

2024 ANNUAL REPORT



CHRIST CHURCH
CATHEDRAL



VALUES AND MISSION STATEMENT

We are called to be:

DISCIPLES

who pursue the presence of God in prayer and in the “celebration of the Holy Eucharist”

EVANGELISTS

who make known God’s plan for reconciliation, that all may grow into the full stature of Christ

SERVANTS

who seek the face of Christ in every human being and strive for the justice and peace of God

STEWARDS

who acknowledge and honor the Holy Trinity as the source of all, in the care of creation and the right use of our gifts and offerings

FRIENDS

who welcome the stranger, bear one another's burdens, and share in the ministry of the apostles' teaching and fellowship

Our Mission:

With God’s help, Christ Church, a cathedral parish in downtown Nashville, proclaims by word and example the Good News of God in Christ, seeking and serving Christ in all persons.

Parish Prayer:

Almighty God, you made us in your image and call us to share in the renewal of this world: Inspire us to seek and serve Christ in all persons, that the proclamation of your Good News in our worship, in our words, and in our work may lead us into the fullness of your love; through him who lives and reigns with you and the Holy Spirit, one God, now and for ever. *Amen.*


CATHEDRAL COMMISSIONS


The ministry structure for Christ Church Cathedral is organized into eight Commissions, each falling under one of three headings:



PROCLAIM


We will
PROCLAIM
the Good News
of God in Christ
as disciples
engaged in
worship, prayer,
example, study,
and the arts.






SEEK


We will
SEEK
to know Christ
more fully and
each other more
deeply across
generations,
families,
and
neighborhoods.





SERVE

We will
SERVE
the stranger,
welcome
the guest,
support the
underserved,
and shield
the vulnerable.



Under each Commission are committees that contribute to carrying out the Commission charge. The primary unit of ministry is the Commission rather than the committees. The Commission is not intended to do the work of each committee. The Commission should be viewed as an “organizing umbrella structure” for the ministry of each committee that provides:

- † Big picture view – monitoring committees from “20,000 feet”
- † Accessibility for how any parishioner might become involved to serve
- † Development of strategy/expectations/direction for each committee
- † Evaluation of each committee’s work with the Vestry liaison
- † Accountability for budget requests for each committee
- † Encouragement and support for each committee
- † The implementation of the Strategic Plan

CLERGY

The Very Reverend Serena Sides
Dean and Rector

The Reverend Vicki T. Burgess
Interim Rector through September 2024

The Reverend Canon Anna Russell Friedman
Canon for Family Ministries

The Reverend Deacon Mary McCarthy
Deacon

The Right Reverend William J. Mostert
Bishop in Residence through August 2024

The Venerable Roger Saterstrom
Archdeacon through November 2024

The Reverend Canon Lissa Smith
Canon Pastor through May 2024

The Reverend Madeleine Rebouché
Associate Rector for Liturgy and Christian Formation

The Reverend Richard Wineland
Associate Rector for Evangelism, Cathedral Life, and Parish Life

VESTRY

<i>Serving through January 2025</i>	<i>Serving through January 2027</i>
Hal Johnson	Susan Barge
Susie Ries	Sam Bessey
Jay Wellons	Ellie Teal Gardner
John Whitaker	Anna Grimes Noser
Tyler Yarbro	David Paine
<i>Serving through January 2026</i>	<i>Nominees for the Vestry Class of 2028</i>
Billy Ballard	Maura Black Sullivan
Christina Isbell	Lawrence Blank-Cook
Donald McKenzie	Deaver Collins
David Morton	Scott Hoffman
Sarah Tally	Matthew Kenny
<i>Vestry Officers</i>	Gina Lodge
Hal Johnson, Senior Warden	Andrew Reducha
John Whitaker, Junior Warden	Keith Simmons
Ellen Wright, Clerk	Susan Standbrook
Dale Maxfield, Treasurer	John Teasley

STAFF

Elmarie Brice
Receptionist and Assistant Events Coordinator

Molly Cole
Communications Administrative Assistant through November 2024

Will Fulcher
Senior Sexton

Amy Greenman
Events Coordinator

Anzora Lee-Starks
Print/Production Manager through March 2024

Mark McQueen
Business and Facilities Manager

Madelynn Claire Roche
Youth Coodinator

Dr. Peter Rogahn
Associate Organist and Choirmaster

Dr. Michael Velting
Canon for Music

Desaree Welch
Canon for Communications through November 2024

CONTRACTED STAFF

Elliott Brown
Building Maintenance

Catherine Clark
Database Coordinator

Roger Rhoads and Sean Phelan
Video and Sound Technicians

Anzora Lee-Starks
Publication Coordinator beginning March 2024

Kristin Wrather
Communications Assistant beginning December 2024

MEMBERSHIP STATISTICS

Baptized Membership:	1745
Enrolled Adult Confirmed Communicants:	1287
Adults Confirmed/Received:	8
Adults Reaffirmed:	?
Youth Confirmed:	15
Episcopalians Transferred In: (and Christians from other traditions in full communion with the Episcopal Church)	18
Members Transferred Out:	11
Member Deaths:	15
Baptisms:	17 (1 adult, 2 teens)
Weddings:	11
Burial Offices:	15

WORSHIP STATISTICS

Sunday Average Worship (In-Person):	363
Weekday Celebrations of the Holy Eucharist:	234
Morning Prayer (on Facebook):	225



DEAN AND RECTOR'S ADDRESS

Dear Friends in Christ,

What a joy it is to be your new Dean and Rector! I began my ministry with you on December 1, 2024, and these two months have been meaningful and fulfilling. I am so grateful for your warm welcome. I arrived on Advent 1 to over 550 parishioners joining us in-person for worship across our four Sunday services; on Advent 2, Bishop John Bauerschmidt celebrated with us in the morning and our children's ministries offered our Christmas pageant that afternoon; on Advent 3, our Festival of Lessons and Carols was a fabulous offering of worship through Scripture and choral music; and on Christmas Eve our pews were full and people cried out "Merry Christmas" in celebration at all three services.

I wonder if you thought you would ever arrive at this point. 2024 surely felt like a long year for the congregation. At the beginning of the year, the Cathedral community was already seven months past the departure of the former Dean and Rector, the Very Reverend Timothy Kimbrough, and into a season of transition with your very capable interim rector, the Reverend Vicki Burgess. The Dean and Rector Search Committee was wrapping up its survey and focus group research and beginning to craft the Parish Profile and the job posting.

Likewise, 2024 saw a number of long-time staff transitions and space-related challenges. In 2024 you said good-bye to several beloved staff: Dr. Malcom Matthews, Assistant Organist and Choirmaster; the Reverend Canon Lissa Smith, Canon Pastor; Desaree Welch, Canon for Communications; and Molly Cole, the communications administrative assistant. Eventually, you also thanked the Reverend Burgess for her ministry to the Cathedral and wished her well, as her interim period came to a close. As for our facilities, 2024 involved the demolition of the old bank building; the beginning of construction on our new building that will house an expanded parish hall, several youth rooms, and space for our Room in the Inn guests; the opening of the Tempo Hotel parking lot; and the renovation of existing spaces, which disrupted staff offices, Cheek Hall, and the children's formation rooms. Would this year ever end?



And yet through all these transitions, God was present. As Jesus promised his disciples, "I am with you always, to the end of the age." And so, God was present in the countless staff and volunteer hours that kept the Cathedral running. God was present in the decisions and details relating to the new and renovated spaces. God was present in our Sunday worship, our special services for holy days, and in December's Service of Repentance crafted by the Isaac Project. God was present in your hearts as you cared for one another and shared the load of the interim period. Above all, God was present with your Dean and Rector Search Committee as they sought to discern God's call to them in choosing your next Dean and Rector.

I am so grateful to the Search Committee and all of you—the entire Christ Church Cathedral community—for calling me, welcoming me, and preparing this place for me. My husband John and our high schoolers Ethan and Hannah likewise appreciate your warmth and good cheer in meeting and including them.

God continues to be present with us as we embark on this new season in the life of our community. I feel this every day that I set foot in the Cathedral, receive your notes and emails, work with our staff and volunteers, hear about your service and justice work, and worship together. Our readings for Annual Meeting Sunday, January 26, 2025, include 1 Corinthians 12, which reminds that we are all one body in Christ and each of us is an essential part of the Body of Christ.

May we embark on shared ministry in 2025 knowing that all of us together, and each of us individually, are called to be part of Christ Church Cathedral!

Faithfully yours,

Suena Sides +

WARDENS' REPORT

GOD IS WITH YOU IN EVERY SEASON...

As we entered a new year in 2024, we focused on our evolving search process and the beginning of the construction phase for our capital improvement project in March. We deeply appreciate the contributions of the Search Committee, chaired by Roger Moore, and the Building Committee, chaired by Charlie Cook, for their exceptional work.

In the fall of 2023, the Search Committee completed the work of a parish survey conducted by Holy Cow Consulting. In January, we began Focus Conversations with 190 participants in 22 groups for the dual purpose of gathering information to express clearly who we are as a parish and ensuring that everyone in the parish felt heard and valued. These conversations were well received and attended, helping us discern together and inform the Search Committee in preparing a Parish Profile for the search process.

The Parish Profile was rooted in strategic thinking and visioning. The resulting narrative, as shared in the Profile, provided potential candidates with an understanding of the distinctive ministry of the Cathedral, as well as a sense of our mission, purpose, and identity. The profile described us at many different intersections of our life together.

On the welcome page of the Profile, the message reads: “Christ Church Cathedral is a sanctuary in the middle of this modern chaos. We strive to be a beacon of kingdom living. We seek to proclaim by word and example the good news of God in Christ. What that means is we lead with love.”

The Parish Profile was approved by the Vestry and Diocese, and nominations for the next dean and rector were opened on April 24 and closed on May 21. We received a robust list of candidates. In early July, after prayerful discernment, the Search Committee narrowed the list to nine candidates. In August, the list was further narrowed to three, and the Search Committee and Vestry had the opportunity to meet the candidates during visits to Nashville in September. On September 30, the Search Committee met at the home of Arnold Malcolm. After beginning with prayer and a discussion of 1 Samuel 16 (the calling of David by Samuel), the Committee engaged in thoughtful, detailed discussions

of the three candidates, considering the priorities articulated in our Parish Profile. By unanimous consent, the Committee voted to recommend The Reverend Serena Sides to the Vestry for consideration as our next Dean and Rector. On October 2, at a special called Vestry meeting, the Vestry received the Search Committee’s recommendation, enthusiastically endorsed it, and unanimously voted to extend a call to her. Serena began her ministry here on Sunday (Advent 1), December 1. She preached and celebrated at all four scheduled Sunday services. What an exciting and enthusiastic beginning, with 588 in attendance! This is a historic moment in the history of Christ Church Cathedral, as Serena is the first woman to be called as the Dean & Rector.



THERE IS A TIME FOR TEARING DOWN AND A TIME FOR BUILDING UP...

As we “Let the Doors be Opened” for fellowship, youth, and outreach, we remember these words from The Very Reverend Timothy E. Kimbrough:

“God has set this particular task before the community at this particular time. The Campaign for Christ Church Cathedral is about so much more than a new building or renovation. It’s about bringing the heart of Christ to the heart of Nashville.”

The building project, estimated at \$18.22M, is funded through capital campaign contributions and a \$7M loan from First Horizon Bank. The land lease with HRI (developer of the Tempo Hotel) will be monetized to provide part of the income stream to pay for the \$7M loan. At our October Vestry meeting, we received details about a very generous bequest from parishioner Larry Lancaster’s estate. Larry asked that the bequest be used for building improvements, and the Vestry unanimously approved using the approximately \$2.2M for retrofitting the current elevator (\$150,000), roof flashing and stonework (\$250,000), cleaning of the exterior stone after construction (\$100,000), and replacing a digital recorder for the organ (\$20,000). The remaining balance of approximately \$1.68M was allocated to the Capital Improvement Project. The Vestry unanimously approved a motion to name the new fellowship hall Lancaster Hall in honor of Larry’s generous gift to the Cathedral.

The Tempo Hotel, located on former parking lot C/D, had a ribbon-cutting ceremony on February 15 for a soft opening. The Cathedral has been receiving monthly ground lease payments from HRI since January 2023. A “Breaking the Bank Ceremony” was held on Sunday, March 17, where our youth assisted with sledgehammers in hand (no injuries reported) and wearing hard hats, as we prepared to start the razing of the annex building (former bank building). With contracts signed and our financing package approved by the Vestry, the R.C. Mathews Contractor began our long-awaited construction phase of our building project. Renovation work commenced in Cheek Hall, the lower-level nursery and classrooms, Parish Hall, Wheeler Room, main floor bathrooms, and second-floor offices and bathrooms. Ninety percent of this work was completed by the end of 2024.

Construction has reached its halfway point, with most site work completed and the steel framing of the new building taking shape. We anticipate a fall 2025 completion date for the entire project. Our owner’s representative, Steve Lasley, has assured the Vestry that we will complete the project on time and within our budget. Thanks be to God!

Our 2017 Strategic Plan, adopted by the Vestry on February 3, 2017, has informed and led us to this time where our Capital Improvement Project is well underway, and congregational partnerships have been forged and nourished in furtherance of the goals identified by the plan. The Vestry passed a resolution to formally sunset the Strategic Plan, acknowledging that much was achieved in pursuit of the goals identified in the Strategic Plan and recognizing that we find ourselves in a new moment of transition and discernment for our future.



THE ISAAC PROJECT PHASE TWO COMPLETED...

The Isaac Project, with great support from The Reverend Vicki Burgess, held multiple forums during the year during the adult formation hour. She framed the work of the committee and parish as an opportunity to think theologically and look at justice through the lens of the gospel. On February 25, the committee hosted a Civil Rights Forum with special guest panelists who shared their stories and perspectives on the Civil Rights Movement in Nashville. The guests were Dr. Billy Ballard, a vestry member who was a student active at the new St. Anslem’s Episcopal Church in 1961; Reverend Maggie Harney, daughter of Reverend Raymond Ferris, rector of Christ Church during this era; Bill Gittens, a leader at St. Anslem’s Episcopal Church and retired professor from TSU who was a student there during this era; and Gloria McKissick, a retired TSU professor, member at Church of the Holy Trinity, and who was immersed in Nashville civil rights activities. Our special guests and their family members joined the clergy, committee members, and vestry members for a festive lunch and more conversation.

