

**ST. PAUL'S**  
**EPISCOPAL CATHEDRAL**

815 High Street  
Des Moines, IA 50309  
[www.stpaulsdm.org](http://www.stpaulsdm.org)

**2023 Report for the Annual Meeting**  
Sunday, January 28, 2024



**Cathedral Church of St. Paul  
Annual Parish Meeting – January 28, 2024**



**Mission Statement**

*St. Paul's Episcopal Cathedral is a welcoming, worshipping community committed to living Christ's unconditional love through fellowship, service, and kindness.*

**Vision Statement**

*Grounded in Worship. Deepening in Faith. Reaching out in Love.*

Welcome	Dean Nicola
Opening prayer	Anna Whipple, EfM mentor
Election of Annual Meeting Recording Clerk, Jolene Phelps	Phyllis Melton, Senior Warden
Chapter Member Introductions	Phyllis Melton
Senior Warden's Report	Phyllis Melton
Getting to know you!	Dean Nicola
<b>Business Agenda</b>	
• Approval of 2023 Annual Meeting Minutes	
• Financial Report	Henry Harmon, Treasurer
• Report of the Nominating Committee and Election of New Chapter Members	
Musical Highlights	Mark Babcock, Canon for Music & Organist/Choirmaster
Staff Introductions and Thanksgivings	Dean Nicola
1885 Building Revitalization and Capital Campaign	Duane Sand, Junior Warden
Open Discussion	Dean Nicola, Phyllis Melton and Duane Sand
Closing Prayer	Anna Whipple
Adjourn	

*\*\*Chapter members (returning and new) please gather near the pulpit after the meeting adjourns, to elect officers.*

## Slate for the Chapter — Class of 2028

Al Geiger  
Duane Sand

## Annual Meeting, 2024 Chapter Election

### **Al Geiger**

Al has been a member of St. Paul's since 2004. He finds the Episcopal Church a vibrant blend of worship and faith tradition using scripture, tradition, reason, and is fond of the Book of Common Prayer. Al has previously served on the Chapter including as Senior Warden. He is a graduate of the University of Northern Iowa and had a 36-year career in the insurance industry before retiring in 2019. Family includes spouse Nancy and son Adam who resides in Dupont, Washington with his spouse Megan.

### **Duane Sand**

Duane and his wife Marilyn reside in Norwalk and have been Cathedral members for about 20 years. They enjoy spending time with their 2 children and 4 grand children, as well as spending time in nature. Duane is retired from a career in soil and water conservation.



### **Treasurer Nomination Nancy Geiger**



In 2004, Nancy became a member of St. Paul's. She is a lifelong Iowan, a UNI graduate and retired Drake University employee. Her immediate family includes husband Al, son Adam and his spouse Megan. She participated in the Cathedral choir for a few years.

**St. Paul's Episcopal Cathedral**  
**Annual Meeting Minutes, January 22, 2023, after the 10:00 service**

2023 Service attendance = 75  
2023 Meeting attendance = 55

**Opening Prayer:** Stephanie Wells gave an opening prayer to begin the 2023 Annual Meeting.

**Election of Annual Meeting Recording Clerk:** Phyllis Melton motioned to elect Kirsten Buniak as Annual Meeting Recording Clerk, with a second from Henry Harmon. Motion passed.

**Chapter Introductions:** Stephanie Wells introduces the Chapter members from the year of 2022.

**Vision Task Force:** Duane Sand gives an update on the Vision Task Force. He shares a brief summary on the VTF Report, which was provided for all members to read previous to the meeting. Duane also shares that the VTF will be used in tandem with the Genesis II program. The groundwork laid out by the VTF will help in building St. Paul's in its potential.

**1885 Building Revitalization Project:** Phyllis Melton shares about the Revitalization Project. She shares that the process has been started, and that there will be three phases of the project. Phase 1 will begin after Easter 2023 with the HVAC system. Phase 2 will be working on the Undercroft in 2023. Phase 3 will be the sanctuary space with plaster repair and flooring replacement, starting in late 2024 through early 2025.

**Youth Group Project:** Henry Allard shares on the Youth Group project.

He shares that for his Eagle Scout project, he is working with the Youth Group to renovate the old Nursery Space (area between the choir room and kitchen/Undercroft). They need financial support, around \$3000.

The youth group will complete all the labor, but need items to complete the job. They have placed itemized envelopes with items and their corresponding costs, so people can pick one up and donate money for that item. They also will have a presentation during Coffee Hour on February 5th, with a free will donation.

**Business Agenda:**

**2022 Annual Meeting Minutes:** Paul Meginnis motioned to accept the 2022 Annual Meeting Minutes, with a second from Henry Harmon. Motion passed.

**2022 Financial Report:** Henry Harmon presented the 2022 Financial Report.

He shares that all the bills for 2022 are paid, and the Diocesan assessment is paid in full.

He reminds the members of who is currently serving on the Finance Committee: Amma Nicola, Phyllis Melton, Chuck Seal, Rich Jacobs, Rick Stearns, and Henry Harmon.

Henry also states that we are currently with a deficit budget, but it is less than the previous year.

He also states that the Building maintenance portion of the budget is larger because the building is expensive to maintain, as well as other unexpected situations that tend to arise more frequently.

Bill Gentsch motioned to accept the 2022 Financial Report, with a second from Paul Meginnis. Motion passed.

**Nominating Committee:** Henry Harmon introduces the members of the nominating committee which include himself, Amma Nicola, Stephanie Wells, Jonathan Hansen, Elvin McDonald, and Mike Gillespie.

Henry then introduces the Nominees for the Chapter class of 2026: Nathan Brown, Sam Hutchisson, Betsy Van Haaften, and Rosa Walker.

The Nominating Committee motions (no second needed) to accept the new Chapter class of 2026. Motion passed.

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*Annual Meeting Minutes, January 22, 2023, continued*

**Staff & Leadership Introductions:** Amma Nicola begins by sharing that this is their fourth Annual Meeting here at St. Paul's.

She also highlights points of her time working with the Vision Task Force.

She also highlights the timeline of the Building Revitalization Project, which is also featured on the website.

Amma Nicola thanks all the volunteers in the congregation who have played a vital role in the inner workings of the Cathedral. She thanks Nathan Brown for the eNews and ads, Christopher Smith as sexton, Rick Stearns as Finance Manager, Henry Harmon as Treasurer, and Catherine Gillespie as Acolyte Coordinator.

Amma Nicola also introduces new roles at the Cathedral: Jonathan Hansen as Formation Missioner, Tom Smith as Stewardship chair, and Ken Messer, and Michael Monnot as Volunteer Priest Associates.

Amma Nicola concludes with a note that they are always happy to help discern what your calling is in your spiritual life.

**Fundraising:** Tom Smith opens with a joke on how tradition is important, but not a tradition of a deficit budget. He asks for help in two ways: 1) For the members to think about what St. Paul's means to you, whether that is choir, outreach programs, Altar Guild, etc. 2) To look around and notice the people who have floated away or might be new, and to invite them to become involved.

**Music:** Mark Babcock begins with mentioning how Cathedral Arts began in 1993, and has continued to this day! There has always been great attendance, especially in the past year.

In 2022, there was a choir presence for all 52 weeks of the year, 39 Thursday rehearsals, 6 memorial services, and 19 other services.

Sally Bates currently serves as Cathedral Arts Committee chair, and Mark mentions that they are looking for a new generation to serve on the committee, and to talk to him or Sally if you are interested.

#### **Open Discussion:**

Rosa Walker - She thanks those who thought of her for Chapter nomination, and shares some hopes for the future in her new role as Chapter member.

Barbara Duro - She asks if paint and plaster work is part of the Revitalization Project. Stephanie Wells answers that, yes, it is, and that the underlying cause of why it is failing needs to be determined.

Jo Sloan - She requests the paint that was chipped off by the sacristy to remain as is, because it looks just like an angel.

Nancy Morton - They share that Mark Babcock needs an applause for his wonderful carillon concert.

Marilyn Sand - As a member of the Bridge Board, she shares her concern about the amount of time the Revitalization Project will take in terms of getting Connection Cafe back in order. She asks about the timeline of getting the Undercroft to be usable again. Amma Nicola answers that our hope is to get it done as soon as possible, and that we have to take the weather and liturgical calendar in consideration.

Anna Whipple - She shares her concern for families that have not returned after COVID. Stephanie Wells says that it will be a priority of the Stewardship committee to reconnect with these families.

Harold Alexander - He thanks the Communications Committee, and the audio and livestream team.

Sally Bates - She shares that Connections Cafe needs more assistance to help with paying for the food, as it is not paid for by the Cathedral. She says that you can go online to the Announcement tab, click on the sign up form, and you can see what help is needed. If you bring food, please bring it the day before at 9 am to the kitchen in the Cathedral.

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*Annual Meeting Minutes, January 22, 2023, continued*

Stephanie Wells - She thanks the congregation for allowing her to serve as our Senior Warden,

Bill Gentsch - He reminds the congregation that the kitchen was not affected by the flooding, so there is no worry about its usability in relation to the Undercroft.

**Closing Prayer:** Amma Nicola thanks all staff of the Cathedral. She gives Stephanie Wells a beautiful yellow daisy as thanks for her hard work as Senior Warden. Amma Nicola then closes in prayer for the human family.

**Adjournment:** Stephanie Wells reminds current and new Chapter members to gather near the front after the meeting.

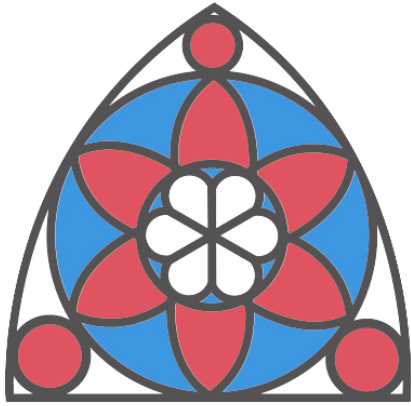
Henry Harmon motions to adjourn, with a second from Jolene Phelps. Motion passed.

**Adjournment Time:** 11:30 AM

Minutes Submitted,  
Kirsten Karen Ann Buniak

\*The 2022 Annual Report to the Parish was provided at the meeting. This document contains the reports of staff, Cloister chairs, and other ministries. The report can be found on the website or by contacting the Office.





**ST. PAUL'S**  
**EPISCOPAL CATHEDRAL**

# **Reports**

## **Senior Warden's Report Annual Meeting, 2024**

Embracing the Future with Faith, Grace, and Love

I feel these words describe where we are as a parish, a community, a neighbor, and the Cathedral. We have made some significant changes and accomplishments this past year and have plans for more.

It has been my privilege and honor to serve as your Senior Warden this past year, as well as being the Clerk and Junior Warden during my three years on the Chapter. I want to take this opportunity to highlight some of the achievements of this past year.

