

## STATE OF THE CATHEDRAL REPORT

### Annual Parish Meeting

*Second Sunday in Lent, 8<sup>th</sup> March, A.D. 2020*

It has been only fourteen weeks since the 2019 Annual Parish Meeting, a meeting postponed for many painful months as we awaited the report of independent investigators looking into the circumstances of our founding rector's resignation and abrupt departure. Given that my last "State of the Cathedral Report" was only three months ago, this one will be a relatively short one. Nevertheless, there are a number of developments since Advent Sunday (when the postponed 2019 Annual Parish Meeting was held) that are worthy of our attention tonight.

All of the developments are positive.

Scripture is full of promises. Among my favorite promises is the one found in the fifth chapter of Paul's First Letter to the Thessalonians: "He who has called you is faithful, and he will do it." (1Thess.5:24) God called St. Peter's Anglican Church into being. He called it into its role as Cathedral of the Gulf Atlantic Diocese. He has called us into an amazing future, and – cooperating in his call – He will do for us better things than we can desire or pray for, precisely because He is faithful and He is – and must always be – the chief actor in our story.

In this brief Report there are four things I want to focus on.

First, we really have succeeded in closing the painful chapter which stretched over a year and a half, from the end of August in 2018 until the beginning of January 2020. The Services of Lament and Repentance held on the Twelfth Day of Christmas, Sunday, January 5<sup>th</sup>, really did spiritually close the long ordeal. Since then, we really have been focused completely on the present and on the future. It continues to amaze us – though it really shouldn't – how faithfully offered liturgical acts really do have power to set us free and to turn night into day.

Second, in the early weeks of this new season, a Search Committee was named by the Vestry and began to function under the chairmanship of Chuck Lang. This seventeen member committee has already met 3 times, conducted or planned nineteen neighborhood conversations, and today released the online survey that – alongside what is learned from the neighborhood conversations – will be the most important content of our parish search profile.

Third, in January the Vestry agreed to organizing into five standing committees and two task forces: Executive Committee; Finance and Personnel; Property and Administration; Stewardship and Communication; Safeguarding; Profile and Search; and Mission Engagement. With the exception of the Executive Committee, all of the committees and task forces are populated by non-vestry, gifted parishioners, as well as by vestry members. A year ago, only the Finance Committee existed. Moreover, key staff leaders now report quarterly to the vestry, replacing a system of individual vestry members as “liaisons.” This system promises real lay involvement in decision-making and would be the kind of infrastructure a new dean would expect to be in place. (A chart outlining this re-organization is in your packets.)

Fourth, the Cathedral staff have been organized into four functional networks: Worship and Pastoral Care; Adult Discipleship (both Formation and Fellowship); Children, Youth and Families; and Finance, Administration and Communication. The S.W.O..T (Strengths, Weaknesses, Opportunities, and Threats) Report, conducted in the fall of 2018, reported on an administrative arrangement that operated in “silos” all related to the Dean. These functioning networks promise to take us toward a much more integrated and effective pattern of cathedral planning and operation.

These are the “big four” of the last fourteen weeks, and they are all about the present and the future. May God be praised for His mercy, and for bringing into this new chapter of our life.

Just a few other comments I want to make. A communications strategy has been put in place to get quarterly attention in Tallahassee media: incredibly positive tv, radio and newspaper coverage surrounded the Liberty Cross launch in February. (Thank you, Karen Moore and Bryan Schultz.) Construction begins this week on a down-property electronic sign that will enable messaging to the thousands who pass by the Cathedral every day. Live-streaming of services began at Christmas and worshippers have begun to join us from hospital beds, remote military outposts and from across the Province and around the world. The 2020 budget shortfall reported in December has been reduced from \$430,000 to \$174,000 and, I am convinced, between the efforts of our stewardship and finance committees will be zeroed out (or nearly so) by summer. Feedback from Neighborhood Conversations is helping us stay abreast of concerns about our common life, making appropriate responses. And congregational responsiveness to the emerging health threat which is the coronavirus outbreak has enabled us to institute safeguards that protect the vulnerable, as we do intercede for deliverance, yet to do so with the joy of the

Lord. (Even two weeks ago who could have imagined septuagenarians doing fistbumps, acolytes doing elbowrubs, worshippers making the peace sign to one another, and more hugs at the door than ever? God is good: All the time. And all the time: God is good.

For these things, and for so much more, I end by expressing my thanks to our awesome and devoted staff, to our amazing and sacrificial lay leadership, and to all of God's good and faithful people here at St. Peter's.

