

CHRIST • CHURCH • CATHEDRAL

2021

ANNUAL
MEETING



*Widening the Circle of God's Embrace
With Heart and Voice*

cccindy.org

317.636.4577

Christ Church Cathedral Annual Report

THE TALBOT DECLARATION

The congregation is exhorted to remember this provision of the Bishop Joseph C. Talbot Memorial Fund at every Annual Parish Meeting. The vocation of Christ Church Cathedral is not only to minister to its own, but also to serve the City of Indianapolis. The history of Christ Church Parish shows that the effectiveness of this dual vocation over the years has depended upon sound and inspired leadership by the clergy. In order to attract to the services of Christ Church Cathedral men imbued with the spirit of Christ, it is important that they be paid adequately and provided liberally with the means with which to carry on their work. Christ Church Cathedral of the Diocese of Indianapolis, as administered by its clergy, should have a profound effect upon the life of the Church in the whole Diocese. By virtue of its location in the heart of the City and the State, and its vocation as the last Christian church standing in the downtown district, it should exert a leadership not only in the Episcopal Church, but in the spiritual life of the whole city. Let no man suggest that this church be moved from its present location -Eli Lilly

And let us give thanks to God that we are now able to employ as ordained ministries people regardless of their gender, race, color or sexual orientation, and that the afore mentioned gift has supported our ability to benefit from a great diversity of people in all of the orders of the Church.
— *Epilogue approved and added February 2nd, 2020*

Agenda

Call to Order / Determination of Quorum

Appointment of Meeting Officers

Introduction of Vestry and Staff

Recognition of Retiring Vestry Members

Bradley Ayers, Eusebio Chavez, Betty Whaley

Introduction of Vestry Candidates

Claudia Stevens Maddox, Jude A. Magers, Jennifer Manterfield, Maria Luisa Sanchez, Ann Schulz, Matthew Stevenson

Dean's Address

Please note that the Dean's Address was preached as today's Sermon at 8:00, 10:00 a.m., and 1:00 p.m.

Senior Warden's Address

Talbot Fund Commemoration

Written reports from Cathedral Standing Committees and Cathedral Foundation

Treasurer's Update

- 2020 Actuals

- 2021 Budget approved by Vestry

***Note: The treasurer will remain after the meeting for individual questions or conversations about particular line items.*

Written reports from Ministry Leaders

Prayers in Recognition of Parishioners who have Died in 2020

Dismissal



Dear Friends in Christ,

It was a high honor and great joy for me to come alongside you as your new Dean and Rector on January 6, 2021. I am grateful for the reconnections I am already making with longtime members and staff, and I am equally delighted and thankful for the many new friendships and connections I am forming with those of you who have become part of the Cathedral community since I served as one of your Canons in 2015.

To say that I am returning to this congregation to serve as your Dean at a dramatic turning point in our life together as a church, city, diocese, and world would not be an overstatement. The global crisis precipitated by the arrival of the COVID-19 virus in January 2020 has upended our common life in every way, and every individual and institution has been confronted with a fundamental question: “Are we willing to put aside our own interests and needs for the larger common good?” This is not a new concept for us as followers of Jesus Christ, who commands us to love our neighbors as ourselves.

In 2020, the people of Christ Church Cathedral strove diligently to heed Jesus’ commandment. We followed the directive of our Bishop and public health authorities to love our neighbors by gathering for much of the year virtually instead of in-person for worship. We creatively continued to offer our Sunday Community Breakfast to our downtown neighbors by transforming our sit-down community meal into a to-go breakfast. We supported local food pantries and nonprofit partners serving our city and our neighbors with generous Covenant Grants. Our Cathedral Women converted the Strawberry Festival, a beloved Indianapolis tradition, into a virtual affair and were able to offer continued grant support to many local nonprofit organizations. We joyfully supported the Episcopal Diocese of Indianapolis by maintaining our financial commitments to diocesan ministry common costs so that our sister congregations struggling with financial hardship could seek relief and assistance. And, in the midst of all of this, our Cathedral community completed its Dean Search and said thank you and farewells to The Very Reverend Mary Slenski, interim dean, and beloved staff members Carl Michaelis, Tom Craig, Yuri Rodriguez, and Anne Tordai. Vestry members took the lead in connecting with homebound members over the course of the spring and summer and Cathedral Christmas care packages arrived on doorsteps in December.

And yet, even amidst our striving to love our neighbors as ourselves, we learned in 2020 where the Cathedral community still has growing edges and where we need to do more in order to better fulfill Jesus’ commandment. We recognized that we must become more proactive advocates for racial justice and take more intentional steps toward being an actively anti-racist, multicultural congregation. As part of this process, we learned that we must address our own internalized racism and privilege, regularly examine disparities within our own congregation, and seek solutions that yield just and equitable outcomes. The events and challenges of 2020 in our community also showed us that our city and our diocese are looking to us to be a leader in this work of racial justice, healing, and reconciliation, which requires us to do introspective self-examination and to build bridges outward at the same time. As we begin this new chapter of ministry together, we celebrate what the Cath-

dral community has been able to accomplish in 2020, and we ask for God's grace and forgiveness in those things we have left undone. As always, with God's grace and forgiveness comes God's invitation for amendment of life and an opportunity for a new start, and so we undertake the work still undone with renewed vigor and with hope for our future.

I know Christ Church Cathedral to be at our best when we are a joyful beacon that radiates the hope, justice, and inclusive love of Jesus Christ from the center of it all on Monument Circle. I bring to you a deep passion for mutual, shared ministry between laity and clergy, and I am eager to help you widen the embrace of our Cathedral, the embrace of God itself, with heart and voice. Building on our congregation's rich tradition and legacy of service, my priority over the course of this coming year will be to collaborate with our members, our Vestry, and our ministry leaders to create a shared strategic vision that clarifies what it means for us to be a beacon of hope as both a cathedral for our diocese and as a parish church in the heart of a growing downtown in a post-COVID world.

