

The Annual Report for 2024

The Cathedral Church of St. Luke

Compiled for the Annual Meeting
February 23, 2025

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Who We Are

We are a faith community with ancient worship and modern thought, catholic traditions and progressive theology. We proclaim a Biblical perspective for thinking people, a respect for reason, science, and a diversity of perspective. This empowers compassion and care for both the wider community and one another. Our commitment to welcome and inclusion is central to our mission modeled on the Kingdom of God and proclaimed by Jesus Christ. We are part of the 1.7 million-member **Episcopal Church** in the United States, and the 85 million-member worldwide **Anglican Communion**.

St. Luke's Territorial Acknowledgement

St Luke's acknowledges that we are worshiping on "unceded territory taken by force and previously occupied by the **Wabanaki people**." (*Amended City Charter, Portland, Maine*). Some of the resources that built this cathedral came from industry related to the slave trade in the Eighteenth and Nineteenth Centuries. We join our fellow residents in honoring the Wabanaki knowledge and culture that continues to thrive in the Tribal Nations. We ask for Blessing and Peace upon all indigenous peoples that have called, and always will call, this place - "The Dawnland" - HOME.

T-IE
Episcopal
CHURCH



Our Mission

Today, St. Luke's welcomes every person to share in the Episcopal Church's mission "to restore all people to unity with God and each other in Jesus Christ." As a cathedral, St. Luke's is the seat of the bishop and the chief mission church of the Diocese and people of Maine. St. Luke's first service was held on Christmas Day in 1868 and continues over 150 years of reaching out to the city and people of Portland.

The Cathedral Church of St. Luke Vestry and Staff

The Greater Chapter

The Rt. Rev. Thomas James Brown, *Bishop of Maine*

The Reverend George Stevens, *Interim Dean*

Chancellor

Gordon Gayer, Esq.

Standing Committee

The Rev. Gwen Fry (2026) St. Mark's, Waterville

Lisa Lindsay (2026) St. Luke's, Wilton

The Rev. Kerry Mansir (2027) Christ Church, Gardiner

The Rev; Ann McAlhany (2025) St. John's, Bangor

Patricia Ryan (2025) St. Paul's, Brunswick

Mark Spahr (2027) St. Patrick's, Brewer

The Lesser Chapter

Senior Warden: Sam Allen

Treasurer: Randi Hogan

Junior Warden: Jamie Cough

Vestry

Class of 2025	Class of 2026	Class of 2027
Dan McDonald	Nancy Brain	Stanley Kuziel
Catherine Hyde	Randi Hogan	Eleanor Roberts
vacant	Jamie Moore	Mary Linneman

The Lesser chapter also recognizes and thanks past vestry member Michael Thorne, past Treasurer Tim Wilkins, and Acting Junior Warden Fred Fowler who stepped down from their positions during 2024.

Lay Delegates and Alternates to the 2024 Diocesan Convention

Delegates 2024
Curtis Maurand
Susan McCuller
Fred Fowler
Sam Allen
Randi Hogan

Cathedral Staff (as of December 31, 2024)

Interim Dean: The Rev. George Stevens

Deacon: The Rev. Rebecca Grant

Assisting Clergy: The Rev. Christopher Worthley

Canon for Music: Christian M. Clough

Parish Administrator: Avery Levesque-Schott

Director of Communication: Avery Levesque-Schott

Sexton: Curtis Maurand

Housekeeper: Donna Ciriello

Bookkeeper: Wendy Kopera

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The Interim Dean's Report

It has been nearly two years since the Very Rev. Dr. Benjamin A. Shambaugh formally resigned his call as Dean of the Cathedral of St. Luke after eighteen years of leadership.

When I wrote last year's annual report, I had been here less than five months. Now, a year later, I've now served as your Interim Dean for seventeen months.

Our time together has been marked by both successes and challenges.

During this year of transition, the work of the Cathedral, worship, education and outreach have continued. Worship opportunities include Sunday mornings at 7:30 a.m. and 10:00 a.m., and 5:15 p.m. Tuesdays at 12:10, monthly Evensong services, Compline, Noon Zoom on Wednesdays, as well as monthly services at Piper Shores and 75 State Street. Leadership of our education efforts with children transitioned with the departure of Sarah Dowling in May to include a 'children's corner' in the church. Education for adults was led by the Bob Hanson and Linda Carleton. Our outreach ministries continue to serve hundreds each week with St. Elizabeth's, the Food Pantry and Family Promise making good use of our campus. I urge you to read about the remarkable work all our outreach ministries are doing in this annual report. Fellowship opportunities including Coffee Hour, Parish Suppers, the Kneeler Guild and many are essential to building community.

This year we began the process of calling new clergy leadership. The project began in earnest with a Congregational Assessment Tool from Holy Cow Consultant. The results were shared with the Cathedral this time last year by consultant Susan Czolgolz. We learned much about ourselves and our hopes for the cathedral, but the survey also identified a high level of conflict. The vestry decided to engage Susan in a process of Conflict Transformation. After Working through the spring and summer on this project, we gathered in late September for our World Café, where we put into practice our work with Conflict Transformation and worked to define our mission, potential areas of growth and qualities needed in clergy leadership. Our Parish Consultant, the Rev. Pamela Mott, met with our congregation and vestry to outline a format for beginning our search. After receiving names to populate the committees that would support the search for a new dean, the vestry was unable to complete the process of creating the committees. At its December meeting, the vestry decided to 'take a pause' on the search process to address areas of concern.

These areas are: Ongoing Financial struggles and budgetary shortfall, our understanding of Mission, what it means to be a 'Cathedral' and Hospitality. This will be the work of our whole community in the coming months.

This year has also included several staff and clergy transitions. The Rev. Suzanne Roberts concluded her ministry and is now working as the Transition officer for the Diocese of Maine and Connecticut. Sarah Dowling ended her time as Christian Education director and is spending time with her family. Our Parish Administrator, Avery Schott, is working for the University of Southern Maine in the development office, our security guard Cathy Wortley is now working for an area hotel. In March, the Rev. Rebecca Grant, our deacon, will retire to Western Massachusetts.

While staff transitions are not unexpected, the departure of these partners and friends is a challenge. Our current budget does not replace the line item in our 2024 budget for the security guard position or the director of Christian Education.

The upcoming year is one of great opportunity. It is my hope that, by this time next year, you will be well on the way to calling a new Dean. We have a deeply committed and faithful community that has all the gifts necessary for this time in our lives.

Respectfully submitted,
The Reverend George R. Stevens
Interim Dean.

Senior Warden's Annual Report for 2024

I am completing my second two-year term as Senior Warden, having served previously in 2019–2021. My current term began just after having learned that Ben Shambaugh would be departing after nearly 18 years as the Cathedral's Dean. The past two years has entailed considerable work related to being "in transition" as we prepare to launch the search for our next Dean.

A year ago, more than 150 parishioners completed the "Holy Cow" congregational assessment tool to gather important information in preparation for beginning our search. The survey results suggested we should invest additional time and energy to promote more effective ways of being in community before organizing a formal search process. We proceeded to do that with a series of small group workshops led by consultant Dr. Susan Czolgosz that commenced in May and ran through July. These efforts culminated in parish-wide discussions on September 27 using the World Café format, attended by more than 70 parishioners. Notetakers recorded all comments, and a narrative summary of the meeting was prepared and shared with the entire Cathedral community. This was a very positive experience for most of us.

Several successful fall events followed the World Café meeting: A parish-wide meeting on October 20 with search consultant the Rev. Pamela Mott to draft initial responses to questions posed by the Office of Transition Ministry in preparation for our Dean Search; performances of Fauré's Requiem as part of the 10 A.M. service on November 3 and later that day as a concert for the public; a Holiday Bazaar and Open House for our Cathedral community and neighbors on November 9; and hosting the Diocese of Maine for its Convention Eucharist on November 16.

In November, we had hoped to organize four committees for the Dean search process. Nominees for each committee were solicited, and the Lesser Chapter met on November 20 to populate the committees. Unfortunately, we were unsuccessful in completing that process because the ground rules for assigning nominees to the committees were not sufficiently clear, and by mistake, a few nominee's names were not included for assignment to the committees. After reflection over the next two weeks (which included the Thanksgiving holiday), the Lesser Chapter concluded that the effort to launch the search was premature. The Lesser Chapter and parishioners should work together continuing efforts to build community, communicate effectively, and shore up the Cathedral's financial position with the understanding that this work would enhance our ability to attract and retain a new Dean.

The Cathedral's finances were reviewed in a Town Hall meeting held on February 9, led by Treasurer Randi Hogan. One bright spot in St. Luke's financial position is growth in the Cathedral's endowment to more than \$4,100,000. Also, our projected 2024 budget deficit of \$107,000 was overestimated: the actual deficit turned out to be \$18,000. (The deficit was funded with funds received during the COVID pandemic from the government's PPP program; those funds are now nearly exhausted.)

Given that our 2025 budget predicts a deficit of only \$28,000, one might conclude that the Cathedral's financial picture is improving. However, the 2025 budget was prepared with the understanding that funds are limited, so we will be supporting fewer staff, carefully managing

other expenses, and adding revenue by increased giving, raising space rental income, and renewing our suite of fundraising activities. This will require a concerted effort that engages all of us. The Lesser Chapter and Finance Committee will help guide this effort, but its success will depend on energizing the entire community to work creatively to move us from a mindset of scarcity to a reality of growth and vitality.

The Lesser Chapter of the Cathedral (“Vestry”) has seen some changes in 2024. John Bancroft was appointed as Clerk, succeeding Dan McDonald who served with distinction in the position for several years. Jamie Cough stepped in last spring to fill the vacant Junior Warden position. Before that, Fred Fowler served as Acting Junior Warden and performed heroically. Tim Wilkins had announced that he would retire in April 2024 from his role as Treasurer, and we recruited Randi Hogan to serve in this appointed position beginning early in the summer. Michael Thorne resigned from the Vestry in November. The vacant position will be filled at the 2025 Annual Meeting.

Vestry members serve staggered three-year terms on the Lesser Chapter. Catherine Hyde and Dan McDonald are currently serving terms that expire in 2025. I am grateful both, and to Michael Thorne, for their generous service in this important role.

This year’s Annual Meeting will feature election of three persons to serve as Vestry Members. Six persons were nominated for these positions, meaning that three nominees will not be elected. I am extremely grateful for every nominee’s willingness to serve. It is a very positive sign that there is so much interest in sharing one’s talents and helping to shape the Cathedral’s future. Please reach out to all our nominees and express your gratitude!

I am stepping down from my role as Senior Warden. It’s been an honor to serve in this capacity, even through this “interim time” when there is much uncertainty and some anxiety. Working as part of this very committed faith community of devoted professionals and volunteers has been especially rewarding. I will remain involved by continuing to serve on several committees.

I want to extend my heartfelt thanks for everyone for their support in 2024. I cannot possibly name everyone, but I especially want to thank Bishop Thomas Brown; Interim Dean George Stevens; outgoing Vestry members Catherine Hyde, Dan McDonald, and Michael Thorne; continuing Vestry members Stan Kuziel, Eleanor Roberts, Mary Linneman, Nancy Brain, Jamie Moore, and Randi Hogan, Acting Junior Warden Fred Fowler and Junior Warden Jamie Cough, Treasurers Tim Wilkins and Randi Hogan, our Clergy team of Rebecca Grant, Suzanne Roberts, Christopher Worthley, and our Parish Administrator extraordinaire Avery Shott. Thank you all for serving the Cathedral with such dedication this past year.