*He who has called you is faithful, and he will do it.*

# CATHEDRAL STAFF ORGANIZATION

[Epiphany 2020]

<b>Dean/ Rector</b>	<b>Worship &amp; Pastoral Care Network</b>	<input type="checkbox"/> Canon for Worship <input type="checkbox"/> Director of Music <input type="checkbox"/> Canon for Pastoral Care <input type="checkbox"/> Header Verger & Disciple Life Administrator <input type="checkbox"/> Audio & Visual Coordinator * <input type="checkbox"/> Music Assistant * <input type="checkbox"/> Music Associate <input type="checkbox"/> Pastoral Associate ** <input type="checkbox"/> Choir Section Leaders *
	<b>Adult Discipleship Network</b>	<input type="checkbox"/> Canon for Adult Discipleship <input type="checkbox"/> Connections Ministry Incentivizer ** <input type="checkbox"/> Director of Parish Life Ministry <input type="checkbox"/> Visitor and New Member Ministry <input type="checkbox"/> Curate <input type="checkbox"/> Associate Director, Charles Simeon Institute** <input type="checkbox"/> Bookstore Manager* <input type="checkbox"/> Canon for Spiritual Formation** <input type="checkbox"/> Summer Fellows**
	<b>Children, Youth, &amp; Family Network</b>	<input type="checkbox"/> Parent & Family Ministry <input type="checkbox"/> Director of Youth Ministry <input type="checkbox"/> Director of Children's Ministry <input type="checkbox"/> Associate Director of Children's Ministry * <input type="checkbox"/> Assistant in Youth Ministry * <input type="checkbox"/> Nursery Workers *
	<b>Finance, Administration, &amp; Communication Network</b>	<input type="checkbox"/> Financial Administrator <input type="checkbox"/> Parish Administrator <input type="checkbox"/> Assistant to the Dean <input type="checkbox"/> Communications Administrator <input type="checkbox"/> Staff Assistant <input type="checkbox"/> Social Media/Keys Coordinator <input type="checkbox"/> Website Manager * <input type="checkbox"/> Sexton <input type="checkbox"/> Assistant Sexton * <input type="checkbox"/> Housekeeper *

\* Positions which are part-time, less than 20 hours/week.

\*\* Positions that are not compensated, or compensated outside the cathedral budget.

-> Accountability reports do not necessarily align with network assignment. Accountability structure is under review.

## STAFF NETWORKS

### Worship & Pastoral Care

Wes Jagoe, Convenor  
Chris Garven  
Matt Wilkins  
Dan Halladay  
Jeremy Redmond  
Debbie Garven  
Zaim Ipek

### Discipleship

Michael Petty, Convenor  
Bill Krizner, Incentivizer  
Tina Campbell  
Amy Cooksey  
Sudduth Cummings  
Anne Wright  
Kathleen Smith  
Tyler Gongola

### Children, Youth, Family

Alice Sanderson, Convenor  
Chris Risalvato  
Amy Hines  
Erica Lee  
Tayla Calhoun

### Finance, Admin, Communication

Clay Tullos, Convenor  
Diane Biederman  
Ellen Culpepper      Bryan Schultz  
Jane Flynn            Krysten Claiborne  
Ed Buist                Amy Alexander  
Bill Dodds  
[Betty Heard]

*The networks are established to better connect all those who function in a related field.*

*The networks are proposed to increase team effectiveness in prosecuting total and respective ministries*

*For purposes of accountability, existing reports (who is accountable to whom) remain in place:*

<i>MP,MW,WJ,BK,EC,CG,,CT,DB,CR,AH,AS</i>	<i>to Abp.Bob</i>
<i>SC,TG,TC,AC,KS,AW</i>	<i>to Fr.Michael</i>
<i>DH,BS,KC,AA</i>	<i>to Clay Tullos</i>
<i>JF,EB,WD,BH</i>	<i>to Diane Biederman</i>
<i>JR</i>	<i>to Chris Garven</i>
<i>EL</i>	<i>to Amy Hines</i>
<i>TC</i>	<i>to Chris Risalvato</i>

## QUARTERLY VESTRY REPORTS

### Worship

Can. Wes Jagoe

### Music

Chris Garven

### Adult Formation

Can. Michael Petty

### Connections Ministries

Tina Campbell/Amy Cooksey

### Pastoral Care

Can. Matt Wilkins

### Youth Ministries

Chris Risalvato

### Children's Ministries

Amy Hines

### Family Ministries

Alice Sanderson

# VESTRY COMMITTEE STRUCTURE

[Epiphany 2020]

