



Christ & St. Luke's
Annual Parish
Meeting
January 28, 2024

Annual Meeting

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1. Call to Order
2. Opening Prayer: Fr. Noah
3. Senior Warden's Address: Kim Montalvo, Senior Warden
 - a. Vote incoming Vestry candidates
 - b. Introduction of the new Vestry class
4. Rector's Address: Fr. Noah
5. Holy Listening Presentation: Fr. Jared
6. Statement of Financial Position and 2024 Budget:
Maria Booth, Treasurer
7. Statement of Endowed Funds: Sigur Whitaker, Trustee
8. Thank yous: Fr. Noah
9. Closing Prayer: Fr. Noah

CSL by the Numbers

ASA 2022: Average Sunday Attendance 236

ASA 2023: Average Sunday Attendance 318

Average Online Views per Sunday: 230

New Members: Transfers, Confirmations, Receptions: 36

Baptisms: 15

Burials: 14

Senior Warden's Address

Kim Montalvo

Dear Christ & St. Luke's,

I would like to spend a moment reviewing 2023 and then go into a brief overview of our Vestry's vision for 2024.

In reviewing 2023, I feel it's important to thank and recognize the team of people who have worked and continue to work so selflessly to support our services and educational programs, our opportunities for engaging with each other, and our outreach programs. Each of these requires a great deal of planning, organizing and execution and it can only be accomplished with a dedicated and passionate team that is working incredibly hard, often 'behind the scenes,' to give us these special gifts of fellowship, learning and growth. The team includes our staff, who accomplish small miracles every day to support our spiritual lives and to keep our church clean and safe. They are a small and tightly knit team, bound by desire to meet the objectives and to get all kinds of things done for us every day. Some of these are huge, like our Christmas liturgies and festivities that we recently enjoyed; others are smaller, almost invisible, but also critical to the health, safety and functioning of our church.

Then there is our clergy team, which has expanded and re-energized with the addition of Fr. Jared and Mtr. Katie Beth. Our communion table is now full and resplendent with our wonderful team of priests! With their fresh ideas and extra arms and legs for implementing, we have been able to add programs that allow educational, engagement and outreach opportunities galore. And it's just going to get better! Fr. Jared will be speaking a bit later about our Holy Listening program that will allow all parishioners to be heard in 2024 and Katie Beth is also doing God's work on our ODU campus where she is beginning to build a base of student participants each week.

We are also blessed with a Vestry that is willing to roll up their sleeves and push the boundaries to propel us forward. Plus, we have well over a dozen opportunities where our parishioner volunteers are making a difference every day in the life of our church. Ushers, altar guild, flower guild, video team, lunch ministry, Caring for Creation, Together for Kenya, just to name a few, are all positively impacting us and our extended community.

Before moving to 2024, I also want to thank Fr. Noah, who transitioned to our Rector this past year and who has tirelessly committed himself to knowing and loving us, and delivering messages and programs that inspire and spiritually feed us.

Regarding 2024, these are four of the areas that we are hoping to focus on in this coming year.

The first is our young families. Kathy Hanna has done a stellar job of embracing our young families and offering programs for children and adults that make sense in their hectic lives and that contribute to the well-being of the family unit. Her objective is to offer a full array of family, young adult and youth ministries that enable a deepening connection to God, the church and one another. You will see new programs this year that focus in these areas.

The second is our small group ministry. With the re-opening of our building and the renovation of the garden, this will be the year that we are truly able to provide the means to ensure all demographics and generations can engage in the life of our church in a way that works best for them. We will encourage engagement in whatever programs or volunteer opportunities that may resonate with you. I have already mentioned a few, but there are many others that are currently in process or will soon be.

The third is our music program which has been a shining beacon for Christ & St. Luke's for many years. You will be hearing more about our choir and parishioner trip to Europe in 2025 and you've already begun to hear from our Cherubs-our newly formed chorister group, ages four to seven.

The fourth is centered on our outreach programs. While we plan to continue to care passionately for our homeless and working poor through our Thursday Lunch Ministry, we also plan to put increased energy into Caring for Creation, Together for Kenya, and other programs that will germinate from our 'Holy Listening' project this year.

So, you can see we have a full plate that will offer exciting and enriching opportunities for participation. These opportunities to create and strengthen relationships with each other are important to our well-being and the overall health of our congregation. Fr. Jared highlighted it a few Sundays ago when he said in his sermon that 'We all need each other.' This message was also reinforced by an article I recently read and that Fr. Noah spoke about last year. It was an eighty-five-yearlong study, conducted by Harvard University, that determined human connection is the most important factor in our ability to live happy and joyful lives.

Finally, I want to thank you all for the privilege of serving as your Senior Warden. The experience has enriched my life in ways that I could have never imagined. Plus, it has opened the door to many beautiful and lasting friendships. I am excited to jump in and participate in the new and continuing programs that are available to us here at Christ & St. Luke's and I sure hope you'll do the same.