May God bless us all in our work together,

Sam Allen

Junior Warden 's Report

As usual, it has been another busy year at St. Luke's. Many projects and improvements have been completed by our dedicated Building and Grounds team and our many volunteers. Heartfelt thanks to all who dedicate your time and talent to the Cathedral! With your help the Cathedral looks wonderful. We have almost 40 people who rotate around doing Buildings and Grounds work here. There are so many people to thank for working to keep the Cathedral going. If I have missed acknowledging you please know that you are greatly appreciated.

While we look back at 2024, I am concerned with funding for our O&M budget as well as capital projects that are looming. It is currently a bare bones budget and hopefully we don't run into any major maintenance items. We will be developing a project list for review later this year that will be used for longer term planning and budgeting.

Below are some highlights from 2024:

Front (State Street) Church Projects:

- A new sign for the front yard was installed in the first quarter of 2024 designed by Southpaw Signs of Falmouth. Thanks to Fred, Sam, and Lynn for the work here. Beautiful signage befitting of the Cathedral.
- Priscilla Webster continues to lovingly lead the work in the Bishop's Garden maintenance (see her report). B&G helps support this wonderful space.
- Rain Garden work by Robyn and Alice Goshorn, Sam Allen, Paula Gillies, Fred and Pat Fowler and Priscilla Webster among others.
- Rain Garden "Adoption"-Thanks to Alice and Rob Goshorn who have volunteered to keep the Rain Garden up to snuff. If you are interested in adopting areas please let us know!
- Dick Farnsworth transplanted some privet hedge sprigs in the circle....fingers crossed this will thrive and continue to fill in.
- Jamie Willey continues to maintain the front circle filling holes in the driveway, adding stone dust as well as trimming and mowing the grass.
- Labyrinth sign design was installed. Thank you goes out to Liz Parsons, Linda Carleton and Avery Shcott for their work on this project.
 - Improved visibility from State Street with installation of flags on the tower. Thanks Sam Allen!

Tower Repairs:

- There is severe spalling on the inside and outside of the tower. Horch Roofing performed a drone fly over to assess the current condition and recommend repairs to the copper clad roof. We are working with Thad Gabryszewski of Lincoln Haney for a bid document for the Tower repairs so that we can contact

vendors. Sam repaired the heaters so that may slow down the interior degradation.

Main Building:

- Sam Henderson's apartment renovation above the Upper Hall was completed with contractor work and a lot of elbow grease from Pat and Fred Fowler. Renovation monies were from the Diocese and our budget. Marc Furlough will be vacating the apartment next month. It will need some type of fire escape before it can be formally rented.
- Security Issues:
 - More prevalent drug use in the back area near the playground and portico. We have filled many sharps containers up this fall.
 - Several encounters with addicts and homeless using the grounds. This is a serious safety issue and should be dealt with by the police if there are any questions.
 - Security System-We had many response problems with Cunningham Security. The Cunningham system no longer had replacement parts available. After pricing out three vendors, we chose ADT/Everon. The system was installed in the fall. This new system will allow us to grow into a more sophisticated system as needed. We will be looking into grant opportunities this year.
- Rubbish
 - 30 yards of debris was removed from the basement. There was a lot of junk that had no use and was tossed. Thanks to Sam, Fred, Stan, and others. We do have items for Goodwill that will need to be removed.
- Fire Alarm and Sprinkler System:
 - Dry-Type Sprinkler System has some leaks. While the leak is small it does mean that some type of future repair is looming. The inspection will cost \$4000 and needs to be completed soon.
 - Main water line entrance piping shows severe wear and will need addressing in the near future.
- Boilers, Water Heating and Plumbing:
 - Gas water heater vent will need to be repiped as it does not meet code requirements.
 - Leaks at boilers repaired
 - Control boards on a couple of heaters have failed and need replacing. Limped along in Dec and Q1 2025 but will need to budget in future repairs.
 - Tower Heaters were repaired by Sam Allen. This will help with interior spalling of the tower by keeping the tower warm and moisture out.

- Miscellaneous plumbing repairs were carried out by Fred Fowler.
- Lighting
 - LED Lighting upgrades throughout the campus continue under the direction of Curtis Maurand.
- Kitchen
 - **Maintenance of the stove and hoods completed. We will need to work on the other appliances to make sure we maximize life.**
- Sound and A/V:
 - Sam Allen and Jack Swanton have kept the live stream and audio going **so that all can watch many events and all services at the Cathedral.** This has been a wonderful ministry.
- Greening of the Cathedral:
 - Under the direction of Flower and Alter Guild, B&G volunteers worked on **the Greening of the Cathedral for the Christmas season.**
- Windows and Doors
 - Your B&G team, including Peter Bingham and Sam Allen, worked on removing and then reinstalling the storm windows that Sam procured **years ago. These provide a** much needed barrier to cover these drafty old windows.
- Misc. Building
 - Fred Fowler and Matt Priddy worked on several projects repairing and upgrading.

Roof and Skylight:

- **Connector Roof-** There have been leaks around this skylight since the connector was constructed. Horch Roofing did a nice job replacing the rubber roof in less than two full days. Upon inspection everything looked good with a new roof drain installed and the rubber sloped away from the skylight. Turned out later in the fall that there was a flashing leak that Fred solved.

Back Yard (Park Street Entrance)

- Grounds, including cleaning up of the flower beds, mulching maintained by some very dedicated volunteers including Micheal and Alec Thorne, Polly and Gus Goodwin, and the Fowlers.
- Parking Lot (Park Street)
 - **Completed striping. This will need to be resurfaced in near future (or heavy sealcoating).**

- New plowing vendor (SeaBreeze **Services**) **has been a little bumpy.** We have now a shared contribution from the Diocese to help with this as we are taking over their shoveling/sanding/plowing needs as well.
- New contract with Wright Ryan for 18 months for 5 spaces, unsigned contract with One Longfellow Square for 5 spaces
- Exploring leasing the lot during “off-hours” to parking lot vendors.

Other Notes

- In preparation for a future capital campaign, we have priced out:
 - Replacement windows (Upper and Lower Halls, offices, meeting rooms)
 - Rug/Carper replacements Upper and Lower Halls were rugs are in place currently
 - Security Upgrades, including cameras, enhanced door entries
 - Boiler Replacements (O&M)-over 15 years old
 - Boiler Control System Upgrade-software is over 20 years old.
- Preliminary discussions with the Diocese on how to share systems and resources as a Campus, including:
 - Common Security Systems (in progress)
 - Sharing maintenance resources

Going Green :

- Participation in the Portland area food waste recycling program continues.
- **Lighting upgrades to LED continue.** Motion sensors is an upgrade we are looking at.
- **Followed up on a radiant heating system to explore for a future upgrade.** Christian Clough brought this forward.

Jamie Couch, Junior Warden

Parish Register - 2024

164 Sunday Eucharist services

112 Weekday Eucharist services

17 Weekday Daily Office services

2 Marriages

6 Burials

3 Baptisms.

1 Confirmation

For 2024 Annual Report

Information Technology

Significant upgrades to the Cathedral's audio systems were accomplished in 2023, to enhance in-person worship experience and to provide better, more reliable streaming of our Sunday and special services. We now have a full year's experience using the upgraded systems and have largely conquered technical "glitches" that arose during the transitions. Use of our headsets for hearing-assistance has grown considerably in 2024 as parishioners have become aware of their availability.

We live-stream all Sunday 10 A.M. services, and most holiday and special services, including weddings, funeral services, and some concerts. Links for viewing the services on YouTube and Facebook are featured prominently on the Cathedral's homepage and in electronic announcements.

Our streamed services are viewed widely. During 2024 on YouTube our services were viewed on average 100 times a week, and on Facebook amazingly almost twice that. This Christmas between the two of them, over 600 watched. Both platforms also keep past broadcasts available, which makes it possible to go back and re-listen to a sermon or a special anthem.

We are always interested to hear from online viewers about the listening experience. In addition, we welcome anyone interested in helping us with the broadcasts to talk to us about what's involved.

Jack Swanton jack@wiscasset.net

Sam Allen smallen@mit.edu

St. Luke's Music Ministry

In 2024, St. Luke's Music Ministry continued to present new opportunities for participation, and new offerings. The Cathedral Choir sang for Sunday morning liturgies throughout the academic years, and for Choral Evensong (CE) on most first-of-the-month Sundays during the school years. Attendance at CE continues to be small, but **respectable (30-45 pp.)**, and both singers and worshipers—some of whom do not otherwise worship at CSL—appreciate the offering. We continue discussing ways to expand membership in the choir for CE, but haven't yet landed on a strategy that wouldn't add significantly to the rehearsal schedule of the Cathedral Choir.

One concern that is mentioned quietly but regularly is that a significant portion of the Cathedral Choir's membership is "getting up there in years", and we are all mindful of issues of stamina and mobility—there's nothing "agist" here, rather a reality check, as our older members are just as talented and committed as any of our singers. Still, aging, family, and wanderlust take on added urgency for some as they move through retirement, and making space for choir members to live their lives is an **important reciprocity to the commitment they make to our rehearsals and worship**. We all hope that, in the years ahead, there will be renewed interest among others to join the choir. The choir has not shown any significant growth in membership since 2022, when new leadership aligned with the end of COVID as a major concern, and we are particularly in need of tenors.

Some enhancements to our music in 2024:

- The Passion Gospel was sung on Palm Sunday and Good Friday, changing, and hopefully enriching, the worship experience.
- **Monthly Pick-up Choirs during summer, and on Choral Evensong Sunday in October**, gave parishioners a chance to sing choral music without a long-term commitment. Attendance was quite good, including both regular choir members and others.
- We joined the celebration of the 250th anniversary of the arrival in North America of Mother Ann Lee and the first Shakers with Shaker songs during Sunday worship on 4 August, simultaneous with the Shakers' **own worship meeting at Sabbathday Lake Shaker Village (New Gloucester, Maine)**.
- The Cathedral Choir, joined by several visitors from both inside and outside CSL who brought the choir to an impressive 32 voices, performed Gabriel **Fauré's Requiem** with chamber orchestra at both 10 AM and 3 PM on All Saints'

Sunday (3 November 2024). Combined attendance was in excess of 400, presumably the biggest congregations for any liturgies except Easter and Christmas Eve. We did our best to publicize in advance, including landing an article with photograph **placed in the Portland Press Herald culture section**. We hired two professional singers for the arias and to support the choir. Total cost was significant—**around \$8000**—paid for from the Music Fund, which has been generously supported over the years by regular and occasional gifts. Many people made donations in support of this specific event, which will hopefully enable us to mount similarly ambitious and popular worship opportunities with great music. People were still talking about the experience many weeks later, and **many asked what we plan to do next...**

- The Cathedral Choir sang Christmas Lessons & Carols on the afternoon of the 4th Sunday of Advent, this year 22 December, which was our first "official" Christmas worship (St. Thomas, Fifth Avenue, NYC, has offered this choral service at the same time for years, and always draws a huge crowd.). Publicity was, again, ambitious, paid off with fantastic attendance—around 200 people.
- We hired 3 singers (We weren't able to find an available soprano.) for Christmas Lessons & Carols and for Christmas Eve, which boosted the Cathedral Choir's **sound and confidence while several regular members were away for the** holiday season, which ended up being a positive experience overall for regular members of the choir.

