

Christ Church Cathedral

Growing together in faith, hope, and love.

2022

ANNUAL REPORT



Annual Meeting
February 20, 2022

Rebuild. Reimagine. Reengage.

AGENDA

1. Call to Order – Welcome.....Dean Owen Thompson
2. Opening Prayer for the Cathedral from Bishop Wayne Smith.....read by Dean Owen Thompson
3. Recognition of Secretary
4. Recognition of 2021 Nominating Committee
5. Election Update*
 - * Should a second vote be required:
 - Announcement of Second Vote.....Dean Owen Thompson
 - Explanation of Voting.....Sarah Hartwig
 - Explanation of Code of Regulations Change.....Michael Henrickson
6. Treasurer’s Report.....John Gillespie
7. Trustees’ Report.....Steve Gerdsen
 - Budget Recap for 2021
 - Pledge Updates
 - Presentation of 2022 Budget
8. Next Century Vision Update.....Dianne Ebbs, Tom Kent
9. Senior Warden’s Address.....Michael Henrickson
10. Appreciation to Outgoing Vestry.....Michael Henrickson, Dean Owen Thompson
11. Commissioning of Congregation, Incoming Vestry.....Michael Henrickson, Dean Owen Thompson
12. Closing Prayer and Hymn

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CHRIST CHURCH CATHEDRAL 2022 ANNUAL MEETING INFORMATION

As the Body of Christ in the world, we are called and charged with proclaiming the Good News of God in Christ in words and deeds; serving our world in the name of God by feeding the hungry, clothing the naked, striving for justice and peace; in other words, preparing for the coming of Christ and his glorious kingdom. In like manner, we are to gather in worship and fellowship where we in turn are fed and nourished through the sacraments and are guided and sustained through the Holy Spirit and through the Holy Word. To do all of this effectively, and above all faithfully, it is imperative that we do this together, with each of us bringing our gifts and skills and our experiences with the Holy to be used for God's glory. Thus, in addition to our weekly worship and fellowship, we meet annually in accordance with canon law of the Episcopal Church to discuss the state of our ministry and mission, to share our ideas, to renew our commitment, and to charter new paths forward in the spirit and love of God.

Why We Meet

- According to canon law of the Episcopal Church and the by-laws of Christ Church Cathedral, the cathedral must hold an annual meeting to discuss the business of the church or state of the cathedral, as well as to elect new persons to serve on the vestry and in other official roles.
- The annual meeting provides the cathedral community a wonderful opportunity to gather in fellowship and talk and learn about cathedral affairs, mission, vision, ministry, etc. It is also a time for members of the cathedral to ask questions and to share their concerns and hopes. There will be time dedicated for a question-and-answer session at this meeting.
- The meeting will consist of the dean's address (to take place during the worship service) and reports from the wardens, treasurer, and other selected committees/ministries. These reports are designed to provide an informative overview of our previous year, and should also touch on the future (i.e., projects, ministries, challenges, etc.). The 2021 annual meeting report will be available in its entirety on the cathedral website at cincinnati.cathedral.com/twenty-twenty-two-annual-meeting prior to the meeting.

Appointments/Elections

- In accordance with canon law of the Episcopal Church and the by-laws of Christ Church Cathedral, each year the cathedral is to choose members from within the congregation to serve on the vestry and in other official roles.
- In accordance with canon law and cathedral by-laws, voter eligibility is based on the following criteria:
 1. Person must be 16 years of age.
 2. Communicant in good standing (baptized, contributing member).

If a Member in Good Standing Has Not Received Voting Credentials

- Voting credentials are emailed. If you do not receive voting credentials, check to make sure that your voter credentials were not delivered to your spam/junk folders.

- If you still do not have emailed credentials, contact our director of communications, Sarah Hartwig, at sbhartwig@cccath.org or at 513.842.2053.
- If your name was not on email credential list, it is possible you did not fill out a pledge card. Pledge cards serve as “voter registration cards.” Each member of a pledging household should be sure to put their name on a pledge card. Please note that family members residing at a different address must fill out separate pledge cards. Voting is based on registered pledges and not by familial association.

How Are the Candidates Determined?

- The nominating committee shall consist of seven members, who shall be elected or appointed in the following manner: four members shall be elected by the congregation at annual meetings; two members shall be appointed by the dean of the cathedral; and one member shall be appointed by the trustees of the endowment funds. The dean and the trustees shall make their appointments to the nominating committee within one week of the annual meeting.
- The nominating committee is charged with putting forth names of individuals from the congregation who have exhibited a steadfast commitment and faithfulness to God and to Christ Church Cathedral during the course of their membership, and in accordance with canon law are Episcopalian and communicants in good standing, and who have belonged to the cathedral for at least one year. Nominees are approached about the expectations of their official capacity if elected. This may include a conversation with the dean. If the nominees agree to run, and the dean’s office determines their eligibility, their names are added to the slate of candidates.
- Once elected to serve on vestry, new members are required to attend the monthly vestry meeting (scheduled for the second Wednesday of every month), any emergency meetings that may require vestry action, as well as an annual vestry retreat. New vestry members will also have a period of orientation to acclimate to their new role and will then serve on an assigned (or chosen) commission as a liaison.
- Other newly elected leaders are to fulfill their roles as required.

How Candidates Are Elected

- To be elected to office, a candidate must receive a plurality of the votes cast and not less than one-third of such votes cast. Each voter should vote for the correct number of candidates as presented on the ballot. In the event there is not a plurality, a second vote will take place.

A Note from Your Dean

The annual meeting is about fellowship, and the elections are about choosing dedicated and faithful individuals to serve the best interests of the cathedral. Therefore, as we proceed, may we as a cathedral do so keeping ever before us the love of God and the mission of our cathedral, *“To live the way of Jesus...”*

This information is designed to assist you with a better understanding of the purpose and format of the cathedral’s annual meeting and elections. In the event that you have any questions or concerns, please feel free to contact Carine de Lange, chief operations officer, at cdelange@cccath.org.

BISHOP'S GREETING

February 6, 2022

Dear People of Christ Church Cathedral:

Grace to you, and peace, from God our Father and the Lord Jesus Christ.

I send my warm greetings to you on the occasion of your annual meeting, trusting that in gathering, you might be drawn more closely together in the Body of Christ, and collaborate in the power of the Spirit for the sake of God's mission in this broken world.

I am mindful of the cathedral as a home base for our diocese and grateful for the signs of hospitality that you have shown me since my arrival six months ago. Dean Owen Thompson is the right partner at the right time, as we pray and work together in this place. He is both friend and colleague in the ministry which God entrusts to us.

Although I am a brief sojourner in the Diocese of Southern Ohio, I am richly blessed to be here during a season of transition. Know that you are in my prayers.

In Christ,

George Wayne Smith
Bishop Provisional
Episcopal Diocese of Southern Ohio

REPORT FROM THE WARDENS

Michael Henrickson, Senior Warden | Mary Grover, Junior Warden

Despite persistent challenges associated with pandemic conditions, there have been commendable highlights for our beloved cathedral community during the past year.

The last project of the Third Century Vision, the new nave organ built by Richards, Fowkes & Co., completed its voicing in 2021. We are enjoying this magnificent instrument that serves for uplifting worship and concerts for our community, as well as being a magnet for organ scholars.

The vestry continued careful budgetary oversight for our many projects and objectives. The prevailing effort during 2021 was to limit spending in preparation for the arrival of our new dean. By December, Dean Thompson's energetic vision led to the vestry's approval of a growth-focused budget for 2022.

An enduring and gratifying aspect of vestry service encompasses witness to the maturation of candidates for the ordination process. Candidates' exploratory questions and reflection determine, in part, endorsement for their next steps with the Diocesan Committee on Ministry. We are currently blessed to be involved in review of two cathedral members pursuing ordination to the priesthood who are currently attending seminary. They are Dan Carlson (third year) and Martha Camele (second year). In September, cathedral congregant Greg Williams advanced in his process as a postulant for the priesthood. These three cathedral-sponsored candidates provide interim updates to the vestry. The Holy Spirit is surely working in our midst to stir a deep desire in certain congregants for the ordained ministry. Pray for the strength of those discerning this call.

By late-May 2021, our highly committed and effective Dean Search Committee called the Rev. Owen Thompson as the finalist, leading to a series of steps that completed this process on our desired schedule. We celebrate the wonderful cohesion of our search committee members, especially the bonds they forged together as representatives of many facets of the cathedral community. We bid a heartfelt, appreciative goodbye to Interim Dean Jason Leo in July. He served our congregation with enthusiasm and during exceptionally difficult and ever-shifting circumstances. After joining us in September and following his institution on November 21, we are richly blessed to have the Very Rev. Owen C. Thompson as the fourth dean of Christ Church Cathedral.

The Next Century Vision (NCV) Strategic Planning Team's five subcommittees are working on implementing the five NCV goals. Presentations during spring 2021 by the Affordable Housing Equity Fund's team informed the congregation, generating constructive debate regarding its proposal to pledge \$10M from the General Endowment Fund to serve as a loan pool seed money for the purpose of supporting the development of affordable housing in the City of Cincinnati and Hamilton County. This request for a cathedral investment is, as such, our trustees' decision.

The vestry emphasized congregational health as its top priority this year, generating two surveys. Launched in June, the first survey focused on updating congregational demographics following our prolonged separation during the pandemic. It included a needs evaluation, then awareness, applicability, and prioritization of NCV goals. The results indicated 14% of those responding felt their needs were not being met, 48% were aware and 42% somewhat aware of the NCV goals. Seventy-one percent felt these goals were still applicable, and 41% were interested in becoming involved with NCV work. The top two ranked goals were our people and our spirituality. Based on this vital input, the vestry concluded the health and healing of our congregation must be the top priority. Conducted by vestry member interviews of a sampling of 20% of congregants (with online submission available for anyone), our second survey focused on an "in-reach" initiative while Dean Thompson settled into his new role. Congregants indicated

a strong desire for community, fellowship, and opportunities for spiritual growth. Along with the NCV, results of these congregational surveys will guide our cathedral's mission, goals, programming, and engagement in the coming year. We want to engender an abiding sense of stewardship (time, treasure, and talent) throughout the year for our congregation.

Your clergy and lay leaders will continue to focus on congregational health in 2022 as we regather and recover during the lingering years of pandemic. We will emerge from this crisis. As Dean Thompson reminds us, "light will overcome the darkness". As the congregation lights its fire again, your leaders will guide re-engagement and delivery of the cathedral's mission in its great tradition of service. We celebrate the faithful remnant for whom we are deeply grateful; you have carried us through the past two years. Your wardens remain indebted to all who contribute as we hold enduring attention on our collective purposes of love and healing as the hands of Christ in an anxious world.

REPORT FROM THE DEAN

The Very Rev. Owen C. Thompson

We who are the body of Christ in the world can lead and point the way forward.

“Almighty and ever-living God, ruler of all things in heaven and earth, hear our prayers for this parish family. Strengthen the faithful, arouse the careless, and restore the penitent. Grant us all things necessary for our common life and bring us all to be of one heart and mind within your holy Church, through Jesus Christ our Lord. Amen.”

Grace and peace be with you my siblings in Christ. I greet you this day in the name of Jesus Christ our Lord, in whom we live and move and have our being. I cannot tell you what a joy, honor, and privilege it is to be both your dean and fellow disciple. Indeed, I give God thanks not only for the call to serve you, but also to serve with you, as together we strive in words and deeds to be builders for the beloved community, the Kingdom of God in Cincinnati, and in the larger world.

Let me begin my address by acknowledging and thanking Michael Henrickson and Mary Grover, our wardens, as well as the members of our vestry, whose faithful leadership, patient endurance, discernment, and commitment have helped to shepherd this cathedral forward through challenging and difficult times. In that same spirit, I would like to thank the cathedral staff, who deserve our deep gratitude. I have had the privilege of knowing and working with them for a more than half a year now, and they have proven to be extraordinary individuals who are deeply committed to this cathedral and our mission. I would also like to thank all of you for your time, resources, and gifts. Thank you for stepping up and for showing up. Thank you for staying connected and engaged in our common life, ministry, and witness. Thank you for supporting, nurturing, and sustaining this cathedral community with your faith and with your love. And I would be remiss if I did not offer my thanks to the Rev. Jason Leo, who kept our cathedral on track as it went through the exciting, daunting, and taxing exercise of calling a new dean during a pandemic.

Well done good and faithful servants. Well done!

It is customary when a priest begins a call to a new church that he or she spend the first year listening and learning, and occasionally making some gradual changes here and there. During of my tenure thus far, I have listened, and I have learned a great deal. I have been encouraged by the stories that many of you have shared. It is evident that you love this place, each other, and God in Christ Jesus. There is a desire and hunger to grow and serve as a cathedral, and a desire to meet the growing needs of God’s people in this community and beyond, as well as to address those issues that corrupt and destroy the creatures of God (i.e., poverty, inequity, gun violence, systemic racism). At the same time, there is understandably concern and anxiety around the lasting impact of the pandemic as far as membership, attendance, and participation in the life of our parish. There is also concern about our aging congregation, the absence of children and families, and a fear that our cathedral will not be what it once was.

Indeed, Christ Church Cathedral for quite some time now has been undergoing a great transition. The Church itself has been pushed to margins in the face of increasing cultural secularization and the rise of the “NONEs” (non-religiously affiliated). Average Sunday attendance has declined nationally. Parishes are aging and giving is down. In dioceses throughout The Episcopal Church, churches have closed, and full-time clergy are becoming a rarity. Some parishes do not have any clergy at all. All of this has been further exacerbated by the pandemic, which at the outset halted in-person worship and a host of other church related activities/ministries. When we resumed in-person worship, some people had grown accustomed to worshipping at home or fallen into the habit of doing other things on Sundays. And this has left many of us feeling like strangers in an increasingly strange land, a people in exile wandering in wilderness.

The fact is, as a civilization, a nation, and as a church, we are at a crossroads. Our planet can no longer sustain a civilization that is based on the constant consumption of its natural resources and the burning of carbon-based fuels. We can no longer continue to pollute our oceans, rivers, and streams and befoul our air. As we saw from the streets of Charlottesville to steps of the nation's capital, we are a nation and people divided by so called race and class. Systemic racism is the great sin and the greatest threat to our national survival. As Martin Luther King Jr. said, "We either learn to live together as brothers, or we will perish together as fools." In that same spirit, the gap between the rich and poor continues to grow wider and wider, creating seemingly irreparable tears in the nation's social fabric, as now close to 44 million of our fellow citizens live in poverty.

In short, our world is broken. We have become detached from each other, from the world itself, and from God. And contrary to popular belief, the fix lies not in more of the status quo or going back to "normal." It is normal that has brought us to this current precipice, and what we need is a new paradigm, one beyond me and mine and us vs. them. The old normal is not what God intended. And as I believe that God is doing, calling, and inviting us to something new (God's normal), we who are the body of Christ in the world can lead and point the way forward to a new creation, a new way of living and being in the world.

