



ST. LUKE'S EPISCOPAL CHURCH & SCHOOL

ANNUAL PARISH MEETING
JANUARY 28, 2024

ANNUAL REPORT 2023 AGENDA

- Welcome
- Opening Prayer
- Introduction of Vestry
- Introduction of Vestry Nominees
- Explanation of Voting Procedures
- First Ballot
- Rector's Address
- The Green Door 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 2023

We celebrate those who were baptized at St. Luke's Episcopal Church in 2023.

Tatum Elizabeth McCullough	James Cruz Gomez JR	Angel Jose Vega	Jackson Fisher Shiu
Olivia Valerie Allen	Paulina Alicia Akula	Aria Lianna Vega	Georgia Katherin Berry
David Lance Verette III	Liam Sean Frederick	Damian Blaze Anguiano	Nora Louise Toppel
Scarlett Faye Hopper	Eamon Charles Frederick	Peyton Elizabeth Owen	Sloan Hart Butler
Joshua Gael Gomez	Maeve Louise Frederick	Chloe Grace Ranaweera	Graham Eden Cunningham
Noelle Ruth Gomez	Emma Dolores Dwarica	Evan Thomas Free	Ingrid Hyacinth Cunningham
Sydney Marisol Gomez	Levi Jack Perry Powell	Lyla King Free	

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. We were excited and blessed to welcome 27 new members in Christ to our St. Luke's family in 2023.

NECROLOGY FOR 2023

We remember those parishioners who departed this life in 2023.

Dr. Harmon Watson Kelley	Tamyra Ann Mackechney
Margaret Ballenger Cluck	Dr Willis Brown, Jr
Warren Bryan "Speedy" Hart II	Frank Russell Alexander
Leah Frances Harris	Marlene Ruth Merrett
Stuart Adam	Garrett Reid Hanke
Anne E. Jordan	Mary Jane Moore
John Joseph Munley	Sandra Lynne "Sandy" Graciano

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. Amen.

We appreciate and are grateful for the many volunteers and members of the Altar Guild, the Bethany Guild, the Usher Guild, the Eucharistic Ministers, and the building staff who assist and serve in our funeral services to help our St. Luke's community during their time of grief and worship.

We also give thanks to the members of the Bereavement Ministry; an outreach of our pastoral care at St. Luke's. This ministry sends cards on a rotating schedule to members of our parish community who lost an immediate family member. In 2023, they sent cards to 39 members of our St. Luke's community. They are a silent blessing during this time of loss for our St. Luke's family and community.

RECTOR'S REPORT



We produce the Annual Report every year as a gift to the congregation, a reminder about our church life over the previous year. In this report you'll find plentiful evidence that a lot is going well at St. Luke's Episcopal Church and School.

Thriving churches will share a few traits, and those traits are certainly present at St. Luke's:

Dedicated staff. It's my privilege to work with the staff of St. Luke's Church. Each member of the staff is talented and dedicated to their work, using their gifts and talents to further the church's mission. I give thanks for the clergy, ministry staff, administrative staff, and building staff who support the ministries of the church in so many ways.

Committed volunteers. So much of what we accomplish at St. Luke's is due to church members who are inspired to give of themselves to make things happen: people who assume leadership roles on the vestry and in various ministry groups; people who serve in various liturgical roles; people who teach or facilitate classes; people who pray and offer compassion. When you read in the following pages about what we accomplished in 2023, remember that it's the people of the church who set aside time and poured their energies into making things happen.

The guidance of the Holy Spirit. A church isn't just an organization like a business or a non-profit entity or a government agency. A church is a community animated by the Holy Spirit, the One who seeks to guide us and equip us and inspire us to serve God's purposes. The Holy Spirit is definitely in the background of this Annual Report. Everything we accomplished over the past year was possible because people opened their hearts to the guidance of the Spirit.

It also helps when a church has a campus that can serve as a setting for the church's ministries, and when a church has the financial resources it needs to support those ministries. At St. Luke's, we have both. I'm thankful to the volunteers and staff who tend to our buildings and grounds, and to the many people who give generously to ensure that we have the

funds we need to pursue the mission God has given us to illuminate San Antonio with the Light of Christ.

I hope you enjoy reading this report. I also hope your heart will be filled with joy and excitement as we reflect on the past year and anticipate the year to come.

Yours faithfully,

Irving Cutter +
 (The Rev.) Irving Cutter
 Rector

	2019	2020	2021	2022	2023
AVERAGE SUNDAY					
ATTENDANCE	331	108	162	221	258
BAPTISMS	14	10	18	16	27
WEDDINGS	3	0	7	3	8
FUNERALS	17	19	15	16	19

THE DELEGATION FROM ST. LUKE'S CHURCH TO THE 2024 DIOCESAN COUNCIL FOR THE DIOCESE OF WEST TEXAS

Delegates:

- Curt Mowen
- Ted Burkhart
- Michael Mortensen
- Suzette Harris
- Steven Rodriguez
- John Hopper

Alternates:

- Nancy Hawkins
- Sallie Walton
- Sara Spreen
- David Schrantz
- Emily Kittrell
- Robin Newman

Clergy:

- The Rev. Irv Cutter
- The Rev. Reagan Gonzalez

SENIOR WARDEN REPORT



As we emerged from the depths of the global pandemic, the vestry continued to work diligently supporting our church. I would like to recount the many ways that your vestry, with your generous support, has served St. Luke's church. With divine blessing and team synergy we have made novel accomplishments while standing upon time-tested tradition.

As is the custom, we convened for a vestry retreat in the spring. This year we chose to focus on our ministry groups: mission and outreach, connect and communications, stewardship, and faith formation. At the retreat I tasked our leaders with devising measurable and achievable goals, which we revisited throughout the year. This exercise centered our attention as well as provided accountability. Two days after the vestry retreat the horrific school tragedy unfolded in Nashville, which shook our country and especially our local community. This energized both church and school to ensure that our students, parishioners, and visitors are safe. With the guidance and support of the newly minted security task force the vestry oversaw the installation of 29 new bullet resistant windows on the church/school campus, replacement of the doors for the Mustard Seed classroom and director's office, implementation of metal reinforced doors with bullet resistant film at the crossing, application of privacy covers for the fence surrounding the sports court, expansion of the number of doors requiring secure access, increased background-checking capabilities at the church office, and authorization of a new policy mandating on-site security during funerals.

