



St James Cathedral

CHICAGO



Annual Meeting
Sunday, January 26, 2025

2025 ANNUAL MEETING AGENDA

10:00 am Holy Eucharist in the Cathedral

11:45 am Annual Meeting & Lunch in the Cathedral

Call to Order & Appointment of Clerk

Elections & Recognition of Outgoing Cathedral Chapter Members

Wardens, Chapter Members, Diocesan Convention Delegates & Finance
Commission Members

Wardens Remarks – Senior Warden Susan Fickling / Junior Warden Allen Moye

Provost's Address - The Very Rev. Lisa Hackney-James, *Provost*

Capital Campaign Update – Co-Chairs Anne Driscoll & Bing Chang / CCS Fundraising

Treasurer's Report - Mr. Paul Thompson, *Treasurer*

Ministry Spotlight – St. Martin's Episcopal Church & TaskForce Chicago

The Rev. Chris Griffin, *Canon for Community Partnerships*

Closing Prayer and Hymn

Adjournment

ELECTIONS

A note about eligibility to vote, from Diocesan Canon 22, Section 3:

The Parishioners qualified to vote for Wardens and Cathedral Chapter, and upon all questions coming before any Annual or Special Parish Meeting, shall be only the following: All baptized persons of the age of sixteen years and upwards, who regularly attend the public services of the Cathedral, and are recognized as members of the Cathedral by the Dean and at least one of the Wardens...and whose names appear on the books of the Cathedral Treasurer as having contributed by pledge or otherwise to the funds to meet the expenses or other obligations of the cathedral during the six months immediately previous to the Meeting, it being understood that the pledge or obligation for such contributions, shall have been incurred prior to the said six months; and in addition declare their willingness to conform to the Doctrine, Discipline, and Worship of the Church.

There being no contested elected positions, the Nominating Committee moves that the Slate of Candidates for Wardens, Chapter Members, Finance Commission and Delegates to Diocesan Convention be elected by acclamation.

Susan Fickling



**Senior Warden
& Delegate**

Allen Moye



**Junior Warden
& Delegate**

Ryan Middlebrook



**Cathedral
Chapter**

Michelle Mitchell



**Cathedral
Chapter**

Eric Weddle



**Cathedral
Chapter**

George Culver



Finance

Michael Paik



Finance

Lance Sy



Delegate

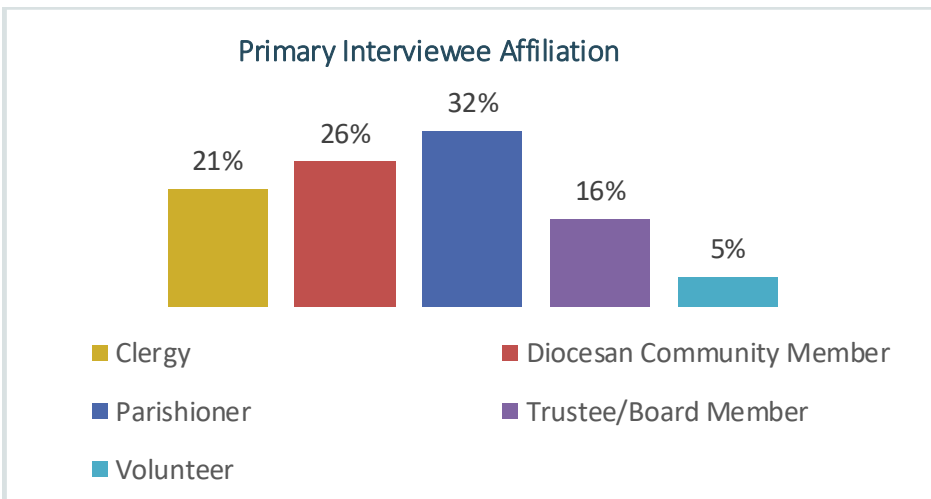
Thank you to our 2025 Nominating Committee Members
Cilla Esiri-Olowopopo, Laura Jenkins, Richard Kelley, Sean Smith, Nicole Spencer



PRESENTED BY CCS FUNDRAISING

Building on the announcement of formal letter of intent for St. James Cathedral to acquire 65 E. Huron Street, CCS Fundraising and St. James engaged in a partnership to recalibrate a campaign plan that celebrates the history of generosity to the Cathedral and is future-focused on the total campus.

The following is an executive summary of the key findings and feedback received through 31 personal conversations representing diverse St. James constituencies. CCS designed the process to meet the following objectives: test the case, explore prospect potential, identify volunteer leadership, and develop a campaign plan.



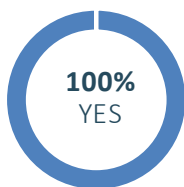
ST. JAMES LEADERSHIP IDENTIFIED A DIVERSE GROUP OF INTERVIEWEES

Interviewees consisted of Cathedral Chapter members, parishioners, volunteers, diocesan leaders and clergy across the diocese to provide feedback on the Cathedral’s plans to launch a \$60 million campaign.

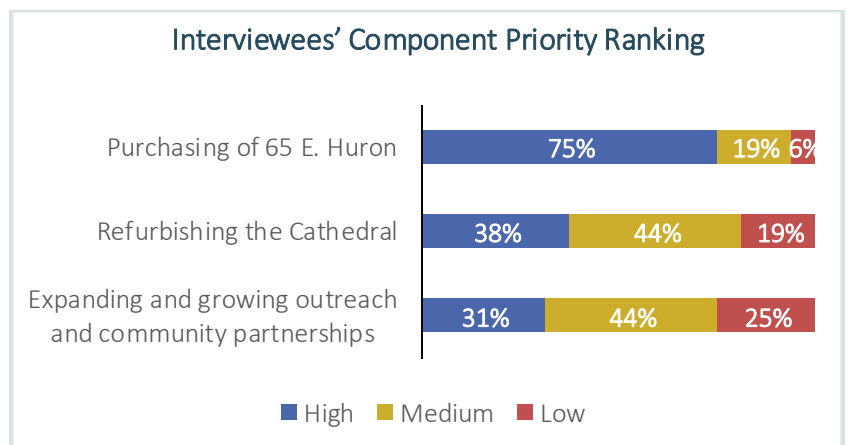
REACTION TO THE CASE

A vast majority of interviewees, 89%, had a “Very Positive” or “Positive” reaction to the proposed plans. Throughout the study, interviewees noted the urgency of acquiring 65 E. Huron given the limited timeline to raise the necessary funds. Interviewees also recognized that phasing likely has to happen to achieve the final goal.

INTERVIEWEES UNANIMOUSLY AGREE A CAMPAIGN SHOULD MOVE FORWARD.

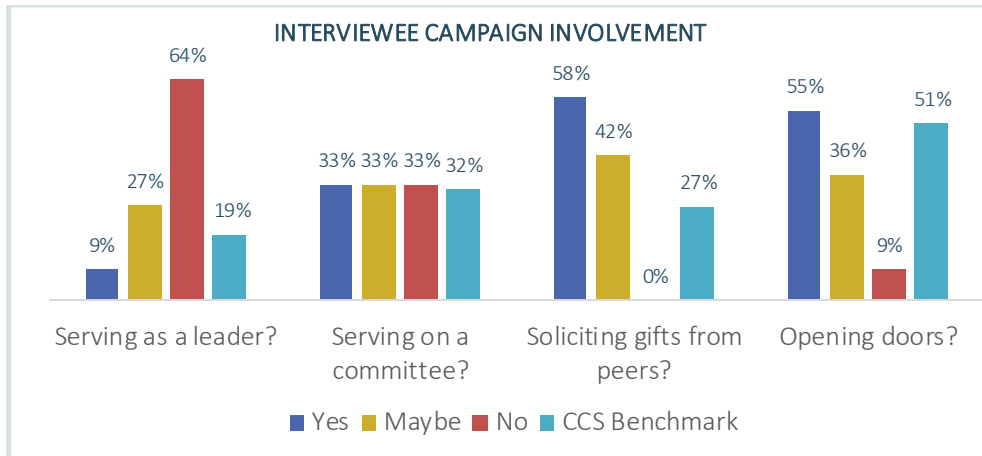


One hundred (100%) of interviewees agree that now is the right time for St. James Cathedral to advance a campaign. Interviewees strongly believed the campaign should first focus on acquiring 65 E. Huron.



