A photograph of a church altar. In the foreground, a silver chalice stands on a wooden table. Next to it is a golden bowl containing a white cloth. In the background, several people are visible, some in white robes, suggesting a religious ceremony. The altar is decorated with colorful flowers.

The Cathedral Church of St. Paul
2018
Annual Report

Vestry Members 2018

2018 Executive Committee

<i>Senior Warden</i>	Lisa Schnell
<i>Junior Warden</i>	Paul Van de Graaf
<i>Clerk of Vestry</i>	Pamela Van de Graaf
<i>Treasurer</i>	Peter Jones

Terms Ending January 2019

Timothy Parker
Alice Winn
Lisa Schnell

Terms Ending January 2020

Martha Churchill
Mari Richards
Paul Van de Graaf

Terms Ending January 2021

Brad Minor
Maureen Ramos
Jenny Sisk

Ex Officio

The Rev. Laura Bryant, *Interim Rector*
Peter Jones, *Treasurer*

Board of Trustees 2018

Terms ending January 2019

Debra Leonard

Terms Ending January 2020

Ann Guillot
Alice Rouleau

Terms Ending January 2021

Bert Cicchetti
Chris Davis, *Chair*
John Montross

Ex Officio

Lisa Schnell, *Senior Warden*
The Rev. Laura Bryant, *Interim Rector*
Peter Jones, *Treasurer*
Barbara Comeau, *Financial Administrator*

Cathedral Staff

The Rt. Rev. Thomas C. Ely, *Bishop of the Diocese of Vermont*

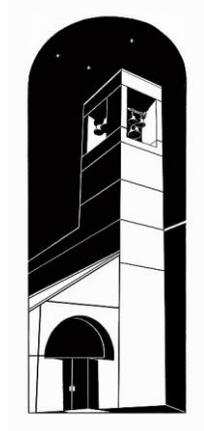
The Rev. Laura Bryant, *Interim Rector*

Mark Howe, *Canon Precentor and Director of Music*

The Rev. Deacon Stannard Baker, *Deacon*

Jennifer Sumner, *Office Administrator*

Barbara Comeau, *Financial Administrator*



Two Cherry Street | Burlington, Vermont 05401

(802) 864-0471

www.stpaulscathedralvt.org

2018 Annual Report

<u>Contents</u>	<u>Page</u>
Dean's Letter	1
Theologian-in-Residence Barry Morgan's Letter	3
Theologian-in-Residence Nancy Gossling's Letter	4
2019 Annual Meeting Agenda	6
Vestry Nominees	7
Convention Delegates and Alternates	8
2018 Annual Meeting Minutes	9
Reports – Wardens, Staff & Finance	
Senior Warden	17
Junior Warden, Buildings and Grounds	19
Deacon	21
Canon Precentor	23
Administrator	25
Board of Trustees	26
Treasurer	27
Budget	28
Outreach Ministries	29
Reports – Program	
Urban Cathedral	30
Cathedral Arts - Concerts	30
Cathedral Arts – Visual Arts	31
Church School	34
St. Paul's Youth (SPY)	35
Adult Confirmation	36
Adult Forum	37
Jubilee Justice Cluster	38
Joint Urban Ministry Project (JUMP)	29
Migrant Justice	28
Vermont Interfaith Action (VIA)	29
Community Cluster	39
The Wreath Project	40
Cycle of Prayer	41
St. Paul's Flower Guild	42
Dossal Management	43
Sacristan and Archivist	44
Taizé	45
Cookbook Project	46
Cathedral Square Corporation	47
Parish Statistics	49

THE Cathedral Church OF St. Paul

LOVING | EXPLORING | SERVING

2018 was a year of transition at the Cathedral Church of St. Paul. Dean and Rector Jeanne Finan retired October 1, and we invited two Theologians-in-Residence to be with us for October, November, and the first part of December. Interim Rector Laura Bryant begins her time with us in January, 2019.

October 2018

Dear sisters and brothers in Christ,

By the time this Annual Report is published I will be several months into my retirement and you will have your Interim Rector in place and be in discernment for your next Dean. Again I thank you for our ministry together and also for the wonderful goodbye you offered to both Tom and I when we departed. We felt truly blessed and loved beyond our wildest imaginations. Thank you. I am grateful to the excellent Vestry leadership and for the Cathedral staff's continuous leadership and commitment. In looking at the 4-1/2 years we shared together here is some of the good work we did together:



- 30 baptisms, 4 marriages, 3 renewal of marriage vows, 37 burial services, over 800 Eucharistic feasts
- Making music, liturgy, prayer and our time together to worship God at the forefront of what we do and who we are
- Developing a sustainable financial plan for the Cathedral
- Conducting a feasibility study in partnership with Cathedral Square about the possibility of using the parking lot for building additional affordable senior housing
- A year- long study of what it means to be an urban cathedral in downtown Burlington, Vermont in the 21st century
- Continuing the valued relationship with Cathedral Square Corporation
- Moving the Cathedral endowment to local oversight with Hanson and Doremus
- Hosting an exhibit of the paintings by Janet McKenzie and the purchase of *Mary and Jesus with the Papel Picado* as part of the permanent collection of the Cathedral
- Celebrating several Sunday evening Celtic Eucharists with partners from St. James Episcopal Church and Christ Church Presbyterian
- Summer services with music from the Iona and Taize communities (while Mark was on sabbatical)

- Adding the signing of the Sanctus in ASL to the service
- A growing and excellent music program with both adult choir and youth choristers
- Creating a program of summer interns
- Many wonderful guest preachers—Becca Stevens, Gay Jennings, Jonathan Wilson-Hartgrove, Chris Hingley, Susan Copley, Brian Cole, Kevin Johnson, Gail Greenwell, Scott Gunn, Bill McKibbin, David Copley, Anne Bonneyman, Todd McKee, Valerie Tutson, Cricket Cooper, Tony Lewis, Joel Baden, Lauren Winner, Mark Bozutti-Jones and Jay Parini. What a gift it was to hear these different and diverse preaching voices.
- Creating customaries for burials, baptisms and marriage services
- Adding the monitor in the South Porch so we can enjoy photos from many events as well as archive photos
- Podcasting of sermons through SoundCloud on both the Cathedral website and Facebook page
- Redesign of the website and increasing our social media presence
- Installing and use of the PowerChurch software for our financial and membership records
- Giving our archives a more permanent home
- Purchasing a portable sound system to use in the Parish Hall and for outdoor events
- Hosting of the Trinity Institute
- Strengthening the SPY groups as they ventured to Costa Rica, Nightwatch at the Cathedral Church of St. John the Divine, South Dakota, Heifer Ranch and El Salvador
- Working with an outstanding pastoral care team
- Welcoming children to assist in worship
- A long list of improvements and repairs to the building and ground, including tile repair, renovation of the undercroft into a space for Christ Church Presbyterian, modernizing of the elevator, installing a new phone system, and the largest project which was the implementation of paid parking in the lower lot as a significant and much needed income stream for the Cathedral
- Presenting Cathedral Arts concerts to the wider community
- Offering special events such as Storyteller Donald Davis and the I AM exhibit
- Participating in Episcopal Relief and Development, United Thank Offering, Vermont Interfaith Action, JUMP and other social justice ministries

All of the above and much more were done WITH you. Thank you for your vision, your energy, your prophetic witness, your love for beautiful liturgy and music, and your love for one another and this Cathedral.

Where are Tom and I now? After leaving the Cathedral and closing on the sale of our condo in mid-October, we traveled to Colorado to spend a month with our son and his family and have now settled into a winter rental on Cape Cod to spend time with our daughter and her family. One of my primary motivators to retire was to have more time to spend with my family. God is good. Ministry happens in so many diverse ways.

Remember, life is short and we do not have much time to gladden the hearts of those who travel with us, so be swift to love and make haste to be kind...

Blessings,
Jeanne+

November 2018

Bishop Tom Ely and I compete together in a golf competition called the *Cranmer Cup*. We meet every other year as clergy from North America and Britain to compete for this cup. Yet more than a game of golf takes place, because friendships are forged and relationships strengthened. It was as a result of our encounter on the golf course that he asked me if I would be willing to come to his Cathedral to preach and teach for a month. I was delighted to accept, since although I had been to New England, I had never been to Vermont before. Moreover I am very glad I did accept because I encountered nothing except kindness and openness. I have been asked to share my impressions of my visit-things I have already shared with your vestry.



1. The staff at the office are efficient, welcoming and kind. Nothing is too much trouble for them. They could easily have taken the attitude that since I was only there for a month, there was no need to involve me. On the contrary, Mark, Stan, Jennifer and Barbara embraced me as if I were the new dean and made me feel at home. There is a real sense of vocation in all that they do. This is not just a job for them.
2. The music and choir are wonderful. Apart from their contribution to worship, the choir is a means of harnessing and holding on to the gifts and talents of young people and Mark is not just a gifted musician but someone who commands the respect and attention of young people as well as everyone else.
3. I was impressed that three services had been combined into one. Whatever is decided for the future, at least you are willing to experiment. Most churches I know would not have embarked on so bold a venture and would probably have vetoed it!
4. People affirm one another constantly and thank others openly for their contributions. In Britain we have a tendency not to do that and only say things to others when things have gone wrong.
5. Many people are willing to offer their talents to the Cathedral in so many ways and the Vestry and Trustees both work well, harmoniously and genuinely enjoy one another's contributions.
6. Care is taken that former members of the congregation who are now old and infirm are not forgotten in terms of visits and home communion.

7. It is impressive that half a dozen people say Morning Prayer together each day and I counted it a privilege and blessing to join them.

8. I do not know of many British Churches where immediately after morning worship, 30 people gather to discuss aspects of the Christian Faith.

With the Apostle Paul I thank God in my remembrance of you and pray for you during your periods of transition and as you seek a new dean.

In God's Love,

Barry

December, 2018
The Rev. Nancy E. Gossling
Theologian in Residence



I arrived on November 1, 2018 which is the feast day of All Saints, and so I have been among you for five weeks now, with two more weeks to enjoy. As I write this, we have just begun the season of Advent, and let me begin by saying that you are the saints of God! It has been my privilege and joy to be among you for this short "interim interim" as your theologian in residence. This community is filled with beauty, goodness, unity, truth, and love. You have abundant gifts to share!

Advent is a season of preparation, expectation, and waiting for the joy that will follow on Christmas morning. These same spiritual disciplines will be needed next year under the leadership of your vestry, St. Paul's staff, and your interim rector, the Rev. Laura Bryant. Don't rush the season! Prepare yourselves by asking questions. Are you a parochial church or a diocesan cathedral or both? What ministries will you fund with your resources and what staffing and lay ministries will be needed? Who needs to step down, who needs to step up, and what issues must be addressed? Whose voices are missing and need to be solicited? Wait for "it"! And lean into "it." Expect some uncomfortable moments and surprises. Share the gospel and care for one another. Prepare for the joy of new life.

Spiritual direction is a process of holding up a mirror to one's companions along the Way. This is what I see. This is what I hear. This is what I wonder. And these companionships involve speaking and listening. Truth telling and hope revealing. We share our stories and wounds so that the healing work of the Spirit can co-operate with us. This is a time to welcome newcomers and old-timers back into your community, a time to reach out beyond these walls to see what God is up to in your neighborhood, and then weave God's tapestry into your future.

