishioners step forward at Christmas and Easter to accomplish very important tasks. If involvement in our various responsibilities interests you, please let us know.

No report would be complete without our special thanks to Sarah Gallagher, Tony Galas, and John Grinnell for their quiet support.

Cathedral Arts

Marty Poppe

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 near breakeven basis. With the support of the performing artists, we continue our practice of providing free admission to the residents of Three Cathedral Square.

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. This network is also used to publicize the Cathedral's series of Taizé and other evening choral services.

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, Elaine Greenfield, Artistic Director/Concert Events Coordinator, Ernie Hathaway, Curator of Art Exhibits

ECVA-VT

Judith McManis

The Vermont chapter of Episcopal Church and the Visual Arts (ECVA) continued its work of sharing the creative energy of Diocesan artists with an exhibit at St. Paul's Cathedral during April and May. Entitled "Resurrection" Vermont Episcopal artists – and others associated with Episcopal worship communities – exhibited a wide variety of paintings, prints, photographs, sculptures, banners, calligraphy and other pieces inspired by the theme.

During the warm months several opportunities for Plein Aire watercolor painting were hosted in various locations throughout the Diocese.

ECVA has proven to be a significant path for meeting/cooperative work with artists we wouldn't otherwise have had the pleasure of knowing. A great example is the icon work of Zachary Roesemann, whose one-man show and Quiet Day workshops have enriched our spiritual perspectives. His gift of the "Christ in Majesty" icon to the Cathedral is beyond wonderful.

Financially, ECVA had 8 contributors for a total of \$225. With expenses of \$106.25, our remaining funds total \$ 118.75.

Plans for 2009 include a cooperative exhibit, working with Earth Care Circle, to mount a show entitled "Water as Sacrament: A Finite Gift from God" going up after Easter and continuing through May. We'll also be launching the "Icon Pilgrimage Trail" project: surveying, photographing and describing icons in parishes throughout the Diocese.

Jubilee Outreach
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. We have meetings each year for ERD.

ERD is hard at work trying to help the Episcopal Church meet 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. We can start by devoting 0.7% of our personal, congregational, and diocesan incomes to meeting the Millennium Development Goals.

The Millennium Development Goals:

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

This year as part of our Christmas Alternative Gift Giving we included CHABHA with the three other organizations that our Jubilee Outreach Committee asks people to support because CHABHA is helping with the plight of children in Africa affected by HIV/AIDS which is number 6 of the Millennium Development Goals mentioned in the list above. In

2008 people at St. Paul's donated \$215.00 to CHABHA through our Alternative Gift Giving Program.

Jubilee Outreach Center Committee

Rick Robinson

Our Jubilee Outreach Committee continues to work with JUMP, Green Mountain Habitat for Humanity, YouthBuild ReCycle North and the Bobbin Mill Summer Lunch Site. We continue to work with three annual walks each year the Walk and Run for the ONE, the Cropwalk and the COTS Walk. The committee continues to help organize the Salvation Army dinners for the months that have five Fridays.

We also continue to promote Christmas Alternative Gift Giving each year. In 2008 \$899.00 was raised for JUMP through our Christmas Alternative Gift Giving Program and the sale of JUMP note cards and canvass tote bags. Money was also raised through Alternative Gift Giving for the other organizations mentioned below.

Green Mountain Habitat for Humanity

Green Mountain Habitat for Humanity continues to strive for its goal of building four new affordable houses each year. Ted Braun continues to represent St. Paul's on the Green Mountain Habitat for Humanity Church Relations Board. There is a great need for affordable housing in Chittenden County and Green Mountain Habitat for Humanity is helping to meet that need. In 2008 \$160.00 was raised for Habitat through our Christmas Alternative Gift Giving Program.

YouthBuild ReCycle North

YouthBuild is a comprehensive job training, education and leadership development program for low income young adults ages 18 through 24, most of whom have not 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 school education through this program. YouthBuild ReCycle North has had a successful year. YouthBuild graduations are held at our church. St. Paul's provides a very welcome setting for these events and future graduations are being planned. Our Jubilee Outreach budget provided YouthBuild with \$500.00 in 2008. YouthBuild ReCycle North is our PINS partner and we plan to continue our partnership with them in 2009. In 2008 \$165.00 was raised for YouthBuild through our Alternative Gift Giving Program.



YouthBuild is an education and job-training program for young men and women (16-24 years old) who have dropped out of high school and are interested in learning construction skills. In the 10 month program, students attain a high school diploma or GED, learn hard and soft job skills, complete weekly community service projects and create affordable housing. Donations made to ReCycle North YouthBuild help us provide tools to all students (including tool belts, hammers, ear and eye protection and work boots) as well as food for special events (including orientation breakfast, the annual Thanksgiving Family dinner, and graduation). Our students come from all walks of life, and many have children of their own or other family members to support. The training they receive at YouthBuild gives them an opportunity for a higher paying job and a more stable life.

