



2024 ANNUAL REPORT

The 190th Annual Meeting
January 26, 2025

**The Episcopal Church's
mission is to restore
unity with God and each
other through Christ.**






401-884-4116 
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99 Peirce St., East Greenwich, RI 

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AGENDA

1. Welcome and Prayer Jarrett Kerbel
2. Determination of Quorum and Appointments Deborah Collins
3. Approval of 2024 Minutes Jarrett Kerbel
4. Statement of Purpose: Why have Annual Meeting? Jarrett Kerbel
5. Transition
 - a. Unveiling of the Parish Profile Rob & John Walsh
 - b. Introduction of the Search Team Deborah Collins
 - c. What's Next for Transition Deborah Collins
6. Budget Report Michael Sullivan
 - a. Q&A
7. Properties Report Deborah Collins & John Lukens
 - a. Q&A
8. Stained Glass Window Stacey Nakasian
 - a. Q&A
9. Interim Rector's Report Jarrett Kerbel
10. Election of Vestry, Delegates, Nominating & Officers Jarrett Kerbel
11. Introduction of the Transition Prayer for the Search Phase Nancy Arnold
12. Hymn and Dismissal Rodney Ayers

LEADERSHIP AND STAFF

2024 LEADERSHIP AND STAFF

Clergy

The Rev. Jarrett Kerbel, Interim Rector
The Rev. Dr. Jonathan Malone, Pastoral Associate

Parish Staff

Rodney Ayers - Minister of Music
Suzie MacDonalds - Administrative & Communications Manager
Amy Weigand - Director of Family & Youth Ministries
Lisa Paolino - Bookkeeper
Clarissa Altagracia Montero Masturzi - Sexton
Karen Phelps, Nursery

Current Members of the Vestry

Deborah Collins – 2024-2025 Senior Warden
Jacob Trombino – 2024 Junior Warden
Michael Sullivan – 2024 Treasurer
Julie Gemma – 2024 Clerk of the Vestry
Katie Anderson -- 2024
Corie Jacaruso – 2024-2026
Kate Gressle – 2022-2024
Jan Burch – 2024-2026
Bill Clement – 2024-2026
Margaret Clifton – 2023-2025
Shareen Knowlton – 2023-2025
Judi Nichols – 2022-2024
John Lukens – 2023-2025

Current Delegates to Diocesan Convention

Deborah Collins
Pam Dresselhouse
Dotty Fleming
Bill Warburton (Alternate)

PROPOSED LAY LEADERSHIP

Slate of Officers

Shareen Knowlton ~ 2025-2026 Junior Warden
Michael Sullivan ~ 2025 Treasurer
Julie Gemma ~ 2025 Clerk of Vestry

Vestry Candidates

Dana Sparhawk ~ 2025-2027
Sarah Curtis ~ 2025-2027
Dale Stretz ~ 2025-2027
Katie Anderson ~ 2025 (completing Shareen Knowlton's term)

Ongoing

Jan Burch ~ 2024-2026
Bill Clement ~ 2024-2026
Margaret Clifton ~ 2023-2025
Corie Jacaruso ~ 2024-2026
John Lukens ~ 2023-2025

Delegates to Diocesan Convention

Dorothy Fleming
Pam Dresselhouse
Steve McLoughlin
Bill Warburton
Deborah Collins (Alternate)

Rector Search Team

- Geo Borgia
- Brent Bostick
- Victoria Strang
- Laura Sullivan
- Catherine Pilkington (Youth Representative)
- Dana Sparhawk
- Deborah Collins (Senior Warden/Co-Chair)
- Neal McNamara
- Stacey Nakasian
- Patricia Warburton

PROPERTIES COMMITTEE

It has been an active year for our Property team. We started and ended the year with storms that rained water into the northeast tower, which led to weeks of work to dry and restore the area to working order. After the mid-December 2023 storm, months of research on water mediation, review of documentation on past repairs to the tower, and talking with property folks at other churches led to the identification of a firm that will provide a design plan for restoration of the bell tower. This plan will include a thorough assessment of masonry, flashings, structural steel, the bell support system, water run-off, and the temporary stabilization assembly. We are grateful for the award of a \$20,000 Diocesan grant to cover this plan.

In addition, concurrent efforts include investigating water mitigation at the base of the northeast tower, air quality concerns in the bell tower and chapel, and repairs to and replacement of the lower roof surrounding the sanctuary. Again, a Diocesan Grant of \$4,000 was awarded to cover the bird-proofing and cleaning of the bell tower, without which none of the restoration work could proceed. Comparative estimates for the water mitigation at the tower base, the air quality work in the chapel/basement, and the roof initiatives have been invited from multiple contractors with work to begin in 2025.

A full campus inspection was completed over the summer to address the long-standing request from St. Luke's Finance Committee and Vestry for a maintenance schedule and plan. This assessment allowed the Property team to identify priorities for immediate and longer-term attention. Citations noting instances of safety concerns or poor or fair conditions were outlined, some of which overlapped with tower initiatives already underway. These projects included:

- Parking lot pothole (completed compliments of the Town of EG)
- Dumpster Day to clean bell tower, basement, and sacristy storage areas
- AC mini-split repairs
- Electrical sub-panel repairs per missing breaker covers
- Installation of thermostat in sanctuary
- Valve replacement in boiler room and nitro fill of expansion tank (more boiler work due in 2025)
- Exterior stair rails painted and gaps closed with screens for the safety of small children

In addition, a number of repair jobs and upgrades have been completed as interim steps to larger projects/work including:

- New lighting in sanctuary
- Outdoor drain under loggia cleaned out
- Sanitary bins installed in bathrooms
- Carpet hazard in center aisle repaired in sanctuary
- Conduit braced above basement-to-chapel door
- Tools hung inside basement door
- Repair of nursery changing table
- Repair to Chapel window
- Vesting closet/shelving completed in Room #2 per transfer of food cupboard storage from Room #2 to Christian Ministries room
- Installation of Koala Care changing tables in the restrooms near the sanctuary.
- Numerous small repairs and upgrades that occur most every week of the year!
- Motion light replaced over basement door to loggia

We want to give special thanks to the Records Management team and their assistance in locating blueprints, floor plans, records, invoices and other related documentation of repairs or modifications to St. Luke's property. These materials are essential to clarifying infrastructure issues and informing current and upcoming projects. Continued accumulation and organization of property related information will make maintenance, repairs, and upgrades all the more effective as we move forward.