Do not fear, dear friends in Christ. God has prepared a way for you in these times of transition. God does not expect us to be perfect, only faithful; and I know you can do that! Blessings to you all. I am deeply grateful for your warm and gracious welcome, for the stories you've shared, the hurts you've revealed, and this community, that you love so deeply. Carry on, good and faithful servants, the best is yet to come!

Your sister in Christ,
Nancy+



Cathedral Church of St. Paul Vestry, January 2018

**The Conversion of St. Paul the Apostle
January 20, 2019**

9:30 a.m. Holy Eucharist
10:45 a.m. Coffee Hour
11:00 a.m. Annual Meeting called to order

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

- 11:00 Prayer for the Annual Meeting and Call to Order
The Reverend Laura Bryant, Interim Rector
- 11:05 Approval of the 2018 Annual Meeting Minutes
Approval of the 2018 Annual Report
Pamela Van de Graaf, Clerk of Vestry
- 11:10 Election of Vestry and Diocesan Convention Delegates/Alternates
Lisa Schnell, Senior Warden
- 11:15 Cathedral Square Corporation Report
Kim Fitzgerald, CEO, Cathedral Square Corporation
- 11:25 Financial Reports
Annual Giving *Martha Churchill, Annual Giving Chair*
Year End Financial Report *Peter Jones, Treasurer*
2019 Budget Presentation *Peter Jones, Treasurer*
- 11:35 Trustees Report
Ann Guillot, Trustee
- 11:40 Rector's Address
Laura Bryant, Interim Rector
- 11:55 Recognitions, Thanks and Celebrations
- 12:05 Appointment of the Senior Warden for 2019
The Reverend Laura Bryant
- 12:10 Concluding Prayer and Hymn
The Rev. Deacon Stan Baker
Mark Howe, Canon Precentor and Director of Music
- 12:15 Adjournment

Both the current and the newly elected Vestry members should proceed immediately to the chancel steps for photographs. Then new and continuing Vestry will convene their first Vestry meeting of 2019 in the Commons Room at 12:15 p.m.

NOMINEES FOR ELECTION AT THE 2019 ANNUAL MEETING

The Nominating Committee (Alice Winn, Tim Parker, and and Jennifer Green) presents this slate of nominees:

For Vestry (Term 2019-2022)



Annegret Schmitt-Johnson: I was born in Gera, East Germany and grew up in Leipzig where the great composer J. S. Bach lived and worked most time of his life. I was raised in a “free” church with my family, but personally was also active with the Lutheran Church which helped to bring the wall down. I met my husband, Michael after the Wall came down. He had come to Leipzig to study theology. We got married in 1993 and moved to Rostock (on the Baltic Sea) where we both studied medicine and took care of my grandmother. Two of our daughters, Eleanor and Clara, were born there. Our third daughter, Penelope, was born in Burlington in 2004.

We moved to Vermont in 2002 for Michael to finish his residency in Family Medicine. I became a Nurse Practitioner in 2014 and since then I have been working at Alderbrook Family Health in Essex. We left Ascension Lutheran Church and started coming to Saint Paul’s in 2014 and have been enjoying the community, the music and practicing our faith. Nelly (Penelope), our youngest daughter, likes singing in the choir and being part of the youth group. Our oldest daughter lives currently in Barcelona and our second daughter is an engineering student at RPI.

Michael and I really enjoyed co-chaperoning the middle-school youth group trip to Night Watch in New York City. Over the last years I felt ever more connected with the Saint Paul’s community both in regards to my faith as well as with all issues in which the church is involved. I’m looking forward to contributing more by serving on the vestry.

Seth Gillim: I have been a member of St. Paul’s since October 2016. My wife Kala and I arrived that first Sunday not really knowing what to expect, and by the end of the service, we knew we had found a community and spiritual home for our family. Our commitment to the Cathedral has deepened over the years: our older daughter Addie is a Treble in the children’s choir, and Kala and I teach our younger daughter Evie’s Sunday school on occasion. My favorite things about St. Paul’s are Taizé services, the musical program, and the awesome community of caring, reflective parishioners we have gotten to know. Outside of church, I work as the Senior Cultivation Manager at Champlain Valley Dispensary. In my free time I enjoy reading, gardening and spending time outdoors with my family.



Lisa Schnell has been blessed to have been a member of the Cathedral parish since 1997. Over the years, she's led the Adult Forum, been on the Vestry, chaired the stewardship committee, taught the middle school Church School class, been involved with SPY in a number of wonderful ways, done some dishes, driven a chorus of choir kids to and from practice, baked a lot of muffins, and *worshipped*. When she's not at church, she is an English professor at UVM.



2019 Diocesan Convention Delegates – Nominees

Susan McMillan
Annegret Schmitt-Johnson
Marley Skiff

2019 Diocesan Convention Alternates – Nominees

Michael Johnson
Penny Pillsbury
Keith Pillsbury



The Cathedral Church of St. Paul
Annual Meeting
January 21, 2018

Prayer for the Annual Meeting and Call to Order

The Dean opened the meeting with a prayer.

The Annual Meeting of the Cathedral Church of St. Paul was called to order at 10:40a.m. Dean Finan thanked the Vestry for providing coffee hour after the service. She also thanked all those who provide coffee hour week after week. There was lots of applause for the coffee hour hosts.

Approval of the 2017 Annual Meeting Minutes and Approval of the 2017 Annual Report

Ann Guillot moved that the Minutes of the 2017 Annual Meeting be approved. Sylvia Knight seconded the motion, and all voted in favor. Jenny Sisk moved that the 2017 Annual Report be approved. Greg Merhar seconded the motion, and all voted in favor.

Election of Vestry and Diocesan Convention Delegates and Alternates - Greg Merhar

Greg introduced the nominees for Vestry. For three year terms, the Nominating Committee nominated Jenny Sisk, Brad Minor, and Maureen Ramos. **Ann Guillot moved that the entire slate of nominees for Vestry be approved. Barrie Montross seconded the motion, and all voted in favor.** To fill one year of an unexpired term, the Nominating Committee nominated Lisa Schnell. **Sylvia Knight moved that the nominee for the one-year term for Vestry be approved. Carol Moran-Brown seconded the motion, and all voted in favor.**

The nominees for Diocesan Convention Delegates are Greg Merhar, Linda Sheridan, and Paul Van de Graaf. The nominees for Diocesan Convention Alternates are Josh Brown, Marti Churchill, and Gabe Dixon. **Deb Leonard moved that the nominees for Diocesan Convention Delegates and Diocesan Convention Alternates be approved. Barrie Montross seconded the motion, and all voted in favor.**

Cathedral Square Corporation, Kim Fitzgerald, CEO

Dean Finan introduced Kim Fitzgerald. Kim's comments:

Good Morning. I always appreciate the opportunity to come and see former board members but also to thank all of you at St. Paul's for creating Cathedral Square. Last year Cathedral Square celebrated our 40th anniversary – thank you to those who came out and celebrated with us. If you have not seen our 40th anniversary video yet, please be sure to do so. Jeanne is a main star in it, I will warn you it is 13 minutes long, but we feel it is worth every minute. The link to the video is listed in your annual report.

We are so proud of our accomplishments in 2017. We have just completed the first affordable assisted living specializing in memory care in the state! A year ago, we toured the old respite house in Williston and knew we wanted to purchase it for memory care, as it was the perfect location, one level, with a very bright and homey feel. We worked

with the State on waivers and a special Medicaid rate. By May we had an option to purchase, within 90 days we raised over \$600K, by early September we purchased the property, and by December we completed renovations including all new flooring, new painting and lighting throughout, a brand new kitchen, and we added an apartment to give us 14 new homes. All 14 homes are spoken for, and we are gradually moving 1-2 households in per week. Residents of CSC properties are given first priority to move in. We have both Medicaid and Section 8 making this residence truly affordable. Most memory care facilities in this area charge \$10,000 per month – which none of our residents could afford. In addition, even if you can afford that, after you have depleted your life savings you are asked to move. We have received so much good will around this property – including the Cathedral’s support – we knew we were doing the right thing!

We also opened Elm Place (EP) in Milton. Thirty new homes of tax credit housing – and we were able to secure a section 8 contract making some apartments truly affordable. EP is the first Multi-family Passive Housing in the State – it is highly energy efficient, and is estimated to have the same heating costs as one single family home – saving us operating costs and protecting its affordability for the long term. We have already received numerous national awards for EP.

We have also started construction on Allard Square, named after Doris Allard who lives at Three Cathedral Square. Doris moved into CSSL the first week we opened, so in February she will have lived with us for 39 years. Doris came to our groundbreaking, and even shoveled some dirt. She says this is in honor of her father who worked in construction, and we say it is in honor of both of them. Allard Square will have 39 homes, also with some Section 8, located off Dorset Street behind the DMV. It is slated to open at the end of 2018.

We also have a few properties that have ended their 15-year tax compliance, meaning that the investors have gotten their credits and now step out so the ownership can change. So, CSC now has ownership in Ruggles House & McAuley Square, both in Burlington, and 50% ownership in Holy Cross Senior Housing in Colchester.

We have also replicated our SASH (Support and Services at Home) program in RI, and we are working with Nancy Eldridge to replicate in other interested states including NY, MN, CA, and GA. We continue to consult with HUD (Housing and Urban Development) to replicate a SASH-like model called IWISH in 40 housing communities in 7 states.

Looking forward to 2018, we still need to build more affordable housing as we now have over 800 people on our waiting list up from 700 last year. We are applying for tax credits to build Juniper House, which is the Burlington College site, now called Cambrian Rise. We hope to build 70 new homes there, if we get funding approval.

We continue to work piloting a telehealth project with UVMMC and NMC in St. Albans, so our residents do not need to leave the comfort of their home to see their doctor. We are also looking into whether we should provide maintenance services out in the community. A few years ago AARP did a survey in the Burlington area, and one of the top reasons folks were worried they would have to give up their homes was due to maintenance repairs, not maintenance modifications, so items like cleaning out gutters,

shoveling walks, and fixing a leaky faucet. Since CSC already has an amazing maintenance staff, they are on call 24/7, and since we are already out in the community through SASH, it seems this might be a good fit for us. We will be working with Leadership Champlain this year to help determine if this is a feasible option for us or not. We also have to continue with our fundraising efforts; we try to have a breakeven budget each year and we now need about \$20K to cover operating costs. I did bring our annual appeal letter which I've left on the back table if you know of anyone who would like to support our work.

Turning to our board members, I would like to thank Carol Moran-Brown for joining our board this year. She attended an orientation earlier this week and will have her first board meeting this Thursday. I would also like to thank Chris Davis, who continues to serve on our board and has taken on the Vice President seat this past year, and Jeanne Finan for her support and encouragement. We have two other new members the Vestry has approved this year: Stephanie Miller Taylor a local developer and Dr. Craig Jones who was instrumental in getting SASH funded originally.

In closing, thank you all for your support in so many ways. We couldn't do all of this without you, and we wouldn't even exist if it weren't for you, so thank you, thank you, thank you.

REPORTS

Annual Giving - Lisa Schnell, Annual Giving Chair

There was much positive feedback on the stories people told during Stewardship Minutes during services. People told their stories in powerful ways. Peter gave the details about the results from the pledging campaign.