To be true to our identity as the Church and as Christians, we need to pivot ourselves away from the safe, comfortable, and familiar, and embrace and follow where the Holy Spirit is leading. Our role, purpose, and mission has never been clearer and more desperately needed. And let me be clear: I am not talking about safe, Sunday-only-Church, a church that is separate from the people and focused inwardly rather than outwardly. No. I am talking the living, breathing, body of Christ that exists to bear that prophetic witness, that exists to reconcile, heal, liberate, and serve. This is the Church that exists for moments such as these. Like Micah, Amos, Isaiah, Jeremiah, those prophets of old, the Church must raise its voice, make its presence known, and bear witness to the way, will, and love of God in Jesus Christ.

So, you may be asking what does that look in real, measurable ways? Well, as we go forward in this new chapter in the cathedral's life, ministry, and witness, I have chosen to focus primarily on three areas that I believe will allow us to respond to God's call with clarity and conviction, meet the needs of God's people, and strengthen our faith and connection to one another. As a cathedral, I believe we need to focus our attention on the following areas: rebuilding, reimagining, and reengaging.

Rebuilding

There are quite few areas that we need to rebuild at the cathedral—programmatically, missionally, and physically.

- On the programmatic side, we need to rebuild our formational infrastructure that focuses on discipleship and fellowship. Sub-Dean Paul Williams and I have been working on providing more opportunities for our members to learn and grow in faith. This past Advent we held gatherings on Wednesday evenings, which focused on bringing people together for worship, fellowship, and fun. From the responses of those in attendance, it was just what we needed during these challenging times. Going forward we have designated Wednesday evenings as the time when such offerings for fellowship and formation will take place.
- Last year, a cathedral communications audit was completed. The audit identified areas for improvement in our communications systems. Sarah Hartwig has done an amazing job trying to manage our complex communications networks in the face of immense pressures. And in keeping with the recommendations of the audit, and with Sarah's input, we are rebuilding our communications department. We are hiring a chief communications director who will help the cathedral tell our story both internally and externally and keep us all connected in new and exciting ways.

- If the church is to have a future, if the story of God’s salvation in Jesus Christ is to be passed on and told by new generations, we need to rebuild our family and children’s ministries and programs. The good news is that with the earlier hiring of Megan Suttman and now Melissa Vath, strides are being made to provide opportunities for children and families here at the cathedral to grow in the knowledge and love of God. Melissa Vath, who is starting her position as family and youth program director, will work primarily with middle school and high school aged youth. She, along with Megan, will greatly add to this ministry.
- As you know the cathedral has a 200-year history of serving the community. In keeping with that tradition and with our mission, we will be bringing on a new canon missionary, the Rev. Brian Blayer, who will be starting at the cathedral this July. Fr. Brian is an “outside of the box” priest, who will help build bridges between the community and the cathedral, allowing us to continue to make Christ’s love known in Cincinnati and beyond.
- As many of you have seen we are making small changes to our physical facility. We painted the doors red, erected flag poles out front, placed new banners on the corner of Fourth and Sycamore, created a lounge for the staff on the third floor, and have plans to repave the front entrance way of the Church to be more welcoming and visually appealing.
- We are renovating the locker rooms on the fifth floor so that we can offer showers to those who are in need, as well as provide additional space as needed when we resume the Interfaith Hospitality Network program.
- We are planning on reorganizing the physical space of the library to include a welcoming place for hosting forums and social gatherings.
- We are looking at converting one of the rooms on the third floor into a media studio, and another into a yoga and meditation studio. The former café and staff lounge on the first floor will be re-opened as a shop offering religious and spiritual themed goods, with proceeds going to support our outreach ministries. This latter effort will provide volunteer opportunities for our members.

Reimagining

For the cathedral to continue its mission, and to grow and meet God’s people where they are, we need to be creative, discerning, and prayerful as we explore new ways, new avenues of being the Church. I believe that the following steps will set us on that path:

- I would like to see the cathedral transformed into a center for spiritual growth and development for the other six days of the week. I do believe that people are hungry and searching for more, for deeper connections, meaning, and purpose. Thus, I want to repurpose our spaces so that our members, as well as people in the community and throughout the diocese, can come for retreats, seminars, lectures, art making, music, poetry readings, yoga, meditation, boxing, basketball, massage therapy, nutritional awareness, senior programming, parish retreats, grief counseling, along with worship and outreach ministries and projects. I believe our new canon missionary will be extremely helpfully in these efforts.
- I envision the cathedral being the gathering place where we meet with community leaders and activists to plan and implement programs and ministries that address the most pressing issues facing our community, namely gun violence prevention, affordable housing, climate change, health care justice, depression, addiction, economic injustice, and systemic racism.
- I am also looking forward to establishing collaborative relationships with local institutions and organizations, such as ArtWorks, the Greater Cincinnati Foundation, PNC Bank, the Union of Black Episcopalians, and The National Underground Railroad Freedom Center, to explore ways to better address the needs and challenges in the community, as well as provide more opportunities for those on the margins.

Reengaging

In the first few months after my arrival, I had heard from number of people who felt that the cathedral was disconnected from the rest of the diocese. I had also heard that some members of the African American Episcopal community felt estranged from the cathedral as well. As such, I am committed to repairing the breach and reestablishing the cathedral's relationships in the following ways:

- Within the diocese we are improving our communications apparatus so that we are more intentional and engaged with the diocese and other local parishes. In doing so, we can inform and be informed while mutually supporting each other's programs, ministries, and events. I have been building relationships with my fellow clergy and have offered to support them in their work. More specifically, I have reached out to the Rev. Phil DeVaul at Hyde Park's Church of the Redeemer, and we are exploring starting an interparish basketball league, which we believe will create opportunities for fellowship and fun. I am also working with cathedral member Kyle Vath to establish a green team—a creation care committee—to work with parish youth, exploring ways to be better environmental stewards.
- I am working with Sarah Hartwig to put together an exhibit of Black faith icons for installation in Gallery South. I will also be working with the Bishop Herbert Thompson Chapter of the Union of Black Episcopalians, along with the National Underground Railroad Freedom Center, to explore ways that the cathedral can be more involved with the African American community throughout both the diocese and the wider community.
- I have spoken with the cathedral clergy and honorary canons about working with our bishop to identify parishes in the diocese that do not have clergy coverage on Sundays, so that we may explore ways to provide clerical and pastoral oversight on Sundays once a month. In like manner, I have spoken with Stephan Casurella about choir swaps with other parishes or having singers visit parishes that have no choir.
- I am excited for the future of this cathedral. God is not done with this place yet! And I am grateful to share in this journey of faith, hope, and love with you. I pray that in these most crucial and pressing times, we will continue to respond to God's call and recommit ourselves to vital, noble, life-altering and life-enhancing work, building the beloved community and deepening our faith in Christ, as we continue to strive to be the Church, the body of Christ in the world.
Onward!

“Glory to God whose power working in us can do infinitely more than we can ask or imagine. Glory to God from generation to generation in the Church and in Christ Jesus forever! Amen.”

REPORT FROM THE SUB-DEAN

The Rev. Canon Paul B. Williams

So, what is a sub-dean and what does a sub-dean do? I'm glad you asked. Answering in broad strokes, a sub-dean is like a vicar of the cathedral. What is a vicar, you might ask? The dictionary version of a vicar is "a representative, deputy, substitute, or someone acting as an agent of, or 'in the person of', a superior". In plainer terms, a sub-dean acts in the dean's stead on certain matters. What are those matters you might ask? At this cathedral those matters are matters of priestly service. I know, this is getting a bit laborious, but stick with me. To answer what "priestly service" is you can turn to the Book of Common Prayer. And by-the-way, that is where most answers can be discovered in matters of theology and practice for Episcopalians.

In the Prayer Book there are liturgies for ordinations. In the liturgy for ordaining priests (BCP pp 525-535) you find "The Examination" (BCP 531) and in that liturgy the bishop prescribes priestly service with this phrase: "Now you are called as pastor, priest, and teacher..." This is a long way of saying that the sub-dean carries out the priestly duties for the cathedral under the direction and supervision of the dean; and those priestly duties are the pastoral, sacramental, and educational life of the cathedral.

Pastoral: The sub-dean supervises pastoral care at the cathedral. That has been a heavy lift in 2021. The good news is that the Rev Canon William Scrivener accepted Interim Dean Leo's call to take over pastoral care after the Rev Canon Karen Montagno retired early in 2021. Bill is well-known to the cathedral community because of his long and faithful service here and has proved to be more than able for the task. The bad news is that pastoral care is more than one person can handle. We are a complex organization for good and for ill.

In 2021, we were short of clergy and administrative staff and were dealing with the second year of a pandemic as everyone was. The paucity of everyday interactions through worship, social gatherings, forums, and the like meant we all became more siloed. The complexities of running the cathedral continued to consume our energies yet we lost the serendipitous interactions which help us all stay connected. But this brings me full circle to good news again. Pastoral care continued because of the care parishioners gave to one another through this time! Y'all are amazing. Bill and I hope the return to in-person activities allow us to bring and encourage and train even more parishioners for intentional care for each other. And remember, pastoral care inward for our congregation leads to more pastoral care outward to the world.

Sacramental: Sacraments are "outward and visible signs of inward and spiritual grace" says the Book of Common Prayer – of course. An example of this explanation is the sacrament of baptism. The outward and visible sign of baptism is the water we use. The inward and spiritual grace of baptism is our adoption into the family of God. A fancy theological term for this grace is "ontological change", or a change of being; meaning we are substantively different after baptism compared to before. That is true with any sacrament. Come to Quest classes if you want to learn more :-). We Episcopalians believe in seven sacraments: Baptism; Eucharist; Confirmation; Ordination; Matrimony; Reconciliation of Penitent (Confession), and Unction (Last Rites). You can look to the statistics offered elsewhere in this annual meeting document to see the numbers of each but let me offer a few brief summaries. There were no baptisms in 2021 and that is a loss for us all. While we believe there will be many in 2022 (and several are already being planned) it still saddens me. We can offer many reasons such as COVID-19 spread, physical distancing, and our trepidation to gather. They and more are all good reasons to restrain our gatherings and hamper discussion, but in the end it is still a loss.

Thankfully, we were able to return to receiving the Sacrament of Eucharist and still we struggled with how and when and why and where. The Bishop's office was involved, the interim dean was involved, the concerns (in all directions) of parishioners were involved and of course, the CDC, governors, counties, hospitals, schools, and more gave guidance and sometimes confusion.

The cathedral hosted a regional Confirmation service in May and a Deacon's Ordination in June – along with some opportunity to chat with some local firefighters when the smoke alarm was accidentally engaged.

When we all experienced that proverbial “break in the clouds” last summer and early fall the cathedral celebrated with joy as several couples declared their commitments through Matrimony. It was like a floodgate opened and October was a wedding a week! With sorrow we also joined with many to say goodbye to loved ones, and that cloud break in the fall enabled many to finally put them to rest.

Formation: Our Dean Owen is invested in restarting formation programming with an emphasis on “Making Disciples.” I'm excited about that focus because it reflects the emphasis of Scripture and the Great Commission to train disciples for the work of Good News. Our first series with the Dean was our Advent Series and it was complete fun, plus turn-out was encouraging. From that work we planned Epiphany, Lenten, and Easter series for 2022.

Meanwhile back at the beginning of 2021 our Lenten series was led by Dr. Prince Brown on the “Color of Christianity”, how Christianity took on a lighter and lighter skin tone in art as the centuries ticked on. That color transition impacted the way we told our history which impacted the way we developed our theology, which impacted our definition of ourselves. It was an excellent series and I hope to have a part II this year.

Quest classes braved the pandemic and mostly stayed on Zoom. So did our weekly Bible Studies on Thursday and Sunday mornings. By-the-way, Thursdays Men's Study is at 9:00 a.m. and Cathedral Sunday Morning Study is at 9:00 a.m. as well. Rabbi Abie Ingber's “Happy Half Hour” was a study of the joy in studying Scripture! The Rabbi studied the Hebrew text assigned for the following Sunday and opened it up for us.

Town Halls, or Congregation Forums, in spring and fall covered the Next Century Vision results and housing shortages in the Cincinnati area.

Interim Dean Jason Leo invited all newly ordained clergy to preach at the cathedral this summer and five clergy answered our call. Each of them was ordained to the priesthood just months before at the cathedral which was a lovely circling back.

The cathedral hosts art exhibits in what we call the South Gallery. It is the hallway parallel to Fourth Street, the hallway faces south, and thus it's the “South Gallery”. Mike Phillips oversees these endeavors and in 2021 he was in regular contact with Jan and Ludmila Pawlowska who are the artists producing the gallery exhibit “Icons in Transformation”. Several date changes due to COVID-19 and U.S. travel restrictions but we finally settled on dates in March and April, 2022. The Noon Service's Liturgical Arts exhibit was an example of the dedication to cathedral produced art and in August we held a wine and cheese reception following COVID-19 guidelines.

Summer Art Camp, Summer Reading Camp, and Summer Music Camp kept the buildings full of kids in the summer – all wore masks!

Our Children and Family Ministry received a tremendous boost with the hiring of Megan Suttman to restart the program after it fell fallow during the pandemic. A bright spot in this new beginning is that Noon Sunday service consistently had six to eight young children from three to twelve years of age. Megan added Kids Kits for all three Sunday services to occupy little ones during worship, and planned the beginning of child care during (nearly) all educational forum in addition to worship.

And there is plenty more ministry happening all the time through this community. We have had several book clubs. There is care and nurture of our two seminarians Dan Carlson and Martha Camele, our seminarian-to-be Greg Williams, and three who have entered an exploratory process to discern whether or not they are called into a new ministry through ordination. Public Service Announcement: we're ALL called into ministry. Ordination is only one form of it!

Our library and our ministry through it fell fallow during the pandemic as well after years of good and faithful service. Zach Neiheisel volunteered to help reengage our library services and Toni Grate is sharing with Zach her wisdom and experience.

Suzann Parker Leist heads up our Docents who provide tours of the cathedral. Dennis Harrell is our archivist. This list can go on to include Taft Lectures, rebooting EfM (Education for Ministry), Nominating Committee for vestry, Next Century Vision and more, and each has an impact on Christian Formation.

Our goal for 2022? To know Christ and make Christ known here in the cathedral community, the greater Cincinnati community, the diocese and beyond. Our goal is to be better at making disciples of Jesus.

REPORT FROM THE CANON FOR PASTORAL CARE

The Rev. Canon William E. Scrivener

I began my formal ministry as the canon for pastoral care last Spring, following the retirement of the Rev. Canon Karen Montagno. Since then it has been my privilege to provide pastoral care to the members of Christ Church Cathedral in a variety of situations. This ministry has entailed what I would consider the bread and butter issues of pastoral care: hospital visits, home Communion, funerals, and the like. Because of the limitations imposed by COVID-19, much of my ministry has been provided through phone calls, which allows me to keep in touch with folks I might not otherwise be able to visit. In addition, my ministry has been supported and enhanced by the good work of the Hearts and Hands group, and the cathedral prayer group, both of whom keep me informed of pastoral needs that I might not have heard about, and who have been an important source of prayer and support for so many.

I spent some time attempting to begin a Lay Pastoral Ministry program. I worked with the Noon Service folks to provide a mechanism for identifying pastoral needs in the community and providing for them. That program is currently on hold and awaits further evaluation. I met with some cathedral members who have provided some pastoral care in the past, in order to see what might be provided for the larger cathedral community as a whole. No clear direction has yet been discerned and I am waiting for the results of the parish survey conducted by the vestry to see if some direction emerges from that.