Of course, calling Amma Nicola Dance as our 5<sup>th</sup> Dean was, for me and many, a great blessing for the Cathedral and our Parish family. We are so grateful that God's grace led her here, and that she was willing to take this step in her own life and ministry. I would also like to thank Bishop Monnot and the Diocesan staff as we undertook the process to get to this place. Their help was much appreciated.

Our beautiful building, given its age, is always a challenge to maintain and improve. Once the City of Des Moines repaired the alley on our east, it was possible to repair the walls, paint, and carpet the hallway on the east lower side of the Parish House. A true improvement indeed.

The old Bishop's Office in the lower level was emptied, cleaned, and painted so that Canon Mark Babcock could move his office into that space. It is lovely seeing it be used again.

Many thanks go to Henry Allard! As his Eagle Scout project, he tirelessly worked on updating what is commonly referred to as the "Ramp Room." He and many helpers raised the funds and did the work to make this a welcoming and lovely space for meetings, hanging out, and many other potential uses. I smile with thanksgiving every time I walk by that room.

We also laud the generosity of volunteers and donors to achieve other improvements in our spaces. Nathan and Sheila Brown refurbished the library; it is a very inviting space now for small meetings and quiet time. Thanks to a generous donation from Barbara Duro, the upstairs kitchen has a new, more efficient dishwasher.

Adding to my gratitude, I thank Elvin McDonald for his tireless work on expanding Cathedral Arts to include the visual arts. The various art works that have been in the Guild Hall and corridor have been an inspiring and lovely addition to our spaces. Also thanksgiving to the artists who have shared their talents with us.

Of course, the big question is the Undercroft and main nave and sanctuary. Some progress has been made this past year. Asbestos abatement has been completed in the Undercroft. A thorough cleaning out of spaces was accomplished prior to that process; there had been a significant accumulation of "stuff" over the years that has been moved on. Next on the agenda is upgrading the infrastructure for heating and cooling the building. These improvements will not only protect the building but will lead to greater efficiencies.

We have also expanded our liturgical footprint with the addition of special services on Holy Days not falling on Sundays. Examples include Epiphany, Ascension Day, the blessing of the animals on St. Francis's Day, and All Saints' Day. We also had a lovely Parish Picnic to start off our Fall season and a return of the Advent Tea.

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## *Senior Warden's Report, continued*

At the Chapter's February retreat, we looked at the Visioning Task Force's recommendations to imagine the many ways to move these goals into reality. Expanding our presence in the community, especially downtown, growing our membership, increasing member participation, and improving our financial position are among the priorities that were discussed. We also had a presentation from AMOS, as we joined that organization to foster community organizational strategies to address the many issues facing Des Moines. Participation is an excellent method to outreach in our community.

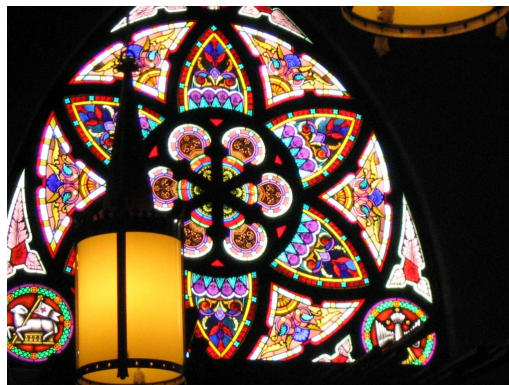
Unfortunately, we have not made progress on improving our financial position. We are still not able to fund our operating budget without resorting to drawing from the Endowment. The funding for restoring the Undercroft and nave/sanctuary is also an important issue going forward. This is a challenge that each member of the parish can help address. Prayerful consideration of financial giving, inviting friends and neighbors to join us, reaching out to parishioners who may have not been seen in a while are all ways to help. Volunteering for ministries is also a way to build on our commitment to be a thriving, worshipful, loving community. Some are as simple as volunteering to usher at services, serve coffee hours, join the Altar Guild, train to be a reader, audio technician, or Eucharistic minister. Cloisters and committees that speak to your passion or interest also could benefit from new participants. I ask for your prayerful consideration of these opportunities to address our mission and vision.

I'd like to extend a thank you to the following individuals and groups:

- Outgoing Chapter members for their service to the Cathedral – Jolene Phelps and Abigail Allard. They have each brought their knowledge and gifts to enrich and benefit the Chapter and the Cathedral.
- Our Executive Committee officers – Duane Sand, Junior Warden; Henry Harmon, Treasurer; Kirsten Buniak, Clerk through July; Jolene Phelps, current Clerk.  
Our Clergy and Staff of 2023– Amma Nicola, Jean McCarthy, Ken Messer, Michael Monnot, Deacon Jean, Deacon John, John Zickefoose, Mark Babcock, Lisa Nelson, Jonathon Hansen, Austin Rozendaal, and Christopher Smith.
- Everyone who has volunteered at the Cathedral in some capacity over the past year. The Cathedral could not function without you.

I have such love for St. Paul's and the people of this community--those still among us and those saints who have contributed so much. The Meltons have been members for 45 years, when Fr. Bill Jacobs first introduced us to the Episcopal faith and tradition. Growing and changing with this community has enriched, supported, and encouraged me to try to live into Christ's call every day. The words from "Godspell" sing in my heart: "Oh dear Lord, Three things I pray. To see thee more clearly, To love thee more dearly, To follow thee more nearly, day by day."

Yours in Christ,  
Phyllis Melton, Senior Warden



## **Junior Warden's Report Annual Meeting, 2024**

This report recommends four priorities I think are important for working together to build the kingdom of God at St. Paul's in 2024. I think each action area is important to our future, even though some may be new to you. They are all means by which the Holy Spirit can help renew our congregation.

**FIRST, LET'S LIVE OUR VISION.** St. Paul's vision statement describes a life affirming process for being fully human: Grounded in Worship, Deepening in Faith, Reaching Out in Love.

We should worship often because that beautiful experience builds our relationship with God. Our faith then deepens as we listen, learn, and follow our conscience. We are then compelled to reach out and serve others through love. Those acts bring joy and purpose to us, and we return in gratitude to worship again.

Spiritual growth comes by sharing our God given time and talent; and using our hands, head or heart to build God's kingdom. There are countless opportunities to volunteer here. Please become active in one or more ways that make you happy. And remember Jesus promises to be present whenever two or more are gathered in His name.

**SECOND, LET'S CELEBRATE THE GIFT OF PIETY HILL.** In case you do not know, Piety Hill is the historic name for a seven-block area where eight grand churches and a synagogue were built in the late 19th Century. St. Paul's Episcopal Cathedral, St. Ambrose Catholic Cathedral, St. John's Lutheran Church and First United Methodist Church are the four churches remaining on Piety Hill. Each is a cultural treasure worthy of preservation. Through the generations, each congregation contributed much to the broad arc of social justice progress that society enjoys today. The history of Piety Hill is a legacy worthy of celebration.

I think a tour of Piety Hill is helpful for positive thinking. It is easy to dwell on the loss of religious vitality in our churches over the last 50 to 60 years. But God's desire to build God's Kingdom, with the help of humans, has not changed since our churches were built. We are never alone, and always needed and loved. Daily news reports remind me why we pray for "thy kingdom come, thy will be done on earth as it is in heaven." Piety Hill reminds me faith, hope and love will endure.

I see great need for spiritual renewal for our society and for individuals. I think those needs may cause Piety Hill churches to collaborate in new ways. Surely there are needs where more can be accomplished by working together, than working separately.

Amma Nicola has started that dialogue. And collaboration is not new. The Bridge Board and Connection Cafe are a twenty-year case study of love of neighbor organized by Piety Hill churches. The roughly 35,000 free lunches each year are evidence of the Body of Christ at work in downtown Des Moines. Plus, St Paul's was able in 2023 to use grant funds to support a part time client advocate to help the homeless and hungry at Connection Cafe meet more of their needs.

We are very fortunate to have funds from the Macomber Trust at the Community Foundation to work on social justice ministries each year. We will work with other organizations to fill the church to hear important speakers with our Community Conversations program. We will also fund music initiatives to enrich the spiritual lives of metro youth. We will test whether art, architecture and history tours are a good way to celebrate Piety Hill, to raise funds for Connection Cafe, and to have more people to experience the beauty of our churches.

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## *Junior Warden's Report, continued*

THIRD, LET'S FIND PARTNERS FOR GROWTH. St Paul's has been receiving technical assistance from the national church's staff through the Genesis II: Re-vision and Renew cohort in the Diocese of Iowa. Their experience is that churches are not alone in wanting to build healthy neighborhoods and communities. People beyond the faith community will partner to accomplish things they care about. The starting point is to invite conversations, listen and develop relationships of trust. We need to share our ideas for ways in which churches make Des Moines better.

We are organizing some Piety Hill tours for community leaders in late March, based on Genesis II principles and practices. We will extend invitations through the Downtown Neighborhood Association, the Downtown Chamber of Commerce, and the Diversity, Equity and Inclusion network of the Greater Des Moines Partnership. We will encourage discussion about the past, present and future of faith and religion in our community. We will point out ways in which churches may advance the vision plan for the Downtown developed in 2022, and some opportunities for working together. We need some volunteers who are interested in participating in these associations to get more attention and involvement from some businesses, institutions and philanthropists who shape the future of Des Moines.

FOURTH, LET'S SUSTAIN THE CATHEDRAL FOR FUTURE GENERATIONS. We have an extraordinary church with an ordinary size congregation. We are also the Bishop's church and we hold ourselves to very high standards for worship and serving the Diocese. We have unique challenges and opportunities, and that is why we seek collaboration with other churches and new partners for growth. And we must also be responsible for our finances. We need to address fiscal sustainability in these ways in 2024:

- We can adopt a three-year deficit reduction strategy so we no longer spend endowment principal. We have notified the Diocese that we will be reducing its asking of us by the percentage of our budget that is deficit funded each year, and we will do that until we can pass a balanced budget.
- We are forming a grant applications committee to pursue reasonable opportunities for private foundation and corporate support.
- We need a capital campaign feasibility study to learn if we can renovate the undercroft to professional standards, or if we can only afford a temporary fix to make the space functional again. The study will help define our need for assistance from preservation grant sources.
- We need a dialogue with Bishop Monnot and the Diocesan Board of Directors about Revolving Loan Funds, Episcopal Church Building Funds, or other ways to help St Paul's grow and succeed.
- We need every member to prayerfully consider larger gifts according to their means.

I end my report with some thoughts about piety. It seems a mostly forgotten word. I like the definition that piety is seeking an ever greater sense of being in God's presence and experiencing God's unconditional love. I have always thought of myself as a person of faith, yet I now realize that I have perhaps been impious because of indifference to my Creator, Redeemer and Holy Spirit in my daily life.