Whilst strengthening our security, the vestry did not lose sight of our Christian responsibility to be hospitable. Under the leadership of Abby Cole the vestry formed the greeter ministry and also held quarterly newcomer celebrations with food, drink, and fellowship. We initiated a search for new livestream equipment and recruited a new volunteer to livestream on Sundays. The faith formation ministry led by Charlie Alfaro hosted two facilitator trainings to encourage more parishioners to lead church classes. Our mission and outreach committee chaired by Ann Allen assisted with 75 Angel Tree donations and 150 grocery bags in partnership with Good Sam Ministries and St. Luke's school. The vestry also supported another successful annual St. Luke's Live (SLL) courtesy of the prodigious labor and leadership from

Abby Cole and Sallie Walton. SLL 2023 increased ticket sales with attendance jumping from 140 to 170 persons, introduced a wildly popular VIP reception hour, and ultimately raised over \$65,000. Our stewardship ministry championed by the steady hand of Wes Graham has reaped a tremendous harvest. There are 27 new financial commitments with 57% of pledges increasing for 2024. Many thanks to those who spoke to the congregation about the importance of pledging and also to all of you for your generous financial support. In addition, this past year saw the use of our online document archive to ensure future leaders have easy access to past vestry material. I would be remiss not to mention our outstanding Junior Warden, Dan Pfeil. He provided incredible on-site management for a myriad of building developments and did much of the heavy lifting of the seen and unseen projects around campus. I encourage you to read of his many accomplishments in the Junior Warden report.

In closing, I would like to thank Fr. Irv Cutter for his guidance and insight as well as the graduating vestry class: Ann Allen, Ann Vineyard, Abby Cole, and Peggy Pace. I also extend a hearty thank you to all the parishioners of St. Luke's. I appreciate your concerns, your kudos, and especially your love. It has been an honor to serve you. Peace be with you.

JUNIOR WARDEN REPORT



The year 2023 has been a very productive year in regards to projects completed at St. Luke's Episcopal Church & School. There were a number of projects addressing needed deferred maintenance that were being addressed but after the incident in Nashville in March our total focus was on security for the Church and School.

The progress made on the new security infrastructure as well as the other needed repairs and improvements were accomplished very quickly because of the generosity of several major donors as well as the outstanding staff of St. Luke's Church and School. A short list of projects completed in 2023 is as follows:

- The masonry walls supporting the gates in front of the dumpster were failing, they were rebuilt and a new masonry support wall was added to them as further support.

- 190 feet of the original 70 year old clay sewer pipeline between the fountain and St. Luke's Lane was removed and replaced with new pipe.

- New interior doors were added and existing interior doors were modified in the Crossing area to aid in the security of the buildings and to eliminate the need and expense of a second Police Officer.

- 26 of the original thin, clear glass casement windows in the Parlor, the second floor of the main building and the third floor of the School building were replaced with 1" insulated tinted glass windows in insulated aluminum frames. These windows are significantly more energy efficient than the ones they replaced and will pay for themselves in less than 10 years.

- The 3 original metal casement windows in the Mustard Seed classrooms were replaced with 1" tinted bullet resistant glass also in insulated aluminum frames.

- Our security Officer identified 123 existing and newly installed windows as being vulnerable to unwanted forced entry. These 123 windows received an application of a plastic ballistic film that will prevent the glass from shattering if impacted.

- A transaction window similar to what would be seen at a bank has been installed in the wall of the School office to enable the vetting of individuals before they enter the building.

- Current lighting throughout the buildings is being replaced on a regular basis with energy efficient LED replacements. Typically this results in a 30% to 50% reduction in energy consumption and the conversions pay for themselves in less than a year.

- The playground fence has been secured and covered with privacy screens at the request of our Security Officer. Playground equipment has been repaired and repainted. The wooden deck adjacent to the Sport Court has been repainted as well.

- 8,500 square feet of St. Augustine sod has been planted on the front lawn. The remaining area has been seeded with winter rye grass. The majority of the new grass was paid for by members of the Parish.

Going forward into this year we can announce that a large donation has been made to the School to pay for an additional

18 new windows and 4 new doors that will be replacing the original windows and doors on and above the Terrace overlooking the playground. The Kitchen will receive matching windows, the order has been placed and we expect delivery in early May.

Components for the new Air Conditioning System should start arriving at any moment. We are optimistically expecting completion of that project by late May.

There is a need to replace the last 85 feet of the sewer that services the Church and the School. It is the last of the original clay pipe sewer and when replaced we shouldn't need to worry about the sewer for another 50 years.

Thank You for all of Your Support during the Year,

VESTRY NOMINATIONS

Candidates for vestry are nominated by the Vestry Nominating Committee, which is made up of retiring vestry members and five additional parishioners. Members of this year's Vestry Nominating Committee were:

Retiring Vestry:

Doug Walton
Ann Allen
Abby Cole
Peggy Pace
Ann Vineyard

Parishioners:

Almeda Hodge
David Schrantz
Samantha Cox
Liz Conklyn
Curt Mowen



JIM CALDWELL

Occupation: 2M Lighting & Controls, Commercial & Industrial Manufacture’s Representative
St. Luke’s attendance: 1968-1978 & 2020-present

Current ministries supported: Usher, Audio Visual Live Stream Committee, Brotherhood of St. Andrew

It is my honor to worship Christ and discover our spiritual gifts and relationships. As a Christian we are taught to improve our spirituality, through the word of God and live by his teachings. As a Vestry member, I look forward to the care and control of the Church’s property, and the transaction of the business of the congregation. Encouraged by faith to serve and honor the Lord with St. Luke’s.



