



2020 Annual Meeting



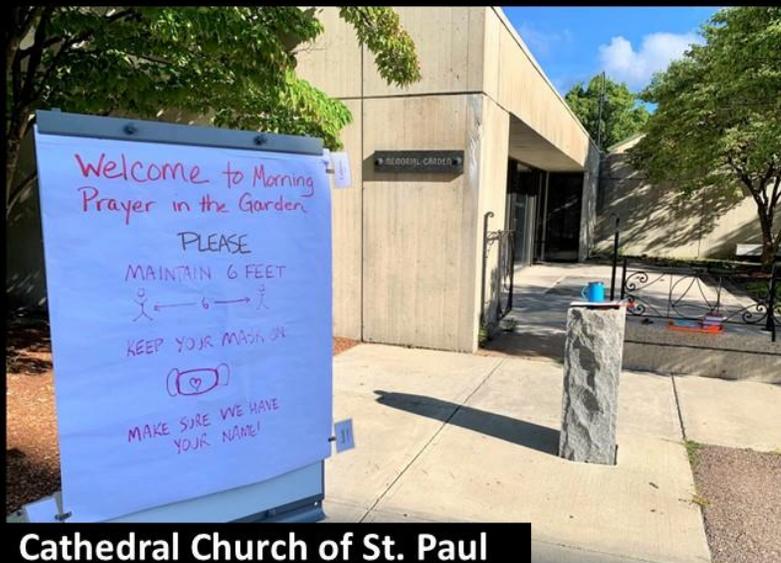
Social Justice



Cathedral Choirs



Socially Distanced Nave



Cathedral Church of St. Paul



Annual Report



Vestry Members 2020

2020 Executive Committee

<i>Senior Warden</i>	Tom Rees
<i>Junior Warden</i>	Jennifer Sisk
<i>Clerk of Vestry</i>	Alice Winn
<i>Treasurer</i>	Peter Jones

Terms Ending January 2021

Brad Minor
Maureen Ramos
Jennifer Sisk

Terms Ending January 2022

Seth Gillim
Annegret Schmitt-Johnson
Lisa Schnell

Terms Ending January 2023

Tom Rees
Suki Rubin
Marley Skiff

Ex Officio

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

Board of Trustees 2020

Terms Ending January 2021

Bert Cicchetti
Chris Davis, *Chair*
John Montross

Terms Ending January 2022

Debra Leonard

Terms Ending January 2023

Barbara Comeau
Ann Guillot
Lisa Schnell

Ex Officio

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

Cathedral Staff

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

The Very Rev. Greta Getlein, *Dean and 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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2020 Annual Report

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From the Dean & Rector

Beloved of God,

I think the first thing I want to say, is: take a deep breath, hold it a moment, let it out. Close your eyes and repeat after me: “I am okay. We are okay. This, too, shall pass.” What a year it has been.

I joined you in May, after your tearful, joyful, and distanced farewell to your Interim Dean and Rector, the Very Rev’d Laura Bryant, who had served as your interim for over a year. A difficult and less than you would have wished for farewell, and a difficult and less than we would have wished for welcome. Yet you were gracious and generous in your welcome of me and of my wife, Wanda, and our menagerie. You even conspired to gift me with a fabulous picture book so I could know your faces before I could ever meet you in person! It is a treasure I keep by my side in my office, referring to it frequently, and smiling as I see your now familiar faces smiling without masks and without a Zoom box outline. What a wonderful way to start a wonderful ministry. Thank you.



Speaking of Zoom, we have now spent countless hours together through that wonderful and terrible medium. So many of you carved out time to be with me in small groups over the late spring and summer so I could get to know you and you me. I treasured those conversations and felt that I quickly got to know many of you in ways I don't think I would have if we had not been in this pandemic. Your candor, laughter, stories, and tears are now woven into my very being; I already love being your priest and pastor. I am grateful for your patience and endless sense of humor as we navigate this new virtual world and I, Mark, and the rest of the staff (and many of you), learn crazy tech skills we never thought to need before.

I am ever so proud of and grateful for the wonderful staff I get to work alongside (actually and virtually) every day. Because of their professionalism, knowledge, and deep love of this place, I have been able to navigate my way through my newbie learning curve quickly and with the grace of having people to catch me when I fall. Mark, Stan, Barb, and Jennifer make it easy for me to be here and to live fully into my new role as Dean & Rector of this wonderful Cathedral. I also cannot speak highly enough of the Vestry you all had the wisdom to elect; they have been my steady guide and I value deeply their advice and counsel. The open and honest relationship I have with the Wardens - Tom and Jenny - and with the other officers and members is not to be taken lightly or for granted here or elsewhere in the Church. We are fortunate, indeed. I am also indebted to all of you who have worked for years “behind the scenes” (and now “behind the mask”) to keep this place going: the flower guild, singers, altar guild, readers, Eucharistic ministers, teachers, bakers,

welcomers, ushers, pastoral care team, trustees, diggers of holes, builders of shelters, hangers of banners, virtual emcees, and all of you prayer warriors! In case you don't know it, yet, you all are fabulous and this Cathedral and its parish are very healthy and happy, indeed.

Next year, *inshallah*, God willing, we will be physically together, laughing in joy, singing with abandon, and also grieving our individual and collective loss. There will be much for which we will be grateful with the end to the pandemic, yet the loss we have suffered is deep and will require our attention as we move through a year of gratitude and hope, acknowledging our lament, and seeking grace and mercy from God and the comfort of our Savior Jesus Christ. In our community, we will bid a final farewell to those who died during this difficult year, and for whom we have not been able to hold services: Harvey



Carter, Estelle Deane, Dorothy Glendinning, Joan Hoff, Terry Jeroloman, Katharine McMillan, Hugh Moore, and Bruce Campbell. And we will welcome those who found a home here just before and during the pandemic: Ian Corredera; Shannon Williamson and Family; Sarah Kulig, Mark Hengstler & Milo; Karl Fandrich; Erica & Mark Webster and Family; Tim & Katherine Schad and Family; Rachel Berube & Sybil Thomas, and more.

Finally, beloved, let me say what a true joy it has been to be here with you, to begin to know you, and to walk this crazy COVID walk with you. I am so looking forward to our years together.

In the love of Christ Jesus,

Greta+

Some Details

Worship

We moved quickly to the Zoom platform for Sunday morning worship and have continued there at 10:00 a.m. every week. We added virtual Morning Prayer to the line-up and Sunday night Compline, so that now we offer 7 regular services every week. We have gained a small following on Facebook, and have grown in numbers as a parish. Mark and the choir have learned to offer virtual hymns and anthems, and even a wonderful version of the beloved O Antiphons during Advent.

In response to the extraordinary circumstances brought by the pandemic, we offered three services in the fall focused on lament and hope. In these we gathered by candlelight in the Rose Garden, praying, holding silence, and offering our own griefs, laments, and hopes. As part of our

Stewardship work, we created and offered time in the Nave in the form of a spiritual pilgrimage, remembering ourselves there. And during Advent, we offered all of you, and especially the children, a chance to spend time in the decorated nave and, for the children, time with the creche, trying on angel wings and magi hats, finding a candy cane, taking home a manger animal, and drawing pictures. None of this substitutes for the real thing, but all of it helps feed our spirits.



Mission

In June, you all responded to Stan's vision of taking a silent stand against systemic racism by keeping vigil, Sunday after Sunday, raising our signs and our faith against the evils of racism and oppression. We stand there, still.

You can read reports from the Wreath Project, Jubilee Justice, and Pastoral Care, to know that the work we do to transform ourselves and to try to make a difference in the world around us has continued on, even now.

Adult Formation

This was a difficult area for us to adapt into the virtual world. Yet even so, a new initiative was begun with the gathering and formation of small groups/house churches. Nearly 40 of you responded to a survey indicating your wish to become part of a small group. Four groups were formed and launched! We will continue to offer small group opportunities to everyone as we move forward in our life together.

Adult formation experienced a bit of a hiatus during most of this year but started up again with a parish-wide book read over Christmas of *The Hate U Give* which will conclude with some time of guided conversation. We will continue to read materials related to racism and anti-racism throughout this coming year and provide time for conversation on this very important topic. Diocesan-wide offerings are also part of this important work, and I encourage you to make advantage of them.

Dean of the Cathedral

As Dean of the Cathedral I have taken my part in the councils of the church, elected at Convention to serve on the Financial Oversight and Audit Commission (elected chair at the first meeting of that group), and on the Title IV Board of Discipline. I serve on the Board of the Cathedral Square Corporation and on the Trustees of the Cathedral. I am meeting regularly with the Bishop, preparing to enact her vision through the work and worship of the Cathedral. I am also in the process of meeting one-on-one with every active clergy person in the diocese, getting to know them and their ministry, and looking forward to a time when I can visit their parishes and meet them in person. I offered and coordinated three diocesan-wide services: A Service of Lament offered over the summer; an election night vigil, held on Nov. 3; and a virtual Christmas Pageant on Dec. 24. Participation from parishes around the diocese was enthusiastic. I hope to continue to offer such things moving forward. I participate in the downtown Burlington clergy cluster and was part of the election eve vigil held in Battery Park on Nov. 2. I have been mentored by the Dean of the Cathedral in Hartford, CT, and am so very grateful for that.



