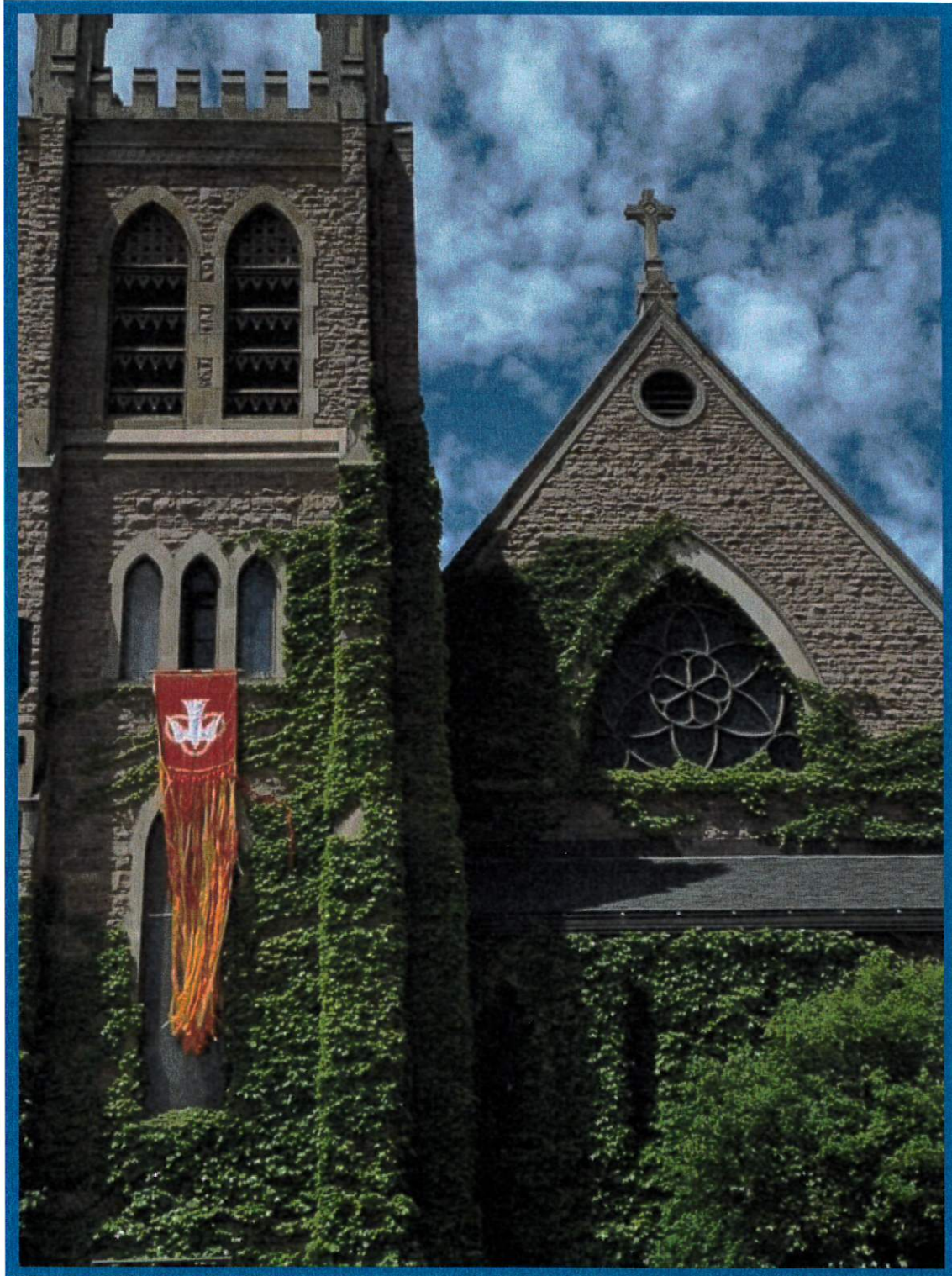


ST. PAUL'S

EPISCOPAL CATHEDRAL

815 High Street
Des Moines, IA 50309
cathedralchurchofstpaul.org

2020 Report for the Annual Meeting Sunday, January 24, 2021



Cathedral Church of St. Paul

Annual Parish Meeting – January 24, 2021

Mission Statement

The Cathedral Church of St. Paul, the Cathedral and liturgical center of the Episcopal Diocese of Iowa, is a vital metropolitan Christian community. We are committed to accepting and giving Christ's unconditional love through worship, fellowship, education, and service within and beyond our parish church.

Meeting Agenda

11 am Zoom Room Opens for Social Time	
11.15 am Call to Order	Skeet Wootten
Opening Prayer	Fr. Zeb Treloar
Mission Statement	Skeet Wootten
Statement of Conflict of Interest	
Appointment of Recording Clerk for the Annual Meeting	Skeet Wootten
<u>Approval of 2020 Annual Report Minutes</u>	Skeet Wootten
<u>Elections</u>	Skeet Wootten
• Chapter Members for 2021–2023 and partial terms	
• 2021 Episcopal Diocese of Iowa Convention Delegates	
<u>Parish Financial Report</u>	
2020 Financial Report	Rick Stearns
Approval of the Financial Report	Skeet Wootten
Presentation of 2021 Operating Budget	Rick Stearns
<u>Provost's Report</u>	Amma Nicola Bowler
<u>Assisting Priest's Report</u>	Fr. Zeb Treloar
<u>Deacon's Report</u>	Dcn. John Doherty
<u>Parish Music Report</u>	Mark Babcock
<u>Junior Warden's Report</u>	Stephanie Wells
<u>Senior Warden's Report</u>	Skeet Wootten
Question & Answer Time	As appropriate
<u>Closing Prayer</u>	Amma Nicola Bowler

Slate for the Chapter

1-year term (Class of 2022)	Henry Harmon
2-year term (Class of 2023)	Open
3-year term (Class of 2024)	Phyllis Melton
	Jolene Phelps
	John Stender-Custer
	Chuck Seel

(All Chapter Members are requested to remain for a few minutes to elect the Chapters' Officers.)

Call for Delegates to Diocesan Convention

2021 is a unique year in the Diocese of Iowa, with a Special Convention for electing the Tenth Bishop of Iowa and a Diocesan Convention in October at which both Bishop Scarfe and the Bishop-elect will be present.

The electing convention is currently scheduled for Saturday, July 31st and will take place following a period of "meet and greet" events for the Bishop candidates, around the Diocese. The 169th Convention of the Diocese of Iowa will take place Friday - Saturday, October 29-30, 2021. We invite you to prayerfully consider nominating yourself or another person as a possible delegate to these conventions. Delegates must be "confirmed adult communicants of this Church in good standing." To nominate yourself please provide a short paragraph biography and a brief statement of interest explaining why you would like to engage in the Convention conversations, to Stephanie Wells by email at: steph2016@gmail.com by Sunday February 14th. If you would like to nominate another person please talk to that person first and obtain their agreement, then follow the procedure described above.

The Cathedral Church of St. Paul will send five delegates and two alternates to Convention in 2021. Delegates are also strongly encouraged to attend Metro Chapter meetings that will take place prior to Convention; one in spring and one in fall, usually on a Saturday morning at one of the Metro area churches. If you have questions about Diocesan Convention or this process, please feel free to talk to Amma Nicola, Deacon John, Father Zeb, or others who have attended Convention before. Thank you for your prayerful consideration!



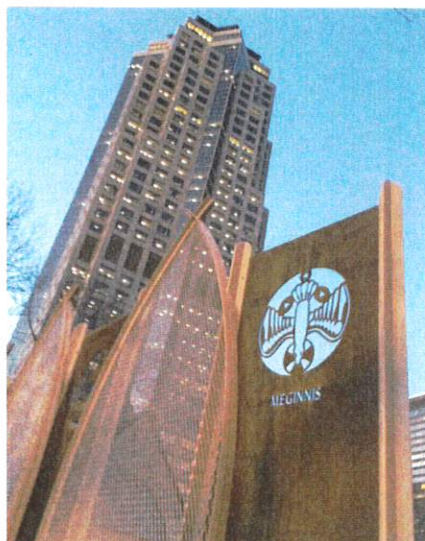
Selection of 2021 Diocesan Convention Delegates

Special Convention for electing the Tenth Bishop of Iowa
Saturday, July 31st

The 2021 Diocesan Convention

Friday, October 29th and Saturday, October 30th.

The number of Diocesan Convention Delegates:	5
The number of Diocesan Convention Alternate Delegates:	2



**The Cathedral Church of St. Paul
Annual Meeting, January 26, 2020**

2020 Service attendance = 94
2020 Meeting attendance = 59

**The Cathedral Church of St. Paul
Minutes for the Annual Meeting, January 26, 2020
Senior Warden Robert "Skeet" Wootten, Presiding**

Opening Prayer – Amma Nicola

Reading of Mission Statement – Skeet Wootten

Conflict of Interest Statement – Skeet Wootten

Skeet Wootten – maintains a professional relationship with the church through a brokerage account with Wells Fargo. The securities are sold and deposited back to the church's account. Skeet reimburses all of the commissions from these trades.

Appointment of Recording Clerk for the Annual Meeting – Phyllis Melton nominated Stephanie Wells to serve as annual meeting clerk, seconded by Paul Meginnis. Unanimous approval.

Approval of 2019 Annual Meeting Minutes – Motion by Phyllis Melton, seconded by Jill Southworth to approve the 2019 Annual Meeting minutes as presented. Unanimous approval.

Election of 2020 – 2023 Chapter Members

Slate presented by Nominating Committee:

- Mike Gillespie
- Jonathan Hansen
- Rachel Hill
- Elvin McDonald

Motion by Sally Bates to approve the slate as presented, seconded by Henry Harmon. Unanimous approval.

Reports – The following are highlights from submitted written reports. Please see the 2019 Annual Report document for full reports.

Parish Financial Report – Jill Southworth

- This year's report is a continuation of last year's report; there is less income than expenses.
- The 2020 budget is similar to 2019's budget. It is a bare bones budget without expenses for additional activities or ministries.
- There will be a \$130,000 - \$150,000 draw from endowment principle to balance the budget. The good news is the endowment is performing well in the stock market.
- Comments from Skeet – thank you to Jill and Deacon John to get our finances in order, consolidating accounts, and getting an audit report. The audit will be done in late spring/early summer 2020.

