



ST. ANDREW'S CATHEDRAL



2019 Annual Parish Meeting



AGENDA

Call to Order	Dean Pogue
Prayer for Guidance and Prayer for the Dean Search	Canon Deaton p. 9
Reading of the Necrology	Canon Deaton p. 8
Minutes From Last Years Annual Meeting	David F.Allen p. 3 - 5
Report of the Nominating Committee	Jack Allin
Instructions From the Election Committee	Margaret McLarty p. 9
First Ballot	
Report of the Treasurer	Justin Croft p. 14 - 15
Report of the Investment Committee	Frank Duke p. 16
Report of the Endowment Committee	Kenny Parker p. 17
Report of the Dean Search Committee	Carol Penick
Junior Warden's Report	Joe Surkin
Senior Warden's Report	Charles G. Johnson
Report of the Election Committee/Additional Ballots if Needed	Margaret McLarty
Interim Dean's Report	Dean Pogue p. 18 - 19
Recognition of Outgoing Officers	Dean Pogue
Commissioning of New Officers	Dean Pogue p. 20
Blessing and Dismissal	Canon Bradshaw
Adjourn	Dean Pogue

ANNUAL PARISH MEETING MINUTES
ST ANDREW'S EPISCOPAL CATHEDRAL
JANUARY 21, 2018

CALL TO ORDER

The January 21, 2018 Annual Parish meeting was called to order by the Interim Dean, The Very Reverend Ron Pogue, at approximately 10:30 AM during the worship service.

PRAYER FOR GUIDANCE AND NECROLOGY

Following the Call to Order, a Prayer for Guidance was offered by the Reverend Canon Jennifer Deaton, as well as a reading of the necrology, for 2017, and a prayer.

APPOINTMENT OF SECRETARY AND ELECTION COMMITTEE

The Interim Dean appointed David Allen as the Secretary for the Annual Meeting, and appointed Wayne Drinkwater, Sandra Maris, and Margaret McLarty as the Election Committee.

ADOPTION OF BYLAWS AND ELECTION OF MEMBERS OF THE VESTRY

Henderson Hall and Margaret McLarty were recognized regarding the adoption of the proposed Bylaws. Henderson Hall offered introductory remarks regarding the proposed Bylaws, as well as recognizing the members of the Bylaws Committee for their efforts. Following his remarks, Margaret McLarty gave a synopsis of why the Bylaws are needed: to enable and empower the policies and procedures of the Cathedral, and to meet all requirements of the State of Mississippi. She gave a brief overview of the Bylaws.

Following the Bylaws presentation, Margaret McLarty explained the procedure for the Vestry election, and gave thanks to all who stood for election: Ben Bryant, Elizabeth Bush, Kelly Butler, Robert Langford, Ed Oliver, Carol Penick, Rose Lee Robinson, Dan Roach, and Sarah Ann White. Ballots were distributed, and Dean Pogue offered several comments, during the voting, noting the discernment process created this year for the Vestry candidates. He also noted that the discernment process for the 2019 elections would begin in August 2018. After the Interim Dean closed the voting, the ballots were collected, and taken to be counted.

After the ballots were counted, Margaret McLarty announced the results of the voting. The Parish was informed that the Bylaws had been adopted, and that the following parishioners had been elected to the Vestry: Ben Bryant, Robert Langford, Carol Penick, Rose Lee Robinson, and Sarah Ann White.

REPORT OF THE TREASURER

Kenny Parker, the Parish's Treasurer offered his thanks to the Parish for allowing him to have served as the Parish's Treasurer for the past several years. He also expressed his appreciation to Tom Williams, the Parish Administrator, to the Senior and Junior Wardens, and to the Finance Committee for their efforts and assistance this past year.

The Treasurer reminded the Parish that several years ago the Parish developed a large financial deficit. Three years ago, while addressing this deficit, the accounting basis was changed from an accrual basis of accounting to a cash basis. This allowed prepaid pledges to be used during the year in which they were received, rather than the year for which they were intended. Last month, due to the improved financial condition of the Parish, the Vestry approved the Finance Committee's recommendation to change back to an accrual basis of accounting. The change in accounting methods created an accounting adjustment charge of \$209,868, which was offset in part by a \$158,568 surplus in 2017 operations.

Before reviewing the 2017 financials with the Parish, the Treasurer noted that the financial books for 2017 have not been closed, but that the numbers will be very close to those published in the Annual Meeting booklet. He proceeded to review the financials, noting that total operating revenues for 2017 were \$1,423,425, and the total operating expenses were \$1,264,857, producing a surplus of \$158,568 which was used to partially offset the \$209,868 accounting adjustment charge.

Following the review of the financials for the year 2017, the Treasurer reviewed the status of the General Fund Accumulated Deficit as follows:

The Accumulated Deficit at the beginning of 2017 (\$29,406)
The Adjustment for the change in accounting basis (\$209,868)
Net Year to Date Revenue/Expenses \$158,568
Ending Accumulated Deficit (\$80,706)

He noted that the ending deficit of \$80,706 along with the projected 2018 surplus of \$2,500 will result in a projected deficit at the end of 2018 of approximately \$78,206, which, he noted, will take several years to remedy.

The Treasurer stated that the Vestry has approved the Finance Committee's recommendation for the 2018 operating budget of \$1,382,750 in total operating revenues, and \$1,380,250 in total operating expenses resulting in a surplus of \$2,500. He informed the Parish that a total of 259 pledges were submitted during the recent Stewardship Campaign, which was an increase of 59 pledges over last year's 205 pledges. He also noted that the 259 pledges included 23 new pledgers. The recent Stewardship Campaign produced the largest pledge amount, \$1,200,000 since the year 2000, and that the average pledge has increased by \$2,000 since the year 2000.

The Treasurer ended his report with an update on the Capital Campaign status, informing the Parish that the Capital Campaign debt has been paid off. The Parish is still receiving pledges which will amount to approximately \$55,800, leaving a shortfall of approximately \$13,500. Restricted Funds have already been identified and reserved to cover this shortfall.

After taking questions, the Treasurer closed his report expressing his new respect for his predecessors, Dick Turner and Bill Nations, as he announced that he was stepping down as Treasurer. Dean Pogue announced that Justin Croft will begin serving as the new Treasurer.

REPORT OF ENDOWMENT FUNDS

Frank Duke reported on the endowment funds, noting that the committee is developing a policy for the management and use of the endowment funds, as requested by the Vestry. He noted that there are three types of giving: annual pledges, capital campaigns, and planned endowments (legacy giving). The endowment's purpose is to produce a stream of income to support the Parish, but not to cover day to day activities. The purpose and use will be detailed in the Policy. Referring to a list of Restricted Funds listed in the Annual Meeting booklet, he brought to the Parish's attention the General Endowment Fund, and how the Vestry has specified the use of these funds.

