

ANNUAL REPORT



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THE Cathedral 
Church OF St. Paul
LOVING | EXPLORING | SERVING

Vestry Members 2015

Terms ending January 2016

Mary Stannard Carter, Senior Warden
Scott Tobias, Junior Warden

Terms ending January 2017

Bert Cicchetti
Jennifer Green
Barrie Savage

Terms ending January 2018

Chris Leopold
Greg Merhar
Thomas Saylor
Linda Sheridan

Ex Officio

The Very Rev. Jeanne Finan, Dean and Rector
Alice Rouleau, Treasurer
Pamela Van de Graaf, Clerk of Vestry

Board of Trustees 2015

Terms ending 2016

Chrysanne Chotas
Paul Van de Graaf

Terms ending 2017

Peter Galbraith (*resigned October 2015*)
John Rouleau, *Secretary*

Terms ending 2018

Christopher Davis
Chris Leopold, *Chair*

Ex officio

Mary Stannard Carter, *Senior Warden*
The Very Rev. Jeanne Finan, *Dean & Rector*

Cathedral Staff 2015

The Rt. Rev. Thomas C. Ely, *Bishop of the Diocese of Vermont*
The Very Rev. Jeanne Finan, *Dean and Rector*
Mark Howe, *Canon Precentor and Director of Music*
The Rev. Deacon Stannard Baker, *Deacon*
Alyssa Newsmith, *Cathedral Administrator*
Anthony Galas, *Sexton*
Barbara Comeau, *Financial and Records Assistant*



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THE Cathedral
Church OF St. Paul
LOVING | EXPLORING | SERVING

January 2016

Dear sisters and brothers in Christ,

On March 17th, I will celebrate my second anniversary as your Dean and Rector here at the Cathedral Church of St. Paul. What an honor and delight it is to serve with you! It is terrific to be beyond all the “first-times” and to be settling in to a deeper understanding and appreciation of our many and diverse ministries here. Dedication, talent and generosity abound here. I get to see it every day and that is a blessing indeed.

This has been a year of feasibility. Webster’s dictionary defines the word *feasible* in this way: *capable of being done or carried out; practicable; possible; within reason; likely, probable; capable of being used or dealt with successfully.*

Feasibility Study

Our major effort of feasibility, which began in March 2015, has been to explore if it is possible to develop our lower parking lot area to build additional affordable senior housing, as well as additional parking, program and office space for the Cathedral and possibly the Diocesan offices. Working initially with Nancy Eldridge (then CEO of Cathedral Square Corporation) and Bishop Ely, an excellent study committee was appointed. The members of this committee, in addition to Bishop Ely and me, include: Mary Stannard Carter (Cathedral Senior Warden), Lynn Bates (Diocesan Canon to the Ordinary and Cathedral member); Bert Cicchetti (Cathedral Vestry member and Diocesan Trustee); Chris Davis (Cathedral Annual Giving Chair); Miranda Lescaze (Cathedral Square Corporation, Developer); Tom Little (Diocesan Chancellor); Greg Merhar (Cathedral Building and Grounds Chair); Cindy Reid (Cathedral Square Corporation, Development Director); Scott Tobias (Cathedral Junior Warden); and Paul Van de Graaf (Cathedral Trustee) . We received a \$10,000 CEDO grant from the City of Burlington for the feasibility work as well as some additional funding support from Cathedral Square Corporation. There has been no financial expense to the Cathedral for this study. The Committee has been intentional, thoughtful, prayerful, careful and creative throughout this process. Their work is concluding now and a presentation will be made to the Vestry in February 2016.

Parking Lot

Another feasibility effort, partnered with identifying possible income streams to help the Cathedral become more sustainable, was to explore the revenue potential of our lower parking lot as it is. This effort has run parallel to the feasibility study and to an overall effort by the City of Burlington to evaluate the current downtown parking availability. We will be ready to share more about use of our parking lot in the near future. Be assured that the needs of the Cathedral community are always at the forefront of all efforts.

Digital Evangelism

Thanks to an ALLELUIA Grant we began a *Digital Evangelism* project this year. With immense thanks to Greg Merhar, the first two steps of the project are complete. All our sermons are now available via podcasts on our Facebook page and website. This project also allows us to keep a digital archive of all the sermons preached here at the Cathedral.

A flat screen monitor was installed in the South Porch entry to the Cathedral showing continuous slide shows of various Cathedral and Diocesan events and ministries. Many thanks to those who share their photographs, especially Greg Merhar, Marti Churchill, Gerry Davis, Tom Eshelman, Rose Bacon and Paul Van de Graaf. It is wonderful to watch people re-visit the Silent Auction, the Christmas Pageant, the SPY Costa Rica Mission Trip and more. During Diocesan Convention we were able to show slides from all the churches throughout the Episcopal Church in Vermont.

We also initiated a YouTube Channel for the Cathedral that we hope to use more actively in 2016.

Episcopal Service Corps

Another feasibility group is a Task Force exploring establishing the Cathedral as an Episcopal Service Corps site. This would bring 4 or 5 recent college graduates to the Cathedral for a year-long internship program of service both at the Cathedral and in the Community as well as spiritual discernment for these young adults. Members of the Task Force include: Debra Leonard, Brian Merrill, John Rouleau, Lisa Schnell, and Linda Sheridan.

Guest Preachers

My hope and intention is that the Cathedral should always be a place to hear excellent preaching. We have been blessed with a number of different voices this year: the Rev. David Copley, head of Mission Personnel for the Episcopal Church; Brother Robert Sevensky from Holy Cross Monastery; the Rev. Gay Jennings, President of the House of Deputies; and most recently, the Rev. Mark Bozutti-Jones from Trinity Wall Street, New York City.



New Christmas Dossal and Vestments

Thanks to a generous gift from a couple in the church, we were able to commission new vestments and dossal for the Christmas season. Judith McManus did a magnificent job of creating stunning and quite cosmic vestments/dossal that caught the light and dazzled the congregation on Christmas Eve and the weeks that followed.



New Portable Sound System

Again, a gift enabled us to purchase a portable sound system with a control board and speakers. It had its first tryout the night we gathered to watch the film *Babette's Feast*. Many wondered if there might be a film night series in our future.

Changes in Worship Service Times

We went to one single service during the summer months, gathering for the Sunday liturgy at 9:30 AM. This seemed to work very well and attendance was comparable to attendance at the two services of previous summers combined. The plan is to continue this summer with a single 9:30 AM liturgy.

With the beginning of Advent, we changed the 7:45AM worship service to begin at 8 AM (all are welcome to arrive at 7:45 for a time of silence) and moved the service into the Chapel. The response to both the time change and the move into the Chapel have been overwhelmingly positive—and attendance at the service has grown!

We continue most of the year with services at 8:00, 9:00 and 11:00, except during the season of Lent when we all worship together at 9:30, followed by Church School and Adult Forum.

Goodbyes and Hellos

We bid goodbye in April to the Very Rev. Diane Nancekivell who retired from her part-time position as Priest Associate at the Cathedral to devote herself more fully to her newly elected position as President of International Kids4Peace.

Another goodbye came as Sarah Gallagher, who had served as Cathedral Administrator for almost 15 years, retired in June. Sarah also served on the Diocesan Convention Dispatch of Business committee for many years so she is missed by both the Cathedral and the Diocese.

New Cathedral staff were hired: Alyssa Newsmith, as Cathedral Administrator, and Barb Comeau, for the newly created position of Financial and Records Assistant.

Veronika Travis completed her internship at the Cathedral, assisting us mightily in coordinating our first hosting of the Trinity Institute and exploring the dynamics of our SASH volunteers. Veronika began her seminary studies this fall at Virginia Theological Seminary as she moves towards ordination to the priesthood.

Visual Arts

Our visual arts program has been on hiatus for much of the year as we rethink our mission as well as how we might improve our display capabilities with better lighting and hanging mechanisms. We did host two shows, our annual Children's Art Show in May and a show of Mark Gadue's photographs from his work with Northern Friends of Haiti in the early Spring.

Yes, it has been a busy and full year. But the Cathedral is not all about being busy. Sometimes the Cathedral is a place to teach us to "un-busy" our lives. These words from Carrie Newcomer's "Because There is Not Enough Time," *A Permeable Life: Poems and Essays*, speak well to the gift our Cathedral community offers each of us:

*Perhaps the goal
is not to spend this day power skiing atop an ocean of multi-tasking.
Maybe the idea is to swim slower surer dive deeper
and really look around.
There is a difference between a life of width and a life of depth.*

In our liturgy, our work in the world, our encounters with one another and the wider community, our hope each week is to dive a little deeper. It is a challenge to step back from all the *width* and take the time and make the effort to focus on the *depth* of our life in Christ. Nothing is really more important than this.

With God's help, we are finding our way and finding what is feasible for us as a Cathedral community.

Every day I serve with you continues to inspire me, to give me hope and to affirm the words found in Matthew's gospel:

With God, all things are possible.

Thank you,

Jeanne+

The Very Reverend Jeanne Finan
Dean and Rector

The Conversion of St. Paul the Apostle January 24, 2016

9:00 AM HOLY EUCHARIST
10:15 AM COFFEE HOUR
10:45 AM ANNUAL MEETING CALLED TO ORDER

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

10:45 Prayer for the Annual Meeting and Call to Order

10:50 Recognitions, Thanks & Celebrations

11:00 Approval of 2015 Minutes
Approval of the Annual Report

11:10 Elections

11:15 Financial Reports *Alice Rouleau, Treasurer, CCSP*
Annual Giving
Year End Financial Report
2016 Budget

11:25 Cathedral Square Corporation
Kim Fitzgerald, CEO, Cathedral Square Corporation

11:30 Appointment of the Senior Warden for the 2016 Vestry Term

11:35 Looking to the Future
The Very Rev. Jeanne Finan, Dean and Rector

11:50 Concluding Prayer and Hymn

12:00 Adjournment

Newly elected and continuing vestry will gather at the front of the Nave on the Chancel steps for a photograph and then move immediately to the Commons Room for the Annual Meeting of the Cathedral Square Corporation and the Vestry's organizational meeting.

NOMINEES FOR ELECTION AT THE 2016 ANNUAL MEETING

The Nominating Committee (Mary Stannard Carter, Scott Tobias, Elizabeth Campbell and Bram Kranichfeld, Dean Jeanne Finan, *ex officio*) presents this slate of nominees:

For Vestry (Term 2016-2019)

Timothy Parker was raised in the Church of the Nazarene in Southern California. He and his wife, Heidi, were received and confirmed in the Episcopal Church in 1994 through All Saints' Church, Pasadena, having been drawn especially by its radical commitment to meaningful liturgy and social justice. They moved to Austin, Texas with their infant daughter, Olivia, for Tim to pursue a doctorate in the history and theory of architecture. They made St. David's, the oldest Episcopal church in Austin, their parish home. Tim worked with the LGBT ministry, served one term on the Vestry, and helped establish Amos Guild, their interfaith social justice ministry. The Parkers now reside in Burlington; Tim teaches in the School of Architecture and Art at Norwich University, Heidi is on staff at UVM, and Olivia is in her junior year at Rice.



Alice Winn

My life at St. Paul's stretches back to 1980 after we moved from Virginia to Vermont, though I began life as an Episcopalian in Freeport, Texas, my father's first church as a newly ordained priest. Over the years my love for this place has only continued to increase. As with all of us, I have experienced joys and sorrows and the Holy Spirit and St Paul's have been there to celebrate with and sustain me.

If elected, I look forward to giving back to St. Paul's some of what has been given to me.

2016 Diocesan Convention Delegates – Nominees

Barrie Savage
Pat Saylor
Thomas Saylor

2016 Diocesan Convention Alternates – Nominees

Gerry Davis
Karin Davis
Linda Sheridan

The Cathedral Church of St. Paul

Annual Meeting

January 25, 2015

Prayer for the Annual Meeting and Call to Order

The meeting was called to order at 10:41am by the Very Reverend Jeanne Finan.

Recognitions, Thanks, and Celebrations

Jeanne remarked on where we were one year ago and where she was one year ago. At last year's annual meeting a letter was read from Jeanne accepting the call from the Cathedral. She was at her own annual meeting at St. John's saying goodbye. Jeanne commented how happy she is to be here at St Paul's among an amazing group of people. Jeanne thanked Veronika for being here as a postulant and for all the hard work she did to make the Trinity Institute simulcast such a success.

Jeanne commented how impossible it is to thank everyone. She encouraged everyone to read the Annual Report for 2014, noting all the names that are mentioned in the reports people write. She encouraged people to contact the writers of reports if something grabbed their interest. She thanked everyone for all they do.

Approval of 2014 Minutes and Acceptance of Annual Report

Chris Davis moved that the Minutes of the 2014 Annual Meeting and the Annual Report be approved. Penny Pillsbury seconded the motion, and all voted in favor.

Elections

Jeanne introduced the slate of candidates for Vestry and delegates for Diocesan Convention. The slate of nominees for three year terms on the Vestry are Christopher Leopold, Greg Merhar, Thomas Saylor, and Linda Sheridan.

Rick Robinson moved that the slate of four candidates be affirmed. The motion was seconded by John Rouleau, and all voted in favor.

The slate of diocesan convention candidates are Bruce Campbell, Barrie Savage, and Steve Savage. **Carol Moran-Brown moved that the slate of delegates be approved.**

Penny Pillsbury seconded the motion, and all voted in favor.

The slate of alternate delegates are Betsy Emerson, Jessica Harig, and Thomas Saylor.

Lisa Schnell moved that the alternates be approved. Rick Robinson seconded the motion, and all voted in favor.

Reports

- Cathedral Square Corporation - Nancy Eldridge

Nancy reported that through SASH many more people are receiving services in their homes. Congressman Welch visited the Barre SASH site and was impressed with what he experienced and saw there. SASH has been extended for two more years. That means there are 7.6 million Medicare dollars coming into Vermont because of SASH. The SASH program's recent evaluation showed that the program is bringing down medical expenses 18-22% per person per year.

A highlight this past year was the grand opening of Wright House in Shelburne. Wright House has received gold certification for its energy saving designs. It is Cathedral Square's most green building. It has a green roof, solar panels, a rain collection system for residents' gardens, raised garden beds, a digital dashboard in the lobby showing the

amount of water and power being used, and a remote diagnostic system for the heating and cooling units.

