

# ST. ANDREW'S EPISCOPAL CATHEDRAL PARISH



## ANNUAL MEETING 2024

Parishioners had a blast at the 2024 parish party, which brought together Cathedral members of all generations, as well as friends of the parish, for a lovely evening of fellowship.

# Agenda

Call to Order . . . . . Margaret McLarty, Sr. Warden

Opening Prayer . . . . . The Very Reverend Anne M. Maxwell, Dean

Reading of the Necrology. . . . . Margaret McLarty. . . . . 2

Minutes From Last Year’s Annual Meeting . . . Margaret McLarty. . . . . 3

Instructions From the Elections Committee . . David Long

First Ballot . . . . . 5

*Vestry and Warden Nominee information can be found within or online at [cathedral-parish.org](http://cathedral-parish.org). Those voting by phone or online must cast their initial ballots by 10:00a.m. Subsequent ballots will be conducted throughout the meeting until each seat is filled by a majority of votes cast.*

Treasurer’s Report. . . . . Justin Croft, Treasurer . . . . . 13

Senior Warden’s Report . . . . . Margaret McLarty. . . . . 15

Junior Warden’s Report. . . . . Michelle Lewis . . . . . 17

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Recognition of Outgoing Vestry Members . . . The Very Reverend Anne M. Maxwell

Recognition of Outgoing Junior Warden . . . . The Very Reverend Anne M. Maxwell

Election Results . . . . . David Long

Blessing and Dismissal. . . . . The Very Reverend Anne M. Maxwell

Adjourn . . . . . Margaret McLarty



# Additional Reports

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## NECROLOGY 2024

Anne Weathersby Robertson . . . . . April 15

Dr. James. R. Baugh . . . . . April 19

John Thomas Potts . . . . . August 19

Carolyn Finnerty Parks . . . . . August 19

Kenneth Ewing Milam . . . . . December 14

Mary Beth Harkins . . . . . December 28

## ST. ANDREW'S EPISCOPAL CATHEDRAL

### ANNUAL MEETING MINUTES

JANUARY 21, 2024

#### CALL TO ORDER AND OPENING PRAYER

Senior Warden Robert Langford welcomed everyone in the nave at St Andrews Cathedral as he called the meeting to order at 9:31 a.m. and invited Dean Anne Maxwell to open the meeting with a prayer.

#### NECROLOGY

Junior Warden Margaret McLarty offered a reading of the Necrology.

#### MINUTES OF THE PREVIOUS MEETING

- Robert Langford presented the minutes of the 2023 Annual Meeting. A motion to accept the minutes as previously was made and seconded. A vote was taken and the minutes were approved as presented.

#### ELECTIONS COMMITTEE REPORT

Margaret Cupples, Chair of the Elections Committee presented the list of Nominees for Vestry and Jr. Warden. Those individuals were recruited from the parish by a Nominations committee consisting of outgoing Vestry members and were informed of the duties and responsibilities of the office. Nominees then came forward and were introduced. Margaret Cupples gave instructions to those eligible to vote. Ballots may be cast in person, online or by phone.

#### TREASURERS REPORT

Treasurer Justin Croft gave the treasurer's report which reviewed the Financial statements included in the Annual Report documents. The Cathedral experienced a \$100,000 deficit due to increased utility costs, increased security costs, inflation in cost of supplies and a reduction in pledge income. This across the board expenses will be addressed in future budgeting. We are pleased to announce the addition of Carey Yelverton to the position of bookkeeper filling the position after Tom Williams retired. The 2024 Budget will use vestry reserve funds to help with costs which will address deferred maintenance. Justin thanked the Finance committee for their good work this year.

#### REPORT OF THE SENIOR WARDEN

Robert Langford gave his final report saying that he has enjoyed serving these past two years. He was pleased to have a budget in place. In his remarks he noted the need for increased funding for Cathedral



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support and that we have an opportunity to fill an open clergy position. Robert was encouraged by the work of the Visioning Task Force which enlightened the committee and later the Vestry by what was discerned about our goals and objectives as a parish. Out of this work a new mission statement was created. A full report is included in the Annual Meeting documents.

## REPORT OF THE JUNIOR WARDEN

Margaret McLarty thanked Robert for his service as an outstanding Warden to the church. She thanked Dean Maxwell and the staff of the Cathedral. In the area of the Building and Grounds oversight, she reported the following initiatives. We completed the Nave Lighting project; the purchase of a new boiler and we were alerted that we might need to replace the second one in the near future. There may need to be upgrades to the Nave sound system and hearing loop.

Our Landscape committee has been monitoring the health of our trees, completed an audit on gas and electricity costs and efficiencies, and set a target date to clean and repair the Cathedral in anticipation for a new Diocesan bishop. She invited parishioners to step forward as we are always looking for volunteers for committees.

## THE DEAN'S REPORT

The Dean has used her sermon today to express to the parish its presence in ministry. She thanked everyone who worked with the cathedral. She recognized those rotating off the vestry and thanked Robert Langford for his work. She and Robert thanked Margaret for her work as Jr warden.

## ELECTION RESULTS

Margaret Cupples announced the following persons who were elected. They are:

Senior Warden: Margaret McLarty

Junior Warden: Michelle Lewis

Vestry: Ashley Lacoste, Chris Scott, Bobby Moore, and Holli Roach

Dean Maxwell commissioned those individuals and then concluded the meeting with a Blessing and Dismissal.

There being no other business the meeting was adjourned at 10:20 a.m.

Respectfully submitted,

Angela Evans

Clerk of the Vestry



# Vestry Nominees

## FOR JR. WARDEN

### Mark Konradi



St. Andrew's embrace has been a welcoming force for me in my two and a half years in the parish. Cathedral congregants have gone out of the way to include the new guy in town, one family even inviting me to join theirs for Easter lunch.

That's the kind of parishioner we have, and the kind I aspire to be.

Last January, I was asked to stand for a parish vote for the Vestry. It was an opportunity to give back and serve the parish that demonstrated the radical hospitality for which it is known. I promptly lost that vote (deservedly so), but in so doing, I had so many congregants come to me and thank me for standing. It reinforced the church as my home. It reinforced my desire to return that warm embrace.