MIKE GILL

Occupation: Retired after 45yr career as an Aviator; USAF, Continental and United Airlines.
Began attending St Luke’s Church: 2004.

Ministries supported:

- 9 AM Usher.
- Choir Member.
- Men’s Bible Study.
- Stewardship Committee
- Lector and Eucharistic Ministe.
- Brotherhood of St. Andrew Member.
- Diocesan Conference Host Church Volunteer.
- Volunteer for Church and School Landscape Projects.

St Lukes represents not only our Church and School community, it is a portal for learning about, knowing and loving our Savior Jesus Christ and projecting His Light to others in our community. “Here I am! I stand at the door and knock. If anyone hears my voice and opens the door, I will come in...” Rev 3:20 I feel that our Church and School is that door and I want to serve and support St. Lukes. I would be honored to be part of the Vestry’s mission to partner with our Clergy and Staff to discern the Will of God for the future of St Lukes Church and School.



ROBIN NEWMAN

Occupation: San Antonio Water System Account Review
Began attending St Luke’s Church: 2010

Ministries supported:

- Daughters of the King
- Lay Eucharist Ministry
- Adult Formation Committee
- Outreach Committee
- Bereavement Team
- Door Assistant Journey through the Bible Cass

St. Luke’s is special to me because it provides me a place to grow my faith and to find ways to serve in the outside community. I want to serve on the Vestry to help guide St. Luke’s future and get to know the workings of the church that I do not see on a daily basis.

2024 VESTRY CANDIDATES



JESSICA KOONTZ

Occupation: Teacher (retired)

Began attending St Luke's Church: 1975

Ministries supported:

- Acolyte Guild
- Children's Choir
- Green Door Thrift Shop
- St. Luke's Episcopal School

St. Luke's has been my home for most of my life, since I moved here from England in 1975. I was confirmed by Bishop Scott Field Bailey, served as an acolyte through high school, and Claude and I were married here in 1993. My children Henry and Serena attended St. Luke's Episcopal School from ages 3 and 2 until graduation from 8th Grade. I began teaching Middle School History at St Luke's Episcopal School in 2010, and also filled other roles such as department chair and student advisor. I retired from full-time teaching in 2019 and I am now on the substitute roster. I loved being part of the school, an important ministry of our church, and that is why I would like to serve on the Vestry now, in order to do more to support my church family.



LISA PETROSKY

Occupation: Interior Designer, Owner of HSI Design Group – a hospitality design and procurement firm

Began attending St Luke's Church: late 1980's.

Ministries supported:

- Usher Guild
- Served on the Vestry 20 years ago
- Former Acolyte Team Leader

When I joined St. Luke's around 35 years ago, I knew I had found my church home. There was a spirit of joy among the parishioners, a big change from the Roman Catholic church in which I had been raised, and it helped me to rediscover my faith. My husband and I were married here, my daughter was baptized here and served as an acolyte, and two of her children have been baptized here and currently attend St. Luke's Episcopal School, where my daughter has served as the school nurse. St. Luke's is in a great place now under Father Irv's leadership and the growth we are seeing with young families joining the church is very exciting. To serve on the vestry at this time would be an honor as we continue to grow the parish and I hope to engage more people in the various ministries we offer.

ASSOCIATE RECTOR'S REPORT



We've had another busy and full year of Adult Formation at St. Luke's. It continues to be a privilege and joy to serve alongside you, and I'm grateful to all those who have supported classes and events this year, either by facilitating, helping prepare, or by participating and showing up. Our Mission Statement calls us to illuminate San Antonio with the light of Christ through transformative education for people of all ages, and I'm proud to be a part of this work with you and look forward to all the good things God has in store for us in 2024.

I would like to thank the members of my Adult Formation Committee for all the time and energy they put towards ensuring quality formation at St. Luke's. Members include Charlie Alfaro, Gretchen Bealer, David Chidgey, Ana Cotton, 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.

Below you can find the highlights of 2024 regarding Adult Formation, as well as an update on pastoral care at St. Luke's.

Sunday Morning Offerings in 2023

- Gospel of Matthew
- Bishop Election Q&A
- Book Study: *Falling Upward* by Richard Rohr
 - Facilitated by Ana Cotton and Dana Hamilton
- Going Deeper with the Gospels
 - Facilitated by David Chidgey and Charlie Alfaro
- Inquirer's Class (spring and fall)
 - Facilitated by Reagan in the spring and Irv in the fall
- Bible Study on the Holy Spirit
 - Facilitated by Irv Cutter
- Courageous Conversations
 - Facilitated by Curt Mowen and Reagan Gonzalez
- Intergenerational *Illustrated Earth* (Sundays in the summer)
 - Facilitated by a variety of folks
- Women in the Gospel
 - Facilitated Reagan Gonzalez
- Advent Series: The Christmas Story
 - Facilitated Reagan Gonzalez

Ongoing weekly or monthly formation in 2023

- St. Luke's Men Tuesday morning Bible Study, Charles John
- Wednesday morning Bible Study, Diane Thrush
- Wednesday evening Bible study, Reagan Gonzalez
- Thursday morning Mediation Group, Gretchen Bealer and Kay Fitch
- Young(ish) Adult Group, Abby Cole

Special Events

- Lent Retreat with The Very Rev. Kate Moorhead Carroll
 - In combination with St. Mark's
- Lenten Dinners: Becoming Beloved Community
- Stations of the Resurrection, Charlie Alfaro
- Facilitator Training (in July and August)
 - Hosted by the Adult Formation Committee
- Community Pet Blessing, October 2023
- Guest Speaker: Dr. Scott Bader-Saye on his book *Following Jesus in a Culture of Fear*
- Intergenerational Book Study of *The Screwtape Letters* by C.S. Lewis

Community of Hope International

Long time St. Luker's will recall that pastoral care has taken a variety of forms over the years. I'm happy to announce that we have re-established ourselves as a center for Community of Hope International. COHI equips lay people to serve in all forms of pastoral care. Pastoral care is when a person is being "present" in a listening, compassionate, non-controlling manner to an individual or group for the purpose of consciously or unconsciously representing God to them and seeking to respond to their spiritual needs. We commissioned and re-commissioned several lay chaplains this past fall. They will be working with Fr. Irv and I as we care for the spiritual wellbeing of parishioners of St. Luke's. Lay chaplains are prepared and available to walk with you through a variety of pastoral care needs including illness (short-term/crisis or chronic), hospital visits, life transitions (birth, divorce, career change, etc.), grief/bereavement and more. If you are in need or interested in being connected with a lay chaplain for pastoral care you can contact Fr. Irv or myself or speak to a lay chaplain (they'll have name badges soon!).