I want to express my appreciation for the support I have received from my fellow clergy, especially Canon Paul Williams, who has been very helpful in supporting my work as well as in helping me look at the larger needs of the cathedral.

I will close by asking you to let me know of your own needs or the needs of others. Like Dean Thompson and Canon Williams, I flunked mind-reading in seminary so I rely on communication from you in order that I might respond quickly and appropriately to the pastoral needs of the congregation.

REPORT FROM THE OPERATIONS EXECUTIVE

Carine de Lange

2021 has been a year of transitions on so many levels. As the Christ Church Cathedral community navigated the constantly changing currents of the pandemic, we were focusing on finding a new dean and proceeding with our Next Century Vision. Whether the Christ Church Cathedral family worshipped together or connected online, this congregation was determined to practice its faith and to serve the community.

This past year was an opportunity for the operations team to reassess and to refine its mission to support the cathedral's programming through a pandemic - streamline procedures, tighten budgets, re-evaluate staffing, and strengthen teamwork. Multiple steps were taken to prepare for the new dean and to set us up for future success as we welcomed people back into the space. On May 3, all staff returned to the office and our front doors opened to the public.

As we celebrated the September arrival of our new dean, the Very Reverend Owen C. Thompson, the energy in the community was palpable. While remaining mindful of the still-necessary protective COVID-19 safety precautions, there was a joyful reawakening. As we look forward to the year ahead, we enthusiastically embrace the theme "REBUILD – REIMAGINE – REENGAGE!"

Staff Changes

Tamara Vanoss, the joint IT Director for the cathedral and Diocese of Southern Ohio, resigned in February to pursue other projects. During the transition period we took the opportunity to review our IT needs to determine if a staff position or outsourcing was most appropriate.

Sexton Maddie Sartor resigned in May. We contracted with the Kemp Cleaning Service for a cleaner to work three days a week. Gerome Booker has been a joy to work with, always smiling, and the cathedral is receiving a thorough cleaning each week. Erick Williams assisted as Sunday sexton for a few months until the end of December.

The cathedral community yearned for face-to-face fellowship, be it Sunday services, meetings, programming, or celebrations. Events finally were able to be scheduled again. The facilities department was reimagined, and new facilities positions were posted for several months while we searched for new staff to meet growing hospitality and building maintenance needs.

Please join us in welcoming the following staff:

- Megan Suttman – Director of Family Engagement – November 2021
- Brianna Kelly – Artistic Director Fresh Expressions – January 2022
- Amber Estvanko – Facilities Coordinator – January 2022
- Mike Muse – Facilities Assistant – January 2022
- Philip Kidd – Part-time weekend sexton – January 2022

As families returned to in-person worship, we were pleased to reopen the nursery. In December we welcomed Shepherd Ellis and Polly Wilson as nursery teachers.

The cathedral hired a few retired police officers to serve as security ambassadors on Sundays and during events, including the 5000 Club on Tuesdays, to improve the safety and security of the congregation and staff.

Dean Thompson has met with each employee individually over the course of the last few months.

Communications

Please refer to the full report submitted by Sarah Hartwig as Director of Communications. A communications audit was conducted in 2021 and one of the outcomes will be the hiring of a Chief Communications Officer in 2022. The position is currently posted. We are working on a plan to address issues raised in the audit.

Facilities

During the pandemic, the facilities department continued to focus on detailed cleaning and disinfecting. Maintenance projects such as belltower clock repair and elevator repair were completed. Matt Hornsby and Carine de Lange worked with the Building and Grounds Committee to build a five-year capital maintenance/budget plan. A 2022 capital budget was approved when presented to the vestry at the December meeting. The 2022 capital plan is part of Dean Owen's vision to use the building in new, exciting ways.

Ongoing long term projects finalized:

- Leaks resolved in Sycamore Serenity Garden – signed off on final payment to HGC
- Remaining Sycamore Garden plaques color-adjusted and installed
- Nave organ installation completed

Improvements included, but are not limited to:

- Air quality improvements including eco-friendly filter rack system contract with Cafco that eliminates waste by utilizing reusable metal filter frames
- Sixth floor apartment renovation remodel completed
- Fifth floor Spirituality Center renovation completed in July
- Upgrades to 4th floor apartment completed
- New roof installed on gym and sixth floor patio roof
- A/V upgrades to the nave (NorCom) and Centennial Chapel
- New oven in kitchen

Finance

We successfully applied for an SBA PPP loan through PNC bank in 2020. Paperwork was submitted for loan forgiveness when the PNC portal opened in January 2021. The loan was fully forgiven in April 2021.

We switched to a new payroll company, Strategic Payroll Solutions, which utilizes the iSolved platform. A preferred reduced rate was negotiated for all participating churches in the diocese; each church has its own portal and data is not shared.

In mid-May, Clark Shaefer Hackett conducted the annual audit remotely. The auditors presented the final audited financial documents at the July vestry meeting. It was a clean audit with no exceptions. The finance department worked with our legal counsel to review endowment restrictions to get further clarification. A review of general ledger accounts attached to specific restricted funds was completed in November. Conclusions were presented at the December vestry meeting.

The finance team collaborated with the trustees, our investment advisors, and the vestry to provide various impact scenarios of the potential effect the Affordable Housing Equity Fund Initiative may have on the value of the endowment and how that would impact the available draw.

We were able to reduce the endowment draw for 2021 based on reduced operating and programming expenses due to the pandemic; however, it is expected that 2022 will be a normal year for operating and programming expenses.

The 2022 operational and capital budgets were presented and approved at December's meeting.

General

The cathedral's first fully remote annual meeting was held 2/28/21 and went well. All nominee forms and ballots were posted online. The 2022 annual meeting will have the option to attend in-person or online. We will continue to use the same voting software we have used the last four years.

We distributed hot/cold reusable cups with the cathedral logo for all who attend Sunday services in the last quarter of 2021. This creation care effort was intended to not only reduce our use of plastic and paper products but also help spread the word about the cathedral.

In November, members of the operations team applied for the SFY22 (HB 110) State of Ohio Security Grant (OSG). The first step was getting a Safety and Risk Assessment of the cathedral by John DiPietro of the Ohio Crime Prevention Association to identify hazards and effective countermeasures to submit with our application. In the grant application we identified five vulnerabilities and recommended security needs, including improved access control and video surveillance. Budget narratives and vendor quotes were provided to support the application. Christ Church Cathedral was awarded \$99,980 out of the \$100,000 requested. We can begin installing these security measures in February 2022.

Toys, clothing, and household presents were delivered in December to a Scholar House family that cathedral staff adopted for Christmas.

IT

In February 2021, Adgility was contracted as our temporary outsourced IT partner as we evaluated if the position would be better outsourced. This had previously been a shared staff position. A helpdesk was created for IT issues that went to the operations executive for review.

Adgility has been very helpful handling computer and streaming issues. Their services have, to date, resulted in reducing costs. Chip Hertlein, our IT consultant from Adgility, has been addressing ongoing Wi-Fi issues in the cathedral. Ideally, this would involve new cable runs for more access points, but this is an incredibly expensive process in old buildings. As an alternative, we installed five Ubiquiti UniFi Access points, in-wall units that can be used in conjunction with the existing system. These units are a good solution for retrofit installations because they can be installed anywhere there is an existing network outlet to improve bandwidth. These devices were installed in the chapel, on the third floor near the office, and near the music rooms.

Clark Shaefer Hackett conducted an IT audit to help plan for IT assistance in the future and to help us with drafting a request for proposal. Proposals were narrowed down to two companies and the final decision was delayed until Dean Thompson joined the staff. In October, Adgility was chosen as our outsourced IT partner. The one-year contract will be reviewed quarterly for sustainability. At present they are upgrading computer hard drives for greater functionality and are working on moving away from server/Dropbox to using our 365 licensing and OneDrive for a significant cost savings. Other items addressed were the installation of antivirus software on all staff computers, asset tagging of all computers, and upgrading of firewalls and various network systems.

Collaboration

Throughout the year staff from Christ Church Cathedral, the Diocese of Southern Ohio, and the CCC congregation worked together on collaborative projects serving the local community:

- August – Rothenberg Academy in OTR and Grace Church in Pomeroy (Meigs County schools) – filled and distributed 150 backpacks with school supplies
- August – Holy Trinity Church in Bellaire (Bellaire Public Schools) – distribution of 50 gym bags filled with school supplies
- December – Central Parkway Place (Episcopal Retirement Services) – 67 bags packed with personal care items, cleaning products, and sweet treats provided to residents

- December - 5000 Club – provided 150 winter survival kits to guests which included knit hats and gloves, socks, hand warmers, hand cream, lip gloss, high-carb treats, chocolates, and toiletries

The cathedral and diocese jointly hosted two shredding events, inviting the community and diocesan parishes to shred their documents for free.

The diocese and cathedral also worked jointly on multiple events, with the cathedral stepping up to physically host the proceedings:

- Funeral of Deacon James Mobley
- Diocesan-wide ordination in June
- Concert for the Human Family in September
- Diocese Convocation in September. It was originally planned to be hosted at Procter Center but was cancelled a few days prior to the event due to a breakdown in water supply. The Rev. Canon Stephanie Spellers livestreamed her talk on The Church Cracked Open from the Centennial Chapel – September
- Diocesan Convention (fully remote but streamed from the cathedral) in November

In August renovations began on 412 Sycamore Street, the Diocese of Southern Ohio headquarters. Provisional Bishop Wayne Smith and the majority of the diocesan staff moved to offices on the third floor of the cathedral during the five-month renovation period, moving back in January 2022. It was a great opportunity for the new dean and new bishop to get to know each other and for the respective staff to strengthen relationships.

Conclusion

We had a jam-packed, productive year and are excited to see what 2022 will bring. The 2022 budget is a robust one reflecting the building blocks that are being put in place to set us up for a successful future. Supported by a fun work environment, the entire operations staff is ready to work hard, reimagine, and rebuild!

2021 SPECIAL GIFTS AND BEQUEST

Calendar Year 2021

The Estate of James Melton----- General Endowment

Calendar Year 2020

None

Calendar Year 2019

None

Calendar Year 2018

The Estate of Alfred Lippert-----General Endowment

Calendar Year 2017

The Estate of Phyllis Hopple----- Cincinnati Scholar House

The Estate of Betty Johnson----- Cincinnati Scholar House

The Estate of Robert LaShelle----- Music

The Estate of Philip Osborn----- General Endowment

Luther Charitable Foundation----- Third Century Vision Capital
Campaign

Calendar Year 2016

Doris M. Smith-----General Endowment

Calendar Year 2014

Virginia Bohn Trust-----General Endowment

The Estate of Compton Allyn-----General Endowment

Wodecroft Foundation-----Cathedral Organ Fund

Allyn Family Foundation-----Cathedral Organ Fund

Calendar Year 2013

Wodecroft Foundation-----Organ Development Fund

Anonymous-----Organ Development Fund

Luther Charitable Foundation-----Boar's Head

Calendar Year 2012

Wodecroft Foundation-----Organ Development Fund

Calendar Year 2011

The Estate of Alice Tyler-----General Endowment

The Estate of Irene Kennedy Taylor-----General Endowment

Calendar Year 2010

The Estate of Anna Marie Evans-----Cathedral Library

The Estate of Anna Marie Evans-----Altar Guild

The Estate of Betty Gillespie-----Unrestricted

Charles A. & Carole C. Kehrer Family Trust-----Unrestricted

F.R. Luther Charitable Foundation-----Purchase of Continuo Organ

The Estate of Margaret Ohanian-----Music Mission Fund Endowment

Wodecraft Foundation-----Organ Development Fund

Calendar Year 2009

The Estate of Rosemary Frey Rogers----- Frank H. Nelson Fund

The Estate of Smith Hickenlooper-----General Endowment Fund

The Estate of Virginia Hickenlooper-----General Endowment Fund

Girl's Friendly Society-----Boar's Head

Girl's Friendly Society-----General Endowment Fund

The Estate of Virginia Worthington-----Unrestricted

Wodecroft Foundation-----Organ Development Fund

REPORT OF THE TRUSTEES
For the Christ Church Cathedral Endowment Funds
Year Ending December 31, 2021

During calendar year 2021, we maintained our policy of being invested approximately 85% in equities and alternative investments, which produced an 11.6% return for the year. This was slightly lower than our Custom Benchmark Index of 12.5%, which is comprised of U.S. and International equities, alternative investments, and a fixed income component. During 2021, the cathedral withdrew \$3,626,959 from the General Endowment Fund to support the cathedral budget, of which \$2,364,848 was used for operating purposes, \$711,788 for debt service, \$300,323 for capital and 3CV projects, and \$250,000 for Scholar House. (In 2020, the cathedral withdrew a total of \$4,386,159 from the Endowment for these purposes.) After 2021 withdrawals, the market value of the endowment at year-end 2021 stood at approximately \$103 million vs. \$95.5 million at the yearend 2020.

General Endowment Fund:

	2021	2020	2019
Principal Market Value	\$102,978,330	\$95,535,697	\$89,616,618
Gross Income Before Charges	\$1,152,892	\$1,228,293	\$1,947,258
Net Total Return	11.6%	12.5%	23.8%

Ensign Harry James Coombe Fund

	2021	2020	2019
Principal Market Value	\$42,480,708	\$34,003,497	\$28,520,317
Gross Income Before Charges	\$431,067	\$394,105	\$401,532
Net Total Return	28.3%	22.4%	34.4%

During calendar year 2021 the trustees contracted with their investment advisor, Cambridge Associates, using an “OCIO” approach with discretionary investment authority. Cambridge invests the endowment funds based upon the cathedral’s “Investment Policy Statement” as set by the trustees, which incorporates “Socially Responsible Investing” to guide the Investment Managers on SRI/ESG issues.

