

Cathedral Church of St. Paul

April 2023 Chapter Meeting

Attending: Kevin Miller, John Lane, Hall Kirkham, Kate Bast, Jane Peyrouse, Derrick Muwina, Rebecca Spangler, Andrew Switter, Anne Stetson, Gail Merriam, Sean Carpenter, Megan Holding, Katy Denning, Beth Grundy, Jen Hopcroft, Mónica Elias Orellana, Jane Peyrouse, Amy McCreath, Roger Lovejoy (guest)

Regrets From: Stephan Griffin, Chris Capaldo, Nick Carter, Emily Garcia

Prayer & Scripture Reflection – Hall Kirkham

Update from Amy

- Thanks to all for prayers! Amy’s recovery is proceeding smoothly.

Minutes Approvals: Annual Meeting and March Meeting

- Hall moved to approve the minutes from both meetings. Betsy seconded.
- Kevin asked whether the Sanctuary portion of the meeting was on the record. It was not officially on the record, but transcripts of Bishop Gates’ and Dean Amy’s remarks are available.
- Minutes approved unanimously.

Racial Justice Audit: Intersectionality

- Framing – Amy
 - Ensure that everyone has grounding in this topic. The reading does not give much background on the subject of intersectionality.
 - Intersectionality is an idea associated with the legal scholar Kimberle Crenshaw. “A lens for seeing the way in which various forms of inequality often operate together and exacerbate each other.”
 - Oftentimes when we enter into anti-racism work, we approach the topic in terms of *race only*. Intersectionality invites us to see race as part of a complex and overlapping series of identities.
 - Social justice movements are often limited by identity – i.e. the Black Power movement was dominated by men, the Feminist movement was dominated by white women.
 - White dominating culture: rewards, values, gives authority to particular kinds of being and experience – white, heterosexual, male, wealthy/educated, able-bodied/neurotypical, English-speaking, citizen.
 - The hierarchy in the church structure – bishop → priest → deacon → lay.
- Share-Out/Next Steps
 - In the church, we often see anti-racism work in its own box, separate from hospitality and welcoming. In fact, they are connected. If we aren’t aware of our

biases and our assumptions and don't make space for the complexity of people, we won't be successful in our outreach work.

- Most of us have experienced being a “target” or being oppressed in some ways. Some of us have to think hard about how we have been, others can point to any number of different things. This might be a good exercise for us to do together.
- Intersectionality encompasses many different categories of oppression. It's important to highlight that and think of how each category relates to the church setting. Also might be good to think about when someone has told us they felt left out. What are the less-seen ways?
- We shouldn't be judging people based on only one aspect of their life or identity.
- Even asks or decisions that we think are completely innocuous can be acts of oppression – we need to think carefully about how we interact with everyone around us.

Update on Operations Management – Matthew Jarrell

Emergency Preparedness

- Emergency Operations Plan, approved at our Annual Meeting, has been rolled out to Cathedral communities and the Diocesan staff in the three months since.
 - Cathedral communities/worship
 - Recruited volunteers from Cathedral communities to play the role of Emergency Operations Coordinator and lead congregations in the event of an emergency.
 - Trained volunteers at two Zoom sessions, walking through protocols and solidifying tactics.
 - Held building walkthroughs with volunteers to showcase evacuation routes and shelter-in-place locations.
 - Met with MANNA Community Volunteers for an in-depth discussion and Q&A on procedures in MANNA spaces.
 - Met with leadership from the Jum'ah Prayers community to tailor protocols to that space.
 - Diocesan staff
 - Presented at March staff gathering to brief Diocesan employees on Sears/Clark Building protocols, rolled out Microsoft Teams emergency alerts system, and recruited volunteers to play office building Floor Lead roles.

Cloud Migration

- Since February, have begun the process of moving Cathedral staff members to Microsoft 365 apps, taking advantage of the cloud-based IT we have at our disposal.