Frank noted that our endowment was approved by the Vestry, in 2016, to be moved out of the Diocese endowment funds, and into the Episcopal Church Foundation, with the funds being managed by the State Street Global Advisors of Boston, Massachusetts. He stated that the funds were moved in January 2017, and although the final report for 2017 has not yet been received, preliminary reporting indicates that the Parish received a 16.8% return for 2017. He also remarked that the financial reporting is excellent, and the timeliness of the reporting has been much appreciated by Tom Williams and Kenny Parker.

Charles Johnson spoke on the Cash Management Program. He noted that the Parish has carried a sizable amount of cash. As interest rates have increased these monies have been invested in short term Certificate of Deposits, of which the income can be used for current budget matters. The expected revenue from the CD's is estimated at \$3,500 to \$4,500 per year.

REPORT OF THE SENIOR WARDEN

Charles Johnson noted that the success of the past year rested on the tireless efforts of many persons who worked to keep the Cathedral operating. He gave thanks to the staff, the clergy, both Interim Deans, the spouses of David Elliott and Ron Pogue, to the Vestry, the Junior Warden, the Treasurer, and the Clerk. He also acknowledged those members of the Vestry who were rotating off the Vestry, after having served on the Vestry for the past three years: Jack Allin, Wes Davis, Margaret McLarty, Joe Morris, and Katharine Surkin.

The Senior Warden commented on the Parish's period of reflection and discernment during the 2016 to mid-2017 time period. From his perspective, the Parish had a turning point, sometime in 2017, transitioning from looking backwards to looking to the future. He believes the future is bright, as we begin the search for a new permanent Dean, and as we reinvigorate our programming and community.

Finally, the Senior Warden gave thanks to his wife, Ellen, for her support and encouragement during the past year, and to their daughter, Lauren.

REPORT OF THE JUNIOR WARDEN

Joe Surkin began his report by thanking the Parish for entrusting the Cathedral into his care and offered his appreciation to Tom Williams and the sextons for their daily efforts with maintaining the Cathedral.

The Junior Warden noted the following achievements during 2017.

- Re-establishing the Building and Grounds Commission with twenty-four parishioners who have provided labor for many interior and exterior maintenance projects.
- The purchase of a new coffee brewing station that is more efficient and has provide financial savings.
- Improved exterior lighting that accentuates the exterior façade, while adding a layer of security at night.
- Installing a ceiling fan on the front porch for additional comfort during the summer months.
- Installing new sod in the Columbarium area for aesthetics, better accessibility, and safety.
- Installing a new wireless audio system on the Columbarium, and an improved sound system for the Chapel.
- Receiving a free energy and lighting study, which identified significant financial savings by converting the lighting in office and educational spaces to LED fixtures, by installing a HVAC Building Management System, and identifying the need to replace a twenty-year old boiler and a chiller. The mechanical work should provide financial savings, and a more comfortable environment for work and worship.
- Repairing chillers and cooling towers, and wrapping mechanical piping to correct heating and cooling issues, as well as mildew issues.
- Decluttering the attic of store materials.

The Junior Warden closed by reminding the parishioners that each person's contribution, when combined, creates an extraordinary body of worship and service. He encouraged the parishioners to continue to practice Christian stewardship with our time, talents, and treasures, as we care and maintain a greater family, the Cathedral.

REPORT OF THE INTERIM DEAN

The Very Reverend Ron Pogue remarked on the hospitality, devotion, and progress he has experienced during his five months at St. Andrew's. He reminded the parishioners that he was called to St. Andrew's because he is a transition specialist. As such, he reminded the Parish that he will be walking with us during this transition.

The Interim Dean expressed his gratefulness to former Interim Dean David Elliott for the work he accomplished and for the thoughtful handoff. He gave thanks for to the Vestry, Wardens, Treasurer, Staff and numerous ministry teams for all they have done and continue to do.

The Interim Dean noted on several matters of progress:

- Leadership for our Children's and Youth's ministries.
- Implementation of the Safe Church policies.
- Development of the Bylaws.
- Development of a discernment process for Vestry nominees.
- Reducing the deficit and returning to the accrual basis of accounting allowing pledges to be used in the year for which they were intended.
- Encouraging greater participation in the various ministries.
- Bringing our membership records up to date.
- Fostering growth in stewardship.
- Completing a myriad of repairs to the facilities.

- Creating communications and online registration abilities.

The Interim Dean noted several items to be addressed in 2018:

- Creation of a Profile Committee to produce a parish profile to be used in the search for a new Dean.
- Creation of a Search Committee for a new Dean.
- Encouraging every member to be involved with at least one ministry.
- Increase participation in the worship services.
- Complete the development of an organizational chart for the staff and all ministries.
- Implement a Member growth plan.
- Implement a planned giving program.

The Interim Dean informed the Parish that, today, a survey, entitled “I Will, With God’s Help” will begin. This survey is intended to connect each parishioner with the ministries of the Cathedral. He also reminded the parishioners that we are the Cathedral Church for the Diocese of Mississippi, meaning we do not have to be the largest parish in Mississippi, but we should be the leading Episcopal parish within Mississippi.

RECOGNITION OF RETIRING MEMBERS OF THE VESTRY AND TREASURER

The Very Reverend Ron Pogue asked the retiring Vestry members and the retiring Treasurer to come to the front of the nave. Appreciation for their years of service were offered, and each was presented with a Certificate of Appreciation. After the Certificates were presented, the Senior Warden, Charles Johnson, presented the retiring Treasurer, Kenny Parker, with a painting of St. Andrew’s, as a token of the Cathedral’s appreciation for his years of service.

COMMISSIONING OF THE 2018 VESTRY

The Very Reverend Ron Pogue asked the members of the 2018 Vestry to come to the front of the nave for a Commissioning liturgy.

There being no other business, the meeting was closed with prayer led by the Reverend Canon Katie Bradshaw. The Interim Dean, The Very Reverend Ron Pogue, adjourned the meeting at approximately 12:00 Noon.

Following the meeting, the worship service continued with the Offertory Anthem and the Holy Eucharist.

