



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Jul 31, 2019)

Cathedral Church of St. Paul, Burlington, Vermont

2 Cherry Street, Burlington, VT 05401-7304, United States

Contact:

Dean | Receiving Names until 09/05/19.

lbates@diovermont.org

Weekly Average Sunday Attendance (ASA)	Number of Weekend Worship Services	Number of Weekday Worship Services	Number of Other per Month Worship Services
148	2	5	2
Current Annual Compensation	Cash Stipend	Housing / Rectory Detail	Utilities
SECA reimbursement	Compensation Available for New Position	Housing Available for	Pension Plan
	\$90000		We're in compliance with CPF requirements.
Healthcare Options	Dental	Housing Equity Allowance in budget	Annual Equity Amount
Full family	Yes		
Vacation Weeks	Vacation Weeks Details	Continuing Education Weeks	Continuing Education Weeks Details
One month, including 5 Sundays (standard)		2 (standard)	
Continuing Education Funding in budget	Sabbatical Provision	Travel/Auto Account	Other Professional Account
up to/including \$500/year	Yes	No	

\$90,000 (Stipend and SECA=\$71,472; Housing Allowance=\$18,528)

Cathedral Church of St. Paul, Burlington, Vermont

Dean | Receiving Names until 09/05/19.

Contact:

lbates@diovermont.org

Describe a moment in your worshipping community's recent ministry which you recognize as one of success and fulfillment.

East/West peace-building and the eradication of western stereotypes of Middle Easterners (and especially Middle Eastern women) were the themes of the international I AM art exhibition that St. Paul's hosted in 2018. The exhibition, showcasing the work of 31 female artists from the Middle East, inspired interfaith dialogue and community building. It was a landmark event for our cathedral parish and allowed us to explore how the arts can create innovative ways to minister. We welcomed hundreds of visitors and partnered with organizations as diverse as the Islamic Society of Vermont, Burlington City Arts, the Fletcher Free Library, and Norwich University. Two of the artists visited and offered programs. St. Paul's was honored to host the exhibition. It takes considerable funding and staff time to do a project like this well. We view the exhibit as an enormously successful pilot project that demonstrated one way we can continue to grow St. Paul's arts ministry beyond our successful music program. By offering 1-2 such shows a year in our space, we hope relationships and partnerships will develop that will lead to productive and meaningful interfaith efforts in the local community.

How are you preparing yourselves for the Church of the future?

In early 2017, we formed an Urban Cathedral Study Group specifically with an eye for the future of the church. During that year, the Group listened to the congregation, the Burlington community, and various faith leaders, identifying questions we face as a cathedral in a small but vibrant New England city. They set their sights not on the next couple of years but on the next decades. The forces etching those questions included the rise of "spiritual but not religious," generational shifts, and the sustainability of the pledge-giving model. The Group heard about the deterioration of civic dialogue and the need for a new space for civil discussion. One night, St. Paul's hosted a dinner with Burlington's mayor, discussing the future of cars and the city's vision for our street as a new urban corridor from downtown to the lake. Questions about the cathedral's property came to the fore. Our calling to address climate change came up again and again. The Group captured its work in an Urban Cathedral Report, which posits various potential paths for the cathedral. We can't take every one of those paths. We look forward to discerning our next steps with an eye to the future.

Please provide words describing the gifts and skills essential to the future leaders of your worshipping community.

Preacher; Pastor; Steward and Administrator

Cathedral Church of St. Paul, Burlington, Vermont

Dean | Receiving Names until 09/05/19.

Contact:
lbates@diovermont.org

Describe your liturgical style and practice for all types of worship services provided by your community.

Liturgy is central to our life at St. Paul's, its flexibility something we treasure. Without pews, Eucharistic seating may be traditional, monastic, in-the-round or combinations of these. Non-Eucharistic set-up is even more varied. Language in liturgy reflects these variants. Seasonal changes of innovatively designed vestments, paraments and dossals complement the liturgy. Our worship style may be formal or informal, sometimes with incense and often involving young children. Devoted volunteers help make it happen. Eucharistic liturgies are planned by clergy and staff, non-Eucharistic liturgies by teams of trained volunteers. Music is an essential part of most liturgies with weekly offerings by adult and youth choirs. Monthly evening services (Taizé, Choral Evensong and Simple Vespers) along with special services for Holy Days keeps everyone engaged. We deeply appreciate the broad music talent and liturgical-planning skills of our Canon Precentor-Organist-Choirmaster. Choral scholars (from local colleges) and special giving help make the Music Program persist at a level unexpected of a church this size.

How do you practice incorporating others in ministry?