**The Conversion of St. Paul the Apostle
January 24, 2021**

- 10:00 Service of Thanksgiving
- 10:15 Sermon and Address
The Very Reverend Greta Getlein, Dean & Rector
- 10:25 Approval of the minutes of the 2020 Annual Meeting
- 10:27 Appointment of the Senior Warden
The Very Reverend Greta Getlein, Dean & Rector
- 10:30 Election of Vestry and Diocesan Convention Delegates/Alternates
Tom Rees, Senior Warden
- 10:40 Senior Warden's Report
Tom Rees, Senior Warden
- 10:45 Treasurer's Report
Peter Jones, Treasurer
- 10:50 Cathedral Square Corporation Report
Kim Fitzgerald, CEO, Cathedral Square Corporation
- 10:55 Commissioning and Affirmation of Wardens and Vestry Members
The Very Reverend Greta Getlein, Dean & Rector

NOMINEES FOR ELECTION AT THE 2021 ANNUAL MEETING

The Nominating Committee (Bradley Minor, Jennifer Sisk, and Paul Van de Graaf) presents this slate of nominees:

For Vestry (Term 2021-2023)



Betsy Beaulieu

It is a privilege to be considered to serve on the Vestry. Since joining the Cathedral Church of St. Paul in 2014, I've been a reader at Sunday liturgy, a co-facilitator of Adult Forum, and a member of the most recent Ministry Discernment Committee (MDC). It's inspiring to be part of such a close-knit community, and since officially becoming Episcopalian in 2019, I have found myself drawn to consider other ways I might contribute.

As a church and as a country we are at an inflection point: we have new leadership in the diocese and at the Cathedral, and as I write we are less than two weeks away from new national leadership. How will we live out the words on the beautiful Janet McKenzie banner that graces our building in this time of civil unrest, economic injustice, pandemic, and racial reckoning? How will we ensure the vitality and relevance of our church in these uncertain times? As a member of the Vestry, I'd like to take part in meaningful and action-driven conversations about loving our neighbors, helping to chart a sustainable path forward for the community I've come to love so deeply.

Trained as a scholar in African American women's literature, I've spent my career working in higher education as a faculty member and an administrator. I'm a thoughtful extrovert who has honed listening and collaborative skills over the years, and I love a well-run meeting. In my free time I'm a passionate home baker and chocoholic.



Buffy Cafilisch

Thank you for the invitation to serve as a part of the Vestry for St. Paul's. I joined St. Paul's in November 2016, having heard so many good things about it from my fellow exercise class participant, Sarah Howe. There is so much I love about St. Paul's beyond the soul nurturing sacred music and services that first attracted me and still anchor me. I am deeply grateful to be part of a church community in which the respect and gratitude of members of the church for each other, their shared faith, continued spiritual searching and active outreach to support the needs of the broader community are all so central to the church's mission. I was received into the fellowship of the Episcopal Communion in May 2019. I have enjoyed being a part of St. Paul's Wreath Project

for the past couple years. I continue to appreciate the opportunity to connect with more parishioners through the pastoral care outreach program established last year and look forward to being one of the community's delegates to the Diocesan Convention this year. I would love to help however I can as a part of the Vestry.



Maureen Ramos

Maureen grew up in Manchester, New Hampshire, one of 13 children in a large Irish Catholic family. She and her husband moved to the Burlington area 27 years ago where he worked in the airline industry and Maureen worked in retail management. After many years in South Burlington, they moved to Burlington's old north end eight years ago. Maureen has two children and four grandchildren, two of whom, Tyler and Robert, live with her and her husband. When Robert's piano teacher told Maureen about the choir program here at the Cathedral, Maureen brought Tyler to join the program. Little did she know that she would fall in

love with the Cathedral, too, and was received by the Bishop at the Easter Vigil in 2017. Tyler continues to be part of the youth choir, and Maureen has offered her support to the program as a choir parent. She loves the welcome the Cathedral offers, especially to those who are newcomers.

2021 Diocesan Convention Delegates – Nominees

Keith Pillsbury
Penny Pillsbury

2021 Diocesan Convention Alternates – Nominees

Tom Grenier
Vieva Grenier

Cathedral Church of St. Paul Annual Meeting, Jan. 26, 2020

Prayer for the Annual Meeting and Call to Order

Laura offered a prayer and then called the Annual Meeting to order.

Approval of the 2019 Annual Meeting Minutes

Approval of the Annual Report 2019

On a motion by Penny Pillsbury and seconded by Keith Pillsbury, the minutes of the Annual Meeting were approved with the following corrections: Jenny Sisk is not the chair of Buildings and Grounds. She is acting in her capacity as Junior Warden.

Penny Pillsbury applauded the inclusion in the Annual Report of the baptisms, marriages, deaths, and those who had been confirmed, received, or reaffirmed into the Episcopal Church. We should continue this in future annual reports.

Election of Vestry and Diocesan Convention Delegates/Alternates – Lisa Schnell, Senior Warden

Lisa introduced the nominees for the Vestry: Marley Skiff, Tom Rees, and Suki Rubin.

The candidates for delegates to Diocesan Convention: Keith and Penny Pillsbury, and for the Vestry, Suki Rubin. The alternates are Buffy Caflisch, Tom Grenier, and for the Vestry, Seth Gillim.

Lisa called for the vote. The Vestry, Delegates and Alternates were elected unanimously.

Cathedral Square Corp. Report – Kim Fitzgerald

I always look forward to coming to your annual meeting to thank you for having the vision to create Cathedral Square and to give you a quick update on the past year. St. Paul's Cathedral created Cathedral Square 43 years ago to build Three Cathedral Square next door. You realized then the incredible need for affordable senior housing, which remains true today.

In fact, our waitlists continue to grow every year. Right now we have over 1,300 people on our waiting list. It can take four years or more to get into one of our communities! Almost 900 people are waiting for our independent housing alone – for which we have 908 apartments. In addition, we have over 250 people waiting for our assisted living at Three Cathedral Square, which has 40 assisted-living apartments, and over 150 people waiting for our Memory Care at Allen Brook, which opened only two years ago and has only 14 homes. We need to double our capacity to meet the need.

Meanwhile, it is getting harder and harder to get funding for age-specific (or senior) housing. In fact, only 25% of all tax-credit funding in the state (our major funding source) can go for senior housing. That translates into one property per year at most. With limited resources, our funders are looking to maximize their investment and not limit who can live in new properties. Although that is understandable, we know that the older Vermonters on our waitlists want age-specific housing. They want to live with their peers, feel secure, have utilities included in the rent, have the

properties built with their needs in mind, and have the availability of services brought to them — all of which we do. So we continue to push for more age-specific housing. With hard work, we were fortunate to receive full funding – almost \$19 million, for Juniper House, part of the Cambrian Rise development, on the previous Burlington College campus. We started construction this fall and plan to open by January 2021. This will be our 10th property in Burlington. It will be home to 70 households, including 25 that will have rental subsidies. We already have 240 people on the inquiry list.

This past year we consulted on the Pillsbury properties, which had gone under state receivership after the out-of-state owner failed to meet minimal expectations, putting the residents at great risk. We helped with day-to-day operations, hiring, and paying bills for over six months. When the properties came up for sale, we submitted a competitive bid and were very disappointed when our offer was not accepted. However, I am extremely proud of the teamwork our staff showed by all pitching in to turn these properties around and secure a good financing package for our offer. We learned a lot during the process, which will only help us for future opportunities.

We also expanded SASH® this past year into Minnesota! SASH, which stands for Support and Services at Home, is our trademarked service model that provides free care coordination and wellness nursing to Medicare recipients. We piloted SASH back in 2009 at Heineberg; two years later it went statewide, and today it is at 140 housing locations serving almost 5,000 Vermonters. Three years ago we expanded into Rhode Island, and now this year to two organizations in Minnesota. We work in partnership with Nancy Eldridge on the national replication of SASH and hope to expand to Baltimore, Maryland, this year. We also are working on expanding SASH into family housing.

We remain excited about Memory Care at Allen Brook, which we established in 2017. This year we housed two people who had been forced to live at the hospital for over six months, as no one else would accept them because of their behaviors. Although it was challenging, our staff, employing our Best Friends™ approach, turned their lives around and provided compassionate care that brought back smiles to their faces and love in their hearts. Other successes include reducing the need for psychotropic medications and caring for residents in their final hours as they peacefully left this world, surrounded by family and friends. We continue to seek other locations to expand this incredible work.

Cathedral Square now has 170 employees — we grow each year as we open new properties and provide more services. We continue to have a 13-member board, one-third of whom must be Episcopalian, and another third who must be low income or living in a low-income census track. Our two newest board members approved by the Vestry — Bud Ockert of Shelburne, a member of Trinity Episcopal Church, and Amy Putnam of St. Albans, who works for Northwestern Medical Center — start their terms this month. We also have three members from St. Paul's: Chris Davis, Carol Moran-Brown, and Jen Green. Chris has taken over as President this year, and Carol chairs our new Advancement Committee. Interim Dean Laura Bryant has also joined us as an ex-officio

member. We are grateful to the four of them for their dedication, encouragement, and vision. Thank you again for your creation of Cathedral Square and your support through the years!

Financial Reports – Peter Jones, Treasurer

Peter thanked Barb Comeau for her guidance and Laura and Lisa for their help in 2019. Last year, 2019, was a good year. We continue to increase our ability to write checks electronically and through our Power Church financial software to work more efficiently. The 2019 audit was good. For 2020, we are likely to see a 1.7% increase in capital expenses outside of the general budget

Treasurer’s Report – Peter Jones

We sent \$29,000 to our outreach partners in the community in 2019.

Trustees’ Report – Peter Jones for Chris Davis, Chair of the Trustees

Other members of the Trustees are Lisa Schnell, Peter Jones, Ann Guillot, John Montross, Debra Leonard, Bert Cicchetti, and Barbara Comeau.

The Trustees oversee the Cathedral’s Parish Trust Funds. This is the Cathedral’s endowment and several other designated funds. We will be withdrawing 4% from the Funds in 2020 which is within the limits of 3.5% and 4% that have been established by the Trustees and approved by the Vestry. The policy requires that the endowment stay above \$2 million.

Sylvia Knight asked if there had been any discussion about divesting St. Paul’s investments in fossil fuels. It has been mentioned but the difficulty is that our investments are diversified across many platforms which makes it difficult to pick out specific ones and make alternate decisions.

Al Carpenter asked if we had made our pledge goal. Peter said that we had 20 new pledges and had lost 20. Laura noted that 20 new pledges is a sign of a healthy parish.