Respectfully Submitted,
David Allen, Secretary

Attachments:

January 2018 Cathedral Mailing with Annual Meeting Announcement and Information

Annual Meeting Booklet, dated January 21, 2018

Worship Service Bulletin for January 21, 2018

Report by the Treasurer

Report by the Senior Warden

Report by the Junior Warden

Report by the Interim Dean

Report from the Election Committee

MEMBERS BEGINNING OF 2018	1,173
CONFIRMATIONS/RECEPTIONS	11
BAPTISMS	17
TRANSFERS IN	37
TRANSFERS OUT	20
DEATHS	12
MEMBERS BEGINNING OF 2019	1,206



3,250

MEALS PROVIDED AT TUESDAY MORNING BREAKFAST CLUB



1,562

WORSHIPED DURING HOLY WEEK AND EASTER



804

WORSHIPED AT CHRISTMAS



1,701

ATTENDED CONCERTS AT THE CATHEDRAL

278

AVERAGE SUNDAY ATTENDANCE

5

MARRIAGES

67

MEALS DELIVERED BY BEFRIENDERS AND GUILD OF THE CHRIST CHILD

136

LAY EUCHARISTIC VISITS

25

CLARENCE TREE VOLUNTEERS VISITING HOMEBOUND

12

BABY BLANKETS KNITTED

WEB PRESENCE



10,819

NEW AND RETURNING VISITORS AT STANDREWS.MS



3,935

SERMONS LISTENED TO ON STANDREWS.MS



908

INDIVIDUALS RECEIVED EMAIL FROM ST.ANDREW'S

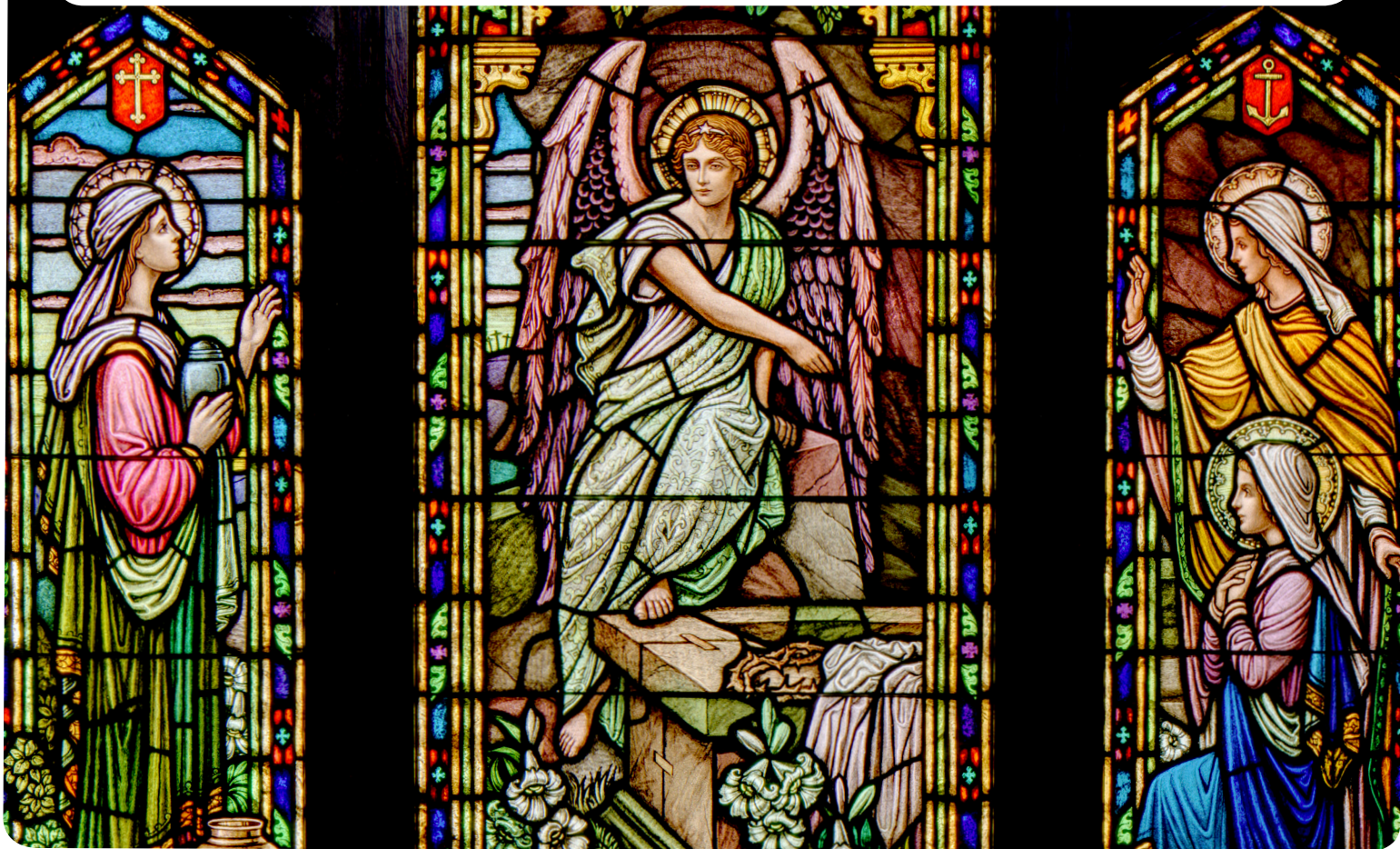


1,081

SOCIAL MEDIA FOLLOWERS

NECROLOGY FOR 2018

Adele Franks Crispin	2-10-18
Dr. James Harvey Johnston, Jr.	2-11-18
Virginia Bradley Vardaman	4-3-18
Russell Porter Grant, Jr.	6-27-18
Judith Ann Goodwin Blackburn	7-16-18
Laura Bess Greer Clapp	7-25-18
Carol Kathryn Corrothers	9-3-18
Duke Edmund Cain	10-14-18
Wilborn David Kelly	12-1-18
James Angelo Becker, Jr.	12-5-18
Katherine Bryan Lampton	12-6-18
Kathryn Yerger Becker	2-12-18



PRAYER FOR GUIDANCE

Almighty God, who gave such grace to your apostle Andrew that he came without delay when your Son Jesus Christ called him to follow: Give to us, the Body of Christ at St. Andrew's Cathedral, grace to listen for your word, to watch for your presence, and to answer your call to serve you in one another, in neighbors and in strangers, and to proclaim your redeeming love in all that we say and do. Send your Holy Spirit upon us to fill us with gratitude as we reflect on our work and witness, to guide us in our deliberations, and to inspire us as we renew our commitment to mission and ministry, following our Savior as faithfully as our brother Andrew before us; through the same Jesus Christ we pray. **Amen.**

PRAYER FOR THE DEAN SEARCH

Almighty God, giver of every good gift: Look graciously on your Church, and so guide the minds of those who shall choose a Dean for this Cathedral, that we may receive a faithful pastor, who will care for your people and equip us for our ministries; through Jesus Christ our Lord. Amen.

Election Procedures

The following members of St. Andrew's Cathedral have agreed to allow their names to be placed in nomination for Junior Warden and Members of the Vestry.

