

2022
Annual Report

The Cathedral Church of St. Paul

Vestry Members 2022

2022 Executive Committee

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

Terms Ending January 2023

Tom Rees
Suki Rubin
Marley Skiff

Terms Ending January 2024

Buffy Caflisch
Barrie Montross
Maureen Ramos

Terms Ending January 2025

Kenzo An
Macaulay Onuigbo
Keith Pillsbury

Ex Officio

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

Board of Trustees 2022

Terms Ending January 2023

Debra Leonard

Terms Ending January 2024

Barbara Comeau
Ann Guillot
Lisa Schnell

Terms Ending January 2025

Bert Cicchetti
Chris Davis, *Chair*
John Montross

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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2022 Annual Report

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From the Dean & Rector

Beloved of God,

What a year it has been! Dare I say it almost felt “normal”? We had in-person worship up and running with fabulous streaming services provided by our very own Grace Jack and her band of merry volunteers! We brought back communion wine with the common cup just after Easter and shed our masks at the same time. The choir returned in full and many families with young children found their way back to Sundays at the Cathedral. The year was filled with grace and joy. We have experienced incredible growth in our community with more than thirty people joining our worship and fellowship communities. The Holy Spirit has, indeed, been very busy, and we are hanging on to her coattails with all our might!



We have seen a return of families with children and some new families with children coming around. This has created a more vibrant Sunday School and this year’s Christmas Pageant was a delight with so many children (and their parents) donning ears and glitter to tell the ancient yet new story of the birth of Jesus Christ. In the middle of the age spectrum we have experienced an influx of young adults (18-35) and have begun a fledgling young adult ministry. We hope to flesh out this ministry this year with staff support so that it can thrive. And, at the other end of the age spectrum we have many new folks relocating to this area as mature working adults or newly retired ones looking for the ideal retirement state (yes, Vermont!). This growth is a sign of a healthy and vibrant community and I am deeply thankful to each one of you for making it so.

We were able to resume regular fellowship with coffee hours after both services and we began to offer near-monthly potluck gatherings with our new Second Sunday Suppers. These gatherings have been a great way for folks to get to know one another and for newer folks, especially, to create community. I strive to meet with nearly every new person over coffee or lunch and this has been my joy and delight. If I missed you, send me an email and we’ll set something up! Holy Week this year was filled with joy (returning to a full week of worship in person), mystery, and discovery as we tried some new things, most of which we will repeat this year. We hosted the

Diocesan Convention's in-person worship and education day with many of you offering your best welcome and busy hands to make that day incredibly successful.

During the course of the year we welcomed David Neiweem as interim organist and choirmaster while Mark Howe enjoyed a COVID-delayed and much deserved sabbatical. What a joy to have another musician come in and pick up without missing a beat. I am deeply thankful to him for his dedication, professionalism, and sense of humor; to Morgan and Henley Baker for shepherding our two trebles all the way to their first ribbons; and to the Adult Choir and Canterbury Ensemble for their quick and easy adaptation to new temporary leadership. There is much to be said for a music program that is able to hold its own in the midst of leadership changes, even temporary ones. Kudos to Mark Howe for creating and sustaining such a program.



I could go on and on about what a great year it's been, but there is really too much to fit into one short report. Suffice it to say that we are fully back in our groove and we are ready for whatever the Holy Spirit has in store for us! I would be remiss to not thank the staff I work alongside every day and every week, who make it all look so easy: Mark, Jennifer, Barb, Stan, Grace, Katie, you are amazing, each and every one of you, and I am ever so thankful so be working with you.

In the love of Christ Jesus,

Greta+

Some Details

Worship

We have maintained a full worship schedule all year with nine worship services offered each week September through June and eight during the summer. We bid farewell to the mid-week Eucharist and are holding that space open to see what might grow in its place. We continue to offer Morning Prayer every weekday and Compline on Wednesday and Sunday evenings. Those smaller, mostly on-line, worship communities have become a place of support and growth in our walk together as Christians; I hope you may be able to join us there. The much-loved Taizé services remain on hiatus at this time as we take stock of what is possible in our current circumstances and seek to breathe life into whatever will grow in that space.

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 your signs and your faith against the evils of racism

and oppression. You have not missed a single Sunday in the two and a half years 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.

You can read reports from the Wreath Project and Jubilee Justice 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

We are still working to develop a robust number of small groups. Two are currently gathering: a Monday evening House Church focusing on scripture; and a Wednesday afternoon gathering focusing on all things churchy and liturgical and historical (!). If you are interested in joining either of these groups or wish to form a new one, please talk with me. We hope to continue offering opportunities for such small groups to form, mature, and grow. Of course, there are other opportunities for small group work through joining the choir or Morning Prayer or Compline. Take your pick!

Stan and I led a vibrant adult confirmation class in the spring culminating in the confirmation of eight people and with one person being received into the church at the Easter Vigil.

This year we continued our work toward racial healing with a Lenten program led by The Revd Rachel Field using the book *Stand Your Ground: Black Bodies and the Justice of God* by The Very Revd Kelly Brown Douglas focusing on the way racism inflicts all of us in our hearts, souls, and bodies. In the fall we began our first Sacred Ground circle, co-facilitated by Miriam Burns and Fran Stanford, using the curriculum set forth by The Episcopal Church. We hope to have another circle convene in early 2023.

We experimented with an end of summer five-week bible study using Amy-Jill Levine's book and video, *The Difficult Words of Jesus*, taking a harder look at some of the "what did he say???" things in the Gospels.

Dean and Rector of the Cathedral

As part of our ordination vows, both Stan and I promised to take our part in "the councils of the church." He and I both served on the diocesan THRIVE task force that sought to take a hard look at how the diocese is organized, financed, and driven by mission and to make recommendations to the 2022 Diocesan Convention. That work was fulfilling yet time-consuming for both of us. In the end, though, we fully believe that the diocese is in a stronger, more sustainable position, and will continue to thrive into the future. I now chair the newly formed Diocesan Commission on Finance, which began meeting in November of 2022. I also serve on, and in 2023 will assume the presidency of, the Joint Title IV Disciplinary Board (VT, NH, ME) which oversees the process under which complaints about clergy are managed. I sit on the Board of Cathedral Square Corporation and on the Trustees of the Cathedral. I work closely with Bishop Shannon in two areas: the first is the care of this Cathedral, the second is the general health of the Diocese. As the "senior cleric" of

the diocese it is part of my responsibility and mission to know and work with all the clergy as best I can. To that end, I continue to meet one-on-one with other clergy as time allows, with a goal of finally getting to every parish by the end of this year (I'm about ½ way through).

Outside of the diocese I was asked by Trinity Wall Street to participate in their Trinity Leadership Fellows program by mentoring one of the participants. I was delighted to say yes to that and am now meeting monthly with a young priest from South Africa; you get to participate in that by praying for him – his name is on our prayer list. I also meet regularly with my seminary wisdom group and participate in two clergy support groups, one here and one in my former diocese.

I had the great pleasure of attending my first North American Dean's Conference last spring. Wanda and I enjoyed meeting cathedral deans from across the United States and Canada while appreciating the sunshine of Sacramento! In 2023 the conference will be in Washington D.C., hosted by The National Cathedral (The Cathedral Church of St. Peter and St. Paul) and we are anticipating another great conference.

You will begin to hear, this year, rattlings of change as we seek to grow into the new thing(s) that the Holy Spirit is bringing to this place. I ask that you listen with an open heart, present yourself in a posture of hope, and let grace always be your guide. This will be a year of interest for all of us.



Comings and Goings and Celebrations!
The Very Reverend Greta Getlein, *Dean & Rector*

Baptized and Welcomed into the Household of God

Kira Simone Blake; Leo Edward Pillsbury; Greta Ruth Pillsbury; Mercy Adola Morley Kpognon;
Grace Yayra Morley Kpognon

Confirmed and Received into the Episcopal Church

Confirmed: Kenzo Eugene An; Ashley Bolger; Karl Andrew Fandrich; Grace Olivia Jack; Lynda Marie Pibus; Emiry Stilwell Potter; Justin Mark Hideaki Salisbury; Nic Adrian Slager

Received: Katherine Verman

Married

Caroline Elizabeth Parke and Brendan Patrick Farmer

Died

Dorothy "Dottie" Dickinson Darling; Stewart McHenry; Susan Joan Wheeler; Marion Montross

Interred in the Memorial Garden

Dottie Darling; Stewart McHenry; Mark Eldridge; Susan Wheeler

Ordained

Priests: Bram Kranichfeld; Darcey Mercier; Adwoa Wilson; Melanie Combs; Linda Moore

