



ST. PAUL'S

EPISCOPAL CATHEDRAL

Mission Statement

The people of St. Paul's Episcopal Cathedral strive to be a beacon of God's love in Western New York through transformative worship, inclusive fellowship, and active service in partnership with the wider community.

2021 ANNUAL REPORT

JANUARY 23, 2022

The Wardens' Report, *Peter Snodgrass & Wendy Darling, Wardens*

There's been more than enough this past year to think of as "glass half empty" that we thought it might be beneficial in reporting on 2021 to weave a narrative of "glass half full," or "lemons into lemonade," or, if you prefer, "counting our blessings." We weren't able to have a formal in-person vestry retreat in February, but we did elect five new vestry members! We welcomed Tish Brady, Su Hadden, Anne Simet, Del Milander and Estelle Siener, which, for a 12-member body, is a significant number of new faces and ideas! Peter Snodgrass also stepped into the Senior Warden position, replacing the knowledgeable, thoughtful, caring and considerate Reid Heffner, and we elected Wendy Darling - school teacher and choir mom, among other superb qualities! - as the Junior Warden.

The Wardens, the highest elected lay officers of the church and leaders of the vestry, continued to be involved in the property, finances and legal matters facing the church, as well as the management of Cathedral Commons. The Wardens met with Dean Derrick Fetz on a monthly basis to advise the dean, consult on pastoral care, worship and staffing decisions as liaisons of the vestry and congregation, and promote thorough and succinct agendas for monthly vestry meetings.

Under the leadership of Dean Derrick, in early 2021 we continued to emphasize congregational education on the transition from pastoral-to-programmatic church, including presentations on congregational size dynamics, a presentation by Bishop Rowe to the vestry on adaptive change, and a presentation by Bishop Rowe at last year's annual meeting. Dean Derrick managed to cut the 2021 budget by almost \$40k, which included reducing our endowment draws from 5.75% to 5.6% as part of a long-term goal towards getting our draws down to 5%. For anyone who has served on

the vestry or finance committee, you can understand how much of a feat that was, especially during a global pandemic when pledges and loose offerings were already down. In just the first few months of 2021, great things were happening at St. Paul's! And then, in May 2021, St. Paul's finally opened its doors to limited in-person worship! While Dean Derrick was a driving force for this measure, many congregants stepped up to make this a reality.

We also came to a better understanding this year that the projected returns on St. Paul's investment in converting 128 Pearl Street into Cathedral Commons, a market-rate apartment building developed under the guidance of Interim Dean Will Mebane, was not going to come to fruition. However, in the spirit of "glass half full," we also learned that in the beginning of 2023, the ownership of the building vests back to St. Paul's, which will allow for greater returns and/or the opportunity to sell the property for a significantly better net gain than the cathedral's previous failed attempts to sell or convert the property.

Nonetheless, no matter how full we see our glass, there's no getting around addressing the pandemic and its effects on St. Paul's over this past year. Unfortunately, the financial constraints in 2021 imposed by the pandemic - along with efforts to responsibly adjust our expenses to fit the realities of our revenue and shrinking endowments - led to the decision to let go of one of our two musical directors, Dr. Abigail Rockwood Puehn. Abbie was a dedicated organist and musical director with St. Paul's for over twelve years, and the congregation had been blessed with the opportunity to support as she finished her schooling and had borne witness to her early professional development.

Probably the most glaring effect that the pandemic had on St. Paul's in 2021 was the announcement by Dean Derrick in late summer that he and Jamie and Mari would be moving back to Ohio. For both of us, speaking as members of the search committee that had called Dean Derrick to St. Paul's only three years earlier and as the elected wardens at the time of the announcement, this came as a major blow to the cathedral. Derrick Fetz - the ginger-haired, jovial presence with insight and experience that belied his under-40 status, who arrived at St. Paul's energized

to address our needs and, along with the help of Canon Jason Miller, had reinvigorated St. Paul's commitment to its youngest members with improved protections for young choristers in the digital age and playful yet effective children's sermons - had been called to St. Paul's specifically to assist in the transition from a pastoral-to-program-sized church, help rightsize a budget long dependent on draining our endowments, and provide the pastoral care necessary to heal from and move beyond recent tumultuous dean transitions. By the time of Derrick's departure in late 2021, he had already accomplished so much of what he had been called by St. Paul's to do, with the assistance of the wardens, vestry, and most notably the staff, consisting of The Rev. Canon Robert Duerr, Teresa Carter, Sonja Slother, Sue Yerkey, and Ambrose Powell, and his work had set us on a path towards realizing our goals. Glass. Half. Full.