Property team members include: Doug MacPherson, Steve Nichols, Tom Dresselhouse, Bill Warburton, John Lukens, Bob Sloan, Mark Cordle, and Deborah Collins. Please feel free to speak to them about ongoing projects or other property concerns.

REPORT FROM THE INTERIM RECTOR: THE REV. JARRETT KERBEL

Grateful

Grateful, is how I am feeling as I serve St. Luke's. Grateful to God for the opportunity to serve such a wonderful faith community. Grateful for all of the wonderful members and leaders who have collaborated with the Holy Spirit over 190 years to form a ministry that so effectively proclaims the Gospel in word, song and deed. Grateful that God is preparing to send you a new Rector who will celebrate your Bi-centennial with you! Looking ahead, you will have so much to celebrate!

A Metaphor

As I prayed on this report, the image that came to me was a deep, wide, clear river. As someone who grew up close to the Raritan River and the Delaware River and as a fly-fisherman, I have a great affinity for rivers. Some churches, like St. Luke's, are like the Delaware, deep and following a well worn channel, majestic yet not ostentatious, strong yet well-mannered, full of life, and life-giving to the surrounding ecosystem. Some churches are like the Raritan, full of rocky shoals, prone to drying-out, full of toxicity, and constantly changing its channel or inundating its floodplain. On the Delaware you can easily stay together with your friends while boating, tubing, kayaking and drift boating. On the Raritan you need to get out and carry your boat every quarter mile or so and I would recommend a good shower at the end of the trip!

St. Luke's is like a strong river. The current of the Holy Spirit has been flowing down the channel called St. Luke's for 190 years and has imparted an identity, a character, and abundant gifts on the congregation. The congregation has been open and responsive to the Holy Spirit and as a result has taken on a Christ-Like character in many respects.

My metaphor is one of celebration. It is also meant to help us understand this moment of transition. Like a river, St. Luke's has character, momentum and direction. 'Effective churches' build on their giftedness and learn how to adapt to the future based on their existing character and strengths. Your new rector will be entering a powerful current. She or he will be joining a river in motion. The fun and excitement will be discerning together with your new leader how you will flow into the future firmly connected to the wellspring of the Holy Spirit and the creative energy She supplies for adapting as the world changes. Speaking as an angler, the worst thing you can do to a river is dam it or divert it too aggressively. Thank goodness dams are coming down on rivers all over the country to restore natural flow. Going forward, embrace the flow and let it carry you to new, unexpected blessings!

Hopeful

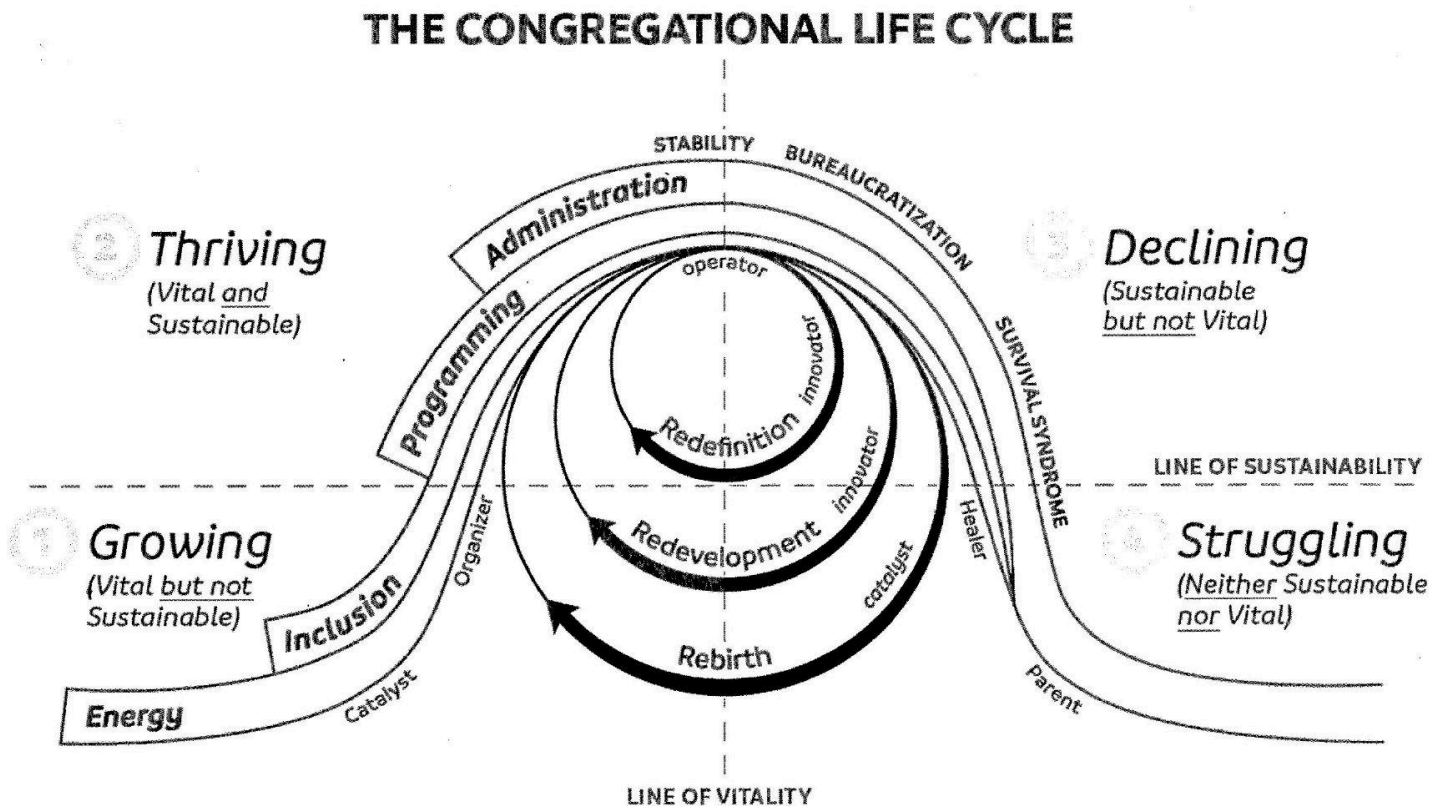
I am extremely hopeful about St. Luke's. God has given you all the gifts you need to serve God faithfully and creatively. You welcome newcomers and families at an impressive clip; 1 or 2 each Sunday by my count! Helping these new folks to connect, get involved and call this church home needs to be a core priority going forward. I am recommending that the church adopt the Invite, Welcome, Connect program and I am working with the Newcomer Ministry to explore it.