Last fall, I was informed that the Vestry had an opening to serve out a term for about a year and half, and I was asked if I would consider filling in. I did, and it has been a rewarding experience to understand the machinations of what makes this great parish tick. In that short time, I hope I have fostered good dialogue.

I have been beyond impressed by the work of the parish to demonstrate good and by the clergy, staff, Vestry and Wardens to facilitate St. Andrew's longstanding importance in the community and the Diocese. In standing for a vote of the role of Junior Warden, I would hope to help maintain the great work we have done and give back in ways that suit my experience.

I serve as Executive Editor over Gannett's three Mississippi newspapers and websites, including the Clarion Ledger, and as part of my duties, I work with our building team to manage our three Mississippi offices. Some of this translates well to the role of a Junior Warden.

Prior to coming to Mississippi, I served as Director of Newsroom Operations for The Dallas Morning News, where I managed operations, labor relations and a multi-million-dollar newsroom budget. I also supervised a team of around 70 journalists.

I have learned to approach operations with efficiency and a focus on service.

While still relatively new to St. Andrew's, I have spent most of my life as an Episcopalian. I started attending St. Michael's School in Dallas as a kindergartener. That parish is also where I was confirmed and married my wife Kim. That school ultimately merged with the Episcopal School of Dallas, where my mother taught and all three of my children attended from Pre-K through high school. I was an active volunteer.

I served on the Board of Directors for six years at St. Philip's School and Community Center. St. Philip's was founded as an Episcopal school to serve a predominantly Black portion of economically challenged



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South Dallas.

All three of my children were degreed from Episcopal universities, my youngest attending Hobart in New York (the nation's oldest Episcopal college), my middle child attending Sewanee and my oldest getting her Sewanee Master's. My middle child now works at Sewanee in the admissions office. My oldest teaches at an Episcopal high school in Austin (another St. Andrew's).

I also graduated from Sewanee, so the Episcopal journey has been a large part of my path.

It's a journey I hope to continue in a new role, all the while helping to give back to the Cathedral and its embrace.

## FOR VESTRY

### Ellen Bourdeaux

I very much dislike writing about myself. The last time I stood for Vestry, I wrote a series of haiku, which was weirdly easier than prose. This time, I'll challenge myself with prose.

I love the Episcopal Church. I have always been an Episcopalian, and I do not find an easy comfort in churches of other denominations. Perhaps I'm too set in my Episcopalian ways. In 1989, I moved to Jackson and joined St. Andrew's. I moved to Texas in early 1996 and returned to marry an old friend, a Texan, at the Cathedral that fall. To marry at the Cathedral was important.

In 2007, I returned to Jackson, and because I was repelled by the too-bright lightscape in the church, which I compared to a gas station canopy in suburban Houston (Margaret McLarty will be happy to verify this—I complained to her), I began to attend another Episcopal parish. That other church, though, never felt right to me, and I came home. Home to the Cathedral — regardless of the garish lights.

One might reach a point in life when service to others feeds one's soul more than self-service. Since my return, I have served as a reader, a member of the Public Relations committee, a choir member, and a Vestry member. I currently serve on the Compensation Committee and the Parish Life Commission, and I remain a reader.

The most important milestone during my time on the Vestry was making the transition from one dean to the next, during a troublesome period.

One of the most meaningful projects as a Vestry member was co-organizing the Kneel-in Project with the late Hinky Hall. The three-day event was in recognition of the kneel-ins Tougaloo College students participated in during the Civil Rights era and in conjunction with the opening of the Two Mississippi Museums. We brought Black and White Jackson churches together, hearing from the original Kneel-in participants and about struggles from that time.



In those haiku from several years ago, I included that I would promote more baptisms and weddings and that there would be fewer funerals. All I'm promising now is that I will do my best in service to this remarkable congregation and to the Holy Trinity we all serve.

## Sara Burris

My husband, two girls, and I have been apart of the parish for the past three years. As a new Episcopalian, I am so excited to learn, grow, and serve. I am currently shadowing the alter guild to learn and serve efficiently. I have also served for various events of the church as well as vacation bible school. I felt called to formalize my commitment to Saint Andrews Episcopal Cathedral in 2023. My family and I have been welcomed by this community, and I am inspired to continue to find ways to I can translate faith and words into action that will have a positive impact. I am particularly interested in contributing to and serving as a Liaison for the Children's Formation of St. Andrews or any other committee.



I have been an educator for 21 years in various areas of Mississippi. I have taught grades 2 through 12 in various areas such as elementary academics, elementary advanced academics, high school mild to moderate disabilities, high school inclusion, high school physical science, 5th grade mathematics, and a gifted facilitator. I have a deep passion not just for teaching, but also making connections with scholars, families, and communities. I have been blessed to teach gifted for grades 2 through 5 at McWillie Montessori Elementary for 4 years. I thrive in the ability to use my gifts of creativity and service. I have lead scholars in community service with Stewpot, Salvation Army, Food Pantry, and the Mustard Seed. It is my joy to make scholars aware of the importance of community stewardship and growth mindset.

I strive to achieve the highest level of qualifications as an educator. I hold an AA Mississippi Teaching License in education with endorsements in the following areas: K-8 elementary education, 7-12 mathematics, 7-12 general science, 7-12 language arts, 7-12 social studies, K-12 mild/moderate disabilities, and K-12 gifted education. I received my Bachelor of Science degree (Mississippi State University) and a Master of Education (Delta State University). While obtaining my master's degree, I also obtained my gifted certification (University of MS). My education background experience, professional skill set, curiosity, love for knowledge and policy, deep respect for the Episcopal traditions, and my love for service and children will guide me if given the honor to serve on the Vestry.





## Julia Chadwick

Having worshiped at the Cathedral since 1972, I have been Involved in many ways: cochairman of one of the St Andrew's bazaars, Vacation Bible School, Flower guild, Lector, an instructor in the theology and literature class, member of the building and grounds committee, the parish life commission, and All Angels branch of St Andrews of Saint Michael's Guild.

