

CATHEDRAL CHURCH OF ST. PAUL

50

YEARS

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1978-2028

2023 ANNUAL REPORT

Vestry Members 2023

2023 Executive Committee

Marley Skiff	<i>Senior Warden</i>
Karl Fandrich	<i>Junior Warden</i>
Shannon Williamson	<i>Clerk of Vestry</i>
Peter Jones	<i>Treasurer</i>

Terms Ending January 2024

Buffy Caflisch
Barrie Montross
Maureen Ramos

Terms Ending January 2025

Kenzo An
Macaulay Onuigbo
Alice Winn

Terms Ending January 2026

Miriam Burns
Karl Fandrich
Marley Skiff

Ex Officio

The Very Rev. Greta Getlein, *Dean and Rector*
Peter Jones, *Treasurer*

Board of Trustees 2023

Terms Ending January 2024

Barbara Comeau
Ann Guillot
Lisa Schnell

Terms Ending January 2025

Bert Cicchetti, *Chair*
Chris Davis
John Montross

Terms Ending January 2026

Keith Pillsbury
Marley Skiff

Ex Officio

Marley Skiff, *Senior Warden*
The Very Rev. Greta Getlein, *Dean and Rector*
Peter Jones, *Treasurer*

Cathedral Staff

The Right Reverend Shannon MacVean-Brown, *Bishop of the Diocese of Vermont*

The Very Reverend Greta Getlein, *Dean and Rector*

The Reverend Canon Doctor Robert K. Leopold, *Canon for Adult Formation*

The Venerable J. Stannard Baker, *Cathedral Deacon and Diocesan Archdeacon*

The Reverend Deacon Susan F. McMillan, *Cathedral Deacon & Diocesan Liaison*

David Neiweem, *Interim Director of Music*

Jennifer C. Sumner, *Office Administrator*

Barbara F. Comeau, *Financial Administrator*

Kate Gonyaw, *Coordinator of Children's Formation*

Ian Lawler, *A/V & Social Media Coordinator*

Adam Skiff, *Property Steward*

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2023 Annual Report

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From the Dean & Rector

Beloved of God,

When I arrived here in May of 2020 we were in the full throes of the pandemic, though we did not yet know that it *was* a pandemic, nor did we know just how long it would be with us. During my first two years we got to know one another through Zoom interactions and the occasional in-person outdoor gathering. Then, in 2022 we began to emerge back into the fullness of who we are as the Cathedral Church of St. Paul. And, as glorious as that was, I feel like it wasn't until September of 2023 that we were back fully and completely, with all programs running full steam ahead! I would run out of fingers and toes to count how many times, in my first three years, the staff told me, "you are going to need help" and I put them off with a shrug of my shoulders.



Well. Now that we are fully back and running on all cylinders, I can easily say that they were right! Help I needed, and help I got. So many of you stepped up into leadership roles to take charge of many things; I am so grateful to all of you and, especially, to the Vestry. And, in a miraculous turn of events, we were able to hire The Revd Dr. Robert "Bobby" Leopold to serve as the Canon for Adult Formation to begin in October of 2023 and continue for three years. And, as if that wasn't sufficient, Susan McMillan was ordained a deacon in December of 2023 and will remain on staff here in conjunction with her ongoing work for the Diocese. God is so good. An embarrassment of riches is what we have.

Of course, even in the midst of such joy, we also knew sorrow in the year of our Lord, 2023. We bid a final farewell to Neil Stout, Shirley Bragg, David Glendinning, and Barrie Savage who are now seated at the throne of God. We also had to bid farewell to Canon Mark Howe and Sarah Howe as Mark navigated a sudden and debilitating loss of hearing making it nearly impossible, and certainly painful, to continue his work as a church musician. We miss them so.



By the grace of God, though, we had more checks in the plus column than the minus column last year. Here are many of the pluses: the Sunday School outgrew its space and moved into spacious new quarters in the Undercroft; we upgraded the equipment in the downstairs kitchen and rented it full time to a cake baker; we participated in welcoming the new Elmwood Pod Community through blessing their space and providing a carload of food; we began our second Sacred Ground Circle; Adult Forums returned and a Young Adult Ministry is underway (thank you, Canon Bobby!); we watched Pixar movies and ate pizza during Lent; we

moved the office files off of a physical server and into the cloud; we put an anti-racism book shelf in the parish hall (thank you, Sacred Ground Covenant Group!); we hosted a Diocesan Clergy Day, Diocesan Convention, and Susan's ordination; we had dinner together on Second Sundays; we resurrected the Taizé service, hosting one in October (thank you Judith and team!); we celebrated 50 years in this building with a fantastic weekend of festivities (thank you, Stan and team!); we finally repaired the balcony and fixed all the lighting issues; we had our first post-pandemic Evensong service with St. James, Woodstock and Christ Church, Montpelier; David Neiweem stepped in as Interim Director of Music; we kept vigil on Sundays for racial justice and stood vigil in the cold for peace on our streets and for homelessness awareness; we welcomed new members and bid farewell to those who moved away; and we prayed and we sang and we were fed.

The list above is by no means exhaustive, but it stands in witness to our life here at the Cathedral. This is a vibrant place full of life and joy. I hear over and over again how welcome people feel here whether they are here for a service or an event or just wandering in to take a look. This is a place of radical welcome and I am so grateful for and to each of you for creating such a space where everyone feels at home.

We face some opportunities and challenges as we move into 2024. The most obvious, of course, is our search for a new Director of Music. We have posted a job description, which I hope most of you have seen, and will begin receiving applications soon. A small search committee, put together by me, will take on the review of those applications with the goal of having a new Director of Music and Cathedral Arts in place by the end of May to begin here by mid-summer or so. I ask all of you to hold this work in your prayers, asking the Holy Spirit to guide us.



Another opportunity before us concerns making more of this building accessible to those with differing physical needs. We hope to have a plan for the upstairs bathrooms this spring, but paying for such renovations will necessitate some serious fund raising. We would welcome the input of anyone who has interest in helping guide that fundraising effort (to include seeking grant support, congregational support, and actual fundraising events).

The final challenge I will state here, though there are many more, concerns our general operating budget. That budget pays for everything we do here day by day – staffing, utilities, routine maintenance, office stuff, and the like. That budget is just over half a million dollars, and it is lean. Most of the “staff” on our masthead are either part-time or very part-time or unpaid, and we have cut as many non-staffing costs as we can. Our moderate endowments and designated funds cover about 30% of that budget, rental income covers about 6%, and the rest (just over \$330,000) needs to come from pledges and general offerings. That's a lot! Our pledges for 2024

came in at around \$272,000, far short of our needs. If we are to keep on with our current level of programming and keep the lights and heat on, we need to do some serious reflection around stewardship. And, if we want to keep the Canon for Adult Formation position beyond three years, we need to add about \$40,000 to the annual budget and to our pledge and general offerings. That's also a lot! If we each can increase our giving (pledge and general offering) by 7-10% each year for the next three years, we can achieve our goals and continue all the programming and mission we currently support. Can we do that? I think we can. I pledge to you, here, to work toward that myself, including a 5% increase in my own 2024 pledge beginning in March of this year. Will you join me?

God works through us in so many ways in this community: through our constancy in the Sunday vigils; our advocacy at the state and local levels; our insistence on equality across the global church; our radical welcome of all who come through our doors; our care for our homeless neighbors; our excellent preaching, liturgy, and music; our diligence in daily prayer; our care for one another; and more, so much more. Together, beloved, we can continue to make visible to all of us and to all whom we encounter, the love of God who draws nearer to us in all that we do.

Some Details



Worship

We maintain a full worship schedule all year with nine worship services offered most weeks from Discipleship Sunday through Pentecost and eight weekly services during the summer. The Morning Prayer and Compline communities have become an essential part of the prayer life to those who attend (most on Zoom); I hope you may be able to join us there. So many of you commented on the holiness of the services offered during Holy Week, we hope to repeat those this year. We had a

wonderful festive Eucharist for our 50th anniversary of being in this building, with guest preacher Julia Ayala-Harris, President of the House of Deputies. And, finally, October saw the resurrection of the Taizé service with more planned for 2024.

Mission

In June of 2020, you all responded to Stan's vision of taking a silent stand against systemic racism by keeping vigil, Sunday after Sunday, raising our signs and our faith against the evils of racism and oppression. You have not missed a single Sunday in the three and a half years we have stood on that ground (literally and metaphorically). The wider community sees our witness and our faith on full display. Vermont Interfaith Action has formed a new interest group around

homelessness/drug addiction (the two are so entwined) here in Chittenden County and several of us now serve on that. We have hosted many overnight guests in our Memorial Garden and Rose Garden and helped several to move on to other destinations (Virginia, L.A., St. Albans); and though we had to put in a stronger fence to the Memorial Garden for safety reasons, we remain committed to helping those we can with food, shelter, and warm clothing. We began keeping a basket in the South Porch for food donations and continue to collect food at each weekly vigil. And again, and again, you respond so generously to the needs of our community each time we call for donations. Thank you.

You can read reports from the Wreath Project, Jubilee Justice, Pastoral Care, and our Deacons to know that the work we do to transform ourselves and to try to make a difference in the world around us continues.

Adult Formation

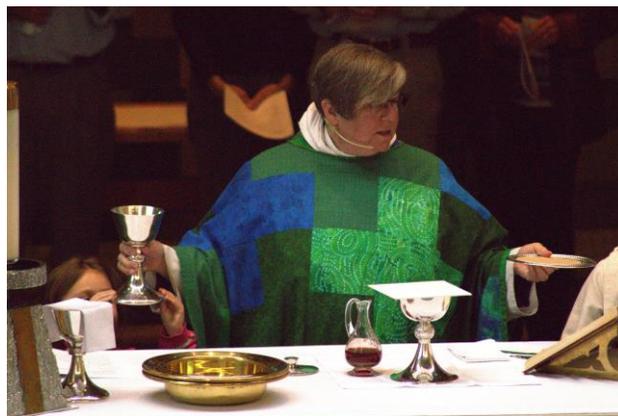
During Lent, many of us gathered in the Commons Room to enjoy pizza, watch a Pixar film, and engage in robust conversation about the theological implications of each movie. It was great fun! We began our second Sacred Ground circle in September, joined by members of Holy Trinity in Swanton. That group will continue through Lent and another one will form in the fall for anyone who is interested.

