



The Cathedral Church of St. Paul

2019

Annual Report

Vestry Members 2019

2019 Executive Committee

Senior Warden Lisa Schnell
Junior Warden Jennifer Sisk
Clerk of Vestry Alice Winn
Treasurer Peter Jones

Terms Ending January 2020

Martha Churchill
Mari Richards
Paul Van de Graaf

Terms Ending January 2021

Brad Minor
Maureen Ramos
Lisa Schnell
Jenny Sisk

Terms Ending January 2022

Seth Gillim
Annegret Schmitt-Johnson

Ex Officio

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

Board of Trustees 2019

Terms ending January 2020

Ann Guillot
(Open)

Terms Ending January 2021

Bert Cicchetti
Chris Davis, *Chair*
John Montross

Terms Ending January 2022

Debra Leonard

Ex Officio

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

Cathedral Staff

The Rt. Rev. Shannon MacVean-Brown, *Bishop of the Diocese of Vermont*

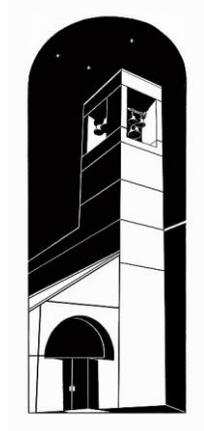
The Very Rev. Laura Bryant, *Interim Dean & Rector*

The Rev. Deacon Stannard Baker, *Deacon*

Mark Howe, *Canon Precentor and Director of Music*

Jennifer Sumner, *Office Administrator*

Barbara Comeau, *Financial Administrator*



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2019 Annual Report

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THE Cathedral 
Church OF St. Paul

LOVING | EXPLORING | SERVING

2019 was another year of transition at the Cathedral Church of St. Paul. Interim Dean and Rector Laura Bryant began her time with us in January, 2019. Bishop Tom Ely retired in September, 2019, and the 11th Bishop of Vermont, the Rt. Rev. Shannon MacVean-Brown, was consecrated and seated in September.

Dear Friends,



I have served for a year now as your Interim Dean and Rector. I wished for an experience of full immersion in the life of St. Paul's and in Vermont and indeed I have received full immersion! – massive snowstorms, the election and consecration of a new bishop, beautiful worship, and many times of shared effort, celebration, sorrow, learning, and discernment. I have been blessed beyond measure to be partners in ministry and discernment with you.

I have had three primary goals for my tenure here:

- Spiritual nurture of the congregation and appreciative discernment and support of the gifts of the people of St. Paul's.
- Growth of St. Paul's as an Urban Cathedral and development of the structures and practices to support this growth now and in the future
- Practicing and upholding hospitality throughout our ministries and mission: to all people, to the needs and hopes of the surrounding neighborhood, to the opportunities which God presents to this parish,

and to God's call in this time and place.

Below are some highlights of the year and from the array of parish ministries.

Baptisms

We receive you into the household of God....

With great joy I baptized the following people and we welcomed our new brothers and sisters in Christ:

Seth Patrick Gillim
Tyler Daniel Evarts
Emiry Stillwell Potter
Philippa Carol Kelly
Benjamin James Wolf
Alice Evans Gay

Strengthen, O Lord, your servants...

The following individuals were confirmed, received or reaffirmed into the Episcopal Church by Bishop Thomas C. Ely at the Easter Vigil in 2019:

Peter Edward Harrigan
Elizabeth Ellen Gibbons
Elizabeth Ann Beaulieu
Carol Janey Lyles Van Landingham
Michael Craig Johnson
Annegret Schmitt-Johnson

For Those We Love But See No Longer...

Burial and/or committal services were held in 2019 here at St. Paul's for these beloved saints of God:

Katherine Lurker Mihok
Beatrice Lila Gould Ramsey
Ruth Albee Moore
William Wheeler
Thomas Bayer Chauncey Little
The Rev. Alexander Clinton Zabriskie
Barbara Sue Beaman
Mary S. Campbell
Alice Maria Whitney Rouleau
Patricia Ellen Klym
Pamela Palmer Hanley
Joann Moulton Stanfield

Dearly Beloved...

Sarah Mallory Briggs and Caleb Edward Marshall Pillsbury were joined in Holy Matrimony at the Cathedral. The bride's aunt, the Rev. Canon Percy Grant officiated at the ceremony.

Election, Consecration, and Seating of the Rt. Rev. Shannon MacVean-Brown

The Cathedral hosted several major events on behalf of the whole diocese and the Bishop search process.

- An evening walkabout with all the bishop candidates in April.
- The Diocesan Electing Convention with all the diocesan delegates in May.
- The Seating of the Rt. Rev. Shannon MacVean-Brown as Eleventh Bishop of the Diocese of Vermont
- Several receptions and a rehearsal dinner as part of the Consecration weekend.

An incredible phalanx of Cathedral volunteers and the Cathedral staff made these events successful. The whole diocese witnessed the hospitality at the heart of the Cathedral mission. See the excellent and full report from Tom Rees!

Worship

We restarted a weekly healing service after a hiatus of 1 ½ years and began a regular schedule of worship services on the first Sunday evening of every month. We also celebrated an Outdoor Eucharist at Rock Point over the summer. New people joined the teams of liturgical ministers. Morning Prayer continued in the Chapel Tuesday-Friday each week.



Worship sustains our life as the body of Christ and is the vital heart of our life together. Our choirs, liturgical ministers, altar guild, bread bakers, dossal hangers, and chair movers worked in concert with clergy to create times of prayer and worship.

Vestry and Wardens

St. Paul's Vestry has been an exceedingly faithful and thoughtful body during this interim period and have taken on new challenges of leadership. Each vestry member brought individual gifts and also worked collaboratively to address the many issues and decisions that came before them. In 2020 each vestry member will serve as liaison to one ministry area so that every aspect of parish life and ministry is given needed support.

St. Paul's has been blessed by the gifted and generous leadership of Senior Warden Lisa Schnell. She has served as Senior Warden for two years and has handled with aplomb and indefatigable spirit and cheer the many challenges of an interim period. She has made my work and time joyful and I hope I did not make her life too difficult!

Jenny Sisk served as Junior Warden and reinvigorated the Building and Grounds committee and oversaw important maintenance projects. She also continued as Chair of the Chair Movers, and that kept her moving as well!

Cathedral Square

I was blessed to serve on the board of Cathedral Square with other members of St. Paul's and of the Burlington community. Chris Davis is serving as President of the Cathedral Square board for 2020. There are other opportunities for greater involvement and support of this important ministry.

Buildings and Grounds

Junior Warden Jenny Sisk gathered a Buildings and Grounds Committee to oversee the many needs of our physical plant.

In addition, discussion began about two very important issues which are pertinent to hospitality, outreach and to our identity as an Urban Cathedral:

- **Accessibility:** Exploring options for making the entrances to our building fully handicap accessible.
- **Outdoor Signage:** To make our radical welcome more visible in the community and communicate who we are as a people of faith.

Christian Formation Highlights

Christian formation builds the foundation of faith for our mission and ministry as Christ's body in the world. I encourage everyone, and all ages, to keep learning and growing in their Christian faith.

Some highlights of the year:

Holly Rees returned as lead teacher for our youngest children and Karin Davis has now been serving as lead teacher for children 3rd-5th grade for 40+ years!

SPY (St. Paul's Youth):

Marti Churchill has been an ardent advocate for our youth programs and her tireless efforts have sustained this important ministry for our young people. I give thanks for the seven new youth teachers and mentors for our Middle and High SPY groups. SPY meets weekly this year during the Sunday School hour, in addition to other activities and trips. The old nursery space was refurbished as a youth room.

Adult Formation:

Adult Formation has a new committee to oversee and implement a vision for adult formation in this parish. What do we need to explore and learn, and in what ways do we hope to grow, in order to fully embrace and live the way of Jesus and the Gospel? How are we opening ourselves to transformation?

In 2019 Adult Forum topics included The Way of Love, Composing a Rule of Life, Discussion of Ta-Nehisi Coates' book *Between the World and Me*, Dismantling Racism, Social Justice, Why Lent?, Attending to the Attention Contest, and a discussion of the discernment process.

In 2020 we will offer an evening Bible study and other small groups and a Lenten retreat, in addition to the Sunday morning Adult Forum.

Jubilee Justice

The outreach and advocacy work of the Jubilee Justice committee continued to expand through the faithful work of the committee. Highlights this year were two Dismantling Racism workshops, a day of action for prison reform, and sustained attention to migrant justice.

Pastoral Care

A dedicated team of Eucharistic Visitors takes communion to those who are sick or homebound. I am grateful to our retired and adjunct clergy who also take communion and offer pastoral support to parishioners.

Newcomers and Visitors

St. Paul's attracts a robust flow of newcomers and visitors on Sunday mornings and for other events and worship services. Welcoming people into life with God in community is one of the great joys of our fellowship. The hospitality and care of parishioners helped newcomers enter the life and ministries of the Cathedral parish.

Cathedral Arts

Cathedral Arts began a new chapter under the visionary and capable leadership of Ann Guillot and with the support of Mark Howe and Senior Warden Lisa Schnell, in addition to both veteran and new members of the Cathedral Arts Committee. Caleb Pillsbury was named Artistic Director.

Adjunct Clergy

Our active adjunct clergy have been a great support and resource. The Rev. Sally Webster presided at most of the Thursday healing services and also assisted with pastoral visits and on Sunday mornings. Sherry Osborne, Molly Comeau, and Bob Stuhlmann also assisted liturgically, pastorally, and as occasional preachers on Sunday morning.

Cathedral Staff

The vitality of the Cathedral parish is due in no small part to the wonderful Cathedral Staff: Mark Howe, Stan Baker, Barb Comeau and Jennifer Sumner. This has been a challenging year with the added demands on the staff during a year of transition around the election and consecration of a new Bishop. Their excellent work, attention to people and details, collegial and collaborative spirit, and willingness to pitch in where help is needed is a blessing to me and to all of us.

In 2019 we celebrated with Stan Baker the 10th anniversary of his ordination to the diaconate and Mark Howe's 20 years serving the Cathedral as Canon Precentor and Director of Music.