Respectfully submitted,
Kim Montalvo, Senior Warden

Rector's Address

The Rev. Noah Van Niel

Christ & St. Luke's 2023 Annual Meeting

January 28, 2024

In his first letter to the Corinthians, St. Paul draws out the complex, complimentary relationship between “knowledge” and “love.” Knowledge alone does not suffice, he makes clear. You can have all knowledge and understand all mysteries but if you do not have love, you are nothing. It puffs up rather than builds up, we heard in the Epistle this morning. At the same time, if properly engaged, knowledge can lead to love and love to knowledge. The more we know and understand, the more we are known and understood, the stronger our connection and the greater our affection, towards God and towards one another.

As I stand up before you and deliver my second annual address, it is this growth in both knowledge and love that I am reflecting on most gratefully after this past year. The more I have come to know this place, the more I have come to know you, the more my love has grown, the stronger my affection and connection to you has grown. This is true for myself and for my whole family. We continue to be honored and blessed by the call to serve here. And with all the sincerity I can muster I thank you for this opportunity and for the trust and faith you put in me and more importantly in God as we move forward together to grow in those great gifts of faith, hope, and love to our benefit and to the benefit of others.

By way of updates on the life of the parish let me begin with the obvious. Our renovations are not complete. We remain very much under construction in our exterior spaces. The reason for this long delay has to do with the fact that certain approvals for our outside work languished in the city review process for months. That was true both for the new entrance area and the Lychgate Garden. This was immensely frustrating. But we have recently received permission to restart work on the new entrance area and expect that work to begin shortly, with the Lychgate Garden not far behind. Once begun, we

anticipate about two more months of work on each area. Then we will be ready to wrap up every last bit of work and prepare to welcome The Williams School Preschool into their new home in Lloyd Hall in June.

As far as other work you should be aware of, one significant project that remains to be done is the restoration of our glorious *Te Deum* window, which sits above the altar. It has not had any work done on it since it was installed 115 years ago, and it is beginning to show its age. We want to address those needs before they become major and more costly problems. The first step in that process is to remove each of the pieces of glass so they can be transported to the workshop to be worked on and fixed. This will require scaffolding to be erected around our altar and organ (in order to cover the organ for protection) for one month beginning the second week of February. After the stained glass has been removed, the scaffolding will come down and we will be left with a printed transparency which mirrors our window exactly and will remain in place until our window is ready to be reinstalled sometime within the next year. This disruption to our space will not be a disruption to our worship. We will adapt and overcome. And we invite you to embrace this disruption as a Lenten fast from some of the beauty of our sanctuary area so that when all is restored we will appreciate that beauty even more and have a window that can continue to inspire and illuminate hearts and souls for another 115 years.

However, that remaining work should not overshadow the incredible progress that has been made in the last year, especially on the interior of the building. I hope by now you have all had the chance to walk through and explore the gorgeous new parish hall, the fabulous new choir room and offices, not to mention all the bathrooms! It was such a joy in early November to open up those spaces with a wonderful afternoon event and then to have been able to put those new spaces to use in the weeks that have followed. We are now hard at work moving our things out of storage and into their permanent homes, which means we will soon be rid of the final two storage units where most of our things have been hibernating for over 3 years.

We have also seen amazing growth and development despite still not being fully operational. If you remember my address last year you will remember that one of the main goals for our parish was to fill out our staff and thanks to some great lay committees and vestry support we have brought three incredible people onto our team in Rachel Welch as our Administrative Assistant, and Fr. Jared and Mtr. Katie Beth as new priests all of whom should be applauded for jumping fully into the work to serving in this place. They joined an incredible staff team that was already running at full-speed and who continue to inspire me with their talent and their passion for ministry and whose patience with the frustrations of not having a fully functional space to work, while wearing thin, has never run out.

Programmatically, we have made great strides in many areas of our parish. Our music and liturgy, the backbone of our common life is as strong as it has ever been. Our choirs have been blessed with new members and we have started a new cherub choir. We continue to build up our offerings for adult formation, children's ministries and chances for fellowship and connection. Add to these the great work that other groups are doing in the areas of Outreach, Pastoral Care and Hospitality to name but a few; there are so many areas of activity in our parish that are deserving of celebration. So please do read the reports from those different groups which follow in this booklet.

All these good things have borne fruit. As you have picked up, no doubt, simply by looking around: we have more people. In fact, our Average Sunday Attendance went from 236 in 2022 to 318 in 2023. That's a jump of over 30%; excellent news for an Episcopal Church in this day and age. Such growth is exciting and I believe it is affirmation that the Gospel of Jesus Christ remains attractive to people in search of meaning and purpose in their lives, and the radical welcome and love we preach and do our best to practice is succeeding in creating a space where people can experience the presence of God and develop their relationship with Jesus Christ. Alleluia and thanks be to God!