CHILDREN & FAMILY REPORT



DIRECTOR OF
CHILDREN AND
FAMILY MINISTRIES

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. Beyond the framework and formation options shared on our webpage, I want to highlight other talking points.

Children and Family Ministries Team. Each January we revisit the intent of the team/committee and commitment of members. That being said, a great many parents speak into our plans and approach throughout the year. Our growing team this year consists of continuing and new members: Paula Guajardo, Ann Allen, Jackie Ortiz, Cindy Akula, Leita Hatcher, Heather Blazi.

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. Materials found in our classrooms and spaces that children frequent reflect the beautiful diversity of God's creation.

Outreach. In the last few months, our school Chaplain, Sarah Kates, and I have been collaborating with our outreach committee to include tangible ways families can be engaged in serving our neighbors. We recently hosted a Pajama Party Night of Service partnering with Mission Road Ministries to give new pajamas to the children who live in their homes. Somewhat patterned after our Family Fun Nights, we welcomed families with children of all ages to participate in order to build community and foster a life of service. Our hope is to host similar nights throughout the year. We'd like to especially thank Lina Trische and Ann Allen (outreach committee members) for their leadership in helping with coordination.

Family Fun Nights continue to work well to connect newcomers and parishioners in fun and meaningful ways. At times, we feature a host who can share their talent by leading us in a demonstration (such as David Chidgey did on the

evening we created mini mosaics). Future themes (based in scripture) may be art, game, or outreach focus. Big thanks especially to Leita Hatcher and Rein Rodriguez for the many ways they coordinate and make it all happen.

Nursery - Our nursery staff continues to go through professional development twice a year that empower them to engage the children in play provided open-ended choices. In the Fall, they enjoyed an online workshop by Tym the Trainer focused on Positive Guidance and Discipline. Each workshop is approached with tremendous respect and love for the children and teachers - empowering them to understand choice while truly honoring curiosity and kindness. Plans are brewing for another session this spring.

Preschool formation started this Fall each Sunday led by our nursery staff. We are currently seeking volunteers to help lead this hour as our program continues to grow. The staff rings a bell and calls the preschoolers to the rug for a bible story (often told with elements of Godly Play), discussion time to hear what they notice and wonder, then offers related open-ended activities. Each staff member goes beyond what many might consider a "babysitter" because they lovingly engage in true play to build relationships much more in a teacher/student way with best practices. We continue to be immensely grateful for their ministry. Please keep this fantastic staff in prayer and encourage them with gratitude often:

- Paula Guajardo, Director
- Alyssa Aguilar
- Roxanne Huron
- Mary G. Martinez
- Lisa Chavez
- Joanna Cross

Formation - Several of our parishioners went through the 3 day Godly Play training course at the beginning of August that we co-hosted with the diocese. This has helped us develop a fantastic team of Godly Play teachers for our classes grades K-1 and 2-3.

- K-1 Grades: Cindy Akula, Victoria Bruns, Tara Welmaker
- 2-3 Grades : Jackie Ortiz, Ashley Stenoien, Rebecca Koch

Echoing enthusiasm for our great Sunday school teams, our fantastic Journey through the Bible class continues to be led by Caroline Mowen with this year's new co-teacher Kirstin Silberschlag and assisted by Robin Newman. We continue to be grateful for this whole team who prays for the children and their families, share bible stories in engaging ways, and build terrific class communities.

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 Moms continues this semester by meeting to watch and discuss a video series from Work of the People - "a spiritual visual library and virtual sanctuary for a growing community of people from all walks of life." Friends, neighbors and non-members are welcome. The point person for this season is Sarah Schimpff.

GenOn Christian Parenting Project

Some of us on our DWTX Christian Formation Committee have been participating on this newly launched "pilot project for churches longing to connect in meaningful ways with families. These 108 churches, and the families in them, will test and give feedback on resources that support parents/grandparents/caregivers, kids, and the connection between homes and churches. We are embarking on a mutual journey to find where God is leading us in our current contexts with the real felt needs of today's families."

The leaders of GenOn have hosted terrific workshops featuring leaders in topics such as understanding family systems, supporting families by having a trauma-informed ministry, and developing our relationships and plans rooted in empathy and deep listening to the people we seek to serve. If you are interested in joining this conversation and attending these workshops online, please contact me so I can connect you with the facilitator.

Possible Parenting Workshops or Seminars - Our ministry team along with several other parents are working on possibly choosing options to support parents in the faith journey of their family and to build our parish community including welcoming newcomers.

Camp Scholarships Available - We have not done this yet, but hey families! Let's sign up for the 1st session of the Mustang Island Family Camp! "Your family will have opportunities to unplug, relax, and reconnect with each other, faith, community, and God's glorious creation. Each room has a private deck view of the sea and boardwalk access to the beach." I often hear parents enthuse about how it is truly relaxing even for the parents since it is so well run. We have funds set aside and the diocese encourages parents to utilize the generous scholarship funds available!

MUSTARD SEED REPORT



DIRECTOR OF THE
MUSTARD SEED

2023 Highlights

I completed my first full year as Director of The Mustard Seed. I have truly enjoyed being a part of the St. Luke's Episcopal Church and Mustard Seed communities. We had three of our teachers remain with us at The

Mustard Seed, Maggie Boosalis, Maria Alvarado and Sarine Keeney. We welcomed a new teacher, Katie Barragan, who comes to us with over 20 years teaching experience. We also welcomed many new and returning families to The Mustard Seed this year.