I also believe you will overcome your structural deficit. Practically, this will mean you raise enough money in stewardship each year to cover your operating expenses which mostly consists of salaries. As you make this progress, I hope you will dream about a full time Children and Youth Minister position and a Sexton. You are gifted in Children and Youth Ministry and developing this ministry will help your church thrive well into the future. You are also a wonderfully relational community. To incorporate new people and build community, I hope you will explore the formation of a small group program and/or a Parish Life Team that plans and organizes community building events all year long.

To get over that deficit, you will need to do a few things:

1. Your most committed people - with God's help - will need to adopt the tithe as their standard of giving.
2. You will need to add 10 to 20 new pledging households per year, which is very possible for St. Luke's. (I would recommend adding Evangelism and Welcome to your Strategic Pillars)
3. You will need to educate newcomers on the meaning and mechanics of giving and become comfortable asking for money for mission, and promoting the standard of 100% participation in pledging.
4. You will need to implement a regular planned giving program to build your unrestricted endowment so it grows to a level that you can take a yearly 4.5% draw (based on a three year average return) that will significantly support the budget.

I think this is all possible and even likely, with God's help, thanks be to God.



Some Teaching

Before I get to my specific thank yous, I hope you will indulge me in a teaching moment. I love to teach and I am including two resources and a statistical report from Suzie to this report to illustrate my points below.

First, The Life Cycle of a Church above. I find this diagram a very helpful way to visualize how churches grow, decline and renew themselves over time. All churches go through the cycle, so please do not worry; this is normal. My intent is to equip you with a tool to help you anticipate leadership and strategic inputs as you pass through the stages.

By my estimation, St. Luke's is in the **THRIVING** quadrant with some evidence of slipping. Please review the 'St. Luke's statistics' section to understand the data behind my comment. Once again, as they say in the Hitchhiker's Guide to the Galaxy, "don't panic." St. Luke's is an outlier in the American Church. You have sustained yourself in the **THRIVING** quadrant since the 1960s, for one thing. Secondly, the mainline church as a whole is aging out and declining in general for a variety of reasons including lower birth rates among the folks who tend to choose Episcopal Churches.

You can see from the image that churches that want to stay in the thriving quadrant need to renew themselves on a regular basis, which means strategic ministry and mission review, regular reflection on identity, and strategic planning at least

every five years. With your new rector coming in you will be in a great position to do this work and step on the gas for another period of renewal and growth.

A few implications of the observations above need to be spelled out:

1. Because the Episcopal Church is not reproducing our congregations the old fashioned way through...er... reproduction, we now need to learn how to do evangelism! More and more people have been raised in NO faith tradition, so we need to learn how to communicate the Good News and nurture folks into the journey of faith that has so blessed our own lives. There are programs like ALPHA that are particularly well suited for this work.
2. Younger adults who are interested in the church at all WANT SUBSTANCE! While the Baby Boom Generation was interested in tearing down institutions, traditions, and relativizing belief systems, and while my generation grew up in the mess and tend to flounder around in irony and sarcasm, it seems that young adults today who still show interest in faith are more interested in tradition and the commonly held teachings of the historic church. Vapid liberalism and rigid conservatism are not their bag. They are smart, they are hungry for community, and they do not want religion 'lite'.
3. Folks will come into St. Luke's along some definable paths:
 - a. From No-Faith Tradition. Our response: gentle evangelism.
 - b. Hurting from a painful church experience. Our response: Kindness, pastoral care, gentleness and showing our alternative way of being Christian.
 - c. From Roman Catholicism: Our Response: Freedom to explore and gentle teaching about the Episcopal version of catholicism in a protestant remix.
 - d. In Deconstruction: Former Evangelicals and Fundamentalist who are deconstructing the faith of their youth and trying to shape an adult faith that works for them. Our response: Freedom to explore, gentleness and teaching about the Episcopal way of following Jesus.
4. In short, to be a thriving church today you need to be prepared to welcome, include/connect and to TEACH our particular way of faith to new generations of believers and believers migrating or healing from other church experiences.
5. One reason I would like to see you fly a Progress Pride Flag is to signal to vulnerable people searching for a church home that we are striving to be an inclusive and safe space. Sadly, in the current moment, LGBTQ+ and other folks cannot be sure that any given church will be emotionally, spiritually or physically safe for them to enter. Happily, St. Luke's seems to have a track record of welcome, inclusion and spiritual safety. Let's build on that strength not just for newcomers but for our own children, youth and young adults as they grow and discover who and how they love. They need that reassuring safe space too. I see the Progress Pride flag as both pastoral care and evangelism. I also see it as a way of marking our neighborhood as welcoming and safe.

The second offering above is 12 Keys to an Effective Church by Kennon Callahan.. The good news here is that St. Luke's shows strength in almost all of these areas. Effective churches are congregations that advance their mission and ministry with positive outcomes for the congregation, the neighborhood and the world. The most important "key" traits are called Relational Characteristics. Building up these characteristics increases satisfaction among your members, builds community, and advances your mission in concrete ways. I would rank St. Luke's on the high end of the scale for four of these keys, and suggest more work on the first one about mission and the fourth about the relational groups. On the last one I would suggest an open nominating process for Vestry to increase engagement and transparency. Do not be dismayed; St. Luke's is exceptionally high scoring and strong. I must say you are not a fragile community!

Functional Characteristics – if these are not in place source of dissatisfaction in churches:

- Several competent programs and activities
- Open accessibility
- High visibility
- Adequate parking, land, and landscaping
- Adequate space and facilities
- Solid financial resources

Relational Characteristics – the sources of satisfaction congregations:

- Specific, concrete missional objectives
- Pastoral and lay visitation
- Corporate, dynamic worship
- Significant relational groups
- Strong leadership resources
- Streamlined structure and solid, participatory decision making

The Functional Characteristics are important but they only decrease dissatisfaction, i.e. they take away annoyance but they do not increase joy. A great church can be crowded on a Sunday and have lousy parking. A sad church can have endless parking and be empty. No one comes to church because the parking is ample. People do come to church because they believe in your mission, see it effectively implemented, and have opportunities for meaningful relationships, connection, service and spiritual growth.

It is not entirely clear to me from what I have experienced that there is a consensus at St. Luke's about the desire to grow your membership. The lack of a mission statement and the absence of this topic in the strategic pillars contributes to my uncertainty. To invite, welcome, and include you need a broad commitment among members about the importance of this work and how it contributes to Jesus' command to make disciples of all nations. One thing I do know is that many, many people are hungry for faith and for community as both are offered at St. Luke's. The harvest IS plentiful! I also know that churches either grow or shrink. There is no middle.