Year End Financial Report - Peter Jones

Peter reported that 2017 was a good year financially. 102% of pledges were received! This is partly due to there being 53 Sundays in 2017 and online pledging. Pledges increased for the first time in three years. There is a surplus of \$5,000 that will be carried over in to the 2018 Budget. This might very well be needed to pay for additional Diocesan support. \$40,000 in Outreach was given to various groups. That is an increase of 40% over the 2016 Budget, and double the 2015 Budget.

2018 Budget Presentation - Peter Jones

Our goal is long term financial stability. The Vestry approved a 5% increase in the budget. The Trustees approved a 3.5% distribution from the Trust. Peter thanks all who have helped him this year, especially Barb Comeau and Dean Finan.

Trustee Report - Ann Guillot

Ann explained that the charge to the Trustees is to care for the funds left by parishioners so that the Cathedral has a nest egg. The dividends from the Trust can be distributed, but the core of it needs to continue to grow. The Trustees are very pleased with Hansen and Doremus. Their representatives come quarterly to give performance reports.

Urban Cathedral Report

Lee Williams started the group's report with an introduction:

The Urban Cathedral Study Group met for all of 2017, undertaking both a wide and a deep examination of several important questions, the overarching question being, "What does it mean to be an urban cathedral in the 21st century, specifically here in Burlington?"

We tried hard to listen to as many voices, including yours, as possible. We read and prayed and ate a number of meals and countless baked items from Lisa's kitchen. Our efforts have been compiled into a single report that we hope you have taken some time to read, or at least have on your reading list for the coming weeks. It will not take you long to read this report, but we hope it will take you a while to ponder.

One of our biggest challenges throughout the year was to stay true to our mission to study, and not to plan. This was hard. We'll admit that sometimes, we found ourselves walking right up to the edge of planning, only to have a more clear-headed group member pull us back from the precipice and return us to our work.

Our task was to consider the questions and gather the information that will help inform the work of the Vestry and the congregation in facing the challenges and opportunities that await us. We hope that you will be part of a more in-depth discussion on February 11th after the 9:30 service.

We'd like to share with you an exercise we did at one point. We challenged one another to imagine, in a bold way, what the cathedral of the future might look like. These are not—let us be clear—roadmaps to what we think should happen. WE WERE NOT A PLANNING GROUP!! But sometimes fiction is what we need to unsettle us and open our hearts and minds to all possibilities.

After Lee's introduction other members of the group offered their "bold imaginings."

Paul Van de Graaf's bold imagining:

In 20 years, there's a coffee shop operating on the cathedral close. We are renting out the entire building except for the nave, the choir room and the sacristy. The offices and the downstairs rooms now provided space for new start-ups and other entrepreneurs who are flocking to Burlington. There's also a huge building on our property along Cherry street with housing for low-income seniors (partnering with Cathedral Square). But we have also created a green space along Battery that opens into the coffee shop and the other business space. Maybe we have replaced this part of the structure, but keeping the nave. We are turning away from the South Porch. Perhaps the church building and Three Cathedral Square are connected, and sharing some space. We have hired a manager for overseeing all that is going on on the property with the rental revenue. Different groups use the nave throughout the week. It's a great public space in the city.

Lisa Schnell and John Rouleau's bold imagining:

It is 10:00 on a Sunday morning, and the Lutherans are just finishing their 9:00 worship service in the Nave, many of them filing into the Commons Room for the Adult Forum, their kids heading downstairs for Church School with the children of our own congregation. (Those same Lutherans also have a service on Saturdays at 5:00, because

they have a large young adult membership who just don't do Sunday mornings.) We have our services on Sunday mornings at 11:00 and Sunday evenings at 7:30, the evening service a quiet contemplative service, non-Eucharistic in nature. We join our Lutheran friends for a community education hour on Sundays. The site previously occupied by the Lutheran church building in South Burlington is now a memory care facility, a Cathedral Square project. The process of getting to where we are now was a result of several years of conversations with our Lutheran brothers and sisters.

What used to be the Hopkins bookstore space, together with what used to be the nursery has been converted to office and meeting space for the Lutherans; we remain in the office space we have always occupied upstairs. We have partnered with our co-occupants to hire a building manager and a sexton. The Nave and the Parish Hall are now both used regularly for an expanded Cathedral Arts project—music and art that speaks to the many cultures and groups in Burlington: young people, New Americans, artists, and tourists, for example—and also for the Civil Conversations project, a series run in partnership with City Hall.

St. Paul's is a vibrant space for worship and, during the week and on Fridays, a kind of Chautauqua, host to many strands of art, music, public affairs, culture and issues that affect our living together in civil society.

Jenny Sisk and Josh Brown's bold imagining:

It's 2037, and St. Paul's has become both more open and more cloistered. Let me take you on a tour so you'll see what I mean.

From Cherry St. we climb an impressive run of slate stairs lined with willow trees and punctuated by alcoves and benches that honor pedestrians. We enter by way of the South Porch into the nave, which is quiet and mostly empty at this hour. The only people we see are the Sacristan changing the altar linens and a trio of bluegrass musicians discussing the possibility of using the Cathedral as a performance venue.

From the nave we pass directly outside through gorgeous three-story doors where the great window used to be. We're now in a formal prayer garden that is occasionally used for worship, weddings, and public functions, but at other times offers quiet space for meditation and reflection.

Exiting the garden on Battery St. we go around the corner to Pearl, passing a busker setting up for an outdoor performance later in the day near the small picnic patio that lines the property's southwest corner. Pearl Street offers the main entrance for the Saint Paul's Center for Performing Arts, which grew out of the old Cathedral Arts program. It works in partnership with musicians and artists in the community to offer sidewalk events and plays, concerts, and classes that take place inside the Cathedral during the week.

From this entrance we again pass through the nave and south porch to enter the newly expanded office wing, stopping at a bulletin board to read about this summer's walking meditation sessions and outdoor worship at Rock Point. We then go upstairs to see the new Mindfulness Center, where people from many different walks of life meet for prayer, yoga, and meditation.

There is greatly reduced parking at the Cathedral now thanks to self-driving cars, a bicycle-friendly downtown, and better public transit, so the old “lower lot” has been replaced with a new building that connects to the Cathedral’s south wing. This is the final destination on our tour. Upon entering we see simple hostel rooms on the lower floors that are used by visitors before we ascend to the upper floor, where we are greeted by a nun (one of several monks and nuns on retreat in the city from our partner monasteries). She greets us and expresses her appreciation for the Morning Prayer service she just attended in the St. Francis chapel as she leads us into the retreat center’s common room to offer us some tea.

“Look!” she says, pointing out the north-facing window. Following her gaze we discover a perfect view of the Cathedral rooftop, home to the Blessed Bees project, a honey- and candle-making cottage industry that employs intellectually challenged adults—the most recent addition to the Cathedral’s longstanding commitment to outreach ministry.

Josh Brown summarized the report for the meeting.

Josh told a story about his dad that highlighted asking the important questions. The Study Group worked all year on figuring out the good, important questions they should be asking. They needed to listen both within the congregation and outside the congregation to other people’s questions and thoughts. They asked many people in the community what they thought about St. Paul’s. For Josh the small group meetings were as much church as the regular services are church; when people gather together in a small group the Lord is present. The group found several common themes worth pondering. The Cathedral is a house of worship, it exists for worship. Each generation needs to make this alive for them. Currently, the Cathedral is a rich, vibrant church. We need to continue to honor and nurture that. However, the world is changing in dramatic ways. Can we find new ways to welcome people? How can the Cathedral remain vibrant as a religious community in an increasingly secular world? The Cathedral is a nursery or laboratory for new liturgical ideas. The Study Group learned a lot about the building. Our building is getting older and buildings require care. What would a funding model look like that would enable the Cathedral to open its doors wide and continue our strong tradition in social justice and environmental concerns. Other questions the group pondered were around community partnerships, being a place for civic discussions, and the Cathedral’s relationship with Rock Point. The complete report, which is online, contains a much deeper discussion of these core issues.

John read aloud the last section of the Urban Cathedral Study Group’s Report:

Next Steps and Final Words

We are tremendously blessed with the resources we have at St. Paul’s, limited though they are; and we are particularly blessed with the richness of the community that worships in this space. There is so much that we are doing so well right now. We are not a church community that is in crisis.

We are also fortunate in our location in the thriving and evolving downtown of a city in which many of the values we espouse as a community of faith are not incompatible with the values of the community as a whole. It is clear that we can be more visible and relevant in that community if we wish to embrace the outward-facing possibilities of our role as an urban cathedral.

And that is a real “if.” We function well as a parish community, and that may be the chief identity we wish to have. Indeed, that will be one of the questions any future planning group will have to grapple with, and a conversation that St. Paul’s will want to have with the Diocese once a new Bishop is installed.

Yet the challenges of the twenty-first century, including the very real challenges of sustaining any faith community (even just a parish) that relies on pledges for its budget, would seem to us to demand that we increase our visibility and relevance in the community by inviting many more people into our space, not necessarily as members of our Sunday morning congregation, but as people who need nonetheless to be fed by the sustenance of God’s love for us all.

We support the idea of more fully living into our mission as an urban cathedral--a sacred space and common ground that keeps alive the rumor of God in the world. But it is clear we could not grow into that much more public identity overnight—or even over a year—if for no other reason than that our resources can barely support the work we are doing right now as a thriving parish and sometime cathedral. Though we are not planners, we do know that sustainable growth is always best begun with small steps. And so we conclude with the words of Br. Mark Brown, of the Society of St. John the Evangelist: “When the Kingdom comes in its fullness it will be mostly the triumph of small things. The widow’s mite; the boy’s five barley loaves and two fish that fed thousands. Even the smallest gestures of kindness, love, compassion, patience, generosity. These are the flags of dawn.”

Recognition, Thanks and Celebrations

Dean Finan thanked the Urban Cathedral Study Group for their hard work over the past year. She also offered grateful thanks for the Cathedral staff, feeling blessed every day for their presence: Mark Howe, Deacon Stan Baker, Barb Comeau, and Jennifer Sumner. Dean Finan then named many, many groups of people in the Cathedral with the passion and compassion to follow Jesus, and asked people to stand if they participated in the group she named. By the end of her list, everyone was standing and Jeanne informed them that they all deserve a gold star for all they do.

Dean Finan thanked Pat Wheeler with words of gratitude and flowers for her 35 years of service on the Flower Guild. Pat has passed the leadership of the Flower Guild on to Maureen Rees, who has graciously accepted that role. Pat received a standing ovation from those present.

Dean Finan also thanked Peter Jones, treasurer to the Vestry, and Pamela Van de Graaf, Clerk to the Vestry, for their service.

Jenny Sisk was presented the Golden Chair Award for her cheerful, gracious willingness to be in charge of the chair moving for multiple occasions. Jenny remarked that she sees the moving of the chairs as a ministry, and she always appreciates help with it. Dean Finan next thanked Linda Sheridan, who is going off of Vestry and has been Junior Warden this past year. Linda was a great listener and very good about bringing People’s concerns to the Vestry. Linda was presented with a Golden Trowel for all the work she has done with landscaping around the Cathedral.