Four members will be elected to fill seats on the Vestry that are open due to rotation. Vestry Members are elected to a three-year term. Every other year, we elect a Junior Warden. The Junior Warden serves a two-year term and then succeeds the Senior Warden for an additional two-year term.

Nominees for Warden and Vestry must be Confirmed Communicants in Good Standing in this parish, meaning that:

- They have been Confirmed, Received, or Reaffirmed with the Laying on of Hands by a Bishop of The Episcopal Church or of a Church in Communion with The Episcopal Church.
- Their membership is recorded in this parish,
- They have been regular in worship, participation, and financial giving for the past year.

All of those persons presented in this report have met these qualifications.

Additional nominations of persons eligible to be elected may also be submitted in writing by persons who are qualified to vote to the Nominating Committee by noon on the Friday preceding the Annual Parish Meeting.

Communicants in Good Standing who are sixteen years of age and whose membership is recorded in the Cathedral Parish are entitled to voice and vote. To be in good standing, one must have been a regular participant in worship and parish life and be a contributor of record for the past year. In order to vote, one must attend the meeting. There is no provision for absentee or proxy ballots.

Our election procedure for Vestry requires that you vote for the number of positions to be filled. Since there are four (4) positions on the Vestry to be filled, you will need to cast your ballot for exactly four (4) candidates, or your ballot will be disqualified. In voting for Junior Warden, since only one can be elected, you must vote for one nominee or your ballot will be disqualified.

The Ballot Tellers will distribute, collect and count by the ballots.

In the event of one or more runoffs, the official Runoff Procedure states:

On the second and each succeeding ballot, there will be retained only twice the number of remaining nominees as there are unfilled positions, said nominees to be taken from those receiving the largest number of votes for said office. In all cases no one shall be declared elected unless he or she receives a majority of the votes cast.

HENDERSON HALL

JUNIOR WARDEN



Henderson (Hinky) Hall and his wife Pat, who have three grown children, have been members of St. Andrew's from 1972 to the early 1980s and then from 2009 to present. Hinky and Pat attended St. Phillip's and Chapel of the Cross between the mid-1980s and their return to St. Andrew's.

Hall is a lawyer with Wise Carter Child & Caraway, a firm with a long history with the Cathedral through its then senior partner Sherwood Wise, who was involved in the lay leadership of the Cathedral for many years, and especially during the civil rights era of the 1960s. Mr. Wise is the author of "The Cathedral Church of St. Andrew A Sesquicentennial History 1839 – 1989," a comprehensive history of the Cathedral that has been a cornerstone in St. Andrew's splendid archival activities (coordinated by V.A. Patterson). Wise Carter also has been a long-time sponsor – along with the Cathedral and the Mississippi Museum of Art - of the "Music in the City" programs.

In the past Hall has served on the boards of the Mississippi Opera Association, The Oaks House Museum, and the Mississippi Chambre Music Guild (founded by Cathedral member Royce Boyer). For several years Hall worked on the St. Andrew's "serving team" for the Tuesday Morning Breakfast Club, and currently is a member of the Community Partnership Commission (headed by Thorne Butler), which coordinates the important work of community outreach by the Cathedral.

In 2015 Hall was elected to serve on the vestry at St. Andrew's. During his time on the vestry he worked on a number of projects involving the Cathedral, including coordinating the drafting and adoption of bylaws for the Cathedral. Hall also worked on the Profile Committee, which was charged with the task of developing the profile of the Cathedral in connection with the search for a new Dean. The outstanding product of that Profile Committee effort now appears on the Cathedral's website. In addition, in 2017, working with co-coordinator Ellen Bourdeaux, Hall helped to plan a series of events entitled The Kneel-Ins: The Voices and the Vision Forward to commemorate the church visit campaign of 1963 and 1964.

"I have enjoyed immensely working on projects at St. Andrew's Cathedral," Hall said. "I believe that the future of St. Andrew's is very bright as we look forward to welcoming a new Dean."

MATT ALLEN

VESTRY NOMINEE



Matt Allen has been a member of the Cathedral for approximately a decade. During that time he has served as a high school Sunday School teacher, greeter, and delivered welcome packets to visitors after services.

Matt is a member of the Brunini Law Firm and was recently a candidate for Hinds County Circuit Court Judge, Subdistrict I. He has been at the Brunini Law Firm since 2005. After moving back to Jackson from Austin, Texas, in 2004, Matt worked as a law clerk to United States District Court Judge William H. Barbour, Jr.

Matt is married to Megan West Allen, an evening news anchor at WAPT News. They have two children, Hartley, who is a student in Pre-K3 at St. Andrew's Episcopal School, and Thatcher, who is a student in the one to two year old program at St. James' Episcopal School. They live in the Belhaven Neighborhood. Matt would be honored to be serving within the St. Andrew's community as a vestry member. Upon accepting the nomination to serve on the Vestry, Matt said, "I look forward to seeing where God is leading me."

KATIE HATHCOCK

VESTRY NOMINEE



Katie Hathcock is a Florida native who relocated to Jackson with her family in May 2014. She and her husband, Barrett Hathcock, began attending services at the Cathedral shortly thereafter and joined in 2015.

Since then, Katie has served on the Guild of the Christ Child delivering meals to new parents, has volunteered for Vacation Bible School and Catechesis Levels 1 & 2, and has helped bag groceries at Stewpot.

In the wider community, Katie founded Jackson's Music for Aardvarks program, which offers weekly music and movement classes for families with babies and toddlers. She also volunteers through the

Parents Association at St. Andrew's Episcopal School, where her children Stella (10) and Carter (7) attend.

Prior to teaching music classes, Katie had a career in Marketing and Public Relations, working for attorneys at Burch, Porter & Johnson in Memphis and the Alabama Symphony and Indian Springs School in Birmingham.

Katie feels strongly that our church community should welcome people from all walks of life and offer programming that appeals to all of the church's constituents. She looks forward to seeing St. Andrew's grow into its next phase of life as it welcomes a new Dean.

MATTHEW MCLAUGHLIN

VESTRY NOMINEE



Matthew McLaughlin is the founding shareholder of McLaughlin, PC, a boutique corporate, commercial, and transactional legal and advisory firm located in Jackson, Mississippi. He has more than 15 years' experience representing entrepreneurs and existing industry in highly regulated environments. Matthew is a native of Jackson and is married to the former Shannon Husband. Both Matthew and Shannon are graduates of Millsaps College. Matthew received a B.A. in Economics prior to attending law school at Mississippi College School of Law. Matthew also received a LLM in Taxation from the University of Florida Levin College of Law. Matthew and Shannon are the proud parents of two little girls, Tinley, a third grader, and Tatum, a first grader, both at St. Andrew's Episcopal School.