I hope these models help you reflect on all that is good at St. Luke's while also helping you invest in promising areas for growth!

A Word For Direct Communication

Here is what the Gospel teaches about how to deal with conflict and disagreement in the church:

15 *"If your brother or sister sins against you (does wrong, conflicts with you, does something that makes you uncomfortable or disagreeable) go and point out their fault, just between the two of you. If they listen to you, you have won them over. 16 But if they will not listen, take one or two others along, so that 'every matter may be established by the testimony of two or three witnesses.'* Matthew 18:15-16

Please strive to follow this instruction for the health of the community. When we let off the tension caused by conflict or disagreement to a third party (i.e. triangulate), we ease our burden but we hurt our relationship with the person who is bugging us and we deprive them of valuable feedback that they need to hear. As St. Paul says, beware of gossip; discipline our speech for the upbuilding of the congregation and each other. When you pass on "what people are saying" to the new Rector you may make her feel insecure and confused. Always tell a person who complains or gossips to you about someone else; "have you talked to that person directly about your concerns?" The exceptions to this rule are sexual harassment, sexual misconduct, violence, or criminal activity.

Stop & Shop Gift Cards:

In an effort to streamline our support and ensure it reaches those truly in need, we transitioned from distributing Stop & Shop gift cards directly from our office to partnering with the Food Cupboard. By supporting the Food Cupboard's distribution of gift cards and other food aid, we ensure that assistance is provided more efficiently and equitably. Additionally, we continue to make substantial donations to the Westbay Community Action Center, empowering them to

provide housing assistance to those facing housing instability. This shift allows us to make a greater impact in our community while supporting trusted partners who can assess and address the needs of individuals and families.

More Gratitude

First of all, how can I thank your remarkable Senior Warden Deborah Collins enough. Her love and commitment, her capacity for hard work and excellence in the service of St. Luke's is truly extraordinary! She was handed a job she did not sign up for and has executed all of her responsibilities at the highest level. She did not know a transition was coming or that the property had major concerns to be addressed. She has handled it all with aplomb and with constructive energy!

Second, I want to thank our excellent vestry. Such a talented, intelligent, committed vestry is hard to find. You work so constructively together and bring so much good will and wisdom to the table!

Third, I cannot pour enough gratitude on Michael Sullivan, our treasurer. Michael is devoted and so knowledgeable in so many areas. He is a very constructive and detailed thinker who truly serves the mission of the parish by keeping our finances in good order. He is really a pleasure to work with and I always walk away from our conversations feeling like I learned something! I also walk away chuckling because Michael is very witty!

Fourth, I want to thank our staff! Rodney Ayers is the best Music Minister I have ever had the pleasure to serve alongside. He is a real minister: a man of faith, integrity, decency, caring, kindness, hardworking, precise, and most importantly a brilliant musician. In short, he is a treasure! Continue to cherish him. Amy Weigand brings together great talents for ministry, a sublime faith, a caring heart, boundless creativity, and a passion for her work. She is an amazing addition to the staff; cherish her, invest in her and work with her! Suzie MacDonald has been an amazing addition to our office. Her capacity for hard work, technical work, organizing, analyzing, streamlining, and communicating has increased the capacity of the church for ministry! She does a great job welcoming folks and has a heart for evangelism and the Episcopal Church that makes a real difference. She is fun to work with and a great problem solver! As a young adult who is devoted to the church, she is a rare resource. I listen to her. I also thank Lisa Paolino, our all-star book-keeper who keeps me in line and our church humming. Last but not least, Jonathan Malone is an absolute joy to work with. He is a tremendous preacher, a man of great faith and integrity, an incredible sounding board and reality check for me, and a great intellectual sparring partner who is so smart and so witty. I am blessed to work with my colleague Jonathan!

Speaking of Jonathan and pastoral care, I must give thanks to God for the Pastoral Care Committee. Dottie Fleming is a remarkable leader for this group. Her capacity for remembering people and details of their lives and understanding the best way to reach out to supply their needs is stunning. I feel so secure in the pastoral attention the parish gives to sick, struggling and shut-in members because of this group, not to mention wonderful receptions after funerals!

I want to thank our Properties Committee which is moving a big agenda forward with great expertise and commitment. I especially want to thank Steve Nichols and Doug MacPherson who do so much of the hands-on work around the parish. I call Steve our 'Friendly Ghost' because he quietly shows up and fixes things without drawing any attention. Thank you to Eric Holmstedt for installing our nametag racks.

Records Management Committee – John Lukens and Laura Sullivan have diligently sifted through our historical materials, documents, and records so necessary to informing our property work, our financial history, and key parish gifts or moments that revisit us as new opportunities or challenges – e.g., the Tiffany Window, the repositioning of the organ and tower redesign, and our tower and steeple concerns.

Thank you to our group leaders Deb Lukens and Brent Bostick. Women of Grace and Theology on Tap are wonderful communities of support and formation that bless our church community. Thank you for your vision and your leadership. Thank you for welcoming new members and reaching out to the community!

Thank you to our choir! Our largest volunteer group is the choir and week in and week out they are faithfully singing God's praises, inspiring the congregation, teaching our youth not only music theory and notation but modeling best choir practices, and making the world a more beautiful place! The Angel and St. Cecilia Choirs deliver as well with their special anthems and collaboration with other youth choirs! You are leaders in our congregation in worship and out.

Thank you to our liturgical leaders: LEMS, Ushers, Lectors, Acolytes for your faithful service. Every Sunday we are in your good hands and I always feel well supported by you.

Thank you to the Finance Committee - what a great group. You have done an amazing job overseeing the financial health and wellbeing of the parish. A special thanks to Judi Nichols who is rotating off as co-chair of the committee! She has been a key volunteer on audits and a wonderful thought partner who always shares her genuine thoughts and questions. Aligned with Finance is the Endowment Advisory Committee. Together, these committees have assured excellent policies are in place for management, audit, and investment. St. Luke's has at least two firm foundations, Jesus Christ and the Finance/Endowment Committees.

Fundraising Committee – Great thanks to Bill Warburton and Jon Jacaruso who again successfully organized our annual golf tournament to raise money for upgrading our community spaces. They netted just over \$25k this year. These events are a blast and they successfully draw in non-St. Luke's participants!

Thank you to the Altar Guild - how I have loved working with this faithful, devoted crew! Thanks for putting up with my changes and my penchant for spilling the wine! You are a joy to work with and excellent at what you do. I know you are all feeling the loss of Lisa Johnson on the one year anniversary of her death this week. May light perpetual shine upon her. She would be proud of your excellent service.