Cathedral Arts – Ann Guillot

Ann gave a brief history of the Cathedral Arts program and pointed out that St. Paul’s had a reputation for excellence in the arts before the fire. The new space was designed to be a performance space; the acoustics are excellent and artists want to perform here.

Mark Howe and Caleb Pillsbury have taken over the music programs. At the moment, the Cathedral Arts Program is in a period of transition. On their agenda is discussion about enlarging the program with musical and other arts programs.

New members are welcome.

MDC – Tim Parker, Co-Chair

Tim expressed his appreciation for the work that the committee has done. The work was informed by listening to the parish and studying the Urban Cathedral Study Report. “We want the person that God wants here.”

The committee is approaching the end of its work and the point at which they will hand off their work to the Vestry for the final decision.

Hospitality Reflections – Susan McMillan and Lisa Gibbons

Lisa talked about her gratitude for the welcome she has received at St. Paul’s. Four years ago she was baptized into the Episcopal Church and felt the need for connections. She spoke about her past year here and what had touched her: Taizé; Sarah Howe, who makes a point of talking with all the confirmands individually; Judith, Joe, and Henry; the greetings she had received at coffee hour; volunteering as a lector with Mark showing her the ropes. Being a Lector is the touchstone for why she is here; the effect of being out in the middle of Church Street participating in the Pride parade; the Eucharist.

Susan also felt that she had been warmly welcomed to St. Paul’s by Jeanne and other parishioners but outside the walls of the Cathedral it is not clear that this is a church. Along Battery Street, there is just a long blank building. People have been surprised when she has told them it’s a church only then to be asked how do you get in. Susan will work to improve our signage. In addition to identifying the building as a church there is a need for signage that says “God is here,” information about our mission, and an invitation to join us.

Recognition, Thanks, and Celebrations

The three retiring Vestry members, Mari Richards, Paul Van de Graaf, and Marti Churchill, were recognized by Laura for their work. Laura noted Paul’s dedicated service this year as Vestry member and Liaison to the MDC. Lisa spoke of his wisdom and calmness; Marti has been a force in the programs for the youth in the parish; Mari holds the record for the number of times she gave birth during her time on the Vestry. Lisa also spoke of Mari’s amazing wisdom.

Laura thanked Jenny Sisk for her work as junior warden, shepherding the Buildings and Grounds Committee in its work and for her work as Chief Arranger of Chairs.

Karin Davis was described as an icon at St. Paul’s for her forty years of teaching Sunday School. Stan also spoke of Karin’s work. He is in the Sunday School area during class time to play the guitar. The Vestry thanked Lisa for her work as Senior Warden with an engraved stone for her garden presented by Marti who then read a poem.

Laura called the Vestry forward to say thank you, saying they are generous of spirit and generous with their time.

The meeting concluded with a prayer by Stan and a rousing hymn played by Mark Howe and sung lustily by the meeting attendees.

Respectfully submitted,
Alice Winn, Clerk



Senior Warden Thomas Rees

At this time last year, Interim Dean and Rector Laura Bryant approached me asking if I would prayerfully consider being her Senior Warden believing that Lisa Schnell had contributed way more than could be expected. My response was an immediate “it would be my deep honor to serve with you.” A major factor in that response was that Lisa had agreed to continue her service on the Vestry providing access to her wise counsel. It seemed like a challenging but exciting opportunity to participate fully in the major transition from interim to permanent Dean and our new parish family leader. Little did I know what was to follow!!



So here we are, 12 months later at the corner of Hope and Gratitude – our very own precious corner of the world that we love and miss so dearly. As your Senior Warden, I thank you for the privilege of working, either directly or indirectly with and on behalf of each of you. We as Church family have done so wonderfully well under such challenging and perilous circumstances. I could write pages to describe all that we have accomplished in 12 months – discernment, call, response, selection, goodbyes, and welcomes - all accomplished with wisdom, warmth, passion, empathy, kindness, sincerity, caring and loving. But that is who we are and who we come to together to be. However, I want to use this report to share with you the great joy I have experienced sharing our Hope and Gratitude.

We are in the midst of a pandemic the likes of which we have never seen and, with Hope, will never see again. We all hate it and despise its impact. However, it is with great Gratitude that we have not lost a single member of our Church family to the disease.

We are in the midst of a pandemic with the great Hope that it will come under control in 2021. It is with Gratitude that, through the creative inspiration of our Bishop, Dean, and staff, we have found new and diverse ways to worship and share time together. We all miss being in the physical space of our Church home, but we have learned so much about being together in other ways outside of those walls. Imagine how we can use all that we have learned to establish a new “normal” for our worship as a truly urban Cathedral.

We are in the midst of a pandemic that has created great uncertainty in our economy. However, based on our great Hope, the Cathedral staff, Trustees, and Vestry were audacious enough to tentatively adopt an aspirational level funded budget for the coming year. It is with a sense of overwhelming Gratitude that I can share with you that St. Paul’s economic footing is as strong as it was at this time last year – perhaps as strong as it has been for the past 50 years. We are so blessed to have care so deeply for one another.

We enter 2021 with great hope and high expectations. We will all be physically back at our corner of Hope and Gratitude. We will celebrate being together. With sadness, we will celebrate together all of those who we have lost during our months of absence. We will celebrate together as we say our good-byes to our former Interim Dean and Rector, the Reverend Laura Bryant. We will celebrate together as we formally seat Greta as our new Dean and Rector. Then, we will begin the joyous and extremely hard work of taking all that we have learned over the past months and integrating them into our new “normal” for our future. With gratitude, the light we carry on that journey will, over time, crowd out the darkness we have experienced this year. God’s Peace and Grace be with us all.

Junior Warden

Jennifer Sisk, Junior Warden and Chair of Building and Grounds Committee



What a strange year it has been to be Junior Warden and to work with the Building and Grounds Committee at CCSP! We have, of necessity, been for much of this year estranged from our beloved building and the shared sacred space it provides for us. But this hiatus has given us a good opportunity to take care of some significant needs of our property, and, even more importantly, to reflect on the many accessibility problems it poses that obstruct its intended openness to all.

On the maintenance side of things, the year's highlight was surely the HVAC work completed in the spring by Climate Systems, Inc. while we were in lockdown. Many of us remember the brutally hot summer a few years back when the AC went on the fritz. We are now in good shape with up-to-date equipment that is more energy-efficient than the older system. This work was funded in part by a low-interest diocesan loan.

While we were in lockdown, the Building and Grounds Committee also took advantage of everyone's stay-at-home schedules to set up a series of Zoom conversations with parishioners affected by the many challenges to accessibility and safety posed by our aging church space. It was helpful to hear firsthand from parishioners about what are the most pressing obstacles to access posed by our property. Working with Cathedral leadership and Vestry, plans are currently being put into place to undertake a long overdue set of comprehensive renovations to bring the Cathedral into ADA compliance. This is no small amount of work; it will require the commitment and dedicated resources of all of us to make this happen, but the members of the Buildings and Grounds Committee share our new dean and rector's commitment to seeing this vitally important work to completion. "It's a justice issue," as I've heard Greta say many times.

It has been an honor to spend the last two years of my Vestry term serving as Junior Warden to the church I love. I'm grateful for your patience and generosity having someone who is a relative newbie at CCSP in this role during what has been a time of significant transition at the Cathedral in so many ways. I would like to thank the wonderfully committed parishioners who serve on the Buildings and Grounds Committee for putting up with me at the helm for two years, and especially John Montross for supporting me every step of the way. Thanks also to Greta, who had no say whatsoever in who her wardens would be this year, but who adopted us willingly upon arrival anyway! Finally, I am incredibly indebted to the Cathedral's able staff for all the help they have given me. Jennifer and Barb, where would we be without you? Thank you, every day, for everything you do!

Jenny Sisk
Junior Warden

Deacon's Report Stannard Baker

In my Maundy Thursday sermon this year, preached soon after quarantine guidelines went into place, I quoted a deacon friend's Facebook post. It said, *The churches aren't empty; the church has been deployed.* The last service held in person in the Nave this year was the third Sunday of Lent. Since then, we've had virtual church in various forms. A major job for me and all my Cathedral staff colleagues: Greta, Mark, Jennifer, and Barb, is to keep the church deployed, keep things going, to protect what we have, to learn new ways of being church, and to hold onto the core of our community, so we will be ready for that glorious day when the doors of the church open again. We are not standing still.



In the meantime we have all been learning new things this past year, some of which will extend into the “new normal” (or perhaps a “new abnormal”) yet to materialize, and about which we can only speculate and hope. In my sermon on the Fourth Sunday after Pentecost, I quoted Mark Howe's words in reaction to the Black Lives Matter Vigil we began on Sunday, June 7th, and have been holding every Sunday since then. Commenting on the 130 or more demonstrators ringing the Cathedral on Pearl, Battery, and Cherry Streets, Mark said, “It's the church turned inside out.” Mark got it just right; we were still the church even though we were all outside the church. We were deployed. And we have continued to be deployed as clergy, staff, and parishioners throughout this challenging and extraordinary year. My role in extending the vision I had for the Vigil, first expressed at one of our Zoom coffee hours, and helping organize it for our faith community, as well as for other Episcopal Churches in the Diocese, and other Burlington churches, was deeply moving for me, and one of the most important pieces of diaconal work I did this year. Our work during the year in combatting racism in our nation, community, church, and in ourselves is ongoing and essential to our survival as church, and to the living-out of our humanity.

As the year evolved, I learned more deeply a truth I have always known - a truth all of us have known at some level, which is that our church is not the building, our church is all of us. As your deacon, the parts of “church” on which I focus most continue on, even during this pandemic: social justice, pastoral care, formation, and my role in our worship. The report from the Jubilee Social Justice Committee will detail the activities of JUMP, VIA, Migrant Justice, and Dismantling Racism, so I will not repeat these elements here. I am the clergy liaison to the Jubilee Committee and to VIA, and cherish this role. I have also begun again this fall one of my favorite things, which is co-leading our Youth Confirmation Group, with Rose Bacon as co-facilitator.