Endowment Trustees:

Stephen F. Gerdsen, Chair
 Janna U. McWilliams, Vice Chair
 John R. Gillespie, Treasurer and Secretary
 Joseph J. Dehner
 Don Lane

SLATE OF NOMINEES

SENIOR WARDEN

(Voting for one one-year term—2023)

Anne Jaroszewicz

JUNIOR WARDEN

(Voting for one one-year term—2023)

Drew Abbott

Mary R. Grover

TRUSTEE OF THE ENDOWMENT FUND

(Voting for one five-year term—2027)

Ted Jaroszewicz

Nicole Redus

Tonya Calwell Warren

VESTRY MEMBERS

(Voting for five three-year terms)

Dawn Bruestle

Matthew Dunn

Dan Lakamp

Judith Robinson

Julieta Simms

Tucker Stone

Kyle Vath

DELEGATES TO THE 2022 DIOCESAN CONVENTION

(Voting for two one-year terms)

Julie Kline

Chuck Lautrbach

Troy May

Melissa Vath

2022 NOMINATING COMMITTEE

(Voting for two two-year terms)

Robert DiMartino

Frank McWilliams

ROTATING VESTRY EXPIRATION DATE ROSTER

WARDENS

Michael Henrickson (Senior Warden) 2022

Mary Grover (Junior Warden) 2022

VESTRY

Matt Dunn (2022)

John Gillespie (2022)

Dan Lakamp (2022)

Julieta Simms (2022)

Michael Unger (2022)

Drew Abbott (2023)

Elizabeth Brown (2023)

Jack Jose (2023)

Ethan Nichols (2023)

Sue Brammer (2024)

Patrick Daffin (2024)

Quinton Jefferson (2024)

Paula Rose (2024)

2021 STATEMENT OF OPERATIONAL REVENUES AND EXPENDITURES

	2022	2021	2021*
	<u>BUDGET</u>	<u>BUDGET</u>	<u>ACTUAL</u>
REVENUES			
Pledges & Donations	\$ 522,300	\$ 437,300	\$ 609,797 **
Misc. Program Income	\$ 57,115	\$ 6,900	\$ 62,938
Coombe Fund Support	\$ 172,637 ***	\$ -	\$ -
Facility Usage Fees	\$ 1,000	\$ -	\$ 3,320
Endowment Draw (Operating)	\$ 4,110,084	\$ 3,336,892	\$ 2,977,613
TOTAL REVENUES	<u>\$ 4,863,136</u>	<u>\$ 3,781,092</u>	<u>\$ 3,653,668</u>
EXPENDITURES			
Administrative & Technology	\$ 330,976	\$ 346,806	\$ 319,720
Adult Ed/Hospitality/Consortium	\$ 149,465	\$ 76,400	\$ 56,284
Altar Guild	\$ 4,900	\$ 4,550	\$ 4,912
Boar's Head	\$ 28,950	\$ 1,100	\$ 1,259
Buildings & Grounds	\$ 312,916	\$ 293,691	\$ 263,180
Camp & Youth	\$ 67,500	\$ 65,500	\$ 56,496
Children & Family Ministry	\$ 21,200	\$ 11,100	\$ 17,970
Communications (PR)	\$ 93,250	\$ 87,100	\$ 104,248
Diocesan Assessments	\$ 482,000	\$ 490,000	\$ 483,122
Flower Guild	\$ 17,800	\$ 10,600	\$ 13,956
Libraries	\$ 5,350	\$ 1,950	\$ 1,707
Liturgical	\$ 54,800	\$ 27,750	\$ 33,095
Music	\$ 205,385	\$ 161,362	\$ 179,742
Native American Mission	\$ 93,800	\$ 93,800	\$ 67,674
Outreach	\$ 617,660 ***	\$ 419,600	\$ 416,287
Salaries & Benefits	\$ 2,335,184	\$ 1,656,083	\$ 1,612,059
Stewardship	\$ 20,500	\$ 18,300	\$ 13,395
Welcome Ministry/Pastoral Care	\$ 21,500	\$ 15,400	\$ 8,562
TOTAL EXPENDITURES	<u>\$ 4,863,136</u>	<u>\$ 3,781,092</u>	<u>\$ 3,653,668</u>

* Unaudited revenues and expenses as of 1/31/2022

** A bequest of \$151,059 is included in Pledges & Donations

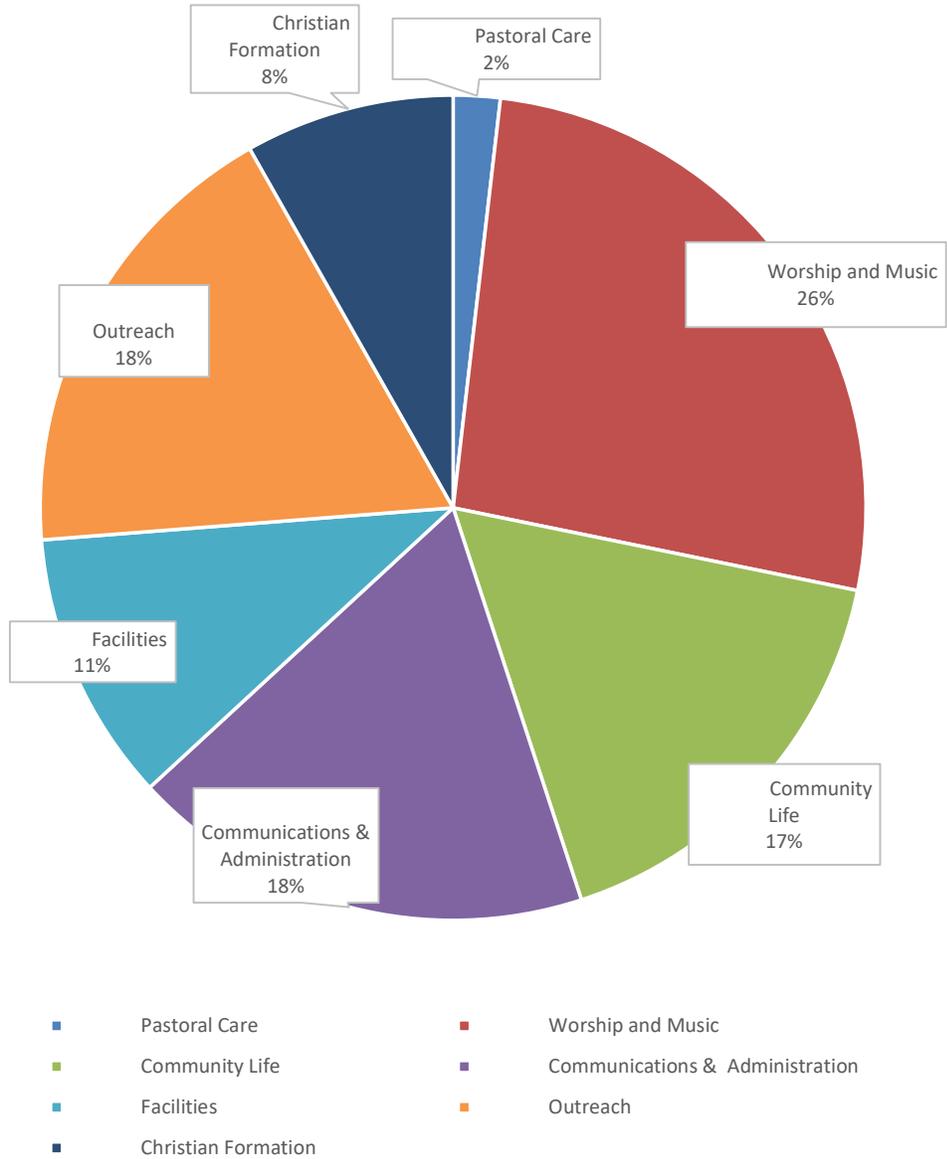
*** Prior to 2022 Coombe Fund Support/Plumblin Ministry was not included on Statement

NOTE: 2021 expenses were lower than normal primarily due to effects of the ongoing COVID pandemic

2021 STATEMENT OF CAPITAL REVENUES AND EXPENDITURES

	<u>2021 Budget</u>	<u>2021 Actual</u>
<u>DRAWS</u>		
Endowment Draws	\$ 550,323	\$ 408,165
Capital Campaign Pledge received	-	\$ 52,621
Other Gifts/Income	\$ -	\$ -
	<u>\$ 550,323</u>	<u>\$ 460,786</u>
<i>Pledges and Other Income Collected-To-Date</i>		<u>\$ 3,229,282</u>
<u>EXPENDITURES</u>		
<u>Third Century Vision (3CV) Projects</u>		
Scholar House	\$ 250,000	\$ 250,000
Nave Organ & Remodel	\$ 572,125	\$ 223,746
Chapel Remodel/Organ/Garden	\$ 97,642	\$ 97,642
3CV Total 2021	<u>\$ 919,767</u>	<u>\$ 571,388</u>
<u>OTHER CAPITAL PROJECTS</u>		
Roof Repairs	\$ 185,000	\$ 91,200
Kitchen Oven	\$ -	\$ 7,658
Chiller Refurb/HVAC	\$ -	\$ 3,897
Office Furnishings	\$ -	\$ 3,913
Elevators	\$ -	\$ 10,244
Tower Bells	\$ -	\$ 11,270
Sidewalk/Concrete Repair	\$ 3,000	\$ 2,050
Other Capital Projects Total 2021	<u>\$ 188,000</u>	<u>\$ 130,232</u>
 Total 2021 Capital Expenditures	<u>\$ 1,107,767</u>	<u>\$ 701,620</u>
<u>DEBT SERVICE</u>		
Principal	\$ 608,795	\$ 608,795
Loan Interest	\$ 102,993	\$ 98,097
Total Debt Service for 2021	<u>\$ 711,788</u>	<u>\$ 706,892</u>
<i>Loan Balance at December 31, 2021</i>		<u>\$2,811,930</u>

2021 EXPENDITURES IN MISSION FORMAT



CATEGORIES

Pastoral Care	\$ 67,083
Worship and Music	\$ 963,697
Community Life	\$ 612,451
Communications & Administration	\$ 663,388
Facilities	\$ 388,173
Outreach	\$ 659,269
Christian Formation	\$ 299,606
	<u>\$ 3,653,668</u>

AS OF 2/8/22, MEMBERS AND FRIENDS WHO HAVE MADE THEIR 2022 PLEDGE

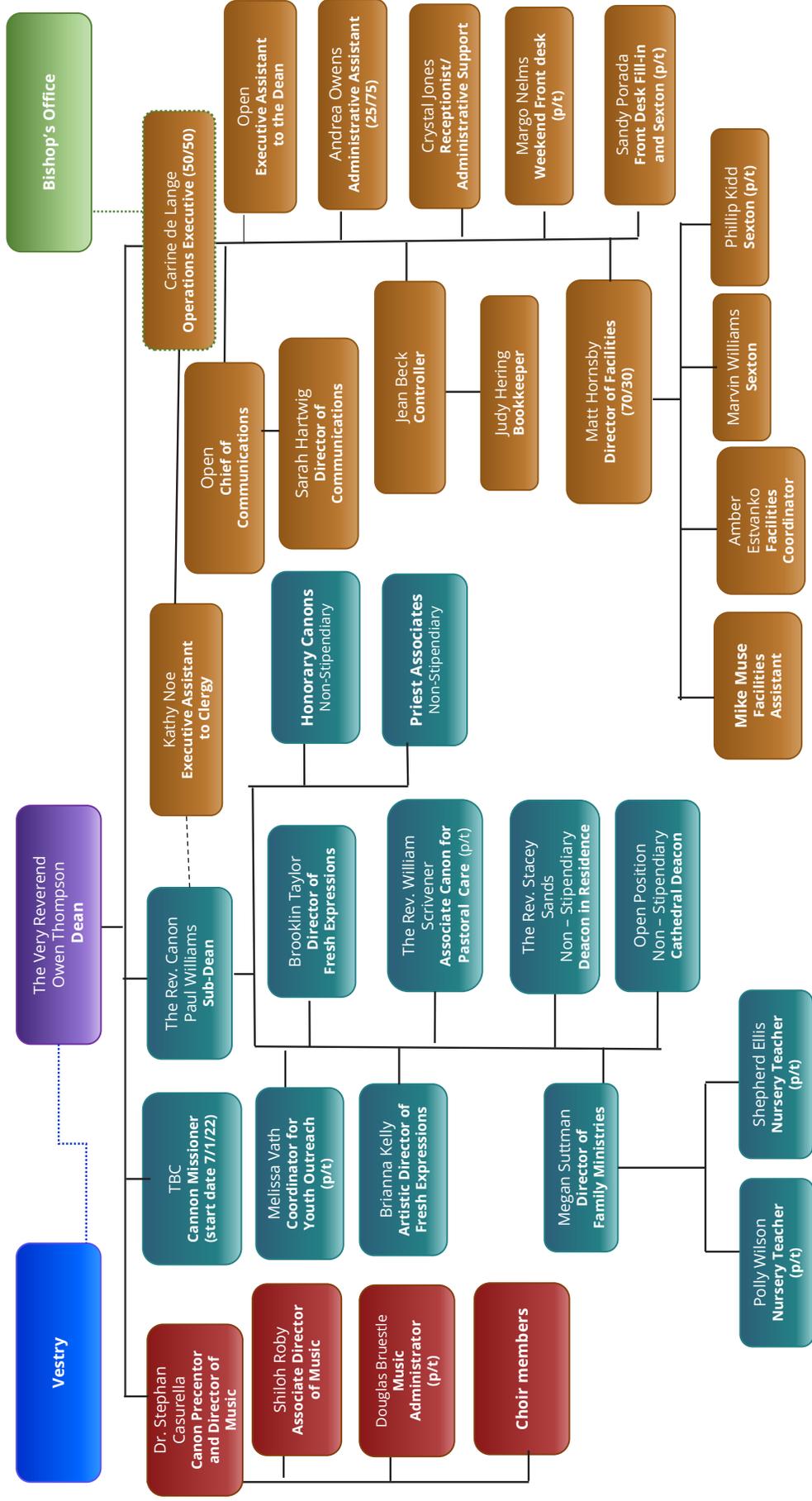
Drew Abbott & Robert DiMartino	John & Chris Gillespie	Ethan Nichols
Gloria Abernathy	John & Toni Grate	Stephen & Lynn Okel
Denny & Kelsey Alcorn	Pat Groth	George Patrick & Emily Boswell
Cecile Allyn	Mary Grover	Michael Pelgen & Troy May
Susan Anuforo	Phil & Mary Hagner	Mike Phillips
Adabelle Ashley-Foster	Laura Hall & Jayna Farris	Cynthia Poindexter
Merrilee Atkins	Virginius Hall	Mike & Sandy Porada
Keith & Margaret Baldwin	Jane Harbour	Holly Pratt & Cecilia Pratt
Ruth Bamberger	Dennis Harrell	Roxanne Qualls
Gratia Banta	Chuck & Betsy Harris	David & Leslie Quattrone
Marja Barrett	Dale Harris and Alexander Watson	Blake Racer
Thornton Bartlett	Sarah Hartwig	S. Ramos & Patricia VanSkaik
Merelyn Bates-Mims	Sigrun Haude	Bertie Ray & Marcia Irving-Ray
Jeff & Laurel Bauer	Pat Haug	Nicole Redus & Brady Swearingen
Bob & Judy Beiring	Neil & Sue Heighberger	Paula Rose
Jon & Linda Berger	Michael & Mary Henrickson	Michael Rouse
Beth Boatright	Diane Herzog	Kathy Sackett
Michael Bootes	George & Amy Hill III	Connie Sanders
Richard Boydston	Sue Hoel	Mary Anne Sanders
Sue Brammer	Billie Houston	Shirley Schooler
Paula Brickler	Isaiah Hyman, Jr.	Vicky Schooler
Peter & Charlin Briggs	Sarah Jackson	Thomas Schuck
Prince & Elizabeth Brown, Jr.	Ted & Anne Jaroszewicz	Bill Scrivener & Susan Pace
Amy Brubaker	Quinton Jefferson	Paula Sears
Doug & Dawn Bruestle	Adam & Georgina Jones	Bob & Brenda Shawver
Ed & Carole Burdell	Jack & Kathy Jose	Andy & Nikki Shenk
Tom & Meg Burrows	Brianna Kelly	Vestal & Julieta Simms-Howell, Sr.
Dianne Butler	Tom & Jenny Kent	Ron Slone
Harold & Dorothy Byers	Nicholas Kienzle	Karen Smith
Martha Camele	Julie Kline	Matthew & Cyndi Smith
Chris Carey	Martin & Lisa Koepke	Eric Soderlund & Matt Shad
Thomas & Annette Carothers	Barbara Koerner	Warren Solar, Jr.
Stephan & Rae Casurella	Dan Lakamp & Dan Shirley	Jerry Stein
Tom & Cindy Cecil	Don Lane & Matt Dunn	Roy Steiner & Jane Page-Steiner
Bill & Judy Chamberlain	Charles & Jean Lauterbach	Tucker & Andrea Stone
Joel Chanvisanuruk & Stephen Yandell	Susan Lehman	Karen Taylor
Chris & Nancy Christensen	Suzann Parker Leist	Owen Thompson & Jonna Morales-Thompson
Alicia Clark	Steve & Lisa Lemen	David Thomson
Lee Ann Conard	Patsy Leo	Roger & Rita Thoney
Kathleen Cox	Roger & Berta Lerch	Emily Todd
Pat Coyle, Jr.	Wilbur & Tiffany Lin	John Treacy & Roland Ficke
John & Sandra Crawford, Jr.	Matthew Long	Carmen Trotta
Kyle Cunningham & Melissa Vetter	Carl Rhodes & Lori Luchtman-Jones	Michael Unger
Patrick Daffin	Carol Lyon	Steve & Pamela Van Allen
Bruno & Carolyn De Palma	Bobbie Lyons	Kyle & Melissa Vath
Emily Deet	Michael Maloney	Tony & Suzanne Walch
Diane DeGaetani	Janet McDaniel	Harolyn Walker
Joseph Julnes & Noel Julnes-Dehner	Jim & Katie McGuire	Brad Walsh & Sherry Glover
Jeffrey Dey	Frank & Janna McWilliams	Kevin Walzer & Lori Jareo
Michelle Dillingham	Tom Milbery	C.K. & Shirley Wang
Robert & Gretchen Dinerman	Thom & Roberta Miles	Olden Warren & Sheila Hill
Malcolm & Priscilla Dunn	John & Ellen Miller	Tonya Warren
Cheryl Eagleson	Margaret Mock	Christopher Wheeler
Peter & Dianne Ebbs	Kim Montgomery	Gregory Williams
Kathryn Elsna	John & Karen Moreland	Paul Williams & Larry Hayes
Benjamin Flanders	Douglas & Donna Mullins	Charmienne Willmoth
Marjorie Fox	Denis Murphy & Yvonne Schrotel-Murphy	Mary Lynn Woebkenberg & Lexie Bopp
Mike & Barbara Gehrig	James Murray	Nancy Woodburn
Steve Gerdson	Bill Myers	Bill & Carol Woods
Sara Ghering	Suniti Nelson	Robert & Ann Works
		Roland & Dona Young