However, while exciting, growth brings challenges from everything to finding parking to where to host larger parish events now that more people are

participating in them. Both issues are good problems to have but we do understand that they need to be addressed. You should know that we are actively exploring ways to help with parking and space needs. And our rapid rate of growth has only made us that much more committed to making sure we are not losing that personal touch that allows Christ & St. Luke's to be both grand in appearance and personal in impact--both transcendent and immanent, like the God we believe in, whose presence reaches beyond the farthest star, and yet who is closer to us than our very breath. We remain committed to keeping that level of personal connection as a cornerstone of our parish identity so that as we continue to grow, you still experience CSL as a place where you are known and loved; cared for and about.

And finally, while I will have some more specific Thank Yous to give at the end of the meeting, I do want to offer a general word of gratitude to all of you for your incredible financial generosity towards our church. I will not steal the thunder of our financial reports which will come in a few minutes but suffice it to say we are in a very strong financial position. This is thanks to the many gifts, large and small, that have been offered to the parish not just over the past year but going back even further. Thank you all for committing to our parish in this way and showing your love for it. Your support is deeply appreciated, and I hope you know that we are committed to honoring those gifts and stewarding them in a way that furthers the mission of God in this place.

All of this means that after a decade of renovation, a global pandemic, and a continued cultural ebb in organized religion, Christ & St. Luke's is stronger than we have been in a long time. In addition to a brand-new building, we have an abundance of people, resources, and Spirit. That is why for me, the most exciting thing about serving here is what is to come. For God has provided us with everything we need for a wonderful next chapter. But as we have previewed over the past year, before we write this next chapter, we are committed to a period of listening and discerning; a time of studying and assessing in the form of conversations with you. We want to be intentional about reaching out to you, getting to know you, and hearing from you. What

are your passions? What do you care about? What gifts has God given you? What are your dreams and desires for your life and for what our church? We want to more fully know who you are so that we can have a fuller picture of who *we* are and what we are capable of with the people we have. This Holy Listening will be our focus for the foreseeable future—into the summer and beyond. And on the other side of this campaign of conversation, this information will be what we use to outline that next chapter of our life together, building on all the good things that God is already doing in this place and more fully claiming the high and holy calling He has in store for us.

Friends, I believe that Christ & St. Luke's is called to be a community of consequence in this world. And I cannot wait to enter into this process of listening and dreaming and planning together. Thank you for the honor of being your Rector. And thanks be to God whose power working in us can do infinitely more than we can ask or imagine.

Respectfully submitted,
The Rev. Noah Van Niel, Rector

Associate Rector Annual Report

The Reverend Jared Grant

It has been so wonderful to get settled in here at Christ & St. Luke's. Part of what attracted me to this position was the opportunity for working with some many exciting and diverse ministries. There is never a dull moment here at CSL, and that's part of what makes this such a great place to engage in God's work.

Here are some highlights from my seven months as Associate Rector:

Holy Listening:

- The Holy Listening Committee was formed and tasked with the work of helping us better understand ourselves as a congregation. While the name Holy Listening might not be familiar to you today, the coming work of this project is a very exciting piece of my ministry here at CSL. You can read more about this upcoming work on page 12. The Holy Listening Committee (Jo Ann Short, Dave Cass, Helen Sharpe-Williams, Dan Ambrose, Amanda Ipock, Jim Dille, and myself) has spent the last 6 months developing a listening campaign based on the principles of Asset Based Community Development. This process has been designed specifically to work within our CSL context, and has taken a fair amount of ground work to get it ready for implementation within our community. We're excited to begin more of the public facing work of Holy Listening. Many thanks to the committee members, without whom this project would never have been possible.

Outreach Ministries

- CSL is blessed to have a wide variety of Outreach ministries which offer parishioners opportunities to connect on both the local, regional, and global scale. One exciting event in August brought nearly all of our outreach ministries together for a sandwich supper to share ideas, celebrate our work, and support each other in ministry. We were joined by members of our Thursday Lunch Program, Caring for Creation,

Together for Kenya, AA, and Women of Wisdom. This type of fellowship and collaboration opportunity is something we'd like to continue in 2024, especially as we grow into our new building space.

Liturgical Opportunities

- I take very seriously the opportunity to engage with our congregation in worship. It is perhaps one of the most important parts of my job. In addition to sharing in the regular priestly duties of this congregation, like preaching, presiding, and administration of the sacraments, I enjoy the opportunity to work closely with several areas of our liturgical life.
 - The Thursday Morning Eucharist is a regular part of our weekly liturgical offerings. Meeting every Thursday at 7:30 AM, this is a wonderful way to worship during the week.
 - Acolyte Guild - Acolytes help facilitate worship at CSL. Our corps of acolytes is growing, and we'd love to have you and/or your family's participation! Several trainings and info sessions will be scheduled in 2024 for new and interested acolytes.

Holy Listening - What to Expect in 2024

In the coming months, a member of our Holy Listening team will contact you to schedule a listening session. We've developed a specific set of questions that will help us better understand you as an individual. What makes you a wonderful and unique part of our community, and of God's world? These conversations are designed to be in-person, and one-on-one. Our hope is that you enter into these conversations with an open heart and an open mind.

