

ANNUAL REPORT 2022 AGENDA



ST. LUKE'S EPISCOPAL CHURCH & SCHOOL

ANNUAL PARISH MEETING
JANUARY 29, 2023

Welcome
Opening Prayer
Introduction of Vestry
Introduction of Vestry Nominees
Explanation of Voting Procedures
First Ballot
Rector's Address
Capital Campaign Presentation
Introduction of Church Staff
Treasurer's Report
Endowment Trust Report
Recognition of Retiring Vestry Members
Announcement of new Senior Warden
Commissioning of Vestry Members and
Diocesan Council Delegates
Closing Prayer

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BAPTISMS FOR 2022

We celebrate those who were baptized at St. Luke's Episcopal Church in 2022.

Elizabeth (Ellie) Sytsma	Leonard William Bruns-Chuguyev
Remy Francesca Hopper	Ava Eliana Akula
Corinne Ruth Gonzalez	Korban Kole Akula
Evelyn Savoie Blazi	Elanor Jeanne Robinson
Jessie Renae White	August James Waters
Corbin James Ercole	Davis Allen Waters
Emerson Jeanne Ercole	Abigail Ann Luna
Harvey Alexander Bruns-Chuguyev	Mateo Antonio Cavazos

Heavenly Father, we thank you that by water and the Holy Spirit you have bestowed upon these your servants the forgiveness of sin, and have raised them to the new life of grace. Sustain them, O Lord, in your Holy Spirit. Give them inquiring and discerning hearts, the courage to will and to persevere, a spirit to know and to love you, and the gift of joy and wonder in all your works. Amen.

We give thanks to the members of the St. Francis Guild who spend countless and selfless hours creating the beautiful Chrismon crosses, which are given to our newly baptized.

NECROLOGY FOR 2022

We remember those parishioners who departed this life in 2022.

Louise Antonelli Straus	Peggy Jane Koch Cotton
The Rt. Rev. John Herbert MacNaughton	Lawrence Aubrey Martin, Jr.
Michael Steven Seiferth	Melissa D'Ann Dutson Murry
Truman Presley McCord, Jr.	George Roy Harrison
Hans Richard Franz Helland	Delores Joyce Deville
Nancy Buchek Kuhl	Julia Elizabeth Grooms
Jane Elizabeth Cooper	

Father of all, we pray to you for those we love, but see no longer: Grant them your peace; let light perpetual shine upon them; and in your loving wisdom and almighty power, work in them the good purpose of your perfect will; through Jesus Christ our Lord.

We appreciate the members of the Bethany Guild, who host receptions after funerals at St. Luke's. This guild provides the refreshments and offers gracious hospitality, a welcome gift to families who mourn.

We also give thanks to the members of the Bereavement Ministry; an outreach of our pastoral care at St. Luke's. The current group is a team of ladies who send cards on a rotating schedule to members of our parish community who lost an immediate family member. The beautiful images printed on the cards were contributed by talented artists in our parish. There is a different card for each of the important dates in the first year of loss. Since this group was reinstated in May, they have sent cards to 28 members of our St. Luke's community. The Bereavement Ministry is a silent blessing to our pastoral care during this time of grief and loss for our St. Luke's family and community.

RECTOR'S REPORT

In many ways, the Covid pandemic lurked in the background of our congregational life throughout 2022. People may remember the resurgence at the very beginning of the year, that dampened some of the momentum we had built up in our efforts to recover from the pandemic. Throughout the year, we had disruptions as staff members and parish leaders tested positive for Covid, forcing us to adjust plans in various ways. But I'm grateful that, as disruptive as it was, Covid was not the threat that it had been in its earlier stages. I'm looking forward to 2023 feeling even more like "back to normal" in terms of our ministries and shared life together at St. Luke's.

As in any year, we had some staff transitions in 2022:

- I'm grateful to Sara Spreen, who joined us in the spring as our Ministry Support Associate. In that role, Sara provides administrative support for us clergy and for other ministry staff members. She learned a lot in her first several months and has been a wonderful addition to the staff.
- Shortly after Communications Director Andrea Thompson left to join the staff of the Diocese of West Texas, we welcomed Victor Eichhorn as her successor. Victor has been great in overseeing our publications and online presence, and I appreciate the support he offers to the volunteers who provide the livestream each Sunday.
- When Youth Director Hannah Burks decided she needed to focus on school in the last year of her studies to become a Pediatric Occupational Therapist, I learned of Bryan Gonzalez's interest in youth ministry. I was delighted to bring him on in the fall as our new Director of Youth Ministries. There is great energy in the youth program— Bryan has an especially active middle school group right now, and he has made many connections with people in the diocese who are also involved in youth ministry.
- Many thanks to Jennie McClendon, who began overseeing the Mustard Seed early childhood program in fall 2022, after Amy Foster's decision to move full-time into the Financial Secretary role. Jennie and her team of teachers provide a loving and nurturing setting for the children enrolled in the Mustard Seed.
- In August we welcomed Rebecca Koch as our contemporary worship leader, working with Griffin Kissling to provide music for our 9am service on Sundays. Rebecca stepped in after longtime musicians Emily and Daniel Kittrell stepped down to focus more on their family.



- Gregory Wingerter joined the staff in the fall and became the Facilities Manager at the end of the year. Bringing Gregory on board allowed longtime staff member Gracie Gonzalez to adjust her own duties. Gracie is now our Lead Sexton, supervising the work of the sextons who take care of our buildings and grounds.

We continued to make good progress on the components of our Capital Campaign, "Transformation and Celebration." The stained glass in the church was refurbished, and the light that now comes through those windows is breathtaking. Many thanks to Jack and Valerie Guenther, who made the lead gift that made that work possible. We also completed a lot of important work upgrading our HVAC systems. This year we can turn our attention to the final projects associated with that campaign.

"St. Luke's Live" was one of the highlights of the fall in 2022. This fundraiser provided funds for the church's ministries in 2022, and we were able to set aside \$43,000 of the proceeds to enhance our children and youth ministries this year. I am grateful to Catherine Bishop, Lacey Shannon, and Whitney Schones for overseeing that fun and successful event.

Sunday attendance continued to recover well in 2022. As we continue to recover from the pandemic, I'm hoping that rather than simply trying to get back to where we were three years ago, we can discern what kind of church God wants us to be now, and what kind of church we're called to become in the future. The staff and I are excited about creating new opportunities for people to grow closer to each other — we're looking forward to creating and nurturing small group ministries. We want to bolster some of our most visible ministries, St. Luke's Episcopal School and the Green Door. And we certainly look forward to gathering regularly and offering up worship that will delight our Lord.

