



Annual Report

The Cathedral Church of St. Paul

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Vestry Members 2021

2021 Executive Committee

Tom Rees *Senior Warden*
Marley Skiff *Junior Warden*
Alice Winn *Clerk of Vestry*
Peter Jones *Treasurer*

Terms Ending January 2022

Seth Gillim
Annegret Schmitt-Johnson
Lisa Schnell

Terms Ending January 2023

Tom Rees
Suki Rubin
Marley Skiff

Terms Ending January 2024

Buffy Caflisch
Barrie Montross
Maureen Ramos

Ex Officio

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

Board of Trustees 2021

Terms Ending January 2022

Bert Cicchetti
Chris Davis, *Chair*
John Montross

Terms Ending January 2023

Debra Leonard

Terms Ending January 2024

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

The Very Reverend Greta Getlein, *Dean and Rector*

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

Mark A. DeW. Howe, *Canon Precentor and Director of Music*

Jennifer C. Sumner, *Office Administrator*

Barbara F. Comeau, *Financial Administrator*

Kate Gonyaw, *Coordinator of Children's Formation*

Grace Jack, *A/V & Social Media Coordinator*

THE Cathedral 
Church OF St. Paul
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2021 Annual Report

Contents	Page
Dean and Rector's Report	1
Annual Report to Convention	5
2022 Annual Meeting Agenda	7
Vestry Nominees	8
Convention Delegates and Alternates	9
2021 Annual Meeting Minutes	10
Reports – Wardens, Staff & Finance	
Senior Warden	13
Junior Warden, Building and Grounds	15
Deacon	16
Canon Precentor	19
Administrator	21
Audiovisual and Social Media Coordinator	23
Board of Trustees	24
Treasurer	25
Budget	26
Outreach Ministries	27
Reports – Program	
Church School	28
Youth Confirmation	29
St. Paul's Youth (SPY)	31
Cathedral Arts	33
Jubilee Justice Committee	34
Silent Witness and Prayer Vigil	36
Welcome Committee	38
Wreath Project	40
Cycle of Prayer	42
St. Paul's Flower Guild	43
Sacristan and Archivist	44
Dossal Management	44
Lay Liturgical Ministers	46
Thursday Holy Eucharist and Healing Service	48
Cookbook Project	49
Cathedral Square Corporation	50
Parish Statistics	52

From the Dean & Rector

Beloved of God,

Last year at this time I wrote that, God willing, by this time this year we would “be physically together, laughing in joy, singing with abandon, and also grieving our individual and collective loss.” Well, we are physically together, we are grieving, yet we are not quite laughing with joy and singing with abandon. This global pandemic seems to have a tight grip on our humanness and continues to upend our lives nearly two years after it began. And yet, and yet, we have much for which to be grateful.

In mid-March of 2021, I received an e-mail from VIA (Vermont Interfaith Action) director Debbie Ingram attaching a request from Mark Hughes at Vermont Racial Justice Alliance for a place in downtown Burlington to host BIPOC vaccination clinics. Our Cathedral Nave had been sitting empty and unused for a full year. I responded immediately to that e-mail and, well, you know the rest. For twelve weeks or so, beginning the Saturday before Palm Sunday, we hosted BIPOC vaccine clinics in the Nave of the Cathedral. It seemed so right that the first public use of our building since the beginning of the pandemic was for a rite of healing – healing of body with the actual vaccines, and healing of souls with the safety of a clinic run by and for our BIPOC community. It brought me to tears every time I talked about it. It still does. We are once again hosting these clinics for boosters and for children, all for the BIPOC community. What the organizers tell me over and over again, is how warm and welcoming the space feels for them and for all who drive from near and far to be tended to in this sacred and safe space.



During this past year our congregation has grown by more than twenty people! We have a new treble choir (well, duet, but still)! The Canterbury choir returned in full voice and gained a new singer, and the adult choir grew by two and sounds glorious! Our budget is sound, we are ending the year with a surplus (thanks to the federal grants we received), and we managed not only to keep our staff, but we grew by two! And, yes, I am overusing exclamation points because this was not the norm for so many churches, and I want us to celebrate us(!!!!!).

Your highly functioning Vestry and Board of Trustees continue to move us forward with careful attention to how we spend the gifts we have (financial, physical, and spiritual), constantly looking for opportunities to serve the Cathedral community and the broader community. To that end, they eagerly approved the search for and hiring of two new staff members. Grace Jack joined us in August as our first ever A/V & Social Media Coordinator. A junior at UVM, Grace quickly became a wonderful colleague and is much beloved by our YouTube community (and the rest of us). Thanks to Grace's talents our YouTube subscribers have grown from 18 to 114 and we are reaching people all over the country. Our other new staff member is Katie Gonyaw who began work with us over the summer. Katie is our Children's Formation Coordinator and teaches Sunday School each week. She came to us with more than twenty years of experience working with children and has a deep understanding of how children learn and grow. The children who have attended this year look forward to their time with Katie. If you get a chance, check out their classroom downstairs and see what they've been up to. We are so grateful to both Grace and Katie for saying yes to the Holy Spirit as She drew them to us.

It has been my delight to work with excellent staff day in and day out. Barb, Jennifer, Mark, and Stan make everything in this place hum. I want, especially, to thank Barb and Jennifer who, in this weird time, went above and beyond to keep us going and continue to do so. Their professionalism and wisdom are indispensable to me and benefit the Cathedral tremendously. When you see them, give thanks for them and to them. 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, altar servers, teachers, bakers, greeters, ushers, pastoral care providers, trustees, diggers of holes, builders of shelters, coners of wreaths, makers of bows, hangers of banners, zoomers, YouTubers, 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.

We have now embraced a hybrid worship world and, I dare say, we have done it well. Morning Prayer is offered Monday - Friday both in the chapel and on Zoom with a steady attendance of 8 - 12. Compline is offered on Zoom Sunday and Wednesday evenings at 9 with a small but stalwart group choosing to spend that ten minutes in prayer together. Sunday morning brings two services with the later service streamed live on YouTube with about 20 or so steady worshippers from home and another 20 or 30 who view it during the week. The technology so many of us lament has become a prime evangelism tool for which we are grateful. This year we pray that we can bring back coffee hour and potluck dinners and gatherings around food and conversation as, God willing, the pandemic takes a back seat and we can confidently navigate our time together without masks.



Finally, beloved, let me say what a true joy it was to at last be installed as Dean and instituted as Rector of this fabulous Cathedral and to finally be worshipping with you inside(!). I am so looking forward to experiencing a full liturgical year in this space, learning the traditions and beginning new ones. I am grateful to all who have learned the new steps I brought to our chancel dance – Stan, crucifers, vergers, and altar servers. We have managed to not crash into each other(!) and to begin to move in such a way as to anticipate one another – part of the holy beauty of our worship. I want all of you all to know how happy I am to be here with you. I look forward to growing with you in our love of God and our service to this community and the world.

In the love of Christ Jesus,

Greta+

Some Details

Worship

We resumed in person worship over the summer and moved to two Sunday services in September. The mid-week Thursday Eucharist with prayers for healing resumed in Advent and we now offer 10 worship services each week in a combination of in-person, Zoom, and YouTube. Our attendance on Sundays has risen steadily with the progress of vaccinations and boosters and we now see many families returning as children become fully vaccinated.

Mission

In June of 2020, you all responded to Stan’s vision of taking a silent stand against systemic racism by keeping vigil, Sunday after Sunday, raising our signs and our faith against the evils of racism and oppression. You have not missed a single Sunday in the year and a half we have stood on that ground (literally and metaphorically). The wider community sees our witness and our faith on full display. Join us at 1:00 every Sunday for 30 minutes. It might just change you.

In this report you can read reflections 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 continues.

Adult Formation

At least two of the small groups formed last year continue to meet and we will form more small groups during Lent this year. Small groups are such a great way to get to know people and to move deeper into faith together. I pray that each of us will find our way into one this year.

We completed our work reading *The Hate U Give* together early in 2021, gathering on Zoom for conversation about racism. We continued our work toward racial healing with a five-week course listening to and engaging in deep conversation with the podcast *Scene on Radio: Seeing White* which was offered through Jubilee Justice and the Dean's office. Many of us also participated in the Bishop's book read of the tract in support of slavery written by the first bishop of Vermont, Bishop Hopkins. We will continue our work toward racial healing this winter with an engagement with *Stand Your Ground: Black Bodies and the Justice of God* by The Very Revd Kelly Brown Douglas. In addition, two of our members will attend a Sacred Ground circle this winter and bring their training back to us so we can offer circles here at the Cathedral.

Dean of the Cathedral

As Dean of the Cathedral, I have taken my part in the councils of the church. I serve as chair of the Financial Oversight and Audit Committee, was appointed to the Grants & Loans Committee, and on the Title IV Board of Discipline. I sit on the Board of the Cathedral Square Corporation and on the Trustees of the Cathedral. I meet monthly with our Bishop, ensuring that her vision is enacted through the work and worship of the Cathedral. I am also still 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 for opportunities to work together for the glory of God. I was appointed by the Bishop to chair the Financial Stability sub-group of the THRIVE task force. I participate in the downtown Burlington clergy cluster and in the clergy group of VIA. I completed my mentorship with the Dean of the Cathedral in Hartford, CT, and am so very grateful for the work we did together. For my spiritual health I belong to two clergy groups who meet regularly and one wisdom group of my seminary peers.