What can we learn from these events? First, that there appears to be support in the Greater Portland community for ambitious, uplifting music in occasionally grand worship services outside our marquee holidays. I encourage CSL (Cathedral of St. Luke) leadership to review the attendance and giving statistics, and consider how we can support the presentation of such events on a regular basis. Second, after years of moving around the "lessons & carols" (L&C) service from early in January to sometime **in Advent, with mediocre attendance relative to the time and energy required to prepare** for it, this year's L&C hit the ball out of the park: we presented a festive holiday liturgy that reached many people in the community, and offered Christmas worship with great music to folks in other churches, and/or who might be away on Christmas Eve itself. It was so successful that we plan to make this a regular event. It also helps in that it allows the choir to use the same repertoire at L&C that we sing on Christmas Eve, which gives greater confidence and eases our workload some.

I continue to add new hymns and songs to our repertoire, representative of the diversity of God's Church, and expressive of fresh theology, including ideas that align better with the missional vision of CSL's work in the world. Every week, there are positive

responses to these selections, though the changes are not universally loved. One of the challenges of leadership is to steer the ship toward the future, though, and if we don't embrace the cultural shifts around us, we will age into irrelevancy and decline.

What do we dream about?

Several folks at CSL would like us to launch a music program for children that might be **particularly valuable for children of New Mainers. This is an exciting prospect, but** starting a new choir will require significant investment in supplies, time, and staff, as well as volunteers. With many changes already part of our interim period, I think we can and should talk about this, but we need to tread cautiously, lest we get out over our skis.

I believe that the Cathedral Choir would become an even more musically agile and confident body if we added a paid quartet to provide a reliable core. This lessens the anxiety when volunteer numbers are diminished (as they were at Christmas 2024) by individuals' professional or personal commitments. This would be a major investment **when our finances are** tight, but is another idea worth considering for our growth; this **would certainly enhance opportunities for musical growth.**

The Cathedral's masterpiece 1928 E.M. Skinner pipe organ was lovingly and brilliantly restored in 1999, but needs some attention greater than our annual instrument maintenance budget can cover. With its centennial around the corner, we ought to discuss some projects to keep it in great playing condition for another generation.

I continue to be grateful for the blessing of being part of, and helping to lead, this community, particularly in this time of transition and hope. May God continue to bless our ministries and our dreams for the future.

Respectfully submitted,

Mr. Christian M. Clough (he/him)

Canon for Liturgy & Music

Deacon's Report – 2025 Annual Meeting

This report marks my seventh year serving the community of the Cathedral of St. Luke. It has been a privilege and honor to journey with all the people I have encountered.

What an amazing year it has been. We gathered to spend time working to understand how to engage in conflict transformation. Many people committed their time and attention to the training sessions offered along with the World Café style meeting. Putting the techniques and strategies into practice is easier said than done. Breaking the long-standing habits of parking lot conversations or seeking affirmation that our feelings are the right and reasonable ones requires that we catch ourselves as we enter that old habit and turn toward the new way of engaging. We're moving along that path but let's be honest, it isn't easy, and we stumble from time to time. But take heart because we are God's Beloved even amid our stumbles. I believe that focusing on gratitude is one of the staples of finding that new path toward wellness. With that in mind, I offer the following as points of gratitude for the year that has just ended:

- Gratitude for the continuing ministry of our Interim Dean, George Stevens.
- Gratitude for the contributions of our volunteer clergy, the Rev. Christopher Worthley.
- Gratitude for the energy and gifts of our Canon for Liturgy and Music, Christian Clough.
- Gratitude for the choir, for Evensong, for stretching and growing in new ways.
- Gratitude for the Lesser Chapter – our Wardens and Vestry members who find themselves leading during fluid and often challenging times. I am especially grateful for their courage in pausing the dean search process to tend to more pressing matters that affect the Cathedral. I am grateful for their commitment to Mission, Stewardship, Hospitality, and Identity.
- Gratitude for the time and energy that Bishop Thomas has offered to the Cathedral's journey.
- Gratitude for the Flower and Altar Guilds, the Vergers, the Acolytes, Thurifers, Eucharistic Ministers, the Healing Team, Lectors, and all those who lead us in our Prayers of the People.
- Gratitude for the diversity of services from the Sunday services at 7:30, 10:00, and 5:15 as well as the Tuesday 12:10 service. There is a diversity of worship styles for all those whose walk brings them to the Cathedral.
- Gratitude for the Kneelers Guild and their diocesan connection.
- Gratitude for all the faithful volunteers of the outreach ministries caring for all those who turn to St. Luke's for assistance.
- Gratitude for those whose service is known to God alone.
- Gratitude for each of you, whether we only greet each other in passing or have had the opportunity to spend time in conversation. You are the lifeblood of the Cathedral of St. Luke – each of you in every way you engage in Cathedral life.

Focusing on gratitude allows us to find something to appreciate, even when things look dark and scary or seem to be moving too slowly for our taste. Henri Nouwen says it

best: "The discipline of gratitude is the explicit effort to acknowledge that all I am and have is given to me as a gift of love, a gift to be celebrated with joy. Gratitude as a discipline involves a conscious choice." May each of you find the pathway to gratitude.

I am grateful for having been called to serve the people of St. Luke's these past years. My memories are rich and plentiful. I am leaving the Cathedral following the March 16th service and I find myself becoming teary at the thought of bidding farewell to you. I am so incredibly grateful to have had these years with you and will carry you in my heart as our shared pathway diverges.

In Deep Gratitude,

Deacon Rebecca

Sunday 5:15 PM Worship

Our long-offered 5:15 PM service (suspended when Dean Shambaugh left) restarted in January 2024 under lay-leadership. This contemplative service aims to offer a local, missional response to our discordant global context. Meeting in Emmanuel Chapel's intimate circle encourages personal connections as do candle-lit open prayer times and quarterly post-service potlucks. Seasonal liturgies acknowledge our dependence on creation and participants often share brief reflections in lieu of sermons. A rota of local priests, including our Interim Dean and Bishop Brown, preside. Similarly, a rota of gifted **amateurs and professionals provide worship music in a variety of styles. On any given** Sunday young people from nearby recovery programs may attend as will neighborhood families and asylum seekers building new lives in Maine. Average weekly attendance this year is 23 and started out with 15 or so attending and we now occasionally get over 30.

Altar Guild 2024

The Altar Guild is a ministry of men and women giving time and talent to serve God. Members serving one weekend each month are Cindy & Irv Paradis, Deb Marcoux, Ruth Roemer, Rita Siavelis, Mads Nowak, Pam Siewers, Abbey Kielinen and Kate Leschey. This year long time Guild member Marlene Cordes stepped down. The team is grateful for Marlene's years of service. She is greatly missed.

The team prepares the nave, chapel altars and the surrounding areas for services. Ours is a collaborative ministry with Vergers, Eucharist Ministers, Ushers and Flower Guild.

The Altar Guild is responsible for the weekly care and replacement of linens, the polishing of sacred vessels used weekly, brass and the altar railing. The Guild maintains the votive stand, and is responsible for the inventory and ordering of liquid paraffin, candles, votive candles, communion wafers and wine.

During 2024 we were able to hold one polishing party in December. The congregation was welcome to help polish the special brass and silver for Christmas. We thank everyone who came out to help

We are always looking for new members to join our team. If you're at all interested, we would love for you to contact us. We invite you to shadow a team for a weekend and see how wonderful it is to be one of God's housekeepers.

This Guild prayer summarizes our work. *Almighty God, grant we beseech Thee, that we may handle Holy Things with reverence, and perform our work with such faithfulness and devotion that it may rise with acceptance before Thee and obtain Thy blessing through Jesus Christ our Lord. Amen.*

Rita Siavelis and Kate Leschey
Chair

The gift of flowers shine brightly to reflect the Glory of God in our beautiful Cathedral.



During 2024, the Flower Guild members prepared weekly flower arrangements to reflect the beauty and serenity of St. Luke's Cathedral. **Special compositions were created with** parishioners' financial donations in memory or in honor of loved ones, and in celebration of births, baptisms, birthdays and anniversaries, as well as wedding and funeral services.

Many of the flowers and greens used in cathedral arrangements were sourced locally, some from the Cathedral's gardens and some field picked or shared by parish members Paula Gillies, Byrd Wood, Liz and Harold Stover, Bob and Alice Goshorn, and other **neighborhood friends.**

Our appreciation to current Flower Guild members Mary Doughty, Byrd Wood, Betsy Bodor, Rebecca Obenhaus, Shana Rose, Anne Fowler and Kathy Watt who create the weekly arrangements, with special thanks to Betsy who crafts the faux flower designs **that grace the Narthex, the organ and other locations in the Cathedral.**

We give special thanks for Fred Fowler, Nancy Armitage, Liz Stover, Sam Allen, Jamie Cough, Mike Thorne, Stan Kuziel, Mary Brighthaupt, Georgia and John Bancroft, Dick Farnsworth, Peter Bingham, Allison Dale, Dan McDonald, Curtis Maurand, the Building and Grounds members and many other volunteers who assist at Christmas, Easter and other special liturgical occasions. They share their time and expertise by doing the heavy work: climbing ladders, setting up and decorating, as well as removing Christmas **trees, garlands, greens and wreaths.**

We thank our acting Dean, George Stevens, and all the Vestry and staff members for their continuing support.

The 2025 Flower Chart is now posted in the hall by the office. Please sign up for your **memorials and celebrations.**

During 2025, if you would like to share the joy of creating flower arrangements for the Glory of God and the beautification of St. Luke's Cathedral, we would love to welcome **you as new Flower Guild members.**

Respectfully submitted by

Mary Doughty and Kathy Watt,

Flower Guild Co-Chairs

Lectors 2024

The Cathedral has 25 active readers who read the scripture readings and the POP every Sunday and for every Evensong, as well as other services during Advent and **Lent**. **We** read at Lessons and Carols and the Passion. Our ministry is to deliver oral readings to the congregation to add to the services.

I would like to acknowledge the death of Sallie Smith who had been a reader for many years. She truly loved to read and will be missed.

Thank you to all of my faithful readers.

Respectfully submitted,

Susan McCuller

Ushers

Once again the Usher Roster began this past year with 10 members on the roster. This was asking the roster of 10 members to cover approximately 280 usher slots needed to **cover the entire calendar year of service at the Cathedral.** The ushers very gallantly stepped up and attempted to cover all of the needed slots. This sometimes required that someone usher three or more times during a single month. When we frequently fell short of the needed coverage, we needed to ask someone in the congregation to help fill in, **especially during the Christmas and Easter seasons.**

During this past Christmas season, we put a request for additional ushers in the weekly bulletin. **We did have two new people step up and assist during that season.** We are now trying to encourage them to continue to usher for the rest of the year.