I look forward to this work ahead, and I thank you for the tremendous privilege of serving as your Dean and Rector. --*The Very Reverend Gray Lesesne, D.Min.*

Christ Church Cathedral 2020 Annual Meeting Minutes February 2, 2020

Parish Hall

The meeting was simultaneously interpreted in Spanish by professional interpreters from LUNA Language Services.

Call to Order – 11:35 a.m.

Welcome and Opening Prayer by The Very Rev. Mary Slenski

Appointment of Meeting Officers

Motion to appoint Elaine Klemesrud as Clerk by Tim Culbertson. Sean Manterfield 2nd. Motion Carried.

Motion to appoint Terry Kirsten as Head Teller by Ken File. Stephen Smith 2nd. Motion Carried.

Approval of Annual Parish Meeting Minutes; February 3, 2019

Motion to approve the 2019 Annual Meeting Minutes by Marta Diaz. Matthew Henry 2nd. Motion Carried.

Recommendation for a resolution from the floor to authorize the Vestry to approve the minutes of Annual Parish Meeting, when our memories are fresh, by The Very Rev. Mary Slenski

Motion to authorize the Vestry to approve the Minutes for future Annual Parish Meetings by Laurel Cornell. Marta Diaz 2nd. Motion Carried.

The Very Rev. Mary Slenski, realizing that the Annual Meeting agenda as published had not been approved, was reminded that the agenda must include a Reading of the Talbot Declaration by Richard Vonnegut.

Agenda approval

Motion to approve the agenda the 2020 Annual Meeting agenda with the reading of the Talbot Declaration by Richard Vonnegut. Judy Lovchik 2nd. Motion Carried.

Reading of the Talbot Declaration, read by Elaine Klemesrud, Clerk

Following the reading Tim Culbertson was recognized, sharing that the final portion of the Talbot Declaration was inadvertently left out. He completed the reading, "Let no man suggest that this church be moved from its present location." He then continued by recognizing that the declaration was not inclusive.

Addition of an epilogue to be read following the Talbot Declaration.

Whereas, for centuries in our church and in various others, there have been classes of persons to which certain ministries have been closed;

Whereas we recognize that at the time of the Talbot Fund gift the ordained orders were closed to women and to others;

Whereas we celebrate that the ordained ministry has since been opened to many to whom it was previously barred, and we are served in our Parish and Diocese by ordained people of diversity in gender, race, color and sexual orientation;

Now therefore be it resolved that at all future Parish meetings, this epilogue be read following the Talbot Fund statement:

“And let us give thanks to God that we are now able to employ as ordained ministries women and men regardless of their race, color or sexual orientation, and that the afore mentioned gift has supported our ability to benefit from a great diversity of people in all of the orders of the Church.”

Motion to add the above epilogue to the reading of the Talbot Declaration by Tim Culbertson. Merrill Grayson 2nd

The floor was open to discussion.

Amendment to the wording of the epilogue - “people” replacing “men and women” Motion to change the wording in the epilogue from “men and women” to “people” to be more inclusive by Diana Allen. Merrill Grayson 2nd. Vote taken, no opposed. Amendment Carried

Questioning the clarification, further discussion commenced.

2nd Amendment to the wording of the epilogue - addition of “gender”

Amending his own motion; Tim Culbertson moved to add “gender” before “race, color and sexual orientation”, recognizing the amended epilogue wording of “men and women” instead of “people”. Tim recited the newly proposed text:

“And let us give thanks to God that we are now able to employ as ordained ministries people regardless of their gender, race, color or sexual orientation, and that the afore mentioned gift has supported our ability to benefit from a great diversity of people in all of the orders of the Church.”

Motion for the amendment of his verbiage, and restating his motion to add the epilogue as read to the reading of the Talbot Declaration by Tim Culbertson. Merrill Grayson 2nd. Vote take, RESOUNDING YAY in favor of the resolution, no opposed. Motion Carried.

Introduction of Vestry and Staff by the Very Rev. Mary Slenski

Vestry 2017-2020

Johnnie Alex, Senior Warden, Brad Ayers, Junior Warden, Eusebio “Chevo” Chávez, Tim Culbertson, Liliana Guzmán-Marrs, Andrea Hunley, Eric Stark, Betty Whaley, William “Bill” White,

Irma Petrosino, Treasurer

Elaine Klemesrud, Clerk

Staff 2020

- The Rev. Mary Slenski, Dean and Rector of Christ Church Cathedral (ad interim)
- The Rev. Canon Jean C. Beniste, Canon for Latino Ministry
- The Rev. Dr. Joyce Scheyer, Canon Pastor
- The Rev. Tom Kryder-Reid, Priest Associate
- The Rev. Deacon Fatima Yakubu-Madus, Deacon and Diocese Liaison
- The Rev. Susan Mills, Priest Associate
- Christopher Caruso-Lynch, Director of Music (ad interim)
- Yuri Rodriguez-Laureani, Associate Director for Hispanic Music & Communications Manager
- Thomas Craig, Cathedral Administrator
- Floyd Acoff, Facilities Superintendent
- Carl Michaelis, Hospitality Coordinator
- Anne Tordai, Children's Formation Ministry Coordinator
- Verónica Godinez, Ministry Support Coordinator
- Evelyn Johnson, Accounts Payable Manager
- Fred Andrews, Building staff
- Anthony Cox, Building staff

Senior Warden Report by Johnnie Alex

The past year was filled with adventures and a lot of challenges, Johnnie stated that she was really proud of the congregation and the Vestry; of the things that occurred in spite of our losses. Encouraging everyone to "continue on" and not lament in what we used to have she shared that change is normal, and generally when you lose the Dean you lose the rest of the clergy. Recounting the Strawberry Festival, a successful youth pilgrimage this summer that kindled an interest in participating on the Vestry, Taco Fest, two seminars to recognize racism and how to move past it, Joyful Noise camp's largest attendance to date, the continuation of special music concerts, and the utility support for those in need. Acknowledging Yuri's glowing tribute to Rev. Jean as exemplifying, "why she was a good candidate for the priesthood", continuing on includes her one day leaving for seminary, Dean Mary's introduction of new things, and a moving sermon by Rev. Joyce. "Do not focus on what we do not have." Johnnie recognized Andrea Hunley and the search committee, asking everyone to pray for the search committee and pray for the parish.