If you look around on a Sunday, on most weeks you'll see someone new to St. Luke's. People are interested in us: let's continue to offer generous and gracious hospitality, and draw them in to join us as we pursue our mission to illuminate San Antonio with the Light of Christ.

A handwritten signature in black ink that reads "Irving Cutter".

(The Rev.) Irving Cutter
Rector

SENIOR WARDEN REPORT

The Senior Warden's Report for the Annual Parish meeting is, traditionally, a reflection on the last year of that person's 3 year Vestry term. It is a chance to look back at the ways in which the vestry served the church, and the things that were accomplished in that year.



Most of my term on this vestry was during COVID. We on the vestry, as well as the whole church, navigated all the uncertainty, confusion, frustration, exhaustion and sometimes sadness together. And I believe we are coming out of that time with renewed strength, energy and love. We greet each other better, we hug each other stronger. We strive harder to be that light on the hill.

This year the vestry met for a retreat in April, in which we committed ourselves to continue to work to bring others outside of the vestry into involvement with identified ministry areas such as mission and outreach, and communications. With Vestry facilitators, we had successful outreach opportunities such as Snack Pack for Kids, Salvation Army Angel Tree, and Holiday meal food bags. We continue to maintain a little pantry to support the community around us

The Connections Ministry of the vestry, along with other committed members of the church, took on responsibility for Newcomer outreach, the livestream, and the very successful return of St. Luke's Live

The vestry remains committed to supporting St. Luke's School, our largest outreach.

We continued the work that encompassed in the Capital Campaign with the cleaning, repair and restoration of the stained glass windows.

I am sure I have missed a lot of things. Hopefully they are covered in someone else's report.

Finally, thank you to Irv, Reagan, Seth, and all those on the vestry (past, present and future) for your support and commitment to the Lord's work that we strive to do here at St. Luke's.

Keep the faith.
Nancy

JUNIOR WARDEN REPORT

The Junior Warden is the chairperson for the Joint Building and Grounds Committee between our church and school and has oversight for all property and facilities. Holding the position of Junior Warden for the second year and chairing this committee, which meets monthly, has been a great opportunity to work with members and staff from the church and school together to achieve our mission and be Christ's Light on the Hill. Being a St. Luke's member for 20+ years, it has been a joy to see how our school, St. Luke's biggest outreach, is growing and thriving and how improvements to our facility can continue to enhance the experience of students and parishioners alike.



2022 was once again a busy year on our campus. We continue to make improvements and updates to our HVAC system. Our beautiful stained glass windows underwent restoration and there is noticeable clarity in the glass, and the joints between pieces are more secure. We are so blessed to have such beautiful art as part of our building.

The next part of the capital campaign is underway. The campus landscape master planning process has begun and is in the information gathering phase. We have hired Rialto Studio, a local landscape architecture firm, to lead the process and prepare a plan that can be implemented in phases, if needed. There will be an opportunity early this year to participate in discussion groups for the plan. More information will be posted as those opportunities are confirmed.

The school locker area outside of the gymnasium will be remodeled and improved in 2023. The much needed updates will involve reorganizing the lockers and restrooms in that space. This is an exciting update for the school athletic program and will provide a comfortable space for students, athletes and visitors.

Our dedicated office staff and sexton and maintenance staff work hard every single day keeping the building and grounds functioning and maintained. They deserve our appreciation, as with a large building and campus with multi-functions there are many day to day issues. We look forward to continuing the momentum with exciting campus improvements and a fulfilling 2023!

REPORT FROM THE VESTRY NOMINATING COMMITTEE

St. Luke's Vestry is made up of 15 members, each member serves a 3-year term. Each year, 5 of those members roll off, and it is the work of vestry nominating committee to determine a slate of candidates for the vestry to be approved, first by the vestry, and then presented at the Annual Meeting for approval by the church.

The vestry nominating committee is comprised of the 5 members of the vestry that are ending their terms, including the Senior Warden, five members who are from the church community, and the rector.

This year, those serving on the Vestry nominating committee were, from the vestry,

- Jill Martinez
- Heidi White
- Laura Salfen
- Catherine Bishop
- Nancy Hawkins.

From the church side the members were,

- Seth McCabe
- Mac White
- Bonnie Giddons
- Curt Mowen
- Samantha Owen

The committee met frequently to discuss potential candidates that the committee felt met the criteria that we were looking for. The committee sought to put forth candidates that were diverse in age and, not only faithful members, but served in a variety of different ways at St. Luke's. We also sought make sure that the candidates represented a variety of backgrounds in their daily lives and work, so that that knowledge can be brought to the table.

The work of the vestry nominating committee is extensive, with many members being considered. Those being considered are then vetted, and asked if they would serve. This year we received 5 commitments from those willing to serve. They received full vestry approval, and now are presented for your approval at the Annual Meeting. I hope you will join the vestry in approving and welcoming the newest vestry members.

THE DELEGATION FROM ST. LUKE'S CHURCH TO THE 2023 DIOCESAN COUNCIL FOR THE DIOCESE OF WEST TEXAS

Delegates:

Nancy Hawkins
Curt Mowen
Ted Burkhart
Michael Mortensen
Suzette Harris
Steven Rodriguez
Marilyn Schrantz
Sallie Walton

Alternates:

David Schrantz
Marquel McCabe
Sara Spreen

Clergy:

The Rev. Irv Cutter
The Rev. Reagan Gonzalez

2022 VESTRY CANDIDATES



ANA COTTON

I have been involved in several groups and ministries throughout the years at St. Luke's. These include serving in LEM's, teaching Sunday School (4th/5th grade class), participating as a member of the Search Committee for a new priest (Father Irv), assisting with the Advent Event, providing sandwiches for Under the Bridge Ministry, assisting with the Seder Supper, participating in small group dinners, Lenten dinners, adult formation classes, and in the Amigos dinners.

I love that St. Luke's is inclusive of all! I felt welcome from the beginning. I also really love the variety of services offered along with the liturgy. Our family history at St. Luke's has a special connection for me as well.

My skills include being a creative problem solver, my organizational skills, working as team member, and being able to see the big picture in situations.