The ushers need to feel a lot of gratitude for all of their efforts to be sure that all the **necessary slots were filled.** We all feel that it is very important to have a full roster of trained and dedicated ushers to assist in making everyone, the congregation and visitors alike, **feel comfortable during every service.** We are requesting some ideas and assistance on how to increase the usher roster by at least two more additional members during this year in order to lighten the load on the current ushers.

Respectfully submitted,

Anna Messmer

Healing Team

The Healing Team is available every Sunday in All Saints Chapel after communion. A team of two are present to create a safe, confidential, supportive space in which to pray for peace, healing and comfort for oneself or another through God's love. Each person will be asked if they would like for the team to lay hands on their shoulders and anoint their forehead with oil, then the team will recite a brief liturgy along with an "extemporaneous" prayer specific to the request. While the team continues to track the numbers of prayers per week, we acknowledge that this numerator is the least important factor in the ministry. Even on Sundays when no one comes forward for prayers, the simple awareness that the team is there if needed, can instill comfort. A trend continues to be people coming for prayers their first time ever coming to St. Luke's, and we are honored to be part of their spiritual journey that brings them through our doors and to the chapel for prayers of strength and comfort. We also have parishioners who come consistently over time and we come to know their struggles. We want everyone to know that the prayer requests are always confidential.

Over the year, we have had several team members retire from this ministry and are grateful for their individual and combined contributions and dedication: Betsey Deleuse, Mary Strnd, Ruth Roemer and Oscar Mokeme.

Respectfully,

The Healing Team

Treasurer's Report

As we reflect on 2024, it has been a year of both progress and challenges for St. Luke's. While we successfully managed expenses and maintained financial stability with strong assets, we also faced shortfalls in anticipated pledge and fundraising revenue that highlight the importance of continued engagement from our parish community. This report outlines our financial position, key highlights, and considerations for the year ahead.

Overview: For 2024, St. Luke's reported a net operating loss of \$18,690, a significant improvement from the projected deficit of \$107,319. This reduction in the deficit was primarily due to expense management, with total expenses coming in \$64,000 under budget, along with additional non-pledge contributions and accounting adjustments, including prior-year reimbursements, contributing to overall revenue exceeding projections by \$24,629.

Positive Financial Developments

- Maintained a strong asset base, with total net assets standing at \$4,428,740 as of December 31, 2024.
- Ended the year with \$467,045 in cash, 40% of which is unrestricted operating, providing financial stability.
- Controlled expenses effectively, with actual expenses at 93% of the budgeted amount.
- Continued positive performance of the endowment, which totaled \$3,955,454 at year-end.
- Increased revenue from building rentals and higher-than-expected non-pledge contributions and interest income.

Challenges and Considerations

While the improved financial outcome is encouraging, challenges remain:

- Lower expenses were in part due to staffing changes, including the elimination of the Education Coordinator position.
- Pledge contributions fell below expectations, highlighting the need to strengthen financial engagement among parishioners.
- While operating cash reserves provided stability in 2024, ensuring long-term financial health will require expanded stewardship, increased community participation, and new revenue opportunities. Engaging more parishioners in our mission—through time, talent, and treasure—will be crucial to sustaining St. Luke's for the future.

Restricted Funds Overview: Beyond our operating budget and our endowment, St. Luke's continues to steward restricted funds dedicated to outreach, music, and maintaining our sacred space. In 2024, these funds enabled Cathedral ministries, such as St. Elizabeth's, the food pantry, Luke's Garden, the Young and the Restless, and the Dean's discretionary fund, ensuring that our mission extends beyond our walls. These funds began the year with \$286,697, received \$179,757 in income, and disbursed \$185,529 in expenses, ending with a balance of \$280,925.

Budget Considerations for 2025: Looking ahead, 2025 will present new financial challenges as we project another overall deficit. We are approaching 2025 with what we are calling a “Scarcity Budget”—a financial plan that prioritizes essential needs while ensuring our core ministry remains strong.

Key financial priorities for 2025 will include:

- Expanding stewardship initiatives to increase pledge commitments
- Exploring new rental and revenue-generating opportunities
- Encouraging broader parishioner participation in financial and volunteer commitments to sustain the operations of St. Luke’s

Conclusion: While 2024 ended with a relatively strong cash position, strategic financial planning will be essential to ensure sustainability in 2025 and beyond. Our ability to maintain long-term fiscal health will depend on growing parishioner engagement and diversifying revenue streams.

Our collective efforts in 2025 will determine the future of St. Luke’s. By deepening financial engagement, expanding revenue streams, and working together, we can ensure a thriving, sustainable Cathedral community. Your commitment—whether through pledges, volunteerism, or advocacy—will be essential in shaping St. Luke’s stability and growth.

Special Thanks: I want to extend my gratitude to my predecessor, Tim Wilkins, for his dedicated service as Treasurer through May 2024, and to Nina Andersen for her years of commitment as Financial Administrator before retiring in October. I was delighted to welcome Wendy Kopera, who joined us in November as Financial Administrator during a pivotal time in our financial year. Wendy has done an excellent job navigating the transition smoothly and ensuring continued financial stability. I also want to extend my appreciation to our dedicated parishioners, including our Sunday counters and deposit team Sara Dean and Georgia Bancroft; Vestry; Finance Committee; Endowment Committee; clergy, most particularly The Rev. George Stevens, Interim Dean, and The Rev. Rebecca Grant, Deacon; and staff, especially Parish Administrator, Avery Schott. I am grateful for their support and commitment to ensuring the financial well-being of St. Luke’s.

Respectfully submitted,
Randi Hogan, Treasurer

Stewardship 2024: Walk in Love

Generosity has always been central to Christian community, a tangible expression of faith and commitment. Amid leadership transition and conflict transformation at the Cathedral, our 2024 stewardship campaign affirmed that through faith, we not only navigate change but also find ways to flourish.

Our theme, “Walk in Love,” invited us to embrace compassion and unity, even in times of transition and conflict. Inspired by Ephesians 5:1-2, we were called to embody God’s love in our lives and community. Stewardship is more than financial support—it reflects our values.

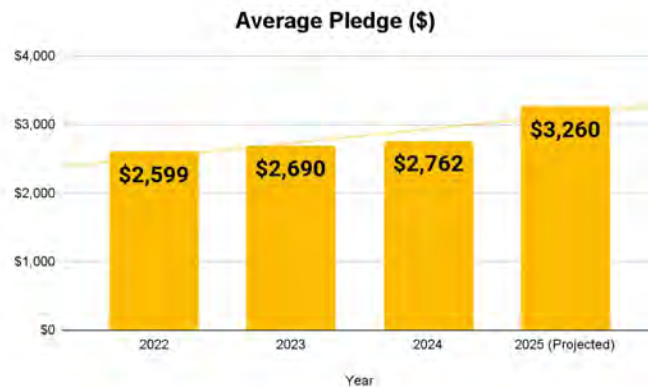
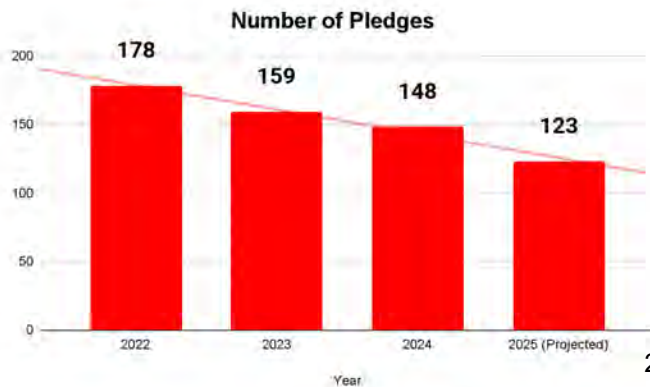
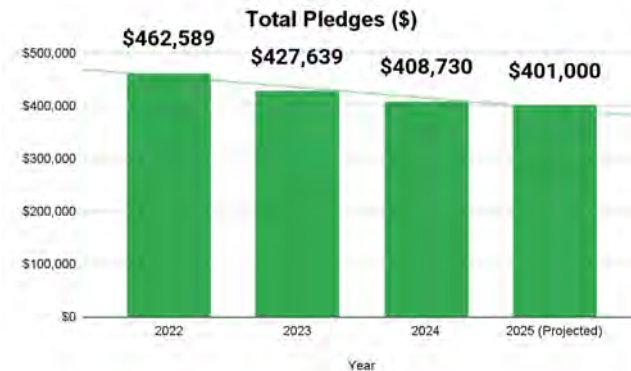
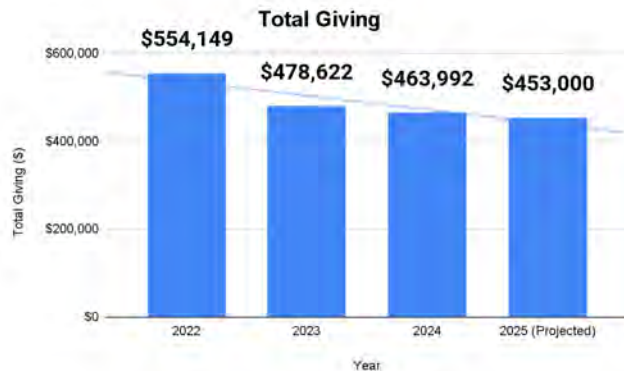
Through letters, emails, sermons, personal outreach, and a special Dean’s Forum, we communicated the importance of stewardship and invited participation. This was our second year using the Realm database for pledge management and offering a fully online giving experience.

On December 1, 2024, we gathered for Celebration and Dedication Sunday to reflect on our community’s blessings and dedicate our gifts to God’s work. Your response was heartening. As of January 14, 2025, we had received \$401,000 in pledge commitments from 123 households. These pledges were incorporated into the 2025 operating budget, ensuring our shared generosity directly supports the Cathedral’s ministries and programs.

While this year’s campaign reflected our community’s commitment, giving trends over the past three years show a decline in overall contributions, fewer pledges, and a decrease in pledging households. As we look to 2025, we acknowledge these shifts while embracing opportunities to strengthen our mission. Stewardship is a collective effort, and we remain committed to deepening engagement and participation in the life of our Cathedral.

With deep appreciation,
Randi Hogan
Chair, Stewardship Ministry 2024

Stewardship Response: 2022 to 2025



Sustaining the Cathedral and Our Mission

Ways to Give

For Today

Support the Cathedral now through annual pledge commitments, one-time gifts, special offerings, and contributions to ongoing outreach programs.

For Tomorrow

Invest in our future by giving to special funds that provide targeted support for key ministries and long-term initiatives.

Forever

Leave a lasting legacy through gifts to the endowment, bequests, and planned giving, ensuring the Cathedral's mission continues for generations to come.