Thank you to all of our Outreach Leaders - and what a crew we have. Dana & Caroline Sparhawk, Rob Walsh, Steve McLoughlin, Paul Rugierri, Margaret Clifton, Joyce Harvey, Cathi Sloan, Nancy Rudicil, and Art Hall. Kris and Steve Bartlett who run the Food Cupboard are members of the Methodist Church but we need to include them too. We had an amazing visioning meeting in January and, using appreciative inquiry based on our blessings, we are imagining next steps and ways to steward our excellent work into the future!

Thank you to our Commitment Campaign Committee: Thank you to Mike Grady for your fine leadership. Thank you to John and Rob Walsh for excellent campaign design and support. Thank you to Anna Pilkington for hosting the Brunch! Thank you to all the committee and vestry members for your leg work, feedback and generosity. I think the campaign did very well and marked a slightly new approach at St. Luke's where we are more direct in explaining and asking for what we need. Thank you to Suzie for a lot of back office support for this work!

Thank you teachers! I am sure Amy will thank you in her report but I am grateful for your caring nurture of our children and youth!

Thank you to our gardeners! Cindi Lovejoy, Jack Newton, Mark Cordle and so many others do a marvelous job of tending and beautifying the grounds!

Finally, thank you to the whole congregation for giving me such a warm welcome! I am grateful for your encouragement and for your patience with me. As clergy go, I can be very energetic and enthusiastic. From time to time, this leads me to overstep and make mistakes. I hope you will understand that these are what I call "sins of enthusiasm." I strive to take feedback well (while also failing at that too), and I try to correct myself as I go. Your new Rector will be who they are. Please allow them to be who they are as you have allowed me to be who I am. Do not expect them to do ministry the way I do or the way Tim did. Whatever you do, invest in the success of your New Rector, give him or her firm support and clear expectations and you will go far together!.

In closing, the lyrics from the great spiritual "Deep River."

Deep river, my home is over Jordan,

Deep river, Lord, I want to cross over into campground.

Oh, don't you want to go to that gospel feast,

That promised land where all is peace?

Oh don't you want to go to that promised land,

That land where all is peace?

Deep river, my home is over Jordan,

Deep river, Lord, I want to cross over into campground.

ST. LUKE'S STATISTICS

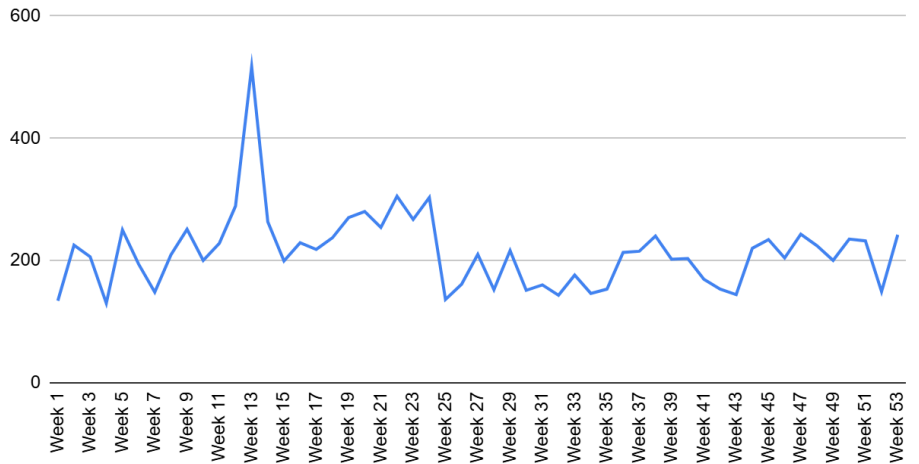
Average Sunday Attendance (ASA)

This year, the office digitized our average Sunday attendance records from 2014-2024. This helps us understand where we currently are as a congregation and trends throughout the year.

Graph A: 2024 Average Sunday Attendance: All Services Combined

Graph A shows the ASA trends throughout the year. Please note that Christmas attendance is excluded from this graph as it does not fall on a Sunday. Christmas Eve attendance tends to be lower than Easter. The spike around Week 12 in 2024 is partially due to Easter and partially due to the departure of Fr. Tim. Week 24, the beginning of June, shows a large drop in attendance until week 36 which is the beginning of September. We also saw a dip in October (week 41-44) attendance this year—partially due to Columbus day on October 14th.

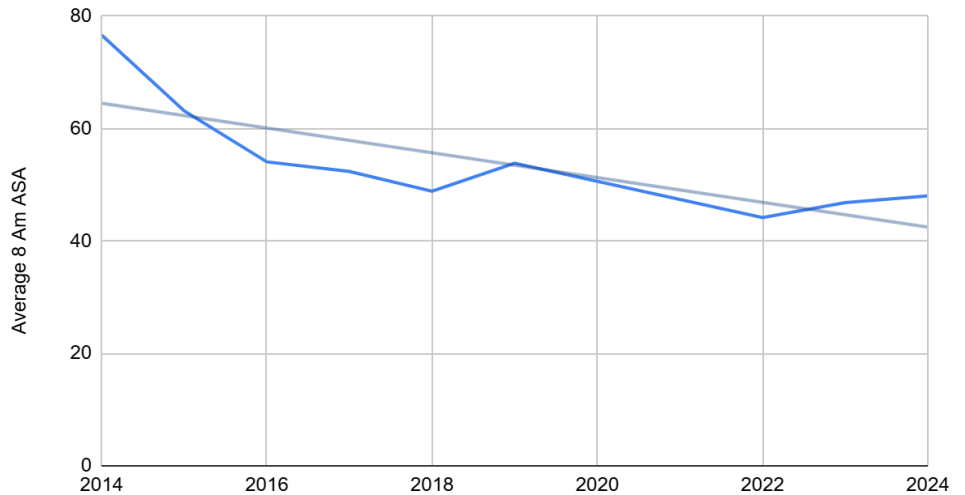
2024 ASA: All Sunday services combined



Graph B: Average Sunday Attendance trends for the 8 am service from 2014-2024

Graph B shows the attendance trends for the 8 AM service over the last decade. This includes the 7:45 AM service. This morning service has been in steady decline for the last decade, but has partially rebounded due to improving COVID conditions. However, if the general trend continues, the 8 AM service attendance will continue to shrink.