CAMPAIGN LEADERSHIP & INVOLVEMENT

A critical component of a successful campaign is having invested volunteers at the forefront advocating for the campaign. Eighty percent (80%) of interviewees indicated “Yes” they would consider volunteering in the campaign. Interviewees noted the importance of Bishop Paula Clark’s involvement to the success of the campaign. Prospective donors and rectors would like to understand how the campaign will support and extend the bishop’s ministries and benefit the diocese.



80%

OF INTERVIEWEES INDICATED THEY WOULD CONSIDER VOLUNTEERING IN THE CAMPAIGN.

80% of those interviewed responded “Yes” or “Maybe” to volunteering for the campaign.

REACTIONS TO CAMPAIGN GOAL AND TIMING

When asked about giving to a potential campaign, 80% of interviewees stated they would be willing to consider giving. Participants provided gift indications that totaled over **\$5 million**. In totality, most participants indicated that, with timing constraints, St. James Cathedral should focus on a smaller, more immediately achievable goal compared to the original \$60 million goal.

Are you willing to consider a gift to the campaign?



Interviewees are willing to consider giving a gift to the campaign. Interviewees who responded “maybe” or “no” largely felt they needed more information on how the building would be used to further diocesan and cathedral missions.

KEY RECOMMENDATIONS



EMBARK ON PHASE 1 – FOCUSED ON THE PURCHASE OF 65 E. HURON – OF A THREE-PHASED CAMPAIGN

- Based upon the unanimous belief that St. James should pursue a campaign, giving indications, and excitement specifically around acquiring 65 E. Huron, an 18-month phase 1 campaign focused on purchasing and maintaining 65 E. Huron was recommended. Statistical analysis and professional experience highlight the urgency of \$10 million within the first six months.



REFINE THE CASE FOR SUPPORT

- Incorporating key themes into the case for support, including diocesan unity and a larger vision for 65 E. Huron, is key.
- St. James will develop a Campus Planning Task Force to think strategically about use for 65 E. Huron campus, such as how the building will help the daily operations of the Cathedral and the diocese, what programs the building will be used for, and how it fits into the values of the church.



ENGAGE A 90-DAY ACTION PLAN

- St. James has built great momentum during the interview process. CCS recommends leveraging this momentum to transition into earnest campaign planning.
- Being mindful of past generosity to 65 E. Huron, CCS will work with St. James to identify key next steps and leaders to speak with.



CREATE A CAMPAIGN LEADERSHIP STRUCTURE

- A lean Campaign Core that can drive day-to-day campaign actions will be crucial and will require both St. James and diocesan representation.
- St. James will engage a set of volunteers for a Campaign Advisory Committee that will support targeted outreach efforts, open doors and support gift solicitation.

St. James Cathedral Balance Sheet

As of December 31, 2024
Preliminary & Unaudited

ASSETS	2024	2023
Current Assets		
Total Checking	134,542.35	73,687.61
Total Accounts Receivable	26,006.49	39,610.26
Total Other Current Assets	34,531.24	12,120.49
Total Current Assets	195,080.08	125,418.36
 Fixed Assets (net of depreciation)	 137,039.71	 147,578.82
 Other Assets (Investments)		
Investments-Chapter	1,591,802.74	2,633,430.96
W.K. Eber Episcopal Music Fund	262,436.62	226,308.91
Otis Trust	3,773,669.36	4,206,712.39
Cash-Chapter	254,284.80	610,380.30
Elsa Vaintzettel Fund for Music	516,387.47	440,457.20
Hoover Fund for Building Maintenance	74,827.76	65,546.38
Hamilton Fund Permanently Restricted	158,609.39	134,483.10
Capital Campaign Activity	598,217.89	311,822.69
Total Other Assets	7,230,236.03	8,629,141.93
 TOTAL ASSETS	 7,562,355.82	 8,902,139.11
 LIABILITIES & EQUITY		
Liabilities		
Total Accounts Payable	97,299.46	107,786.86
Total Credit Cards	8,751.87	9,394.64
Total Other Current Liabilities	220,889.16	137,116.35
Total Liabilities	326,940.49	254,297.85
 Equity		
Total Temporarily Restricted-Donor Designated	187,674.47	141,976.27
Capital Campaign-Donor Designated	395,654.46	245,753.61
Total Temporarily Restricted-Chapter Designated	259,056.80	238,151.55
Total Permanently Restricted	4,922,100.42	4,922,100.42
Retained Earnings	2,583,101.64	2,704,887.06
Net Income	-1,112,172.56	394,972.35
Total Equity	7,235,415.23	8,647,841.26
 TOTAL LIABILITIES & EQUITY	 7,562,355.72	 8,902,139.11

St. James Cathedral
2024 Income & Expense / 2025 Budget
Preliminary & Unaudited

	2024			2025	
	Budget	Actual	Difference to Budget	Budget	% Dif to 2024 Actual
INCOME					
Regular Income					
Diocesan Distribution-Otis Fund	126,250	122,564	-3,686	146,000	19.12%
Pledges & Prepaid Pledges	760,000	738,827	-21,173	850,000	15.05%
Offerings	120,000	132,360	12,360	120,000	-9.34%
Other Gifts	0	15,126	15,126	10,000	
In-Kind Gifts	0	1,582	1,582	500	
Stewardship Event	25,000	0	-25,000	25,000	0.00%
Wedding Income	9,000	3,600	-5,400	9,000	150.00%
Facilities Use Fees	17,000	28,744	11,744	16,000	-44.34%
Other Miscellaneous Income	100	2,809	2,709	100	-96.44%
Total Regular Income	1,057,350	1,045,612	-11,738	1,176,600	12.53%
Other Income Sources					
5% Investment Draw	195,000	195,000	0	167,000	-14.36%
Additional Investment Draw	676,095	672,120	-3,975	530,947	-21.00%
Draws from Restricted Funds	42,500	42,500	0	52,900	24.47%
Total Other Income Sources	913,595	909,620	-3,975	750,847	-17.45%
TOTAL INCOME	1,970,945	1,955,232	-15,713	1,927,447	-1.42%
Expense					
Administration	377,201	380,350	3,149	445,853	17.22%
Buildings & Grounds	384,965	362,436	-22,529	355,183	-2.00%
Communications	64,000	78,827	14,827	98,500	24.96%
Diocese	114,500	114,133	-367	116,000	1.64%
Clergy/Program Staff	632,607	608,167	-24,440	606,483	-0.28%
Faith Formation & Stewardship	133,563	100,967	-32,596	35,880	-64.46%
Worship	157,950	182,905	24,955	180,348	-1.40%
Parish Life	42,159	38,693	-3,466	25,200	-34.87%
Outreach	64,000	88,754	24,754	64,000	-27.89%
TOTAL EXPENSE	1,970,945	1,955,232	-15,713	1,927,447	-1.42%

1 God of grace and God of glo - ry, on thy peo - ple pour thy power;
 2 Lo! the hosts of e - vil round us scorn thy Christ, as - sail his ways!
 3 Cure thy chil - dren's war - ring mad - ness, bend our pride to thy con - trol;
 4 Save us from weak res - ig - na - tion to the e - vils we de - plore;

crown thine an - cient Church's sto - ry; bring her bud to glo - rious flower.
 From the fears that long have bound us free our hearts to faith and praise:
 shame our wan - ton, self - ish glad - ness, rich in things and poor in soul.
 let the gift of thy sal - va - tion be our glo - ry ev - er - more.

Grant us wis - dom, grant us cour - age, for the fac - ing of this
 grant us wis - dom, grant us cour - age, for the liv - ing of these
 Grant us wis - dom, grant us cour - age, lest we miss thy king - dom's
 Grant us wis - dom, grant us cour - age, serv - ing thee whom we a -

hour, for the fac - ing of this hour.
 days, for the liv - ing of these days.
 goal, lest we miss thy king - dom's goal.
 dore, serv - ing thee whom we a - dore.

Words: Harry Emerson Fosdick (1878-1969), alt. By permission of the author. Music: *Cwm Rhondda*, John Hughes (1873-1932).