St. Andrew's Episcopal School was part of my life for 50 years, first as a teacher and then as an administrator. My connection with the school totally honed and strengthened my Episcopal faith. I believe and still believe that we are all God's children, and we are called to develop our best selves, which in turn strengthens and helps our community.



## Jim Foley

I am a lifelong Episcopalian, having been baptized and confirmed at The Church of the Ascension in Mount Vernon, New York, where I was born and raised for the first eighteen years of my life. My mother served on the vestry at this church in the 1980s. After college and graduate school, I moved to Jackson in August 2002, when I began teaching in the Upper School History Department at St. Andrew's Episcopal School. For the past six years I have also served as Department Chair. This is my twenty-third year at the school and my tenth year at St. Andrew's Cathedral. During my years at the Cathedral, I have served as a lector and an usher. One of the qualities I included in my application to be chairman of the History Department is one I will include in this application, and that quality is servant leadership. It is important to approach leadership positions with a sense of humility, a willingness to listen to others and learn as we work together as a team, and a willingness to work hard on behalf of this community. It would be an honor to serve on the vestry of St. Andrew's Cathedral.



## LaDana Joseph

My name is LaDana Joseph and I am proudly standing for vestry!

My husband and I live in the downtown Brandon area. We have three adult girls and one granddaughter. My husband is a soccer coach and teacher at Brandon High School and I am a retired hairdresser and am now a secretary at Richland Upper Elementary School.

I have been attending Saint Andrews since 2014. Three of those years we



lived in Ohio. My first experience at an Episcopal church was at St. James. I was invited by a friend to a Mardi Gras celebration, what fun! I started attending church there. My first Sunday during the prayers of the people I remember thinking they pray just like me! After that day I was hooked!! I went through confirmation class and was confirmed that spring. We moved to Brandon and I decided to go to the local church. After a few years we lost our priest and I attended a Saint Andrew's service. It was incredible, I never wanted to leave.

I have participated in many committees over the years and have loved them all. Since returning from Ohio 2 years ago I joined the Parish Life Committee and love all the planning and fun stuff, the Lay Pastoral Care Committee, this one I have really enjoyed. I am a great listener! I usher when needed and I am a Holy Smokette!

I would love nothing more than to represent everyone at this church and help in any way I can.

## Mike Lightsey

Recently retired, I spent my career as a CPA in public accounting, Chief Financial Officer for the University of Mississippi Medical Center and lastly as President and CEO of Mississippi Federal Credit Union.

Both of our adult children Katie (Shawn Browning) and Joseph (Sally) attended St. Andrew's Schools and the Cathedral has always felt like a second home to us. When my wife Deb and I started looking for a new church home six years ago, St. Andrew's was an obvious choice. And we have loved it here!

At our previous church, I was Chair of the Finance Committee and served on the Administrative Board. At St. Andrew's every time I volunteer with the Breakfast Club, Holy Smokers or Burnt Offerings I feel like I receive much more than I give. My wife and I also serve on the Lay Pastoral Committee and volunteer at Stewpot. It's also great fun to volunteer at HeARTworks art classes at Stewpot.

I'm very happy to serve the Cathedral in whatever capacity needed.



## Jim Loome

My calling is to help St. Andrew's succeed and prosper, especially during challenging times. Nancy and I have been members since 2011. We pledge, donate food to Stewpot and gifts to Angel Tree kids, and are active in the fun Supper Clubs. I have been an usher since 2012, rising to usher Captain, and Head Usher; and I've participated in St. Andrew's active shooter, CPR and first aid trainings. Along with others, I have served the homeless at Tuesday Morning Breakfast Club. Recently, I served on the Safe-T committee and



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helped make recommendations on security to the Dean and Wardens.

Previously, at Creator, Clinton, MS I was a Vestry member, Stewardship Chair and Junior Warden. At St. Paul's, Kilgore, TX, and St. Phillip's, Joplin, MO, I sang in the choir.

I have an MBA and am a MS Registered Forester. I have had a career in forestry and land asset management, with recent training in carbon offsets and climate change.

I look forward to serving the Parish.

## Rachel Misenaar

For those of you that don't know me, my name is Rachel Misenaar. And I have been a member of this beautiful cathedral for 20 years. My husband, Seth, and I joined shortly after we got married. And we have lovingly decided to raise our 3 beautiful children in this sacred space. We are all extremely active in the life of the church and parish. And we are huge supporters of not only this church but also of Camp Bratton-Green. As a local artist, I always find space to incorporate my service and talents to the surrounding community as well. And I strive to always do what is right and fair.

Since my joining, I have done a bit of everything. From leading VBS to serving as the part time Children and Youth Coordinator, I have had many opportunities to serve and make a difference. Currently, I am in Year 2 of EfM and serve on a variety of committees that are near and dear to my heart...especially those that deal with the youth of our church.

I would love to have the opportunity to serve on the Vestry this year. I have prayerfully considered this opportunity. And I'm grateful to those of you who saw it fit to nominate me.

This church community means the whole world to me. I wear my membership like a beautiful corsage. I am proud and honored to call this place home.

Thank you for your consideration.

## Walter Palmer

I am originally from Ocean Springs, Mississippi. I graduated from The University of Southern Mississippi with a BSBA and Mississippi College School of Law with a JD. Kathy and I live in Jackson and have 5 kids and 11 grandkids (spread out between Mississippi, Virginia and California).

We began attending St. Andrew's post COVID in 2021 (initially it was the 8:30 service). What I appreciated about the Cathedral was "people met me where I was" with no expectations. I was always welcomed with a "warm greeting" when attending Cathedral events (as I learned with time, this is the "Cathedral way"). Because



of this atmosphere we decided to make St. Andrew's part of our extended family. Our involvement in the Cathedral centered mainly around two of our granddaughters and their activities, but also dinner groups and other community events.