Motion by Henry Harmon, seconded by Jo Sloane to approve the financial report. Unanimous approval.

Continued on the next page

The Cathedral Church of St. Paul
Annual Meeting, January 26, 2020 Minutes
Continued

Deacon's Report – Deacon John Doherty

- Thank you to everyone who participates in church life through one ministry or another.
- Despite small staff pastoral care continues. There were over 97 home communions in 2019.
- Communications continues to work on communications. Kathy Temple is assisting with updating communications. If there is something you want communicated, please contact Deacon John.
- Text and On-Line giving has increased and it will continue to be promoted in 2020.
- Outreach Committee continues to be active in the community on issues such as immigration and serving at Central Iowa Shelter. The Central Iowa Shelter ministry is being suspended for now due to lack of resources.
- Connections Café continues at St. John's Lutheran due to the flood in the Undercroft. Once it is fixed Connections Café will resume at St. Paul's.

Parish Music Report – Mark Babcock

- It was a very active year for music in 2019. There is as much, if not more, planned in 2020.
- Thank you to the choir for all of their work and providing wonderful music.
- Lent choral evensong will continue in 2020 with a soup supper afterwards. 5:45 every Thursday.
- March 8th there will be a guest choir at the 10:00 service.
- Summer Fine Arts Camp will occur again this summer in early August.

Senior Warden's Report – Skeet Wootten

- Thank you to everyone who volunteers, it makes a big deal to the life of the parish. If you attend regularly and don't volunteer, please prayerfully consider volunteering.
- Undercroft is still unusable. We are waiting for a report from the insurance company. They have reimbursed us for the initial damage. The Chapter will meet with the Property Committee to work on a plan to move forward with the space.
- Welcome to Amma Nicola!
- Thank you to Derek Sadler, Laurie Theis, Brad Schaefer, and Rick Stearns for serving on the Chapter the last 3 years.

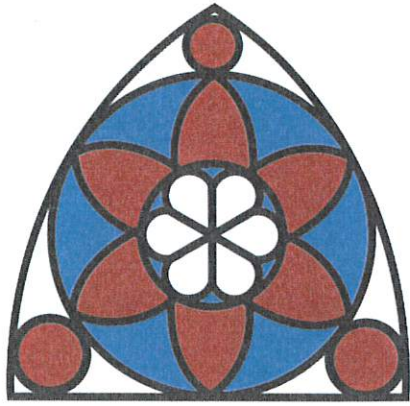
Open Discussion

- Request to have the Journey return to a monthly publication from quarterly to ensure good communication.
- Question about the organ. There are poles supporting the pipes in the choir due to the beam supporting the pipes failing. The poles are there as a precautionary measure. Work to replace the beam will begin in early February.
- Please wear your nametag when at church so everyone can learn everyone's name.
- Thank you to all of our staff (John Z. and Jovan) for all they do.
- Questions on situation surrounding Father Troy's absence. The decision of Father Troy to pursue short-term disability was his decision. The information shared by the Chapter is limited due to issues surrounding privacy.
- Question on who is responsible for flood damage. The city is not responsible for the break, their responsibility when the pipe splits from the main line; the break occurred on the supply line to our property. There were actually two breaks, the one in to the building and one under the air conditioners. The pipe that was under the air conditioners has been fixed by running the pipe through the building. This decision was made as it was less expensive and prevented us from having to tear up the parking lot.
- Sewer odor in basement. We are unsure where the odor is originating from but it is being investigated.

Closing Prayer – Amma Nicola

Motion by Henry Harmon, seconded by Elvin McDonald to adjourn. Unanimous approval.

*Respectfully Submitted,
Stephanie Wells, Clerk*



ST. PAUL'S
EPISCOPAL CATHEDRAL

Reports

Senior Warden's Report Annual Meeting, 2021

To the Parish,

To say that 2020 was an interesting and challenging year would be an understatement. We began the year like any other, but things certainly changed by mid-March. Pandemic changed how we approach everything, from work, to worship, to shopping.

Credit goes to Amma Nicola, Fr. Zeb, Dcn. John, Mark Babcock and all who were instrumental in figuring out, on the fly, how to continue to bring God's word to our Parish and community writ large. On that scale, we were very successful. Beginning with an Easter celebration of a carillon, which amassed some 50,000 views, to continuing that ministry throughout the year, St. Paul's persevered to create online worship, outdoor, socially distanced services and now beginning live streamed services.

We have accomplished a great deal in an uncertain year and 2021, while still harboring uncertainty, will see us continue our efforts to spread the Gospel in new and innovative ways, while we work to be able to safely return to in person activities. There is a very strong sense of momentum flowing through the Parish. We have an active committee overseeing the reconstruction of the Undercroft, initiatives to look for answers to social injustice, a vibrant and growing music program and a new and evolving relationship with the Diocese.

While we have a lot of wonderful things happening, we must also be aware that the paradigm has changed in how we relate to our congregation. We have a very generous group of donors who help us in funding the operations of the Church, but we currently do not have enough to do so and break even, so we must depend on the endowment to balance our books. And this deficit will put limitations on our abilities to continue our outreach. We have, however, had an active group working with our operating and budgeting, and their stated desire is to help us determine how we can successfully raise the funds we need for operations without using the principal of the endowment.

Our Church has had a most interesting year and we are fortunate to have had the leadership of the clergy and staff, but also of a strong Chapter. We have been fortunate to have had the wisdom and guidance of Matt Petty, Leighton Carlson, Jolene Phelps and Jill Southworth, who are completing their terms on the Chapter. We thank them for their dedication to St. Paul's and we're better for their service.

Additionally, a special thanks to Kathy Temple and Stephanie Wells, both of whom have bravely climbed the ladder to the Bell Tower to provide the video for the Carillon concerts. Their efforts, along with Mark's wonderful playing, have brought a totally new dimension in worship to our Church and community.

And thank you to all who have volunteered at the Church in whatever capacity, no matter how big or small. Every effort makes a difference. We have a stronger presence because of the efforts you have made and continue to make.

You have a lot to be proud of at St. Paul's and we look forward to continuing to love and serve the Lord.

Thanks be to God.

Skeet Wootten
Senior Warden



Junior Warden's Report Annual Meeting, 2021

Members of St. Paul's, I would like to start by wishing you a happy new year; one filled with hope, love, and joy.

As we all know, 2020 was a year of unexpected challenges but also many blessings. Personally, I was blessed to be elected Junior Warden by the Chapter. Serving as Junior Warden has been a wonderful and enriching experience. From gaining a better understanding of all the hard work by so many to keep our Cathedral running to meeting or getting to know better members of the parish.

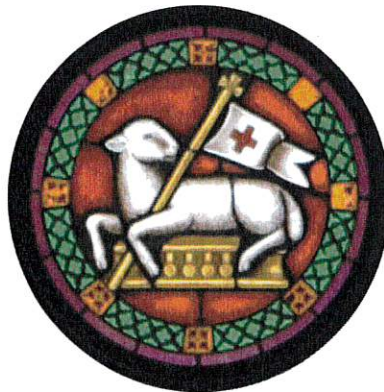
Much of my work this year focused on property – from getting the parking lot spots repainted to rekeying the church, many small updates have occurred during the past year. One notable update was the adding of window well covers to the windows along High Street and 9th Street to help keep water out of the undercroft. In conjunction with this work we held a garden clean-up day in the fall to cut back overgrown vines, pickup trash, and pull weeds. This work would not have been possible without Mike Gillespie. Thank you Mike for coordinating our efforts and overseeing the installation of these covers.

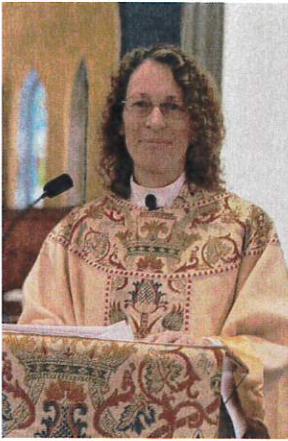
There was also work behind the scenes. Many tough decisions were discussed including worshipping during Covid. The one thing we could agree upon is that none of us had the all the answers or perfect answers but we would do our best to fulfill our responsibilities as a parish, a cathedral, and a community member. We saw our worship continue through Mark's beautiful carillon concerts on Sunday mornings, outdoor services during the summer and fall, and now on-line services that have improved with the new camera streaming system.

Above all, I want to thank you for your ongoing support for St. Paul's. While we may not be able to together physically within church walls, our church, a community of believers in following the teachings of Jesus Christ, whose life, death, and resurrection saved the world, remains strong thanks to you.

I pray this year brings about an easing of the pandemic through vaccines and advice from our public health officials and the opportunity for us to gather again in person for worship and fellowship.

Stephanie Wells
Jr. Warden





**The Rev. Nicola Bowler PhD, Priest & Provost
(formerly Canon Missioner for Ministry Coordination)**

Dear People of St. Paul's,

I began my ministry among you at the beginning of 2020 and quickly gained a strong sense of the trifold ministry of St. Paul's - to the parish, in support of the Diocese of Iowa, and to the wider community of downtown Des Moines and beyond. Our life together in 2020 has been heavily impacted by the global coronavirus pandemic yet I believe that we have experienced significant growth in 2020 nonetheless.

Parish

My greatest joy has derived from getting to know *you*, the people of St. Paul's, better and better as 2020 has unfolded. Whether at outdoor worship in the rain garden during warmer months, at drive-up communion in the colder months (even snow!), or in those all-important one-to-one conversations in which our stories have been shared; all have been delightful to me. We have welcomed folk who are completely new to St. Paul's as they found their way to our outdoor worship services or to our online carillon concerts. To those of you who have a longer history with the parish, I extend my gratitude for your faithful presence and for your patience in teaching me who you are as a community.