2025 MINISTRY REPORTS



St. James Cathedral

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WORSHIP

Vergers, Acolytes and Chalice Bearers **Randy Pierson, Head Verger**

The Acolytes and Chalice Bearers of St. James Cathedral give of their time and talents to enhance the beauty of our corporate worship. We added to our ranks in 2024 and the team currently numbers approximately 20 adults who serve as chalice ministers, torchbearers, crucifers,thurifers, head acolytes and vergers.

The team served at approximately 140 services in 2024, including Sunday Eucharists and special services (e.g., Ash Wednesday, Easter Vigil, etc.) along with occasional weddings and funerals.

During our 9:00 a.m. family service, we continue to see our youth acolyte program grow to include new torchbearers. We have also added a new role of junior head acolyte to include some of our more senior and seasoned youth in which their responsibilities are expanded as they help serve throughout the service. We look forward to adding more youth as both torch bearers and junior head acolytes!

All who are interested in learning more about our acolyte and chalice minister teams are welcome. The Ministry Scheduler Pro (MSP) app makes it easy for our team members to request substitutes or block out dates when they are not available to serve. Please see me or email me if you would like to know more. R.Piersontx@gmail.com

Altar Guild **Charles Peterson, Chair**

As Chair of the Altar Guild, I present this annual report of our service to the cathedral. We now have a small group of volunteers serving on Sundays, holidays, special services (including services offered by the Diocese), funerals, and weddings. The Altar Guild is anchored by Jacob, Molly and Charley. We are fortunate to have Mary Jo and Charlene regularly serving the 8 a.m. St. Andrew's service, and Thom, who regularly serves the weekday noon hour eucharist. Together we are responsible for all the elements of our eucharistic services: wine, bread, linens, candles, oil, silver, brass, vestments, and care of flowers.

Closely allied are the Linen Team, led by David, who maintains our valuable and beautiful fair linen collection. Nathan shares his excellent talents of design and decoration by managing our use of flowers, greens, and other liturgical elements, especially during holiday seasons. We appreciate the collegial support of the acolytes before and after services.

We are blessed to have the opportunity to serve our parish as well as the Diocese, especially our bishop. Volunteers on the Altar Guild are deeply dedicated to the preparation of the sanctuary for the celebration of the eucharist. It is also significant that hundreds of visitors enter our sanctuary each week during the hours the cathedral is open. Many of these visitors express their devotion through prayer, the lighting of votives, and in remembrance of their baptisms. We often welcome these visitors who have expressed how much they value the beauty and serenity of our sanctuary.

There is something very special and spiritual about our experience on the Altar Guild. We are often the first to enter the sanctuary and have a time of personal mediation in the stillness of such a beautiful space. We are also blessed to handle the various elements of the eucharist, especially the patens and vessels that hold the body and blood of Jesus Christ. We are reminded of generations of faithful St. James members who have donated as memorials the linens, silver, brass, vestments, the font and altars we use every Sunday and at special services.

This is the work of a Cathedral Altar Guild. We encourage those who would like to join in our work to contact a member of the Altar Guild. We are usually found in the sacristy before and after services. As members of the Altar Guild, we are blessed to be serving through the care and use of some of the cathedral's most beautiful sacred objects.

Linen Care Ministry **David Briere, Ministry Leader**

The Linen Care Ministry, a part of the Altar Guild Ministry, keeps the Cathedral's fine linens in impeccably clean and excellent condition. This involves the weekly gathering up of the soiled linens and treating, washing, ironing and folding the linens in a manner that is prescribed for the various services at the Cathedral.

All the daily and weekend services have resumed their pre-pandemic schedules and with the reintroduction of wine being presented at the services the volume of soiled linens on a weekly basis has increased substantially. The task of ensuring a clean supply of these linens has been handled very well by our loyal team of volunteers.

Our Linen Care Ministry had been comprised of five dedicated veteran members: Edith O'Keefe, Jane Marienau, John Fischer, JoAnn Faulhaber and me. JoAnn is our newest member and we're very happy to have her join our team. Her ironing skills will be greatly appreciated. This special group of "unseen" volunteers are always open to and actively encourage new individuals to inquire about and join this very rewarding ministry.

Usher Ministry **Alan Gunn, Head Usher**

The usher ministry continues to provide a warm welcome for all who worship in person at St. James Cathedral. In 2024, we added 3 new faces, Lynne Gordon, Pat Kelly and Lance Sy, to our roster of committed volunteers. Each week a team of two to four ushers regularly serve in the 9 a.m. and 11 a.m. services. In 2024, we also served during many special events, including the funerals for Susan Lenz and Ena Knight, the annual Hispanic Liturgy,

Ordination of Priests, Evensong & Compline Services, Lessons and Carols, and Holy Week and Christmas Holiday services.

In 2025, the ushers remain faithful and committed to supporting the services and events at St. James. As always, we ask St. James members to consider participating in this most important ministry. If you are interested in learning more, please speak with an usher, or contact me at alanmgunn@gmail.com. We will be more than happy to tell you about our ministry.

Readers and Intercessors John Fischer, Ministry Leader

Readers and intercessors bring the Word of God to the congregation and lift the prayers of the people to Him. Readers present to the congregation those sections of Scripture that have been selected for each Sunday service. These core selections ordinarily involve selections from the Old Testament as well as the Epistles and Letters of the New Testament. Readers strive to convey the Scripture with both humility and confidence in the message that it conveys.

Intercessors lead the congregation in common prayer, ordinarily following the Nicene Creed. At St. James, intercessors are asked to write their own prayers for each service instead of using pre-written forms. Intercessors strive to address the concerns of the people as they find themselves in our changing world. Intercessors differ in their individual emphases, but all try to address common concerns as their primary focus.

Live Streaming Report Sree Brahmamdam, Communications Associate

In 2024 we live streamed 75 worship services and events, achieving 5,361 total views. There was a total live stream attendance of 6,854 (including recurring and one-time viewers) and a total of 2,313 views within the first 24 hours. The average live stream attendance was 94 unique viewers (an estimated number of people that watched the live stream within the first 24 hours). We are grateful to Paul Bieschke, who edits our daily meditations and video directs our live streams.

Diocesan Liturgies The Rev. Canon Vicar Steven Balke

2024 saw the Cathedral continue to serve as the primary worship space for convening diocesan liturgies. These services at St. James included Confirmations in English and Spanish for parish communities across the Diocese of Chicago, Ordinations of Deacons, Ordinations of Priests, Installations of new Diocesan Canons and a new Archdeacon, the annual Chrism Mass during Holy Week, and funeral services for prominent members of the life of the diocese. This is in addition to the numerous times on a Monday through Friday that the Cathedral hosts diocesan gatherings of committee members, new clergy, and those engaged in the discernment process for ordination.

This year also saw the Cathedral host an open screening of *The Philadelphia Eleven* documentary, featuring the story of the first women ordained as priests in The Episcopal

Church, along with a panel discussion, prayers, lunch, and table discussions open to everyone across the diocese.

These fulsome offerings have only been possible because of the many members of St. James who contribute to the community beyond our walls. Our acolytes, altar guild, ushers, music team and choir, clergy, and administrative staff routinely go above and beyond what is expected in a typical parish so that the Diocese of Chicago can gather for these experiences.

As our great appreciation is extended to all who have participated in these diocesan liturgies, we are excited about the year to come. St. James will continue to serve as the host of Confirmations, Ordinations, Installations, and other diocesan gatherings. This is an outward expression in our worship life of what it means to be "Episcopal" in nature. We expect in 2025 that St. James staff, leaders, and volunteers will continue to work in concert with Bishop Paula E. Clark and her staff so that St. James will thrive as the Cathedral of the Diocese of Chicago.

Lay Eucharistic Ministers **Laura Jenkins & Mary Jo Barton**

Lay Eucharistic Visitors (LEVs) offer the consistent sign of God's care and presence by bringing the sacrament to members of the congregation who are unable to be present at the celebration of the Eucharist because of illness or infirmity.

Several years of COVID restrictions on home visits were relaxed by the Diocese of Chicago in 2023. Mary Jo Barton and Laura Jenkins retained their status as licensed Lay Eucharistic Visitors and renewed their "Safe Church, Safe Community" certification in 2024 in order to return to active ministry. The Rev. Steven Balke, Canon for Pastoral Care and Outreach, worked with the team to identify parishioners who might welcome home visits. Eventually, three households expressed interest in regular visits.