My fears and desire for God to "deliver us from evil" is making me a more prayerful person this year. I am a slow learner when it comes to placing my trust in God. I hope to rise to the level of faith and piety that enabled members to build this grand church in 1885.

I look forward to witnessing together the great things God will do working through our faith community in 2024.

Duane Sand, Junior Warden



**The Very Rev. Nicola Bowler, PhD.**

Dean of the Cathedral

Dear People of St. Paul's,

*2023 Reflection*

First of all, thank you for calling me as your **fifth Dean** and for the remarkable service of Installation in which so many of you participated! It is an honor for me to serve St. Paul's and the Diocese of Iowa in this position. I am currently working to develop stronger relationships with you, with Bridge Church leaders here on Piety Hill in Des Moines, and with neighboring Midwest Episcopal Cathedral Deans. These all hold promise of growing into rich and positive working relationships that will benefit St. Paul's and the downtown and Diocesan communities in which we are embedded. Swiftly following my Installation came Diocesan Convention and the most highly attended service of Holy Eucharist that St. Paul's has hosted since prior to the pandemic. It was wonderful to see the processional banners of so many congregations whose representatives joined us for worship that day. New in fall 2023, St. Paul's Cathedral Arts offered popular combined organ recital and Choral Evensong services that will continue in 2024, and the December 6 Advent Tea was a delight. **Thank you** to all who crafted and worked to make these services and events so fine and joyful.



Importantly in 2023, your responses to the **Summer Census** have led to higher levels of engagement in many of the ministries of St. Paul's, some more visible than others. I give thanks for new membership in the Finance Team who worked hard to create the 2024 operating budget for the Cathedral. I give thanks for new acolytes and readers that support our services of worship. I give thanks for St. Paul's new grant-writing committee that is working to identify reasonable grant opportunities to support and grow St. Paul's operations and programs. Thank you to all who responded to the Summer Census and continue to give your time and talent to the ministries of St. Paul's. If you feel drawn to serve but are not yet sure of how your talents and interests may fit, please do come and talk with me or another of St. Paul's leaders. We'll be delighted to help you discern your calling!

Throughout 2023, work continued on the **1885 Historic Building Revitalization Project**. A consultant has been engaged to assist St. Paul's in recouping State Historic Tax Credits, a potentially important component of funding for the planned work. Detailed design of the HVAC system has been undertaken by Baker Group, working with Breiholz Construction Company. Asbestos was removed, with some ceilings and wall paneling being removed in that process, revealing clues to the original 19<sup>th</sup> century appearance of the undercroft and adjacent rooms. At the December meeting of St. Paul's Chapter, approval was given for placing a timely order for an essential and costly air-handler that has a 20-week lead time.

*2024 Priorities*

What is my primary focus for **2024**? In a staff mini-retreat, and Chapter meeting shortly after my Installation, it settled in my heart that now is the time to **focus major effort on repairing and finishing the undercroft and sanctuary**. To complete this work will benefit St. Paul's as a parish, will enable us to welcome neighbors and community partners for meals and events and, if done well, will serve this community for generations to come. To recap: St. Paul's Community Conversations were held in early 2020, before the pandemic shutdown, on the vision for future purpose and uses of St. Paul's undercroft. The Undercroft Task Force worked diligently in 2021 and with OPN architects developed concept drawings of how the space might be revitalized. Below, I include a tentative **pre-construction/construction timeline**, developed in conversation between St. Paul's, Breiholz Construction and OPN Architects and considering the liturgical calendar, the climate, and the organ. Reading the Junior Warden's report you will observe that an important addition to the following is a financial planning exercise to include a capital campaign feasibility study. St. Paul's will work with a professional fundraiser on this aspect.

*2024 Priorities*

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*Dean's Report — continued*

January – March 2024	Pre-construction design work
April* – September 2024	HVAC renewal in the 1885 building
October 2023 – February 2025	Undercroft finishing
April* – August 2025	Sanctuary finishing

\*Work beginning in April will commence after Easter Sunday.

*Thanksgivings*

As in previous years, I am honored to have worked with dedicated and talented Cathedral staff and volunteers during 2023. Notably, I give thanks for Henry Harmon's 18 months serving as St. Paul's Treasurer with utmost integrity, diligence, and steadfastness. I give thanks for Austin Rozendaal's expertise in Information Technology and his gift of service to this community through the pandemic and beyond. I give thanks for Jonathan Hansen's work among us encouraging us all, younger and older, in our faith formation. I give thanks for the Rev. Ken Messer's work among us as Priest Associate. I give thanks for Rick Stearns' work among us as Business Manager. I wish them all well as they either simply take a break or go on to their future endeavors.

I am grateful for the work of all St. Paul's Chapter members in 2023 and, importantly, the way in which this group has worked together effectively – not always agreeing at first but listening to one another and staying in fellowship until resolution was reached. The work of this group has demonstrated the truth of more heads being better than one! I have every hope that this character will persist in the 2024 composition of St. Paul's Chapter and I request your continued prayers and support for your Cathedral leaders through the challenges and opportunities that lie ahead. Specifically, I am excited to announce

- the appointment of **Jolene Phelps** to a new volunteer staff position as part-time **Development Coordinator**, working to grow St. Paul's engagement with community partners; and
- the appointment of **Nathan Brown** as **Information Technology Specialist**.

Finally, we have much to be thankful for, especially for one another. So, in the words of St. Paul written to the Christians in Galatia (6:9–10) "let us not grow weary in doing what is right, for we will reap at harvest time, if we do not give up. So then, whenever we have an opportunity, let us work for the good of all and especially for those of the family of faith."

Yours in Christ,

*Amma Nicola*



**The Rev. Michael Monnot**  
**Priest Associate**

After a little over a year attending St. Paul's, and nearly a year as an Associate Priest, I want to thank everyone in the congregation for the welcome I and my sons, Robert and Thomas, have received since we have been with you in this community. It has been a great pleasure getting to know the people here, and to take part in the life of this congregation.

The duties of a priest associate are somewhat open-ended, but it has been my privilege to take part in the liturgical life of St. Paul's, preaching and presiding on some Sundays and Wednesdays, presiding at two Evensongs, and taking part in organizing the Tenebrae, Ascension Day and Epiphany services.

In the Fall, I led a 10-week class called, "How to Read, Think About, and Talk About the Bible." The class had a good, steady attendance, and many good discussions. This was something more than a bible study, and more of an effort to frame how we can approach the Scriptures, how they are important to us, and trying to find a way of reading and thinking about them that feeds us both spiritually and intellectually.

During my (so far, short) time here at St. Paul's, I've come to recognize some of the strengths of this community. There is a strong appreciation of good and beautiful liturgy, an appetite to be a warm and welcoming community, a drive to follow the gospel call to do good in the world and a desire to engage with the Christian faith and the Episcopalian/Anglican tradition. All this, it seems to me, is foundational for a community that is set to grow and thrive in the years ahead. I hope to be able to contribute to these things going forward.

Thank you for the opportunity to do ministry among you.



**The Rev. Jean Davis**  
**Deacon**

This memo serves to provide a summary of my work as a Deacon serving St. Paul's Episcopal Cathedral during the past year.

During the last year I have been involved in: assisting with weekly worship services; ongoing work with the Pastoral Care Team; assisting with needs requests from Parishioners and others; chairing the Social Justice Committee; continued involvement in refugee work; continued involvement in food ministries, especially Connection Cafe; serving on the Bridge Board; ongoing work on the St. Paul's Blessing Box; assisting with adult formation; assisting with special services; serving on the Diocesan Commission on Ministry; Co-charing the Diocesan Summer

Ministry School and Retreat; and I have just been appointed as Vice Chancellor for the Diocese.

## Jonathan Hansen Formation Missioner



The church space has been blessed by the youth this year- they've improved the rain garden by planting, the Playground has been reopened, and the 'Walk Through' room downstairs has been fully renovated as a youth room, thanks to Henry Allard and his faithful team of friends and fellow St Paul's youth.

Two services were held this year in which the youth played a prominent role- the Tenebrae service, and the Epiphany service, both of which were well attended and beautifully put together.

We have had various other events geared around youth this year as well, some of which were collaborations with our sister churches/ministries in town. Some of our youth participated in Simpson Youth Academy. Also, Vacation Bible School was another such a collaboration, but between St Anne's, St Timothy's, and St Paul's. It was a great success with quite a few kids in attendance. With this, we also planned two gardening days; one at the Cathedral, and the other at St Timothy's. During the summer, we met quite regularly for Bible Studies in various parks around town where we shared a meal and reflected on some of the group's favorite passages from Scripture. These were studies in which parents also attended, which was an added blessing. With these events, there were a few others that were planned such as a camping trip, yet were never executed as attendance did not reach critical mass.

Finally, effort has been made to nurture and build up a more vital relationship with the parents of St Paul's youth through periodic communications through social media such as texting, emails, and facebook.

It has been an honor and blessing being a part of these kids lives and spiritual development. They are all such great people. Please join me in praying for them and their continued growth into the full stature of Christ.

## Treasurer's Report for 2023

The Cathedral Church of St. Paul in Des Moines, as of January 1, 2024, is solvent! As of the end of the year, all bills were current, all outstanding debts were paid, there was money in all bank accounts and there were assets to meet all current obligations! This year we weathered some troublesome unfunded developments. None the less, we were able to meet these exigencies without the need to amend the 2023 Budget. All investment accounts were near or substantially above their 12/31/22 levels and 2024 pledges are still coming in!

That does not mean that there are no challenges! For the second year in a row, in approving the 2023 Budget the Chapter found it necessary to authorize withdraw from the Endowment Fund. The Chapter has approved another deficit Budget for 2024 making the 3rd year in a row. As we have pointed out for each of the past two years, this is an unsustainable situation. It is only because of our very generous forbearers that we have been able to maintain the level of service that we enjoy. A full time Dean and choir, a professional Choirmaster, Organist and carillonneur are in keeping with the Episcopalian tradition. The full carillon and beautiful multi rank organ is in keeping with our charge to be the "flag Ship" of the Diocese. This elegant, stately 1854 Sanctuary and full Parish House in the center of the Capital City, the population and Financial Center of the State require constant attention.

To address these issues, the Chapter has undertaken a program to eliminate our dependance on deficit spending over the next 3 years which I am sure the Junior Warden, Duane Sand, will explain to you. We live in the shadows of brave, generous, devout and far sighted Mothers and Fathers. It is up to us to continue that far sighted tradition.

*Respectfully submitted, Henry A. Harmon, Treasurer*



**Canon Mark A. Babcock**  
**Organist/Choirmaster/Carillonneur**

Cathedral Church of St. Paul, Annual Report for Music 2023  
Canon Mark Babcock, Organist/Choirmaster/Carillonneur

**Cathedral Arts Highlights in 2023**

- 9am Sunday **Carillon Concerts**. St. Paul's is the only church in the state with a real carillon, a mark of distinction. We are grateful to the Windsor family for their continued financial maintenance support.
- Monthly **Choral Evensong** on the third Sunday of the month led by the **Howells Scholars**, the Cathedral's auditioned and resident semi-professional choir with 34 members.
- **Cathedral Choir** continues to lead and inspire every Sunday during the 10am Choral Holy Eucharist. This traditional, Anglican liturgical choir rehearses on Thursdays at 7pm. Over 35 singers have sung this year.
- **Advent Lessons and Carols** Sunday, December 17th.