Annual Report to Convention, July 2020 – June 2021
The Very Reverend Greta Getlein, *Dean & Rector*

To the People of the Episcopal Diocese of Vermont:

This is my second report to you as Dean & Rector of the Cathedral. Last year at this time, we had great hopes for a return to some sense of normalcy by the end of the year. Of course, that was not to be. If we meet in person for any part of convention this year, please find me to say hello! I look forward to spending time with you.

Much of the past reporting year was devoted to all things digital and virtual: we purchased and installed a video system in preparation for live-streaming which, as of the end of this reporting period, we have not yet begun; we perfected our Zoom skills and offered daily Morning Prayer through Facebook Live; we added a weekly service of Compline each Sunday evening; the choir recorded hymns and anthems from home and Music Director Mark Howe learned to use some new software to bring the individual recordings together into an anthem or a full hymn to offer on our digital platform. Like all of you, this was not the year we wanted to have.

We offered to the Cathedral, Diocesan, and wider communities two opportunities for engaging in anti-racism work: The first was a book study on *The Hate U Give*; and the second a five week study on the *Scene on Radio: Seeing White* podcast. Both were well-received and many people from the broader community were able to participate. We also organized and hosted a diocesan-wide Virtual Christmas Pageant involving many parishes that was a great deal of fun. The bishop was in residence (virtually) for Holy Week which we offered in coordination with the Green Mountain On-Line Abbey and St. Peter's in Bennington. These all were wonderful opportunities to broaden involvement from and with others that the virtual world of Zoom made possible. One of the real gifts of this pandemic. This past June we coordinated a diocesan-wide service of Confirmation for youth who had been prepared for the same during the pandemic. The service was held at Mission Farm on a beautiful summer day.

We have continued our weekly silent vigil against racism (every Sunday at 1:00 p.m.) which we began on June 7, 2020. We are committed to continuing our witness to the larger community until such time as it is no longer needed. We also had the privilege of hosting a BIPOC vaccination clinic at the Cathedral every Saturday beginning two weeks before Easter and continuing through May. We continue to support, through time, talent, and treasure, Vermont Interfaith Action and the Joint Urban Ministry Project and hope that new relationships developed through the BIPOC clinic will offer more opportunities to engage together in justice work.

Our financial picture was sound as we ended 2020, and we are realizing some recovery from loss of income in 2021. We applied for and received a second PPP loan to carry us through and are happy to report that that loan, along with the first PPP loan has been forgiven. We were fortunate enough, through careful management of the budget, to not have to implement any of the several contingency plans we had developed for significant loss of income. We are heading to the end of 2021 in a strong position and remain deeply hopeful for a healthy year in 2022.

We have made some small progress in moving toward a fully accessible Cathedral. New lighting was installed in the stairwell and motion sensor activation was installed for the lights in the stairwell and the hallway in the lower level. We hope you will soon see how much brighter everything is! We are in the process of installing railings to assist in navigating the steps from the floor of the nave to the sanctuary, and are turning our attention to handicapped door systems. Coming into full compliance will be a huge undertaking that will stretch forward many years, yet we are committed to making it happen. We look forward to one day welcoming all of you into your beautiful, fully accessible cathedral!

As Dean I have endeavored to spend time with every active clergy person in the diocese, either through a Zoom chat or in person (I love driving around Vermont). I have not yet made it to all of you, but hope to have done so by the time I write another of these reports! I serve on the Board of Cathedral Square and was last year elected to the Financial Oversight and Audit Committee (which I now chair) and the Title IV Disciplinary Board, and was appointed to Grants & Loans.

Respectfully submitted,



The Very Revd Greta Getlein (she/her)
Dean & Rector



**The Conversion of St. Paul the Apostle
January 23, 2022**

- 10:00 Opening Prayer
- 10:03 Approval of the minutes of the 2021 Annual Meeting
- 10:05 Election of Vestry and Diocesan Convention Delegates/Alternates
Tom Rees, Senior Warden
- 10:15 Dean's Address
The Very Reverend Greta Getlein, Dean & Rector
- 10:25 Appointment of the Senior Warden
The Very Reverend Greta Getlein, Dean & Rector
- 10:28 Senior Warden's Report
Tom Rees, Senior Warden
- 10:33 Junior Warden's Report
Marley Skiff, Junior Warden
- 10:38 Canon Precentor and Music Director's Report
Mark Howe, Canon Precentor and Music Director
- 10:43 Treasurer & Trustee's Report
Peter Jones, Treasurer
- 10:48 Cathedral Square Corporation Report
Kim Fitzgerald, CEO, Cathedral Square Corporation
- 10:53 Giving Thanks
The Very Reverend Greta Getlein, Dean & Rector
- 10:55 Commissioning and Affirmation of Wardens and Vestry Members
The Very Reverend Greta Getlein, Dean & Rector
- 11:00 Closing Prayer & Hymn

NOMINEES FOR ELECTION AT THE 2022 ANNUAL MEETING

The Nominating Committee (Lisa Schnell, Annegret Schmitt-Johnson, and Paul Van de Graaf) presents this slate of nominees:

For Vestry (Term 2022-2025)



Kenzo An

I'm honored to have been nominated to serve on the Vestry of St. Paul's. Though I only first stepped foot into St. Paul's on the first Sunday of Advent 2019 (and just baptized in 2018), my experience with this beautiful community has already been a defining and incredibly full chapter in my life.

I'm proud to have been part of our Pastoral Care Group, welcomed as a lector for our services, weathered our transitions through this pandemic, witnessed the embrace of Greta Getlein as our Dean, and made many Spirit-loving friends. In gratitude to the encouragement of our Deacon Stan Baker, I'm currently in the discernment process towards ordained ministry with a wise committee chaired by Sarah Howe. I'm also grateful for my mentorship with Kate Maynard as a contributor to our *eSpirit* series. I'm now enjoying our Confirmation class preparing to be received into the Episcopal Church this Easter.

I live in the New North End of Burlington with my wonderful wife Diane Bensel, our beloved fiery 6-year-old son Mozen, and our friendly cat Oak. I sell for a research and consulting firm out of my home office. My deepest joys are praying, writing, reading, marathon training, and hanging with family & friends.

Macaulay Onuigbo



It is an honor and a distinct privilege to be invited to serve on the Vestry of the Cathedral Church of St. Paul. Since joining the Cathedral Church of St. Paul in 2018, soon after I moved to Burlington, VT, I have felt most welcome here. In the past year, I have joyfully served as a Crucifer for some of the Sunday services. The Cathedral Church of St. Paul community is a most inclusive one and you should please continue the good work.

Before the COVID-19 pandemic, I used to enjoy the after-service adult bible study sessions, usually chaired by a senior clergy. Please, let us always remember the less privileged, the disenfranchised, the oppressed and the needy in our society. I am a physician (nephrologist) at the University of Vermont Medical Center, and a professor of Medicine at the Robert Larner, M.D. College of Medicine, University of Vermont.



Keith Pillsbury

Thank you for the invitation to serve as a part of the Vestry for St. Paul's. I will do my best. My wife Penny and I joined St. Paul's in the 70's. We were attracted to its sacred music, thought-provoking sermons, and liturgy. We were especially appreciative of the children's programs in acolyting, crucifering, pageants, drama, choir, and summer camp at Rock Point.

I respect the church's active outreach to support the broader community. After retiring from Middle School teaching (36 years) and the Burlington School Board (25 years), I became a volunteer for the Joint Urban Ministry Project and a member of its Board of Directors.

Captain Caleb Pillsbury moved to a North Danville, Vermont farm after the Revolutionary War. He was buried there, and his many generations of offspring continued to farm in Vermont. I left our farm to attend UVM, do my service in Vietnam, and became a teacher.

I would love to help however I can as a part of the Vestry.

2022 Diocesan Convention Delegates – Nominees

Tom Grenier
Vieva Grenier

2022 Diocesan Convention Alternates – Nominees

Bill Anderson
Noma Anderson

Cathedral Church of St. Paul

Annual Meeting, Jan. 24, 2021

The meeting was woven into the regular Sunday 10:00 a.m. service and the Dean's annual address was given as part of her sermon.

Dean's Address – The Very Rev. Greta Getlein

Included in her sermon and address, Greta thanked the members of the parish who had served during the past year.

Approval of Minutes of the 2020 Annual Meeting

On a motion by Mark Howe and seconded by Tom Rees the minutes of the 2020 Annual Meeting were approved unanimously.

Appointment of Senior Warden – The Very Rev. Greta Getlein

Greta thanked outgoing Vestry members Jenny Sisk who had served as Junior Warden and chair of the Buildings and Grounds Committee, and Brad Minor for their help in the transition. She thanked Brad for his keen attention to the Vestry's work in helping to keep the focus on the Cathedral's mission. She thanked Jenny for taking the reins of the Buildings and Grounds Committee and for being a counsel and advisor to Greta. She thanked Maureen Ramos who will be staying on for her second term. Greta has asked Tom Rees to be the Senior Warden for another year. She thanks him for his work in 2020, noting that he has been her right-hand man since before the move to Vermont and has continued to be wise counsel.

Election of Vestry and Diocesan Convention Delegates/Alternates – Tom Rees, Senior Warden

Tom asked Paul Van de Graaf to present the slate for the Vestry and the delegates to Diocesan Convention. The members of the nominating committee were Jenny Sisk, Brad Minor and Paul Van de Graaf. Maureen Ramos will continue on the Vestry for her second term, and Betsy Beaulieu and Buffy Calfish are the Vestry nominees. For delegates and alternates to convention, Penny and Keith Pillsbury are nominated as delegates and Tom and Viva Grenier as alternates.

The nominees for Vestry and Convention were unanimously elected.