In April, the practice of sending forth the Lay Eucharistic Visitors with the Commissioning Prayer was reinstated. At subsequent fourth Sundays during the year, Mary Jo Barton was commissioned at the 8:00 a.m. service, and Laura Jenkins was commissioned at the 11:00 a.m. service. Visits were made each month for the remainder of the year, for a total of 17 visits in 2024.

Several potential Lay Eucharistic Visitors have indicated interest in this ministry and are in various stages of completing "Safe Church, Safe Community" training before beginning instruction to become licensed by the Bishop of the Diocese of Chicago.

MUSIC & ARTS

Music Ministry Canon Stephen Buzard, Director of Music

2024 was a year of structural transformation for several aspects of the music ministry at St. James Cathedral, enabling some exciting areas of growth in the coming year. The Cathedral Choir, chorister program, and concert offerings have grown and matured considerably. It has also been a year of structural change in the staffing of the music department, which has presented both opportunities and challenges.

The most notable transformation in our music program was the restructuring of our professional singer core over the summer. In place of 16 *stipendiary singers* paid \$60 an appearance (among the lowest in Chicago), we now employ 12 *staff singers* at \$80 an appearance (on par with neighboring churches). In addition, our staff singers have been reclassified as W2 employees rather than 1099 freelancers, bringing us in line with the hiring practices recommended by the Association of Anglican Musicians. I reauditioned all of our professional singers, and over half of this staff singer core of the choir is new. Such extensive turnover in the choir was a difficult process, but I knew it had to be done for our long-term sustainability, our ability to engage and retain the best professional singers, and, most importantly, the equitable treatment of the people that work for us.

Fortunately, this gambit has paid off, and I believe the Cathedral Choir is now the best it has ever been. The staff singers are of a higher standard of ability and preparation. Counterintuitively, having fewer professional singers has also helped the blend and balance of the choir, allowing the sound of each section to find a common timbre more easily. This new structure has also allowed our fabulous volunteer singers to shine, many of whom sing at a professional level themselves.

The choristers have had an especially exciting year. In February, Scott Hanoian from Christ Church, Gross Pointe, led the Cathedral Treble Festival, bringing choristers from four states together to sing at the 9 a.m. service and Choral Evensong. In May, our choristers were invited to Washington National Cathedral to join their Cathedral Choir for Evensong. This incredible experience has inspired them to a new level of singing and dedication to the choir.

Six of our choristers participated in the Royal School of Church Music Midwest Course in Evansville, Indiana for which I was the guest music director. They formed the core of the children's component of that course, a reminder of how rare these chorister programs have become post-pandemic. All of our choristers participated in a weeklong choir camp in August at the DeKoven Center in Racine, Wisconsin. In addition to singing daily Evensong and preparing for the choral season, the choristers did a scavenger hunt, went to the zoo, had a beach day, and prepared care packages for Racine's unhoused population. This fall they have sung services every Wednesday evening and Sunday morning, plus special services of Choral Evensong with the Blessing of the Animals in October; the Installation of our Diocesan Archdeacon; and the Christmas services of Nine Lessons and Carols, the Pageant Eucharist, and Christmas Eve Lessons and Carols.

In December we brought the world-renowned Tallis Scholars to St. James for a concert of Christmas music from the middle ages to the late 20th-century. The Tallis Scholars gave a splendid program for a completely sold-out crowd. Approximately half of the attendees were new to our database, expanding our Friends of Cathedral Music contact list by 150 email addresses. Between the generosity of our patrons and revenue from ticket sales and merchandise, the concert was profitable, enabling us to expand our musical programming in the coming season. Additionally, the Cathedral has begun a partnership with Apollo's Fire, the Midwest's premier period-instrument Baroque ensemble. Based in Cleveland, we have become their downtown Chicago hub. This fall Apollo's Fire performed Bach's *Brandenburg Concertos* and Handel's *Messiah*, and in the spring, they return to perform Bach's *Mass in B minor* just prior to Holy Week. We continue to host the Rush Hour Concerts over the summer, along with dozens of other concerts promoted by organizations who rent our space.

Our beloved Associate Director of Music David Boeckh left in September to move to Seattle with his husband Nick, who was offered a wonderful opportunity working for the Seattle Symphony. With a mind toward financial stewardship, I was asked not to fill his position this year. Instead, we have employed Jessica McCarthy as Assistant for Music and Manager of the Choir School on a part-time basis. Jess previously served as our Intern for Children's Music. Jess has brought wonderful energy to the vocal training of the choristers and the organization of the music program, and it has been a joy to see her develop into a confident and capable choral conductor. Unfortunately this reduction in staffing has led to the dismantling of our Compline Choir, a volunteer ensemble that sang for weekly services on Wednesday nights, and the Junior Choristers, which was our primary feeder program for the main chorister program. Without another organist on staff, our choral repertoire has had to rely much more heavily on unaccompanied music. I have also had to curtail our musical offerings for lack of staff time, omitting pre-Evensong recitals, quarterly hymn-sings, and the annual Holy Week organ devotional performance. We will be hiring a full-time Assistant Organist to begin in the summer, enabling us to restore much of this programming and ensuring more sustainable staffing for our complex and dynamic music program.

Concerts at St. James Cathedral **Robert Black, Canon for Administration**

St. James Cathedral hosted 30 concerts by an array of performing arts organizations in 2024. Twelve concerts were Summer Rush Hour Concerts, a series founded by St. James Cathedral in 2000 and now produced by Classical Music Chicago in partnership with WFMT Radio.

Other concerts were performed by the Chicago Bar Association Symphony Orchestra and Chorus, Chicago Composers Orchestra, Corde Volanti, William Ferris Chorale, Simpson College Choir, With One Voice, California Baptist University Collegium, Apollo's Fire, and recitals performed by students from the Music Institute of Chicago, for whom we provide space for up to 50 music lessons each week.

A highlight of the year was a concert by the world-renowned Tallis Scholars, presented by St. James Cathedral in December to a sold-out audience.

Arts Council Michael Stauffer, Ministry Leader

The Arts Council of St James met for the first time, August 11, 2024. Where there had been an arts ministry in the past, it had not met officially for some time. This group of artists and arts advocates has grown quickly to a group of about 24 members by our January 2025 meeting.

We meet regularly every month at 12:30 following the 11:00 service. We are finalizing our mission statement which will continue to guide our work together and help define our role in the greater mission of St James:

The Arts Council of Saint James Cathedral seeks to inspire, engage, and connect the community through the transformative power of the arts. Through these efforts, we aim to foster dialogue, promote cultural understanding, and provide a sacred space where art and faith intersect to nurture the soul and uplift the entire parish community to the glory of God.

Our first project – an exhibit titled *The Art of Worship* – opened in October in the nave of the cathedral. It was developed from selected artwork used on the covers of our bulletins.

The exhibit focused on the purpose of the images to emphasize the scripture reading of the morning and to enhance the overall worship experience of the congregation. It was hoped that the exhibition would encourage personal interaction between the observer and the image rather than merely walking by and regarding the art. The comments we received would indicate that many parishioners appreciated the opportunity to respond to various pieces. Following the exhibition, the individual images were offered for sale. Of the 20 pieces on exhibit, 12 were purchased and 4 others have been spoken for. This was a great way to start our work together. Profits from the sale of the artwork will be used to help finance future projects of the Arts Council.

We have begun laying plans for 2025. In October, the Cathedral will begin a celebration of the Sesquicentennial of our cathedral building. This will be a great opportunity for the Arts Council to explore the rich history of the Cathedral and its place in surrounding neighborhood. We are beginning to explore the necessary timeline which will be developed into a graphic display depicting key moments in our history. We are considering sponsoring tours of the neighborhood, led by Council member and noted historian, Sally Kalmbach. It has been suggested that we exhibit the art of St James, including specific documentation of the stain glass windows, the stencil work in the nave, details of architecture and possibly the costumes and props of worship. Randy Pierson is working on a way to display several of the vestments in our collection. The Cathedral was bequeathed a collection of icons from the Hoover family. We are developing an exhibit of these to open before the end of February 2025. It has been a good first year of renewal!