Security and safety became a priority for our campus in 2023. Our classrooms received new, fireproof doors, bullet resistant windows, and the addition of new glass doors in The Crossing. The new windows and doors are safer and more secure, but they have also updated the overall look of the spaces. We have continued practicing our fire, severe weather and lockdown drills as mandated by the Texas Department of Health and Human Services Child-Care Licensing Division. I am so grateful for our families who contributed to the purchase and installation of the new windows and doors.

About the Program

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 2024-2025 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@slcesa.org 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

The very first day of October marked one full year that I have been with St. Luke's in the role as youth director, and I could not be more thankful to the members of the parish for the opportunity to be a part of this vital ministry.

2023 has been a year full of worship, fellowship, and community engagement for the youth group and January saw us hit the ground running and we kept up that momentum until the last days of December. We saw a combination of both continued existing programming, while also adding new opportunities and reviving many ministry opportunities. As we look back on 2023 we can say that the youth answered our call from Christ to serve with the same power of a steam engine, and carry that with us into 2024, ready to continue Jesus' call.

We have continued and grown the weekly Sunday night lessons that comprise those essential components for a youth group: good food, faith, and lots of fun. Beginning this fall, we returned to a split evening with middle and high school focused offerings with a shared meal in between.

- Middle school explored the liturgy and stories of individuals from the Bible who many would consider side characters, yet who have a tremendous impact both on the ministry of Jesus and our own faith lives.
- High schoolers began the fall delving into how our faith can be shaped by popular media through the viewing of

the series “Miracle Workers” which envisions Heaven as a company and God serving as the CEO. This series allowed the youth to explore the depictions of our faith and how we engage with our own faith both at the personal and parish level.

- Sunday morning formation hour continued with lessons focused on the daily liturgy and the Pauline Letters, allowing the youth to explore the readings heard during the service and reflect on these lessons.

In addition to these traditional offerings, October saw the start of Wednesday night lessons with the intergenerational class that read the *Screwtape Letters* by famed Anglican C.S. Lewis. December saw the Wednesday evening classes continue with the history of Christmas carols series in conjunction with our very own Russell Jackson. The end of this series saw the return of the beloved tradition of members of our parish going out caroling, and on December 21 members of all ages from SLEC went caroling at the homes of several of our members to spread seasons joy.

Throughout our lives we are called by Jesus to serve our communities, whether it be our St. Luke’s family or our wider San Antonio community. For 2023, the youth answered this call by designating it as our year of service. To meet this goal, the youth began a new program called Service Saturday’s which saw one Saturday each month dedicated to partnering with a ministry or nonprofit which allowed the youth to not only participate in the needed work, but learn the ins and outs of why these projects are so important. Some of these service projects included:

- Laying the initial sod on the south lawn.
- Taking down decommissioned parts of the school playground.
- Tending to the San Antonio Food Bank Farm at Mission San Juan.
- Cooking pancakes for the annual Shrove Tuesday dinner.
- Felling and disposing of invasive plant species at the Headwaters sanctuary.

The youth met each challenges with the dedication and sense of fun that is at the heart of each youth. Truly our main highlight of this call to service was the return after many years of the St. Luke’s led mission trip. October saw multiple youth

travel to the border city of Laredo where they engaged with a local nonprofit The Holding Institute that assists those who have recently migrated to the US and gone through customs by providing food, medical care, and clothing. During our stay the youth assisted in these vital works while also engaging with members of the US Border Patrol and representatives from the local community to better understand the complex nature of the southern border. A critical aspect of this mission trip was to ensure this would not be a one off trip, with plans to support both the Holding Institute and local migrant ministries through clothing and food drives planned throughout 2024.

While it is important to focus on the works of our youth, it is equally important to look at the fun and fellowship that was had throughout 2023 and how the bounds of friendship among our youth have grown. These fellowship events included:

- January St. Luke’s lock-in for a night of worship and fun in our Church, with the next morning seeing the youth hike Enchanted Rock and explore the nearby town of Fredericksburg.
- Summer programming each Sunday (St. Luke’s was the only Episcopal parish in San Antonio to offer uninterrupted programming)
- Bowling night.
- SLEC hosted joint youth night and water balloon fight with St. Mark’s and St. Thomas.

To ensure there’s always time for fellowship and fun, the high schoolers have begun a new tradition of visiting a nearby restaurant one Sunday each month, and middle schoolers also having off campus dinners during special events and holidays.

As we begin our steps into the new year the St. Luke’s youth group has already hit the ground running with many planning formation and fellowship events. These future events will set the course as we continue on our journeys of faith together, and I again offer my deepest thanks to all at St. Luke’s for the support of this amazing ministry.

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 2023:

Jan	DWTX Recovery Ministries	\$247.00
Feb	Diocesan Camp Scholarships	\$483.00
Mar	CAM - Christian Assistance Ministry	\$301.10
Apr	Chapel of the Cross MS (tornado relief)	\$905.00
May	Towne Twin Village (HFCC)	\$329.00
Jun	Project Cool	\$291.50
Jul	Fisher House	\$329.63
Aug	friend of David Cotton	\$537.00
Sep	Clergy discretionary fund	\$375.00
Oct	SNIPSA	\$233.00
Nov	Raul Jimenez Thanksgiving Dinner	\$560.00
Dec	Project Wee Kare	\$390.00
Total		\$4,981.23

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 2024 are:

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

The PET ended the year 2023 with assets of \$3,525,654. During 2023, the PET distributed \$181,667 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! In 2023 we received bequests from the estates of Cathryn Smith, Michael Seiferth, and Truman McCord, Jr. 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.

THE GREEN DOOR REPORT



The Green Door celebrated its 70th anniversary in 2023 with a parish wide luncheon and ad-hoc style show. Many volunteers, parishioners and their children wore something purchased at the Green Door. Men from the parish made brisket and all the sides were underwritten by Green Door Board members. Mr. Cory McRae told us about the individual impact of the Green Door grants for the Alamo City Performing Arts Association performers.