Highlights

Wardens and Chapter members have prayerfully, thoughtfully, and practically responded to all kinds of challenges arising;
Undercroft Task Force members are pooling their talents to realize the vision for a renewed physical space that will serve the parish, Diocese, and community in renewed mission and ministry;
Budget Team members skillfully and prayerfully crafted St. Paul's 2021 operating budget;
Livestream Team members conceived, proposed, fundraised, and are implementing St. Paul's new livestream capability; and
Livestream Donors gave generously to realize the new system. *Thank you!*

Diocese

In 2020 St. Paul's supported a significant number of Diocesan services, from Palm Sunday through to all Advent and Christmas services that were live-streamed across the Diocese. I extend my gratitude for the significant amount of staff time and effort that also supported these services and for that of Altar Guild members and many of St. Paul's musicians as well. Thank you also to those members of St. Paul's who serve in Diocesan roles, especially as we enter a year in which a new Bishop of Iowa will be elected, consecrated, and seated.

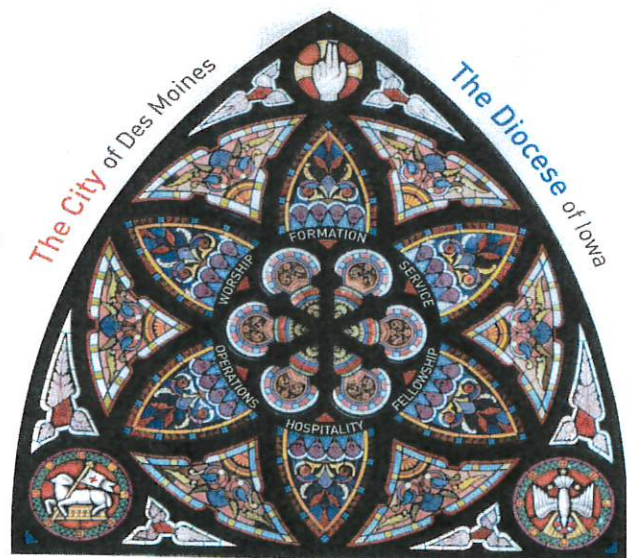
Community

St. Paul's continues to support **Connections Cafe** through representation on The Bridge Board and through regular provision of meals. The Undercroft Task Force is in conversation with Board members on how to incorporate the needs of Connections Cafe as the Undercroft renovations are made;

Community members seeking food, rent, travel, and medical assistance are supported via the clergy discretionary fund on an as-needed basis. *Thank you* to those of you who contribute to the clergy discretionary fund; and

Cathedral Arts events continue to draw engagement from the wider community of Des Moines, Iowa, across the nation and even globally, benefitting from St. Paul's online presence catalyzed by the pandemic.

Continued on the next page



The People of St. Paul

Priest and Provost's Report *(continued)*

Staff

St. Paul's has a dedicated staff that brings a diversity of perspectives to our work together. During 2020 I conducted staff reviews that helped me to get to know each staff member's areas of responsibility and to provide some direction. My own performance review was conducted by the Executive Committee as per the Cathedral by-laws. We continue to make sensible adjustments to our work scopes and responsibilities as we go along. Notable changes are as follows:

- I will work full time for St. Paul's in 2021, an increase from part-time appointments in 2020;
- Assisting priest Fr. Zeb will work at 75% of full time in 2021, an increase from his 50% appointment during 2020, aided by a Diocesan GILEAD grant award of \$24,000 to St. Paul's;
- We joyfully anticipate the ordination of Jean Davis to the vocational diaconate as her ministry continues to unfold among us;
- We welcome Nate Thiessen as our point-person for video livestreaming, in a critical role that ensures St. Paul's future capabilities in this area.

2021

What growth can we look forward to in 2021?

The growth that I most hope for in 2021 is the maturing of our faith as we come to know better the risen Christ reflected among us. Practically speaking, we anticipate the following improvements in our physical environment:"

1. Building upon the gains of 2020 it is my hope that we will see significant improvements in the fabric of St. Paul's buildings in 2021. OPN architects are beginning their work to develop designs for the renewed undercroft, and the undercroft task force is embarking upon developing a fundraising strategy in consultation with others who have this expertise.
2. We will also focus attention on refreshing and repairing others parts of St. Paul's buildings to prepare for the resumption of in-person worship, to better serve Diocesan events, and to ensure a safe and welcoming environment for visitors.

2020 was a difficult year in many aspects yet I hope that you will agree with me as you browse the pages of this annual report that there is much that we can celebrate. We have adapted and innovated in almost all aspects of our life together. I have much appreciated your encouragement, ideas, questions and assistance that have been evident to me during 2020 and I look forward to continuing our journey together in 2021. Please know that you are most welcome to reach out to me at any time.

Faithfully,

Amma Nicola

"Now faith is the assurance of things hoped for, the conviction of things not seen." Hebrews 11:1



The Rev. Zebulun Treloar
Assisting Priest



It's been quite a year. I want to start by giving thanks to everyone for their flexibility and work to imagine new ways of being together when gathering indoors in-person was not an option.

I give thanks that in 2021 I will be spending more time with St. Paul's, as my hours have been extended from half time to three-quarter time. This is made possible by a generous GILEAD grant from the Diocese. I give thanks to the Diocese, for those who applied for this grant, and those who helped fund it through their pledges. I will be using this additional time to provide more pastoral care, to connect with the downtown community in new ways, particularly through the Downtown Chamber of Commerce, and to provide more tech support as we move into more hybrid ways of being church, connecting more with each other online as well as in-person.

I want to start by sharing about the shifts that have taken place in Children's Formation. We have continued to meet and explore our faith in various ways throughout this past year. Right before the pandemic, we had started to learn about baptism, with each child receiving their own doll and I led them in practicing baptism. All those dolls, the majority of which are named Cherry Dinosaur, wait in the children's formation room for the time when we can gather for class indoors again.

For a while, we had weekly Zoom meetings. We moved away from that to instead sending out devotionals with coloring pages and meeting outdoors on a monthly basis for a fun activity.

We also worked with St. Timothy's and St. Andrew's to host a virtual Vacation Bible School, with our own Lexie and Nathan Thiessen leading the music. We met over Zoom the first and the last night of the week, offering video lessons for the rest of the week.

Some of the highlights of the past year are VBS, tie dying St. Paul's t-shirts, and a Zoom with St. Nick that we hosted for the entire diocese.

Our primary teacher, Rachel Hill, moved back to her home state of Hawaii, but the distance is actually bringing new opportunities for the children this year. We plan on building relationships between the children of St. Paul's and Rachel's

home parish of All Saints on Kuai, having the kids send cards to each other and sharing Rachel's video lessons with the children of St. Paul's as well. I am working with parents to see where we can grow and build our children's ministry in 2021.

We have some exciting plans for adult formation in 2021. We are working on online webinar series for each season. We are starting this Thursday, Jan. 28th at 7 pm with a series on End of Life Planning. We will have guests each week, speaking on the topics of: spiritual preparation, legal documents, planned giving, palliative care & hospice, and funeral preparation. Our first week, spiritual preparation, will have a panel that includes Bishop Scarfe and Rev. Richard Graves. You may sign up for the Zoom sessions, where you can ask questions, or watch recordings on Facebook and YouTube. We are also looking at series about ministry with vulnerable populations, music, and more.

I've also learned a lot about tech this past year. We have a lot to give thanks for in the volunteer work of Austin Rozendaal, who faithfully edited videos for us when we were doing pre-recorded worship and continues to help us with sound and video as we livestream. I came alongside him to help record videos and learned some editing along the way as well.

My big tech project for 2021 is the website. I have taken over much of the maintenance of the site, changing out rotators and ensuring the weekend's bulletins and links to worship videos are on our site. I am working on making it truly a one-stop shop, where one can go to find everything they need in an easy and accessible way. One new change has been linking our live streams directly to the webpage. If you click on the live streams tab at the top of our site, you can watch our live streams in real time. You can also navigate over to the worship page to download bulletins and connect quickly to any of the past month's services. We will be working on additional changes to the website to make it even better.

I've also connected with the wider state in many ways. Every Wednesday morning, I work with the Faithful Voices for Racial Justice group, organized as part of Interfaith Alliance of Iowa, to help raise awareness, provide education, and build opportunities for the faith communities of Iowa to come together around issues of racial justice.

Continued on the next page

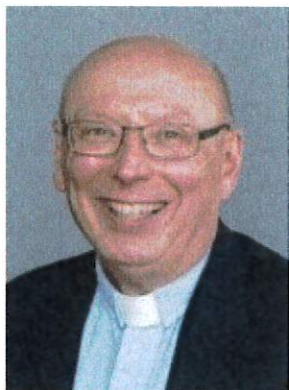
Assisting Priest (continued)

I joined the Diocese of Iowa Regathering Task Group, where we created our diocesan Covid-19 plan and make decisions about gatherings based on the health metrics of the state. It's been a joy to work with these colleagues even when we have to make hard, and sometimes unpopular decisions. My engagement with this task group has helped St. Paul's create plans for outdoor worship, family activities, and drive up communion as well as St. Paul's indoor worship plan, which we hope to use again sometime soon.

This comes alongside building deeper connections with my fellow priests in the diocese through regular meetings with the bishop, a support group, and Bible study for preachers.

This year has been a time of expanding my networks, building skills, and engaging in flexible creativity. From children's formation to tech support to statewide engagement, I've learned that the most important things are communication and relationship, which I will focus on and build upon in 2021.

The Rev. John Doherty Canon Administrator & Deacon



2020 was a year full of transitions and transitions create administrative work. By category, these are some of the activities of 2020.

Pastoral & Sacramental

Suspended: Communion under special circumstances service at Wesley Acres on the second Wednesday of each month and Eucharistic visitations by lay members

I participate in Sunday services as deacon usually preaching once a month

Participated in three burial services. One graveside, one at St. Paul's, and one at a funeral home with COVID restrictions

Work with the many people who come to our door during the week and on Sundays with pastoral needs providing financial and spiritual assistance.

Continued the Ashes to Go street ministry which we may do this year?

Administrative

Coordinate and administer our database systems, financial, and communications networks, such as email, website, social media platforms, financial reporting, firewalls and anti-virus protection, equipment and supply purchases. Manage and store password and user names for we.