Eventually I was asked to consider an appointment to fill an unexpired term on the Vestry. I had served in church leadership in the past and "formal leadership" was not on my radar. After discerning the request, I said "yes" and joined a congenial and collaborative Vestry team that prayerfully guides/support the Cathedral, the Dean and the staff. I am currently the Vestry liaison with the Community Partnership Commission.

#### Professional:

I am employed by The Aerospace Corporation as Chief Compliance Officer (virtual position). Aerospace is based out of Chantilly, Virginia and Los Angeles, California. I was previously employed by Vertex Aerospace, Madison, Mississippi, The Boeing Company, Raytheon SAS (formerly a Hughes Aircraft Company division), both located in Los Angeles California, and Multicraft International, Jackson, Mississippi.

#### Current community involvement:

St. Andrews Episcopal Cathedral -Vestry (by appointment) 2023- Present; Jubilee Consortium, Los Angeles, California, Board of Directors and Treasurer 2020- Present (also Board member 2011-2014); American and Mississippi Bar Associations.

#### Past affiliations:

Episcopal Diocese of Mississippi, "Standards of Conduct/Disciplinary Committee," 2017-2020; Emmanuel Episcopal Church, Fullerton, California, Vestry 2002-2004, 2006-2010 and Sr. Warden 2011-2016; Episcopal Diocese of Los Angeles, Commission on Ministries 2008-2016; Episcopal Diocese of Los Angeles, Deanery IX, President, 2015-2016; L'arch-Wavecrest, Orange, California, Board of Directors, Past President, 2006-2010; Compensation Group, Mississippi Manufacturers Association, 1999-2001. Thank you for your consideration.

## Suzanne Sharpe Wise

I had been praying about the best way I could serve St. Andrew's Cathedral. Then I received an unexpected call from a friend asking if I would be interested in serving on the Vestry. I gave this request thoughtful consideration and said yes. I felt that the request to serve was an opportunity and an answer to my prayers of a way to become more involved with St. Andrew's Cathedral.

I am an attorney. I have practiced in both the public sector and the private sector. I have been a special assistant attorney general representing the State Auditor and the Ethics Commission. I was also assigned to the Medicaid Fraud Unit. I have served as Chief of Staff of



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the MS Institutions of Higher Learning (IHL) and was appointed Interim Commissioner. I provided advice on a range of legal matters and governmental relations. During my tenure at IHL I participated in the drafting of the MS Prepaid Affordable College Tuition Fund (MPACT) law which pays 100% of the public in-state undergraduate rates and locks in state tuition at the time of purchase. While with IHL I served as Legislative Liaison to the Congressional Delegation. I have served as an Administrative Judge for Medicaid. I am currently engaged in governmental relations practice through my consulting firm. In addition to my consulting work, I also practice law with my husband, Robert Wise.

I have served on the Jackson Yacht Club Board for 3 years and I am currently on the Jackson Yacht Club Foundation Board.

I have served as a Lector at St. Andrews. In the past I have been a member of Daughters of the King. It would be a pleasure and a privilege to serve St. Andrews in this capacity.

## OFFICIAL PARISH ACTS 2024



Confirmation/Reception	2 Adult 0 Youth 1 Reaffirmed
Baptisms	3 Babies 0 Adult
Marriages	8
Transfers in	1
Transfers out (locally in the Jackson metro area)	29
Transfer out (out of town or out of state)	9
Lost by Death	6



# Treasurer's Report

Thank you for supporting the Cathedral, the Finance Committee, and your Treasurer throughout 2024. Serving in this capacity is a blessing. 2024 was a busy year at the Cathedral financially as we worked to support a variety of unique events and faced some new challenges. The year ended with a deficit of \$80,000. This was due to several factors, including:

- Significant repairs and maintenance costs for our aging facility. A long list of deferred maintenance was tackled and resolved.
- Increasing prices across the board but especially in insurance, security, and supplies.
- Open 2024 pledges in the amount of \$90,000 that can still be paid.

Two other major financial items of note for 2024 include:

- The building's cooling tower, responsible for air conditioning the entire facility, reached the end of its life and was replaced at a cost of \$125,000.
- The Cathedral is the recipient of a new federal grant for security-related capital improvements. This will include a variety of enhancements totaling \$117,500.

The Stewardship Campaign for 2025 has been highly successful. The commitments made by you, the parish, for 2025 have allowed us to plan for \$1.2MM in Pledges, representing the 25% increase we requested. That allows us to balance the budget for 2025. Highlights for 2025 include:

- Maintaining the 10% Diocesan Pledge as in past years.
- A one-time increase in the annual draw percentage from the Endowment from 2.5% to 3.0% in 2025.
- A 3.2% cost of living allowance for all employees, consistent with the Church Pension Group's guidance.
- A small, budgeted surplus of \$4,000 which is a significant improvement from both 2023 and 2024.

Lastly, I would like to thank the members of the Finance Committee who spend their time and effort in stewardship of the Cathedral's resources: Anne Maxwell, Margaret McLarty, Michelle Lewis, Jack Blackburn, Robert Langford, Lucien Smith, David Long, Matthew McLaughlin, Gene Wright, and David Pharr.

If you have any questions or feedback on any of this information, please reach out to me any time.

Regards,

	2022	2023	2024	2025
<b>Revenue</b>				
Pledges	\$ 1,076,800	\$ 967,800	\$ 1,038,607	\$ 1,240,000
Gifts	158,749	235,879	184,837	155,500
Endowment & Investments	135,313	112,506	277,709	107,800
Other	(1,788)	21,989	26,334	6,500
<b>Total Revenue</b>	<b>1,369,135</b>	<b>1,338,174</b>	<b>1,487,487</b>	<b>1,509,800</b>

	2022	2023	2024	2025
<b>Expenses</b>				
Ministry commitments	105,096	177,128	115,241	138,000
Operational ministry	58,100	63,027	65,861	65,000
Community ministry	20,371	17,020	4,442	18,000
Investment/Other	28,242	20,162	138,744	87,000
<b>Total Expenses</b>	<b>211,810</b>	<b>277,337</b>	<b>324,288</b>	<b>308,000</b>