We continued to hold book studies online and in person during the year. The most recent book studied is *The Church Cracked Open* by The Reverend Canon Stephanie Spellers, former canon to the Presiding Bishop. Monica Flynn Urness has graciously and effectively given her time and talents to coordinate activities and events related to the ongoing work of the Isaac Project. Thank you, Monica!

On Saturday, October 26, we took a Civil Rights Tour of historical places in Nashville that played significant roles in the Civil Rights Movement. Our guest guide, Elliott Robinson, Program Specialist at Nashville Public Library’s Civil Rights Room, shared highlights of this era as we drove by many sites. We made three stops, visiting First Baptist Church of Capitol Hill, American Baptist College, and Fisk University.

In leading up to the Service of Repentance, there was much planning, prayer, discussion, and discernment by the clergy and Isaac Project committee. We are especially grateful for this deliberate, difficult, and thoughtful work led by The Reverend Madeleine Rebouché, Mary Beth Stamps,

Dan Schafer, and Joseph Watson. On December 5, the Service of Repentance was held at the Cathedral, where The Reverend Canon Stephanie Spellers was our guest preacher. More than 200 worshippers from Christ Church Cathedral and around the diocese attended this service and call to racial healing, justice, and reconciliation. A litany of confession and repentance was led by the Senior and Junior Wardens. Included in the service leaflet were the names of 587 individuals of African descent who are known to have been enslaved by persons who were, at the same time, communicants or members of Christ Church. To view the livestream of the service, visit our website homepage, scroll down, and click on the Isaac Project page. You may also read the Isaac Committee report here on page 26.

THERE IS A TIME FOR NEW BEGINNINGS AND A TIME TO SAY GOODBYE...

During this year of transition, construction, and displacement, our clergy and staff have performed at a very high level to keep this ship in the water, upright, and cruising to its next port. We are most grateful for everyone’s good spirit of love and respect for all during these trying times.

There are several individuals who worked tirelessly and with great humility during this challenging and, at times, chaotic period of transition and renovation at our church. We are grateful for the steady leadership of our interim rector, The Reverend Vicki Burgess, and the other clergy who worked to ensure we didn’t just survive but thrived. Thank you, thank you to Anna Russell, William, Lissa, Madeleine, Richard, and Mary. A special thank you goes to Walker Mathews of the R.C. Mathews Contractor, and especially to the on-site construction superintendent, Scott Hodge. Walker’s enthusiasm for our building project and Scott’s experience and courtesy to all is greatly appreciated.

The Reverend Canon Anna Russell Friedman provided exceptional leadership in managing and planning for all the youth educational offerings this year, especially when we had to move classrooms from the annex building and the lower level to the 810 building. We are grateful for the numerous volunteers who assisted in moving and organizing these classrooms in the 810 building and then bringing everything back to the newly renovated spaces in the fall.

Apart from the office of Mark McQueen, Business and Facilities Manager, and the adjacent accounting space, the rest of the second-floor offices and bathrooms underwent extensive renovations. During this period, the Communications Department faced complete displacement from their designated area. They operated temporarily out of the Accounting Office while their large printer was put into storage, requiring bulletins to be reformatted and printed from the hallway copier—a logistical challenge.

Despite these disruptions, the Communications team put in great effort to keep the parish informed about transitions, construction updates, and Search Committee developments. This dedicated team included Desaree Welch, Canon for Communications; Molly Cole, Communications Assistant; and Anzora Lee-Starks, the Cathedral’s long-time Publications/Print Manager. Their efforts ensured a consistent flow of information during a period of considerable change.

All the staff and contracted staff worked and lived daily in our controlled and sometimes disruptive renovation. Mark McQueen was present every day and gave of himself to make sure all was functioning as demanded and expected. Thank you to all our staff and Mark!

There were a few clergy and staff transitions that occurred in 2024 that most of you know about: The Reverend Vicki Burgess, The Right Reverend William Mostert, The Reverend Canon Lissa Smith, The Venerable Roger Saterstrom, Canon for Communications Desaree Welch, and Communications Assistant Molly Cole. We are grateful for the individual gifts each of these persons brought to our cathedral life together. On September 1, The Reverend Canon Anna Russell Friedman moved to a full-time role, and The Reverend Mary McCarthy was hired to work 30 hours a week to assist us primarily in our pastoral care ministries. She has been instrumental in installing a new Pastoral Care database, *Notebird*, for clergy use in keeping current names on the prayer list and for wedding and funeral planning.

Throughout the year, the Youth Advisory Council (YAC) met, as well as the Ad Hoc Committee on Youth Ministry Transition. These two committees have been empowered to maintain continuity in the absence of a youth minister, undertake an assessment of our youth ministry and programming, and assist in finding the right person to serve

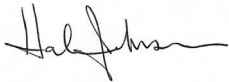
at Christ Church Cathedral. The Ad Hoc Committee started their work by asking three questions:

- † What is the purpose of Youth Ministry at Christ Church Cathedral?
- † What has made Youth Ministry successful at Christ Church Cathedral in the past?
- † What are the traits/characteristics/skill sets of a youth minister needed to fulfill that purpose? What response from the church is needed to also help fulfill that purpose?

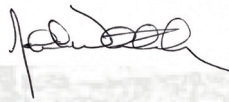
While there have been promising candidates interviewed and vetted, the position remains open. We anticipate the hiring of a new youth minister soon. We are grateful for the efforts of this dedicated group of volunteers. The members of YAC are Kathleen Gant (chair), Amy Brewer, Michele Hasty, Kathryn Thompson, Mary Ward, and Gina Williams. The members of the Youth Minister Search Committee are Trone Sawyer (chair), Lily Urness, Kathleen Gant, Jon Stanley, Lindsay Burgener, Diane Sussman, and David Sussman.

This fall, following a security assessment from Masada Security and the development of an Emergency Action Plan, we contracted an unarmed behavior detection officer to enhance safety at all Sunday services. Our greeters, clergy, and staff have had positive comments as we strive to provide a safe and secure place of worship for our parishioners, guests, and our unhoused friends.

We are grateful to everyone who has given their time and talent to our life together at Christ Church Cathedral and helped us do the work to proclaim by word and example the Good News of God in Christ, seeking and serving Christ in all persons, and welcoming our new Dean and Rector, The Very Reverend Serena Sides, and her family to our church family.

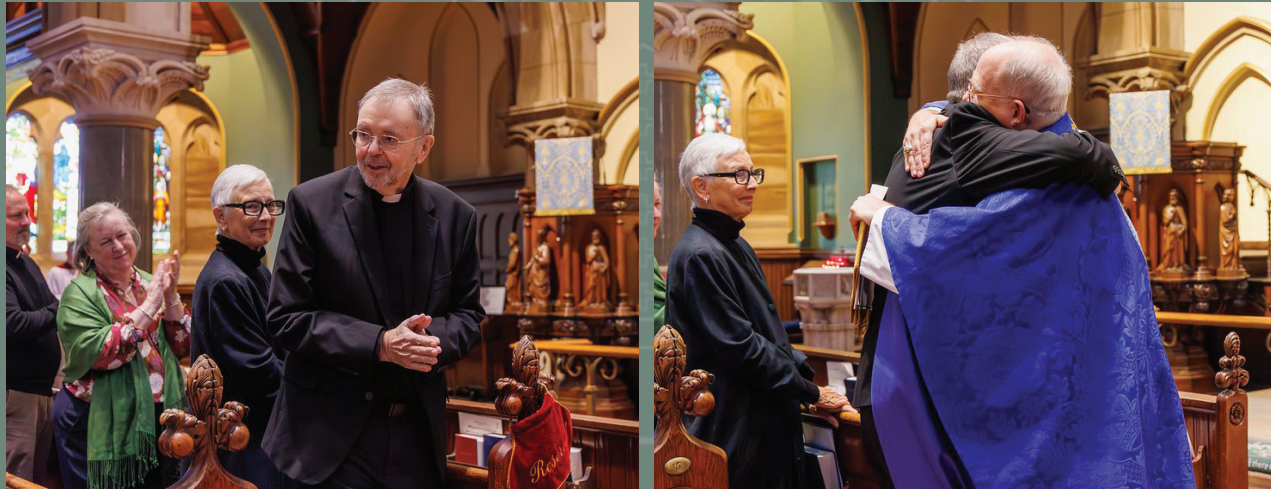


Hal Johnson, Senior Warden



John Whitaker, Junior Warden

Every goodbye is a step in the journey of faith,



*a reminder that even as paths diverge,
we remain connected through God's love and purpose.*

COMMISSION CHAIRS REPORT

At the close of 2024 it is with gratitude and thanksgiving for the renewed dedication and energy demonstrated by the hundreds of Christ Church Cathedral volunteers. Ministry at Christ Church Cathedral is organized into the work of eight Commissions that encompass 65 independent committees and projects. These Commissions include Administration, Cathedral Life, Christian Formation, Evangelism, Liturgy, Outreach, Parish Life, and Pastoral Care. In addition to the eight Commissions, we have two major projects: The Building Project and The Isaac Project. Each Commission has a dedicated Commission Chair, Vestry Liaison and Clergy Liaison which serve as the structure wherein each committee shapes the work of the Vestry.

Collectively, the eight Commission Chairs, Liaisons and Committee Chairs comprise the structure for the implementation of the Strategic Plan. This structure has created an environment that is strong, sustaining, and consistent with the Mission Statement of Christ Church Cathedral. Our structure has served as a model for other parishes within the diocese and continues to provide a framework and resource for our work as a sacred space for our city.

The Commission Chairs and their teams have graciously stepped up throughout the challenges and transitions that have accompanied the past year. Over 80 Commission and Committee Chairs and the 100+ additional helping hands have planned, coordinated, and executed the 2024 events with extraordinary dedication and success.

The exciting building progress at 900 Broadway did create space limitations this past year, requiring the need to modify the Parish Ministry Fair and The Giving Hope Gift Market. Revisioning and the incredible support of the Communications team allowed both events to be offered in an on-line format. Great success was achieved for both events, and a huge thank you to the many new volunteers and the 135 gifts purchased through the market. We look forward to continued growth of these events as we prepare for our beautiful new space. Thanks be to God!

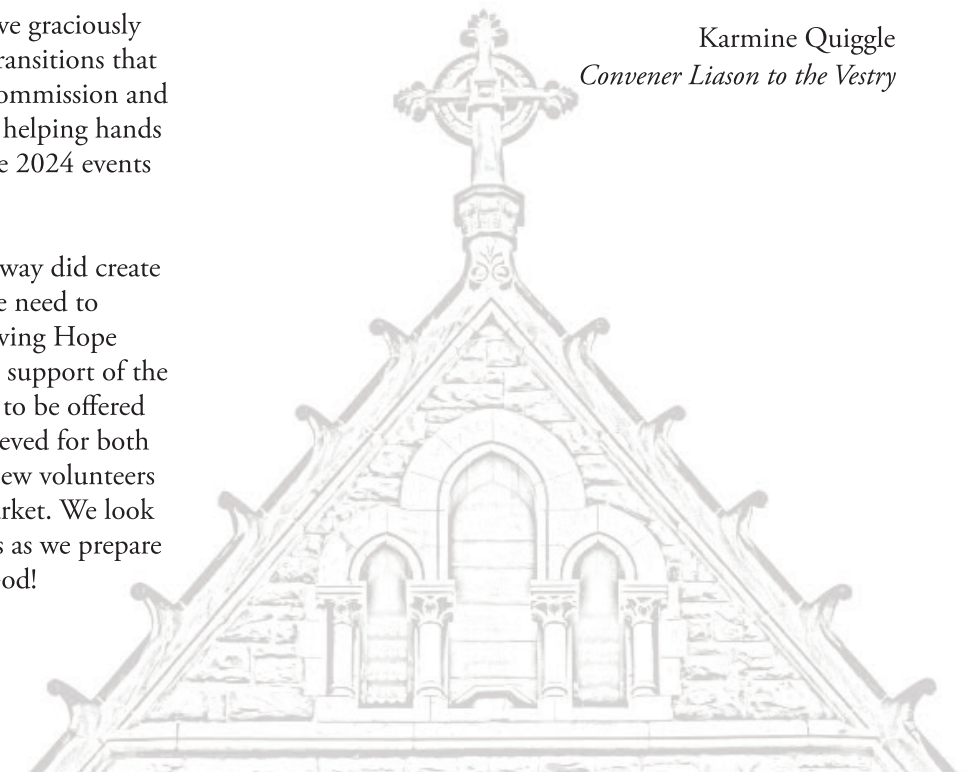
Our prayers of thanksgiving and praise are sent to the 2024 Commission Chairpersons listed below and the many helping hands throughout our Cathedral Committees. If you are called to Proclaim, Seek, and Serve, please reach out to our Commission Chairs, and activate your own gifts and talents in the coming year.

Donald McKenzie, Commission for Administration
Anne Louise Branstetter, Commission for Cathedral Life
Mary Margaret Sprinkle, Commission for Christian Formation
Maura Sullivan, Commission for Evangelism
Andrea Tucker, Commission for Liturgy
David Morton, Commission for Outreach
Deaver Collins, Commission for Parish Life
Mary McCarthy, Commission for Pastoral Care

Special Projects Include:

Charlie Cook, Building Committee
Rev. Richard Wineland, BreakingBread@6
Mary Beth Stamps, Isaac Project

Karmine Quiggle
Convener Liaison to the Vestry



LITURGY COMMISSION

Andrea Tucker <i>Chair</i>	Jonathan Sprinkle <i>Chair, Acolyte Ministry</i>	Susan Standbrook, Sandra Merritt, Greer Broemel, & Kathy Morton <i>Co-Chairs, Altar Guild</i>
Donald McKenzie <i>Vestry Liaison</i>	Andrew Reducha <i>Chair, Eucharistic Ministry</i>	The Reverend Richard Wineland <i>Chair, BreakingBread@6 Committee</i>
The Reverend Madeleine Rebouché <i>Clergy Liaison until Nov. 2024 and Chair of the Principal Liturgies Committee</i>	Richard Daniel <i>Chair, Lectors</i>	Elise Dugger <i>Chair, Wedding Guild</i>
The Very Reverend Serena Sides <i>Clergy Liaison from Dec. 2024</i>	Robert Rich Donald McKenzie John Bridges <i>Co-Chairs, Ushers</i>	Kathryn Killman and Elaine Smyth, <i>Co-Chairs, Flower Guild</i>
		Shelley Cammack

CHARGE FROM THE VESTRY

The Commission for Liturgy is charged with providing assistance to the Dean and, when applicable, to the Canon Precentor, to plan, coordinate, and execute worship. This Commission convenes committees with responsibilities related to regularly scheduled worship, as well as seasonal and special liturgies, schedules and organizes lay leadership in the implementation of worship, maintains and, as needed, updates customs that govern practices, manages the proper diocesan licensure for all lay liturgical leaders, and dreams with the clergy about new worshipping opportunities for the community. In addition, this Commission, through its committees, encourages, recruits, and trains members of the congregation, equipping them to be lay leaders who facilitate our common prayer.