Here's what to expect:

- Schedule
 - A member of the Holy Listening Team will reach out with some background information about the process and look for a time to meet with you in-person. We're setting an initial time frame of 6 months to get through the majority of these listening

sessions. Your call could come anytime in the next 6 months, so don't be worried if you're not contacted immediately.

- Share

- On a day that works for both you and your listener, you'll meet for a conversation using the guided questions designed by the Holy Listening Team. There is nothing that you need to prepare in advance. Plan for your conversation to take about an hour.
- We'll also ask you to fill out an optional demographic survey that answers some demographic questions that are outside the scope of the listening sessions.

- Grow in Community

- After your conversation, your listener will join your answers with the answers from others in our community. If you have any questions about how your responses will be used, we encourage you to read the confidentiality statement in the packet that your listener will provide to you. The Holy Listening committee will spend time reviewing answers from our entire community to help us discern what God has put in our midst, and where God might be calling us next.

The truth is, we don't know what we're going to find, and that's the exciting part. Just like you, we're entering into these conversations with an open heart and an open mind.

In addition to these internal conversations, Phase 2 of the Holy Listening process will be to have similar conversations with our neighbors and community partners who are not direct members of Christ & St. Luke's. By better understanding our parish community, our neighbors, and our geographical region, we'll be better equipped to grow in ways that align us with God's mission.

Respectfully submitted,
Fr. Jared Grant

Assistant Rector's Annual Report

The Reverend Katie Beth Miksa

Dear Christ & St. Luke's,

With gratitude I write to tell you how joyful these past six months with you have been. I cannot thank you enough for being a church that takes risks—a church that calls two priests when it was originally only seeking one. Allowing me to serve with you three-quarter time and with Canterbury at Old Dominion University one-quarter time has given me the gift of spontaneity. No two days in my ministry are alike! At Christ & St. Luke's, I am working with our newcomers' initiatives, our fledgling Fellowship Committee, and our Pub Theology Club. Special thanks to Will Lee, Krysti Scheuerle, and B.J. Taylor for your leadership in these endeavors. At Old Dominion, I inherited a building in great need of repair and a ministry which had dwindled. With strong diocesan and lay support, we have brought our building back to a usable state, and we have hopes of interior improvements on the horizon. With the support of churches like Christ & St. Luke's, our lunch ministry has gathered a core group of 5-6 students, one of whom hopes to serve at Camp Chanco this summer and another who is considering ordained ministry within the Episcopal Church. I am grateful that this parish has allowed me to serve in areas that I feel most called, in hospitality and young adult ministry. I look forward to our future together.

Respectfully submitted,

Mtr. Katie Beth

Financial Reports

Maria Booth

1. Capital Campaign
 - Summary Statement of Activities BTF Phase
 - Statement of Financial Position BTF Phase
2. Christ & St. Luke's Operating Financials
 - 2023 Statement of Activities
 - 2023 Statement of Financial Position
 - 2024 Summary Budget
3. Trustee Report to the Congregation
 - Sigur Whitaker, Trustee

Summary Statement of Activities - BTF Phase

Date Range: Jan 1st 2019 - Dec 31st 2023 | Includes Open Transactions

Accounts	Actual Jan 01, 2023 - Dec 31, 2023	Actual Jan 01, 2019 - Dec 31, 2023	Budget Jan 01, 2019 - Dec 31, 2023
Revenues			
Revenues	3,350,404.80	11,099,594.82	10,168,550.00
Other Revenues	22.18	399.47	0.00
Total Revenues	\$ 3,350,426.98	\$ 11,099,994.29	\$ 10,168,550.00
Expenses			
Project Budget			
Other Costs	211,522.50	663,739.04	616,457.00
Total Project Budget	3,096,055.52	8,956,910.80	9,234,332.00
Other Phases			
Organ Phase	0.00	172,863.00	0.00
Sanctuary Phase	0.00	383,606.73	0.00
Envelope Phase	0.00	217,908.26	0.00
Stained Glass Phase	21,600.40	121,287.77	200,000.00
Lychgate Garden	158,233.31	171,130.00	453,000.00
Total Other Phases	179,833.71	1,066,795.76	653,000.00
Total Expenses	\$ 3,275,889.23	\$ 10,023,706.56	\$ 9,887,332.00
Net Total	\$ 74,537.75	\$ 1,076,287.73	\$ 281,218.00