Senior Warden's Report – Tom Rees

Tom reported that he has many hopes for the coming year. They include: hopes 2021 will be an easier year; a year to honor our past interim dean and our current dean; healing for our country and the world and for the recovery and safety of all Vermonters.

We are grateful for: Vermonters; clinical workers; new leadership in Washington; and the inspiring leadership of our dean.

In 2021 we will move from distance to closeness and build on the generosity of the parish to the pledge campaign that has resulted in a strong financial position as we begin 2021. This will be a year of healing and recovery.

Treasurer's Report – Peter Jones

Peter felt that because all the financial information is in the Annual Report that he wanted to recognize the commitment of the staff for working so hard to maintain our financial status. He singled out Barb Comeau, the Trustees, the Audit Committee, the Budget Committee that also includes Tom Rees and Greta for their work during the pandemic crisis; and to the parish for their pledges. We are standing at the corner of hope and gratitude.

Peter also said that he would be happy to answer any questions that people might have about finances.

Cathedral Square Corporation Report – Kim Fitzgerald, CEO

The Covid-19 virus has taken a lot of time, energy, and focus. So far, out of 1,200 residents, only 12 tested positive in nine different communities. Only five staff members were affected, mostly in Assisted Living at Three Cathedral Square. It was brought in by a staff person shared with another facility where there were Covid cases. The outbreak was contained to the initial group.

Kim reported the staff has done a phenomenal job during the pandemic.

Cathedral Square's newest project, Juniper House, will open in March. They have received 137 applications and 31 of the 70 apartments are ready to move into. They continue to process applications for the remaining apartments.

Another project, Bayview Crossing in South Hero, hopes to start construction next Fall. There will be 30 apartments financed by tax credits and market rate financing. Another long-term care facility is in the planning stages and funds are being sought for a mental health project. Cathedral Square has applied for funding for SASH and has also established a lending library for residents, with tablets and tech support that is available to everyone.

Cathedral Square has purchased from A New Place and will renovate Champlain Inn on Shelburne Road. It will provide housing for 50 homeless people and be operated through an asset management agreement.

Other projects for Cathedral Square include the creation of an antiracism committee, vaccine clinics that are being scheduled and plans to pick up the fundraising program again.

Kim expressed her appreciation to St. Paul's for bringing Cathedral Square into being and thanked the board members who are members of St. Paul's: Chris Davis, Chairman; Carol Moran Brown who

is also chairing an advancement committee; Jen Green, and ex officio, Greta Getlein, Dean of St. Paul's.

Greta then commissioned the Wardens and Vestry and asked for their affirmation.

After the service and a brief coffee hour the Vestry met for its annual organizational meeting.

Respectfully submitted,
Alice Winn, Clerk



Senior Warden Thomas Rees



I closed my report last year with *“Then, we will begin the joyous and very hard work of taking all that we have learned over the past months and integrating them into our new “normal” for our future. The light we carry on that journey will, over time, crowd out the darkness we have experienced this year.”* Well, we are clearly still learning! At least we are experiencing the joy of doing that together even if it comes with widely varying degrees of apprehension.

So, what have we learned about our new “normal” future? As a group of 16 of us were transforming the Cathedral last evening from the almost overwhelming beauty of its Christmas dress to the quiet solemnity it brings to us each day, I was taken aback at how easy it is for us to transform who we are as a collective and connected body. Our congregational resilience – our capacity to recover quickly from difficult challenges – has been clearly defined as a foundational part of our new norm. We have all witnessed it first-hand as we have worshiped together in at least five different

formats: inside live, outside live, hybrid inside on Zoom, hybrid outside on Zoom, hybrid inside on YouTube. We have done so with continually increasing technical support and sophistication. Do we like it – well maybe not so much – but it has kept us together as a Body in Christ.

Importantly from my view, 2021 has brought a much less obvious and more profound transformation for St. Paul’s – a new “normal.” One that has been a work in progress for more than 50 years. I was born into the St. Paul’s Church family. Maureen and I were married at St. Paul’s Church. St. Paul’s became, at least in name, the Cathedral Church of St. Paul shortly after that. That change was not without disquiet, uncertainty, and a degree of contention. We have been attempting to find the “normal” of who we are as a Cathedral since. Interestingly and unexpectedly, COVID has served as the final catalyst required for us to complete that transformational journey. My view is there are four seminal events which occurred over the past two years, that have defined our true role as Cathedral. The first was the September 29, 2019, Installation of the Rev. Dr. Shannon MacVean-Brown as the 11th Bishop of Vermont. The second was the initial BIPOC vaccination clinic held at the Cathedral on April 11. The third was the June 7, 2020 initial Silent Witness gathering. The fourth was the October 23, 2021 installation of the Very Reverend Greta Getlein as the Seventh Dean of The Cathedral Church of St. Paul. On those days we have defined who we are and what our role into the future will be. This represents a profound

change for us and is very much a work in progress. As your Senior Warden, I want to share with you that the roots of this change, fueled by the on-going pandemic, grow deeper on a monthly basis. Dean Greta's role and influence within the Diocese has emerged as a major force for deep introspection, thoughtful integration, and change. We should all be buoyed by the spirit, wisdom and persistence collectively required for this 50+ year transformation to be realized. We enter 2022 with a much deeper understanding of who we are and can expect to be as the Diocesan Cathedral.

Let us continue to carry forth the light that shines even more brightly at our corner of hope and gratitude. Our resilience demonstrates how strong both are together. May we all experience it throughout 2022 in as full and rewarding fashion as has been proven in 2021.



Junior Warden

Marley Skiff, Junior Warden and Chair of Building and Grounds Committee

First, I would like to thank Jenny Sisk, the Buildings and Grounds members and the many parishioners who helped to put together the Americans with Disabilities Act (ADA) list for the Cathedral. Because of your efforts, the present B&G committee did not have to reinvent the wheel and could start off with the easy things that have improved our lives at St Paul's. Here are some of the highlights:

Starting in the Nave:

- We have improved the lighting to the balcony,
- We added proper Exit light near the Chancel and a handrail from the sacristy to the Altar
- There are removable handrails to the Chancel
- We are in the process of making the handrails going to the balcony to be in compliance with Fire codes

South Porch and stairs to the Parish Hall:

- Lighting has been improved as well as adding motion lights
- We are also in the process of improving the handrails going up and down stairs to be ADA-compliant and up to code

Hallway from Parish Hall to the entrance to Christ Church Presbyterian:

- Motion lights have been installed

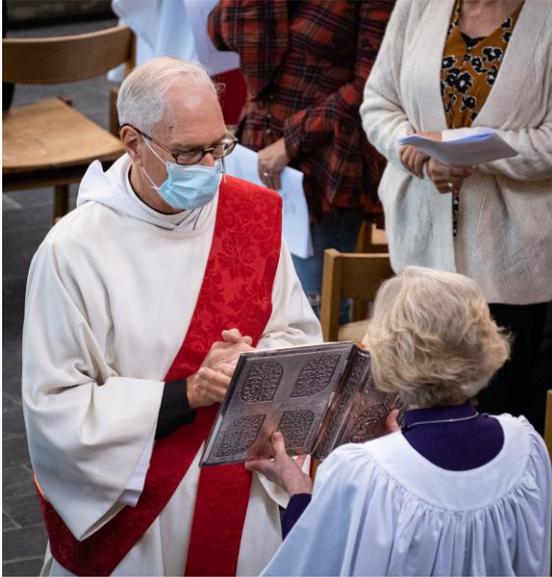
Memorial and Rose Gardens:

- Motion lights have been installed
- A plan is underway to work on the ceiling under the balcony with work to be done in the Spring/Summer.

We have also been looking into improving access from the front doors of the building. We have contacted several automatic door companies and are waiting to meet with them to see our options.

Without the help of Jim Sears, John Montross, Frank Guillot, Gerald Viens, Alice Winn, Robert Wright and our newest member Karl Fandrich we could not have completed so much work this year. If you have concerns, please feel free to talk to any of us. We meet monthly via Zoom. It has been an honor to serve as your Junior Warden and work with this amazing group of volunteers.

Deacon's Report Stannard Baker



What does it mean to be a deacon in this continuing pandemic? From my vantage point as your deacon, it means remaining alert and watchful for how all of you are doing as individuals; how the Cathedral and Diocese are getting by; and how the community, our state, nation, and the world are faring. I notice the strains and stresses on parishioners and my psychotherapy clients resulting from the long-term measures we have all had to employ, and how we have had to adjust to ongoing isolation, masking, social distancing, etc. That said, I also notice the ways we are adapting, surviving, and creating new ways to interact, take action, and “do church.”

As Cathedral Deacon I continue to act as staff liaison to the Jubilee Social Justice Committee. After several years of ably leading the committee, Tim and Heidi Parker handed the leadership baton to Al Belluche and Miriam Burns, who have started out strong this fall. The Jubilee Committee has its own report elsewhere in this document. That report includes updates on Vermont Interfaith Action - VIA, Joint Urban Ministry Project - JUMP, and Migrant Justice. I am also the convener of our Pastoral Care Team (see Pastoral Care report elsewhere in this document).

I continue to serve the Diocese of Vermont on the Commission on Ministry (COM), and the Standing Committee (SC), now serving as the official liaison from the COM to the SC. With Deacon Peggy Mathauer, I coordinate Safe Church Training. This fall we welcomed our new Assistant to the Bishop, Kathy Torrisi, to the Safe Church coordinating trio, and said good-bye to Pamela Van de Graaf, who assisted both Bishop Ely and Bishop MacVean-Brown, and contributed so much to Safe Church.