Other projects in the planning stages include involvement in the Burlington College project, a project in Milton, possibly something in the South Burlington City Center, and Kelly Field in Hinesburg. Cathedral Square Corporation was voted one of the thirty top best places to work in Vermont. Nancy remarked that their staff of about 120 people are wonderful. She thanked the Cathedral members for their support.

- **Board of Trustees--Christopher Leopold**

Chris encouraged parishioners to read the Trustees report found on page 18 of the Annual Report. Chris stated that 2014 was an excellent year for the Trust, which stands at around \$2.7 million. It had a growth rate of about 9.2% during the year. The Trust provides a strong foundation for the Cathedral, contributing about 25% to the operating budget each year. Chris thanked the Vestry for once again reducing the draw for the next year by half a percentage point. Everything we can do to help the Trust grow and become more stable ensures that it will last for years to come and provide the help it currently does with the operating budget.

Chris thanked Eadie Templin for her many years of work on the Trustees. He also thanked her for all the other ways she has served the Cathedral--as treasurer, on the Vestry, as the volunteer bookkeeper, and in many other ways. She has long been a go-to person. Chris presented Eadie with a bouquet of flowers, and she received a standing ovation from the meeting. Eadie spoke briefly, thanking everyone for all the love and support she has received.

- **Stewardship Program--Jeanne**

Jeanne noted that Chris Davis couldn't be present to speak, but she encouraged everyone to read the stewardship report on page 22. She noted that there is much good news to be grateful for--more money has been pledged than ever before.

- **Financial Report--Alice Rouleau**

The financial report is on page 19. Alice wanted to make clear that she does not do it all. There are many helpers. She thanked Sarah Gallagher, Kathleen Clark, the internal audit committee, all the people who count the plate on Tuesday mornings, and everyone who contributes.

Alice noted that the Cathedral started the year with some uncertainties. Because we did not have a dean during 2013 we ended that year with a surplus. That 2013 surplus was rolled in to the 2014 budget. That surplus is now going into an account for unforeseen building repairs, something we have long needed to do.

Jeanne commented that Alice is wonderful in thanking everyone, but we owe her thanks for her steadfast work. The best way to help Alice is for someone to volunteer to be her assistant!

Recognition of Retiring Vestry Members--Jeanne Finan, Suzy Garrity, Mary Stannard Carter

Jeanne thanked Suzy for all her work as senior warden, noting that it is especially challenging to be a senior warden during a time of transition. Jeanne presented Suzy with a framed photograph taken by Gerry Davis, to help her always remember "this place and this time." Mary shared Vestry members' heartfelt messages and remarked

that Suzy had been a wonderful mentor to her. Mary presented Suzy with a gift from the Vestry and staff.

Suzy thanked the parish for the opportunity to serve on the Vestry and as senior warden. She shared her gratitude for this spiritual home. She thanked outgoing Vestry members and made brief comments about each one. Chris Davis' legal counsel was invaluable and he served on the Stewardship Committee. Andy Comeau brought his business acumen to meetings and brought the parish picnic to another whole level. Nancy brought to vestry meetings her warmth, experience, critical eye, and her gentle questioning. Donna brought her sharp intellect, her calm demeanor, and her poetry. Keith brought his enormous sense of hospitality and his model of serving the community. Travis brought his voice of reason and insight and his hard work on the building and grounds projects. Suzy also thanked Mark Johnson, Diane Nancekivell, Mary Stannard Carter, and her husband for all of their support and guidance. She also thanked Jeanne as she leads us into the future at the Cathedral.

Appointment of the Senior Warden for the 2015 Vestry Term--Jeanne Finan

Jeanne announced that she has appointed Mary Stannard Carter to serve as Senior Warden for 2015.

Concluding Prayer, Hymn, and Adjournment

Mary offered a closing prayer, and hymn 473 was sung. The meeting concluded with a blessing offered by Jeanne.

The Annual Meeting adjourned at 11:29.

Respectfully submitted,
Pamela Van de Graaf, Clerk to the Vestry



Cathedral Square Corporation
Minutes of the Annual Membership Meeting
The Cathedral Church of St. Paul
January 25, 2015

CSC Membership Present: the Very Reverend Jeanne Finan, Senior Warden Mary Stannard Carter, Jennifer Green, Chris Leopold, Greg Merhar, Alice Rouleau, Barrie Savage, Thomas Saylor, Linda Sheridan, Pamela Van de Graaf (clerk)
CSC Board of Directors Present: Nancy Eldridge (CSC Executive Director), Tim Gutchell (Financial Officer), Alice Rouleau
Others present: the Very Reverend Diane Nancekivell, the Rev. Deacon Stan Baker

For the new Vestry members, Jeanne explained that the Vestry is the membership of Cathedral Square Corporation. The duties of the members, outlined in the by-laws, are to review CSC's financial position, review the activities from the past year, and elect members to the Board. There are no new elections to the Board this year. Nancy added that when Cathedral Square Corporation was formed as a free-standing corporation in 1977, HUD wanted to make sure there was a stable entity behind the 40-year loan. The Cathedral controls the by-laws of Cathedral Square Corporation.

Tim, the controller for Cathedral Square Corporation, presented the financial position. He distributed copies of the audited financial statements prepared by Kittell Branagan & Sargent, Certified Public Accountants. Tim also passed out a very helpful summary financial report to the membership. Once again, for the fourth year in a row, Cathedral Square Corporation experienced an increase in net assets. There was approximately \$375,000 profit on about \$9 million in revenue. Tim reviewed some of the highlights of the year. Tim explained the status of Richmond Terrace, which became a new limited partnership. The assets of Richmond Terrace are actually being passed through, which is why it appears as a loss. For the first time Cathedral Square financed a project, the rehab of Heineberg Senior Living kitchens. Because of the strength of the balance sheet, they were able to easily secure a loan for the project. Overall, client fees account for about one-fourth of the revenue. Primary expenses are service expenses, which is what you would expect from a service organization. About 11% of the budget are operating expenses. There is no debt on the management (operations) balance sheet. Tim noted that it is getting more and more difficult to build properties. Cathedral Square Corporation has reserves to help it get through "rainy days." They depend on development credits. Tim is happy to take questions by phone or email.

Scott asked Nancy about the surplus, and if they could possibly do more with it. Nancy responded that they could be taking more risks. There are many upcoming projects that they will possibly be a part of, such as the units at the Burlington College site. The concern for Nancy and the Board is there are such high stakes inherent in these projects. Looking ahead, they know that SASH will lose funding in 2017. The section 8 vouchers are very volatile. Cathedral Square is next in line to go into the health exchange, which is a big unknown. Linda asked about a possible backlash from the public about developing

the land at the Burlington College site. Nancy responded that when she looks at that huge piece of land and their huge waiting list, she knows they need to proceed, but wisely.

The meeting was adjourned at 12:19pm by Jeanne.

Respectfully submitted,
Pamela Van de Graaf, Clerk to the Vestry



Senior Warden

Mary Stannard Carter

As I reflect on this past year at St. Paul's, what stands out in my mind are the comings and goings, the gains and losses. The Vestry said farewell to 7 of our then-12 members in January. Many of us had served together through the transition period, and had formed a particularly close bond. We were and continue to be grateful to Suzy Garrity for her willingness to serve an additional term as senior warden to ensure continuity for a more seamless transfer of clergy leadership. Four new vestry members were elected at annual meeting – Christopher Leopold, Gregory Merhar, Thomas Saylor and Linda Sheridan – and all had held leadership positions at St. Paul's or at Episcopal parishes elsewhere. I am proud that our vestry members have enthusiastically stepped forward to serve on parish committees, and I wish to acknowledge their work: Bert Cicchetti, Annual Giving; Jennifer Green, Annual Giving; Chris Leopold, Cathedral Board of Trustees; Greg Merhar, Building and Grounds Committee; Thomas Saylor, Audit Committee; Barrie Savage, Community Cluster; Linda Sheridan, Christian Formation; Scott Tobias, Earth Care; and Mary Stannard Carter, Jubilee Justice. This additional involvement keeps the Vestry better informed of the parish community needs.

Early in the year the Cathedral teamed with the Diocese and Cathedral Square Corporation to explore the feasibility of developing the land adjacent to the Cathedral, with specific hopes of achieving increased senior housing, improved parking, additional space for Cathedral operations, and offices for the Diocese. This initial exploratory stage has been generously funded exclusively by Cathedral Square and grants it has obtained. A request for proposals to undertake the study was publicly offered, and an advisory committee was formed to review the subsequent proposals, and to select and negotiate with the chosen applicant. Members of this committee include representatives from Cathedral Square, the Diocese, Dean Finan, the two wardens, and four parishioners appointed by the Dean. Cathedral Square has expertly managed the process. The committee has gathered regularly throughout the year, and anticipates that work on this phase will wrap up soon. At that time the committee will present its findings to the vestry. If the committee recommends moving forward to the next stage, the vestry will decide whether or not to advance the process, and will then advise the congregation of its decision. In the meantime, and in the absence of any immediate change, Greg Merhar and Scott Tobias have been exploring ways we might better control the parking areas with an eye for providing an income stream to the Cathedral.



Our April Vestry meeting was held at Wright House in Shelburne, a relatively new Cathedral Square project that proudly boasts stunning accommodations and the latest in energy-efficient design. We toured the facility and were mightily impressed with all it has to offer its residents. Ravi Parikh, an efficiency expert at Burlington Electric made a presentation to the Vestry in September concerning Vermont's energy codes and the

possibility that the utility would offer expertise and financial assistance for new construction that favorably exceeds the code requirements. His presentation on a new construction building model known as “Passive House” was fascinating and informative, and we vowed to keep in mind what we’d learned when planning future construction or improvements at the Cathedral. I thank Jen Green for facilitating his visit.

The Vestry took on the task of writing an alcohol policy for the Cathedral that when adhered to will keep us in compliance with Vermont state law. We are fortunate that two of our vestry members, Chris Leopold and Bert Cicchetti, are practicing attorneys, and they were put to work interpreting statutes, dealing with our church insurance agents, and drafting a clear and concise policy. We are grateful for their expert assistance. Copies of the policy were made available to parishioners.

Bishop Thomas Ely paid his official visit to St. Paul’s in October. Because of our near proximity to Rock Point, we are fortunate to see Bishop Tom and Ann frequently at the Cathedral and at functions in town. Still, we are honored when he presides and preaches here, and the meeting with the vestry following the service was a time for us to share our concerns with him, as well to hear about projects in other parts of the Diocese. Thank you, Bishop Ely, for speaking so eloquently in your sermon that morning of our responsibility to the neediest of God’s children.

The Vestry is completing its work on the budget for the next year, under the expert and watchful eye of Treasurer Alice Rouleau. Alice will be filing her own report, and will provide more thorough details. The vestry is most appreciative of your generosity in pledging, and it appears at this time that, although we’ve needed to pare down plans for expansion of some programs or projects, we will provide a fair and workable budget for the upcoming year. We will be maintaining the draw from our endowment at last year’s level of 5% in order to achieve this. Many thanks to Alice, Jeanne and our new bookkeeper, Barb Comeau, for the many hours they devote to the budget process.

As I wrote earlier, it has been a year of significant change here at the Cathedral, and our hearts are heavy as we’ve said goodbye to beloved staff and parishioners. Our long-serving parish administrator, Sarah Gallagher, retired in the spring and we are pleased that she is enjoying her new life in Pittsfield, VT, near her son and grandson. She has graciously shared institutional knowledge with her incoming replacement, Alyssa Newsmith, and remains on call when needed. We really appreciate that. Our Priest Associate, Diane Nancekivell, left us and is now serving as the President of Kids4Peace International, an organization close to her heart and supported by our parish. We thank her for her gifts of pastoral care, and for her leadership and guidance during our time without a permanent Dean and Rector in place.

Alyssa joined the staff as the new Administrator, and we thank her for her diligence and for the generosity of spirit she has expressed since her arrival. Our own Barbara Comeau, financial wizardess, has come on board as Financial and Records Assistant, and has been steadily working to nudge us into modern times with a new bookkeeping program. The Vestry is pleased with the reporting format and the detail we are provided each month.

Nancy Eldridge, the CEO of Cathedral Square Corporation as well as an *ex-officio* member of our Vestry, left behind an impressive legacy of executive leadership in the area of affordable housing in Vermont, and as we bade her farewell at a reception in her honor, she delivered a moving sermon to us about her own personal motivation. She has taken a new position as the executive director of National Center for Healthy Housing. We wish her well, thank her for her years of service, and are pleased that she has a national platform from which to express her vision. The good news for us is that Kim Fitzgerald, a long-time executive at Cathedral Square has replaced Nancy as the new CEO. The vestry has enjoyed getting to know Kim, and is optimistic about the future of CSC.

Sadly, Jeanne has been called to preside at many funerals this year, including those of our most beloved servants of Christ - Eadie Templin, Chuck Templin, and Bob Stanfield - each of whom volunteered in a myriad of lay ministries and positions at St. Paul's. We hold them in our hearts, and embrace the families they left behind.

The Puller family – Melody, Travis, Clara and Sam – returned to their native state of Idaho. We enjoyed watching Clara and Sam grow year-by-year. We were graced with Melody's musical ability and gentle guidance as instrumental instructor to young and grown-up parishioners. Travis's work on building and grounds, and his thoughtful and pragmatic presence at vestry meetings, earned him high respect. We were heartbroken when they left, but are pleased that they are back at home in the family cradle. Don and Connie Scott have retired to Ithaca, NY, to be close to their son and grandchildren, and we'll miss their presence at the healing services, their friendliness and generosity. On a high note, we're greeting new faces, young and old, and look forward to cultivating friendships. We celebrated the birthdays of two beloved parishioners, Helen McGrath and Joann Stanfield, with cake, coffee and song.

It is the end of the year, and the nomination committee is at work identifying vestry candidates to present to the congregation for election at the annual meeting in January. Scott and I will be leaving Vestry and our positions as Junior and Senior Warden. I take this opportunity to thank our indefatigable Dean and Rector, Jeanne, for bestowing on me the honor of serving, and to my fellow parishioners for the love, support and friendship you've shown to me and Harvey since our arrival at St. Paul's. I express special gratitude to Scott Tobias, who has served so faithfully as our Junior Warden. It has been a pleasure to work alongside Scott. His delightful humor, razor-sharp intellect, and inherent thoughtfulness have been a real boon to us all.