COMMISSION ACTIVITY AND GOALS

Andrea Tucker has been Chair of the Commission since the Summer of 2023. Andrea notes that, notwithstanding the transitional issues during the search for a new Dean and Rector, the volunteers on the Liturgy Commission have continued to strive to create an inviting and holy space that lends itself to a deep and reverent worship experience. The Commission for Liturgy meets twice annually, once in the fall and once in the spring, and communicates via email as needed. During 2024, the Liturgy Commission has continued to be thoughtful and purposeful around planning for the worship life of the Cathedral. The Commission seeks to provide additional training resources for all our Lay Ministry teams. This is intended to ensure that our volunteers are comfortable with their assignments and allow our teams to execute our duties with precision. This in turn allows parishioners to focus on worship during our liturgies.

Andrea Tucker
Chair

PRINCIPAL LITURGIES COMMITTEE

The Principal Liturgies Committee plans the liturgies for major feast days of the church, along with the liturgies for most Sundays. The committee meets twice during the year to discuss and resolve any issues regarding Sunday liturgies and to plan for the Advent, Christmas, Lent and Easter seasons. These planning sessions are critical to ensure all parties are aware of any special needs and to accommodate any special requests. During these meetings, the representatives of all liturgical ministries come to the table to plan in common. The committee is composed of representatives from the various groups and committees that impact liturgies at Christ Church Cathedral, in addition to the clergy and musicians.

The following is a summary of the groups that play a pivotal role in creating the sacred space we share during our liturgies.

ACOLYTE MINISTRY

The Acolyte Ministry is an integral part of the liturgical services at Christ Church Cathedral. Thirty youth and twelve adult acolytes serve to enhance their worship experience. Work roles include torchbearers, first servers (who serve as the leading Crucifer and aid the Deacon and Sacristan in setting the table), and second servers (who carry the second cross and aid in gathering of tithes). Training sessions are offered periodically to welcome persons who are new to serving as acolytes and as a refresher for people already serving in this manner.

LECTORS

Lectors serve the important role of reading the Word of God at liturgies throughout the year. Lectors read the lessons and Prayers of the People at each service on Sunday. Each reader will serve perhaps nine times a year.

EUCCHARISTIC MINISTRY

Eucharistic Ministers serve the chalice during the three Holy Eucharists each Sunday morning. They also serve when the Eucharist is celebrated at funerals, weddings, and special feast days and celebrations. Most Eucharistic Ministers will also assist in acolyte duties during the liturgies if needed. Currently there are about 20 people serving the Cathedral in this capacity. We also have 9 Sacristans, 3 Thurifers and 6 Vergers rotating through the services. We would like more volunteers for the ministry of Chalice Bearer, which is the core of the Eucharistic Ministry.

USHERS

Ushers are the “Ministry of Hospitality” who serve at the front door at any liturgy including the Eucharist, or at any event that welcomes the public. Ushers also assist at funerals (15 in 2024), weddings, and special services such as the Bishops’ Chrism Mass and Ordinations. Cathedral ushers also assist at all Diocesan events held at the Cathedral.



HEALING PRAYER MINISTRY

This ministry provides gentle support to parishioners in times of crisis and/or change through prayer, the laying on of hands, and anointing. Believing that God’s compassion is healing and guided by a humble obedience to Jesus’s call for his disciples to heal, Christians in community can participate in “bearing one another’s burdens” with prayer and ancient rituals, through the power of the Holy Spirit. This ministry was relaunched in the Spring of 2023. On Sunday mornings during the Holy Eucharist at the 8:45 a.m. and 11:15 a.m. liturgies, members of the lay healing ministers assist parishioners who come into the chapel seeking prayer—for the healing of body, mind, and spirit and for the ability to manage peacefully life’s many sufferings. The prayer requests may be for others, the parishioner, or both, and the process includes anointing with oil that has been blessed. This ministry encourages anyone who may be called to allow the Holy Spirit to work through them in this way to reach out to one of the clergy for more information.



FLOWER GUILD

The Flower Guild is charged with providing flower arrangements for the chancel, as well as arrangements for the three feast days of Easter, All Saints’ Day, and Christmas. Volunteers work together to select, condition, and arrange flowers. To prepare for feast days, volunteers assemble to create multiple arrangements and wreaths to adorn the church.

ALTAR GUILD

The ministry of the Cathedral Altar Guild includes preparations for all the liturgies on Sundays and weekdays, and for the many special events and holidays throughout the church year, including those for the Diocese. The members care for our beautiful silver, keep supplies of candles, wine, wafers, and incense on hand, prepare home communion kits, and launder our linens every week.

On Saturdays, a team of three or four members meets in the Sacristy to set up for the Eucharist for the next day and then are present to clean up and set up before and after each liturgy on Sunday. A separate team of about a dozen, including some subs, tends to the mid-day Eucharists during the week. Some of these same members are present at funerals whether there is a service of Holy Eucharist or not.

All Cathedral parishioners are welcome to join this dedicated group of volunteers who serve in turn throughout the year.

WEDDING GUILD

The Wedding Guild works closely with families to assist in creating memories of their special day. They partner with the Cathedral Events Coordinator to ensure that all elements of the event are well planned and prepared.



MUSIC MINISTRIES

HIGHLIGHTS

On August 15, 2024, Canon Dr. Michael Velting celebrated 30 years of service at Christ Church Cathedral as Organist and Choirmaster. This Blessing Prayer was offered by the Rev. Vicki Burgess at both liturgies:

Almighty God, your people worship you with many voices and sounds, in times of joy and sorrow. We give you thanks for calling Michael Velting to your service in your Church, and we lift up to you his 30 years of dedication to the making of beautiful music in this place. He has led us and moved us to express the wonder, the power and the glory of your creation in the music he chooses, arranges, conducts and plays. Thank you, O God, for these ways Michael has beautified this place and enabled the celebration of your holy mysteries. Accept and bless all he has done, and grant that in his music ministry, we may behold the order and beauty of things heavenly; through Jesus Christ our Lord. Amen.



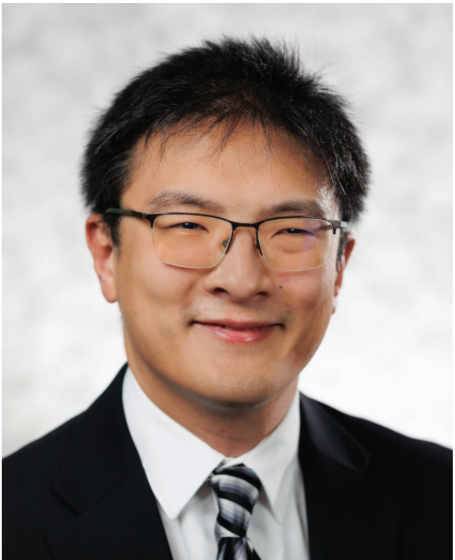
Before coming to the Cathedral in 1994, Michael served for three years as the Assistant Organist and Choirmaster at the National Cathedral in Washington, D.C. He was invited to join the Cathedral to spearhead the project of building a new organ, and to uphold the tradition of musical excellence—both in organ and choral music—that has long been a hallmark of Christ Church Cathedral. In June 2011, Michael was named Canon for Music. He is only the third Organist and Choirmaster since 1907, following Peter Fyfe, who held the position for 35 years, and Arthur Henkel, who served for 52 years.



In early summer, Dr. Malcolm Matthews, Associate Organist and Choirmaster since January of 2021, announced that he had taken a position as Assistant Professor of Organ and Harpsichord in the Division of Keyboard Studies at the University of North Texas, in Denton. Malcolm’s final Sunday with us was on Sunday, July 14. He was given a warm send-off by choirs and congregations at both liturgies.

A national search to find a new Associate Organist and Choirmaster began immediately upon Malcolm’s announcement, with the hopes of having someone in place in time for the beginning of the new Cathedral Choir and Cathedral Chorister year in early September. The search committee comprised:

- † Joe Giles, founder of the Tennessee Arts Academy, former director of the Arts Education Program of the Tennessee Department of Education, and music teacher in Metropolitan Nashville Public Schools for twenty-two years.
- † Mary Ward, long-time Cathedral Choir member and mother of three current Cathedral Choristers and one current Cathedral Choir tenor. Served several terms as Head of the Chorister Parents’ Guild.
- † Holli Harrison, former soloist with the Metropolitan Opera in NYC, long-time Cathedral Choir member and paid section leader.
- † Michael Velting, Canon for Music
- † The Rev. Vicki Burgess, Interim Rector



Dr. Peter Rogahn

Our search attracted many applicants, both from the US and abroad. After narrowing the field to four candidates, we held Zoom interviews with three, and invited two to the Cathedral to meet the committee in person, to play for us, and to accompany the Cathedral Choir.

Dr. Peter Rogahn was unanimously named to the position by the Search Committee and approved by the Vestry in mid-August. His previous positions were as Organist and Assistant Director of Music at First Presbyterian Church of Nashville, and Precentor at Bethlehem Lutheran Church in Indianapolis, Indiana. Actively involved in Nashville’s vibrant musical community, Peter also serves on the faculty at Belmont University, where he teaches organ. He has also held several officer positions in the Nashville Chapter of the American Guild of Organists, including Dean-Elect and Program Chair, and currently serves as Dean.

He holds a Doctor of Music degree in Organ Performance and Literature with minors in Music Theory and Choral Conducting from the Indiana University Jacobs School of Music. He is a recipient of the Indiana University Artistic Excellence Award and the Indiana University Graduate Tuition Award. He also earned a Performer Diploma and a Master of Music degree from Indiana University.

Outside of his musical life, he enjoys reading science fiction and history, walking in nature, and spending time with his two cats, Felix and Fanny. He and his wife, pianist Tiantian Liang, are excited to continue their musical journey as part of the Cathedral community.

THE CATHEDRAL CHOIR

The Cathedral Choir continues to be in fine form. Throughout 2024 we numbered 29 singers, 11 of whom are paid section leaders and 18 of whom are volunteers.

In 2024 they sang their normal schedule of Sunday morning liturgies, as well as:

- † Solemn Choral Evensong in Lent
- † Festal Choral Evensong in Eastertide
- † Solemn Choral Evensong for All Saints
- † The Annual Festival of Lessons and Carols

The Music Department is constantly expanding the Cathedral’s Music library (one of the largest in the nation) to include new compositions which freshen and enliven our weekly offerings of music. These additions expand our already broad repertoire, which ranges from earliest plainsong and polyphony to newly published 21st-century works. For the last several years, we have been making a conscious effort to increase the number of compositions in our choral and organ repertoire by women composers, as well as by historically under-represented composers, such as our African-American musician colleagues.

Over the last choral season, (fall of 2023 - fall of 2024) the Choir presented 18 new pieces by women composers, in addition to 14 other pieces by women composers which were already in our active repertoire.

Likewise, in this same time period, we sang 6 new compositions by African-American composers, in addition to 2 others which already formed part of our repertoire.

We’re committed to continuing to broaden and diversify our repertoire, the better to enhance your worship experience.



THE CATHEDRAL CHORISTERS

The Cathedral Chorister Program is doing well, and we continue to rebuild our numbers post-Covid. I’m happy to report that this year we have 8 Senior Choristers (fourth grade and above), and we have 4 Junior Choristers (2nd and 3rd graders).

Dr. Rogahn is training the Junior Choristers and Dr. Velting, assisted by Dr. Rogahn, trains the Senior Choristers.

As we continue gradually to grow our numbers, the Senior Choristers are still singing fewer anthems on Sunday mornings than they had traditionally. This will largely continue until we reach a greater critical mass of voices, hopefully sometime in the next season or two. During this time, we have been concentrating on musical and vocal education as well as training the choristers on the music for the annual Festival of Lessons and Carols and for the Cathedral Chorister Festival which they host each spring.

We sent Cathedral Chorister, Charlie Ward, to a Royal School of Church Music Training Week in Evansville, Indiana in June of 2024, under the guest directorship of Stephen Buzard, Director of Music at St. James Cathedral, Chicago. We are very grateful to Marjorie Proctor, former Assistant Organist and Choirmaster here at the Cathedral, for offering a \$500 scholarship for any Cathedral Choristers to attend an RSCM summer course. Charlie was our only chorister attending last summer, so he received that \$500 scholarship in addition to a \$100 scholarship from our Cathedral Chorister Scholarship fund. Charlie reports that he had a great week there with wonderful musical and social experiences. He came back prepared to enter the Cathedral Choir as a 10th grader.



25TH ANNUAL CHORISTER FESTIVAL

On March 2 and 3, 2024, Cathedral Choristers joined together with Choristers from three other parishes in the 25th Annual Cathedral Chorister Festival, under the direction of guest director Andrew Sheranian, Organist and Master of the Choristers at the Parish of All Saints, Ashmont (Boston). Singers came to us from St. Paul’s Episcopal Church, Chattanooga, Church of the Good Shepherd, Lookout Mountain, and St. Paul’s Cathedral, Oklahoma City.

GOALS FOR 2025

One of our ongoing goals for the Music Department in 2025 is to continue growing the Cathedral Chorister program.

A long-range goal for the Cathedral Choir and Senior Choristers is to take a weekend trip to another American Cathedral to sing Holy Eucharist and Choral Evensong as a guest choir.