Our new Dean and Rector, Greta Getlein, also asked me to take a more active leadership role in Pastoral Care. This year, I have facilitated most of these monthly meetings. The Pastoral Care role was expanded this year, as the ramifications and the duration of the pandemic became clear, to include outreach by phone to all the participants in our faith community. We added some members to the team, and each person was assigned their own “flock.” We were able to find out how everyone was doing, how people were coping, and who needed help and support of various kinds.

Of course, a major part of this year for me was saying good-bye to our Interim Dean and Rector, Laura Bryant, and welcoming our new Dean and Rector, Greta Getlein. It has been delightful to get to know Greta, and to watch with admiration and appreciation the way she dove in, arriving as she did in the middle of a pandemic. Supporting her has been an honor, and I so deeply look forward to assisting her at the table during the celebration of the Great Thanksgiving, learning the liturgical choreography – the liturgical dance – of another priest. I already know, from the months of Zoom worship, her skill in leading our worship, her beautiful and powerful voice, her creativity in figuring out and modeling new ways to worship, and her cogent sermons, what a strong and effective leader she is for our Cathedral community. I look forward eagerly to a proper welcome, the liturgy of seating a new dean, and celebration yet to come!

Outside of the Cathedral, I participated in three Diocesan functions: The Commission on Ministry (COM), the Standing Committee, and the leadership team for Safe Church Training (along with Deacon Peggy Mathauer and Pamela Van de Graaf). From this work, and the work below, my role as a leader, or coordinator, of deacon formation in the Diocese has become clear, as I serve as Deacon Mentor for those in the process to become deacons (permanent, not transitional deacons), work on revision of the Deacon’s Manual, and begin serving as liaison between the COM and Standing Committee.

I also served as a member of the Standing Commission on Liturgy and Music (SCLM) of the Episcopal Church, a six-year appointment (spanning two triennia). My work on the SCLM included working on the BCP Subcommittee, creating a survey and preparing proposed alternatives for the church on “expansive language” for Eucharistic Prayer C, which we “test drove” here at the Cathedral this winter. I also facilitated a workgroup tasked with creating a Calendar Day (Saints’ Day) in *Lesser Feasts and Fasts* to celebrate and commemorate the formative work of the Episcopal Church deaconess communities of the 19th century. The SCLM completed our work for the Triennium in November, and our Blue Book Report is ready for the next General Convention of the Episcopal Church, the 80th, which was to be held in Baltimore this coming summer, but will most likely be postponed until summer of 2021. I am honored to have been elected a Clergy Deputy to the coming General Convention, and to model for the church – and all deacons – the “leader” half of the diaconal equation of “servant-leader.”

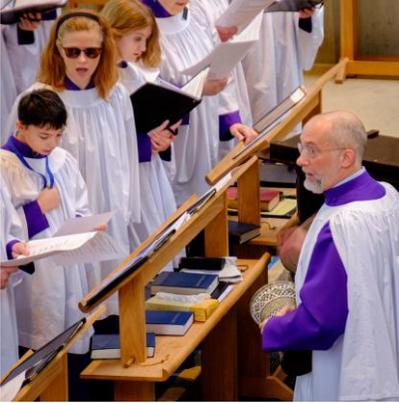
I was also grateful to attend the annual meeting of the A3D conference, attended by archdeacons and deacon leaders. It was held in Jacksonville, FL, at the beginning of March, just before things

closed down. I learned a great deal at that meeting, became clearer about what it means to be a deacon, both inside and outside of my role at the Cathedral, and was pleased to be asked to report on and educate other deacons about the deacon's compensation resolution passed at the Diocese of Vermont Convention (the first resolution like it in the church), and to get deacons' very positive reactions to the proposed calendar day for deaconesses.

It has been my honor and delight to serve all of you, the Cathedral, the Diocese, and the larger Episcopal Church as deacon. The longer I live out the life of a deacon, the more I begin to understand the depth of what the diaconate truly is. I look forward to learning and experiencing even more as my journey continues.



Canon Precentor and Director of Music Mark Howe



With every passing year, I've watched the musical life of this cathedral parish make new progress – a new Good Friday Passion setting, three new singers in the Treble Choir, four Canterbury singers going to a summer training course, the consecration of a new bishop, participation in the annual March Montpelier Bachathon, a new hymn learned and loved. And thus did 2020 begin.

In January, we took delivery of the anonymous and generous gift of a Steinway grand piano for the choir room; in February, at Evensong for the Feast of the Presentation of Christ in the Temple, the Adult Choir sang a new setting of the evening canticles that they'd worked hard on for months; in March the Canterbury Ensemble was poised for its second year singing in the Bachathon; and Cathedral Arts was preparing to welcome a large group of young Vermont composers in the Music-Comp program, and to offer a summer concert featuring the choir of Christ's College, Cambridge.

However, as we all know, life changed in mid-March with the Governor's stay-at-home order, with which the Diocese of Vermont wisely and carefully enjoined our compliance. Just before that order, and knowing that big changes were coming, at our last regular Thursday evening practice on March 12, a member of the Adult Choir said how grateful she was to be present, because of how normal it felt to be singing together – in a world that had quickly become unsafe for groups. I think she spoke the feelings all of us had.

"Pivot" is the term in vogue for what we did next. After some fumbling, some grumbling (on my own part), a lot of experiments, and a lot of decisions-on-the-fly, we settled into the rather attenuated experience of worshiping God by Zoom videoconference – attenuated, but with some strange moments of grace nevertheless.

The Treble Choir and Canterbury Ensemble went into a suspended state as we all realized the literally breathtaking potential of singing to spread the novel coronavirus.

For the Adults, choir Zoom, not choir room, became the norm. We began to meet by Zoom on an occasional basis, to check in, perhaps to talk about a piece of music some of us had listened to, to consider how we might move forward.



If pivoting is what we did, improvisation became what we do. For example:

- During Holy Week services, I tried my hand at improvising sung psalms.
- Henley, Morgan, and Pryce Baker sang movingly on both Maundy Thursday during the washing of feet and on Good Friday during the veneration of the cross.
- I have learned to edit, mix, and master audio recordings using a program called Audacity; and it has proved fertile ground for experimentation – odd combinations of percussion instruments with a hymn; a jointly improvised psalm setting or chanted O Antiphons.
- Singers – members and former members of the Adult Choir and the Canterbury Ensemble, as well as some friends, have participated in the atomized process of making virtual choir video recordings: individuals record themselves singing to a guide track, and these recordings are digitally cooked into a piece of music sung by a musical ensemble – except that the term *ensemble* in French means “together” – which we aren’t.

This is new territory for all of us. Since singing together has always made life worth living, we’ve needed to figure out how to hold on for this period of exile. Our ancestors, booted out of Jerusalem and taken prisoner by the waters of Babylon, experienced exile; closer to our own day, an earlier generation (some of whom are still among us) lived with the uncertainty and privation of World War II.

And in this alien land, I am grateful for the company of my colleagues here – Greta, Stan, Jennifer, and Barb – as well as for that of all those with whom I can make music in whatever distant and weird way. We all look forward to the day – very possibly in 2021 – when we can gather again safely to sing and pray together. As John Milton put it in his *Ode at a Solemn Musick*,

*O may we soon again renew that Song
And keep in tune with Heav'n, till God ere long
To his celestial consort us unite,
To live with him, and sing in endless morn of light.*

— Mark Howe *Canon Precentor and Director of Music*



Administrator's Report 2020

Jennifer Sumner

As with every aspect of Cathedral life, 2020 brought a number of changes to the administrative areas of St. Paul's. In my fourth year as Cathedral Administrator, I learned how to work productively from home, how to feel engaged with my co-workers and St. Paul's parishioners without face-to-face interactions, and a lot about Zoom, YouTube, SoundCloud, FaceBook, and all the online tools we use to stay connected during the pandemic.

In mid-March of this year, due to rising case numbers of the coronavirus, the governor of Vermont ordered the shutdown of all non-essential businesses, and Sunday worship went online. Our first service was filmed and broadcast on March 21 from the Nave. After experimenting a bit with different formats, regular Sunday services have been broadcast live via Zoom since then, with participants and worshippers joining from home.

In April, we said goodbye to Interim Dean and Rector Laura Bryant, and we welcomed our new permanent Dean and Rector the Very Rev. Greta Getlein in May. Quick on the heels of Greta's arrival, we embarked on a major HVAC project, replacing the heating and cooling systems in the Nave with high-efficiency units, saving us money in fuel costs and service calls for the foreseeable future. Attached to this project was a fair amount of follow-up electrical and roofing work.

As time passed and COVID case numbers came down in Vermont, staff and clergy were allowed to return to the office. Returning to work meant new routines, including an updated cleaning protocol to comply with safety regulations. Sadly, the cleaners we used for many years were no longer able to accommodate our needs due to the surging demand for sanitation services, so over the summer I interviewed janitorial services. In late summer, we were able to bring on a new team. Since our return to the building, maintaining our building and the Cathedral property has been an ongoing project.

A side effect of the pandemic has been an increased reliance on our digital network. Along with broadcasting Sunday services via Zoom, many things that once happened in person have been pushed online – Vestry meetings, fundraisers, choir rehearsals and gatherings, pledge campaigns and donations, and the need to occasionally work from home. Over the summer, we upgraded our network security on the advice of our IT consultant. One of the first building-related projects I expect to embark on in 2021 is upgrading the Cathedral's Internet speed to accommodate this variety of online offerings, which I expect may remain with us even after we're allowed to be together in person again.

Although I am no longer printing paper bulletins, the *eNews* and *eSpirit* have continued to go out regularly, and the service bulletin has continued to be produced and distributed in digital format. Additionally, I've been putting together slides to be shown on-screen each week to allow participants to follow along with the service. The St. Paul's community includes people with

varying levels of comfort with the digital world, and I've tried to be sure we're reaching as many members of our community as possible – mailing devotional booklets and care packages, updating our social media platforms, website, email distributions lists, and overcoming mail delays.