Cathedral Church of St. Paul Incoming and Outgoing Vestry, January, 2019

The Conversion of St. Paul the Apostle
January 26, 2020

9:00 a.m. Holy Eucharist
10:00 a.m. Coffee Hour
10:15 a.m. Reconvene for Annual Meeting

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

- 10:15 Prayer for the Annual Meeting and Call to Order
The Very Reverend Laura Bryant, Interim Rector
- 10:20 Approval of the 2019 Annual Meeting Minutes
Approval of the 2019 Annual Report
Alice Winn, Clerk of Vestry
- 10:25 Election of Vestry and Diocesan Convention Delegates/Alternates
Lisa Schnell, Senior Warden
- 10:30 Cathedral Square Corporation Report
Kim Fitzgerald, CEO, Cathedral Square Corporation
- 10:40 Financial Reports
Year End Financial Report *Peter Jones, Treasurer*
2020 Budget Presentation *Peter Jones, Treasurer*
Trustees Report *Peter Jones, Treasurer*
- 10:55 Cathedral Arts
Ann Guillot
- 11:00 Ministry Discernment Committee
Bert Cicchetti, Tim Parker
- 11:05 Community Reflections
Susan McMillan, Lisa Gibbons
- 11:15 Recognitions, Thanks and Celebrations
- 11:25 Appointment of the Senior Warden for 2020
The Very Reverend Laura Bryant
- 11:30 Concluding Prayer and Hymn
The Rev. Deacon Stan Baker
Mark Howe, Canon Precentor and Director of Music

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 2020 in the Commons Room at 12:00 PM

NOMINEES FOR ELECTION AT THE 2020 ANNUAL MEETING

The Nominating Committee (Paul Van de Graaf, Marti Churchill, Mari Richards and Lisa Schnell) presents this slate of nominees:

For Vestry (Term 2020-2023)



Thomas W. Rees: I have been a lifelong member of St. Paul's and, with the exception of work travel that took us away from Chittenden County, have attended regularly. Maureen and I were married at St. Paul's in 1969. We now have a fourth generation worshipping at the Cathedral, four of whom have been baptized here.

Maureen and I met at the Medical Center Hospital of Vermont where we were both employed – the start of my long career as a hospital CEO and then principle or managing director in two different health care consulting firms focusing on clinical strategies for academic medical centers and large health care systems. My health system-related consulting activities continue on a limited basis while I have focused on the mitigation of chronic toxic stress in children. I also, with four partners, founded Resilience Transformation Partners, a small Vermont non-profit dedicated to bringing private sector energy to this major public health crisis.

Over the past 25 years, I have been involved with multiple ministries at St. Paul's including serving as an Usher and Verger, volunteering as a member of the Wreath Project and Heavenly Parking teams as well as serving one term as a Vestry member on the early 90s. I was Chair of the Trustees for two terms in the mid-90s. I also served on the Board of Cathedral Square Corporation for 12 years, seven of which I was President and three of which I was the treasurer.

As many of you know, Maureen and I had the great privilege of serving as logistics coordinators for both the Election Convention for the 11th Bishop of the Episcopal Diocese of Vermont and then at the Ordination and Consecration of Bishop Shannon MacVean-Brown. I have recently been elected to a four-year term on the Diocesan Standing Committee.

It would be a great privilege to serve on the Vestry at this crucially important time of transition for both the Cathedral Church of St. Paul, the Episcopal Diocese of Vermont, and their relationship to one another.

Suki Rubin: I feel very grateful to be invited to serve on the Vestry at St Paul's. Since joining the choir in 2014, I have been in awe of the church's beautiful liturgy and music. Equally important to me (as a retired psychiatric nurse and clinical social worker and now as a volunteer) has been its thoughtful, respectful progress toward a broader community vision that reaches both locally and into the wider world.

I've never taken for granted the energy, passion, and resources so generously in evidence at St Paul's. I look forward to helping out!



Marley Skiff: My family has been at St. Paul's since 1973. Our two sons were confirmed here. What attracted us to St. Paul's then as now is the sense of community we have here. Since retiring as a dialysis/apheresis nurse at the hospital I have joined the wreath makers and the flower guild. I served as a delegate to our Vermont Episcopal Convention and as a Cathedral delegate to vote on our new Bishop. I attended the meeting here at the Cathedral as well as watching the candidates at the other locations before voting. I also encouraged fellow parishioners to let us delegates know their feelings about the candidates. Presently I also serve on the Board of Rock Point School. I would consider it an honor to serve on the Vestry to continue to foster the work of St. Paul's as we go forward with a new Dean and Rector.

2020 Diocesan Convention Delegates – Nominees

Keith Pillsbury
Penny Pillsbury

2020 Diocesan Convention Alternates – Nominees

Buffy Caflisch
Tom Grenier

The Cathedral Church of St. Paul
Annual Meeting
January 27, 2019

Our Interim Rector, The Rev. Laura Bryant, opened the meeting with a prayer.

The Meeting was called to order at 11:20 a.m.

Approval of the 2018 Annual Meeting Minutes and Approval of the 2018 Annual Report

Sylvia Knight moved approval of the 2018 Annual Meeting Minutes. Judith McManis seconded. All voted in favor.

Election of Vestry, Delegates to the Diocesan and Electing Conventions and their alternates – Lisa Schnell

Lisa introduced the nominees for Vestry. For three-year terms, Seth Gillim and Annegret Schmitt-Johnson; at the suggestion of the Bishop, Lisa Schnell was nominated for an additional one-year term and will continue as Senior Warden.

The delegates for both the Electing Convention and the annual Diocesan Convention are Susan McMillan, Marley Skiff, and Annegret Schmitt-Johnson. Alternates are Michael Johnson and Keith and Penny Pillsbury.

Interim Rector Laura Bryant suggested that since a slate had been nominated, we could vote by acclamation. All voted in the affirmative.

Lisa listed the members of the Vestry who will be continuing. They are Maureen Ramos, Paul Van De Graaf, Marti Churchill, Brad Minor, Mari Richards, and Jenny Sisk. Peter Jones continues as our Treasurer and Alice Winn will take the place of retiring Pamela Van De Graaf as Clerk.

Cathedral Arts

Lisa reported that for many years Elaine Greenfield has been a prime leader of the Arts program here at the Cathedral. She has retired and Cathedral Arts will now enter a period of discernment though some parts of it will continue. Anyone who might be interested in this ministry is encouraged to join the group.

Reports:

Annual Giving – Marti Churchill

The goal was 125 pledges, we received 128. The total pledge amount is \$293,009.

Year End Financial Report – Peter Jones

We had a robust financial year in 2018. Pledge income and the general fund were higher than budgeted. Peter noted that the number of pledges was up partly due to several things: the ease of payment (credit card), losing fewer members, and an increase in the number of pledges.

We will also carry forward to the 2019 budget a surplus of \$2,500.

We sent more than \$40,000 to our outreach clients. These funds came from fundraising through in-gathering, heavenly parking, the wreath project, discretionary funds, designated gifts from individuals and families, honoraria, memorial gifts, the Cycle of Prayer, and grants.

20019 Budget – Peter Jones

The Vestry approved a 3% increase over the 2018 budget.

The Trustees have recommended up to a 4% withdrawal from our endowment funds.

This is a 0.5% increase over the 2018 withdrawal. This was done to help the 2019 budget and to fill any shortfalls that might arise during this time of transition.

Trustee Report – Ann Guillot (report given by Peter Jones)

The Trustees oversee the management of our endowment funds. The disbursal remains at 3% or 4% and thus, allows the fund to continue to grow.

Hansen and Doremus manage the endowment and periodically attend Trustee meetings to give performance reports.

Laura asked for a motion to accept the reports. Gerry Davis moves acceptance of the reports, Connie Quinby seconds, and the motion is approved unanimously.

Rector's Report – The Rev. Laura Bryant

Laura spent her career in the Diocese of Atlanta and also served in several specialized ministries, The Road, Episcopal Service Corps, and Church of the Common, serving young people, new to the Faith and living on the margins.

About St. Paul's, she is gaining greater clarity of the Cathedral. She is grateful for the members of the parish who are serving on the MDC.

The staff and clergy are looking at the service schedule and will have a decision by Lent. She is thankful for the ease of transition and the many parishioners who have helped with that.

Recognitions, Thanks and Celebrations

Lisa recognized the departing Vestry members, Timothy Parker and Alice Winn. Tim will be co-chairing the Membership Discernment Committee and Alice will become the clerk for the Vestry.

Paul Van De Graaf is stepping down as Junior Warden. Lisa thanks Paul and notes that everything she says has been filtered through him for his wisdom and advice. Paul will now become the Vestry liaison to the MDC.

She thanked the staff and noted that they are incredible people.

Pamela is retiring as clerk of the Vestry, a position she has held for ten years. She will definitely be missed.

Greg Mehar has retired as the Building Committee chair. Lisa noted that he has taken on more than anyone could imagine. We owe him so much for the care of the building he has taken.

Paul Van De Graaf thanked Lisa for all the time and work she has put in as Senior Warden; she is the leader of the Vestry, works closely with staff, found a temporary home for our Visiting Theologians and now for our interim as well as leading us to find Laura.

Laura announces the Bishop's appointment of Lisa as Senior Warden for the next year. With a promise that she would not be in that position forever and the singing of a hymn, the meeting was adjourned.

Respectfully submitted,

Alice Winn, *Clerk*



Senior Warden Lisa Schnell



My first year—2018—as Senior Warden was a bit overwhelming, as all of us navigated our way through Jeanne Finan’s unexpected retirement, and then what was, for Vestry, the intense and time-consuming process of hiring an Interim Dean and Rector. It was a process that was also, though, marked by the presence of the Holy Spirit, for surely God is responsible for convincing a gifted priest from Atlanta to come to Vermont in *January*, and for her not to flee back to the South during one of the coldest and snowiest of winters in recent memory.

If 2018 was complicated, 2019 feels simply full of the blessing of working closely with that priest, Laura Bryant, from whom I have learned so much, and who has been as much a spiritual guide and pastor to me as she has been a strong and visionary partner in the leading of the parish.

With Laura, the Vestry has begun the important work of more deeply discerning its ministry at the Cathedral. Not just a group that meets once a month to vote on church business (though we still do that), we have dug deeper into our role as a governing and spiritual body, deepened our conversations, and discovered a new richness and meaning in doing the work God has given us to do on behalf of the parish.