It was an honor for me last spring when Bishop Shannon appointed me as Archdeacon for Diaconal Formation, so – along with Archdeacon Catherine Cooke, I have become “Venerable.” In this role I coordinate formation for Vocational Deacons (Permanent Deacons, not Transitional Deacons); continue revision of the Deacon’s Manual; educate the Diocese about the diaconate; sit on the advisory committee for the Province One School for Deacons; facilitate a monthly support group for people considering the diaconate, those in discernment, and those who are postulants or candidates for the diaconate; serve as deacon mentor; attend the Province One Archdeacons monthly meetings; and act as all-around cheer leader and trouble shooter for those in process. In addition, I attend the annual A3D Conference for Archdeacons and Deacon Leaders. It was held online in spring of 2021. A lovely moment in the fall was being included in Dean Greta Getlein’s Installation and Seating. Canon to the Ordinary, Walter Brownridge, and I were also installed in our new-ish roles. This was a meaningful and joyous event for all of us, and for the Diocese. It was

wonderful to be able to do this in person in our beautiful Cathedral. As a leader in the Diocese, I also began serving on the THRIVE task force, whose charge is to help transform the finances, government, and culture of our diocese. I am on the Governance Workgroup.

I also have roles in the larger church – what I like to call the Trans-National (not just National church, or simply the Episcopal Church) - because there are at least 17 countries outside the United States that are part of the Episcopal Church. I served as a member of the Standing Commission on Liturgy and Music (SCLM) of the Episcopal Church, a six-year appointment (spanning two triennia). In preparation for the Episcopal Church General Convention that will take place in Baltimore this coming July, 2022 (one year delayed because of Covid), as co-chair of the BCP Subcommittee, I helped write the “Blue Book” report on “expansive language” for Eucharistic Prayer C, and concluded chairing a workgroup that created 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. I am honored, as well, to have been elected a Clergy Deputy to the General Convention that will take place in 2024, and to model for the church – and all deacons – the “leader” half of the diaconal equation of “servant-leader.”

The Legislative Committees that will be hard at work at the upcoming General Convention in Baltimore have already begun their work online in fall of 2021. I have been appointed to the Joint Legislative Committee #6: *Sexual Harassment, Sexual Exploitation, & Safeguarding*. The job of a Legislative Committee is to manage resolutions coming to the General Convention on the topics we were assigned. I was moved and impressed by the experience and spiritual depth of the other members of the committee. Also serving on this committee is Bishop Rob Hirschfeld of NH, with whom I’ve worked before, and I find him a man of great depth, humility, and emotional wisdom. Many of us on the committee have experienced some form of abuse or harassment in the past, which deepens the conversation. I will keep folks at the Cathedral apprised of the work we are doing.

In summary, my diaconate is one of servant-leadership: focusing on our Cathedral Parish, the Diocese of Vermont, and the larger Trans-National Episcopal Church. My areas of focus are: social justice, formation (diaconal and confirmation preparation for youth and adults), pastoral care, governance, safe church, working to end sexual abuse and misuse of power, acting as an anti-racist, and living out my life as a deacon through worship and liturgy.

2021 was my twelfth year of ordained ministry, and my twelfth year serving the Cathedral Church of St. Paul as your deacon. It continues to be deeply meaningful to serve the Cathedral, the Diocese, the Trans-National Episcopal Church, and our community, trying my hardest to bring justice, equality, mercy, and dignity. I find that I never stop learning. My awareness of the diaconate, my understanding of my identity as a deacon, and my connection to the Holy continues to expand and grow. As your deacon, it is my job after each Sunday service to dismiss you and send you out into the world. The real work of



the church begins when you are dismissed and exhorted to serve God to make our community and world a better place. So, "Go in peace to love and serve God." And may we all reply, in one voice, "Thanks be to God!"



Canon Precentor and Director of Music Mark Howe



2021 was a strange, hybrid year in the musical life of this cathedral parish. The current argot use of the term “hybrid” may mean a kind of car or a kind of gathering – a gathering that’s both in person (for those able and willing) and enabled by digital technology (for those who need or prefer it). But if 2021 was a hybrid year for worship and singing, it was also a year of reminders and reassurance that God is faithful when we are in exile.

As the calendar year opened, our worship life was mediated on screens and by speakers, although it was my own privilege to be physically in the church, at the organ or piano. I felt honored to show up on a Sunday morning and turn on the lights, light candles, sing and play in the nave’s acoustics, and thereby reassure those on Zoom that “we” were still here, inhabiting the otherwise-deserted house that is such a potent symbol of this household of faith.

Meanwhile, the Adult Choir continued faithfully making virtual choir recordings of hymns and anthems. These recordings, which are available on the Cathedral’s YouTube page, include *Ukuthula*, a Zulu piece we sang at Dean Greta’s Institution and Seating in October; they also include lots of hymns and some experimental psalm settings. Michael Hartigan did brilliant work for us in assembling and editing the video recordings, and a few members of the choir helped him make an online how-to “course” for producing virtual choir videos.

Speaking of experimentation, we fooled around a bit with percussion for the two outdoor Eucharists we celebrated in the Rose Garden – West African djembes and handbells accompanied the humming of human voices before singing was re-authorized. It was fun to put that together, and I thank Liz Thompson, Lee Williams, Leah Dollar, and Maddie Cross for playing.



For me the greatest single occasion of reassurance that God had not deserted us came when fully vaccinated, masked members of the choir gathered “distantly” in the nave – all doors wide open, HVAC system working away – and for 45 minutes we sang hymns together. I had asked

singers to submit hymn requests. First up was *The strife is o'er, the battle done*, and as we began it became clear that music made together was a powerful reminder that God was in our midst, unmediated by digital technology.

In the fall, services having resumed in the nave, the choirs took up weekly practices anew. Buffy Cafilisch most generously made us high-tech (and elegant) purple singer's masks – thank you, Buffy!

Most of the young people who'd been singing before Covid-19 came returned and have been singing with enthusiasm and skill. We lost some singers: Emma Comeau and Sam Beste graduated from high school; Addie Gillim moved, as did Nico and Gabo Brennehan-Ochoa; Zach Sisk has been on sabbatical during the pandemic; Rosa Kori is also on leave. But we have two terrific new Trebles – Beatrix Grenier (Tom and Vieve's granddaughter), and Mary Woodbury, and they'll soon be joining the Canterbury Ensemble at the 9:00 Eucharist on Sunday mornings. In November, Nelly Johnson took up the post of Head Chorister.

The Adult Choir has welcomed Karl Fandrich and Bill Anderson to its bass section. We miss Alice MacDonald, Lee Williams, UVM Choral Scholar Maddie Cross, veteran baritone George Harwood, Ken Honick, and the late Jim Little.

At the time I write this, we will soon be offering our annual Advent service of The Great O Antiphons; it will be a bit simpler than in past years. So will our Christmas Eve services. The pandemic has shifted things for us and compelled us to modify what we can do. But all the music we make here at St. Paul's Cathedral is anyway, just as the Eucharist is a pale foreshadowing of the Supper of the Lamb, only an intimation and a hint of the Song we will one day sing around that Table.

I remain grateful for the collaboration, sensitivity, and wisdom of my colleagues in ministry here – Greta, Stan, Jennifer, and Barb, joined this year by Katie and Grace.

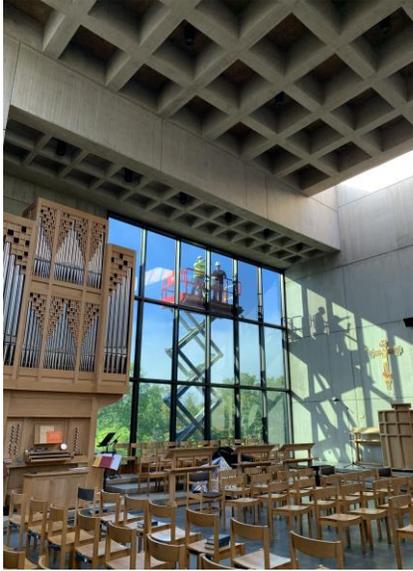
— Mark Howe *Canon Precentor and Director of Music*



Administrator's Report 2020 Jennifer Sumner

Together with my colleagues, volunteers, and the support of the St. Paul's community, the Cathedral office was able to ensure that the Cathedral remained a safe and welcoming place to worship, volunteer, study, and work during 2021.

Building Maintenance



Over the rollercoaster of the year, my role as Administrator continued to evolve to encompass more building maintenance projects. Over the past year, I've facilitated an Internet upgrade, the resealing and replacement of several windows in the Nave, significant arborist work on the Cathedral grounds, the exploration of a new fire safety system, the purchase of a new granite slab for the memorial garden, and the onboarding of a new cleaning service.

Community Outreach

In mid-summer, we carefully began in-person, indoor worship again. This brought the joyful return of parishioners, many of whom we had not seen in person in a long time. We were also happy to reopen the building to outside community members, including our local public high school, who needed space to conduct standardized tests for students. We offered space to

the Vermont Health Equity Initiative to hold vaccine clinics for the BIPOC community on Saturdays in an effort to address the gap in vaccination rates for people of Color in Vermont. Cathedral Arts resumed in-person concerts at the Cathedral.

Communications

Regular digital communications like *eNews* and *eSpirit* have continued to go out regularly. The Cathedral website, and increasingly important communication tool, has been updated as needed with Cathedral events, links to service bulletins and streaming worship, Cathedral Arts concert information, news items about St. Paul's social justice activities, and online donation capabilities. The Cathedral YouTube channel has offered us the opportunity to livestream worship, and provide storage for past services, concerts, and other important events. With the return of in person worship and paper bulletins, I discontinued the weekly PowerPoint "bulletin" of Zoom, and resumed the production of printed announcements as bulletin inserts.