**Appreciation for Musical Leadership – Thank you to:**

- Dr. Joshua Boggs was named Assistant Choirmaster in August. Josh was with us last year in an unofficial capacity while he was the interim director of choral activities at Grinnell College. With the support of Robyn Jeneary's Choral Memorial Funds and Cathedral Arts Funds, we were able to welcome Josh officially this fall. Josh's is currently the Director of Musical Arts at Grand View University. He brings a wealth of talent, experience, and spirit to St. Paul's.
- While mentioned above, **particular gratitude is due to the Cathedral Choir** who faithfully sing year-round on Sundays, on Holy Days, for memorial services, and for Diocesan services. They are a dedicated, liturgical choir who lead us in sung prayer and praise.
- Grace Hanley and Meredith Ackerman who help manage the music, cassocks, and details for the Cathedral Choir and Howells Scholars. Special thanks to Jolene Phelps who helped recruit and mentor these new leaders.
- Our cantors Joshua Boggs, Kirsten Buniak, Diane Hayes, Alex Kane, Austin Rozendaal, Tom Smith, and Lexie Thiessen
- Canon David Raymond (organist emeritus) for donating his time and expertise for the maintenance of our organ and carillon, and for serving as an organ substitute.
- Choir Section Leaders who are anchors for their sections.
- Those who run sound and live streaming of services and musical offerings.
- The Cathedral Arts Committee, and new chair Elizabeth Skinner.
- Cathedral Arts generous patrons and donors

**Vision for the future - 2023**

- Monthly Choral Evensong will continue on the 3<sup>rd</sup> Sunday of each month at 4pm  
February 17, March 17, April 21 all led by the Howells Scholars; the Central College Chamber Singers will join in March
- Sunday, May 12, Central College A Cappella Choir Pre-New York City Tour Concert at 4pm
- The Cathedral Arts Committee welcomed new members this year. New members are always welcome. Sally Bates has been a wonderful chair for many years. We thank her for her years of dedication and service. She has turned over the chair leadership to Elizabeth Skinner.

Respectfully, Canon Mark A. Babcock





**Lisa Nelson**  
**Financial Specialist**

Hi everyone!  
I have enjoyed my second year here at St. Paul's Cathedral and working with Henry. We have been an excellent team. My role is to process financial incomings/ outgoings and maintain financial records. A recent challenge has been my move to Nevada and hybrid working from home and in Des Moines one week per month. Stella (my horse), my trail riding buddy and I have logged many hours on the scenic trails throughout Iowa this past season. Looking forward to a great 2024.

Financial Specialist  
Lisa Nelson and "Stella"



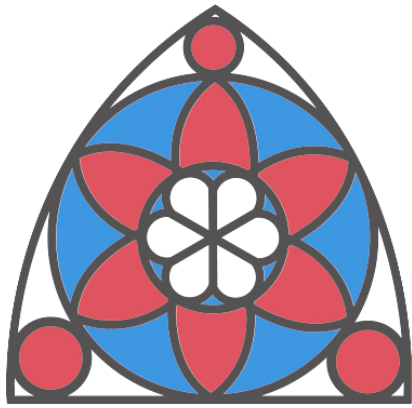
**John Zickefoose**  
**Executive Assistant to the Dean**

Another extraordinary year, working to support the staff, the Chapter, and the parish. My biggest responsibility is preparing the bulletins for our two Sunday services. Further responsibilities include maintaining church records, telephone coverage, and reproduction and preparation of mailings, in addition to editing and publishing *The Journey*. Additionally, I post the service booklets and approved Chapter Minutes on our website. I greatly look forward to 2024!



**Christopher Smith**  
**Sexton**

Christopher brings skills in building maintenance, painting and decorating and attention to detail to his position as Sexton at St. Paul's. If you have suggestions or requests, please talk to Amma Nicola or email [maintenance@stpaulsdm.org](mailto:maintenance@stpaulsdm.org)



**ST. PAUL'S**  
**EPISCOPAL CATHEDRAL**

# **Financial Statements**

**Cathedral Church of St. Paul**  
**Statement of Assets, Liabilities & Net Assets-Modified Cash Basis**  
As of December 31, 2023

	Total
<b>ASSETS</b>	
<b>Current Assets</b>	
<b>Bank Accounts</b>	
11010 Petty Cash	400.00
11100 Operating -Lincoln Savings Bank	47,114.52
11120 Altar Guild Checking	14,579.59
11200 Transfer - Lincoln Savings Bank	144,023.77
<b>Total Bank Accounts</b>	<b>\$ 206,117.88</b>
<b>Other Current Assets</b>	
50000 Vanguard - Unrestricted	680,233.02
<b>Restricted</b>	0.00
51000 WFA-Transfer Fund	10,994.60
61000 Vanguard -Cath. Preser. Fund	1,435,724.87
81000 Vanguard-Endowment Funds	1,154,308.98
81025 Vanguard-Garden	7,704.82
81050 Vanguard-Social Outreach	49,352.78
81750 Community Foundation	1,658,582.89
91000 WFA-Clergy Mortgage Fund	113,903.61
<b>Total Restricted</b>	<b>\$ 4,430,572.55</b>
<b>Total Other Current Assets</b>	<b>\$ 5,110,805.57</b>
<b>Total Current Assets</b>	<b>\$ 5,316,923.45</b>
<b>Fixed Assets</b>	
11500 Building	1,790,000.00
11600 Land	1,440,000.00
<b>Total Fixed Assets</b>	<b>\$ 3,230,000.00</b>
<b>TOTAL ASSETS</b>	<b>\$ 8,546,923.45</b>
<b>LIABILITIES AND EQUITY</b>	
<b>Liabilities</b>	
<b>Current Liabilities</b>	
<b>Other Current Liabilities</b>	
12260 Due to Cath. Preservation Fund	56,157.54
12280 Due to Endowment	10,000.00
12500 Payroll Liabilities	0.00
Federal Taxes (941/944)	3,204.68
IA Income Tax	374.55
<b>Total 12500 Payroll Liabilities</b>	<b>\$ 3,579.23</b>
24000 *Payroll Liabilities	156.63
<b>Total Other Current Liabilities</b>	<b>\$ 69,893.40</b>
<b>Total Current Liabilities</b>	<b>\$ 69,893.40</b>
<b>Total Liabilities</b>	<b>\$ 69,893.40</b>

No assurance is provided; disclosures omitted.

**Cathedral Church of St. Paul**  
**Statement of Assets, Liabilities & Net Assets-Modified Cash Basis**  
As of December 31, 2023

	Total
<b>Equity</b>	
32000 Net Assets - Unrestricted	3,445,805.56
33000 Net Assets - Restricted	0.00
Other Restricted	4,430,572.55
<b>Total 33000 Net Assets - Restricted</b>	<b>\$ 4,430,572.55</b>
<b>Net Assets - Restricted - TF</b>	0.00
33020 Memorials (TF)	84.32
53007 Carillon Repair & Maint (TF)	6,551.69
53025 D/M/F The Bridge	17,093.36
53030 D/M/F Comm. Conversations	14,944.81
53035 D/M/F After School Youth Music	14,007.12
53041 Choir Scholarship	450.00
53042 Cathedral Arts	26,431.60
53045 Robin Jeneary Mem. Music Fd -TF	8,000.00
53080 Connections Cafe/Food Pantry/Shelter meal (TF)	2,675.88
53086 Livestream Video (TF)	-70.34
53098 Clergy Discretionary (TF)	1,494.20
53120 Flowers - Easter/Christmas (TF)	730.00
53125 Flowers-Altar (TF)	4.44
53147 Guildhall Kitchen Remodel (TF)	4,376.06
53160 Prepaid Pledges (TF)	8,200.00
53223 Cathedral Preservation Fund	17,000.00
53227 Chapel Maint & Impr (TF)	8,222.70
53230 Youth Music Camp	135.00
53231 Special Events (TF)	1,931.56
53232 Garden (TF)	620.00
53240 1885 Building Renovation	11,141.37
<b>Total Net Assets - Restricted - TF</b>	<b>\$ 144,023.77</b>
<b>Net Income</b>	456,628.17
<b>Total Equity</b>	<b>\$ 8,477,030.05</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$ 8,546,923.45</b>

No assurance is provided; disclosures omitted.



**Cathedral Church of St. Paul**  
**Statement of Revenues and Expenses - Modified Cash Basis**  
**For the One and Twelve Months Ended December 31, 2023**

	Dec 2023	Jan - Dec 2023 (YTD)	Annual Budget
<b>Income</b>			
<b>14000 Plate and Pledge Offerings</b>			
14010 Plate Offerings	10,873.28	55,531.22	18,000.00
14100 - Additional Services (Evensong Contributions)	0.00	0.00	1,000.00
14020 Pledge Payments (Current)	9,991.63	179,758.05	210,000.00
<b>Total 14000 Plate and Pledge Offerings</b>	<b>\$ 20,864.91</b>	<b>\$ 235,289.27</b>	<b>\$ 229,000.00</b>
<b>14100 Special Offerings</b>	725.00	950.00	0.00
<b>14200 Facilities Use</b>			
14210 Building Use	20.00	1,045.00	500.00
14211 Wedding Use	0.00	0.00	2,000.00
14220 Parking Lot	2,030.00	11,594.00	14,360.00
<b>Total 14200 Facilities Use</b>	<b>\$ 2,050.00</b>	<b>\$ 12,639.00</b>	<b>\$ 16,860.00</b>
<b>14300 Misc. Income &amp; Investments</b>			
14310 General Investments	63,310.21	132,816.55	79,290.00
14311 GILEAD Income		1,054.00	0.00
14324 GILEAD Grant	0.00	0.00	12000
14321 Other Gifts/Income	10,075.00	10,151.88	0.00
14340 Change in value of investments	362,021.02	504,774.37	0.00
<b>Total 14300 Misc. Income &amp; Investments</b>	<b>\$ 435,406.23</b>	<b>\$ 648,796.80</b>	<b>\$ 91,290.00</b>
<b>14350 Sales of Product Income</b>	0.00	21.40	0.00
<b>14400 Estate Income</b>			
14410 Estate & Memorials	0.00	8,074.00	6,000.00
<b>Total 14400 Estate Income</b>	<b>\$ 0.00</b>	<b>\$ 8,074.00</b>	<b>\$ 6,000.00</b>
<b>54000 Income/Interest (TF)</b>	10.94	109.08	0.00
<b>Services</b>	0.00	0.00	0.00
<b>Total Income</b>	<b>\$ 459,057.08</b>	<b>\$ 905,879.55</b>	<b>\$ 343,150.00</b>
<b>Gross Profit</b>	<b>\$ 459,057.08</b>	<b>\$ 905,879.55</b>	<b>\$ 343,150.00</b>
<b>Expenses</b>			
<b>16000 Worship</b>			
16010 Liturgical	-73.72	1,555.62	0.00
16012 Video Operations	135.00	2,280.00	3,150.00
16010 - Liturgical - Other	0.00	0.00	1,500.00
<b>Total 16010 Liturgical</b>	<b>\$ 61.28</b>	<b>\$ 3,835.62</b>	<b>\$ 4,650.00</b>
<b>16020 Music - Instrumental</b>			
16050 Organ Substitutes		300.00	0.00
16055 Organ Maintenance	356.85	356.85	1,000.00
16060 Piano Maintenance	125.00	125.00	600.00
<b>Total 16020 Music - Instrumental</b>	<b>\$ 481.85</b>	<b>\$ 781.85</b>	<b>\$ 1,600.00</b>
<b>16070 Music - Vocal</b>			
16080 Choir Section Leaders	0.00	8,040.00	7,700.00
16086 Music Substitutes	0.00	860.00	1,500.00
16092 Music Misc	0.00	802.73	3,000.00
<b>Total 16070 Music - Vocal</b>	<b>\$ 0.00</b>	<b>\$ 9,702.73</b>	<b>\$ 12,200.00</b>
<b>Total 16000 Worship</b>	<b>\$ 543.13</b>	<b>\$ 14,320.20</b>	<b>\$ 18,450.00</b>