Statement of Financial Position - BTF Phase

As of: Dec 31st 2023 | Includes Open Transactions

Assets

Checking Accounts

00102 Capital Checking

483,429.57

00103 BofA Capital Checking

242,318.66

00104 HTC BofA-2736

45,086.70

Total Checking Accounts

770,834.93

Total Assets

\$ 770,834.93

Liabilities & Net Assets

Liabilities

Total Liabilities

0.00

Net Assets

15101 CC Fund Principal

770,834.93

Total Net Assets

770,834.93

Total Liabilities & Net Assets

\$ 770,834.93

Christ and St. Luke's Episcopal Church
2023 Statement of Activities

Date Range: Jan 1st 2023 - Dec 31st 2023 | Includes Open Transactions

Accounts	Actual Jan 01, 2023 - Dec 31, 2023	Budget Jan 01, 2023 - Dec 31, 2023	Actual Jan 01, 2022 - Dec 31, 2022
Revenues			
Pledges	1,062,068.08	985,000.00	806,590.89
Offerings	117,198.35	68,000.00	68,191.97
Trust Income	55,983.25	52,000.00	51,626.67
Endowment Income	14,126.36	14,125.00	13,551.54
Other Income	90,554.15	82,800.00	11,879.26
Interest & Investment Income	8,113.76	0.00	328.13
Total Revenues	\$ 1,348,043.95	\$ 1,201,925.00	\$ 952,168.46
Expenses			
Payroll Expenses			
Clergy & Staff Payroll	582,891.72	650,554.40	432,998.99
Clergy & Staff Pensions	65,148.84	81,077.92	39,014.15
Clergy & Staff Insurance	46,299.25	66,963.68	42,253.24
Other Payroll Expenses	50,403.41	55,733.00	39,323.42
Total Payroll Expenses	744,743.22	854,329.00	553,589.80
Clergy Expenses	25,092.90	19,500.00	15,581.14
General & Administration	112,180.53	92,750.00	102,367.73
Repairs & Maintenance	172,540.72	180,465.00	137,712.20
Music Expense	11,974.23	14,350.00	13,328.51
Family, Youth, & Children's Ministries	16,299.75	16,900.00	13,207.52
Adult Formation	7,951.90	11,500.00	2,875.52
Missions	121,079.89	122,503.00	92,020.45
Banking & Investment Expense	4.00	0.00	3,290.25
Total Expenses	\$ 1,211,867.14	\$ 1,312,297.00	\$ 933,973.12
Net Total	\$ 136,176.81	(\$ 110,372.00)	\$ 18,195.34

2023 Statement of Financial Position

As of: Dec 31st 2023 | *Inactive Account | Includes Open Transactions

Accounts	Balance Dec 31, 2023	Balance Dec 31, 2022
Assets		
Checking	542,231.60	599,320.02
Savings	432,709.42	31,699.84
Total Assets	\$ 974,941.02	\$ 631,019.86
Liabilities & Net Assets		
Liabilities		
Payroll Withholding	1,816.37	(530.91)
Other Liabilities	46,166.22	51,817.77
Total Liabilities	47,982.59	51,286.86
Net Assets		
Fund Principal	498,226.72	362,049.91
Restricted Funds		
Operating Fund	81,266.55	70,669.15
Outreach Fund	14,334.42	49,991.44
Capital Fund	5,712.41	46,651.04
Music Fund	57,673.83	50,371.46
Other/Temporary	269,744.50	0.00
Total Restricted Funds	428,731.71	217,683.09
Total Net Assets	926,958.43	579,733.00
Total Liabilities & Net Assets	\$ 974,941.02	\$ 631,019.86

Christ and St. Luke's Episcopal Church
2024 Summary Budget

Date Range: Jan 1st 2024 - Dec 31st 2024

Accounts	Budget This Year Year to Date
Revenues	
Pledges	1,085,000.00
Offerings	106,500.00
Trust Income	58,000.00
Endowment Income	14,125.00
Other Income	226,157.25
Total Revenues	\$ 1,489,782.25
Expenses	
Payroll Expenses	
Clergy & Staff Payroll	730,197.65
Clergy & Staff Pensions	90,332.65
Clergy & Staff Insurance	68,605.00
Other Payroll Expenses	61,912.95
Total Payroll Expenses	951,048.25
Clergy Expenses	11,000.00
General & Administration	110,675.00
Repairs & Maintenance	247,942.00
Music Expense	14,139.00
Family, Youth, & Children's Ministries	19,500.00
Adult Formation	11,000.00
Missions	124,478.00
Total Expenses	\$ 1,489,782.25
Net Total	\$ 0.00

Trustee Report to the Congregation

Sigur Whitaker

On behalf of the trustees, Rod Ingram, Stephen Taylor and Sigur Whitaker, I am pleased to provide the congregation with an overview of the Trust.

The Trust was established in December 1962 and is managed by Bank of America Private Bank. We are governed by a Trust Agreement. As of the end of December, the Trust had \$3,045,174 plus nearly \$750,000 in mortgages. It has five funds:

- The Cot Fund which is at the discretion of the Rector
- The Christian Education Fund which supports Christian Ed.
- The Tucker Fund which supports new ministries or programs.
- The Rectory Fund which supplies below market rate mortgages to clergy. Monthly payments are withheld from paychecks. Repayment in full is due within 90 days of the borrower leaving CSL.
- The Endowment, which helps to support maintenance of our campus buildings, is the largest of the funds and comprises approximately 69% of the total. During the construction project, the Endowment has supported the capital campaign.