It is clear that we have grown and flourished as a parish over the year. And even though we are in an interim period, it is also clear that we are taking steps toward our aspirations to become an urban cathedral. There were wondrous events this year in which we lived into our role as the Cathedral of this Diocese: we welcomed many Vermont Episcopalians into this building with the walk-about that was part of the Bishop search; we welcomed many of the same folks in as we bid farewell to our beloved friends in Christ, Tom and Ann Ely; and we welcomed our new friends in Christ, the Rt. Rev. Shannon MacVean-Brown and her family at Shannon’s Consecration and Seating as the 11th Bishop of Vermont. We welcomed into the Nave *hundreds* of very fit people in wet running clothes one Sunday morning at the end of May when an electrical storm postponed the start of the Vermont City Marathon and sent runners running—for cover! We received *so many* expressions of thanks from marathoners who were very grateful for, and moved by, the hospitality offered by Stan and Mark and the other folks who were gathered in the Nave early that Sunday for what is usually a small and intimate pre-race prayer service for runners.

Our arts ministry, one of the focuses of the Urban Cathedral Report two years ago, has been stewarded over the year by a Cathedral Arts Committee led by Ann Guillot. I have been so grateful to Ann and the rest of the Committee (which includes Mark Howe) for taking on that work, and for the vision that has begun to take shape.

There are many ways of measuring the health of a parish. One of those ways is financial—how many people are pledging? How many new folks are pledging? And how close are we getting to our aspirational target? By that measure, we are doing very well: this fall's Stewardship Campaign, Journey to Generosity, generated 131 pledges, 20 of which were new pledges. Altogether, the pledges equal \$289,056, close to our target of \$305,000. I am so grateful to all of you who have pledged, and so impressed that even in this time of transition, we have not fallen behind.

But another measure of our health and vitality is experienced by us all on Sunday mornings: we have been blessed by truly inspirational, transcendent worship all year, led by Laura and Mark and Stan, and others like Sally Webster and Molly Comeau who occasionally celebrate the Eucharist in Laura's absence. Every week there are new folks with us in the Nave, and many of those folks come back, again and again. St. Paul's is a growing congregation. We're also a congregation that has come together in sadness to mourn the loss of many beloved members this past year: Kathy Mihok, Sandy Zabriskie, Bea Ramsey, Barbara Beaman, Bill Wheeler, Alice Rouleau, Ruth Moore, and Joann Stanfield.

All year, a dedicated, faithful group of people, our Ministry Discernment Committee, led by Bert Cicchetti and Tim Parker, have put truly *countless* hours into the thoughtful, deeply considered, and prayerful search for our new Rector and Dean. Their work is not quite done, though the Vestry expects to receive their recommendations in early February, but I know I am not premature in saying that they have done *exceptional* work on our behalf. I am deeply grateful to the MDC, as are we all.

I am also deeply grateful for Laura, for the Vestry, for the amazing staff at the Cathedral—Mark Howe, Stan Baker, Jennifer Sumner, Barb Comeau—who daily work miracles on our behalf. And I am grateful to you all, a community that truly lives into the ministry of all the baptized.



I was talking to a fellow parishioner several weeks ago, and that person said that they assumed I would be staying on as Senior Warden in 2020. I laughed, and said that no, it wasn't a lifetime appointment. But it has been a tremendous privilege and a blessing to serve you all in that role for the past two years. I thank God for all you do in all the many ways to make St. Paul's the blessed community that it is to us all.

Junior Warden

Jennifer Sisk, Junior Warden and Chair of B&G Committee

It has been an honor and a challenge to serve as Junior Warden during this year of transition at CCSP. It has been a tremendously busy year for all of us as we saw the Election, Consecration, and Seating of our new Bishop, even as our own Ministry Discernment Committee took steps toward identifying our next rector. The Cathedral has been a busy and well used space, hosting many events as part of the larger transition within our diocese, which so many



parishioners at CCSP have worked hard to make happen (kudos especially to Tom and Maureen Rees for all their work!). My own work this year would have been impossible without the help and support of Jennifer Sumner, to whom I am grateful for many conversations and cheerful answers to my questions, even the stupid ones (thank you, Jennifer!).

One of our smaller (yet vitally important) transitions this year has involved experimenting with the implementation of a new worship schedule. While our Morning Prayer schedule has remained stable (Tuesday through Friday year-round), we have begun normalizing two-service Sundays (as opposed to the three-service schedule we had in the past), and also offering a regular schedule of evening services on the first Sunday of each month. In the context of this transition I place my work during Lent with Laura to experiment as well with a new schedule for Friday Stations of the Cross by alternating evening services with the usual noontime Stations. This change enabled greater participation by parishioners with busy work schedules, and it gave a larger group of lay leaders the opportunity to shape the Stations liturgy in different ways, sometimes as beautifully simple spoken prayer, and sometimes as said prayers richly interspersed with singing. We also added a Stations walk immediately prior to the Good Friday liturgy, which was very well attended, mostly (but not entirely) by people who stayed for the subsequent service. It was very meaningful to me to support the continuation at CCSP of this venerable Lenten prayer tradition. During Lent I also worked to see that our blessed palms from Palm Sunday 2018 were burned at our 2019 Shrove Tuesday gathering and made into ashes for imposition on Ash Wednesday. To me this felt especially important during our time of transition, as the palms that became this year's ashes connected us to our past, just as the palms blessed this year on Palm Sunday will connect us to our future. I hope this spring to work with SPY leaders to involve the Cathedral's youth in helping to prepare the palms for burning.

The Junior Warden has traditionally worked as liaison to the Building and Grounds Committee, a group which at CCSP has also been in transition this year following the tremendously productive leadership of Greg Merhar. We have not yet been able to identify Greg's successor as the leader of this group, which to date remains without a formal Chair. Despite the lack of formal committee leadership, as Vestry liaison this year

I reassembled the Building and Grounds Committee with several former B&G members as well as some newcomers. Current participants and interested parishioners are John Montross, Gerry Viens, Frank Guillot, Bob Wright, Lisa Aultman-Hall, and Andrew Jope. I owe considerable thanks to John for bringing me up to speed on the committee's past work, and I routinely rely on his general know-how (thank you, John!). We encourage other parishioners interested in caring for the building and grounds to join us! We meet for informal discussion of current issues on the first Thursday of every month from 8-9 a.m. and will gladly welcome anyone who wishes to drop in.

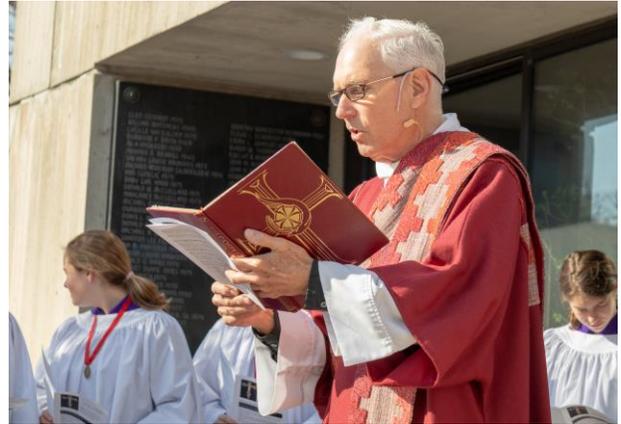
The work of the B&G Committee is an ongoing effort of parishioners to participate with Cathedral staff in solving building and grounds issues as they come up. As of this writing much work remains in process or earmarked for the future, but a few important developments in 2019 stand out:

- In April the Vestry signed a Memo of Understanding with Peter Hayden, a local handyman, for regular visits and work at the Cathedral. B&G works with Peter and Cathedral staff to maintain a current to-do list.
- In July, I met with a parishioner to discuss accessibility issues in the lower parking lot and proposed to Vestry and staff that a curb cutout be added near the lower lot to allow wheelchairs and strollers access from the parking lot to the sidewalk leading to the Parish Hall door. We continue to pursue this possibility and are thinking about accessibility more broadly as well, as the next item in this list attests.
- In August B&G member Lisa Aultman-Hall, a Civil Engineering professor at UVM, approached us about the possibility of a group of senior Civil Engineering students making CCSP the focus of their year-long senior project. We have moved ahead with this, and after meeting with B&G members, the group is studying ways to bring our 1973 building and grounds into the 21st century, with an eye to accessibility site-wide, among other issues. We look forward to learning from the recommendations of this study group and are grateful to offer this opportunity for study to a group of students at a local college.
- In September Laura and I met with Silvia Jope for a consultation about the Memorial Garden. Silvia generously donated her time and expertise to draw up a plan for future garden management, with a special eye to maintenance. Lisa Aultman-Hall has worked with a group of gardeners who have weeded and spruced up the garden aesthetically in preparation for important events at the Cathedral, but long-term maintenance remains a challenge. Silvia's plan will be a wonderful resource in future discussions with our next rector about managing the garden.
- Upcoming (at the time of this writing): at the December B&G meeting parishioner Susan McMillan will be our guest. She will talk with us about ideas for improving the Cathedral's outdoor signage to make CCSP's identity and mission more visible to the community.

The work of the B&G committee is quite substantial and always developing. Please consider contributing to this group's efforts to maintain the space that nourishes us spiritually and hosts our many ministries.

Deacon's Report Stannard Baker

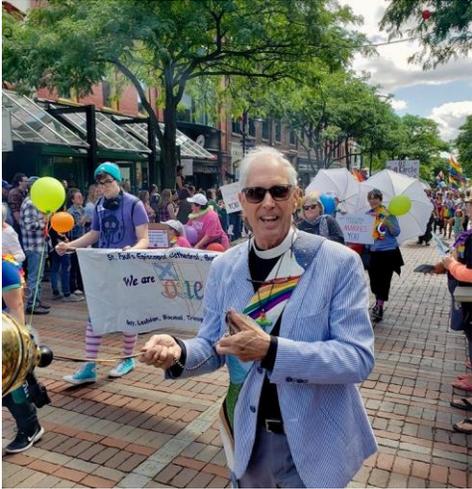
I've started my report for the last two years with a description of the diaconate, and I will do that again. Some of you may have noticed that the diaconal vestment that I wear on Sundays – a dalmatic - has sleeves. We deacons like to think that the sleeves lend us the physical freedom to do the work of the church in the world. The priest's vestment – a cassock - is an oval. The deacon's stole is a diagonal while the priest's stole hangs down with the two sides parallel to each other. The deacon's role in the church, of course, is much more than what we wear and goes beyond assisting at the



altar. This description of the deacon's role is taken from an explanatory paragraph on the Association for Episcopal Deacons website: *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.

This is the end of my tenth full year as Cathedral Deacon. I was ordained here at the Cathedral on the Feast of the Epiphany in 2009, so January 6 this month marks eleven years. This year has been one of transition, led by our wonderful Interim Dean and Rector, Laura Bryant. Being your deacon during a time of transition means that I took on some duties than I might not otherwise. Following are some other things that I have done in 2019 or that have taken place this year, which I feel reflect diaconal action in and from our faith community.