Gratitude

I'm so grateful for our regular office volunteers who sort, fold, answer questions, take on odd tasks, and make the office a more enjoyable place to be. In particular, thanks to Peter Frechette, Jody Kebabian, Pamela Van de Graaf, Kate Maynard, Kenzo An, Alice Van Buren, and John Grinnell.

Without the generous donation of time and talent of these individuals, the Cathedral would not be the vibrant place that it is. Thank you!

Many thanks also to the clergy and staff of the Cathedral: Greta, Stan, Mark, Barb, Katie and Grace. I continue to be grateful for your knowledge and support.



Audiovisual and Social Media Coordinator's Report Grace Jack

The Covid-19 pandemic has separated us in many ways, but it has also called for the improvement of technology to bring us back together. For the first half of 2021, services continued to be held on Zoom. Then, thanks to vaccine roll-out, cases of the virus began diminishing, and those with the privilege of immuocompetence were finally able to get together on July 25th. But what about those without that privilege? St Paul's had a wish to provide our service to everyone, so we installed two cameras and a computer, to begin livestreaming on YouTube. We have provided a live service online every Sunday since July 25th.



My first day working the livestream at the cathedral was August 15th. Since then, we have a new slideshow at the beginning of each stream, we have installed fiber-optic internet, and we now have an Instagram (@cathedralchurchstpaulvt). I also had the opportunity to train three members of the church community who are able to volunteer in my absence.

During my time here at St Paul's I've learned how to think quickly on my feet. Before installing the fiber optic internet, I would sometimes lose connection to the stream, and other times I'd lose connection to the microphones. Just like humans, technology has its quirks and I have taken my five months at St. Paul's to learn how each device in the cathedral functions. We have also had some issues with the microphone used for the liturgies. In the interim, we began using a handheld, but it was hard to hear the readers in the cathedral and on the live stream. Eventually, we realized we could move the microphone typically used for the nave and plug it in beneath the ambo. Now the liturgy can be heard crystal clear!

Going forward, I hope to work out those final quirks with our sound connection so that services online in 2022 are nothing but smooth. I also wish to grow our YouTube following. We just hit 130 subscribers and I know we are capable of reaching 200 by the end of the year. Regardless of how many people join the St Paul's community, in-person or online, I am grateful to have had joined the Cathedral this year and be given the privilege to assist in providing St Paul's services live.

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 2021 the Board authorized the distribution from the Parish's Trust of up to \$98,370 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 2022 the Board has again authorized a distribution of up to 4% for the Cathedral's operating budget (estimated to be approximately \$103,016.)

Despite the volatile market and challenging times, to say the least, we have been able to preserve the endowment and to continue to increase it. The parish trust, after disbursements, has grown by \$221,692 in 2021.

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



Treasurer's Report for 2020 and Budget for 2021

Peter Jones

The year 2021 started out much the same way as 2020 ended: in lock-down! Fortunately, vaccines were made widely available and by the end of July, we were able to begin to celebrate services in person. As the year continued, we have had ups and downs in how the pandemic has proceeded, but the finances here at St. Paul's continued to be robust and carefully managed for the day we emerge to the post-COVID world!

The financial highlights of 2021 include:

- 1) With a herculean effort, Greta, the Cathedral staff, Wardens, Vestry, and Board of Trustees and Audit Committee have guided St. Paul's through another challenging financial year.
- 2) The investment in on-line resources and bookkeeping systems has once again proven to be a wise choice and even in the depths of the pandemic, St. Paul's never fell behind in accounting in any way.
- 3) All the St. Paul's staff were fully employed through the lowest point of the pandemic with the help of the two loans received from the Federal Small Business Administration's Paycheck Protection Program (PPP). All criteria were satisfied for these loans, and both were forgiven. This allowed the continued and uninterrupted services that St. Paul's provided pre-pandemic!
- 4) The loan St. Paul's received in 2020 from the Diocese of Vermont was also helpful in covering maintenance challenges of the last year.
- 5) The accounting firm of A. M. Peisch was again hired and approved the accounting practices used at St. Paul's during their 2021 "virtual" audit.
- 6) As with any transition, it has been a challenge not to depend too greatly on the Parish Endowment. Fortunately, with vigilance and plenty of oversight, the value of these funds increased for the fifth year in a row.
- 7) Hansen and Doremus, the investment firm that manages the Parish Endowment, continues to meet with the Board of Trustees at each board meeting.
- 8) Two new part-time employees (Sunday School teacher and A/V Technician) were added to the payroll. The skills brought to St. Paul's by this new staff has greatly benefitted this community.

For 2022, we are planning for an increase to the budget over last year from 467,000 to 500,000. The goal is to keep expenses as close to 2021 as possible. This can be interpreted as a true reflection of the commitment and talent found around the financial planning table at St. Paul's. 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 would like to take this opportunity to thank all who have contributed to the smooth financial operations of St. Paul's in 2021! This includes Greta, the staff, 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. I'm not sure what we would do without her!

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

	2020 Actual	2021 Actual	2022 Budget
INCOME			
Contributions	306,919	287,015	290,000
Investment Income	94,712	101,144	153,864
Other/Rental Income	69,187	23,150	29,000
Endowment/COVID Relief		59,030	27,136
TOTAL INCOME	470,818	470,340	500,000
EXPENSES			
Personnel	290,673	295,612	307,601
Diocesan Expenses	68,544	69,383	73,372
Administrative	29,797	31,266	31,240
Building and Grounds	63,062	68,594	80,730
Departments/Committees			
Christian Formation	2,712	777	2,000
Music Program	2,852	2,813	2,500
Parish Life	806	338	1,000
Jubilee Outreach	6,000		
Liturgy	1,615	1,134	500
Other Expenses	4,756	422	1,057
TOTAL EXPENSES	470,818	470,340	500,000

2021 Outreach Ministries

In 2021 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)	1,100
DFMS-Episcopal Church in the US	510
Joint Urban Ministry Project (JUMP)	8,540
Migrant Justice	800
Mission Farms	500
Spectrum Youth and Family Services	250
United Thank Offering (UTO)	45
Vermont Interfaith Action	4,650
Direct Community Support	2,855
Total 2021 Outreach	19,250



Church School Katie Gonyaw

Our Sunday School regularly serves between two and six children on any given week. The children range in age from four to nine years old. They have different interests, personalities, and schedules so flexibility is essential. Each week we have a plan, but find we are very responsive to the children's needs, energy, and attendance – so the outcomes can be quite different than the plan.

This year's focus has been on understanding how God is in our lives and how we are vessels of God.

We open our time together with a snack and story. After, we move into an activity. We have talked about our families, community, prayer, loving Jesus with our whole heart, giving thanks, the Nativity, and preparing for the Christmas Pageant. We have had a few repeat sessions so that all the children are up to speed on the same topics.

We have gathered for two intergenerational Sunday School classes. Liz Martin from the Lenape Tribe led a class in October in honor of Indigenous People Day. Liz filled in at the last minute to make corn husk dolls when her mom, one of the elders in the Lenape Tribe, fell ill. Liz zoomed in from Oklahoma to talk about Indigenous traditions around harvest. In December, we made advent wreaths with greens from the wreath project. Seven families participated.

In the coming semester, we are planning a food drive with the help of the Congregation and continuing on our journey to learn about being an instrument of God.

Thank you for the warm welcome to St. Paul's. Navigating a church community can be daunting, but you all have been helpful and kind. I look forward to the coming months and getting to know more of you.



Youth Confirmation Rose Bacon and Deacon Stan Baker



The 2021 Youth Confirmation Class began in late Fall of 2019. At that time we anticipated working with our youth through the winter of 2020 and having those who decided to be confirmed do so at The Great Vigil at St. Paul's on Easter 2020. The pandemic progressed and by mid-March 2020 all in person church activities were suspended. At this point, the Youth Confirmation classes were paused until the Fall of 2020. We hoped that by waiting we would be able to resume classes in person. Unfortunately, that was not an option. We next began to think "outside the box" to envision a Confirmation

Class experience which would be done virtually. Our youth were willing to go forward utilizing Zoom as our class meeting platform; and so, seven youth and two adults began to journey together on November 8, 2020.

We met on a regular basis via Zoom for the next six months. The Confirmation curriculum written by Mary Lee Wile, *I will, with God's help*, was our starting point. Using this curriculum, we focused on exploring The Creed and discussing the five promises we make when we renew our baptismal vows. Our time together was full of questioning, open sharing of both our struggles and joys, along with equal amounts of prayer and laughter. At the virtual Sunday Service on April 11, 2021, the youth assumed leadership roles and each youth gave a personal reflection highlighting an aspect of their faith which had been enhanced or developed during our class time.

Our journey together concluded on Saturday, June 19, 2021, when six of our youth received the Sacrament of Confirmation in a regional service at Mission Farm in Killington. It was the one and only time we were able to gather together in person. It was a sunny day and the wind was swirling around us, letting us know the Holy Spirit was present.

We were honored to journey with our youth during this time of discernment and are very proud of each of them for making time to explore and nurture their faith. We remain grateful for their flexibility as we became comfortable with the Zoom platform for our class sessions. And we greatly appreciate the prayerful support we received from the greater St. Paul's community as we moved through this process in a new and uncharted way.

As the Youth Confirmation Class is held on a bi-annual basis, the next class will not begin until the Fall of 2022. God willing, we will be able to meet in person yet also combine times of virtual learning as it seems appropriate to do so.