FAITH FORMATION

Children's Ministry **Maureen Zeller, Ministry Leader**

The St. James Cathedral Sunday School program provides Christian/Episcopal education for up to 20 students in pre-k through fifth grade each Sunday following the 9 a.m. Family Service. The pre-k through kindergarten students use a Montessori based program called Godly Play to introduce them to Bible stories and parables. The first through third graders discuss the day's scripture readings using a lectionary system from Sparkhouse Digital and supplemented by "The Bible Made Easy" book. The fourth and fifth graders have more in-depth discussions of the day's scripture and learn about the Book of Common Prayer.

All Sunday School students participate in a day of service each month, assisting in making lunches for the unhoused of our community. This program is currently provided by four volunteer teachers. There are five volunteers who come on a regular basis to help as classroom assistants in various classrooms. This limited cadre of teachers and classroom assistants puts a strain on the program when one of the teachers needs to be away for any reason, as very few parents have volunteered to step in as substitute teachers. Our goal for the near future and going forward is to recruit parents/grandparents to come in as substitute teachers and classroom volunteers so that we have at least two adults in each classroom each week. Due to the ages of some of our students, size of some of our classes, or activity being planned there is sometimes a need for more than two adults in a classroom.

Adult Formation **The Rev. Canon Vicar Steven Balke**

One of the pillars of the St. James community is our love of being formed in our Christian identity, through education and sharing our education with others. Throughout our worship, service and care for others, and community life, the people of St. James repeatedly show that we love to learn and grow! Among our main learning opportunities are The Forum on Sunday mornings at 10 a.m. and Wednesday Night Formation at 6:30 p.m., both of which offer a mix of group discussions and lectures, guest speakers, staff and volunteer leaders.

In 2024, The Forum featured topics such as a virtual exploration of the English Cathedrals, a Lenten Series on Faithful Living and Faithful Dying, a preview of our new Presiding Bishop and the triennial General Convention of The Episcopal Church, The Season of Saints (including how are we trying to live as the saints of the church in the world today), and Apocalyptic literature in the Bible. Wednesday Night Formation featured Christian Ethics, a Lenten Series on the Stations of the Cross, a tour of The Book of Common Prayer, How to do Theological Reflection, and the Nativity Stories of the Gospels. There has been no shortage of rich learning opportunities!

As we look ahead to 2025, we expect to continue the rich offerings on Sunday mornings and Wednesday evenings. We are looking for more guest speakers and members of St. James who would like to be a part of the team leading future formation topics. There is also a group of St. James members who are interested in taking their formation to a deeper level

with Education For Ministry—a four-year program of study to help people discern how God is calling them to engage in ministry in their lives. For more information about any of these formation offerings, contact sbalke@saintjamescathedral.org.

Young Adults Ministry Maria Price, Ministry Leader

The 2024 program year saw increased growth and development within the St. James Young Adults ministry. Co-led by Maria Price and Nathaniel Weaver, the Young Adults group has continued to welcome early-career and university-aged Cathedral parishioners.

With steady participation and engagement from Cathedral young adults, the ministry has remained focused on hosting unique opportunities for formation and fellowship throughout the program year. Notably, the group held ten Second Sunday Supper gatherings and hosted two events in collaboration with Fourth Presbyterian's Young Adults group. For much of the 2024 program year, the Young Adults group continued to support and lead the Wednesday evening Compline offering with the administrative and staff support of Jessica McCarthy and Jacob Perkins.

The goal of the Young Adults Ministry is to maintain the Cathedral's spirit of welcome by offering reliable opportunities for formation and fellowship in a manner that appeals to those in the young adult stage of life. In the coming year, the ministry looks forward to welcoming new parishioners and continuing to host opportunities for the faith and spiritual enrichment of the Cathedral's Young Adult community.

Centering Prayer Greg Gerber, Ministry Leader

The St. James Centering Prayer Practice meets every Wednesday evening from 6:45-7:30 p.m. We gather "electronically" through a weekly telephone dial-in. While we originally met in person, this format supports the silent practice very well. Because we have been meeting virtually, we now have participants/practitioners joining from all over the country. We have an interesting, diverse, dedicated group who join us weekly.

Centering Prayer is a contemplative prayer practice. Our weekly leader provides simple instruction to the Centering Prayer "method." The primary purpose of Centering Prayer is to commune and to become centered in God. This age-old Christian practice looks and feels like meditation. Centering Prayer allows connection with God, through the leader's guidance, through the community of practitioners and through silence. John of the Cross suggests "Silence is God's first language." Our practitioners would agree having experienced the unique spiritual communion possible through Centering Prayer.

Our practice group uses two "primary teachers" – Episcopal priest Cynthia Bourgeault and her books "Centering Prayer and Inner Awakening" and "The Heart of Centering Prayer" and Fr. Martin Laird and his book "Into the Silent Land."

Centering Prayer is available to all and new St. James Cathedral congregants who would like to check out Centering prayer are encouraged to do so! Contact Greg Gerber at glg222@gmail.com for more details.

Parish Retreats **Nicole Spencer, Ministry Leader**

Continuing the pattern of recent years, St. James parishioners gathered for two spiritual retreats with our sister parish St. Martin's in 2024. Each day-long retreat was devoted to reflection, facilitated dialogue, and building spiritual community. Fr. Juan Reed, a renowned Spiritual Director in the Diocese of Chicago and retired vicar of St. Martin's, led the retreats.

In May St. Martin's hosted an exploration of the role of the Holy Spirit in our lives individually and as communities of faith. Participants were invited to read The Archbishop of Canterbury's Lent Book 2024 "Tarry Awhile: Wisdom from Black Spirituality for People of Faith" by Selina Stone.

In December St. James hosted a day of prayer and reflection: "Pay Attention to What touches Your Heart." Using our Provost's 2024 Feast of All Souls homily as a starting point, Fr. Reed guided exploration of "our life's cast of characters" and facilitated our meditation on the question "who will be waiting for you?"

The joint retreats are opportunities for fellowship and spiritual growth scheduled to coincide with Lent and Advent. The retreats take place on a Saturday either at St. Martin or St. James. Information about the 2025 Lenten Retreat will be available soon. All are welcome and encouraged to take part.

PASTORAL CARE & PARISH LIFE

Pastoral Care **The Rev. Canon Vicar, Steven Balke**

The heart of Pastoral Care is a "ministry of presence" to those in our faith community who are in times of trial, whether in body, mind, or spirit. We take seriously our mission to care for one another at St. James. With the help of our clergy, staff, and lay leaders, we engage in such care in multiple ways.

St. James maintains a prayer list of names submitted to us by any member of our community, including friends, family, and colleagues lifted in prayer. Everyone on our prayer list is prayed for daily by a team of St. James members who include them in their daily prayers. This list is published every week in our Sunday bulletins and the E-News, and all are invited to join in this daily lifting others by name in our collective prayers.

St. James has also reinvigorated our Lay Eucharistic Visitors team, which monthly schedules visits with homebound members of St. James to share the bread and wine of Holy Communion from the 4th Sundays of each month. This is an important volunteer ministry that requires two people to go on the visits and extends the pastoral reach of our community beyond our clergy.

St. James maintains a pastoral care emergency phone line, with a clergyperson on call in case of emergencies. This helps us respond quickly in times of need with a prayer and a pastoral presence.

The clergy of St. James also regularly provide pastoral care through home and hospital visits, marriage and pre-marriage counseling, care for those at end of life and for their families through funeral planning, and other forms of care as needed. This robust and responsive clergy presence is only possible because of the financial and material support that St. James members contribute to make it possible.

We have every expectation in 2025 that St. James will continue to be able to offer these wide-ranging forms of pastoral care, especially with the help of St. James members. If you would like to know more about how you can contribute to the pastoral care we provide, please contact sbalke@saintjamescathedral.org.

Invite-Welcome-Connect Ministry Laura Jenkins, Ministry Leader

Welcome Cards

We received 110 Welcome Cards in 2024, most of which were from people with an interest in finding a new church home. The Welcome Team sent personal emails to all, supplementing contacts from clergy and staff, and connected those in the right demographic with Maria Price so that they could be welcomed into the Young Adult Group. Newcomers were invited to other events of possible interest, and all were invited to Newcomer Lunches.

Newcomer Lunches

We learned a bit about 66 newcomers and more established parishioners at four lunches (in April, June, September and November) during 2024. Table hosts who facilitated conversation using the "Quaker Questions" were Christine Callaghan, Arthur Clement, Marianne Culver, Scott Dankert, the Rev. Frank Donaghue, John Fischer, Darryl Grant, the Very Rev. Lisa Hackney-James, Laura Jenkins, Clay Johnson, David Olmstead, Nicole Spencer, Tom Stabnicki and Yan Yang.