No assurance is provided; disclosures omitted.

**Cathedral Church of St. Paul**  
**Statement of Revenues and Expenses - Modified Cash Basis**  
**For the One and Twelve Months Ended December 31, 2023**

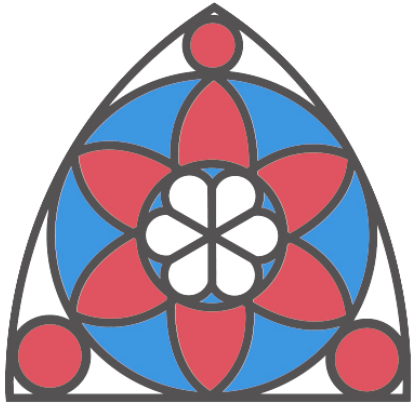
	Dec 2023	Jan - Dec 2023 (YTD)	Annual Budget
<b>16100 Outreach</b>			
16110 Community Outreach Programs	3,000.00	3,000.00	3,300.00
16120 Diocesan Ministry			
16130 Diocesan Pledge	9,166.66	54,999.96	55,000.00
16140 Diocesan Convention	0.00	0.00	2,000.00
16150 Iowa Connections Subscription	92.00	590.43	1,013.00
<b>Total 16120 Diocesan Ministry</b>	<b>\$ 9,258.66</b>	<b>\$ 55,590.39</b>	<b>\$ 58,013.00</b>
16160 Discretionary Funds	442.29	2,687.82	0.00
<b>Total 16100 Outreach</b>	<b>\$ 12,700.95</b>	<b>\$ 61,278.21</b>	<b>\$ 61,313.00</b>
<b>16200 Christian Education &amp; Formation</b>			
16210 Adult Formation	0.00	67.03	500.00
16220 Children/Youth Ministries	0.00	309.31	500.00
<b>Total 16200 Christian Education &amp; Formation</b>	<b>\$ 0.00</b>	<b>\$ 376.34</b>	<b>\$ 1,000.00</b>
<b>16300 Parish Life</b>			
16310 Hospitality/Receptions	320.41	1,513.57	500.00
<b>Total 16300 Parish Life</b>	<b>\$ 320.41</b>	<b>\$ 1,513.57</b>	<b>\$ 500.00</b>
<b>16400 Stewardship</b>			
16410 Building & Grounds			
16420 Building Maintenance	1,096.15	8,278.22	10,000.00
16430 Property Insurance	0.00	19,596.00	26,500.00
<b>Total 16410 Building &amp; Grounds</b>	<b>\$ 1,096.15</b>	<b>\$ 27,874.22</b>	<b>\$ 36,500.00</b>
16470 Communications			
16480 Advertising/Promotion	\$ 0.00	\$ 0.00	500.00
<b>Total 16470 Communications</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 500.00</b>
16490 Contract Services	0.00	550.00	0.00
16500 Audit Fee	0.00	327.45	900.00
16502 Tax Credit Consultant Fee	0.00	0.00	5,000.00
16502 Consultant Fees	0.00	5,585.00	0.00
16510 Heating/Cooling Maintenance	1,013.62	6,081.66	6,500.00
16520 Finance/Bookkeeping	850.00	15,444.32	12,000.00
16530 Refuse Removal	1,002.30	4,476.73	3,000.00
16533 Snow Contract	317.50	9,366.25	6,000.00
16540 Security System	1,284.00	2,680.14	1,128.00
<b>Total 16490 Contract Services</b>	<b>\$ 4,467.42</b>	<b>\$ 44,511.55</b>	<b>\$ 34,528.00</b>
16550 Utilities			
16560 Gas/Electricity	1,483.00	21,285.00	20,400.00
16570 Telephone/DSL	612.64	7,320.34	7,300.00
16580 Water	373.39	4,503.55	3,800.00
<b>Total 16550 Utilities</b>	<b>\$ 2,469.03</b>	<b>\$ 33,108.89</b>	<b>\$ 31,500.00</b>
<b>Total 16400 Stewardship</b>	<b>\$ 8,032.60</b>	<b>\$ 105,494.66</b>	<b>\$ 103,028.00</b>
<b>16600 Personnel &amp; Administration</b>			
16640 Clergy Expense			
16661 Clergy Continuing Ed & Expense	0.00	250.00	250.00
16662 Missioner Professional Developm	0.00	0.00	125.00
16663 Assisting Priest Continuing Ed	0.00	15.19	500.00
16664 Missioner Ministry Expenses	85.00	1,017.83	1,000.00
16665 Supply Clergy	17.48	754.80	1,600.00
16666 Honoraria Visiting Priest	0.00	0.00	100.00
<b>Total 16640 Clergy Expense</b>	<b>\$ 102.48</b>	<b>\$ 2,037.82</b>	<b>\$ 3,575.00</b>

No assurance is provided; disclosures omitted.

**Cathedral Church of St. Paul**  
**Statement of Revenues and Expenses - Modified Cash Basis**  
**For the One and Twelve Months Ended December 31, 2023**

	Dec 2023	Jan - Dec 2023 (YTD)	Annual Budget
<b>16670 Compensation</b>			
16680 Dean Salary	4,126.86	49,462.22	49,522.40
16681 Dean Housing	2,710.86	24,637.60	24,637.60
16725 Assisting Priest Salary	0.00	0.00	15,533.95
16720 Financial Secretary Wages	1,178.07	15,175.89	13,390.00
16740 Organist Salary	2,842.50	34,068.61	36,122.10
16751 Executive Assistant to the Dean	3,181.46	32,546.87	30,128.00
16760 Sexton Salary	1,436.85	18,318.24	17,675.00
16762 Formation Missioner	375.00	4,962.50	0.00
16764 Priest Associate	0.00	1,200.00	0.00
16765 Repairs and Maintenance Wages	193.13	618.02	0.00
<b>Total 16670 Compensation</b>	<b>\$ 16,044.73</b>	<b>\$ 180,989.95</b>	<b>187,009.05</b>
<b>16770 General Office Expenses</b>			
16775 Banking Fees	1,101.53	5,230.54	1,200.00
16780 Copying & Printing	0.00	298.74	500.00
16785 Dues and Subscriptions	196.60	3,700.21	2,400.00
16790 Office Machines/Computer Maint.	489.56	489.56	200.00
16795 Printing Lease & Overages	645.54	7,833.30	7,000.00
16800 Office Supplies	17.74	3,470.73	2,500.00
16805 Janitorial Supplies	0.00	1,050.80	750.00
16810 Postage	213.00	1,137.58	300.00
16815 Interest/Penalties	50.00	4,364.76	0.00
<b>Total 16770 General Office Expenses</b>	<b>\$ 2,713.97</b>	<b>\$ 27,576.22</b>	<b>\$ 14,850.00</b>
<b>16820 Insurance/Annuity/Pension</b>			
16831 Dean Health Insurance	4,016.00	24,096.00	25,872.00
16860 Dean Pension	1,097.40	13,169.25	11,520.00
16873 Provost's Life Insurance	0.00	0.00	235.20
16876 Dean HSA	0.00	1,404.00	1,506.00
16880 Executive Assistant to the Dean Pension	141.40	1,619.58	2,258.00
<b>Total 16820 Insurance/Annuity/Pension</b>	<b>\$ 5,254.80</b>	<b>\$ 40,288.83</b>	<b>\$ 41,391.20</b>
<b>16890 Personnel/Administration - Misc</b>			
16910 Employer SS & MHI	704.34	8,177.11	6,000.00
16920 Workman's Compensation	0.00	1,375.00	1,750.00
<b>Total 16890 Personnel/Administration - Misc</b>	<b>\$ 704.34</b>	<b>\$ 9,552.11</b>	<b>\$ 7,750.00</b>
<b>Total 16600 Personnel &amp; Administration</b>	<b>\$ 24,820.32</b>	<b>\$ 260,444.93</b>	<b>\$ 254,575.25</b>
<b>66000 *Payroll Expenses</b>	<b>19.25</b>	<b>239.75</b>	<b>0.00</b>
Payroll Expenses - Taxes	0.00	5,583.72	0.00
<b>Total Payroll Expenses</b>	<b>\$ 0.00</b>	<b>\$ 5,583.72</b>	<b>\$ 0.00</b>
<b>Total Expenses</b>	<b>\$ 46,436.66</b>	<b>\$ 449,251.38</b>	<b>\$ 438,866.25</b>
<b>Net Operating Income</b>	<b>\$ 412,620.42</b>	<b>\$ 456,628.17</b>	<b>-\$ 95,716.25</b>
<b>Other Income</b>			
Restricted Donations	30,509.66	257,118.57	0.00
<b>Total Other Income</b>	<b>\$ 30,509.66</b>	<b>\$ 257,118.57</b>	<b>\$ 0.00</b>
<b>Other Expenses</b>			
Net change in restricted funds	18,527.16	30,538.45	0.00
Restricted Expenses	11,982.50	226,580.12	0.00
<b>Total Other Expenses</b>	<b>\$ 30,509.66</b>	<b>\$ 257,118.57</b>	<b>\$ 0.00</b>
<b>Net Other Income</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>
<b>Net Income</b>	<b>\$ 412,620.42</b>	<b>\$ 456,628.17</b>	<b>-\$ 95,716.25</b>

No assurance is provided; disclosures omitted.