Respectfully submitted,

The Ven. J. Stannard Baker and Rose Bacon, Co-Facilitators



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



Everything has looked a little different this past year, but we have still been able to gather youth and keep SPY thriving.

The Spring was a continuation of our diving into dismantling racism and understanding our own biases. We read *The Hate U Give*, by Angie Thomas in the fall and watched the movie. Then in the spring, we read *Just Mercy* by Bryan Stevenson and followed a study guide for our discussions. We also watched the movie after we read and discussed it. The participation was low with four to five youth as we held these via zoom and the youth were

“zoomed” out. This was the extent of SPY for the early 2021. No service-learning trip was planned due to the risk with COVID infections

The fall 2021 has started out with great enthusiasm. Having access to vaccinations for the teenage range has helped tremendously. The leaders are Terri Donovan, Annegret Schmidt-Johnson and Marti Churchill. We decided to combine the two groups (middle and high) due to having fewer leaders this year. We have been meeting weekly since September.

We started the year with a documentary *Divided We Fall: Americans in the Aftermath*, which was re-released on the 20th anniversary of 9/11, the terrorist act on the Twin Towers. Valerie Kaur documents the hate crimes that happened in the aftermath of 9/11 on Middle Eastern and Asian people with brown skin and those who wear turbans. It is a powerful look at Americans’ reactions in the near past and exposes our racism. We now are following her curriculum from a Revolutionary Love Project. She wrote a book “See No Stranger: A Memoir and Manifesto of Revolutionary Love” in 2020 and the curriculum follows this book. Please check out her learning Hub for more details: valariekaur.com/learninghub/. Her messages and teachings echo those of Jesus; we pull from biblical teachings to show the comparison. It is moving and striking to see the similarity and connections.



Interspersed with these curriculum based sessions, we have hiked Stowe Pinnacle, gone apple picking in Grand Isle, explored Rock Point and read Native American prayers, cooked a meal for COTS Day Station twice, and helped with the wreath project by building boxes and making our own advent wreathes.

This winter and spring will be more of the same – culminating in a service-learning trip to Pine Ridge Indian Reservation and working with Re-Member. Re-Member is an independent, non-profit organization working with the Oglala Lakota Nation on the Pine Ridge Reservation in South Dakota. “We improve the quality of life for those who live here, and provide meaningful opportunities to serve and learn for those who volunteer and support our work. Re-Member takes its name from the ancient definition, ‘to put back that which is broken; to re-member.’ Conditions on Pine Ridge represent a part of our world that is broken, a part that we seek to put back together.” --Keith Titus, RE-MEMBER Co-founder. “Native American history is American history. Only by acknowledging the past can we work toward a future that we're all proud to embrace.”- Deb Haaland, Secretary of the Interior.

10 youth and three chaperones (Marti Churchill, Annegret Schmidt-Johnson and Michael Johnson) will be traveling in April to Pine Ridge. We will provide a sermon following the trip in May.



Cathedral Arts Ann Guillot

As the year 2021 began, Cathedral Arts – along with all performing arts venues across the country – functioned only in a virtual realm. However, even within all the limitations that implies, the committee continued enthusiastically planning for the future.



There were three excellent free virtual concerts in early 2021: the annual Young Artists Showcase in January, a piano concert by Melody Puller, and an organ concert by Mark Howe.

As soon as it became safe, in person concerts started up in August with the Flux Quartet performing new music at the Cathedral (part of the Lake Champlain Festival). We were treated to music that was creative, beautifully played, sometimes funny, and truly accessible.

The Borrromeo Quartet played a concert in September (in collaboration with Capitol Cities Concerts), and again presented a fabulous performance that lifted up a large audience.

The final performance in the Cathedral for 2021 was a brilliant organ recital by David Neiweem, the University Organist and Professor of Music at UVM.

The 2022 performing season will be exciting, with at least six concerts already planned, and more in the works. We anticipate performances by excellent local, national and international musicians. And we hope soon to branch out into other performing and visual arts.

We are well along the way to establishing a separate non-profit that will allow access to grant funding. This will allow us to bring this ministry of the arts to more people, while caring for the performers who create the art that feeds our souls; and while keeping the whole endeavor sustainable here at the Cathedral.

The Cathedral Arts Committee is small but mighty as well as energetic and talented. Artistic Directors are Caleb Pillsbury and Mark Howe. Publicity Chair is Vieva Grenier. We meet monthly via Zoom, and always welcome others to join in. We also welcome participation by anyone who would like to usher at concerts, help with chair arranging or lend your creativity in any other ways.

Jubilee Justice

Al Belluche and Miriam Burns, co-chairs

The St. Paul's Jubilee Justice Committee focuses on three broad areas of social justice: antiracism and all forms of belonging and inclusion, reducing harm to our planet, and economic justice. There are three ways we do this: 1) facilitate, incubate, and enable others to learn and do specific actions in the community, 2) support programs for the Cathedral and beyond, and, 3) communicate and support specific possible actions that individuals or groups can do to support various actions.

The year started with folks a bit more used to meeting remotely than in 2020. We thank the folks at Mission Farm for facilitating a successful book group that discussed *Braiding Sweetgrass* by Robin Wall Kimmerer. We also had a multi-week group discussion based on the multi-part podcast series *Seeing White* by John Biewen. While a whole of cathedral initiative, we are proud that the weekly 1:00 Sunday Vigils to end racism have continued without missing a week since June of 2020. Our presence is noticed.

We have used the Committee's voice to advocate for various issues. One example was encouraging the Burlington City Council to support a Mental Health Summit. We also submitted a letter to influence the Vermont State Agency of Natural Resources not to grant a permit that would enable the discharge of toxic waste into our rivers and lakes.

The St. Paul's Local Organizing Ministry of Vermont Interfaith Action (VIA) has continued to advance the issue of corrections reform. We met with the Department of Corrections (DOC) Acting Commissioner, legislators, and others. During a public meeting, we advocated that a new culture in the prisons needs to be fostered where a healing and respectful environment for staff and persons incarcerated exists. We called for increased funding for Corrections Officer salaries, training, and to study the construction of a facility for women with a more open and supportive atmosphere.



Jubilee Justice continues as allies to Migrant Justice with ongoing phone calls to Hannaford's CEO Mike Vail and continued conversations with their leaders for deeper understanding of the movement. Their recent action in Portland, Maine brought about 50 farmworkers from Vermont farms and over 100 allies from New England to march to Hannaford's flagship store and to a large Hood bottling plant in Portland, Maine.

Several generations of black, brown, and white folks carried signs, marched and chanted in English and Spanish together through the streets of Portland. To correct ongoing human rights abuses, Hannaford must sign a legal contract with Milk with Dignity to bring accountability to farms producing milk for their markets.

With past positive feedback and reactions, we are building on our successes for 2022. We all know there is more work to be done. We hope that more members can join our learning programs and work with us to magnify our individual voices and actions to strengthen God's beloved community.

(Curious about the word Jubilee? The biblical basis of our name can be seen in *Leviticus 25:1-55* regarding the sabbatical year and the year of Jubilee; see also *Isaiah 61:1*; *Luke 4:18-19*.)

Rick Robinson makes \$5000 matching Gift Donation



A longtime independent JUMP donor and member of the Cathedral Church of St. Paul, Rick's matching gift will ensure food card vouchers, utility assistance, laundry, transportation gas cards, personal hygiene, cleaning supplies and basic essential remain accessible.

“Thank you Rick, for your continued support and trust which makes our work possible.” Wanda Hines; Director.

Now, six months into 2021, vulnerable families living on the edge have already requested food card vouchers at a cost of \$56,935 and Utility Assistance at a cost of \$28,467.



Weekly Silent Witness and Prayer Vigil Susan McMillan

It is a simple act. We arrive. We stand silently along Battery, Pearl and Cherry Streets. We pray (and watch car and foot traffic) for 22 minutes. When the church bell rings, we kneel as we are able, for 8 minutes and 46 seconds. It's a small gesture that began on June 7, 2020, as our community showed up to witness against the racism and divisiveness in our world which had culminated in the murder of George Floyd on May 25, 2020. As a sign of the times, the original vigil guidelines included no gathering, only family groups stood together, social distancing of 10 feet, the church was locked, and masks were required even though we were outside.

In an email after the first vigil, I wrote:

“At times, when there was zero traffic on Battery Street (which happens during COVID even on a sunny summer afternoon), it was so very silent with dozens of people in distinct family groups or alone standing solemnly on the hill and along Pearl and Cherry Streets, at 10-foot intervals. There were three (as I have heard) negative pushbacks (including fingers and yelling from cars) but countless positive responses. At 21 minutes, the church bell rang once and everyone who could, took a knee for the remaining time, which is a really long time - not to *kneel* but to *be kneeled on*. And then the church bell tolled for one minute, marking the end of this small gesture.”



Since June 21, 2020 (Juneteenth + 2), the silent vigil has been held every Sunday. Now, 80+ weeks later, our church is open. We gather and talk before and after the vigil. We hold somewhat tattered and worn signs of protest and prayer. We pray silently and kneel as we are able. The church bell rings. We've collected more than a thousand pounds of food for Feeding Chittenden. Miraculously, it's been plenty cold, pretty hot, and sometimes windy and wet, but we've never been 'weathered out'. People from the neighborhood, other churches, and Cathedral Square join us week after week, rain or shine.

We hear or see a few hostile taunts or gestures, but we've witnessed never-ending nods, waves, and beeps of approval. (It's funny how you really can discern an encouraging beep from a disapproving honk.) More than once, individuals have stopped to thank us for this small act,

offered water and gratitude. It is a small gesture but the constancy of it gives us hope even as the violence against people of color continues in our community and our nation.