All of this work has been possible through the collaborative spirit of my coworkers, for whom I am grateful – Greta, Stan, Mark, and Barb. Thank you all!

Looking ahead to 2021, I anticipate our ability to be together again in person with hope and excitement. I especially look forward to having our regular volunteers back in the office again, and would like to thank all of the volunteers who helped support the Cathedral before we shut down and are still helping us out on an ongoing basis: Joan Braun, office volunteer; Peter Frechette, bulletin folder/office volunteer; Barbara Gay, office volunteer and counter; Judith McManis, counter; Al Carpenter, counter; Bob Wright, counter; John Montross, counter and building maintenance guru; Sylvia Knight, counter; Vieve Grenier, counter; Ken Honick, counter; Kate Maynard, eSpirit contributor; Henry Maciejewski, eSpirit contributor; Alice Van Buren, sacristan and archivist; John Grinnell, jack-of-all-trades; and David Turner, key master. Without the generous donation of time and talent of these individuals, the Cathedral would not be the vibrant place that it is. Thank you!

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 2020 the Board authorized the distribution from the Parish's Trust of up to \$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 since 2017 to maintain a distribution rate between 3.5% and 4% in order to preserve and grow the endowment. For 2021 the Board has again authorized a distribution of up to 4% for the Cathedral's operating budget (estimated to be approximately \$98,370).

Despite the volatile market and challenging times, to say the least, we have been able to preserve the endowment and even increase it. The parish trust, after disbursements, has grown by \$236,028 in 2020.

My continued appreciation for the dedicated service of the Trustees to the Board: Lisa Schnell, Peter Jones, Ann Guillot, John Montross, Debra Leonard, Bert Cicchetti, Tom Rees, Greta Getlein, and especially to Barbara Comeau the Cathedral's financial administrator. Thanks to their considerable efforts the Cathedral's endowment remains stable and capable of assisting with the overall successful financial management of the Cathedral.

Treasurer's Report for 2020 and Budget for 2021

Peter Jones



The year 2020 started out with much promise, but shortly into the New Year, things changed like they never have before! Even with the drastic changes COVID-19 brought to our lives, church life continued, mostly through Zoom gatherings. For the finances of the Cathedral a quick pivot to on-line management was made and the year flowed like it never has before.

The financial highlights of 2020 include:

- 1) With a Herculean effort, our Dean and Rector (both Interim and new), Cathedral staff, Wardens, Vestry, and Board of Trustees guided us through the most challenging point in St. Paul's history since the 1970s.
- 2) A budget committee was formed soon after the shutdown; it met on a semi-monthly basis to closely gauge our finances and to develop a budget for 2021 that could sustain us through the pandemic.
- 3) The use of the Power Church accounting software and the ability to write electronic checks was firmly in place prior to the shutdown, allowing all our bookkeeping and bills to be paid remotely.
- 4) We were able to keep all staff employed through the lowest point of the pandemic with the loan from the Federal Small Business Administration's Paycheck Protection Program (PPP).
- 5) We received a loan from the Diocese of Vermont that has given us a safety fund to get through these challenging times.
- 6) The accounting firm of A. M. Peisch was again hired and approved of our accounting practices during their 2020 "virtual" process review.
- 7) Through careful monitoring of our financial position and remarkable support from our membership, the Cathedral has continued to provide generous funds to our Outreach Ministries through the pandemic.
- 8) Hansen and Doremus, the investment firm that manages the Parish Endowment, continues to meet with the Board of Trustees at each board meeting.
- 9) As with any transition, it has been a challenge not to overextend our dependence on the Parish Endowment. Fortunately, with vigilant oversight, we have witnessed the value of these funds increase for the fourth year in a row.

For 2021, we are planning for a reduced budget of \$467,000. This can be interpreted as a true reflection of the commitment and talent found around the financial planning table of our Cathedral. The goal of these efforts is to come out at the other end with a healthy community ready to move into the post-pandemic world.

I must thank all who have contributed to the smooth financial operations of St. Paul's in 2020! This includes the staff, both Deans and Rectors, the Wardens, the Vestry, the Board of Trustees, the Audit and the Budget Committees, and of course all the membership who continue to honor their

pledges and make financial contributions to the Cathedral. Finally, I thank our Financial Administrator, Barbara Comeau, for her oversight of the finances of our community.

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

	2019 Actual	2020 Actual	2021 Budget
INCOME			
Contributions	319,415	306,919	257,000
Investment Income	118,116	94,712	147,101
Other/Rental Income	45,715	69,187	23,000
			39,899
TOTAL INCOME	483,246	470,818	467,000
EXPENSES			
Personnel	272,485	290,673	294,563
Diocesan Expenses	78,240	68,544	64,412
Administrative	29,150	29,797	31,240
Building and Grounds	82,669	63,062	69,930
Departments/Committees			
Christian Formation	1,925	2,712	1,000
Music Program	3,903	2,852	3,500
Parish Life	2,443	806	500
Jubilee Outreach	6,000	6,000	-
Liturgy	2,462	1,615	500
Other Expenses	3,970	4,756	1,355
TOTAL EXPENSES	483,246	470,818	467,000

2020 Outreach Ministries

In 2020 our Outreach Ministries were funded by a variety of generous sources – the Cathedral’s operating budget, designated funds, designated gifts from individuals and families, honorariums, memorial gifts, and grants.

Episcopal Relief and Development (ERD)	872
Joint Urban Ministry Project (JUMP)	6,800
Migrant Justice	250
Milk with Dignity	250
United Thank Offering (UTO)	424
Vermont Interfaith Action	4,000
Direct Community Support	2,773
Total 2020 Outreach	*15,369

**Total 2020 outreach was reduced by two major factors: Rock Point Summer Camp was cancelled for the summer of 2020, eliminating the need to offer scholarships, and the Wreath Project proceeds will be disbursed in 2021, due to delays in the mail.*

The Ministry Discernment Committee Albert Cicchetti and Tim Parker

The Ministry Discernment Committee (MDC) finished its work slightly ahead of schedule in early 2020. Thanks to the (sometimes not so) gentle guidance of the Holy Spirit, we completed our site visits prior to the implementation of the COVID travel restrictions. Upon completion of our work, we shared our information and recommendations with the vestry, and a call was issued to Greta Getlein to be our Dean and Rector. Thankfully, she has accepted our call.

Many thanks to the members of the MDC, and to the members of the vestry and Cathedral staff for all of their efforts in the discernment process.

The members of the MDC are: Bert Cicchetti, co-chair, Tim Parker, co-chair, Raquel Aronhime, Betsy Beaulieu, Tim Daubenspeck, Chol Dhoor, Mary Harwood, Henry Maciejewski, Judith McManis, and Paul Van de Graaf, vestry liaison.



Cathedral Arts Ann Guillot

Cathedral Arts, for many years a ministry of the Cathedral which explores and brings to the community performing and visual arts which lie at the intersection of art and faith, was in transition in early 2020. Our newly appointed artistic director Caleb Pillsbury, in collaboration with Mark Howe, had planned and signed artists for the 2020-2021 season, including a series of wonderful Tuesday noon (free) concerts and several evening ticketed concerts. A new collaboration with the VSO/Music-Comp program would bring young composers into our performance space where their compositions would be performed by professional musicians. And we had begun to explore how to make the whole of Cathedral Arts a sustainable endeavor. An energetic new committee had formed to support all this.

And then, of course, all in-person performances had to be cancelled.

The CA Committee continued to meet monthly to explore options. We felt and acknowledged the grief of ourselves as receivers of the gifts of art, and that of the performers themselves who are unable to perform their wonders in person.

And then we began to assemble a season of on-line performances that will stream on the Cathedral Facebook page, free for all.

The new 2020-2021 season, all virtual, will begin with an organ performance on December 8th by Mark Howe – to celebrate the return of Cathedral Arts. Several other truly excellent musicians are in line to follow with their own virtual performances through the winter and spring. The CA email list and Facebook page are being revised, with leadership by Vieva Grenier, so that the broader community can be informed about these concerts.

And there is a 2021-2022 season in the works. We are optimistic that the 2021 season will bring in-person performance back. And we are exploring other forms of artistic expression that can be presented. We are in discussion about ways to make excellent performances accessible to a broader audience. And, we continue to be committed to the fiscal sustainability of these efforts. The committee meets once monthly and would welcome anyone who would like to join us. (To join, or just discuss joining, email ann.guillot@gmail.com)

As we all emerge from this pandemic and its many changes, we believe that art and music will be critically important, and that this is a ministry that the Cathedral can provide to our broader community.



Young Artists' Concert, 1/14/20

Church School Stan Baker

Along with many other church activities, the course of Sunday School was profoundly influenced by the pandemic.

2020 began with two months of in-person Sunday School as usual in January and February. The four-year-old through second grade class, led by Holly Rees, and the third- through fifth-grade class led by Karin Davis, met weekly between our 9 o'clock and 11 o'clock worship services.

In March, our regular youth formation activities came to a stand-still. As we regrouped, we thought through how best to stay engaged with the youngest members of our congregation: Karin Davis filmed a lovely online Easter story that was enjoyed by many children. In early fall, "God Boxes" were sent to Sunday School-age children, as well as editions of the *Sunday Paper*, with stories about the scripture reading for the week and suggested activities. Additional materials were boxed up and mailed during the season of Advent.

Later in the fall, Greta and Stan met online with parents of Sunday school-age children to discuss how to best support families during this time. They were clear in their desire for Sunday School to continue, using a religious education format. In December, Stan led an online Sunday School session, half an hour before the zoom worship service. A virtual version of Youth Confirmation for high school-aged students also began in the fall. We look forward to more remote activities in the months to come as well as thinking together about how best to do Sunday School in person in the fall of 2021.