Deacon: Lars Hunter

Welcomed to the Cathedral Parish

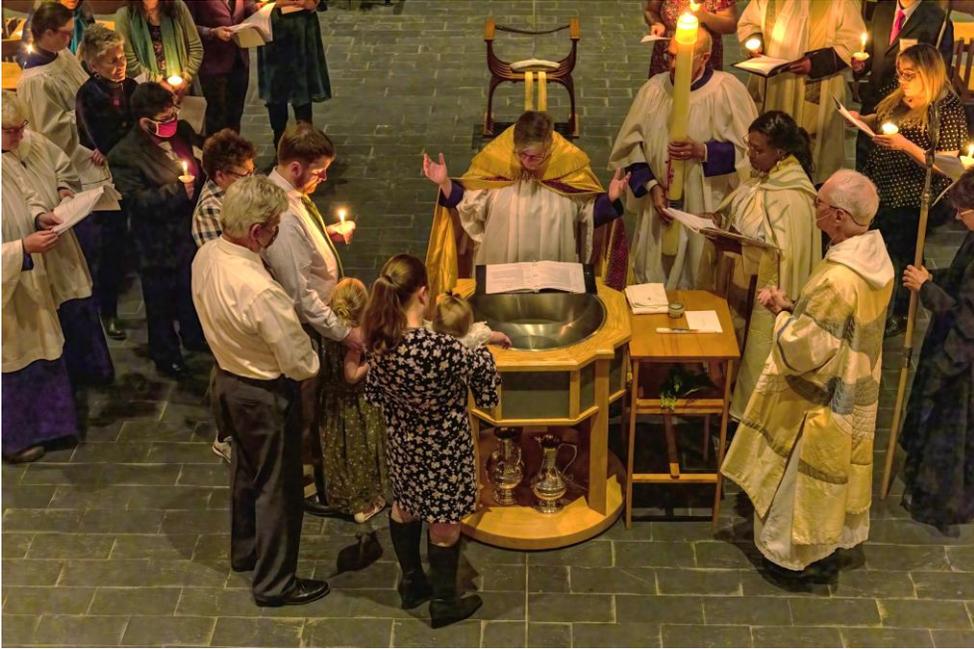
Gail Ireland; Sally Young; Brenda & Bill Kirby; Gina & Jay Slobodzian; Abby Miller; Taylor Rooney; Sam Wagner; Jennifer Townsend; Henry Kellogg & Judith Contompasis; Brett Hauer & Carl Andrews; Andrew Edgeworth; Gordon & Suzanne Brown; Duncan McGrade; Peter Anderson & Gretchen Galbraith; Sharon Stoll; Eagan Murphy; Jessica Klauzenberg & Hanya; Lila Cummings; Daae Jung; Devin Starlanyl; Elizabeth & Leah Duff; Mary Christiaanse; Elizabeth McFeeters & Charlotte; Doug & Holley Adcock; David & Priscilla Menzies; Robert Bristow-Johnson; Maggie Wagner & North

Transferred Out of the Parish or Removed from the Active Roll

Transferred Out: David & Bethany Blake & Family; Chuck & Laurel Bongiorno; Seth & Kala Gillim & Family; Bram & Erin Kranichfeld & Family; Brad Minor & Joanne Guyette; Tim & Heidi Parker; Ali & Sarah Urang & Family; Betsy Beaulieu & Lee Williams; Elizabeth Metcalfe

Removed from Active Roll: Ellen Bardin; Ian Corredera; Richard & Ina Deane; Todd DeBurlo; Debbie Griswold; Brian & Gina Higgins; Geoffrey & Jasmine Hodgett; Carol Holmquist; Alice & Colin MacDonald; Scooter MacMillan; Amy & Mike Malinowski; Cathy McCormick; Brian Merrill;

Fred & Grace Noble; Richard & Kimberly Price; Tim & Katherine Schad; Barbara Shatarra; Linda Sheridan.



**The Conversion of St. Paul the Apostle
January 22, 2023**

- 10:00 Worship
- 10:45 Short Break
- 10:50 Annual Meeting Opening Prayer
- 10:53 Approval of the minutes of the 2022 Annual Meeting
- 10:55 Election of Vestry and Diocesan Delegates/Alternates
Tom Rees, Senior Warden
- 11:00 Treasurer & Trustee's Report
Peter Jones, Treasurer
- 11:10 Cathedral Square Corporation Report
Kim Fitzgerald, CEO, Cathedral Square Corporation
- 11:20 Dean's Address, Thanks, Recognitions & Appointments
The Very Reverend Greta Getlein, Dean & Rector
- 11:30 "Table" Conversations
- 12:00 Commissioning and Affirmation of Wardens and Vestry Members
The Very Reverend Greta Getlein, Dean & Rector
- 12:05 Closing Prayer & Hymn



NOMINEES FOR ELECTION AT THE 2023 ANNUAL MEETING

Presenting this year's slate of nominees:

For Vestry (Term 2022-2026)



Miriam Burns

It is a privilege to be invited to serve on the Vestry of the Cathedral Church of St. Paul. I have been coming to St. Paul's since May of 2019. I was drawn to this church by the quality of the music, the strong sense of social justice and the warmth of the congregation.

In my professional life I was an elementary school teacher for a little more than 20 years. Since my retirement I have been a community volunteer with some time off to care for my elderly parents and my husband Bill who died in 2017.

I am a lifelong Episcopalian, finding a parish family wherever I have lived. I have worn many hats in those parishes: singing in the choir, teaching Sunday school, working in the church gardens, setting up tables, washing dishes, preparing meals, serving on the Altar Guild, serving at the altar as a Lay Eucharistic Minister, serving as a lector, visiting parishioners as a Eucharistic Lay Visitor, serving on the Vestry, and representing my parish at the Annual Diocesan convention. I have also enjoyed participating in various parish programs such as Bible study, retreats and EFM.

Since joining St. Paul's, I have sung in the choir, served on the Pastoral, Welcoming and Jubilee Justice committees and am co-facilitating a Sacred Ground Circle. On a diocesan level I am active in the Rock Point Wisdom Community. I hope these broad and varied experiences will help me contribute to the work of the St. Paul's Vestry.

Karl Fandrich



I appreciate the invitation to serve on the vestry of St. Paul's. My wife Lynda and I came to the Cathedral at the beginning of the COVID pandemic having both grown up attending another church. While our first experiences with the community were on Zoom, we felt welcome and soon decided to make St. Paul's our new spiritual home. We attended confirmation classes when in-person gatherings resumed, and we were both confirmed at Easter Vigil in 2022.

I have enjoyed singing bass in the choir and taking part in the wonderful musical life at the Cathedral. The Morning Prayer,

Compline and house church communities have been truly enriching. It has been an interesting challenge to operate the streaming and sound systems on occasion when Grace is away. It has also been a privilege to serve on the Buildings and Grounds Committee working to repair and improve our building and to also serve on the 2030 Committee looking for ways to save energy.

My wife and I live in Burlington in the New North End along with our son Corey and our dog Linkin. I work at TruexCullins Architecture and Interior Design as the Operations & IT Director and have a degree in Architecture. I have served as a library trustee in the town of Waterville, VT where we used to live, and I currently serve on the board of the Vermont Chapter of the American Guild of Organists. I enjoy playing the piano and pipe organ, cooking, reading, and making road trips to explore our beautiful region.

I look forward to serving the St. Paul's Cathedral community as a vestry member!



Marley Skiff

My family has attended St Paul's for a long time. We were here for the new Cathedral. Now it is 50 years later, where has the time gone!

For the last three years I have served on the Vestry and for two of those years I have had the honor of being the Junior Warden. We have completed many works that have made our Cathedral more ADA accessible. I have also served on the Stewardship Committee and the Wreath Project. It has been a pleasure to see the growth of our church community and I look forward to my next three-year term on the Vestry.

2023 Diocesan Convention Delegates – Nominees

- Bill Anderson
- Noma Anderson
- Barrie Montross, *Vestry Liaison*

2023 Diocesan Convention Alternates – Nominees

- Gerald Davis
- Karin Davis
- Kenzo An, *Vestry Alternate*

Cathedral Church of St. Paul

Annual Meeting, Jan. 23, 2022

Opening Prayer

Given by Dean Getlein at 10:00

Approval of Minutes of the 2021 Annual Meeting

On a motion by Tom Grenier and seconded by Joan Braun the minutes of the 2020 Annual Meeting were approved unanimously.

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

Tom presented the slate for Vestry: Kenzo An, Mac Onuigbo, Keith Pillsbury; and delegates to Diocesan Convention: Tom and Viera Grenier with Noma and Bill Anderson as alternates. There were no nominations from the floor.

On a motion by David Turner and seconded by Penny Pillsbury the slate was elected unanimously.

Dean's Address – The Very Rev. Greta Getlein

The Dean delivered her first in-person annual address. Highlighted were the BIPOC vaccination clinics that were started at the Cathedral just before Palm Sunday, 2021; the hiring of Grace Jack to run our livestream, and Katie Gonyaw as Children's Formation Coordinator; the ongoing Sunday racial healing vigil; adult formation centered on racial healing; the return to in person worship with new audio-visual equipment; work toward a fully accessible cathedral; and the work of the THRIVE diocesan task force, working on the future health and sustainability of the diocese. Greta spoke of her deep love of this place, the joy of finally being installed as Dean & Rector, the excellent work of the Vestry, and the overall general health of the Cathedral.