Matthew is extremely active in the community serving on the board of directors for the Mississippi Main Street Association, the Greenwood Cemetery Association, the Mississippi Brewer's Guild, and the Else School of Business at Millsaps College and having previously served on the board of the Mississippi Creative Economy Task Force, the North Midtown Community Development Corporation, and the Belhaven Improvement Association. He also serves as an entrepreneurial mentor for the Mississippi Enterprise for Technology and Innovate Mississippi and as an adjunct faculty member at the University of Southern Mississippi and the University of Vermont.

Participation with his family in the life of St. Andrew's Cathedral is extremely important to Matthew, and he is pleased to be considered for service on the Vestry at this time.

V.A. PATTERSON

VESTRY NOMINEE



V.A. Patterson is a lifelong Episcopalian. She grew up in St. Andrew's Sunday School, EYC, Girls' Choir, and other activities for the children and youth of the church. After several years living out of state, V.A. returned to Jackson almost 40 years ago and has been actively involved in St. Andrew's since that time. She served as a group leader for Disciples of Christ in Community (DOCC), In His Image, and Branches; was a pastoral leader for Inquirers' classes; chaired the Lenten Task Force; and a member of the Rowan School Steering Committee, AIDS Care Team, Grace House Board of Directors, and Liturgy and Music and Adult Christian Education Commissions, Vestry, and Dean Search Committee. She has been a Lay Eucharistic Minister and a Lector. V.A. is active in Cursillo and a graduate of Education for Ministry. She recently served on the 175th Anniversary Steering Committee and the Jackson Interfaith Civil Rights Committee. She currently enjoys serving the parish taking care of St. Andrew's historical records.

On the Diocesan level, V.A. serves as the Archivist of the Diocese. She also has served on the advisory committee for the Mississippi Episcopalian and as chair of the Mississippi Episcopal AIDS Committee. Professionally, V.A. had a long career in historic house museums, including her tenure as the first curator of the Manship House Museum, and as the director of nonprofit arts organizations. She retired a few years ago as executive director of VSA Mississippi, the state organization on arts and disability, providing arts opportunities for people with disabilities. As a volunteer, she has been active in numerous civic and cultural organizations. She is a former co-chair of the Goodwill Art Show, board member of The Oaks House Museum, and currently serves on the Board of Directors of the Scott Ford Houses, a nonprofit restoring the residence of an early 20th century African American midwife who lived in the Farish Street Historic District in Jackson.

V.A.'s past service on the Vestry and in a variety of St. Andrew's ministries, plus her longtime membership, her knowledge of the history of our church, and her love of our church and our church family, will bring a unique and caring perspective with excitement as we enter the next phase of our church's development with the calling of a new Dean and the continued growth and expansion of our ministry.

WITT RUFFIN

VESTRY NOMINEE



Witt and his wife, Sabrina Ruffin, have made their home in Jackson for the past thirteen years. Witt is the proud father of Harry DeWitt Ruffin, IV (4) and Frank Gentry Ruffin (2). Witt and his wife have been members of the Cathedral for nearly eight years and have enjoyed celebrating each milestone and enduring each hardship they have encountered with the congregation of St. Andrews.

Like most of us, Witt finds the devotion to his faith both rewarding and challenging. He is a believer of the doctrine of The Episcopal Church and values the welcoming invitation to all Christians to worship together. Witt believes attending worship each Sunday is the most important and valuable way to begin his week. The Scripture, sermon, and fellowship serve as enforcement, and in today's world, a challenge, to continue to strive to serve God.

Witt is employed at Trustmark National Bank and currently serves as a member of the Cathedral's Finance Committee. When approached by the Nominating Committee for Vestry, he prayerfully considered and accepted the position for the sole purpose of giving back to the community of people whom have given him so much. Our congregation is entering a new chapter and soon to welcome a new Dean, Witt is excited about the potential of our Cathedral and would be honored to serve as an advocate for its congregation.

KAREN SPENCER

VESTRY NOMINEE

Karen Spencer has come to Saint Andrew's via Camp Bratton Green and All Saints Episcopal in Grenada, MS. A communicant at All Saints for most of the past 55 years, she served:



- Multiple terms on the Vestry and as Senior Warden, both with and without a Priest in residence
- Search Committee
- Sunday School and Vacation Bible School Leader

All Saints House Board (which is a HUD run senior assisted living complex of 41 units located directly across the street from the church) which supports All Saints House and as with most small churches, everything else from chief cook to bottle washer.

During a 25 year career in real estate in Grenada, Karen owned a Coldwell Banker franchise. She served several terms as President of the local Board of Realtors and on various MS Association of Realtor committees. In her local community, she has served as President of various civic and community organizations such as MSU Alumni Association, Grenada Junior Auxiliary and Grenada Garden Club.

In 2015 Karen moved to Madison to be closer to family, children, and grandchildren. In her very first visit to Saint Andrew's she found a warm and welcoming community, and a downtown Church much like the one she had left. Since moving her Letter of Membership to Saint Andrew's, she has been involved with

- Education for Ministry, where she is a 3rd year student in a group of lifelong learners led by Rev. Katie Bradshaw
- Served as Lenten Study Leader and Foyer Group Coordinator
- Chalice Bearer most usually at the 8:40 service
- A regular volunteer with Stewpot and Habitat for Humanity
- Serves on Saint Andrews Endowment Committee led by Sarah Ann White

In addition, since moving to Madison she has become a member of Thursday Luncheon Club, Reunion Book Club, and Reunion Prime Timers. She is a Club Master with Jackson Bridge Association. Besides the obvious large community of active, engaged and vibrant communicants at Saint Andrew's, one of the most appealing aspects of service here is to the downtown community. This is where "the rubber meets the road" and real opportunities abound...I look forward to making a difference when and wherever I can!

ALEX SULLIVAN

VESTRY NOMINEE



Alex Sullivan, a member of the Cathedral Choir at St. Andrew's Episcopal Cathedral and a member of the Dean Search Committee, currently serves as editor of opinions for the Mississippi Supreme Court, having previously worked at the Court as a judicial law clerk for Presiding Justice Jim Kitchens. He graduated from Mississippi College School of Law and was admitted to the practice of law in Mississippi in 2013.

In August 2017, he was admitted to practice before the United States Supreme Court by the Chief Justice of the United States, the Honorable John G. Roberts, Jr., in a unique ceremony at the Mississippi Supreme Court during the Chief Justice's visit, which was in conjunction with the Mississippi Bicentennial.