St. Paul's Youth Group (SPY) Marti Churchill



Like many things this year, our SPY group has had some challenges due to the COVID pandemic. In January, before the virus was known to us, we were blessed to travel to New York City for a weekend with Night Watch at St. John the Divine. Eight high school youth traveled via train to New York City. We toured the United Nations, learning about its inception 50 years ago after World War II, and its peacekeeping measures ever since. We spent the first night at St. John the Divine and participated in their Night Watch

Program Interspiritual Retreat. We sang songs, prayed, and walked the labyrinth. Saturday we spent the day touring Lady Liberty, climbing the stairs to her crown and personally witnessing her interior and exterior beauty. We also toured Ellis Island and learned about immigration to the US during 1890 until 1950, welcoming over 12 million immigrants to the US. We talked and learned about how immigration to the US has changed what kind of restrictions we have had on immigration for a very long time. We visited the 9/11 Memorial on our way to dinner in Times Square. In the evening we went to the Broadway production of *Dear Evan Hansen*, the story of a teen who suffers being bullied and how his use of social media affects all of his relationships in a dramatic twist of events. It was a deep and gut-wrenching story that the teens could all relate to and offered us the opportunity to dive into some of the emotional challenges young people face living in 2020.

The Middle School group followed a similar itinerary on their trip to NYC. The six youth and two adults made the trip via train and attended the Night Watch Christian program. In addition to this very introspective overnight retreat, all were impressed with the United Nations, the Tenement Museum and the 9/11 Memorial as well as the subways, streets, shops and diversity of New York. *Dear Evan Hansen* was thought-provoking and challenging, but also wonderful for all to experience. Such powerful impressions facilitated many discussions.



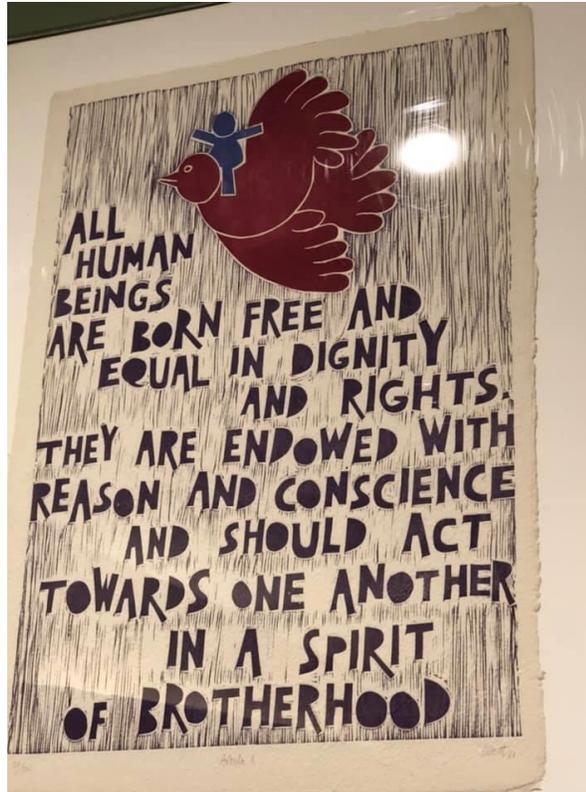
During late spring and through the summer, SPY was on hold given COVID restrictions.

This fall we have two groups again – Middle and High SPY – meeting twice a month outside until the weather turned cold. Now the High SPY has read *The Hate U Give* by Angie Thomas and is

meeting via Zoom for four discussion sessions about the book. We are exploring racial justice, what we can learn about ourselves and society related to racism, and how God calls us to love each other as God loves us. Middle SPY is finding the Zoom meeting idea a bit more challenging, so we will seek outdoor activities again once the Governor allows groups to meet again.

Marti Churchill, Terri Donovan, Peter Jones and Kate Maynard assisted with High SPY this year.

Annegret and Michael Johnson and Brian Brightly assisted with Middle SPY this year.



Jubilee Justice

Tim & Heidi Parker, co-chairs



The Jubilee Justice Cluster supports a wide range of efforts oriented toward advancing peace and justice as hallmarks of God's commonwealth. Highlights from the year follow, offered by parishioners working in three major ministries.

Joint Urban Ministry Project (JUMP), by Rick Robinson: When the COVID-19 pandemic prevented in-person visits to the Drop-in Center, JUMP quickly changed direction to be able to continue to meet low-income neighbors' needs by providing online and phone services and mailed vouchers

through the new FLEX Assistance Program. JUMP continues to help people with food, transportation and utility assistance. For people living on the edge, these vouchers assist in not only meeting basic needs but also preserving key funds for other essentials. People are able to receive vouchers every three months. Another new JUMP initiative, the Quarterly Care Call Program, is a positive outcome from the pandemic. Staff and volunteers serve as compassionate points of contact by calling people when their voucher eligibility approaches to hear which vouchers they need. JUMP plans to continue these new programs after the pandemic restrictions are lifted, as well as resuming the Drop-in Center allowing us to help even more of our neighbors in need.

Migrant Justice, by Sylvia Knight: Jubilee's solidarity with Migrant Justice was deeply challenged by the COVID-19 restrictions on gatherings. After two attempts earlier in 2020, Migrant Justice and Jubilee collaborated on a successful Zoom presentation on October 24 as part of the Cathedral's Dismantling Racism Series. We heard a prayer from a farmworker's heart and saw videos of immigrant farm workers telling about life both before and after the Milk with Dignity Program came to the farm at which they work. We will urge Episcopal Migrant Ministries and other Episcopal entities to write endorsements of this successful grassroots program for dignity and human rights. We will seek deeper understanding of the racism the farmworkers experience and of the challenges we all face as a new administration takes office. Some recommended reading: *Life on the Other Border*, by Teresa M. Mares (University of California Press, 2019); www.migrantjustice.net.

Vermont Interfaith Action, by Fran Carlson: Our Local Organizing Ministry has continued to focus on the problems of the correction system in Vermont. We were able to continue our efforts and hold monthly meetings and research meetings by using Zoom. The COVID-19 pandemic has made us more aware of the many challenges facing our correction system. We turned our attention to the difficulties encountered in the women's prison, the Chittenden Regional Corrections Facility. Some of those issues included sexual assaults in the prison, the lack of a secure phone line that women could use to report those abuses, the need for body cameras for

corrections officers, and mandatory overtime for those officers. We have held a number of research meetings with the relevant officials to explore these issues. We hope to have a public action in the future to educate the community on the problems that DOC is experiencing and put forth solutions to those problems.



Weekly Silent Witness and Prayer Vigil



On June 7, 2020, the Cathedral hosted a silent witness and prayer vigil in response to racism in our nation, state, and community. The invitation was extended to other churches and the wider community, and after that first powerful gathering, several Cathedral members voiced the need to have a vigil/witness weekly. As a result, a Vigil Coordinating Committee was formed to support weekly Sunday vigils on the Cathedral grounds facing Pearl, Battery, and Cherry Streets, and our weekly vigils began.

Participants gather each Sunday at 1:00 p.m., and stand silently and prayerfully until the Cathedral bells are rung at 1:30. They have gathered in heat and cold, sun and rain. They wear masks and stand more than six feet apart, but are joined together by the deep desire to publicly stand against the racism and divisiveness that became apparent by national events over the past year and beyond.

Additionally, on the first Sunday of each month, religious communities across Burlington, and Episcopal churches across the state join in this vigil either on their own property or on ours. This show of solidarity among and between religious institutions is a powerful witness and necessary step in our work to dismantle systemic racism.

Members of the coordinating committee are: Susan McMillan, Andrew Jope, Sylvia Jope, and Karen Mikkelsen.



Community Cluster Penny Pillsbury

Opening my three ring Community Cluster binder, I see the carefully folded pages of 37 visitors to St. Paul's whom we invited to a gala newcomers gathering on February 9th at the Guillot's home for fun, food and many introductions. I recognize many of the names of the list but feel sorry the Cluster has not been together since February 13, 2020 to follow up. After the party, with Vieva Grenier's steady work, we updated our church directory to help our new Dean with facial recognition. We had not a clue how much she would need this document during 2020.



I was in charge of the February 23 coffee hour, during which we had Linda Saben's signature quiche and many other fondly remembered treats and we talked about the sign-up sheet for the Agape Meal for Maundy Thursday, which didn't happen.



The February 25 Shrove Tuesday "Pamcake" dinner and hymn sing was fun and delicious.

We greeted newly hired Dean and Rector Greta on Zoom and she encouraged Barrie Montross and me to create a Community Cluster presentation for September Start Up. We appreciated the help of many Cathedral photographers in capturing our feasts and festivities. In the new year, my hope is to find a way to gather the Community Cluster safely outdoors – maybe a socially distanced committee meeting with Sugar on Snow!

We would love to hear of other ways to welcome folks to St Paul's. 2020 members: Nadine Carpenter, Barrie Montross, Vieva Grenier, Debbie Altemus, Caroline Rood. This is the committee that aims to enrich our community fellowship. Consider joining the fun! In normal times we meet monthly. Maybe it's time to Zoom with Hope and Gratitude.



Wreath Project

Maureen Rees

From the “sheltered” corner of Hope and Gratitude, a reflection on the special circumstances and determination to continue our support of the neediest in our community during the most stressed year we have known. With Sunday services, weddings, and funerals on hold or carried out virtually via Zoom, we had little hope that the Reopening Committees of the Cathedral and the Diocese would grant our request to move forward with our annual project benefitting our outreach ministries this year. The Reopening Committee was committed to our safety, health and minimizing any risk of spreading COVID-19. After an incredibly detailed plan, submitted on our behalf by Dean Getlein, the Committee agreed that we could indeed proceed but with specific health and safety restrictions. As well, we were clearly given this permission only because it would assist in the basic needs of everyday living for those most affected by the circumstances of the pandemic. All funds were to be designated to the Joint Urban Ministry Project for food, gas, and everyday living needs.