Justin Croft, Treasurer

jbcroft@gmail.com

601-519-4445



# St. Andrew's Episcopal Cathedral

## Proposed Budget

	Actual 2022	Actual 2023	Actual 2024	Budget 2025
<b>Revenue</b>				
Pledges	\$ 1,076,850	\$ 967,840	\$ 1,010,667	\$ 1,240,000
Offerings	158,749	291,878	144,287	155,500
Endowment & Investments	135,313	112,506	277,709	107,800
Other	(1,788)	12,189	28,334	4,500
<b>Total Revenue</b>	<b>1,369,125</b>	<b>1,384,412</b>	<b>1,460,997</b>	<b>1,507,800</b>
<b>Expenses</b>				
<b>Ministry commitments</b>				
Episcopal ministry	159,996	177,128	113,241	138,000
Community ministry	58,100	63,027	65,661	65,000
Breakfast Club	20,371	17,010	14,847	19,800
	<b>238,467</b>	<b>257,166</b>	<b>193,748</b>	<b>222,800</b>
<b>Parish Programs</b>				
Formation	5,977	5,412	8,414	12,350
Continuing Ed/Conf.	12,075	6,577	4,285	9,800
Stewardship	3,029	1,201	1,031	2,000
Liturgical	5,763	1,584	2,466	3,500
Parish life/Other	32,585	32,984	42,605	30,050
Music	33,847	29,516	38,248	31,550
	<b>93,276</b>	<b>77,273</b>	<b>97,050</b>	<b>89,250</b>
<b>Operating Expenses</b>				
Clergy	197,528	181,800	172,471	203,719
Lay Staff	403,833	458,467	461,499	453,014
Personnel benefits	163,330	203,855	196,162	209,340
Office Services	27,666	35,984	37,347	32,000
Building and grounds	234,882	237,677	363,235	276,050
Communications & Misc.	21,286	17,363	19,072	17,470
	<b>1,048,525</b>	<b>1,135,145</b>	<b>1,249,785</b>	<b>1,191,593</b>
<b>Total Operating Expenses</b>	<b>1,380,268</b>	<b>1,469,584</b>	<b>1,540,584</b>	<b>1,503,643</b>
<b>Net Surplus (Deficit)</b>	<b>\$ (11,143)</b>	<b>\$ (85,172)</b>	<b>\$ (79,587)</b>	<b>\$ 4,157</b>



## Sr. Warden's Report

Greetings, Thank you for your presence here today, both in person and online.

We have had a very good year, and I want to share some of the highlights.

First, I give thanks that our Dean Anne Maxwell, who, as you know, was in an automobile accident a few months ago, was not injured more seriously and give thanks that she has surprisingly rebounded in the shortest turnaround time ever. We appreciate your dedication to the parish and want you to continue to take care of yourself. Thank you.

Also, give thanks for The Rev. Christopher McAbee, Associate Rector, who has come to us directly from Sewanee and become a vibrant addition to our clergy team. Christopher, we thank you for your immediate and complete entry into our parish family. And we also thank our Deacon, Sarah Stripp, for her continual support in our worship and direction with our Community Partnerships.

This is a dynamic clergy team, and we are blessed to have you all.

It has been my honor to serve as a Warden for the Parish, and especially with Michelle Lewis as Jr. Warden. Michelle stepped in last year to fill the unexpired term that I left vacant when you elected me Sr. Warden. In her area of oversight, Building and Grounds, I will say that Michelle accomplished as much in her 12 months as anyone else would be proud to accomplish in the standard 24-month term. It has been a great honor to serve with her, and I thank you, Michelle. Her upcoming report will fill you in on the incredible amount of work that has been done.

In my portfolio, the oversight of Finance and Administration, we have made some significant strides. You have heard our capable Treasurer, Justin Croft, discuss the success of our Stewardship program. Under the leadership of Stewardship Chairs, Holmes Adams and Bobby Moore, a stretch goal for a \$1.2 million pledge level is effectively reached. This is significant in what it allows us to fund in operations this year and what it says for you the parishioners in your willingness to step up and further our ministry together.

This year we are continuing to broaden our financial management. In July 2024 we added Jack Blackburn as Assistant Treasurer and with Cary Yelverton as our Bookkeeper we have streamlined payments and oversight of cash and incoming payments. This will give us a better understanding of our financial position. This use of our cash position and our reserves (or savings accounts) will offer the most current information to the Finance Committee and then ultimately the Vestry.

We were able to identify and use a large \$300,000 allocation from these reserves to fund the extensive work of the Building and Grounds projects.

The third financial asset of the Cathedral is the Endowment which is managed by the Episcopal Church Foundation. This asset is currently at \$3.2 million, from which we will draw a 3% income this year.

In light of the strong financial markets, this is the perfect time for us to have discussions of building the endowment by gifts of highly appreciated stocks and/or gifts of retirement plan Required





# St. Andrew's Episcopal Cathedral

Minimum Distributions paid directly to the church for tax advantaged payments from parishioners. You will be hearing about this in the coming months.

To my knowledge, for the first time ever, the Cathedral applied for a grant from the Mississippi Office of Homeland Security. The focus of this funding opportunity is to upgrade the facility for safety should there be a threat in our area. With the help of skilled parishioners David Long, Ashley Lacoste, Alice Skelton, Spence Fletcher, Robert Langford, and Ben Garrott, along with your Wardens applied for and were awarded a grand of \$117,500. We are actively submitting the necessary paperwork to secure these funds, which primarily are for security cameras, perimeter locks, and supporting communications.

Helping identify specific needs for the Grant, were the members of our Safety Committee: Jim Loome, Jimmy Halfacre, Lecia Spriggs, Avery Rollins, led by Spence Fletcher.

As a project for the upcoming year and a periodic matter of due diligence, we will review our bylaws and our policies and procedures. We continually discuss our strengths and opportunities to support our dedicated staff to so that they may be responsive to the changing needs of our parish activities, worship, ministries, pastoral concerns, and educational needs.

So, a lot is going on in these areas. And I invite any one of you who wants to join in some of these activities please let me know.