Work with multiple vendors on regular needs and special jobs for repair or improvement

Help with the transition of staff members equipping them and being of whatever service possible

Attend the property, communications, and undercroft committee meetings

Financial

New procedures now in place.

Payroll and payroll taxes and reporting now are done by an outside firm. I provide them the information. They create the actual check after review by me and approval by treasurer.

Filing and reporting to Diocese on financial items. Providing auditors with information requested.

Recording all income to the church, tracking and acknowledging contributions, sorting them by categories

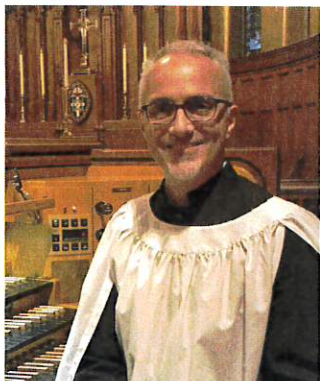
Sending yearly tax information to all givers and tracking pledges and fund raisers

Reconcile accounts, track online and text giving and set up those forms and help promote giving.

Outreach

I continue to facilitate the online signup sheet for Connection Café and help with set up and food storage. Still going strong outdoors at St. John's

I and the staff feel blessed by the help of so many others in the pastoral and caring ministries of St. Paul. Without the members of this church who have fed, clothed, and visited one another, our lives here would be greatly diminished.



Mark Babcock
Organist/Choirmaster/Carillonneur

King, Jr. holiday. I am grateful for this new endeavor, this opportunity to do something new providing an artistic expression of faith during a challenging global pandemic. Special thanks to the Windsor family who gave this instrument and continues to provide for its maintenance.

Monthly Choral Evensong

Sunday, November 22 – Thanksgiving Choral Evensong

Sunday, December 13 – Advent Choral Evensong

Sunday, January 17 – Epiphany Choral Evensong

Monthly Choral Evensong will continue on the 3rd Sunday of every month in the months ahead: February 21, March 21, April 18, and May 16

Live Streamed Monthly Choral Evensong has given the Cathedral Choir a way to keep singing, maintain our noble choral tradition, and to enhance our worship opportunities during this time. While our rehearsal and performance processes have been dramatically changed because of COVID 19 safety protocols, we have found safe ways to faithfully sing during this time. We even enjoyed some outdoor, singing pizza parties this summer/fall. Those will happen again as weather improves.

Advent Organ Recitals

Thursday, December 10 and 17 at noon

Hundreds listened and enjoyed these virtual organ recitals highlighting this important season.

Special thank you to Austin Rozendaal. Austin has been a member of the Cathedral Choir for the past two years. He works for IPERS and is a technological wizard. Austin has been key to our successful virtual services and concerts.

Continued on the next page

Highlights:

Easter Sunday, April 12 – The First Easter Carillon Concert

Hundreds of people lined the city streets and even more tuned in to the live streaming for this special, Holy Day. Several members of the local media were present and shared our story. Easter Alleluias rang out. The message of Easter life, faith, and joy could not be stopped. Members of St. Paul's rediscovered this joyous instrument. It is quite a gift to us and to our community. These carillon concerts are a unique artistic, musical offering that have continued every Sunday at 9a during the pandemic. The carillon will continue to be part of our distinctive character long after the pandemic has ended.

The summer months with outdoor carillon hymns were especially meaningful. They allowed us to still gather at our sacred space, even though outdoors. The hymns reminded us of an enduring faith, a faith filled with hope, healing, grace, love, joy, and peace. These concerts allowed us to see members of our faith community and the larger community safely. They provided comfort and joy during challenging days.

In addition, we were able to commemorate important days this fall and winter, such as All Saint's Sunday, Carillon Carols and Cocoa – a new tradition the Sunday before Christmas, Christmas Eve, and the Sunday before the Dr. Martin Luther

Special thank you to Cathedral Choir members and Cathedral Arts supporters who have continued to value the unique artistic ministries that St. Paul's provides. Music and the arts not only inspire and lift us, they point us to the beauty, wonder, and majesty of our faith. They give wings to the words of love, joy, and peace. Thank you to Diane, Hayes, Jolene Phelps, and Laurie Theis who help manage the music, cassocks, and details for the Cathedral Choir. Thank you to our cantors: Diane Hayes, Lexie Theissen, and Austin Rozendaal. They were especially valuable during our online services in 2020.

Special thank you to all who have helped us making quality live streaming at the Cathedral a reality long after the pandemic has ended. New people have found us online and old members have rediscovered a meaningful connection to this place.

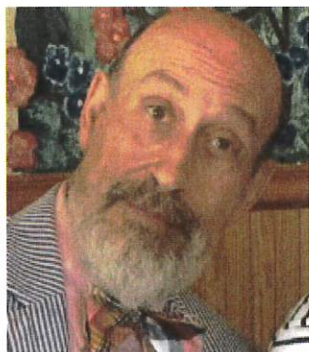
Special thank you to David Raymond who was the project manager for the organ facade re-alignment and stabilization which was completed in June. The facade pipes and the

cantilever had failed over time and was in danger of collapse if left alone. David tirelessly worked with Casavant, our organ maintenance man, and others for a complicated yet ultimately successful completion. This instrument is a treasure. Thank you to David for ensuring its best future.

As I went through a review process with Amma Nicola this fall, I created an updated job description. I enjoyed the journey immensely. Upon reflection, I poetically crafted three major areas: Care for the Liturgy, Care for the People in Music Ministry, and Care for the Instruments. I hope during this unusual year that music at the Cathedral has continued to bless you. I hope you have sensed my sincere commitment and care for St. Paul's, its mission and people.

It is a distinct honor and privilege to serve this parish, this historic Cathedral, the Diocese of Iowa, and all who look to St. Paul's for comfort, solace, and inspiration. We have been blessed even during a challenging year. We give thanks to the God who holds us and sustains us, especially now.

Faithfully, Mark



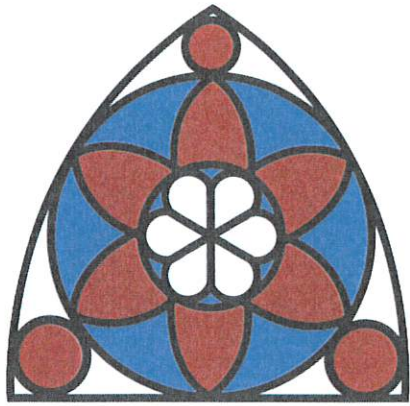
John Zickefoose
Executive Assistant to the Dean

A year like no other, but even the darkest time has its consolations, and working to support the staff, the Chapter, and parish has been a great consolation for me. Many long-established work procedures required changes, especially the weekly Sunday bulletins which required reformatting in order to make them available online. Further responsibilities included maintaining church records, telephone coverage, and reproduction and preparation of bulk mailings, in addition to editing and publishing the bi-monthly *Journey*. I look forward to 2021 and brighter days in the future.

Jovan Sankovic,
Sexton

We are happy to report that Jovan's health has improved over the last year. We continue to pray for him and his family, and we hope he will be able to resume his regular schedule again soon.





ST. PAUL'S
EPISCOPAL CATHEDRAL

Financial Statements



Parish Financial Report – Rick Stearns

- This year's report is a continuation of last year's report; there is less income than expenses.
- The 2021 budget is similar to 2020's budget. It is a bare bones budget without expenses for additional activities or ministries.
- There will be a \$75,000 draw from endowment principle to balance the budget. The good news is the endowment is performing well in the stock market.

Cathedral Church of St. Paul
Stmnt of Assets, Liabilities & Net Assets-Modified Cash Basis
December 31, 2020

	Dec 31, 20
ASSETS	
Current Assets	
Checking/Savings	
11100 · Lincoln Savings Bank - Operatin	18,746.28
11010 · Petty Cash	112.73
11200 · Lincoln Savings Bank - Transfer	126,472.35
Total Checking/Savings	145,331.36
Other Current Assets	
Restricted	
51000 · WFA-Transfer Fund	22,030.77
61000 · Vanguard -Cath. Preser. Fund	1,506,390.14
81000 · Vanguard-Endowment Funds	984,901.41
81025 · Vanguard-Garden	15,391.90
81050 · Vanguard-Social Outreach	51,094.49
81500 · Community Foundation-Endow Iowa	98,042.42
85200 · Community Foundation-Macomber	311,787.32
91000 · WFA-Clergy Mortgage Fund	73,908.76
Total Restricted	3,063,547.21
Total Other Current Assets	3,063,547.21
Total Current Assets	3,208,878.57
Other Assets	
91120 · Note Receivable-Beecham	40,000.00
91130 · Note Receivable2-Beecham	20,000.00
Total Other Assets	60,000.00
TOTAL ASSETS	3,268,878.57
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
12260 · Due to Cath. Preservation Fund	57,557.54
12280 · Due to Endowment	10,000.00
12500 · Payroll Liabilities	
Federal Taxes (941/944)	2,585.10
IA Income Tax	540.00
Total 12500 · Payroll Liabilities	3,125.10
Total Other Current Liabilities	70,682.64
Total Current Liabilities	70,682.64
Long Term Liabilities	
52000 · PPP Loan	69,097.50
Total Long Term Liabilities	69,097.50
Total Liabilities	139,780.14
Equity	
32000 · Net Assets - Unrestricted	-30,688.47

Cathedral Church of St. Paul
Stmnt of Assets, Liabilities & Net Assets-Modified Cash Basis
December 31, 2020