For more information about Adult Formation, I commend to you the report from the Canon for Adult Formation for the final quarter of 2023.

Dean and Rector of the Cathedral

As part of our ordination vows, all clergy promise to take our part in “the councils of the church.” To that end I serve on and chair the diocesan Commission on Finance; I serve as President of the Joint Disciplinary Board of the Dioceses of Maine, New Hampshire, and Vermont; and I serve on the newly formed Executive Council of the Diocese. I work closely with Bishop Shannon in two areas: the first is the care of this Cathedral, the second is the general health of the Diocese. As the “senior cleric” of the diocese it is part of my

responsibility and mission to know and work with all the clergy as best I can, and to serve as a role model as needed. To that end, I continue to meet one-on-one with other clergy as time allows, with a goal of finally getting to every parish by the end of this year (I’m about ½ way through). (To be fair, that was my goal last year and I didn’t make much progress, but still hope for this year!)



Outside of the Diocese I continue to mentor a priest from South Africa as part of Trinity Wall Street's Leadership Fellows program. You get to participate in that by praying for him – his name is on our prayer list. I sit on the board of Cathedral Square Corporation (I also volunteer in the kitchen at one of their sites) and on our own Board of Trustees. The Burlington Interfaith Clergy Council has resumed monthly meetings which I attend; which also lead us to action and advocacy. I meet regularly with my seminary wisdom group and participate in a clergy group here in Vermont. I took one retreat at Holy Cross Monastery and participated on a queer religious folks panel for a class at UVM. And, last but not least, I was honored to deliver the opening devotion at the State House in January of last year.

I attend, each year, the North American Dean's Conference which last year was held in Washington D.C., and this year will be in Ottawa. I look forward to sharing with you what I learn there.

More details: I conducted 60 pastoral visits for church members, inquirers/new members, for funeral planning, and pre-marital counseling, and for those I had never met before but needed someone to talk to; I officiated 3 funerals, 3 burials, 5 baptisms, and 1 marriage.

I feel so honored and blessed to be part of this wonderful community. Thank you for the faith and trust you place in me every day.

In the love of Christ Jesus,

Greta +



The Conversion of St. Paul the Apostle
January 28, 2024

10:00	Worship
10:45	Short Break
10:50	Annual Meeting Opening Prayer
10:53	Approval of the minutes of the 2023 Annual Meeting
10:55	Election of Vestry and Diocesan Delegates/Alternates <i>Marley Skiff, Senior Warden</i>
11:00	Treasurer & Trustee's Report <i>Peter Jones, Treasurer</i>
11:10	Canon for Adult Formation's Report <i>The Reverend Canon Dr. Robert Leopold, Canon for Ault Formation</i>
11:15	Cathedral Square Corporation Report <i>Kim Fitzgerald, CEO, Cathedral Square Corporation</i>
11:25	Dean's Address, Thanks, Recognitions & Appointments <i>The Very Reverend Greta Getlein, Dean & Rector</i>
11:35	Parish Conversations
11:55	Commissioning and Affirmation of Wardens and Vestry Members <i>The Very Reverend Greta Getlein, Dean & Rector</i>
12:00	Closing Prayer & Hymn

NOMINEES FOR ELECTION AT THE 2024 ANNUAL MEETING

Presenting this year's slate of nominees:

For Vestry (Term 2024-2027)



Buffy Cafilisch

Thank you for the invitation to serve a second term as a part of the Vestry. I joined St. Paul's in November 2016. There is so much I love about St. Paul's beyond the soul-nurturing sacred music and services that first attracted me and still anchor me. I am deeply grateful to be part of a church community in which the respect and gratitude of members of the church for each other, their shared faith, continued spiritual searching and active outreach to support the needs of the broader community are all so central to the church's mission.

I have enjoyed being a part of St. Paul's wreath project for the past several years and participating on the planning committee for the 50th anniversary celebration in 2023. Working as a part of the Vestry for the past three years has given me a much deeper understanding of all that it takes to keep our *spiritual* church, our *community* church, our *physical* church functioning well. I look forward to helping on the Vestry for three more years in which St. Paul's will, among many other important things, recruit a new music director to maintain and grow our sacred music tradition, open up our building to more use by the community and strive to make our building more ADA compliant, and make our building more energy efficient in financially responsible ways. Many of these undertakings will need participation from not just the Vestry but many other people. As a Vestry member, I look forward to your input and your time helping on projects important to you.

Peter Henne



I appreciate the nomination to serve on the vestry. My family and I began attending St. Paul's shortly after moving to Vermont from Washington, DC in 2016. We arrived with a baby and had one more since we've been here, and have really appreciated having a faith community to support us. This was especially the case once Covid lockdowns started; even over Zoom, the congregation sustained us.

Our kids are now old enough that I have some time to start giving back to St. Paul's. I have been serving as an usher and chalice minister, and would love the opportunity to contribute further. I was raised an ELCA Lutheran, but attended more

conservative churches for a time as a kid. I'd had enough of organized religion in college, until I studied the Episcopal church for a research project. I decided to try one out when I got to DC after college, and ended up getting confirmed at the National Cathedral.

I am a professor of Middle East politics at UVM, and worked in international affairs in Washington, DC. I enjoy music--I play guitar and mandolin--and also have a big collection of tabletop games.



Barrie Montross

When John and I moved to Burlington in 2014, we began our quest to find a new church community. Our first stop was St Paul's. It was a good fit right from the start. It happened to be Start Up Sunday, and we were impressed with St Paul's activity offerings, the clergy, the liturgy, and the music.

During the past nine years, I first joined the Welcoming Committee (formerly the Community Cluster Committee). Making people feel welcome at St. Paul's was an important part of my ministry. Soon I joined the Flower Guild and began making floral arrangements. Next, I became a lay reader to participate in the liturgy more personally. John and I promoted the Silent Auction--the first two years under the leadership of Ernie Hathaway and the third year on our own. We were committed to help provide funding for St Paul's Outreach programs. As part of the Wreath Project, I made bows and handled a glue gun to add pinecone arrangements to the wreaths as part of a fund raiser for Social Justice. In 2020 when the pandemic forced us to no longer gather to worship in person, I joined the Pastoral Care committee. Its mission was to reach out to members of our community and provide resources where needed. My experiences in these activities have given me insight into the workings and the objectives of the parish.

When Betsy Beaulieu and Lee Williams moved to CT in 2021, Betsy left a vacant seat on the Vestry, I offered to fill the remainder of her term. After serving the last two years, I would like to continue as a member of the Vestry. My focus is to contribute in a meaningful way during these challenging times as we chart our course to be an active urban cathedral.

My professional background is in dental hygiene education as a professor emerita at Hudson Valley Community College in Troy, NY. Since relocating to Burlington, I have held executive positions in several non-profit organizations.

2024 Diocesan Convention Delegates – Nominees

Bill Anderson

Noma Anderson

Barrie Montross, *Vestry Liaison*

2024 Diocesan Convention Alternates – Nominees

Gerald Davis

Karin Davis

Kenzo An, *Vestry Alternate*



Cathedral Church of St. Paul
Annual Meeting, Jan. 22, 2023

1. Opened at 11:Am
 - a. Second and vote of previous minutes: passed

2. Slate of vestry for election
 - a. Nominees:
 - i. Miriam Burns
 - ii. Karl Fandrich
 - iii. Marly Skiff
 - b. Approve new members: passed

3. Diocesan delegates for 2023:
 - a. Bill and Noma Anderson, Barrie Montross
 - b. Backup: Gerry and Karen Davis and Kenzo An
 - c. motioned, seconded, passed

4. Appointments and acknowledgments
 - a. Retiring senior warden: Tom Rees
 - b. Retiring clerk of the vestry: Alice Winn
 - c. Retiring director of youth group: Marty Churchill
 - d. Retiring vestry member: Suki Rubin
 - e. Continuing as treasurer: Peter Jones
 - f. New senior warden: Marley Skiff
 - g. New clerk of the vestry: Shannon Williamson

5. Treasurer's report:
 - a. Highlights of 2022:
 - i. Financial oversight of expenses and income kept on budget
 - ii. Endowment dropped but not as much as expected
 - iii. Donated over \$30k to various charities
 - b. 2023: Hope for growth
 - i. New budget is "mostly flat" with 3% increase for staff
 - c. New dean's arrival means that we can move on to the next big thing
 - d. Acknowledgements of help of vestry members, Barb Comeau, and balance of cathedral staff

6. Cathedral Square 2022 update – Kim Fitzgerald
 - a. New community in South Hero
 - i. Homes filled, with 100+ waitlist
 - ii. Working with Cider, which delivers meals etc.

- b. Whitney Hill renovation completed
 - c. SASH:
 - i. Good bit of growth; increased 3 panels up to 5700 people
 - ii. Partnered with BCBS VT for Medicare coverage
 - iii. Expansion into Rhode Island
 - iv. Pilot SASH for all pioneered in Brattleboro
 - (1) Funded through Sen. Sanders
 - v. Expansion of SASH mental health services
 - d. HUD home modifications for Jericho, Richmond, Huntington:
 - i. 38 home modifications in 2022 with plan for 43 in 2023
 - ii. At end of grant period (3 yrs): over 100 homes
 - e. Launch of Allenbrook capital campaign for mental health/dementia assisted living service at Memory Care at Allenbrook to raise \$1 million. Raised \$900,000+ with \$82k left to pay off debt
 - i. Thanks to CCSP for \$1k gift
7. Greta's remarks
- a. Need to be ok with "flying by the seat of our pants"
 - i. New things, e.g. Grace remotely streaming from FL
 - ii. Changing things as we go is important, esp. during and in the wake of the pandemic. Faith as the most important component of this, as it was for the disciples.
 - iii. Faith of congregation necessary for success of new ventures and ways of doing things
 - iv. Need to work on repairs to the building
 - v. Wide variety of important ministries
 - (1) Youth group needs
 - (2) Need to find a way to increase ways to participate in these ministries
 - vi. Vestry brainstorm for ways to save on costs and increase income
 - (1) All ideas discussed, no matter how chancy
 - vii. Brainstorm period during meeting on three topics:
 - (1) Income growth to make cathedral in compliance with ADA
 - (2) Expense savings
 - (3) Improving communication
 - (4) Invitation to always submit other ideas in these areas
8. Commissioning of new vestry
9. Recognition of participants of various ministries and everyone else!!
10. Meeting conclusion 12:13pm

Respectfully submitted,
Shannon Williamson, *Clerk*

Senior Warden Marley Skiff



I am always energized when I come into St. Paul's. We have so many engaged parishioners who are ready and willing to dive in and help do whatever needs to be done. We have an active Morning Prayer/Compline group, Church School, a restarted Adult Forum to name a few. The vestry has been working through Burlington 2030 issues to make our building more energy efficient as best we can. We are reaching out more into the community around us with our weekly Vigil, renting out our building to community groups who need space. In this way we are slowly living into what it means to be a Cathedral.