We set another record in 2023, giving away \$135,000 to charities from the sales of YOUR donations.

We continued to make progress on the tasks that came out of our 2021 Strategic Planning Process. This year we chose to focus on long-overdue facility improvements, some of which fall into the category of maintenance. The floors were last done after a 1992 fire damaged the store. They have served us well, but the VCT tiles were cracking and failing in many places. While the store is empty, we are taking the opportunity to paint all the walls, replace a hot water heater that we did not know we had, and add some electrical outlets where we now have computers. We are grateful to parishioner Jay Sims who arranged for Eaton Electric to donate their time to the Green Door.

The Green Door Board completed a second year with an employee review process, annual review and updating of our By-Laws and Standing Rules.

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

The Operating Committee was led by Mary Young and Betsy Baxter. They met about four times last year and managed the day-to-day operations of the store. Joe Jones will join the Green Door Board in 2024 and lead the Operating Committee. We started 2022 with 40 volunteers and currently have about 54 people. We need more!

We are still receiving a consistent supply of high-quality donations. Sorting and organizing donations are one of our highest areas of volunteer need. If you resolved to move more in 2024, this activity could help you meet your goals. It requires emptying bags or boxes of donations, inspecting them, and placing them on a shelf or hanger for a pricer. After the flooring is replaced, we will have one additional pricing volunteer workstation. If you resolved to challenge your mind in 2024 this activity is for you. Sometimes it involves researching a unique item to establish its thrift store value, other times we need to enter inventory into the computer database as quickly as possible at a fairly set price. We need people who enjoy doing the data entry and people who enjoy the research. You don't have to do both!

We experimented with an Instagram store in 2023 as well as participating in Gathered Market. The board will be discussing our on-going efforts in those areas. But no matter what we decide, we need to explore ways to get our inventory in front of a wider audience. In the past we'd list items on Craigslist. We occasionally list high end items on Ebay, but we do not have a volunteer setup to handle shipping. If this is an area that intrigues you, please let us know and we can explore growing the online presence of the Green Door.

I've included this in the annual report the last few years, but I can't eliminate it because I love the concept of 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, and that integration makes the whole ministry more powerful. 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 2023 board members: Carol Bayern, Betsy Baxter and Mary Young!

2024 Board Members:

Ann Allen, Christian Giving
Andrea Cutter, At-Large
Father Irv Cutter, Ex-Officio
Bonnie Giddens, Chair
Almeda Hodge, Secretary
Joe Jones, Operating Committee
Roberta Kidder, At Large
Martha Mitchell, At Large
Sallie Walton, Social Media Committee
Matt West, Facility Chair
Treasurer is needed

GREEN DOOR CHRISTIAN GIVING GRANT RECIPIENTS 2023

ABODE Contemplative Care for the Dying
Alamo City Performing Arts Association
Alpha Home
Any Baby Can
Believe It Foundation
Boys and Girls Clubs of San Antonio
Botanical Gardens Youth & Family Culinary Program
Brooke Army Medical Center Auxiliary
Children's Bereavement Center of South Texas
Christian Assistance Ministry
Eating Disorder Foundation of South Texas
DWTX Camps and Conferences
DWTX World Missions
DWTX Immigrant and Refugee Ministries
Every Shelter
Family Violence Prevention Services, Inc.
Form Communities, Inc.
Friends of Hospice of San Antonio
Good Samaritan Community Services
Green Spaces Alliance of South Texas
Guide Dogs of Texas
HemisFair Conservancy
Interfaith Welcome Coalition
Low Vision Resource Center

Magdalena House
Mission Road Development Center
Morningside Ministries
Northeast Senior Assistance
One Common Thread
Pay It Forward San Antonio
Project MEND
Reaching Maximum Independence
Restore Education
Roy Maas Youth Alternatives
SA Life Academy, Inc.
Saddle Light Center
San Antonio Metropolitan Ministries
San Antonio Threads
Special Olympics Texas
Special Reach, Inc.
St. Luke's Episcopal School
Texas Water Mission
The Arc of San Antonio
THRU Project
Visitation House Ministries
Wild at Heart
Women's Storybook Project of Texas

2023 ANNUAL MEETING MINUTES

Introductory Prayer: Fr. Irv Cutter

I First Order of Business: Nancy Hawkins

Nancy called for approval of Ann Vineyard as Clerk, to take minutes during the meeting. She was approved by approval of the congregation. No vestry nominees were offered from the floor. The slate was approved by acclamation.

*The new nominees for Vestry were introduced:

Ana Cotton	Leita Hatcher
John Hopper	Griffin Kissling
Dan Pfeil	

*The outgoing Vestry members were introduced:

Jill Martinez	Heidi White
Laura Salfen	Catherine Bishop
Nancy Hawkins	

* Current Members of the Vestry:

Ann Allen	Abby Cole	Doug Walton	Roberta Kidder
Peggy Pace	Ann Vineyard	Charlie Alfaro	David Chidgey
Wes Graham	Jennifer Kelley		

II The Meeting was turned over to The Rev. Irv Cutter

Fr Irv described his time as a new priest at our church and all of the challenges associated with the pandemic from 2019 and on. The Vestry was thanked for its service, as was the organist, Russell Jackson. Highlights of Fr Irv's time at St Luke's included the Capital Campaign, the changes in staff, the successes of the Green Door, increase in the enrollment at St Luke's School, new members in the church, baptisms and weddings. A major event was the St Luke's Live fundraiser, raising money for the youth in the church. Fr Irv felt that new members were looking for a real spiritual depth and were finding it at St Luke's.

III The Rev Reagan Gonzalez

The Rev Reagan explained the kind of Small Group Formation that she was hoping to develop at St Luke's. These would be groups that could create their own formula for interesting projects. She encourages anyone interested to talk to her.

IV. Outreach committees

We have several active outreach programs in the church, and we're hoping to reach out to other churches:

*We're meeting with St. Mark's on Saturday, March 4.