In the financial sector, the final months of 2021 saw the resignation of Sue Yerkey, the cathedral's Financial Administrator. If Dean Derrick is to be credited with the accomplishments stated above, there is no one that deserves more credit in seeing those financial goals realized than Sue. The end of 2021 also saw the maturity of the Erma Jaeckle Endowment Fund, a sizable fund specifically earmarked for the "community outreach purposes of the Cathedral, with particular emphasis on the needs of the hungry." The vestry approved an annual draw from the fund, and the finance committee is developing guidelines for the use of those funds to support St. Paul's ministries and other ministries in the greater Buffalo area.

Speaking of glass half full accomplishments in 2021, the work and development of St. Paul's ministries continued, and even managed to grow. A long held goal of St. Paul's, to deepen and strengthen our outreach programs in the larger community, simply refused to be deterred, even whilst entering into the second year of the pandemic. This was exemplified by groups such as the Garden of Love, led by Michael Bonilla and Judy Elliott, and the Social

Justice Action Team, led by Sarah Rieth and Bob Ludwig. Their efforts to shape the world outside our walls for the better both endured and expanded in 2021. Furthermore, after the loss of Canon Jason Miller, the SPCKids program mantle was taken up by Chase Slother, as the Interim Director, with the unrelenting support of Kathy Reiss and Tabatha Clark. In May, Lily Lane was selected as the new Director of Children and Youth Formation.

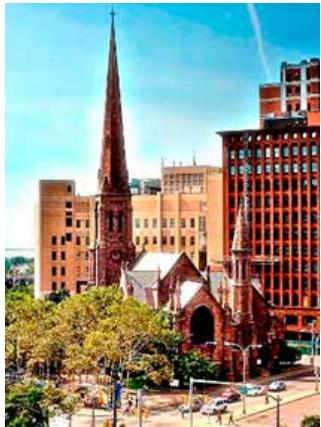
Lastly, we would be remiss not to reflect on the immediate and practical effects of Dean Derrick's departure in the final months of 2021. If we have convinced you thus far of our "glass half full" perspective, then this should see your cup runneth over! In a bold and rare move by the vestry, under the advisement of the bishop and the wardens, we made the decision to continue the momentum started by Dean Derrick by forgoing the standard interim process, instead opting for a shorter interim period and naming The Rev. Canon Jason Shank (*get ready for a long title*), the Canon for Congregational Vitality and Transitions for the Dioceses of Northwest Pennsylvania and Western New York, as our interim dean. While Canon Jason commits far fewer hours to St. Paul's than a standard interim dean arrangement, he is uniquely qualified to guide St. Paul's through the shorter interim period due to his other role as the diocese's transition officer, and he is graced with significant pastoral support from St. Paul's other clergy, including the Rev. Canon Robert Duerr, the Rev. Canon Earle King, the Rev. Canon Barbara Price, and the Rev. Dr. Sarah Rieth. This decision has already begun to bear fruit in the formation and work of the Search Committee, led by Su Hadden (vestry), and including Jeremy Kinney (vestry), Judy Elliott, Kim O'Connell, Sarah Steinmetz, Bill Siener and Chris Scinta. They are on track to publish our profile in Q1 of this year, following a timeline that may well see our next dean seated before year's end!

In the wake of a global crisis, and in the face of unforeseen staff departures that might have crippled other churches during the best of times, there is a plausible narrative that St. Paul's has managed to thrive in spite of these difficulties. May we be mindful of the blessings that 2021 has bestowed upon us as we ask for your continued trust and support through 2022.