I continue to 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. We are delighted to have gained some new members in 2019 who help to skew our demographic a bit younger. We continue to include more open-ended discussion about where we are with our social justice/outreach work and initiatives and what is our vision for the future. In 2019 we gave more time and energy to supporting Migrant Justice and Milk with Dignity with our time as well as financially. We also continued to lend major support to JUMP (the Joint Urban Ministry Project) and to VIA (Vermont Interfaith Action). The activities of these groups are thoroughly outlined in the Jubilee Committee section of this Annual Report.



I would like to note that we had several successful fundraisers during the year: our spring ingathering for social justice, our ERD offering during Lent, and our UTO offering this Thanksgiving. The Wreath Project continued to bring in much-needed and well-used funds to support our outreach ministries. Also, our VIA LOM (Local Organizing Ministry) held a very successful action in October on conditions in the Chittenden County women's prison.

I was very pleased with the Sudanese Festival last spring, which grew out of the Sudanese Dinner held in 2018. The proceeds from the Festival were used to provide scholarships to

the 2018 overnight and day sessions of the Rock Point Episcopal Summer Camp. The summer camp tuition for 15 children and youth from the Sudanese community was fully covered. As important as the funds raised was the wonderful collaboration between our parish, the Sudanese community, and a Champlain College business class. A group of dedicated and talented students from this class took on the Festival as their class project, collaborating in coordination of registration, publicity, food, and entertainment for the festival. Chol Dhoor, a Cathedral member and President of the Sudanese Community, helped in all aspects of the class work. The students worked to provide job application support and training to adults from the community using computer technology.

Sunday school is one of the areas of our faith community to which I paid special attention during the year. We have a group of talented and dedicated teachers, and we could use a few more. As our church program year was about to begin, it became apparent that we needed a consistent teacher for our youngest group - Pre-kindergarten through second grade. A group of dedicated parents had been sharing this duty during the previous program year, but it was the opinion of all that we needed one "through line" teacher to create more continuity in the program. Holly Rees stepped forward to do this, with curriculum support from me, aided by the presence of a parent each week to support her in the classroom. She is doing a wonderful job, and I am very thankful for her presence and skill. Some of you may have seen me with my guitar on Sunday mornings. I've had the delight of starting each session of this group with songs. The children and their teachers are enthusiastic singers! (This explains why I am have not been at the door to greet you after the 9:00 service. I head right downstairs to take out my guitar and get ready to sing.) In addition, Stacy Kelleher stepped forward to take the helm of the Children's Christmas Eve Pageant. My great thanks go out to Carol Moran-Brown and Holly Rees for their amazing Pageant leadership in past years and to Karin Davis for creating the script we use. Laura and I— with Karin's blessing —made some changes to the dialogue sections.

Some of my work as deacon continues to take 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 the COM liaison to three 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. This year Ann Carroll, part of the Diocesan Ministry staff joined our team as administrator of the program.



I also serve the wider Episcopal Church. I have been a deputy to four General Conventions of the Episcopal Church, which take place every three years. This is where the business of the church is conducted and where future priorities are planned. Our last convention was in Austin, Tex., in 2018, and the next will take place in Baltimore, Md., in summer of 2021. At Diocesan Convention last fall I was elected again to serve our diocese as a clergy deputy to this convention, and I am honored and grateful to do so. A new, exciting, and meaningful role for me was being appointed to the Standing Commission on Liturgy and Music of the Episcopal Church. This is a six-year appointment, spanning two triennia of the General Convention. I am the only deacon serving on this group of clergy and lay theologians, liturgists, and church musicians. I, along with a church musician from Santa Fe, N.M., serve as co-chair of the subcommittee on the Book of Common Prayer. Our first task was to solicit comments and ideas on an expansive language version of Prayer C. This means revising and updating gender and creation language to reflect current practice and new understanding of these ideas. (Prayers A, B, and D were already revised and approved at the last General Convention.) That work was completed in fall of 2019, and now we turn our sights to new projects. This work will culminate in the SCLM report to the next General Convention, which follows up on tasks assigned to our Commission by the General Convention and will also put forward resolutions to be voted on in Baltimore.

This past year our interim Dean and Rector, Laura Bryant, led us. I joined her on our Pastoral Care Team and have found this work deep and meaningful. We also welcomed a new bishop, the Rt. Rev. Shannon MacVean-Brown. Last year was a time of transition and new beginnings for the Diocese and for the Cathedral. In these times of change, I find myself continually reminded of the strength, skill, and passion of all of you—the parishioners that make up our Cathedral family. You inspire me, give me strength, and lend a clarity of vision that is so important—a clarity of vision and Christian commitment that sustains me, and all of us, as we move forward. Thanks be to God!

Canon Precentor and Director of Music's Report

Mark Howe



CANON PRECENTOR'S REPORT

On September 1, I completed twenty years as Director of Music here at St. Paul's Cathedral. It has been a blessing to me to have spent this time living out my vocation in this community. I am grateful for the many expressions of support and care that members of St. Paul's voiced at a festive anniversary celebration on Sunday, September 8.

Herewith, some highlights of 2019:

February: We offered Choral Evensong in conjunction with the choir of Christ Church, Montpelier. Later in February I participated in the American Sarum Conference in Princeton, N.J., an event of several days' length that invites musicians and liturgists into experimenting with ancient liturgical and musical practices. What could have

been a snobbish gathering of effete liturgy-and-music types turned out to be unexpectedly profound, moving, and lively.

March: Members of the Canterbury Ensemble sang, to immense acclaim, in the annual Bachathon at Christ Church, Montpelier. They have been invited to return in March 2020.

April: The Adult Choir chanted a new setting of the Passion According to John, at the Good Friday evening service. I composed this setting a couple of years ago, but this was the first time we'd been able to pull it all put together.

May: We offered Choral Evensong early in the month. St. Paul's Cathedral was the setting for the Convention to elect the 11th Bishop of Vermont. I was present as organist for the liturgy, though not a delegate.

June: We offered Choral Evensong jointly with the Rutland Area Evening Choir; the service was followed by a reception in honor of Tom and Ann Ely at the time of Tom's retirement as Bishop of Vermont. I attended and participated in the annual Conference of the Association of Anglican Musicians, in Boston.

July: The three Baker sisters, Henley, Morgan, and Pryce, participated in the Girls' Choir Course at St. Thomas', New York—a program that alumna Emma Barnaby has been involved in for many years. They had a great time and came back on fire.

July, August, and September were full, busy months for the planning of the Consecration of Shannon MacVean-Brown as our new bishop. The Consecration, for which I served as Music Director, took place on Saturday, September 28 at UVM's Ira Allen Chapel; many members of our choirs took part in this memorable event, as they did the next day at Bishop MacVean-Brown's Seating here at the Cathedral.

October: The Diocesan Convention took place at the Hilton hotel, and I helped to plan and lead the music for both Morning Prayer and the Eucharist. I freely admit that I dislike sung liturgy in hotel ballrooms, but as Psalm 78 reminds us, God can set a table in the wilderness!

The Youth Choir Program

We have 19 young singers – one Novice (grade 3) two Trebles (grades 4 and 5) and 16 members of the Canterbury Ensemble (grades 6-12). In the spring we said farewell to Tessa Van Buren; and in the fall, Nyankor Ateny, Pryce Baker, and Rosa Kori moved from the Treble Choir into the Canterbury Ensemble; also, Gabo Brenneman Ochoa rejoined, having been a Novice in 2016. Zach Sisk has been training as a Novice, and Tessa Van Buren is succeeded as Head Chorister by Emma Comeau.

The Adult Choir welcomed new soprano Miriam Burns and alto Maddie Cross; Maddie joins Leah Dollar in the role of Choral Scholar—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, Vieva Grenier, and Ken Honick do a terrific job keeping the choir's music library in good order.

Vestments: In the winter, after much measuring and re-measuring, we took delivery of and wore our new purple cassocks and white surplices. These were the generous gift of an anonymous donor. The dazzling white surplices (which, like the alb, are the garment of the baptized) are from supplier C.M. Almy, and our new purple cassocks (purple being the color for cathedrals) are 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) the magnificent Vedder Van Dyck Memorial Organ, built by Karl Wilhelm in 1973; a valuable set of Petit & Fritsen handbells; an even more valuable pair of Schnellar timpani; a Steinway model B grand in the nave; and a Bechstein upright piano in the choir room, which (at this writing in early December, 2019) will soon be replaced by a Steinway model O grand – an anonymous gift that will make a lovely contribution to our musical life.

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, for the long-term support of 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 Cathedral musician, I play the organ for funerals and memorial services. We will all die, and it's wise, as well as kind to your survivors, to have a plan in place for the commendation of one's soul to the mercy of God. I am always happy to sit down with any who would like to consider the music they'd like to have at their funerals.

Other things: In addition to my role as the chief musician here at St. Paul's, I serve on the Cathedral Arts committee; Cathedral Arts' report is elsewhere in this document.

Gratitude: I am grateful to my colleagues Laura, Stan, Jennifer, and Barb, each of whom brings a rich and varied array of gifts to St. Paul's Cathedral.



Office Administrator **Jennifer Sumner**

This year has been exciting one in the Cathedral office. With the transition in leadership, our staff has worked hard together to streamline our duties, ensure that Sunday services flow easily, maintain and repair the building, support the volunteers, parishioners, and visitors, and maintain necessary supplies.

Beginning with the season of Easter this year, the service schedule shifted from a single 9:30 worship service, to two services at 9 a.m. and 11 a.m. during the program year, and two summer services at 8 a.m. and 10 a.m. This affected the bulletins, lay liturgical ministers, and, obviously, members.

We updated our IT system early in the year, upgrading a few of our work stations, and acquiring a new server, an effective network backup system, and a Virtual Private Network to allow remote access. This has allowed our network to function more effectively and efficiently.

After several unplanned outages with our HVAC system, we embarked on a project to upgrade our nearly 20-year old heating and cooling equipment. We had several walk-throughs with vendors, finally settling on a project plan which will allow us to have reliable heating and cooling throughout the building in stages over the next 5 – 10 years. For smaller building issues, we hired a handyman and instituted a regular schedule to help keep the building in good shape.

As a part of an effort to bring the building up to fire code, we had a radio call box installed in October, creating a separate signal from 3 Cathedral Square. Over the summer, we had a failed window in the Nave replaced, the first step in a larger project to replace several failed and cracked windows, and reseal the caulk around many of the windows in the building.