CATHEDRAL LIFE COMMISSION

Anne Louise Branstetter <i>Chair</i>	Susan Dupont <i>Chair, Friends of the Cathedral</i>
David Paine <i>Vestry Liaison</i>	Ben Turnage <i>Chair, Cathedral Tours Committee</i>
The Reverend Richard Wineland <i>Clergy Liaison</i>	Jack Hill <i>Chair, Sacred Space Art Series</i>

CHARGE FROM THE VESTRY

The Commission for Cathedral Life, in consultation with the Vestry, designated clergy and staff, and, where appropriate, the Cathedral Chapter, is charged with oversight of ministries and events associated with our parish’s role as the Cathedral for the Diocese of Tennessee. The Commission assists the Cathedral parish to “proclaim by word and example the Good News of God in Christ” and provides opportunities for our Cathedral community to fulfill its calling to be “disciples, evangelists, servants, stewards, and friends.” The Commission defines and develops ways to enable all people to encounter God in art and worship within our beautiful space. In accordance with the Diocesan Canon, the Commission includes committees and activities which enable the church to be “a place of liturgical and spiritual renewal; a center for Christian education and outreach to the congregations of the Diocese, the wider church, and the community; an ecumenical center and ‘house of prayer for all people;’ and a place where the Good News of God in Christ is proclaimed ‘by word and example.’”

CATHEDRAL CHAPTER

The Cathedral Chapter engages in initiatives throughout the year in concert with the Diocese. These include not only fellowship-building events and activities within the Diocese of Tennessee, but reach beyond to join hands with Gordon Memorial United Methodist Church in celebrating the Reverend Absalom Jones.

*Proclaim by word
and example
the Good News
of God in Christ.*

CATHEDRAL TOURS

The Tours Committee provided over 450 tours in 2024. They currently have seven tour guides and would love to recruit more in 2025.



CULTURAL ARTS COMMITTEE

The committee met in June to plan and settle on the ‘24-’25 season. Most events are free or request a \$20 donation if possible. This season includes 13 unique performances and arts, including a writing retreat in February. The season will have the 17th Annual BACHanalia concert on Friday March 28, where there will be six hours of music by J.S. Bach provided by dozens of different musicians and musical groups.

FRIENDS OF THE CATHEDRAL

Friends of the Cathedral raises funds to support the Arts Series. Three times a year, a direct solicitation goes out to non-parishioners and current or former Friends. In 2024, FOC raised over \$15,000 from 77 donors, more than half of that from sponsorships of BACHanalia. Parishioners are free to donate, but 41 donors this year are non-parishioners, our target group. A direct mailing list of 1,549 people for the brochure includes those who have signed up for the mailing list over the last 19 years of the Arts Series and any other donors.



THE ISAAC PROJECT

Committee Members

Dean & Rector: The Very Rev. Serena Sides
Vestry Liaison: Chris Isbell
Clergy Liaison: The Rev. Canon Anna Russell Friedman
Chairperson: Mary Beth Stamps
Members: Brad Daughtery, Dan Schafer,
Joseph Watson, Mary Ellen Pethel, the Rev. Rick Britton,
Christina Callaway, Rose Ballard, Monica Flynn-Urness,
Ed Smith, Seminarian
Former Members: Ken Vickers, Edwin Josey, Lisa Discenza

Purpose

The Isaac Project seeks to address practices and systems that have fostered racism, hindering the pursuit of holiness, justice, and righteousness at Christ Church Cathedral.

Key Activities and Accomplishments

Historical Research

- † Completed summaries for 1825–1890 and 1890–1930; 1930–1970 summary in progress.
- † Ten historical articles published in Happenings newsletter (May–Nov 2023), culminating in eight forums with 40–80 attendees.

Adult Forums (2024)

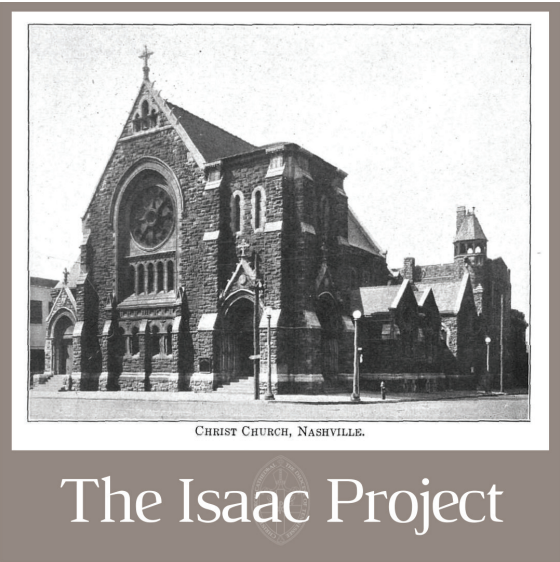
- † January–February: Sessions on church history, Civil Rights discussions, and memorials.
- † Feb. 25 Civil Rights Panel: Featured activists and community leaders; 150 attendees.
- † November–December: Reflections and preparation for the Service of Repentance.

Service of Repentance (Dec. 5, 2024)

- † Culmination of Phase Two, featuring a sermon by the Rev. Stephanie Spellers.
- † Attendance: 206 in-person, 180 online views.
- † Collaborative involvement with local churches and organizations.

Parish Engagement

- † Created an Isaac Project web page and established a “Friends of the Isaac Project” database with ~80 members.
- † Conducted parish surveys and hosted book groups, leading to the “Feedback and Goals” document for racial reconciliation.
- † Organized a Civil Rights Tour in Nashville (Oct. 26) with 53 participants.



Community Outreach

- † Engaged local churches and organizations, including St. Anselm’s, First Baptist Church Capitol Hill, Holy Trinity, and others.
- † Participated in the Sewanee Roberson Project and presented at the Metro Historical Commission.

2025 Goals

Historical Research

- † Complete 1930–1970 summary and develop a unified historical narrative.
- † Explore new research topics, including Confederate commemoration and church policies on segregation.

Community Engagement

- † Deepen partnerships with St. Anselm’s, Holy Trinity, and others.
- † Plan additional Civil Rights tours and a potential trip to Montgomery, Alabama.

Parish Involvement

- † Expand participation in forums and discussions.
- † Explore integrating reconciliation work into regular liturgy.

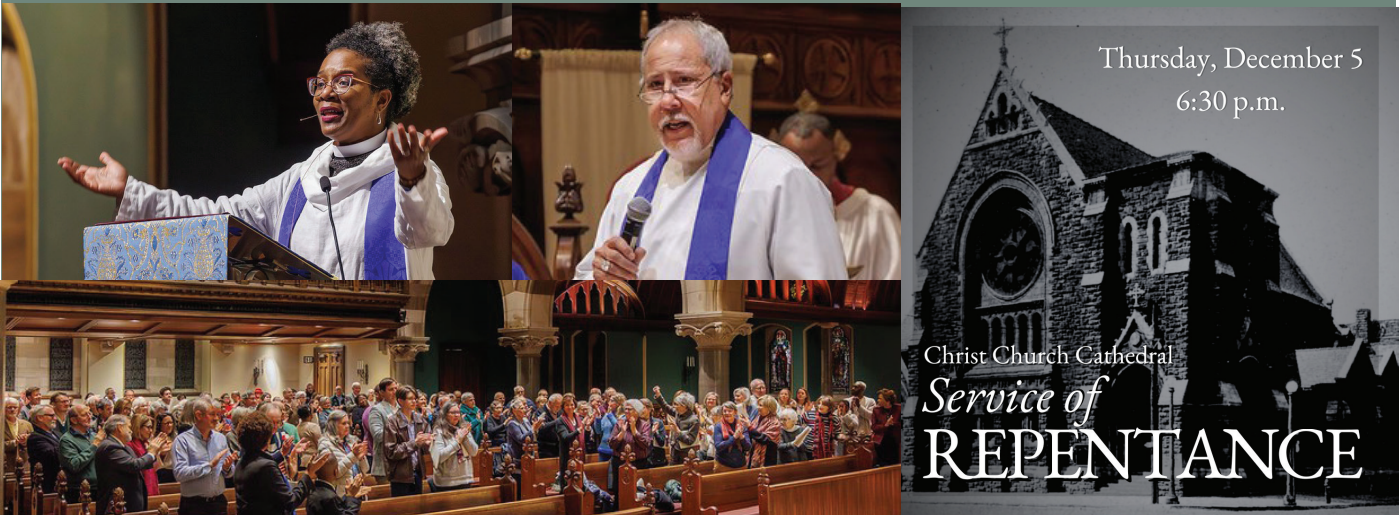
Phase Three Transition

- † Finalize Phase Two efforts and assist in developing Phase Three goals.

Budget

The committee received a one-time budget of \$25,000 for the Service of Repentance, with a final reconciliation planned for January 2025. Additional funding will be necessary for ongoing work.

Read the full report on the Cathedral website.



EVANGELISM COMMISSION

Maura Black Sullivan
Chair

Matthew Kenny
Evangelism Coordinator

The Reverend Richard Wineland
Clergy Liaison

Anna Grimes Noser
Vestry Liaison

Virginia Vagt and Shelley Cammack
Co-Chairs, Welcoming Committee

Sue Anna Maley
Chair, Downtown Engagement Ministry

Larissa Root
Chair, Daughters of the King

Chris Isbell
Chair, Cross of Nails

CHARGE FROM THE VESTRY

The Commission for Evangelism is charged with coordinating and managing Christ Church Cathedral ministries that assist parishioners, friends, associates, and staff in “proclaiming by word and example the Good News of God in Christ.” This Commission will create opportunities that invite those beyond the boundaries of Christ Church membership and/or the Christian faith into the Body of Christ, working to “make known God’s plan for reconciliation, that all may grow into the full stature of Christ.”

HIGHLIGHTS

2024 has been a profound year of reflection and renewal for evangelism ministries. Leadership has spent this year building up our committees and our reach. We have focused on strengthening the supports for the BB@6 ministry and physical safety of our space to empower our outreach. We have expanded our team to include the Community of the Cross of Nails.



STREET PRIESTS MINISTRY

Reverend Richard takes an hour each Thursday to offer blessings and prayers to the people of downtown Nashville through encounters on the steps of the Cathedral, sharing God’s love and grace with those in our community.

The Reverend Richard Wineland
Chair

BREAKINGBREAD@6

The Breaking Bread @ 6 (BB@6) Sunday evening liturgy continues to evolve as a welcoming service for those unfamiliar with traditional Episcopal worship. This candlelit service features world-class musicians and creative variations on traditional practices, blending a fresh, accessible atmosphere with the traditions of the Book of Common Prayer.



Highlights from 2024:

- † Jazz Mass: BB@6 offers a monthly Jazz Mass with strong, reliable attendance.
- † Youth Fellowship: The service has begun supporting youth fellowship by hosting pizza suppers before or after services.
- † Taizé Liturgies: Four services in the style of the Taizé community were celebrated during Lent, Pentecost, Advent, and on All Saints’ Day.
- † Bluegrass Mass: BB@6 introduced a new Bluegrass Mass, celebrated twice in 2024. The service was a huge success, breaking attendance records with 114 attendees.
- † Pet-Friendly: BB@6 became pet-welcoming in 2024, inviting leashed pets to attend services regularly.
- † Attendance Growth: Average attendance increased from 34 in 2023 to 43 in 2024—a 26% increase!



Volunteer Opportunities: BB@6 continues to cultivate additional volunteers to assist with altar preparation, setup, takedown, and other service roles. Parishioners are invited to support this worship community through song, scripture reading, and service.

Looking Ahead: BB@6 is committed to expanding its reach and offering a welcoming environment for all who join, including those with animal companions.

WELCOMING COMMITTEE

At Christ Church Cathedral, Greeters embody the welcoming spirit of our community, offering warm smiles and kind words to parishioners and visitors alike. Positioned at our open doors, they also engage with passersby and assist newcomers and inquirers who stop to learn more about our church.

Highlights from 2024:

- † Newcomers Brunches: Held in March and October, these events welcomed a combined total of 64 attendees. Hosted in the newly renovated Cheek Hall, the brunches provided an opportunity to connect with newcomers through food, music, and conversations about ministry and formation, serving as a meaningful next step in their journey toward becoming part of the Christ Church community.
- † Safety Enhancements: In response to concerns, the Welcoming Ministry collaborated with other downtown churches and diocesan organizations to explore best practices for security. This effort resulted in a comprehensive report cataloging safety measures used elsewhere and recommendations for improving the cathedral's physical security while maintaining its welcoming atmosphere. Conversations with the Commission and Vestry led to significant protocol changes, greatly enhancing safety for parishioners and visitors.
- † Volunteer Growth: Interest in the Greeters Ministry has grown, and we are actively recruiting additional volunteers to expand this vital work.



Additional Milestones:

Welcome Gift Bags: The team prepared over 300 gift bags, each containing key information on connecting with Christ Church and serving as a tangible message of welcome.

Visitor Engagement: More than 100 visitor cards were submitted in 2024, with nearly 50% indicating interest in joining Christ Church. Many of these individuals later connected with clergy and laity, further strengthening their ties to the community.

Through these efforts, Christ Church Cathedral continues to cultivate an environment of hospitality and connection, extending Christ's love to all who walk through our doors.

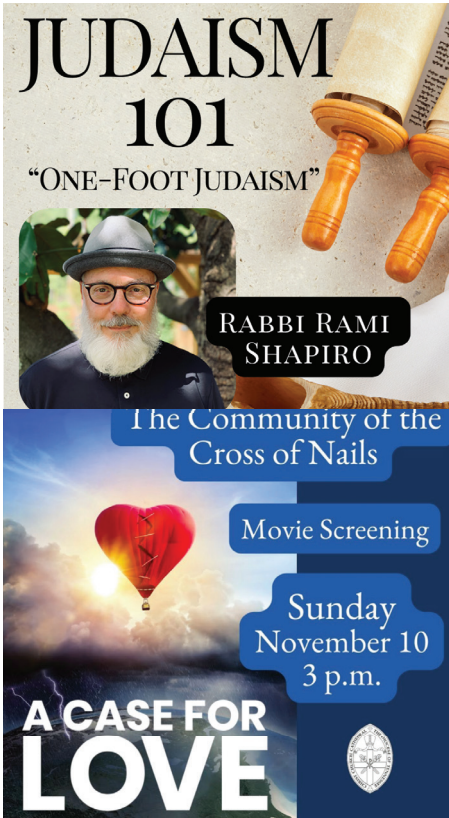
COMMUNITY OF THE CROSS OF NAILS

The Community of the Cross of Nails (CCN) is an international network of Christians committed to working and praying for peace, justice, and reconciliation. Its mission includes healing the wounds of history, learning to live with differences, celebrating diversity, and building a culture of peace. Christ Church Cathedral's chapter, founded in the 1990s, is the only CCN partner congregation in Nashville.