*We're enjoying visitors to our church every week.

*We may host delegates to the Diocesan Convention next year.

*St Paul's is visiting here during Lent.

VI. Capital Campaign: Charles John

Charles reported on the success of the campaign. The money collected was used for: the pipe organ (celebrating its one-year anniversary in January), repairs to the stained-glass windows, and upgrades to the HVAC system.

Work planned: The DiRaddo Bldg., landscape around the church, improvements to the Parlors. 75% of the money has been collected and the rest needs to be in by the end of the year.

VII. Children and Family Ministries: Kris Spilker

Kris described the work that went in to all that's involved in caring for children in the church and developing their faith. There was also much work in upgrading the nursery and classrooms.

VIII. Youth Ministry: Bryan Gonzalez

Bryan is the new leader of the middle and high school age members of the church. He's developing programs and activities to build the groups. He described some of the programs he will offer the students.

IX Treasurer's Report: Fr. Irv

Seth McCabe was not present so Fr. Irv summarized the report. The results were good after last year's deficit. Income was OK. Expenses were lower (a \$23,000 surplus). We do need more pledges to come in. The PET fund helped income (we will need to pay it back). Expenses will be more than income next year. We see will income from PET as well as the St Luke's Live fundraiser.

X. PET: Bill Bayern

The PET fund was developed in 1999 and has grown to \$3.3 million. With investment returns it can help the church when needed. \$182,000 was leant to the church this year and will then be paid back. The fund encourages members of the church to donate money from insurance policies, lifetime gifts, wills etc.

XI. Vestry Honors

Well deserved praise for: Nancy Hawkins, Senior Warden; Heidi White; Junior Warden, Catherine Bishop; Laura Salfen; and Jill Martinez. The selection of Junior Warden, Clerk, Chancellor, comes later, but Fr Irv has the privilege of choosing the Senior Warden for this year. His choice is Doug Walton. The delegates to the Diocesan Council were invited to come to the front. All the new officers, vestry members and representatives were commissioned.

The meeting was closed.

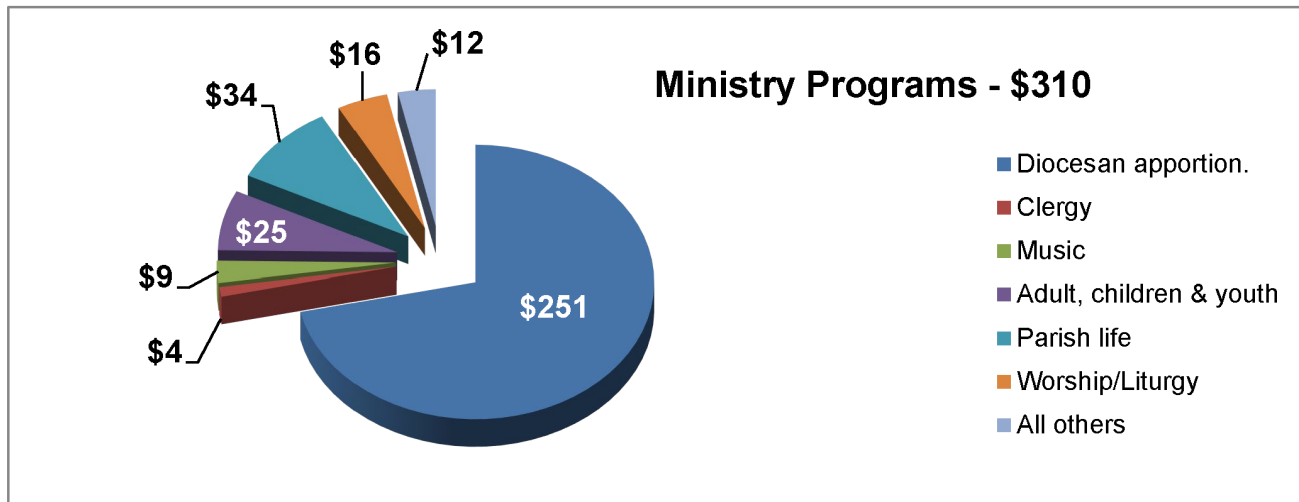
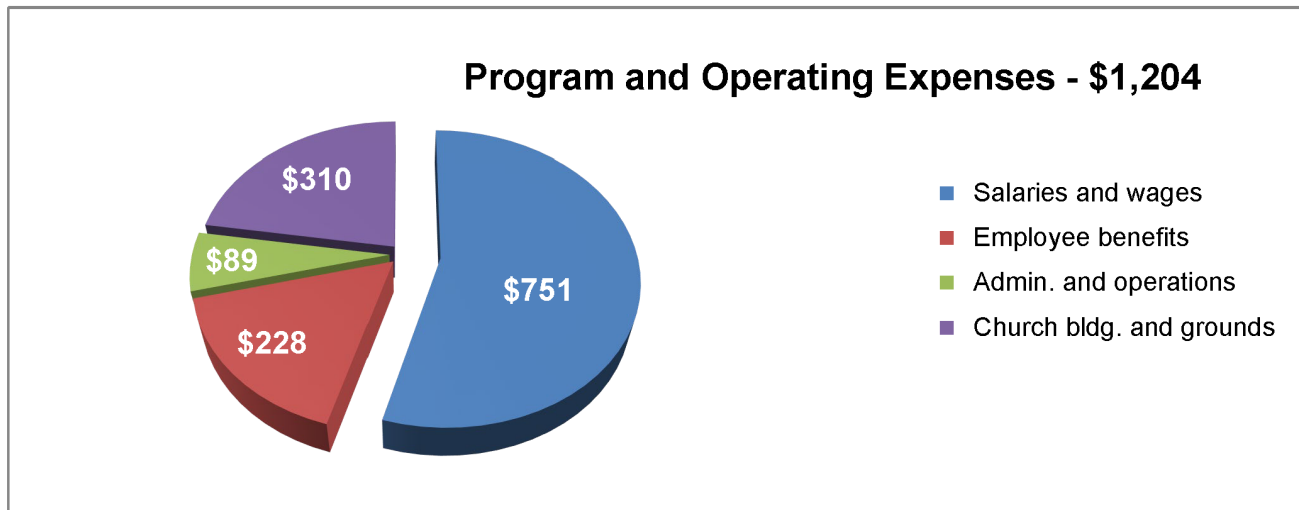
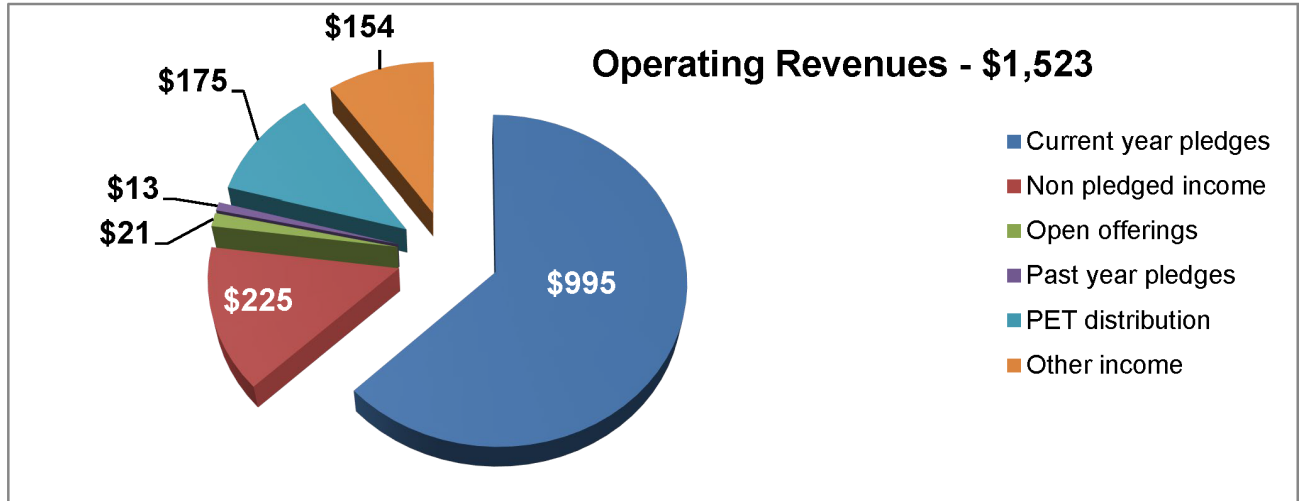
Ann Vineyard
Clerk