A music lover, Alex is particularly fond of the Anglican music tradition and has been privileged to have been a part of the Cathedral Choir under three choirmasters, John Paul, Royce Boyer, and Jessica Nelson. Alex also plays violin and viola. He performs regularly with the Mississippi Symphony Orchestra and serves as principal viola for the Metropolitan Chamber Orchestra, which performs at St. Andrew's. When he is not working, singing, or playing violin or viola, Alex enjoys working out, gardening, reading, and antiquing. Alex is honored to have been selected to stand for election to the Vestry.

Annual Treasurer's Report



Justin Croft
Treasurer

As we turn the financial calendar over to 2019, let me thank each of you for your commitment and generosity to this Cathedral. Your actions make it possible for us to be here in this place together. It is an honor to serve as your Treasurer and I think you for the opportunity. 2018 year was a good year for the cathedral financially. We had a net operating surplus, added to our endowed and reserved funds, and improved our operations.

The figures accompanying this report show the 2018 Projected results and the 2019 Preliminary Budget. Allow me to call out some highlights:

- Pledges, Offerings, and other Income totaled \$1.4 million, and exceeded budget by \$45,000.
- Expenses were over budget by \$1,900. That's outstanding to manage a large enterprise to that small of a variance.
- We show a net surplus for the year of \$18,000. Our accumulated deficit from prior years' operations was reduced by 22% but not eliminated.

Beyond the month to month financial management, we also made progress in several other areas:

- Creation of a formal Investment committee to oversee the Cathedral's long-term investments. Many thanks to Frank Duke, Margaret McLarty and others for spearheading that effort.
- Resurrection of a formal Endowment committee with the purpose to simplify and promote legacy giving here at the Cathedral. Thank you to Sara White, Kenny Parker and others for their work in this area.
- Continued active review and discussion monthly by the Finance Committee of all financial statements and financial decisions at the Cathedral.
- Execution of a second highly successful stewardship campaign, resulting in the largest annual pledge total in 20 years, spearheaded by Del Herrington and Stephen Stray.

- Progress in recouping the funds owed to the Cathedral by a previous Dean. (A loan made from the Cathedral's Hawthorn fund and secured by real estate is expected to be retired in 2019.)

That said, any organization this size has some surprises that have to be addressed in any given year.

- The HVAC system required significant repairs this year, but not full replacement as we had expected. Thank you to Joe Surkin for managing this and being a good steward of our funds while still keeping the indoor temperature bearable.
- Mold has crept into the Nave twice. It was repaired once, but as you can see, will require a larger clean-up effort in 2019 which will be costly.
- A 22% reduction in our accumulated deficit from prior years, but not its elimination. There are more outstanding pledges from 2018 than we had expected, and the fulfillment of those pledges will go a long way towards retiring the financial shortfalls from 2015-2016.

As we look forward to 2019, I draw your attention to a few key items represented in the 2019 preliminary budget:

- We have strong pledge totals with additional potential from those who have not yet pledged for the upcoming year.
- We have made a new commitment to the diocesan-led fundraiser for Bratton-Green and Grey Center.
- We also implemented a cost of living adjustment for staff and clergy beginning this month.

The Vestry will review and finalize a budget for 2019 at the January 21st meeting. I don't anticipate any significant changes from the preliminary budget before you today.

Finally, a word of recognition and gratitude for Tom Williams who wears many hats here but works tirelessly to keep our books and our building working. Many thanks to him!

In conclusion, let me thank you again for the support you show the Cathedral financially, and please know that you can contact me anytime with questions or concerns.

Justin

A handwritten signature in blue ink that reads "Justin". The signature is stylized and cursive.

Justin Croft
jbcroft@gmail.com
601-519-4445

	Projected 2018	Preliminary 2019
Revenue		
Pledges	\$ 1,203,575	\$ 1,288,350
Offerings	160,610	135,000
Endowment & Investments	29,652	35,350
Other	6,120	2,500
Total Revenue	1,399,957	1,461,200
Expenses		
Ministry commitments		
Episcopal ministry	147,087	160,700
Community ministry	41,750	50,000
Coffee Club	10,390	12,000
	199,227	222,700
Parish Programs		
Formation	13,151	14,050
Continuing Ed/Conf.	11,403	12,350
Stewardship	6,857	3,000
Liturgical	9,891	8,700
Parish life/Other	20,442	24,000
Music	19,763	28,430
	81,507	90,530
Operating Expenses		
Clergy	269,643	281,500
Lay Staff	384,878	405,750
Personnel benefits	194,619	199,900
Office Services	23,508	27,350
Building and grounds	203,596	201,650
Communications & Misc.	24,966	23,500
	1,101,210	1,139,650
Total Operating Expenses	1,381,944	1,452,880
Net Revenue (Expense)	\$ 18,013	\$ 8,320
Prior Years' Deficit	\$ (62,693)	\$ (58,123)

**St. Andrew's Cathedral
Restricted Funds Description**

	Balance 9/30/2018	% of Total
Permanently Restricted Funds:		
324001 Warren Trust:		
Created February 19, 1973, the income to be used for the poor, in outreach, and to further the mission of the Church and not for operating expense, maintenance, repair, or improving the Church or its property. Administered by the Dean and two or more people appointed by the Vestry. Correspondence from Bob Warren (deceased) has resulted in awarding scholarships through the Mystico scholarship committee each year of about \$4,000. Income is transferred to Warren Trust Scholarships 312107.	147,847	7.509%
324002 Outreach Endowment Fund:		
Created August 14, 1995, known as the Dudley Phelps Outreach Endowment. The income may be used for outreach work but not for Church compensation. Income may accumulate from year to year. Corpus may be used only in the event of a disaster and any expenditure must have 3/4 vote of the Vestry. Investment of the Corpus may be directed by the Wardens and Treasurer.	37,598	1.910%
324003 Evergreen Trust:		
Created January 6, 1983, the income to be used as directed by the Dean and Wardens to further the work of the Church - the preservation/improvement of physical property, outreach worship and Christian education, but cannot be used for Church compensation. Income may be used annually through the operating budget or it may accumulate. The Corpus shall be invested under the directions of the Wardens and treasurer and may be used to repair or replace buildings only in the event of an emergency and only with the approval of 3/4 of the Vestry. Interest is transferred to income account 400304.	104,017	5.283%
324004 Lampton Trust:		
Funded by gifts from Katie Lampton in memory of Ben Lampton. Income is restricted to the Dean's discretionary account and is transferred to "Dean's Discretionary Fund account 313101.	251,334	12.765%
324005 Nicholson Trust:		
Created June 1, 1991, the income to be used for emergencies of Parish members. Not to be used for general operations or substitute for parish contributions to clergy purse. Income is posted to Nicholson Trust Income - Inreach account 313103.	193,203	9.812%
324006 Green Fund:		
Initially funded by single donor with income restricted to outreach account 400404 as a budgeted transfer.	183,282	9.308%
324007 General Endowment Fund:		
Funded by donors with income restricted to planned giving purposes (50% building; 25% inreach, 25% outreach).	61,103	3.103%
324008 Elise Herring Smith Trust:		
Created by will of Elise Herring Smith, one half of estate was left to St. Andrew's to be held in an endowment fund. Income is to be used to further the mission of the Church, but not for operating, maintaining, repairing or improving the Church or its property. Income is posted to Elise H. Smith Trust account 400402 as a budgeted transfer.	120,251	6.107%
324009 Kenneth Wills Trust:		
Funded by distributions from the Kenneth Wills Estate at Trustmark Bank. Income is restricted to maintenance "preferably for the Chapel". The Vestry has determined that the interest may be used for building maintenance so long as the Chapel is included. Interest is transferred to account 318104.	408,133	20.728%
324010 Frank Day Maintenance Trust:		
Lucky Day Foundation and additional donation by Frank Day, were combined to form the Frank Day Maintenance Trust. All income is restricted to use for maintenance and repair of the Church building and fixtures, and may not be used for new buildings or replacement furniture. Income is recognized in Frank Day Maint Transfer (acct 400401).	215,459	10.943%
Total Permanently Restricted Funds	1,722,227	87.468%
324090 Vestry Reserves:		
Funded by Vestry from undesignated bequests with income restricted to planned giving purposes (50% building maintenance; 25% inreach, 25% outreach).	246,758	12.532%
Total invested in the Episcopal Foundation/SSgA @ 9/30/18	1,968,985	100.000%