Please feel free to join us. Come as you are and be present. We'll likely be standing vigil for a long time to come, at the corner of hope and gratitude.



Welcome Ministry Penny Pillsbury



In March 2021, The St. Paul's welcome ministry had an idea that our energy could extend across Cherry Street to the newly opened Downtown Burlington High School for the Cathedral Cookie Caper as a welcome to our neighborhood. BHS administration said, "Wonderful!" they had no quibbles. With the help of almost everyone we had 100 dozen cookies ready to go on March 25 and 26, first in the parking lot and more successfully in the school lobby. *Seven Days* covered the events. The leftover cookies were enjoyed by the Covid Clinic workers, the staff and some frozen ones even were thawed and gobbled up by the Wreath Project!

We optimistically called our August meeting the "Post Pandemic" Cluster meeting, not knowing the future. At that meeting we voted to rename ourselves "The Welcome Ministry," as that seems to fit better our work of greeting and newcomer welcome and, later on coffee hours and other feasts. Vieva,

Shannon, and Miriam worked to reorganize the Parish Hall kitchen for anticipated downstairs coffee hours.; and Bee Amerson, a freshman at BHS, began working on a long banner of Welcome for the Parish Hall. We hope to be using that space soon!

We had a brief stint of coffee hours beginning with a 10 a.m. Festive Coffee Hour on July 25 and planning Narthex coffee hours through August. Those went on hiatus part-way through August and remain so. We are working on creating a ministry of Sunday Morning Greeters (not ushers) to welcome attendees from the South Porch door. If you are interested in helping with this important welcoming ministry, please sign up on the sheets on the narthex table. In addition, the role of Greeter will be added to the volunteer scheduling software in use at the Cathedral for other worship roles (usher, lector, etc.).

Many folks have found their way to us during the pandemic and we are thankful for their presence with us. Back in September, we hoped for an outside party to welcome people who have recently joined us. We are working with the Dean on an alternate plan for officially bringing those who are new to us together before long. Vieva and the Cathedral staff have been working on updates to the directory and we hope to have printed copies available today!

We were pleased to be able to offer a gift basket of goodies to Greta and Wanda on the occasion of her installation as Dean. Not the party we wanted, but that will have to wait for better times.

A newcomer herself, Nancy Snyder, has volunteered to match up new people or long-time parishioners, who aren't driving anymore, with a driver to bring them to services according to the outlying regions. She labelled it Chariots to Church and is driving someone to church. Consider this new ministry!

I'm greatly heartened by the Welcome Ministry group. Though we lost our leader Barrie Montross to the Vestry, where she'll be a great asset; our Ministry now includes:

Vieva Grenier, Shannon Williamson, Miriam Burns, Nancy Snyder, Susan Simmons, and Nadine Carpenter, David Turner, Deb Altemus and Penny Pillsbury. We usually meet monthly. Join us if you feel called to Welcome everyone to St. Paul's.

Blessings and love, in the New Year ahead,

Penny Pillsbury, Chairperson.



Wreath Project Penny Pillsbury



As a new chairperson, 2021 found Fran Carlson and I realizing that there were parts of the wreath project that were new to us. We connected with the tech savvy Jen Smith, Deb Altemus and Anne Brown who managed the spreadsheet throughout and have our deep gratitude. They sent out email requests for orders to all the former customers. Nancy Snyder, Miriam Burns and Alice Winn called those who didn't respond. David Turner and Miriam Burns oversaw the Wreath Project order table for those who needed paper orders. Dean Greta looked over the order sheet and helped us simplify it.

Carol Moran-Brown led the bow making. Anne Brown and Holly Rees made many bows at home. The Bow Queen of this year, Margie Schacht, made over 170 bows. Next year, she will be seeking out a team of four or five!

Fran learned the fine art of preparing the FedEx labels for our shipped wreaths. Connie Quinby aided Fran in packing the boxes which had been constructed by the SPY teens. Shannon Williamson, Anne Brown and Ann Guillot all labored over the charting of how many wreaths of each kind were needed, and Shannon is working on a new system for next year to simplify that process.

Wreaths arrived on November 21 and were stored in the cool shelter created by John Montross, Keith Pillsbury, Karl Fandrich, Jim Sears and Andrew Comeau. Ann Guillot counted every last wreath carried by schleppers Ann and Frank Guillot, Dave Turner, Adam and Marley Skiff, Silvia and Andrew Jope, Alan and Suki Rubin and me. This crew also laid the plastic floor. When November 28 arrived, tables were set up with glue guns and cone trays. Marley Skiff tutored new coners Silvia Jope, Jane King and Nancy Snyder in the coning craft. Fran Carlson, Shannon Williamson, Chris Sears, Vieva Grenier, Ann Guillot, Margie Schacht and Buffy Cafilisch kept the glue guns busy with beautiful results. John Montross, despite COVID, table-sawed boxes full of cones. Keith Pillsbury and Andrew Comeau delivered wreaths to business and senior housing sites.

To fuel the efforts of the glue gunners, shippers and the deliverers, Betsy Emerson, Suki Rubin, Sarah Howe, Connie Quinby and Katherine Verman each made a yummy warming array of soups, plus fruit and breads. There were cookies, chocolate and bagels from Judith McManis, Shannon Williamson and Mary Schreiber.

The pickup days were brisk. Ann Guillot and Fran Carlson watched and gathered payments, while Mary Schreiber and I schlepped wreaths and sorted many cones and heard each other's stories. Bea Amerson, her brother Jonas and Dave Turner sorted more cones, labelled cone boxes, folded up the plastic floor and vacuumed up needles.



In addition to the dollars earned for outreach, we all gained a deep level of respect and friendship for each other. Our combined talents made for a miraculous level of learning and joy. My heartfelt thanks and blessings to all of you.
Penny Pillsbury

Over \$4,500 was earned to fund St. Paul's outreach ministries.



Cycle of Prayer

The Ven. Catherine Cooke, Archdeacon



The Cycle of Prayer group is a small number of parishioners and friends who offer daily intercessions for the ill and those with special needs, for needs of the parish and the diocese, and needs of our community and the world. Putting into words the prayers that God is already praying within us. It was initially patterned on the Cycle of Prayer that was set up just after the Second World War as part of Coventry Cathedral's Cross of Nails reconciliation ministry, after Coventry and its cathedral were heavily bombed. It has been part of the Cathedral Church of St. Paul for over 40 years.

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

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

We are always open to new membership and would love to have you join us. If you are unable to attend 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



Whether you attend in person or via YouTube, we hope your worship has been enriched by the ministry of the Flower Guild and the gifts our members bring to the nave.

The continuing pandemic brings challenges to every aspect of our lives in and beyond the Cathedral. Like the rest of the world, we are all learning to be creatively flexible. The prayers of support and appreciation renew our weekly and seasonal creations. Our small band expands during Christmas and Easter decorating while the weekly arrangements are handled by a shrinking few. We welcome all newcomers, newly interested St Paul's members to contact any of the following members to share your interest or curiosity: Annegret Schmidt-Johnson, Chris Sears, Fran Carlson, Barrie Montross, Julie Edwards, Holly Rees, Keith Pillsbury, Joan Braun, Nancy Ellis, Pat Wheeler or Maureen Rees. We'd love to hear from you.



Sacristan and Archivist Alice Van Buren

The year of 2021 started with the cessation of the re-organization and inventory of the archives and the sacristy due to the COVID 19 pandemic.

However, the year 2021 ended with the resumption of the work of decluttering.

The successes included the sorting and reorganization of the acolyte room, working and vesting sacristies, narthex and staff kitchens, the common room, the coffee/tea bar, the mail/copy room, the children's corner, the entryway closet and welcome table.

The challenge of decluttering was complicated by the overabundance of vestments and donated items especially ones no longer in use.

The hope for the future of this ministry is better maintenance of storage areas including the archives, the proper labeling of drawers, closets and cupboards, and the disposal or donation of items no longer needed nor wanted.

Respectfully submitted,

Alice VanBuren

Dossal Management Judith McManis



During the first months of 2021 we were unable to worship in our beautiful building, but the dossals and banners (plus the big outdoor banners) were changed faithfully by season so that we could have a sense of the familiar even while tuning in on Zoom! Huge thanks to all who helped!

The faithful folk who did those change-overs continued after we returned to the Nave but there has been a struggle to recruit enough volunteers willing and able to climb an 18 foot ladder to make these changes happen. We've managed, but barely...

So, in 2022, we will be investigating (and hopefully realizing) safer, more 'user-friendly' ways to mount the dossals. It will likely involve some very important, yet almost invisible, altering of the 'mechanicals' of dossal & banner display. The goal is two-fold: to keep everyone SAFE whilst doing this work and to encourage those who might have hesitated to join our merry band!

Judith McManis



Lay Liturgical Ministers Jennifer Sumner



Our team of Lay Participants have showed their leadership, dedication, flexibility, and attention to detail in 2021 by participating virtually, in person, indoors and outdoors. Since we restarted in-person worship, it has been so wonderful to have them back and serving in the liturgy on a regular basis.

2021 saw new members join the ranks of our lay liturgical ministers, and others take a step back – all a part of the normal ebb and flow of life at the Cathedral.

We are so grateful to our lay liturgical ministers for participating in our worship. Thanks to:

Vergers

Peter Harrigan, Susan McMillan, Karen Mikkelsen, Tim Parker, and Tom Rees.

Crucifers

Susan McMillan, John Montross, Macaulay Onuigbo, Tim Parker, Emiry Potter, Adam Skiff, and Alice Van Buren.