T: Statement of Financial Position

As of: Dec 31st 2024 | Includes Open Transactions

Accounts	Balance Dec 31, 2024	Balance Nov 30, 2024	\$ Change
Assets			
Checking			
1001 Operating Account 1506	186,119	135,827	50,293
1002 Restricted Fund Account 3754	275,682	273,176	2,505
1003 Dean's Discretionary Account 1549	5,243	3,916	1,327
1005 Canon Priest Discretionary Account 0410	1	1	0
Total Checking	467,045	412,920	54,124
Investments			
1011 Investment Account 91248257	3,955,454	4,040,362	(84,908)
Total Investments	3,955,454	4,040,362	(84,908)
Other Assets			
1400 Pre Paid Expenses	6,241	0	6,241
Total Other Assets	6,241	0	6,241
Total Assets	\$ 4,428,740	#	
Liabilities & Net Assets			
Liabilities			
2020 Accrued Expenses	7,634	0	7,634
2070 Pre Paid Pledges	16,900	7,300	9,600
Total Liabilities	24,534	7,300	17,234
Net Assets			
Unrestricted Funds			
3000 Operating Fund	167,827	128,527	39,300
Total Unrestricted Funds	167,827	128,527	39,300
Restricted Funds			
Church Designated Restricted Funds			
3100 Audit Expense Reserve Fund	0	7,500	(7,500)
3110 Building Loan & Repairs Fund	27,250	23,000	4,250
3140 Special Funds Interest	2,039	20,916	(18,878)
3160 Vestry Restricted Fund - Pastoral Salaries	136,500	126,500	10,000
3175 New Dean Search Fund	13,460	13,460	0
Total Church Designated Restricted Funds	179,249	191,376	(12,128)
Donor Designated Restricted Funds			
3201 Capital Campaign Fund	37	37	0
3208 Family Promise Fund	12,226	12,226	0
3210 Flowers Fund	6,150	4,577	1,572
3213 Food Pantry Fund	36,109	25,217	10,892
3215 Haiti Outreach Fund	13,742	12,150	1,593
3218 Luke's Garden Fund	111	111	0
3224 Kneelers Fund	1,280	1,280	0
3233 Ashes to Ashes Fund	2,516	2,516	0
3236 Memorial Gifts Fund	558	528	30
3239 Music Fund	8,157	9,132	(975)
3241 Outreach Fund	1,076	1,076	0
3244 Prayer Shawls Fund	173	173	0
3253 St Elizabeths Fund	1,753	169	1,583
3259 Youth and Young Adult Fund	12,546	12,608	(62)
3260 Dean Discretionary Fund	5,243	3,916	1,327

	"	"	
3266 Canon Priest Discretionary Fund	1	1	0
Total Donor Designated Restricted Funds	101,677	85,717	15,959
Endowment Designated Funds			
3301 Endowment Building Fund	1,733,712	1,771,154	(37,442)
3302 Endowment Flowers Fund	25,881	26,442	(561)
3303 Endowment Music Fund	72,800	74,457	(1,657)
3304 Endowment Outreach Fund	206,325	210,692	(4,367)
3305 Endowment Prayer Books Fund	16,195	16,543	(348)
3306 Endowment Unrestricted Fund	1,278,701	1,305,802	(27,102)
3307 Howard/St Theresa Fund	621,841	635,273	(13,432)
Total Endowment Designated Funds	3,955,454	4,040,362	(84,908)
Total Restricted Funds	4,236,380	4,317,456	(81,076)
Total Net Assets	4,404,206	4,445,983	(41,776)
Total Liabilities & Net Assets	\$ 4,428,740	#	

T: Treasurer's Statement of Activities

Date Range: Dec 1st 2024 - Dec 31st 2024 | Includes Open Transactions | Filtered by: Core Account

Accounts	Actual Dec 01, 2024 - Dec 31, 2024	Actual This Year Year to Date	Annual Budget This Year Year	Budget Over/Under This Year Year to Date	Actual Last Year Year to Date
Revenues					
6001 Other Income	0	14,306	500	13,806	265
Contribution Revenue					
4010 Pledges - current year	30,255	409,402	425,000	(15,598)	422,627
4011 Pledges - prior year	217	3,164	5,000	(1,836)	4,812
4012 Non Pledge contributions	18,008	42,690	28,000	14,690	32,526
4020 Plate contributions	1,140	10,411	14,000	(3,589)	14,029
4030 Special Collections	3,007	7,668	4,000	3,668	4,591
Total Contribution Revenue					
Rental Revenue					
4110 Rent - Parking					
4115 Rent - Building					
Total Rental Revenue					
Other Operating Revenue					
4200 CSSL Endowment Revenue					
4220 Music Program Revenue					
4230 Community Kitchen Grants & Donations					
4231 Community Kitchen Rental Fees					
4232 Community Kitchen Program Fees					
4233 Interest Income - Operating					
Total Other Operating Revenue					
Trusts Revenue					
4210 Codman Trust Revenue					
4215 Hamlin Trust Revenue					
Total Trusts Revenue					
Diocese of Maine					
4240 Use of Church					
4241 Salary Support					
4242 Other Support					
4245 Grants					
Total Diocese of Maine					
Fundraising Revenue					
4310 Holiday Fair Receipts					
4320 Other Fundraising Receipts					
4330 Community Suppers					
Total Fundraising Revenue					
Total Revenues	\$ 87,024	\$ 772,708	\$ 748,079	\$ 24,629	\$ 785,775
Expenses					
6445 Clearing Account	(915)	(580)	0	580	580
Pastoral Leadership					
5001 Dean's Salary	6,958	67,515	67,000	(515)	34,653
5002 Dean's Housing Allowance	5,504	53,408	53,000	(408)	8,308
5003 Dean's Pension	1,800	21,600	21,600	0	8,051
5004 Dean's Benefits	3,646	43,752	44,574	822	3,183
5005 Dean's Expenses	0	0	1,000	1,000	566
5006 Dean's Continuing Education	240	880	0	(880)	0
5007 Interim Dean's Package	0	0	0	0	55,563
5008 Dean Search Expenses	0	4,000	20,000	16,000	20,000
5009 Pastoral Leadership Background Checks	0	0	500	500	715

Accounts	Actual	Actual	Annual	Budget	Actual
	Dec 01, 2024 - Dec 31, 2024	This Year Year to Date	Budget This Year Year	Over/Under This Year Year to Date	Last Year Year to Date
5010 Canon Priest Salary	0	0	0	0	20,000
5020 Deacon's Support	0	386	750	364	2,500
5025 Staff Clergy	0	4,046	8,092	4,046	8,012
5026 Staff Clergy Pension	0	630	1,568	938	1,732
5030 Clergy SE	964	9,570	7,328	(2,242)	6,534
5031 Supply Clergy	0	749	0	(749)	0
5032 Supply Clergy Mileage Reimb	0	48	0	(48)	0
5033 Sabbatical Coverage	0	0	0	0	11,025
Total Pastoral Leadership					
Program Expenses					
Music					
5120 Music Director Salary					
5121 Music Director Benefits					
5122 Music Director Pension					
5123 Music Director FICA					
5124 Music Director Contractor Subs					
5125 Music & Liturgy					
5126 Organ & Piano Maintenance					
Total Music					
Altar & Flower Guild					
5130 Altar Supplies					
5131 Flower Fund Support					
Total Altar & Flower Guild					
Worship					
5141 Worship Supplies					
5142 Special Service & Holiday Advertising					
5143 Audio & Video for Livestream					
Total Worship					
Christian Formation					
5150 Education Coordinator Salary					
5151 Education Coordinator FICA					
5152 Adult Education					
5155 Church School					
5156 Child Care					
Total Christian Formation					
Hospitality & Stewardship					
5160 Parish Activities					
5162 Stewardship					
Total Hospitality & Stewardship					
Community Kitchen					
5170 Community Kitchen Manager Salary					
5171 Community Kitchen Manager FICA					
5172 Community Kitchen Supplies, Equip & Maint					
5173 Community Kitchen Program Teachers					
5174 Community Kitchen Program Supplies					
Total Community Kitchen					
Vestry					
5200 Retreat					
5202 Other Vestry Expense					
Total Vestry					
Total Program Expenses					
Outreach					
5300 Community Outreach					
Total Outreach					
Administration					

Accounts	Actual Dec 01, 2024 - Dec 31, 2024	Actual This Year Year to Date	Annual Budget This Year Year	Budget Over/Under This Year Year to Date	Actual Last Year Year to Date
5410 Staff Salaries	5,823	61,681	61,800	119	59,423
5411 Staff Benefits	47	570	562	(8)	552
5412 Staff Pension	380	4,659	4,944	285	3,815
5414 Staff FICA	451	4,724	4,728	4	4,546
5418 Payroll Processing Fees	48	776	1,200	424	972
5420 Contracted Accounting Services	3,660	26,265	24,568	(1,697)	23,940
5425 Insurance - Workers Comp	0	2,270	4,000	1,730	3,679
5428 Bank Charges	310	2,707	3,000	293	2,672
5430 Office Supplies	177	2,501	3,000	499	2,729
5431 Postage	378	1,457	2,000	543	1,256
5432 IT Expenses	179	9,611	13,000	3,389	8,944
5433 Telephone & Internet	595	6,896	6,800	(96)	6,517
5435 Printing & Equipment Lease	220	6,193	8,500	2,307	7,305
5436 Other Promotion	0	0	0	0	330
5437 Communications/Marketing	0	159	4,000	3,841	192
5440 Miscellaneous Expense	0	500	1,200	700	182
Total Administration					
Building					
5501 Sexton Salary					
5502 Housekeeper Salary					
5503 Security Salary					
5504 Housekeeper, Sexton & Security FICA					
5510 Insurance - Property					
5515 Loan Principal Payments					
5516 Loan Interest Payments					
5520 Property Tax					
5525 Heating Fuel					
5526 Electricity					
5527 Water & Sewer					
5528 Parish Hall Gas					
5529 Rubbish Removal					
5530 Building Repair & Maintenance					
5540 Parking Lot Expense					
5542 Building Reserve Contributions					
Total Building					
Diocesan					
5601 Assessment					
5603 Episcopate					
5605 Theological Education					
Total Diocesan					
Total Expenses	\$ 47,724	\$ 791,398	\$ 855,398	\$ 64,000	\$ 860,042
Net Total	\$ 39,300	(\$ 18,690)	(\$ 107,319)	\$ 88,629	(\$ 74,267)