## VESTRY OF ST. PETER'S ANGLICAN CATHEDRAL

Abp. Robert Duncan [Interim Dean]; Budd Kneip [2019, Senior Warden]; Sam Bennett [2019, Junior Warden];  
 Jaimi Wacksman [2019]; Ann Wong [2019]; Matt Brown [2020]; Bud Carlson [2020]; David Mica, Jr. [2020];  
 Katrina Rolle [2020]; Jeff Kottkamp [2021]; Johanna Money [2021]; Julie O'Steen [2021]  
*During the interim between Deans, the vestry is "frozen" and the normal electoral process suspended.*

### EXECUTIVE COMMITTEE

Dean; Sr. Warden; Jr. Warden

*Meets weekly; Ex Officio to all Vestry Committees*

### Vestry Committees

#### FINANCE & PERSONNEL

- Mac McNeill, Chair
- John Wood, Treasurer
- Sammie Dixon
- Jerry Ford
- Frank Shaw
- Jeff Kottkamp
- [Proxy for Sr. Warden]
- Matt Brown
- [Proxy for Jr. Warden]
- [Abp. Duncan]

#### PROPERTY & ADMINISTRATION

- Johanna Money
- David Mica, Jr.
- Jim Maples

#### STEWARDSHIP & COMMUNICATION

- Jaimi Wacksman
- Katrina Rolle
- Perry Fulkerson
- Cay Ford

#### SAFEGUARDING

- Julie O'Steen
- Ann Wong
- Bud Carlson
- Sarah Christovich
- Daniel Halladay

### Task Forces

#### PROFILE & SEARCH T.F.

- Chuck Lang, Chair
- Nancy Bennett
- Jack Campbell
- Julie Dombroski
- Joshua Eller
- Jerry Ford
- Brian Jennings
- Billy Gomer
- Charles Long
- Jim Maples
- Joyce McNeill
- Rick Mosby
- Cristina Martinez
- Dewitt Miller
- Kristina Osterhaus
- Jaimi Wacksman
- Ann Wong

#### MISSIONS ENGAGEMENT T.F.

- Julie O'Steen, Chair
- Ken Mayo, Co-Chair
- Ann Wong
- Christie Grant
- Chuck Lang
- Jim Flu

# Vestry Committee Charter for 2020

## STANDING COMMITTEES

### Executive Committee

Rector and Wardens – *ex officio* relationship to all Committees and Task Forces  
Oversees and Presses forward all Vestry Committees/Responsibilities  
Principal Advisors to the Dean/Rector  
*Staff Support: Ellen Culpepper*

### Finance and Personnel

Develops Annual Operating Budget  
Recommends Comprehensive Salary Scale  
Tracks Monthly Income and Expense, Recommending Budget Adjustments & Restraints  
*Staff Support: Clay Tullos*

### Property and Administration

Recommends Project Priorities  
Considers Maintenance and Improvement Proposals  
Assesses Program Demands  
*Staff Support: Diane Biederman*

### Stewardship and Communication

Shapes Annual Stewardship Campaign  
Follows-up on Pledge Commitments  
Assists with Communication Strategy  
*Staff Support: Abp. Bob*

### Safeguarding

Assures compliance with Misconduct Prevention Policies of Gulf Atlantic Diocese  
Leads parish effort in awareness and vigilance  
Serves as First Responders in Misconduct Complaints  
*Staff Support: Christ Risalvato, Erica Lee*

## TASK FORCES

### Profile and Search

Develops Parish Profile (based on Neighborhood Conversations,  
Questionnaire and Vision)  
Contributes to and Evaluates Candidate List Provided by the Bishop  
Recommends Nominee for Election as Rector  
*Staff Support: Abp. Bob*

### Mission Engagement

Evaluate (and Educate on) Present Mission Commitments  
and Recommend Future Involvements  
Assess Involvements with a Jerusalem/Judea/Samaria/Ends of the Earth view  
Develop the position description for the next Missions Director/Coordinator  
*Staff Support: Ellen Culpepper*

---

## Financial Notes for Annual Parish Meeting 2020

- 1) **Update on this year's budget:** We are currently \$173,895 short in pledges to meet this year's budget. The Stewardship Committee is meeting to look at ways to raise additional funds, while the Finance Committee is looking at possible budget cuts and other funds sources to cover this shortfall.
- 2) **Update on Capital Campaign:** Since the last Annual Parish Meeting the capital campaign fund has increased by \$71,195.
- 3) **Update on Current Building Debt:** Since the last annual parish meeting, we have reduced our debt by \$42,218. This reduction has the balance as of Feb. 29 to \$2,436,049.
- 4) **Total Assets:** Our total assets since the last meeting have increased by \$661,682
- 5) **Total Liabilities:** Our total liabilities since the last meeting have decreased by \$42,529



# Independent Investigation of St. Peter's Anglican Cathedral

## GRACE RECOMMENDATIONS

Based upon the findings of this investigation, GRACE proposes several recommendations for the leadership of Saint Peter's Anglican Cathedral:

### Addressing the Past

1. GRACE recommends that St. Peter's provide funding to assist all individuals who were the victims of clergy misconduct and interpersonal mistreatment by Father Eric referenced in this report.

