

Time, Talent and Treasure

Our beautifully written Parish Profile begins with the theme "If these walls could talk...." If our walls could talk, they would tell us of the wonderful, committed, generous Christians who made Grace and Holy Trinity a continuing reality.

From the Rev. Cameron Mann's vision in 1890, to the stewardship of many, especially Roy Dietrich, Bill Kemper and, very recently, Charlotte Faeth from the 1930s to the 21st century. They gave generously of their time, their talent and their treasure. They contributed to the Cathedral Endowment to make it what it is today. Bill Dietrich, Bill Kemper and the Finance Committee set up, with the Vestry's approval, a sound management policy to nurture and grow these funds. Recent finance committees have followed a prudent investment policy of thirty percent in bonds, thirty percent in growth stocks and thirty percent in value stocks. We performed remarkably well, considering the very down stock market of the past three years.

However well and carefully we were invested, our endowment still took a hit. Our take from the endowment for the operating budget in 2004 will be \$60,000 less than this year.

We normally take five percent of the value of the previous three years rolling average. Also, in 2004 we will not be taking an additional two percent to cover major expenses and repairs in the property line to conserve the corpus of the endowment. During the past five years, this two percent was used to fund some \$500,000 worth of long overdue major replacements in heating, air conditioning and facilities updates in Haden Hall, the Parish House and the Nave.

So what does all this mean?

All departments and areas of ministry were requested to develop an Askings Budget based on the visions for growth in 2004. That Askings Budget would require \$700,000 of income to come from pledges. Our 2004 Every Member Canvas Update of December 13, has received 210 pledges for \$461,819. That is a \$17,243 dollar increase over 205 pledge amount of \$444,576 at this time last year. Based on the asking budget of \$700,000 and the shortfall in investment income from the endowment, we are faced with some challenges of needing additional pledge income to meet suggested program goals.

This request is coming at a time when I know some parishioners have issues with the staff and the National Church. These issues have not gone unnoticed. They are being discussed and will be addressed where possible.

Grace and Holy Trinity has always met the challenges and issues it faced. A great depression occurred when our Grace Church was being built in the 1890s. The organ caught fire and destroyed areas of the Nave including the large Tiffany Hart window in the back of the church in June of 1929. When the North wall fell in 1986, we were facing expenditures of \$1.6 million dollars. This was the perfect opportunity to jump ship in downtown Kansas City, sell our very valuable

city block, and move to the suburbs with the rest of the migrating population.

Needless to say that didn't happen because our ministry has always been downtown and the greater Kansas City area. When the Cathedral congregation has been called to meet a challenge, the challenge has been met. I am asking you to move past any issues you might

have, step up to the plate and embrace the opportunities for ministry and a new Dean to guide us in 2004.

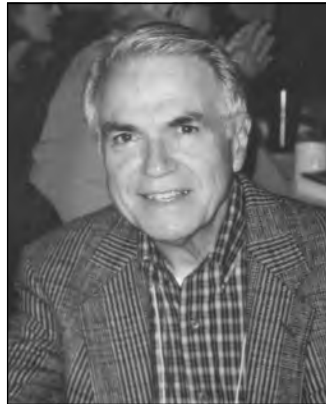
I would like to thank everyone who has already made a pledge. If you have not sent in your pledge cards, I urge you to do it as soon as possible so we can determine program to fit the budgeted income. If you have never made a pledge, this is the perfect time to

step up to the plate and be counted.

If you think the small amount you could give wouldn't make a difference, please think again. Your pledge does make a difference for you personally and your Cathedral's ministries. If the members of our congregation who didn't, but could have, made a pledge last year of just \$30 a month, we would have had an additional \$106,160 for programs.

I feel very confident about our prospects for 2004 because this congregation and its leadership have always viewed the future with a cup that is half full as opposed to a cup that is half empty.

- by Richard Fanolio, Junior Warden



Episcopal Relief and Development Assists Families Following Floods in Dominican Republic

Episcopal Relief and Development is assisting people left homeless in north and northwestern areas of the Dominican Republic. In November, severe flooding damaged thousands of homes as well as farmland and crops. Heavy rains burst river banks in the El Cibao region. The most affected areas are in the provinces of Santiago, Duarte, Monte Cristi, and Valverde.

"About 2,000 houses belonging to poor people were flooded, of which some 450 were completely destroyed," said the Rt. Rev. Julio C. Holguin, Bishop of the Dominican Republic.