Dean Finan called Greg Merhar forward. Greg is going off Vestry after three years and has been the Senior Warden this year. In addition to being Senior Warden Greg was chair of Building and Grounds. Jeanne described Greg as being her sounding board, her support, her number 1 speed-dial friend, and a full-time member of the staff. Greg has done an amazing amount of work to get the building in shape and help improve the Cathedral environment and finances. As Jeanne said, "There are simply not enough superlatives." Greg was awarded a golden hammer for all of his work on behalf of the Cathedral.

Greg said he was honored to be asked to be on Vestry three years ago. He was quiet for perhaps a month, and he's been hard at work since. Greg explained that the key word for him was sustainability. While he has been a Vestry member Greg has made 202 podcasts of sermons, taken 6,970 photos, and replaced 130 lightbulbs with LED bulbs. In his tenure Greg has overseen 150 slate tiles replaced, two roofs replaced, the undercroft renovated, the phone system upgraded, WiFi improved in the Nave, the locks replaced, and many other things. The building is in much better shape.

Everyone thanked Greg for his time and hard work.

Appointment of the Senior Warden for 2018

Jeanne announced that she appoints Lisa Schnell as the Senior Warden for 2018. In the Dean's absence Lisa would run the Vestry meetings. The Vestry elects the Junior Warden.

Concluding Prayer and Hymn

The meeting joined in singing hymn 615. Deacon Stan Baker closed with a prayer and the dismissal.

The meeting adjourned at 12:02 p.m.

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

Senior Warden Lisa Schnell



When Jeanne Finan asked me to be the Cathedral's Senior Warden in November of 2017, neither she nor I had any idea that she would retire at the end of September of 2018. I thought I would meet Jeanne for breakfast a couple of times a month, provide a listening ear and maybe a little bit of counsel from my ten years as a university administrator, do a lot of asking for money during the stewardship campaign, write a few missives for the Tuesday Enews, and show up to meetings.

And I suppose that's exactly what I've done. Times one thousand.

As I write this, we have just said goodbye ("God be with you") to our second theologian-in-residence, Nancy Gossling, and will soon be celebrating Christmas with Bishop Tom Ely. And as the calendar turns to January, we will finally be welcoming our long-term Interim Rector, the Rev. Laura Bryant, from Atlanta. Laura will be with us for about a year while our Ministry Discernment Committee, co-chaired by Bert Cicchetti and Tim Parker, works with us on calling a permanent Dean and Rector.

One step at a time. That's been my mantra since June, when Jeanne announced she would be retiring. But that mantra has two other iterations: One step at a time, with God's help. One step at a time, with the help of *so many wonderful people*.

I joked with you all back in September that no one was allowed to be complicated until our Interim Rector arrived (at that time, we didn't yet have an Interim Rector). And, while of course we were *all* complicated (because a close synonym for "community" is "complicated"), we've been complicated *together*.

We have an incredible Cathedral staff—Mark Howe, Stan Baker, Jennifer Sumner, Barb Comeau—who have held us together by serving this community far beyond their job descriptions. We have a Diocesan staff and a Bishop who have been our partners in transition in deep and meaningful ways. We have a Vestry who have not complained even once when I ignored, again and again, the advertised adjournment time on the agenda, who have hung in there despite the fact that what has been required of them since June was not what any of them signed up for. We are a congregation full of people who have asked me, over and over, "What can I do to help?" Or who haven't even asked, but have just *done* stuff. And we are utterly blessed to have a Junior Warden who, despite his own hectic life, has never been too busy for the Cathedral. Paul Van de Graaf has been wise and steadfast and *present*, unflappable and pastoral.

Thank you. They seem so meager, those two words. But I mean them from the deepest regions of my heart.

Thank you, *everyone*.

Let me point to just a few things that stand out from our year together:

- We said goodbye to Jeanne Finan at the end of September in a profound and meaningful celebration of her time with us.
- Welcomed two amazing theologians-in-residence: the Rt. Rev. Barry Morgan for the month of October, and the Rev. Nancy Gossling for six weeks thereafter. What a blessing both Barry and Nancy were to us, both of them providing pastoral support and a theology of transition that will serve us well into the future.
- We have had new ways to live into our musical ministry with the addition of regular Choral Evensongs this year. I know I speak for us all when I say a special thank you to Mark Howe, whose commitment to that ministry continues to sustain us and the many guests who come to St. Paul's specifically for the amazing music they know they will hear.
- We surpassed our goal of 125 pledges during our Stewardship campaign, and got *very* close to our target of \$300,000. Close enough that we can do all the things we had hoped to do this year, *and* keep the lights on (and hopefully the air conditioning!).
- We made the decision to have only one Sunday service—at 9:30 a.m.—throughout our “bridge” period. I have lost count of the folks who have told me how much they love being together as a whole congregation on Sunday mornings. It has clearly been important to us all to be together as a community. But there are really good reasons to diversify the Sunday morning schedule—in a sustainable way—as we get to the end of the bridge. We will be looking to Laura Bryant to help us discern what that might be going forward.
- We took a big step into our Urban Cathedral identity by hosting the very successful “I AM” exhibit through the month of November. Thank you to Greg Merhar, Tim Parker, Betsy Beaulieu, and so many others for all the work that went into this wonderful exhibit.

Finally, let me say that it has been a privilege and a blessing to have served as your Senior Warden in 2018. It wasn't quite what I signed up for, but sometimes the surprises, even when they're challenging, are the greatest gifts.

Lisa Schnell
Senior Warden

Junior Warden

Paul Van de Graaf, Junior Warden and Chair of B&G Committee

When I began my service as Junior Warden last January, I thought that my work would focus on helping our outstanding Building and Grounds committee and helping the Vestry with our next steps on the Urban Cathedral study group project. I had served as a member of the study group, and I was eager to see how St. Paul's would begin to answer the questions posed by the study group report. The Vestry held a retreat in early 2018, where we decided to



begin our work on two fronts – considering how to move forward with the arts at the Cathedral and whether the building could be used to generate income to the church. Just as Vestry members agreed to help chair these two projects forward, Jeanne decided that it was time to retire. That decision altered the Vestry's work for the bulk of 2018. We have had to table the proposed planning for a time.

During the summer and fall, I spent significant time helping Lisa and the rest of the Vestry identify the best person to serve as our interim rector. Bishop Ely decided to serve as our acting Dean. We were able to speak with several wonderful priests during this interim discernment process. We reviewed written materials, interviewed candidates through Zoom (an internet-based video-conference platform), and spoke with a variety of references. It was a rewarding and interesting journey. We concluded that Laura Bryant would be the best person to serve as our priest in 2019. We were exceptionally lucky to have Bishop Ely help us find Bishop Barry Morgan and Nancy Gossling, who joined us from October to December to serve as our Theologians in Residence bridging the period between Jeanne's leaving and Laura's arrival.

Lisa and I also pursued housing for the interim priest. We appreciated how hard it is to find a nice, affordable rental in Burlington. Luckily, just as we were putting word out about a possible rental, parishioner Linda Sheridan was thinking about living away from Burlington for a year or so. We arranged to rent Linda's house in the South End as our "rectory" for the interim. We had to arrange the lease and the hand off of the house to the Cathedral. As with most projects, it took more time than anticipated. Linda was a generous landlord throughout the process. Both Barry Morgan and Nancy Gossling enjoyed living in Linda's house. We hope Laura will as well.

Throughout the year, I tried to be a helpful advisor to Lisa when she needed to bounce issues off someone else. I have seen up close how hard she has worked on behalf of St. Paul's since Jeanne announced her retirement. As many of you know, we have been extremely fortunate to have Lisa serving as Senior Warden during this transition.

Getting back to Building and Grounds, a traditional responsibility for the Junior Warden, I want to express my thanks to Greg Merhar, the chair of Buildings and Grounds in 2018,

and the rest of the committee. They worked hard through a variety of challenges and opportunities this year, from issues with the air conditioning over the summer to the quite successful support for the *I AM* exhibit this fall. We hope next year to move forward on upgrading our fire protection for the building. Our building is wonderful in so many ways, but like any structure over forty, it needs maintenance and upkeep.

I have been honored to serve as Junior Warden in 2018. I will be handing that job over to someone new for 2019 as I serve as Vestry liaison to the Ministry Discernment Committee. I look forward to the exciting journey we take together into the future, finding new ways to be hands of Christ in the world.



Deacon's Report Stannard Baker

This is my ninth full year as Cathedral Deacon. I was ordained here at the Cathedral on the Feast of the Epiphany in 2009, so January 6 of this year marks a decade. Because others said this description of the diaconate was helpful last year, I am repeating it this year. It is from an explanatory paragraph from the Association for Episcopal Deacons: *A deacon is a baptized person called and empowered by God and the Church to be a model of Christ's servant ministry for all people. As agents of God's compassion and reconciling grace, deacons are missionaries to the world and messengers to the Church of the world's needs, hopes, and concerns. In the Church, deacons call forth, empower, and inspire the baptized to respond to these needs. The role of the deacon in liturgy mirrors this role of the deacon in Church and world. Deacons are living symbols of Christ's presence as they embody Christ's servant ministry and point to the presence of Christ in those they serve.* Another succinct way of stating the jobs of priest and deacon is: "*Word and Sacrament*" for the priesthood, "*Word and Service*" for the diaconate. You see me setting the altar table, assisting the Presider, lifting the chalice, reading the Gospel, bidding the Prayers of the People and the Confession, welcoming children to the altar, and dismissing you to do God's work in the world. Following are some other things that I have done this year.



At St. Paul's, I serve as clergy/staff liaison to our Jubilee Social Justice Committee. We are a representative group with participants from each of St. Paul's social justice ministries. Our meetings include reports from each group. This year we have included more open-ended discussion about where we are with our social justice/outreach work and initiatives and what is our vision for the future. We created a history and vision statement of social justice and outreach at the Cathedral to give to the Ministry Discernment Committee, including our hopes for what our new Dean might do to support our work. This Annual Report contains a Jubilee section that outlines what the constituent parts of Jubilee have done over the year.

Some of my work as deacon takes place outside of St. Paul's. I continue to serve the Diocese of Vermont as a member of the Commission on Ministry, which works with people in the diocese who are in the process of discerning Holy Orders. I am COM liaison to two deacons in formation. I continue as Safe Church coordinator and trainer in our diocese. In this role, I work closely with Deacon Peggy Mathauer and Canon to the Ordinary, Lynn Bates, to keep our Manual, *Honoring Our Relationships: Building a Safe Church Community*, up to date, plan trainings, and train the trainers.

I also serve the wider Episcopal Church. I was a deputy to the 79th General Convention of the Episcopal Church, held this summer in Austin, Tex., for almost two weeks. I served

on the legislative committee that dealt with resolutions concerning: full access to marriage in the Episcopal Church (three dioceses were still denying access to marriage rites for same-sex couples); expansive liturgical language in the Book of Common Prayer (BCP); and revisions to the BCP. The work was powerful and important, and good progress occurred.

This fall, I received word from the President of the House of Deputies Office, from President Gay Jennings that I was appointed to the Standing Commission on Liturgy and Music (SCLM). This is a great honor, and as a deacon, I feel I have an important perspective to bring to the work of this commission. We had our first meeting in Baltimore in early November. I serve on a subcommittee of the SCLM that is focused on the Book of Common Prayer.