A few facts...

Since 2007, ReCycle North YouthBuild has enrolled 39 students with a graduation rate of 71%. We've placed 93% of graduates in the workforce at an average wage of \$10.38/hour. Students have constructed or rehabilitated 5 units of affordable housing and performed 19,000 human hours of community service.

Salvation Army Dinners

St. Paul's provided dinner at the Salvation Army on the fifth Fridays in months where they occurred. This included preparation, serving, and clean up for about 100 dinners. The congregation was very generous in providing the food. This year the youth group helped with this project and they did an excellent job.

2008 ANNUAL REPORT FOR VERMONT INTERFAITH ACTION (VIA)

Peggy Poppe

St Paul's Cathedral local organizing committee (LOC) of VIA continues to work on social justice issues surrounding health care, affordable housing and youth. Our LOC meets monthly and participate in quarterly City Wide meetings held in member churches. We do research on issues of concern that arise from members of St. Paul's and the wider community, and take action after fully exploring all of the aspects of an issue. Our LOC is staffed by VIA Executive Director Debbie Ingram.

Currently our LOC is conducting research on issues of health care access related to the location of FAHC specialty clinics at Tilley Road. We have conducted research with South Burlington, the specialty clinics, CCTA, and CTMA officials, and individuals who use the clinics. We are exploring needs and utilization issues as well as researching potential solutions and collaborations which could improve the accessibility of these clinics for individuals who lack transportation. We invite you to share your stories with us and to join us in this work. Contact Peggy Poppe or Karin Davis for more details.

FEDERATED CITY WIDE INITIATIVES 2008:

Affordable Housing: Westlake

VIA held an action at St. Paul's Cathedral where 300 people gathered to testify to the administration of the City of Burlington regarding VIA 's research findings about the Westlake developer 's failure to build affordable housing on the lot across from St. Paul's as originally defined in the planning documents. As a result city council is looking into the DRB and zoning processes that allowed this to happen.

Gubernatorial Candidates Forum

Approximately 200 members of VIA and other community members presented concerns about the issues of affordable housing, home heating cost, green jobs and the economy to Gaye Symington, Anthony Pollina, and Peter Diamondstone. and heard their responses.

Youth Center

On December 8th the Robert Miller Community and Recreation Center was opened in the new North End due in part to VIA research and advocacy work done by Christ Church's LOC begun in 2005.

Advocacy For SCHIP:

VIA has advocated for the State Children's Health Insurance Program in Washington and with our Vermont congressional delegates.

Catamount Outreach, Registration Education:

VIA members have been and continue to provide informational outreach presentations to groups in many communities and congregations. Clergy representatives have advocated to reforms to the plan as well.

Via Fund Raising

A major fundraiser for VIA this year was a successful Affordable Housing Tour at Cathedral Square housing at Ruggles House, McAuley Square, Cathedral Square and Grand Way Commons. In addition to raising funds the event introduced people to quality affordable housing projects in Burlington.

Training

A training seminar, facilitated by the national organizing group PICO, was held for interested VIA members to learn more about the organizing process.

Joint Urban Ministry Project (JUMP)

Bronwyn Rider
President of the Board

The Rev. Keri Aubert
Program Director

It is with gratitude that we offer this annual report to the people of the Cathedral Church of

St. Paul. With your help, during 2008 JUMP continued its dependable service of providing material assistance, referrals, and pastoral care to low-income residents of Chittenden County. Your cash support of \$14,000 allowed JUMP to help clients with basic needs such as food, Laundromat use, transportation, medications, identification, and utilities. Your donations of laundry detergent and food bags helped stock the cupboards with necessities passed on to JUMP clients. Your volunteers—Board members the Venerable Catherine Cook and Mark Gadue and long-time daily volunteers Carol Lutz and Rick Robinson—contributed the important management skills and staffing necessary to keep JUMP's doors open.

During 2008 JUMP was open 242 days and assisted approximately 1400 adults who made a total of 2900 visits. These adults represented 2300 additional family members, including 1500 children. These figures are up slightly from 2007. For part of 2008, special funding allowed JUMP to increase from 50 to 55 the number of clients per week receiving financial assistance.

JUMP currently enjoys the support of twenty-six Chittenden County congregations. During 2008 budgeted financial support from these congregations was \$63,000, or 58% of total income. These congregations also donated approximately \$50,000 worth of goods (food, toiletries, cleaning supplies, and baby care items) and over 3000 hours of time from seventy volunteers (who serve as JUMP Board members, committee members, and weekday volunteers). For its remaining income, JUMP relied on the generosity of individual donors (many from our supporting congregations) along with a variety of congregational grants, other grants, and special fundraising events.