Christ Cathedral Annual Pledge Campaign Results*

Pledge Year	# of Pledges	# of New Pledges	Amount	Average Pledge
2022	181	22	\$411,985	\$2,276
2021	172	4	\$356,420	\$2,072
2020	201	14	\$449,655	\$2,237
2019	198	16	\$423,377	\$2,138
2018	191	13	\$422,065	\$2,210

* Numbers updated to include pledges received after year end

CHRIST CHURCH CATHEDRAL ORGANIZATIONAL CHART FEBRUARY 2022



Cathedral at a Glance 2021



Christ Church
Cathedral

Thanks to the dedication of our clergy, staff, and members, Christ Church Cathedral continued to faithfully serve our community both locally and abroad during 2021. Here is a look at our accomplishments by the numbers.

OUTREACH

5,000 Club

- **3,654 meals served** in person
- **1,136 takeout meals** delivered to several locations in Avondale, Price Hill, Central Business District
- **1,700+ volunteer hours**

Plumb Line Ministry

- **264 families** avoided eviction

Interfaith Hospitality Network

- No onsite housing due to pandemic
- **\$4,000+ donated** for housing (*pandemic*)

Cincinnati Scholar House

- **111 residents**

Community Grants

- **\$280,000 in grants** to 31 organizations

Jubilee Debt Forgiveness

- **\$40,773 debt erased** for 22 families (unpaid utility bills)

Native American Council Ministry

- **\$66,000+ in grants** and other support awarded for various ministries in Navajoland and with the Minnesota Department of Indian Works

Community Issues Forums

- **17 virtual**

Camping and Youth Support

- **\$2,539** internal support of **Music & Art Camps**, serving 37 children
- **\$23,145** external support of **camp**s
- **\$8,500 Summer Reading Camp support**, serving 18 students
- **11 Student scholarships**

Hearts & Hands knitting ministry

- **387 items crocheted**

Taft Lecture

- **2 engagements** held virtually for 120 attendees

MISSION EXPENDITURES

Pastoral Care
\$67,083

Worship & Music
\$963,697

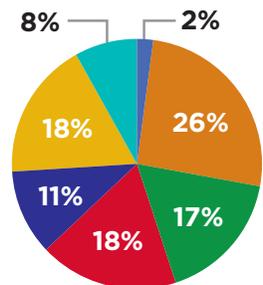
Community Life
\$612,451

Communications & Administration
\$663,388

Facilities
\$388,173

Outreach
\$659,269

Christian Formation
\$299,606



CHRISTIAN FORMATION

Adult & Family Programming (*in-person and virtual*)

- An Epiphany series, Lenten Series and Quest classes
- Absalom Jones Symposium & Service
- **65 Men's, Women's and Sunday Bible Studies**
- **20 Happy Half Hours** with the Rabbi
- **3 Book discussions**
- **52 Yoga classes** (online)
- Spiritual direction offerings
- **3 Children's camps**
- **75 Advent wreath** kits distributed

WORSHIP & MUSIC

Worship Services (*in-person & virtual*)

- **274** Worship **services**
- **16,667** Worship **attendance**
- **6** **Weddings**
- **12** **Funerals**
- **4** **Confirmations & Receptions**
- **1** **Ordination**

Music (*in-person & virtual*)

- **8,223** Concert **attendance**
- **500 in-person** attendees, 777 households streamed Boar's Head & Yule Log Festival (held January 2022)

MEMBERSHIP

Members
• **569 Active Members**

Pledges
• **\$405,895 Pledges** for 2021

COMMITTEE REPORTS

ANCHOR SOCIETY

Matt Dunn, Archivist

The Anchor Society has not enjoyed any in person events due to the COVID-19 pandemic. We continue to navigate the pandemic and plan to meet in person when it is safe to do so. Conversations will be held with the new dean in the coming months to discuss his vision for the Anchor Society for the next several years.

ARCHIVIST

Dennis Harrell, Archivist

Aside from a handful of genealogical requests and donations of historical materials, there was little activity in the archives for the past year. In the absence of regular weekly or monthly printed materials, filings were limited to the collection of vestry minutes, service leaflets, and announcements pertaining to various music and special program offerings. Digital copies of weekly email announcements are kept by the cathedral, but are not found in the Archives. Research requests remain welcome and will be properly addressed.

82nd ANNUAL BOAR'S HEAD AND YULE LOG FESTIVAL

Anne Jaroszewicz, Co-Director

After a one-year hiatus from in-person performances due to COVID-19, we were fortunate to be able to bring Boar's Head back to the nave of Christ Church Cathedral on January 1 and 2 of this year. Although we were back performing to live audiences, we modified our pageant in a number of ways to address the continuing pandemic. The changes included putting the orchestra and choir up on the sanctuary behind the altar, and reducing the size of our cast from roughly 175 to 45. What didn't change was the quality and scope of the music, performed by our first class orchestra and choir under the direction of Stephan Casurella, and the complimentary stunning lighting designed and executed by Trevor Shibley and his able staff.

Some of our other COVID-19 changes included eliminating makeup for the cast, asking everyone to bring his/her own food and refillable water bottles, and giving separate spaces for the musicians (the library, vestry room, cathedral café and swan window area) and the cast and crew (the undercroft). In addition, our cast and choir were masked as were our audiences. After each performance, our ushers exited people by row to help with social distancing. All of these COVID-19 protocols helped give those of us in the production, as well as our audiences a reasonable level of comfort.

Despite all the changes, yet another "Miracle on 4th Street" occurred! The 82nd annual Boar's Head and Yule Log Festival was just as moving – maybe even more so for those of us involved and those in our audience given the times we live in, as it has ever been. Many people remarked that this production felt more intimate and helped them get closer to the essence of the story we are telling.

Over the four performances, we had roughly 500 people in our live audience, down substantially from our usual 1,600, but understandable given the COVID-19 surge that started just before Christmas. In anticipation of this, we offered live-streaming of both performances on Sunday. Viewership of the livestreams was available on both YouTube and Vimeo and totaled 777 households. At an estimated 2.1 views/household that is an estimated 1,632 views.

We are truly overjoyed that we were able to actually mount this production at all. We thank all the volunteers in our cast, crew and choir, who “took the plunge” with us, and ultimately created a much-needed message of hope and love and beauty in these difficult times. Each and every one of them was “essential” to making this happen.

BUILDINGS AND GROUNDS

Matt Shad, Chair

The committee continued on course through 2021, serving on an ad-hoc basis, and almost entirely via Zoom meetings, during the pandemic. The work of committee members in 2021 was focused on four avenues: standard building maintenance and capital projects, COVID-19 concerns, building staff resources, and capital expenditure planning. In summary:

1. 2021 Annual Capital Projects – Our originally budgeted project was for a roof replacement on the Parish House. Early in the year, the bidding results were significantly less than estimated budget. As a result of this, the committee had the flexibility to manage several additional projects that were needed, but not originally priorities, including:
 - a. Elevator safety and security repairs
 - b. Repair and maintenance of the tower clocks
 - c. Initiated an air purification project/study. Results listed below in COVID-19
 - d. Kitchen oven and ice machine replacements
 - e. Miscellaneous flooring and furnishing projects on the second floor and in the fifth-floor apartment, expediting potential projects that would have been needed in 2022
2. COVID-19 – Though resources had to be reallocated to manage additional costs for cleaning and masking supplies, budgets were managed appropriately at no net increase. Along with review and improvements to existing air filtration systems, the committee researched the possibility of an air purification system, with vestry endorsement. However, through shrewd contracting and management decisions, we discovered that after a test project in a critical area produced no appreciable results, the committee agreed to abandon the project, saving tens-of-thousands of dollars, which were reallocated later in the year for other capital needs.
3. Building Staffing – after much discussion with staff and the committee, we came to two conclusions that are more cost efficient and work efficient. We have moved to a contracted cleaning service, which has demonstrated significant expertise and accountability in their management of the facility. The committee has been sufficiently pleased with the result. Additionally, we have moved from a contracted uniformed security service to a staffing arrangement with retired plain-clothed police officers during public events at the cathedral. The staffing as a result has been more accountable, more familial during shifts and has deemphasized the security presences in the building while increasing expertise.
4. Capital Expenditure Planning – The committee embarked on a capital needs planning exercise in the fall of 2021, in conjunction with the arrival of the new dean. Recent approval by vestry for the 2022 capital budget will allow for the following projects to proceed in the coming year:
 - a. Improvements to the undercroft: flooring, soundproofing and AV equipment
 - b. Security: cameras and card access system
 - c. Nave restrooms: improvements and enhanced accessibility

- d. Livestreaming enhancements: vestry and forum rooms
- e. Sycamore entry enhancements: sidewalks and landscape bed
- f. Gym: locker room upgrades and air conditioning installation

The work Next Century Vision process, COVID-19 crisis, and new dean’s arrival, along with Noon Service growth and the pending installation of a new Bishop, illustrated that the way we potentially use our facilities could be impacted in new unforeseen ways. Thus, the committee acknowledged that careful study of space utilization mindful will be a focus of our endeavors in the next one to two years once the bishop has been seated.

CAMPING AND YOUTH OPPORTUNITIES

Mark J. Mahoney, Chair

The work of the Camping and Youth Opportunities committee is an important and fulfilling part of Christ Church Cathedral. It provides the opportunity to invest in young people who enthusiastically go from pews to life-enhancing experiences near home, and at times abroad. It is not always understood that the committee does not administer ongoing programs or make distributions that satisfy budgetary items. Instead, it annually makes educational and recreational grants to applicants based on merit, need, and available funds.

The cathedral’s history with camping started in the 1930s on Bass Island on the Little Miami River near Newtown. It continued in the 1950s at Lakeside, Ohio, on Lake Erie. In the late 1950s, Judge Robert Marx (think Playhouse Theatre), a former Jewish member of Christ Church Cathedral Boy’s Club, gave us his 100-acre hunting spread near Felicity, Ohio, for a summer youth camp. We developed and ran that camp for 25 years to benefit our parish members and inner-city children. The proceeds from the subsequent sale of that camp to the YMCA, and the consolidation of other camping and youth activities bequests, have resulted in an endowed fund overseen and administered by the committee.

Youth activities returned to something closer to normal in 2021, given the still present pandemic. The following is a summary of committee activity for 2021:

- Music Camp (\$1,577)
- Art Camp (\$962)
- YMCA Camp Ernst (\$13,145)
- Summer Reading Camp (\$8,500). This six-week reading program helps underachieving students from low-income families improve their reading for successful learning.
- Camp Joy, a United Way affiliated agency (\$10,000)
- Consistent with our practice for over 25 years, we provided college scholarships to Christ Church Cathedral family youth. Eleven students were awarded scholarships (\$22,250 total)

We look forward to the opportunities that 2022 will bring.

CINCINNATI SCHOLAR HOUSE

Don Lane

Cincinnati Scholar House operations continued through 2021 since the facility welcomed its first residents in June of 2020. Currently, the Scholar House has 111 residents who are realizing the dream of completing their post high school education in a welcoming community. Scholar House has also celebrated its first graduates from the program.

The Cincinnati Scholar House Advisory committee works with the management of Scholar House to give input on such things as volunteer efforts, educational programming, and life skills counseling. The committee also monitors the cathedral's annual funding of Scholar House operations from the funds set aside during the cathedral's prior capital campaign. We are currently in year four of this ten-year commitment. The cathedral's Scholar House Advisory committee members are: Susan Anuforo, Dianne Ebbs, Don Lane, and Jane Page Steiner. Jane also co-chairs the Advisory Committee with a member of our partner organization, Her Cincinnati, previously Cincinnati Union Bethel. In addition, because of the cathedral's involvement in Scholar House, Dianne Ebbs has a seat on the Her Cincinnati Board.

The pandemic has decreased the availability of volunteer opportunities at Scholar House for members of the cathedral community. As conditions hopefully improve, we look forward to increasing volunteer commitment as part of our continuing support of this important institution.

COMMUNICATIONS DEPARTMENT

Sarah Hartwig, Director

2021 was anything but predictable and continued to deliver new challenges for the cathedral communications department to tackle to keep people connected. But we are followers of Jesus, so it takes a lot to intimidate us! As always, I remain excited and committed to the day-to-day task of spreading the Good News here at the cathedral and beyond. Here is a snapshot of some of what the year held for this department:

Live streaming and Zoom

While we were again heartened to have already had a livestream capability in place, the goal was to make it better. The decision was made to switch from Vimeo to YouTube as our end game streaming platform. We worked with our video partner, TCP, to make that change, and will be using Vimeo for the current time as an archive site. We added a troubleshooting form to our website so that we can address issues in real time.

