

## **Cathedral Church of St. Paul**

*Chapter Meeting – November 28, 2023*

Attending: Kevin Miller, Derrick Muwina, Hall Kirkham, Sean Carpenter, Betsy Munzer, John Lane, Anne Stetson, Kate Bast, Rebecca Spangler, Jane Peyrouse, Jen Hopcroft, Beth Grundy, Megan Holding, Amy McCreath, Jennifer McCracken (guest)

Regrets From: Katy Denning, Mónica Elias Orellana, Emily Garcia, Andrew Suitter-Bentley, Stephan Griffin, Chris Capaldo, Nick Carter

### Agenda

Prayer & Reflection – John Lane

Approval of Minutes from October Meeting

- Betsy moved to approve the minutes, Rebecca seconded.
- Minutes approved unanimously. Kevin and Amy abstained because of absence.

Dean's Report on Sabbatical and “soundings” for the year ahead – Amy McCreath

- Amy gave thanks for her sabbatical, which was restful and fruitful. Provided general updates and reflections. Amy took time to fully review the last five years as Dean of the Cathedral.
- Amy spent each Sunday of her sabbatical at a different church and engaged in conversations with colleagues from around the Episcopal Church and other denominations. Main takeaways: the things that are hard at the Cathedral are also hard in many other places right now.
  - Low attendance, financial strain, expectations around language and equity, workplace culture, volunteer capacity, balancing virtual and online worship.
- Our call is to stay faithful, be present, and be unafraid to transform and to be transformed. The work of discipleship is in large part about *abiding* (Rowan Williams). Disciple is where they are *in order to be changed*.
- What does this mean for the Cathedral?
  - Abiding. Do the good work we do.
  - Be realistic but hopeful about the work we can do.
  - Be brave about doing things differently, and expect that we will be changed.
- Priorities
  - Helping to midwife the next generation of church. As a Cathedral, we're in a position to assist with that.
    - Lenten Preaching Series 2024: we will lift up and invite younger voices who are less established in the church, invite them to cast their vision for the future of the church.
    - Following up on our commitment to reparations.
  - Refreshing our Strategic Plan. World has changed a lot since we were putting it together in 2019.
- Questions/Comments

- Kevin offered that he is on the Steering Committee for the Under-40 Caucus, can lend support.
- Kate asked about Amy's liturgical inspirations during sabbatical. Amy focused on the church and climate change.
- Sean mentioned that many churches around the country have begun offering land and resources for affordable housing. Churches have become some of the largest contributors of land.

#### Small Group Discussions: Strategic Plan Updates

- Questions for framing
  - How ought we refresh the plan?
  - Who should coordinate this process?
  - How have our stakeholders changed since 2019?
  - How can this process make room for the Holy Spirit?
  - How much energy do each of us have for this?
- Group share-out
  - Hall: a major event of the last year was the HVAC revamp; that wasn't a tenet in the Strategic Plan initially. What opportunities and/or challenges for evangelism/new ministries are enabled by the air conditioning and four-season building usage?
  - Matthew: Executive Committee of Chapter should play the leading role, as it does in other affairs of Chapter. Stakeholders haven't changed much, but they may be in different places. I.e. we have new tenants in the building at 138, and some of our stakeholders primarily engage virtually now. Accessibility via virtual meetings/services has changed drastically since 2019. Hybrid meetings are extremely difficult, and at the same time, traffic is worse than ever.
  - Kate: it is time to refocus the plan. Other stakeholders could include tenants of 138, Poor People's Campaign, college student groups from the neighborhood, consultants on climate emergency response, other outlying churches. New energy through the Marketing & Invitation Committee.
  - Anne: discussed how the Cathedral can best meet the moment. Call to address climate grief, being evangelical in instilling hope.
  - John: being joy-forward. We've gone through difficult times and we survived through them; we have an opportunity to revisit and refocus. How much credence do we give to something that is "out-of-date"?
  - Jen: in addition to stakeholder changes, there have been great changes in the Cathedral staff. 38 different people on Cathedral staff since Amy began as Dean. Unique challenges working as a staff of both pastoral and lay leaders.
- Executive Committee will consider next steps.

#### Financial Updates & Budget 2024 Process Preview – Matthew Jarrell

- 2024 budget process will begin in earnest next week with templates sent out to ministry leaders. Templates will include 2023 actuals.
- Cathedral will face a deficit again in 2024. Chapter will have the opportunity to approve a provisional budget at the January annual meeting, or simply move forward with a deficit

budget and an accompanying resolution to fill the deficit using the endowment, as we did this year.

#### Director of Development Search Update – Matthew Jarrell/Jane Peyrouse

- Two interviews finished with promising candidate. Job description has also been re-published.

#### Other Updates – Amy McCreath

- Joint DEI training, cathedral & diocesan staff
  - Cathedral and Diocesan staff completed a first round of training with VISIONS, Inc. this afternoon. Staffs are doing this together because we are serving the same mission, occupying the same space, and want to model this together for the Diocese.
  - Had three full and fruitful days of training with two VISIONS consultants. Opportunity to build trust and relationships was very valuable.
  - Each person on both staffs will be part of one of four working groups: Accountability, Conflict Resolution/Response, Historical Trauma, and Pay Equity.
  - As part of today’s conversation, we acknowledged that Chapter will have a role in the final decisions on these things. Process will be detailed moving forward.
- Events of the last week
  - Last Monday (Nov. 20<sup>th</sup>), two Cathedral employees discovered racist writing inscribed in the Sproat Hall restrooms, some of which targeted a Black staff member. On Sunday, Nov. 26<sup>th</sup>, more of these markings were discovered.
  - Amy has been articulating a response in conjunction with the Bishops and the VISIONS consultants. The Boston Police Department has been notified and a hate crime report was written. The MANNA team is working on a response amongst that community.
  - Priority has been to hold the targeted staff member, and all our BIPOC staff members, in care.
- Coming up at the Cathedral
  - Advent Evening Prayer every Tuesday evening at 5 PM in the sanctuary
  - December 16<sup>th</sup> at 4 PM: A Winter Embrace Concert with Louise Munding and the Schola in the sanctuary
  - December 20<sup>th</sup> at 5:15 PM: the annual Messiah Sing.
  - “We Cry Justice” scripture study: every Wednesday morning at 9 AM via Zoom. Email [mappcen@gmail.com](mailto:mappcen@gmail.com) for the link.
- Nominating Committee
  - Committee has met once so far and is in the process of setting up the second meeting.
  - There will be a few vacancies. Call is open for suggestions.
- Cathedral Annual Meeting: January 23<sup>rd</sup>, 4 – 6 PM, and will include dinner.
  - Rebecca volunteered to help coordinate the evening.

Prayer & Adjourn to Giving Tuesday Dinner – Next Meeting: December 12, 2023