After the go-ahead, immediately and simultaneously order solicitations by Barbara Comeau and Maureen Rees began with Jennifer Smith recording each email order, while Carol Moran Brown organized bow making, leaving ribbons and wires at people’s doorsteps. The usual Tuesday afternoon Bow Bee couldn’t happen as we all social distanced. Yet, with their usual gusto, Anne Brown, Carol Moran Brown, Nancy Ellis, Holly Rees, Margie Schacht and Pat Wheeler made miles of ribbon into beautiful bows that were dropped off or picked up curbside to be awaiting Wreath Week.

Following the same safety guidelines four fellas, Tom Rees, John Montross, Gerry Davis and Gerry Viens, chose a mild November day to construct the wreath shelter to keep our greens protected once they arrived the weekend before Thanksgiving. Constructing while maintaining 6’ distance was a challenge; but, again, they met it and the wreaths had a home.

Behind the scenes, orders were tallied and conveyed to purveyor Northeast Kingdom Balsam, delivery date confirmed, shipping labels made, confirmation letters assembled to be sure we had the order right and our faithful customers understood how pickups had to be so different this year, while Penny Pillsbury solicited and solidified volunteers for the very important job of coning, á la St Paul’s, some of the over 300 pieces of greenery we were purchasing. Penny also nearly single-handedly sorted box after box of cones to make an array available at all tables for coning.

John Montross split cones (thank you greatly to our anonymous donor of large southern longleaf pinecones) for rosette centers and white pine to create a beautiful new addition to the cone selection.

Wreath Sunday found the Parish Hall set up by Penny and Keith, the plastic protective flooring having been laid earlier by Rees Baker and Tom Rees; tables all at least eight feet apart, sanitizers abundantly available, and volunteers at their stations. Holly Rees and her daughters Morgan, Henley and Pryce Baker assembled shipping boxes in the kitchen. Coning experts Marley Skiff, Barrie Montross, Fran Carlson, Chris Sears had their glue guns heated and their teaching hats on as they showed newbies Emma Rees and Shannon Williamson how to make



nature even more beautiful. Buffy Cafilisch did her coning from her garage to allow her to virtually connect with a grandson in NY in quarantine, proving that where there is a will there is a way. On Monday, Fran Carlson and Tom Rees carefully packed the wreaths for shipping. Penny and Keith took 41 wreath boxes to be shipped coast to coast where each was received with joy and appreciation. Coners, bundled up in the cool Parish Hall, continued working diligently through Thursday to be sure all were done in time for first pickups on Friday. Pickups were done drive through style. To assure safe distancing, purchasers remained in their cars and wreaths were delivered to their trunks; not the homecoming and having a cookie experience of the past, but it all worked well. Many thanks to our control table volunteers Joan Braun, Alice Winn, and Fran Carlson; our “schlepper” Penny Pillsbury, and our delivery folks Keith Pillsbury, John Montross, Tom Rees, Jeff Martin, Betsy Beaulieu, Suki Rubin and Sally Webster. As well, thank you to those who generously provided sandwiches eaten in people’s cars, away from one another for safety reasons. They are Jean Anderson, Miriam Burns, Suki Rubin, and Katherine Verman. Marley Skiff and Tom Rees were our Designated Health Officers for the project, assuring we kept our safety distances, surfaces were routinely disinfected and Reopening Committee Guidelines were met.

Given the health, social and economic impact of the pandemic we are filled with GRATITUDE for the opportunity to have participated in making a contribution to JUMP. While the effects of the pandemic are demonstrated by a tightening of belts, and a smaller order reflecting that economic reality, each dollar is of great value to JUMP and its visitors.

Another immeasurable contribution was that of the opportunity to share the tradition of a St. Paul's wreath with parishioners and the joy it brings to each home. Working together in community, so vastly denied during these last months brought great reward. To come together as a church family is always a refreshing experience, giving us HOPE for healing and the new world that emerges.



Cycle of Prayer

The Ven. Catherine Cooke, Archdeacon



The Cycle of Prayer group is a small number of parishioners and friends who offer daily intercessions for the ill and those with special needs, for needs of the parish and the diocese, and needs of our community and the world. Putting into words the prayers that God is already praying within us.

It was initially patterned on the Cycle of Prayer that Coventry Cathedral set up just after the Second World War as part of their reconciliation ministry, after Coventry and its cathedral were heavily bombed. It has been part of the Cathedral Church of St. Paul for over 40 years.

We have met on the first Tuesday of the month to pray together and update the prayer list, until the church was closed for the corona virus. Since March we have been updating our monthly list by computer. In “normal” times, we reflect on the readings from *Day by Day* and often share some event or reading from the past month that has had a spiritual significance for us. We continue to use *Forward Day by Day*, but haven’t had to opportunity to discuss the readings as a group. Through our discussions we have gained a deeper understanding of each other and the unique ways God is speaking to us and look forward to this happening again in the not-too-distant future.

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



St. Paul's Flower Guild Maureen Rees



Last year we wrote of the black wrought-iron planter (familiarily known as the ice bucket) that Flower Guild members so lovingly and talentedly fill to abundance each Sunday; and the goal of drawing one's eye closer to the chancel in our wide-open space. The ice bucket has sat without flowers throughout the pandemic. Yet, it has not sat unattended. The visions and memories of past services, baptisms, weddings, funerals, conventions, concerts, art shows, meetings, youth events

all carry the mark of a St Paul's volunteer and his or her gift of that day found in the ice bucket.

While we haven't physically been in the Cathedral, we have been there for one another and are truly blessed to celebrate our depth of community. During this time of physical separation our Guild lost two of our dear members and friends. Estelle Deane had been a strength of the Cathedral since her move to Burlington in the late 1960s. She worked tirelessly, independently, efficiently and with expertise no matter the task at hand. Estelle was a kind, caring, talented woman who expected much of herself and caused all of us to work toward raising our standard to match hers. Estelle loved designing the Paschal Candle arrangement for Easter, preparing the palms for distribution on Palm Sunday, creating beautiful greens arrangements for the Advent Wreath with Nancy Ellis, and working with garden flowers at every opportunity. It is apt that, with the exception of the Advent Wreath, so beautifully done by Marley Skiff and Chris Sears this year, her two traditional tasks (Palm Sunday and Easter) went untouched due to the pandemic. Our friend, creative, quiet, talented, kind, strong and gentle Dorothy Glendinning left us very swiftly without notice. Dorothy had been at the Cathedral just a couple of years, but she was with us long enough for us to recognize what an amazing talent she possessed and how generously she shared with us. We were comforted by a gathering at Fox Run Flowers, led by Dean and Rector Greta, to memorialize them with recollections, poems, prayers, hymns, and flowers in a place they both loved. We miss Estelle and Dorothy and know we will be guided by their love and talent for years to come.

As I write, I look forward to the Greening of the Cathedral in two short weeks. It will be a skeleton crew compared to our usual cast of many, but oh what joy there will be in socially distanced work

bringing light and color to our darkened nave and chancel as we prepare to celebrate His birth. Along with the entire congregation we have pined the loss of our physical togetherness and look for the day when again we can fill that bucket with color and life to match our **hope** and the glorious color to showcase our abundance and **gratitude**.



Dossal Management Judith McManis

Like all other aspects of the corporate life of St. Paul's, managing the Dossals took a big hit in 2020!



Early in January 2020, the Christmas Banners were exchanged for the Epiphany panels, and the Lent dossal went up the day after Ash Wednesday (February 27). At the end of the second week of March all in-person worship was moved to Zoom format; thus the Lent Dossal stayed in place, keeping its lonely vigil until November!

Meanwhile the Dossals Management Team put up the big outdoor banner 'The Episcopal Church Welcomes YOU!' in September – it felt good to proclaim our presence... On November 6 that banner came down for the winter and the Lent Dossal was tenderly retired as well. The O Antiphon Banners were put in place that day in anticipation of Advent and remained through the season, being retired on December 20 when the Christmas Banners were mounted. Meanwhile

another – new – banner was being designed and made; it was mounted in late November and proclaimed 'Love Your Neighbor' from the northwest corner of the building! It will remain in place until the really nasty winter wind demands that it be retired (for its own well-being), to re-appear in the spring.

A huge THANK YOU goes to all who help change out these large statements of our presence in downtown Burlington and the seasonal interior proclamations as well. Hopefully 2021 will let us resume our seasonal ministry with as much dedication as in past years – and maybe even with some new folk to join us!



Altar Guild Alice Van Buren

The year 2020, the year of the coronavirus (COVID - 19) pandemic, has left the sacristy deserted since March when the Cathedral was closed for in person worship and Eucharistic services. However, plans are being made to adapt our traditional in-person Eucharistic services so that they can be celebrated in a virtual format. This will be challenging and complicated, but the hope is that no matter what form our Eucharistic services take nor where they occur, we will still be connected as the Body of Christ.

Lay Liturgical Ministers Alice Winn

As you can see at any given Sunday service and other services, some of the Lay Participants have continued to function perfectly for our virtual services. It will be wonderful to hear and see all of this group when we are back together. Thank you for your offerings.

I don't know how many years Estelle Deane served as a vergers, but I can remember at least 25 of those years. You would see her on a Sunday morning, wearing the black vestments, verge appropriately held, leading the clergy up the center aisle to the sanctuary. She trained many of us to be vergers and acolytes and to a person, she expected excellence. She gave us an understanding of the liturgy and the importance of our tasks during the service as well as in the



procession. Estelle's expectation of excellence extended to the nuts and bolts of our responsibilities too, such as no sneakers, black shoes only, a supply of which lives in a box in the vesting room, both feet on the floor and no chitchat. In her wonderful South African accent she would occasionally pull me or one of the other vergers aside to tell us that we were looking a little sloppy or often it was a compliment. Estelle spoke fluent Verger so the compliment might be something like "good lavabo bowl," or perfect "cross carry" in the procession. Thank you Estelle.



Taizé Ministry

Judith McManis

The Taizé Planning Team, part of the life of St. Paul's Cathedral since 2007, began 2020 being asked to cancel its planned January 5 service due to a conflict with the Epiphany Eve service occurring on the same date. The inclusion of Taizé services in the "first Sunday of the month" rota during 2019 had met its first difficulty. Little did we, or anyone else, know what lay ahead!