	Dec 31, 20
Net Assets - Restricted - TF	
53086 · Livestream Video (TF)	9,765.00
53174 · Recently Ordained Clergy (TF)	24,000.00
53000 · AIM (TF)	310.00
53001 · Good Samaritan Fund(TF)	498.42
53018 · Columbarium (TF)	5,000.00
53040 · Choir Festival/Anthems (TF)	100.00
53041 · Choir Scholarship	350.00
53042 · Cathedral Arts	10,286.70
53080 · Connections Cafe (TF)	1,858.88
53081 · Coffee Hour	205.89
53097 · Social Justice-Immigration	400.00
53098 · Clergy Discretionary (TF)	3,069.34
53100 · DMARC (TF)	415.00
53120 · Flowers - Christmas (TF)	535.00
53125 · Flowers-Altar (TF)	181.53
53145 · Order of St. Luke (TF)	1,386.27
53152 · Prepaid Funeral Expenses (TF)	650.00
53160 · Prepaid Pledges (TF)	3,360.00
53170 · Shelter Meal (TF)	1,154.66
53215 · UTO (TF)	5.00
53222 · Capital Trust Projects (TF)	2,951.52
53223 · Cathedral Preservation Fund	100.00
53227 · Chapel Maint & Impr (TF)	5,518.45
53228 · Flooring in Church Sanct. (TF)	1,270.00
Total Net Assets - Restricted - TF	73,371.66
33000 · Net Assets - Restricted	
Other Restricted	3,063,547.21
Total 33000 · Net Assets - Restricted	3,063,547.21
Net Income	22,868.03
Total Equity	3,129,098.43
TOTAL LIABILITIES & EQUITY	3,268,878.57

Cathedral Church of St. Paul
Statement of Revenues and Expenses - Modified Cash Basis
For the One and Twelve Months Ended December 31, 2020

	Dec 20	Budget	% of Budget	Jan - Dec 20	YTD Budget	% of Budget	Annual Budget
Ordinary Income/Expense							
Income							
14000 • Plate and Pledge Offerings							
14010 • Plate Offerings	3,500.00	4,573.50	76.5%	19,523.52	34,000.00	57.4%	34,000.00
14020 • Pledge Payments (Current)	36,898.20	23,874.00	154.8%	238,997.65	234,152.00	102.1%	234,152.00
14030 • Pledge Payments (Prior Year)	0.00	0.00	0.0%	6,655.73	6,055.00	109.9%	6,055.00
14000 • Plate and Pledge Offerings - Other	0.00			3,412.00			
Total 14000 • Plate and Pledge Offerings	40,398.20	28,447.50	142.0%	268,588.90	274,207.00	98.0%	274,207.00
14005 • Restricted Donations	8,490.00			87,405.22			
14100 • Special Offerings							
14110 • Ash Wednesday/Good Friday	0.00	0.00	0.0%	136.00	750.00	18.0%	750.00
14120 • Easter/Christmas Offerings	1,010.00	3,400.00	29.7%	2,810.00	6,000.00	46.8%	6,000.00
14130 • Egg Income	0.00			30.00			
14100 • Special Offerings - Other	0.00			446.65			
Total 14100 • Special Offerings	1,010.00	3,400.00	29.7%	3,421.65	6,750.00	50.7%	6,750.00
14200 • Facilities Use							
14210 • Building Use	20.00	60.00	33.3%	390.00	2,550.00	15.3%	2,550.00
14211 • Wedding Use	0.00	50.00	0.0%	0.00	800.00	0.0%	800.00
14220 • Parking Lot	2,030.00	1,800.00	112.8%	11,992.70	16,000.00	75.0%	16,000.00
Total 14200 • Facilities Use	2,050.00	1,910.00	107.3%	12,382.70	19,150.00	64.7%	19,150.00
14300 • Misc. Income & Investments							
14310 • General Investments	97,958.20	5,121.99	1,326.8%	116,635.61	61,463.88	189.8%	61,463.88
143200 • Assisting Priest Reimbursement	0.00	1,555.50	0.0%	10,000.00	18,666.00	53.6%	18,666.00
14321 • Other Gifts/Income	0.00	0.00	0.0%	1,844.22	0.00	100.0%	0.00
14322 • Endowment Distribution	0.00	0.00	0.0%	0.00	116,500.00	0.0%	116,500.00
14323 • GILEAD Contributions	2,087.00	1,000.00	208.7%	6,066.50	4,000.00	151.7%	4,000.00
14330 • Den Doherty Health Insurance	559.80	559.80	100.0%	7,917.60	7,917.60	100.0%	7,917.60
14331 • Dean's Disability Reimbursement	0.00	4,333.70	0.0%	24,066.62	52,000.00	45.3%	52,000.00
14340 • Change in value of Investments	-7,712.40			377,513.11			
Total 14300 • Misc. Income & Investments	62,972.60	12,670.99	497.0%	544,143.66	250,547.48	208.8%	250,547.48
14400 • Estate Income							
14410 • Estate & Memorials	0.00	333.37	0.0%	6,655.00	4,000.00	166.4%	4,000.00
Total 14400 • Estate Income	0.00	333.37	0.0%	6,655.00	4,000.00	166.4%	4,000.00
54000 • Income/Interest (TF)	10.76			69.00			
54000 • Income-Vanguard Cath. Preser	0.00			-145,072.95			
74000 • Income-Endowment (Dio Fnd)	0.00			-136,387.12			
74010 • Income-Cath. Pres (Dio Fnd)	0.00			-39,327.25			
74020 • Income - Garden Fund (Dio Fund)	0.00			-3,420.15			
74030 • Income Social Concern Fd (Dio)	0.00			-11,352.90			
Total Income	114,931.56	46,761.85	245.8%	587,095.76	564,654.48	104.0%	564,654.48
Gross Profit	114,931.56	46,761.85	245.8%	587,095.76	564,654.48	104.0%	564,654.48

No assurance is provided; disclosures omitted.

Page 1

19

Cathedral Church of St. Paul
Statement of Revenues and Expenses - Modified Cash Basis
For the One and Twelve Months Ended December 31, 2020

Expense	Dec 20	Budget	% of Budget	Jan - Dec 20	YTD Budget	% of Budget	Annual Budget
16000 • Worship							
16010 • Liturgical							
16011 • Sound	0.00	100.00	0.0%	39.88	1,200.00	3.3%	1,200.00
16015 • Camera System	0.00			9,941.00			
16016 • Liturgical - Other	145.62	125.00	116.5%	1,800.10	1,500.00	120.0%	1,500.00
Total 16010 • Liturgical	145.62	225.00	64.7%	11,780.98	2,700.00	436.3%	2,700.00
16020 • Music - Instrumental							
16030 • Carillon Maintenance	0.00	0.00	0.0%	2,798.50	2,000.00	139.9%	2,000.00
16050 • Organ Substitutes	0.00	100.00	0.0%	0.00	650.00	0.0%	650.00
16055 • Organ Maintenance	0.00	0.00	0.0%	18,774.37	6,000.00	312.9%	6,000.00
16060 • Piano Maintenance	0.00	125.00	0.0%	425.00	900.00	47.2%	900.00
Total 16020 • Music - Instrumental	0.00	225.00	0.0%	21,997.87	9,550.00	230.3%	9,550.00
16070 • Music - Vocal							
16080 • Choir Section Leaders	1,000.00	1,333.33	75.0%	7,358.10	12,000.00	61.3%	12,000.00
16081 • Choral Scholars	600.00	888.89	90.0%	2,150.00	6,000.00	35.8%	6,000.00
16085 • Guest Vocalists	0.00	200.00	0.0%	0.00	600.00	0.0%	600.00
16086 • Rehearsal Asst./Accompanist	0.00	333.33	0.0%	600.00	3,000.00	20.0%	3,000.00
16090 • Music Purchases	0.00	166.67	0.0%	496.52	2,000.00	24.8%	2,000.00
16091 • Choir Robes	0.00	0.00	0.0%	2,963.40	3,000.00	98.8%	3,000.00
Total 16070 • Music - Vocal	1,600.00	2,700.02	59.3%	13,568.02	26,600.00	51.0%	26,600.00
Total 16000 • Worship	1,745.62	3,150.02	55.4%	47,346.87	38,850.00	121.9%	38,850.00
16100 • Outreach							
16110 • Community Outreach Programs							
16170 • Social Justice Outreach	0.00			6,747.00			
16110 • Community Outreach Programs - Other	0.00	83.34	0.0%	1,049.60	1,000.00	105.0%	1,000.00
Total 16110 • Community Outreach Programs	0.00	83.34	0.0%	7,796.60	1,000.00	779.7%	1,000.00
16120 • Diocesan Ministry							
16130 • Diocesan Pledge	5,833.35	5,833.35	100.0%	36,144.47	35,000.00	103.3%	35,000.00
16140 • Diocesan Convention	0.00	0.00	0.0%	80.00	1,200.00	6.7%	1,200.00
16150 • Iowa Connections Subscription	0.00	81.79	0.0%	163.58	981.48	16.7%	981.48
Total 16120 • Diocesan Ministry	5,833.35	5,915.14	98.6%	36,388.05	37,181.48	97.9%	37,181.48
16160 • Discretionary Funds	800.00			1,200.00			
16100 • Outreach - Other	0.00			419.00			
Total 16100 • Outreach	6,633.35	5,998.48	110.6%	45,803.65	38,181.48	120.0%	38,181.48
16200 • Christian Education & Formation							
16210 • Adult Formation	0.00	83.34	0.0%	250.99	1,000.00	25.1%	1,000.00
16220 • Children/Youth Ministries	25.98	83.34	31.2%	258.35	1,000.00	25.8%	1,000.00
16230 • Nursery	0.00	-50.00	0.0%	371.00	700.00	53.0%	700.00
Total 16200 • Christian Education & Formation	25.98	116.68	22.3%	880.34	2,700.00	32.6%	2,700.00

No assurance is provided; disclosures omitted.