As I finish up the writing of this report, I am basking in the afterglow of last evening's *Great O Antiphons of Advent* service here at St. Paul's. How blessed we are with such an abundance of God's grace. There is much for which to be thankful. We are a loving and motivated congregation, bursting with talents and a readiness to serve when called upon. And that is how we thrive. Thank you for all that you do to benefit our spiritual home.

Deacon

The Rev. Deacon J. Stannard Baker

Lay Participation: I cannot remember a busier year than this at St. Paul's. We are busy – and as clergy and staff a bit stretched – but thankful for the joyful outpouring of involvement of lay leaders and helpers. We are a vibrant congregation and it is my honor to serve as your deacon. You are wonderful! Our outreach ministries continue to flourish and our fund raising to support them gets more and more successful. This year both the Silent Auction and the Wreath Project raised money to support our social justice and outreach ministries: Joint Urban Ministry Project (JUMP), and Vermont Interfaith Action (VIA). We have volunteers at both organizations as well as parishioners serving as board members for both.

Jubilee Cluster: Our Jubilee Cluster was focused and benefitted from clarification of its mission. The Jubilee Cluster includes representatives from all of our social justice and outreach ministries and is charged with coordinating these efforts. This Cluster no longer included our annual giving campaign and is focused solely on our outreach ministries and fund raising to support them. My great thanks goes to Rick Robinson who has chaired this Cluster so long and so well over many, many years. We have new coordinators for ERD and UTO – thank you Margie and Sandy Zabriskie!

Confirmation and Deacon Mentoring: During Advent I began our every other year high school confirmation class supported by Jeanne Finan, Marti Churchill, Lauren-Glenn Davitian, and The Rev. Sherry Osborn (each co-leading several classes). We are off to a good start; I love this ministry of youth formation. I look forward to our confirmation student's help on Ash Wednesday and Maundy Thursday and their confirmation at the Easter Vigil. I also serve the diocese as a mentor for deacons in formation and was delighted when The Rev. Stephen Raynes was ordained in December as a deacon. It was my honor to preach at his ordination service.

The General Convention: One of the highlights of my year was attendance as a Clergy Deputy at The General Convention of The Episcopal Church (TEC) held in Salt Lake City in July. The is a 10-day long meeting that takes place every three years where the Canons (laws), Constitution, Policy, Priorities and Liturgy of The Episcopal Church is discussed and resolutions relating to these areas are voted on. It was an honor to be appointed a member of the Legislative Committee on Marriage (along with Bishop Tom Ely). In this committee we perfected three important resolutions related to marriage: one changed the Canons of TEC to make the definition of marriage gender neutral; the second opened all marriage liturgies to same and opposite gender couples; and the third required further study of the churches supports of all marriage, and further, how The Episcopal Church supports intimate relationships. All were passed in both houses: The House of Bishops and the House of Deputies. The liturgies became available on First Advent.

Additional concentrations of my work as a deacon are:

- Membership on the Diocesan Commission on Ministry
- Part of a three person planning committee for Safe Church Training and a facilitator for this training
- Member of The Episcopal Church's Task Force on the Study of Marriage (a three year appointment which will report to the next TEC General Convention meeting in Austin, TX, in summer of 2018).

I enjoy and am stimulated by my interactions with all of you. I am proud of our hard-working staff and I am delighted to be counted as one of them. In closing, I want to give a special thanks to those of you who have taken on leadership positions in Integrity, Jubilee Committees, Fund Raising, Music, Formation (adult and Sunday School), Parish Life, Altar and Flower Guild, and in lay liturgical roles. You all make The Cathedral Church of St. Paul possible. Cheers and prayers to all of you!



Canon Precentor and Director of Music

Mark Howe

As of September 1, 2015 I have been serving as Director of Music here at St. Paul's Cathedral for 16 years. In that time, I have come to realize that our sung prayer never actually slows down; indeed, it seems to have been accelerating continuously – a fact that I find both exhausting and delightful. Here are some of 2015's highlights.

The Youth Choir Program

In the fall, our numbers grew to an all-time high of 31 singers, including:

- Three Novices: Pryce Baker, Gabo Brenneman-Ochoa, and Tyler Evarts
- Three new Trebles: Sophie Comeau, David Francis Lutz, and Zeke Francis Lutz
- Four new Canterbury Ensemble members: Franny Davis, Nelly Johnson, Tullia Mamenga, and Thomas Sutton
- Two returning members of the Canterbury Ensemble, constituting an informal Young Men's Schola: Luke Bull and Andrew Trainor-Clark



The Adult Choir

We said good-bye to Choral Scholars Anne Sutton and Mahalya Gogerly-Moragoda, as well as to Liz Eldridge, Charlotte Perkins, Sean Smallwood, and Andrew Trainor-Clark (see above). And we welcomed Pam Dundon, Anthony DeNuccio, Ann Larson, and Emily Ide. Our current roster numbers 25 active members. Bob Wright serves as Librarian, for which work I am most grateful. Liz Thompson fills in for me from time to time directing the choir, leading sectional rehearsals, and otherwise freely offering her considerable skills. Thank you, Liz!

A chronicle of the year would look something like this:

February

- Novice Sophie Comeau began singing with the Trebles and Canterburies on Sunday mornings

- St. Michael's College Chorale visited and sang for the Eucharist.
- We sang Choral Evensong with Christ Church, Montpelier here; an earlier swap of the same liturgical event to have taken place there was canceled owing to bad weather.
- On Shrove Tuesday we had our annual and enthusiastic Hymn Sing.

March

- We had our fourth Choir Weekend, with the Chorister Program of St. Stephen's, Ridgefield, Conn., and Cindy DeDakis of Washington Cathedral
- Adult Choir members gathered to view the DVD of the Berlin Philharmonic's semi-staged performance of J.S. Bach's *St. Matthew Passion*. We now own this DVD and it's available for parishioners to borrow.
- I performed three organ works in a Bach Marathon at Christ Church, Montpelier

April

- Holy Week, with the Passion According to John chanted at the Good Friday evening liturgy.
- Easter Day, with a brass choir at the 11:00 Eucharist.

June

- We said farewell to high school graduates Tara Gallagher, Beckie Bull, and Liz Brown.
- Later in the summer, we would bid adieu to the Puller family; Melody was a mainstay substitute organist and sometime member of the Adult Choir, Travis occasionally offered his skills as a cellist, and Clara was an enthusiastic and gifted member of the Treble Choir. We miss them.

August

- Three young singers participated in the Newport Course of the Royal School of Church Music in America (RSCMA): Paige Comeau, Ana Jones, and Sylvia Richards.

September

The Adult Choir spent a day at Rose Bacon's house in South Hero, working on music for the year and enjoying each other's company after the summer break.

October

- St. Thomas Boys' Choir came from New York and sang a fabulous concert; choir families played host to the boys.
- Several of us participated in the Diocesan Choir Day in Rutland.



December

- We offered the annual liturgy of the Great O Antiphons, using a new set of antiphons in blues style
- A string quartet embellished the evening Christmas Eve Eucharist.

Instruments

Our musical instrument collection – from the magnificent Vedder Van Dyck Memorial Organ and the splendid Steinway grand piano to the lowliest pair of finger-cymbals – is a terrific asset to our musical life together. We are richly blessed in this way.

Richness

We are also blessed in the generosity of those who have made monetary and other gifts to the Cathedral's music program. Thanks to all who have contributed in these ways. And it's worth noting that you can remember St. Paul's and its music endowment in your will.

Funerals

I played for many funerals and memorial services this year, both of people who were deeply involved and well-loved members of the Cathedral parish, and of people from outside the St. Paul's community. We will all die, and it's wise, as well as kind to your survivors, to have a plan in place for the commendation of one's soul to the mercy of God. I am always happy to sit down with any who would like to consider the music they'd like to have at their funerals.

Et cetera

In addition to the foregoing, I have other things I do. In my role as Canon Precentor, I serve on the Cathedral Chapter; I advise and work on various aspects of our liturgical life; participate in the recruitment and training of liturgical ministers (lectors and intercessors, for example); I arrange the rota for Morning Prayer; I help plan and arrange for the liturgical and musical events of Diocesan Convention (this year, in jazz style); and I have consulted with various congregations in the Diocese on musical matters, such as organs, organists, and hymns. External to the Diocese and Cathedral, I serve as Editor of *The Journal of the Association of Anglican Musicians*, and I have been Assistant Music Director of the Newport Course of the RSCMA since 2010.

Gratitude

I would like here to record my gratitude to my colleagues Jeanne, Stan, Alyssa, Anthony, and Barb – and Diane Nancekivell and Sarah Gallagher, both of whom I miss; each of these has played a significant role in clearing the way for our musical life together.

In closing

Finally, a small story. As I write this in early December, I am remembering something our friend David Neiweem said before conducting a Cathedral Arts Tuesday Twelve-to-One concert recently; he eloquently expressed deep gratitude to St. Paul's for its long-term witness to the spiritual power of music, by continuing to host musical events for the wider Burlington community, year in and year out for at least 42 years. The response was one of sustained applause.

— Mark Howe *Canon Precentor and Director of Music*

Cathedral Administrator

Alyssa Newsmith

It certainly has been a very busy and eventful year since I arrived at St. Paul's Cathedral at the end of May. Since taking over as Cathedral Administrator, I have learned so much and have gained a new appreciation for all of that's involved in keeping a church running smoothly.

Between learning the ropes and keeping up with the everyday hustle and bustle of the various ministries and events here at St. Paul's, my 32 hours each week have been more than filled creating Sunday bulletins, announcements, enewsletters, maintaining our website and Facebook page, as well as the many other pieces that make up the dynamic puzzle of our Cathedral—these include all phone and email communication, assisting visitors, maintaining the Cathedral calendar, scheduling building use and all that goes into hosting even the smallest event, handling money, pledge data, processing mail, and vendor contracts, maintaining office equipment/supplies and systems, supervising our Sexton and Financial and Records Assistant and overseeing our volunteers, as well as assisting the Cathedral Arts program. In addition, this year I've had the opportunity to have experienced one wedding, 11 funerals, and my first Diocesan Convention, as well as serving on the Dispatch of Business and Building and Grounds Committees.

I am grateful for all of the wonderful members of the St. Paul's community. My job wouldn't be possible if it wasn't for such a great staff and for the many volunteers who help us every week. Our Tuesday morning counting teams (Joann Stanfield, Judith McManis, Neil Stout, Barbara Gay, Al Carpenter, Bob Wright, John Montross and Sylvia Knight) log many hours throughout the year and allow us to adhere to money-handling policies and procedures; our office helpers (Barbara Gay, Joann Stanfield, Joan Braun, Alice Van Buren, Rebecca Flewelling, Debbie Galbraith, Sage Wilmot, Peter Frechette and Tom Eshelman) help with a variety of tasks, including folding bulletins, creating name tags, and ordering supplies, not to mention answering the phone and greeting visitors. Also, a huge thank you to Alice Van Buren, John Grinnell, David Turner and all the service workers who help out Anthony throughout the year. It's remarkable to me that so many events and ministries of the cathedral are led by volunteers – people who have full time jobs and busy lives yet are still committed to serving the Cathedral and community in so many ways. A sincere thank you to each and every one of you for your time, hard work and great company.

Barbara Comeau has also been a tremendous help and key player in helping to settle into the position. Together we have been able to fill in holes and create systems to better utilize our resources and to establish processes that are more efficient and congruent to the day and age we're in. It's also been exciting to help discover ways we can save resources and/or better use our money. Barb, I can't thank you enough for all of your support and knowledge; it's truly a pleasure working with you.

To the small but incredible staff we have here at St. Paul's Cathedral: Jeanne, Mark, Stan, Anthony and Barbara, I appreciate all of your intellect, patience, guidance, and support through this transition and my first year at St. Paul's. Many thanks to my colleagues and our volunteers for all that you do—I admire you all and continue to enjoy working with you and learning from you.

Sexton
Anthony J. Galas

2015 was another busy and satisfying year. One of the most rewarding and gratifying parts of my job continues to be my work with the great people who help me keep Saint Paul's clean and running smoothly. Over this past year, many people from a variety of organizations have donated more than 1,000 hours in service to make our Cathedral beautiful and welcoming to all its parishioners and visitors. Some of those include: ReSource and its Youth Build Program; Maggie Melvin & Kyle Dodson and the students from The Center for Service and Civic Engagement at Champlain College; and Herb Sinkinson and Allan Monniere at Burlington Probation and Parole. Thanks always to John Grinnell who is here virtually every Saturday helping prepare the church for Sunday worship. Very special thanks to Alice Van Buren for her organizational skills, sense of order and gentle spirit. Both John and Alice are a great blessing to this Cathedral. I also want to thank our exceptional office staff – Stan, Mark, Alyssa and Jeanne. It is a pleasure and a privilege to work with you. Thank you for your patience, wisdom and support.

Buildings and Grounds Committee
Greg Merhar

The Buildings and Grounds Committee is responsible for overseeing the upkeep, maintenance and improvement of the physical structure of the Cathedral, both inside and out. Neil Stout, who chaired the committee for many years, stepped down in March to focus his efforts on his varied volunteer positions at the Cathedral. Vestry liaison to the Buildings and Grounds Committee Greg Merhar became the new chair and established a regular meeting date of the third Wednesday of every month at 8 AM. This is an open meeting and all are welcome to attend. Sue Suthers, who handled the "Grounds" portion of the committee, moved away from the area in June and was replaced by Gerry and Sharon Viens, who spent many evenings and weekends during the growing season keeping our gardens pruned and weed free. John Montross also joined the committee this spring and lends his handy skills (and his pickup truck) to many varied projects on a more than weekly basis throughout the year. Long-time members Martin Poppe and Frank Guillot continued as valuable sources of information and continuity to the committee as we move forward with our projects. Martin Poppe lends his engineering expertise to the many lighting and electrical projects he undertakes, as well as a passion for the Memorial Garden that he and his wife Merryn Rutledge so lovingly care for. Frank Guillot continues to be a wealth of historical and architectural information to the committee that allows us to move forward, yet maintain a sense of the physical place of the Cathedral in our community. Anthony Galas, our Sexton, continues to be a valuable partner for the committee, helping to carry out many of our requests to maintain the health of the Cathedral.