In May we hosted and supported the Bishop's Electing convention, during which the 11th Bishop of Vermont, the Rt. Rev. Shannon MacVean-Brown, was elected.

In September, we held the Bishop's seating at the Cathedral, in addition to hosting many of the festivities surrounding the Bishop's consecration.

In addition to the necessary building repairs, we replaced aging carpet, had the windows and carpets cleaned, replaced a window pane in the Nave, and upgraded the furniture in the Commons Room, moving the old furniture downstairs for the use of the SPY group in their Sunday meetings.



Amidst this change, some things have remained constant: the generosity and dedication of St. Paul's volunteers, in particular: our counters: Judith McManis, Ken Honick, Barbara Gay, Viena Grenier, John Montross, Sylvia Knight, Bob Wright, and Al Carpenter; our front desk volunteers: Joan Braun, Barbara Gay, and Peter

Frechette; our sacristan and her coworker: Alice Van Buren and John Grinnell; our on-call building opener and closer David Turner; our Parish Hall wall-movers: Greg Merhar, John Montross, Peter Harrigan, Stan Baker, Frank Guillot, Peter Jones and Terri Donovan; our chair mover and her team: Jennifer Sisk; our event planners extraordinaires: Tom and Maureen Rees. Thank you all!

Furthermore, I am grateful for the leadership and support from Lisa Schnell and Jenny Sisk in their roles as Senior and Junior Wardens.

Finally, my thanks to Barbara, Mark, Stan, and Laura for their camaraderie, intelligence, and hard work.



Attendees at the Feast of St. Francis (The Blessing of the Animals)

Board of Trustees

Christopher Davis

The Board of Trustees oversees the Cathedral's Parish Trust which is the Cathedral's endowment plus several other designated funds.

In 2019 the Board authorized the distribution from the Parish's Trust of \$97,433 to the Cathedral's operating budget for the Cathedral's yearly programs and operations. This sum represented a 4% distribution which is consistent with the Board's goal to maintain a distribution rate between 3.5% and 4% in order to preserve and grow the endowment.

For 2020 the Board has authorized a distribution of up to 4% for the Cathedral's operating budget.

The parish trust, after disbursements, has grown by \$289,146 in 2019.

I continue to appreciate greatly the considerable and dedicated service of the Trustees to the Board: Lisa Schnell, Peter Jones, Ann Guillot, John Montross, Debra Leonard, Bert Cicchetti and especially to Barbara Comeau, the Cathedral's Financial Administrator. Thanks to their considerable efforts we are not only preserving the endowment but increasing it and also assisting with the overall successful financial management of the Cathedral.



Treasurer's Report for 2019 and Budget for 2020

Peter Jones



Another year has passed and another year I have had the honor of being the Treasurer of the Cathedral Church of St. Paul. Every year seems to bring new people into the fold that have always been a pleasure to work with. Even with 2019 being a year of transition for the Cathedral, the finances have continued to stay true to the budget. To reach this goal, expenses are carefully controlled and new sources of income created for all our ministries.

2019 highlights:

- 1) Many of our recurrent expenses are now being paid electronically, reducing the number of checks written and the associated costs of writing them.
- 2) Power Church, the accounting software that was selected four years ago to electronically document our bookkeeping, continues to provide us with consistent data for all our financial reporting.
- 3) Last year, it was a pleasure to develop strong working relationships with our Theologians in Residence. Our transition has continued in 2019 with Laura Bryant, our Interim Dean, who has been a wonderful colleague in keeping our financial house in order.
- 4) A. M. Peisch, the accounting firm that has been hired over the last three years, again approved of our accounting practices during their process review.
- 5) We were able to keep the accounts on budget for each month in 2019.
- 6) Through careful monitoring of our books and remarkable support from our membership, the Cathedral has continued to provide generous funds to our Outreach Ministries.
- 7) Hansen and Doremus, the investment firm that manages our investments, meets with the Board of Trustees at each board meeting. Our strong relationship with Hansen and Doremus is likely to grow in 2020, as our transition continues.
- 8) During our time of transition, it has been a challenge not to overextend our dependence on the parish endowments and with continued oversight, we have witnessed the value of these accounts increase for the third year in a row.

The 2020 budget is projected to increase by 1.7% over the 2019 budget. These increases are closely linked to the expenses of the search and hiring of a new Dean. There are likely to be capital expenses for facility improvements during 2020, but the plan is for these funds to come from other sources and not our regular budget. This high level of vigilance will continue in 2020.

Thank you very much to all the committed members of St. Paul's who have contributed to our smooth financial operations, including the Board of Trustees, the Vestry and the Audit Committee (Brad Minor, Fran Carlson and Donna Toufexis). A special thanks to Barbara Comeau for her expertise as our Financial Administrator.

Peter Jones

Cathedral Church of St. Paul Income and Expense Statement

	2018 Actual	2019 Actual	2020 Budget
INCOME			
Contributions	335,964	319,415	309,200
Investment Income	104,751	118,116	142,634
Other/Rental Income	35,331	45,715	44,166
TOTAL INCOME	476,046	483,246	496,000
EXPENSES			
Personnel	273,943	272,485	297,994
Diocesan Expenses	76,171	78,240	68,924
Administrative	32,507	29,150	31,790
Building and Grounds	76,494	82,669	81,020
Departments/Committees			
Christian Formation	670	1,925	2,000
Music Program	2,826	3,903	3,500
Parish Life	1,782	2,443	1,500
Jubilee Outreach	5,650	6,000	6,000
Liturgy	1,880	2,462	2,500
Other Expenses	4,123	3,970	772
TOTAL EXPENSES	476,046	483,246	496,000

2019 Outreach Ministries

In 2019 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.

Committee on Temporary Shelter (COTS)	50
Episcopal Relief and Development (ERD)	1,498
DFMS – Episcopal Church in the US	506
Feeding Chittenden	500
Hunger Free Vermont	50
Joint Urban Ministry Project (JUMP)	13,850
Migrant Justice	250
Milk With Dignity	750
Rock Point Summer Camp	6,400
United Thank Offering (UTO)	475
Vermont Interfaith Action	4,750
Total 2019 Outreach	29,079



On Marathon Sunday, a crowd of runners takes shelter from a storm in the Nave.

The Consecration and Seating of Bishop MacVean-Brown On Becoming a True Cathedral Maureen and Tom Rees

A **cathedral** is a church that contains the *cathedra* (Latin for “seat”) of a bishop thus serving as the central church of a diocese. In 1965 the Convention of the Diocese of Vermont voted that St. Paul’s Episcopal Church in Burlington be designated the Cathedral Church of the Diocese. Since that time there have been many questions and deep contemplative discussions about what it means to be the cathedral in the rural diocese that we are. Many of those questions were definitively answered for the foreseeable future in 2019. We, the members of St. Paul’s church congregation, demonstrated to all that we truly are the Cathedral Church.

This transformation began in April when we were asked to support the monumental efforts of the Diocesan Transition Committee in its function of leading the transition from our beloved Bishop Tom Ely to a newly elected Bishop, the 11th of the Diocese of Vermont. Their initial request was simple but monumental and transformative for us as a church family: Would we be willing to host one of four “walkabouts” for selected candidates and then host the Electing Convention? Responding with an enthusiastic yes has made a profound difference and unfolded for us in four distinct ways.



On April 29, the first step into our future was to conduct an evening characterized by extreme hospitality and extraordinary learning. We welcomed three candidates presented by the Bishop’s Discernment and Nominating Committee to a full evening of presentation and discussion with over 250 deeply engaged Episcopalians from around the greater Burlington area in attendance. All adjourned having acquired substantial

learning about and from the candidates as well as deep impressions relative to our own discernment process. Everyone participating also left St. Paul’s feeling welcomed, respected, and cared for by all of us whom that they had met. Those organizing this event were rewarded by the graceful and willing service of more than 20 members of the congregation.

On May 18, we took our second step by hosting and fully participating in the historic election of the Eleventh Bishop of the Diocese of Vermont. As opposed to the simplicity of the “walkabout”, this was much more demanding of us and rewarding for us. The efforts of multiple planning meetings were put into full effect as we hosted over 200 voting members of laity and clergy from around the State while transforming the Nave from a worship space in the morning to a meeting and video production space for the afternoon. We all were, of course, thrilled with the outcome as we joyously welcomed The Rev. Dr. Shannon MacVean-Brown as our Bishop-elect. Once again, we as a congregation were acknowledged and praised by many Diocesan leaders for our hospitality and almost seamless organization of this important event.



On June 5, we began our journey of solidification of our role as a true Cathedral. The Transition Committee asked and, of course, we accepted a major role in supporting them in the Ordination and Consecration of Bishop Shannon. This effort lasted exactly 16 weeks prior to the first major day of the Consecration weekend, marked by the arrival of Presiding Bishop Curry. During the next twenty-four hours, we organized a conference with Bishop Curry and 25 members of the local press,

held a luncheon reception for 80 members of the clergy with Bishop Curry and Bishop-elect MacVean-Brown, supported a reception for 50 members of the Union of Black Episcopalians, supported a reception for 30 members of the Black Women Clergy, and then ended the day preparing and serving a rehearsal dinner to 116 in the nave, which had literally been transformed three times during the day. All of this did not occur by happen-stance. It was the product of hours of careful planning and then exquisite execution of those plans by dozens of our congregation members.

On September 28, all sixteen weeks of the effort of the part of the seventeen members of Consecration Planning Committee came to fruition at Ira Allen Chapel. In a magical, majestic, deeply spiritual two hours, our new Bishop was Consecrated and St. Paul's role as the Cathedral of the Diocese of Vermont was defined both for ourselves and the other members of the diocese. An almost flawless (what little bobbles there were went unobserved by most) service demonstrated to all that we are integral to diocesan function. Without reservation, those leading this effort from the Standing Committee to the Transition Committee acknowledged that it could not have happened without all the tangible, physical, and spiritual support provided by St. Paul's. This would not have transpired as it did without our care and full participation. In the view of Canon Mark Stevenson, Chaplain to the Presiding Bishop who is responsible for guiding all dioceses through the Consecration process, our effort was as smoothly delivered as he has ever participated in and without match for our size. As close as we can determine, 56 members of our congregation dedicated over 600 hours or 75 person days to this effort. In addition, more than three pickup truck loads of items essential to the liturgy from wine carafes to crosses to chairs were moved from and then returned to St. Paul's. The altar itself was designed and crafted by a member of the congregation. The entire service could not have happened without our resources and resourcefulness.