Christ Church Cathedral Foundation Report by Ken File

A comprehensive financial review was conducted Sunday, January 26 at 11:30 a.m. A "2020 Financial Overview" [attached]; Christ Church Cathedral (CCC) Operating Revenue and Expense by Program, for the Year Ended December 31, 2019 [attached]; CCC Balance Sheet All Funds, December 31, 2019 [attached]; and CCC Operating Budget, for the Year Ending December 31, 2019 [attached] were distributed, and copies available.

The finances of the CCC Foundation are in excellent condition. Ken shared highlights then reminded everyone that the endowment funds make-up for about 93% of the church's budget revenue. "Those that have gone before us have provided generously for the future allowing 100% of your giving to be turned around and given away to covenant ministries here in the city," and giving could increase so that we can give away even more. Cambridge Associates out of Boston provide professional council, and finances are in tremendous hands. Audited on an annual basis, BKD are the CCC Foundation's auditors.

Foundation Board Members 2019-2020

- The Rev. Mary Slenski, Dean and Rector of Christ Church Cathedral (ad interim)
- Johnnie Alex, ex officio Director, Senior Warden of Christ Church Cathedral – Parishioner
- Ken File, President and Director – Parishioner
- J.A. Lacy, Vice President and Director – Parishioner
- Linda Zimmerman, Treasurer and Director – Parishioner
- Tom Nickols, Director – Non-Parishioner
- William "Bill" White, Director – Parishioner
- Kathryn Hudspeth, Secretary and Director – Non-Parishioner
- Tavonna Harris Askew, Director – Non-Parishioner
- Teresa Graham, Director – Parishioner
- Esteban Rubio-Vega, Director - Parishioner

Recognition of Retiring Vestry Members by The Very Rev. Mary Slenski

Johnnie Alex; Eric Stark; William "Bill" White

Crossroads Award Presentation by The Very Rev. Mary Slenski

The Wardens and Vestry were presented the award - Johnnie Alex, Brad Ayers, Eusebio "Chevo" Chávez, Tim Culbertson, Liliana Guzmán-Marrs, Andrea Hunley, Eric Stark, Betty Whaley, and William "Bill" White.

A Children's Care Package donation was given through Episcopal Relief & Development's Gifts For Life in honor those awarded; in addition to the Vestry, treasurer, Irma Petrosino and clerk, Elaine Klemesrud included in the donation.

Thanksgivings

Will there be a parish picnic this year? The Vestry will take note of this request.

Prayer in Recognition of Parishioners Who Have Died by The Very Rev. Mary Slenski

Robert E. Ayers, Lee Roberts Brockett, Juan Rubio Cruz, Alejandra Granados, Dorothy Ann James, Michael R. McConnell, Debra Nethercott, Raul Padró, Mary G. Thomas, Norman White, Dorothy Wittenberg

Election of the Vestry Class of 2020-2023

Presentation of Vestry Slate by Brad Ayers

- Johnnie Alex
- Mario Ávila
- Merrill Greyson
- Matthew “Matt” Henry
- Paul Valliere
- William “Bill” White

Voting Procedures presented by Terry Kirsten, Head Teller

Anything Else?

Richard Vonnegut requesting that the Vestry instate an environmental report about what the church is doing to promote good energy use, good use of physical resources, and God’s creation.

A docent class/guild to promote the history of the church to visitors.

Sarah Meadows requested that something be done about the condition of the alley leading from the back of the parking garage on to Market Street. Claudia Maddox recommended that since the alley is also used by the Indianapolis Symphony Orchestra (ISO) the Church and the ISO could partner together to get something done.

Dismissal

Motion to adjourn by Claudia Maddox. Sean Manterfield 2nd. Motion Carried.

Meeting was adjourned at 12:29 p.m.

Voting in the St. Francis Foyer immediately following

Next Annual Meeting: to be set by the Vestry in the fall

Respectfully submitted, Elaine Klemesrud Christ Church Cathedral Clerk

Vestry Resolution
June 23, 2020

Whereas, as a member of the Episcopal Diocese of Indianapolis, Christ Church Cathedral is called to stand with the vulnerable and marginalized and transform systems of injustice; and Whereas, as a member of the Episcopal Diocese of Indianapolis, Christ Church Cathedral is called to connect with other Episcopalians, ecumenical partners, and advocacy groups; and

Whereas, during a time of racial unrest and pain in the local and national Black community, a statement was made digitally and verbally by a member of the Cathedral clergy that created division, not unity; and

Whereas, Black Lives Matter; and

Whereas, the Episcopal Church has a history entwined in institutional racism, classism, and unequal access on the basis of other aspects of identity; therefore, be it

Resolved That as a Vestry we do not condone the clergy member's statement; further, be it

Resolved That as a Vestry we will recommit ourselves to our racial justice work and anti-oppression. We acknowledge that we have work to do to address internalized oppressive values or dynamics, regularly examine disparities within the congregation, and seek solutions that yield just and equitable outcomes.

Vestry Resolution
September 26, 2020

The Vestry of Christ Church Cathedral recognizes The Reverend Zoila "Morena" Manzanares-Cole upon the twentieth anniversary of the Congregacion Hispana of Christ Church Cathedral.

For your dedication and service to the Episcopal Diocese of Indianapolis and your pastoral ministry with the Hispanic community.

For your devotion and work for the Latino community that left your mark and leadership on our congregation, making our ministry one of the most important pillars of our church. Thank you for your leadership and for making sure we were stronger and more united than before.

Standing Committee Reports

Property Committee Report

2020 has been a long, trying, and difficult year for everyone, I hope this finds everyone in good spirits and in good health. If you will recall from last February's Annual Meeting, the Property Committee introduced a list of deferred maintenance items. We were tasked to implement a plan, budget and schedule to address these items. Around the end of March, the Pandemic started changing everyone's life and we were not sure how to proceed. Dean Mary asked that we proceed full steam ahead!