Appointment of Senior Warden – The Very Rev. Greta Getlein

Greta thanked outgoing Vestry members Lisa Schnell, Seth Gillim, and Annegret Schmitt-Johnson. Tom Rees was appointed as senior warden (serving his third term in that role)

Senior Warden's Report – Tom Rees

Tom gave thanks to those who have "laid the foundation" for our success today; specifically he thanked Tim Parker and Bert Cicchetti for chairing the search committee that resulted in calling Greta. He also thanked the members of the congregation who worked on the Urban Cathedral Report. And he thanked Greta for her vision and work in moving the Cathedral toward its fullness of being a Cathedral. He also thanked Dottie Darling who over decades of membership at the Cathedral and serving as the Parish Secretary for twenty years seemed to have a hand in everything and he shared three documents that Dottie's children turned over to Tom at her funeral yesterday. In one of those documents, her address to the church as senior warden, she wrote, "we need to think about handicapped accessibility." Tom thanked Marley Skiff for taking that on. Tom also recognized that the Cathedral has truly become a place where everyone in the diocese can feel at home.

Junior Warden's Address – Marley Skiff

Marley introduced and thanked the Buildings & Grounds Committee: John Montross, Frank Guillot, Jim Sears, Bob Wright, Gerry Viens, Karl Fandrich, and Alice Winn. She reported the extensive hours they spend on keeping up this building. Marley brought us up to date on the ADA initiatives, first giving thanks to former Junior Warden Jenny Sisk, who did incredible work creating “the list” of things that need to get done. We have begun with the “low-hanging fruit” that is, the things that are relatively simple and are low cost. To date, the following work toward ADA compliance has been completed: rails into the chancels from the nave floor; improved lighting in the stairwells and in the hidden stairs into the chancel; automatic, motion sensitive lighting in the main stairwell and the main hall of the lower level. Projects underway include: new rails in the stairwells; automatic door openers in the South Porch and at the lower kitchen; bringing pieces of the fire system up to code. Marty also highlighted the Cathedral's participation in Burlington 2030, a city-wide initiative to reduce our collective carbon footprint. Heading that initiative are Buffy Caflisch, Peter Jones, Marley Skiff, and Jennifer Green.

Music Director's Report – Mark Howe

In addition to his written report, which he encouraged everyone to read, Mark reported on the repair work that is underway on the organ that will be ongoing for the next couple of years. He also highlighted our return to singing together; the absolute joy to be found in that, especially within the choir.

Treasurer's Report – Peter Jones

Peter talked a bit about the Cathedral's Board of Trustees. On the Board are Tom Rees, Lisa Schnell, Bert Cicchetti, Ann Guillot, Chris Davis, John Montross, Deb Leonard, Greta Getlein, Peter Jones, and Barb Comeau. The trustees oversee the parish funds, meeting quarterly. Much of the endowment was established in the 1970s with the land swap with the city. The trustee's hope is to increase the value of the endowment to provide sufficient funds for operations. This has been a largely successful effort.

Peter reported on end-of-year 2021 as time of uncertainty around the pandemic as it affects our budget. In 2021, with very careful and cautious use of funds and planning for loss of income, and receiving a PPP loan/grant, we were able to remain strong and add two positions to the staff. Outreach efforts continued despite the pandemic, and we ended the year on a strong note.

Peter gave thanks to the Vestry, Trustees, and Audit Committee. Special recognition and thanks went to Barb Comeau, financial administrator and to all who support the financial needs of the Cathedral.

Cathedral Square Corporation Report – Kim Fitzgerald, CEO

Highlights from 2021: opened Juniper House on North Ave in Burlington – 26th property! – mixed income with 70 households; started construction on Bayview Crossing property in South Hero,

which will house 30 households, a project that has been underway for 15 years!; celebrated 10th anniversary of SASH, the first pilot was in 2009, with Medicare funding beginning in 2011; acknowledged and recognized Nancy Eldridge with a lifetime achievement award for her work on SASH (she is currently working on a national replication of this program); through grant funding created lending libraries in all communities, lending out tablets and iPads for telehealth visits and social connections; received a HUD modification grant to go into the community and help people to remain in their own homes with modifications made to the home.

Looking forward to 2022: hope to expand Kelly's Field property in Hinesburg; expand SASH program; expand SASH into Rhode Island; work with BlueCross BlueShield of Vermont to cover SASH services for their enrollees; restarting a Capital Campaign for Memory Care at Allenbrook – need to raise \$1 million.

2022 will mark Cathedral Squares 40th year of operation; Kim is celebrating 21 years at the helm of CSC. Kim thanked the Cathedral for the vision that made Cathedral Square happen.

The pandemic years have been difficult, and staff have worked incredibly hard. They are facing some staffing shortages and asks the Cathedral to keep them in mind for those looking for work, and to spread the work about who they are and what they do. She also asked for volunteers to assist in the kitchens during the staffing shortage.

Update on the Board of Trustees: Chris Davis has stepped down as chair. Chol Dhor and Nancy Snyder will come onto the Board. Still on the Board from the Cathedral are Jennifer Green and Carol Moran-Browne.

Commissioning of the Vestry

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

Final Hymn

We sang Hymn 594, *God of grace and God of glory*, as our closing prayer.

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 am penning this having recently witnessed the intense beauty and passion of how we at St. Paul's worship together. For those who missed it, sometime in the next two weeks, please take a few minutes of quiet time to watch the solemnity of O Antiphons on YouTube. It serves as an apt demonstration of how far we have come in our recovery from COVID – or at least how we are adapting to living with it. I guarantee you will be moved.

This is my third and final report to you as Senior Warden. It has been my singular honor to be asked by two different Rectors to serve as their Warden. When Laura asked in December 2019 if I would be willing to serve with her in 2020, I responded immediately. Little did I know that, in retrospect, the week my appointment became official was also the first glimpse of the scourge that would be upon us. Three weeks

later, I spoke with Greta for the first time, introducing myself as her Senior Warden. She has been so kind as to ask me two additional times to assist her through the crisis that has threatened all of us.

I believe that we have done well – not perfectly but very well. We are now managing through the pandemic with the joy of in person worship while adding very substantially to our ability to include those needing to or choosing to join us remotely. The cost of doing this has been substantial - over \$48,000 - but the impact has been 20 persons per Sunday joining in with us. We all miss the personal connections, but are joyful in your presence. Even with the addition of this unplanned investment, our fiscal foundation remains strong and vibrant during the present time of economic adjustment. In each of the past two years your Vestry has prepared an alternative “dooms day” budget option only to reject them in November as being extraneous. We have also witnessed the pure joy of welcoming over 30 new members to our active congregation which, in this time in Vermont, represents a special blessing to all of us.

We have, of course, suffered our losses as happens with any family as large as ours. Two that are most poignant to me occurred early and late in the year. Early in 2022, we lost Dottie Darling at the age of 102. As a former member of the St. Paul's staff, she often came to watch the St. Paul's YMCA Church League Basketball team practice in the old parish hall. Several times she cautioned us, and me specifically, that we were, in fact, in a church building. Early last month we lost Dr. Caitlin McFarland in a terribly tragic auto accident. Cait came to us as a young research assistant

at the UVM Medical School, bringing a magnificent soprano voice and a chaotic past. Through the efforts of dozens of St. Paul's supporters, she went on to become a Johns Hopkins trained practicing psychiatrist in Maryland where she met her life's partner and married just three months ago.

In conclusion, I would like to share the profundity of the past three years – St. Paul's has finally emerged as the Cathedral Church of the Diocese of Vermont. As defined, a cathedral is a church that contains the cathedra of a bishop thus serving as the central church of a diocese. We have housed the Bishop's cathedra for all of our 50 years at our present location. We have, with the careful guidance of Bishop Shannon and her Dean Greta, finally emerged fully to accept this new and important role as the central church into the future of the Episcopal Diocese of Vermont. The struggle to finally realize this positional responsibility has taken several decades. It represents a monumental achievement for us.

Thank you all for your kind and loving support as we have walked the journey of the past 36 challenging months of transition at our corner of hope and gratitude.



Junior Warden

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



I first want to thank the people who have served on the buildings and grounds committee: John Montross, Frank Guillot, Karl Frandrich, Jim Sears, Gerald Viens, and Robert Wright and Alice Winn who represented the grounds part of B&G. They have given many many hours to the upkeep of the Cathedral.

My work as Junior Warden started two years ago and was based on the work of Jenny Sisk and her volunteers. We started work on the ADA Projects List. It began with projects that did not cost a lot to do. Here is what has been accomplished:

- Stair rails to the altar.
- New doors to the South Porch and the Kitchen

that are handicap accessible. In and of itself this has made church accessible to many of our parishioners.