**ST. PAUL'S**  
**EPISCOPAL CATHEDRAL**

# **2024 Budget**

INCOME	December 19, 2023		
Proposed 2024 Budget Page 1	2023 BUDGET	'23 11 Mos Actual	2024 Income BUDGET
<b>14000 - Plate &amp; Pledge Offerings</b>			
<b>14010 PLATE OFFERINGS</b>	\$18,000.00	\$44,657.94	\$49,862.38
<b>14100 ADDITIONAL SERVICES</b>	\$1,000.00	\$0.00	
<b>14020 PLEDGE (current)</b>	\$210,000.00	\$169,766.42	\$190,439.62
<b>14030 PLEDGE (prior years)</b>			
<b>TOTAL 14000 PLATE &amp; PLEDGE OFFERINGS</b>	\$229,000.00	\$214,424.36	<b>\$240,302.00</b>
<b>14100 Special Offerings</b>		\$225.00	
<b>14200 FACILITIES USE</b>			
<b>14210 BUILDING USE</b>	\$500.00	\$1,025.00	\$900.00
<b>14211 WEDDING USE</b>	\$2,000.00	\$0.00	
<b>14220 PARKING LOT</b>	\$14,360.00	\$9,564.00	\$13,160.00
<b>DIOCESAN USE</b>		\$0.00	
<b>TOTAL 14200 FACILITIES USE</b>	\$18,860.00	\$10,814.00	<b>\$14,060.00</b>
<b>14300 MISC. INCOME &amp; INVESTMENTS</b>			
<b>14310 GENERAL INVESTMENTS     (5%)</b>	\$79,290.00	\$69,506.34	\$82,846.54
<b>14320 DEFICIT DRAW</b>	\$95,716.25	\$95,700.00	
<b>14321 Other Gifts/Income</b>		\$76.88	\$0.00
<b>14311 GILEAD INCOME</b>	\$0.00	\$1,054.00	\$0.00
<b>GILEAD GRANT (50%ASST. PRIEST)</b>	\$12,000.00	\$0.00	\$0.00
<b>14340 Projected Endowment Earnings</b>			
<b>TOTAL 14300 MISC.</b>	\$187,006.25	\$166,337.22	<b>\$82,846.54</b>
<b>14400 ESTATE INCOME</b>			
<b>14410 ESTATES &amp; MEMORIALS</b>	\$6,000.00	\$8,074.00	\$6,000.00
<b>TOTAL 14400 ESTATE INCOME</b>	\$6,000.00	\$8,074.00	<b>\$6,000.00</b>
<b>TOTAL INCOME W/O DEFICIT DRAW</b>	\$345,150.00	\$303,872.70	<b>\$343,208.54</b>
<b>DEFICIT DRAW</b>	<b>\$95,716.25</b>	<b>\$95,700.00</b>	<b>\$99,875.22</b>
<b>TOTAL OPERATING INCOME</b>	\$440,866.25	\$399,572.70	<b>\$443,083.76</b>
<b>***Employee Retention Tax Credit</b>			\$72,289.95

WORSHIP & MUSIC		December 19, 2023		
Proposed 2024 Budget Page 2	EXPENSES - Music	2023 BUDGET	2023 11 Mos. Actual	2024 EXPENSE BUDGET
#16000 - Worship				
16010 Liturgical				
	16010 -Liturgical	\$1,500.00	\$1,629.34	\$1,700.00
	16011-Audio Operators	\$0.00	\$0.00	\$500.00
	16012-AV Operations	\$3,150.00	\$2,145.00	\$3,500.00
	16010 Liturgical Other	\$1,500.00	\$0.00	\$0.00
	<b>TOTAL 16010 LITURGICAL OTHER</b>	<b>\$6,150.00</b>	<b>\$3,774.34</b>	<b>\$5,700.00</b>
#16020 Music Instrumental				
	16030-Carillon Maintenance	\$0.00	\$0.00	\$0.00
	16040-Instrumentalists	\$0.00	\$0.00	\$0.00
	16050-Organ Substitutes	\$0.00	\$300.00	\$1,000.00
	-Carillon Substitutes	\$0.00	\$0.00	\$0.00
	16055-Organ Maintenance	\$1,000.00	\$0.00	\$3,000.00
	16060-Piano Maintenance	\$600.00	\$0.00	\$600.00
	<b>Total 16020 Music- Instruments</b>	<b>\$1,600.00</b>	<b>\$300.00</b>	<b>\$4,600.00</b>
16070-Music-Vocal				
	16080-Choir Section Leaders	\$7,700.00	\$11,910.00	\$15,660.00
	16081-Choral Scholars	\$0.00		Paid from #53035 ?
	16085-Guest Vocalists	\$0.00		\$0.00
	16086-Music Substitutes	\$1,500.00	\$860.00	\$0.00
	16091-Choir Robes	\$0.00		\$0.00
	16092-Music Miscellaneous	\$3,000.00	\$802.73	\$1,000.00
	<b>Total 16070-Music-Vocal</b>	<b>\$12,200.00</b>	<b>\$13,572.73</b>	<b>\$16,660.00</b>
<b>TOTAL 16000-WORSHIP &amp; MUSIC</b>		<b><u>\$19,950.00</u></b>	<b><u>\$17,647.07</u></b>	<b><u>\$26,960.00</u></b>
<b>TOTAL PAGE 2</b>				<b>\$26,960.00</b>



16100 Diocesan Ministry and Outreach Programs		December 19, 2023		
Proposed 2024 Budget Page 3	EXPENSES - Diocese	2023 BUDGET	'23 11 Mos. ACTUAL	2024 EXPENSE BUDGET
	16100-Community Outreach Programs (AMOS)	\$3,300.00		Paid from # 53030 Community Conversations
<b>16120-Diocesan Ministry</b>				
	16130-Diocesan Pledge	\$55,000.00	\$45,833.30	\$50,824.00
	16140-Diocesan Convention	\$2,000.00	\$0.00	\$2,000.00
	16150-Iowa Connections Subscription	\$1,013.00	\$498.43	\$1,013.00
	<b>16120 TOTAL DIOCESAN MINISTRY</b>	<b>\$61,313.00</b>	<b>\$46,331.73</b>	<b>\$53,837.00</b>
	16160-Dean's Discretionary Funds	\$0.00		\$1,200.00
	<b>Total 16120 Diocesan Ministry</b>	<b>\$64,613.00</b>	<b>\$46,331.73</b>	<b>\$55,037.00</b>
<b>TOTAL 16100 OUTREACH</b>		<b>\$64,613.00</b>	<b>\$46,331.73</b>	<b>\$55,037.00</b>
<b>16200-CHRISTIAN EDUCATION &amp; FORMATION</b>				
	16210-Adult Formation	\$500.00	\$67.03	\$200.00
	16220-Children/Youth Ministries	\$500.00	\$309.31	\$500.00
	16230-Nursery	\$0.00	\$0.00	
<b>TOTAL 16200 CHRISTIAN ED &amp; FORMATION</b>		<b>\$1,000.00</b>	<b>\$376.34</b>	<b>\$700.00</b>
<b>16300 PARISH LIFE</b>	16305-Stewardship Sunday	\$0.00	\$0.00	
	Hospitality/receptions	\$500.00	\$1,193.16	<b>\$1,500.00</b>
<b>Total 16300 Parish Life</b>		<b>\$66,113.00</b>	<b>\$47,901.23</b>	<b>\$57,237.00</b>
<b>TOTAL PAGE 3</b>				<b>\$57,237.00</b>

BUILDING, GROUNDS & STEWARDSHIP		December 19, 2023		
Proposed 2024 Budget Page 4	EXPENSES- Buildings/Grounds	2023 BUDGET	'23 11 Mos. ACTUAL	2024 EXPENSE BUDGET
<b>16400-STEWARDSHIP</b>				
<b>16410-BUILDINGS &amp; GROUNDS</b>				
	16420 Building Maintenance	\$10,000.00	\$7,182.07	\$8,500.00
	16430 Property Ins.	\$26,500.00	\$19,596.00	\$30,569.76
	<b>TOTAL 6410 BUILDINGS &amp; GROUNDS</b>	\$36,500.00	\$26,778.07	<b>\$39,069.76</b>
<b>16470-COMMUNICATIONS</b>				
	16470 ADVERTISING & PROMOTION	\$500.00	\$0.00	\$2,200.00
	<b>TOTAL 16470 COMM.</b>	\$550.00	\$0.00	<b>\$2,200.00</b>
<b>16490-CONTRACT SERVICES</b>				
			\$500.00	
	16500 Audit Fee	\$900.00	\$327.45	\$500.00
	16510 HVAC Maintenance	\$6,500.00	\$5,585.00	\$6,500.00
	16520 Finance/ Bookkeeping	\$12,000.00	\$14,594.32	\$11,400.00
	16530 Refuse Removal	\$3,000.00	\$3,474.43	\$3000.00
	16531 Building Cleaning Service	\$0.00	\$0.00	\$0.00
	16533 Snow Contract	\$6,000.00	\$9,048.75	\$6,000.00
	16532-Building Supplies	\$0.00		\$1,000.00
	16540 Security System	\$1,128.00	\$1,396.14	\$2,000.00
	<b>TOTAL 16490 CONTRACT SERVICES</b>	<b>\$34,528.00</b>	\$34,426.09	<b>\$30,400.00</b>
<b>16550-UTILITIES</b>				
	16560-Gas/Electric	\$20,400.00	\$19,802.00	\$22,000.00
	16570-Telephone/ DSL	\$7,300.00	\$6,707.70	\$6,500.00
	16580-Water	\$3,800.00	\$4,130.16	\$4,700.00
	<b>TOTAL 16550 UTILITIES</b>	<b>\$31,500.00</b>	\$30,639.86	<b>\$33,200.00</b>
<b>16400 TOTAL STEWARDSHIP</b>		<b>\$31,500.00</b>	<b>\$92,095.41</b>	<b>\$33,200.00</b>
<b>TOTAL PAGE 4</b>		<b>\$103,078.00</b>	<b>\$153,299.57</b>	<b>\$104,869.76</b>