GRIFFIN KISSLING

My name is Griffin Kissling. I was born and raised in San Antonio and in the Episcopal Church. I studied economics and business at the University of Texas at Austin where I graduated in 2016. I've worked in construction since graduating and I currently work as a Project Manager for a local general contractor. My wife and I began attending St. Luke's Episcopal Church in 2017 when I was invited to help lead worship music with the contemporary musicians. In the past, I've served to further God's Kingdom primarily as a musician and as a staff member at multiple DWTX summer camps, and I'm looking forward to serving in a new capacity as a vestry member. I hope to keep the campus of St. Luke's beautiful and functional, ensure improvements are fiscally reasonable and responsible and show that St. Luke's excels as a welcoming, joyful place of worship.



JOHN HOPPER

I am currently a Verger, and am involved with the Acolytes and the Lay Eucharistic Ministry. I have always loved Saint Luke's inclusivity, charitable outreach, and family unity.

Being from a younger generation, I feel I can bring fresh ideas to the Vestry as well as technological advancements. I love the direction Saint Luke's is going in and feel that I can be an asset in making sure we achieve our goals.



LEITA HATCHER

Upon joining St. Luke’s in 2016, I was enamored with the diverse ministries and formation opportunities St. Luke’s has offered the community. And I quickly realized these offerings are an extension of the compassionate parishioners and staff. I began to find small ways where I could offer my own time in aiding some of these ministries.

Over the years, I have volunteered in formation events, outreach services, and children & youth ministries. Currently, I am involved in outreach services and the development of small group formation programs, with Kris Spilker (Family art night & women’s book club).

I was raised in the Episcopal Diocese of West Texas; baptized, and confirmed at St. Alban’s Church in Harlingen, TX. Discovering St. Luke’s was like “coming home” for me, at a time when I truly needed my home and family. Recently divorced and distanced from all my blood relatives and family, I was restarting my life in San Antonio as a single, working mom. I would describe myself as a timid participant at St. Luke’s in late 2015, but appreciated the grace extended to myself and my children in a welcome invitation to be as we are.

My love for St. Luke’s began with that first embrace and has grown immensely over the years. I love the warm parish community, the diverse community, the pastoral leadership, and the multitude of formation opportunities to nurture my journey in faith and stewardship.

My professional work in business and asset management has developed my resourcefulness and organizational skills; as well as allowing me opportunities to facilitate solutions to challenging interpersonal situations. As a lifelong Episcopalian, I have experience in observing the workings of many different congregations. And as a mom, I have developed the gifts of humor, patience, and empathy. If I can help continue St. Luke’s welcoming, encouraging presence in the greater community by serving on the vestry, I would be deeply honored and humbled.



DAN PFEIL

When Father Cutter asked me to consider being on the St. Luke’s Vestry I was really very surprised. I have been involved in service projects around the Church for a number of years but never considered myself being on the Vestry.

I have been attending the 8:00 o’clock service since 2008. I started ushering at that service shortly afterwards, that’s when Olive Gaskins drafted me to assist with the Under the Bridge ministry. I even dyed Easter Eggs for her.

I have been associated with St. Luke’s Episcopal Church and School since the mid 1980’s, my four children all attended St. Luke’s School. During my tenure on the St. Luke’s School Board of Trustees I was able to bring the Head of NASA Education Services and several other NASA Educators to the School. I was the head of SLES Outdoor School program for six years and brought Scouting back to St. Luke’s in the early ’90’s by moving Cub Scout Pack 275 and Boy Scout Troop 80 here.

I owned and operated a successful wholesale business for 29 years and closed it in 2004 in order to take care of my aging Parents.

St. Luke’s Church and School is a wonderful community coming together to worship God in a beautiful, peaceful sanctuary. I hope that everyone who attends worship at St. Luke’s feels as welcome as I always have.

ST. LUKE'S EPISCOPAL SCHOOL

This year, St. Luke's Episcopal School is celebrating 75 years of faithful service to the San Antonio Community, and by all measures, the academic year has gotten off to a strong start. God continues to smile on the hilltop and the future of SLES looks bright! After the past two years of uncertainties, we were delighted to have school and return to the traditions that make SLES such a special place. This year has served as an opportunity to create systems of new normals and continue to reinvent and reimagine happenings on the hilltop. On many accounts, the first semester has been an absolute success. Students and faculty have continued fostering relationships and learning with renewed optimism. Although safety is always top of mind, this year, we shifted our focus from COVID protocols to campus security. With the fundraising support from SLES parents, we have implemented a keyless electronic entrance system that has the capacity to immediately lock down the building by the press of a button. Additionally, all exterior and interior doors have been rekeyed, removing the need for multiple keys to access the building.

The school has continued to review and implement strategic imperatives identified in the 5-year Strategic Plan created last academic year. We have focused on becoming a process school, where we work to meet the holistic needs of students and enhance our systems of student support. This year, we have hired a Guidance Counselor and a Student Achievement Coordinator to address our student's social-emotional and academic needs, respectively. We have also hired a Director of Lower School (PK3-4th grade) and appointed an Interim Director of Middle School (5th-8th grades). To enhance our internal and external marketing, we have secured a Director of Community Relations. We are also excited to have a part-time librarian and a certified nurse practitioner who has made incremental upgrades in our health center.

While we implemented some changes, we have remained faithful to the fabric of SLES. In regard to our academics, we continue to make strides in aligning our curriculum with a strong focus on mathematics (Singapore Mathematics Program) this year. We now offer grade-level flagship courses in Study Skills, World Religions, Speech and Debate, and Health and Wellness in middle school. Although enrollment and gender balance remain challenges for us in middle school, we are exploring strategies to reduce attrition and increase enrollment. However, enrollment in the lower grades has significantly increased and appears steady for the future. We have intentionally assembled a lower school intramural athletics program and have seen great progress in skill development and parent participation. Our visual and performing

arts program has been revitalized and most recently presented one of the most collaborative displays of talent in years during the MasterPeace performances. With our full-time chaplain and COVID seemingly behind us, we have been able to recommit to our pillar of service. Each student participated in a service project last fall and will participate in at least one more this spring.

St. Luke's has also been spotlighted and received national attention at two local conferences. This fall, SLES took 34 students who represented the school (led chapel service, participated in Eucharist, read scripture in Spanish, sang in the choir, and served as acolytes) at the National Association of Episcopal Schools (NAES) Conference held in San Antonio. We also had 24 educators from across the country visit our campus who were attending the National Association of Independent Schools (NAIS) People of Color Conference. The visitors selected to visit SLES, and attended chapel, toured the campus (student-led), observed classes, and had a Q & A session with lunch.

We found significant success with our St. Luke's Fund as a community. To date, the St. Luke's Fund has raised over \$360,000, well over the goal of \$250k. We have also successfully completed the Connecting Traditions and Tomorrow Capital Campaign by receiving several generous gifts, including two of the largest donations in the school's history. We continue celebrating another year of extraordinary giving thanks to a community of committed donors.