Page 2

Cathedral Church of St. Paul
Statement of Revenues and Expenses - Modified Cash Basis
For the One and Twelve Months Ended December 31, 2020

	Dec 20	Budget	% of Budget	Jan - Dec 20	YTD Budget	% of Budget	Annual Budget
16300 - Parish Life							
16305 - Stewardship Sunday	0.00			885.08			
16310 - Hospitality/Receptions	0.00	83.34	0.0%	964.36	1,000.00	96.4%	1,000.00
Total 16300 - Parish Life	0.00	83.34	0.0%	1,849.44	1,000.00	184.9%	1,000.00
16400 - Stewardship							
16410 - Building & Grounds							
16420 - Building Maintenance	8,187.00	1,000.00	818.7%	67,793.60	10,000.00	677.9%	10,000.00
16430 - Property Insurance	1,580.00	0.00	100.0%	23,797.00	22,217.00	107.1%	22,217.00
16440 - Grounds & Garden Maint	2,561.48			2,662.18			
Total 16410 - Building & Grounds	12,328.48	1,000.00	1,232.8%	94,252.78	32,217.00	292.6%	32,217.00
16450 - Communications							
16460 - Advertising/Promotion	0.00	416.63	0.0%	5,518.76	5,000.00	110.4%	5,000.00
16461 - Consultant Contract	0.00			1,700.00			
Total 16450 - Communications	0.00	416.63	0.0%	7,218.76	5,000.00	144.4%	5,000.00
16490 - Contract Services							
16500 - Audit Fee	0.00	0.00	0.0%	119.00	4,000.00	3.0%	4,000.00
16501 - Legal Fees	0.00	0.00	0.0%	3,000.00	3,000.00	100.0%	3,000.00
16502 - Consultant Fees	0.00	0.00	0.0%	1,470.00	3,000.00	49.0%	3,000.00
16510 - Heating/Cooling Maintenance	496.87	615.00	80.8%	8,637.83	7,380.00	117.0%	7,380.00
16520 - Finance/Bookkeeping	1,000.00	1,000.00	100.0%	9,790.00	8,000.00	122.4%	8,000.00
16530 - Refuse Removal	1,403.40	283.34	495.3%	3,746.31	3,400.00	110.2%	3,400.00
16531 - Building Cleaning Service	537.04	1,332.48	47.8%	12,165.76	15,541.30	78.3%	15,541.30
16532 - Building Supplies	0.00	92.56	0.0%	913.42	3,634.65	25.1%	3,634.65
16533 - Snow Contract	350.00	2,178.08	16.5%	6,774.91	12,992.77	52.1%	12,992.77
16540 - Security System	-186.48	219.62	-85.8%	2,908.76	3,139.13	92.7%	3,139.13
Total 16490 - Contract Services	3,708.83	5,721.09	64.8%	49,525.99	64,087.85	77.3%	64,087.85
16550 - Utilities							
16560 - Gas/Electricity	1,235.00	1,556.00	79.3%	17,613.93	18,657.12	94.4%	18,657.12
16570 - Telephone/DSL	789.68	413.60	190.9%	5,372.76	4,997.63	107.5%	4,997.63
16580 - Water	286.94	329.78	87.0%	4,009.47	3,571.83	112.3%	3,571.83
Total 16550 - Utilities	2,311.62	2,301.38	100.4%	26,996.16	27,226.58	99.2%	27,226.58
Total 16400 - Stewardship	18,348.93	8,439.10	194.4%	177,993.60	128,531.43	138.6%	128,531.43
16600 - Personnel & Administration							
16640 - Clergy Expense							
16661 - Clergy Continuing Ed & Expense	99.95	83.34	119.8%	99.95	1,000.00	10.0%	1,000.00
16662 - Missioner Professional Developm	0.00	83.30	0.0%	0.00	1,000.00	0.0%	1,000.00
16664 - Missioner Ministry Expenses	0.00	300.00	0.0%	162.52	3,800.00	4.5%	3,600.00
16665 - Supply Clergy	0.00	0.00	0.0%	75.00	300.00	25.0%	300.00
Total 16640 - Clergy Expense	99.95	466.64	21.4%	337.47	5,900.00	5.7%	5,900.00

No assurance is provided; disclosures omitted.

Page 3

Cathedral Church of St. Paul
Statement of Revenues and Expenses - Modified Cash Basis
For the One and Twelve Months Ended December 31, 2020

	Dec 20	Budget	% of Budget	Jan - Dec 20	YTD Budget	% of Budget	Annual Budget
16670 • Compensation							
16680 • Provost Salary	2,688.33	2,036.86	132.0%	15,573.30	15,231.63	102.2%	15,231.63
16681 • Provost Housing	1,978.34	1,983.34	100.8%	22,593.41	23,560.00	95.9%	23,560.00
16700 • Dean's Housing	0.00	4,283.00	0.0%	24,841.40	51,396.00	48.3%	51,396.00
16710 • Dean's Salary	0.00	2,239.26	0.0%	11,787.40	26,871.12	43.8%	26,871.12
16715 • Fin & Min Housing	2,000.00	2,000.00	100.0%	23,906.95	24,000.00	99.6%	24,000.00
16716 • Fin & Min Salary	1,952.46	1,980.08	98.6%	23,675.37	23,760.72	99.6%	23,760.72
16725 • Priest Associate Salary	804.16	804.17	100.0%	9,649.52	9,650.00	100.0%	9,650.00
16726 • Assisting Priest Housing	1,506.18	1,529.13	98.7%	18,160.16	18,350.00	98.9%	18,350.00
16740 • Organist Salary	2,679.34	2,679.30	100.0%	32,152.08	32,152.00	100.0%	32,152.00
16751 • Assistant to the Dean	1,657.88	1,684.35	104.6%	19,787.66	20,954.00	94.4%	20,954.00
16752 • Communications Minister	250.00	250.00	100.0%	1,365.00	3,000.00	45.5%	3,000.00
16760 • Sexton Salary	782.60	1,217.00	64.3%	4,981.65	14,604.00	34.1%	14,604.00
16670 • Compensation - Other	0.00			106.96			
Total 16670 • Compensation	16,302.29	22,566.27	72.2%	208,550.16	263,529.47	79.1%	263,529.47
16770 • General Office Expenses							
16775 • Banking Fees	98.80	83.30	118.6%	2,042.77	1,000.00	204.3%	1,000.00
16780 • Copying & Printing	851.70	83.30	782.4%	651.70	1,000.00	65.2%	1,000.00
16790 • Office Machines/Computer Maint.	1,121.82	165.00	680.0%	4,565.23	2,000.00	228.3%	2,000.00
16795 • Printing Lease & Overages	539.68	755.97	71.4%	11,097.43	9,000.00	123.3%	9,000.00
16800 • Office Supplies	444.00	378.24	117.4%	1,925.13	2,000.00	96.3%	2,000.00
16810 • Postage	173.60	110.00	157.8%	864.40	1,000.00	86.4%	1,000.00
16770 • General Office Expenses - Other	0.00			67.31			
Total 16770 • General Office Expenses	3,029.70	1,575.81	192.3%	21,213.97	16,000.00	132.6%	16,000.00
16820 • Insurance/Annuity/Pension							
16830 • Dean's Health Insurance	0.00	891.00	0.0%	3,564.00	10,692.00	33.3%	10,692.00
16831 • Provost Health Insurance	0.00			11,925.00			
16840 • Dean's Life Insurance	0.00	19.60	0.0%	602.25	235.20	256.1%	235.20
16850 • Dean's Pension	0.00	1,252.86	0.0%	6,264.30	15,034.32	41.7%	15,034.32
16860 • Missioner Pension	600.00	465.00	129.0%	5,925.00	5,580.00	106.2%	5,580.00
16861 • Fin & Min Health Insurance	0.00	1,229.00	0.0%	14,300.00	14,748.00	97.0%	14,748.00
16871 • Fin & Min Life Insurance	0.00	19.60	0.0%	216.50	235.20	91.7%	235.20
16872 • Assisting Priest Dental	0.00	50.00	0.0%	970.00	600.00	161.7%	600.00
16876 • Provost HSA	800.00			800.00			
16880 • Assistant to Dean Pension	0.00	141.63	0.0%	1,922.76	1,700.00	113.1%	1,700.00
16881 • Fin & Min Coord Pension	696.82	696.92	100.0%	8,363.04	8,363.04	100.0%	8,363.04
16882 • Assisting Priest Pension	420.00	416.40	100.9%	6,767.77	4,996.80	135.4%	4,996.80
Total 16820 • Insurance/Annuity/Pension	2,516.92	5,182.01	48.6%	61,619.72	62,184.56	99.1%	62,184.56
16890 • Personnel/Administration - Misc							
16900 • Dean's Social Security Offset	0.00	632.46	0.0%	3,538.08	7,589.52	46.6%	7,589.52
16901 • Dean's Mileage	0.00	0.00	0.0%	0.00	0.00	0.0%	0.00

No assurance is provided; disclosures omitted.

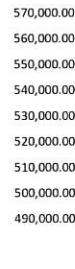
Page 4

Cathedral Church of St. Paul
Statement of Revenues and Expenses - Modified Cash Basis
For the One and Twelve Months Ended December 31, 2020

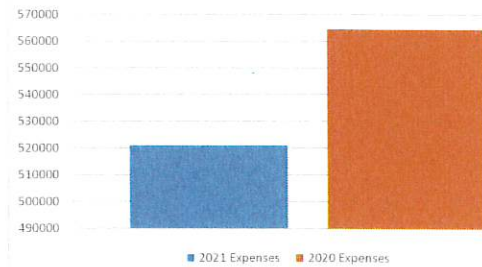
	Dec 20	Budget	% of Budget	Jan - Dec 20	YTD Budget	% of Budget	Annual Budget
16910 • Employer SS & MHI	694.05	600.00	138.8%	10,777.48	6,000.00	179.6%	6,000.00
16920 • Workman's Compensation	0.00	0.00	0.0%	1,680.00	1,875.00	89.6%	1,875.00
Total 16890 • Personnel/Administration - Misc	694.05	1,132.48	61.3%	15,995.58	15,464.52	103.4%	15,464.52
Total 16600 • Personnel & Administration	22,642.91	30,923.19	73.2%	307,716.88	383,078.55	84.8%	383,078.55
Total Expense	49,396.79	49,710.81	99.4%	581,590.87	572,341.48	101.6%	572,341.48
Net Ordinary Income	65,534.77	-2,948.95	-2,222.3%	5,504.89	-7,686.98	-71.6%	-7,686.98
Other Income/Expense							
Other Expense							
Net change in restricted funds	-3,058.48			-17,383.14			
Total Other Expense	-3,058.48			-17,383.14			
Net Other Income	3,058.48	0.00	100.0%	17,363.14	0.00	100.0%	0.00
Net Income	68,583.25	-2,948.95	-2,326.0%	22,868.03	-7,686.98	-297.5%	-7,686.98