CCC website comes back under Communications Department from IT

With the departure of Tammie Vanoss from her shared role as IT Director to both the cathedral and the diocese, the majority of the back-end coding and website management came back under the communications department purview. While this shift brought with it a steep learning curve, it is ultimately a better system for the communications department to own the website. We look forward to it continuing to improve the entire site experience this year as well!

Lessen paper use

In an effort to leave less of a carbon footprint, each week we not only post service bulletins and music programs on our website, but QR codes are generated so that people can scan and pull up these documents on their personal devices.

Consolidating our social

In the early days, Facebook would automatically create a page for a business or organization. This had been the case with Christ Church Cathedral. Those pages, though, had less capability when it came to linking with newer platforms, so a newer, separate Christ Church Cathedral Facebook page was created under Dean Greenwell's tenure. We have since been able to delete the first page completely, thus making it easier for people to find us online in the social space, instead of bouncing between two separate pages. Make sure you like us on Facebook please! facebook.com/CincinnatiCathedral.

Communications Audit

The cathedral and the diocese both partnered with Vehr Communications to have their communications departments looked at from the top down. The audit identified key areas that would benefit from support with respect to: growing the current staff to increase workload capacity; strategic visioning for the department to work against; branding that sets the cathedral apart. We are very much looking forward to growing the department's ability to continue to serve our Beloved Community and make improvements to our existing systems.

These are just a few of the projects we worked on during a calendar year that shifted greatly due to COVID-19 and safe gathering guidelines, and a time when we said a gracious goodbye to our interim dean, the Rev. Jason Leo, and welcomed Dean Thompson.

Moving into 2022, we are very excited to have Dean Owen here to lead us in his vision for Christ Church Cathedral. Onward!

COMMUNITY ISSUES FORUM

Ed Burdell and Bill Woods, chairs

The Community Issues Forum completed its 40th year of providing forums in June, and it launched its 41st year in September. Established as a program that reflects the commitment of this downtown cathedral to the public life of the city, the forum features presentations on important local issues. A particular focus of the forum is to address questions of social, economic, and political justice. Scheduled every other Thursday from September to June, forums begin at noon and are open to the public with no reservations required.

The COVID-19 pandemic disrupted the forum schedule in March 2020, and since that time forums have been reformatted to take place utilizing Zoom. All forums in 2021 have utilized this format, but plans go forward to return to in-person sessions at the cathedral when it is safe to do so.

Success in 2021

Eleven forums (all via Zoom) took place from January to June, and six more occurred from September through December. Diverse topics such as the potential of the Child Tax Credit extension for reducing poverty, Cincinnati's affordable housing crisis, the Issue III Proposal for funding the Affordable Housing Trust Fund, the development of a policy for producing equitable neighborhood development projects, a review of critical County and City Government issues, initial proposals for addressing corruption involving City Council members, redistricting reforms in Ohio, presentations of local ballot issues, presentations of the candidates running for Mayor in Cincinnati, and a review of how the Peaslee Neighborhood Center worked with other community partners to provide people with critical assistance during the pandemic.

Speakers included a U.S. Senator, eight Cincinnati City Council members, the executive director of MARCC, the president of the Hamilton County Commissioners, the executive director of the Greater Cincinnati Homeless Coalition, a member of the Ohio House of Representatives, a program director of the Free Store Food Bank, the executive director of Common Cause Ohio, the president of Cincinnati, the program outreach coordinator of the Peaslee Neighborhood Center, a former Cincinnati City Manager, the director of the Interfaith Hospitality Network, the executive director of Over-the-Rhine Community Housing, the senior pastor of the New Prospect Baptist Church, the director of the Interfaith Workers Center, and the candidates running to become Mayor of Cincinnati.

The forum continued to benefit in 2021 from the involvement and insights of the forum planning committee that includes four members of the cathedral: Prince Brown, Elizabeth Brown, Michelle Dillingham, and Tom Kent, and two community leaders, the director of the Interfaith Workers Center and the recent president of the Woman's City Club. Sarah B. Hartwig, the cathedral's director of communications, attends most meetings and provides invaluable assistance in getting the word out about the forums including spots on WVXU.

In 2021, forum planners continued to collaborate with other community groups and organizations in planning and sponsoring events. In terms of other ways forums can be viewed or read about, segments of every forum were filmed, and ten minute programs can be viewed on the cathedral and AIR, Inc. websites. Articles on the forums also appear regularly in StreetVibes. Besides the thirty-plus people that participated in each forum this past year, hundreds of others have gone on-line to view and hear portions of these presentations either on Facebook, YouTube or on the two websites. For instance, during the last two quarters, Facebook recorded 1,980 minutes of forum viewing. For further information, call Ed Burdell or Bill Woods at 513-381-4994.

DOCENT REPORT

Dennis Harrell

Because of COVID-19 and the limits it placed upon the cathedral's services and other gatherings, regular First Sunday tours were suspended for the year 2021. Suggestions for the timing and type, future tours are welcome for discussion. Requests for special tours should be directed to either Suzann Parker Leist or myself.

EPISCOPAL NETWORK FOR ECONOMIC JUSTICE

Steven Simpkins, ENEJ Secretary and Administrator

The current president of the Episcopal Network for Economic Justice (ENEJ) is the Rev. Geoffrey Curtiss. ENEJ is staffed by Steven Simpkins. In 2021, ENEJ received financial contributions from ten dioceses across the Episcopal Church and a number of individual contributions. ENEJ began producing an electronic newsletter to share reflections and news more effectively. The sign up form is available at enej.org or on any of the editions that can be found at enej.org/publications.htm. 203 people have signed up to receive updates from ENEJ since the inception of the newsletter in early 2021.

In collaboration with the Episcopal Ecological Network ENEJ produced Reimagining and Honoring the Ancient Practice of Rogation: Modern Reflections for Rogation Days. The project had ten contributors from a variety of backgrounds and interests. ENEJ began holding meetings in Province I and Province V of the Episcopal Church to share resources and experiences and more reliably advocate for local contextual change. ENEJ produced a letter sent to Canon Michael Barlowe urging the Episcopal Church to honor its commitment to worker justice in its' hotel bookings in preparation of General Convention in 2022 a copy of which can be found in the November Edition of the ENEJ electronic newsletter(<https://conta.cc/3Ddi0yj>). ENEJ remains a member of The Consultation.

FAMILY MINISTRY

Megan Suttman, Director of Family Engagement

The return to corporeal gathering after the shutdown has created unique challenges and opportunities for re-imagining the way we do family ministry at the cathedral. Our goal to rebuild a strong family-base in our community is being realized through new and enlivened programming and the rebuilding of necessary infrastructure such as childcare to support the needs of parents in our community.

Sunday offerings include integrated children's worship in both the 10:00 a.m. and Noon Service with a focus on multi-sensory and experiential approaches that are age-inclusive, honoring the gifts and presence that is uniquely offered to our community through our children. During 10:00 a.m. worship, activity bags are made available for children to use during the service. These bags include coloring sheets, a children's bulletin of the readings with games, a thematic creative activity, and a snack. During the Noon Service, where we currently have a higher number of consistently attending children, the activities are facilitated by Megan.

The nursery has been staffed with two loving caregivers, Shepard and Polly, who offer care for children ages 0-6 during both services. The nursery has been remodeled after a Waldorf style classroom and fosters creative imaginative play through the availability of natural and multi-use toys. Each Sunday the children make bread and have teatime together.

A re-imagined, Advent Village went underway this year. Bags were filled with Advent Wreath ingredients as an assembly-line "Take-and-Make" activity in the south corridor. A reflection guide was made to accompany the materials which included Lectio Divina meditations and children's activities to accompany the lighting of the candles.

During Ordinary Time, at-home family resources (meditation guide and children's activities) were made available to integrate the lessons and themes of the season at home. This is part of a bigger project which we hope to compile as a book and make available to parishioners and the community at large. This project is called Ordinary Time; Recognizing the Sacred in the Mundane.

5000 CLUB

Mike Bootes, Chair

The 5000 Club served our Tuesday evening community dinner all 52 weeks of 2021. We began the year continuing to serve carry-out only as we had from March 2020 with absolutely minimum exposure as we waited for vaccinations. Guests entered the narthex one-at-a-time, masked and hand sanitized, were given a bagged complete dinner in the north corridor, and exited back to the Sycamore sidewalk. Meals were assembled in the north corridor by a well spaced group of about ten volunteers on any given week. Some of our guests remained well-known regulars while over half turned over, some for only a few visits and others for some months as a variety of people managed to find us.

In the magical tradition of the 5000 Club we had an evolving, changeable, and revolving group of volunteers with some new regulars willing to work cautiously. Derrek Dickey and his family continued to do the cooking, not missing a week, working for a minimal payment.

As vaccinations became readily available and with proven effectiveness, we began a conversation about the risks of returning to sit-down meals in the undercroft. Our old friends from the Cancer Justice Network visited only a few times, most notably when they organized vaccinations on-site by the Health Department in the south corridor, returning three weeks later for the second doses. It was a pleasant surprise to hear how many of our guests had already gotten their jabs and at least one of our most loyal volunteers took advantage of the convenience to get his doses. Our consideration of moving

back to the undercroft was informed by the comment from at least one of our guests to say that they hoped it would be “by the time it gets cold”. So, with the support of the cathedral staff, we returned to the undercroft for the 47th week of the year, the week of Thanksgiving setting 80 places at 20 tables and continued there for the rest of the year.

It takes about twice as many volunteers to provide our traditional meal with table clothes, china dishes, glasses, silverware, and bud vases and, as before, we had sufficient volunteer numbers almost every week. It was notable that our guests chose to linger longer than in the past and it was great to have more time with them, slightly distanced, and mostly masked. All volunteers were vaccinated and properly masked ever-mindful of the risks and exercising good caution. Ryan Luckie, the neighborhood outreach social worker, had returned in May for on-site interviews for identification cards and birth certificates and continued each week in the undercroft. This reminded us of the efficiency and effectiveness of meeting our guests where they assemble as opposed to the random referrals we had been forced to offer during the worst of the pandemic.

The week of Christmas featured distribution of winter supply bags and delightful cello entertainment.

All told, we provided 3,654 meals in-person and volunteers delivered an additional 1,136 take-out meals to several locations in Avondale, Price Hill, and the Central Business District. This was accomplished with about 1,700 hours of volunteer service spread among perhaps as many as 40 different people. Everyone at the cathedral should get to hear the heart-felt thank you from so many guests. They are a reliable reminder of how much our generous meals are appreciated in our 16th year.

FLOWER GUILD

Susan Pace, Chair

Our cathedral flower guild suspended their work until spring but managed to provide beautiful, though minimal, arrangements for the cathedral for Easter. We were very pleased with the number of arrangers willing to help in that effort. Many of our members are in high-risk categories so we have proceeded carefully to insure everyone’s safety. As things opened up, we began scheduling arrangers for each Sunday beginning in May. We feel blessed that despite all the disruption, we emerged from the lockdown with 17 active arrangers. We are currently providing weekly arrangements for the nave and prayer corner, Centennial Chapel, and the entrance on Fourth Street. We also provided flower arrangements for five weddings and several funerals.

We managed to put together work teams including flower guild members and the Vath family and do some planting with the families at Scholar House in the spring. We also turned a weed-filled plot by the Scholar House parking lot into a shade garden with the help of Paul Williams, Jenny Kent, and others drawn from the cathedral community.

We are looking forward to new ventures in 2022.

FRESH EXPRESSIONS

Melissa Vath, Chair

The Noon Service is just one expression of the Christ Church Cathedral community and our Episcopal tradition, imperfectly yet earnestly following Christ into liberating, life-giving relationship with God and neighbor.

Those who attend the Noon Service seek an authentic expression of the ancient Christian faith for the modern world. We welcome questions and doubts, believe in justice and mercy for all, and long for a world free from hatred, hunger, and despair. We are an intergenerational patchwork of individuals, families, blended families, divorced, widowed, and partnered, raised in many different faith traditions, where people of all sexualities and genders are affirmed, celebrated, and invited into leadership.

We worship according to Fresh Expression liturgies compiled and written by various Noon Service attendees, that combine prayer, silence, music, scripture, and discussion. These liturgies have balanced the traditions of the Episcopal Church with a range of influences from monastics, other Anglican churches, ecumenical sources from Roman Catholic and Eastern Orthodox to numerous Protestant traditions, and traditional prayers dating back as far as the first few centuries of the early church while maintaining an accessible, contemporary voice.

New Roles for 2021:

- Brooklin Taylor assumed the position of Director of Fresh Expressions when Dan Carlson moved to Berkeley, CA to finish seminary (January, 2021).
- Megan Suttman was moved from a contract position to a staff position as Director of Family Engagement (September, 2021).
- Brianna Kelly was also moved from a contract position to a staff position as the artistic director of Fresh Expressions (December, 2021).
- Melissa Vath was contracted to fill in for Brooklin Taylor during her family leave (November, 2021; Expected return: January 23, 2022).

Highlights of 2021:

- The Noon Service lay leadership team met monthly with the guidance and mentorship of Sub-Dean Paul Williams and the Rev. Canon George Hill.
 - Plans events/service opportunities for the noon service community.
 - Assist in organizing the services, formation, writing liturgies, etc.
- American Sign Language (ASL) interpretation provided for all Noon Service services (virtually and in-person).
- **January**
 - Noon Service continues to meet via Zoom with an average weekly attendance around 40.
 - A group from the Diocese of Southern Ohio joined a Noon Service Zoom to observe/participate/ask questions.
 - A Zoom book discussion group was formed by Greg Williams and met regularly throughout the year.
 - Room 301 was created to use as a shared/remote work space.
- **February-March**
 - Weekly coffee hour Zoom talks begin after the Noon Service Zoom.
 - Noon Service Zoom continues with consistent attendance/participation.
 - Noon Service attendee, Mike Johnson, led a multi-week presentation on Catholic Social Teaching.
 - Private Noon Service Facebook group created.
- **April-May**
 - First hybrid service: In-person outside in the Sycamore Commons combined with those meeting on Zoom (Average attendance: 30-50).
 - A Noon Service pastoral care team was formed and mentored by the Rev. Canon Bill Scrivener. Stationary was printed for cards to be sent and members of this team were made available during the Eucharist for prayer each week.
 - Hybrid service transitioned to in-person only, moved indoors.

- **June-August**
 - Noon Service attendees participate in the cathedral's Pride Evening Prayer Service.
 - Movable feasts occurred once a month during the summer hosted in homes by different Noon Service attendees.
 - Art Show by Brianna Kelly and Megan Suttman: A Year of Liturgical Art.
- **September-November**
 - Begin weekly post-Noon Service lunch gatherings in the Sycamore Commons to maintain community connections.
 - A confirmation class from a nearby Presbyterian church came to observe the Noon Service.
 - Continue weekly post-Noon Service lunch gatherings in the Sycamore Commons to maintain community connections.
 - Melissa Vath began as interim director while Brooklin was on leave.
 - Melissa followed-up on multiple community requests looking for more information and looking for a faith community (via the website). She met for coffee with one individual.
- **December**
 - Hosted a Lessons and Carols event featuring local artists in the Centennial Chapel with 85 people in attendance.
 - A group of Noon Service attendees volunteered and provided live Christmas music at the 5000 Club.
 - Continue weekly post-Noon Service lunch gatherings in the Sycamore Commons to maintain community connections.