The following lists are the maintenance items that Floyd has been able to accomplish since March 2020.

- Inspect electrical breaker boxes.
- Add 8 more security cameras.
- Replace outside sidewalk.
- New sound system and live stream video capability in the Nave.
- New audio visual and sound system in the Parish Hall.
- Upgrade HVAC Air Handler controls.
- Added Plasma Air Technology and Ultra Violet Technology. (To sanitize the circulated air!)
- Embarked on a six month project to clean, upgrade and maintain the Wolf choir organ.

AND we are waiting on quotes for:

- Replacing the HVAC chiller, water storage tank and chiller water coils.
- Replacing the outside stained glass covers.

I would like to thank committee members: Dave Baldwin, Donna Wanstrath, John Goulding, Ken Graham, Mark Calvert, Tim Culbertson and Will Bates. Staff members: Crystal Stone, Floyd Acoff and Dean Mary.

A special thank you to Floyd and his staff for keeping the building in great shape. We are truly blessed to have Floyd. Also, on a personal note, I am very excited to have The Very Rev. Gray Lesesne, D. Min as our new Dean and Rector, welcome!

Peace,
Dwight Stinson
Property Committee Chair

Administrative Committee Report

Early in 2020, the Administrative Committee reviewed Cathedral expenditures of \$10,000 or more made in 2019 to update its schedule of vendor reviews or requests for proposal. Committee member Claudia Maddox led a review of the relative costs and effectiveness of the Cathedral's information technology partner, and she and the committee recommended continuing the relationship. In addition, committee member Bill White undertook a painstaking examination of all Cathedral policies to make the terminology consistent throughout.

And, in June, sorting of historic documents and artifacts, along with photos, scrapbooks, and tapes of services, concerts, sermons, and special events began. As this sorting began, we found seven huge boxes of uncatalogued choral scores and a legal-size 4-drawer file cabinet full of orchestral scores. With many hours of work, Christopher Caruso-Lynch and choir members Chloe Boelter and David Rugger catalogued these scores, counted the copies to determine if pieces were missing, and made repairs when necessary. These scores, along with more than 50 boxes of scores which had been catalogued in the past, were moved into new, clean boxes and are now stored in a separate space on rolling shelves.

Thanks are due to Committee members Claudia Maddox, Bill White, and Shannon Joyce; as well as to Amy Johnson, who assists with archives. We are also grateful to George Benn as he works to transcribe some important services from reel-to-reel tapes to digital format, and Terry Kirsten, Claudia Maddox, and Donna Worth who have been sorting some of the roughly 2000 D.A.T. tapes which have been in the storage unit. Floyd Acoff and Crystal Stone are invaluable, and Chris Caruso-Lynch, Chloe Boelter, and David Rugger made working with the music a great pleasure.

John Zimmermann
Chairman, Administrative Committee

Foundation Report

CHRIST CHURCH CATHEDRAL FOUNDATION, INC.

Christ Church Cathedral Foundation, Inc., is an Indiana not-for-profit corporation and a type 1 supporting foundation. It was formed by the Cathedral in 2012 to act as successor trustee for three trusts that had been established by Eli Lilly for the benefit of the Cathedral. Mr. Lilly had named three Indianapolis banks to serve as the Trustees for the three trusts. Over the years, the result of various mergers and acquisitions was that the trustees were two out-of-state banks. In order to improve the administration of the trusts, implement a coordinated investment policy, and reduce expenses, the Cathedral petitioned the Marion County Probate Court to appoint a single trustee, the Foundation, to manage those trusts. In December, 2013, and January, 2014, the two banks resigned as trustees of all three trusts; the Foundation was appointed successor trustee; and the three trusts were consolidated into a single trust by order dated January 31, 2014. Additional assets held by the Cathedral were also transferred to the Foundation: an unrestricted endowment, the Joanna Hall Pastoral Care Fund; and the Joseph C. Talbot Memorial Fund.

The amount of money available to the Cathedral each year is calculated by applying a percentage (5% or less!) chosen by Vestry to a trailing 12-quarter rolling average of the value of the trust. In 2019 and 2020, that percentage was 4.75%. Vestry has chosen to decrease that percentage to 4.5% for 2021. The withdrawals from the Foundation assets support the Cathedral's operating expenses.

In a year so painful for many, the Foundation ended 2020 with a balance of \$81.2 million in the endowment, growing from \$75.4 million at the end of 2019 (and dropping to a low of \$65.9 million in March, 2020). Mark Evans, the Cambridge Associates managing director who works with us, attributes this growth to the diversification in our investments; prior establishment of reserve funds for capital expenditures (from which needed withdrawals were made) and operating expenditures (from which no withdrawals were made); and Vestry's disciplined approach to spending.

The work of the foundation board is done by ex-officio members Dean Gray Lesesne and Senior Warden Tim Culbertson; six parish members; and three non-parish members. Parish board member Ken File came to the end of his second term at the end of December, and we are especially thankful to him for his two years of service as board president. Parish member Eric Stark has been appointed by Vestry to begin a new term. Parish board member Teresa Graham will be moving away from Indianapolis, and we will miss her faithful work. Parish member Michael Carter has been appointed to complete the remaining year of Teresa's term. Non-parish member Tavonna Harris-Askew completed one term, and Hope Hampton is beginning a new term as a non-parish director. We valued Tavonna's good questions and are grateful for her work.

Tom Nickols and board secretary Kathryn Hudspeth are non-parish board members, and the time and energy they give are humbling. The remaining parish board members are new treasurer Bill White; vice-president J.A. Lacy; and Esteban Rubio Vega. We are thankful for each of them.