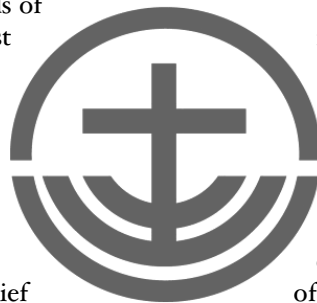
On behalf of the Episcopal Church, Episcopal Relief and Development has advanced emergency funds to the Diocese of the Dominican Republic for temporary shelter, mattresses,

sheets, mosquito nettings, and emergency food. The funds will provide critical assistance to affected families.

ERD continues to pray for people affected by the floods. ERD remains in contact with the Diocese and stands ready to respond to their needs.

Episcopal Relief and Development is an effective, reliable, and vital ministry of the Episcopal Church in communities around the world. Episcopal Relief and Development provides emergency assistance in times of disaster, rebuilds devastated communities after the immediate crisis is over, and offers long-term solutions to help people sustain safer, healthier, and more productive lives.

- taken from the Episcopal News Service



Annual Gathering and Convention of the Diocese of West Missouri



The Gathering began with hymns and opening prayers. Bishop Howe's address was followed by reflection and discussion of three topics at the tables: sharing about how we are all moved out of our comfort zones in the church right now; how the goals of the Emmaus Era are being lived out in our congregation; and what other goals we should be addressing and implementing in our common life.

Delegates to the 74th Convention in Minneapolis presented a report on their duties. Noonday Prayer was followed

by a box luncheon and several seminar offerings followed. Bishop Howe, assisted by Bishop Guerrero of Venezuela, celebrated the Gathering Eucharist.

Bishop Howe in recognition of the church's relationship and brought miniature handcrafted crèches (see related story on page 6) to each of the churches of the diocese.



The Convention reconvened Saturday morning with Morning Prayer celebrated in Spanish by Bishop Guerrero and the clergy of St. Nicholas, Noel. While Gathering participants attended seminar offerings, delegates attended to the business of the diocese.



The convention preacher was Dr. Stan Shaffer, M.D., a member of the Board of Episcopal Relief and Development. Dinner was served in the evening, followed by the presentation of the Bishop's Shield awards. Bishop Guerrero presented a plaque to

- excerpts from the West Missouri Spirit, December 2003 issue. photos by Jan Frizzle



Cathedral Office Volunteers Honored at Luncheon

Who answers the phone with perfect pitch?
Who puts the mail in the proper niche?
Who folds and stuffs each letter and mailing?
Who manages the website without failing?
Who gives each bulletin a grammar check?
Who types up forms without hunt or peck?
Who manages our bookstore to perfection?
Who handles membership without direction?
Who keeps our archives tidy and neat?

Who makes our church complete?
Who keeps us going every day Without any kind of pay?
It's you, the ones we truly rate
As better than good – even better than great!
To each of you go thanks without end
For supporting us and for being our friend.



The luncheon honoring office volunteers took place on December 8. Dcn. Linda wrote the poem. - photos by Sergio Moreno



A Pastoral Letter From the Bishops of the Episcopal Church

Dear Brothers and Sisters in Christ,

We your bishops are steadfastly committed to seeing that the Episcopal Church is a community of safety and health for all people. The Body of Christ, the Church, must be a place where adults, children, and young people find the love and blessing of God, and where no one might be hurt and where their hurts may be healed.

We are all aware of the reports in the media, during the past year and more, of incidents of sexual misconduct in churches. Many of these tragedies have involved children and young people. While the Roman Catholic Church has most often been mentioned in news reports and accusations, the rest of the Church and many secular agencies have also been caught up in trying to address the damage done to our children by sexual predators. The Episcopal Church is not immune to this scourge in our society and we must respond to it honestly and forthrightly.

Our Church has repeatedly upheld our mandate to be a haven of safety for all. The Scriptures teach us that every human being is made in the image of God; and our Lord enjoins us to receive and serve the least among us as we would receive and serve him. The mandates of our baptismal covenant include seeking and serving Christ in all persons, loving our neighbors as ourselves, striving for justice and peace for all people, and respecting the dignity of every human being.