With the mid-March closure of the Cathedral to all in-person congregational worship due to the COVID pandemic, the Taizé Worship schedule dissolved as well.

In September the Taizé planning team met with our new Dean and Rector, Greta Getlein, for a 'get acquainted' session via Zoom and to hear a request from her for us to consider using our planning skills to design a special worship opportunity sometime later in the fall. After significant discussion it was decided to focus on the O Antiphon service, trying to bring a beloved worship occasion to the parish in a new way. This service was presented on December 13, 2020 at 5:00, the usual time/date for it in past years.

It was also decided that the Taizé team would meet in the new year to explore how/if we might be able to design a Taizé service that would actually work, via Zoom. We'll do our best!

Meanwhile, Taizé worship anticipates a precious and eagerly awaited renewal once the pandemic clears and everyone can resume worship of all kinds in person, in our lovely space, with the rituals and music that feed our souls.

The Thursday Holy Eucharist and Healing Service **The Reverend Sally Webster**

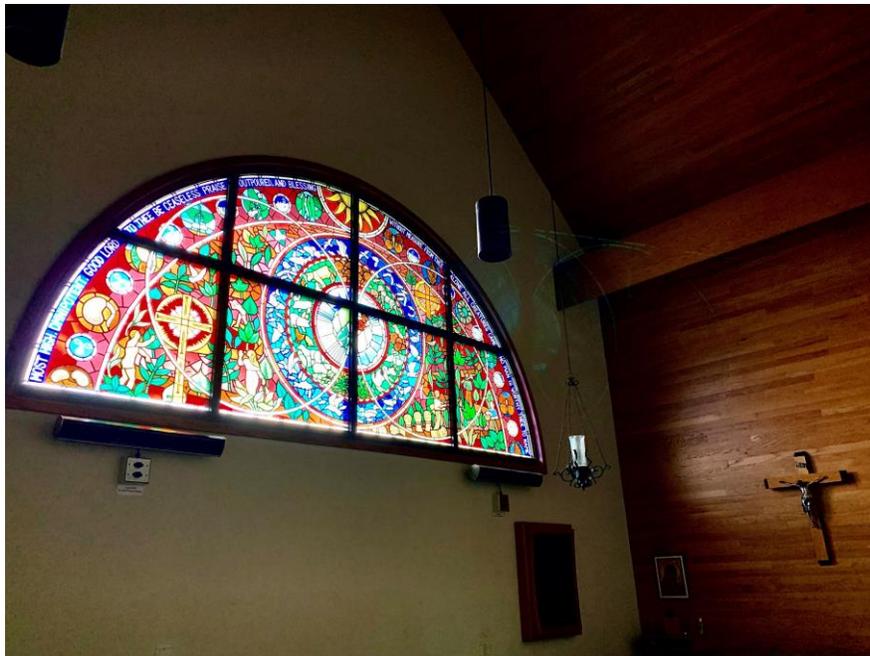
March 12 was our last Eucharist and Healing Service of the year 2020, a year like no other in my life time. When I left the Cathedral that afternoon, little did I know that this would be the last service I would share for the foreseeable future.

I miss serving at the Altar and I miss Margie Schacht, Alice Winn, and John Montross who faithfully took turns serving with me each week, and I miss those faithful who attended the service every Thursday; Miriam Burns, Lisette Baxter, Danielle O'Hallisey, and the other who joined us occasionally.

We celebrated the saints' days in the octave and in the homily, we explored how the thinking and devotion of those celebrated remains relevant even today. The anointing and laying on of hands is a poignant reminder of God's healing power and a blessing to those receiving the sacrament of anointing and the laying on of hands for themselves and for others known to them.

I look forward to the day when the Cathedral Church of St. Paul will be able to resume this blessed Eucharist and service of healing. This service is open to all. Please consider joining us when we are able to gather.

"O God of peace, you have taught us that in returning and rest we shall be saved, in quietness and confidence shall be our strength: By the might of your Spirit lift us, we pray, to your presence, where we may be still and know that you are God."



St. Paul's Cook Book Project

Penny and Keith 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, Stowe Books Inc, and the Vermont Country Store. Thanks to Rock Point School for storing extra copies of the 1939 cookbook in their attic; most of them are now in our garage attic.

As you are out and about visiting a Vermont bookstore, please thank the owner if they are carrying our cookbook. If they are not, please inform them about our cookbook and let us know if they seem interested.

There is one box of 20 *Vermont Kitchens Revisited* left. We have been to Repro Digital in Winooski to get a quotation for a reprinting, but considering the COVID-19 world, we decided to wait to see what the budget will bear. It looks like the older cookbook has become a good seller (almost a collectors' item with good food!) We will press on selling them and hoping for a reprint later. In 2020, we sold 161 *Out of Vermont Kitchens* and 48 *Vermont Kitchens Revisited* earning \$2,178.

Cathedral Square

Kim Fitzgerald, Chief Executive Officer

We are pleased to begin our 44th year in partnership with St. Paul's Cathedral, which launched our organization in 1977 and guides our mission today. Everything we do in support of our residents is grounded in the core Episcopal values of compassion, justice and service.

Like virtually everyone, we started 2020 with no idea that the year would be consumed with keeping our residents and staff safe from the COVID-19 pandemic. I am pleased to report that we have done extremely well through this crisis. As of the end of November, in fact, only nine of our approximately 1,200 residents — all but two of them in separate communities — have contracted COVID-19, and all have fully recovered, and only one staff person has been infected. I attribute this to our amazing staff and the fact that we had a detailed plan in place before the virus arrived in Vermont. Our Emergency Response Team has met up to three times a week since March to make sure we stay a step ahead, always prepared to change course when needed.

While the pandemic has tested us on many levels, it also has affirmed our ability to meet literally every challenge that has come our way – and to simultaneously carry out our “regular” work unabated.

Residents in our 25 housing communities continue to benefit from the programs and services of SASH® (Support and Services at Home), which we created and piloted in 2009. This award-winning model of care, serving 5,000 Medicare recipients statewide, has proved especially important this year — not only in keeping older Vermonters safe from the virus, but helping to reduce loneliness and isolation as well.

A review of our November 2020 data provides this portrait of Cathedral Square residents:

- Most residents are low-income adults ages 55+
- The median age is 66
- 96% have rent subsidies or receive another type of rental discount
- 26% are handicapped or disabled
- 15.6% were homeless before coming to Cathedral Square

Our newest affordable, independent-living community — Juniper House on North Avenue in Burlington, with 70 apartments for older adults — is scheduled to open in mid-February. Meanwhile, we are working with a well-established community organization in South Hero to bring affordable senior housing to the Islands. If all goes as planned, construction will begin next fall.

Cathedral Square benefits from the wisdom and guidance of four current board members who hail from St. Paul's: parishioners Chris Davis (president), Carol Moran-Brown and Jen Green; and Dean and Rector Greta Getlein, ex-officio member. Carroll (Bud) Ockert, a member of Trinity Episcopal

Church in Shelburne, joined our board this year as well. The perspectives and experience they add to our board are invaluable.

Thanks to everyone at St. Paul's for your continued support and encouragement. We at Cathedral Square extend our best wishes for the health and well-being of you and your loved ones in the months ahead. May we all emerge stronger and wiser on the other side.



Parish Statistics

2012 - 2020 Attendance

	2012	2013	2014	2015	2016	2017	2018	2019	2020
Average Sunday Attendance	167	188	196	191	179	172	148	141	146
Saturday Eve/Sunday Services	123	124	126	114	122	123	79	89	88
Weekday Services	57	61	52	152	209	252	246	391	277
Marriages	1	6	3	1	1	1	0	1	0
Burials	7	8	7	14	6	6	8	12	1
Baptisms	2	3	4	6	5	10	9	6	0
Confirmations	5	0	5	8	5	3	12	1	0
Received by Bishop	3	1	1	4	3	4	1	6	0

2012 - 2021 Pledge Comparison

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
No. of Pledges	133	127	125	136	134	119	124	128	131	116
Total Pledged \$	287,900	277,346	291,863	328,585	313,127	287,553	297,722	293,009	289,051	255,272
Average Pledge \$	2,165	2,184	2,228	2,416	2,337	2,416	2,401	2,289	2,206	2,201
Total Collected	274,435	282,860	287,100	317,764	295,644	294,128	299,250	287,089	283,630	
Amount Defaulted	13,465	0	4,763	10,820	17,983	0	0	5,920	5,426	
Percent Defaulted	4.6%	0	1.6%	3.3%	5.7%	0	0	2%	2%	

2012 - 2021 Pledge Distribution

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
\$1-300	12	10	13	17	13	13	12	14	18	14
\$301-500	12	13	10	12	20	8	13	12	10	5
\$501-1000	31	28	24	23	19	17	14	19	21	24
\$1001-2000	30	30	30	31	33	34	34	36	38	36
\$2001-4000	26	25	25	26	22	25	30	27	25	21
\$4001 & above	22	21	23	27	27	22	21	20	19	16
Total # pledges	133	127	125	136	134	119	124	128	131	116

2012 - 2021 Pledge Analysis

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
New Pledges	13	13	5	16	19	9	13	12	20	10
Returning Pledges	3	4	9	5	3	3	5	2	3	1
Increased Pledges	41	38	41	57	58	54	48	44	46	54
Decreased Pledges	12	10	15	10	21	14	14	24	12	14
Discontinued Pledges	18	23	18	19	20	28	14	13	20	27
Same Pledge	61	56	49	41	36	39	44	46	50	37
Most Common Pledge \$	1,500	520	1,500	1,200	500	3,000	2,400	1,200	2,000	1,500
Median (Middle) Pledge \$	1,400	1,320	1,320	1,440	1,500	1,500	1,603	1,620	1,500	1,500
Average Pledge \$	2,165	2,184	2,271	2,416	2,337	2,416	2,401	2,289	2,206	2,201