	2021	2020
	Proposed Budget	Budget
	Jan-Dec 21	Jan-Dec 20
Income		
14000 · Plate and Pledge Offerings		
14010 · Plate Offerings	17,500.00	34,000.00
14020 · Pledge Payments (Current)	225,000.00	234,152.00
14030 · Pledge Payments (Prior Year)	6,055.00	6,055.00
Total 14000 · Plate and Pledge Offerings	248,555.00	274,207.00
14100 · Special Offerings		
14110 · Ash Wednesday/Good Friday	750.00	750.00
14120 · Easter/Christmas Offerings	4,000.00	6,000.00
Total 14100 · Special Offerings	4,750.00	6,750.00
14200 · Facilities Use		
14210 · Building Use	2,500.00	2,550.00
14211 · Wedding Use	1,000.00	600.00
14220 · Parking Lot	13,316.00	16,000.00
Total 14200 · Facilities Use	16,816.00	19,150.00
14300 · Misc. Income & Investments		
14310 · General Investments	62,440.00	61,463.88
14311 · GILEAD Income	5,500.00	4,000.00
GILEAD Grant	24,000.00	0.00
PPP Income	69,097.50	0.00
14322 · Endowment Distribution	74,147.55	116,500.00
14330 · Dcn Doherty Health Ins Reimburse	9,693.60	7,917.60
Assisting Priest Reimburse	0.00	18,666.00
Dean's Disability Reimburse	0.00	52,000.00
Total 14300 · Misc. Income & Investments	244,878.65	260,547.48
14400 · Estate Income		
14410 · Estate & Memorials	6,000.00	4,000.00
Total 14400 · Estate Income	6,000.00	4,000.00
14500 · Special Projects		
14500 · Special Projects	0.00	0.00
Total 14500 · Special Projects	0.00	0.00
Total Income	520,999.65	564,654.48
Expense		
16000 · Worship		
16010 · Liturgical	1,500.00	1,500.00
16011 · Sound	500.00	1,200.00
16012 · AV Operations	2,500.00	0.00
Total 16010 · Liturgical	4,500.00	2,700.00
16020 · Music - Instrumental		
16030 · Carillon Maintenance	2,000.00	2,000.00
16040 · Instrumentalists	0.00	0.00
16050 · Organ Substitutes	650.00	650.00
16055 · Organ Maintenance	6,000.00	6,000.00
16060 · Piano Maintenance	900.00	900.00
Total 16020 · Music - Instrumental	9,550.00	9,550.00
16070 · Music - Vocal		
16080 · Choir Section Leaders	12,000.00	12,000.00
16081 · Choral Scholars	6,000.00	6,000.00
16085 · Guest Vocalists	600.00	600.00
16086 · Rehearsal Asst/Accompanist	3,000.00	3,000.00
16090 · Music Purchases	2,000.00	2,000.00
16091 · Choir Robes	3,000.00	3,000.00
Total 16070 · Music - Vocal	26,600.00	26,600.00
Total 16000 · Worship	40,650.00	38,850.00
16100 · Outreach		
16110 · Community Outreach Programs	3,000.00	1,000.00
16120 · Diocesan Ministry		
16130 · Diocesan Pledge	35,000.00	35,000.00
16140 · Diocesan Convention	1,600.00	1,200.00
16150 · Iowa Connections Subs	984.48	984.48
Total 16120 · Diocesan Ministry	37,584.48	37,184.48
Total 16100 · Outreach	40,584.48	38,184.48
16200 · Christian Education & Formation		
16210 · Adult Formation	1,000.00	1,000.00
16220 · Children/Youth Ministries	1,000.00	1,000.00
16230 · Nursery	700.00	700.00
Total 16200 · Christian Education & Formation	2,700.00	2,700.00
16300 · Stewardship		
16305 · Stewardship Sunday	100.00	0.00
16310 · Hospitality/Receptions	700.00	1,000.00
Total 16300 · Stewardship	800.00	1,000.00
16400 · Building & Grounds		
16410 · Building & Grounds		

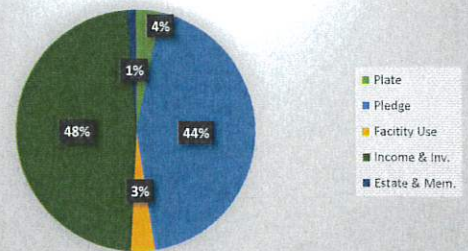
Income Comparison



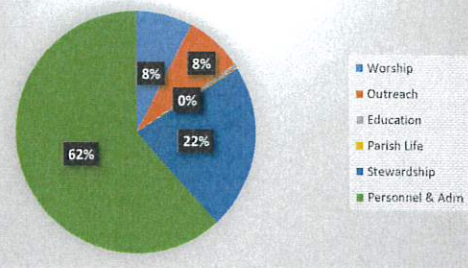
Expense Comparison



2021 Income Breakout



2021 Expense Breakout



16420 · Building Maintenance	5,000.00	10,000.00
16430 · Property Insurance	22,217.00	22,217.00
Total 16410 · Building & Grounds	27,217.00	32,217.00
16450 · Communications		
16460 · Advertising/Promotion	5,000.00	5,000.00
16461 Consultant Contract	0.00	0.00
Total 16450 · Communications	5,000.00	5,000.00
16490 · Contract Services		
16500 · Audit Fee	4,000.00	4,000.00
16501 · Legal Fee	0.00	3,000.00
16502 · Tx Credit Consultant Fee	3,000.00	3,000.00
16510 · Heating/Cooling Maint	7,380.00	7,380.00
16520 · Finance/Bookkeeping	12,000.00	8,000.00
16530 · Refuse Removal	2,500.00	3,400.00
16531 · Building Cleaning	12,000.00	15,541.30
16532 · Snow Contract	12,000.00	12,992.77
16532 · Building Supplies	1,000.00	3,634.65
16540 · Security System	2,500.00	3,139.13
Total 16490 · Contract Services	56,380.00	64,087.85
16550 · Utilities		
16560 · Gas/Electricity	18,657.12	18,657.12
16570 · Telephone/DSL	4,997.63	4,997.63
16580 · Water	3,571.83	3,571.83
Total 16550 · Utilities	27,226.58	27,226.58
Total 16400 164550 · Stewardship	115,823.58	128,531.43
16600 · Personnel & Administration		
16640 · Clergy Expense		
***** Assisting Priest Continuing Ed.	350.00	0.00
16661 · Clergy Continuing Ed & Exp	1,000.00	1,000.00
16662 · Missioner's Professional Dev.	1,000.00	1,000.00
16664 · Missioner's Ministry Expense	3,600.00	3,600.00
16665 · Supply Clergy	300.00	300.00
Total 16640 · Clergy Expense	6,250.00	5,900.00
16670 · Compensation		
Dean's Housing	0.00	51,396.00
Dean's Salary	0.00	26,871.12
16680 · Provost's Salary	40,080.00	7,440.00
16681 · Provost's Housing	23,920.00	23,560.00
16715 · Fin & Min Housing	24,312.00	24,000.00
16716 · Fin & Min Salary	24,069.61	23,760.72
16740 · Organist Salary	33,116.56	32,152.00
16751 · Assistant to the Dean	21,226.40	20,954.00
16752 · Communications Minister	3,000.00	3,000.00
16760 Sexton Salary	7,000.00	14,604.00
16725 · Assisting Priest Salary	23,957.45	9,650.00
16726 · Assisting Priest Housing	18,588.55	18,350.00
Total 16670 · Compensation	219,270.57	255,737.84
16770 · General Office Expenses		
16775 · Banking Fees	1,000.00	1,000.00
16780 · Copying & Printing	500.00	1,000.00
16790 · Office Mach/Compt Maint.	3,000.00	2,000.00
16795 · Printing Lease & Overages	7,200.00	9,000.00
16800 · Office Supplies	2,000.00	2,000.00
16810 · Postage	1,000.00	1,000.00
Total 16770 · General Office expense	14,700.00	16,000.00
16820 · Insurance/Annuity/Pension		
Dean's Health Insurance	0.00	10,692.00
16831 Provost Health Insurance	23,652.00	0.00
16840 · Dean's Life Insurance	235.20	235.20
Dean's Pension	0.00	15,034.32
16860 · Provost's Pension	11,520.00	5,580.00
16861 · Fin & Min Health Ins	19,152.00	14,748.00
16871 · Fin & Min Life Insurance	235.20	235.20
16873 · Provost's Life Insurance	235.20	0.00
16874 · Provost's H.S.A.	1,404.00	0.00
16880 · Assistant to Dean Pension	1,972.40	1,700.00
16881 · Fin & Min Coord Pension	8,854.74	8,363.04
16882 · Assisting Priest Pension	7,658.28	4,996.80
16883 · Assisting Priest Dental	552.00	600.00
16820 · Total Insurance/Annuity/Pension	75,471.02	62,184.56
16890 · Personnel & Administration		
Dean's Social Security Offset	0.00	7,589.52

16910 · Employer SS & MHI	6,000.00	6,000.00
16920 · Workman's Compensation	1,750.00	1,875.00
Total · 16890 Personnel & Administration	<u>7,750.00</u>	<u>15,464.52</u>
Total 16600 · Personnel & Administration	323,441.59	355,286.92
 Total Expense	 520,999.65	 564,552.83
 Net Gain/Loss Grand Total	 0.00	 101.65

Altar Guild

The Altar Guild serves to support the liturgical ministries of St. Paul. We do this through various activities, including setting up for Eucharist each Sunday, preparing the communion kits for the Lay Eucharistic Visitors, setting the hymn boards, marking the readings, and cleaning up after services. We care for and replace the linens used at the services, and care for the Eucharistic vessels.

The Altar Guild also provides a wedding coordinator for weddings, and receptions after funerals, in addition to preparing the sanctuary for those services. We are responsible for supplying and maintaining the decorations for Christmas and Easter, and making the palm crosses for Palm Sunday.

The Altar Guild financially supports the church by purchasing the flowers and decorations for Christmas and Easter, purchasing the linens used in services, and purchasing liturgical items such as frontals, chasubles, candle lighters, and other items as needed.