Linda Zimmermann
Parish Board Member and President

Finance Committee Report/Note from Treasurer

As Treasurer of the church, I am also the head of the Finance Committee. 2020 saw the departure of Tom Craig, our old friend and administrator, but we are equally blessed to have been able to add Crystal Stone to our staff. Her position is altered from Tom's but she remains a bulwark of input, ideas and innovations as it pertains to our budget. 2020 was a challenge, from many perspectives. Our pledging dollars are down, which is attributed to non-attendance in the physical sense, some of our members are in all likelihood experiencing diminished incomes and resources, and, like other churches, we have seen our membership shrink. Yet, we are blessed. Our Endowment allows us to continue to maintain staff, building, programs and music. It is believed by the investment community (and I do not pretend to be speaking for Ken File or the Endowment) that 2021 will continue to generate the same if not slightly higher returns.

We have selected a new Dean and Rector, The Very Reverend Gray Lesesne and are anticipating renewed direction and growth. Coupled with our new Vestry, the COVID-19 vaccine rollout, and an uptick in expectation of a return to normalcy, 2021 should be our best year yet.

Irma Petrosino
CCC Finance Committee Chair

Year	Pledges			
	Number Made	Amount Pledged	Fulfilled	Average Pledge
2012	127	\$180,045	\$164,526	\$1,418
2013	155	\$267,026	\$227,631	\$1,723
2014	126	\$213,955	\$204,110	\$1,698
2015	111	\$213,372	\$196,224	\$1,922
2016	101	\$225,423	\$220,839	\$2,232
2017	115	\$257,168	\$236,072	\$2,236
2018	93	\$152,150	\$194,357	\$1,636
2019	107	\$209,243	\$192,425	\$1,956
2020	90	\$169,606	\$152,336	\$1,885

	Unaudited as of December 2020			Annual Budget
	Actual	Budget	Variance	
Parish General Giving	\$232,028.00	\$190,000.00	\$42,028.00	\$190,000.00
Interest and Other	\$749.94	\$800.00	(\$50.06)	\$800.00
Endowment	\$3,319,070.00	\$3,312,857.00	\$6,213.00	\$3,312,857.00
Total Revenues	\$3,551,847.94	\$3,503,657.00	\$48,190.94	
			\$0.00	
Leadership	\$36,887.00	\$45,600.00	\$8,713.00	\$45,600.00
Worship before Music	\$229,532.59	\$176,400.00	(\$53,132.59)	\$176,400.00
Music Worship	\$228,190.43	\$197,673.66	(\$30,516.77)	\$196,588.00
Communications	\$100,217.37	\$77,500.00	(\$22,717.37)	\$77,500.00
Christian Formation	\$33,877.56	\$38,900.00	\$5,022.44	\$38,900.00
Vision and Mission Initiative	\$4,269.42	\$12,000.00	\$7,730.58	\$12,000.00
Music Concerts and Tours	\$27,764.34	\$30,000.00	\$2,235.66	\$30,000.00
Outreach	\$327,759.45	\$307,780.00	(\$19,979.45)	\$307,780.00
Pastoral Care	\$7,310.41	\$22,000.00	\$14,689.59	\$22,000.00
Pilgrimage	\$447.02	\$500.00	\$52.98	\$500.00
Hospitality	\$17,550.41	\$23,800.00	\$6,249.59	\$23,800.00
Apportionment	\$490,513.00	\$490,513.00	\$0.00	\$490,513.00
Administration	\$209,208.48	\$188,900.00	(\$20,308.48)	\$188,900.00
Facilities	\$331,739.02	\$398,600.00	\$66,860.98	\$398,600.00
Personnel	\$1,441,894.16	\$1,450,600.00	\$8,705.84	\$1,450,600.00
Total Expenses	\$3,487,160.66	\$3,460,766.66	(\$26,394.00)	

	2021 Annual Budget
Parish General Giving	\$190,000
Interest and Other	\$800
Endowment	\$3,190,286
Total Revenues	\$3,381,386
Leadership	\$44,600
Worship before Music	\$158,000
Music Worship	\$206,588
Communications	\$75,500
Christian Formation	\$28,100
Music Concerts and Tours	\$20,000
Outreach	\$287,780
Pastoral Care	\$22,000
Pilgrimage	\$0
Hospitality	\$11,000
Apportionment	\$481,904
Administration	\$188,700
Facilities	\$348,600
Personnel	\$1,518,217
Total Expenses	\$3,391,289

Christ Church Cathedral 2020 Ministry Reports

Acolytes

Ministry Leader

Mark Calvert

Summary of Ministry

As acolytes, we serve by helping the Celebrant, priests, and deacons as necessary during the liturgy.

What Ministry Accomplished in 2020:

Early 2021, I brought to Mary Slenski the idea of getting new albs that didn't have the traditional hoods. The hooded albs are always a nuisance and are very socially unacceptable. She allowed me to purchase new albs without hoods for which I'm thankful.

What this Ministry Needs in 2021

Help. Much like Bell Ringing, I can facilitate but I need those who are able and willing to serve. I need people who will help bring liveliness into the ministry.

What Else to Know About This Ministry

Pre-pandemic we wanted to clean out and donate things we no longer used or needed. There are several things that need to be gone through, maybe tossed or donated. Over time, some of our instruments will need to be replaced.

Adopt A Family

Ministry Leader

Debbie Bartlett

Summary of Ministry

We adopt families at Christmas by displaying trees with gift tags for the congregation to purchase gifts for children.

What Ministry Accomplished in 2020:

We were able to adopt 13 families and donate towards Dayspring's AAF program.

How Ministry Changed in 2020 due to Covid-19

Because of Covid-19 and with our church building still closed, we didn't have the Christmas trees and gift tags for our parishioners to select at the back of the church. This year in lieu of individual gifts for the children, we gave a gift card to each of our adopted families, allowing them to make their own purchases.

What this Ministry Needs in 2021

We would like to increase the number of families we can help.

What Else to Know About This Ministry

We would like to thank the congregation for their generous monetary donations to AAF this year!

Altar Guild

Ministry Leader

Anne Tordai

Summary of Ministry

We prepare the altar for the Eucharist.

What Ministry Accomplished in 2020:

We continued our ministry of adding beauty to our worship by preparing altar frontals/paraments and creating altar flower arrangements. We accomplished a scaled back 'Greening' for our Christmas services. Clergy vestments were dry cleaned and silver vessels sent out for repair.