We utilize a rolling twelve-quarter average for a quarterly distribution of 1% per quarter. The advantage of using this approach is that it smooths out the funds to be distributed rather than having them be based upon the earnings of the Trust. After receipt of the September 30 reports, we calculate the balances to be distributed to the various funds during the upcoming year. The Trust agreement requires that all funds eligible for distribution in a given year be used in that year, otherwise, the funds remain in the Trust.

The Trust uses a “balanced fund” approach with a goal of 60% stocks and 40% cash and bonds. As of 9/30/2023, equities (stocks) were 63.5% of the portfolio, fixed income (bonds) were 23.2% of the portfolio with the remainder being in cash. While we are somewhat overweight in cash, the return of 5.24% exceeded that of either equities (1.68%) or fixed income (3.98%). The Trust does not invest in individual stocks but in a variety of stock

funds. While we could perhaps improve the yield by investing in speculative things such as bitcoin, we do not.

We have a blended benchmark for the performance of the portfolio. YTD through 9/30/2023, our returns after fees were slightly below the benchmark. (6.53% vs. 6.64%). For FY 2022, the portfolio did not perform as well as the benchmark, however, in FY 2020 and 2021, it outperformed the benchmark. Currently CSL depends upon contributions to support approximately 90% of the operations. Over time, we would like to reduce the dependence upon contributions. That goal can be achieved by growing the Trust. Since the Trust distributes all of the funds available for distribution on an annual basis, the growth is very slow. So, the question becomes, how can we grow the Trust? It can be done by remembering CSL in your estate plan. You can direct the funds to a particular fund or can leave it to the discretion of the Trustees acting in concert with the Vestry.

Stewardship Report

Joe Painter

The Christ & St. Luke's community has yet again proven incredibly generous in support of our common life together. As of the 18th of January, 252 households have made a pledge of philanthropic support to the 2024 church's operating budget, including nearly 50 new donors and 100 families that increased their pledge over the prior year. In total, \$1,054,433.71 has been pledged to date!!

This is reason to celebrate as it enables the church to continue and expand our meaningful ministries. THANK YOU to each person who has communicated your financial intentions for the coming year. We are incredibly grateful for your generosity and faithful support.

I would also like to thank and recognize the team of individuals who wrote thank you notes and/or called fellow parishioners in support of our campaign. These individuals include: Michael Belka, Warren Richard, Kim Montalvo,

Heidi Anderson, Melissa Thrasher-West, Tulip Caro, Sarah Caro, Rich Savage, Christina Lollar, Harry Claud Baum, and Joanne Robbins. Thank you!

It is never too late to make a pledge, and we continue to accept new commitments. If you have not yet made your 2024 pledge, we invite you to do so online through the church's website or contact our Business Administrator directly at michelle.sturges@christandstlukes.org

Program and Ministry Reports

Liturgy and Music

Kevin Kwan, Director of Music

2023 saw a year of growth and change for our music program. Our Parish Choir goes from strength to strength, providing the backbone of our liturgies and concerts throughout the year. Our Chorister program had a particularly strong season with often 20+ youth choristers for each of their services. This past year we introduced the Cherub Choir for 4-7 year olds. Special thanks to Melinda Van Niel and Marj Setnicky for spearheading this new ensemble.

In October we started using the new choir room on the second floor of the Parish House. While we still have to fine tune the acoustics of the room, this vast improvement helps consolidate the various spaces of the choirs (vesting, music library, office, and rehearsal room) into one area.

Our Sacred Music in a Sacred Space concert series has been fully restored since the pandemic and is more active than ever. We have enjoyed many world-class concerts and services featuring our in-house musicians as well as talented musicians from across Virginia and the U.S. Special thanks goes to our Friends of Music who continue to make this important ministry (both in- and out-reach) possible.

We lost several long-time choir members in 2023, including Carl Gaenslen and Pat Riddle. These two individuals made significant contributions to the life of our parish and music program over the past few decades, and we continue to mourn them as well as members of our community who have recently departed.

Of course, none of this could be accomplished without the talent and support of our Assistant Organist Marjorie Setnicky. Her skill, care, and faithfulness help us excel each day. Thanks be to God!

Family, Youth, and Children's Ministries

Kathy Hanna

What an exciting year for Family Youth and Children's Ministry! Here are the highlights:

- First Twelfth Night Potluck– well attended and led to the even bigger party this year.
- Pancake Supper returned with meaningful and fun activities for all.
- Family Ash Wednesday liturgy continued and led to a Family liturgy track for Holy Week with services for Maundy Thursday, Good Friday, and Easter Vigil.
- Two Living Compass Wellness Circles were facilitated by Heidi Anderson; one for adults during Lent and one for teens in the fall.
- Week of Wonder: Make a Joyful Noise– the adults may have had as much fun as the children. Our guest artists engaged the children with their creativity. Clergy sat on the floor with the children for storytelling and relationship building. The music was beautiful and the children and adults grew so much!
- Christmas Pageant: 32+ children participated supported by an incredible group of adults.