2023 has been a wonderful moment for St. Paul's. We celebrated 50 years in our "new" building. The memory room was an overwhelming success showing our history. Thank you to Debbie Galbraith and others who donated items to be shared. We also celebrated with some former Deans at a forum to talk about the past and where we could go in the future. There was an organ recital with former St. Paul's organist Tom Strickland. The celebration committee did itself proud with a wonderful reception in the Parish Hall. There were lights, cafe tables beautifully decorated, and Hors-d'oeuvres. It was a splendid way to bring together new and old parishioners to celebrate. Thank you again to all who helped with that event.

Some building projects finally were completed. The under balcony outside the parish hall, kitchen and office area were finished. A shout out to the Buildings and Grounds committee for the fence redesign for the Memorial Garden. Plans are being worked on to see what it would cost to heat the kitchen, renovate the bathrooms to be more ADA accessible, and to replace the aging heating system for the Parish Hall and undercroft areas. None of this could be done without the support of many volunteers and our ability to find funds to pay for them.

It was with much sorrow that we said goodbye to Mark and Sarah Howe. They will be missed but the music program will continue! A committee to do a search will be formed after a job description is written. It is hoped that we will have an organist/choir master in place by the end of the summer 2024.

Finally the best news! We are growing in numbers! There are more families coming to St. Paul's and we will need another Sunday School teacher in the fall. YouTube continues to serve those of us who cannot attend church in person. As a Vestry we are hoping to be more communicative as to needs of the Parish as a whole in the coming year. STAY TUNED!



Junior Warden

Karl Fandrich, Junior Warden and Chair of Building and Grounds Committee



It has been a privilege to serve as Junior Warden this past year! I had already been a part of the Buildings and Grounds committee and worked closely with the previous Junior Warden, Marley Skiff, on a variety of projects. I would like to thank Marley for her work and for her continuing presence on the committee!

I'd also like to thank the other members of the Buildings and Grounds: John Montross, Frank Guillot, Jim Sears, Gerald Veins, Robert Wright, Alice Winn and Courtney Noyes. Alice has recently stepped off the committee to join the Vestry. We thank her for her work on the memorial garden and wish her well

on Vestry! I'd also like to welcome Courtney to the committee. We appreciate her enthusiasm for the grounds and look forward to her work in the new growing season!

It's important to note that the Buildings and Grounds committee is a dedicated group of folks who dig in and take an active role on work around the cathedral. They often show up with tools and make sure the works gets done. Their ongoing efforts have been essential to keeping our building going. Please share a word of thanks when you see them around!

Several projects were completed this past year. A major exterior repair project was completed on the south and west sides of the office wing which included replacement of soffit panels and rotten wood framing, repair of the roof drains, installation of additional insulation, replacement of exterior lighting, and sealing of the elevated concrete walkways. A project for the memorial garden included reworking and augmenting the fence and gate to complete a full-height barrier around the garden. A kitchen make-over was completed to gain health department approval. This project saw the replacement of most equipment including installation of a new, high-speed dishwasher, a new refrigerator, new sinks and a grease trap. The project also included associated plumbing and electrical work and repair of floors and walls.



Planning continues for the replacement of HVAC equipment in the lower level and a variety of ADA accessibility related projects including restroom renovations, parking lot modifications, door modifications, and a ramp at the lower entrance. Buildings and Grounds continues to work closely with the 2030 group on planning energy upgrade projects including the possibility of installing a building energy management system, roof-mounted solar

panels, additional insulation, door and window replacement, and the possible installation of EV charging equipment. While recent repairs have kept our fire alarm system in working order, the entire system will need to be replaced when feasible.

We celebrated the 50th anniversary of our building in 2023. While there is certainly much about the building to celebrate, there is plenty of work to do to keep it in working order and ensure it continues to meet the needs of our community both now and in the future.



Cannon for Adult Formation's Report

Robert K. Leopold

Since joining you in ministry, other friends have asked me how things are serving at the “big church,” and I have found myself sharing the image of St. Paul’s Cathedral as a fast-moving train: the best thing to do is just hang on! Since my arrival on October first, I have done my best to keep up with everything that goes on in and through this place. As part of the collaborative staff, and as one of your priests, I am coming to understand a portion of the cathedral’s role in the community and beyond as I engage in the life of this vibrant congregation.

Part of my ministry here is the formation of adults. Adult Forums on Sunday mornings are going exceptionally well. The downstairs tables are often full as we walk through such topics as: Mystery, Symbol, Sacraments, the Church Year, and the Book of Common Prayer 1979. Discussing these topics together provides fresh perspective. A longtime Episcopalian shared that she routinely thinks: “I never knew that.” I seek that sense of wonder and I am excited to see how we might share even more next year.

I also serve St. Paul’s in worship in presiding and preaching. You may have noticed my sermons often feature a strong teaching component. I strive to share insights about Jesus, the Church, or ways we might think about God. This works in tandem with the ways liturgical worship forms us to follow Jesus, thus moving our understanding from our head to our heart and our hands.



My final role in this call to St. Paul’s is working to foster an active young adults group. I began this work by getting to know people who fit the admittedly nebulous range of 18 (out of high school) to 40-ish. I push the upper limit of “Young Adult,” but I have worked with them long enough, I still feel safe in this space. At St. Paul’s, we have identified the presence of older (30s & 40s) and younger (20s & 30s) young adults.

We are not ready for two separate young adult tracks, but the expressed needs are different for the two groups. For instance, if we want the older young adults to participate in an event, we must provide child care. Thanks to the graciousness of other parishioners, we have been able to do just that at the fantastic Young Adult Holiday party. Thank you to those folks and to any young adult supporters.

As long as I am thanking some, please let me extend that thank you to all who read these words. I appreciate your calling me to serve in these ways. Despite my short time here, I have glimpsed your faithfulness, your acceptance, and your gracious spirit. Thank you for all of those things and for all you do.

In Christ's Peace,
Bobby+



Cathedral Deacon & Diocesan Archdeacon's Report Stannard Baker



As Cathedral Deacon, and Diocese of Vermont Archdeacon, my work falls into several areas:

1. Cathedral Church of St. Paul
2. Diocese of Vermont
3. Province One
4. The Episcopal Church

At the Cathedral level - in addition to my liturgical role: assisting at the altar, proclaiming the Gospel, bidding prayers and confession, and dismissing - I also preach monthly, or so, and find this a deep and important spiritual exercise. Other areas of interest and leadership for me in our Cathedral parish are: 1) Staff liaison to our Vermont Interfaith Action (VIA), Local Organizing Ministry (LOM); 2) Facilitator for our Cathedral Pastoral Care Team; 3) Staff liaison to the Jubilee Social Justice Committee. (See descriptions of all three of these elsewhere in the Annual Report.) I am also a cheer leader for Sunday school.

My role as Archdeacon for the diocese involves expanding understanding of and interest in the diaconate, as well as helping people discerning the diaconate along their path to ordination. On the diocesan level, I am a Safe Church Coordinator, and I am also liaison between the Committee on Ministry and the Standing Committee, on which I serve. 2023 saw the implementation of the structural changes rising from the THRIVE process. Some necessary and helpful tweaks were made at diocesan convention in the fall. The leadership of the diocese, along with Bishop Shannon, participated in a Mission Leadership Review (aka, Mutual Ministry Review), which was summarized at diocesan convention, and will be shared with all in the diocese this winter.

On the Province One (the Episcopal Church in New England) level, I continue in my role on the Advisory Council for the Province One School for Deacons. On a related note, our own Susan McMillan, a graduate of the School for Deacons, was ordained here at the Cathedral in December. I welcome her, now the Revd Susan McMillan, to the Sacred Order of Deacons, and will delight in watching her carry out her diaconal mission and ministry.

On the wider church level – called by many the “National Church,” (but really The Multi-national Churchⁱ) – or as I sometimes say, “the Big Church,” or just “The Episcopal Church” (TEC) – I have a couple of roles. The 2023 year was my second-to-last year as a member of the Standing Commission on Liturgy and Music, a committee for which I have served as secretary for the past three years. I am the only vocational deacon member of the Commission. It has been, not only very

interesting to help shape our liturgical resources, but an honor and privilege. This triennium (three-year cycle), interrupted by the pandemic, has seen powerful work by the group's subcommittee on Liturgical Music. Look for some new resources to emerge soon.

I am also a six-time deputy to general convention, which will take place in Louisville, KY, this coming summer. Both Dean Greta and I are deputies and will report back to you on issues and resolutions coming before the convention. She and I are members of the House of Deputies, with representatives from every diocese in TEC, equally divided between lay and clergy deputies. The other house of church governance is the House of Bishops. Legislation must be approved by both houses. I worked hard – along with a few others – on a resolution titled: *Working for equity, support, and protection of all LGBTQIA+ Anglicans*, which was heavily amended (unfortunately in my view) at our Diocesan Convention. We had three online meetings during the 2023 year: in the first we heard from one of the documentarians who made *Voice of Witness Africa*; the second was hearing from several bishops about their views, and the third to craft a combined resolution.



Perhaps the most fun, rewarding, and also hardest piece of work for me in 2023 was chairing the 50th Anniversary Committee, that coordinated the weekend of festivities – November 9 – 11 - celebrating the consecration of our “new” Cathedral building, which took place on the same November weekend in 1973. The amazing committee members were: Gretchen Galbraith, Buffy Caflisch, Ann Guillot, Maureen Rees, Tom Rees, and Pamela Van de Graaf. The festivities included: 1) a 50th anniversary organ concert;

2) a panel of past Cathedral clergy, facilitated by Bishop Shannon, and hosted by me. Participants in the panel were; Deans Ken Poppe and Greta Getlein, Revd Tanya Wallace, the VR Diane Nancekevill, Archdeacon Catherine Cooke; 3) a festive reception, and 4) a festive Eucharist on Sunday, at which the President of the House of Deputies, Julia Ayala Harris preached. In addition, the weekend included a memory room with artifacts from the old Cathedral, the fire, and many historical moments in our Cathedral life. I am profoundly grateful to the members of our committee and to everyone who works, worships, or is connected to our faith community in any way. May the year ahead bring many blessings.