In November, I shared the bittersweet news with the Board of Trustees that I would return to Houston to rejoin my family. Since then, the Board of Trustees has named an Interim Head of School, Mr. Michael Robinson, and scheduled visits so that he may engage with the community. The Board of Trustees has also been diligently working to secure the next permanent Head of School.

Although the school prepares for a transition, the momentum is consistently positive and supportive. As we close out 2022, I am reminded of our community's strength through gratitude and grace. Our community genuinely cares for one another and truly loves SLES. This display of the St. Luke's Way in action was another reminder that SLES is such a special place.



HEAD OF SCHOOL

ASSOCIATE RECTOR'S REPORT



ASSOCIATE RECTOR

As I began to reflect back on our shared life together in 2022 I was quite astounded to think how differently the beginning of the year looked from the end. The beginning of the year had us hunkered down from the newly arrived Omicron Covid variant. We went back to mask wearing and social distancing for quite some time. With this wave we had to postpone introducing the chalice back into our worship services until the end of January.

I recall the first time people came up to the altar rail at the 8 and 11 am services, something I had not experienced in my 15 months at St. Luke's. I recall the excitement and buzz about getting the highly coordinated usher-parishioner dance down just right to ensure proper flow at communion.

I recall those first baptisms where we all began to remember how to get comfortable gathering close together around the font, touching and holding one another as new siblings in Christ were welcomed into the family of God. I recall hearing the announcement, "It feels like I'm coming home!" from so many parishioners who continued to slowly begin to worship in person again. I recall the joy on the faces of all in the pews and choir loft as services began to look and feel a little more like they used to.

This building back of community was apparent perhaps most evidently in our Sunday formation classes. Over the course of the year we had so many lay persons agree to teach and lead classes. We had multiple offerings, covering a wide variety of topics. The hunger for knowledge and experiences of God, and the thirst for community, could not be shaken by a pandemic or any other hardship.

Below is a list of our formation high points for 2022, followed by a few words of gratitude.

Spring 2022 Classes

- An overview of the *This Far by Faith* Pilgrimage, Reagan and Bryan Gonzalez
- Inquirer's Class, Reagan Gonzalez
- History of Women in the Episcopal Church, Bryan Gonzalez
- The Spirituality of Hobbies
 - Living History, Bryan Gonzalez
 - Sketching, Terry Gay Puckett
 - Gardening, Tina Carrola
 - Dungeons & Dragons, Clara Bogard

- Knitting and Crocheting, Reagan Gonzalez
- Chrismon making, Marilyn Camp-Jones
- Postcard Collecting, Sallie Walton
- Retro Video Games, Doug Walton
- Earring Making, Hannah Burks
- Hiking, Elizabeth Engelke

Summer 2022 Classes

- Outreach Forum with guest speakers from the following organizations
- SAMMinistries
- Snack Pak 4 Kids
- Haven for Hope
- Good Samaritan Ministries
- *Love Overflowing: Paul's Epistle to the Philippians*, by the Rev. Dr. Jane L. Patterson and the Rev. Dr. John G. Lewis, taught by Irv Cutter and Reagan Gonzalez

Fall 2022 Classes

- "Why we do what we do, and how to do it!" liturgy class, Reagan Gonzalez
- Brene Brown *The Gifts of Imperfection* book study, David Chidgey and Sudi Alexander
- Inquirer's Class, Irv Cutter
- Courageous Conversations, Reagan Gonzalez
- Advent Series: *The Dawn Chorus*, Kris Spilker and Reagan Gonzalez, with guest musicians

Special Events

- Lenten Dinners: The Easter Vigil and Baptism
- Stations of the Cross along the San Antonio River
- Screening and discussion of the film *The Neutral Ground*
- Theology Goes to the Movies: *The Good, The Bad, and The Ugly*, a discussion on morality
- Pentecost Picnic
- Parish Retreat at Camp Capers with guest speaker the Rev. Beth Wyndham

CHILDREN & FAMILY REPORT

I would like to thank the members of my Adult Formation Committee for all the time and energy they put towards ensuring that St. Luke's is living into our mission statement to, "illuminate San Antonio with the light of Christ through transformative education for people of all ages..." Members include: Charlie Alfaro, Gretchen Bealer, David Chidgey, Suzette Harris, Caroline Mowen, and Robin Newman. If you are interested in helping plan adult formation at St. Luke's, new committee members are always welcome.

I would also like to thank all those who were willing to teach and present this last year. From video games to Brene Brown, the gifts and passions of this parish are wide and deep. I applaud those who were willing to take the brave step and remind all of us that everyone is a minister, and that we're all capable of teaching and learning from one another.

As I enter into my third year at St. Luke's I am grateful to Fr. Irv and all the staff and vestry for good leadership and hopeful vision. I look forward to seeing where God calls us to this year, and look forward to continuing to share and receive the gifts of ministry together.

Faithfully submitted,

Reagan Gonzalez+

It's exciting to review the previous year's report and think of the ways we have grown closer as a church community over the last year. As previously reported, we continue to build on the foundation

of love and care that has been established over the years for our children and families. Highlights from the year fall into the categories we have shared (inspired by Ministry Architects) that are the framework of how we do life together at St. Luke's. On our webpage, you'll find our values, descriptions of our Sunday school classes, milestones and events we celebrate along with ways we partner with and support parents in their children's faith journeys. Using the webpage as a template, I'll highlight ways we continue to grow.

Values - We value inclusivity, intentionality, and service. We are always learning and leaning into providing materials and learning opportunities that put our values into action. The outreach committee has taken the reins on leading service projects that invite our children and families to engage such as our Good SAM and Angle Tree annual events. In the future, we may work to scope out other projects and ways we can partner as church and school with those in need in prayer and solidarity.

Nursery - As you of you know, wonderful renovations were done to the Nursery and Mustard Seed classrooms that truly makes these sacred spaces more inviting and safe for all involved. Both Nursery and Mustard Seed staff are leaning into training and focus on play, which is a child's "work". Both programs are led by high quality, caring and loving directors and teachers. God is good! Centers have materials that are rotated regularly and offer open-ended play that invites terrific critical thinking skills that involve all educational subjects.