On September 29, after once again transforming the Nave from an intimate dining space to its functional beauty as a worship space, we all gathered (250 of us) to welcome Bishop MacVean-Brown to her Cathedral and seat her in her cathedra. It was a marvelously crafted and delivered service reflective of and capping the entire 18-month transition process. Great joy filled our hallowed walls as we made our own bit of history. As with the Consecration, this effort was

congregation-wide and directly involving more than 80 congregation members who participated in the service, capped by Bishop MacVean-Brown's first liturgy at our altar, stunning us all with the beauty of her singing voice.

What has been the impact of these events? Of course, we have elected, consecrated, and seated a dynamic new Bishop who carries great expectations for high impact on the entirety of Vermont. More subtly, we believe that St. Paul's has throughout 2019 completed its metamorphosis from a congregational parish to a true cathedral. We have collectively responded to a broad Diocesan need for human, spiritual, and physical resources in a magnitude only we are capable of providing. It was clear early in the Consecration planning process that without the full resource support of St. Paul's there was no way to make three days in September happen. At least as important, all the members of the Diocesan leadership team came to realize that St. Paul's is their Cathedral, to be counted on, to be celebrated, and to be appreciated. It has been a powerful year of transformation in our 188-year history. Thank you all for the loving support you provided to make that happen.



The Ministry Discernment Committee

Albert Cicchetti and Tim Parker

The Ministry Discernment Committee (MDC) has been working for more than a year, beginning with the identification of the co-chairs Bert Cicchetti and Tim Parker in 2018. The vestry created a nomination process for naming potential MDC members, and in March, 2019, the MDC was formed with the following members:

Raquel Aronhime
Betsy Beaulieu
Bert Cicchetti, co-chair
Tim Daubenspeck
Chol Dhoor
Mary Harwood
Henry Maciejewski
Judith McManis
Tim Parker, co-chair
Paul Van de Graaf, vestry liaison.

The committee immediately started planning the parish discernment process and in May, 2019, conducted a series of meetings soliciting input from the congregation regarding the current hopes and future visions for St. Paul's. In June, a festive parish dinner utilized an appreciative inquiry approach to understand what it is about St. Paul's that speaks to our congregation's passions, loves, and commitments. The meetings and the dinner were well attended and provided a wealth of information which the committee used to create the Ministry Portfolio, a thorough description of various aspects of life at St. Paul's.

The Portfolio was posted in August, and by mid-October the initial group of applicants was winnowed down to a manageable group of candidates to continue in discernment. The full committee conducted a video-interview of each of those candidates, and committee members checked each candidate's references. In November, the candidate group was again trimmed down, and committee members fanned out to points far and away to visit each semi-finalist at their home parish. Following those visits, the committee agreed to invite a group of finalists to visit the Cathedral and Burlington, and meet with Bishop MacVean-Brown, the vestry, and the MDC.

The MDC expects to complete its work in February, 2020 when we will present our findings and final recommendations to the vestry. The vestry will then decide which candidate to call as our next Rector and Dean. Currently, it is expected that our new Rector and Dean will start work on or about May 1, 2020.

Many thanks to the tireless efforts of each and every member of the Ministry Discernment Committee. Every member has generously offered his or her unique gifts and skills, and that has helped make our task easier. We are also grateful for the thoughtful participation of the parish during the discernment process, and for keeping it in their prayers. Lastly, we'd like to thank the Cathedral staff for their ongoing support: a true blessing.

Cathedral Arts

Ann Guillot



The past year has been one of transition for Cathedral Arts, with the retirement of Elaine Greenfield who had been a co-leader of the program with Martin Poppe for several years. Elaine led the program alone for the past few years with the assistance of Ann Larson managing the Tuesday noon concerts.

Cathedral Arts has for many years presented excellent music in free Tuesday noon concerts, and in ticketed evening and weekend concerts. The 2019 - 2020 season includes 10 Tuesday concerts and five ticketed.

Leadership of Cathedral Arts has now changed to a committee of volunteers led by Ann Guillot as Chair and Caleb Pillsbury as Artistic Director. In the short term, we are planning a 2020-2021 season that mirrors the current season. In the longer term, we are working to envision a Cathedral Arts program that will, as discussed in the Urban Cathedral Study Group report, bring various arts to our community, including to people whose access to arts may have been limited. We seek to explore the intersection of arts and spirituality. And we seek to develop a Cathedral Arts program that is sustainable for the future.

The Cathedral Arts committee consists of Ann Guillot, *Chair*, Caleb Pillsbury, *Artistic Director*, Mark Howe, Elaine Greenfield, Vieva Grenier, Tom Grenier, Nancy Ellis, Alan Rubin, and Jennifer 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 participants in Church School. 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.

During the summer, the leaders of St. Paul's Youth (SPY) group and church school met with Laura Bryant to discuss the best way to enable the middle school youth to participate most fully in SPY. Beginning in the Fall, the middle school class of church school shifted into time for SPY.



Pre-K to 2nd grade. Since Carol Moran-Brown, our long-time, dedicated Lead Teacher for the Pre-K through Second Grade Group began wintering in Florida, a new Lead Teacher was needed for this group. Parents shared responsibility for being Lead Teacher for our youngest church school students for the 2018-2019 Program Year. While that went well, all felt the group needed a consistent lead teacher for this program year, 2019-2020. The Lead Teacher provides consistency for the children and a through line for the curriculum. Holly Rees stepped up and graciously took on the job of Lead Teacher, and she is doing a wonderful job, using her skill to make all the children feel safe and included. Parents continue to act as support teachers each week. The combination of Holly and helping parents is a wonderful blessing.

The group varies in size from three to eight children, depending on the Sunday. Deacon Stan created a curriculum based on children's books that highlights the development of a positive, caring internal self; healthy attachment to those who love us and those we love; concern for the needs of those around us in our community, state, nation, and world; and—most importantly—an abiding understanding of God's love, nurture, and care for all of us. Each week the class starts with Deacon Stan leading the group in singing a welcome song and another song that supports the themes of love, caring, and attachment. Then a selected children's book is read, and an art and creative activity follows, which relates to the theme of the book. And, of course, there is a snack each week, which we call the "feast." Children are encouraged to participate in the group conversation about the book of the week's theme and carry that conversation into the activity.

3rd Grade to 5th Grade. This year six students in the intermediate class moved on to Middle SPY and we miss them! However, we welcomed three new members to our lively group.

In October, the Jubilee Justice Committee gave the class another sum of \$500, and the children went to work researching possible charities including last years' causes—Dismas House, Spectrum and the Vermont Food Bank. They were told they could choose international as well as local charities—so many needs!

Each Sunday we open class with prayer for a country suffering from disaster, disease or crisis. The children chose the “Unlocking Abundance Package” in the Episcopal Relief and Development catalog for \$490. It includes a bounty of items, from seeds and tools to disaster relief kits and more, with \$10 left for the Food Bank. They were honored and please to have been given a part in the Journey to Generosity.

We enjoy a visit from Deacon Stan Baker most Sundays. He joins our discussions and gives us good advice.

SPY –St. Paul’s Youth Group Marti Churchill

In early 2019, SPY struggled a bit to gain momentum, but we had a core group of both youth and adults who were interested in staying involved. In June, we held a parent meeting, which many young people attended. It was **very** formative for this current year. We have two active groups – High SPY and Middle SPY. High SPY is led by Marti Churchill, Peter Jones, Terri Donovan, and Jen Green. Middle SPY is led by Bob & Gaby Brenneman and Annegret & Michael Johnson. This dedicated adult leadership has transformed the availability of SPY to the young people in our congregation.



The SPY High service educational trip last April was to Guatemala. Seven youth and four adults traveled to Guatemala for eight days. Bob and Gaby Brenneman were instrumental in planning this trip. Bob describes the trip: *Teens growing up anywhere in the 21st century face challenges and obstacles of all kinds from media distraction to consumerism to figuring out who you are and where you belong in a world in which true community seems harder and harder to find. But in Central America, the*

challenges to growing up are especially acute. Here in the North, we are increasingly bombarded with images of the Central American teen as a “stranger”—as the “other”—perhaps dangerous and probably in need of help. Looking more closely can allow us to see that Central American teens are not so “helpless” and also have a great deal to offer in the

way of energy, vitality, and perseverance. During this eight-day sojourn in Guatemala, SPY youth had the opportunity to learn about some of the key challenges facing teens growing up in urban and rural Guatemala and, just as important, we had the opportunity to see close-up, some of the ways Guatemalan youth and young adults are making a difference in their families and in their communities. We heard speakers share from their knowledge and experience about the challenges of racial-ethnic injustice, inequality, and political problems. We visited organizations that work with youth who are tempted to give in to hopelessness. And we encountered Guatemalan youth and their families in both an urban and rural contexts. Finally, we saw how people of faith understand their calling to be “salt and light” in times of great difficulty. Another goal for our youth was to explore what it means to be “leaders”. They learned how the youth leaders were involved in Guatemala and we thought about how to apply this to the work we do back here in Burlington. They came home and gave a very moving testimonial in May, at both services, they preached the sermon. To hear – please visit the Cathedral Sound Cloud page:

<https://soundcloud.com/stpaulscathedral/guatemala-201905129am-spy-travelers>

This fall we have two very active SPY groups (**thanks to the dedicated adult leadership**)—Middle and High SPY—with 4 -8 active youth members in each group. We meet each week to explore the three S’s—Spirituality, Service, and Social connections. We meet each week between the 9:00 and 11:00 a.m. services to explore these three areas. High SPY meets in the old Nursery—claiming this space for themselves feels very special. The old furniture from the commons room help to make this space feel homier and comfier. There are plans for SPY to make their own mural on the opposite wall from the fairy mural. Middle SPY has the room the middle school Church School held. Combining “church school” with SPY for this age group seems to be a better match and has been a bit of a draw with 3-6 active youth in this age group (as opposed to two last year).