The Vestry approved these minutes at its meeting on February 27, 2023.

St. Luke's Episcopal Church
Executive Summary
2024 Annual Budget - General Operating Fund
(\$ in Thousands)

	Budget 2024	Actual 2023	(Budget) 2024-B vs. 2023-A		Budget 2023	(Budget) 2024-B vs. 2023-B	
			\$	%		\$	%
Revenues and Public Support							
Current year pledges	\$ 1,026.1	\$ 989.4	\$ 36.7	3.7%	\$ 990.2	\$ 35.9	3.6%
Current year pledges buffer	\$ (30.8)		\$ (30.8)		\$ -	\$ (30.8)	N/A
Non-pledged + Past year pledges	238.0	241.1	\$ (3.1)	-1.3%	181.0	57.0	31.5%
Open Plate Offerings	21.0	22.2	\$ (1.2)	-5.4%	18.0	3.0	16.7%
Net contributions	1,254.3	1,252.7	1.6	0.1%	1,189.2	65.1	5.5%
PET distribution	174.8	177.4	(2.6)	-1.5%	177.4	(2.6)	-1.5%
Other revenue	154.3	272.8	(118.5)	-43.4%	105.0	49.3	47.0%
Total Revenues	1,583.4	1,702.9	(119.5)	-7.0%	1,471.6	111.8	7.6%
Program and Operating Expenses							
Salaries and wages	751.4	668.7	82.7	12.4%	671.5	79.9	11.9%
Employee related benefits	228.4	214.9	13.5	6.3%	202.2	26.2	13.0%
Diocesan apportionment	251.2	249.6	1.6	0.6%	249.6	1.6	0.6%
Church ministry	99.7	99.9	(0.2)	-0.2%	94.6	5.1	5.4%
Administration and operations	88.7	95.0	(6.3)	-7%	84.0	4.7	5.6%
Church building and grounds	309.6	279.2	30.4	10.9%	300.0	9.6	3.2%
Total Program and Operating Expenses	1,729.0	1,607.3	121.7	7.6%	1,601.9	127.1	7.9%
Income (loss) from operations	\$ (145.6)	\$ 95.6	\$ (2.2)	-252.3%	\$ (130.3)	\$ (15.3)	-11.7%
Other Cash Flow Considerations							
Available cash at beginning of year	\$ 168.4						
Accounts Payable	-						
Operating Cash Flow at end of year	\$ 22.8						

**St. Luke's Episcopal Church
2024 Operating Budget
(\$ in Thousands)**



VESTRY & OFFICERS

THROUGH TODAY

Ann Allen

Abby Cole

Peggy Pace

Ann Vineyard, Clerk

Doug Walton

THROUGH 2024

Charlie Alfaro

David Chidgey

Wes Graham

Jennifer Kelley

Roberta Kidder

THROUGH 2025

Ana Cotton

Griffin Kissling

John Hopper

Leita Hatcher

Dan Pfeil

Catherine Berenguer, Youth Representative

John Sandidge, Treasurer

Kirstin Silberschlag, Chancellor

CLERGY & STAFF

The Rev. Irving Cutter, Rector

The Rev. Reagan Gonzalez, Associate Rector

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

Kris Spilker, Director of Children's & Family Ministries

Paula Guajardo, Nursery Director

Victor Eichhorn, Director of Communications and Marketing

Gracie Gonzalez, Lead Sexton

Gregory Wingerter, Facilities Manager



ST. LUKE'S
EPISCOPAL
CHURCH & SCHOOL