Formation - Our formation hour for families seems to be in transition post pandemic not just at St. Luke's but elsewhere. During the fall, we continued to offer two engaging classes. We are, as ever, grateful for the teachers who pray for the children and their families, build terrific class communities, and prepare lessons. (Stay tuned for news of the re-starting children's chapel



DIRECTOR OF
CHILDREN AND
FAMILY MINISTRIES

during our 11 am service.) Intergenerational class offerings included two Godly Play classes with stations, an Advent class, and Lenten Dinner lessons and activities for children PreK - 5th grade. Since we are always learning, formation is at the heart of what we do and can be seen in the “why” of all that we do in all of these areas.

Milestones we continue to celebrate are baptisms, parent and new baby blessings, presentation of bibles to 2-year-olds and 5th graders as they prepare to rise to 6th grade, and communion class (fall offering).

PARENT SUPPORT AND OFFERINGS

Monday Mom’s, led by Rachel Lincoln, had a somewhat quieter fall season as they studied the book *Boundaries* by Henry Cloud. However, as small groups tend to ebb and flow, they are regaining energy and momentum this new season. Overall, they continue to be a terrific support group for Moms. Conversations about possibly starting other small groups continue (as described on our webpage), but so far those who are interested in leading in the future are busy elsewhere for the moment.

INTERGENERATIONAL AND FAMILY EVENTS

Over the year, we kept many events as is our tradition as well as launched our Family Art Nights. Events that continue to build community as a church family and at times include our wider community are our Backpack Blessing for students and teachers, our Fall Festival (parishioners and staff took ownership over own stations), Family Art Night (cookie decorating demonstration by Julie Gowen), Shrove Tuesday Pancake Supper (including relay race with group winning “The Golden Spatula”), Stations of the Cross for families and Easter Day celebrations. Last summer, we held a sports camp led by AO Sports who are an energetic and enthusiastic team who loves Jesus. (This coming year, we aim to host a more traditional VBS while continuing to work with AO Sports as well.)

ST. LUKE’S CHURCH AND SCHOOL COLLABORATION

75 years ago, St. Luke’s launched our school - “a Christian community dedicated to academic and personal excellence, lifelong learning and service to others.” Countless conversations with parishioners throughout the year include stories of how they

taught or attended or their children and/or grandchildren attend the school. Many have told me of how they continue to pray for the teachers and children. As both our church and school staff reflect on the intent of all that we do and make plans for the future, we will continue to collaborate and support the school in prayer. I encourage you to go through their staff directory and pray for each of them. Highlights of ways we are leaning more into collaboration include our Backpack Blessing, Ofrenda (in partnership with Sarah Kates and Iliana Hieger - Spanish Teacher), All Souls Day, Stations of the Cross for families (set up and cleaned by students). Let’s pray for wisdom and clarity as we follow God’s guidance in collaborating.

A foundational way you can support our children and ministry team and plans is in prayer! We will continue to pray for our children and families and ways we can best support children and their families in their spiritual journey. As always, to read more of an overview with a detailed descriptions, visit our webpage at <https://www.slecsa.org/children-and-families/>

MUSIC MINISTRIES REPORT

We had a strong and active year in review with the usual round of services, plus our new concert series, and several extracurricular events. I try to be involved with other musical organizations and also try



ORGANIST AND
DIRECTOR OF MUSIC

to bring them into St. Luke's. This cross pollination makes for stronger connections in the community and enriches our own endeavors. Last January began with an invitation to direct the Caritas Choir in launching a new musical series at the Sisters of Charity Motherhouse Chapel. Our friend and supporter Mary Ann Winden endowed this series in memory of her husband, and commissioned a new work by Craig Phillips which we premiered along with several members from St. Luke's Choir. I've also enjoyed rehearsing the children's choir of St. Luke's School in performances including graduation and their holiday carol service. I love when children want to make music, and they deserve every opportunity.

Our own concert series continued with Jan Kraybill who played to a big and appreciative audience, and Alcee Chriss rounded out the series in spectacular fashion with his wit and virtuosity, directed toward the large and diverse audience.

Another event took place at the Motherhouse when members from the American Guild of Organists played Dupré's *Stations of the Cross* on Good Friday – not so much a concert as a meaningful meditation. St. Luke's Choir was to return to the Motherhouse again as this was the venue we chose to make our latest recording: *Sing My Soul*. As a thank-you gesture members of the Choir returned on the Eve of the Assumption to sing Vespers for the Community, this being their major feast when novices would profess their vows.

There was another recording that happened during the summer, this being the inaugural recording of the new organ. Reuter (Organ Company) produced it, and it went out on the Raven label. So far it has gained some good reviews and has sold around the country and even as far as Scotland.

The term ended with the Organ Birthday Concert, followed by Handel's *Messiah*. This Lent features two more Evensongs (February 19 and March 19) of music we'll be singing in Dublin, then Hampton's *Repeating Alleluia* for Easter with strings and trumpet. Two musical events of note are a series of lunchtime recitals in March: Concerts for a Cause. This is a way to use the new organ to give back to the community, and all donations will go to Stand Up For Kids. 50% of youth in the foster system immediately become homeless the moment they age out, and that is something that mustn't be allowed to happen. Chelsea Chen is our Celebrity Recitalist in April – do check the music page of our website <https://www.slecsa.org/> for updates. And then the Choir will be in Dublin during July when they sing in residence at St. Patrick's National Cathedral. We welcome your support as we try to give of our best for the good of St. Luke's and San Antonio.

Russell Jackson

Organist & Director of Music

MUSTARD SEED REPORT



DIRECTOR OF THE
MUSTARD SEED

I took over for Amy Foster as the Director of The Mustard Seed, when Amy accepted a full-time position in Finance at St. Luke's Episcopal Church. Before taking this position, I had most recently been a teacher at Alamo Heights United Methodist Weekday School. We had three of our teachers remain with us at The Mustard Seed, Maggie Boosalis, Kelly Hull and Maria Alvarado. We welcomed one new teacher, Sarine Keeney, who comes to us with over 9 years teaching experience. We welcomed many new and returning families to The Mustard Seed this year.

We passed our annual "unannounced" state inspection with a perfect score! We ended the year on a high note, with a generous donation made from the Patricia Lewis Zoch Children's Foundation in honor of their grandchild, Scotty Hawkins, who currently attends The Mustard Seed. We look forward to witnessing the developmental benefit the donation will provide our children.

The Mustard Seed is a ministry of St. Luke's Episcopal Church whose goal is to provide young children ages 18 months to three-years-old with a safe, caring environment to learn and grow. We believe children learn through exploration and play, so children are exposed daily to art, music, cooking, interest centers and circle time while reinforcing Christian principles. Daily gross motor opportunities are provided on our outdoor adventure playground with lots of trees and natural elements. The children attend Chapel weekly where they hear the word of God and experience his love from worship led by St. Luke's Director of Children and Family Ministries, Kris Spilker.