CHARTER
OF THE
ST. ANDREW'S EPISCOPAL CATHEDRAL
CORNERSTONE

With the November 19, 2018 consent of the Vestry, the members of St. Andrew's Episcopal Cathedral hereby create St. Andrew's Episcopal Cathedral Cornerstone effective with the vote of the parish membership on Sunday, January 13, 2019.

The purpose of Cathedral Cornerstone is to acknowledge gratefully those faithful persons who have contributed to the St. Andrew's Episcopal Cathedral Permanent Endowment Fund or who have made provisions to leave a documented gift of a portion of their accumulated assets at the end of their lives to the Permanent Endowment Fund.

A member is one who informs the Endowment Committee in writing that he or she has included St. Andrew's Episcopal Cathedral as a beneficiary in his or her will or estate plans or makes a current gift to the Permanent Endowment Fund.

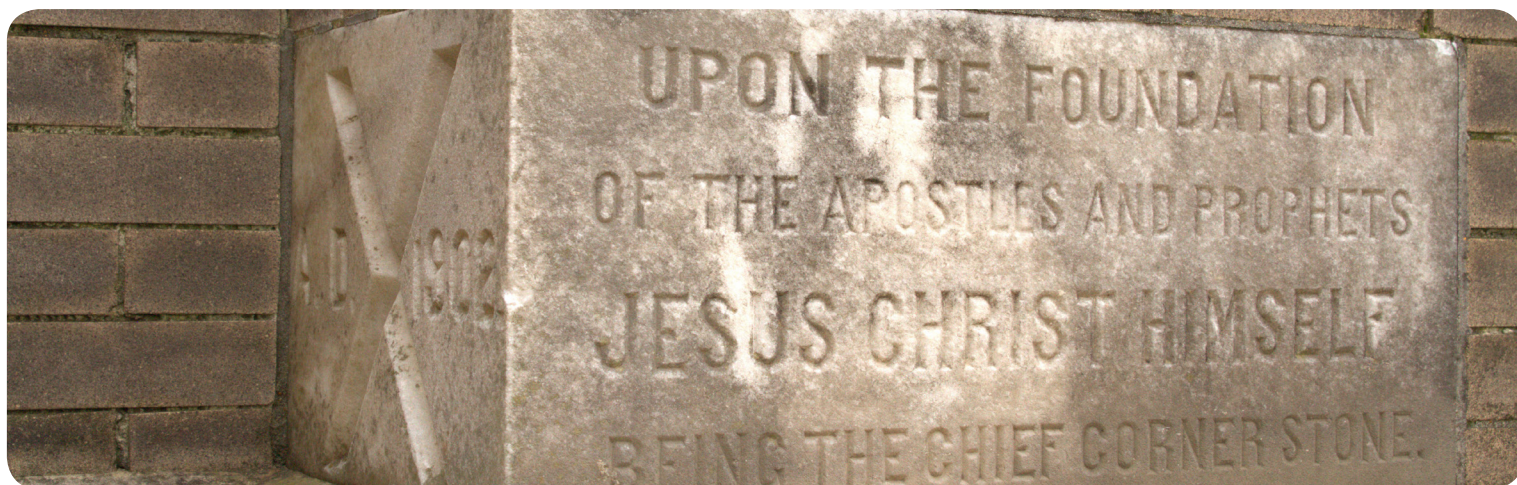
Members shall indicate either their consent to having their names listed publicly or their request to keep their identity anonymous. Estimated gift values will always remain confidential during life unless disclosure is authorized in writing by the donor.

The Endowment Committee shall conduct a continuous program to encourage membership in Cathedral Cornerstone. Not less than annually, the Endowment Committee shall sponsor a special event to honor members of Cathedral Cornerstone.

ADOPTED by action of The Annual Parish Meeting on the Thirteenth Day of January in the Year of Our Lord Two Thousand Nineteen.

David F. Allen
Clerk

The Very Reverend Ronald D. Pogue
Interim Dean





**St. Andrew's Episcopal Cathedral
Jackson, Mississippi**

Office of the Dean

Address to the Annual Parish Meeting
January 13, 2019

Grace and Peace to you, my sisters and brothers in Christ Jesus.

During the past eighteen months of this transition between Deans, the focal points have been:

- Remembering where you have been,
- Claiming who you are,
- Strengthening your leaders,
- Drawing upon the resources of the wider church,
- Making a commitment to a new era of fruitful mission with your new rector.

Your willingness as a community of faith to honestly and openly explore these focal points has been a testimonial to the character, resilience, and spiritual maturity that reside here.