- New railings added to the stairs to the balcony and to the Parish Hall.
- Improved lighting on the stairway and to the Parish Hall.
- New lighting in the memorial garden.
- The Memorial Garden improved landscaping.
- Roof repair near the Memorial Garden.
- Plans are in progress for repair of the under balcony out side the Parish Hall to be completed in the spring. This will also have implications for improved heating and cooling in the office area.
- Duct cleaning will be done this winter/spring. This will improve heating/ cooling in the nave.
- Heat sensors throughout the building need to be replaced.

There is still much that needs to be done as our building is 50 years old (2023). We have a wish list! It is in no particular order.

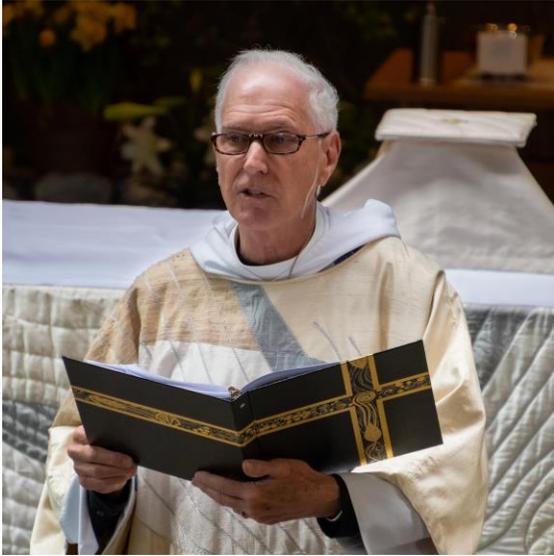
- Repointing of some of the concrete. Need experts to do this as the sand came from a place that is no longer available. We need to get a good color match.
- The fire alarm system needs to come up to code
- The HVAC system for the office area is ending its useful life soon
- Replace sliders to memorial garden for ADA compliance
- Replace the doors to Pearl and Battery Streets for energy efficiency
- South Porch bathrooms remodeled for better ADA accessibility
- Ramp from parking lot to kitchen door
- New carpet in the Parish Hall

- Revision to upper parking lot for better ADA accessibility

These are dreams and also needs that can only be accomplished if we work together.
Thank you for the privilege of serving on the Vestry and as your Junior Warden
Marley Skiff



Deacon's Report Stannard Baker

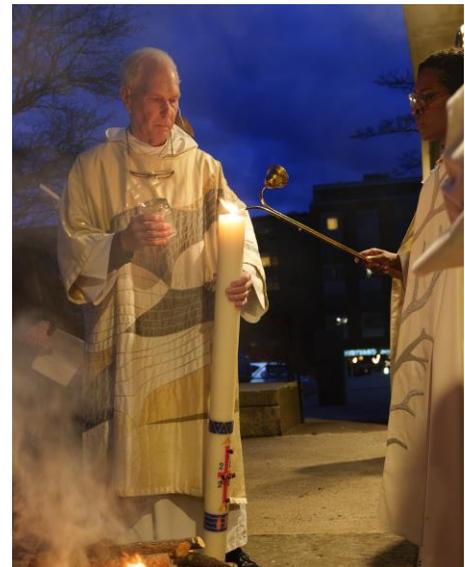


Last year I responded to this prompt: “What does it mean to be a deacon in this continuing pandemic?” For this report I’d like to respond to: “What does it mean to be a deacon in a post-pandemic world?” Of course, we are still coming out of the pandemic into what appears to be an endemic stage. What I do know is that nothing will ever be the same, and that is probably a good thing. As your deacon, one of my jobs is to walk with all of you through change, into new worlds of understanding, justice-making, and action based on our faith. I am also human and get anxious sometimes, when the present becomes just a bit overwhelming, or when the future is too mysterious. Those are the times I turn to prayer.

I continue to serve as liaison to the Jubilee Social Justice Committee, ably led by Miriam Burns and Al Belluche. (See their report of the many and successful Jubilee activities.) One of our hopes, with support and inspiration from Dean Greta Getlein, is to cast more and more of our activities as parish-wide, showing that we are all involved in social justice, not just a “silo” of people on the committee. Look for several one-time, hands-on, social justice activities this year. These will be geared to all of us: individuals, families, multi-generational activities, which will make a difference to our community.

It has been meaningful to serve as staff liaison, and Clergy Facilitator, for the Pastoral Care Team, with Nancy Snyder as our Lay Facilitator. As we emerged from the pandemic this year and returned to in-person visits, we needed to re-think our purpose and strategies. This fall, The Revd Canon David Hamilton met with us to discuss pastoral care work. Also, this year, Nancy Snyder and Miriam Burns began a new communion group at Genesis Health and Rehabilitation, with eight to ten people attending. This adds to the groups that Archdeacon Catherine continues to offer at Cathedral Square Senior Living, and at the Converse Home. Offering a service to groups is a powerful addition to the individual home visits we undertake.

At the diocesan level, I continue as Archdeacon for Diaconal Formation, continuing to try and live into the title “Venerable.” I continue to offer a monthly group for those interested, or involved in diaconal discernment. I serve as liaison between the Committee on Ministry and the Standing Committee, of



which I am a member. I also continue my work as co-facilitator of Safe Church in the Diocese. Joining me are: Deacon Peggy Mathauer, with the assistance of Kathy Torrisi from the Diocese. As part of my work as Archdeacon, I completed work on revising the Discernment Manual for Deacons, which will soon be available on the Diocese of Vermont website. As part of that, I wrote a reflection on the liturgical role of deacons, illustrating how each of our liturgical acts prepares us for the dismissal, when I send all of you (and me) into the world to do the work God has given us to do. (I will make this reflection/essay available to you as a link in the *eNews* soon.)

Perhaps the biggest piece of work I engaged in for the diocese this year, was the work of THRIVE. I functioned as chair of the Subcommittee on Governance and Structure. Dean Greta Getlein served as chair of the Subcommittee on Finance. Our hard and intense work was unanimously accepted at the Diocesan Convention in October and heralds a new day for our Diocese.

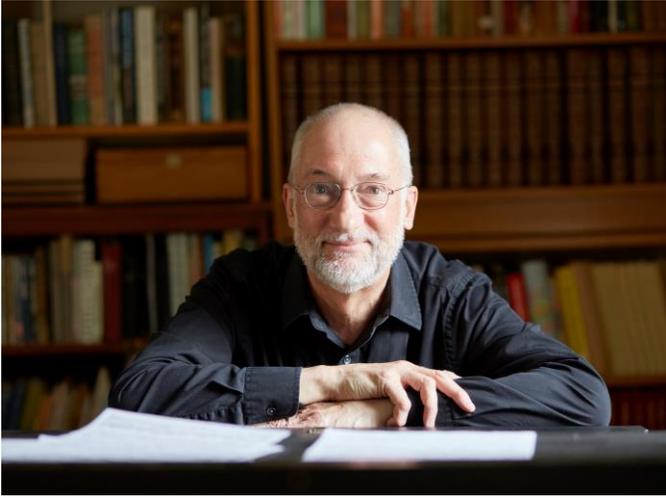
At the wider, or “trans-national” church level, I continue as a Deputy to General Convention. After a postponement of a year due to COVID, we met for a much shorter, smaller, more distanced, masked, convention in Baltimore this summer. I was worried that the convention would lack engagement and quality, but the Holy Spirit was definitely present, and our Vermont deputation gelled beautifully. I am honored to have been elected - along with Dean Greta Getlein - as a clergy deputy for the General Convention coming up in Louisville, KY, in summer of 2024. (See my Justice Speaks *eNews* reports for more detail on General Convention.)

I also continue as a member of the General Convention Standing Commission (SCLM) on Liturgy and Music. We met in person in Linthicum, MD, in early November. The SCLM for this period between General Conventions, is a powerful group, already hard at work. It has more church musicians than our last iteration, and promises to reflect that in our work. I was elected secretary of the Commission, and strive to bring a deacon’s perspective to our liturgical work.



2022 was my thirteenth year as Cathedral Deacon. It is a role that I treasure, and an honor to serve as your deacon. Carrying the liturgical role of the diaconate into action in the world continues to be the core of my servant-leadership as your deacon. I love, treasure, and learn from all of you.

Canon Precentor and Director of Music
Mark Howe



2022, the first full year of our return from the Babylonian Exile of Covid-19, was a year of feeling our way back, musically. My report this year is necessarily brief, as I was on sabbatical September 1-December 31 – during which time I was deeply grateful for a respite and for the services of our good friend David Neiweem.

Our choir program for young singers, which was reduced in numbers by the pandemic, continued to make steady gains in its musicality. Trebles Mary Woodbury and Beatrix Grenier grew as singers and

musicians. Henley, Morgan, and Pryce Baker again attended the summer Girls' Choir Course at St. Thomas', Fifth Avenue in New York; there, they experienced the power of singing the works of Herbert Howells and others in the context of worship. Henley and Morgan also led Treble practices brilliantly while I was on sabbatical leave. Nelly Johnson served as Head Chorister, leading the round at 9:00 with effectiveness and élan.