In February of 2018, Karen Mikkelsen and I again coordinated the Trinity Institute, live-streamed at the Cathedral, *Values in Action*. With the retirement of our Dean, Jeanne Finan, I have taken on the work of liaison to our Pastoral Care Team, which does important work in providing visits and communion to those who cannot attend church. I am also working closely with our church school teachers to make sure our Sunday school classes continue to run smoothly. I am impressed with, and indebted to, both our pastoral visitors and church school teachers.

This fall we began our time of transition here at St. Paul's as we begin the work of discerning a new Dean. We have been blessed with two "Theologians-in-Residence": Bishop Barry Morgan and the Rev. Nancy Gossling, even as we look forward to our long-term interim, Laura Bryant. As we make our transition, the Diocese of Vermont does as well, as the search for a new Bishop is well underway. This is a liminal time, a time of change, a time when the passion and presence of all our parishioners is paramount. Thanks for all you do; I am honored to serve at the Cathedral Church of St. Paul as your deacon.



Canon Precentor and Director of Music's Report

Mark Howe



2018 Highlights

I'm now in my 20th year of service as Director of Music here at St. Paul's Cathedral, which is a home for people both to sing and to become God's praise. And we keep busy with it; here are some of the ways:

The Youth Choir Program constitutes a vigorous aspect of St. Paul's Cathedral's life. On any given Tuesday afternoon, Wednesday evening, or Thursday afternoon, a steady flow

of boys and girls moves through the nave and into the choir room, where they enact Christian community and formation in a musical practice.

We have a total of 21 singers – five Trebles (grades 3-5) and sixteen members of the Canterbury Ensemble. In the spring we said farewell to Alida Beste, Allie Brown, and Kyra Gillespie. In the fall we installed Tessa Van Buren as Head Chorister.

Each summer, we have at least one young singer participating in a choir course; this year, Nelly Johnson participated in the Girls' Choir Course at St. Thomas', New York – a program that alumna Emma Barnaby has been involved in for many years.

The Adult Choir has seen new growth this year, with new members Bruce Bass, Trevor Burrall, Leah Dollar, and William Sullivan; Trevor, Leah, and William join Kason Hudman as Choral Scholars – students at UVM, St. Michael's, or Champlain who are committed to being here and singing with us in exchange for a small stipend. Bob Wright, Veva Grenier, and Ken Honick tend to the library tasks inherent in any choir that uses printed music.



Vestments: In the spring, Jeanne Finan informed me that we had been the recipient of a gift to enable us to replace our aging, somewhat ratty, and mismatched collection of choir vestments; so, we have received new surplices from supplier C.M. Almy, and our new purple cassocks in will soon be arriving from J & M, an English firm.

Instruments in the Cathedral's possession include (in addition to the most important instrument – the singing voice of every member) a valuable set of Petit & Fritsen handbells, an even more valuable pair of Schnellar timpani, a Bechstein piano in the choir room, a Steinway model B grand in the nave, and the magnificent Vedder Van Dyck Memorial Organ, built by Karl Wilhelm in 1973.

Blessings: We are 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. In recent years, a music endowment fund was established, to continue to support our unique musical voice. You can remember St. Paul's and its music endowment in your will, or you can simply make a contribution to it; ask Financial Administrator Barb Comeau how.

Funerals: As I have said in the past, working as Cathedral musician means that I play the organ for funerals and memorial services. We will all die, and it's wise, as well as kind to one's 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 do other things – especially in this year of the double search processes for both a bishop and a dean. In my role as Canon Precentor, I serve on the Cathedral Chapter; I advise and work on various aspects of our liturgical life, including making decisions regarding what we sing; I participate in the recruitment and training of liturgical ministers (lectors and intercessors, for example); I set the rota for Morning Prayer; I help plan and arrange for the liturgical and musical aspects of Diocesan Convention; and I often consult with various congregations in the Diocese and beyond on musical matters. External to the Diocese and Cathedral, in June I completed a three-year term as Editor of *The Journal of the Association of Anglican Musicians*.

Gratitude: I would like here to record my gratitude to my magnificent colleagues Stan, Jennifer, and Barb — and although they're no longer here, to Jeanne, Barry Morgan, and Nancy Gossling; each of these has in his or her own way lent support and wisdom to St. Paul's Cathedral and to its musical life.

As H.C.N. Williams, sometime Precentor of Coventry Cathedral wrote over 50 years ago,
Worship without music does not easily soar; wherever the church has been concerned to make worship really expressive of truth, music has been used: sometimes this means music simple enough for everyone to join in; at other times it means more elaborate music, in which those who are especially gifted lead the worship on behalf of everyone else.

It is my goal that we be a community whose worship soars – both from week to week in the Sunday Eucharist, and over the long haul that exceeds the lifetime of any one of us.



Office Administrator Jennifer Sumner

With the announcement of Dean Finan's retirement in the summer, 2018 became a year of transition. The common thread that has held it all together has been the dedication of the St. Paul's community – parishioners, volunteers, and staff.

I would like to thank our amazing front desk volunteers who served this year: Barbara Gay, Peter Frechette, Tom Eshelman, Joan Braun, and Ann Ely. They brighten the office. Our Tuesday morning counters are always here and willing to wade through offering plate contents, Cathedral Arts concert sales, and other donations: thank you to Judith McManis, Ken Honick, Neil Stout, Barbara Gay, Al Carpenter, Bob Wright, John Montross, and Sylvia Knight.

Alice Van Buren and John Grinnell do diligent work taking care of the building so that services can happen without a hitch. Judith McManis and her team of dedicated volunteers manage the dossals, making changing them with the seasons seem easy! Jenny Sisk's taking on of rearranging the chairs with grace and cheer is so appreciated.

Thank you to Greg Merhar for his work with all things building, grounds, parking, and key related; Mark Howe for his mentorship on Sunday bulletins; Stan Baker for always being willing to explain the Episcopal Church to me; and Barb for her guidance and valuable insight.



Board of Trustees

Christopher Davis

In 2018 the board transferred the funds that it manages to a local financial planning firm Hanson & Doremus (H&D). H&D is now managing the Parish Trust plus three designated funds.

We continue to be very pleased with H&D. It has provided us with quarterly performance reports and in-person explanations regarding the trust performance that are understandable and informative, plus excellent guidance as we navigate a very volatile market.

The total value of the funds being managed by H&D at the beginning of 2018 was \$2,408,614. They now total approximately \$2,231,964.

In addition, the trustees continue to invest and monitor the investments in the socially responsible community development Opportunities Credit Union and Vermont Community Loan Fund, which total \$286,093.

In order to build the endowment to provide financial security for many future years, the vestry has been committed to keeping the distribution to a rate closer to 3.5% to 4% which is more in line with the rates used by most non-profit and educational institutions. Just several years ago the distributions had been as high as 6%.

In 2018, the Trust authorized a distribution of up to \$95,281 to the Cathedral's 2019 operating budget for the Cathedral's yearly programs and operations which represented a 4% distribution.

I continue to appreciate greatly the considerable and dedicated service of the Trustees to the board: Lisa Schnell, Alice Rouleau, Peter Jones, Anne Guillot, Debra Leonard, Bert Cicchetti, and John Montross, and especially to Barbara Comeau, the Cathedral's Financial Administrator, for their considerable efforts in preserving the endowment and the overall financial management of the Cathedral.



Treasurer's Report for 2018 and Budget for 2019

Peter Jones

Once again, it has been a great pleasure to be the Treasurer of St. Paul's Cathedral. It is gratifying to work with the many good people who come together to make this a special place. Many thanks to Barbara Comeau, our Financial Administrator, who is always available to help with any queries I may have.

2018 proved, once again, to be a good year for controlling expenses as well as creating new sources of income.

The 2018 highlights:

- 1) We continue to standardize our reporting to ensure better information-gathering and income distribution while at the same time keeping our documentation consistent. The two years since we started using the Power Church software have greatly assisted in these practices.
- 2) Our close working relationship continues with the Trustees and Vestry, while developing strong bonds with our Theologians in Residence. We plan on continuing these practices through the interim period.
- 3) Each month of 2018 saw us keep our accounts on budget.
- 4) We continue to minimize our dependence on the parish endowments which for the second year in a row has seen an increase in their value.
- 5) The accounting firm of A. M. Peisch approved our bookkeeping practices, as they did last year.
- 6) Every quarter, we engage with Hansen and Doremus, the Church endowment's financial managers.
- 7) Through our bookkeeping and budgeting, we continue to provide generous funds for our Outreach Ministries.

The 2019 budget is projected to increase by 3% over the 2018 budget. These increases were widely discussed and prudently taken to keep us within our means, especially during our time of transition that will last through 2019. We will continue to be vigilant.

Peter Jones



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

	2017 Actual	2018 Actual	2019 Budget
INCOME			
Contributions	302,295	335,964	302,000
Investment Income	117,175	104,751	141,150
Other/Rental Income	39,859	35,331	44,600
TOTAL INCOME	459,329	476,046	487,750
EXPENSES			
Personnel	257,922	273,943	284,057
Diocesan Expenses	71,127	76,171	78,540
Administrative	30,760	32,507	31,790
Building and Grounds	68,863	76,494	76,795
Departments/Committees			
Christian Formation	6,177	670	2,000
Music Program	3,541	2,826	3,500
Parish Life	1,910	1,782	1,500
Jubilee Outreach	6,175	5,650	6,000
Liturgy	2,088	1,880	2,500
Other Expenses	10,767	4,123	1,068
TOTAL EXPENSES	459,329	476,046	487,750

2018 Outreach Ministries

In 2018 our Outreach Ministries were funded by variety of generous sources - the Cathedral's operating budget, Heavenly Parking and the Wreath Project, discretionary funds, designated gifts from individuals and families, honorariums, memorial gifts, the cycle of prayer group, and grants.

Alleluia Fund	600
Cathedral Square Corporation	1,000
Christ Episcopal Church	200
Dismas Fund	250
Eastern Point Retreat House	470
ERD	6,358
Janet S. Munt Family Room	300
DMFS – Episcopal Church in the US	432
JUMP	15,700
Migrant Justice	250
Friends of Petra School	500
Partners in Compassionate Care	500
Rock Point School	100
Rock Point Summer Camp	7,090
Spectrum Youth and Family Services	250
Sudan Development Foundation	1,250
Vermont Freedom Bail Fund	550
Vermont Interfaith Action	4,400
Virginia Theological Seminary	1,000
Total 2018 Outreach	41,200

Urban Cathedral

Lisa Schnell and Lee Williams

A year ago, the Urban Cathedral Study Group presented its work at Annual Meeting, and then handed its report over to the Cathedral Vestry to decide on next steps. At a Vestry Retreat in early June, it was decided that two ad hoc planning committees should be formed—one to explore the possibility of a wider or more varied arts ministry at the Cathedral, and another to investigate possible new revenue opportunities that might issue from our property and our location in a changing downtown landscape.