Open House Chicago

Once again, St. James was invited by the Chicago Architecture Center and Open House Chicago to be a site host for this free public festival that provides access to places of architectural, historical and cultural significance. On the weekend of October 19 and 20, we welcomed and engaged 1,802 visitors, thanks to a wonderful crew of volunteers who served as greeters (Robert Black, Bonnie Brooke, Scott Dankert, Beth Mitchell, Scott Roeth, Tom Stabnicki, Michael Stauffer, Carolyn Sunderman, Norman Sunderman, Judith Tribbett, Jillyn Turunen, Cynthia Urbytes, Katie Valchar, Xinyang Xiao) and docents (Craig Backhus, David DuPre, Charlie Ockerlund, Tom Patterson, Janet Volk.)

Volunteers

In 2023, the Invite-Welcome-Connect (IWC) Team led Cathedral Conversations (a day to explore spiritual gifts and match them to Cathedral ministries) and a series of surveys to gauge interest in participation in new and existing ministries. In February of 2024, following

an exciting and dynamic conversation at the Annual Meeting, the Rev. Steven Balke and Anne Driscoll convened a Leadership Roundtable for Chapter members, clergy, lay leaders from the various ministries and those interested in stepping into new leadership roles.

Among the goals of the gathering was finding a way to help incorporate the gifts identified in the Cathedral Conversations into an aligned vision for St. James. Small and larger group discussions during the Roundtable clarified several initiatives to be undertaken in the following months, solicited potential leaders of these initiatives, and established a draft process for helping to move them forward. One part of the process was identifying a Volunteer Coordinator to collect proposals and facilitate contacts with staff and clergy. Seeing this as a natural extension of the "Connect" mission, Laura Jenkins offered to assume this role.

In the months following the Leadership Roundtable, New Ministry or Small Group Proposal forms for Dinner Groups, Book Discussion Group, Social Justice, Children in Social Justice, Centering Prayer, Fine Arts Council, Parish Picnic, Coffee House, Hospitality, Yoga, Parish Directory, ReVive Christmas Baskets, Outreach Gala, Lay Pastoral Care and Devotional Dialog were solicited and/or received. Laura Jenkins assisted by providing leaders with contact information of people who had expressed interest in the various groups and ministries and, subsequently, connecting new potential members with group leaders.

These connections are sometimes made through Newcomer Lunch and Welcome Team coffee hour conversations and emails with new members of St. James. The Volunteer Coordinator also creates groups in the Realm database, if desired, to facilitate group communication, and connects group leaders with appropriate staff if groups need meeting space, refreshments, or announcements placed in weekly bulletins and newsletters. In 2025, a shareable tracking system is being developed to improve management of proposals and requests.

Parish Directory

An important part of connecting is being able to identify and contact other members in the St. James community. Under the guidance of (former) Associate for Administration Jocelyn Colao, parishioners Ruchika Jain-Bala, Nicole Spencer, Keith Schmidt and Laura Jenkins began work on making the online parish directory a useful tool. The first step was to create profiles in the Realm database by ensuring that members have created a login for their account, have provided a picture (if desired), and have set privacy levels on their profiles to allow or block access to contact and other personal information.

June was set as Parish Directory Month and volunteers were available after services to help parishioners determine their Realm profile status, take pictures, issue (or re-issue) invitations to activate their accounts, and demonstrate how to access the directory function in Realm. During those weeks it became clear that the system for creating a record in our Realm database for prospective and active members (through Welcome Cards or other means) works well. However, most people miss the email invitation to set up their active profile or allow it to expire. One minor change initiated during 2024 was to alert guests at the Newcomer Lunch that they would receive an invitation from Realm to set up their profile.

The second phase of the directory project was planned for October. Unfortunately, the resignation of Jocelyn Colao in August required that it be postponed. The project will resume in 2025, at a date depending on staff and volunteer availability.

Hospitality Ministry **Katie Valchar, Ministry Member**

In the spring of 2024, the hospitality committee formed as a volunteer-led initiative headed by me and Kim & Seldon Moreland to manage coffee hours, the Easter Vigil Potluck, and receptions for musical festivals including monthly Evensong, among other events. I would first like to thank the sexton team who has consistently gone above and beyond to make every hospitality event run smoothly.

To transition coffee hour to a volunteer-led ministry, we set the primary goal of providing a familiar and desirable event for the St. James community to socialize and offer welcome after each service through improving consistency, increasing attendance and involvement, and managing costs. Firstly, to improve consistency, an inventory of non-perishable, pre-portioned, packaged goods was created. A standard coffee hour menu including snacks from this inventory and assorted fresh fruit forms a simple and predictable baseline offering each week. Visibly, coffee hour attendance has grown from an average of 30 people per week across all services before the summer to 60-90 people per week, occasionally topping 100. This increase is attributable to many factors including tastier coffee from new coffee urns, more food, presence of tea and caffeine-free options, and word of mouth, but perhaps most significantly the presence of high-quality homemade goods from parishioners. The reception for homemade offerings has been overwhelmingly positive. At least 12 individuals and families have brought coffee hour donations since September of this year, increasing variety and personalization while opening a creative way for parishioners to give in kind. We hope even more parishioners will enjoy the opportunity to contribute their baking (or buying) talents to this community in the coming year. A coffee hour has also been added after the 8 AM service. Lastly, we have sought to manage coffee hour costs by using primarily mugs instead of disposable cups. Parishioners can donate their spare mugs to coffee hour and many have. Besides coffee itself, which is used by many ministries at the cathedral, providing the standard menu ranges from ~\$30 per week when parishioners bring free will offerings to ~\$60 per week when the inventory of snacks is used.

The Easter Vigil Potluck was led this year by Kim and Seldon Moreland who tirelessly managed the lifecycle of the potluck from planning to doing to reflecting. A series of planning meetings, announcements, and signup sheets were managed over the 2 months leading up to Easter, resulting in over 100 parishioners gathered in the Great Hall for a feast of over 30 dishes. Tables were decorated with flowers, tablecloths, and candy, adding to the festive mood. Seldon Moreland and a team of volunteers managed the kitchen including the refrigerator space, ovens, and other special preparations. A team of 4 volunteers received, labelled, and laid out donated dishes and another 5 volunteers prepared and served the famous punch. Kim and Seldon documented the planning process and reflections for use of future volunteers.

Receptions for musical events, primarily monthly evensongs, celebrate St. James' wonderful music and appeal to parishioners and non-parishioners alike. This ministry has also transitioned to volunteer led. Alcohol and equally appealing non-alcoholic options are served. Prosecco and non-alcoholic sparkling cider are the perennially popular primary options. Hot chocolate and warm apple cider were popular after Advent Lessons & Carols, Nine Lessons & Carols, and Epiphany Lessons & Carols services. For each event, 2-3 adult volunteers staff the drinks table, pouring and measuring alcoholic or warm drinks. Food menus were developed for each event, including vendors Jewel Osco, Costco, Whole Foods, and Trader Joe's, among others. Other events included the Blessing of the Animals Evensong, for which apple cider and pet treats were offered on the plaza and a reception for VIP ticket holders to The Tallis Scholars' concert. To manage costs, we have striven to make accurate estimates of attendance. We have also begun using glass champagne flutes instead of disposable cups when possible. Through these actions, we have achieved more sustainable costs per attendee while still offering a delightful evening experience.

In conclusion, the hospitality committee is a growing ministry finding its feet as a volunteer-led ministry. Thank you to everyone who has contributed to all of these events making the St. James Community vibrant and welcoming.

OUTREACH

St. James Meals Cynthia Urbytes, Volunteer

I have been working with the St. James Meals Ministry, since August 2023. The meals occur on the first Tuesday of each month and the third Sunday of the month. I have helped to check our guests in at the front desk and to make sure they receive a sincere welcome. Sometimes when the clergy are unavailable due to church duties, I am asked to say the grace to thank God for all that we have. My prayers are short because our guests do not want to listen to me, but they do want to eat!