The Adult Choir welcomed Brett Hauber and Courtney Fay and bade a sad farewell to Liz Thompson, who in June retired from singing with us. Rose Bacon played host for a lovely late-August gathering at her house on the Lake.

The organ underwent some needed repairs – the releathering of its three schwimmers (panels on the windchests, hinged with long strips of lambskin, that maintain steadiness in the wind supply), the addition of notches on the bench's stretcher, to prevent pedal ciphers (thank you, John Montross and Karl Fandrich!), and a thorough tuning before Maurice Clerc's October recital. The choir room grand piano received a new humidity-control system – which Pryce Baker kept in order during my absence.

In March, well before my sabbatical began, I played as a part of the annual Bachathon at Christ Church, Montpelier; the three Baker sisters also participated in this standing-room only event. Later in the spring, I was privileged to play in a concert with the Vermont Symphony Orchestra Chorus and Brass, for a performance of the Rutter *Gloria*, together with other choral music and the Bach *Toccata in C*. And in August, I performed with several others in the Lake Champlain Chamber Music Festival's annual Bach In Church concert. While on sabbatical, I played recitals at First Baptist Church in Burlington, and at Epsilon Spires in Brattleboro, as well as in the orchestra for a performance of the Mozart *Requiem* with the Aurora Chamber Singers at College Street Congregational Church.

Finally, let me express my gratitude to Greta, Stan, Barb, and Jennifer; the Wardens and Vestry; and the choirs, for their support of my sabbatical time off for rest and reflection – a gift of immeasurable value.



Administrator's Report 2022

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 2022.

Building Maintenance



Over the past year, we have continued to chip away at maintenance projects at the Cathedral, and in 2022 we were able to crack seal and restripe the parking lot, conduct a thorough clean-out of the many closets at the Cathedral, install a new granite slab in the Memorial Garden, prepare for a major upgrade of our fire system heat sensors, and investigate improving air quality and heat efficiency through duct cleaning and work on the heating system.

Community Outreach

We found many ways to strengthen our connections with our community. We renewed our relationships with the downtown Burlington High School and Burlington Technical center this year, offering them emergency evacuation space. In partnership with the Vermont Health Equity Initiative, we continue to open the building on Saturdays for BIPOC vaccine clinics. And we've been pleased to reopen the building to nonprofit groups like NAMI seeking meeting space.

Communications

Regular digital communications like *eNews* and *eSpirit* have continued to go out regularly. For the first time this year, we offered the capacity to place Wreath Project and Christmas Altar Flowers orders on our website. The website continues to be a source for service bulletins, schedule updates, streaming links, Cathedral Arts concert information, news items featuring St. Paul's and parishioners, and online donations.

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 Paul Van de Graaf, Gerry Davis, Greg Merhar, and Adam Skiff, Photographers; Peter Frechette, 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 am very grateful for your knowledge and support.



Church School Katie Gonyaw

It has been a busy year for children's formation. We continue to heal from the years of COVID. In one activity that spoke to things we believe in but cannot see, the children were asked to illustrate concepts or things they believe in that cannot be seen. Some drew dinosaurs, some drew music, and a contingent drew a COVID virus. It was a reminder that the world is different for children today. A large portion of their existence has been shaped by an invisible germ.



Our group of children has grown- three additional families regularly participate. Our classroom has anywhere from three to 10 children each week. The children range in age from 3 1/2 to 11 years old, and they have varying needs and abilities.

We continue to use an emergent curriculum and open-ended activities to engage the various needs and abilities of the children. Favorite activities involve art, paint, and glue. We use recycled materials and loose parts as much as possible to minimize our impact on the environment - still fresh paint and glue are thrilling.

We have incorporated regular volunteers into our classroom. We are thankful for these folks who take an hour out of their weekend to join us. The children enjoy meeting other adults from the congregation. The adults seem to enjoy talking to the children and crafting.



We hope to continue growing our weekly programming to engage more children. We also hope to include one to two weeks of Vacation Bible School this summer. This is dependent on children, families, and volunteers who are willing to participate.

I look forward to each week and enjoy watching the children blossom in knowledge, personalities, and in their relationships with God. I am thankful for the opportunity to be here and learn alongside them. It is an amazing journey.

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 2022 the Board authorized the distribution from the Parish's Trust of up to \$103,016 to the Cathedral's operating budget for the Cathedral's yearly programs and operations. That 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 2023 the Board has authorized a distribution of up to 4 % for the Cathedral's operating budget \$108,658.

2022 has been a very challenging year, especially since the summer, given the market's decline and its continued volatility. However, given the board's conservative investment approach the Parish Trust, after disbursements, is presently \$2,547,513 which represents a loss of \$469,369 from this time last year.

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 continues to remain stable and thus 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 2022 and Budget for 2023

Peter Jones



Nearing the end of my sixth year as Treasurer at St. Paul's, 2022 has been one like no other! The income and expenses in terms of the operations of the Cathedral have gone off as budgeted at the end of 2021. This is a testament to the financial management team made up of our Financial Administrator, the Dean, the Vestry, and Board of Trustees. The challenges that have appeared in the overall global economy have not spared us here at St. Paul's with effects on the value of our investments beginning to decline at the beginning of 2022. In partnership with our financial advisors, we have worked through the risks of a continued "bear market" to conclude that we must continue a conservative approach to all withdrawals from our endowment. This cautionary approach to our spending will continue in 2023.

The financial highlights of 2022 include:

- 1) The accounting firm of A. M. Peisch again approved the accounting practices used at St. Paul's during their 2022 audit.
- 2) Another year of remarkable support from the congregation has allowed the Cathedral to continue to provide generous funds totaling \$33,675 for the outreach ministries that St. Paul's supports.
- 3) 2022 proved to be a challenging year for anyone holding investments and St. Paul's was no exception. Through many ups and downs in the market, the year-end valuation of holdings has declined. We all look forward to a return to a stronger economy and better market conditions in 2023.
- 4) The investment firm, Hansen and Doremus that manages our endowment have continued to meet with the Board of Trustees at each quarterly meeting.

For 2023, the financial team is planning to have a slight increase in the budget over 2022 (3%, mostly for salaries and benefits). The goal is to keep expenses as close to 2022 as possible. With increased inflationary pressures on every aspect of life to continue in 2023, it will be a challenge, but one that demonstrates a commitment to keeping the Cathedral running smoothly into the future.

At the end of every year, it is extremely important to me to take this opportunity to thank everyone who has contributed to the financial operations of St. Paul's in 2022! This includes our Dean and Rector, Greta Getlein, the staff, the Wardens, the Vestry, the Board of Trustees, the Audit and Budget Committees, and ALL the members of our congregation who continue to find a way to honor their pledges. A list of thanks would not be complete without thanking Barbara Comeau, for her remarkable commitment and dedication to keeping our finances on course!

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

	2021 Actual	2022 Actual	2023 Budget
INCOME			
Contributions	287,015	331,502	305,000
Investment Income	101,144	155,573	161,506
Other/Rental Income	23,150	30,170	26,000
Endowment/COVID Relief	59,030	0	22,494
TOTAL INCOME	470,340	517,245	515,000
EXPENSES			
Personnel	295,612	314,366	316,101
Diocesan Expenses	69,383	82,751	73,540
Administrative	31,266	32,873	33,990
Building and Grounds	68,594	78,684	82,730
Departments/Committees			
Christian Formation	777	678	1,000
Music Program	2,813	5,021	3,000
Parish Life	338	1,155	1,000
Liturgy	1,134	908	0
Other Expenses	422	809	3,639
TOTAL EXPENSES	470,340	517,245	515,000



2022 Outreach Ministries

In 2022 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.

Cathedral Square Corporation	1,000
Episcopal Relief and Development (ERD)	6,200
DFMS-Episcopal Church in the US	816
Joint Urban Ministry Project (JUMP)	5,000
Racial Alliance	650
United Thank Offering (UTO)	560
UVM Home Health and Hospice	500
Vermont Interfaith Action	3,000
CVOEO’s WARMTH	3,500
Wood 4 Good	3,500
Direct Community Support	8,949
Total 2022 Outreach	33,675



Cathedral Arts Ann Guillot



Performances in 2022 included the 49th annual Young Artists' Showcase recital in January and a full day workshop and evening concert with Music-COMP (Music Composition Mentoring Program) in April. May brought two glorious evening concerts: first the VSO Chorus, VSO Brass Ensemble and Organist Mark Howe performing Rutter's *Gloria* on May 20; and on May 27 our own Elaine Greenfield performing *Ravel Compared*. In June, we hosted the Choir of Christ's College Cambridge

for again a heavenly concert in the nave. And in August the Lake Champlain Chamber Music Festival presented their annual "Bach in Church" concert, again including a performance by Mark Howe on the organ. October brought internationally renowned organist Maurice Clerc from Dijon Cathedral to our series. And the year wrapped up with a noon concert by the MMU High School Chorus (which was attended by a large number of local elementary school students from the Sustainability Academy).