Two events in particular during the second half of the year have allowed us to explore new directions in our arts ministry: the Donald Davis storytelling event, and the *I AM* exhibit. Both of them brought many people to the Cathedral who had not been in the building before; both of them were by any measure successful. As well, there have been several memorable Cathedral Arts concerts—most notably, the All Bach event on November 4 that was sold out well before the day of the concert. The retirement of Elaine Greenfield, who has so masterfully directed the Cathedral Arts series for several years, ushers in a period of discernment and exploration as we think about next steps, and possibly some new directions, for the arts at the Cathedral. The Urban Cathedral Arts Committee will be working on that during 2019.

A committee, headed by Brad Minor, has been formed to investigate issues related to the building as a source of revenue, but, although there remains a lot of both will and desire to dig in to that work, it is the case (and to a lesser degree this is true of the Arts Committee as well) that the agenda of that committee should be set by a permanent Dean and Rector.

Living more fully into our role as an urban cathedral in Burlington remains a high priority of the Vestry even as we live through this period of transition. And we expect that the Report of the Urban Cathedral Study Group will figure very strongly in the materials that will become the Cathedral's profile as the Ministry Discernment Committee begins the work of searching for a permanent Dean and Rector who can lead us in our aspirations to become a truly urban cathedral.

Cathedral Arts ~ Concerts

Mark Howe

2018 marked the beginning of a transitional period for Cathedral Arts, as longtime Artistic Director Elaine Greenfield retired in the spring. Pressing on nevertheless, with the able coordinating skills of Ann Larson and a small army of volunteers, we were able to present these musicians:



Young Artists (high-school student performers)
Cathedral Keyboards (Elaine Greenfield and Mark Howe)
Gotta Play Schubert (chamber ensemble)
Transcontinental Piano Duo (duo-recital and masterclass)
Suiong Wong (pianist)
Stellaria Trio
Greenfield Piano Associates
Syrinx (a cappella ensemble)
Lake Champlain Chamber Music Festival concert
Jenny Bower (organist)
Champlain Consort (early music ensemble)
Magnificat (Capital City Concerts)
Rachlin-Lawrence Duo (piano and violin)
Counterpoint Chorus
UVM Catamount Singers

With Elaine's retirement and the need for a new Artistic Director, the Vestry has asked that Cathedral Arts be on hiatus for 2019, to enable a working group to re-imagine future directions its life might take. Whether in concerts and recitals or in the visual arts, Cathedral Arts has welcomed into the Cathedral a wide range of people — performers and presenters; volunteers; audience members and art lovers — who might otherwise never come through our doors. I hope for great things as we use 2019 to reflect on our ministry of the arts.



Cathedral Arts ~ Visual Arts Betsy Beaulieu

DONALD DAVIS VISIT September 15-16, 2018



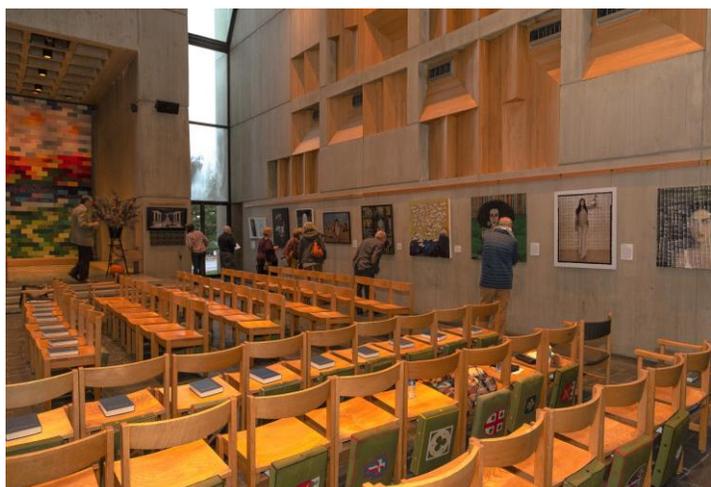
It was a wonderful treat to have a pastor-turned-storyteller visit the Cathedral Church of St. Paul. Given the variety of his activities (workshop, performance, and Sunday sermon), there was something for everyone. In particular, Donald Davis's focus on family stories and memories deeply resonated with all who attended; these were not simply "feel-good" stories or humorous tales (although humor was in generous supply), but rather

personal reminiscences structured to make a point about our shared humanity. It is fair to say that Donald Davis introduced his audiences to a new communication style, a style that anyone can embrace. The workshop (about 20 attendees) and the evening performance (for which approximately 80 tickets were sold) attracted many non-parishioners, and everyone who remarked on the visit praised St. Paul's for having the imagination to invite such a talented and relevant guest. Anytime an event like this is offered, the Cathedral stretches beyond its physical walls to include others, thus embracing our mission to love, to explore, and to serve. Those of us privileged to interact with Donald Davis were inspired, but we were not just thoughtful listeners; rather, we were offered a new approach and encouraged to go forth and share this mission.

At Jeanne Finan's request, Betsy Beaulieu took point on this project and did the following: communicated with Donald Davis; arranged all logistics; wrote a grant to the diocese to cover the cost; reconciled the budget and wrote the post-event grant report; wrote the press release; handled all community outreach and advertising; sold tickets for the evening performance through EventBrite; and facilitated the workshop and the public performance.

***I AM* EXHIBIT** **October 25-November 25, 2018**

The *I AM* exhibition was a landmark event for the Cathedral Church of St. Paul. We welcomed close to 100 visitors (most non-parishioners) to the opening reception alone. We facilitated special visits for forty students and two faculty members from Champlain College; 90 students and seven faculty/staff from Norwich University; and 10 students and three faculty/staff from



UVM. During the weekly "open hours" (Wednesdays and Thursdays, 11:30 a.m.-1:30 p.m. and Saturdays noon-3 p.m.) we had a total of 108 walk-in visitors. Eight parishioners served as volunteer docents during this time, to welcome visitors to the Cathedral and provide an introduction to the exhibit. Three of the works of art were purchased by members of the local community. We partnered with organizations as diverse as the Islamic Society of Vermont, Burlington City Arts, and the Fletcher Free Library. Norwich University fully funded one artist's visit (two public appearances) and Champlain College offered financial support.



In terms of formal events, we hosted an opening reception with an exhibit artist's talk (October 25, 5-7 p.m.), a second exhibit artist's talk (November 2, 4-5 p.m.), and a fireside chat-type conversation entitled "The Power of Art" with an exhibit artist and a local art historian (November 3, 11 a.m.-noon). All events were free and open to the public.

The exhibition received press coverage as follows:

Seven Days: <https://www.sevendaysvt.com/vermont/art-review-i-am-contemporary-middle-eastern-women-artists-and-the-quest-to-build-peace-cathedral-of-st-paul/Content?oid=22778683>

The Other Paper: <https://edition.pagesuite-professional.co.uk/html5/reader/production/default.aspx?pubname=&edid=d426b272-ce7e-4459-a630-15f30b5edc52>

Vermont Woman: <https://www.vermontwoman.com/articles/2018/1118/03-mideast-art/mid-east-art.html>

Everyone was incredibly amazed, enthusiastic, and grateful for an exhibition of this scope and quality to visit Burlington, and the Cathedral Church of St. Paul was deeply honored to host it. It takes considerable funding as well as staff and volunteer time to do a project like this well, and the Diocese provided crucial support in the form of a \$5000 grant. This was an enormously successful pilot project. Future such endeavors may eventually be self-sustaining, but at this time I do not believe that we could host another such exhibition without diocesan grant funds. It is a goal to grow the arts at St. Paul's in partnership with the local community; if we are able to continue offering one or two such exhibits a year in our space, we may over time develop relationships and partnerships that will lead to external sources of funding.

A committee worked collaboratively on all aspects of the *I AM* exhibition. That committee included Betsy Beaulieu, Nancy Ellis, Dorothy and David Glendinning, Caroline Henne, Greg Merhar, John Montross, Tim Parker, and Jenny Sisk.

Church School Anne Clark

Church School continues its mission to provide a joyous place for children and youth to experience and learn more about God's love and their role in the world as members of God's family. Parents and family are key players in Church School, helping with the feast for the entire Church School group. Stan Baker is also an important part of Church School, engaging the students during his regular visits and meeting with the teachers to help plan our program.



Pre-K to 2nd grade. We continue to structure our class each week with 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. We identify and focus on a theme each year, and that can theme can include respect, love, inclusion and family. 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. This year we have had some staffing changes. Ann McKay is taking a sabbatical from Church School and Holly Baker is also taking some time away from teaching. Ben Wilfong, Joanna Guyette and Brad Minor have joined the ranks of the teaching staff and we are so excited to be working with them.

Intermediate class. Karin Davis teaches (and is often taught by) the students in grades 3 to 5. The students pray weekly for the needs of people in Vermont and around the world. They enjoy charitable giving. Half of the eleven students are choristers, so Sunday mornings are busy for them and they welcome the feast. They are a curious, bright, loving, amusing, and spiritually aware group.

Middle-school class. Terri Donovan and Anne Clark teach the students in grades 6 to 8. These students have big questions and interesting insights about the world we live in. We spend a fair amount of time using the “sermon quiz” as an opportunity to reflect on the worship service we just came from. In the spring, we continued working through chapters in *The Path*. In the fall, we have had more free floating discussions, often spurred by the students’ interests in current affairs.

SPY –St. Paul’s Youth Group Marti Churchill

SPY was active this year with two large groups attending the SPY trips to New York City. The Very Rev. Jeanne Finan orchestrated the two trips. A middle school group of eight youth and four chaperones – Terri Donovan, Peter Jones, Annegret Schmitt-Johnson and Michael Johnson went in February and a high school group of nine youth and three chaperones – Marti Churchill, Jen Green, and Bram Kranichfeld went in March.



Each group traveled to NYC via car then train. We arrived in Penn Station and then went directly to the United Nations for an in-depth tour and discussion. Then we had an Italian dinner at V & T Restaurant and Pizzeria which has some special connections to several folks within St. Paul’s. That evening and night was then spent in the NightWatch program at the Cathedral Church of St. John the Divine. Nightwatch was a safe, spirit-centered program of joyful fellowship, contemplative-

contemporary spiritual direction, devotional singing, and lots of fun activities. Our groups had the opportunity to unplug from the distractions and stresses of daily life to connect with God and one another in the sacred space of the Cathedral of St. John the Divine. The middle school group’s NightWatch was themed primarily on the wisdom teachings of Jesus. The high school group’s NightWatch was themed as interspiritual exploring music, spiritual disciplines, stories and wisdom from a variety of the world’s religious traditions, including Buddhism, Hinduism, Judaism and Christianity.

Saturday the groups did a walking tour of NYC from Battery Park by the World Trade Center Memorial into Trinity Wall Street for some contemplative prayer through City Hall Park and Chinatown up to the Tenement Museum. After our visit to the Tenement Museum we had a couple hours to wander around Washington Square Park. We then had dinner at Ella’s Stardust diner followed by the show *Kinky Boots*. *Kinky Boots* is an amazing musical about overcoming hardship, compassion, love and acceptance.

That night we stayed at the Youth Hostel in the Upper West Side and then worshipped at Riverside Church. The sermon and the very palpable social action at Riverside was inspiring to the youth!