Some of the many projects undertaken by Buildings and Grounds in 2015 include:

- Re-roofing of the Nave roof and small tower
- Replacement of a cracked pane in the Great Window and re-sealing of the entire perimeter
- Continued maintenance and repair of our aging elevator

- Design and implementation a system for weekly Sermon podcasts
- Installation of a flat-screen monitor in the South Porch for announcements, information, and highlighting of Cathedral events
- Installation and activation of a new portable PA system for Cathedral events
- Thorough cleaning of all HVAC ducts to improve air flow and efficiency
- Re-programming of all Cathedral thermostats to improve both the comfort and efficiency of the heating and cooling systems
- Patching and painting of both restrooms at the Cathedral entrance as well as the entrance itself
- Adding privacy shades to the office doors and commons room doors
- Replacing lighting fixture at Pearl and Battery Streets to better illuminate the north side of the Cathedral
- Upgrading heat sensors in the lower level kitchen for fire safety
- Addition of four “Handicapped” parking spaces in the upper lot for a total of six
- Repairing of wire mesh on bell tower for pigeon control
- Repair and replacement of hand rail leading to lower entrance of Cathedral
- Continuous attention to our many beautiful plantings and flower beds

Thanks to the countless volunteers who help with our projects, and thanks to those who clean up after the many events we have at the Cathedral, keeping our spaces inviting and attractive. We welcome any suggestions you may have. If you see something that needs attention, please let us know.



Board of Trustees

Christopher Leopold

The Cathedral Trust plays a vital role in providing a solid financial foundation for the programs and ministries of St. Paul's. In 2015, the Trust provided \$101,507 in foundational support to the Cathedral's operating budget – approximately 18% of the revenue to support our programs and operations. The 2015 year-end value of all Cathedral Trust Funds is \$2,572,052. Included within this Fund total are the following: Bessemer Trust managed funds \$2,287,593 (including the recently established Music Endowment); \$159,459 invested in the Opportunities Credit Union; and, \$125,000 invested in the Vermont Community Loan Fund. The Total value of the Trust declined by \$140,786 from 2014; included within this total was the \$101,507 distribution to the operating account and a \$9,746 reduction in the Capital Campaign account for capital spending. The instability of both U.S. and global markets for the last five months of the year significantly impacted the growth that we experienced earlier in the first half of 2015.

Our two local investments with the Opportunities Credit Union, based in Burlington, and the Vermont Community Loan Fund continue as important mission investments by St. Paul's in our local communities. Each of these investments plays a significant role in our local communities. Through education, loans and other services, the Credit Union provides critical financial services to people in our communities who are generally underserved by traditional financial institutions. Similarly, the Vermont Community Loan Fund provides equitable access to capital for the development of affordable housing, community facilities and small local businesses focusing on needs for lower income Vermonters.

In 2015, the approved distribution was 5.0% or \$101, 507 to support the Cathedral's 2015 operating budget. The Vestry's continued commitment to reduce the distribution rate from 6% to a rate closer to the 3%-4% followed by most educational and non-profit institutions is helping to ensure the Trust's ability to provide foundational financial support to St. Paul's into the future. The distribution from the Trust approved by the Vestry will remain at 5% for 2016.

This year the Vestry authorized the first withdrawal of funds from the newly established Music Endowment which will provide financial support to the Cathedral's music program. This endowment represents the fulfillment of one of the goals of St. Paul's Capital Campaign to establish an endowment to help ensure the breadth and richness of music at St. Paul's. We hope that the endowment will grow through contributions and bequests from both parishioners and other interested persons who value and appreciate our music program.

A heartfelt thank you to Chrysanne Chotas, Chris Davis, Peter Galbraith, Christopher Leopold, John Rouleau, Paul Van de Graaf, Jeanne Finan, Mary Stannard Carter & Alice Rouleau for their dedicated service on the Board of Trustees during 2015.

Treasurer's Report for 2015 and Budget for 2016

Alice Rouleau

Over the past year, St. Paul's said farewell to Sarah Gallagher, and welcomed Alyssa Newsmith and Barbara Comeau to our administrative operations. We have moved our financial and pledging software to Powerchurch, which manages pledges, membership and accounting operations all together. The training and rearrangement of offices and tasks to accomplish this change took a great deal of effort. With dedication and great care, our new staff have done a marvelous job.

Also in 2015, there have been many changes in our membership with the loss of several beloved long-time members. However, the income from pledges was very strong, and we were able to meet our expenses over the course of the year.

Pledges for 2016 were not as robust as in 2015, yet still much higher than in previous years. There are many new members who are pledging. We are planning for extra expenses this year associated with the sabbatical of our Music Director. The Buildings and Grounds committee is focusing on ways to save money while still making needs repairs and improvements.

Our goal to reduce our dependence on the Parish Trust meant that we would need to reduce our draw again to 4.5% for 2016. However, we would not be able to balance the 2016 budget with such a reduction. The Vestry voted to allow a pause in this trend, and we will continue to draw at 5% for 2016. The Vestry is working to find new sources of income.



Account Name	2011 Actual	2012 Actual	2013 Actual	2014 Actual	2015 Actual	2016 Budget
REVENUES						
Pledge, plate, special offerings						
Pledges -- Prior Year	2,443	6,179	10,486	6,845	5,271	5,000
Pledges -- Current	279,331	274,435	282,860	287,100	324,964	307,740
General Fund (non-pledge)	14,200	14,460	19,213	20,055	18,957	14,940
Plate Offering	9,263	7,583	7,968	9,927	8,465	8,500
Christmas/Easter	2,506	2,540	1,517	1,800		
Other Envelopes	780	249	276	350		
Special Gifts	4,665	15,529	4,000	1,329	1,192	1,500
Special Gifts - Canon Ed/MI	8,660	0	0	0		
Investment Income						
Diocesan Trust Fund Income	14,847	15,008	15,643	16,215	17,039	16,000
CCSP Trust Regular Distr	128,380	86,248	117,532	109,500	101,507	107,526
CCSP(Special Dist) Music	20,000	0	0	0	3,500	4,000
Walter Irish bequest	31,000	35,000	36,000	38,626	36,500	40,000
Dividends & Interest	388	458	324	363	3,406	300
Fund Raisers (cookbooks)	2,500	0	5,000	3,000	3,000	3,000
Rental Income	21,149	24,299	14,643	9,477		
Bookstore					6,000	6,000
Other					1,670	2,000
Parking						7,500
Previous Year Surplus			28,000	18,884	8,000	0
Grant Income						
Dioc Grant for Cath Function	6,000	4,000	0	0		
Music Grant	10,000	10,000	10,000	10,000	10,000	10,000
Sabbatical Income						7,500
Dioc VT-Other	4,400	0	3,762	5,000		
Dioc VT/Cathedral Chapter	2,500	2,500	2,700	2,500	moved	
Special Funds Raised						
Music	2,163	550	1,428	498	54	500
Parish Life Income	586	1,735	0	0	96	
Health Insurance Rebate				4,046	4,000	2,000
CCP Offering				7,800	7,810	7,800
Interments	2,050	2,000	1,500	2,200	moved	
Miscellaneous Income	20	0	0	0	0	
TOTAL REVENUES	567,831	502,773	562,852	555,515	561,431	551,806

EXPENSES	2011	2012	2013	2,014	2015	2016
Account Name	Actual	Actual	Actual	Actual	Actual	Budget
Christian Formation	1,597	338	3,037	979	973	1,900
Cathedral Chapter	2,771	312	2,633	2,824	moved	
Christian Meditation	0	0	332	300	89	200
Jubilee Outreach	6,500	7,000	7,750	6,350	7,600	7,000
Other Program Expenses						
Library	0	0	17	0	0	
Music Program	3,380	2,876	3,225	3,771	5,786	2,600
Liturgy	435	524	108	62	524	500
Altar Supplies	786	448	1,426	965	1,204	1,200
Cathedral Arts	-95	0	0	0	0	
Diocesan Assessment	85,224	78,832	80,711	64,700	71,170	76,083
Communications	1,873	1,761	988	1,410	425	500
Administrative Costs	16,379	11,524	14,528	18,653	23,528	18,785
Alleluia Fund					1,000	
Parish Life	3,428	8,588	2,541	4,234	4,125	2,500
Repairs and Maintenance	23,902	17,709	25,991	30,363	27,764	30,000
Utilities	25,701	26,268	28,640	27,185	35,357	30,000
Insurance/Finance	12,008	11,040	11,533	9,327	13,751	9,000
Personnel Costs						
Clergy Salaries	70,090	45,149	55,000	32,227	73,011	74,389
Clergy Benefits	65,578	26,188	45,362	45,605	33,575	35,992
Staff Salaries, salaried	144,224	147,464	151,725	153,999	152,441	149,298
Staff Salaries, part-time	12,986	3,529	3,392	3,288	10,166	10,608
Staff Benefits	47,769	39,204	55,885	69,216	76,455	80,311
Priest Associate			15,000	15,000	4,000	
Supply priest					1,843	2,500
Continuing Education	3,182	1,410	3,000	688	2,000	2,000
Vacation Coverage - Clg & Stf	2,088	1,885	1,700	1,754	1,214	
Sabbatical Costs	11,212	0	3,000	1,500	3,000	11,740
Dean Search/Transition		377	14,760	18,198	0	
Dean's Conference					0	
Miscellaneous Expenses						
Security	231	36	0	0	0	
Stewardship	349	248	40	293	232	300
Convention	927	273	524	1,097	179	600
Deacon's Outreach	1,897	431	684	5,101	199	500
Deacon's Expense				0	87	300
Dean's Expense	2,066	0	0	815	3,325	3,000
Memorial Garden	1,148	0	1,959	0	moved	
Sunday transport	907	1,477	333	95		
Other program expense	2,081	9,320	5,968	703	0	

Miscellaneous	108	14	605	0	18	
TOTAL EXPENSES	550,732	444,224	542,397	520,701	555,041	551,806
SURPLUS (DEFICIT)	17,099	58,550	20,455	34,814	6,390	0

2015 Outreach Spending

includes both budgeted and fund-raising amounts

JUMP	12,850
VT Interfaith Action	7,500
Diocesan Grant to VIA	2,000
VT Interfaith Power & Light	100
Youth Build	940
Episcopal R & D	570
United Thank Offering	587
Lake Champlain Int'l	250
Kids 4 Peace	4,490
Doctors without Borders	1,000
Northern Friends of Haiti	1,000
Scalabrini Int'l Migration	1,000
Camp Agape	500
Alleluia Fund	1,000
	<u>33,787</u>

Annual Campaign for 2016

Chris Davis

Last year we had by far the largest pledge total in history, \$325,285.00 with 133 parishioners pledging, also a record. For this year's campaign we sought a further 10% increase to recognize the ongoing increase in fixed expenses for the day to day maintenance and upkeep of the Cathedral building as well as offering the many programs and services of which we are justifiably proud. Thanks to the generosity of many we achieved a pledge total of \$311,687. While we did not achieve our pledge goal we did increase significantly the number of pledges (154, a new record!) with 19 new pledges both very positive achievements.

The Cathedral hopes to be able to continue to reduce its reliance upon our endowment. In 2014 the draw on the endowment was 5.5%. In 2015 it was 5%. It is anticipated that the draw for 2016 will be 4.75%.

The annual campaign team continues to believe strongly in providing financial transparency to the Parish. The annual campaign letter included detailed information regarding the anticipated budget. The e-mail news provides periodic updates on revenue and expenditures. Finally, the team continues to be committed to challenge all of us to make financial giving to the Cathedral a regular component of participation in Parish life particularly as the needs of the congregation grow as well as its membership and its variety of ministries.

Thank you.

Chris Davis, Bruce Campbell, Jen Green and Bert Cicchetti



Community Cluster Group

Barrie Savage

The Community Cluster Group focuses on organizing special celebrations throughout the church year. Those celebrations include the “Epiphany Undecorating Chili/Soup Supper” in January, through the “Start-up Picnic” the following September, as well as Sunday morning coffee hour refreshments.

Our goal is to celebrate the seasons of the church year, enrich the lives of our congregation and the ongoing life of our Cathedral.



Watch for sign-up sheets in the Narthex for opportunities to participate in this important part of life at St. Paul.

Penny Pillsbury, Barrie Montross, Jaqi Robertson and Barrie Savage make up our current Community Cluster Group. We welcome members throughout the year. If you would like to join us, speak to one of us any Sunday morning or send an email to barrie@stevesavage.com.

Thank you to all who participated in so many ways during 2015. These events do not happen without many loving hands and hearts.



Church School

Pre-K/Kindergarten Class Gaby Ochoa-Brenneman and Carol Moran-Brown And First and Second Grade Class

We continue to structure our class each week with singing and music, reading a story, creating some craft, and eating our “feast”. Our children work hard at refining their skills around appropriate classroom behavior, sharing, listening, and being respectful of one another. Our primary goals are to make sure the children feel loved by God and others at St. Paul’s and that they feel St. Paul’s is theirs. We have lively discussions and often one of the children will lead us in prayer before eating our snack. Parents and family are key players in Church School, helping with the feast for the entire Church School group.

This year we have had some staffing changes. Gaby Ochoa-Brenneman is taking a sabbatical from teaching and Holly Baker, our ever-loyal substitute teacher for years, has agreed to become a permanent member of the teaching staff. We miss Gaby deeply and we feel so fortunate to have Holly joining the teaching team.

We redesigned our classrooms at the start of the 2015-16 program year. In order to accommodate scheduling needs and the fact that our classes (Pre-K/K and 1st/2nd) are small (we typically have 4-7 children in any given week) we joined forces and meet as one group. This has presented the opportunity for modeling by our older kiddos for the younger ones. The conversation seems “older” and yet still accessible to all ages. We are a place where we talk about God, about things that really matter (like family and relationship and kindness), about silliness and about whatever may be on the mind of one of the children or teachers.