Thurifers

John Montross, Tim Parker

Intercessors

Kenzo An, Pam Dart, Rebecca Flewelling, Mark Gadue, Tom Grenier, Barrie Montross, John Montross, Tim Parker, Keith Pillsbury, and Maureen Rees.

Lectors

Kenzo An, Noma Anderson, Rose Bacon, Bert Cicchetti, Anne Clark, Pam Dart, Betsy Emerson, Rebecca Flewelling, Marjorie Gadue, Mark Gadue, Tom Grenier, Barrie Montross, John Montross, Tim Parker, Keith Pillsbury, Emiry Potter, Maureen Ramos, Susan Simmons, and Nancy Snyder.

Ushers

Skip Amerson, Marti Churchill, Bert Cicchetti, Joe Comeau, Betsy Emerson, Suzy Garrity, Karen Mikkelsen, Carol Moran-Brown, Keith Pillsbury, Maureen Rees, Tom Rees, Annegret Schmitt-Johnson, Lisa Schnell, Marley Skiff, Nancy Snyder, and Alice Winn.

Subdeacons

Rose Bacon, Susan McMillan, Karen Mikkelsen, John Montross, Tim Parker, Emiry Potter, Margie Schacht, Susan Simmons, Alice Van Buren, Pamela Van de Graaf, and Alice Winn.

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

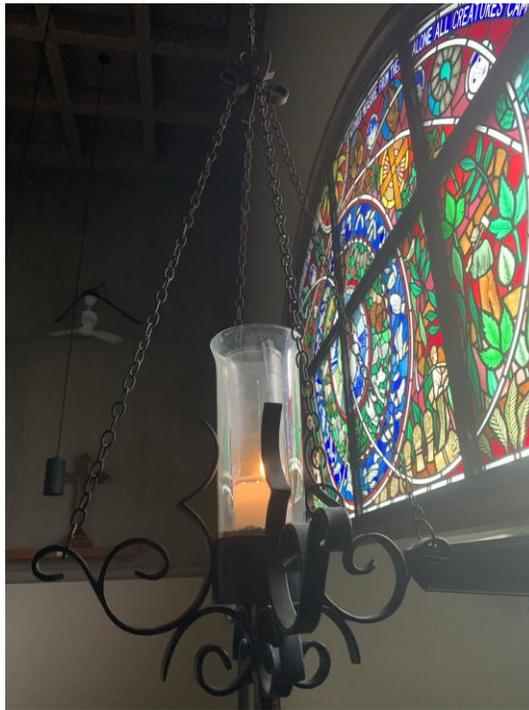


The Thursday Holy Eucharist and Healing Service **The Reverend Sally Webster**

On December 2, 2021, we had our first Eucharist and Sacrament of Healing Service since March 12, 2020. It was a joy to be back in the St Francis Chapel after almost 20 months for this intimate and prayerful service.

A special thanks for Margie Schacht, John Montross, Miriam Burns and Alice Winn who assist by serving at the altar.

It is a privilege and honor for me to serve the parish of St Paul's in my retirement years by officiating at the Thursday 12:15 service.



St. Paul's Cookbook Project Penny and Keith Pillsbury

In 2021 Keith and I delivered and shipped many cookbooks to our major customers: Vermont Country Store, Cold Hollow Cider, Northshire Bookstore, Stowe Books, and Phoenix Books. We earned \$2,212.86. We still have over 200+ copies of the original 1939 *Out of Vermont Kitchens*, which is the oldest continuously published church cookbook in America. It has become a popular item with its handwritten recipes.

Early in 2021, we realized our supply of *Vermont Kitchen Revisited* (1990) was depleted. It is a beautiful cookbook edited by *New York Times* food editor Rux Martin, juried by Cathedral Cooks, and illustrated by Margaret Parlour, a Vermont watercolorist. I've cooked many of the recipes and found them all to be crowd pleasers. To reprint it seems expensive right now. We are exploring on-line sales or, if there is someone who wishes to underwrite its reprinting, give us a call. 802 862-3575. We hate to see it go.



Cathedral Square
Kim Fitzgerald, Chief Executive Officer

Our 44th year of partnership with St. Paul’s Cathedral saw us navigating the coronavirus while adding to our affordable-housing footprint and our telehealth capacity, partnering with new organizations to provide housing and services, and celebrating the 10th anniversary of SASH® (Support and Services at Home).

Among the year’s highlights:

- We opened our 26th housing community, Juniper House on North Avenue, adding 70 affordable and mixed-income apartments for adults ages 55+ to Burlington.
- In partnership with Champlain Islanders Developing Essential Resources (CIDER), we broke ground in South Hero for a long-awaited housing community that will provide 30 apartments for older adults and office space for CIDER. A fall 2022 opening is anticipated.
- We carried out extensive renovations at Ruggles House (South Prospect Street, Burlington) and Whitney Hill Homestead (Whitney Hill Road, Williston).
- We provided technical and management assistance to ANEW Place, making it possible to convert the former Champlain Inn motel on Shelburne Street to a low-barrier shelter with an on-site manager.
- With the support of two grants to support our telehealth initiative, we were able to create “technology lending libraries” at all 26 of our housing communities whereby residents can check out iPad tablets and related equipment for telehealth appointments, Zoom classes, remote visits with families and friends, etc.
- We partnered with the City of Burlington on its LNA Training Initiative, through which high school graduates receive free post-secondary training to become a licensed nurse assistant and complete clinical training at our assisted-living community next door to St. Paul’s.
- We celebrated the 10th anniversary of SASH Nov 12. Our speakers – including Sen. Sanders, Rep. Welch, Lt. Gov. Molly Gray and Health Commissioner Dr. Mark Levine – had great words of praise for the program and for Nancy Eldridge, the former Cathedral Square CEO who made it possible. A video is available at tinyurl.com/SASH10.
- We continue our anti-racism work in our organization. Many staff completed a five-part training series we offered this summer, and our Anti-Racism Committee hosts monthly discussions that delve into a particular topic (e.g., white privilege). We want to thank the Cathedral for the donation of “The Hate U Give” books. We will have a book group discussion on this book in February. Other initiatives are in the works.

Cathedral Square Snapshot	
Oct. 15, 2021	
Total Residents	1,255
Adults 55+.....	1,163
Adults under age 55:	78
Children:	14
<ul style="list-style-type: none"> • 95% have a rent subsidy or receive another type of discount • 27% are handicapped or disabled • 15% were homeless before coming to Cathedral Square • 1000+ people on our wait list 	

We reluctantly say goodbye to Board member and St. Paul's congregant Chris Davis this year, as he has completed his second three-year term with us. We are thrilled that in January Chol Dhoor and Nancy Snyder, St. Paul's members, will join our board, which also includes fellow congregants Carol Moran-Brown, Jen Green, and Dean and Rector Greta Getlein (ex-officio). We are in good hands!

We are grateful to everyone at St. Paul's for your continued support and encouragement. Best wishes for 2022.



Parish Statistics

2013 - 2021 Attendance

	2013	2014	2015	2016	2017	2018	2019	2020	2021
Average Sunday Attendance	188	196	191	179	172	148	141	146	136
Saturday Eve/Sunday Services	124	126	114	122	123	79	89	88	130
Weekday Services	61	52	152	209	252	246	391	277	324
Marriages	6	3	1	1	1	0	1	0	0
Burials	8	7	14	6	6	8	12	1	7
Baptisms	3	4	6	5	10	9	6	0	1
Confirmations	0	5	8	5	3	12	1	0	6
Received by Bishop	1	1	4	3	4	1	6	0	0

2013 - 2022 Pledge Comparison

	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
No. of Pledges	127	125	136	134	119	124	128	131	116	117
Total Pledged \$	277,346	291,863	328,585	313,127	287,553	297,722	293,009	289,051	254,432	273,249
Average Pledge \$	2,184	2,228	2,416	2,337	2,416	2,401	2,289	2,206	2,216	2,335
Total Collected	282,860	287,100	317,764	295,644	294,128	299,250	287,089	283,630	231,194	
Amount Defaulted	0	4,763	10,820	17,983	0	0	5,920	5,426	11,726	
Percent Defaulted	0	1.6%	3.3%	5.7%	0	0	2%	2%	4.6%	

2013 - 2022 Pledge Distribution

	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
\$1-300	10	13	17	13	13	12	14	18	14	13
\$301-500	13	10	12	20	8	13	12	10	5	10
\$501-1000	28	24	23	19	17	14	19	21	24	23
\$1001-2000	30	30	31	33	34	34	36	38	36	28
\$2001-4000	25	25	26	22	25	30	27	25	21	24
\$4001 & above	21	23	27	27	22	21	20	19	16	19
Total # pledges	127	125	136	134	119	124	128	131	116	117

2013 - 2022 Pledge Analysis

	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
New Pledges	13	5	16	19	9	13	12	20	10	14
Returning Pledges	4	9	5	3	3	5	2	3	1	3
Increased Pledges	38	41	57	58	54	48	44	46	54	46
Decreased Pledges	10	15	10	21	14	14	24	12	14	14
Discontinued Pledges	23	18	19	20	28	14	13	20	27	17
Same Pledge	56	49	41	36	39	44	46	50	37	40
Most Common Pledge \$	520	1,500	1,200	500	3,000	2,400	1,200	2,000	1,500	1,200
Median (Middle) Pledge \$	1,320	1,320	1,440	1,500	1,500	1,603	1,620	1,500	1,500	1,500
Average Pledge \$	2,184	2,271	2,416	2,337	2,416	2,401	2,289	2,206	2,201	2,335