In 2022, Cathedral Arts established a separate non-profit status to allow for development of a separate budget and potential future grant applications. The programs were supported by a vigorous committee including Caleb Pillsbury and Mark Howe (artistic co-directors), Nancy Ellis, Elaine Greenfield, Alan Rubin, Kevin Trainor and Viena Grenier (publicity and ticketing director). Many volunteers gave their time to manage various aspects of concert production and hospitality – for which we are very grateful. And the Cathedral staff provided tremendous and generous support as well. The committee meets once monthly usually via Zoom. We welcome anyone who would like to join the committee, or to volunteer for ushering or production assistance throughout the year to come.



Jubilee Justice

Al Belluche and Miriam Burns, co-chairs

St. Paul's Jubilee Justice Committee focuses on three broad areas of social justice: anti-racism 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 act in the community,
2. support programs for the Cathedral and beyond and,
3. communicate and support actions that individuals or groups can do to support specific initiatives.

We are not the only ones in the Cathedral community involved in social justice, we are just one part of the whole. There are many acts of kindness, done by members and other ministries of the church every day.

We started the year continuing ongoing social justice activities already in place. We continue to support activities like the Cathedral's weekly vigils supporting Black Lives Matter, and marching in Outright Vermont's Pride Parade. We continue to support Migrant Justice's Milk with Dignity program, the Joint Urban Ministry Project (JUMP), the Vermont Interfaith Action (VIA) and Cathedral Square.

We worked with the staff to highlight many initiatives during May, our social justice month. Our Cathedral family attended a panel on the history and complexities of apartheid in South Africa, donated \$6,020 to educate our youth on the issues affecting the indigenous people on the Pine Ridge Reservation, and learned of disability rights in an adult forum. We listened to a recording of Dr. Martin Luther King Jr. reading his *Letter from a Birmingham Jail*, and raised \$1,464 at our annual Social Justice ingathering that was donated to St. Paul's outreach ministries.

Throughout the year, the committee informed the Cathedral family of local actions that would have a positive impact. Some of these included encouraging Hannaford Supermarkets to join Migrant Justice's Milk with Dignity Campaign and sending letters to Immigration and Customer Enforcement (ICE) urging cessation of deportation proceedings for migrant workers. We used events like World Water Day to educate others on the effects of PFAS chemicals on our water supply. Members of our committee met with state officials to express concerns about water quality standards and wrote letters to the State Agency of Natural Resources concerning the Coventry landfill.

This year we said goodbye to former Co-Chairs of the Committee, Heidi and Tim Parker. We wish them Godspeed in their new faith community in Montpelier and thank them for the sustaining work they have done in many roles at St Paul's. We welcomed several new members to our committee, and are always looking for others to join us.

We look forward to continuing our work in 2023. There will always be work to be done towards truly becoming God's Beloved Community. We thank our Cathedral family for the many things every one of us continues to do to support justice in our world.

To learn more about how you can get involved in social justice outreach at St. Paul's, please contact the Cathedral office at admin@stpaulscathedralvt.org.



St. Paul's Flower Guild Maureen Rees



Like much of the world, the CCSP Flower Guild began slowly and deliberately emerging step by step from the restrictions of the COVID-19 pandemic this year. It has been a learning curve we couldn't have imagined, yet now know that the pause has provided us space to rethink, repurpose and redirect our assets be they material or human resources. Our small band of dedicated arrangers, scavengers, gardeners and procurers of all things flowering or sprouting have kept the narthex and approach to the chancel decorated from one season to the next.

We owe a great deal of appreciation to our gardener in chief, Chris Sears, who so abundantly supplies flowers from her renowned Fox Run Flowers in Hinesburg; always the right color, petal and leaf for what we need. Chris's generosity allows us enormous flexibility to

answer the call for any decorating need. Her living and cut floral gifts are a true treasure matched only by her natural teaching ability. She is an inspiration to all of us eager to learn. Thank you, Chris, for spring boarding so many creations of your own and of those you inspire.

This past spring, with continued social distancing when working on physical projects along with smaller volunteer numbers, we asked Peter Harrigan how we might transition from what had always been such a beautiful, but labor-intensive Easter Garden on the chancel steps. We are tremendously grateful for Peter's creativity and execution as he repurposed what had been resting, stored and unused for a decade, a former poinsettia tree stand. Peter envisioned and carried out (with help from his St. Mike's theatre crew) a sturdy yet portable plant stand that fits the steps to the chancel where Easter lilies made an outstanding yet simple statement. We called it the Growing Tree, and in hopes of it representing a growth in our Cathedral life we transitioned from lilies to late spring and summer plants and herbs. Thank you to Peter, and to the late David and Carol Walters for their original creation.

Christmas and Easter volunteers never disappoint. Our Cathedral Community show up to prune and tote spring blooming bushes for forced Easter blossoms, make a garden bloom in the chancel; lug and light three Christmas trees, climb the tall north wall to bring warm winter candle glow to our worship space, and season after season, year after year give yet another reason, we all so lovingly claim this as our worship home.

From Annegret Schmitt-Johnson, Chris Sears, Barrie Montross, Fran Carlson, Holly Rees, Marley Skiff, Maureen Rees, Emerita Pat Wheeler and Nancy Ellis comes an open invitation to join us in this joyful, beautiful mission in 2023.



Pastoral Care Nancy Snyder

Leader and Mentor: Stan Baker

Team members: Rebecca Flewelling, Miriam Burns, Ann Guillot, Catherine Cooke, Connie Quinby, Buffy Cafilisch, Cynthia Rubin, Penny Pillsbury, Kenzo An, Paul Van de Graaf, Shannon Williamson, Susan McMillan, Henry Kellogg, Nancy Snyder

Mission: This is a group of dedicated, compassionate people who regularly visit people who cannot attend Church for various reasons - sickness, loneliness, fear of traveling in the winter, recent surgery, loss of a loved one. The members also bring Communion from the altar at St. Paul's to those who request it, including services for residents at two nursing homes in the area. Often phone calls with "active listening" are a welcome connection.

If this is a ministry that appeals to you, and you would like to join the team, please contact the Cathedral office to learn more.



Weekly Silent Witness and Prayer Vigil Susan McMillan

On June 7, 2020, our community gathered by the dozens to witness against the racism and divisiveness in our community and country. We were responding to the murder of George Floyd on May 25, 2020. Mr. Floyd's murder was just one revelation of the insidious and systemic racism in this country. We have continued to offer our silent witness against racism every Sunday since June 2020.

It is a simple ministry. Beginning just before 1 p.m., randomly spread out along Battery and Pearl Streets, we stand in silence holding signs with different messages of prayer and against the insidious and systemic racism in this country. After 22 minutes, when the church bell rings, we kneel as we are able, for 8 minutes and 46 seconds. This is the length of time it took to murder George Floyd. The church bell rings again and we depart. There are no speeches, no homework, and nothing to sign up for. It is simply a short time to witness and pray.

Individuals from other faith congregations, Cathedral Square, and the community join us every week.



This year on Juneteenth, we gathered on our little hill and listened to a recording of Dr. Martin Luther King's reading of his Letter from Birmingham Jail. This was a powerful time which drew the attention of many people at that busy intersection on that sunny summer day. In these three years, if we count comments, honks or waves as a witness – one distinct moment where we have reminded someone of the persistence of racism in our community and country – we have 'witnessed' many thousands of times.

We do get a few disapproving and even hostile comments or gestures, but they are drowned out by the steady stream of nods, waves, and beeps of approval. (You really can discern an encouraging beep from a disapproving honk.) Many times, individuals have stopped to express gratitude for this small act, even offering us bottled water in the summer.

We have never been 'weathered out' although it has been plenty cold, pretty hot, and sometimes windy and wet. The constancy of this ministry gives us hope even as the violence against people of color continues in our community and our nation.

As in all ministries, it can be so much more than we expect. Over these 131 weeks, we have collected and delivered nearly 1,500 pounds of food to Feeding Chittenden. We have had great interactions with pedestrians and passers-by, given assistance to people who are unhoused, provided a family of tourists with an outlet to pass along several bags of excess groceries they'd purchased for their weekend gathering, and we caught and delivered an orphaned baby squirrel to a wildlife rescue provider.

Please join us. Come once or come more often. Come as you are and witness silently with us. We have many signs to share so no preparation is needed. We will be standing vigil at the corner of hope and gratitude.



Welcome Ministry Penny Pillsbury

In January, the Welcome Ministry concentrated on greeting newcomers by person-to-person (masked!) hellos and mailing postcards sent with a handwritten note to folks who filled out green Newcomer cards. It helped to have some of us join Dean Greta for her Zoom Newcomers' meetings. We attempted a "directory crawl," calling people from the new directory, delivering them to people who needed a fresh paper directory. Vieva Grenier worked hard to get those directories together. A digital directory is available from Barb Comeau. Nancy wrote some postcards to newcomers during the summer.