HEARTS AND HANDS

Berta Lerch, Chair

Even with COVID-19, there were no gatherings until summer. Our ministry made:

- 82 Shawls
- 10 blankets
- 7 prayer bears/puppets
- 130 caps/scarves/throw (2020/2021 delivered 2021)
- 4 baby blankets
- 3 dogs
- 1 cat
- over 150 minis

Given out/Deliveries - either face to face or left at door

- 63 Shawls (blankets included)
- 3 bears
- 4 mailed out of town

INTERFAITH HOSPITALITY NETWORK

Elizabeth Brown, Chair

The cathedral is one of 27 host congregations in the greater Cincinnati area providing shelter and food for families who are homeless through the Interfaith Hospitality Network. We were scheduled to host families five weeks during 2021, but were unable to host due to the pandemic. The families stayed in rooms at an extended-stay motel because congregating living at the churches was deemed not to be safe. The cathedral used the funds budgeted for hosting to help defray the costs. We hope to resume on-site hosting in 2022.

JUBILEE DEBT FORGIVENESS PROGRAM

Larry Hayes, Chair

The goal of the program is to remove debt that is an immediate barrier to stabilizing a family's life and moving toward self-sufficiency. We receive grant requests from case managers at four (4) family homeless shelters in Cincinnati: the Interfaith Hospitality Network, Bethany House, Salvation Army, and the YWCA domestic violence shelter. Requests are also received for residents at Scholar House.

2021 was the third year that Christ Church Cathedral has provided this program. It was initially funded with \$40,000, later expanded to \$40,772.83. The maximum grant limit was \$3,000.

22 grant requests were received, ranging from \$200 to \$3450. The average grant amount paid was \$1,851.04. Nineteen (19) of those requests were to retire debt owed to Duke Energy. Three (3) requests were to retire debt owed to a collection agency.

The cathedral's financial staff was very efficient in making the payments which were paid directly to the creditor. The Duke Energy bills could be paid online. Three of the requests were paid by check to a collection agency.

MUSIC COMMITTEE

Drew Abbott, Chair

It is a privilege to continue sharing the gift of music with the cathedral's worship community, the Diocese of Southern Ohio, and the City of Cincinnati. The 2021 calendar year has, of course, continued to present challenges in all areas of ministry! When not able to meet in person, we have responded to the limitations caused by the pandemic with technology and presented many of our worship services and concerts virtually.

Nave Organ Project

Richards Fowkes & Co. Opus 24 was completed in March, following the months-long intensive voicing process, in which each pipe is adjusted to work perfectly with the other pipes and with the acoustics of the room. The instrument was dedicated during 10:00 a.m. worship on Sunday, October 24, and virtuoso organist David Higgs played the dedicatory recital at 7:00 p.m. the same day. The opportunity to begin singing hymns together again was made even more joyous with Opus 24's wide range of dynamics and color to accompany congregational singing. Two organ demonstrations for children offered insight into how the organ works in a light-hearted manner!

Cathedral Choir

The cathedral choir consists of 32 choristers: 12 professionals, three high school choral scholars, and 17 volunteers. At the beginning of the year, the realities of COVID-19 required continuation of safety measures such as wearing special masks, wide spacing between singers, frequent change of rehearsal space, and the use of small ensembles rather than the full choir. For several months, these small ensembles sang at two or more services every Sunday, sometimes outside in less than comfortable weather! By September, however, the full choir was able to convene for rehearsal and worship, though masking has continued, as has the use of large, well-ventilated rooms rather than the choir room. In total, the choir sang for more than 100 liturgies and concerts in 2021, including:

- An Epiphany Procession
- A “Shrove Sunday” Jazz Mass
- Services of Choral Evensong
- Ash Wednesday
- Lent midweek services
- Holy Week liturgies
 - Palm Sunday
 - Maundy Thursday
 - Good Friday Liturgy
 - Good Friday Evensong
 - Easter Vigil
 - Easter Day
- Ascension Day Eucharist
- Indigenous Peoples’ Celebration
- All Souls’ Requiem (featuring Fauré’s Requiem to commemorate victims of COVID-19)
- An Advent Procession with Lessons and Carols (at Christ Church Cathedral and at the Church of Our Saviour in Mt. Auburn)
- Benjamin Britten’s A Ceremony of Carols
- A Festival of Nine Lessons and Carols
- Christmas Eve and Christmas Day liturgies

Solo cantors have provided music for liturgies such as:

- The Epiphany
- Easter Day
- All Saints’ Day
- Thanksgiving Day
- Blue Christmas

Sadly, health safety required the annual Boar’s Head and Yule Log Festival to be offered as an online video of the previous year’s performance rather than a live show.

Christ Church Singers

The Christ Church Singers is an all-volunteer ensemble designed for those who love to sing but are not able to commit to the cathedral choir’s rehearsal and performance schedule. Typically the singers meet to rehearse and sing for Sunday morning Eucharist four times a year, but due to the pandemic, three of the rehearsals/performances scheduled for 2021 were cancelled. The ensemble reconvened, however, in the Autumn and sang for worship at the end of October.

Cathedral Choir of Children and Youth

The Cathedral Choir of Children and Youth (CCCY) under the leadership of Christopher Wheeler continued in an all-virtual format at the beginning of the year but resumed in-person rehearsals in the Autumn. Singers meet once a week on Sundays between the 10:00 a.m. and Noon services for fellowship, community building, and rehearsing high quality liturgical music that is engaging for young people. CCCY sang for worship services in October and on Christmas Eve.

Summer Music Camp

The 2021 Summer Choir Music Camp was held in person. 14 campers followed COVID-19 safety measures such as masking, distancing, and frequent room changes while singing, playing instruments, and engaging in faith formation activities. A closing concert featured music learned during camp.

Sunday Noon Service Music

Brianna Kelly led a core group of musicians in providing music for the noon service throughout 2021—at first online, then in person outdoors, and eventually back in Centennial Chapel. Congregational singing for the service is sometimes unaccompanied but often features various instruments such as guitar, shruti box, violin, and percussion.

Noon service musicians presented the annual Lessons and Carols Concert of Christmas readings and music in collaboration with various local musicians. The ensemble also collaborated with other cathedral musicians for the Institution of the Dean and one of the Christmas Eve services.

Concerts

During 2021, the cathedral presented special performances that included the following:

- Organ Recital (Michael Unger)
- Mozart's Mass in C Minor (Cincinnati College-Conservatory of Music)
- Shadows and Reflections: Tenebrae Interpretations (Collegium Cincinnati)
- Organ Recital (Thom Miles)
- The Baroque Spirit (Anne and Michael Delfin)
- Concert for the Human Family (Kory Caudill, Wordsmith, and other local and national artists)
- Cathedral Organ Dedicatory Recital (David Higgs)
- To the Hands (Cincinnati College-Conservatory of Music)
- Handel's Messiah (Collegium Cincinnati; Stephan Casurella, conductor)
- Family Holiday Concert (Young Professionals Choral Collective)
- Lessons and Carols Concert (Noon service musicians with other local musicians)

Most concerts were streamed live so that audience members not comfortable attending in person due to the pandemic could watch online.

Music Live at Lunch

Music Live at Lunch performances have continued strong, even though serving lunch was no longer possible due to COVID-19, and they were offered both in person and online. Programs ranged from New Orleans Jazz and Bluegrass to Bach cantatas.

Organ Scholar

The position of organ scholar has a long history, particularly in England, where many prominent church musicians, conductors, and professors served as organ scholars early in their careers. It has been an important way to foster and nurture talented students who will serve in sacred music. We are pleased to have Stella O'Neill returning in this capacity for the 2021-2022 academic year at Christ Church Cathedral. Stella is completing her Doctor of Musical Arts degree at the University of Cincinnati College-Conservatory of Music. As Organ Scholar, Stella is gaining experience in performing, conducting, and accompanying, as well as assisting with music-related administrative tasks.

Friends of Music

We give special thanks to the generous Friends of Music donors who make possible special concerts, commissioned works, and other music projects not supported by the cathedral's music operating budget. In 2021, the Friends of Music provided funding for concerts by Collegium Cincinnati and two organ recitals.

Attendance

While attendance at music events is currently lower than usual due to the pandemic, music ministry has been an important vehicle for bringing people back to the cathedral following COVID-19 shutdown. The chart below shows attendance for several recent music events.

Thanks

The Music Committee wants to express our appreciation to all who have attended cathedral worship services and concerts both in-person and online during another difficult year. We offer particular thanks for those that supported our worship and music events in 2021, including our generous donors, ushers and greeters, communications staff, sextons, receptionists, sound and video technicians, librarians, in-residence ensemble Collegium Cincinnati, Boar's Head Festival participants, and musicians. We thank our recent Interim Dean Jason Leo and our Dean Owen Thompson for their encouragement and support of our ministry. We are particularly thankful for our amazing music staff: Stephan Casurella, Shiloh Roby, Brianna Kelly, Christopher Wheeler, Doug Bruestle, and Stella O'Neill. The thoughtful leadership, musicianship, dedication, and flexibility of our musicians have led us to deep spiritual reflection and joyous praise. Their work continues to bring our parish and the broader cathedral community together to celebrate, reflect, and share the beauty of music.

Cathedral Music Staff

Stephan Casurella, Canon Precentor & Director of Music
Shiloh Roby, Associate Director of Music
Christopher Wheeler, Associate Musician for Children and Youth
Brianna Kelly, Artistic Director of Fresh Expressions
Stella O'Neill, Organ Scholar
Doug Bruestle, Music Administrator

Music Committee Members

The Very Rev. Owen C. Thompson, Dean
Drew Abbott, Chair
Dan Lakamp, Vestry Liaison
Cecile Allyn
Merrilee Atkins
Robert Beiring
Dawn Bruestle
Mary Henrickson
Isaiah Hyman, Jr.
Anne Jaroszewicz
Michael Unger

NATIVE AMERICAN MINISTRY COUNCIL

John Grate, Chair

The Native American Ministry Council provides hands-on outreach by witnessing and building awareness of the contemporary needs, values, and traditions of Native American cultures, contributes to education and theological development of leadership within Native American communities, and supports initiatives to empower Native Americans related to needs, cultural sustainability, and spiritual growth.

Council Activities in 2021: The COVID-19 pandemic continued to have an effect on the activities of the council throughout 2021. Meetings were limited to virtual contacts for most of the year. The mission trips to Navajoland were canceled and meetings with indigenous groups were also cancelled.

The Reverend Mary Christ, Director of Indigenous Theological Education and Training for the Episcopal Church was able to journey to Cincinnati to preach and conduct a Forum on Indigenous Peoples Day. The council also supported the Greater Cincinnati Native American Collaborative activities on that weekend, including Native Voices from the Americas and an Art Exhibit at the 21C Museum Hotel.

The council continues its partnership with the Episcopal Church in Navajoland through contributions, grants and leadership. The cathedral's Easter collections were matched by the Dean's Discretionary Fund resulted in a \$19,000 donation to support the mission of ECNs outreach mission of food, water, hygiene supplies, and fuel during these hard times on the reservation due to the pandemic.

The Christmas Shima Soap Fundraiser resulted in an additional donation of \$1,223. David Thomson co-chairs the Friends of Navajoland for ECN and John Grate serves as President of the Economic Development Corporation for the Episcopal Church in Navajoland that is focusing on fundraising as well as assessment of facilities and support needs.

New partner relationships were initiated this year including the Cloud Horse Art Institute on the Pine Ridge Reservation for facilitating a Lakota language program and Return 2 the Heart Foundation supporting indigenous women's projects on healing and reconciliation.

Hands-on Outreach Expenditures:

- Episcopal Church in Navajoland Annual Fund - \$10,000
- Episcopal Church in Navajoland Endowment - \$5,000
- Outreach and Covid Pandemic Relief - \$10,000
- Indigenous Peoples Day Expenditures - \$1,143

Education and Leadership Development Expenditures:

- Minnesota Department of Indian Works travel scholarships - \$5,000
- Diocese of Alaska for Indigenous Training - \$2,000
- Portable Communion Sets for Navajo Clergy - \$1,866
- Pine Ridge Girls School - \$1,000

Native American Empowerment Expenditures:

- Support Lillie Ann Begay's aid to the poor and elderly in Navajo land - \$7,200
- Cloud Horse Art Institute - \$2,700
- Economic Development Corporation of Navajo land - \$5,000
- Greater Cincinnati Native American Coalition - \$8,000
- National Native American Boarding School Healing Coalition - \$5,000
- Native Americans in Philanthropy—\$1,000
- Return2Heart Foundation - \$1,000
- Shima soaps for fundraising—\$765

Council volunteers: Amy Brubaker, Tom Bensman, Martha Camele, John and Toni Grate, Guy Jones, Jack Jose, Laura Kennedy, Lisa and Steve Lemen, Kathy Mank, Danyale Marshall, Frank and Janna McWilliams, Jheri Neri, Ethan Nichols, Bob Shawver, and David Thomson.

OUTREACH

Olden Warren, Chair

The Outreach Committee continued to live out its mission of “Claiming God’s mission as our own, we seek and raise awareness of the issues affecting the poor and underserved in our community. We provide the advocacy and resources of the cathedral to make significant impact and meaningful change in the areas in which we focus.” The committee oversees the following longstanding ministries:

- Plumb Line
- 5000 Club
- Volunteer Friend/Outreach Assistance program
- Interfaith Hospitality Network (IHN)
- Community Issues Forum
- Grants
- Gun Violence Task Force
- Debt Forgiveness

Details from each of these ministries have been submitted separately for the annual report.

The continued shuttering of cathedral activities in response to the COVID-19 crisis impacted a number of our ministries’ planned activities, but thanks to the dedication and flexibility of many, we were able to adjust and deliver a number of needed services. The 5000 Club continued providing carry out meals to our guests as it started during 2020. The sacrifice of these volunteers is exemplary, putting themselves on the front line of the crisis as they served folks who had little protection from the spread. In the late fall, just in time to avoid the cold weather, the cathedral opened its doors and allowed the return to meals in the undercroft.

The Community Issues Forum continued its virtual format to host important discussions on key local issues, extending its reach to even more people who could now participate remotely.

The Grants Committee completed its review and award of grants for both of its spring and fall periods. The Debt Forgiveness program was able to make awards, paying utilities debts that were causing barriers for homeless folks seeking housing. The program underwent a change in leadership (from Elizabeth Brown to Larry Hayes) and did not miss a beat.

Although the pandemic curtailed our IHN hosting responsibilities, we provided IHN with our budgeted funds to help defray their costs in finding alternative housing for their displaced families. Finally, and importantly, we maintained our relationships with our gun violence prevention partners. We are proud to say after more than a year of our involvement specifically in Lower Price Hill violence prevention efforts, LPH was no longer in the top three most violent neighborhoods in Cincinnati; in fact, LPH dropped out of the top 10.

Members of the Mission and Outreach Committee in 2022: Olden Warren (Chair), John Gillespie (Vestry Liaison), Mike Bootes, Julieta Simms, Janna McWilliams, and Greg Williams.

COMMUNITY GRANTS

Mary Grover, Chair

The Grants Committee is a sub committee of the Outreach Committee. The committee is comprised of eight cathedral parishioners. The committee has two rounds of accepting grant applications: January - March and June - August. Our budget for 2021 was \$280,000. Grant requests for 2021 far exceeded our budget, and the committee members conducted due diligence with each agency requesting funding, selecting those that most fit cathedral values.