In 2024, the CCN chapter engaged in a series of impactful formative events, supported by energetic and dedicated leadership:

- † Conversation with Fr. John Dear: A wide-ranging discussion of his book, *The Gospel of Peace*, which examines the gospels of Matthew, Mark, and Luke through the lenses of nonviolence, peace, and universal love.
- † "Judaism 101" Formation Series: A three-part series led by Rabbi Rami Shapiro, offering insights into Jewish cultural traditions, ethical and moral teachings, and approaches to Scripture. This series fostered understanding and appreciation of Jewish heritage.
- † Dialogue on the Gospel of John: Rabbi Shapiro also hosted a separate conversation in early 2024 exploring the Gospel of John and its connections to early Christianity and Judaism.
- † Parish Movie Screening: A screening of *A Case for Love*, a documentary-style film inspired by former Presiding Bishop Michael Curry's message of love. The film examines whether unselfish love can address societal and political divisions and heal our social fabric.

These events reflect the CCN's dedication to fostering dialogue, understanding, and a spirit of reconciliation within the parish and the broader community.



LOOKING AHEAD

Our mission calls us to invite individuals beyond the Cathedral into a relationship with us and with God through purposeful faith and service. In 2025, we aim to strengthen ministries through revitalization, outreach, and engagement:

Renewing Ministries

- † Downtown Engagement: Building connections with downtown Nashville communities, including Nashville Yards, the Gulch, SoBro, and Germantown, supported by partnerships with the Nashville Downtown Partnership and local churches.
- † Daughters of the King: Reimagining the group's role while continuing its mission of prayer, support, and scholarships for women's religious education.

Enhancing Hospitality

- † Welcome Materials: Updating welcome bags and visitor cards to better engage first-time visitors.
- † Greeters Ministry: Expanding and maintaining a team to warmly welcome all attendees.
- † Visitor Connections: Creating new ways to help visitors integrate into the community.

Improving Visibility

- † Lighting and Signage: Collaborating to enhance exterior lighting, signage, and wayfinding post-construction to showcase our vibrant ministries.

Emphasizing Reconciliation

- † Thoughtful Events: Hosting events on reconciliation and gentrification, featuring guest speakers and book studies through the Community of the Cross of Nails.

These initiatives aim to deepen our outreach, strengthen connections, and reflect our commitment to faith, service, and reconciliation.

OUTREACH COMMISSION

David Morton <i>Commission Chair</i>	Walker Willse and Jon Stanley <i>Co-Chairs, Wayfarers Ministry</i>	Joe Ingle <i>Chair, Death Row Ministry</i>
Susie Ries <i>Vestry Liaison</i>	Susie Ries <i>Cathedral Liaison, NOAH</i>	Christina Isbell <i>Urban Bicycle Food Ministry</i>
The Venerable Roger Saterstrom <i>Clergy Liaison</i>	Ann Olsen <i>Chair, Creation Care Committee</i>	David Morton <i>Chair, Room In The Inn</i>
Joe Altman <i>Chair, Grants Committee</i>	Gina Williams <i>Chair, Church In The Yard</i>	Karmine Quiggle <i>The Giving Hope Gift Market</i>

CHARGE FROM THE VESTRY

The Commission for Outreach is charged with coordinating and managing servant ministries of Christ Church Cathedral that focus on the urban, regional, diocesan, and global contexts of its mission to “seek and serve Christ in all persons.” This commission establishes means to connect parishioners, friends, associates, and staff to opportunities that enable them to be “servants who seek the face of Christ in every human being and strive for the justice and peace of God.”

A MESSAGE FROM THE CHAIR

The outreach initiatives at Christ Church Cathedral are designed to address the evolving needs of the Nashville community. The Commission for Outreach collaborates through various committees to create opportunities for making a positive impact locally and globally. These committees connect parish volunteers with the diverse needs of the many Outreach ministries at Christ Church Cathedral.

The Outreach Commission extends its heartfelt thanks to The Venerable Roger Saterstrom for his dedicated years of service to the Outreach ministries. His leadership has been instrumental in shaping the outreach efforts at Christ Church Cathedral. As he retires, we offer our deep appreciation for his hard work and commitment to these vital ministries.

In 2024, we lost two beloved pillars of Christ Church Cathedral’s Outreach ministries. Bill Coke played a pivotal role in numerous programs, including Wayfarers, Rooftop, and Room In The Inn, among others. His contributions have left a lasting legacy. Patti West, together with her late husband Tom, was a steadfast leader and volunteer across many ministries. Patti’s passion for helping others shone through her work with Wayfarers, Room In The Inn, Visitation on Death Row, Family Reconciliation, and many more. While they will be deeply missed, their dedication continues to inspire us all.

As we move into our new building, Outreach ministries will once again need to adapt to continue serving our community effectively. Our Cathedral campus has the flexibility to evolve alongside the growing downtown area, and with our updated space, we can continue to grow and change with the needs of our community. However, this progress requires support. We will need more volunteers and leaders to help drive these efforts. If you’re interested in getting involved or simply want to learn more about a program, please reach out to one of the committee chairs listed above.

- David Morton
Chair

GRANTS COMMITTEE

The Grants Committee helps allocate ten percent of all budgeted pledge and offering plate income to outreach for the support of the vulnerable.

In 2024, the Grants Committee made recommendations to the Vestry for the distribution of \$238,304 in funds, including this past year’s special offerings for Easter, Thanksgiving, and Christmas.



For Easter, the Grants Committee recommended the 2024 special offering of \$12,352 go to the construction of a functioning bathroom at the school we sponsor, Notre Dame d’Annonciation, at Boc Banique, Haiti, where Mother Guilene Fiefie is the priest.

The 2024 Thanksgiving special offering of \$4,975 was given to support the ministry of Episcopal Relief and Development (ERD). The funds collected went directly toward ERD’s efforts to provide critical assistance to those impacted by Hurricanes Helene and Milton.



The Christmas special offering of \$14,126 was given to support a Habitat for Humanity home build. For the first time in five years, Christ Church Cathedral is sponsoring a Habitat for Humanity home build, scheduled for May 3-4, 2025. The build is part of Habitat for Humanity of Greater Nashville’s revitalization effort in north Nashville. Each day, Cathedral volunteers will have the opportunity to work alongside future Habitat homeowners, contributing to the construction of these homes.

A special offering of \$1,191 was made during the Service of Repentance to support Nashville Organized for Action and Hope (NOAH).

In addition to the 19 local ministries, the Grants Committee recommends and monitors the funding of 3 global ministries. These include:

- † **The Amistad Mission** in Bolivia consists of a children’s village in the city of Cochabamba and a medical clinic, day care, and school in Aramasi, a village in the high Andes mountains.
- † **St. George’s Church, Baghdad** has several hundred worshippers among the people of that very dangerous city. It also provides humanitarian assistance every week to scores of people from all faiths, including a clinic and food and clothing distribution.
- † **The Christ Church Cathedral/Haiti Partnership’s** mission is to educate and feed the children in the school of the village of Boc Banique.

THE WAYFARERS MINISTRY

The Wayfarers, each Sunday, serve approximately 25 homeless and needy visitors to the church. They are met with a warm greeting, a hot cup of coffee and a McDonald’s coupon. Elmarie provides a light breakfast. When needed, volunteers also provide clothing, toiletries and advice on social services available elsewhere in Nashville. The program has scaled back during the construction period but remains active, primarily during the period before the 8:45 service. More volunteers are needed, both as greeters and to provide breakfast items.

NOAH *Nashville Organized for Action and Hope*

Nashville Organized for Action and Hope (NOAH) is a multiracial, interfaith organization with 71 congregations and community groups, reaching over 100,000 people. Through community engagement, training, and direct action, NOAH works to combat systemic injustice. This is NOAH’s 10th year of advocating for social justice. Christ Church Cathedral has been a member of NOAH for nine of those years.

Some of NOAH’s accomplishments from 2024:

- † Convened a public meeting to support the transit referendum, with a commitment from Mayor O’Connell to remove the tax on groceries and provide free transit fares
- † Hosted a US congressional candidate forum for Districts 4,5,6, and 7
- † Sent out over 5,000 Get Out the Vote postcards to Nashville voters
- † Advocated for a 2024 Metro budget that supported Social Emotional Learning centers, court-appointed attorneys, \$30 million for the Barnes Fund, and wage increases for public employees

Christ Church Cathedral needs more members of our church to participate in NOAH. This is an opportunity to meet members of other congregations and organizations to work together to address some of the injustices in our city. Sign up to be on the mailing list (noah.tn.org) or attend monthly Task Force meetings in your area of interest: Affordable Housing, Economic Equity, Justice and Transportation, Education and/or Transformational Justice.

ROOM IN THE INN

The Room In The Inn ministry at Christ Church Cathedral offers meals, fellowship, and a safe place to stay for individuals experiencing homelessness from November to March. In early 2023, a dedicated team of volunteers hosted men every Thursday and women every other Tuesday in the Annex. Guests and volunteers shared meals, enjoyed conversation, watched television, and built connections. Two innkeepers typically stayed overnight with the guests, preparing breakfast in the morning and providing transportation to the Room in the Inn campus. Volunteers came from various groups, including individuals, families, youth and adult groups, Sunday school classes, staff, vestry members, and clergy.

However, starting in November 2024, the ministry moved to the Room In The Inn campus on Drexel Street due to the demolition of the Annex and the construction of a new fellowship hall. This change has allowed us to expand our services, enabling us to host 15 to 25 guests every Wednesday night. This continued success relies on the increased support of volunteers who contribute to all aspects of the ministry. We look forward to returning to 900 Broadway with the completion of our new building.



VISITATION ON DEATH ROW (VODR)

Fortunately, no new people were sent to death row, so our visitation cohort remains the same. This means the Visitation On Death Row (VODR) program remains ongoing at the same level of participation. Every death row prisoner is matched with a visitor. The visitors usually go once a week and they are the outside world for our death row guys. The guys never get out of Unit Two so the visitors are their eyes and ears to the world. The highlight of the year was Elaine Pagels coming down from Princeton and going to death row Friday morning; she met Bible Buddies that evening. The guys really enjoyed their time with her. They are in their second year of the EFM program, sponsored by three Episcopal bishops, and talked about the gospel of Thomas with Elaine. Next year will mark the 50th anniversary of the Visitation on Death Row Program. There will be a celebration, along with a new orientation for visitors for VODR to accommodate new participant requests.

URBAN BICYCLE FOOD MINISTRY

The Urban Bicycle Food Ministry (UBFM) serves Nashville’s unhoused community, delivering food and supplies weekly between Christ Church Cathedral and the Cumberland River, reaching around 150 individuals per week. In 2024, UBFM provided over 17,500 burritos, 3,500 hotdogs, and 10,000 bottles of water, along with expanded winter supplies such as sleeping bags, gloves, and coats, thanks to generous donations. Volunteers help prepare meals and distribute items via bicycle and on foot, with growing participation and innovative service methods. HUB Youth Cycling joined Monday rides in 2024, and the ministry hopes to involve more volunteers in 2025. Contributions from the Cathedral community remain vital to this mission.



CREATION CARE

Creation Care is a Christian ministry focused on the biblical call to steward and protect God’s creation, including the earth, its ecosystems, and all living beings. It promotes practical actions like reducing waste, conserving energy, and protecting habitats, alongside advocating for sustainability and environmental justice. This year, the Cathedral’s Creation Care ministry organized recycling days, integrated Seasons of Creation liturgies into services, and encouraged mindful resource use among its members.

CHURCH IN THE YARD

Church in the Yard at Christ Church Cathedral serves around 100 meals to those experiencing hunger and homelessness on the first Sunday of each month at the Church of the Holy Trinity. Volunteers participate in a 1:00 p.m. Eucharist before serving lunch, which includes casseroles prepared at home and heated during the service. The program concludes by 2:30 p.m. With operations now stabilized post-lockdown, there is a need for more volunteers and updated marketing efforts to support the ministry.

ONLINE GIVING HOPE GIFT MARKET

The Online Giving Hope Gift Market seeks to reduce the commercialism of Christmas and recapture the joy of giving by helping those in need. The market showcases twelve agencies supported by Christ Church Cathedral and provides a great alternative for gift giving in the form of donation. Local and global agencies participate, and each donation comes with a gift card and agency informational card to present those you wish to honor. This year, 135 gifts were purchased.



2024 ALLOCATIONS
INCLUDING SPECIAL, ONE-TIME GRANTS

LOCAL AGENCY	
St. Luke's	\$ 35,200
Room In The Inn	29,700
The Nashville Food Project	7,700
Preston Taylor Ministries	7,700
Family Reconciliation Center	10,450
Rooftop 1	12,100
Matthew 25	5,000
Nashville Cares	5,500
Guardianship and Trusts	2,500
Nashville Organized for Action and Hope (NOAH) (Membership Dues)	4,000
East Nashville Hope Exchange	2,200
Nashville Rescue Mission	1,380
INTERNAL PROGRAMS	
Wayfarer's Fund	8,000
Room In The Inn	4,400
Urban Bicycle Food Ministry	3,500
Church In The Yard	1,650
Total Local	\$142,980
GLOBAL AGENCY	
Amistad	46,200
Boc Banique Haiti Anchor Investment	11,000
St. John Divine Community Center	5,000
Mosaic Middle East - St George's Anglican Church	5,500
	\$62,700
Total Global	
Special Offerings	
Easter - Boc Banique Haiti School	\$12,352
Thanksgiving - Relief for Hurricane Victims	\$4,975
Service of Repentance - Nashville Organized for Action and Hope (NOAH)	\$1,191
Christmas - Habitat for Humanity	\$14,126
TOTAL	\$238,304



CHRISTIAN FORMATION COMMISSION

Mary Margaret Sprinkle
Chair

Ellie Teal Gardner
Vestry Liaisons

The Reverend Madeleine Rebouché
Clergy Liaison

Madelynn Claire Roche
Youth Formation

The Reverend Madeleine Rebouché
Young Adult Formation

Kathleen Gant
Youth Advisory Committee

The Reverend Canon Anna Russell Friedman
Children's Formation

CHARGE FROM THE VESTRY

The Commission for Christian Formation is charged with fostering the love of God in Christ through the spiritual, educational, and moral formation of all parishioners from their baptism through their burial. Christian formation through worship, prayer, service, and guided and continuous learning will invite “young and old alike (to) grow into the full stature of Christ.” This Commission will work to provide opportunities for instruction on the belief and practice of the Episcopal Church, nurture a thirst for the Holy Scriptures and a facility with the Book of Common Prayer, encourage spiritual practices, and cultivate a sustained theological imagination for all parishioners.