¹ The Episcopal Church includes all the United States but also 22 additional countries, most Spanish speaking, plus the Episcopal Church in Europe. All proceedings of the General Convention of the Episcopal Church are interpreted and/or translated into Spanish, and – as needed – French and Haitian Creole.

Cathedral Deacon & Diocesan Liaison's Report **Susan McMillan**

I was ordained at the Cathedral on December 9 to the permanent/vocational diaconate. What a beautiful day on a great journey that officially began for me in spring of 2019. While it made for a very busy few years of discernment and preparation, I thoroughly enjoyed and benefited from the entire process.

Bishop Shannon has assigned me to be the diocesan liaison to Vermont Interfaith Action. VIA's mission is to create solutions to systemic issues that prevent our most vulnerable citizens from enjoying the quality of life God intends for us all. VIA is involved in affordable housing, chronic homelessness, corrections reform, immigration reform, and racial justice issues.

This is a new position and will evolve as we figure out exactly what it means. Our goal is for me to get around the diocese and encourage parishes to contemplate their role in community/faith rooted organizing, the work of VIA, and how the church might get more deeply involved in the communities we live in. I suspect I will split my time between traveling and serving at the Cathedral and I'm looking forward to all of it.



Interim Director of Music David Neiweem

I write this report having taken up my responsibility as interim music director on December 1 of 2023. The friendship I have enjoyed with the Cathedral, however, is long and cherished and goes back over 40 years. It is based on relationships with many of you, singing together here and elsewhere. I've known Cathedral musicians going back to Herbert Austin, including James Chapman, Thomas Strickland, John Henzel and Mark Howe. It is a distinct privilege to maintain the music program for you during this interim period as you search for your next pastoral musician.

During this past Advent, my responsibility was to see you through the liturgies that build our spiritual vocabulary to understand the mysteries of the seasons. All of Advent and the first two Sundays of Christmas took place in December. Action packed!

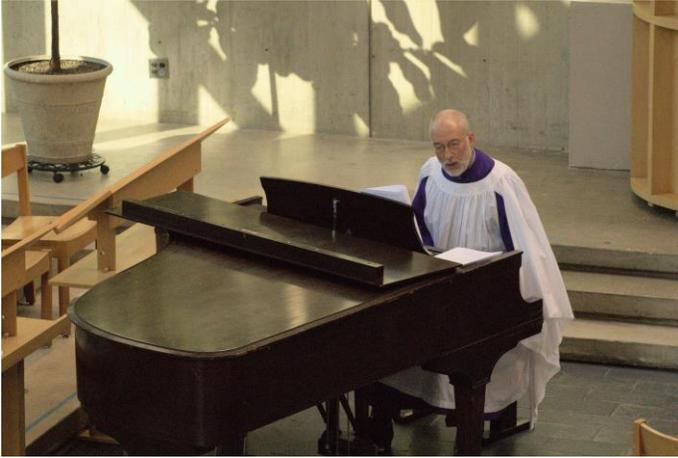
I want to thank everyone who has welcomed me to this role. Your rich and varied program was maintained for two decades by Canon Precentor and Music Director Mark Howe, whose report follows this brief introduction. The vows you spoke to each other at his last service bespeak the love you hold for each other and tell how God knits us together through our work in the earthly garden. Through his work, Mark created a "heavenly banquet" of music, old and new, joyful and sorrowful. Together, you articulated in the Cathedral community a glimpse of the divine that nurtured your minds and souls.

Recalling times working in other denominations, I would like to close with a prayer used at the United Methodist Church, representative of the work of all must do as we come together to discern this world, given to us in trust.

By your Spirit make us one with Christ, one with each other, and one in ministry to all the world, until Christ comes in final victory and we feast at his heavenly banquet. Through your Son Jesus Christ, with the Holy Spirit in your holy church, all honor and glory is yours, almighty Father, now and forever. Amen.



Canon Precentor and Director of Music Mark Howe



By the time this report is published, I will have been retired for nearly two months, but I am writing it on November 30, my last day as Director of Music and Canon Precentor at St. Paul's Cathedral.

In the spring, the Canterbury Ensemble said farewell to Nelly Johnson and Rosie Brown, each of whom graduated from high school. In the fall, the Treble Choir added to its ranks a Novice, Joanna Henne. Henley Baker began working as my capable assistant, working with the Trebles for one of their weekly practices. The Adult Choir welcomed

Judy Contompasis and Marty French to the alto section, and Doug Adcock to the tenors.

In 2023, A. David Moore completed the work on the organ that had been underway for a couple of years – releathering schwimmers, replacing the tremolo, and shoring up some of the case that had grown dry and frail.

In October, the Adult Choir, together with choirs from St. James', Woodstock, St. Mary's, Northfield, and Christ Church, Montpelier, sang Evensong in the nave for the first time since before the Covid-19 pandemic. It was a glorious occasion, and in welcoming these choirs from other parishes in the diocese it reinforced our role as the Cathedral.

November's Fiftieth anniversary celebrations included a terrific organ program played by my distinguished predecessor Tom Strickland and Lynnette Combs of Christ Church in Montpelier. The choirs shone forth on Sunday, November 12, singing Roland Martin's *The Altar* with great heart and commitment.

Ann Guillot will have reported elsewhere on the activities of Cathedral Arts; I have served on the Cathedral Arts Committee under Ann's expert leadership, and it has been gratifying to see it go from strength to strength – especially after the challenges imposed by Covid-19.

The hearing loss that occasions my retirement is an unwelcome development in my life; but I do not despair, and I trust that, as the Rev. John Robinson said of the departing



Mayflower pilgrims in 1619, "the Lord hath more truth yet to break forth out of his holy word." As I move into this next stage in my life, I have an abiding gratitude for my time here at St. Paul's Cathedral. I will particularly miss working with young singers. Over my 24 years here, I have learned so much from them and have admired their growth and musicality. Also important has been the work of the Adult Choir: a harder-working and more dedicated ensemble would be difficult to find. Playing the Cathedral's organ has been my joy, and I can hardly imagine life away from this steadfast companion in music-making. Finally, I leave behind me a team of superb colleagues: Greta, Stan, Bob, Jennifer, Barb, Katie, and Ian bring a rich array of gifts to this community. I have no doubt that David Neiweem as interim music director, and my successor (whoever that may be), will take joy in working on such an effective, loving, and capable staff.

I will close with a prayer, adapted from the Blessing of Singers, decreed by the Fourth Council of Carthage (ca. 350-410):

Bless, O Lord, us your servants who minister in your temple. Grant that what we sing with our lips we may believe in our hearts, and what we believe in our hearts we may show forth in our lives, to the honor and glory of your Name. Through Jesus Christ our Lord.

— Mark Howe *Canon Precentor and Director of Music*



Administrator's Report Jennifer Sumner

Together with my colleagues, volunteers, and the support of the St. Paul's community, the Cathedral office was able to ensure that St. Paul's remained a safe and welcoming place to worship, volunteer, study, and work during 2023.

Building Maintenance



Over the past year, we have worked to perform regular scheduled maintenance on the building and grounds, and in 2023 we were able to repair and install heat sensors for our fire safety system throughout the building, have the HVAC ductwork cleaned and drained of standing water, and service and maintain our carpets, windows, moveable walls and lighting in the furnace room above the sacristy.

Community Outreach

We found many ways to strengthen our connections with our community. Once again this year we renewed our relationships with the downtown Burlington High School and Burlington Technical Center, offering them emergency evacuation space. We also partnered with a local business networking group, a grief counseling group, and NAMI to offer space for their meetings. We continue to work with Christ Church Presbyterian to offer them worship space, and - new this year - a professional baker who is using the updated kitchen in the Parish Hall.

Communications

Digital communications like *eNews* and *eSpirit* have continued to go out regularly. Announcement sheets are composed and printed for the bulletins each week. The website remains a source for photos, live streams, service bulletins, schedule updates, wreath orders, Cathedral Arts concert information, news items featuring St. Paul's and parishioners, and online donations.

Gratitude

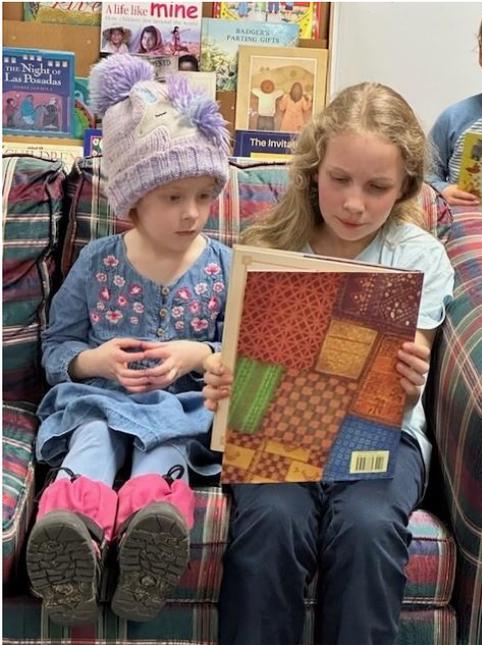
I'm so grateful for our regular office volunteers who sort, fold, answer questions, take on odd tasks, and make the office a more enjoyable place to be. In particular, thanks to Adam Skiff, Peter Frechette, Alice Van Buren, and John Grinnell. Without the generous donation of time and talent of these individuals, the Cathedral would not be the vibrant place that it is. Thank you!

Many thanks also to the clergy and staff of the Cathedral: Greta, Stan, Bob, David, Barb, Katie and Ian. I am very grateful for your knowledge and support.

Church School Katie Gonyaw

In 2021 on my first day of Sunday School- I welcomed two children. By the end of the year we had eight children with five attending regularly. (The core group as they like to call themselves.)