The old furniture from the commons room help to make this space feel homier and comfier. There are plans for SPY to make their own mural on the opposite wall from the fairy mural. Middle SPY has the room the middle school Church School held. Combining “church school” with SPY for this age group seems to be a better match and has been a bit of a draw with 3-6 active youth in this age group (as opposed to two last year). This fall we have gathered weekly. We have explored outreach with a Joint Urban Ministry Project tour, and collections during advent (close to \$200 raised for JUMP), collecting food for Thanksgiving (12 + Turkeys) for Feeding Chittenden, our local food shelf, and had a tour there. We went apple-picking and made over 150 servings of apple crisp for the dinner celebrating the Consecration of the new Bishop. We climbed Stowe Pinnacle for a full moonrise and sunset viewing in October. We have had two successful fundraisers— the SPY Spaghetti Dinner in November and Car Detailing at Start up Sunday. We have had social events at the Jones/Donovan house and gone to the movies—we watched *Harriet* at the theater and *Dead Man Walking* at our pizza night.

January 2020 holds two weekend NYC trips (one for each group) including visiting the Cathedral of St. John the Divine “Nightwatch,” tours of the UN and Ellis Island, and the Statue of Liberty, and *Dear Evan Hansen* on Broadway, which fosters conversation about how social media impacts the life of families and youth.



St. Paul's Youth (SPY) is a powerful ministry. It gives young people 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. It creates the space to find meaning in a themselves and the world that surrounds them while connecting them to the church community. The greater congregation benefits from seeing and supporting the active involvement of their youth in the community and the nation.

Adult Confirmation **Sarah Howe**

The Adult Confirmation class was led by Laura Bryant and Sarah Howe this year. Our class met at church on Wednesday evenings from the end of February 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 four parishioners were received into the Episcopal Church, one was baptized, one was confirmed, and one reaffirmed her baptismal vows.

Adult Forum **Lisa Gibbons**

Adult Formation this fall began with several sessions based on ***Walking the Way of Love***, a framework inspired by monastic traditions, rhythms, and disciplines for following Jesus together. We used some of the rich resources from the Episcopal Church and Presiding Bishop Michael Curry. In addition, there were panel discussions with St. Paul's parishioners in various occupations about how they bring their faith to work with them. There were Sunday discussions from those working in criminal justice, education, medicine and business.

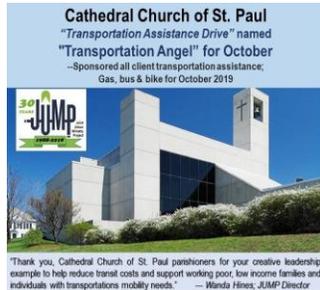
Then Adult Forum joined in the challenging work of the "Dismantling Racism" group by reading and discussing Ta-Nehisi Coates's *Between the World and Me*.

During Advent we followed up on where we began with the Way of Love to create our own Rules of Life, based on some materials from the Society of Saint John the Evangelist.

Jubilee Justice Committee Sylvia Knight and Fran Carlson

"...good news to the poor... release to the captives... set at liberty those who are oppressed..."
(Lk4:18)

Jubilee Justice had a full year of efforts to bring God's realm alive here and now.



The work of advancing the reign of God on earth through social justice outreach continued in 2019 through fundraising, creating awareness through organized events, the individual actions of parishioners, and collective reflection among the members of the Jubilee Justice Committee.

St. Paul's support of social justice organizations includes ongoing support for Vermont Interfaith Action (VIA), the Joint Urban Ministry Project (JUMP), and Migrant Justice. Highlights from our social justice work include:

VIA: During 2019, the VIA Local Organizing Ministry at St. Paul's Cathedral was involved with research into the problems of the criminal justice reform. This led to a public Action on October 29th. At this Action, we presented a research report. This report presented recommendations for reforming the criminal justice system in Vermont. These recommendations focused on the need for improvement in the building facilities, the need for more mental health care and job training and described innovative programs that provided healing and restoration for inmates so that when they are released, they will succeed and our communities will be safer.

Dismantling Racism: In our efforts to dismantle racism in the Jesus Movement in Vermont, we organized two events, one in June and one in September to consider what racism is and how it affects us all. At the latter event, our fellow parishioner Debra Leonard talked with us about genetics, how similar members of the human race are in terms of genetics, and whether race might be a social construct.

Migrant Justice: In thanks for and solidarity with our immigrant farmworker neighbors, we have sought ways to support Migrant Justice in their work to raise the voices of marginalized farmworkers in the public arena, through letters to those in authority, and through funds to liberate those unjustly imprisoned.

Here is how the Cathedral shared our resources this year:

Committee on Temporary Shelter (COTS)	50
Episcopal Relief and Development (ERD)	1,498
DFMS – Episcopal Church in the US	506
Feeding Chittenden	500
Hunger Free Vermont	50
Joint Urban Ministry Project (JUMP)	13,850
Migrant Justice	250
Milk With Dignity	750
Rock Point Summer Camp	6,400
United Thank Offering (UTO)	475
Vermont Interfaith Action	4,750
Total 2019 Outreach	29,079



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 on the church's link to ***Sign Up Genius*** and on a clipboard on the table at the back of the nave. 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

With the transitions of the retirement of Bishop Tom Ely and the installation of Bishop Shannon MacVean-Brown; and the search for a new Dean and Rector, there were several additional receptions which were hosted by the Community Cluster. These included:

- 4/29/19-Bishop Candidates Walkabout
- 5/18/19- Bishop Election
- 5/31/19- Dean & Rector Discernment
- 6/2/19- Farewell Reception for the Ely's after Evensong
- 9/98/19- Seating of the Bishop Shannon MacVean-Brown

On-going Activities:

- Providing Coffee Hour after the 11:00 a.m. 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.
- Community Cluster is responsible for making certain that proper waste management occurs at all hospitality events. This involves ensuring items are correctly disposed of via composting, recycling and trash.

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. Thank you for your continued support.

The Community Cluster includes Nadine Carpenter, Carolyn and Mark Wilson, Vieve Grenier, Deborah Altemus, Penny Pillsbury, Ellen Bardin, and Barrie Montross, Chair of the Cluster group.

After four years of serving on the Committee and three years as Chair, Barrie Montross will be stepping down, but will remain on the committee. Penny Pillsbury will begin as Chair in January, 2020.

If you would like to join us, please speak to any Community Cluster member.



Wreath Project Penny Pillsbury and Maureen Rees

Since 1973 when long-time parishioner Mabel Mayforth dedicated her customer list to the Cathedral for the enhancement and growth of the newly created Cathedral Gardens, the St. Paul's Wreath project has grown exponentially to be one of our most favored and involved fund raising efforts. Mabel and her husband, Hal, had cultivated a cottage industry of buying, decorating and selling wreaths. For them it was an adventure that paid the property taxes. For us, it spawned funds to establish the gardens surrounding the newly built Cathedral, grew into the general budget, and now today is designated as a major source of income supporting our outreach missions including JUMP and VIA.



We are blessed to have the full support of our congregation, who together with others they encourage to consider buying our beautiful wreaths, combine to make our order number about 400 pieces. Our greens are supplied by a true Vermont family of entrepreneurs, Peggy and Dennis from Northeast Kingdom Balsam in Glover. Peggy and Dennis employ many who rely on this seasonal work to get them through the winter; moms and dads who can work from home while still engaging with their children and not have the worry about availability and cost of childcare. From the very onset of the project we are making a contribution, a dedication to the folks in our neighboring community as well as to the families that rely on the resources we and others provide through direct services at JUMP or the more systemic change brought about through VIA.



We are most thankful for the devotion of time and talents of those who solicit, via email, our customers from year to year and then compile it to spreadsheets; the people who build our shelter that provides protection of the wreaths from freezing rain and snow potential; the ladies who with gusto and layers of long underwear dedicate time and talent during Wreath Week to adorn the wreaths with beautiful pine cone arrays; the very talented women who create bows of satin, velvet, red, gold and even one blue; the wonderful cooks who provide hot soup, sandwiches, snacks and goodies to keep us all well-fed and healthy during the intense week of coning, counting, shipping, delivering, and pick-up; the SPY group who put together our shipping boxes; those terrific fellows (always smiling and cheerful Santa elves)

delivering to carriers, local businesses and even a few shut-ins; and of course there is our clean-up crew extraordinaire, the most organized, educated and fastest crew in town. To all who participated, whether you ordered, sold, entered an order, bowed, coned, raised our work tables, organized our storage closet, counted our money and wreaths again and again, swept our pine cone droppings (oh how we missed our favored sweeper Ann Ely), built us a shelter, or warmed our working bodies with your fabulous meals we are grateful that you were a part of this mission and helped us to help others. We are thankful that you are among us and blessed to be with you.

The Wreath Project's hard work and dedication enabled the Cathedral to make a donation of nearly \$5,000 to our outreach ministries - go ahead, give yourselves and your neighbors a pat on the back; better yet give your neighbors a wreath next year! It has been the intent of the Wreath Project to dedicate this year's project to the memory of our lost dear friend, Alice Rouleau, who dedicated her talents and commitment to gathering and leading the group of Tuesday bow-makers for years. Alice's calm, caring teaching brought the art of bow-making to new levels of expectations—even to those who thought they'd never learn. Her quiet, pragmatic approach assured many of us that we had talents yet to be discovered and gifts yet to offer. Those of us who accepted her kind, gentle requests found that, indeed, we did have a bit more to offer the world. Thank you, Alice, for all the kindness you inspired in each of us. With deepest appreciation we indeed dedicate the 2019 Wreath Project to the loving memory of Alice Whitney Rouleau.

With very sad hearts, we also said goodbye to our most spirited Wreather, Joann Stanfield. Joann always brought energy, kindness, color, joy and panache to all she encountered. She was a sparkling joy and is tremendously missed. Anne Guillot brought Joann's panache to the Parish Hall by wearing and supplying for the leaders flashing Christmas light necklaces worn daily during Wreath Week in Jo's memory. We miss Jo and her array of Christmas fashions this week and will try to see that there is sparkle and joy in every year to come in her memory.

Grateful blessings from The St. Paul's Wreath Project.

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.



Meditation

Lucy Beck

The Cathedral first began offering Christian meditation in 2003 under the leadership of Dean Ken Poppe as part of a ministry of spiritual development which was an integral part of the Cathedral *Without Walls* program. It has from the beginning included persons from other churches of the diocese and community members from other denominations. Growing eventually to three groups at St. Paul's, and seeding groups in other churches of the diocese, there has always been at least one group meeting weekly here for the last 16 years. 2019 marked the culmination of a transitional period for our Wednesday meditation group, with the loss of long-time members through moves and other life changes. Those remaining, however, all with a longstanding daily practice of meditation, find ourselves holding a liminal space which we are eager to share with others. We plan at least one Quiet Half Day in the Lenten season.