We have a dynamic facility, an energized parish, stunning worship filled with extraordinary music and liturgy. We are committed to make the Cathedral continue to be a beacon of Christ's presence and voice in the community, city, and state. Anytime a new visitor comes, I hear how they are impressed with the level of commitment, you, our members have to our dear church. I thank you for that. Now I ask that you reach out to your friends who are still watching on live stream, new or old friends who are just out of the habit of coming, please be an evangelist and bring new friends. Please invite them all to come and join with us. We are here for a purpose, please come and join in to make a difference. Thank you.

Margaret McLarty,  
Senior Warden



## Jr. Warden's Report

Thank you for trusting me to serve as your Jr Warden for this past year. What a busy and eventful year it has been! Our Cathedral is historic and architecturally significant, and our community is charged with the care of this magnificent sacred space.

This year we welcomed the reinstatement of the Building and Grounds Committee. I would like to thank the members of this committee, Julia Chadwick, Jimmy Halfacre, Bill Hussey, Dean Anne Maxwell, Senior Warden Margaret McLarty, Jay Philpott, and Brandon White for their time and commitment to keeping the Cathedral looking and functioning its best. This committee spent many hours creating a maintenance and repair list, prioritizing the items within the list, and helping with the implementation. With the Bishop's seating at the Cathedral this past July, the committee worked quickly and diligently to get the Cathedral 'spruced up' for the seating. I am truly grateful for these committee members stepping up and sharing their talents. Of the 137 items of deferred maintenance or new repairs we identified this year, we completed 100!

A few highlights from this past year:

- Installation of new landscaping around the exterior of the Cathedral and entering into a landscape maintenance contract
- Repair and expansion of existing irrigation systems
- Installation of a new boiler and a new cooling tower. These units complete all known required equipment replacements for our HVAC system ensuring our heating and cooling is functional, efficient, and stable for years to come.
- Sanding, repair and repainting of exterior ironwork/metalwork and powder-coating exterior gates.
- Repair of plaster and repainting of the nursery hall.
- Conditioning of woodwork and nave doors.

Along the lines of sprucing up, a new Cathedral Garden Club is making sure we have colorful planters each season. New planters were added to the front steps of the church and these planters along with planters in the Columbarium and McClure Courtyard are planted with seasonal color in the spring and the fall. Thank you to Julia Chadwick, Nan and Violet Goodman, Jimmy Rossen, and Karen Spencer. Having a 'green thumb' is a special gift and helps the Cathedral create an outward signal of our vibrant community.

I am proud of the facility and grounds improvements we have accomplished this year. It has been an honor to serve and I look forward to what our collective future holds.

—Michelle Lewis, Jr. Warden



## Dean's Address

*Joyfully proclaiming the gospel of Jesus Christ through grace-filled worship, radical hospitality, and incarnational faith.  
(Vision statement developed 2023)*

“Give us grace, O Lord, to answer readily the call of our Savior Jesus Christ and proclaim to all people the Good News of his salvation, that we and the whole world may perceive the glory of his marvelous works.” (BCP 215, Collect for 3rd Sunday after Epiphany).

Joyfully proclaiming the gospel of Jesus Christ is stated in our vision statement and is a theme of the collect. We strive for this through our liturgy, formation, and outreach ministries. We participated in a thoughtful vestry retreat to establish over-all goals for ministry in keeping with our vision statement. The staff took those goals and incorporated them into programming for the year. Some specific areas included expanding ministry and fellowship opportunities for young families including a Sunday morning offering; reconstituting the Buildings and Grounds Committee who worked through a priority list to complete a great deal of deferred maintenance and put our best face forward for the seating of our new bishop last July; re-energizing the Stewardship Drive to net a 22% increase so that we do not have a deficit budget this year and were able to fund several initiatives without using reserve funds.

These initiatives were accomplished through the dedication and hard work of excellent leadership in Wardens, Vestry, Committee chairs and staff. I want to especially thank the outgoing Vestry class: Michelle Lewis, Walter Palmer, Lucien Smith, Stephen Stray, and Dorothy Triplett. I am grateful that after 9 months of The Reverend Deacon Sarah Stripp and I being the only clergy at the Cathedral, we have now added The Reverend Christopher McAbee. His energy and compassion have been invaluable.

**Grace-filled worship** means proclaiming our gospel truth through the eyes of grace as we discern God's grace for us. Sunday services 8:30am and 10:30am have consistent attendance with good energy. We have new staff singers adding to the robust choir. We continue to recruit liturgy volunteers as our acolyte and lector roles have declined slightly. We have not added the Sunday evening service yet but continue to explore the possibility. The Thursday noon Eucharist is growing in numbers. I continue to celebrate with The Orchard and St. Catherine's monthly. We held home Eucharists weekly during the season after Epiphany. We celebrated our annual picnic and Eucharist on the Ridgeland campus of St. Andrew's School. The Animal Blessing has moved to Capitol Street as part of the 10:30 service. We were not able to host the All Soul's service this year but hope to return to that new tradition next year. We did have a joyous Feast of Lights service despite tornado warnings. Our vocational thanksgiving services this year included one for musicians. These services not only proclaim the gospel but also proclaim our thanksgiving for the vocational talents of our people.

We demonstrate **radical hospitality** when we invite all in our doors on Sunday mornings for worship and formation, for the Tuesday Morning breakfast Club, for the Rotary Dinner by the Holy Smokers, and even our pets for our Animal Blessing. We participated in the Capital City Pride Parade. The Journey Series returned with a thoughtful program and has already set a date for 2025. We held a parish weekend at Camp Bratton-



Green.

We continue to balance our desire for radical hospitality with the need for security. We were granted a large grant for improving the security of our campus and will begin those improvements soon. We have a security committee. We added a paid security guard in the garage on Sundays and maintain the relationship with our security guards in the front of the church for Sundays and most events held on campus.