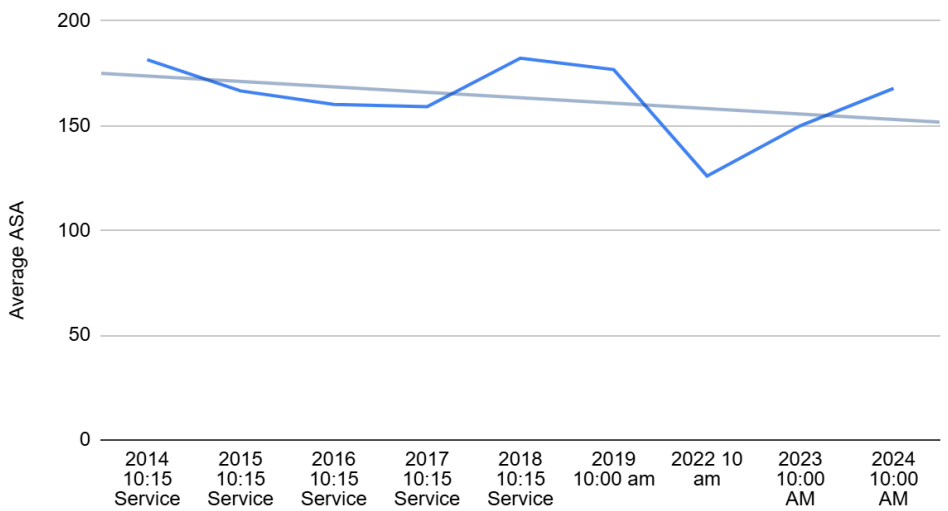
Average 8 Am ASA 2014-2024



Graph C: Average Sunday Attendance trends for the 10 AM service from 2014-2024

Graph C shows the attendance trends for the 10 am service over the last decade. This includes the 10:15 service. This morning service has been in a slight decline for the last decade, but has shown significant growth within the past 2 years since COVID. This has been a much faster increase in attendance than the 8 AM service. If we continue on the same growth trend, it is possible that our general trend line will reverse and that we could match or exceed our average Sunday attendance of 2014.

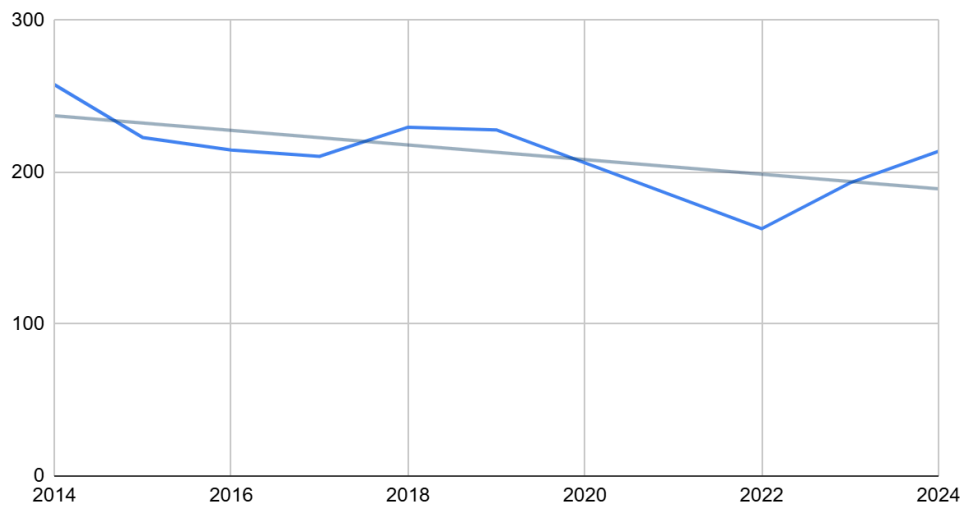
10:00 AM Average ASA



Graph D: Average Sunday Attendance trends for both services from 2014-2024

This graph shows our overall Sunday attendance each Sunday, including attendance from both the 8 am and 10 am service. St. Luke's has been in steady decline since at least 2014 (data prior to 2014 has not been digitized as of now). Especially since the 10 am shows progress, meaning that we need to focus on growth and retention in the coming years, especially for the 8 am service. It seems likely that the 10 am service is more appealing to newcomers for varying reasons, whether it be the larger service, the choir, childcare, a more convenient timing or otherwise.

ASA Data 2014 - 2024 Combined Sunday Services



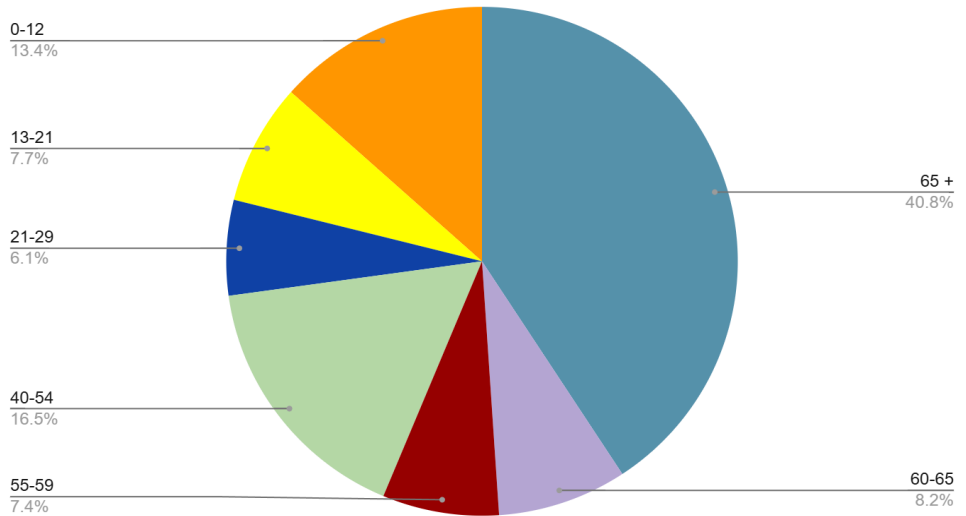
Membership

As of January, we currently have 533 members registered as “active” and 77 members registered as “newcomer”. We also have 158 members registered as a “child of active member.”

Graph E: Member Age Distribution at St. Luke’s

This chart shows the age distribution of all “active” members including those designated as children of active members. This chart excludes “newcomers” and those for whom we do not have birth date information for (around 80 members.) The median age of membership at St. Luke’s is between the ages of 54 and 59. The average age of our 2024 vestry members was 62.25. The median age was 63.