Faithfully,

A. Peter Snodgrass and Wendy Darling, *Wardens*

Properties, *Tom Heyer, Chair*



What were the highlights in your area of ministry in 2021?

- Repair of water damage in the chancel.
- Opening of the cathedral for Sunday services.
- Masonry repair at the Flickinger Ministry Center.
- Brick replacement at Flickinger Ministry Center.

What changes, if any, have taken place in your area of ministry in 2021?

- Air conditioners & heaters on the 5th floor of Flickinger Ministry Center.
- Replacement of the Oratory Chapel dossal curtain.

What is your ministry's significant plans for 2022?

- Maintain the buildings.
- Replace the windows in the Flickinger Ministry Center.
- Replace the heat tapes in the gutters of the cathedral.

Adult Formation, *The Rev. Canon Earle C. King, Chair*



What were the highlights in your area of ministry in 2021?

- Favorite Easter Hymnody
- Life around the Anglican Communion (domestic & int'l speakers via Zoom).
- Some Bible Studies – King David, Gospel of Luke.
- Some of the practices & beliefs that we Christians at SPC hold in common.

What changes, if any, have taken place in your area of ministry in 2021?

- Committee formation, taking the planning out of the purview of the Dean (moving from Pastoral Church to Program Church).
- Moving from Zoom format-only to hybrid model.
- Beginning this past September, including programming with the Social Justice Action Team.

What is your ministry's significant plans for 2022?

- Visiting the life and witness of the Church, using Luke/Acts in conjunction with Stephanie Spellers' book *The Church Cracked Open*.
- Visiting the life and witness of Archbishop Desmond Tutu.
- A look at some of the SPC's history with Wayne Mori (Cathedral Historian).
- Continuing our collaboration with the Social Justice Action Team.
- Looking for suggestions for topics that will attract a wider audience.
- Looking for additional members of the team.

Outreach, *Reid Heffner, Chair*



What were the highlights in your area of ministry in 2021?

- Welcomed new outreach members:
 - Diane Bingenheimer
 - Donna Chrazanowski
- Made donations to the following organizations:
 - Al Ahli Hospital, Jerusalem
 - Friends of Night People
 - PUSH Buffalo
 - Salvation Army
 - Feed More WNY
 - Union of Black Episcopalians
 - WNYRAC (Afghan refugees)
 - VOICE Buffalo
 - VIVE
 - Network of Religious Communities
 - Episcopal Relief and Development

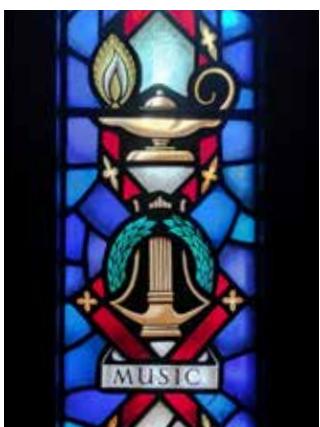
What changes, if any, have taken place in your area of ministry in 2021?

- Define responsibilities of Outreach Committee and the new Social Justice Action Team.

What is your ministry's significant plans for 2022?

- Continue donations to suitable agencies.
- Remain active in advocacy groups like VOICE Buffalo.
- Consider new initiatives such as contributions to renovation of Community Center at Good Shepherd, Irving and programs that combat domestic violence.

Music Department, *The Rev. Canon Robert Duerr, Precentor*



What were the highlights in your area of ministry in 2021?

- Assembling singers for solos, duets, trios, quartets and octets.
- Offering a variety of repertoire for such choral combinations.
- Frequent singing and music-making from the balcony.

What changes, if any, have taken place in your area of ministry in 2021?

- The departure of Abigail Rockwood Puehn resulting in the absence of a treble choir and an associate organist.
- Adult choristers preferring to rehearse before a service, rather than midweek.
- The organs needing more attention as they continue to deteriorate.
- Responsibility for planning and overseeing liturgies.
- Resuming monthly Evensong.

What is your ministry's significant plans for 2022?

- To create opportunities for more people to sing in various choirs.

Social Justice Action Team, *The Rev. Dr. Sarah Rieth & Bob Ludwig, Co-Chairs*



What were the highlights in your area of ministry in 2021?