During 2008 Bronwyn Rider continued her tenure as President of the Board. Continuing weekday staffers The Rev. Keri Aubert (also of All Saints Episcopal Church, South Burlington) and the Rev. Bill Neil (also of the United Church of Hinesburg) were joined late in the year by new weekday staffer Carol Snow. Carol is completing her chaplaincy training at Fletcher Allen Health Care and is active with Charlotte Congregational Church. With Carol's hire, JUMP affirmed its commitment to skilled pastoral care. The JUMP staff is filled out by bookkeeper Kathy Stockman. JUMP thanks Cathedral Square Corporation for its continuing donation of financial administration support services.

In July JUMP celebrated its twentieth anniversary. Unfortunately, the need for JUMP services is only increasing. By year-end, clients were reporting increases in joblessness and homelessness. Simultaneously, congregations are facing their own financial challenges. We are grateful for all you have been able to do in the past, and we are hopeful that JUMP will remain a key part of your mission strategy. By supporting JUMP, your congregation helps our gathered community of faith to effectively and efficiently minister to our most marginalized neighbors.

Cathedral Square – Preparing for the future of aging in Vermont

Jean Harry, President, and Nancy Eldridge, Executive Director

A whopping 25% of Vermonters will be seniors, yet Vermont's long term care system focuses almost exclusively on the .5% needing the very highest level of care. Cathedral Square's work in 2008 has been dedicated to promoting a long term care policy for all aging Vermonters with the generous support of the *Amy E. Tarrant Foundation*.

Flex Model

Three years ago Vermont entitled the very lowest income Vermonters to “age at home” instead of going to a nursing home. However, those seniors only receive an average of 27 hours of support per week – not enough to live safely at home. FAHC's *Vermont Health Foundation* has teamed up with CSC to break down the silos separating housing and long term care service providers. The model will be piloted at Heineberg and demonstrated at multiple sites in Vermont. An incredible team of researchers from UVM, Harvard and the Institute for the Future of Aging Services will evaluate the Flex Model.

Vermont Aging Network

Vermont has many fine organizations representing the aging population: the Vermont Aging Network forms this month to bring these many groups under one umbrella speaking with one voice on aging policy. The Vermont Aging Network will be Vermont's first state association of the American Association of Homes and Services for the Aging – Cathedral Square's national membership organization.

The Faces of Cathedral Square

Preparing for a future when residents will need many more support services at home, demands that our on site staff have strong resident service coordination skills. As a result Director of Operations Kim Fitzgerald has created a blended property manager and resident service coordination position at most CSC housing communities. Regulatory compliance and traditional property management duties have been brought into our central operations. Site staff are the faces of Cathedral Square – and now the face will even more closely reflect our mission as advocates.

Expanding and Preserving our Mission

The amazing Amy Wright has purchased and renovated FourWinds senior housing in St. Albans, our first USDA project. By the end of this month we expect to complete construction on Town Meadow housing in Essex – our second mixed finance deal combining tax credits and HUD 202 funding with rental assistance. And our flagship housing at Three Cathedral needs significant capital improvements to insure that it serves our mission for another 30 years. Thank you for supporting the financial restructuring essential to making those improvements.

J. Warren and Lois McClure funds essential meals and education

2008 marks the second year of a two year *McClure Foundation* grant provided through the *Vermont Community Foundation*. These funds have been a gift from heaven making meals affordable for some of our very lowest income residents – and allowing us to provide community workshops on housing and services options.

Special thanks to out going Merryn Rutledge and CSC's amazing Board of Directors

Merryn has served six years on the CSC Board gracing our work with her insightful guidance and high ethical standards. We will miss her! Thanks to CSC Board members: *Vaughn Carney, Tom Rees, Dr. Marvin Klikunas, Nancy Lang, Charlie Smith, Con Hogan, Paul Van de Graaf, Eadie Templin, and Ken Poppe.*

RESOLUTION

BY THE VESTRY OF THE CATHEDRAL CHURCH OF ST. PAUL

January, 2009

WHEREAS, Cathedral Square Corporation, a Vermont nonprofit corporation (“the Corporation”), is a mission of the Cathedral Church of St. Paul (“the Cathedral”) and the Cathedral’s Vestry members are all of the membership of the Corporation; and,

WHEREAS, a .805 acre parcel of land was conveyed by the Cathedral to the Corporation in 1977 for the mission of providing affordable housing for seniors in accordance with this mission, with a deed that provides for a reversion back to the Cathedral in 2017; and,

WHEREAS, the Corporation carried out this mission by creating 100 affordable apartments on a parcel of land known and designated as 3 Cathedral Square, Burlington, Vermont, and now operated under the name Cathedral Square Senior Living (“CSSL”); and,