Greeters and ushers have been sought and are able to be trained by Keith Pillsbury and others. They are scheduled on the online rota. David Turner, Justin Salisbury, Rick Robinson, Keith Pillsbury and Nancy Snyder often greet folks. Nancy Snyder came up with the idea of "Chariots to Church" to organize rides to St. Paul's for those who aren't driving. It hasn't been very busy. Do you know someone who could use a chariot ride?

In March we held a simpler Maundy Thursday Agape meal. Easter reception in the Parish Hall was graced by Richie Amerson's Welcome

Ministry Banner. Many added delicious treats for this festive occasion, including the marshmallow peeps!

We returned to hosting two coffee hours – one after each worship service - with added help from Cecile and Matthew Woodbury who have a daughter in choir, come early and set up coffee and some treats for the 9 a.m. service attendees. 11 a.m. service coffee hour hosts: Deb Altemus, Sue Simmons, Nadine Carpenter and Al Carpenter, Miriam Burns, David Turner, Bill and Brenda Kirby, Shannon Williamson and Richie and Jonas Amerson and Penny Pillsbury. We buy coffee and ask many to help bring treats. July 24th was our traditional "All Ice Cream" Coffee Hour. Sue Simmons has been creating monthly signup sheets to bring goodies. Nancy suggested that we ask church committees to sponsor a coffee hour for a particular Sunday.

At Greta's request, we began hosting Second Sunday Supper potlucks for everyone, not just new folks in June. Great food, good conversation. In September, Pie Sunday brought out a vast sweet and savory array. We are blessed with a wide array of people who help make St. Paul's a welcoming church family.

The Welcome Committee meets most months via Zoom usually on the second Thursdays. Here are some helpful hints from our committee: always wear your nametag (to coffee hour too), smile and introduce yourself to congregants you don't recognize, introduce new folks to others, and keep

your ears open for hints of what a person who comes to St. Paul's might enjoy. Invite them to coffee hour or take them out for coffee. Welcome Ministry would love to have all ages and sorts help us! Feasts and fun and fellowship is how we roll.

Penny Pillsbury, Chairperson



Wreath Project Penny Pillsbury



The 2022 Wreath Project was certainly “interesting.” Committee members Shannon and Deb worked hard come up with a spreadsheet which could add, subtract, and group types of wreaths and decorations. Shannon produced the new spreadsheet and loaded in the previous year's customers and orders. Deb tested it out. Our reorder emails to former customers went out later than usual and did not include reminders of last year's orders. No fall calling campaign was organized. We definitely needed to make calls to folks who didn't "get" Sunday and *eNews* announcements. Buffy added automated tallying

to the spreadsheet to keep track of orders for wreaths by size, bow color and whether cones were wanted.

In the switch from paper to digital tracking, the spreadsheet issues were the most trying. In some cases, customers received multiple emails reminding them to order. The fix for this, now that I have had the experience, is to confirm that every email address, whether it gets to someone or not, is in the correct form. This is simply a matter of proofing the list before creating the data merge. The process does not stop because an email is not going to an inbox any longer. It stops only if the ampersand is missing, or the domain is not correct.



The Wreath Project traded closet space with the Church School; more room for our cones, bows, etc. Thank you, John Montross for reconfiguring the closet doors to bend outward.

Our orders were submitted on the late side, but NEK Balsam, our supplier in West Glover, was supportive as ever. As in 2021 Bow Queen Margie Schacht made perfect bows with help from Anne Brown.

John Montross, Jim Sears and Gerry Viens put together the wreath shelter, just in time for the wreaths to be delivered, counted and schlepped into the shelter by sturdy crew: Barbara Grant, Ted Bovill, Gretchen Galbraith, Miriam Burns, Lissy Sumner and Penny. During the next week

while Fran Carlson and Chris Sears coned two Pre-Thanksgiving wreaths, another crew laid down the parish hall plastic floor: David Turner, Miriam Burns, Lissy Sumner, Courtney Fay and Penny. On November 26, Penny set up all the coner tables and was examining the spreadsheet when she saw an arm reach in and grab a bundle of five wreaths. She caught the thief and demanded they returned; they were! However on November 27, we realized that the shelter had been knifed during the night and two 50' garlands and more wreaths were missing. Our loss was posted on Front Porch Forum; we received a call from local news station WCAX, who sent reporter Hailey Morgan for an interview on the local news. Hailey returned and coned wreaths with us the next morning. We've received \$2,100 in generous donations to help with the loss.

Our 2022 coners had their glue guns ready. Barrie Montross and Marley Skiff gave tutorials to train new and returning coners: Mary Schreiber, Nancy Snyder, Jane McDonald, Chris Sears, Fran Carlson and Silvia Jope. Ann Guillot, the "Counter," added and subtracted mightily to keep us on top of what was needed for shipping, delivery and pick up. On Tuesday, Fran, Marley and Miriam had the 22 boxes filled and labeled. Miriam and Penny filled the Pillsbury pickup and drove to Fedex. John Montross and Penny did the deliveries. Fran, Shannon, Ann and Penny supervised the outgoing wreaths.

Wreath Project Elves ate well thanks to Food Elves Connie Quinby, Betsy Emerson, Brenda Kirby, Jay Vos, Pamela Van de Graaf, Suki Rubin and Katherine Verman.

Despite it all, we made beautiful wreaths and grew some friendships. Over \$3,600 was earned to fund St. Paul's outreach ministries.

Blessings and gratitude to all who supported the wreath project.
Penny Pillsbury





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 also 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.

House Church Karl Fandrich

House Church is a small, scripture-discussion group that meets Monday evenings at 6:30 p.m. via Zoom to discuss the readings for the upcoming Sunday.

The group started during the 2022 Lenten season and has continued to meet on a fairly regular basis. Given the varying backgrounds and perspectives of those in attendance, the discussions have been wide ranging and engaging! We always seem to learn something new! Anyone who would like to join us is welcome. Please send an email to the Cathedral office to be connected with the group.



Second Sunday Suppers

Bill Kirby



It's always daunting being the newcomer, the neophyte, the newly arrived; even the most common practices and rituals take on different permutations when you're the stranger. What you did by blind rote in your former church seems to be a bit off-putting in your new one.

At the Cathedral Church of St. Paul, the grace and patience and kindness of the parishioners make the transition a less stressful one. Yet the settling in is a gradual thing, and little by little you catch this name, learn this history, observe that practice, and finally you're able to breathe a bit easier, smile a bit more, and you become in sync with the rhythm of the church and its people. But the greetings and the conversations are a bit hurried - there is a church service to attend, things to take care of after that service, people to see and things to do; there's only so much "getting to know" that can be achieved in that

short span of time each Sunday.

That's why the Second Sunday Suppers have become so special to us. When like-minded people are able to stop and share a meal, a laugh, a real conversation, the dynamics change. Each one of us becomes more dimensional, more fleshed-out; we are able to more fully see the humanity in each other because we have given of our time (and our food!) and attention to one another, and it is real. We share our stories, our gripes, our fears, our hopes, the score of the Vikings-Bills game, the best route to Jericho, and innumerable other things, great and small. If everyone that visited CCSP could attend a Second Sunday Supper, that person would indeed see Jesus among us.



Sacristan and Archivist Alice Van Buren



The work of the Altar Guild and archives continues in spite of the COVID pandemic in order to support our worship services and record our history as a parish and cathedral.

2022 began with the reorganization of the sacristy and its supplies, especially the kneelers and altar linens, with the retirement of the old and purchasing of new linens. The 1995 Altar Guild Manual was updated. Preparations for weekly chapel and Sunday services were consistently made in addition to preparations for special liturgical events and services. Gina Slobodzian joined the Altar Guild in September and has been of great assistance to the sacristan, especially on Sunday mornings.

In the archives, research requests were completed, supplies reorganized and the Building and Grounds files were added to the archival collection. With the modern process of digitizing archival records, the future of hard copies needs to be discussed since document storage methods are changing.

In addition to the above, the following areas were kept in presentable order: the Nave, the children's corner, the kitchens (narthex, staff, parish hall), the common room, the South Porch, and the acolyte and vesting rooms.

Successes came from overcoming the pandemic challenges. The hope for the future of these ministries is anchored in the dedication to their continuing service of this worshipping community.

Gratefully and respectfully submitted,

Alice VanBuren

Dossal Management Judith McManis



Managing the dossals and banners at St. Paul's closely follows the liturgical calendar beginning early in January when the Christmas banners are exchanged for the Epiphany panels. The Lent dossal usually goes up just before Ash Wednesday and remains as a backdrop for the Easter trees, flowers and plants that adorn the chancel on that festival. In addition, the *He is Risen* window banners go up on Holy Saturday, coming down just before Pentecost. The large patchwork dossal goes up next and stays in place until the end of the liturgical year when the O Antiphon/Advent banners go up, followed by the Christmas banners. Thus, we come full circle.