- Priority areas worked on so far are: Education Justice, Refugee Welcome, Climate Justice and Care for Creation, Foster Care.
- The 9:00 am Sunday Adult Formation has been a principal method for raising awareness. Subjects presented and discussed:
 - How the educational system replicates social privilege through tracking of students.
 - "Equity in Education" film raised up the goal of Justice.
 - Presentation on the many issues of educational justice in Buffalo.
 - Justice issues of children in foster care, which resulted in SPC's toy drive during the Christmas season.
 - Injustice indigenous peoples have experienced, and a lesson: not undertaking an activity without thinking of the effect seven generations from now.
 - Being a welcoming community to the Afghan evacuees and refugees, which resulted in a SPC's housewares drive to help furnish living space.

What changes, if any, have taken place in your area of ministry in 2021?

- SJAT has raised up how we want to work: we learn by doing.
- We want to raise our own awareness and that of the congregation.
- SJAT seeks projects which require us to reach beyond the walls of the Cathedral.

What is your ministry's significant plans for 2022?

- To host the Union of Black Episcopalians' (UBE) information meeting
 - January 25th from 6:00 pm to 7:30 pm.
 - Developed by Dr. Gabrie'l Atchison and Open to the entire Diocesan Partnership.
- We plan to join in Gabrie'l's Earth Day
 - We will share stories of Buffalo River.
 - Explain how to go about repairing some of the damage.
 - Work with our hands repairing the damage.
- Listen to more indigenous wisdom.
- Join with other congregations and other faith groups.
- Integrate the work of social justice into the life of the cathedral
 - Expanding beyond the Garden of Love and Outreach
- Live the prayer Dean Derrick Fetz prayed at our August meeting:

"O God, whose word is fruitless when the mighty are not put down, the humble remain humiliated, the hungry are not filled and the rich are; make good your word, and begin with us. Open our hearts and unblock our ears to hear the voices of the poor and share their struggle; and send us away empty with longing for your promise to come true in Jesus Christ. Amen."

Pastoral Care Team, *The Rev. Canon Barbara Price & Judy Elliott, Co-Chairs*



What were the highlights in your area of ministry in 2021?

- Meeting regularly in-person or via zoom to review pastoral care assignments, study, and learn together.
- Studying the book "Lay Pastoral Care Giving" by Timothy M. Farabaugh
- Studying boundaries, ethics, and the limits of the pastoral care.
- Caring for the pastoral needs of ten parishioners per month, long-term
- Monthly communion visits of the homebound & those in nursing homes.

What changes, if any, have taken place in your area of ministry in 2021?

- Dee Dougherty, a long-time member of the team, resigned in mid-2021.
- The ministry was successfully expanded in 2021, even during COVID.

What is your ministry's significant plans for 2022?

- Members have all volunteered to complete training in order to become licensed Lay Eucharistic Visitors.
- Everyone will complete the Safe Church training requirement.
- We will read and discuss Henri Nouwen's "The Wounded Healer."
- We will spend time visioning and planning on how to increase our visibility, presence and care for Cathedral members.
- We'd like to expand the annual "Pets in the Park" in conjunction with St. Francis Day to the local apartments dwellers, who had their pets blessed in years past. 'Take the Cathedral to the Streets' through pastoral care and presence would be our focus.
- We will address considerations such as:
 - Providing pastoral care during all kinds of grief and loss. (loneliness, loss of a pet, etc.)
 - Putting together a crisis resource pamphlet for the narthex.

SPCKids, *Lily Lane, Chase Slother & Kathy Reiss*



What were the highlights in your area of ministry in 2021?

- Chase & Kathy continued Zoom Sunday School every week with a Godly Play story on video, songs, prayers and many fun projects.
- Special Projects the children made:
 - Valentine bags filled with goodies, socks & valentines for the Garden of Love guests. This project was repeated at Easter.
 - Lent/Easter season the kids told the story of Jesus with stick puppets, scenery and props.
 - Making matzoh & biscuits, first aid kits, & picnic baskets.

What changes, if any, have taken place in your area of ministry in 2021?