- Childcare and Children’s Formation and Children’s Chapel–these programs are growing by leaps and bounds. We now have two paid staff and four volunteers who assist and facilitate these programs.
- Take a Dip into Baptism: This is a class designed to prepare families for baptism. This class will be offered twice a year moving forward.
- CSL Youth: This program continues to grow. Six young adults volunteer their time and talents to planning and executing gatherings and events for our middle and high school students. We meet the 2nd and 4th Sundays. The members led their first Youth Sunday this year.

It is a blessing for me to be part of this ministry for growth and learning.

Pastoral and Congregational Care Ministries

B. J. Taylor

Mission: To serve the needs of the congregation by caring for and building up the body within the church to go into the world.

The Pastoral and Congregational Care Ministries continue to include 8 ministries in the parish – Pastoral Care and Visiting, Meal Ministry, Pastoral Flower Ministry, Prayer Shawls and Baby Blankets, Hospitality (to include weekly coffee hour and other Hospitality events), Stephen Ministry, and First Thursday Suppers.

The Pastoral and Congregational Care Ministries have been very busy this year as the parish grows and thrives, and it is with pleasure that I present this update.

Pastoral Care and Visiting: Our parish is fortunate to have the clergy team that provides care by their prayers, their presence, and their listening. It includes those we see each week and other clergy who provide support to members of this parish. On the “visiting” end it includes many of you who visit members of the church family because you are connected and we appreciate it so much.

First Thursday Suppers continue to enjoy relaxed and fun evenings with friends old and new, with many new hosts, and about 40-45 people at each event. For the first time this year we hosted First Thursdays in Virginia Beach which were joyful and beautifully attended.

The Prayer Shawl and Baby Blanket folks were very busy as evidenced by the number of parishioners both having need and also the number of beautiful new babies born and we are so thankful for this anonymous ministry of people who knit and provide that connection to members of our parish family.

The **Meal Ministry** added new folks to its team and we have been able to provide meals each time a need has become known. In addition, Christ & St. Luke's regularly provides meals about every 8 weeks to the students on Thursdays at ODU's Canterbury House under the Chaplaincy and leadership of The Rev. Katie Beth Miksa.

Each week (except during Lent and Advent) the parish connects people by giving them flowers from the Altar. These **Pastoral Flowers** are given for celebrations, in memory, for healing and in some cases simply to stay connected to some who may not be able to be with us. Each week four or more individuals or families receive flowers lovingly arranged and delivered by members of the parish.

We have a growing number of folks involved in **Hospitality**, particularly in Coffee Hour. We have officially moved from the back of Church in to the new Parish Hall. We are still in transition awaiting the kitchen but we are mighty in spirit and in fellowship and being together.

Finally, our **Stephen Ministry** program is a very important part of Pastoral and Congregational Care ministries and has a separate report.

Our parish theme "To Know and Be Known" is one perfect manifestation in the ministries under Pastoral and Congregational Care Ministries. It is the notion that life is ever-evolving and that in participating in these ministries our lives

are made more whole whether we are on the giving or receiving end. We know or become known organically and we are all enriched because of it.

My life is enriched regularly because of those who offer their gifts to these ministries. It is enriched by those who receive these ministries and are so thankful and it is enriched by the strength and power of loving kindness. Please reach out if you feel you may have a place on one of these teams.

Caring for Creation

Mary Anna White

This year Caring for Creation has primarily been working on educating ourselves and others about how we can do our part individually to slow global warming and to support butterflies and bees by acts around our yard and in our houses. We continue to encourage people to devote at least part of their yards to wildflowers which support essential pollinators. In the Summer we visited the Botanical Gardens and learned about the butterfly garden there. We have also continued some of our traditional services, such as the Ward's Corner Clean-up quarterly and the dog poop pick-up in the Hague area. We have explored the roles that Christians can and should play in the stewardship of the planet and how the Episcopal Church and other denominations talk about this mission. Members of the committee have also advocated locally about city and corporate practices that affect the environment and shared information about how to advocate. David Lamp showed us how he and his wife have worked for 20 years on projects that have improved the quality of the water, plant, and animal life along the Lafayette River.

Christ & St. Luke's was recognized and then honored by the Elizabeth River Project for our continued support of environmentally sound practices, but especially for the geothermal system that we have installed. A big thanks to Kevin Kwan and Joan Atkinson who wrote up the report about the church's ongoing building project.

We plan in the coming year to work on oyster reefs in the Bay, to share ideas for Lenten practices that support a healthy environment, and to bring in

speakers who can further keep us informed on how we can act more sustainably. We look forward to supporting the church's landscaping project that will include native plants and pollinators as well. We also want to continue to develop connections with many valuable environmentally focused groups, both by donating to the Elizabeth River Project, the Chesapeake Bay Foundation, and the Episcopal Relief and Development Fund, but also by visiting the new Ryan Resilience Center, the Brock Center in Virginia Beach, and other such wonderful local resources.