ADULT FORMATION

The Adult Christian formation program at Christ Church Cathedral offers a variety of faith-building opportunities.

Key 2024 events included:

Adult Forum Topics:

- † Ongoing discussions on slavery’s legacy, civil rights, and Lenten reflections.
- † Updates on the Dean and Rector search.
- † “The After Party” and “What’s Your Preposition?” political and spiritual discussions.
- † A talk by Sister Hannah Winkle.

Bible and Book Studies:

- † Lenten book studies, including “Bridges to Contemplative Living with Thomas Merton” and “Making Room” by Christine D. Pohl.
- † Cathedral Book Club from April-November.
- † Women’s Bible Study monthly and summer/fall book studies, including works on racism and the church.

Guest Speakers and Classes:

- † Beloved Community Anti-Racism Training, “Problem Texts in John’s Gospel” with Rabbi Rami Shapiro, and a series of talks, including by Fr. John Dear and Dr. Elaine Pagels.
- † Civil Rights tour and “A Case for Love” movie screening.

Journey in Faith:

- † A class for newcomers to explore the Episcopal tradition, with opportunities for baptism, confirmation, or reaffirmation of baptism vows at the Easter Vigil.

Education for Ministry (EfM)

The Cathedral offers Education for Ministry (EfM), a four-year program combining theology, scripture, church history, and ministry study with personal reflection and group discussion. Hosted in partnership with the University of the South’s School of Theology, the program requires registration and a fee. Two groups meet weekly at Christ Church Cathedral: Monday evenings and Wednesday mornings.

YOUNG ADULT FORMATION

The mission of this group is to create a sense of community and belonging among the 20 and 30 somethings of Christ Church Cathedral; center the fellowship around the radical and inclusive love of God in Christ, welcoming spiritual seekers of all kinds. The group meets every other week for Theology on Tap and occasionally for celebratory potlucks.

LGBTQ+ FAITH ALLIANCE

Accomplishments:

- † Cathedral Welcome Statement: Crafted a new Cathedral Welcome Statement which the vestry approved on February 24, 2024.
- † Rainbow Window Icon: Designed and introduced a new rainbow window icon to symbolize inclusivity and welcome.
- † Pew Rack Visitor Cards: Updated the pew rack visitor cards to include options for expressing interest in LGBTQ+ ministries.
- † Visitor Bag Postcards: Designed and printed new postcards with the rainbow window icon and the Cathedral welcome statement. Worked with the Evangelism and Outreach Commissions to include the new postcards in visitor welcome bags.
- † Clergy Email Signatures: Designed an optional, pronoun-inclusive email signature template for the clergy/staff.
- † Signage Update: Added the rainbow window icon to the outside sign on 8th Ave. and to the homepage of the Cathedral website.
- † Cathedral Webpage: Launched a dedicated committee page on the Cathedral’s website, making information and resources easily accessible to the community.
- † “Keep the Feast” LGBTQ+ & Ally Brunch: Commenced a quarterly brunch at the Bluestone Lane Café (Tempo Hotel).
- † Training: Developed an Introduction to LGBTQ+ Vocabulary PowerPoint
- † Film Screening: Hosted a screening of the documentary, “CURED.”
- † Pride Parade: Organized the Cathedral’s participation in the Nashville Pride Parade.
- † Monthly Meetings: Held monthly meetings to discuss initiatives, gather feedback, and plan future activities averaging 15-20 people with a roster size of 72 people.
- † Adult Forum: Featuring 4 committee panelists on September 15, 2024.



2025 Works in Progress:

- † Cathedral-wide Survey.
- † Social Media Posts for 4 LGBTQ+ Days of Observances.
- † Cathedral-wide Book Discussion: “Those Seven References: A Study of “Homosexuality” in the Bible and Its Impact on the Queer Community of Faith”.
- † List of restrooms: identify and list all the Cathedral’s single occupancy/family restrooms on committee webpage.

CHILDREN’S FORMATION

Nursery and Toddler Atrium

- † 8:15 a.m.-12:45 p.m. on Sunday mornings [year round] for children ages 6 weeks – 3 years (3 year olds who are not potty trained yet)
- † We began the year in our old spaces downstairs in basement and transitioned to our temporary space on the 2nd floor in May 2024
- † We hired 3 new Nursery staff in September/October 2024 and moved into our newly renovated spaces in the basement in October 2024
- † Our Nursery Coordinator, Lauren Hall, left her position in April 2024, as she and her family moved to Arkansas; her position remains open
- † 4 paid staff
- † Average attendance: 5-7 children/Sunday
- † Children registered: 35



Catechesis of the Good Shepherd “CGS”

- † 10:00-11:00 a.m. on Sunday mornings [Oct (due to construction)-May]
 - Level I (3 years – Kindergarten)- in 2 atria
 - Level II (1st grade)
 - Level II (2nd grade – 3rd grades)
 - Level III (4th – 5th grades)
- † 8 catechists (2 newly-trained!), 10-12 rotating regular assistants, multiple parent volunteers each week
- † Average attendance: 30/Sunday
- † Children registered: 80
- † Friends of Catechesis group for support with materials and atria spaces (a lot this year with the move!)



Seasonal Celebrations

- † Palm Sunday Treat & Palm Cross Making: Held on March 24 in the Parish Hall and well-attended by families.
- † Liturgy of the Light: Scheduled for May 19, 2024, led by 15 enthusiastic 4th and 5th graders.
- † Vacation Bible School (VBS): Took place June 2–5 with the theme “Jesus Built the City of Love.” 30 children participated, supported by over 25 volunteers, including friends, parents, youth, and parishioners.
- † Parish Picnic: Held on June 9, featuring games and activities on the grass.
- † Nursery and Toddler Atrium + CGS Welcome Back Open House: Took place on October 13 and was well-attended by families.
- † Advent Festival: Hosted on December 1 in Cheek Hall, featuring Advent wreath-making, decorating pastoral care bags, and Ms. Cheap’s Penny Drive. Over 125 people attended.
- † Christmas Pageant: Held on December 8 at 4:00 p.m. with 30 children participating and supported by parent and catechist volunteers.



Children’s Baptisms

In 2024, we’ve celebrated 14 baptisms so far, with 5 more scheduled for the upcoming winter and spring.

Miscellaneous

Toddler and children’s coloring pages (with boards and colored pencils or crayons) continue to be available in the nave and are well-used during services. Let Us Pray books are available in the first three or four pew rows for children and families.

Goals for the Upcoming Year

- † Establish an official Security Protocol for Children’s Formation programs on Sunday mornings and during sessions.
- † Encourage greater parent and family participation in the Nursery and CGS programs.
- † Identify and support potential catechists for training to grow our formation team.

The Reverend Canon Anna Russell Friedman
Canon for Family Ministries

YOUTH FORMATION

Cathedral Youth Mission Statement

With God’s help, the Youth Ministry of Christ Church Cathedral nurtures young people as they “grow into the full stature of Christ,” inviting them to proclaim by word and example the Good News of God in Christ, seeking and serving Christ in all persons.

2024 Highlights

Discovery Weekend

- † 27 youth participated in Discovery Weekend in January 2024.
- † 3 youth delivered faith talks, sharing their spiritual journeys with peers.

Confirmation and Baptisms

- † 15 youth were confirmed during the Great Vigil of Easter.
- † 2 youth were baptized in Fall 2024 at Edwin Warner Park by the Rev. Canon Anna Russell Friedman.

Bolivia and Domestic Summer Service Trips

- † A full pilgrimage group of 10 youth traveled to Bolivia with the Rev. Lissa Smith and chaperones Dawn and Hank Edwards.
- † 10 youth participated in a week-long service trip to Memphis, accompanied by Gina and Zach Williams and Mary Ward.
- † 4 middle schoolers engaged in Urban Mission projects in Nashville, serving alongside the Cathedral’s community partners.

Youth Sunday

- † On Pentecost, youth served in key liturgical roles as lectors, acolytes, ushers, and greeters.
- † Four graduating seniors delivered homilies, sharing their reflections and inspiring the congregation.

2025 Goals and Events

Youth Minister Position

- † We aim to hire a full-time youth minister to fill the position that has been vacant since December 1, 2023. The search committee continues to review applications and conduct interviews.

Discovery Weekend 2025

- † Scheduled for January 17–19, 2025, promising another meaningful experience for participating youth.

Fundraising Event

- † A Pub Trivia and Silent Auction fundraiser is planned for February 21, 2025.

Confirmation 2025

- † 13 youth are currently enrolled as confirmands, preparing for the sacrament in the coming year.

The Episcopal Youth Community at Christ Church Cathedral continues to foster faith, leadership, and service, making an impactful contribution to our congregation and beyond.

Bolivia Pilgrimage



Discovery Weekend



Fellowship



River Baptism



PASTORAL CARE COMMISSION

The Rev. Dn Mary McCarthy <i>Clergy Liaison</i>	Andrea Tucker <i>Paws and Claws Ministry</i>	Ben Turnage <i>Birthday Note Ministry</i>
Sam Bessey <i>Vestry Liaison</i>	The Rev. Anna Russell Friedman <i>Guild of the Christ Child</i>	Becca Ingle <i>Eucharistic Visitor Committee</i>
The Rev. Dn Mary McCarthy <i>Chair, Jesse Tree Ministry</i> <i>Co-Chair, Prayer List Ministry</i>	The Reverend Richard Wineland <i>“Many Paths” Recovery Ministry</i>	Anzora Lee-Starks <i>Co-Chair, Prayer List Ministry</i>
Shelley Cammack <i>Healing Ministry</i>	Jan Muirhead <i>Bereavement Note Committee</i>	Paused Ministries <i>Feed My Sheep Ministry</i> <i>Prayer Shawl/Prayer Patch Ministry</i>

CHARGE FROM THE VESTRY

The Commission for Pastoral Care is charged with ensuring that all members of the Christ Church Cathedral community have access to guidance, support, and ministry during times of need and times of life’s milestones. The Commission is charged with “seeking and serving Christ in all persons” and, in regard to our core values, is charged with “bearing one another’s burdens as we share in the ministry of the apostles’ teaching and fellowship.” The Commission creates appropriate committees or ministries as needed, with attention to persons in emotional and spiritual need, the homebound, and others as the Commission determines.

MESSAGE FROM THE CHAIR

2024 has been another year of change and re-focus. The Rev. Lissa Smith was on sabbatical and upon her return made the decision to resign. In August, The Rev. Dn. Mary McCarthy retired from her full time job and joined the Cathedral staff 30 hours a week, with her primary focus on pastoral care.

A very beneficial change for all of Pastoral Care was the addition of the *Notebird* software system in August that helps us keep in much better touch with our community. *Notebird* provides one central place for all our touch points, visitation and conversation notes, assigns follow ups and tracks life milestones-allowing us to see a history of care for each congregant. It has been a game changer.

Seeking and serving Christ in all persons

BEREAVEMENT NOTE COMMITTEE

On the notice of a death, a note acknowledging the grief and loving support on behalf of the Christ Church Community is sent.

Currently we rely heavily on Realm for contact information, but we plan to integrate our new *Notebird* software to ensure all families receive a note.
Jan Muirhead

BIRTHDAY NOTE MINISTRY

Ben Turnage has taken over this ministry with a passion and has sent out 575 cards this year to parishioners, former parishioners and special friends that are 65 or older.
Ben Turnage
Chair

MANY PATHS RECOVERY MINISTRY

The ongoing Many Paths Recovery Ministry continues to meet on Sunday mornings via Zoom under the direction of the Rev. Richard Wineland This ministry is called the “Many Paths” in reference to Bill W., the founder of Alcoholics Anonymous, who once observed: “There are many paths to recovery.” The Recovery Ministry is open to wisdom from a variety of traditions and sources. This ministry has met regularly for 5 years, averaging 5-6 attendees each week. A new Sunday morning prayer has been added this year.

The Reverend Richard Wineland
Chair

JESSE TREE/AMARYLLIS BULBS

During Advent, amaryllis bulbs are delivered by volunteers to parishioners who are homebound, ill or have suffered a lot. We again delivered 100 amaryllis bulbs but did a better job of matching the deliverer and the recipient for a more meaningful experience. Once again, the bags were decorated by the youth at the Advent event. We had a much longer pick-up and delivery period which made it easier for our volunteers.

The Rev. Richard Wineland delivered 15 Christmas arrangements to the Somerby community.
The Rev. Dn. Mary McCarthy
Chair

FEED MY SHEEP MINISTRY

The Feed My Sheep Ministry provides meals to individuals who are ill, who have had a death in the family, or who have some other special circumstance. This ministry is still trying to find its way in the new normal. With the kitchen closed during construction, the ministry was put on hiatus. The hope is to re-charge and re-direct this ministry in 2025.

PRAYER LIST MINISTRY

Our ongoing 129-year history of praying the Prayers of the People prayer list continues every Sunday and at Morning Prayer and the Midweek Holy Eucharist.
Using our new *Notebird* software we have greatly streamlined and improved the process of maintaining the prayer lists. We have a designated person (Deacon Mary) who gathers, creates and maintains the list. We have better guidelines for how long folks stay on the list and have been in closer contact with those on the prayer list.