- Chase Slother served as Interim Director upon Canon Jason Miller's departure.
- In May, Lily Lane became the new Director of Children & Youth Formation.
- We bid farewell to Mari Fetz with special gifts and lots of love.

What is your ministry's significant plans for 2022?

- We look forward to being able to have the children in the "Prayground" again & hearing children's messages after Covid protocols end.
- Work to provide a clean and safe environment for under 5 year olds in the nursery space with implementing new materials.
- Take well-established materials and activities to a higher level for older children and make SPC's Sunday school repertoire unique.
- Incorporate ways for our children to see more of the world through the "digital lens" of the church and empower them to navigate their formation with the tools that are available on the internet.

First Tuesday Connections, *Nancy Boncore, Chair*



What were the highlights in your area of ministry in 2021?

- A small weekly gathering of people from SPC and some out-of-state participants who gather on Zoom similar to "coffee hour."
- People come and go between 7:00 to 8:00 pm, while some people join in time for Compline at 8:00 pm.
- There's no particular agenda, but some sessions have led to a small book study.

What changes, if any, have taken place in your area of ministry in 2021?

- The weekly event became a monthly event on the First Tuesday of each month.

What is your ministry's significant plans for 2022?

- Continued support to those who need to connect with the Cathedral family.

Garden of Love, *Judy Elliott & Michael Bonilla, Co-Chairs*



What were the highlights in your area of ministry in 2021?

- Dean Derrick Fetz was able to establish a collaboration with two urban churches – St. John's - Grace and St. Andrew's – to share Sunday outdoor lunch distributions.
- Clothing distribution was added back to the ministry after participating churches were added to the rotation.
- Talk of adding a short worship service before a lunch distribution, but with the departure of Dean Derrick in September 2021, the idea was abandoned.
- Through Kim O'Connell's connections, a donation of masks and socks from the Hanes company arrived for distribution.
- In coordination with a Christmas wreath and poinsettia fundraiser, funds were raised to purchase hoodies, boots, hats and gloves.
- A generous bequest of over \$13K in the will of a member of Salem Lutheran Church was given to GOL to continue their outreach. This generous person heard about GOL ministry from its volunteers.

What changes, if any, have taken place in your area of ministry in 2021?

- It was determined with the availability of vaccines, lower Covid rates and the unpredictable weather in the park, the lunch and clothing distribution would move back in the FMC in November and change to Tuesdays from 11:30 am - 1:00 pm.
- Challenges since we moved to a weekday instead of Sunday:
 - Traffic in downtown has not returned to its pre-pandemic levels.
 - Whether it was Sundays or Tuesdays, most guests are men. This has led to an overabundance of women's clothes.
 - Volunteers who help with GOL has dwindled to five – down from a previous average of 12. This is due to families working and/or going to school during the week.

What is your ministry's significant plans for 2022?

- Due to the increasing infection rate of Covid-19 in Erie County and the advent of the Omicron variant, GOL is taking a brief hiatus for the month of January. A hopeful reopening in February is anticipated.
- With monies raised through the wreath & poinsettia fundraiser and "Hoodies for the Homeless," GOL have purchased more hoodies, boots, hats, gloves and other items to distribute.

Altar Guild, *Judy Elliott & Del Milander, Co-Chairs*



What were the highlights in your area of ministry in 2021?

- Continue the ministry of the Altar Guild:
 - Change the chancel paraments to the liturgical colors.
 - Maintain liturgical vestments.
 - Fill the candles with oil.
 - Set up the communion service for the clergy.
 - Prepare the sanctuary for regular services, weddings and funerals.

What changes, if any, have taken place in your area of ministry in 2021?

- Welcomed new Altar Guild members:
 - Diane Bingenheimer
 - Donna Chrzanowski

What is your ministry's significant plans for 2022?