Music, which is central to our liturgy and our ministry, is one way we provide a wide range of ministry opportunities to parishioners of all ages. It also offers an ideal platform for the formation of our youth. This can be seen by the gleam of pride in the eyes of their parents and each young person as they receive their first surplice or ribbons honoring their level of choral excellence during our Sunday service. The Canon Precentor incorporates musical and liturgical education and ritual into choir rehearsals, in turn passing on traditions and disciplines that enhance our musical ministry for participants as well as the congregation. And he often does this with a wry sense of humor. We invite adult choirs from around the diocese to join us for Choral Evensong. Several of these singers have become regular participants who cherish the chance to take part in larger musical services. Congregants also take part in ministry as vergers, chalice bearers, etc. as well as by leading Morning Prayer. Children come forward during the Eucharist to observe and participate. Baptisms are joyous occasions when we often have to ask the children to make room for godparents.

As a worshipping community, how do you care for your spiritual, emotional and physical well-being?

It is in our small group activities that we most actively care for our spiritual, emotional, and physical well-being. Each weekday morning a few parishioners meet in St. Paul's chapel for Morning Prayer. All are welcome, but several regulars form a core. They know each other through prayer, reflection, and song. They care for each other. We don't ignore the basics. At Sunday Eucharist, we look for each other, ask after each other, and pray for each other. Our pastoral care volunteers offer dedicated and caring support to those of us not able to attend on Sunday morning. A mid-week healing service offers special prayers. But the Spirit moves profoundly in small groups. This spring our St. Paul's Youth went on a mission trip to Guatemala. The pastoral relationships developed within the group deeply sustain these teens. Such caring, trust, and love are obvious in many of St. Paul's small groups, from choir to vestry to the hospitality crew. We know and are known. Our challenge now is to find ways to expand these small group activities, whether worship, formation, or mission-based. We want to invite all of our members, new and experienced, to find a caring space.

Cathedral Church of St. Paul, Burlington, Vermont

Dean | Receiving Names until 09/05/19.

Contact:
lbates@diovermont.org

How do you engage in pastoral care for those beyond your worshipping community?

Calvin Coolidge called Vermont the “brave little state.” As both a congregation and Vermont’s Episcopal cathedral, St. Paul’s carries on this tradition. Our physical location at the edge of downtown, on a hilltop corner site overlooking Lake Champlain, provides both sacred space and common ground for our congregation and people beyond the parish community. The rituals of the church provide a public venue to persons within and outside our walls to gather in common purpose; baptisms, weddings, and funerals are profoundly important in this regard. We work together to provide a space—physical, spiritual, temporal, emotional—for events of mourning, celebration, and farewell. Strangers to this place are not just welcome but are incorporated into these liturgies: we form each ritual into a unique and shared experience. Care beyond our walls is also found in social justice activities supporting local homeless, poor, and refugee communities. A prominent example of such efforts is the growth of senior housing services that stems directly from our founding of Cathedral Square, now a self-sufficient institution. A similarly far-sighted and aspirational endeavor may be part of our future.

Describe your worshipping community’s involvement in either the wider Church or geographical region.

The cathedral’s architecture is a metaphor for our commitment on this topic: bold forms concretely mark out a sacred space, yet glass expanses and many views express our aim to be engaged with the world. This can be easy: on the day of a recent marathon a deluge postponed the race and a small pre-run prayer service quickly became a packed place of refuge and joy; many wrote later in gratitude. But this is also a journey. In 1994, our interim rector’s search for an assistant yielded one candidate who stood out but presented a real challenge for that time: she was an openly gay woman in a committed relationship. We struggled and stumbled. At a parish meeting one parishioner rose, pointing a finger at the candidate, and asked, “What will you be teaching our kids in Sunday School?” The candidate’s perfect answer (“The Bible, of course, and the love of God”) landed her the job and began our journey toward full inclusion. We grew and learned. And in time we became a place of prophetic leadership on the road toward marriage equality, including clergy and parishioner involvement in *Baker v. Vermont*, the 1999 Vermont Supreme Court decision that was an early victory in this national effort.

Tell about a ministry that your worshipping community has initiated in the past five years. Who can be contacted about this?

In recent years, we have designed initiatives to engage and empower children and young adults more robustly, and further foster their sense of place in the world, their community, and our congregation. For example, in 2018 our younger Sunday School children received a grant from the Jubilee Justice Committee. They assessed local needs, researched organizations, and proudly allocated the grant funds to the cause of their choice. Also, as a congregation, St. Paul’s and the local Sudanese community developed the Sudanese Rock Point initiative, which gives Sudanese children the opportunity to attend a fully-funded summer camp. Our thriving youth group volunteers locally and takes a service trip each year to a U.S. or international community to work and learn about how people live in places very different from Vermont. The youth preach one Sunday upon their return, sharing their deep reflections and insight with the congregation that has supported their journey. We look forward to a leader who will help us continue to attract and engage a diverse young population, as they are the church and leaders of the future. For more information, contact Tim Parker, tparker@norwich.edu.