Because of these mandates of love, respect, service, and justice, we have acknowledged our obligation to articulate clear standards about sexual harassment and misconduct, and to ensure that all our work and ministry is guided by them. We have been committed to sexual conduct training and abuse prevention for all our clergy and lay leaders. We have been clear that exploitation and abusiveness are always unacceptable in our common life. We have made efforts to become aware of the spiritual and emotional damage that is done by sexual misconduct, and to do our best to guarantee that none who come to us will suffer such harm. In spite of our best efforts, it is sad when we discover that we have not done enough.

While we were in conference together at Kanuga, North Carolina in the spring, many of us had the opportunity to learn more about pedophilia, a form of predatory sexual behavior that has caused untold harm in our society and in the Body of Christ. It is especially important that we as a church focus on understanding and preventing pedophilia.

While we need to be aware that pedophilia is a reality in our society, which can be manifest in the church, we must be very clear about the nature of this tragic problem. Pedophilia is pervasive; one in eight males and one in four females will be molested before they reach the

age of eighteen. Of reported cases in the general population, sixty percent (60%) of abusers are known to their victims, thirty percent (30%) are family members or relatives, and ten percent (10%) are strangers. We must be aware that the Church is a community which offers predators the opportunity to become known and trusted by parents and their children.

We also know that offenders are predominantly male and heterosexual. We must take great care not to equate pedophilia with homosexuality in our minds or our conversation, and we must never assume that only men molest children in this way.

What we have learned most recently about the repetitive nature of pedophilia makes it imperative that we take very clear steps together to do the screening necessary to ensure that our children encounter God's love among us, and that we do all in our power to protect them from the distorted perceptions of love offered by predators.

In a Mind of The House resolution passed at Kanuga in March of 2003, we committed ourselves to support the development of church-wide policies to safeguard our children; and until such time as these policies are adopted, to revisit and revise our diocesan policies to ensure that ministries provided to the children among us will be life-giving and free from abusiveness of any kind.

Among the basic provisions we have committed to implement, delineated in Resolution B008 on the "Protection of Children and Youth from Abuse" adopted at the 74th General Convention in 2003, are:

1. Thorough screening and selection of clergy, lay employees and volunteers who work with children and youth;
2. Articulation of clear behavioral standards for interactions between clergy, lay employees, volunteers and children and youth;
3. Careful, continuous monitoring of all programs and interactions involving children and youth;
4. Provision for education and training of clergy, lay employees and volunteers for work with children and youth; and
5. Guidelines for responding to concerns about behavior or allegations of abuse.

In addition we asked the Presiding Bishop to create a working group from among our members to partner with the Church Pension Group, the Church Insurance Corporation and other

agencies and appropriate organizations to develop the materials necessary to provide the Church with consistent expectations and standards.

We realize that in many of our congregations, persons who offer to take on ministries with children and youth are a blessing to an understaffed education or formation program for children or youth. The overwhelming majority are trustworthy and caring persons whose ministry will bear great good fruit.

But we must acknowledge that there are times when predators use the church as an opportunity for sexual abuse of children and adolescents who can suffer severe spiritual, emotional, and sometimes physical damage as a result. In response to such times we are called to acknowledge two truths: that human sin and failure are very real, and that God's grace, mercy and power are always strong enough to heal and transform our pain.

We have no intention to call our members to suspicion and mistrust. We do recognize the need to call our members beyond the naivete of unquestioning confidence and into the care

and discipline which must characterize our choices where children are concerned. Jesus called us to be as wise as serpents and as gentle as doves. In the case of pedophilia, our consistency in carefully screening, choosing and training all who work with children and youth will serve to allay any concerns about

favoritism or carelessness, prohibiting those who have harmed children from ministries involving children, while providing the ability to firmly guide those who might harm children into other areas of ministry which serve the Church and contribute to our mission.

Some helpful materials will be available through your diocesan office by the first of November. We ask that as you make use of them you will remember the challenge our Lord provided to his followers, "unless you become as children you cannot enter the kingdom of God." We renew our commitment to ensure that our church is a community of love and care for every person. We ask that you join us in doing all in our power to see that all our members find among us a safe place where they can be open and trusting and able to know the reconciling love of God in Christ that makes all things new.

- Bishops of the Episcopal Church Gathered at General Convention, Minneapolis, MN August 6, 2003, The Feast of the Transfiguration

A Collect for the Care of Children

Almighty God, heavenly Father, you have blessed us with the joy and care of children: Give us calm strength and patient wisdom as we bring them up, that we may teach them to love whatever is just and true and good, following the example of our Savior Jesus Christ. Amen.