How Ministry Changed in 2020 due to Covid-19

We have not prepared the bread and wine for Eucharist since last March.

What this Ministry Needs in 2021

We need a direction for preparation of the Eucharist as we enter a new future, particularly in terms of sharing the chalice. We will examine our older vestments, particularly gold and red set for repair or replacement.

What Else to Know About This Ministry

We are looking forward to being together for Eucharist later this year!

Catechumenate

Ministry Leader

Theresa R Stinson

Summary of Ministry

Catechumenate is an introduction to the Episcopal faith and its ministries.

What Ministry Accomplished in 2020:

We were able to bring 3 people into CCC.

How Ministry Changed in 2020 due to Covid-19

We did part in person and part by Zoom. Rev. Joyce Scheyer ensured the Zoom piece was in place and taught the remaining classes.

What this Ministry Needs in 2021

1. Depending on the day/afternoon/evening that Catechumenate is held the following will be needed:
 - facilitator to welcome and do attendance, follow-up with those who have missed.
 - speaker for each class.
 - ability to access Zoom so all can be together for class.
 - timeframe designated.
 - materials sent out ahead of time if necessary.
 2. Prayer before & after
- A continued belief and faith that we, together can work through this pandemic.

Cathedral Women

Ministry Leader

Rebecca Winton

Summary of Ministry

Working to improve the strength of our community through fellowship and grant distribution.

What Ministry Accomplished in 2020:

We were able to donate to several community organizations despite being unable to hold our annual Strawberry Festival, which is how we earn the money we distribute annually in the form of grants.

How Ministry Changed in 2020 due to Covid-19

We were unable to hold our meetings and were unable to hold Strawberry Festival. This meant that we did not earn the funds that we distribute to the community through grants; however, the Vestry generously agreed to donate funds to allow our grant ministry to continue.

What this Ministry Needs in 2021

Likely, additional funding for our grant distribution. We have two granting Cycles - one each in the spring and fall - where we distribute the monies earned at the annual Strawberry Festival. Given that we are unlikely to be able to hold Strawberry Festival safely again this year, it would mean a need for funding to be able to continue to provide grants to strengthen our community.

CCC Book Group

Ministry Leader

James Torke

Summary of Ministry

Discussion of books, etc. with a religious relevance.

What Ministry Accomplished in 2020:

Our group was in its third year of existence when the coronavirus prevented further meetings. The group stopped functioning.

What Else to Know About This Ministry

I was the organizer and coordinator of the group. Our membership varied between 5 and 7. Once conditions allow us to meet, I will contact participants to see interest remains and if there is someone to get things going again.

Chalice Bearers Guild

Ministry Leader

Irma Petrosino

Summary of Ministry

Our purpose is to represent the laity at the altar during communion. We serve at all services on Sunday, weddings, funerals, installations, and ordinations and as requested by the Bishop or on an "as need basis". We also offer the Chalice to those unable to come to the altar railing.

What Ministry Accomplished in 2020:

We fully participated until March of 2020.

How Ministry Changed in 2020 due to Covid-19

We were unable to offer the chalice due to the closure of the Cathedral.

What this Ministry Needs in 2021

Until we can schedule services within the Cathedral we are "on hold". We will start an email visitation with our current membership to determine if members are still available and willing to physically serve as the time draws near. We utilize SignUp.Com to facilitate our schedules. Optimistically we would look to have a refresher training course 30 days prior to our first live, on-site service.

We will also be looking to add to our numbers which were sparse before the pandemic.

Children's Formation

Ministry Leader

Rev. Joyce Scheyer

Summary of Ministry

We offer 'Godly Play' and 'Weaving God's Promises' program for children age 5-10.

What Ministry Accomplished in 2020:

We engaged our children in Bible study, community service projects, and dramatic worship on Holy Days.

How Ministry Changed in 2020 due to Covid-19

Our in-person programs were suspended.

What this Ministry Needs in 2021

A new coordinator and parent participation.

What Else to Know About This Ministry

Many children are acolytes or choristers during worship. All our children are welcome in worship, so they see and hear alongside their families each week. Our program offers each child a variety of ways to understand and to share their faith life.

Christ Church Cathedral Youth Group

Ministry Leader

Ellen Grayson

Summary of Ministry

CCC Youth Group is a way for middle school and high school age to connect with their faith and their community, in

the church and the outer community.

What Ministry Accomplished in 2020:

In 2020 the Youth Group was able to stay connected throughout the year given all the challenges.

How Ministry Changed in 2020 due to Covid-19

The Youth Group went completely online, we have reduced the number of times we meet due to Zoom fatigue.

What this Ministry Needs in 2021

All our Youth Group Leaders are women, and we would love to have a few male leaders or volunteers.

What Else to Know About This Ministry

Our youth are very passionate about the church, they care very deeply about our community.

Covenant Grants

Ministry Leader

April Culbertson

Summary of Ministry

The Covenant Grants Committee is made up of laypersons representing each worship service who prayerfully consider and decide the local agencies and organizations which will be recipients of our parishioner pledge dollars from submitted grant applications.

What Ministry Accomplished in 2020:

We were happy to disburse all 2020 pledged funds to eleven local agencies doing good work in our city and beyond.

How Ministry Changed in 2020 due to Covid-19

Fortunately, our 2020 in-person committee work was completed in early March 2020. All our preparations and meetings for 2021 have taken place virtually via zoom meetings and emails.

What this Ministry Needs in 2021

We would love another representative from our 1:00 congregation to join our committee.

What Else to Know About This Ministry

Did you know that the Covenant Grants Committee since its inception has intentionally always had one representative from each of the three vestry classes and at least one representative from each worship service? Another "fun fact" All

of the work done by the Covenant Grants Committee happens between mid-November and early March in only three meetings! (Members do a lot of work reviewing grant applications on their own time.)

Downtown Community Breakfast

Ministry Leader

April Culbertson

Summary of Ministry

A grab-and-go breakfast cooked, packed, and served by CCC volunteers between 7:00 and 8:00 a.m. on Sunday mornings to any who are hungry.