2. GRACE recommends that the leadership of St. Peter's develop a plan that demonstrates authentic repentance to all the reported victims referenced in this report.

3. GRACE recommends that St. Peter's initiate an investigation into allegations of misconduct by church representatives that were brought to the attention of GRACE during the investigation.

### The Present

1. GRACE recommends that St. Peter's host a service of lament and forgiveness related to the many profoundly troubling issues addressed by this investigation.

### Moving Forward

1. GRACE recommends that St. Peter's develops a clergy misconduct policy that satisfies best practice standards – this should be done with assistance of an expert on clergy abuse matters.

2. GRACE recommends that St. Peter's reviews and revises all sexual misconduct policies to ensure that they satisfy best practice standards – this should be done with the assistance of an expert on sexual misconduct matters. (GRACE shall provide more specific details on this

### Actions Taken / Pending

Therapeutic services, paid recovery plans, leaves of absence and other responses have been put in place as victims have self-identified.

A process of individual apology by the Bishop-in-Residence, on behalf of the Cathedral has been initiated.

The Bishop-in-Residence has initiated investigations and follow-ups as appropriate, recording conversations and proposed actions.

Three services were held on January 5<sup>th</sup>, 2020, with lament and repentance and nearly 700 congregants in attendance.

Implement Gulf Atlantic Diocese policy to serve as St. Peter's policy.

Implement Gulf Atlantic Diocese policy to serve as St. Peter's policy.  
Have safeguarding TF assess GAD policy to identify and recommend concerning any short comings.

issue during the in-person meeting with the leadership of St. Peter's.)

3. GRACE recommends that St. Peter's reviews and revises all child protection policies to ensure that they satisfy best practice standards – this should be done with the assistance of an expert in child safeguarding.

Implement Gulf Atlantic Diocese policy to serve as St. Peter's policy.  
Have Safeguarding TF assess GAD policy to identify and recommend concerning any short-comings.

4. GRACE recommends that St. Peter's develops clear reporting guidelines relating to allegations of clergy misconduct, sexual misconduct, and child maltreatment. These guidelines should include both internal reporting protocols and external reporting protocols that fully comply with state law.

Implement Gulf Atlantic Diocese policy to serve as St. Peter's policy.

5. GRACE recommends that St. Peter's takes steps to make all policies and protocols accessible on its website.

Action required.

6. GRACE recommends that the leadership of St. Peter's seek a greater understanding of the spiritual impact of clergy misconduct, sexual misconduct, and child sexual abuse. This greater understanding should eventually facilitate a conversation to develop ways to minimize this pain for victims who wish to worship at St. Peter's.

To be considered.

7. GRACE recommends that St. Peter's develops a Safeguarding team that will:  
a) Facilitate a support ministry for survivors of clergy misconduct and sexual abuse.

Safeguarding Team is formed. (1/25/20)

b) Engage subject matter experts to provide and mandate substantive abuse and misconduct training to all clergy, staff, lay leaders, volunteers, and to make similar training available to the wider church membership.

All staff and volunteers required to take the Diocesan Misconduct Prevention Training have now complied. (1/6,8/20)

c) Facilitate ongoing training for all members of St. Peter's (adults and children) related to misconduct and abuse matters.

d) Play a central role in responding to reported policy violations.

e) Develop relationships with community partners who work in the field of addressing issues related to various types of misconduct and abuse.

8. GRACE recommends that the St. Peter's Pastoral staff and Vestry receive annual training on how to understand, identify, and respond to issues related to clergy misconduct, sexual abuse, and victimization.

9. GRACE recommends that the greater St. Peter's community receive ongoing education and training on issues related to the identification and response to clergy misconduct and other forms of abuse.

Ongoing

10. GRACE recommends training and awareness for the St. Peter's youth on how to identify and report all forms of clergy and/or sexual misconduct.

11. GRACE recommends that leadership of St. Peter's articulate ways the church community can have more transparent and healthy conversations that address all forms of misconduct and abuse, including but not limited to, clergy misconduct, spiritual abuse, interpersonal mistreatment, sexual abuse, family violence, and nonphysical/verbal abuse.

Ask safeguarding team to advise.

12. GRACE recommends that St. Peter's review the resources at the church to be

should include counseling in which a licensed clinician is able to provide evidence-based therapy and, within that setting, to also address the spiritual impact of all forms of abuse and misconduct.