Intermediate Class
Third, Fourth, and Fifth-Grade Class
Karin Davis

The students in this class are a well-traveled group and eager to learn more about the world. After a centering prayer at the beginning of class, a child chooses a country for the day and we find it in our Peace Prayer book and on our globe. We then pray for those who live in that place and their concerns, such as political unrest, national disasters or medical emergencies.

The Gospel of the day is usually the topic of discussion. We re-read the text in our picture Bible, becoming familiar with words and concepts that need explanation. The ideas expressed in the sermon are explored as well. While this takes place the children are encouraged to sketch and draw. Many of these



pictures appear in the May Art Show. The class is a conversation, with the teacher as guide to ensure a respectful exchange of ideas. Topics may not be resolved in one class but enlarged in the future. Real objects, art and music embellish the theme of the day.

There are five to seven children present but not always the same ones—sports coaches often have expectations of Sunday practice. Several of the children are choristers or have been present at the 9:00 service before Church School, so it can be a long morning for them. Nevertheless, they are always polite and engaged. The Feast, provided by kind folks, is welcomed toward the end of class.

Visits from Dean Finan, Deacon Stan Baker and guest preachers are appreciated by this friendly group.

Middle-School Church School
Terri Donovan and Anne Clark

Although we call it the Middle-School room, we often have one or two high-schoolers who join in. We always begin with a “sermon quiz,” which is a lively session of questions about the liturgy that everyone just participated in. With the prospect of a reward for the winner (an extra piece of chocolate!), there is added incentive to pay attention and be involved in the service. And the service then provides our framework for on-going engagement with the Bible, the liturgical year, and the work of the church. The rest of our curriculum this year is structured by the wonderful book, *The Gospel According to Pixar*, by Todd Brewer and David Zahl. We select a movie discussed in this book, watch it over the course of about a month, and let the students see what they thought of us “mere” fun unfold into lessons about love, forgiveness, and finding wonder in God’s creation.

SPY – St. Paul's Youth Group

Marti Churchill

Twenty-four youth signed up and actively took part in SPY last year.

In January and February the 20 youth who planned to go to Costa Rica attended a 6 week Bible study series entitled "To Serve and Guard the Earth" by Beth Bojarski. We spent time studying the creation stories in the Old Testament and applying them to our current environmental crisis and how we can 'serve and guard the earth' as is God's calling for us.

The Spring was dedicated to fundraising and local outreach efforts. In February we held our annual Super Bowl Sub Sandwich sale, which was very successful. We sold over 80 sandwiches helping to raise monies for our service trips in April. We held a fundraiser of tree buying to help with the reforestation project we supported by our trip to Costa Rica. We also applied for and were the benefactor of a McClure grant (of \$6500) to aid in the funding of our trips. Our outreach efforts in the spring were dedicated to cooking and serving monthly meals for the shelter "A New Place" on North Street which shelters 24 adults in a longer term program, helping them get back on their feet and able to live independently again.



Our service/educational trip this year was to travel to Costa Rica in April. 20 youth and 4 chaperones traveled and stayed at the Diocesan House in San Jose. We did volunteer work for the Diocese of CR. The Bishop was out of town so were not able to meet with him, sadly. We did worship with a local Episcopal church and worked closely with the youth outreach minister, Paul Spellings, who came to St. Paul's in November 2014 and preached at the Cathedral. The group then traveled to the

Rain Forest and spent time with the CR Conservation Foundation learning about wild life and tree conservation and contributing hours of service for them while learning and enjoying the beautiful landscape and wild life of CR.

Over 30 people/families sponsored our youth for these service trips. After we returned the youth cooked and served a traditional CR meal for the sponsors or anyone interested in hearing directly from the youth about the trip. They sat together, ate and shared stories of their trip week, bringing the congregation together basking in the enriching life of youth ministry. The next Sunday, each youth was a part of the sermon at our three services – giving a reflection to the larger congregation about in their growth and experiences during our time in CR.





The fall started by a Start-up Sunday car wash/ car detail job. This effort generated funds to support future SPY endeavors. We also had participants and fundraisers in the JUMP run for the Old North End in September. We also collected over 80# of food for the Burlington Emergency Food Shelf during a "Trick or Can" effort during Halloween.

We also participated in the vigil to end Gun Violence, which was an ecumenical effort locally to draw awareness to the issues around

gun laws and violence in this country. The youth collected T-shirts (their own) to donate to be a t-shirt banner representing the 89 people killed every day in this country by guns. We sat and had a discussion about the issue and were invited to attend. Bishop Ely was a speaker at this vigil in December.

Our ongoing yearlong outreach had been a monthly meal – made & served by the youth for the A New Place on North St. Each month 8 or so youth prepare a meal at St. Paul's and another 3-4 youth serve the meal/and eat with the people housed at the BES. It is a moving ministry because of the welcome and warmth we feel as we share our hospitality with them and they also share their hospitality with us. The youth sit and talk with the ANP residents and hear their stories and get to know one another.

In keeping with the Jubilee designation of The Cathedral Church of St. Paul the SPY group Jubilee Ministry is making a direct link between the talk of our faith and the walk of our faith. Through Jubilee Ministry, people are empowered locally and the Church is provided the opportunity to live out its commission, to: feed the hungry, give drink to the thirsty, welcome the stranger, clothe the naked, care for the sick, and visit the imprisoned (Mathew 25:35). Jubilee is about advocacy and action -- serving the oppressed wherever they may be found, to: do justice, love mercy, and walk humbly with your God (Micah 6:8).

This is a very powerful ministry for our youth. It gives them the opportunity to make a difference in a world that can be filled with chaos and despair. It is a message of hope, peace and compassion.

The greater congregation benefits from seeing & supporting the active involvement of their youth in the community and the nation. Each year the youth return to preach a sermon one Sunday following their trip and have a dinner with the congregation to sit with fellow parishioners and share their stories and lessons learned. Our group prepares for 2016 with two more service trips planned for this April. We will be able to have Middle School and High School trips – with 12 youth participating in these outreach/service weeks with HS group. There is an effort to offer more for the middle school group but the availability of support from volunteers is difficult.



Respectfully submitted ~ Marti Churchill

Christian Initiation Process (CIP)

Sarah Howe

The Christian Initiation Process (CIP) is to prepare adults to be confirmed, received into the Episcopal Church from another Christian tradition, or to renew their baptismal vows. Participants started meeting weekly in early January for preparation. We read the Bible, studied the prayer book and our baptismal vows, and examined our faith practices and participation in the life of St. Paul's. Eight participants were confirmed or received at the Easter Vigil and one was baptized and confirmed.

Education for Ministry (EFM)

Sarah Urang

It's been another thought provoking, laughter-filled year at EFM. We had a wonderful group of 8 students who came together each Tuesday evening to study, reflect, laugh, eat, and pray together. Our year one student plunged into EFM with a journey through the Old Testament. Our year two students read and reflected on the New Testament, our year three student took a closer look at church history, and our year four student- an Alumni back for a year to experience the "new" EFM, studied theology. We also read and discussed two books as a full group; *The Bush was burning but Not Consumed*, and *Globalization, Gender, and Peacebuilding: The Future of Interfaith Dialogue*. These books provided us with an opportunity to reflect on and converse about this years' theme- Living Faithfully in a Multi-Cultural World.

Each week we also spent time doing a Theological Reflection together- a process of taking one thing; a story from a member's life, an object, a video, a scripture passage, or a dilemma and examining them through the lenses of experience, culture and tradition. We also had the opportunity to try out some new TR techniques this year. Week after week this group engaged deeply with the process of TR and made valuable connections and insights.

The first week of January began a new year for us with all of our year 1-3 students returning in addition to one new student. We're looking forward to another year of learning together! If you're interested in learning more about EFM and how you can join please contact Sarah Urang (s_ldyke@yahoo.com 349-8866).



Adult Forum

Bob Brenneman, Lisa Schnell and Betsy Beaulieu

As I review the year of rich conversations that we've had in the Adult Forum throughout 2015, my heart is full of gratitude both for the wonderful people who show up every Sunday morning at 10:00 in the Commons Room, and for the intellectually hospitable space that the Episcopal church provides for us all.

Lisa Schnell and Bob Brenneman organized the Adult Forum in the first half of 2015. We began with a three-part Epiphany series we called "Saints and Angels" in which we looked at the role of saints in the Episcopal as well as the broader Christian tradition, and then at the role angels play in the Biblical text, and in a text that's almost as capacious as the Bible: John Milton's *Paradise Lost*. After the Annual Meeting, we engaged in another three-Sunday series on science and faith in which we took a deep dive into a book by the physicist and priest, John Polkinghorne: *Science and Religion in Quest of Truth*. During Lent, we spent some time with "the human face of God"—both on the page and on the canvas—in the Adult Forum. Highlights of this series included our conversations around Jay Parini's book, *Jesus: The Human Face of God*, and a visit and chat with the author. We also had a very special visit from Betsy Beaulieu, a parishioner and dean at Champlain College, who brought with her the Heritage Edition of the St. John's Bible (the Bible was in residency at Champlain for the year). The Saint John's Bible is the first hand-written and hand-illuminated Bible to be commissioned by a Benedictine monastery since the invention of the printing press. We also spent a Sunday morning in the nave with our icon "Christ in Majesty," after which Jeanne lead a discussion of the ways in which the visual image of Jesus has changed in art over the ages. After Easter, we invited Cait McFarland to speak about the church's global mission, with a focus on the Ebola crisis in Africa. And then we finished up the program year with a series on "The Episcopal Church Today": we watched a video featuring the then Presiding Bishop; Stan Baker visited to talk about General Convention and his role as a delegate. And then Tom Little, of the diocese, came to talk with us about the report on "Re-imagining the Episcopal Church."

This past fall, Lisa Schnell, continuing in her role as co-organizer, was joined by Betsy Beaulieu, while Bob Brenneman takes a bit of a sabbatical from the Forum. We decided to move to a slightly different format this past fall, dedicating the entire fall "semester" to one theme: food. In a series that we called "Bringing Us To The Table: St. Paul's Talks About Food," we read a marvelous book by Wendell Berry *Bringing It to the Table* that spoke eloquently about our need to be in *conversation* with the land and the people who grow our food, a conversation that looks a lot like the commandment to love that is at the heart of the Scriptures. We welcomed to our own conversations several guests over the course of the series, among them Abel Luna, from Vermont Migrant Justice, the Rev. Kim Erno, of Trinity Swanton, who spoke about his work with migrant justice in Mexico, Ilyse Morgenstein-Fuerst to talk about Muslim foodways, Rabbi Joshua Chasan to share his thought about Jewish kosher practices, and Kerry Noonan, a professor at Champlain College, who spoke about medieval women saints and their spiritual discipline of fasting. We also talked about what the Bible has to say about food, looked into the theology of the Eucharist, and watched and discussed the memorable Danish film, "Babette's Feast." It was a delicious fall, and as we wind it down, we look forward to 2016 and all the new conversations that we will enjoy on Sunday mornings between the services.

Vermont Interfaith Action (VIA) - Local Organizing Ministry

Fran Carlson

The vision of Vermont Interfaith Action (VIA) is to create the hope, power, knowledge, and political will needed to make compassion and social justice a reality for all Vermonters. We try to do this by creating solutions to systemic issues that prevent our most vulnerable citizens from enjoying the quality of life God intends for us all.

VIA has had a busy year at St. Paul's, CCP and statewide.

At St. Paul's, our local organizing ministry has decided to continue to work on issues of the prison system. We selected the area of sentencing procedures with the overall goal of reducing the prison population. We are in the research phase of our process and have had three meetings to look into what the dimensions of the issue are and what might be done to solve the problem.

CCP has been tackling the issue of food insecurity. After several months of research, the group focused on the "Rally for Change" program at City Market, which asks patrons to round up their bill to the nearest dollar, donating the difference to the food shelf and other charities. CCP is now working to expand this idea to local restaurants. In addition, CCP sponsored a screening of the documentary "Just Eat It!" which highlights food waste.

Statewide, VIA has been conducting a Moral Economy Campaign. Ten presentations were given across the state on "Building Vermont's Moral Economy. A manageable first step toward this goal is to publish the Current Services Budget to reveal the actual costs of the programs that the state has committed to provide so that a more open conversation can be made about budget considerations. Gov Shumlin's administration has now agreed to do just that.

VIA also has a media presence. They appeared on Channel 17 on the "Live@5:25" discussing the moral economy campaign and the food insecurity issue. VIA's next show will be in January.

Contact person: Fran Carlson fcarlson161@yahoo.com

Joint Urban Ministry Project (JUMP)

Rick Robinson

Volunteer & Board Member

Because this report needed to be submitted by mid December of 2015 I did not have figures for 2015 so I'm submitting statistics from 2014. Like many other non-profits JUMP has suffered this past year due to a lack of funds. We are now serving around 44 households a week as opposed to 58. In 2014 JUMP experienced a year of funding uncertainty which has continued into 2015. In order to stay within the operating budget, JUMP had to make adjustments to ensure sustainable cash flow. Unfortunately, the adjustments resulted in JUMP serving fewer families in need of voucher assistance. JUMP saw a 22% decrease of households served. During 2014 1,383 individuals/families were

turned away due to limited resources. This past year I believe we may have turned away less people than last year. JUMP still served over 2,000 households.

In 2014 JUMP distributed 5,690 vouchers valued at \$98,603.00 from 30 local vendors. The break down is as follows: Transportation; \$37,901, Household Goods; \$27,230, Food: \$25,226, Utilities; \$4,104, Laundry; \$2,553, Finance; \$860, and Healthcare; \$188. Twenty-six faith communities continue to support us. We continue to recruit partners from other social agencies to provide complimentary services and from businesses in our community. We continue to apply for grants. In 2015 we did not receive grants from our Diocese but that is because they decided to support other ministries besides JUMP which is certainly understandable.

In 2014 our church gave \$10,090.69 to JUMP. Some of that money came from our budget and the rest was raised by our congregation through a lot of hard work. Thanks to everyone for their support of JUMP. We do not have a total for this past year yet but hopefully what we contributed this past year will be close to our \$14,500.00 commitment.