Fast forward to December 17, 2023 when we had 15 children in attendance at Sunday School. (We have the potential of 20 on any given Sunday.). On the 17th, we were in small groups scattered around our new classroom working on different projects. We were fortunate to have two energetic volunteers along with Richie Amerson, our classroom assistant, to manage the younger children while three of the older kids reviewed the Christmas Pageant that they helped to write. The classroom was buzzing with activity.



Our education program continues to grow. To accommodate that growth, we have relocated our classroom to the undercroft and enjoy the space and the windows. The children set up the classroom to include a reading area along with different spaces for activities. We are all aware this space is a gift. It especially helps to accommodate the different needs of a multi age classroom and the children who attend each week.

Our programming each week generally includes rereading a lesson or the Gospel from the service and discussing it while we eat snack. Afterwards, we have an activity for those who want to participate. Others set up their own activity or play. When we are able, we get outside to stretch our legs. This can only happen after the rose garden is checked for trash and other hazards.

The children tell me they enjoy their time at Sunday School. "It's two thumbs up," one of them mentioned. The new classroom space is great with lots of windows and space. In their opinion it is quieter too.

I asked them to reflect upon some of their favorite accomplishments and projects. They mentioned their recent participation in the Christmas Eve service. Another discussion was about their pride in last year's collage "Alleluia" banner that hangs along the wall of the classroom. They described sections of collage they provided for the banner and how they created it. Finally, they enjoy their friends both new and old.

When I started at St Paul's my hope was that I could guide children in learning about God and the role God plays in our lives. I hoped they would feel a sense of belonging in our church community. As their participation grows in the church- whether as choir participants, as acolyte, during

offering and communion, and in presentations of art and banners- it is evident they feel the congregations support and that they are a part of the community.

I am thankful to have the opportunity to work with the children. Watching them grow in their comfort and confidence as members of our congregation is a pleasure. I look forward to seeing what is next for this amazing group of children.



Property Steward Adam Skiff

Well this year at the Cathedral had been sometimes trying but for the most part it has been rewarding. First of all, I want to thank the Vestry for electing me to be a part of the Church staff. Second of all I also want to thank all of you for being so supportive of my work each and every week.

The work I have been doing is taking care of our friends who have been sleeping around the church, doing odd jobs for our Dean, and chair moving. It has been a pleasure and an honor to do these things each and every week.



Board of Trustees **Bert Cicchetti, Chair**

The Board of Trustees oversees the Cathedral's Parish Trust which is the Cathedral's endowment plus several other designated funds. In 2023 the Board authorized the distribution from the Parish's Trust of up to \$108,658 to the Cathedral's operating budget for the Cathedral's yearly programs and operations. That sum represented a 4% distribution which is consistent with the Board's goal since 2017 to maintain a distribution rate between 3.5% and 4% in order to preserve and grow the endowment. For 2024 the Board has authorized a distribution of up to 4 % for the Cathedral's operating budget \$110,070.

Given the board's conservative investment approach the Parish Trust, after disbursements, is presently \$2,725,602 which represents a gain of \$178,089 from this time last year.

My continued appreciation for the dedicated service of the Trustees to the Board: Lisa Schnell, Chris Davis, Peter Jones, Ann Guillot, John Montross, Keith Pillsbury, Marley Skiff and especially to Barbara Comeau the Cathedral's Financial Administrator and of course our Dean and Rector Greta Getlein. Thanks to their considerable efforts, the Cathedral's endowment continues to remain stable and thus capable of assisting with the overall successful financial management of the Cathedral and to fund the many important ministries of the Cathedral.



Treasurer's Report for 2023 and Budget for 2024

Peter Jones



What a year 2023 has been! Another year of challenge, change and growth. Though it has been nothing that we have not been able to figure out.

The budget we approved in December 2022 has again been successful. Proof that we have a good system for operating within our budget. The strong participation by the Dean, the Financial Administrator, the Vestry, and the Trustees have ensured this success. In concert with our financial advisors at Hanson and Doremus, we have been able to watch our endowment grow as we continue to manage all levels of these funds carefully. This will continue in 2024.

The financial highlights of 2023 include:

- 1) An audit by A. M. Peisch approved our accounting practices.
- 2) Our building saw many large maintenance projects completed, including the restoration of the west balcony and its infrastructure, the installation of a gate to keep the Memorial Garden a special place, and surprise plumbing and heating repairs.
- 3) We welcomed a Canon of Formation, a new AV/social media staff person, and a Property Steward..
- 4) Our financial advisors met with the Trustees each quarter to review the status of the endowment.
- 5) Another year of congregational support of 15-plus outreach ministries, to the tune of \$35,168

For 2024, we will increase our budget by 4%, with much of this increase to cover payroll. The goal is to keep the rest of our expenses as close to 2023 as possible. Though increased inflationary pressures lingered in 2023, we took all the measures we could to keep expenses on budget. We will do the same in 2024 to keep the Cathedral on budget.

How to generate income is the other challenge in keeping the books. There are many ways to contribute to the Cathedral, including writing checks, donating online either through a direct withdrawal from a bank account or credit card, as well as donations of stock holdings. Committing to contribute during the fall pledge campaign is the best way for us to understand what kind of a budget we can create. If there are ever any questions about this, please don't hesitate to speak to me.

For 2024, as recommended by the Trustees and approved by the Vestry, we will draw up to 4% on the endowment, an accepted level of withdrawals for not-for-profits, to fund part of our budget. Most of this past year saw a flat return on investments, but the markets ended the year with strong increases, allowing us to show growth in our endowment.

To close, I would like to thank everyone who has contributed to our financial operations. This includes our Dean, our staff, the Wardens, the Vestry, the Trustees, the Audit Committee, and ALL the members of our congregation who continue to find a way to honor their pledges and contribute in infinite ways. A list of thanks would not be complete without thanking Barbara Comeau, our Financial Administrator, for keeping our finances on course. Thank you!

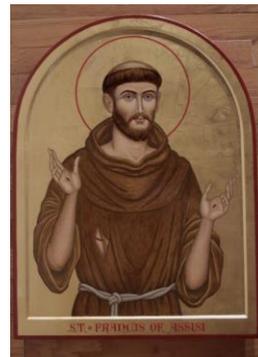
**Cathedral Church of St. Paul
Income and Expense Statement**

	2022 Actual	2023 Actual	2024 Budget
INCOME			
Contributions	331,502	313,740	308,000
Investment Income	155,573	162,732	165,638
Other/Rental Income	30,170	24,515	33,100
Reserve Funds/Misc	0	19,261	25,762
TOTAL INCOME	517,245	519,248	532,500
EXPENSES			
Personnel	314,366	309,855	330,337
Diocesan Expenses	82,751	73,715	79,478
Administrative	32,873	37,706	34,690
Building and Grounds	78,684	91,894	83,030
Departments/Committees			
Christian Formation	678	1,273	1,000
Music Program	5,021	3,529	1,500
Parish Life	1,155	508	1,000
Other Expenses		768	1,465
TOTAL EXPENSES	517,245	519,248	532,500

2024 Outreach Ministries

In 2024 our Outreach Ministries were funded by a variety of generous sources – the Cathedral’s operating budget, designated funds, designated gifts from individuals and families, honorariums, memorial gifts, and grants.

AALV Flood Relief	3,000
Burlington Dismas House	250
Committee on Temporary Shelter (COTS)	1,000
Episcopal Hospital Chaplaincy	100
Episcopal Relief and Development (ERD)	4,257
DFMS-Episcopal Church in the US	363
Joint Urban Ministry Project (JUMP)	1,000
Migrant Justice	1,500
United Thank Offering (UTO)	1,097
Vermont Community Foundation Flood Relief	3,000
Vermont Foodbank	1,000
Vermont Interfaith Action (VIA)	2,500
Wood 4 Good	250
Direct Community Support	12,601
Total 2024 Outreach	35,168



Cathedral Arts Ann Guillot

Cathedral Arts, supported by a very active crew of committee members, presented a variety of concerts through 2023. Performers included emerging young artists at the 51st Young Artists Showcase Recital; fantastic local performing groups (Vermont Choral Union and Champlain Consort); and nationally known musicians (Lake Champlain Chamber Music Festival, chamber players with Capital City Concerts and internationally known pianist Michael Arnowitt).

Concerts are a combination of free concerts and ticketed. Residents of 3 Cathedral Square have been welcomed to several of the Tuesday noon concerts with their staff assisting and free tickets for them are available to all the shows following a tradition established by Polly Beebe-Bove years ago.

We have developed a ticketing system using Seven Days Tickets. We are in the early stages of developing our own website. We publicize concerts using a large email list, as well as a FaceBook page.

In April we had a retreat during which we did some long range planning. We hope in the next couple of years to be able to expand our interactions with community groups and schools.

We were sad to say farewell to Mark Howe, who served as Co-Music Director; and we will miss his leadership tremendously.

Our team includes Caleb Pillsbury (artistic director), Vieva Grenier (publicity and ticketing), Kevin Trainor (web page development, with the able assistance of Courtney Noyes), Elaine Greenfield, Matthew Woodbury, Nancy Ellis, Tom Rees and myself.

We welcome anyone who would like to join the committee as we plan for 2024.



Jubilee Justice

Al Belluche and Miriam Burns, co-chairs

St. Paul's Jubilee Justice Committee focuses on three broad areas of social justice: anti-racism and all forms of belonging and inclusion, reducing harm to our planet, and economic justice.

There are three ways we do this:

- 1) facilitate, incubate, and enable others to learn and act in the community,
- 2) support programs for the Cathedral and beyond and,
- 3) Communicate and support actions that individuals or groups can do to support specific initiatives.

We are not the only ones in the Cathedral community involved in social justice, we are just one part of the whole. There are many acts of kindness, done by members and other ministries of the church every day. We thank everyone for their contributions throughout the year.

We started the year continuing ongoing social justice activities already in place. We continue to support activities like the Cathedral's weekly Vigils supporting Black Lives Matter, and marching in Burlington's Pride Parade. We continue to support Migrant Justice's "Milk With Dignity" program, the Joint Urban Ministry Project (JUMP), Sacred Ground series, and Cathedral Square. This year we added supporting Dismas House and additional support to our unhoused neighbors.