(BCP 829)

Weekly Activities

SUNDAY

- 8:00 a.m. Holy Eucharist
- 9:10 a.m. Adult Forum
- 9:15 a.m. Grace Choraliers
- 10:15 a.m. Church School
- 10:15 a.m. Holy Eucharist
- 5:00 p.m. Order for Evening & Eucharist
- 6:15 p.m. Centering Prayer Group

MON, TUE, THU, FRI

- 12:05 p.m. Daily Office

TUESDAY

- 9:30 a.m. Cathedral Outreach Program
- 1:30 p.m. Women's Bible Study

WEDNESDAY

- 12:05 p.m. Holy Eucharist
- 6:00 p.m. Benedictine Spirituality Group
- 7:00 p.m. Youth Group

THURSDAY

- 7:00 a.m. Men's Bible Study
- 9:30 a.m. Cathedral Outreach Program
- 6:00 p.m. Cathedral Bell Ringers
- 6:30 p.m. Education for Ministry
- 7:30 p.m. Trinity Mixed Choir

FRIDAY

- 9:30 a.m. Moms' Bible Study

SATURDAY

- 9:15 a.m. Trinity Youth Choir

Activities for the Month of January

4 • SUNDAY

- 2:00 p.m. Lyra Society

5 • MONDAY

- 6:30 p.m. Adult Education Committee

6 • TUESDAY

- 1:00 p.m. Pictorial Directory Appointments

7 • WEDNESDAY

- 2:30 p.m. Pictorial Directory Appointments
- 6:30 p.m. Couples' Bible Study

8 • THURSDAY

- 2:30 p.m. Pictorial Directory Appointments
- 5:30 p.m. Disaster Recovery Committee
- 7:00 p.m. Thursday Evening Bible Study

9 • FRIDAY

- 8:00 a.m. Women's Retreat, *continues through Sunday*
- 2:30 p.m. Pictorial Directory Appointments

10 • SATURDAY

- 2:30 p.m. Pictorial Directory Appointments

11 • SUNDAY

- Blood Pressure Sunday - Morning Coffee Hours*

- 9:10 a.m. Episcopal 101

12 • MONDAY

- 5:15 p.m. Stewardship Committee
- 7:00 p.m. Quilting Group

13 • TUESDAY

- 6:30 p.m. Gardening Small Group
- 7:00 p.m. *The Angelus* Small Group
- 7:00 p.m. Cancer Support Group

18 • SUNDAY

- 9:10 a.m. Episcopal 101

19 • MONDAY

- 7:30 a.m. Executive Committee
- 4:30 p.m. Buildings and Grounds

20 • TUESDAY

- 1:00 p.m. Pictorial Directory Appointments
- 7:00 p.m. Book Discussion Group

21 • WEDNESDAY

- 7:30 a.m. Finance Committee
- 2:30 p.m. Pictorial Directory Appointments
- 6:30 p.m. Couples' Bible Study

22 • THURSDAY

- 2:30 p.m. Pictorial Directory Appointments
- 7:00 p.m. Thursday Evening Bible Study

23 • FRIDAY

- 2:30 p.m. Pictorial Directory Appointments

24 • SATURDAY

- 9:30 a.m. Pictorial Directory Appointments

25 • SUNDAY

- 9:10 a.m. Episcopal 101
- 12:00 p.m. Healing Ministry Group Luncheon

28 • WEDNESDAY

- 6:30 p.m. Reel People

31 • SATURDAY

- 8:00 p.m. Friends of Chamber Music Concert

Please verify times and dates of the events listed with the appropriate person(s) or by contacting the Cathedral Office.



Grace and
Holy Trinity
Cathedral

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Bishop of West Missouri

The Very Rev. Dr. James A. Hubbard
Dean Interim

The Rev. Benjamin J. Newland
Associate Priest

The Rev. Dr. John J. O'Hearne
Assisting Priest

The Rev. Linda Yeager
Deacon

The Rev. Bryan England
Deacon

The Rev. Michael Shaffer
Deacon

Mr. John L. Schaefer
Canon Musician

The Very Rev. J. Earl Cavanaugh
Dean Emeritus and Pastoral Adjunct

RETURN SERVICE REQUESTED

*A fragment of
the "My Jewels" window.
-photo by Jan Frizzle*