- Continue to welcome new members.
- We will equip you, teach you, and encourage you for this great ministry.
Ephesians 4:11

Annual Statistics, *Changes in 2021*

Baptisms

- Theodore Jeffrey Bunn
- Oliver Barrett Wadsworth

Deaths

- Eleanor "Ellie" Bender
- Michael Hernandez

Marriages

- James Riley & Brenda Yost
- James Dubenion & Lisa Latempa

Transfer In

- Donna Chrzanowski
- Sharon Forant

**Reports were edited for clarity and space.*

Annual Meeting Minutes

St. Paul's Episcopal Cathedral
(St. Paul's Church in Buffalo)

January 24, 2021

1:30 pm via Zoom, Dean Derrick Fetz, presiding.

1. The State of the Cathedral Address was given by Dean Derrick during the 10:00 am worship service livestreamed from the Cathedral and available for viewing on the SPC YouTube Channel.
2. Motion to hold Annual Meeting by Zoom made by Bob Ludwig, seconded by Nancy Boncore – carried.
3. Opening prayer was led by Wendy Darling (newly elected Junior Warden).
4. Warden Peter Snodgrass extended thanks to the staff, the Vestry, Canon Duerr, Dean Derrick and the congregation.
5. Motion to approve Minutes of 2020 Annual Meeting made by Del Milander, seconded by Wendy Darling - carried.
6. Dean Derrick extended thanks to the outgoing Vestry members for their service: Nancy Boncore, Reid Heffner and Chuck Wolter.
7. Slate of Candidates for Vestry for 2021 presented by nominating committee (outgoing vestry members) was elected unanimously:

Warden:

Peter Snodgrass – Senior Warden
Wendy Darling – Junior Warden

Vestry Members:

Tish Brady – 3-year term
Estelle Siener – 3-year term
Delwyn Milander – 3-year term
Su Hadden – 1-year term
Anne Simet – 1-year term

Diocesan Convention Delegates:

Nancy Boncore, David Jemmott, Kathy Reiss
Judy Elliott and Reid Heffner, *Alternates*

8. Prayer for church leaders offered by Jessy Alexander.
9. Overview of Budget for 2021 presented by Treasurer Robert Pierce.
Thanks to efforts of Financial Administrator Sue Yerkey, the Finance Committee, the Properties Committee and the Vestry, the draw from the endowment was reduced by almost half.
10. Presentation by Bishop Sean Rowe, “Cathedral Next.”
The Bishop’s presentation will be available for viewing on the SPC YouTube Channel.
11. Ministry Highlights for 2020
 - Reopening the Garden of Love
 - Continuing the Visioning Process
 - Establishment of Life Groups
 - Formation of the Social Justice Action Team

2022 APPROVED BUDGET YEARLY CONSOLIDATED REPORT

REVENUES

Pledges.....	\$150,000.00
Revenue - Music.....	\$27,500.00
Revenue - Administration.....	\$4,250.00
Revenue - Worship/Liturgy.....	\$500.00
Endowment - Transfers.....	\$647,200.00
Total Revenues	\$829,450.00

EXPENSES

Salaries.....	\$296,000.00
Payroll Taxes.....	\$20,700.00
Fringe Benefits.....	\$56,300.00
Administrative Expenses.....	\$219,000.00
Advertising/Publicity.....	\$3,000.00
Continuing Ed/Scholarships.....	\$3,500.00
Conference/Meeting.....	\$1,650.00
Dues/Memberships.....	\$1,100.00
Electric.....	\$19,000.00
Gas.....	\$24,000.00
Telephone/Website.....	\$22,200.00
Water/Sewer.....	\$5,000.00
Mileage/Auto.....	\$950.00
Miscellaneous Expense.....	\$7,000.00
Music Expenses.....	\$19,850.00
Office Equipment.....	\$3,400.00
Office Supplies.....	\$1,950.00
Parking Cost.....	\$600.00
Postage.....	\$3,325.00
Printing/Copier Machine.....	\$8,775.00
Program Supplies.....	\$5,500.00
Property Insurance.....	\$30,000.00
Property Taxes/Fees/Licenses.....	\$1,500.00
Repairs.....	\$20,500.00
Service Contract.....	\$23,100.00
Other Outreach Expense.....	\$9,500.00
Cathedral Life Expense.....	\$12,000.00
Other Worship Expense.....	\$4,050.00
Gardens/Grounds.....	\$6,000.00
Total EXPENSES	\$829,450.00