Stephen Ministry

Ed Szeligowski

Stephen Ministry is a one-to-one lay caring ministry; walking alongside others who are hurting to provide confidential Christian care. Stephen Ministers work in conjunction with and support our pastors to care, encourage, and provide emotional and spiritual support to people who are going through a difficult time in their lives, such as divorce, grief, hospitalization, unemployment, terminal illness, relocation, chronic illness, or loneliness. A trained Stephen Minister is matched with a person experiencing a life crisis. Stephen Ministry is "Christ caring-for people-through people."

This program is alive and well at CSL, but we need the congregation's help to identify people who may benefit from having a Stephen Minister. We currently have a few Stephen Ministers who are available and do not have assigned care receivers. So, we need YOU. Members of the congregation can act as Stephen Ministry "look-outs" to identify those in need of Stephen Ministry.

If you are aware of someone or you yourself are in need of assistance or spiritual direction, hurting, troubled, grieving, or are experiencing a life crisis of any kind, please reach out to the clergy, one of the Stephen Leaders (Ed Szeligowski or Mary McQuown), or fill out the Request Help link on the Stephen Ministry page on CSL's website, and we will connect you with a Stephen Leader.

Lunch Ministry

Ed Szeligowski

The Lunch Ministry program continues to serve about 25-35 of the homeless and those in need in our community every Thursday in the Lychgate Garden with bag lunches, groceries, selected toiletry items, and other favorite food items we provide on the cart. There is a group of volunteers that meet at 9 am to assemble the lunch bags, food cart items, and grocery bags. Then we serve those in need from 10:00 to noon.

- The bag lunches usually include a sandwich (turkey, ham, or roast beef), chips, cookies, applesauce or fruit cup, raisins, and a clementine.
- The grocery bags consist of canned goods and other bagged/boxed foods to feed families, but they require access to cooking facilities. They are complete meals assembled from contributions from the congregation or items purchased. The bags include starches, veggies, fruits, and protein/meats. We give away about 10 grocery bags each week.
- Selected toiletry items: We keep some soap, deodorant, body/hand lotion, shampoo, and dental care items on hand. We put together bags with a washcloth, soap, a disposable razor, and lotion for those in need who request them.
- Other favorite food items that we offer for people from the food cart are varied and include Vienna sausages, sardines, saltine crackers, spam, cereal boxes, baked beans, cookies, peanut butter, jelly, loaves of bread, bananas, grapes, protein & granola bars, cup of soups, cupcakes, juice packets, and water bottles.

The CSL Lunch Ministry team is excited and looks forward to serving hot lunches to our guests in lower Lloyd Hall. We hope to be cooking in the newly installed kitchen hopefully this Spring. The hot meal will include salad and dessert with enough for seconds. Guests will be served in the refurbished lower Lloyd Hall. We will need additional volunteers to be lead cooks, assist in the kitchen, and to serve our guests in lower Lloyd Hall.

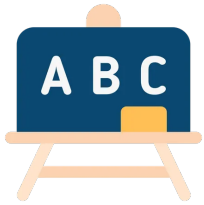
We continue to partner with The Williams School, whose fifth graders work in the garden near the church to provide produce that will be used in the kitchen to feed the homeless. The third graders recently completed delivery of canned goods collected by The Williams School food drive.

Christ & St. Luke's lunch ministry is all about "helping those in need".

Together *For* Kenya

Together for Kenya is a faith-based organization founded by Christ & St. Luke's nearly seven years ago. We have worked to provide medical, educational and nutritional solutions to the poorest of the poor in Kenya.

LEARN WHO WE ARE



22 children have been served by educational scholarships in 2023. Each scholar is a patient at HFC and under medical care for HIV. Each scholar has also achieved a non-detectible viral load. An additional 100 children attended Mentorship training and follow-up seminars.



Over 2640 children are now receiving a daily lunch of porridge at the Kawaida and Karuri Primar Schools. For most of the children, this represents their most nutritious meal! 10 at risk and malnourished families have received monthly food packs. This program was coordinated with Community Health Care Workers. Senior food baskets were distributed by two Anglican churches in Kawaida and Kiriri Kenya. This program has helped over 200 impoverished seniors and indigent community members.



Nazareth Hospital Children's Outpatient Project continues to provide medical care for 12 children from the surrounding community on a monthly basis. Urological equipment at Nazareth Hospital has been upgraded as a result of a generous donation from Together for Kenya. Over 1000 Daily Medical Pill Counters have been provided to HIV+ patients at HFC as well as for seniors.

Thanks to the generosity of supporters like you we reached over 3000 people with nutritional, healing and educational needs last year and our journey continues. Our operating fundraising revenues for 2023 were \$32,937. Those revenues were generated by the following sources:

Outside Donors	\$3,502
Together for Kenya Angel Tree	\$10,020
Grant Requests and other churches	\$13,815
(includes The Pilgrim Benefaction Fund, Zion Lutheran, Zion Benefaction Fund, Super Seniors)	
CSL's Outreach Fund	\$2,500
Additional CSL Member Gifts	\$3,100