This fall we have been planning our SPY High service educational trip to Guatemala. We have seven young people planning to attend and four adults. Bob and Gaby Brenneman have been instrumental in planning this trip. Our local efforts are working with Migrant Social Justice here in Vermont focused mainly on the dairy farms who employ migrant farm workers. We are also learning about the migration of youth and families from Central America and arriving at our borders – and the implications of that in light of our current political atmosphere.



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 and supporting the active involvement of their youth in the community and the nation.

Respectfully submitted,
Marti Churchill

Adult Confirmation **Sarah Howe**

The Adult Confirmation class prepares adults to be confirmed, received into the Episcopal Church from another Christian tradition, or to renew their baptismal vows. Our class met at church on Wednesday evenings from the middle of January until Easter to read the Bible, study the Book of Common Prayer and our baptismal vows, and examine our faith practices and participation in the life of St Paul's. This year three parishioners were confirmed or received into the Episcopal Church and one renewed his baptismal vows.



Adult Forum Robert Brenneman

The Adult Forum had another active, well-attended year of rich, thoughtful discussions covering a variety of topics. During the early part of the year, the Forum followed the congregation's "year of the Bible," by reading and discussing *The Path: A Journey Through the Bible*. *The Path* provided a fresh look at scripture, peeling away some of the layers of assumptions about the Bible and providing a kind of bird's eye view of the narrative arc in the story of Israel, the life of Jesus, and the experience of the early church. In late spring, the Forum was visited by some of the dynamic speakers, preachers, and story-tellers who visited our community.

Beginning in October, after a too-brief but very popular three-week journey led by Bishop Morgan, the Forum has settled in to a new format that will guide much of the 2018/19 year of conversation. In this new year we have been utilizing the popular podcast, *On Being*, hosted by Krista Tippett. The podcast serves as a jumping-off point for discussing a variety of themes that will include spirituality, vocation, race and racism, and the impact of technology on community. We look forward to another dynamic year of listening, discussion, and pondering the interplay between faith, intellect, and creative social engagement.



Jubilee Justice Cluster

Heidi and Tim Parker

The work of advancing the reign of God on earth through social justice outreach continued in 2018 through several avenues: individual actions and ongoing efforts of parishioners occasionally highlighted in the *ENews*, fundraising and donations to community organizations, distinct events gathering support from the congregation for a specific cause, and collective reflection among the members of the Jubilee Justice Committee regarding the significance and status of this work.

Reflecting on our social justice work was taken up in order to contribute what we could to the transitional process in which our Cathedral community now finds itself as we discern who will be our next Dean and Rector. The Jubilee Justice Committee discussed, drafted, and finally produced a final written statement documenting our view of this work and the role it plays in the Cathedral's historical, current, and future life. The bulk of the final synthesis of our discussion was done by our Deacon, Stan Baker. The final statement was shared with the congregation via the *ENews* and with the Vestry, and will be given to the Ministry Discernment Committee who will lead the congregation in the coming discernment process.



In April, designated “Social Justice Month,” and featuring adult education and preaching on this theme, a special event was held at the cathedral: a Sudanese fellowship dinner. This brought together the St. Paul’s community, including our Sudanese members, with people from the broader Sudanese community for a time of sharing of stories, music, and food. Funds raised from the ticket sales went to support sending fourteen Sudanese children

to Rock Point Camp during the summer. A Diocesan Grant of \$2000 was added to the \$3960 raised by the dinner and other donation to make this effort a success.

St. Paul’s support of social justice organizations includes ongoing relationships with Vermont Interfaith Action (VIA), the Joint Urban Ministry Project (JUMP), and Migrant Justice. And in mid-November a new opportunity came to assist in the liberation of a Vermont farm worker by donating to the newly formed Vermont Freedom Bail Fund. Other highlights from our social justice work include:

JUMP: The Cathedral Church of St. Paul was among five other Burlington faith communities that started JUMP: the Joint Urban Ministry Project back in 1988. JUMP is a non-profit that has been serving neighbors in need throughout Chittenden County for 30 years, thanks to the generosity of now 28 area faith communities, and individuals, businesses, and foundations. JUMP operates an emergency drop-in center in donated space at the First Congregational Church of Burlington providing compassionate care, practical assistance, and referrals to thousands of Vermont children and adults annually. Figures for 2018 will not be available until January 2019. However a total of 5650 people received assistance in 2017. The vouchers given to clients in 2017 totaled

\$97,634 and helped people with basic needs such as transportation, utilities, food, laundry, clothing, and healthcare.

Migrant Justice: Bob and Sylvia help us monitor activities of Migrant Justice, an organization of, for, and by undocumented immigrants in our state, most of them laboring in the dairy industry. We rejoice with them in their historic achievement of bringing Ben and Jerry's Ice Cream into the Milk with Dignity Program with benefits to farmers and farmworkers through premiums to farms that comply with the worker-derived code of conduct. We express solidarity with them as they decry the arrests of their co-workers by federal agents abusing power to demoralize them and to undermine the paradigm-changing work of their organization. At this time in particular, the Church needs to stand visibly for justice and compassion.

VIA: Our local organizing ministry continues to be involved in correction reform. We were pleased this year to have a member of Christ Church Presbyterian join us in our efforts. We were involved in extensive research this year to determine what area of correction reform we wanted to focus on. We have met with people in the Department of Corrections, the head of Vermonters for Criminal Justice Reform, and the ACLU. We will be meeting with State legislators to determine what needs to be done. We hope to have an action, a public meeting, sometime in the spring.

Community Cluster

Barrie Montross

The mission of the Community Cluster group is to enrich the lives of our congregation through community fellowship. Our focus is to organize and provide refreshments for weekly coffee hours and special celebrations throughout the church year. Our intention is that everyone (especially newcomers and visitors) feels welcome at St Paul's. We meet monthly to plan and discuss upcoming events. Sign-ups for upcoming events are provided online through the church's link to *Sign Up Genius*. Parishioners may also speak to any member of the Cluster group about contributing to this important part of life at St Paul's.

Annual Events include:

- Welcome Back Sunday
- Newcomers' Welcome Dinner
- Epiphany: Undecorating the church
- Shrove Tuesday Pancake Dinner
- Agape Dinner-Maundy Thursday
- End of the Church School Year Picnic

On-going Activities:

- Providing Coffee Hour after the 9:30 Sunday service is an integral part of our fellowship mission.





Foyers, which allows members to share dinner in small groups and get to know one another outside of the church setting, finished in the summer of 2018. We hope to reactivate this activity in the future.

The committee appreciates the many volunteers who assist throughout the year in all aspects of providing hospitality, composting and recycling. The success of

these events does not happen without many loving hands and hearts.

The committee consists of Nadine Carpenter, Jane King, Carolyn Wilson, Vieve Grenier, Deborah Altemus, Penny Pillsbury, and Barrie Montross. If you would like to join us, please speak to any Community Cluster member.

Wreath Project **Penny Pillsbury and Maureen Rees**

It begins in September, as it has for over fifty years. Initiated with a solicitation which began as word of mouth, became a combined telephone and/or snail mail invitation, and today is an email asking the previous buyers if they'd like to repeat or increase their order from last year. Behind the scenes, data managers make current changes in addresses, preferences for bows, sizes of wreaths, and a shipping process that sends over 50 wreaths throughout the U.S.



At about the same time, a Bow Bee begins as six to eight folks meet weekly to transform miles of velvet, satin and gold ribbons into beautiful bows of varying sizes. This jolly group follows a "recipe" for each, enjoys fun fellowship and amazingly comes pretty close to the number of bows needed before the work in the "cold room" starts the Sunday after Thanksgiving.

Friends and parishioners gather pine cones of different kinds on their autumn walks, which then are available for adorning the fresh greens. **AND THE GREENS.** For decades now we have purchased our greens from Northeast Kingdom Balsam, a vital employer in that highly under employed part of our state. NEKB brings earning opportunities to folks who cut brush, or work from home to transform the greens into wreaths. Thus, the St. Paul's outreach extends beyond our own community to the poorest pockets of our state. Dennis and Peggy from NEKB are true examples of community spirit and caring. We appreciate their commitment to community and spreading of opportunities. Approximately 350 wreaths are delivered close to Thanksgiving and loaded into our wreath shelter, so ably built by a small band of hearty and strong folks. The wreaths wait there until the following Sunday when our own cottage industry blossoms.

From Sunday through Thursday the parish hall is a hive of activity. Tables are covered, boxes made, cones are sorted, glue guns are heated, bundles of wreaths are schlepped and marked for size as they come in from the cold, and our talented decorators create lovely visions with cones based on a traditional look created by St. Paul's folks decades ago. As coned wreaths are finished, there is counting and recounting, and appropriately ordered bows attached.



Deliveries are made to our commercial customers, and throughout the week workers are well fed by generous and capable chefs. Hot soup is most appreciated by folks working in cold conditions, necessitated by the aim of keeping the wreaths fresh; thus the heat is set at 55 or maybe even shut off completely. Hearty and thankful folk are we!



By Saturday mid-afternoon, the shelter is down, 98% of the wreaths are out of the building (always a few folks away) and we've done our best to return the Parish Hall to a state to welcome Sunday Schoolers and Advent Wreath makers. The project has continued from September to the first week of December; new friendships have formed, long time acquaintances renewed, new talents discovered, and our outreach ministries have been

supported to more than \$5,000. It's a blessing to share in this opportunity of caring for our neighbors.

Cycle of Prayer **The Ven. Catherine Cooke**

The Cycle of Prayer group offers daily intercessory prayers for the ill and those with special needs, for the parish, the diocese, the community and the world. It has been part of the Cathedral community for many years.

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 or something from our personal reading during the month, and closing with prayer.

Through this sharing we have not only a 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 Cathedral office.

St. Paul's Flower Guild

Maureen Rees



The St. Paul's Flower Guild is known for the talented folks who assist in adding color and beauty to our amazingly versatile worship space. Without fail these volunteers have stepped up to every occasion with their generous gifts of time and talent. We have been blessed to have been joined by new members Dorothy Glendenning, Marley Skiff, Annegret Schmitt-Johnson, and Chris Sears (proprietor of Fox Run Flowers in Hinesburg). Chris kept us supplied with fresh and abundant flowers throughout the summer and fall. We are most grateful. We remain thankful for the continuing participation, mentoring and dedication of our chair emerita, Pat Wheeler. Pat set the standard that we will continue to strive to meet.

Our funding comes from direct donations. We are not supported as a line item in the budget. Contributions come primarily as gifts of remembrance or in thanksgiving at Christmas and Easter. As well, everyone is encouraged to designate a gift to celebrate an anniversary or birthday at any time of the year. Please see forms on the narthex table for holiday gifts; and contact Maureen Rees or Jennifer Sumner for individual occasions throughout the year.

While we schedule individual teams for weekly arrangements, we become a much larger force for the preparation of our greater holidays. It is a joy to have 25-30 people joining in to transform our worship space from the quiet of Advent to the Celebration of Jesus' Birth, and the dark of Lent to the Joy of His Resurrection. We have terrific and patient teachers ready to work with anyone who has interest. Feel free to chat with Estelle Deane, Barrie Montross, Keith Pillsbury, Holly Rees, Nancy Ellis, Maureen Rees, or any of the above folks about this beautiful ministry. Please consider joining us.

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 recognize the work that goes into this ministry. Dossals are changed for Advent, Christmas, Epiphany, Lent, Easter (window banners) and Pentecost. In addition, the 57' outdoor banner goes up in late August.