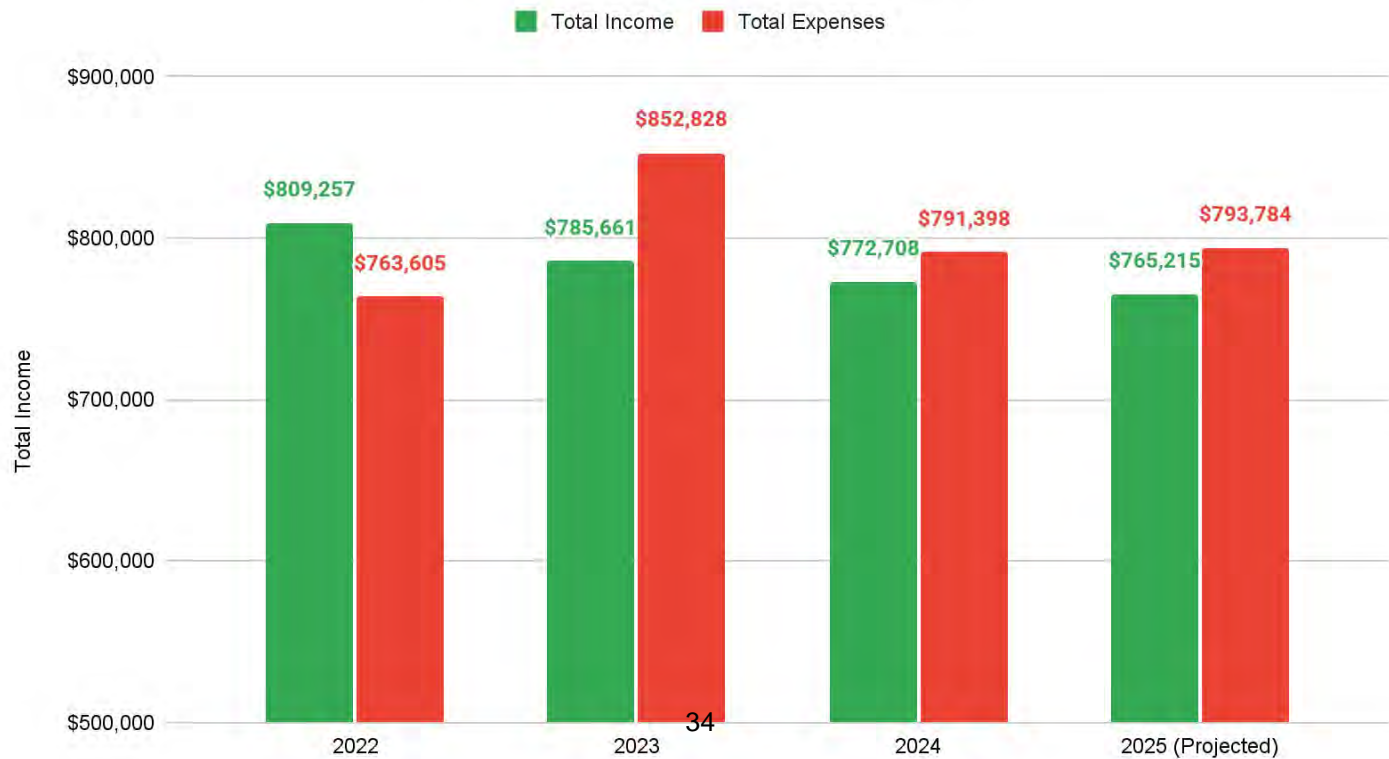
Restricted Net Assets Annual Summary

Date Range: Jan 1st 2024 - Dec 31st 2024

Accounts	Beginning Balance	Income	Expense	Ending Balance
Restricted Net Assets				
3100 Audit Expense Reserve Fund	7,500.00	0.00	7,500.00	0.00
3110 Building Loan & Repairs Fund	3,000.00	47,250.00	23,000.00	27,250.00
3120 Reserve Fund	0.00	383.98	383.98	0.00
3140 Special Funds Interest	8,901.84	13,916.85	20,780.06	2,038.63
3160 Vestry Restricted Fund - Pastoral Salaries	126,500.00	10,000.00	0.00	136,500.00
3175 New Dean Search Fund	19,685.00	0.00	6,225.00	13,460.00
3201 Capital Campaign Fund	7,058.81	0.00	7,021.38	37.43
3205 Columbarium Fund	0.00	1,200.00	1,200.00	0.00
3208 Family Promise Fund	11,948.24	2,277.83	2,000.00	12,226.07
3210 Flowers Fund	2,206.46	7,175.70	3,232.58	6,149.58
3213 Food Pantry Fund	44,943.30	48,971.26	57,805.72	36,108.84
3215 Haiti Outreach Fund	11,475.36	12,762.02	10,495.00	13,742.38
3218 Luke's Garden Fund	626.00	0.00	515.29	110.71
3224 Kneelers Fund	1,129.98	150.00	0.00	1,279.98
3230 Melton New Music Fund	5,878.73	0.00	5,878.73	0.00
3233 Ashes to Ashes Fund	1,601.01	1,550.00	634.98	2,516.03
3236 Memorial Gifts Fund	250.00	330.00	22.16	557.84
3239 Music Fund	8,132.60	9,324.54	9,300.00	8,157.14
3241 Outreach Fund	1,152.00	100.00	176.14	1,075.86
3244 Prayer Shawls Fund	173.00	0.00	0.00	173.00
3250 Soup Kitchen Fund	0.00	6,000.00	6,000.00	0.00
3253 St Elizabeths Fund	7,591.89	2,267.68	8,107.07	1,752.50
3259 Youth and Young Adult Fund	12,778.35	0.00	232.82	12,545.53
3260 Dean Discretionary Fund	3,872.98	16,097.23	14,727.57	5,242.64
3263 Assistant Dean Discretionary Fund	290.62	0.00	290.62	0.00
3266 Canon Priest Discretionary Fund	1.00	0.00	0.00	1.00
3301 Endowment Building Fund	1,621,736.87	182,992.74	71,017.32	1,733,712.29
3302 Endowment Flowers Fund	24,203.98	2,740.52	1,063.56	25,880.94
3303 Endowment Music Fund	67,845.60	8,097.03	3,142.32	72,800.31
3304 Endowment Outreach Fund	193,265.06	21,342.92	8,282.88	206,325.10
3305 Endowment Prayer Books Fund	15,152.77	1,702.48	660.72	16,194.53
3306 Endowment Unrestricted Fund	1,185,878.30	178,191.51	85,369.26	1,278,700.55
3307 Howard/St Theresa Fund	581,669.92	65,648.17	25,477.32	621,840.77
Total Restricted Net Assets	\$ 3,976,449.67	\$ 640,472.46	\$ 380,542.48	\$ 4,236,379.65

Financial Overview: 2022 - 2025

Income and Expenses 2022 to 2025





ENDOWMENT COMMITTEE 2024 REPORT

The St. Luke's Cathedral Endowment Committee exists to honor the endowment's donors' wishes and support the mission of St. Luke's Cathedral. In order to accomplish this purpose, the Endowment Committee's goal is to both preserve the purchasing power of the endowment's principal and also provide consistent monthly withdrawals to support the Cathedral's operations. The Endowment Committee provides broad oversight over the management of the Cathedral portfolio, including ensuring that our overall investment policy is adhered to and occasionally considering changes to it.

Thank you to all who served on the Endowment Committee in 2024 including Sam Allen, John Bancroft, Vice Chair James Cabot, Jamie Cough, Fred Fowler, Phillip Hamilton, John Watson, and Tim Wilkins. Over the course of the year, the Endowment Committee met with our portfolio extremely knowledgeable and conscientious manager, Steven Violin of F.L. Putnam, in January, April, July, and October.

Since 2014, the endowment spending policy has been to annually draw 4% of the endowment's value to support the Cathedral's operations. The investment policy document states: "A sustainable spending policy (withdrawal) over a time horizon of perpetuity has to be less than the average real rate of return (real = net of inflation and fees) of the endowment principal." The endowment's annual withdrawal rate is calculated on average of previous twelve quarters. For 2024, the annual withdrawal was \$161,147 or \$13,429 a month. The annual withdrawal total for 2025 will be \$169,195 or \$14,100 a month.

The consolidated accounts of St. Luke's Cathedral rose from \$3,689,451 to \$3,955,403 during the 2024 calendar year as stock and bond markets continued to rebound from 2022's declines. The total return over this time period represented a 11.4% gain net of all fees and expenses. The 2024 return was 1.6% below the 13.0% return for the portfolio benchmark, which was driven by modest underperformance of the stock portfolios given an unusual concentration of stock market returns among the very largest US companies. While the portfolio has been slightly overweight equities and tilted toward large US equities in particular, efforts to maintain a diversified portfolio were not helpful to returns in 2024. Nonetheless, prudent risk management remains an important component of the investment policy and one that should result in improved risk adjusted returns over time.

The policy of the cathedral is centered around a long-term investment approach with a balanced portfolio of approximately 60% equities and 40% fixed income, with some asset allocation flexibility to allow the manager to rebalance and pursue diversification opportunities opportunistically. The entire portfolio is guided by the Cathedral's *Principles for Responsible Investment* and integrates consideration for environment, social and governance (ESG) into the investment process to the extent it is material. In addition, the portfolio excludes securities

issued by companies that derive the majority of their revenues from the manufacture and sale of armaments, tobacco products, alcoholic beverages or the conduct of gaming enterprises. The portfolio also excludes the top 50 toxic emitters as measured by the EPA and the committee regularly reviews independent ESG ratings and the carbon footprint of the overall portfolio relative to benchmarks.

With regard to the performance of specific asset classes in 2024, the stocks generated a 17.9% return and captured most of the 20.0% return for the portfolio's diversified equity benchmark, while the bonds generated a 3.8% return and exceeded the 3.0% benchmark return of the Barclays Intermediate Government/Credit Bond Index. In addition, the alternative investment allocation that was expanded in 2021 to address inflation risk posted a modest 0.4% gain as inflation pressure in the economy gradually declined over the course of the year. The fixed income portfolio performance was driven by an emphasis on corporate bonds, and the duration that was gradually increased as interest rates rose. The equity performance was negatively impacted by a diversified approach while the majority of stock market returns were attributable to the so-called "Magnificent 7" – the seven largest US companies that now represent nearly a third of the S&P 500.

While equity markets have driven the portfolio value meaningfully higher over the past few years, equity valuations are now elevated despite increasing economic uncertainty. While 2025 begins with significant economic momentum driving earnings growth that is broadening out across sectors, more modest equity returns and significantly more volatility seems likely in 2025. Longer term, future return prospects are much improved now that interest rates have normalized. While inception to date annual investment returns of 7.4% have exceeded the target of inflation + 4%, this was in an environment of low interest rates where bonds returned 2.5% and trailed inflation of 2.6% over that time period. While inflation remains stubbornly elevated and could be exacerbated by trade disputes, deportations and ongoing deficit spending, the portfolio seems well positioned to ride out some volatility and take advantage of long-term investment opportunities that adequately compensate for inflation risk in 2025.

If anyone has questions, I can be reached at sam@samspencer.org and (207) 232-8263. Thanks again to everyone who participated on the Endowment Committee in 2024!

Sincerely,

Sam Spencer, Chair, Endowment Committee
James Cabot, Vice Chair, Endowment Committee
Steven Violin, Portfolio Manager/Principal, F.L. Putnam

65 Spruce Street
Portland, Maine 04102

February 6, 2025

Mr. Sam Allen
Senior Warden
Cathedral Church of St. Luke
143 State Street
Portland, ME 04101

Dear Sam:

In my capacity as chair of the Cathedral's Endowment Committee, I am writing this letter to attest to you and the Vestry that the endowment was managed in a manner consistent with the Cathedral's Investment Policy Statement (IPS) over the course of the calendar year 2024.

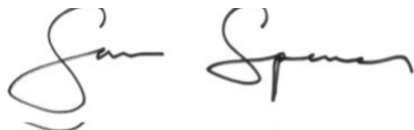
Please see the attached letter from the endowment's portfolio manager, Steven Violin of F.L. Putnam Investment Management, explaining that the firm's "adherence to the guidelines and strategies outlined in the IPS ensured that all investment decisions were made with care and diligence, aiming to achieve the specified objectives while managing risk appropriately. Regular reviews and adjustments were conducted throughout the year in response to evolving market conditions and to maintain alignment with the IPS."

The Endowment Committee met four times in 2024, after each fiscal quarter, to receive an update on the portfolio and more generally ensure that the IPS continued to be followed.

Please let me know if you have any questions. I can be reached at (207) 232-8263 and sam@samspencer.org.