Below is the listing of funds awarded Spring 2021:

- Neighborhood Housing Services - \$2,500
- Kids4Peace -\$3,500
- Hispanics Avanzando Hispanice - \$5,000
- IKRON Corporation - \$5,000
- Center for Respite Care - \$5,000
- The Dragon Fly Foundation - \$5,000
- Greater Cincinnati Center for Economic Education -\$5,000
- Stepping Stones - \$5,400
- UpSpring- \$7,500
- Rosemary's Babies - \$7,500
- Focus on Youth - \$7,500
- Samaritan Car Care Clinic - \$8,000
- Our Daily Bread - \$11,500
- Welcome House of Northern Kentucky - 12,000
- Cincinnati Works - \$15,000
- The Brighton Center - \$15,000

TOTAL: \$140,400.00

Below is the listing of funds awarded Fall 2021:

- Guiding Light Mentoring, A Child's Hope International Inc. - \$5,000
- Episcopal Retirement Services Foundation, Ohio Valley Voices - \$7,500
- Church Active in Northside (CAIN)- \$8,000
- Children's Protective Services dba Families Forward - \$10,000
- Never the Less, Inc., - \$10,000
- Cincinnati Urban Promise -\$10,000
- Women Helping Women- \$10,000
- CHMC: Queen's Village BlackWomen's Support - \$10,000
- Fernside Center for Grieving Children - \$11,000
- Dress for Success Cincinnati - \$12,500
- Over-the-Rhine Community Housing - \$14,800
- Peaslee Neighborhood Center - \$18,300

TOTAL: \$139,600.00

GRAND TOTAL: \$280,000.00

Christ Church Cathedral is widely known in Cincinnati and the surrounding community as a source for funding of worthy agencies doing God's work. The committee is proud to be a part of sustaining the outreach work of the cathedral as we work to "Let not the needy be forgotten, nor the hope of the poor be taken away.

VOLUNTEER FRIENDS/OUTREACH ASSISTANCE

Olden Warren, Chair

We started the year only able to offer remote referrals to Ryan Luckie, FreeStore FoodBank social worker, to continue to provide identification cards and birth certificates (and some social service referrals) for the carry-out only 5000 Club guests.

There was only minimal contact with Ryan until he returned to on-site interviews in May as COVID-19 vaccinations became established. Ryan continued to attend every week and ended the year seeing about ten to twelve guests each week with our return to sit-down meals in the undercroft. This service to our guests remains a popular and helpful benefit of our weekly gatherings.

PLUMB LINE MINISTRY

Jack M. Jose, Chair

2021 was an unusual year for impoverished people in Cincinnati. One-time federal payouts, child tax credit payments, and direct federal payments to landlords helped ease the impact of poverty. However, all of these were temporary measures, and they did not solve every problem.

Plumb Line at Christ Church Cathedral is an integral part of a citywide safety net to prevent families from falling into homelessness. We work through a Central Access Point with St. Vincent DePaul, Community Action Agency, Our Daily Bread, Tender Mercies, CAIN, and the Freestore/Foodbank to identify families in genuine need of support. Then we help.

Plumb Line directly prevented 264 families from being evicted in 2021. In one case, a woman was in a terrible car accident that resulted in one leg being amputated at the knee. Though she had to remain in her apartment as she recovered, we were able to assist her with rent and connect her with additional necessary services. In all, Christ Church Cathedral invested \$123,427.98 in Plumb Line activities this year.

We don't work alone. In several cases, our phone calls brought extra aid. Two families received Christmas gifts from landlords or anonymous donors after the cathedral shared their story and covered their rent. Those are Christmases that would have been dramatically different without our intervention.

After 30 years of face-to-face interviews, COVID-19 completely shut down our in-person consultations with volunteers for the past two years. During this time, Ryan Luckie at Freestore and Crystal Jones have handled much of the operation. It simply could not have happened without their dedication and commitment to our mission, and I express our sincere thanks on behalf of Christ Church Cathedral.

Thank you to Judy Hering who processes rent payments to landlords, making our work possible.

As COVID-19 restrictions relax, we will need volunteers to help this ministry thrive. I hope you will consider volunteering your time and talent to this life-changing work. This November, Dean Thompson met with Sammie Bubel, Toni Grate, Sue Heighberger, and Jack Jose to plan for the successful continuance of this important ministry to Cincinnati.

It was my honor to assist in this ministry over the past three years, with tremendous support from Toni Grate, and I look forward to helping in every way I can as Marjorie Fox and Sue Heighberger step into the leadership role in 2022.

PASTORAL PROGRAMS STANDING COMMITTEE REPORT

Quinton Jefferson/Julieta Simms, Chair

The pastoral programs are lay and clergy lead initiatives. Each of them welcomes volunteers. Vestry liaisons are Julieta Simms and Quinton Jefferson. The ministries include:

- Cathedral Cycle of Prayer Cards
 - Led by Carl Rhodes, Christ Church Cathedral members are notified about their inclusion in Sunday prayers. This is an ongoing ministry.
- Hearts and Hands Ministry
 - Led by Alberta Lerch, nearly 400 items have been crocheted. Items include: shawls, blankets, caps, and scarves to name a few. Items accompanied by handwritten notes have been delivered to members and to students at Withrow.
- Homebound Invite/Welcome/Connect Ministry Pastoral Visits
 - Led by Paul Williams, this ministry encapsulates three areas.
 - Homebound – Visits to homebound members is limited due to Covid. Email and telephone calls have been used.
 - Invite/Welcome/Connect – The welcoming of members has been restarted as restrictions have been lifted.
 - Pastoral Visits – The Rev. Canon Bill Scrivener successfully transitioned into the role of pastoral care upon the retirement of the Rev. Canon Karen Montagno. Requests for care are directed to the clergy quickly. A separate pastoral program for the Noon service has been piloted. Weddings and funerals are offered. A number of lay pastoral care ministers have been called to assist in this ministry.
- Prayer Chain Ministry
 - This ministry is led by Pat Haug.
- Seasonal Flowers/Homebound Spiritual Direction
 - Led by Susan Pace and Mary Hagner, Easter and Christmas plants are delivered to Christ Church Cathedral members. This ministry has been placed on hold since COVID-19.
- Transportation Ministry
 - Led by Paul Williams, this ministry assists individuals with transportation costs.

PRAYER GROUP MINISTRY

Pat Haug and Priscilla Dunn, Co-Coordinator

Our group of 20 members of the congregation offer prayers for 70 persons for whom prayers have been requested. The list changes as there are healings, thanksgivings, and deaths that remove names from the list and from our lives. Each day different concerns that reach outside of our congregation are also offered up in prayer.

RESOURCE STEWARDSHIP

Julie Kline and Quinton Jefferson, Co-Chairs

The Resource Stewardship Committee endeavors to manage the talents and gifts of cathedral membership and others in order to support the ministries and operations of the cathedral. Thus, the committee functions with two sub-groups: (1) Budget and Finance and (2) Stewardship. Under Stewardship, the four areas of giving are: Memorial Giving, Legacy Giving, Annual Appeal, and Capital Campaigns.

The budget and finance committee members are: Elizabeth Brown, Steve Gerdson, Matt Dunn, Sandra Crawford, and John Gillespie as cathedral treasurer. The budget timeline was determined in July. Next, the committee met several times during August through December to closely monitor the progress of budget creation and reporting progress to the vestry. Throughout the budgeting process, priorities were set and accounts were analyzed for improved categorization. As a result, a 2022 budget was crafted that provides our new dean the flexibility to effectively formulate and deliver his ministry to all cathedral stakeholders. The 2022 budget differs from the 2021 budget, which was more austere and reflective of the realities of the COVID-19 pandemic. Additionally, the committee was tasked by the vestry for several ad-hoc projects. These included creating financial impact scenarios for the affordable housing initiative of the Next Century Vision and creating a resolution to clarify the restricted purpose of the Parish House Endowment Fund.

The annual appeal was co-chaired by Kyle Vath and Mary Hagner. They coordinated several meetings September through January to determine an annual appeal goal and create a promotion strategy.

As of this writing, the Annual Appeal for 2022 totaled approximately \$392,000, or 78% of the budgeted goal of \$500,000.

Matt Dunn chairs the Anchor Society, representing the cathedral's effort to encourage Legacy Giving.

The committee chairs would like to thank Jean Beck and Carine de Lange for their work with the committee.

Please refer to the financial information in this annual report for the 2022 budget, the trustee's report for the endowment position and performance, and the treasurer's presentation for a full financial summary of 2021 for the cathedral and 2022 annual appeal campaign results.

TAFT LECTURE SERIES

Dianne Ebbs, Chair

COVID -19

The Taft Lecture Series presented two events during the 2021 calendar year. Due to the continuing pandemic, we elected to have our first virtual event. Given the confusion and lack of understanding of the COVID-19 vaccine, we decided to create a platform for local physicians to present information regarding COVID-19 and answer questions regarding the available vaccines and the health disparities associated with COVID-19.

On April 13, 2021, approximately 40 people logged on to our virtual event, "How has COVID-19 exposed health disparities, and how do we address these disparities moving forward?"

Our panel included:

- Dr. Louito Edji, Associate Dean of Graduate Education, UC, College of Medicine
- Renee Mahaffey Harris, President/CEO The Center for Closing the Health Gap
- Dr. Odell Owens, President & Chief Executive Officer/Interact for Health
- Dr. James Powell, Co-Founder and Chief Medical Officer KnowRX
- Dr. Anisa Shomo, Associate Professor, Medical Department and Family and Community Medicine, UC College of Medicine
- Dr. Eddie Glaude

On November 8, 2021, the Taft Lecture Series presented our second virtual event, “Begin Again: An Evening with Dr. Eddie Glaude, Jr.” hosted by our local television personality, Courtis Fuller. Dr. Glaude is an author, political commentator, public intellectual and educator. Dr. Glaude made a presentation based on his best seller, “Begin Again, James Baldwin’s America and Its Urgent Lessons for Our Own”.

We had over 80 attendees for this outstanding presentation which included an opportunity for a question and answer session.

USHERS – 10 AM SERVICES AND SPECIAL SERVICES

Paula Rose and Tucker Stone, Co-Head Ushers

First and foremost, it is so exciting to welcome the Very Reverend Dean Owen C. Thompson as our new dean of Christ Church Cathedral. We were blessed with his arrival in November of 2021 and look forward to the new year 2022.

I, too, welcome Tucker Stone who has graciously accepted the role of co-head usher! We look forward to a fantastic 2022 together.

The year 2021 has, like much of 2020, proven to be a roller coaster of ups and downs of the pandemic. Yet...we have so much to celebrate in how we have managed to come together to worship in person, via Zoom and live streaming combined.

In early 2021, we were still meeting out of doors in the Sycamore Garden for in person worship. We then, in March of 2021, moved back into the nave where we held services keeping in play the Diocese of Southern Ohio guidelines for safe distancing, masking, and contact tracing, etc. We experienced some relaxation of the guidelines only to have them re-implemented in the Fall and Winter due to a new variant of the COVID-19 virus. Each time, our family of ushers continued to stay the course and provide their abundance of service and warm welcome to our congregants and visitors to our beloved community. For those of you that are not able to serve, for any reason, again, we truly understand, and continue to miss you. You always have a place when you are ready to return to service.

Stephan Casurella, the administrator of MSP, and our Director of Music and Liturgy, continues to provide an abundance of time and dedication to us all.

Recruiting and scheduling of ushers is ongoing to help us prepare for the time we are all together again in person. George Marshall, our Head Usher Emeritus, has been a tremendous leader, and will forever be a beacon of light to us all, past and present.

Our ushers coordinate through all liturgical scheduling, including Evensongs weddings, funerals, and more recently concerts, and other special services. The 8:00 a.m. and the Noon service, and Boar's Head have their own team of ushers.

As happens every year, we joyfully welcome new ministers to the usher ranks and say good-bye to those who have moved on, transferred or are taking a break. For those who have left and those who are no longer listed below, their service will be missed. Thank you.

Those that follow have served in some capacity in 2021 and will continue to serve in 2022 when able: Jon Berger, Lexie Bopp, Ed Burdell, Tom Cecil, Chris and Nancy Christensen, Roland Ficke, John Grate, Phil and Mary Hagner, Sigrun Haude, Mike and Sandy Porada, Paula Rose, Ron Slone, Tucker Stone, and Olden Warren. Vestry Ushers – 1st Sunday each month: Drew Abbott, Sue Brammer, Elizabeth Brown, Matt Dunn, John Gillespie, Mary Grover, Quinton Jefferson, Jack Jose, Dan Lakamp, Ethan Nichols, and Julieta Simms.

As you can see, our usher pool has diminished in a great way from 50 to 28. We have made efforts to recruit additional ushers by way of announcements at services, leaflet inserts, etc. At the recommendation of Nancy Christensen, we will explore incorporating the assistance of other services (i.e., 8:00 a.m. and Noon services) to assist in the special services, the weddings, the concerts, etc, to increase the pool of available ushers.

The role of ushers is to ensure attendees have a service leaflet/program at the Nave door and get them seated promptly and with courtesy. Ushers also collect and present the offering or monitor plates in the aisle, as appropriate. Ushers welcome attendees, answer questions (away from the nave doors) before and after the service. Ushers are also responsible for ensuring the pews are cleared of any disposed of leaflets.

Ushers handle crowds from overflowing out the doors of the cathedral to a handful of people in the chapel. This ministry is a terrific way to meet and get to know other members of the congregation.

As we close out this unusual year, we look forward to serving in the new year 2022.

RECOGNITION OF WARDENS AND VESTRY MEMBERS

The new Wardens and Vestry members stand facing the Celebrant

The Celebrant says

Friends in Christ, we are all baptized by the one Spirit into one Body and given gifts for a variety of ministries for the common good.

The sponsor says

N. have been called to the ministry of Warden/Vestry Member.

People Praise be to God, who has called you to this service.

Celebrant Let us pray. *(Silence)*

Look with favor upon those whom you have called, O God, and grant that they may be so filled with your Holy Spirit, that they may minister in their chosen task with joy and steadfast devotion; through Jesus Christ our Savior. Amen.

Celebrant

In the Name of God, we recognize you **[N.]** as Wardens and Vestry members at Christ Church Cathedral.

THE CHURCH OF CHRIST IN EVERY AGE

1. The church of Christ in every age, be - set by
 2. A - cross the world, a - cross the street, the vic - tims
 3. Then let the ser - vant church a - rise. A car - ing
 4. For Christ a - lone, whose blood was shed, can cure the
 5. We have no mis - sion but to serve in full o -

change but spir - it led, must claim and test its her - i -
 of in - jus - tice cry for shel - ter and for bread to
 church that longs to be a part - ner in Christ's sac - ri -
 fe - ver in our blood. And teach us how to share our
 be - dience to our Lord: to care for all with - out re -

tage and keep on ri - sing from the dead.
 eat and nev - er live un - til they die.
 fice, and clothed in Christ's hu - man - i - ty.
 bread and feed the starv - ing mul - ti - tude.
 serve. And spread Christ's lib - er - a - ting word.

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**Christ Church
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