Together with your leadership and under the watchful eye of our Chief Shepherd, Bishop Brian Seage, so many things have been accomplished or advanced. For instance:

- Ensuring that leadership for our ministries with Children and Youth are in place,
- Bringing the Cathedral into compliance with Safe Church policies and Emergency Preparedness procedures,
- Revising the bylaws,
- Following a discernment process for Vestry nominations,
- Reducing the deficit,
- Returning to the use of prepaid pledges in the year for which they were intended,
- Encouraging greater participation in our ministries with those in need,
- Auditing our membership records,
- Fostering growth in stewardship and generosity, resulting in increases in both the mean and median pledges,
- Making a myriad of small and large repairs throughout the facilities,
- Expanding communications and online registration opportunities,
- Greater engagement by members in the ministries of the Cathedral,
- Increased participation in worship, including additional lay liturgical ministers and ushers,
- Adjusting our Sunday morning schedule to allow more time for Christian formation,
- Reinstitution of the Cathedral Chapter and organization of the Cathedral Guild,
- Implementing a new Planned Giving program.

Last spring, the Vestry appointed a Profile Committee, which conducted a process that led to the publication of a remarkably detailed and helpful profile for consideration of those who would be considering applying for the position of Dean as well as for use within the Cathedral parish. Then, in the summer, a Dean Search Committee was appointed to conduct a search and make recommendations to the Vestry. The search process is nearing the final phase and a report will be given to the Vestry within the next six weeks.

Yet, there is still work to be done during the transition. In a large and dynamic organization, it is essential to clarify roles and responsibilities. To that end, we have been working to ensure that, upon arrival, the new Dean finds a well-organized and active missionary force at St. Andrew's Cathedral. A comprehensive organizational structure for all ministry groups, along with charters describing their work and an organizational chart for the staff and for all the various ministries of the Cathedral, is near completion. This resource will be finalized by the Vestry in the next three weeks and then published to coincide with a reprise of the engagement campaign, "I Will, With God's Help." In addition to these charters for mission and governance, the Policies and Procedures Committee, led by Margaret McLarty, is compiling all existing policies and procedures and attaching them to the charters of the commissions and committees for which they are applicable.

All of our commissions and committees are actively and with great spirit pursuing the tasks assigned to them. Additional staffing is needed for our ministries with families with children and youth. Budgetary constraints limit what we can do in the short term. However, we are using this time to strengthen involvement and commitment of parents and other adults to ensure continuity in these ministries. Among the youth ministries we are most proud of is BSA Troop 1. We are in conversation with the local BSA Council staff and others about the possibility of organizing a BSA Troop for girls. The first step is to recruit leaders. If you are interested, please let me know.

With plans having been implemented for increasing giving and balancing the budget, the Cathedral is on the road to financial stability. Your trustworthy and transparent Vestry, administrative committees, and Staff are equipped and committed to advancing these plans. They will need the help of every member of the Cathedral community. Increased stewardship and generosity from every member and household will be essential as well as determination to remain disciplined in financial stewardship of the ongoing mission of Jesus Christ in this place. The progress that has been described for you by our Treasurer is remarkable. The combination of generosity and discipline have made it possible to stabilize the financial life of the Cathedral. The amount pledged for God's work here in 2019 is the highest in two decades and possibly the highest ever. We will have a balanced budget for this fiscal year and are within \$50,000 of erasing the deficit that has been producing a drag for several years.

With all that said, I want to remind you that, first and foremost, this is a worshipping community. There is still room for improvement in worship attendance. I will say again what I have said before: if you are here every Sunday, congratulations and thank you; if you are here once a month, please consider making a commitment to be here twice a month; if you are here twice a month, I invite you to order your life so that you can be here three times a month. These simple steps on the part of every member will benefit our spiritual health and help us fulfill our calling as a worshipping community of Christ's followers.

Finally, I encourage you to be ever mindful that this is the Cathedral Church for the Episcopal Diocese of Mississippi. The point of this reminder is not to call attention to the size and beauty of this place or the people who worship and serve here. The point is to call you to a renewed spirit of servant leadership. Mississippi does not need you to be the biggest Episcopal Church in the State; it needs you to be the leading Episcopal Church in the State, for the glory of God and the service of all God's people. You can accomplish this and more if you believe, as I do, that the best days of St. Andrew's Cathedral lie in the future into which God is calling you. In the words of the Prophet Jeremiah, "For surely I know the plans I have for you, says the Lord, plans for your welfare and not for harm, to give you a future with hope" (Jeremiah 29:11).

Gay and I give thanks to God for you and for the generous hospitality, abundant love, and immeasurable joy you have shared with us. Our staff, Vestry, Wardens, and leaders in so many of our ministries have demonstrated true devotion to the mission entrusted to this Cathedral. We look forward to our remaining days with you and then to cheering you from the sidelines with that great cloud of witnesses as you enter a new era of mission with your new spiritual leader.

Blessings,



The Very Reverend Ronald D. Pogue
Interim Dean

COMMISSIONING OF THE VESTRY AND WARDENS

THE EXAMINATION

The congregation being seated, the Presider stands in full view of the people. The Members of the Vestry stand facing the Presider. The Presider says these or similar words:

Brothers and Sisters in Christ Jesus, we are all baptized by the one Spirit into one Body, and given gifts for a variety of ministries for the common good. Our purpose is to commission these persons in the Name of God and of this congregation to a special ministry to which they are called. These persons have been elected to the ministry of Member of the Vestry in this parish and these persons have been elected to the ministries of Junior Warden and Senior Warden in this parish.

The Presider then says

Will you be loyal to the doctrine, discipline, and worship of Christ as this Church has received them? And will you, in accordance with the canons of this Church, uphold and work in harmony with one another and with your Bishop and Clergy?

Members of the Vestry

I am willing and ready to do so; and I solemnly declare that “I am persuaded that the Holy Scriptures contain all doctrine required as necessary for eternal salvation through faith in Jesus Christ and I accede to the Doctrine, Discipline, and Worship of the Episcopal Church.”

Presider

You have been called to a ministry in this congregation. Will you, as long as you are engaged in this work, faithfully and reverently perform it with diligence, to the honor of God, and for the benefit of the members of this congregation?

Members of the Vestry **I will.**

Presider

Will you be faithful in corporate worship and in working, praying, and giving for the spread of the Kingdom of God?

Members of the Vestry **I will.**

THE COMMISSIONING

Antiphon

The Lord gives wisdom; from his mouth come knowledge and understanding; he stores up sound wisdom for the upright; he is a shield to those who walk in integrity.

Presider I am your servant; grant me understanding:
Vestry and Wardens **That I may know your decrees.**

Let us pray. *(Silence)*

O Eternal God, the foundation of all wisdom and the source of all courage: Enlighten with your grace the Vestry of this Cathedral Parish and its Wardens, and so rule their minds, and guide their counsels, that in all things they may seek your glory and promote the mission of your Church; through Jesus Christ our Lord. Amen.

The Presider says

In the Name of God and of this congregation. I commission you as Members of the Vestry and Wardens of St. Andrew’s Episcopal Cathedral. May the blessing of Almighty God, Father, Son, and Holy Spirit be upon you. Amen.