This ministry is so important because many people in our meals program have no homes and no food. I have remembered many of our guests by name so that they feel welcomed. I greet each guest and take a tally of how many people attend the meals program. On average, over 100 individuals come to enjoy a home-cooked meal, a friendly listening ear, often-needed fellowship, and a place to gather, especially during the recent cold snap that the city of Chicago is experiencing. After the meal, many people stop to thank us and to state that they really enjoyed the food and were very appreciative. I am pleased to support this very vital work at St. James Cathedral.

Each meal requires a team of over two dozen volunteers, whether helping prepare ingredients in the kitchen or cook the meals, or serving the meals, or setting up the tables and extending hospitality to our fellow human beings. It takes a community of volunteers to have kept this ministry going strong for a quarter-century and we welcome everyone who wants to help us keep serving others in need in the future.

Bombas Socks The Rev. Canon Vicar Steven Balke

Related to St. James Meals is our St. James Socks Ministry. Did you know that St. James Cathedral is the only Bombas Socks distributor in the River North area? We play a crucial role in distributing warm and clean socks, not only to visitors who come to us but also to local churches and social service organizations in our area. We are deeply grateful to Cathy Hill, who has worked directly with Bombas for the past several years to coordinate their donation.

Bombas pledges to donate a pair of socks to people in need for every pair they sell. They have partnered with us as the local distributor who receives the socks (10,000 pairs in 2024) and we assure that they are delivered to those people in need. We not only give socks to guests at our own meals ministries but also set up shipments to other churches and organizations so that they can help pass them out. Warm and clean socks are among the most needed and most requested items from people in shelters, so we play a crucial role in helping. These socks do not distribute themselves, so if you would like to know more about how you can assist in this important effort, please contact sbalke@saintjamescathedral.org.

Meals Among Us Tim Zeller, Ministry Leader

2024 was a year of expansion and trials. With the elimination of staff positions, volunteers have taken up the duties of buying and transporting supplies for the ministry, as well as delivering complete meals. Volunteers work on the second floor before and during the 9:00 a.m. service, after the same service, and after the 11:00 a.m. service. In total, more than twenty church members are involved. This requires additional drivers for the ministry.

St. Martin's Episcopal Church is a new partner, distributing meals on 1st and 3rd Mondays to Task Force Chicago, a facility which assists homeless young people in the LGBTQ community. These are often young people who have been left homeless due to their identity.

St. James continues to partner with Martin Temple AME Zion in distributing meals to the homeless on the South side. Martin Temple provides hot meals for up to 200 once a week. Attending persons leave with a meal to go from St James, up to a maximum of 105.

LaTanya and the Youth of Englewood have finally established a center for the underserved youth population at 344 W. 75th. Previously we provided bagged meals due to the itinerant nature of the organization. Now we provide bulk supplies which are used for hot meals.

The present annual cost of the ministry is \$40,096. The budget is \$12,000, an amount which has not been increased since the inception of the program in 2020. There is a targeted donation of \$15,000 which is only promised through the end of 2025. Between the budget and the donation, there is still a shortage of \$13,000.

Goals for 2025. We are seeking a budget increase to reflect the cost of the added partnership which was unfunded. Further, the ministry is seeking targeted donations to increase the number of meals distributed through Martin Temple to match the need. Last, but not least, targeted donations are being sought to increase the distribution through St Martin's to every Sunday, versus only the 1st and 3rd.

Summer In The City **The Rev. Canon Vicar, Steven Balke**

For over two decades, one of the tentpole outreach ministries of St. James has been Summer In The City. SITC is a summer enrichment program for children in the City of Chicago, many of whom live in underserved communities and would never otherwise be able to have such an experience. While the format and itinerary of SITC has evolved over the years—sometimes taking more of the form of an arts and music camp for CPS children, sometimes focusing more on Chicago city experiences and forming bonds between children from different neighborhoods who would otherwise never engage with one another—the heart of SITC has always been the people of St. James creating experiences where children are fed in body, mind, and spirit.

2024 saw an exciting new addition to SITC, with St. James and St. Martin's Episcopal Church working together as part of our parish partnership to offer a more robust summer experience for the children. Members of both St. Martin's and St. James volunteered their time, activity days were held at both parishes, and children from both neighborhood communities were welcomed to participate. This collaboration was a huge success, and we are excited to see what St. James and St. Martin's can accomplish working together ahead.

SITC is offered free-of-charge so that it is open to all children to have access to the kinds of memories and bonds they will keep with them for the rest of their lives. Many of our campers grow up to become SITC camp counselors so that they can contribute to the experience for the next generation of campers to follow them. This is only possible because of the generous contributions of volunteer time and financial support from our members. SITC is primarily funded by donations outside of the church budget, so your support of SITC matters. As we look ahead to SITC 2025 this summer, we are looking for new leaders to join our planning team to ensure another fantastic year! If you would like to know more or offer your talents to making SITC happen, please contact sbalke@saintjamescathedral.org.

Revive Christmas Appeal **Nicole Spencer, Ministry Leader**

In 2024 our community continued its long-standing tradition of supporting ReVive's 102nd Christmas Basket Program. The ReVive ministry is a way to participate in a once-per-year event that makes a difference in the lives of people for whom the simple pleasures of a good meal and a gift are Christmas wishes.

For Christmas 2024 our ReVive families consisted mostly of single parents with multiple children and older people who live alone. In December we provided gifts and Jewel-Osco gifts cards to 45 economically struggling households representing 154 people aged six months to 77 years old.

"The more the merrier" is always true for the ReVive Christmas Appeal ministry. All are welcome to live out the example of St. Nicholas. In addition to shoppers, one of the biggest needs for this ministry are people skilled at coordinating the volunteers, wish lists, and receiving the gifts in time for the ReVive truck to come and take them to the families. If you would like to know more about

how you can help in the effort or want to get in on the Christmas spirit, please contact The Rev. Canon Steven Balke at sbalke@saintjamescathedral.org.

Community Partnerships **The Rev. Canon Christopher Griffin**

2024 was another fruitful year with our congregational partner, St. Martin's Episcopal Church. We have enjoyed combining our efforts to serve the community in Austin. As in the previous year, 2024 began and ended with a joint congregational retreat—our Lenten retreat was at St. Martin's and our Advent retreat was here at St. James. Fr. Juan Reed was our retreat facilitator for both gatherings with retreat planning members from both congregations. From our time together, we learned of some of St. Martin's sustainability challenges and discerned to offer them our Lenten Appeal, reflecting our commitment to each other.

This year we participated again in the diocesan Peace and Justice Commission's invitation to collaborate in a shared social justice book group reading. Our virtual discussions, co-facilitated by clergy from both churches, centered around the book *POVERTY, BY AMERICA*. The discussions were quite engaging and led to a subgroup continuing the conversations and submitting recommendations to the Peace and Justice Commission for the broader church to consider. A few members also visited the National Public Housing Museum here in Chicago for the exhibit *EVICTED*.

In the Spring we expanded our Meals Ministry to include providing biweekly meals to another partner of St. Martin's, the TaskForce, an agency on Chicago's West Side that serves vulnerable LGBT youth. The TaskForce has been quite grateful to be a part of this ministry.

For Pride Month, Saint Martin's (of Austin) Repertory Theater, SMART, performed a staged reading of *STANDING ON CEREMONY* in Kyle's Place. The SMART actors are from St. Martin's and the broader Austin community. Our Arts Council has asked SMART to consider ways congregations may support each other.

Our partnership expanded this past summer to include St. Martin's in our beloved Summer In the City (SITC). SITC recruited kids from Austin and held a special site visit at St. Martin's. One of St. Martin's members served as a community liaison for the summer camp. At the end of summer we redoubled our efforts in joining St. Martin's to provide backpacks and school supplies to students at Nash Elementary School. Last year we covered 4th through 6th grade; this year we expanded supplies to include middle school grades. Members from both congregations were on board to distribute the backpacks. At the end of the year we helped to participated in a winter coat drive for the students at Nash and their families

During the winter months we added socks and personal hygiene supplies to the meals we provided to TaskForce and asked them to consider ways St. James and St. Martin's may support their efforts in the future. This led to our Christmas Appeal going to this agency in Austin. We have continued to offer space for MOMS DEMAND ACTION to meet to develop strategies to end gun violence.