I would appreciate if you could please distribute this letter to other members of the Vestry and to whomever else it may concern.

Sincerely,

A handwritten signature in black ink, appearing to read "Sam Spencer". The signature is fluid and cursive, with the first name "Sam" and last name "Spencer" clearly distinguishable.

Sam Spencer
Chair, Endowment Committee
Cathedral Church of St. Luke

cc: Members of the Vestry, Cathedral Church of St. Luke
Randi Hogan, Treasurer, Cathedral Church of St. Luke
Members of the Endowment Committee, Cathedral Church of Saint Luke
George Stevens, Interim Dean, Cathedral Church of Saint Luke

For 2024 Annual Report

Noon Zoom

Noon Zoom started during the COVID pandemic as a way for parishioners to be in close touch and provide mutual support, initially meeting every Monday, Wednesday, and Friday. As we recovered from the pandemic, we continued to meet weekly on Wednesdays through mid- 2024. The current group of Noon Zoom “regulars” numbers about six and we are now meeting on alternate Thursdays.

Our meetings begin with a short worship service, usually taken from the Episcopal Church’s Daily Prayer for All Seasons, followed by a reading about a saint taken from the Church Pension Fund’s “Holy Women, Holy Men or from Robert Ellsberg’s All Saints. We share and pray for our own special needs and for those of others close to us.

Noon Zoom is currently led by Sam Allen and Larry Roadman. We begin at noon and generally conclude by 12:45. All are welcome. Meeting dates and meeting links are listed in the Cathedral’s weekly E-Pistle.

Respectfully submitted,

Sam Allen and Larry Roadman

Luke's Garden Annual Report

"We are St. Luke's family and friends dedicated to supporting, building, and protecting LGBTQ+ community in the Greater Portland area. We offer a non-judgemental space to discuss and celebrate how religion and queerness interact in our daily lives. All religions, ages, and identities welcome."

2024 was quite the year for Luke's Garden, driven mostly by my moving from Maine to New York at the end of 2023. We attempted to meet by zoom once a month, which was met with minimal attendance. We as a group discussed topics such as the calendar of LGBT+ holidays and awareness days and the process and feelings surrounding coming out. In May of 2024 we began planning for the Portland Pride Parade in June. The parade was a huge success with a wonderful turnout and nice weather. In late summer, I sent out a survey asking members about the future configuration of Luke's Garden. This showed that the members do not prefer meeting over zoom and would rather have in person meetings. At the end of 2024, Luke's Garden welcomed guest speaker Ophelia Hu Kinney to discuss what it is like to be Asian American and LGBT+. In October, the group viewed the documentary 1946.

Due to the success of the meetings in the latter half of 2024, the members of Luke's Garden have opted to meet every few months for a bigger meeting. This will include the pride parade, and more documentaries and educational speakers. After the annual meeting, we will begin planning for the next meeting.

Prayer Shawl Ministry

The Prayer Shawl Ministry here at St. Luke's is a gentle and steadfast expression of **love**. Again this year, shawls have been completed, blessed by clergy and community, ready to be shared with members of our immediate and extended St. Luke's **family**.

The Prayer Shawl Ministry is one of simple giving; a stitcher creates a shawl with prayerful intention for the well-being of an untold recipient, in the hope that it will become a soothing and warm embrace for someone in need of comfort and peace.

Many thanks to Dean Stevens for his support of this simple ministry.

Allison Dale

Memorial Garden and Columbarium Committee - 2024

Columbarium

The Columbarium, consecrated on June 20, 2021, has 80 niches. At year's end, there were 32 niches reserved (paid for) and 48 still available. There have been three inurnments. Financially, we need one more reservation for the construction costs to be fully recovered.

To provide long-term continuity in management, Elizabeth Griffin agreed to serve on this committee and has familiarized herself with the background and procedures. Also involved with Columbarium activities were Fred Fowler, Sam Allen, and David Savage, all of whom have agreed to serve going forward.

Memorial Garden /Bishop's Garden :

This committee works with the junior warden/buildings and grounds committee and the diocese to maintain the garden and its surrounds to the end that it receives the same care as the indoor worship space.

Additions to the garden were three blue arrow junipers against the blank brick wall, various ground covers, two hydrangea shrubs, and some annuals for color. The legendary spiderwort plants that had completely taken over some of the beds will continue to be a challenge, as it has been in past years. It is hard to eradicate.

The diocese and the cathedral jointly have contracted with Bartlett Tree to do some major pruning of the dogwoods in the garden and in front of Loring House and the magnolia in the entryway to the garden. Bartlett will also treat the boxwood hedge and the magnolia for leaf miner and scale, respectively.

Huge thanks go to Mary Brighthaupt, who gave her time and gardening knowledge and without whom we might never have gotten off dead center. Thanks also to Libby Collett, who gave many hours of labor, kept us on task, and was always willing to keep the new plantings watered; Mike Thorne, who with his son Alec reset the border pavers provided muscle and labor, and helped with yard waste removal; Matt Priddy for tree transport; Dick Farnsworth for horticultural consultations; Sam Allen, pruner-in-chief; Fred Fowler, who saw what was needed and did it; Jamie Cough, chair of Buildings & Grounds, and to Lauralee Raymond, Executive Assistant to the Bishop, who made coordination with Loring House a pleasure. Thank you also to Avery Schott, former parish administrator, for the many ways he assisted our work.

This year the garden has been used for funerals and burials, an outdoor 5:15 Sunday Service, a Bach Virtuosi reception, random small meetings, and for impromptu meet-ups, sometimes with bag lunches. It is a beautiful spot and it was nice to see it enjoyed.

Respectfully submitted,
Priscilla Webster, Chair

Haiti Partnership at St. Luke's Cathedral 2024 Annual Report

We'd like to take this opportunity to thank donors at St. Luke's and beyond for continuing to support the **St. Simon St. Jude Episcopal School in Dunny, Haiti**. These donations have made it possible to keep the school open during these difficult times. We are **grateful that the area near Dunny continues to be peaceful**. The doors of the school are open and the students and teachers are hard at work.

Our annual budget is \$12,955 and includes the lunch program. Funds are used to purchase cooking oil, vegetables, herring, onions, charcoal for the stoves, and salaries for a cook & water carrier. The budget allows us to fund 21 scholarships, two teacher salaries, two community suppers, student transportation for one disabled student, **school repairs, supplies, and wire fees**.

Trinity Hope and The Haiti Education Foundation are charitable organizations working in Haiti, we work in collaboration with these two organizations in addition to the **Episcopal Haiti Partnership Program, Canon Serena Beeks D.Min., U.S. Program Coordinator**.

Wisly Claris, **reports**, "the students are very happy to have received a hot meal during the school days. The scholarship holders thank you very much. **Que Dieu vous bénisse en abondance!** May God bless you abundantly!"

Respectfully submitted by,

Meredith Cough, Chair of the Haiti Partnership



2024 ST. LUKE'S FOOD PANTRY AT-A-GLANCE

HOUSEHOLDS SERVED: *steady monthly numbers*

Jan. 272	Feb. 556	March 382	April 331	May 441	June 347
July 327	Aug. 439	Sept. 336	Oct. 408	Nov. 353	Dec. 338

TOTAL served 2024: 4,522 households served in 2024, representing 18,120 individuals.

Comment: In 2024, our neighbor numbers slowed their rapid and uneven escalation and have settled into a steady and more manageable (approx.) 100 per week. This was primarily due to the opening of MaineHealth Food Pantry at 950 Congress St. They provide welcome additional resources to meet the needs of our most vulnerable neighbors.

THE FOOD: *food bank supply down and prices up*

Last year, our challenge was the big jump in prices in the face of reduced donations. Food prices continue to increase. For example, the price of a food bank case of ground beef went from \$28/case to \$44/case, a 57% increase.

This year we have an additional problem: food supply. Good Shepherd Food Bank has been steadily reducing their offerings. Their financial supports have decreased and the number of pantries coming to them has increased. We can no longer get basic items such as rice, canned tomatoes and cooking oil so have begun to seek out these items at retail outlets, adding cost and delivery challenges.

2024 FINANCIALS

Income

\$49,711 [\$42,121 donations/grants + \$7,590 freezer donation]

Expenses

\$27,071 Good Shepherd food bank
 \$18,136 Director salary/fica
 \$4,371 Milk (via Wayside Food Programs)
 \$208 Misc. supplies
 \$49,786 Total

12/31/24 Food Pantry Fund balance: \$42,766

2025 LOOKING AHEAD

Always on a shoestring, but optimistic

- We have adequate reliable, experienced and skilled volunteer teams. This is huge.
- Thanks to generous donations, we have fully updated our refrigerators/freezers and shelf storage. We need no upgrades this year.
- Our partners: Wayside Food Programs and South Portland Food Cupboard have continued to share their extra salvaged and surplus food. Our food costs would be much higher without them.
- Since our neighbor numbers have settled into a more predictable range, tasks of food gathering, storing and handling are simpler and more efficient for volunteers.
- We continue to seek grants and are organizing a **Spring Fundraiser** primarily aimed at local food-based businesses.

With much gratitude to the Cathedral community for supporting this ministry with physical space and utilities, donated food, volunteer time and financial support.

Mary Brighthaupt, Exec. Director
2/9/25



ST ELIZABETH'S ESSENTIALS PANTRY



St Elizabeth's is a low barrier essentials pantry providing non-food household and personal care items essential to daily life which are not covered by food stamps or SNAP benefits.

We partner with eight episcopal churches in Greater Portland: St Alban's, St Peter's, Trinity, St Bart's, St Mary's, St Nick's, St David's and the Cathedral of St Luke's.

Our mission is to welcome the stranger and stand with those who live on the margins by providing basic household essentials on a weekly basis.