- Introduced staff members to OneDrive and encouraged them to begin saving materials there, as opposed to the 138 building file server, the pandemic-era Google Drive which is storage-limited, or their personal hard drives.
- Set up and midway through rolling out a Cathedral Staff SharePoint site which includes:
 - Document library for cataloguing common materials
 - Staff calendar
 - Microsoft Planner tool for collaborating on events and assigning tasks
 - Microsoft Teams channel and email listserv for communication
 - A Cathedral encyclopedia for documenting processes and key terms, hosted on a OneNote notebook

Space Rentals

- Diocese is consolidating their use of Sears/Clark Building space to the 4th and 5th floors, freeing up space on the 2nd floor for use by new and existing tenants.
- 2nd floor of Sears office space is entirely rented:
 - Trustees of Donations (currently there)
 - Church Home Society
 - Episcopal City Mission
 - Boston Camerata
 - Mass Council of Churches
 - MA Coalition to End Gun Violence (new tenant)
 - We could accommodate additional tenants in need of cubicle space.
- 2nd floor of Clark Building will be rented to a new nonprofit tenant in need of space for 10-15 employees. We have a couple of leads.

Grant Revenue

- Cathedral has ramped up its grant-writing efforts in the last two months.
 - Operating budget
 - MANNA: identified nine opportunities worth a total of \$285,000. Have submitted applications for seven of them worth \$225,000 so far.
 - Music: identified two opportunities worth \$40,000 each towards organ restoration. Working on submitting applications.
 - Dean of the Cathedral: continuing to explore opportunities for funding the Ministry of the Steps and other activities.

Introduction to Fundraising Fives – Matthew Jarrell (RECORD)

- Starting in April, we will dedicate a small portion of each Chapter meeting building our skills as stewards of the Cathedral. We'll talk about what the Cathedral means to us, how

we can best express that in our communities, and how we can leverage our passion to help the Cathedral better achieve its mission and ministry.

- What you can expect:
 - Each month's meeting will have a different theme, and the program will build naturally towards our end-of-year appeal.
 - For each session, we'll take a minute or two to introduce the theme and the activity, and then we will spend five minutes working – either in breakout rooms or independently in the main conversation – to produce a small deliverable or plan. Following certain sessions, Chapter members will have the completely optional chance to dedicate some asynchronous time to further developing ideas.
- What you will be asked to do:
 - Approach our discussions with a growth mindset
 - Think critically about how you value the Cathedral, and what you believe its value to be in the Diocese
 - Consider your own network and the bridges you might build between your network and the Cathedral
 - Down the road: communicate with and build relationships with existing supporters of the Cathedral
- What you will NOT be asked to do:
 - Ask for donations directly starting now. Not your job – and not very effective!
 - Radically increase your weekly and monthly commitment of time as a member of Chapter
- **Next Step:** come prepared next month to talk about the Cathedral's mission.

Committee Roles/Responsibilities – we will have a more substantive conversation at the next meeting. Direct any questions in the meantime to Jane.

- Jane: if you are on a committee and interested in making a change to your commitment, send an email. For those who haven't chosen a committee, think about where you might want to be involved.

Cathedral Committee Reports

- Dean's Report – Amy
 - Kevin asked whether there is any Cathedral role in preparing for the Celebration of New Ministry for Bishop Gallagher. Amy responded that the Cathedral does not have any formal responsibilities, and this is a Diocesan undertaking.
 - Kevin asked whether the Cathedral is supporting the congregation at Faith Lutheran Church in Cambridge following the fire on Easter. Amy and others at the Cathedral/in the Diocese have reached out to Pastor Robin Lutjohanns to offer our unconditional support. Derrick mentioned that the parish has set up a GoFundMe site.
- Chair's Report – Jane Peyrouse
 - No questions.
- Investment Committee Report – Anne Stetson

- No questions.

Holy Week/Triduum Update – Amy

- Cathedral's Holy Week celebrations were joyful and wonderful. Cathedral communities came together in an inspiring way, and all services were well attended.
- Amy showed a slide deck of photos from the week.

Adjourn