Meanwhile, in late summer the big outdoor banner proclaiming "The Episcopal Church Welcomes YOU" goes up, welcoming newcomers and students as well as the long-term faithful back to fall programs in the church. It also helps celebrate Pride Week in

Burlington. A second outdoor banner reminds us to "Love Your Neighbor" from the northwest corner of the building! It has tolerated the winter weather and remains a message to all.

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. In 2023 will continue our work to convert most of the interior hanging of these banners and dossals to minimize ladder-climbing. Progress is slow but sure in that work! **We would be overjoyed to welcome new helpers to this work!** You'll never have to attend a meeting but will be scheduled to help whenever you are available. Just talk to Judith - laudata@mac.com.

Respectfully submitted,
Judith McManis



Head Acolyte's Report Adam Skiff

Greetings,

Many of you have seen me celebrating with Dean Greta at the altar. My name is Adam Skiff. I have been a member of this Cathedral for over 49 years. In the last year, the Dean has tasked me with doing many things at the church, from being Head Crucifier to head of the Chair Committee for both Cathedral Arts events and for worship. I also go around the church property twice a week, once before church and once during the week, picking up trash and other items left by our homeless population who have been making their home at our church and I am a founding member of the vigil group. It's been an honor doing the things I do for this church. St Paul's is a community of doers; it takes a village to do the things we do every day.



Lay Liturgical Ministers Jennifer Sumner



Our team of Lay Participants play such a vital role in worship at St. Paul's. I am thankful for their leadership, their dedication, and their love of participation in worship.

Thank you to:

Vergers

Peter Harrigan, Susan McMillan, Karen Mikkelsen, Tom Rees and Alice Van Buren.

Crucifers

Susan McMillan, John Montross, Emiry Potter, and Adam Skiff.

Thurifer

John Montross.

Intercessors

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

Lectors

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

Ushers

Richie 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

Susan McMillan, John Montross, Keith Pillsbury, Margie Schacht, Susan Simmons, Alice Van Buren, and Pamela Van de Graaf.

Chalice Ministers

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

Greeters

Rick Robinson, Justin Salisbury, Nancy Snyder, David Turner.

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



St. Paul's Cookbook Project Penny and Keith Pillsbury

In 2022, *Out of Vermont Kitchens*, the 1939 edition of our cookbook, was sought out in larger numbers than in past years. Our largest customer is Vermont Country Store, which has a very active sales presence in Rockingham and Weston, plus an online catalog. Cold Hollow Cider, Northshire Books, The New England Maple Museum, and Stowe Books are all regular customers. In total, we sold 175 in 2022, books earning \$2,073. We realize that Vermont's cookery has a cachet that tourists seek out.

Vermont Kitchens Revisited, our 1993 cookbook does need to be republished, because it is a handsome and better cookbook with juried recipes produced by many St. Paul's parishioners. I'm looking for some financial help beyond the Cathedral budget for a reprinting in the new year. We'll see.

Hopeful, Penny Pillsbury



Cathedral Square
Kim Fitzgerald, Chief Executive Officer

Now in our 45th year of partnership with St. Paul’s Cathedral, as we cautiously start to emerge from the COVID pandemic, we are thankful for the tremendous support we have received from congregants and staff over these past few difficult years. You have contributed financially, volunteered in our two assisted-living communities, and contributed in countless other ways. We are truly blessed to have your friendship and support.

Despite the many challenges we faced this year our work continued unabated. Here are some highlights:

- We launched our first-ever capital campaign this fall with the goal of raising \$1 million to support continued operations at Memory Care at Allen Brook in Williston, where we have provided the “Best Friends™” model of residential memory care to very low-income Vermonters since 2017. Thanks to the families of philanthropists Holly & Bob Miller and Lois & Warren McClure, we are thrilled that we can match all gifts dollar for dollar. We’ve had wonderful support from the Amy Tarrant Foundation, the Hoehl Family Foundation, M&T Bank, and NFP to name a few. We are optimistic that we will reach our goal by year’s end.
- We completed our 27th housing community, Bayview Crossing in South Hero, and hosted an opening celebration in mid-November. In addition to 30 homes for adults 55 and older, the community includes new offices for Champlain Islanders Developing Essential Resources (CIDER), which provides meals, transportation and home-modification services to older Island residents.
- We completed extensive renovations to our 30-year-old Whitney Hill community in Williston, started work to build additional housing at our Kelley’s Field community in Hinesburg, and began planning for a new housing development in St. Albans.
- Our SASH® (Support and Services at Home) model grew stronger than ever. We started 2022 with 55 “panels” (groups of 70-100 participants each) and will have 64 when 2023 begins. All together, we are able to provide SASH to 900 more individuals this December than at this time last year — an 18% growth that can be attributed in part to two exciting initiatives: (1) a partnership with Vermont Blue Advantage® through which we are providing SASH services to up to 300 of their Medicare enrollees in Chittenden County; and (2) a federally funded “SASH for All” pilot at two affordable-housing communities in Brattleboro, where we are offering wrap-around SASH services to families and adults of all ages (vs. only to Medicare recipients).

Cathedral Square Snapshot	
Oct. 15, 2021	
Total Communities	27
Total Apartments.....	1,020
Total Residents	1,289
<ul style="list-style-type: none">• 95% have a rent subsidy or receive another type of discount• 27% are handicapped or disabled• 15.7% lacked housing before coming to Cathedral Square• 1000+ people on our wait list	

- Our Anti-Racism Committee continues to offer monthly programming and educational opportunities for staff. This coming year we will focus on getting residents more engaged in and informed about anti-racism and social justice issues.

We are grateful to everyone at St. Paul's for your continued support and encouragement, and in particular our St. Paul's board members: Carol Moran-Brown, Jen Green, Dean and Rector Greta Getlein (ex-officio), Chol Dhoor and Nancy Snyder. Special thanks to the Very Rev. Greta Getlein and Wanda Strickland for the many volunteer hours they put into prep and serving meals to our assisted-living residents next door and in Williston.

On behalf of all of us at Cathedral Square, I extend best wishes to all for health and happiness in 2023.



Parish Statistics

2013 - 2022 Attendance

	2014	2015	2016	2017	2018	2019	2020	2021	2022
Average Sunday Attendance	196	191	179	172	148	141	146	136	150
Saturday Eve/Sunday Services	126	114	122	123	79	89	88	130	137
Weekday Services	52	152	209	252	246	391	277	324	346
Marriages	3	1	1	1	0	1	0	0	1
Burials	7	14	6	6	8	12	1	7	7
Baptisms	4	6	5	10	9	6	0	1	5
Confirmations	5	8	5	3	12	1	0	6	8
Received by Bishop	1	4	3	4	1	6	0	0	1

2014 - 2023 Pledge Comparison

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
No. of Pledges	125	136	134	119	124	128	131	116	117	105
Total Pledged \$	291,863	328,585	313,127	287,553	297,722	293,009	289,051	254,432	273,249	276,234
Average Pledge \$	2,228	2,416	2,337	2,416	2,401	2,289	2,206	2,216	2,335	2,631
Total Collected	287,100	317,764	295,644	294,128	299,250	287,089	283,630	231,194	279,865	
Amount Defaulted	4,763	10,820	17,983	0	0	5,920	5,426	11,726	0	
Percent Defaulted	1.6%	3.3%	5.7%	0	0	2%	2%	4.6%	0	

2014 - 2023 Pledge Distribution

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
\$1-300	13	17	13	13	12	14	18	14	13	9
\$301-500	10	12	20	8	13	12	10	2	10	8
\$501-1000	24	23	19	17	14	19	21	24	23	14
\$1001-2000	30	31	33	34	34	36	38	36	28	28
\$2001-4000	25	26	22	25	30	27	25	21	24	26
\$4001 & above	23	27	27	22	21	20	19	16	19	20
Total # pledges	125	136	134	119	124	128	131	116	117	105

2014 - 2023 Pledge Analysis

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
New Pledges	5	16	19	9	13	12	20	10	14	16
Returning Pledges	9	5	3	3	5	2	3	1	3	2
Increased Pledges	41	57	58	54	48	44	46	54	46	44
Decreased Pledges	15	10	21	14	14	24	12	14	14	14
Discontinued Pledges	18	19	20	28	14	13	20	27	17	30
Same Pledge	49	41	36	39	44	46	50	37	40	29
Most Common Pledge \$	1,500	1,200	500	3,000	2,400	1,200	2,000	1,500	1,200	1,200
Median (Middle) Pledge \$	1,320	1,440	1,500	1,500	1,603	1,620	1,500	1,500	1,500	1,800
Average Pledge \$	2,271	2,416	2,337	2,416	2,401	2,289	2,206	2,201	2,335	2,631