In March we worked with the staff learning more about the relationship of the global Anglican Church through forums on the lives of LGBTQ persons living in Africa where homosexuality is considered illegal. Sylvia Knight, Ann Boyd, and Tonita Branan conducted two Adult Education presentations on the book by Cynthia Moe-Lobeda, *Resisting Structural Evil*. In April we recognized Earth Day during the April 23rd services. On October 29th Sylvia Knight and Kat Moody from the Chittenden Solid Waste District hosted an Adult Forum highlighting current best practices of recycling and composting. Two resolutions were presented to the diocesan convention, one on LGBTQIA+ Anglicans and the other on the use of pesticides in the Vermont Episcopal diocese.

Throughout the year, the committee informed the Cathedral family of local actions that would have a positive impact. Some of these included:

- encouraging Hannaford Supermarkets to join Migrant Justice's Milk with Dignity Campaign
- VIA door to door survey about local attitudes towards public safety
- Pride Week activities
- Food Justice
- Racism in Housing

We Look forward to continuing our work in 2024. There will always be work to be done towards becoming God's Beloved Community. We thank our Cathedral family for the many things every one of us continues to do to advance justice in our world.

To learn more about how you can get involved in social justice outreach at St. Paul's, please contact Jennifer in the Cathedral office at admin@stpaulscathedralvt.org.

Summary of Corrections Reform work of the St. Paul's, Vermont Interfaith Action (VIA), Local Organizing Ministry (LOM).

Over the past six years, Vermont Interfaith Action (VIA) has actively engaged in Corrections Reform through its Local Organizing Ministry (LOM). What initially began as a group from the Cathedral Church of St. Paul in Burlington has now evolved into a collaborative effort with leaders from various faith communities, including Christ Church Presbyterian in Burlington, Church of the Good Shepherd in Barre, All Souls Interfaith Gathering in Shelburne, and Good Shepherd Lutheran in Jericho. The primary focus of VIA's Corrections Reform LOM has recently shifted towards advocating for change within the Chittenden Regional Correction Facility (CRCF) in South Burlington, specifically addressing the needs of incarcerated women.

The organization has undertaken extensive research, collaborating with key stakeholders such as the Department of Corrections (DOC). This includes interactions with multiple DOC Commissioners, CRCF staff, service providers, non-profit groups, state employees' labor union representatives, legislators, and personnel from the Maine DOC. Additionally, VIA has hosted three public meetings to present their findings and garner commitments from legislators and government officials for necessary reforms.

These concerted efforts have yielded positive outcomes, with the DOC moving towards adopting more humane and restorative models of incarceration. Enhancements in job skills training, connections to employers, release preparation, housing access, improvements in professional standards for corrections officers have been achieved, and we also achieved reinstatement of the position of Director of Women and Family Services and improved professional standards and trauma-informed training for corrections officers. However, VIA acknowledges that the pace and extent of these changes are still insufficient.

Commissioner Nicholas Deml, has expressed commitment to progressive ideals and highlighted a dedication to treating staff and incarcerated individuals with dignity and respect. Despite these assurances, VIA encountered challenges in obtaining a meeting with Commissioner Deml. When they finally met in February 2022, he acknowledged concerns raised in a recent survey of Springfield prisons, emphasizing the alarming mental health findings, including high rates of suicide ideation among staff and incarcerated individuals.

Commissioner Deml and the governor are committed to addressing the challenges identified in the survey. Immediate steps include the creation of "innovation councils" to involve staff and incarcerated individuals in identifying solutions. Despite these promising initiatives, VIA's ongoing research meetings with various stakeholders paint a complex picture of the state of Vermont's corrections system.

Thanks to VIA involvement, initiatives to improve the environment for incarcerated women were implemented. Conversely, a meeting with Steve Howard, Executive Director of the Vermont State Employees Union, highlighted a "humanitarian crisis" for Corrections Officers, with rampant resignations, low starting salaries, and severe physical and mental health challenges.

VIA acknowledges the conflicting information and the slow pace of change but remains committed to their organizing methodology. They aim for transformative change, advocating for better working conditions for corrections officers, adequate funding for rehabilitative services, and a thorough examination of new facilities' advantages and disadvantages.

In conclusion, VIA remains steadfast in its pursuit of substantive systemic change within the corrections system, recognizing the challenges but pressing forward with concrete plans and a commitment to address critical issues affecting both staff and incarcerated individuals.



St. Paul's Flower Guild Maureen Rees



It is now day five of the twelve of Christmas, and still no sign of the Bing Crosby promised White Christmas. A week of this weather and we are feeling drawn to be back in our festively donned Cathedral where greens, trees, sparkling lights, poinsettias, glistening dossal, a wall of "candlelight," surround our familiar open table of celebration and community sharing, the spirit and love of Jesus. Indeed, from within this Cathedral we know the rich comfort of being home for Christmas. As in those Christmas letters we enjoy from family and friends, far and near, I'll try to recap our year as the current CCSP Flower Guild.

Last January, as we will again this year, the nave is transitioned from festooned garlands and trees to a quiet but colorful array of greens and amaryllis. The plants produce such splendor against the natural pine and cedar. Each week a little different color, simple yet majestic. Planting and

nurturing these begin in a staggered pattern so that they don't all blossom at once. Some years we are more successful than others in extending this effort to last throughout the season of Epiphany. 2023 was a perfect match.

With the exception of our newest, happiest, living and growing Ficus tree at the Great Window, Lent finds us barren of flowers and greenery. The 2023 Ficus addition brings a continual and natural essence of the growth to which we aspire. This is a perfect setting for growth and blossoming as evidenced by the tree's need for several prunings already. May we follow nature's success in our individual growth and support of all God's creations.

The dawn of Easter breaks and brings forth the Glory of the Risen Lord in liturgy, song and colorful floral arrangements. Using winter forced blooming branches, potted plants, as well as fresh cut flowers the nave springs alive as He is Risen. Many from the congregation come together for this community effort on Holy Saturday. At this time we also extend, via the Pastoral Care Committee, a small fresh arrangement to be delivered on Easter Sunday to about 20 of our shut-ins. Whether with us in thought or in person, being recognized is integral to our family,

Spring and summer sunshine produce nature's finest. Though Chris Sears has had to step away from active Flower Guild assignments, she continues her generous contributions of bounty from her Fox Run Flowers in Hinesburg. Each week I am amazed at the arrangements our small crew creates in the Glory of God! The constant sun from our beautiful Great Window makes keeping the

flowers a challenge, so we have taken to sharing them, following the 11 a.m. service, with the folks at 3 Cathedral Square Assisted Living. They are very appreciative.

2023 brought the celebration of our building's 50th anniversary. It was a fun opportunity to dress up the nave for panel discussions, visitations, and a special Sunday Eucharist, as well as the parish hall for an evening social gathering. It was a warm and welcoming weekend to receive community friends from along those 50 years, including the offspring of folks who envisioned and birthed 2 Cherry Street.

Leaving our creative and talented band this year are Joan Braun and Silvia Jope. Kudos to the continuing and devoted Fran Carlson, Barrie Montross, Holly Rees and Marley Skiff.

This is also an appropriate time to submit my final Annual Report of The CCSP Flower Guild. It has been my honor and privilege to have followed the leadership and inspiration of talented, generous, faithful, and gifted predecessors Mary Tuthill, Estelle Deane, Edie Templin, Carol Walters, Alice Rouleau, Joanne Stanfield, Nancy Ellis, and most recently Pat Wheeler my mentor. I have grown in the company of angels. Thank you, ladies, for the gifts, prayers, love and laughter; you have filled my heart and I hope I might inspire another as you have me.



Pastoral Care

The Ven. Stannard Baker

Vision/purpose for the Pastoral Care Team:

The first paragraph following is *The Episcopal Dictionary* definition of Pastoral Care. And the second is our Cathedral Pastoral Care Team vision and purpose statement.

- 1) The ministry of caring is at the heart of the church's life. It may include hospital visitation, counseling, and ministries of shared presence, listening, and support. Pastoral care ... includes parish ministries of clergy and laity who respond to human need.

- 2) Our focus as members of our team is: connection, compassion, outreach, listening, healing, and bringing the presence of God through the Holy Spirit to all in need. Those we visit include people in long term care, those who are home bound for various reasons, those with acute medical conditions, those who are lonely, and those desiring companionship or connection to our faith community or to us as caring individuals.

Our cathedral pastoral care team is made up of ten members. We meet monthly throughout the year, mostly by Zoom. In our meetings our members report on their work, we engage in prayer, and in training. Team members visit with, take communion to, and offer support to parishioners who are home-bound, in care settings, or who – for other reasons – cannot come to church. Nancy Snyder and Miriam Burns continued their wonderful communion group at Genesis home, including a visit in the Genesis van to the Cathedral for a tour and to hear the organ play. Archdeacon Catherine Cooke continues her communion groups at both 3 Cathedral Square and the Converse Home. Our pastoral care also includes ministries of phone calls and note writing. In 2023 84 pastoral care visits were made.

For more information, please contact Deacon Stan Baker.



Weekly Silent Witness and Prayer Vigil Susan McMillan



We are now approaching 190 Sundays of silent witness and prayer. We began on June 7, 2020 when our community gathered by the dozens to silently witness against racism and divisiveness in our community and country. We were responding to the murder of George Floyd as it revealed, yet again, the insidious and systemic racism in this country and our criminal justice system.

We have continued to witness every Sunday. It is a simple ministry. We randomly spread out along Battery and Pearl Streets at 1 pm (noon in the summer). Our tattered signs have different messages: prayers for love and prayers against racism. At 22 minutes, the church bell rings and we kneel for about 9 minutes. This is the length of time it took for the life to be taken from Mr. Floyd. The church bell rings again and we depart. Still no speeches or homework. It is simply a time for witness and prayer.

Individuals from other faith congregations, Cathedral Square, and the community join us every week. We have never abandoned this vigil for sake of weather although we've cut it to 15 minutes on a couple of below zero afternoons.

Responses somehow feel more positive now although we know there is no large movement on the broad societal problem of racism. We still get a dose of outraged anger now and then but we ignore this. Each Sunday, we see and hear dozens of honks and waves of appreciation and approval. You can hear it in the honk! Along the way, we have collected hundreds of pounds of food for Feeding Chittenden.

When will this ministry end? The more we can publicly acknowledge the insidious existence of this problem, the sooner we might actually see the arc of history bend every so slightly towards equality and justice for our sisters and brothers of color. Please join us. We have signs to share. Come exactly as you are.