Age Distribution at St. Luke's



Easter & Christmas

Attendance

Easter Attendance

	2023	2024
Easter Sunday 8:00	130	157
Easter Sunday 10:00	294	360
Overall Easter	424	517

Christmas Eve Attendance

Christmas Eve 4:00	368	334
Christmas Eve 7:00	86	108
Christmas Eve 11:00	128	123
Overall Christmas Eve	582	565

Christmas Attendance

Christmas Day	47	55
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REPORT FROM OUR PASTORAL ASSOCIATE: THE REV. DR. JONATHAN MALONE

It is truly a joy and a blessing to work with the Saint Luke's staff and to be a part of the Saint Luke's community, and I'm glad to be offering this annual report about the work that I have been able to do. To remind folks, through my position I work for 12 hours a week (some weeks more and some weeks less), primarily visiting people on our prayer list as well as those in the hospital and who need a visit. I also help out with worship on Sundays, as well as holidays and other services, preach about once a week, and am available to assist in any way needed. All of this is done in close consultation with the Rector so we can make sure that people are getting visits and that I am able to help out in other ways. I am not present in the months of July and August so I can focus on my other work.

This year I have continued to visit our shut-ins, adding new individuals to my list. It is a joy to be a point of connection between the individual and Saint Luke's, to have communion with them, and to make sure that they know that they continue to be an important part of the Saint Luke's family. When needed I have made a handful of hospital visits.

I also love taking part in all of the Advent and Christmas services as well as Holy Week and Easter. There is a richness to the worshipping life of Saint Luke's and I hope to be able to add to that richness. Preaching is a joy and I'm glad to offer my voice to the collective witness of the proclaimed word when needed.

In addition to these tasks, I was thrilled to lead a Men's Retreat for Theology on Tap, lead a hike with the youth, and lead a backpacking trip for some auction winners from our last fundraiser. The other work that I do involves being in the wilderness, and any time I can bring that part of my life into the Saint Luke's community is a blessing.

Finally, I want to say how much I have enjoyed working with both Fr. Tim and now Fr. Jarrett. I have been in their positions in other churches (albeit Baptist ones) and have a sense of the demands and pressures that they carry. They both have treated me as a colleague in ministry which has been a true gift. I look forward to continuing to work with Fr Jarrett this upcoming year in creative, exciting, and Spirit-filled ways.

Three years in, I continue to wonder that I, a Baptist, am at an Episcopal setting and thank God for the blessings I find in this community.

Peace,

Jonathan

ACOLYTES

A team of 9 acolytes are available to serve on Sunday and occasionally through the week whenever their services are required. All youth in the parish from fifth grade up to twelfth grade are invited to participate in this stewardship. We have also expanded this to adult members of the parish given the low numbers of younger parishioners participating. Currently there are 4 adult members.

There was no Acolyte Recognition ceremony in 2024.

Traditionally, new acolytes are recruited, have a training session, and then shadow the veteran acolytes before they assume the full responsibilities of an acolyte. In this transition and in light of lower numbers, the shadowing occurs less often. All acolytes are invited to participate in the training of the new recruits and this serves as an opportunity to sharpen their skills. There has been a change in our procedures during communion and the acolytes are adapting well with the assistance of Father Jarrett and Jonathan.

Graduating acolytes will be honored in June.

Scheduling now occurs through sign-up genius and is monitored by Suzie MacDonald, St. Luke's current administrator. She then reaches out to us if the position is not filled and we attempt to fill it by reaching out via email. Unfortunately, there are times when positions are vacant.

Robes are cleaned 2 times a year but are very worn. Efforts to secure new robes were in the works, but this has not happened. An acolyte recognition during a service needs to be planned.

Respectfully Submitted,

Charlie and Julie Cronin

ADMINISTRATION

Pledge Envelopes

This year, the assigned pledge envelopes were changed due to our need to update our active membership list. By changing and renumbering our assigned pledge envelope numbers, we are able to order fewer envelope boxes in the future, thus saving money. As of January, we have 50 people currently signed up for pledge envelopes. Anticipating late sign-ups or possible new sign-ups for next year, it is my recommendation that we order 56-65 envelopes for our next stewardship campaign. This reduced amount will lead to \$154.90 annual savings. Additionally, as learned, any previous envelope numbers should and will be kept on file for any future changes as to prevent confusion for late pledge payments. This prevents confusion for Lisa who must document the pledges under the correct account.

Name Tags

In the last quarter of 2024, we switched from pin-on to magnetic nametags. Why? The pin-ons were somewhat unpopular and out-of-date for all active members, and their storage board was literally falling apart. Our more aesthetically pleasing and readily reusable option has drawn many positive comments and greater usage. A big thank you to our office volunteer Marie Hennedy who worked for days to help with this transition!

Google Drive Transition

This shift will help streamline document sharing and calendar management. By adopting Google Suite instead of Microsoft, we can reduce costs by consolidating software under Google. In January, we set up the Drive and have begun uploading materials that will be valuable in the future. Our goal is for this to become a useful and easy tool for St. Luke's new rector, wardens and vestry. We're now ready to fully switch to Google and will do so once we've coordinated with the staff.

Bulletin Paper Savings

Our annual cost savings since shifting the announcements to an insert is \$393.60 excluding any savings on ink/printing. Taking the announcements out of the bulletin was partially a decision for cost-savings, but also to encourage parishioners to take the announcements home so they could stay up to date on St. Luke's events. Additionally, we are trying to get through some unused ledger-sized paper from previous years of various colors. It is my recommendation that we aim to use these unused sheets during the summer or when the color seems appropriate (purple during lent) or when attendance is lower so that we can save costs on paper for 2025. A big thank you to our office volunteer Marie Hennedy who helps stuff the bulletins for each Sunday service.

Zoom

This year, we introduced a new registration process for our Adult Faith Formation meetings to address potential cybersecurity vulnerabilities. In the past, we included the direct Zoom link in the newsletter, which made it accessible to anyone with the link—whether they were members of our parish or not. This type of open access exposes our meetings to unwanted disruptions, inappropriate content, or unauthorized access often referred to as "zoombombing." By requiring parishioners to register in advance, we can ensure that only those who are genuinely interested and part of our community can attend. Once registered, each participant will receive a secure link, greatly reducing the risk of potential security breaches. This change is part of our ongoing commitment to safeguarding the privacy and safety of our parishioners while continuing to offer meaningful opportunities for faith formation. We appreciate your understanding and cooperation in making this adjustment to strengthen our digital ministry.

Newsletter

Since last year, our newsletter has seen a 2% increase in our open rate—the percentage of people that open our newsletter. In addition, we have seen a 1% increase in our click rate—the percentage of people who click on a link in our newsletter.