WHEREAS, the Cathedral’s 2000 Strategic Plan called for the development of affordable Assisted Living on this property, and in 2001 and 2003 the Cathedral Vestry and annual meeting each approved the extension of the reversion date to 2049 along with permanent affordability covenants on 28 of the apartments; and,

WHEREAS, CSSL will reach its 30th year of operation next year and requires significant capital improvements to continue to provide safe, decent and affordable housing for its 112 residents; and,

WHEREAS, the Executive Committee of Cathedral Square Corporation has voted unanimously to seek the funds and financing necessary to renovate the property, specifically including but not limited to equity from the Low Income Tax Credit program, the Federal Home Loan Bank, and the Vermont Housing and Conservation Board; and,

WHEREAS, the acceptance of funds from Vermont Housing & Conservation Board requires a commitment of continued use and perpetual affordability for those units receiving assistance; and,

WHEREAS, the Low Income Tax Credit program requires that the building be owned for a 15 year period by a partnership that will provide equity in exchange for tax benefits; and

WHEREAS, the Cathedral may not transfer the title to, or encumber, any of its real estate without a majority vote of its Vestry and parishioners, and the written consents of the Bishop and Standing Committee of the Episcopal Diocese of Vermont;

THEREFORE, BE IT RESOLVED that the Vestry of the Cathedral agrees to permit the sale of the CSSL property to a Vermont limited partnership of which the Corporation shall be the sole general partner provided that the Cathedral is satisfied that (i) the sale allows for the property to continue the Corporation's mission of affordable housing under the ownership of the above-mentioned limited partnership, (ii) the Cathedral maintains an exclusive right of first refusal for the CSSL property at the end of the tax credit period and (iii) the reversion date to the Cathedral remains 2049, at which date the CSSL property shall be subject to no encumbrances except those to which the Cathedral has agreed; and,

BE IT ALSO RESOLVED that the Vestry endorses the Corporation encumbering the real estate as is necessary to accomplish the above stated goals, consistent with the preceding Resolved clause; and,

BE IT ALSO RESOLVED that upon reversion of the property to the Cathedral, the Cathedral agrees to preserve the use and perpetual affordability of any units financed by the Vermont Housing & Conservation Board, the number of which shall not be more than one half of the total housing units on the .805 acre parcel.

The Vestry of the Cathedral Church of St. Paul hereby authorizes its Secretary, with the advice of legal counsel, to execute the covenants and other documents necessary to meet the intent of this Resolution.

Hopkins Bookshop

Dinny Adamson

Throughout the year Hopkins Bookshop carries on a ministry that reaches out to Episcopalians around the state and beyond, to churches of other denominations, and to individuals outside the church. We are grateful to have this space at St. Paul's where we can provide books, music, and cards that nurture the spiritual life of the people and congregations we serve.

The bookshop provides books for many events in other locations – church book fairs, retreats, conferences, and lectures. Such events in 2008 included:

Episcopal Province One Convocation in Massachusetts
Spring Book Fair at Mater Christi School
Methodist ‘Walk to Emmaus’ weekends and Spiritual Direction Training retreats
U.C.C. Stewardship Conference, Annual Meeting and Clergy Convocation
Fishnet conference on healing prayer
Edwina Gateley conference sponsored by the Institute for Spiritual Development
Hospice Annual Conference
New England Yearly Friends Meeting children’s bookstore
Christian Meditation lectures with Kim Nataraja at the Cathedral
Caring for the Earth conference at the Bishop Booth Conference Center
Episcopal Clergy conference
Lenten and Advent silent retreats at the Bishop Booth Conference Center
Episcopal Diocesan Convention at Trinity Church in Rutland
Advent Book Fairs at six Vermont churches

This cathedral bookshop is thus connected in many ways to the wider community and to the work of the Spirit in many places. We look forward to continuing this work in the year ahead.

CATHEDRAL CHURCH OF ST. PAUL

STAFF

The Very Rev. Kenneth W. Poppe, Dean & Rector
864-0471 x 17 KPoppe@StPaulsCathedralVt.org

The Rev. Catherine H. Cooke, Archdeacon
864-0471 x 80 CCooke@StPaulsCathedralVt.org

The Rev. Cn. Tanya R. Wallace, Canon Educator
864-0471 x 16 TWallace@StPaulsCathedralVt.org

J. Stannard Baker, Cathedral Deacon
864-0471 x 83 SBaker@StPaulsCathedralVT.org

Mark A. DeW. Howe, Ph.D., Canon Precentor
864-0471 x 15 MHowe@StPaulsCathedralVt.org

Sarah S. Gallagher, Administrator
864-0471 x 10 SarahG@StPaulsCathedralVt.org

Anthony J. Galas, Sexton
864-0471 x 81 AJGalas@StPaulsCathedralVt.org