The Rev. Dn. Mary McCarthy and Anzora Starks
Co-Chairs



BEREAVEMENT COMMITTEE

The Bereavement Committee provides compassionate hospitality to families who have lost loved ones. This ministry includes supporting families during visitations, welcoming visitors, and providing food following funerals and burial liturgies.

2024 Highlights

This year presented significant challenges due to construction, which limited the availability of dedicated spaces for visitations. Despite these difficulties, the committee adapted by organizing visitations using tables at the back of available spaces. Their dedication and care were deeply appreciated by families during this transitional period.

Janet Brown, the new chair of the Bereavement Committee, has done an outstanding job leading and organizing the team under these challenging circumstances.

2024 Updates and 2025 Goals

- † Funeral Booklets: Both the funeral booklet and the pre-planning funeral booklet were revamped in late 2024 and are now being introduced.
- † Pre-Planning Initiative: A key goal for 2025 is to encourage more parishioners to engage in pre-planning. This initiative aims to ease the bereavement process for families by ensuring that plans are in place ahead of time.

Janet Brown
Chair

PRAYER SHAWL/ PRAYER PATCH MINISTRY

The Prayer Shawl Ministry was made up of a group of women who, while faithfully praying for their recipients, hand-knit shawls for our Christ Church Cathedral members who are facing major life-changing circumstances. The ministry was on hold this year, but we have many shawls still available. The Prayer Shawls were blessed and delivered to those receiving them. Among recipients of Prayer Shawls are those facing a terminal illness, a transition to an assisted living facility, and to new parents who have an infant in the NICU. This powerfully healing ministry links our Cathedral community prayers, represented by those knitting and praying intentionally, with our recipients. The prayer patch ministry has thrived.

Prayer patches are small squares with a cross, a small religious charm and a message of prayer for the recipient. These patches are being distributed to clergy, Eucharistic Visitors and others to pass on. Easier to create, the patches allow more volunteers to participate and greatly increases the number of prayer messages to be spread to the community. Special patches were created for the Diocesan Day of Prayer. Last year 100 patches were distributed to those receiving Jesse Trees and we will be able to do that again this December. A prayer patch station has been set up across from Elmarie’s desk for general distribution.

The Reverend Molly Dale Smith
Chair

PAWS AND CLAWS MINISTRY



Our pets are not just animals; often they are beloved companions and members of our families. When a pet gets sick, dies, or has to be mercifully put down, it can be a major incident or even crisis for the rest of us who loved them so dearly. It can be extremely helpful to talk to someone during these times.

The Reverend Madeleine Rebouché held a memorial service for lost pets on the actual St. Francis day. It was attended by several parishioners who had lost pets this year.

Andrea Tucker
Chair



BLESSING OF THE ANIMALS



FEAST OF ST. FRANCIS



PARISH LIFE COMMISSION

Deaver Collins <i>Chair</i>	Matt Reasor <i>Chair, Men’s Ministries</i>
Susan Barge, Billy Ballard <i>Vestry Liaisons</i>	Susan Hudson <i>Book Club</i>
The Reverend Richard Wineland <i>Clergy Liaison</i>	

CHARGE FROM THE VESTRY

The Commission for Parish Life is charged with fostering the bonds of affection among the congregation as members of Christ’s Body by considering ways for all parishioners to make connections with one another, share in the fellowship of Christ, and “welcome the stranger.” To that end, the Commission creates and sustains forums for fellowship and sponsors events, retreats, and gatherings that nurture life together at Christ Church Cathedral.

PARISH PICNIC

Planning for the 2025 Parish Picnic will begin in January 2025. Staff and volunteers, with ongoing input from John Bridges, will meet to finalize dates, reserve space at Centennial Park, and coordinate other details.

WOMEN’S RETREAT

Planning for the 2025 Women’s Retreat is underway. The Rev. Madeleine Rebouché, The Rev. Mary McCarthy, Susie Ries, Ruth Rock, and Amy Woodson met on December 11 to discuss options. Tentative plans include a Friday-Saturday retreat in May or June at either Montgomery Bell State Park or Saint Mary’s in Sewanee.

MEN’S PRAYER BREAKFAST

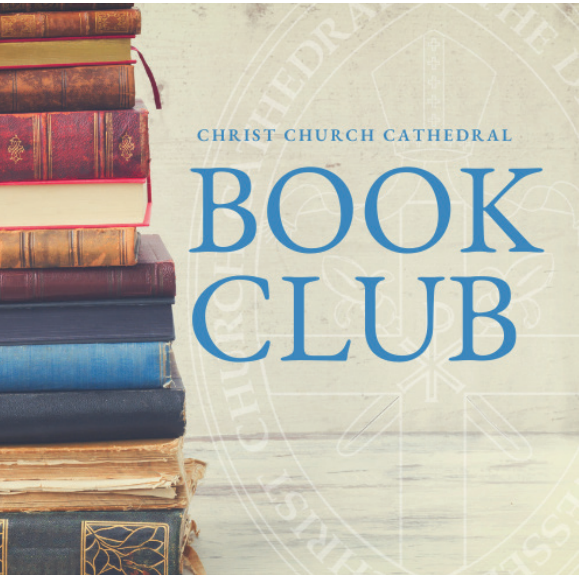
The Men’s Prayer Breakfast averages 25 attendees. After a temporary relocation due to construction, meetings returned to the Cathedral in October. The December gathering was graced by The Very Rev. Serena Sides. Meetings are held every third Tuesday at 7:00 a.m.

CATHEDRAL BOOK CLUB

The Cathedral Book Club meets the third Thursday of the month at the Diocesan House, 3700 Woodmont Blvd. Meetings begin at 7:00 p.m. All communicants of the Cathedral are welcome. For more information contact mozarthud@comcast.net.

Books read in 2024:

- Foster* by Claire Keegan
- Covenant of Water* by Abraham Verghese
- A Most Tolerant Little Town* by Rachel Martin
- The Bird Hotel* by Joyce Maynard
- Heaven and Earth Grocery Store* by James McBride
- Black Bottom Saints* by Alice Randall
- The Women* by Kristin Hannah
- The Frozen River* by Ariel Lawhon
- This is Happiness* by Niall Williams



PLANS AND INITIATIVES FOR 2025

Name Tag Initiative

Susan Barge led a name tag initiative to welcome The Very Rev. Serena Sides. Discussions are ongoing in regards to expanding the program for long-term use, using St. Paul’s in Murfreesboro as a potential model. No final decision has been made.

Increasing Participation in Men’s Prayer Breakfast

We aim to boost attendance by at least 10% with more outreach to the congregation.

Exploring a Senior Ministry

The Rev. Richard Wineland shared insights from St. George’s Senior Ministry. Research of the resource The Wisdom Years (www.wisdomyears.org) is being done to assess the applicability for our parish.

Strengthening Connections

In collaboration with the Evangelism Commission, we are exploring ways to enhance connections with visitors and improve relationships between parishioners who attend different services.

Improved Use of Realm

To foster greater engagement, the Commission chair will attend as many committee meetings as possible—either in person or remotely—and encourage the use of Realm Groups for better organization.

ADMINISTRATION COMMISSION

Donald McKenzie <i>Chair</i>	Mark McQueen <i>Staff Liaison</i>	Gibson Prichard <i>Chair, Property Committee</i>
Sarah Talley <i>Vestry Liaison</i>	Dale Maxfield <i>Treasurer</i>	Charlie Cook <i>Chair, Building Committee</i>
The Reverend Vicki T. Burgess <i>Clergy Liason (through September 2024)</i>	Anna Grimes Noser <i>Chair, 2025 Annual Pledge Drive</i>	
	Joeseeph Watson and Mary Miller <i>Co-Chairs, 2025 Annual Pledge Drive</i>	

CHARGE FROM THE VESTRY

The Commission for Administration is charged with supporting the physical and financial infrastructure of Christ Church Cathedral. The Commission guides the development and establishment of stewardship and endowment activities. It works with the Dean and appropriate staff (accounting, facilities management, and related areas) to ensure administrative needs are met. The Commission creates committees to focus on various aspects of this work, ensuring that their actions reflect “Stewards who acknowledge and honor the Holy Trinity as the source of all, in the care of creation and the right use of our gifts and offerings.”

PLEDGE DRIVE FOR 2025

As we conclude the 2025 Pledge Drive, we are filled with gratitude and a profound sense of community. This pledge season was especially significant, as we stood at the threshold of transformative growth and new beginnings for Christ Church Cathedral. With vital initiatives underway—including calling a new Dean and Rector, a major building renovation and expansion, the Isaac Project, and much more, Christ Church Cathedral pledges make all of this possible. We thank all for their steadfast spiritual and financial support.

This year’s pledge drive drew inspiration from the Acts of the Apostles 2:44, reminding us of the early Church’s radical commitment to generosity and fellowship. Like the first-century Church, we believe that our shared lives—centered on worship, breaking bread, and practicing generosity—reflect God’s kingdom on earth as it is in heaven. The theme resonates deeply in a time when our world yearns for genuine connection. By fostering relationships across generations and communities, we live out our call to be the hands and feet of Christ.

Pledge Drive Highlights:

- † Pledge Commitments: We have received commitments totaling \$1,902,376.56
- † Participation: A total of 320 households have pledged, including 29 new households.
- † Increased Giving: 157 households increased their pledges, reflecting a collective growth in generosity.
- † The clergy, the Vestry, and the Annual Pledge Drive committee extend their heartfelt thanks to each of you who answered the call to strengthen our community. Your generosity, service, and faith embody the spirit of Christ’s love in action. We are humbled by the ways you give and receive, contributing to a vibrant, Christ-centered community.



Anna Grimes Noser
Chair
Mary Miller and Joseph Watson
Co-Chairs

COMMUNICATIONS DEPARTMENT

SPECIAL PROJECTS IN 2024

- † The Archives website was completed by the contractor hired to build a new and more useful site after Google discontinued the previous website.
- † Development of a new landing page on the website for the Isaac Project that offers a calendar of events, past events, and direct links to both Phase I and Phase II.
- † Development of a dedicated website page for the LGBTQ+ Faith Alliance.
- † Continued work with the Search Committee publishing updates on the progress of finding a new Dean and Rector on the Cathedral website, in Happenings, and when appropriate, on social media.
- † In April 2024, the “Spotlight On” series was launched by Desaree Welch with the exceptional interviewing and writing talent of parishioner Steve Wine.

This series shines a light on the vibrant ministries, inspiring individuals, and fascinating facts surrounding Christ Church Cathedral. The purpose of the series was to explore the heart and soul of this community, uncovering stories of faith, service, and history that make the Cathedral a beacon of light in the community.

Topics covered in 2024:

April: Exploring BreakingBread@6

May: The Rev. Madeleine Rebouché at the UN Conference for Women

June: Exploring The Isaac Project

September: Exploring Catechesis of the Good Shepherd

November: Exploring Cultural Arts at the Cathedral

- † The Annual Pledge Drive for 2025 “And all the believers met together in one place and shared everything they had.” (Acts 2:44) kicked off in September. The Communications Department worked with Anna Grimes Noser (chair), and Joseph Watson and Mary Miller (co-chairs) to develop the theme and imaging. The department also provided membership data to facilitate personalized communications with the congregation. We delivered materials and pledge cards to parishioners both by physical mailing and digital mailing. The use of Realm made it easy once again for parishioners to set up automatic payments to fulfill their pledges.



YEAR IN REVIEW

The Communications Department made significant effort this year to ensure clear and timely updates regarding transitions, construction, schedule changes, and the work of the Search Committee.

In March, the department faced a staffing reduction, with long-time employee Anzora Lee-Starks’ full-time role (40 hours) reduced to 15 hours per week, just prior to Lent/Easter. This sudden adjustment required us to quickly redistribute responsibilities to maintain continuity and meet the demands of the season.

To compensate for the reduction in hours, several long-term projects were placed on hold. These included familiarizing ourselves with and updating the new Archives site, the ongoing development and optimization of the Realm database to fully leverage its capabilities, exploring more ways to connect with the downtown residential community, and expanding the production of social media reels to boost engagement and visibility.

(more)

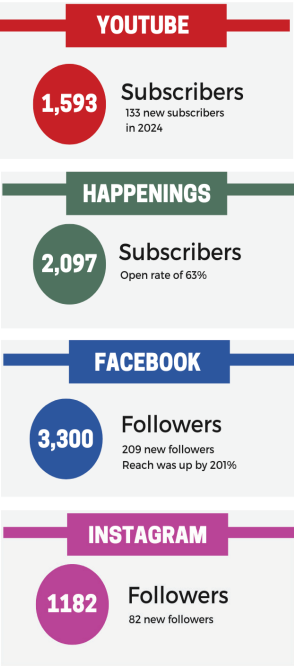
In the summer of 2024, the Communications Department was displaced from its offices and workroom due to construction, and temporarily relocated to the Accounting Office. This move required us to operate without access to our usual supplies and equipment, including the large commercial printer essential for producing bulletins, leaflets, posters, and special publications. In order to maintain some semblance of “normal” bulletins for the congregation, we relied on the smaller hallway copier, which is not designed for high-volume printing and required frequent paper and toner refills due to its limited capacity. This made the whole process slower and required more hands-on attention.

In October 2024, Molly Cole, the Communications Administrative Assistant, resigned. We were saddened by her departure, as she was a valuable asset to our department during her 2+ years with us.

In November 2024, after much prayerful consideration, I made the difficult decision to submit my resignation. I have greatly appreciated the opportunities and experiences during my time here.

Desaree Welch
Canon for Communications

DIGITAL COMMUNICATIONS



We are pleased to report that the Cathedral’s digital reach and participation grew once again this year.

YouT ube: 1593 subscribers; 133 new subscribers.

Happenings: 2,097 subscribers, up 14%; ; open rate of 63%; 170,417 emails delivered in 2024; 70% of subscribers are highly engaged.

Facebook: 3,300 followers; 209 new followers; reach up by 201%.; 93.4k views.

Instagram: 1182 followers; 82 new followers, reach was up 69.4%; visits were up 35.5%; 39.6k views.

Cathedral Website: 75k visits; 49k unique visitors; 132k page views, up 17%.