This past year was very different. With services restricted, the Altar Guild still helped with setting up for outside and on-line services, maintaining supplies, keeping the sanctuary candle lit, and ordering and supplying flowers for Easter and

Christmas. The Easter flowers were donated to Jacobs Place residents. A small number of poinsettias were ordered so that the on-line services for Christmas had a feel of our traditional decorating. The Altar Guild thanks those individuals who donated for flowers even though we could not enjoy them together in person.

The Altar Guild did help with one funeral and one wedding during 2020.

The Altar Guild received the new set of Ordinary Time (green) vestments, frontal, burse, veil, and pulpit fall.



Plans for 2021 are very fluid at this point. We will be making some decisions about Christmas decorations, storage, etc. as we participate in the planning and execution of the update for the Undercroft. We continue to pray for guidance as we hopefully move past the COVID epidemic.

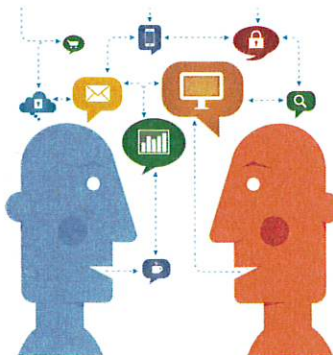
The Altar Guild receives no money from the church budget. Our source of funds is from your donations for Christmas and Easter flowers, weddings, memorial gifts, and donations for funeral receptions.

*Phyllis Blood Melton,
Directress*

Communications Committee

In 2020, Kathy Temple was the committee representative. Members of the committee include John Doherty, John Zickefoose, Elvin McDonald, Amma Nicola, Father Zeb, and Traci Petty. A large portion of efforts in 2020 were directed towards the pivot of in-person events being forced to go digital. Through the efforts of Mark Babcock, Kathy Temple and Stephanie Wells, we live-streamed weekly carillon concerts from April through the end of the year. The Easter carillon concert live-stream reached over 107,000 people on Facebook. Adapting to live-streaming worship services each week also was a large undertaking for this committee as well as volunteer Austin Rozendaal, ending the year with the installation of a permanent video

system in the Cathedral. Other communication activities have included weekly eNewsletters, bi-monthly digital Journey publications and social media including a Facebook page, private Facebook group and Instagram account. The committee looks forward to finding even more efficient and effective communication strategies in the coming year.



*Respectfully submitted,
Kathy Temple, Committee Chair*

St. Paul's Gardens

The St. Paul's Green Scene

Volunteers continued through 2020 to keep our green spaces green--Vicki Ingham the Bascom Rain Garden, John Nielsen the High and 9th Street plantings, and yours truly the containers. On several occasions we had some great help--Jill Southworth and Brian Rolek, Mark Babcock and Tony Braid, Robin Kline, Phyllis Melton and Stephanie Wells--and the unnamed who have helped corral litter that is inevitably blown in from the northwest. Paul Megennis was first to notice wind damage to one of the Kentucky coffee trees and forthwith engaged an arborist to remove the damaged limbs.



public gardens with botanists and horticulturists we consider whether or not to add something new--prairie poppies in 2020 for example. Now we are considering some winterberry bushes, a deciduous holly that would give us red berries fall and winter or until the birds have consumed all. In the narrow strip of ground beneath the copy room windows I have planted some narcissus with a familiar name, 'Elvin's Voice,' named in my honor when I retired from the Botanical Garden. They aren't native, nor am I, but with any luck at all they'll be blooming there every spring for decades. I plan to add blue pansies and violas in the spring so that we have an Episcopalian blue-and-white garden.

Submitted by Elvin McDonald

Vicki carries with her the knowledge gained by working under Jo Anna Hebberger--before she hauled off and moved to Minnesota--and through my contacts in the world of

Property Committee

The Property Committee approved, and forwarded to the Chapter, the following items: repair of the cement outside the parking lot door; striping the parking lot; covers for the window wells; and repair to stonework on the steps and bell tower. These have been either completed or awaiting suitable weather.

We found that we have a number of bricks left from the garden construction, and will get a bid for replacing and repairing the brickwork in the spring, using the existing bricks.



One of our main goals for 2020 was to begin the bidding process to redo the Undercroft. A separate task force was formed to do this work.

One of our goals for 2021 is to determine the best way to address the many of the smaller maintenance issues facing the Cathedral, such as water intrusion in the Guild Hall and stairwell, and repainting some areas.

Submitted by Phyllis Melton

Undercroft Task Force

As 2020 began, our priest and provost, Nicola Bowler, was hosting a series of get-to-know-you sessions with St. Paul's congregation, ostensibly to chart the use of the Undercroft. In real time it was something of a blessing that helped us all get to know each other better. Out of those gatherings it became apparent that however we might enjoy the social and serious times in the Undercroft, we were first keen to continue our friendly outreach to anyone in the straits of food insecurity. Afterall, BTF (before the flood) we were weekly serving as many as 500 meals in what was officially called Connections Cafe and by its patrons the Red Door--referencing the entry door from High Street.

Out of these times of talking, the Undercroft Task Force (UTF) was formed, led by Amma Nicola, co-chairs Tony Braid and Elvin McDonald, and team members Deacon John Doherty, Phyllis Melton, Anne Reasons, and John Zickefoose. Letters were sent to six architectural firms, inviting them to

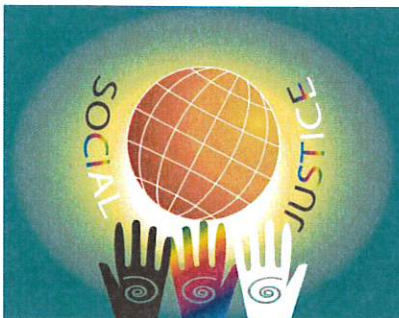
visit the space and participate in the process. Three responded favorably, one declined owing to retirement (but had worked with John Wetherell for St. Paul's in the 1980s), and two who did not respond.

After numerous on-site meetings with the principals, the UTF voted unanimously to recommend OPN Architects, based on their attention to details and in particular the intense interest and understanding revealed by architect Rick Seely. In December, Chapter approved proceeding with Plan 1 and as of the first week of 2021 OPN has brought in a computer and created 3-D scans that will facilitate visualizing the plans and concepts. Evidence of OPN's strength can be observed in the repurposing of the Carnegie Library 1904 in Indianola, making it good for at least another hundred years as home of Des Moines Metro Opera. On another front, OPN served as primary on-site architects for the new Kum & Go headquarters, which are the work of renown architect Renzo Piano, and overlook the Pappajohn Sculpture Park. The UTF will continue meeting on Thursdays, either by Zoom or masked and distanced.

Social Justice Committee

The Social Justice Committee started 2020 with plans for a "Where are the Children?" pop-up art project designed at raising awareness of the federal policy of family separation at the Southern border. A small sample of the display was hung in the Gild Hall for the 2020 Annual Meeting. The Social Justice team worked with metro area groups and churches to gain support for the project.

In February 2020 the full project was erected at St. Mark's Episcopal Church in Des Moines where it hung for a week. Other plans and events for the project were halted due to the pandemic. The Social Justice committee continued to be involved in immigration and refugee issues through the Iowa Sanctuary Movement. In addition, in July,



2020 the committee also partnered with Iowa Migrant Movement for Justice on a successful Gilead grant submission.

In August, 2020, in response to racial and social unrest, the committee started a Beloved Community 2020 vision group which continues to meet monthly. In December, 2020 the committee sponsored a reverse Advent Calendar project to increase food donations to

DMARC and raise awareness of the prevalence of food insecurity in central Iowa. Throughout the calendar year, the committee continued to support the work of Connections Cafe.

Submitted by Jean Davis

Care of Creation Cloister

The Care of Creation committee has been suspended for the time of COVID. We have representatives on the Garden committee and also on the metro area Interfaith Green Coalition, which has been working toward energy sustainability in the city.



We are planning on exploring the use of plastics through the eBlast in the future. If you want to join us, contact Marilyn Sand.

Submitted by Marilyn Sand

GILEAD Grant

In 2020 The Cathedral Church of St. Paul's was selected by the Diocesan GILEAD Board to receive a \$24,000 grant in support of an assistant priest. This generous grant is a gift from the entire diocese which many of you have graciously supported.

As part of the application, our team stated why the position of assistant priest is important to the work of the Cathedral: "In the past year, the Assisting Priest has been a boon for the Cathedral by adding new energy into both old and new ministries and by offering pastoral and social continuity for our parishioners. The continued steady presence of an Assisting Priest while we adapt to new challenges facing all communities of faith during this time of pandemic will greatly enhance the ability of the Cathedral to develop



versatile and creative approaches to serve our parish, our Diocese, and the greater community."

The grant we received is but one of many grants created through GILEAD in support of needs within the diocese – an example of how our shared dollars work to connect us in the numerous ministries of our broader community.

The St. Paul's team preparing the grant wants to say thank you to GILEAD for this bounty so generously given and to the entire diocese for supporting GILEAD.

GILEAD Grant Team: Jonathan Hansen, Rachel Hill, Matthew Petty, Jolene Phelps, Jill Southworth, Stephanie Wells, Robert Wooten, Amma Nicola Bowler



Our heartfelt thanks to the following:

Austin Rozendaal

Kathy Temple

Choir Librarians Laurie Theis and Jolene Phelps

Mike and Brian Gillespie, Debbie and Stephanie Wells, Phyllis Melton, Terry Melton,
Mark Babcock and Tony Braida for their work on the window wells

Vicki Ingham for her work in our archives and garden

John Nielsen for his work in the garden

Elvin McDonald for his work in the garden and other committees

Mark Thompsen for reupholstering the Guild Hall chairs

Stephanie Wells for her carillon camerawork

Anthony Braida and Elvin McDonald for co-chairing the Undercroft Task Force Committee

Chuck Seel, Rick Stearns, and Bill Gentsch for their audio/video contributions

David Raymond for his work on the organ and carillon

Stephanie Preusch for her work on the virtual Advent Tea

Diane Hayes and Mark Thompsen for their work on the Holy Spirit banner on the cover of this year's report