Welcome Ministry Penny Pillsbury



The theme of the year: *getting more people involved in welcome by trying a variety of ideas.* We asked different committees such as Altar Guild, Vestry, Choir, Flower Guild, etc. to bring coffee hour food for a Sunday. This helped quite a lot, but the Welcome Ministry Committee Members were stretched to cover both 9 and 11 a.m. coffee hours. Cecile and Matthew Woodbury started making coffee before the 9 a.m. service with veteran coffee hour queen Debbie Altemus stepping in occasionally. The upstairs Coffee hour location for the 5th Sunday seemed to attract more people, but changes in service times confuse parishioners. We need to keep green Newcomer cards at coffee hours. Susan Simmons tracks the reports of new folks, sends them cards, and follows up if they have questions. Many thanks to Nadine Carpenter and David Turner for keeping track of Welcome Ministry minutes!

In February Dean Greta suggested Second Sunday Suppers at 5p.m. starting in February, a good way to get to know each other. Shrove Tuesday “Pancakes” by Pam Van de Graaf, delicious as usual, were gobbled up along with Frank Guillot sausages and bacon. Most of the food was donated. No pancakes left for Lent!

Nancy Snyder suggested that the Welcome Ministry offer “Chariots to Church” to help those attend if they aren’t driving. She is still looking for drivers and riders. Get the word out.

During Holy Week we supported the Agape Meal by creating a giant food donation sign-up sheet, and gathered a furniture moving crew to truck up tables from the parish hall to the Nave. A beautiful service done quietly and simply—60 in attendance. Marshmallow “Peeps” flew out of the South Porch after both Easter services. Very fun and not one peep left over.

In April we learned of *That Cake Stand* baker Erinn Simons, renting our kitchen. In four hours, the extra crockery, glassware, etc. were moved to the vigil storage room. Shannon reorganized the kitchen closet. The kitchen appliances and Erin have improved the space, with a two-minute dishwasher and the delicious baking smells plus an occasional spare cupcake for us volunteers during the Wreath Project.



After Easter, the Welcome Ministry began to realize we needed more participation. We served coffee upstairs after summer services. July 23 traditional ALL ICE CREAM coffee hour was an immense summer treat. Thank you Shannon and Scoopers.



A couple of decades back, the “Feasts and Festivities” (predecessor of Welcome Ministry) organized five or six teams to do the fellowship work of coffee hour. Much less onerous. Teams wore red aprons when they were in charge. The small but mighty group since fall 2021 has been doing the work. Penny decided with the Welcome Ministry to bring back Red Apron Teams to include many more parishioners in Christian hospitality. Ideally one team would be responsible every five or six weeks. In October we started with Miriam Burns team. After a few months, Leah Duff, Caroline and Mark Henne and Celine and Matthew Woodbury pointed out that the 9 a.m. folks could handle the post 9 a.m. Coffee hour and not try to also do the 11 a.m. This made sense. Leah, the Henne’s and Woodbury’s get the coffee going, spread out the treats, light the candles and welcome the 9 o’clockers. The Red Apron teams of Shannon, Penny, and Miriam oversee

the 11 o’clock coffee hour. With teams, it seems that even if someone is missing, no one is stuck doing all the clean-up. We ask folks from the parish to contribute treats to coffee hour. Don’t be shy with cheese, fruit, cookies, etc.

September 10 we held a Parish Pie Potluck for upstairs coffee hour. Pies, both sweet and savory came and disappeared. Sept 17 restarted coffee hours downstairs for both services.

Several members of the Welcome Ministry have regularly served as Greeters. Special kudos to David Turner who has been a smiling face at the door, in addition to Rick Robinson, Keith Pillsbury, Susan Simmons and Nancy Snyder.

Some hints from the Welcome Ministry: always wear your smile and your name tags and introduce yourself to congregants you don’t recognize, introduce new folks to others, and keep your ears open for what a newcomer might enjoy at St Paul’s. Invite them to coffee hour or take them out for coffee. You might meet an angel!

Penny Pillsbury, Chairperson

Wreath Project Penny Pillsbury



Way back in March 2023, the Wreath Project techies Shannon Williamson, Buffy Cafilisch, Ann Guillot, Deb Altemus, Margie Schacht (plus Penny P who took minutes) converged on Zoom to consider how to improve our contacts via email. Shannon Williamson led us down the path toward an efficient communication system. We created a draft letter and Shannon tested it to find bad email addresses, the root of last year's troubles. Later she diligently called many customers to confirm their information.

Buffy expanded the wreath spreadsheet to keep track of customer orders, inventory, and tallies of wreaths requested and made by the many options offered (wreath size, bow color, coning as well as delivery timing and method). We have heard of a mail merge system that might ease the email confirmation process.

With John Montross's good idea and Jim Sears's help, we had half the garden shed to keep our wreaths cool and free of thievery. It worked very well. NEK Balsam delivered wreaths on Dec 18th. John Montross, Ann Guillot, Dave Turner, and Penny P quickly passed wreaths directly into the shed: done in 25 minutes!

Dave Turner, Penny, Ann Guillot and Fran Carlson did the plastic floor installation on 11/19. Thank heavens for duct tape and limber backs. Ann Guillot and Penny coned a couple of pre-Thanksgiving wreaths. Penny organized the tables, glue guns, and cones. After the reception for Mark and Sarah Howe (sniff!), we began our Wreath Week work in earnest with new and seasoned coners. Veterans Marley Skiff and Barrie Montross did tutorials for new coners Carol Hignite and Mary Christiaanse, plus critical basics for everyone else. Main tip: use lots of glue! Many coners made the work go quickly: Ann Guillot, Vieve Grenier, Fran Carlson, Nancy Snyder, Mary Schreiber, Chris Sears and we were gladdened by the return of coner of giant wreaths, Alice MacDonald. John Montross efficiently band-sawed many cones into florets and verticals. A look many customers loved. We are thankful to all who collected cones, nuts, and teasel for our project. Don't let the squirrels get the acorns next year!

Thanks to Fran Carlson, with Jennifer Sumner's help, who readied the mailing labels. For the first time in Wreath Project history, the shipped wreaths were sent out on Monday with Connie Quinby and Fran packing them up and Penny and Fran trucking them to Main Street FedEx. Some arrived the next day!

Truck drivers John Montross and Penny Pillsbury drove about delivering wreaths on Tuesday. We must thank Alice Winn for her delivery to some customers at Wake Robin.

Our week in the chilly parish hall was livened by the presence of Erinn Simons our Cake Stand baker who filled the hall with delicious smells and occasional tastes plus buying a wreath! Our hot lunch foodsters fed us well; we chowed down on Connie Quinby's, Miriam Burn's, Suki Rubin's and Katharine Verman's hot soups and assorted breads and treats, which kept noon times merry indeed. The bag of coffee from Margie Schacht was a lifesaver. The brie and crackers from Jean Anderson evaporated during the week. Thank you all!

David Turner, Jay Vos, Penny, and Ann Guillot removed the plastic flooring rolling it up for next year's wreath Project.

Our total earnings were over \$4,000. We sold 250 wreaths having purchased some extras that were gone by the end of Wreath Week. Our 2024 Wreath Project should benefit mightily from what we learned in 2023. Proceeds go to St. Paul's outreach ministries.

Blessings and gratitude to all who supported the Wreath Project.

Penny Pillsbury , Chairperson

with overwhelming assistance from everyone mentioned above and those who purchased wreaths to help those in our community who need help



St. Paul's Cookbook Project Penny and Keith Pillsbury

Even with only the 1939 edition of *Out of Vermont Kitchens*, the St Paul's had sales of \$1,121 in 2023. We mailed and delivered 108 books in the year. They are a HIT with tourists, almost a collector's item. The most loyal customers are Northshire Books, Stowe Book Store, Cold Hollow Cider Mill, and Phoenix Books.

We continue to tell our customers that the handsome *Vermont Kitchens Revisited* of 1992 is still out of print. We have one generous parishioner offering us \$5,000 for reprinting. But we hope there might be a couple more donors who could make a reprint happen. My copy of *Vermont Kitchen Revisited* is besmirched due to its constant use! Not only were the recipes unfailingly good, but Margaret Parlour's watercolors and drawings make it a treat to read. We feel our excellent Cathedral cooks past and present deserve their work to be enjoyed by many.

Keith and Penny Pillsbury

Cycle of Prayer

The Ven. Catherine Cooke, Archdeacon

The Cycle of Prayer group is a small number of parishioners and friends who offer daily intercessions for the ill and those with special needs, for needs of the parish and the diocese, and needs of our community and the world.

Putting into words the prayers that God is already praying within us. It was initially patterned on the Cycle of Prayer that was set up just after the Second World War as part of Coventry Cathedral's Cross of Nails reconciliation ministry, after Coventry and its cathedral were heavily bombed. It has been part of the Cathedral Church of St. Paul for over 40 years.

Most recently we have been meeting on the first Tuesday of the month at noon to pray together and update the prayer list, which we have been fortunate to do a few times this year. The months that we have felt that it may not have been prudent to meet in person we updated our prayer list by computer. At our in-person meetings we reflect on the readings from *Day by Day* and often share some event or reading from the past month that has had a spiritual significance for us.

Through our discussions we have gained a deeper understanding of each other, and the unique ways God is speaking to us. We have also had the opportunity to look more in depth at some issues and difficult situations in the world. Knowing that the needs of our world are infinite, we feel, even though our prayers can't cover every situation and person we are sharing God's love in the best way we can.

We are always open to new membership and would love to have you join us. If you are unable to attend meetings, but would like to participate in this ministry of intercessory prayer, we will provide an updated list each month. Names of people or concerns to be prayed for can be left in the church office.



House Church Karl Fandrich

House Church is a small, scripture-discussion group that meets Monday evenings at 6:30 p.m. via Zoom to discuss the readings for the upcoming Sunday.

The group started during the 2022 Lenten season and has continued to meet on a fairly regular basis. Given the varying backgrounds and perspectives of those in attendance, the discussions have been wide ranging and engaging! We always seem to learn something new! Anyone who would like to join us is welcome. Please send an email to the Cathedral office to be connected with the group.



Sacristan and Archivist Alice Van Buren



Due to the previous years of organization and record keeping of the archives, requests for research were successfully completed especially for the material display of the 50th anniversary of the new Cathedral building.