Mary Carter a parishioner and vestry member continues to do a great job working with JUMP clients as a direct service staffer. Keith Pillsbury who also volunteers at JUMP served on the JUMP Board in 2015. Parishioners Betsy Emerson, Carol Lutz, Paige Corologos, and Sarah Howe volunteer at JUMP. I very much enjoy working with these fellow parishioners. I also want to thank everyone at St. Paul's who have made very generous donations of money and donated goods to JUMP through the years. Thanks for helping our neighbors in need.

Gifts that Give Planting seeds of Hope and Change Rick Robinson

In 2014 Alternative Gift Giving took on a new form. Lead by College Street Congregational four downtown Burlington churches worked to create "Gifts that Give". St, Paul's, First Baptist Church and Christ Church Presbyterian joined College Street Congregational to sponsor the event which in 2015 was held at donated space at 29 Church Street on Sunday, November 29. The gifts people bought at "Gifts that Give" gave twice once to the person they gave a gift to and once to a person who received help from the non-profit they bought the gift from. Fifteen non-profits were represented at the event and sold items or, accepted donations for Alternative Gift Cards that said that a donation was made in honor of a friend or loved one to the non-profit. JUMP raised \$883.00 and at the time of this writing I don't know how much the other fifteen non-profits raised but I'm hopeful the results were good. Thanks to all of you at St. Paul's who attended and supported "Gifts that Give."

Annual Fund Raising Walks

Rick Robinson

Our church through our Jubilee Justice Cluster and several St. Paul's parishioners continued to help raise money for non-profits in two walks this past year. We supported the Walk and Run for JUMP held on September 26. That walk raised over \$14,000.00 for JUMP. Thanks to all who contributed time and money to that event.

We also participated in the COTS WALK. That walk provides funds to help the increasing number of homeless people in our community. In 2015 Christ Church Presbyterian joined walkers from our church to make a team that raised funds for COTS. Thanks to everyone who contributed time and money to this event.

ReSource Youth Build

Rick Robinson

Our church continues to support ReSource Youth Build a comprehensive job training, education and leadership development program for low income young adults ages 18 through 24 most of whom have not completed high school. The Youth Build program has a community service component that enables Youth Build partners to make an impact for positive change in their community while training in construction and weatherization while working to earn their high school diploma or GED. The Youth Build program rebuilds communities while rebuilding lives, by having young people learn construction skills as they renovate or build housing for low income families in their communities. St. Paul's supports Youth Build through money raised by "Heavenly Parking" when we sell parking for people watching the 4th of July fireworks. Thanks to Tom, Maureen, and Ben Rees for running this event.

United Thank Offering (UTO)

Sandy Zabriskie

a.) Having been appointed as Coordinator for the United Thank Offering for St. Paul's in mid-autumn, this report relates to the 2015 Fall Ingathering, which amounted to \$586.86. That figure compares with \$884.00 given in 2014.

b.) I would like to form a small group of interested parishioners of all ages to help develop a year-round program to articulate the mission of the United Thank Offering, to make regular announcements about the United Thank Offering, and to encourage consistent use of the Blue Box by all of us. I invite all would-be volunteers to speak to me about this.

c.) I want to encourage all parishioners and Parish leaders to use the full name of the United Thank Offering whenever we have spoken or written references, rather than the admittedly far more convenient abbreviation of 'UTO'. Reason: to consistently emphasize the meaning of this particular ministry of the Church and its unique focus on giving thanks.

Thank you all for all that you do for the mission and outreach of this Cathedral Church.

Episcopal Relief and Development

Margy Zabriskie

Episcopal Relief and Development is the disaster relief and international arm of the whole Episcopal Church. "Healing a Hurting World" is its motto and it is aligned with the Millennium Development Goals. What makes it unique? It has a network of churches, on the ground internationally, to carry out its work.

Vermont received several grants following tropical storm Irene to assist anyone in need. As we experience more extreme weather, disaster relief is a major need, here and abroad.

Episcopal Relief and Development has helped save many lives from malaria with its Nets for Life program which incorporates training for health care volunteers selected by Mothers' Unions in local churches who continue education and accountability in their home areas. Some areas are well on the way to eradicating malaria. The Church in Liberia has been assisted in fighting Ebola and promoting health is also a general goal.

Food security is a goal that encompasses supply, diet, sustainable agricultural practices and education. Training and funding local church leaders benefits whole communities in an economic and efficient way.

In addition, providing economic opportunities for women has promoted the other goals of Episcopal Relief and Development.

Given a network of church personnel located on site in many parts of the world and the administrative support of the National Episcopal church, contributions we make to Episcopal Relief and Development all go for funding programs. This is a very efficient way to support the Millennium Development Goals and to Heal a Hurting World. Our next ingathering for Episcopal Relief and Development is Sunday, January 31, 2016. In 2015 we gave \$570. I hope we all will participate generously to promote this work.

Salvation Army dinners

Ali Urang

Thank you to the many parishioners from St. Paul's and Christ Church, Presbyterian that participated in the Salvation Army dinners in 2015. We appreciate your food donations and your time spent setting up, transporting food, serving and cleaning up. As you may know, we partner with the Salvation Army in their Friendly Kitchen program. The Salvation Army serves a free dinner 6 nights a week to anyone who would like to attend at their 64 Main Street, Burlington location and depends on volunteers to help keep the program running. The dinners we were part of in 2015 were held on May 29, July 31, and October 30. Looking forward to our participation in 2016!

Cathedral Square Corporation

Report from Kim Fitzgerald, CEO

Some highlights from 2015 include:

- Based on a resident survey, 94% of our residents would recommend Cathedral Square to a friend.
- Based on a staff survey and our benefits package, Cathedral Square was designated as the 9th Best Place to Work in Vermont!
- With the financial support of Blue Cross Blue Shield, we were able to offer a wellness program to our staff this year.
- We purchased, renovated, and now own 24 units of elderly housing in Hinesburg, called Kelley's Field, in collaboration with Housing Vermont.
- We purchased a Vermod (net zero energy home) in Shelburne for educational purposes.
- We received 9% tax credit funding for Elm Place. We still need about \$300K in funding, but once reserved we plan to start construction in April 2016. This will provide 30 units of elderly housing in Milton near the family health center.
- We received the Enterprise Green Communities Certification for our energy work at Richmond Terrace.
- We are embarking on a lighting retrofit of Heineberg Senior Housing to save energy and improve lighting quality. The improvements will be financed through the energy savings, using Commons Energy, the public purpose energy savings company that Vermont Energy Investment Corporation spun off.
- We now have almost 5,000 SASH participants around the State. Our evaluation results still remain strong. The first report showed reductions in Medicare expenditures of \$1,756-\$2,200 per person per year. Our second report, which now has been expanded to include more of the SASH participants (tax credit as well as section 8 residents), shows Medicare expenditure reductions around \$1,500 per person per year on average.
- We have been asked to be part of a statewide suicide prevention program through the Department of Mental Health and our work with SASH.
- We launched a new Cathedral Square website.

Nancy Eldridge transitioned out of her role as CEO after 16 years of inspiring leadership, and I am pleased to have been offered her position. I have worked for Cathedral Square for over 16 years in the role of Chief of Operations and Finance. It is a true pleasure and honor to have been selected and I am excited about our future endeavors. I am also pleased to announce that we have promoted Laura Wilson to the Director of Operations position. Laura has worked with us for 14 years, and most recently was the Director of Cathedral Square Senior Living.

We have an incredible staff both out in the field as well as behind the scenes. The compassion and support they show to our residents and to each other is unparalleled and quite humbling. We now have almost 120 employees at our 29 properties. We also have over 260 volunteers that help make our work possible. We have 966 units of housing and yet we still have over 1,000 people on our waiting list. The need for affordable senior housing is undeniable. We continue to look for ways to build more housing, but the funding cuts are making it more and more difficult.

We completed our first resident survey in 15 years, and 50% of the residents responded. We were very pleased with the results, and the overwhelming support of our work. The majority of the comments were positive about all areas of staffing as well as the actual buildings themselves. Here are a few of the resident comments:

“Living here makes me feel happy, independent, and needed. There is no other place I want to live.” “Love this community – like family to me!”

“My comment is – thank God! And thank you for all you do.”

“I feel very fortunate to be living here; it’s like being on vacation.”

Cathedral Square’s financial position remains strong. We actually made money through our Assisted Living program this year. And we were able to fully fund our reserves at the gold standard our board was striving to reach (equal to 3 months’ worth of operating expenses). Even though we have set up reserves for SASH and development we did not have to use them in 2015.

My many thanks to our Executive Team: Molly Dugan, Cindy Reid, and Laura Wilson and our tremendous staff for their commitment to our mission.

And a heartfelt thanks to our talented Board of Directors for their support and guidance: Charlie Smith, Alice Rouleau, Barbara Gay, Christine Finley, Sharon Moffatt, Jim Hester, Jim Chandler, Lynn Bates, Judy Warriner Walke and Jeanne Finan.

Wreath Project

Penny Pillsbury

Our Project charged ourselves with keeping the Committee's 'tradition of joyous fellowship, beautiful craftsmanship while maximizing our donations to the most needy, involving as many parishioners in the Wreath Project as is practical'.



After a debriefing breakfast in December '14, Joan Braun and I met and wrote job descriptions for the "Department Heads" of the Wreath Project. In August we had our team ready. Keith and I visited Peg and Dennis Gibson, owners of NEKBalsam in West Glover and learned of their business. Over 20 separate workers in the Northeast Kingdom create our wreaths and appreciate the money they earn to pay their taxes or fuel bills. The wreaths have done some good before we even receive them!

The Shipping & Delivery Sheiks were Maureen and Tom Rees –the boxes, constructed by the Youth Group were shipped a day early this year. **Local Deliveries** done by Hugh and Ruth Moore, Keith Pillsbury, Alice Winn, etc.

Wreath Shelter Construction/Deconstruction-Tom Rees, John Montross, Rees Baker, John Rouleau

Money Manager Fran Carlson, with awesome support from Alyssa Newsmith and Barbara Comeau, made my life much easier this year. **Maureen Rees** did a great job with the payments on pickup days.



Anne Brown served admirably as the **Order Spreadsheet Overseer** creating a database which we could all rely on throughout the whole ordering process.

Jennifer Smith was the **Order Input Maestra**, solely responsible for adding all orders-accurate and on time!

Bow-making Boss People-Pat Wheeler bought the ribbons and I saw Alice Rouleau leading the charge with Nancy Ellis, Linda Sabens, Barrie and Marion Montross, Alice Winn and Anne Brown with beautiful bows resulting.

Head Conehead Alice MacDonald assured cones were collected, sorted, and coners trained. New coners Marley Skiff and Barrie Montross stepped up as if they'd always known how. I learned from Alice Rouleau how to chop cones.

Comestibles Coordinator Connie Quinby kept the team well "fed and watered" with soups from Congreve, Joann Stanfield, Suki Rubin and Jean Andersen. Connie even did the dishes!



Tallymeister-Alice MacDonald created a tally board for help in keeping track of wreath production progress-there are about 55 variations of our product! Joan Braun and several of us worked the board.

Publicity Poohbah and Volunteer Coordinator Penny Pillsbury worked with Greg Merhar to photograph the project so we can market a little wider in 2016. Volunteers I love you. Eadie and Carol would be proud.

The phenomenal Wreath Team worked together smoothly and earned a net income of approximately \$4995 (gross income \$11,595, expenses \$6600). We sold approximately 57 more pieces than last year.

Silent Auction Ernie Hathaway

After a very successful Silent Auction in 2014, we surpassed it in 2015, raising over \$11,000; laying to rest the assertion that churches in New England cannot raise this kind of money. We worked **hard** this year, to increase clarity for Auction procedures and guidelines. We produced a Lenten Coffee Hour and hosted Wanda Hines and Debbie Ingram; setting up their own individual booths, they answered questions while Silent Auction committee members busily recruited more volunteers to contact the business community, seeking donations of goods, services and experiences from their favorite haunts (As a result, more of these items came in than we've had in some time.). We wrote more notices, posted more pictures, enjoyed John Rouleau's walk about the nave with his "Repent, for the Silent Auction is Near!" sign; all this to announce and drum up interest in this, the celebratory 10th Anniversary of its founding, by Carol Walters. From the gross of \$11,064, after deducting our very minimal expenses, we awarded proceeds of \$10,672.43 to Joint Urban Ministry Project (JUMP) and to Vermont Interfaith Action (VIA). Thank you from the bottom of my heart to all who contributed to making this event such a pivotal and groundbreaking success.

Highlights of the evening: Bruce Campbell, Emcee; Deacon Stan presenting Jennifer Smith with a token of our appreciation for her and her mother Carol Walters' legacy; Charles Knoll, Sr., with his youthful culinary team of Caitlyn Macfarland and Andrew Trainor serving up a magical dessert buffet of crepes cooked to order (Isn't it fun to have our youth and young adults involved in this event? And they're already on board for 2016!). The Nave looked splendid with mouthwatering hors d'oeuvres, items too numerous to mention—and of such caliber. The Van de Graff High Tea was the single most sought after item. There were more items than ever entrusted to us by donors from outside our walls, combined with our highest attendance ever. Ticket sales exceeded 150.



We did it! We had a blast while praising, worshipping and loving our Lord. We do this because Jesus, in an ongoing circle of energy, set the example. Fighting to change the system from one that causes and encourages Poverty to one that encourages and enables all persons to be self-sufficient—a system that teaches that there is enough for everybody—is very sacred work indeed! When we Silent Auction Committee members request your

help with 2016's Silent Auction, please remember: We will find a job for you, a job replete with an end-time. It's a fun time!

Cycle of Prayer

The Ven. Catherine Cooke

The members of the Cycle of Prayer group offer daily prayers for the ill and those with special needs, intercessions for the parish, the diocese, the community and the world. We meet once a month at noon on the first Tuesday of the month to update the prayer list and to join in prayer and meditation. The usual format of the meeting is to open with noonday prayer and another prayer or two, updating our prayer list, giving our reflections on something we have read, most recently we have been using the readings from forward Day by Day, sharing some event from the past month and closing with prayer.

Through this sharing we have not only greater understanding of each other and the way we think, but also of the unique ways God is made known in our lives. We are always open to new membership. If you are unable to attend the actual meeting, but would like to participate in this intercessory prayer, we will provide you with a list each month. Names of people or concerns to be prayed for can be left in the church office.