Our program, which is licensed by the Texas Health and Human Services Commission, operates Tuesday through Friday from 8:30-12:30 and follows a school year calendar. Enrollment for the 2023-24 school year has started! Available spots are offered to new students on our waitlist with priority given to church members or siblings of The Mustard Seed and St. Luke's Episcopal School students. If you are interested in more information about The Mustard Seed, please contact me at mustardseed@stlukes-sa.net or 210-828-6425 ext. 254.

It has been such a pleasure to be a part of this wonderful ministry to children!

YOUTH MINISTRY REPORT



DIRECTOR OF YOUTH
MINISTRY

In mid-October I began working as the youth director at St. Luke's, and although I have only been here a couple of months it already feels like home. I am truly blown-away by how kind and welcoming this entire congregation has been. Thank you for making me a part of the St. Luke's family!

Throughout 2021, the youth program underwent many transformations. Yet, in spite of everything, the students have continually shown resilience and taken part in turning this youth program into something special. One major highlight from the year was when the students got to clean out and decorate the youth room which we now use for our weekly Wednesday night meetings. These nights are full of fun, food, and faith. We also offer programming on Sundays. Andrea Cutter has been leading an awesome class for Middle School students called *Connect*. This class began in October and will last until May. The goal of this course is to help students connect with each other and with God through stories of the Bible. A Sunday school class for High School students also began this October after a lengthy hiatus. During this discussion-based class we engaged in meaningful conversation and prayer as we read key stories of the Old Testament.

For outreach in 2022, the St. Luke's Youth program got to volunteer with SnackPak4 kids. It was a rewarding experience for both the students and parents who had the chance to volunteer. We plan to continue this partnership throughout 2023. Other outreach opportunities are in the works, so please keep the youth program in your prayers as we continue to get involved in the community and beyond. In addition to outreach and weekly meetings, the students also participated in several recreational events like summer movie nights, Friendsgiving, and a youth group hike! As COVID cases lessen, I hope that we can participate in more fun events like these so that students can grow closer to one another and build the strong sense of community that the congregation of St. Luke's models so well.

Moving forward, my hope for 2023 is that the St. Luke's youth program continues this positive trajectory of growth as we work together to nurture the faith of these incredible students.

THE GREEN DOOR REPORT



The Green Door set another record in 2022, giving away \$122,000 to charities from the sales of YOUR donations. As part of our goal to increase the visibility and relationship with our grant recipients, we hosted an open house at the Green Door for the store's 69th anniversary. Our grant recipients appreciated the opportunity to network with one another that day. We will continue to explore ways to connect with our grant recipients in 2023.

We continued to make progress on the tasks that came out of our 2021 Strategic Planning Process. We re-started our Operating Committee that manages the day-to-day operations of the store and reports to the Green Door Board. We formalized an employee review process. We updated our By-Laws and Standing Rules and established a process to review them annually.

We set a goal of increasing our volunteers in 2022. We started the year with around 40 volunteers and ended with 50 generous souls, many of whom come more than one day per week. One way we did that was by posting volunteer tasks on Volunteer Match, which led to an on-going relationship with Spectrum Assoc. Management, who asks their employees to provide service hours each month.

We hosted St. Luke Episcopal School's 8th graders for a service day for a second year and look forward to more partnerships with the school in the future.

We are still receiving a consistent supply of high-quality donations, including a large donation of Coach and Kate Spade items this year.

I love connecting the work of the Green Door with the biblical concept of gleaning. Charity is voluntarily giving to those in need, which you do whenever you drop your donations at the Green Door, and the Green Door practices charity when giving away the proceeds of those sales. Gleaning is the obligation of those with means to provide the poor and marginalized access to a means of providing for themselves. Gleaning is the day-to-day work of the ministry of the Green Door: sorting donations, pricing donations, merchandising, and selling. Of course, our customers are

not only the poor; we have so many excellent donations that our volunteers are also our customers. Join us to make a dramatic improvement in the lives of others and you might find a treasure for yourself while you are working!

To learn more or get involved, reach out to one of our board members or our store manager, Cynthia Rodriguez, at greendoorslsa@gmail.com.

Thank you to our retiring 2022 board member: Karen Rogers, Treasurer.

2023 Board Members:

Ann Allen, Christian Giving

Betsy Baxter, At-Large

Carol Bayern, At-Large

Father Irv Cutter, Ex-Officio

Bonnie Giddens, Chair

Roberta Kidder

Martha Mitchell, At Large

Sallie Walton, Social Media

Matt West

Mary Young, Operating Committee

Treasurer and Facility Chair TBD

GREEN DOOR CHRISTIAN GIVING GRANTS 2022

WORLD MISSIONS

Texas Water Mission
Episcopal Diocese of West Texas World Missions
Episcopal Diocese of West Texas Immigration and Refugee Ministries

HOUSING AND FOOD INSECURITY

Christian Assistance Ministry
SAMM Ministries
Corazon Ministries

SUBSTANCE ABUSE AND RECOVERY

Alpha Home
Pay It Forward San Antonio

SENIORS/ELDERLY

Northeast Senior Assistance
Morningside Ministries

WOMEN'S MINISTRIES

Visitation House Ministries
Magdalena House
Family Violence Prevention Services
Women's Storybook Project of Texas
Dominion Hope House

END OF LIFE SUPPORT

Friends of Hospice San Antonio
ABODE Contemplative Care for the Dying

CHILDREN, YOUTH AND FAMILIES

San Antonio Botanical Gardens, Inc. CHEF Program
Hemisfair Conservancy
Good Samaritan Community Services
St. Luke's Episcopal School
Children's Bereavement Center of South Texas
Episcopal Diocese of West Texas Camps and Conferences
Boys and Girls Clubs of San Antonio
Green Spaces Alliances of South Texas
Any Baby Can of San Antonio, Inc.