All of these opportunities bring us to answer God's call, to live into our baptismal covenant to follow Jesus, to embody his word in our world with an **incarnational faith**. We sought opportunities to learn more through Dean's Forum, Creation Care Lenten Programs, bible studies and book studies. We trained grief leaders and held 2 sessions using the Mourners' Path materials. We continue to add to our trained Lay Pastoral Ministers who care for our parishioners. Through the Community Partners Commission we provide both funding and volunteers to local community ministries like Stewpot, Operation Shoestrings, Grace House, Springboard to Opportunities, Contact the Crisis Line, The Good Samaritan Center, Habitat for Humanity, Meals on Wheels, The McClean Fletcher Grief Center, and others which depend on us. This year, given the increase in pledges, we are able to put this outreach commitment in our operations budget and will not have to draw from reserves as we did last year.

We have a talented staff and a strong slate standing for Vestry. We have the resources we need when we all step up to answer the call. I look forward to seeing how we will embody this call in 2025.

Give us grace, O Lord, to answer readily the call of our Savior Jesus Christ and proclaim to all people the Good News of his salvation.

Respectfully submitted



The Very Reverend Anne M. Maxwell



## Organist and Choirmaster's Report

*I will sing of mercy and justice; to you, O Lord, will I sing praises. (Psalm 101:1)*

Cathedral musicians made music in the service of the church's worship with integrity, artistry, and beauty for more than 100 services in 2024. These included regular Sunday Eucharists, special services such as evensongs, funerals, ordinations, and major feast days, as well as Advent Lessons and Carols. My priorities are unchanged from previous years:

- To keep the Cathedral congregation singing: Christians sing. Congregations that sing well are healthy congregations.
- To nourish the community of faith that exists in the community of Cathedral musicians and foster their spiritual health.
- To continue to make music as a choir, committed to a high level of excellence and artistry in the service of Christian worship. Making music in community makes apparent the work of the Holy Spirit in our midst.
- To encourage the current growth in Cathedral Children's Choir, because children who sing become adults who sing.
- To cultivate our additional programs and initiatives, such as the Choral Scholars program, the Medley Fellowship, and Music in the City.

In summer 2024, we had our second Cathedral Children's Choir Camp, hosted at St. Andrew's Lower School. This was rewarding, we plan on doing it again in 2025. In fall 2024, we had a roster of ten first-fourth grade choristers meeting weekly as part of St. Andrew's Lower School's after-school activity program. This group is open to students from any school and is composed of singers who are members of the Cathedral, members of other local Episcopal churches, and members of other faith traditions. Cathedral Children's Choir sang with our adult choir twice in spring 2024 and for one Sunday morning service in fall 2024. (They were originally scheduled for two, and one was cancelled due to a number of choristers being involved in another event the same weekend.) They also sang a short Christmas program at the Mississippi Museum of Art in December, which was particularly well attended and received. I believe that this program is poised for substantial growth and I owe a large debt of gratitude to Lower School staff Jay Losset, Sarah Walker, and the Rev. Hailey Allin for their assistance.

Music in the City excelled in 2024, thanks in large part to the entire Mississippi Museum of Art staff and Jasmine Williams and Leslie Kennedy in particular. Music in the City is one of the Cathedral's longest-standing and most successful outreach programs. I've gently steered this series towards featuring Mississippi musicians in the earlier stages of their careers, with a special emphasis on increasing the representation of women, people of color, and living composers. Music in the City is highly regarded in Mississippi and beyond and I am regularly contacted by professional musicians interested in performing on the series. There is still an opportunity for a corporate sponsor to help underwrite this effort, requiring an investment of approximately \$5000. We currently budget \$500 for each installment of Music in the City and need to increase that to \$700-\$750 in order to remain competitive and draw talented performers. I'm also interested in exploring whether there might



be an opportunity here for an interested volunteer from the Cathedral community to take on some of the administration/hosting/PR duties of this series.

The Slater Fellowship was created in 2019 using proceeds from the establishment of a Music Endowment, begun with a \$150,000 gift from an anonymous donor. Earlier in 2024, the anonymous donors agreed to be identified. I am grateful to Jean and Tim Medley for their generosity and to that end, we've renamed the Slater Fellowship the Medley Fellowship. This position was not filled for the 2024-2025 academic year.

The Cathedral maintains an impressive complement of instruments for liturgical use. Our replica Vaudry harpsichord is in demand in the Jackson area. In addition to our own use, it's regularly borrowed by other churches and organizations. The organ continues to require "band aid" repairs to extend its life, and I'm hopeful that conversations can soon begin in earnest about its future. Our pianos are in fair shape—the nave piano would benefit from a thorough evaluation to determine what steps should be taken (if any) to prolong its life. I've also begin to make some preliminary inquiries about acquiring a small grand piano for use in the chapel. The digital piano currently in the chapel is serviceable, but I believe that the space and our 8:30 service would be better served by an acoustic instrument.

A high priority for 2025 is recruiting more volunteer singers for the Cathedral Choir, particularly tenor and bass voices. We added a small number of singers in 2024, but it would be helpful to have more volunteer singers from the Cathedral community to meet the demands of the Cathedral's rigorous liturgical schedule. I am delighted to have filled two more staff singer positions with soprano Alicia Bell and baritone Delvin Kelly. These young professionals join tenor staff singer Dr. Drew Trautman in bolstering the confidence of our volunteer voices, and I am so grateful to them. We have an exciting year of music-making ahead - we'll sing a Haydn mass with the Metropolitan Chamber Orchestra, offer a few evensongs, and have another excellent Advent Lessons and Carols service. Advent Lessons and Carols is always a highlight of my year. Again in 2024 we welcomed readers representing different facets of the Cathedral's life in our community – including education, public service, government, and medicine – and sang a highly polished program of choral works spanning centuries and continents of music making in the Anglican tradition.

2024 was a rewarding year for me personally. A few highlights: "Grounded in Love" was published by Selah Publishing and released in June. In July, I led music for the ordination of our new bishop. An older piece of mine, "There is no rose," was recorded by the choir of Boston's Trinity Church, Copley Square and released in December on their album "The Great Glad Tidings Tell." This album has received a number of positive reviews and reached the very top of the Billboard classical chart the week of its release.