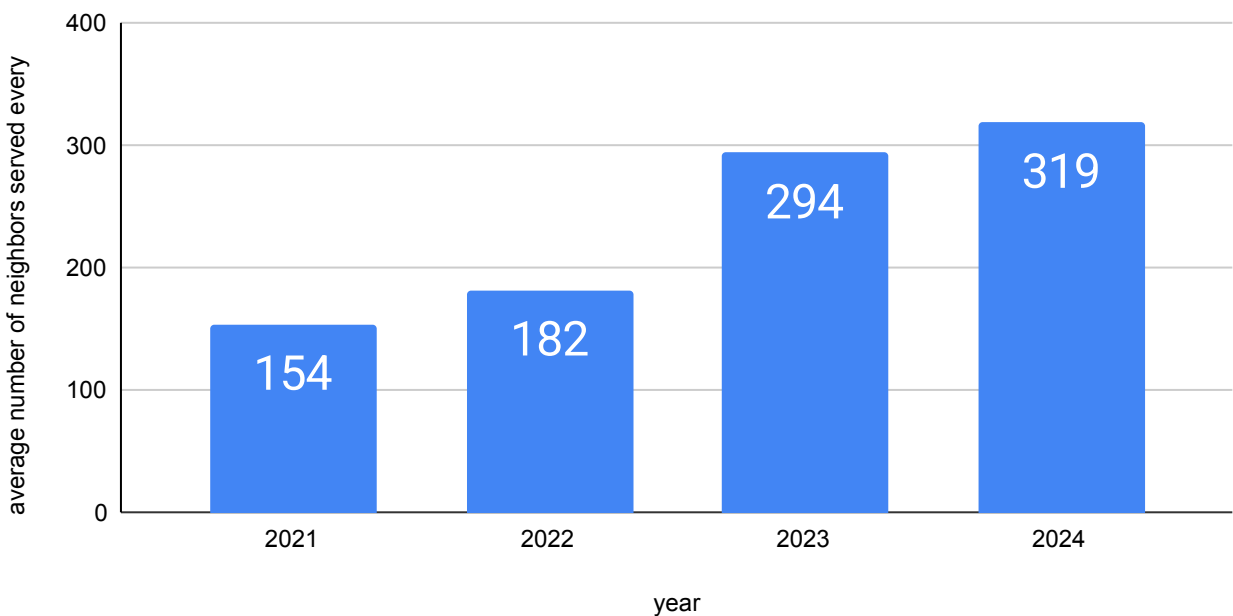
Beyond the financial gifts that St Luke's provides, we are especially grateful for the fact that our base of operations is housed in the Cathedral in the middle of the city of Portland, a place that our neighbors know and trust and have easy access to, either on foot, bike or by car. We are also grateful for our more than 75 volunteers, including our dedicated St Lukans: Elizabeth Burger, Kathy Coughlan, Linda and Brian Emery, Anne Fowler, Bill Hoyt, Mary Linneman, Martha and Bob Parshley, Liz Stover, Mary Strnad, Byrd Wood (St E liaison) and Gus Goodwin (St E co-chair)



ST ELIZABETH'S ESSENTIALS PANTRY

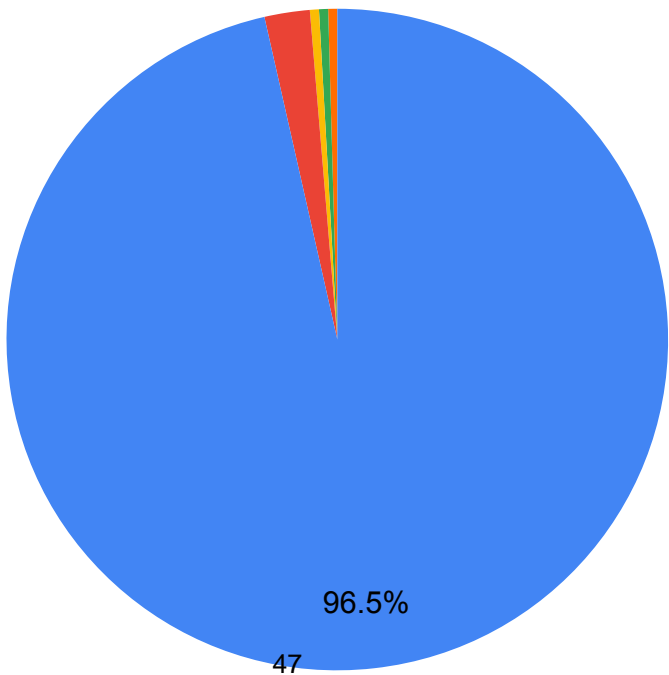
- St E's serves more than 300 neighbors every Tuesday morning from 8:30 to 11 am.
- Weekly essential items include toilet paper, bars of soap, feminine products, adult diapers and laundry soap.
- Monthly items include: diapers, tooth paste, blankets, towels, sheets, pots, pans and cookware.
- We offer warm coats, hats, gloves and boots in the late fall, early winter months.

St Elizabeth's Essentials Pantry neighbors served every Tuesday



Where Do our Neighbors Live?

- Portland
- Westbrook
- South Portland
- Falmouth
- Lewiston



Languages Spoken at St E's

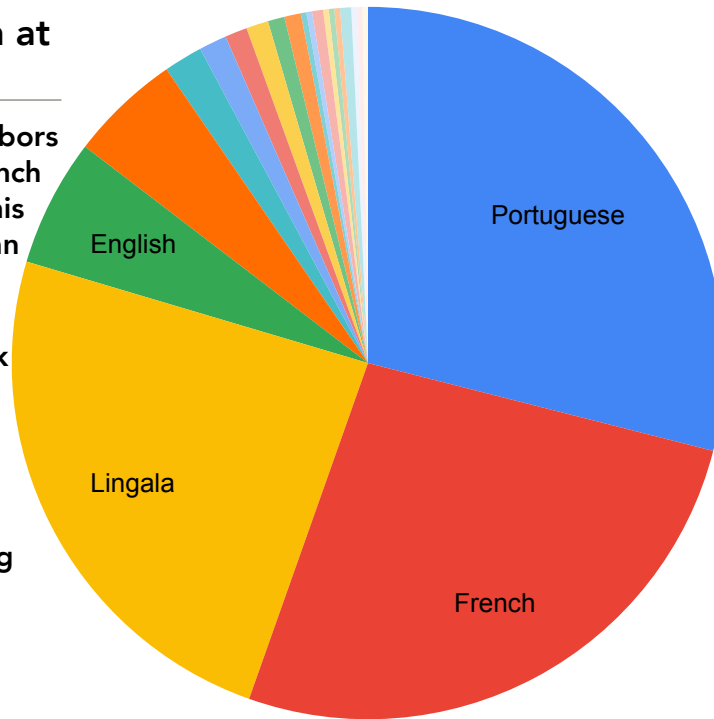
Portuguese French Lingala English Spanish Arabic Swahili Kinyarwanda Kirundi Acholi
 Dari Ethiopian Vietnamese Nuer Luganda Tigrinya Ananda Bulgarian Mbugu Bosnian
 Mara

Languages Spoken at St E's

About 80% of our neighbors speak Portuguese, French and Lingala. Most of this group speaks more than one language fluently.

Approximately 5% speak English and another 5% speak Spanish as their primary language.

10% speak the remaining languages listed.



Costs of Essentials

Essential Item	Quantity	cost	Cost per year
Toilet Paper	638 rolls of TP (per week)	\$415 per week	\$21,840
Diapers (We average 363 neighbors on diaper days.)	6300 (per month)	\$1260 per month	\$15,120
Bars of Soap	319 bars of soap (per week)	\$181 per week	\$9455
Feminine Products	1800 pads (per week)	\$144 per week	\$7488
Dental Supplies	319 tubes TP & brushes (per month)	\$638 per month	\$7656

Costs for essential items for 2024 (\$61,559) does not include blankets, towels, sheets, pots, pans, cookware, warm coats, hats, gloves and boots.

Public Policy and Environmental Action Team (PPEAT)

PPEAT met monthly to learn about legislative issues of interest and to get involved with advocacy around environmental and social justice. PPEAT also sponsored various coffee hour presentations and conversations including on climate change and on affordable housing.

2025 Ballot -Cathedral of St. Luke

Nominees for Senior Warden, Vestry and Representatives to Diocesan Convention.

Nominee for Senior Warden (select one)

☐ John Hennessey

☐ _____

Vestry Nominees (select three)

☐ Peter Carleton

☐ Joe DeKay

☐ Catherine Hyde

☐ Laura Lyons

☐ Parker Roberts

☐ Will Solomon

☐ _____

Representatives to Diocesan Convention (select five)

☐ Sam Allen

☐ Sarah Braik

☐ Fred Fowler

☐ Philip Hamilton

☐ Susan McCuller

☐ Curtis Maurand

☐ _____

The Cathedral Church of St. Luke
143 State Street
Portland, ME 04101

Minutes of the Annual Meeting, February 4, 2023
Held in person and livestreamed

The Annual Meeting of the Cathedral Church of St. Luke was called to order by Interim Dean George Stevens, at 11:45 a.m. on Sunday, February 4, 2024, in the Sanctuary of the Cathedral. After a Territorial Acknowledgment, the Interim Dean opened the meeting with a prayer.

Minutes of 2023 Annual Meeting

A motion to approve the Minutes of the Annual Meeting on January 29, 2023 was made, seconded and **approved**.

Elections

Interim Dean George Stevens introduced nominees for Vestry (three 3-year terms and 1 two-year term) and Diocesan Convention Delegate (5 positions). Nominated by the Nominating Committee are: For Vestry: Linda Carleton, Emma Flinn, Randi Hogan, Catherine Hyde, Stan Kuziel, Mary Linneman, and Eleanor Roberts. For delegates to the Diocesan Convention: Sam Allen, Jeri Edgar, Fred Fowler, Randi Hogan, Curtis Maurand and Susan McCuller. There were no nominations from the floor. George Stevens noted that not all would be elected, but thanked those who had agreed to stand for election. The congregation voted. Tellers John Bancroft and Peter Carleton collected the ballots and retired to count the votes.

Warden's Reports and Recognition of Retiring Warden and Vestry Members

Senior Warden Sam Allen, expanding on the theme "Let's Go On" from this morning's sermon, reported that the search for a new dean was underway beginning with learning who we are and where we want to go. He noted that a lot was happening at the Cathedral, and called on the parish to work together on expanding hospitality offerings such as community suppers. He noted a vacancy in the junior warden's position, and said he would call on the Building and Grounds Committee to help. He thanked the Parish for its support during his first year as Senior Warden.

The Interim Dean reflected on the past year, when first the Rev. Paul St. Germaine served as Transition Priest-in-Charge, from February through May. Then a team of mostly volunteers, Associate Rev. Suzanne Roberts, Deacon Rebecca Grant, Assisting Clergy Rev. Anne Fowler and Rev. Christopher Worthley led the parish throughout the summer, after which the Interim Dean arrived in September. He has been learning about the Cathedral, building relationships and planning the upcoming search process. He noted that this is a time for not only for introspection and reflection, but also looking to the future. He noted that the long-term health of the Cathedral will rely on understanding its mission and staffing to address that mission.

The search process began with the circulation of a parish survey from Holy Cow in the fall. Now the parish will work with a new Vestry to communicate the results of the survey, after which a number of committees will write up a profile, organize discussion groups and reach out to different constituencies. How long will the process take? Until a new Dean is called. He urged the parish to bring new people into the church, strengthen its revenues, and recruit new leadership.

There followed questions and discussion. One parishioner suggested reestablishing the Foyers groups - small groups of parishioners sharing a meal in someone's home - and making it multigenerational. It can be a very simple meal. Another requested that events to bring the parish together be made known.

Election results

The following votes were cast for Vestry, with the resulting terms:

Eleanor Roberts	51	3-year term
Mary Linneman	45	3-year term
Stan Kuziel	44	3-year term
Randi Hogan	43	2-year term
Linda Carleton	37	
Catherine Hyde	37	
Emma Flinn	22	

The following votes were cast for delegates to the Diocesan Convention:

Sam Allen	64	elected
Curtis Maurand	62	elected
Fred Fowler	55	elected
Susan McCuller	53	elected
Randi Hogan	52	elected
Jeri Edgar	51	alternate

Sam Allen and George Stevens gave thanks to the outgoing members of the Vestry Jane Briggs, Linda Carlton, Catherine Hyde and Jamie Cough, and presented them with a framed photograph of the Cathedral from the labyrinth .

After congratulating the new Vestry members , George Stevens closed the meeting with a prayer. The meeting was adjourned at 12:40 p.m.

Respectfully submitted,

Dan McDonald
Clerk