STEWARDSHIP

2025 Annual Pledge Campaign Report

2025 Pledges	Number	Amount
Pledge Goal	200	\$850,000
Pledges Received	152	\$740,195
Needed for Goal	48	\$109,805

Category	Number	% of Pledges	\$ Amount
Pledges Up	68	44.74%	\$440,005
Pledges New	29	19.08%	\$49,920
Pledges Same	40	26.32%	\$193,570
Pledges Down	15	9.87%	\$56,700
Total Current	152	100.00%	\$740,195

50 family units from 2024 that have not yet pledged for 2025. With those pledges renewed for the same amount, we will reach \$856,255 and exceed our goal.

2025 Annual Pledge Drive Marcy Backhus, Chair

In August 2024, I assumed the role of Stewardship Chair, succeeding Ann Driscoll, who transitioned to the Capitol Campaign. This marked the second year of lay-led leadership for the Pledge Drive. Following an initial committee meeting, we established comprehensive goals, encompassing financial targets and time and talent commitments.

The Pledge Drive officially launched on Sunday, October 13, 2024, with the theme Season of Saints. Over four weeks, parishioners were invited to share their personal stewardship journeys during all three church services. To reach all congregation members, we ensured consistent online engagement through weekly e-newsletters, sermons of the day, and live-streamed services. Building upon the success of the 2024 campaign, we continued to educate parishioners on the significance of pledging and its role in their spiritual lives.

A revised pledge card was mailed to all parishioners, accompanied by a convenient QR code for online pledging. On November 17, 2024, we celebrated "In Gathering Sunday," where parishioners were encouraged to publicly affirm their pledges during all three services. This powerful visual demonstration underscored the collective spirit and support of the St. James community.

In early December, the Pledge Drive Committee followed up with those who had yet to pledge. A final pledge appeal was made in mid-January. As of January 24, 2025, we have received 152 pledges totaling 740,195 in financial commitments. We have not yet met our goal but are pleased to report that 29 new pledges were made this year (19 % of all pledges) and that 45% of pledges were increased from the year before. Thanks to the generous participation of our congregation, this year's Pledge Drive has been a resounding success to date.

There are currently 50 pledging units from 2024 that have not yet made a pledge for 2025. If those pledges are made at the same level as last year, we will exceed our \$850,000 goal. It is typical that pledges continue to be received in the first quarter of the pledging year so we have confidence that we will meet our goal.

The Pledge Drive Committee demonstrated exceptional dedication to this year's campaign. We are particularly proud of integrating time and talent commitments into the annual pledge process. Complementing their vital service within the Cathedral, St. James members demonstrate a strong commitment to community engagement, actively serving 17 organizations beyond our walls. To streamline future drives, we have developed a comprehensive Planning and Procedures manual with valuable input from the committee. We sincerely thank the entire congregation for actively participating in ensuring St. James remains a welcoming beacon in the City of Chicago.

Members of the Committee: *The Rev. Steven Balke, Phil Debush, Frank Donaghue, The Very Rev. Lisa Hackney-James, Jim Paddleford, Jacob Perkins, Lance Sy, and Marcy Backhus, Chair.*

GOVERNANCE

Senior Warden Report **Susan Fickling, Senior Warden**

As I close out my first year as the Senior Warden of the St. James Cathedral Chapter and my fifth (!!) year of being on the Cathedral Chapter, I am so excited to be involved with the leadership of St. James at such an exciting time!

A wise professor of mine once told me to consider things that could be challenges as "opportunities." Well, we have had our opportunities in 2024, including staff changes that were disruptive at times, budgetary challenges, and navigating the ongoing negotiation with the Diocese over the sale of the 65 E Huron office building. However, I really do see these as opportunities to which we have responded and continue to have the chance to respond.

We stand at the beginning of a number of new paths for St. James and I am so excited to continue that work which was recently furthered at our leadership roundtable.

I am so pleased that so many of our current and ALL of our new Chapter member nominees were able to make it to meet with staff and other lay leaders at a recent Leadership Round Table to talk about where St. James is and where we should be going. I am so excited and energized by so much of what I heard in that room.

Our Cathedral Chapter really is a group of amazing individuals who all are so passionate about the mission of St. James, who we are and want to be strategically, and the future that we can continue to forge with the opportunities ahead of us! I wouldn't feel so happy to be involved with any other group and have to give thanks for Allen, our Junior Warden, and all of the 2024 and upcoming 2025 Chapter members.

As we enter our sesquicentennial year (Lisa teaches me new words all the time!), I am so thrilled to be involved in even a small way on what the next 150 years hold for St. James.

Finance Commission Report Paul W. Thompson, Treasurer

In 2024, the Finance Commission consisted of members George Culver and Mike Paik, with *ex officio* members Susan Fickling (Warden), Allen Moye (Warden), Alan Gunn (Investment Officer) and Paul Thompson (Treasurer). The Treasurer served as Chair. The Commission invited Canon for Finance and Administration Robert Black and Accountant Christine Price to join in the Commission's meetings, along with Provost Lisa Hackney-James. Nine meetings were held during the year via Zoom, typically on the fourth Thursday of the month at noon.

The role of the Finance Commission is to advise and assist the Treasurer, the Chapter and the staff on financial matters such as budgeting, bookkeeping, banking, credit cards, investing, and fraud protection, and to closely monitor the Cathedral's financial performance and reporting, including stewardship results and activity pertaining to designated funds. The Commission monitors revenue, expenses and cash flow related to the Capital Campaign. The Commission also meets with the Cathedral's auditors, Selden Fox, Ltd., in coordination with the Cathedral's Audit Chair, Sean Smith.

The Finance Commission is a resource as well as a working group. I would like to thank the members of the Commission for their time, expertise, and commitment during this past year.

2024 Investment Report Alan Gunn, Finance Commission

St. James Cathedral's reserve financial assets are overseen by the Finance Commission, which meets monthly. The Cathedral began 2024 with \$3,634,129.26 in assets in restricted and unrestricted investment accounts and ended the year with \$2,720,809.43. The year-end amount includes \$251,549.68 in a separate account set up in 2020 to receive Capital Campaign donations. The total rate of return for these assets in 2024 was 15.2%. Asset appreciation was \$411,679.93 and income was \$62,148.44. 2024 draws from the investment

assets in 2024 for Cathedral operational expenses totaled \$880,000. 2024 draws from the Bishop's fund to pay for repairs to the Chapel totaled \$506,820.

The Cathedral's assets in 2024 were invested in four Vanguard exchange-traded funds (ETFs): a domestic bond index ETF (BND: 1.36% 2024 return), an international bond index ETF (BNDX: 3.58% 2024 return), a domestic stock ETF (VTI: 23.71% 2024 return), and an international stock index ETF (VXUS: 5.09% 2024 return). Invested cash was held in a money market fund (VMFXX: 5.23% 2024 return). 2024 Vanguard fees were approximately \$1,515 based on average fund balances. The average fee per dollar invested was 0.05%.

CAPITAL CAMPAIGN

St. Andrew Chapel Renovation Craig Backhus, Project Manager

In October of this past year, renovation of historic St. Andrew's chapel, located in the undercroft of the St. James Cathedral, was completed. A spoken word eucharist service is held in the Chapel every Sunday morning at 8:00am. Renovation work included cleaning, replacement, and restoration of all the historic interior finishes and furnishings; correction of a waterproofing issue at the Chapel's exterior wall that dated from the time that St. James was rebuilt after the great Chicago fire; and much needed new lighting. The results are spectacular. You are encouraged to visit the Chapel some coming Sunday morning. Flyers describing the history of the St. Andrews are available in the Chapel's vestibule.

Liturgical Space Planning Committee Craig Backhus, Co-Chair

Early this past year, Provost Lisa Hackney-James formed a committee to investigate and plan for how the installation of our new organ, and the chapter's pending purchase of the Cathedral and the adjacent Commons buildings, will affect the way we worship and the spaces we worship in. The committee has recently identified and retained a prominent Episcopal Liturgical Design Consultant to assist us with reimagining the transept, nave, and apse spaces at the east end of the Cathedral, to accommodate the new organ, potentially add new permanent choir stalls, and to reconfigure the altar space to better reflect how we worship at St. James. Installation of the new organ and accompanying liturgical space renovations are currently planned to be completed summer of 2026.

MEETING NOTES

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St James Cathedral

CHICAGO

65 East Huron Street
Chicago, IL 60611
312-787-7360
www.saintjamescathedral.org