In order to keep the archives up to date, the archivist respectfully requests donations of any materials pertaining to the Cathedral from individual parishioners.

Respectfully submitted,

Alice VanBuren

Sacristy

Preparations for weekly and special worship services were completed which required that the old Altar Guild manual be revised with additional detailed instructions for various types of services such as baptisms, funerals, Holy Week, Easter and other Holy Days.

In addition, the old inventory of the kneelers was checked and revised.

The altar linens were washed and ironed weekly by the sacristan. New "easy care" linens were purchased to replace old and worn ones.

Special thanks are due to Adam Skiff and Gina Slobodzian for their dedication and assistance to the sacristan especially during her recent absence due to serious injuries.

The sacristan welcomes inquiries from parishioners interested in the workings of the sacristy.

Gratefully and respectfully submitted,

Alice VanBuren

Dossal Management Judith McManis



Managing the Dossals and Banners at St. Paul's generally follows the Liturgical Calendar, beginning with the O Antiphon Banners in Advent and continuing throughout the year. This usually includes Christmas, Epiphany, Lent, Easter and Pentecost.

In addition, other banners have come to be the responsibility of a dwindling number of volunteers over the years. These have included the very large banner often displayed on the balcony of the west side of the building and the "Love Your Neighbor" banner installed on a northwest corner.

You may have noticed that the 2023 rota has been missing a couple of pieces - "The Episcopal Church Welcomes YOU!" Banner and the Epiphany Dossal did not go up in 2023 mostly due to difficulties finding folks to mount them.

Our most pressing concern is one of safety. Climbing to the ceiling of the chancel is not for the faint of heart! Conversation has been on-going as to how the mounting of these Dossals and Banners, with many ideas being proposed. In typical Episcopal fashion, solutions take a while...

So, two challenges face us in 2024:

- 1) Creating a safer, reliable way to mount the dossals.
- 2) Expanding the cadre of folks who are interested in maintaining the rota.

All present helpers can tell you that this is a ministry that will NEVER ask you to attend a meeting, but to be on a "call as needed" list. And this is actually fun!

Respectfully submitted,
Judith McManis

Head Acolyte's Report Adam Skiff



Greetings,

Many of you have seen me celebrating with Dean Greta at the altar. My name is Adam Skiff. I have been a member of this Cathedral for over 49 years.

In the last year, the Dean has tasked me with doing many things at the church, from being Head Crucifier to head of the Chair Committee for both Cathedral Arts events and for worship. I also go around the church property twice a week, once before church and once during the week, picking up trash and other items left by our homeless population who have been making their home at our church and I am a founding member of the vigil group. It's been an honor doing the things I do for this church. St Paul's is a community of doers; it takes a village to do the things we do every day.

Lay Liturgical Ministers Jennifer Sumner



Our team of Lay Participants play such a vital role in worship at St. Paul's. I am thankful for their leadership, their dedication, and their love of participation in worship.

Thank you to:

Vergers

Peter Harrigan, Susan McMillan, Karen Mikkelsen, Tom Rees, Adam Skiff and Alice Van Buren.

Crucifers

Susan McMillan, John Montross, Emiry Potter, and Adam Skiff.

Thurifer

John Montross.

Intercessors

Kenzo An, Rebecca Flewelling, Mark Gadue, Barrie Montross, John Montross, Keith Pillsbury, Maureen Rees, and Nancy Snyder.

Lectors

Kenzo An, Noma Anderson, Rose Bacon, Bert Cicchetti, Anne Clark, Judith Contompasis, Lila Cummings, Betsy Emerson, Rebecca Flewelling, Marjorie Gadue, Mark Gadue, Tom Grenier, Vieva Grenier, Henry Kellogg, Susan McMillan, Barrie Montross, John Montross, Keith Pillsbury, Emiry Potter, Maureen Ramos, Susan Simmons, Lisa Schnell, Nancy Snyder, and Leah Duff.

Ushers

Kenzo An, Buffy Caflisch, Al Carpenter, Connie Carpenter, Bert Cicchetti, Joe Comeau, Suzy Garrity, Peter Henne, Henry Kellogg, Karen Mikkelsen, Barrie Montross, Carol Moran-Brown, Keith Pillsbury, Maureen Ramos, Maureen Rees, Tom Rees, Annegret Schmitt-Johnson, Lisa Schnell, Susan Simmons, Adam Skiff, and Marley Skiff.

Subdeacons

Henry Kellogg, Susan McMillan, John Montross, Keith Pillsbury, Emiry Potter, Margie Schacht, Susan Simmons, and Pamela Van de Graaf.

Acolyte

Charlie McFeeters

Chalice Ministers

Rose Bacon, Miriam Burns, Vieva Grenier, Peter Henne, Susan McMillan, Karen Mikkelsen, John Montross, Emiry Potter, Margie Schacht, Susan Simmons, Alice Van Buren, and Pamela Van de Graaf.

Greeters

Adam Skiff, Nancy Snyder, David Turner, Keith Pillsbury, Rick Robinson.

If you're interested in learning more about any of these important ministries, let us know! There is room for everyone, no matter your available time or talents.



Cathedral Square

Kim Fitzgerald, Chief Executive Officer

Highlights from 2023:

- Construction began on Kelley's Field II (CS's 28th property!), situated next to Kelley's Field I in Hinesburg, which will include 24 new energy-efficient apartments for older adults with a mix of affordable and market-rate rents.
- \$1 million capital campaign for Memory Care at Allen Brook was successfully completed thanks to generous support from so many, including Holly & Bob Miller, Lois & J. Warren "Mac" McClure, and the Pomerleau Family Foundation.
- We had more media coverage than ever before (stories on long term care, Kelley's Field II, and several awards).
- Elm Place, our property in Milton, received a Green Building Award from the Vermont Green Building Network
- Bayview Crossing in South Hero received a Welcome to the Neighborhood award from Vermont Housing & Conservation Board.
- Our Home Modification program continues into year two, providing free home-accessibility modifications for older, low-income homeowners in rural Chittenden County, supported by HUD grant funding.
- In October, our successful SASH Embedded Mental Health Program received funding from Senator Sanders to continue and expand across the state.
- SASH for All pilot launched in the Brattleboro area, bringing SASH programs and resources to families and individuals living in affordable housing communities, currently serving 164 participants – 79 adults and 85 children.
- We continue to enroll BlueCross BlueShield SASH (Vermont Blue Advantage, VBA) participants, we're enrolled 116 people in Chittenden County with a goal of 150.
- Rhode Island SASH continues to grow with four housing hosts and a total of 183 participants.

We've had a lot going on and, like others, struggle to fill all our open staffing positions. If you know of anyone interested in work, especially maintenance or caregiving, please let them know about CS!

Looking forward to 2024: We are on track to complete construction on Kelley's Field II by summer of 2024. Construction is expected to begin on Reid Commons (named after our Director of Property Development, Cindy Reid) in St. Albans, which will include 33 apartments. We'll continue to expand SASH with our BlueCross Blue Shield work, the Mental Health Program, and potentially SASH for All.

2024 will mark Cathedral Square's 47th year of operation – thanks to St. Paul's. I was delighted to attend your 50th anniversary event and see many of you. I am so grateful for the support we've received from St. Paul's over the years. Thank you!

Update on the Board of Trustees: Carol Moran-Browne's board term has ended but she will remain on the Advancement Committee as a non-board member. We are very excited that Susan McMillan has agreed to join our board starting in January. Still on the board from the Cathedral are Chol Dhoor, Jennifer Green, and Nancy Snyder. And Bud Okert from Shelburne Trinity.

Looking forward to another exciting year!



Parish Statistics

2015 - 2023 Attendance

	2015	2016	2017	2018	2019	2020	2021	2022	2023
Average Sunday Attendance	191	179	172	148	141	146	136	150	139
Saturday Eve/Sunday Services	114	122	123	79	89	88	130	137	140
Weekday Services	152	209	252	246	391	277	324	346	329
Marriages	1	1	1	0	1	0	0	1	1
Burials	14	6	6	8	12	1	7	7	5
Baptisms	6	5	10	9	6	0	1	5	6
Confirmations	8	5	3	12	1	0	6	8	0
Received by Bishop	4	3	4	1	6	0	0	1	1

2015 - 2024 Pledge Comparison

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
No. of Pledges	136	134	119	124	128	131	116	117	105	98
Total Pledged \$	328,585	313,127	287,553	297,722	293,009	289,051	254,432	273,249	276,234	271,525
Average Pledge \$	2,416	2,337	2,416	2,401	2,289	2,206	2,216	2,335	2,631	2,425
Total Collected	317,764	295,644	294,128	299,250	287,089	283,630	231,194	279,865	274,320	
Amount Defaulted	10,820	17,983	0	0	5,920	5,426	11,726	0	1,674	
Percent Defaulted	3.3%	5.7%	0	0	2%	2%	4.6%	0	0.01%	

2015 - 2024 Pledge Distribution

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
\$1-300	17	13	13	12	14	18	14	13	9	11
\$301-500	12	20	8	13	12	10	2	10	8	4
\$501-1000	23	19	17	14	19	21	24	23	14	15
\$1001-2000	31	33	34	34	36	38	36	28	28	20
\$2001-4000	26	22	25	30	27	25	21	24	26	29
\$4001 & above	27	27	22	21	20	19	16	19	20	19
Total # pledges	136	134	119	124	128	131	116	117	105	98

2015 - 2024 Pledge Analysis

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
New Pledges	16	19	9	13	12	20	10	14	16	5
Returning Pledges	5	3	3	5	2	3	1	3	2	5
Increased Pledges	57	58	54	48	44	46	54	46	44	34
Decreased Pledges	10	21	14	14	24	12	14	14	14	12
Discontinued Pledges	19	20	28	14	13	20	27	17	30	17
Same Pledge	41	36	39	44	46	50	37	40	29	42
Most Common Pledge \$	1,200	500	3,000	2,400	1,200	2,000	1,500	1,200	1,200	2,000
Median (Middle) Pledge \$	1,440	1,500	1,500	1,603	1,620	1,500	1,500	1,500	1,800	1,900
Average Pledge \$	2,416	2,337	2,416	2,401	2,289	2,206	2,201	2,335	2,631	2,425