16600 PERSONNEL & ADMINISTRATIVE		December 19, 2023		
Proposed 2024 Budget Page 5	EXPENSES-Personnel	2023 BUDGET	'23 11 Mos. ACTUAL	2024 EXPENSE BUDGET
<b>16640-Clergy Expense</b>				
	16661 Dean Continuing Ed.	\$250.00	\$250.00	\$500.00
	16663-Staff Continuing Ed.	\$500.00	\$15.19	\$250.00
	16664-Dean's Expense Account	\$1,000.00	\$932.83	\$1,000.00
	16666-Honorarium Visiting Priest	\$100.00	\$0.00	\$0.00
	16665-Supply Clergy	\$1,600.00	\$737.32	\$500.00
	<b>16140 TOTAL CLERGY EXPENSE</b>	<b>\$3,450.00</b>	<b>\$1,935.34</b>	<b>\$2,250.00</b>
	66000 Payroll Expenses		\$5,583.72	\$0.00
<b>16670-COMPENSATION</b>				
	16680-Dean's Salary	\$49,522.40	\$45,335.36	\$75,250.00
	16681-Dean's Housing	\$24,637.60	\$21,926.74	
	Deacon's Stipend		\$0.00	\$300.00
	16740- Organist/Choir Master Salary	\$36,122.10	\$31,226.11	\$37,200.00
	16741-Assist Choir Master Salary	\$0.00	PAID FROM CATHEDRAL ARTS & ROBIN JENEARY	
	16751 Executive Asst. Salary	\$30,127.50	\$29,365.41	\$31,044.00
	16761-Sexton	\$17,160.00	\$16,881.39	\$17,675.00
	16720 Finance Specialist	\$13,390.00	\$12,997.82	\$13,800.00
	16722 IT Specialist	\$0.00		\$5,000.00
	16764 Priest Stipend	\$1,200.00	\$1,200.00	\$1,200.00
	TOTAL 16670 COMPENSATION	\$172,159.60	\$158,932.83	<b>\$181,469.00</b>
<b>16770-GENERAL OFFICE EXPENSE</b>				
	16780-Copying & Printing	\$500.00	\$298.74	\$500.00
	16785- Dues & Subscriptions	\$2,400.00	\$3,503.61	\$3,500.00
	16790 Office Machine Maintenance	\$200.00	\$0.00	\$200.00
	16795 Printing Lease & Overages	\$7,000.00	\$7,187.76	\$7,000.00
	16800-Office Supplies	\$2,500.00	\$3,452.99	\$4,000.00
	16805-Janitorial Supplies	\$750.00	\$1,050.80	\$700.00
	16810-Postage	\$300.00	\$924.58	\$1,000.00
	TOTAL 16770 GEN.OFF.	<b>\$13,650.00</b>	<b>\$16,418.48</b>	<b>\$16,900.00</b>
<b>Total Personnel &amp; Admin.</b>		\$189,259.60	\$177,286.65	\$200,619.00
<b>PAGE 5 TOTAL</b>		<b>\$190,585.10</b>	<b>\$143,125.36</b>	<b>\$200,619.00</b>

INSURANCE/ANNUITY/ PENSIONS	Expenses	December 19, 2023		
		2023 Budget	2023 11 Mos. Actual	2024 EXPENSE Budget
Proposed 2024 Budget Page 6				
	16831 Dean's Health Ins	\$25,872.00	\$20,080.00	\$25,872.00
	16860 Dean's Pension	\$11,520.00	\$12,071.85	\$13,545.00
	16863 Dean's Life Insurance	\$235.20		Included
	16876 Dean's HSA	\$1,506.00	\$1,404.00	\$1,400.00
	Dean's Telephone			\$960.00
	16880 Executive Assistant's Pension	\$2,258.00	\$1,478.18	\$1,600.00
	<b>16820 Total Insurance, Annuity /Pension</b>	<b>\$41,391.20</b>	<b>\$35,034.03</b>	<b>\$43,377.00</b>
<b>16890 Personnel &amp; Administration</b>				
	16890 Employer SS & MHI	\$6,000.00	\$7,472.77	\$8,188.00
	16920 Workers Compensation	\$1,750.00	\$1,375.00	\$1,833.00
	TOTAL 16890 PERS. & ADMIN.	<b>\$7,750.00</b>	<b>\$8,847.77</b>	<b>\$10,021.00</b>
<b>TOTAL 16600 INS &amp; ADMIN.</b>		<b>\$49,141.20</b>	\$43,881.80	<b>\$53,398.00</b>
<b>SUMMARY:</b>				
<b>TOTAL PAGE 2</b>		\$19,950.00	\$13,901.85	<b>\$26,960.00</b>
<b>TOTAL PAGE 3</b>		\$66,113.00	\$50,969.51	<b>\$57,237.00</b>
<b>TOTAL PAGE 4</b>		\$103,078.00	\$84,116.23	<b>\$104,869.76</b>
<b>TOTAL PAGE 5</b>		\$190,585.10	\$200,619.00	<b>\$200,619.00</b>
<b>TOTAL PAGE 6</b>		\$49,141.20	\$43,881.80	<b>\$53,398.00</b>
<b>TOTAL EXPENSES FROM BUDGET</b>		<b><u>\$438,866.25</u></b>	<b>\$393,488.39</b>	<b><u>\$443,083.76</u></b>
	<b>TOTAL INCOME W/O DEFICIT DRAW</b>	<b>\$343,150.00</b>		<b>\$343,208.54</b>
		<b>\$95,716.25</b>		<b>\$99,875.22</b>
<b>TOTAL INCOME</b>		<b><u>\$438,866.25</u></b>		<b><u>\$443,083.76</u></b>

## Altar Guild

Report for 2023



The Altar Guild provides valuable services to support the liturgical ministries of St. Paul. We do this through various activities, including setting up for Eucharist each Sunday, preparing the communion kits for the Lay Eucharistic Visitors,

setting the hymn boards, marking the readings, and cleaning up after services. We care for and replace the linens used at the services, and care for the Eucharistic vessels.

The Altar Guild also provides a wedding coordinator for weddings, and receptions after funerals, in addition to preparing the sanctuary for those services.

The Altar Guild financially supports the church by purchasing the flowers and decorations for Christmas, Palm Sunday and Easter, purchasing the linens used in services, and purchasing liturgical items such as frontals, chasubles, candle lighters, and other items as needed. We also cover the costs of repairs to liturgical items.

The Altar Guild assisted four funerals 2023.

We made some decisions about Christmas decorations this year, paring down the items used. The biggest change was

eliminating the window boards used for votive candles. With the concerns about fire hazards, it was determined that we would no longer use those boards. We also have stopped hanging greens around the chancel rail and reredos. The Christmas items are now stored in a closet in the Guild Hall, making retrieving them for decorating much easier.

The Altar Guild receives no money from the church budget. Our source of funds is from your donations for Christmas and Easter flowers, weddings, memorial gifts, and donations for funeral receptions. You may have noticed that the number of flowers for Christmas and Easter are fewer. This is because we have lost money every year since Easter, 2020. It is difficult to estimate the amount of funds we will receive, and the orders need to be placed well in advance of the in-gathering. So while we have reduced the size of the orders, these reductions have not made up for the lack of donations. Sadly, if we do not see an increase in flower donations soon, we will have to work with the Chapter to find an alternative way to provide these lovely enhancements to the services.

We are also very few in number presently; if you feel called to be a part of this ministry, we'd love to have you join us. The time commitment for Sunday service is quite low--at most 30 minutes once a month. Please feel free to contact me if you'd like more information.

*Phyllis Blood Melton,  
Directress*

## Communications Committee



The Communication Committee at St. Paul's Cathedral plays a pivotal role in effectively sharing the Cathedral's mission and vision both internally and

externally. Throughout the course of 2023, the committee has been dedicated to crafting content tailored for the Cathedral's social media platforms, website, postcards, posters, and eNews, ensuring the community stays well-informed about upcoming events and activities. Our bi-monthly newsletter, *The Journey*, offers longer reads and is accessible on the Cathedral's website.