St. Paul's Flower Guild

Pat Wheeler

The five long standing members of St Paul's Flower Guild, Estelle Deane, Nancy Ellis, Connie Quinby, Keith Pillsbury, and Pat Wheeler are pleased to have added new flower arrangers this year, Julie Edwards, and Margaret Zabriskie.

Additionally, at Easter and at Christmas, many more volunteers have become regulars, and we have a very good time together.

Funding for Flower Guild comes from contributions, especially at Easter and at Christmas.



Altar Guild & Sacristan

Alice Van Buren

The focus of the sacristan's duties is the maintenance of items both past and present for the purpose of worship including vestments, vessels, processional crosses, candles, linens, prayer and altar books, hymnals, wine and communion bread and wafer supplies.



This work involves the preparations and clean up for various services held not only on Sundays but also funerals and special services during the liturgical seasons of the church calendar including the diocesan convention. The sacristan is assisted by the Altar Guild on Sunday mornings. Special thanks to Judith McManis, liturgical artist. Since one of the functions of the church is the meeting of the spiritual needs of its community, the work accomplished in

this sacristy is important to the mission of this church and to our individual lives. Therefore we all are responsible to maintain and strive for the highest quality of liturgy to the honor and glory of the God and Lord whom we serve. To worship is to serve and to serve is to worship.

The focus of the archivist is to collect, organize and preserve the historical documents and records of this congregation as required by the canons and policies of the diocese and the national church. Since the last known recorded inventory of the archives was done in 1989 and because archival materials were discovered scattered throughout the Cathedral building as there is no designated central archival storage location nor budgeted funds to support it, an action plan for the re-organization of the archives was created. The Diocesan archivist, Elizabeth Allison, was consulted on how to proceed. In particular materials from David Walters, Barbara Weinrich, Herbert Austin, Bishop Hopkins and the fire safe files were reviewed, collated and inventoried. In addition, topical binders were created in order to make the archival files user friendly such as clerical biographical information and the history of St. Paul's. File folders are also maintained on past and present organizations of St. Paul's. All these tasks are on going throughout the year on a weekly basis. How well we remember where we have come from and how we arrived, will not only give meaning to our present circumstances but also help us to determine our course in the future. The church of the past provides a direct link to the church of the present and the future. Let us not forget to remember our past.

Respectfully submitted,
Alice VanBuren, sacristan and archivist

Earth Care Ministry at St. Paul's Sylvia Knight

Our parish's environmental policy of 2004 leads us to deeper awareness of our relationship with and care for God's creation. In the last 10 years, we have focused largely on improving our understanding and practice of recycling and composting as means of waste reduction. As part of our stewardship, our parish is providing compostable plates and cups. *Thanks to all who dispose of them in the compost, not the trash.* What's the difference? Read on!

Waste reduction is a religious issue, complicated by several factors:

- ~so many materials available in the market not yet attuned to Earth care;
- ~our desire for convenience;
- ~old habits of throwing stuff "away" (there really is no "away");
- ~lingering confusion about recycling vs composting.



I find it useful to review the booklet by Chittenden Solid Waste District: [Where do I chuck this?](#) Several copies are available at St. Paul's.

Now for some basics about recycling, composting and trash:

Recycling takes papers, metals, glass, cans, and some plastic materials, sorts and bundles them by kind, and *sells them for manufacture into new products*, which you can buy and use. Examples: paper and boxes made from recycled paper; picnic tables made from recycled plastic; tinfoil made from recycled aluminum. *Recycling keeps these materials in our economy and creates jobs.*

Composting (Green Mountain Compost) takes food scraps, wooden stirrers, napkins, soiled paper, grease, meat scraps, vegetable and fruit peelings, plant matter, and blends them with animal manures, hay, and leaves. This mixture is continually turned and allowed to decompose with the aid of oxygen and small organisms as it becomes more and more like rich soil. When ready it is sold in Vermont and elsewhere as a rich soil amendment for gardeners and farmers, *staying in Earth's economy and creating jobs.*

Trash means items are neither composted nor recycled, but carried a long distance (requires petroleum fuel) to the landfill in Coventry, VT. These materials are actually *wasted*, as they *do not remain in the economy*; they are buried. About 1/3 of household trash still going to the landfill is compostable, creating *methane, a powerful global warming gas.*

Our experience during the Diocesan Convention in November points us to the need for different food arrangements for future conventions at St. Paul's. Much effort was needed to sort food and compostable materials disposed of in trash, despite our best efforts at

labeling containers. We found the waste a sad and painful disconnect from the positive proceedings at the Convention. How do we move forward? A committee, of course! Please help us figure this out.

For Earth Community, God's Creation:
Sylvia Knight & Bob Wright

Migrant Justice/Justicia Migrante
2015
Bob Wright and Sylvia Knight

On October 4, 2015 Abel Luna and Daniel Lopez of Migrant Justice (MJ) spoke at the Adult Education series on food about their work with immigrant farmworkers in Vermont and the connections with food justice. Roughly 1500 immigrants from Mexico and Guatemala work in Vermont's dairy industry, many under difficult and dehumanizing conditions.

Going back in time, in September 2012 Bob Wright and Sylvia Knight became volunteers with Migrant Justice (www.migrantjustice.net), a grass-roots organization that empowers farmworkers to come together, discuss their problems, discern which one to tackle next and develop strategy. The organization is responsible to the farmworkers. As allies in solidarity, we started by transporting farmworkers to their meetings, thereby meeting farmworkers and seeing firsthand their varied living conditions. Driving farmworkers to the Statehouse was particularly rewarding, as they testified on their own behalf with the aid of translators about their need for drivers' licenses. We'll never forget witnessing a moving conversation between Daniel Lopez and Senator Diane Snelling in the Statehouse cafeteria (with translator) about the drivers licenses. She finally voted for the bill.

In the 2014 campaign to reduce race-biased policing and to prevent police from acting as immigration officers, we wrote to the Vergennes police chief, urging him to uphold State laws that call for non-biased policing. Vergennes police had detained three farmworkers in late 2013 because of a defective tail light and transferred them to immigration authorities, causing them to lose several hundred dollars worth of food they had purchased for their household in Ferrisburgh and putting them in danger of deportation. All three were hard workers at a large dairy farm east of Vergennes. In May 2014 we were part of a group action by MJ allies to support one farmworker we knew in his decision to leave a disrespectful boss and terrible living conditions at a farm near Vergennes. His liberation was one of the most meaningful experiences of our lives. You can see his radiant face in the photo on the Narthex table. He is now one of MJ's leaders.

After doing a survey of farmworkers' problems around Vermont, MJ developed their Milk with Dignity Campaign, focusing on Ben & Jerry's Ice Cream Company whose corporate environmental ethic has no consideration of farmworkers. MJ got a commitment in June 2015 from Ben & Jerry's to join the Milk with Dignity Campaign and sign on to their worker-driven Code of Conduct, which requires improved working and living conditions for farmworkers and calls for premiums to farmers in Ben & Jerry's supply chain who participate in the Code of Conduct. Serious and binding negotiations

have been underway for several months on how the Code of Conduct will be implemented. Recently we asked St. Paul's Cycle of Prayer to keep Migrant Justice and their negotiations with Ben & Jerry's in their prayers.

As negotiations draw to a conclusion, there may be new ways for faith communities to engage with Migrant Justice and their campaign for food justice. Being in solidarity with our marginalized, hardworking and effective neighbors has been challenging and very inspiring for us, leading us to new areas of Christian faith and life.

Taizé Ministry **Judith McManis**

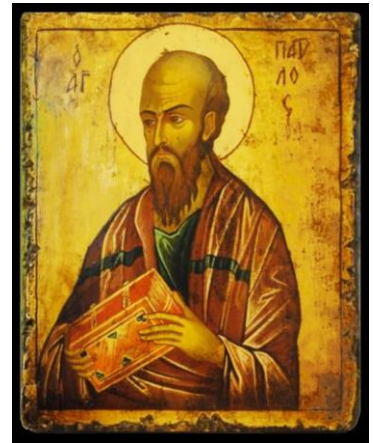
The Taizé Ministry at St. Paul's has been a part of our parish life (and the greater community) beginning in Holy Week of 2007. Taizé can be encountered in many formats; here at St. Paul's we use the structure of Evening Prayer, in a schedule of four services annually with themes being taken from the date on which they fall and featuring music, icons, a reading and other appropriate elements.



Singers/instrumentalists from within and outside of St. Paul's rehearse before each service.

A Taizé Planning Team, under the direction of Canon Precentor Mark Howe is responsible for the content and details of these services; along with dedicated volunteers, they prepare all aspects of each including the physical layout of the room. Members of the Team have varied a bit over the years and currently include (in addition to Mark) Rose Bacon, Henry Maciejewski, Judith McManis and Liz Thompson. Several faithful parishioners serve as Greeters; readers are appointed from those in regular attendance. The TPT has a table at the now-annual Ministry Fair in the fall, this year having several new people sign up for various jobs; Thank You! - **you will be contacted!** Choir members and other parishioners help with set-up/putting-away, now scheduled for the day after the service as it maintains the quiet at the end of the evening, while preventing potential damage if things are put away too quickly. The Taizé Closet is cleaned and rearranged as needed.

The Taizé Planning Team generally meets four times each year and looks forward to our Annual Retreat (usually in August). In addition, Rose Bacon consults with others in creating Taizé services. Not technically an outreach of the Team at St. Paul's, we are all supportive of Rose in whatever ways we can. Team members attend other Taizé services in the area whenever possible. The "Taizé in Vermont" Facebook page has 73 "friends" and invites anyone in Vermont holding a Taizé service to post it there. Beginning in 2014 and continuing this year the TPT has begun writing "Customaries" for each service. These help us in directing volunteers in set up/take down as well as in long-term preparations.



Taizé Ministry funding is evolving. In addition to costs underwritten by the members of the team, a line-item in the parish budget has been established. This will track income (offerings and gifts), allow for re-supplying consumables (candles, etc.) and the purchase and framing of more icons as needed. Anyone who would like to "Sponsor an Icon" (pay for its purchase & framing) is encouraged to do so. The Team has, over time, adapted the printed programs into a format that uses as little paper as possible, yet guides/informs those in attendance.

Taizé Ministry has been acknowledged as one of the most important outreach tools we offer at St. Paul's; it is rewarding to see robust attendance by parishioners as well as members of the broader community. At each Taizé service, we see new people – people who may have never previously walked through the doors of St. Paul's.

Taizé Statistics:

- January 18, 2015 (Confession of Peter the Apostle): Jeanne Finan, Officiant – 34 in attendance
- March 30, 2015 (Monday in Holy Week): Diane Nancekivell, Officiant – 109 in attendance
- June 7, 2015 (Creation Theme): Luke Austin, Officiant – 55 in attendance
- November 1, 2015 (All Saints): Rob Spainhour, Officiant – 86 in attendance

Respectfully submitted,
The Taizé Planning Team (members listed above)

Lay Participants

Alice Winn

There are roughly one hundred Lay Participants who serve as production and support teams for our clergy at Sunday worship services, weddings, funerals and the numerous special worship services that occur throughout our liturgical year. This dedicated group is comprised of lectors, intercessors, ushers, vergers, lay Eucharistic ministers, thurifers, acolytes, and choir parents. Through their work we hope the spiritual and prayerful experience of those who attend the services is strengthened.

A workshop, conducted by the staff in the fall, for both veteran and new lay participants began this year with the emphasis on recruitment and training. We are very grateful to Estelle Deane who serves as our amazing trainer-in-chief for the sanctuary lay participants and to Mark Howe who brings his spiritual and intellectual gifts to the training of the lectors and intercessors.

This report would not be complete without saying a special thank you to Rose Bacon. Rose has taken on the responsibility for scheduling one hundred plus people. You can imagine this is a complicated undertaking and she does it with grace and patience.



We are always looking forward to welcoming additional people to our ranks. If you are interested in more information, please call Jeanne, Alice Winn or any of the other names you have seen here. Enormous thanks go out to all of you who serve as Lay Participants. We are blessed that you are willing to give your time to this important ministry.

Faithfully,
Alice Winn

Liturgical Ministry Scheduler

Rose J. Bacon

The members of the Cathedral Church of St. Paul gather for many reasons. One of the main reasons we gather is for *“corporate worship”*. Corporate worship is defined in our catechism as the time where *“we unite ourselves with others to acknowledge the holiness of God, to hear God’s Word, to offer prayer, and to celebrate the sacraments.”* (BCP – Page 857) Corporate worship is not an event that simply happens. To many worshippers our services on Sunday, Wednesday, and during the Advent/Christmas and Lent/Easter Seasons look seamless. Much prior planning and work takes place in the background to achieve this effortless appearance. In addition to the diligent work of our staff, we are blessed with a roster of 75 individuals who serve in the role of liturgical minister. As with any event that happens on a regular basis, there must be a schedule to delineate who will be doing what, where, and when. And, as with all schedules, someone must coordinate that schedule. At St. Paul’s, the liturgical scheduling is handled by the Liturgical Ministry Scheduler.



The role of “Liturgical Ministry Scheduler” was fulfilled by two parishioners in 2015. Sarah Urang coordinated the liturgical schedule thru May 2015. During the Easter Season, I observed Sarah as she did this work. Sarah provided orientation to the liturgical scheduling process at St. Paul’s and introduced me to the liturgical scheduling software. I am grateful to Sarah for her support and guidance as I transitioned into this ministry and express my hearty thanks to her for her past work in this role. In June 2015, I assumed this role solely.

As the Liturgical Ministry Scheduler, I utilize the liturgical scheduling program known as *Ministry Scheduler Pro*. The software has standard email templates which solicit information from liturgical ministers regarding their availability to serve on the liturgical schedule. All responses received by the solicitation deadline are compiled and the

software promulgates the liturgical schedule for the given time period. The schedule is sent out via email to all active liturgical ministers. Software generated email reminders are sent out at predetermined intervals to remind liturgical ministers of their commitment for a particular week. With each passing month, I learn more about how this software works. I am grateful to our liturgical ministers and staff who have patiently supported my learning curve in this regard.