A group of hearty volunteers shows up faithfully to change the dossals each liturgical season – and we're getting more efficient at every turn! Anyone who would like to join this merry band – and we do laugh a lot – please come forward!

Acknowledging the fact that it's best to pass on knowledge related to this work, Customaries (including photos, of course) have been written and continue to be updated. Without the joint efforts of our dedicated volunteers, none of these powerful pieces of liturgical art would be anything but a drawing in my head.



Sacristan and Archivist

Alice Van Buren

Sacristy

Many improvements were made in the management of the Sacristy in 2018:



1. Margie Schacht volunteered to wash and iron weekly the Sunday Eucharistic linens, thus allowing the sacristan to focus on the care of the altar (fair) linens, etc.
2. The sacristan has been relieved of doing “double duty” as both verger and sacristan when the combined Sunday service was instituted, thus allowing her to focus on the chapel mid-week Eucharist, the Sunday combined service, Holy Day special services, baptisms, funerals, and the Diocesan Convention Eucharist.
3. Deacon Cathie Cooke has been a steadfast, diligent, and devoted Altar Guild participant each week.
4. Deacon Stan Baker has been diligent in keeping the Sacristy supplied with wine and wafers.
5. The Eucharistic bread bakers have consistently provided for all our Eucharist, and we are most grateful to them for their generosity of time and baking skills.
6. Items were retrieved from Diocesan storage and put to use at the Cathedral, including assembling a separate vessel set for the mid-week Eucharist.
7. The green “Mountain and Lake” vestment set was retired due to its fragile and deteriorating condition, in addition to its unaffordable repairs after multiple attempts. Therefore, Dean Finan decided that during the “ordinary” (green) liturgical calendar, the altar and main chalice stack would not be vested, but left bare until a new green vestment set could be commissioned.
8. John Grinnell has served tirelessly as assistant to the sacristan in carrying items and moving furniture in preparation for worship services, baptisms and funerals, in addition to weekly vacuuming of the sacristy and replenishing all the batteries used in the microphones.

Archives

The focus of the archivist's duties is the collection, organization and preservation of the historical documents and records of this congregation as required by the canons and policies of this diocese and the national church. During 2018, the following was accomplished:

1. Various documents and articles were added to the archival files, including annual reports, biographical information, an historic letter, and cookbook.
2. Research requests were completed for baptismal records and Cathedral furnishings (silver and kneelers, etc.).
3. The Cathedral Archivist resigned her volunteer position as Assistant to the Diocesan Archivist in order to devote more time and energy to meeting the needs of the Cathedral during its transition time and the requests of our interim clergy.

Taizé Ministry

Judith McManis



Taizé prayer, part of our life (and that of the larger community) since 2007, can be encountered in many formats; here at St. Paul's we use the structure of Evening Prayer, in four services annually. Themes are taken from the date on which the service falls. Each service includes music, icons, a reading, silence, and other appropriate elements.

The Planning Team is responsible for all the details of these services. Members at the beginning of 2018 were Rose Bacon, Henry Maciejewski, Judith McManis, and Liz Thompson; in August, we welcomed Jenny Sisk, Brian Merrill and Joe Cotner, who have been wonderfully helpful. A happy "family," we are thankful for the ideas, work, and affirmation of these new voices. Liz co-ordinates the team, everyone taking various supporting roles. Mark Howe reviews, advises, and serves as liaison to the Cathedral Staff.

Parishioners serve as greeters; readers are appointed from those in regular attendance. Volunteers from St. Paul's and elsewhere offer instrumental music. Choir members and other parishioners help with setup/putting-away on the day after the service; this process maintains silence at the end of the evening and prevents potential damage if things are put away too quickly. We clean and rearrange the Taizé closet as needed.

We meet four times each year and look forward to a retreat (usually in August). Also, Team members consult with and support others outside the Cathedral's walls in creating Taizé services. We attend other area Taizé services whenever possible. The "Taizé in Vermont" Facebook page has 84 "friends" and invites anyone in Vermont offering a Taizé service to post it there. We also maintain an email reminder list.

In 2014, the Taizé Planning Team began writing a customary for each service – a big help in directing volunteers in setup/takedown as well as in long-term preparations. This year a proportional diagram of the nave/narthex/chancel/south porch has been helpful.

This ministry is funded by donations and a line item in the Cathedral's budget. The line-item designation helps to track income (offerings) and allows us to re-supply consumables (candles, etc.) and purchase and frame more icons as needed. Anyone is welcome to "Sponsor an Icon" (pay for its purchase and framing). Over time we have adapted our leaflet into a format that uses as little paper as possible, yet guides and informs the congregation.

With rewardingly robust attendance, both by parishioners and by the broader community, Taizé Ministry is one of the most important outreach initiatives we offer at

St. Paul's. At each service, we welcome people who may have never previously walked through our doors!

2018 statistics:

January 14, 2018 (Baptism of Christ): Kim Hardy, Officiant – 60 attended

March 26, 2018 (Monday in Holy Week): Thomas Ely & Christopher Coyne, Co-Officiants – 118 attended

June 3, 2018 (Cosmic Theme): Debbie Ingram, Officiant – 48 attended

October 26, 2018 (Diocesan Convention): Thomas Ely, Officiant – 156 attended

November 11, 2018 (Christ, Light of the World): Diane Nancekivell, Officiant – 79 attended, Rose Bacon, Cantor

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

St Paul's Cookbook Project Keith and Penny Pillsbury

From the heights of Hogback Mountain north to Grand Isle, in 2018 we traveled with boxes of St. Paul's classic 1939 cookbook *Out of Vermont Kitchens* and the 1990 newer classic *Vermont Kitchens Revisited*.

Our best customers are Northshire Books, Phoenix Books, Cold Hollow Cider Mill and the Vermont Country Store, with a lot of smaller emporiums in between. Thanks to Rock Point School for storing extra copies of the 1939 cookbook in their attic. We are running low on the newer book and will have to make up our minds about reprinting. I have worn out two of them: all the recipes are terrifically yummy. One of our VKR editors Janet Rood died this year at age 93. She took great pride in the cookbook project. This year we earned \$3038. Bon Appetit!



Cathedral Square Corporation

Report from Kim Fitzgerald, CEO

Thanks to the St. Paul's Cathedral, Cathedral Square took shape over 40 years ago! In that time, we have developed over 26 communities in Chittenden and Franklin Counties, which represents almost 1,000 apartments—or homes as we prefer to call them—serving over 1,200 people from infants to centenarians.

We opened the first licensed assisted living in the State and we created SASH®, Support and Services at Home. SASH provides care coordination and wellness nursing to all CSC residents and SASH participants in the surrounding communities. Working in collaboration with community partner agencies, SASH takes a population health approach to help older adults and people with diverse needs gain access to care and support, which aids them in remaining healthy and living at home. SASH has been rigorously evaluated and the results show a reduction in Medicare spending and improved quality of life. SASH is in every county of Vermont, serving over 5,000 participants.

This year, we continue to work with Nancy Eldridge, from National Well Home Network, to replicate SASH nationally. We have expanded SASH to The Place, a St. Elizabeth Community in Rhode Island. We hope to expand to other housing organizations within Rhode Island. The Cargill Foundation has funded the replication of SASH at two housing organizations in Minnesota for 2019.

We have conducted a mental health pilot – where a mental health clinician hired by Howard Center is embedded in two of our communities. We are currently seeking additional funding to continue this successful program.

In 2018, Cathedral Square opened the first affordable licensed assisted living for those with dementia. Memory Care at Allen Brook, the former Respite House location in Williston, opened as the year started. This newly renovated property houses 14 residents with dementia. The property uses the Best Friends Approach® for care, which means every person is treated as though they were your best friend. You will see handholding and hugs on a regular basis, creating a feeling that is truly magical. Preference to move in is given to Cathedral Square residents. We already have almost 100 people on the waiting list. The property combines Section 8 subsidy and Medicaid to make it truly affordable.

We opened Allard Square, located on Market Street in South Burlington. Allard Square is named after Doris Allard, our longest resident. Doris moved into our Three Cathedral Square property almost 40 years ago! Allard Square has 39 apartments, 25 of which have subsidy, 10 are market rate and four are tax credit meaning the rents are lower than market.

We have become a Community Housing Development Organization (CHDO) this year, which should open more funding opportunities. We started a resident advisory committee to guide us on fundraising and development issues.

Cathedral Square now has 160 employees, and a 13-member board. We are blessed with two members from St. Paul's – Chris Davis and Carol Moran-Brown – who serve on our board. Jeanne was also an ex-officio member. We truly appreciate St. Paul's support throughout the years!



Parish Statistics

2011-2018 Attendance

	2011	2012	2013	2014	2015	2016	2017	2018
Average Sunday Attendance	197	167	188	196	191	179	172	148
Sunday/Saturday evening services	167	123	124	126	114	122	123	79
Weekday services	58	57	61	52	152	209	252	246
Marriages	3	1	6	3	1	1	1	0
Burials	4	7	8	7	14	6	6	8
Baptisms	2	2	3	4	6	5	10	9
Confirmations	1	5	0	5	8	5	3	12
Received by Bishop	1	3	1	1	4	3	4	1

2011-2019 Pledge Comparison

	2011	2012	2013	2014	2015	2016	2017	2018	2019
Number of pledges	134	133	127	125	136	134	119	124	128
Total pledged \$	279,282	287,900	277,346	283,857	328,585	313,127	287,553	297,722	293,009
Average pledge \$	2,084	2,165	2,184	2,271	2,416	2,337	2,416	2,401	2,289
Total collected \$	276,556	274,435	282,860	287,100	317,764	295,644	294,128	299,250	
Amount defaulted \$	2,726	13,465	0	4,763	10,820	17,983	0	0	
Percent defaulted	1%	4.6%	0	16.6%	3.3%	5.7%	0	0	

2011-2019 Pledge Distribution

	2011	2012	2013	2014	2015	2016	2017	2018	2019
\$1-300	15	12	10	13	17	13	13	12	14
\$301-500	13	12	13	10	12	20	8	13	12
\$501-1000	29	31	28	24	23	19	17	14	19
\$1001-2000	31	30	30	30	31	33	34	34	36
\$2001-4000	24	26	25	25	26	22	25	30	27
\$4001 and above	22	22	21	23	27	27	22	21	20
Total # of pledges	134	133	127	125	136	134	119	124	128

2010-2018 Pledge Analysis

	2011	2012	2013	2014	2015	2016	2017	2018	2019
New pledges	8	13	13	5	16	19	9	13	12
Returning pledges	7	3	4	9	5	3	3	5	2
Increased pledges	44	41	38	41	57	58	54	48	44
Decreased pledges	23	12	10	15	10	21	14	14	24
Discontinued pledges	12	18	23	18	19	20	28	14	13
# with same pledge	47	61	56	49	41	36	39	44	46
Most common pledge \$	1,500	1,500	520	1,500	1,200	500	3,000	2,400	1,200
Median (middle) pledge \$	1,275	1,400	1,320	1,320	1,440	1,500	1,500	1,603	1,620
Average pledge \$	2,084	2,165	2,184	2,271	2,416	2,337	2,416	2,401	2,289