SPECIAL NEEDS / INTELLECTUAL AND DEVELOPMENTAL DISABILITIES

Alamo City Performing Arts Assoc.
The Saddle Light Center
Low Vision Resource Center
Believe It Foundation
Special Olympics Texas
Project MEND
Form Communities
Mission Road Development Center
Brooke Army Medical Center Auxiliary Therapy Dog Program
SA Life Academy
The ARC of San Antonio

In addition to these organizations, a tithe of 10% was given to St. Luke's Episcopal Church

A DOLLAR MAKES A DIFFERENCE

St. Luke's Church responds to the needs of the community in so many ways. One favorite tradition is "A Dollar Makes a Difference." Starting around 2018, we began a tradition of inviting contributions once per month to address a particular need or support a particular agency. This offering helps us fulfill our mission to illuminate San Antonio with the Light of Christ, and it's a wonderful example of what happens when small contributions from many people add up to make a big difference. Here are the recipients of "A Dollar Makes a Difference" offerings in 2022:

Jan	Haven for Hope	\$365.00
Feb	Diocesan Camp Scholarships for parishioners and others in the diocese	\$824.00
Mar	Episcopal Relief and Development: support for Ukraine	\$1,854.01
Apr	Green Spaces Alliance of Texas	\$299.00
May	Bishop's Discretionary Fund	\$781.00
Jun	Children's Bereavement Center of South Texas: support for counseling efforts in Uvalde	\$899.51
Jul	USO San Antonio	\$261.00
Aug	Episcopal Diocese of Lexington: Relief for people affected by flooding in Kentucky	\$348.00
Sep	South Texas Blood and Tissue Center Foundation	\$228.00
Oct	Episcopal Relief and Development: relief for those affected by Hurricane Ian	\$504.50
Nov	Raul Jimenez Thanksgiving Dinner	\$260.00
Dec	SLEC Clergy Discretionary Fund	\$480.00
<hr/>		
Total		\$7,104.02

THE PERMANENT ENDOWMENT TRUST (PET)

The Permanent Endowment Trust was created in 1999 to receive and manage gifts to St. Luke's in perpetuity. The Trust is designed to provide income and capital growth for use by St. Luke's Church in support of its various ministries and programs. When the Church receives bequests from people who have remembered the church in their estate plans, those bequests are deposited into the PET.

Five Trustees meet quarterly to manage the PET, with the responsibility of carrying out the directions of donors and using the PET to support the mission and ministries of the church. Trustees for 2023 are:

- Bill Bayern, Chair
- The Rev. Irving Cutter, Rector
- Seth McCabe, Parish Treasurer
- Bill Goetz
- Kirstin Silberschlag

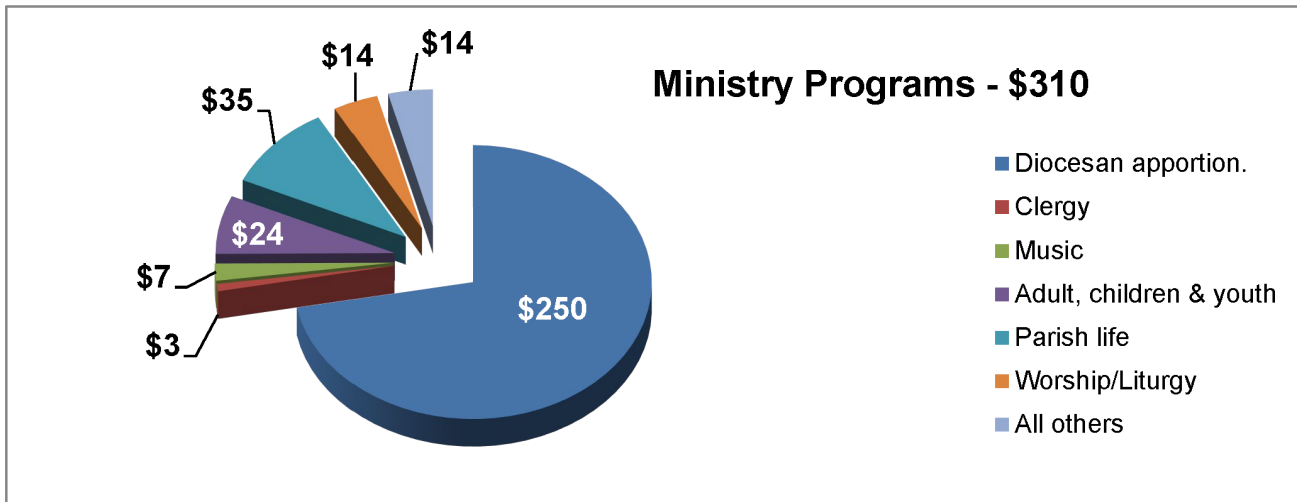
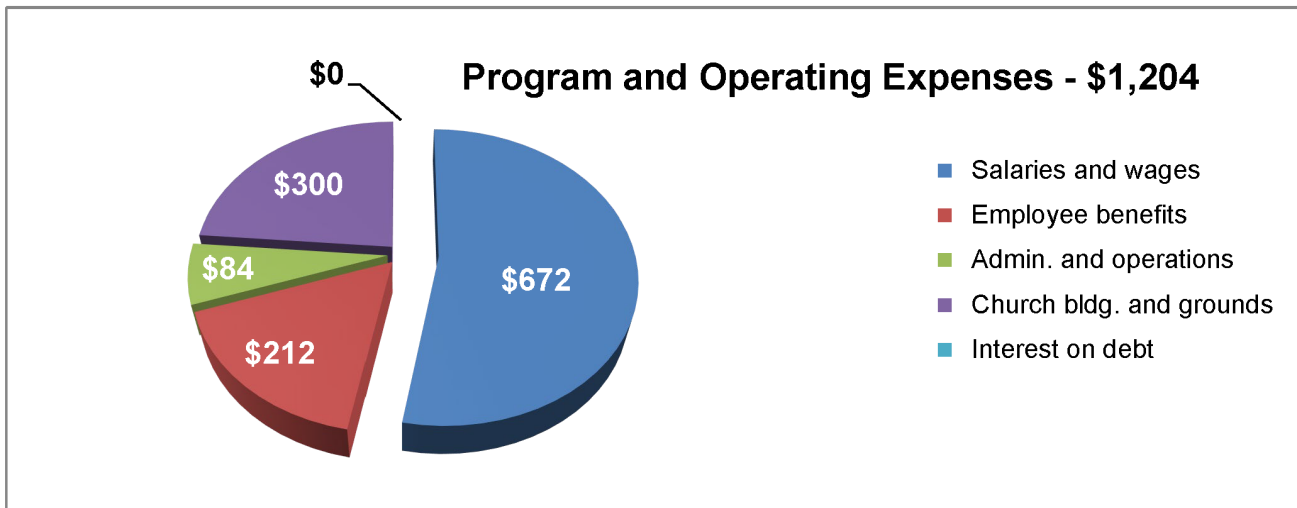
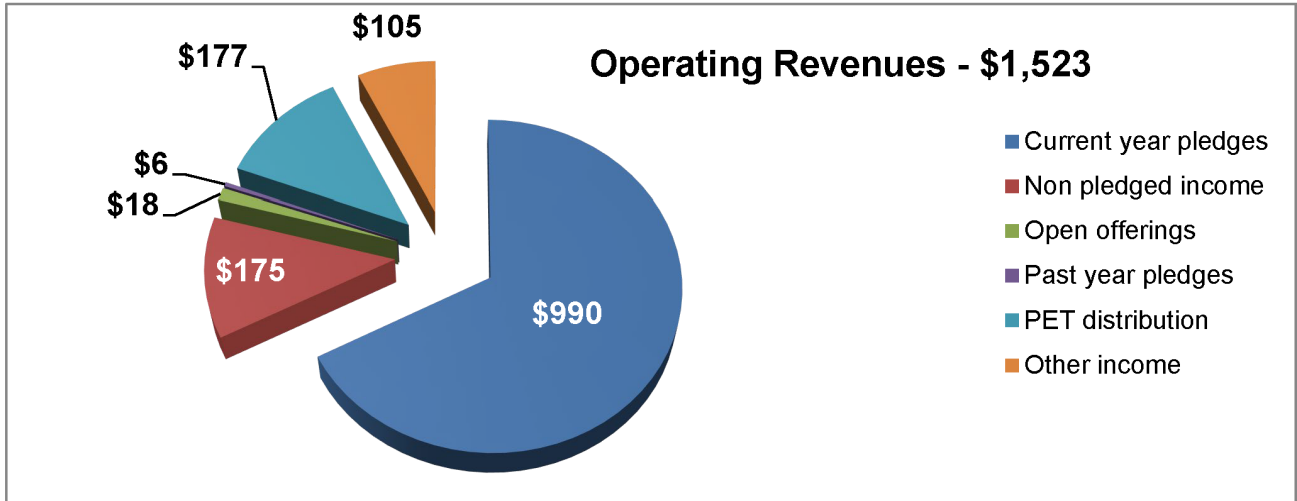
The PET ended the year 2022 with assets of \$3,296,690. During 2022, the PET distributed \$181,028 to the church, a portion of which was designated to support the Friends of Music. We continue to work with the Church's Finance Committee on issues related to the PET's loan in 2021 in support of the church's "Transformation and Celebration" capital campaign. An agreement is in place for the PET to receive regular interest payments on that loan, and the expectation remains that the church will pay back that loan as people fulfill their pledges to the campaign. We are glad that the PET could be a resource in support of this important campaign.