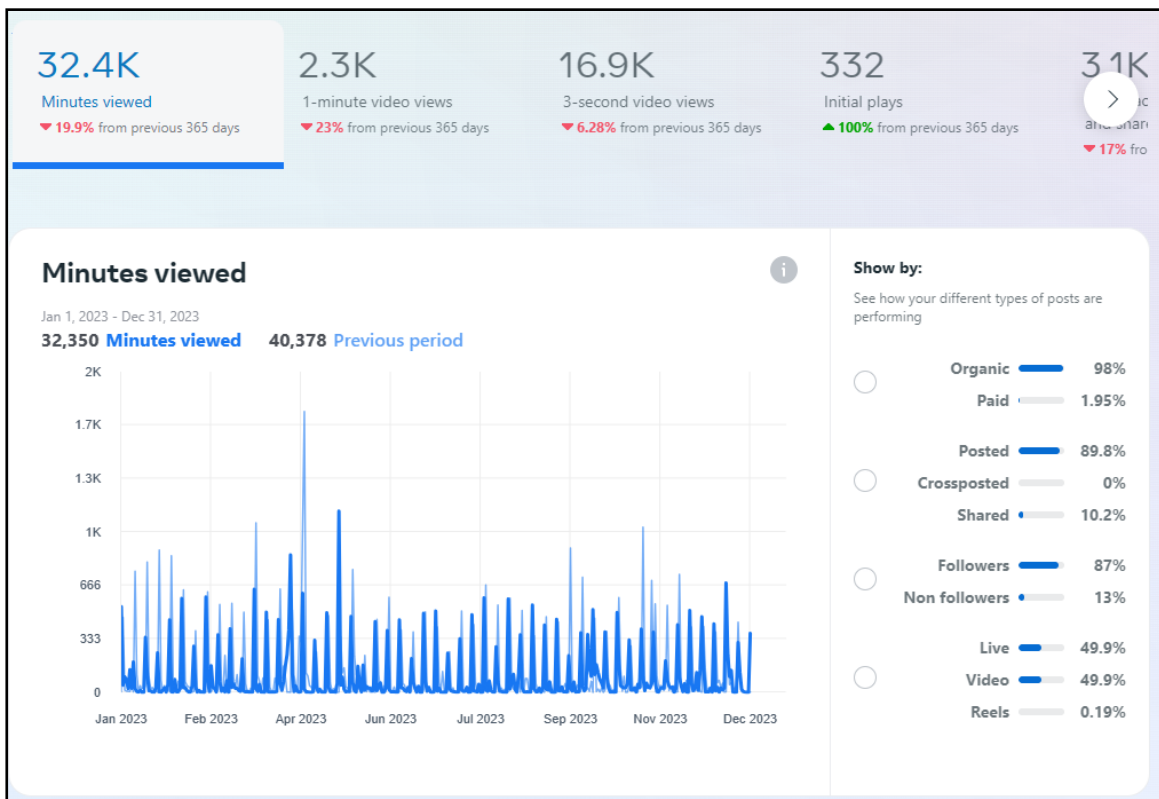
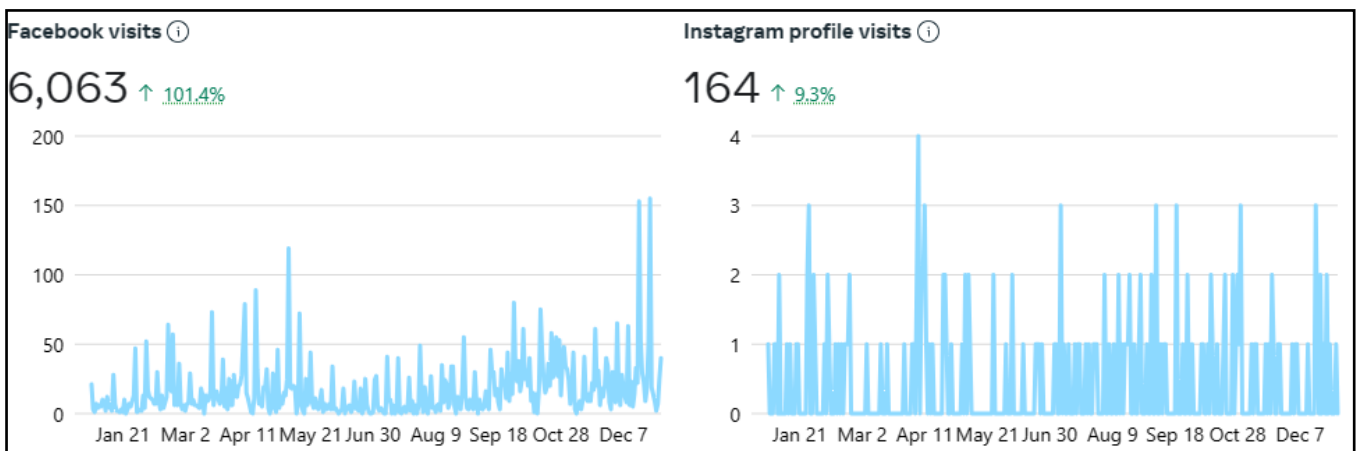
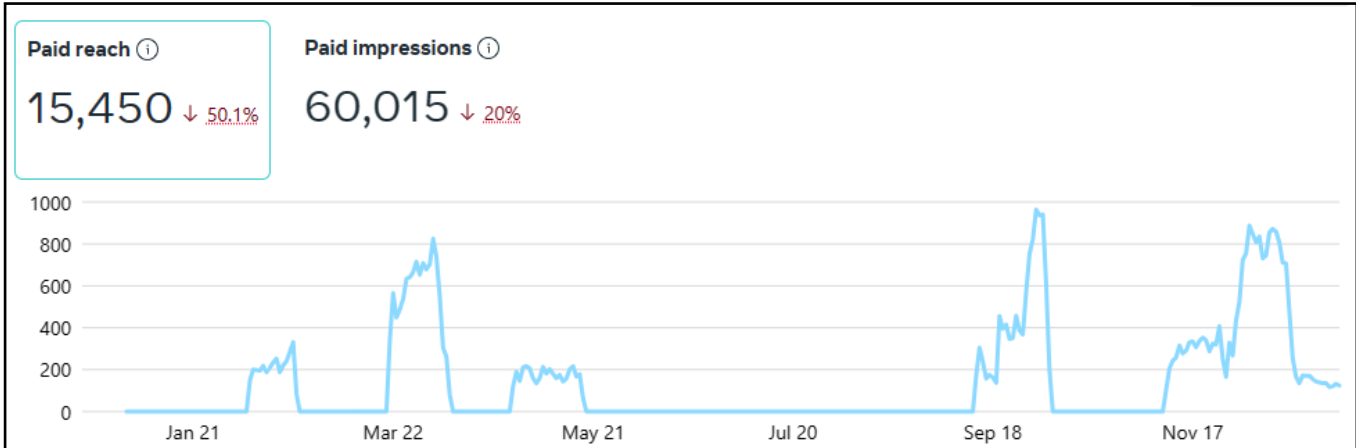
Notably, strategic investments have been made in utilizing Facebook Ads to promote various Cathedral events within

the local community. This targeted approach has proven to be instrumental in reaching a wider audience and fostering community engagement.

Thank you to all those who contribute to this vital ministry. Your efforts play a crucial role in amplifying the impact of St. Paul's Cathedral Communications. If you possess writing or design skills and have an interest in contributing to this dynamic team to further enhance our communication initiatives, we encourage you to connect with Amma Nicola ([dean@stpaulsdm.org](mailto:dean@stpaulsdm.org)) or Nathan Brown ([nathan.brown2111@gmail.com](mailto:nathan.brown2111@gmail.com)). Your participation will undoubtedly contribute to the continued success of St. Paul's Cathedral in effectively sharing its message with the broader community.

*Submitted by Nathan Brown*

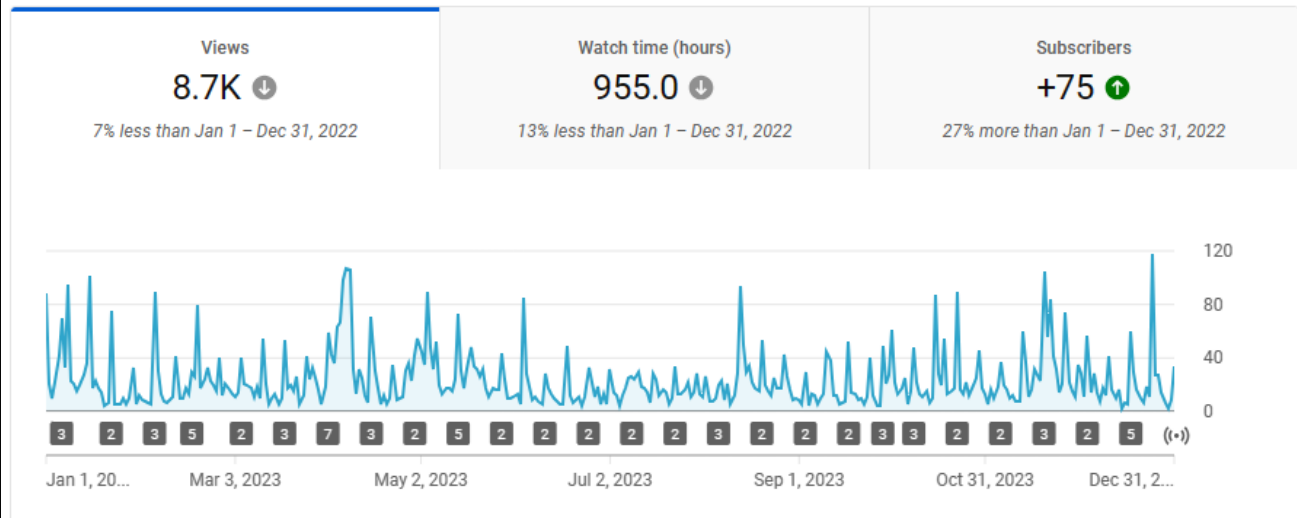
## Facebook Statistics





Youtube Statistics

## Your videos got 8,713 views in 2023






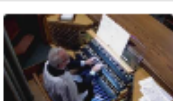



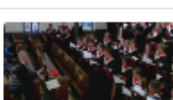


### Top live streams

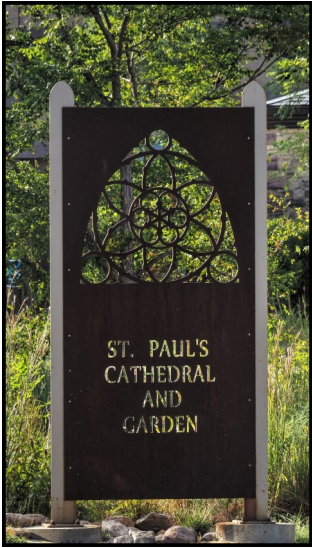
Views · 2023

	Eucharist 4/23/23	262
	Organ Concert With Choral Evensong	254
	Installation of The Very Reverend Nicola D...	194
	Eucharist 8/6/23	187
	Choral Evensong	159

## Youtube Statistics

Your top content in this period			
Content		Average view duration	Views
1	 <p>Now Thank We All Our God by Sigfrid Karg-Elert. Nov 20, 2016</p>	1:23 (38.8%)	1,787
2	 <p>Eucharist 4/23/23 Apr 23, 2023</p>	2:38 (3.6%)	262
3	 <p>Organ Concert With Choral Evensong Nov 20, 2023</p>	3:24 (4.3%)	254
4	 <p>Installation of The Very Reverend Nicola Dance as the Fifth Dean Sep 29, 2023</p>	7:37 (6.8%)	194
5	 <p>Eucharist 8/6/23 Aug 6, 2023</p>	3:28 (5.0%)	187
6	 <p>Choral Evensong Oct 16, 2023</p>	4:41 (5.7%)	159
7	 <p>Choral Evensong Feb 20, 2023</p>	4:14 (8.0%)	156
8	 <p>The Great Easter Vigil Apr 8, 2023</p>	7:53 (6.0%)	145
9	 <p>God Be In My Head by Herbert Howells Oct 4, 2016</p>	0:37 (50.7%)	141
10	 <p>Central College A Cappella Pre-Tour Concert May 15, 2023</p>	4:30 (6.0%)	125

## St. Paul's Gardens and Grounds



Nine individuals responded to last summer's census, indicating an interest in St. Paul's gardens and grounds. In addition, Susie and Ken Messer contributed a large purple smokebush cotinus and four dwarf burning bush euonymus for the bed between 9th Street and the rain garden. Ken, himself a daylily breeder, planted several cultivars along the labyrinth and the Youth Group on a May morning set out several

hundred transplants of wild flowers for the rain garden.

After much study I have concluded that the rain garden can be an example of **rewilding**, coincidentally the hottest thing in garden design. While "native" plants were indicated at the outset, all plants are in fact "native" somewhere. In fact it is the Bascom rain garden and Cathleen herself set an example by planting *Narcissus poeticus*, the poet's narcissus, from France and Greece. Aside from spring beauty this daffodil relative doesn't require irrigation in times of dry weather--the keynote of **Xeriscaping**. Finally, in the rain garden itself I foresee the planting of seasonal flowers

in drifts rather than one here, one there. This style is typified by Iowa's own Kelly Norris with his **new naturalism** that scored a hit last summer around Blank Performing Arts Center in Indianola, home of Des Moines Metro Opera.

Vicki Ingham, having served as faithful volunteer gardener in the rain garden for at least ten years, has retired. Last year it gave me hope for the future to see volunteers Mary Whisenand and Erin Littlewood weeding and evicting poison ivy. In addition, Erin planted six different cultivars of daffodils in the front English garden and we are testing a new miniature Petite Knock Out rose, which grows about knee high and blooms profusely all season in a glowing red that matches the color of St. Paul's doors.

We also have about a dozen large containers that mark entrances and I take care of these. The services of Justin Trevillyan have been engaged for the early spring heavy-duty clean up and cutting back of the rain garden. I invite you to help with the gardening, either by yourself or with others--depending on what suits your mood and personality. All I ask is that whatever you do in the St. Paul's gardens, from litter picking up to weeding, is to remember always the goal is to show **We Care**.

*Submitted by Elvin McDonald*