The *Ministry Scheduler Pro* software makes the scheduling process very simple; the software truly does all the work. As with any software package, the program only works as well as the data which is entered into it. Liturgical ministers as individuals have the responsibility of indicating the dates and times they are unable to serve, as well as informing me of any changes in their email address and/or ministry preferences. It is also the responsibility of the liturgical minister to initiate a "sub request" if they cannot serve on the date assigned. This is an easy process. Any liturgical minister having difficulties utilizing the software should contact me via email (blossomrjb@myfairpoint.net) or phone (372-8290) and we'll set up a time for a brief tutorial.

There is an old saying, "*Many hands make light work.*" This saying is made manifest by the many individual who steadfastly work to make worship at St. Paul's a true spiritual feast. That being said, there is always room for another pair of hands to help. If you are interested in serving in one of the many liturgical roles, please see either Jeanne or Stan for more information. And if you have additional questions regarding the liturgical scheduling process, do not hesitate to ask me.

Respectfully submitted,
Rose J. Bacon
Liturgical Ministry Scheduler

Bible Study

Neil Stout

Bible study, which for many years met at 7:00 am on Wednesday, now meets at 8:00 am on Thursday. It lasts an hour. We usually have six or seven in attendance. If need be, to attract new participants, we can adjust the hour and day again.

During its long existence, our bible study group has covered a large part of all the scriptures and apocrypha, and most of the New Testament twice. Of late, we have branched out to more modern writings. currently "Mark for Everyone," a popular exegesis by N.T. Wright. Recently we have also read "Zealot," by Reza Aslan, and "Here I Stand," a life of Martin Luther by Roland Bainton. We have lively discussions, but we sorely miss several whom death, health problems, or relocation has taken from us. We welcome visitors. Church membership is not required, only curiosity. If you want to talk about it, Alice Van Buren, Barbara Gay, David Turner, and I will be delighted to tell you why we think you would find our group congenial.

Meditation Center

Merryn Rutledge

The Meditation Center is one Cathedral ministry that reflects and supports our Cathedral community belief that as individuals and one Body, we must have ways to nurture and express our life in faith.

Three lay-led meditation groups continue to meet weekly on Tuesday evening, Wednesday morning, and Friday morning. Every group listens to or reads from a teaching, meditates in silence, and ends with prayers chosen to reflect the time of day.

In addition, we held two retreats in 2015: an overnight Lenten retreat for searchers, novices, and those experienced in contemplative practice, and attended by members of several churches in Vermont; one for the Center “coordinating group,” which is the leaders of each weekly meditation group. The coordinating group meets periodically throughout the year to plan programs, provide a “center” for the Center, and support each others’ practice and leadership.

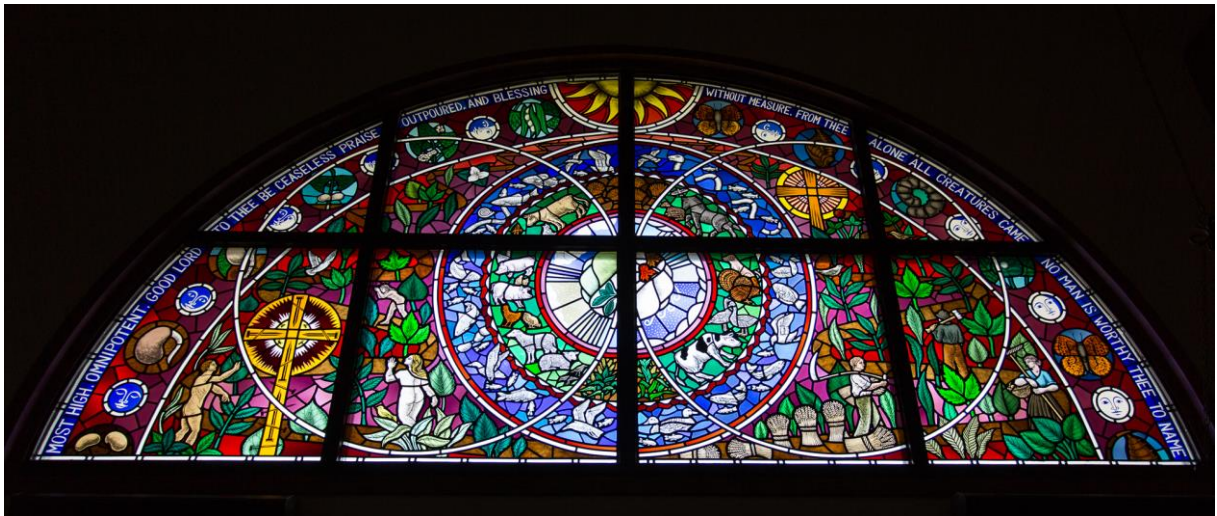
Now completing its twelfth year, the Center is affiliated with the World Community for Christian Meditation and welcomes meditators from many traditions.

Contact Merryn Rutledge for information, and join us in the Cathedral Chapel:

- Tuesdays 5:30 – 6:30 p.m.
- Wednesdays 10:30 – 11:30 a.m.
- Fridays 7:15 – 8:15 a.m.

Respectfully,

Merryn Rutledge, Meditation Center coordinating group convener



Dossal Management Judith McManis

While it may be assumed that the Dossals (those colorful panels behind the altar) and a few other Liturgical elements do not appear and disappear by magic, it's good to acknowledge the work that goes into this ministry. Changing the Dossal happens for Advent, Christmas, Epiphany, Lent, Easter (window banners) and Pentecost. In addition, the 57' outdoor banner goes up in late August.



Initially Martin Poppe, Anthony Galas and Judith McManis mounted and retired the various dossals. Thankfully, more folks have joined the 'team' on an as-needed basis. These wonderful people include: John Montross, Betsy Emerson, Keith (and Penny) Pillsbury, Ernie Hathaway, Joe Harig, and John Rouleau. Luis Garcia helps when he can.

I keep trying to expose more and more potential helpers to this ministry as each dossal has it's own characteristics and requirements. To that end, "Customaries" (including photos, of course) have been written and continue to be updated. I constantly remember that without these folk NONE of these powerful pieces of Liturgical Art would be anything but a drawing in my head – I am SOOOOO grateful...

Respectfully submitted,
Judith McManis



Trinity Institute 2015

The 2015 Trinity Church Wall Street Institute was live-streamed here at The Cathedral with discussion groups facilitated by Cathedral members. The topic of the Institute was: *Creating Common Good*. The conference included presentations, group reflections and prayer on the problems of income inequality and how we can help solve them. Presenters and panelists included: Justin Welby, Archbishop of Canterbury; Cornel West; Rachel Held Evans; Jennifer Jones Austin; Barbara Ehrenreich; Robert Reich; Juliet Schor; and the Rt. Rev. Julio Murray, Bishop of Panama. Participation here at the Cathedral was good and discussion was lively. Thanks to our postulant intern Veronika Travis for coordinating this event.

This year's Trinity Institute topic is: *Listen for a Change: Sacred Conversations for Racial Justice*. It will be live-streamed here and will include a panel of local experts. Please contact Karen Mikkelsen at kmikkel@icloud.com for more information or to volunteer to help.

Millennium Development Goals/Global Ministries

We have seen a new focus on global as well as local ministries. Last year our Vestry educated themselves on several ministries and decided on three to support. This year the Vestry asked that our Jubilee Cluster decide on the global outreach ministries to which we would send our money. We decided to give equally to Doctors Without Borders, The Northern Friends of Haiti, and The Scalabrini International Migration Network, which supports Central American migrants coming north through Mexico with centers in southern and northern Mexico. In 2016 we will offer an education program on global ministries to the entire congregation culminating in a vote from both our youth and adult parishioners on which to support financially. See Deacon Stannard Baker for more information on our global outreach.

Kids4Peace

In 2015 The Cathedral Church of St. Paul supported Kids4Peace Vermont, and Kids4Peace International in several ways. Kids4Peace is both a local (Vermont & New Hampshire) and international organization that brings together Christian, Jewish and Muslim youth for summer camp experiences. The work goes on year round in Vermont and New Hampshire as well as in Israel and Palestine to prepare for the camp experiences and provide support and education.



Priest Associate, Diane Nancekivell ended her ministry at The Cathedral in order to serve as Chair of Kids4Peace International. Soon after her good-bye celebration she headed to Israel for a meeting of the international board. To honor her work with us, the congregation joined together to give over \$4,000 in her name to support Kids4Peace International. We also supported Kids4Peace Vermont with a generous donation.



In August, youth from the Kids4Peace summer camp attended a liturgy here at St. Paul's. Bishop of Vermont, Tom Ely, presided at the service and met with the youth after. We provided a festive coffee hour to welcome the campers. Youth served at the service as our lectors, and one youth, Summit Sularz, as crucifer. Prayers were read in Hebrew, Arabic, and English. Two of our Cathedral youth were campers: Summit Sularz and Will Belluche. The coordinator for Kid4Peace Vermont/New Hampshire is Jeff Mandell who worked closely with St. Paul's on the summer event. For more information on Kids4Peace visit their website: <http://www.k4p.org>.

The Cathedral Chapter 2015

Jeanne Finan

The Cathedral Chapter is currently composed of the Rt. Rev. Thomas Ely, Bishop of Vermont; the Very Rev. Jeanne Finan, Dean and Rector, Cathedral Church of St. Paul; Lynn Bates, Canon to the Ordinary, Diocese of Vermont; Dr. Mark Howe, Canon Precentor and Director of Music, Cathedral Church of St. Paul; Mary Stannard Carter, Senior Warden, Cathedral Church of St. Paul; Scott Tobias, Junior Warden, Cathedral Church of St. Paul; Betsy Emerson, Communicant, Cathedral Church of St. Paul, Paul Leduc, Communicant, Holy Trinity, Swanton; Zachary Roesemann, Communicant, St. Michael's Brattleboro.

This year these events were offered to the Diocese through the Cathedral:

- The Cathedral was one of the designated sites for live-streaming of the Trinity Institute *Creating Common Good*. (January 2015)
- St. Paul's Meditation Center led a well-attended Lenten Retreat with the theme *In my deepest wound I see Your glory and it dazzles me* with readings, meditations and liturgy (February 2015)
- The mystery play *Three in the Wilderness* with puppets by Finn Campman and original music by Paul Dedell was offered to the community (March 2015).
- The Cathedral began a *Digital Evangelism* project with one of the first steps being to post podcasts of sermons on our website and Facebook page followed by a flat-screen TV in the South Porch entry showing a changing slide show of Cathedral and Diocesan Events and initiating a YouTube channel for the Cathedral.

Some of the on-going resources offered by the Cathedral to the Diocesan community include:

- Hospitality for Diocesan Convention and meetings of Diocesan Committees
- Cathedral Arts, an ongoing series of instrumentalists and singers from a wide range of settings
- Integrity Chapter offering support and celebration through social events, the Interfaith Pride Worship service and the Pride Parade.
- Jubilee Ministry, with the Cathedral the only recognized Jubilee Center in the Diocese, working to assist other churches in being recognized as Jubilee Centers.
- A large and vital music ministry for all ages, with a variety of choral expression including an active youth choir program, Choral Evensong, Taize services and a regular round of Sunday choral liturgy, as well as special seasonal music such as the O Antiphons.

- Education for Ministry (EFM) study open to the wider community.
- The Hopkins Bookshop, a unique and deeply valued resource for all those of many interests and of many faith traditions
- Guest preachers, teachers and lecturers
- Retreat days offered to the wider community
- Cathedral staff and their role as resources to the wider Diocese and beyond

The Cathedral Chapter is entering into a discussion in 2016 to continues to discern how we might better serve the Episcopal Church in Vermont.

The Very Rev. Jeanne Finan
Dean and Rector



Parish Statistics

Attendance	2008	2009	2010	2011	2012	2013	2014	2015
Average Sunday Attendance	185	170	177	197	167	188	196	191
Sunday/Saturday evening services	135	137	134	167	123	124	126	114
Weekday services	62	60	60	58	57	61	52	152
Church School enrollment	53	48	49	46	40	38	40	
Marriages	1	3	1	3	1	6	3	1
Burials	12	6	7	4	7	8	7	14
Baptisms	5	8	0	2	2	3	4	6
Confirmations	1	0	1	1	5	0	5	8
Received by Bishop	0	4	1	1	3	1	1	4

2008-2016 Pledge Comparison

	2008	2009	2010	2011	2012	2013	2014	2015	2016
Number of pledges	137	149	131	134	133	127	125	136	134
Total pledged	267,289	280,867	272,287	279,282	287,900	277,346	283,857	328,585	313,127
Average pledge	1,951	1,885	2,078	2,084	2,165	2,184	2,271	2,416	2,337
Total collected	263,350	256,109	261,725	276,556	274,435	282,860	287,100	317,764	
Amount defaulted	3,939	24,758	10,562	2726	13,465	0	4,763	10,820	
Percent defaulted	1.15%	9.1%	3.8%	1%	4.6%	0	1.6%	3.3%	

Pledge Distribution	2008	2009	2010	2011	2012	2013	2014	2015	2016
\$1-300	16	19	15	15	12	10	13	17	13
\$301-500	10	12	14	13	12	13	10	12	20
\$501-1000	38	37	28	29	31	28	24	23	19
\$1001-2000	26	29	27	31	30	30	30	31	33
\$2001-4000	29	27	25	24	26	25	25	26	22
\$4001 and above	18	21	22	22	22	21	23	27	27
Total # of pledges	137	145	131	134	133	127	125	136	134

	2008	2009	2010	2011	2012	2013	2014	2015	2016
# of people contacted	270	250	225		189	203	207	229	
New pledges	15	14	6	8	13	13	5	16	19
Returning pledges	2	3	7	7	3	4	9	5	3
Increased pledges	62	63	57	44	41	38	41	57	58
Decreased pledges	9	18	13	23	12	10	15	10	21
Discontinued pledges	24	18	20	12	18	23	18	19	20
# with same pledge	49	47	44	47	61	56	49	41	36
Most common pledge	\$1000	\$1200	1200-2000	\$1500	\$1500	\$520	\$1500	\$1200	\$500
Median (middle) pledge	\$1200	\$1200	\$1300	\$1275	\$1400	\$1320	\$1320	\$1440	\$1500
Average pledge	\$1,951	\$1900	\$2078	\$2084	\$2165	\$2184	\$2271	\$2416	\$2337