Cathedral Church of St. Paul, Burlington, Vermont

Dean | Receiving Names until 09/05/19.

Contact:
lbates@diovermont.org

What is your practice of stewardship and how does it shape the life of your worshipping community?

Our stewardship extends to all aspects of our congregational life. Strong lay leadership and volunteers guide all parish ministries. Examples of our environmental stewardship, such as our green roof and composting efforts, provide illustrations of our holistic view of stewardship. Our annual pledge campaign incorporates mailings, preaching, and “stewardship minutes” where parishioners share why they support St. Paul’s. Community Outreach is supported through specific fundraising activities. Hard work over the past five years by the vestry and dean has resulted in a reduced but more sustainable budget based on current giving levels. One major goal of these efforts was to reduce withdrawals from our modest endowments to a level to encourage growth for future generations. Although we can finance our current operations for the near to mid-term, our current funding model will not sustain us far into the 21st century. Many ideas that arose from the Urban Cathedral Report could lead to new ministries that will require additional staff and volunteer energy as well as present funding challenges. We are committed to reimagining our funding model.

What is your worshipping community’s experience of conflict? And how have you addressed it?

Our decision in 2016 to charge for public parking in the St. Paul’s lot created significant conflict. Ours was the last downtown lot not charging for parking. Although we posted “church use only,” urban opportunists parked there every day. The dean and the wardens explored hiring an outside firm to manage our paid lot Monday to Saturday, with free parking offered for parish volunteers and during church activities. The vestry approved the plan, and we now earn over \$30,000 a year to support our mission. The decision was supported by many, but opposed by more than expected. Several points of conflict arose. Some people opposed the idea of paid parking because asking for money did not appear welcoming. Others were frustrated with the initial system designed to prevent parishioners from getting a ticket. Still others felt that the process should have allowed for more congregational input. Although the leadership tried to explain, miscommunication and missed opportunities resulted. A few people felt so strongly they left. This experience underscored how much time and energy must be spent managing change, even change that appears straightforward to leadership.

What is your experience leading/addressing change in the church? When has it gone well? When has it gone poorly? And what did you learn?

Jesus calls us to be transformed. St. Paul’s liturgical life has been consistently strong but we have weathered various changes; questions 8 and 11 address when this has gone variously. Several major recent changes stem from a renewed commitment to sustainable spending. Almost a decade ago we transitioned from two full-time priests to one, and more recently from a full-time to a part-time administrator and no sexton. Like a refiner’s fire, these changes prepare us to move forward more humbly and intentionally, prayerfully seeking how best to steward our resources of money, time, and talent. The larger church is changing. We are learning to discern and lead rather than merely react. The urban cathedral study process remains part of this as we consider some key questions we face as a small but vibrant cathedral. For example, we are ready to explore new funding models, including the use of our space, and new partnerships to expand our community outreach. In this portfolio we’ve seen several ways we could transform, but we acknowledge that we cannot do everything we want with current resources. We seek a leader keenly interested in and comfortable with helping us be transformed.

Cathedral Church of St. Paul, Burlington, Vermont

Dean | Receiving Names until 09/05/19.

Contact:

lbates@diovermont.org

Prior Incumbents

Name	Position Title	Date Begun	Date Ended
Jeanne Finan	Dean	2014-03	2018-10

Name	Position Title	Date Begun	Date Ended
Mark Hatch	Interim	2012-10	2013-12

Name	Position Title	Date Begun	Date Ended
Kenneth Poppe	Dean	1998-10	2012-04

Jeanne Finan served as Dean and Rector.

Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School
	5	15

Number of Teachers/Leaders for Teen/Young Adults School	Number of Students for Teen/Young Adults School	Number of Teachers/Leaders for Adults School	Number of Students for Adults School
5	16	2	20

Day School	Number of Students for Day School	Number of Teachers for Day School	Number of Total Staff for Day School



Ministry Portfolio

Full Portfolio
(last updated Jul 31, 2019)

Cathedral Church of St. Paul, Burlington, Vermont

Dean | Receiving Names until 09/05/19.

Contact:
lbates@diovermont.org

Worshipping Community Web site: www.stpaulscathedralvt.org

Media Links:

Facebook
SoundCloud

Online References:

Languages Significantly Represented:

English

Provide Worship or Classes in:

English

References

Bishop:

Thomas C. Ely

tely@diovermont.org 802-863-3431

Diocesan Transition Minister

Lynn Bates

lbates@diovermont.org 802-863-3431

Current Warden/Board Chair

Lisa Schell

lisajschnell@gmail.com

Previous Warden/Board Chair

Search Chair

Parish/Institution

Local Community Leader