The PET is an important financial resource of St. Luke's Church! If you would like to explore ways to remember the church in your own estate plan, please talk to your financial advisor or contact any of the PET Trustees.

St. Luke's Episcopal Church
Executive Summary
2023 Annual Budget - General Operating Fund
(\$ in Thousands)

	Budget 2023	Actual 2022	(Budget) (Actual) 2023-B vs. 2022-A		Budget 2022	(Budget) (Budget) 2023-B vs. 2022-B	
			\$	%		\$	%
Revenues and Public Support							
Current year pledges	\$ 1,020.8	\$ 967.8	\$ 53.0	5.5%	\$ 979.4	\$ 41.4	4.2%
Current year pledges buffer	\$ (30.6)		\$ (30.6)		\$ -	\$ (30.6)	N/A
Non-pledged + Past year pledges	181.0	207.2	\$ (26.2)	-12.6%	228.0	(47.0)	-20.6%
Open Plate Offerings	18.0	19.8	\$ (1.8)	-9.1%	16.0	2.0	12.5%
Net contributions	1,189.2	1,194.8	(5.6)	-0.5%	1,223.4	(34.2)	-2.8%
PET distribution	177.4	176.6	0.8	0.5%	176.6	0.8	0.5%
Other revenue	104.9	99.3	5.6	5.6%	70.6	34.3	48.6%
Total Revenues	1,471.5	1,470.7	0.8	0.1%	1,470.6	0.9	0.1%
Program and Operating Expenses							
Salaries and wages	671.5	607.6	63.9	10.5%	641.4	30.1	4.7%
Employee related benefits	215.1	197.1	18.0	9.1%	212.0	3.1	1.5%
Diocesan apportionment	249.6	241.6	8.0	3.3%	241.6	8.0	3.3%
Church ministry	94.5	64.7	29.8	46.1%	68.0	26.5	39.0%
Administration and operations	84.0	77.9	6.1	8%	81.8	2.2	2.7%
Church building and grounds	300.0	258.4	41.6	16.1%	263.0	37.0	14.1%
Interest on debt	-	-	-	0.0%	-	-	0.0%
Total Program and Operating Expenses	1,614.8	1,447.3	167.5	11.6%	1,507.8	107.0	7.1%
Income (loss) from operations	\$ (143.3)	\$ 23.4	\$ (168.3)	-712.4%	\$ (37.2)	\$ (106.1)	-285.2%
Other Cash Flow Considerations							
Available cash at beginning of year	\$ 98.8						
Employee Retention Credit	75.0						
Accounts Payable	-						
Operating Cash Flow at end of year	\$ 30.5						

**St. Luke's Episcopal Church
2023 Operating Budget
(\$ in Thousands)**



VESTRY & OFFICERS

THROUGH TODAY

Catherine Bishop

Nancy Hawkins, Senior Warden

Jill S. Martinez

Laura Salfen

Heidi White, Junior Warden

THROUGH 2023

Ann Allen

Abby Cole

Peggy Pace

Ann Vineyard, Clerk

Doug Walton

THROUGH 2024

Charlie Alfaro

David Chidgey

Wes Graham

Jennifer Kelley

Roberta Kidder

Catherine Berenguer, Youth Representative

Seth McCabe, Treasurer

Kirstin Silberschlag, Chancellor

CLERGY & STAFF

The Rev. Irving Cutter, Rector

The Rev. Reagan Gonzalez, Associate Rector

The Rev. Dr. Mark Lee, Priest Associate

Angie Hudgins, Parish Administrator

Sara Spreen, Ministry Support Associate

Russell Jackson, Organist & Director of Music

Amy Foster, Financial Assistant

Jennie McLendon, Mustard Seed Director

Bryan Gonzalez, Director of Youth Ministries

Hannah Burks, Assistant Youth Director

Kris Spilker, Director of Children's & Family Ministries

Victor Eichhorn, Director of Communications and Marketing

Gracie Gonzalez, Lead Sexton

Gregory Wingerter, Facilities Manager



ST. LUKE'S
EPISCOPAL
CHURCH & SCHOOL