The Wednesday 10:30 a.m. group warmly welcomes both experienced meditators and newcomers to join us in the St. Francis Chapel to discover the richness of making time to experience a journey deep into silence – beyond images, words or thoughts. For those seeking to incorporate meditation into their lives, we teach a practice of Gospel simplicity: bringing the body and mind to stillness by interiorly reciting a sacred word, letting thoughts go as they come up and returning gently without self judgement to the sacred word. We meet for an hour, gathering quietly, then listen to a short teaching chosen from current and ancient masters of the long tradition of Christian meditation. Thus prepared, we meditate together for 30 minutes beginning and ending with prayer. For questions and further information, please contact Gail Ernevad at 879-2447 or Lucy Beck at 777-2663 or just come and check us out!

St. Paul's Flower Guild

Maureen Rees



A bucket of beauty is the goal the men and women of our Flower Guild strive to achieve in our worship space each Sunday. The “ice bucket” is how we refer to the black wrought-iron planter on the chancel steps. The core group of 10-12 folks rotate responsibilities, according to their availability, filling the bucket to coordinate with the season and the chancel backdrop. Some weeks the arrangement is the work of one person and other times it is a team of two. We feel this is a ministry, and one we are blessed to share with our parish family. We honor and respect our

individuality and love our collectiveness as well. There is always something new to see, to learn. To that end we have enjoyed the fellowship of several tutorials in the gardens of Fox Run Flowers, owned by our own Chris Sears who so very generously donated a majority of our fresh flowers. The opportunity to be in the beautiful gardens and to learn from one another has been an immeasurable gift.

While the weekly arrangement is handled quietly by individuals of the Guild, the special occasions of Easter, Christmas and in this special year of consecrating Bishop Shannon MacVean-Brown, it becomes an opportunity for many to engage in celebration decorating. During these times 25-30 people may join in to make the transition of special celebration to include raising and lighting Christmas trees and bringing a splash of color throughout the Cathedral celebrating His birth, and turning the darkness of Lent to a stunning spring garden, and creating centerpieces for dinner in the Nave following the Rehearsal for the Consecration. As well, the Guild has created beautiful final flower arrangements for Rites of Burial for too many of our beloved this year. It is always an honor to support our friends and their families in this. We were equally honored this year to bring their chosen colors to the steps of the chancel for a wedding.

Funding to support your Flower Guild comes from direct donations by parishioners. We are not supported as a line item in the Cathedral budget. Christmas and Easter gifts of remembrance or in thanksgiving for the many blessings bestowed upon us are our primary sources of funding. We might also wish to designate a gift in celebration of a birth, anniversary or other special family event. Please see forms on the narthex table or contact either Maureen Rees or Jennifer Sumner for individual occasions throughout the year.

Anyone who has even the slightest interest is invited to consider participating, learning, and enjoying this ministry of beauty. Please take a minute at Coffee Hour to chat with anyone connected to the Flower Guild, Pat Wheeler, Estelle Deane, Nancy Ellis, Chris Sears, Dorothy Glendinning, Marley Skiff, Keith Pillsbury, Holly Rees, Julie Edwards, Barrie Montross, or Maureen Rees. We'd love to have you join us in this ministry.

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.



Members of the St. Pauls' Flower Guild, 2019

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

During this year of transition with interim clergy, the sacristy has continued to run smoothly.

- 1) Margie Schacht has continued to wash and iron weekly the Eucharistic linens.
- 2) The sacristan has focused on the setup for the chapel mid-week service, the two Sunday services, Holy Day special services, baptisms, funerals, the Diocesan Convention, the Consecration and Seating of the new bishop and Advent and Christmas.
- 3) Deacon Catherine Cooke has continued as a steadfast, diligent, and devoted Altar Guild participant every week.
- 4) Deacon Stan Baker has continued diligently in keeping the Sacristy supplied with wine and wafers.
- 5) The Eucharistic bread bakers have continued to provide for all our worship services and we are most grateful to them for their generosity of time and baking skills.
- 6) After the retirement of the green "Mountain and Lake" vestment set, Judith McManis designed and created a new "green" set.
- 7) John Grinnell has continued to serve tirelessly as an 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 archives have been well maintained and organized.

- 1) Items continue to be added to the archival files including annual reports and biographical information.
- 2) Research requests for information were quickly answered.



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 to six 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. Taizé joins Choral Evensong and Evening Prayer as "first Sunday" offerings of evening services throughout the year.

The Taizé Planning Team is responsible for all the details of these services. Members during 2019 were Liz Thompson, Rose Bacon, Henry Maciejewski, Judith McManis, Jenny Sisk, Joe Cotner and Brian Merrill. 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.

The Taizé Planning Team meets before each service and happily anticipates our annual 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. Customaries are created for each service – a big help in directing volunteers in setup/takedown as well as in long-term preparations.

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 bulletin 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!

2019 statistics:

January 13, 2019 (Baptism of Christ): Rose Bacon, Officiant – 59 attended

April 15, 2019 (Monday in Holy Week): Thomas Ely & Christopher Coyne, Co-Officiants – 77 attended

July 7, 2019 (Cosmic Theme): Paul Gratz, Officiant – 32 attended

August 4, 2019 (Transfiguration): Katelyn Macrae, Officiant – 48 attended

November 3, 2019 (What is a Saint?): Laura Bryant, Officiant – 73 attended



St Paul's Cookbook Project Keith and Penny Pillsbury

We have traveled the highways of Vermont 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, Dakin Farm, and the Vermont Country Store with a lot of smaller Vermont products stores 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. In 2019, we sold over 350 books and earned \$2,850.



Cathedral Square Corporation **2019 Report from Kim Fitzgerald, CEO**

As we begin our 43rd year, we celebrate our continued partnership with St. Paul's Cathedral, which launched our organization in 1977 and guides our mission today. The work we have accomplished with the help of St. Paul's has made our nonprofit a national leader in the development of affordable, service-enriched housing for older Vermonters and people with special needs. Today more than 1,300 people in Chittenden and Franklin counties are living in one of our 25 communities, where they benefit from the programs and services of SASH® (Support and Services at Home) — a program we created and piloted in 2009. This award-winning model of care now is now in all 14 counties, helping 5,000 people statewide, and is being replicated in Rhode Island and Minnesota in partnership with the National Well Home Network.

Cathedral Square residents range in age from infants to centenarians. Here are some things to know about them (data from September):

- Most residents are low-income adults ages 55+.
- The average age is 69.
- 92% earn less than 50% of the area median income.
- Over 80% receive some form of housing subsidy.
- 23% are disabled or handicapped.
- 15% were previously homeless.

This fall we started construction on our 10th affordable-housing community in Burlington: Juniper House, part of the Cambrian Rise development off North Avenue. When completed this time next year, this long-awaited project will boast 70 one- and two-bedroom apartments for older adults, helping to address the area's severe and growing need for affordable housing for older Vermonters. At Cathedral Square alone, wait lists for one of our 1,090 homes (including Juniper House) are at record highs. As of September 30, there were:

- 840 on our wait list for independent living (for 1,036 homes);
- 296 on our wait list for assisted living (for 40 homes); and
- 124 on our wait list for memory care (for 14 homes).

This year we answered the call to help stabilize four Pillsbury senior-living properties that had been taken into receivership by the state. The action came after staff, residents and family members raised serious concerns about the out-of-state owner, who had failed to pay for food, electricity, heat and other basic needs. Laura Wilson, our director of operations, served as the "boots on the ground" for over four months and did an amazing job reining in the chaos. She and several other staff put in long hours to turn things around at the properties and make sure that residents' needs were front and center. I have never been prouder of our staff.

We are fortunate to have on our board three St. Paul's parishioners — Chris Davis, Carol Moran-Brown and, new in 2019, Jen Green — plus the voice of ex-officio member Laura Bryant, Interim Dean and Rector. Chris will be our Board President starting in January,

and Carol chairs our new Advancement Committee. They all bring great energy and dedication! We thank the leadership and members of St. Paul's for their invaluable support over the years.

Parish Statistics

2012-2019 Attendance

	2012	2013	2014	2015	2016	2017	2018	2019
Average Sunday Attendance	167	188	196	191	179	172	148	141
Sunday/Saturday evening services	123	124	126	114	122	123	79	89
Weekday services	57	61	52	152	209	252	246	391
Marriages	1	6	3	1	1	1	0	1
Burials	7	8	7	14	6	6	8	12
Baptisms	2	3	4	6	5	10	9	6
Confirmations	5	0	5	8	5	3	12	1
Received by Bishop	3	1	1	4	3	4	1	6

2012-2020 Pledge Comparison

	2012	2013	2014	2015	2016	2017	2018	2019	2020
Number of pledges	133	127	125	136	134	119	124	128	131
Total pledged \$	287,900	277,346	283,857	328,585	313,127	287,553	297,722	293,009	289,051
Average pledge \$	2,165	2,184	2,271	2,416	2,337	2,416	2,401	2,289	2,206
Total collected \$	274,435	282,860	287,100	317,764	295,644	294,128	299,250	287,089	
Amount defaulted \$	13,465	0	4,763	10,820	17,983	0	0	5,920	
Percent defaulted	4.6%	0	16%	3.3%	5.7%	0	0	2%	

2012-2020 Pledge Distribution

	2012	2013	2014	2015	2016	2017	2018	2019	2020
\$1-300	12	10	13	17	13	13	12	14	18
\$301-500	12	13	10	12	20	8	13	12	10
\$501-1000	31	28	24	23	19	17	14	19	21
\$1001-2000	30	30	30	31	33	34	34	36	38
\$2001-4000	26	25	25	26	22	25	30	27	25
\$4001 and above	22	21	23	27	27	22	21	20	19
Total # of pledges	133	127	125	136	134	119	124	128	131

2012-2020 Pledge Analysis

	2012	2013	2014	2015	2016	2017	2018	2019	2020
New pledges	13	13	5	16	19	9	13	12	20
Returning pledges	3	4	9	5	3	3	5	2	3
Increased pledges	41	38	41	57	58	54	48	44	46
Decreased pledges	12	10	15	10	21	14	14	24	12
Discontinued pledges	18	23	18	19	20	28	14	13	20
# with same pledge	61	56	49	41	36	39	44	46	50
Most common pledge \$	1,500	520	1,500	1,200	500	3,000	2,400	1,200	2,000
Median (middle) pledge \$	1,400	1,320	1,320	1,440	1,500	1,500	1,603	1,620	1,500
Average pledge \$	2,165	2,184	2,271	2,416	2,337	2,416	2,401	2,289	2,206