What Ministry Accomplished in 2020:

We successfully transitioned from a serving-line style breakfast gathering in our parish hall to a “to-go” service due to COVID. In the transition and turmoil of pandemic and goings-on downtown, we only had to close service one Sunday.

How Ministry Changed in 2020 due to Covid-19

We moved service up to the front porch of the church to be outdoors, limiting weekly volunteers to stay safe and distanced in the kitchen. We adjusted our volunteer hours, arriving much earlier to allow time to cook and pack everything needed for a hot meal into a lunch sack.

What this Ministry Needs in 2021

We could use a few more volunteers to establish a monthly rotation so all volunteers can come once per month.

Education for Ministry

Ministry Leader

Jude Magers

Summary of Ministry

Education for Ministry (EfM) is Christian scripture, church history and theology literature study focused on theological reflection within a small, committed community to share one's unique journey with God and deepening each person's response to their baptismal promise and their calling into ministry.

What Ministry Accomplished in 2020:

The EfM community graduated two CCC leaders who engage in a variety of CCC ministries, recruited two new members fully committed to the work of EfM, said farewell to one member who suffered and died from COVID-19 and, gratefully, shared in the EfM process focused on theological reflection to awaken more deeply to God's Presence in our ordinary moments of life.

How Ministry Changed in 2020 due to Covid-19

EfM is strengthened in its process of theological reflection through a small face to face community gathering. COVID-19 caused us to move to virtual gatherings that caused us to be together in a different way with adapting attentive listening, moments of silence, pauses and engagement of conversation as we grew in a new spirit of virtual community. Everyone committed to making it work!

What this Ministry Needs in 2021

EfM needs to recruit 3 to 4 new members as first year members and welcomes previous EfM participants or EfM graduates to renew any year of their choice!

What Else to Know About This Ministry

EfM is an in-depth dive into experiencing God in personal, communal, societal life. It is a four-year commitment of learning and meaningful community experience.

Human Needs (Utility Assistance Program)

Ministry Leader

Pat McConnell

Summary of Ministry

Community members who need assistance with their utility bill once per calendar year can come to the Cathedral on Tuesday mornings from 8:00-9:00 a.m. to consult with one of the ten adult volunteers about how to have \$50.00 transferred from a Cathedral account directly to the individual's account at that utility company.

What Ministry Accomplished in 2020:

A total of 300 applications were approved in 2020 for total amount of \$16,350.00 paid on their behalf to area utility companies.

How Ministry Changed in 2020 due to Covid-19

The program has been volunteer-driven for the past two years with staff assistance. After the Cathedral closed in March due to COVID-19, the Cathedral began offering an on-line application process only beginning in the summer. The maximum award was increased to \$100.00 per person per calendar year. And the program became staff/clergy driven.

The strength of the program of the human interaction between Cathedral volunteers listening to the life stories of our neighbors who were seeking help was lost. This change can be demonstrated by the statistics. In the previous 5 years, the average number of individuals served annually was 749 compared to 300 in 2020. The other change in 2020 was the restrictions placed on the utility companies during the moratoriums for disconnecting service due to delinquent payments.

What this Ministry Needs in 2021

Time to evaluate effectiveness of program and consider future use of volunteers and/or on-line process.

The program continues to operate through the on-line application process with clergy/staff review; each allocation in 2021 will be \$100.00.

Latino/Latinx Ministry

Ministry Leader

Hipolito Fernandez

Summary of Ministry

The Latino/Latinx Ministry aims to be a voice and a beacon of hope for the Spanish speaking community in Indianapolis, responding to the needs of the people and sharing God's love with everyone.

What Ministry Accomplished in 2020:

- During the pandemic, we tried to keep in touch with the community through social media, phone calls, emails, and text messages.
- We started and established the Wednesday Zoom Cafe in response to the pastoral needs of the people.
- Financial assistance was provided to needy families and/ or individuals.
- Sunday services, daily prayers and memorials in Spanish were held.
- The Holy Eucharist was offered in parks with the participation of several families from the community.
- We celebrated "Las Posadas Espirituales", a series of weekly conferences and reflections with guest speakers and fellowship.
- Special liturgies like "Memorial de los Fieles Difunto" and "La Virgen de Guadalupe" were offered.
- Celebration of the 20th anniversary of the Latino Community in Cathedral through a 3-day virtual conference named "Fiesta Latina 2020: Music, Flavor & Soul" with special guests.
- We offered alternatives so that the community could celebrate its traditions and special festivals (Las Posadas Espirituales, and Memorial de los Fieles Difuntos, La Guadalupe).
- More than 50 virtual reflections were offered in response to the pastoral needs of the Latino Community.

How Ministry Changed in 2020 due to Covid-19

Basically, the ministry has had to adapt to the restrictions imposed by the pandemic and this transition to virtual media is the most difficult part for the community.

What this Ministry Needs in 2021

Develop a Strategic plan focused on three main aspects: Identity, discipleship, and evangelism. Create opportunities for offering in person services in a safe manner. Develop a program of continuous Christian Formation for the community.

What Else to Know About This Ministry

The Hispanic community has a great potential for growth, and we need to keep learning how to approach the Latino

culture. We have a lot of Spanish speaking families in Indianapolis and much potential.

Lectors Guild

Ministry Leader

Merrill Grayson

Summary of Ministry

Bringing voice to Scripture and Intercessions

What Ministry Accomplished in 2020:

We were able to continue to bring voice to Scripture and Intercessions via the streaming services. Learning how to serve through video recordings.

What this Ministry Needs in 2021

Anyone that would like to serve as a Lector either in person or by recording.

Music

Ministry Leader

Christopher Caruso-Lynch

Summary of Ministry

The music department at CCC empowers our community to live out its faith through song.

What Ministry Accomplished in 2020:

The goals of serving God and our community were still carried out, with our musicians showing patience, a willingness to learn new things, and good humor throughout a trying year!

How Ministry Changed in 2020 due to Covid-19

Music moved entirely online, with Coro Latinoamericano and Choristers and adults continuing to provide musical leadership throughout these unique times.