It remains my deep joy to serve St. Andrew's as organist and choirmaster and I look forward to helping others make music to the glory of God and in the service of the Cathedral's worship into 2025 and beyond.

Jessica Nelson,  
Organist and Choirmaster



# Director of Parish Life & Newcomer Ministries' Report

With 2024 coming to a close, I am grateful to reflect on another year of meaningful ministry at the Cathedral. This September marked my fifth year serving at St. Andrew's, a milestone that has been a source of great joy and gratitude.

This year, I formed the Parish Life Commission with 12 new members who began meeting to plan future events and introduce new ideas. One such event that emerged from this group was our Summer Solstice Sunset watch party, where parishioners gathered to watch the longest day of the year come to a close.

Notably, we hosted our first "Senior Prom" in the St. Andrew's Lower School Gym for parishioners and friends aged 50 and above. Planned by a dedicated Prom Committee, the "Through the Decades" themed event featured snacks, drinks, music, and dancing—a joyful evening for all involved! We plan to bring the fun back this spring with the next iteration of our Prom.

Another highlight was the return of our Parish Weekend at Gray Center after a five-year hiatus. Attendees enjoyed activities, games, and a potluck chili lunch in a day filled with fellowship. We look forward to growing this event and hosting our next Parish Weekend in November 2025.

Of course, we celebrated many of our community's beloved annual events, including Epiphany, Shrove Tuesday, the St. Paddy's Parade Party, Maundy Thursday, Easter Vigil, Blessing of the Animals, Parish Party, Advent Market, and more.

Our Young Adult ministry also made progress with the formation of a Young Adult Commission. This group of three members has begun meeting to discuss programming ideas for young adults at the Cathedral. I look forward to working with them to shape the future of our young adult ministry in the coming year and beyond.

I am deeply thankful for the volunteers, committees, and commissions whose creativity and dedication made this year's events possible. Serving at St. Andrew's continues to be both a privilege and a source of joy. Here's to another year of fellowship and shared ministry as we look ahead to 2025!

Respectfully submitted,

Gracey Belote  
Director of Parish Life and Newcomer Ministries



# Director of Children & Youth Ministries' Report

I have had another great year being the Director of Children and Youth. Every Sunday I feel like I know these kids better and better and everyone has developed a close relationship. All the young children get along so well and the youth have created a great friendship and bond in the church. I have had a really great team of moms who have come together to help and make so many events happen this year and I thank each and everyone of them!

In the children's program we have done several fun things this year like Epiphany, Shrove Tuesday with a parade, Easter Egg Hunt, VBS, Young Families fun gatherings around a pool and/or house. We had backpack blessings, pet blessings, Fall Festival, Advent activities, parties and more. I think the children's favorite thing they did in Formation this past year was making bread for Lent! They enjoyed learning so much about it and being a part of the church. It was such a big hit that we will be doing it again this year! Another new thing the children have really enjoyed doing is ushering and doing the offertory. The children have loved being a part of the service and each one of them take it so seriously. It is always fun to watch kids grow in the church! One new fun thing this past semester that the parents have really enjoyed is a Bible Study. It has been great for the children's parents and other young adults to gather together to grow their relationship with one another and Christ.

The youth program has really thrived this past year. We have continued to grow and the involvement and dedication the kids have to the youth group has been terrific. We continue to participate in EY2nds and be a part of our larger Episcopal community. The youth have enjoyed lock-ins and taste test, 4-square tournaments and more on Sundays. They have done several fun outings like going to lunch or dinner, bowling, and movies. One of the youth's favorite things they do is Stewpot! They love being a part of this outreach program. I am always so proud of each of our kids every time we go to Stewpot and I see how seriously they take it. They have so much love and empathy for everyone who walks through those doors. This brings me great joy!

I am excited about the new year and new things coming! Again, I thank everyone for their help with this program and the love they show it.

Kat Penton  
Director of Children & Youth Ministries





## Director of Communications' Report

With three and a half years now under my belt as Director of Communications for the Cathedral, I continue to be grateful for how much encouragement and support I receive from the people of this congregation, how much collaboration and assistance I receive from Dean Maxwell and the rest of the staff, and how much inspiration I draw from being associated with such a beautiful place full of lovely people.

2024 was a year with some challenges. Slimmer budgets forced everyone on staff to get creative, and communications was particularly hard hit. Despite that, we accomplished some great things.

Our regular communications vehicles have continued to grow stronger, and my mantra this year has been redundancy, redundancy, redundancy (see what I did there?). What I mean by this is that every story or piece of news the Cathedral has to offer its people comes in multiple formats to meet each parishioner where they're most comfortable receiving it—by email, mail, website, social media; in print, in picture, in video. I hope everyone has found that information is easy to access and that anyone who hasn't found that to be the case will reach out to me—I'm always open to constructive feedback.

One major change in my duties this year, which I'm tremendously grateful for, has been the transfer of livestreaming responsibilities to the newly formed Streamers' Guild. These volunteers now share the work of livestreaming services each week to an audience of anywhere from 20 or so folks on a typical Sunday up to 75 or even 100 for big services like Easter and Christmas Eve. Included in that group are quite a few people who are homebound or otherwise unable to join us in person, so it truly is a ministry. Great thanks are due to Bill Hussey, who got the guild off the ground and trained its members, and to Kyle Harshey, who is now maintaining the rota and keeping the streamers organized.

We also had a very successful stewardship campaign this year, and supported that effort largely through video projects. This has been one of my favorite parts of this job since I first started and continued to be one this year. Hearing the stories of St. Andrews' people is inspiring, and the creativity involved in telling those stories is a real joy for me. Plus, we set a record for youngest stewardship video participant this year with Katherine Blake (if you haven't seen her interview yet, go find it on our vimeo page, it's truly adorable).

There's lots more to come in 2025, so keep your ears and hearts open. As long as there's a Cathedral story to tell, I'll be doing my best to tell it!

Much love to all,  
Wil Oakes  
Director of Communications



Our new Associate Rector, the Rev Christopher McAbee, joined us for the first time on July 30.