REALM REPORT

Realm serves as Christ Church Cathedral’s database, online directory, communications, and giving platform. Its usage continues to grow among parishioners and committees. In 2024, two-thirds of total pledges were made online through Realm, and more groups utilized its tools for communications, resource storage, and volunteer scheduling. Key uses include:

- † Volunteer Scheduling: Extensively used by Children’s Ministry and for vestry coverage.
- † Event Registration: Employed for retreats, ongoing Sunday activities (e.g., Catechesis of the Good Shepherd, Cathedral Choristers), and more.
- † Child Check-in: Ensures secure pick-up and tracks personal items in the Nursery and Toddler Atrium.

Catherine Clark
Realm Coordinator

PUBLICATIONS REPORT

Bulletins and Digital Growth

Since transitioning from full-time to part-time on March 1, 2024, Sunday bulletins have been streamlined to a 4- to 8-page format for Sunday morning liturgies, excluding readings and liturgy. These are now inserted and folded weekly. The BB@6 service, due to its high visitor attendance, continues to offer complete bulletins with readings and liturgy, with attendance rising notably since last year.

Online bulletins remain accessible on the Cathedral website for those worshiping from home or using digital devices via QR codes in the pews. The preparation process for bulletins includes gathering and formatting content such as:

- † Readings for BB@6
- † Eucharistic prayers
- † Prayers of the People
- † Anthems and music
- † Weekly announcements

Printed and Digital Communication

Demand for printed materials has grown as in-person attendance increases, but digital communication has significantly reduced paper usage. Physical mailings are now reserved for a small group of parishioners and seasonal letters for Thanksgiving, Christmas, and Easter.

Online bulletin uploads have risen by 10% compared to last year, with additional resources now available digitally, including:

- † Burial Offices
- † Weddings
- † Evensongs
- † Lessons and Carols
- † Christmas Eve
- † Holy Week
- † Easter
- † Special Liturgies

This growth reflects increased engagement, particularly for Lessons and Carols and Christmas liturgies. Trends indicate further increases in participation for Holy Week and Easter next year.

Equipment and Facilities

The second-floor remodeling earlier this year temporarily displaced the Xerox printer, which was stored for several months. During this time, bulletins were accessed on-line over the summer, while the Toshiba copier managed reduced bulletin printing starting in September. The remodeled offices and workroom are now complete, with the Xerox printer fully restored and operational.

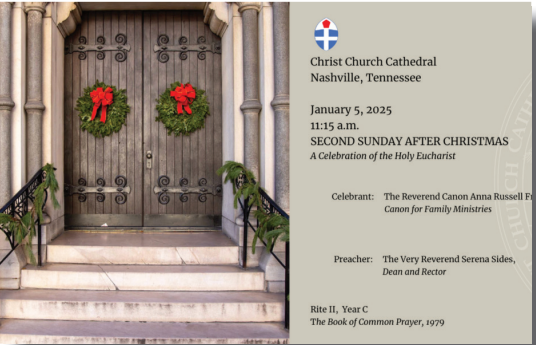
Additional Responsibilities

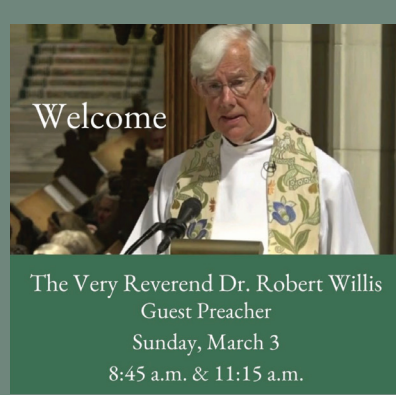
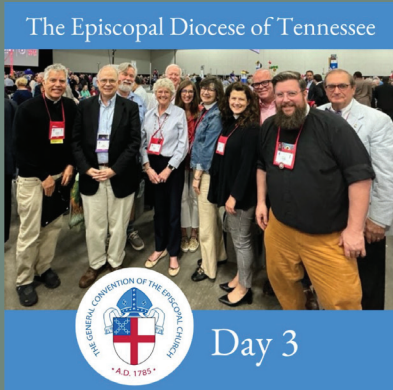
- Beyond bulletins, I manage:
- † Creating and uploading YouTube slides for the 8:45, 11:15 a.m., and BB@6 liturgies
 - † Weekly website uploads of bulletins
 - † Designing posters
 - † Preparing baptism forms and certificates
 - † Managing mailings, supplies, and maintenance of printers/copiers
 - † Addressing other communication needs

Looking Ahead

Efforts for 2025 will prioritize reducing waste through shared and digital bulletins, expanding digital publications, and maintaining excellence in printed and online formats. Thank you for your continued support as we adapt and grow in service to the congregation.

Anzora Lee-Starks
Publications/Print Coordinator





FINANCE COMMITTEE

The Finance Committee does the following:

- † Provides financial advice and recommendations to the Vestry
- † Checks budgeting assumptions
- † Helps determine which accounts are used to pay extraordinary expenses
- † Provides oversight of financial controls
- † Engages an auditor to detect accounting issues and procedural weaknesses

The committee does not set spending priorities—that is the responsibility of the Dean and the Vestry.

Every attempt is made to make the committee's membership as broad as possible and have as many financial disciplines represented without making the committee so large as to be unwieldy. The current members are Dale Maxfield (Treasurer), Donald McKenzie, Hal Johnson, Tyler Yarbrow, Pete Stringer, Walker Mathews, Scott Hoffman, Pam Lasley, Trey Tally, John Whitaker, Lindsay Burgener, Serena Sides (Dean and Rector), and Mark McQueen (Business Manager).

There are just a few key principles with which the Cathedral parish operates:

- † We seek balanced budgets
- † We are cautious with debt, using it only to take advantage of unusual opportunities (e.g. buying the property that became Lot C), under the most favorable terms that can be found and only when the source for repaying the principal has been identified.
- † We seek to be as transparent as possible. Our reports can be found posted to the Vestry bulletin board each month after the Vestry has approved the report.

2024 Financial Performance

For the year 2024 the Cathedral recorded a positive variance to budget of \$214,681. This is the result of a positive \$72,187 variance in income being added to a \$142,494 positive variance in budgeted expenses. Cash reserves remain at approximately 30% of budgeted expenses.

Income Highlights

Pledges, offerings and contributions ended December ahead of budget by \$6,759. Interest and endowment income ended the year \$55,509 ahead of budget.

Expense Highlights

Salaries and benefits, Administration, Christian Education and Lay Ministries all ended the year ahead of budget.

2025 Projections

The 2025 budget is balanced. The Finance Committee agrees that all assumptions are reasonable.

Accomplishments in 2024

Special Offerings

Easter offering \$12,352

Thanksgiving offering \$4,975

Christmas offering \$14,126

The Cathedral Fund welcomes gifts offered to honor or memorialize loved ones and friends. These gifts are used from time to time to enhance the fabric of parish life. 2024 Cathedral Fund Beginning balance: \$193,933.

Contributions received: \$268,079

Expenditures: \$57,836

The Building Maintenance Fund

The Cathedral, by Vestry designation, maintains a building maintenance fund to provide resources for major building expenses, which usually occur each year but are difficult to anticipate in a budget. The account is managed alongside other endowment resources at the Episcopal Endowment Corporation (EEC), an organization comprising the Dioceses of Tennessee and East Tennessee as well as several parishes located therein. During 2024, funds were used as follows:

HVAC and boiler system repairs, elevator repairs, fire system inspection and maintenance, irrigation system repairs, and plumbing repairs.

2024 Beginning balance: \$837,715

Income received: \$45,402

Total disbursed: \$59,452

BUILDING COMMITTEE

Members: Cindy Anderson, Steve Lasley, Kristen Simmons, Art Stinson, Hal Johnson (Vestry Liaison and Senior Warden), Charlie Cook (Chair)

The construction project is at the halfway point. We now have refurbished spaces in the main church building, and the structure of the new building is up. By this time next year, the project will be completed, and next year’s Annual Meeting may even take place in the new parish hall, to be named “Lancaster Hall” in memory of Larry Lancaster (1946–2023). The youth will have new classroom spaces, and we will once again be able to host our Room in the Inn visitors, among the many activities the new space will accommodate.

In 2019, the Vestry appointed the current Building Committee. Working with programming information previously gathered from the parish, the committee was tasked with addressing three stated priorities:

- † Space for youth education.
- † Fellowship space.
- † Space for existing outreach activities.

The current project addresses all three of these priorities.

In 2020, the Vestry authorized the Building Committee to proceed with the plans presented at the 2020 parish meeting. The most recent renderings of the new space can be found on the church website.

Construction began in the spring of 2024. Representatives of CCC, contractor RC Mathews, and architecture firm EOA have met every other week since construction began.

The following areas have been completed (or are nearly complete):

- † Cheek Hall and nursery rooms.
- † Second-floor office space.
- † New bathrooms on the main level.
- † The former Wheeler Room.
- † The former parish hall, which will serve as a transition area between the existing building and the new building.

Construction of the new building is ongoing and visible.

We expect construction to be completed by the fall of 2025. Thank you to everyone who has provided input and support for this project.

Charlie Cook
Chair



PROPERTY COMMITTEE

The Christ Church Cathedral property committee was reconstituted in the spring of 2024, after a hiatus of several years. Our charge is to work with the Cathedral Business Manager to maintain and support the buildings and land that we own, and to work alongside the Building Committee, who are responsible for the construction of the new building.

Committee members include Mark McQueen, Susan Barge (Vestry liaison), Hank Edwards, Donald McKenzie (Chair of the Administration Commission), Walker Willse, David Morton, Cindy Anderson, Burgin Dossett, Bill Maxfield, and Jessica Younger (deceased).

The committee worked on several items in 2024, including the following:

1. The replacement of the HVAC unit that serves the second and third floors
2. A stained glass window from the east side of the Nave was removed for repair and sent to Emmanuel Stained Glass Studios, upon the recommendation of the Rev. Vicki Burgess.
3. Replacement of the door & frame leading from the lobby into parking lot A with a new door made of composite materials resembling the door that was replaced, while being resistant to weather.
4. Conversion of the cathedral’s internet and telephone service from AT&T to local vendor iRis Networks, resulting in increased bandwidth for comparable monthly fees.
5. Addressed the mitigation of styrofoam pellets from the adjacent Nashville Yards construction project into the condenser coils of our HVAC systems at no cost to the Cathedral.
6. Spearheaded the 100 Hands Workday in June, which focused on cleaning the Nave.
7. Consulted with the vestry liaisons involved with the selection of an outside security vendor (Masada Consulting) and the engagement of a plainclothes security officer to be present at Sunday services.
8. Inventoried and measured the pew cushions in the Nave for their replacement in 2025. Committee member Susan Barge led this effort. A gift from an anonymous donor will fund the new pew cushions.
9. Worked with Mark McQueen to select a vendor to refurbish the Cathedral’s elevator, with work to take place in early 2025. The elevator has required numerous repairs and this effort will ensure safe operation for years to come, while saving costs on monthly inspections.



APPENDIX I

Endowment Funds

	Year end 2023	Year end 2024
EEC	\$ 5,079,902	\$ 5,497,395
Schillig Fund	\$ 4,408,052	\$ 4,770,277
McCurdy Trust	\$ 4,473,955	\$ 4,798,274
Total	\$ 13,961,909	\$ 15,065,946

Budget Comparison

	2024 Budget	2024 Year end	2025 Budget
INCOME			
Current & Prior Year Pledge Income	1,902,376	1,928,412	1,779,158
Offering & Contributions	138,346	119,069	138,346
Interest & Other Income	50,000	70,435	50,000
Endowment Income	420,000	455,074	555,065
Christian Education	49,600	23,365	49,600
Lay Ministries	27,175	22,805	27,175
Music	14,000	14,519	14,250
Kitchen	6,550	2,466	6,550
Sacred Space	22,000	23,408	22,000
Vestry/Stewardship/Financial	222,398	265,079	302,398
Operating Income	2,852,445	2,924,632	2,944,542
EXPENSES			
Salaries & Benefits	1,632,468	1,522,385	1,666,374
Administrative Support	137,000	120,963	140,500
Property Management	334,858	346,625	356,858
Christian Education	84,150	65,194	84,150
Lay Ministries	251,472	243,378	244,550
Music Programs	31,775	27,598	32,550
Diocesan Support	255,772	253,572	294,610
Kitchen	21,900	20,776	21,900
Sacred Space	54,750	62,000	54,750
Vestry/Stewardship/Financial	48,300	47,461	48,300
Operating Expenses	2,852,445	2,709,951	2,944,542
Net Operating Fund Increase/(Decrease)		214,681	

APPENDIX II

The Cathedral Commissions are organized around three areas of ministry:



Procedural Notes Regarding Commission Operation

Commissions are composed of a chairperson; committee chairs; Vestry liaison; lay, at-large member(s); staff and/or clergy. The chairperson is appointed by the Rector, with the advice of the Vestry; shall not be a committee chair within the Commission; serves a three-year term, renewable for one year.

Purpose and Role of a Commission:

- † Ensures its constituent committees are organized, have structure, and are engaging in intended activity. Coordinates and cooperates with the Finance Committee on behalf of its committees in developing the annual fund budget. Reviews requests or proposals requiring Vestry approval. Engages in strategic planning across the commission and with committees, specifically setting goals for the commission under each value statement. Receives reports in the form of meeting minutes from its committees and, in turn, reports on committee and commission activity to the Vestry, via the assigned Vestry liaison. Contributes to the Annual Parish Report. Receives and solicits new committee members and parishioners interested in committee activities.
- † Develops and maintains a committee succession plan, to include an annual review of chair, membership, and charge.
- † Each commission is tasked with determining when and how it wants to meet with a recommendation of meeting at least two times a year.
- † The Junior Warden will, from time to time, convene meetings of the Commission chairs for the purpose of fostering collaboration and communication among commissions and to develop action plans to assist with committee and commission needs regarding items such as the church calendar, term limits, and mentoring. The Junior Warden, with the assistance of the Commission chairs, will also convene a yearly orientation for commissions and committees.
- † Committees are, in general, sub-units of commissions. The number of committees, their functions, and chairs are determined by the leadership of each commission, in consultation with the Vestry, designated clergy and staff. Members of each committee are recruited by the committee chair with recommendations and assistance from anyone, in consultation with the Vestry, designated clergy and staff. A committee chair will serve a three year term.



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