What this Ministry Needs in 2021

We need to connect with parishioners, the Mile Square neighborhood, and Indy at large in new ways, highlighting the diversity and authenticity of our music program.

What Else to Know About This Ministry

Coro and choristers continue to serve CCC faithfully during this time, even though our modus operandi has pivoted dramatically.

Outreach Ministry Team (OMT)

Ministry Leader

Steve Whaley

Summary of Ministry

The Outreach Ministry Team (OMT) seeks to help local agencies that share our vision of embracing members of the Indianapolis community that are less fortunate than us.

What Ministry Accomplished in 2020:

In November, OMT held a successful food drive to benefit Good News Ministries a near eastside agency that provides meals for the hungry in Indianapolis. Our parishioners were very generous with donations of non-perishable food items and Christ Church Cathedral collected two barrels of food for Good News Ministries.

Our budget allowed OMT to donate funds to several food pantries in our Diocese that remained open during the pandemic and experienced a greater need for food. Most food pantries saw an increase of over 100 % in the number of clients needing food in the early days of the pandemic. That need still exists today.

How Ministry Changed in 2020 due to Covid-19

As previously mentioned, an online process was developed to successfully continue the Utility Assistance Ministry.

OMT continued to meet quarterly using the Zoom meeting platform. OMT's in-person parishioner engagement opportunities were forced to be put on hold. We look forward to resuming parishioner volunteer opportunities as soon as it is safe to do so.

What this Ministry Needs in 2021

OMT invites and welcomes new members.

What Else to Know About This Ministry

The Outreach Ministry Team is grateful for our parishioners and their support both financially and spiritually in a year that was unprecedented and challenging for all of us.

Sacred Space Yoga

Ministry Leader

Rachel A Hedges

Summary of Ministry

Sacred Space Yoga provides bi-weekly, all-levels yoga classes free of charge and all are welcome.

What Ministry Accomplished in 2020:

The Sacred Space Yoga was moved online! Despite the cathedral being closed, we continued to offer classes twice weekly through live Zoom meetings. Additionally, recorded classes were made available online so that they can be used at any time.

How Ministry Changed in 2020 due to Covid-19

We were not able to meet in person at the church.

What this Ministry Needs in 2021

Classes are still taking place, so let everyone know that Yoga is available online. We want to work on emailing prior participants with the class schedule to keep them informed.

What Else to Know About This Ministry

Please just spread the word. Yoga is still happening, and we'd love for you to join us.

St. Dunstan's Guild (Tower Bells)

Ministry Leader

Mark Calvert

Summary of Ministry

The St. Dunstan's Guild ring the Tower Bells as an audible testimony to the life within the Parish on Sundays and special services.

What Ministry Accomplished in 2020:

Prior to the pandemic, I began ringing with anyone who would join me in the tower at precisely 9:30 a.m. every Sunday morning. This was something I've heard was done in the past, so I revived it. With Sunday morning being the most visited service, more ringers were available to ring, for they were already coming to the Cathedral.

How Ministry Changed in 2020 due to Covid-19

We only rang from 9:30 -9:45am, but it was nice to ring as parishioners and visitors were walking to church. The liveliness of the bells perked up the hearer's countenance as they neared. The ministry of ringing the tower bells halted. I considered handbells on the front lawn.

What this Ministry Needs in 2021

Publicity. Once we can gather in the tower safely, an article/ documentary could be prepared that might excite others to be a part of the ministry.

What Else to Know About This Ministry

The duties of Tower Captain are more than knowing how to ring or having the experience. One must be able to communicate clearly to both the younger and the aged regardless of their experience, and be reliable and keep a schedule.

Other roles often delegated at other towers include:

- tower secretary - correspondence (Would love to have someone excited enough to prepare updates to CCC Communications team for publication)
- steeple keeper/ maintenance (CCC Facilities)
- trainer or assistant / training of recruits

We also have a group that meets on Wednesday during their lunch hour. Their leader is from St. Paul's and quite knowledgeable.

Stephen Ministry

Ministry Leader

Tom Kryder-Reid

Summary of Ministry

Stephen Ministers provide one-on-one confidential companionship to people who are facing challenges and who can benefit from support through a personal connection.

What Ministry Accomplished in 2020:

Stephen Ministers with care receivers continued their caring relationships by telephone, text, FaceTime, or other virtual means. Two caring relationships reached appropriate closure. All trained Stephen Ministers continued in supervision (meeting in two groups beginning in February and meeting virtually beginning in March). Two new Stephen Ministers completed training by April. One new Stephen Leader completed training online in the fall.

How Ministry Changed in 2020 due to Covid-19

Caring relationships could no longer be carried on in-person and needed to be continued by telephone, text, FaceTime, or other virtual means. Training for new Stephen Ministers, targeted to begin in the fall, had to be cancelled. Supervision sessions moved to Zoom beginning in March.

What Else to Know About This Ministry

It's been challenging to attract trainees and care receivers. People who have the gifts needed for this ministry are often not able to make the time commitment necessary for training, serving in a caring relationship, and participating in peer supervision. Likewise, people who could benefit from this ministry tend to be hesitant to accept the help it offers.

Stewardship Working Group

Ministry Leader

Reyn Libed

Summary of Ministry

Our ministry oversees planning the annual stewardship campaign as well as monitoring received pledges throughout the year and reporting on any updates.

What Ministry Accomplished in 2020:

Our ministry was able to design and run a pledge campaign designed for virtual participation.

How Ministry Changed in 2020 due to Covid-19

We were able to operate and function as usual except for moving to a virtual meeting platform.

What this Ministry Needs in 2021

We are looking for new members to help with this coming year's campaign. We would love representation from all three services.

Ushers

Ministry Leader

Terry Kirsten

Summary of Ministry

Ushers greet people entering the cathedral, distribute bulletins, collect the offering, and help to ensure that the services proceed in an orderly fashion by assisting in any way necessary.

What this Ministry Needs in 2021

We need a few more volunteers as we recently lost several for various reasons.