Since taking over the newsletter in August, we have seen a more significant increase, leading to optimism for growth in the coming year. Since August, our open rate has increased by 6% compared to the previous 3 months, and our click rate has grown 3% meaning more people are opening and interacting with our newsletter. In part, I believe this is due to shifting our newsletter send-out date to Thursday when more people tend to open emails, and the change in presentation of our newsletter. I hope that it'll continue to grow in the next year.

In addition, I created a new landing page online so that people could register for our newsletter via online form. This allows people to sign up easier via our website and via QR code. Since this development in September, we have received 31 total form submissions including 21 new contacts, and 10 contact updates.

- Suzie Macdonald-Bolanos

ADULT FAITH FORMATION

We began 2024 with a full program of Adult Faith Formation, including in-person opportunities to learn together as well as our Wednesday evening Zoom studies. Held several times during the year, our Sunday after-church studies covered many topics and attracted a wide group of parishioners. Our Wednesday night Zoom studies continued to attract parishioners from all over the country who by virtue of Zoom technology were able to be part of our discussions. We have regular participants who live in Colorado, Pennsylvania, and North Carolina, and other parishioners who join us from wherever they are as they travel for work or vacation.

In January we completed our Zoom book study of *Surrender to Love* by David Benner which we began in Advent. This book explored the themes of love and surrender as the heart of Christian spirituality, focusing on living the spiritual journey in a deeply human way, and the human journey in a deeply spiritual way.

On January 14 we began a three-session Sunday after church Comparative Religion Study led by Jeremy Langill, Executive Minister of the Rhode Island Council of Churches, and a member of St. Luke's. In these sessions we explored the intersections and differences among the three Abrahamic faiths: Judaism, Christianity, and Islam.

Our Lenten Adult Faith Formation series began on Wednesday, February 21, via Zoom. This five-week program was adapted from an original Lenten course based upon the film, the novel, and the stage adaptation of Victor Hugo's *Les Misérables*. Through discussion of some of the themes and principal characters of this epic narrative, we explored the grace of God alongside our imperfect state and opportunities for redemption.

Our six-week Easter Study began on Wednesday, April 10, via Zoom. It was based on the book, *Dancing from the Inside Out* by Westina Matthews. The book is a collection of grace-filled reflections on growing older and how we can find God throughout all stages of life. In June we said farewell to our rector as he moved to California. Clearly Tim Rich has left his mark on our church, and notably, his commitment to deepening the spiritual journey we share at St. Luke's has shaped our adult faith formation programs. He taught us well. Over the summer we offered two video and dessert events in the coolness of our air-conditioned church! Held on Wednesday evenings July 24 and August 14, we once again featured two short videos by Rob Bell: "Rediscovering Wonder!" and "Open."

We welcomed our interim priest, Fr. Jarrett Kerbel, in July. After only a few weeks to settle in, he began a weekly on-going offering of Bible Study on Tuesdays at 11am which focuses on the lectionary readings for the following Sunday.

We began our fall in-person programs on Sunday, September 22, with a three-session series on Civil Discourse, facilitated by Fr. Jarrett with a presentation by Victoria Strang related to her advocacy work at Human Rights Watch. We gathered for an opportunity to enhance our ability to listen and respond to our family and neighbors even when we differ greatly and find ourselves vulnerable.

Our fall book discussion began on October 16 via Zoom and featured *The Book of Forgiving* written by Desmond and Mpho Tutu. Based on their experiences formed in the boiling cauldron of apartheid in South Africa, the book provided us with practical and personal ways to embrace forgiveness.

Fr. Jarrett offered a program on Sunday, November 17, following the 10 o'clock service entitled, "Episcopal 101: Introduction to Episcopal Belief and Practice," for those new to the Episcopal Church and those who wanted to refresh their knowledge.

On Sundays, December 1 and December 15, Fr. Jarrett offered Advent mini retreats after the 10 o'clock service, entitled "Without Shame or Fear" to help us prepare our hearts to receive the renewing light of Christ on Christmas.

Our Lenten and Advent Blogs

During the Lenten and Advent seasons, parishioners of St. Luke's give a gift to all of us each day by providing a reflection on daily scripture. This past year, more than 45 parishioners offered to write a brief blog post on the scripture of the day which we shared on our website and sent to all who signed up to receive it. Each blog post shares the writer's reflection, and each is a unique and humbly offered gift to our parish community and those who visit our website. In preparing for our Advent blogs this year, volunteer blog writers filled our daily spots so quickly that we extended our blog posts through the Twelve Days of Christmas! We are grateful for the efforts of everyone who took the time to reflect on the readings and write a blog post this year. Thanks also to all who worked to make this possible, particularly Rob Walsh for his masterful communication and tech skills which make sharing these blogs possible.

Adult Faith Formation Committee

Betsy Fornal, chair

Sarah Curtis

Deb Dioguardi

Joseph Gomes

Pam Gregory

Rob Walsh

Patricia Warburton

ALTAR GUILD

In January of 2024 St. Luke's Altar Guild mourned the loss of our beloved director, Lisa Johnson. Lisa was a lifelong member of St. Luke's who touched our hearts in so many ways. Her dedication to the Altar Guild and all of St. Luke's will always be remembered and cherished.

Being part of Altar Guild is a rewarding experience as we prepare the Sanctuary for our weekly services, weddings, funerals and holidays. We have five teams that serve on a rotating basis.

Jan Burch and Kathy Lynch joined Liz Fox as co-directors of the Altar Guild last year. They receive guidance from our clergy on how to best prepare the Sanctuary for worship. Team Captains Cynthia Newton, Kathy Lynch, Liz Fox, Carol Stevens and Jan Prifty coordinate with their team members to set up for the services. Each team serves for a two week period about five times per year.

Judy Elliott, Cynthia Newton, Pat Savage, Kathy Lynch and Pam Naylor make sure the linens are clean and pressed to set the Lord's table. Deb Lukens volunteered to assume the role of flower chair this year. She oversees the flower memorials for Sunday services as well ensuring our church is decorated beautifully for Easter and Christmas.

We happily welcome anyone who might find our group one to find fellowship and spiritual growth. Please let us know if you are interested in joining our ministry.

Respectfully submitted and with gratitude to all,

Jan Burch, Liz Fox , & Kathy Lynch

Altar Guild Co-Directors

CHRIST'S COMMUNITY KITCHEN - CCK

The intention of Christ's Community Kitchen (CCK) is to provide hearty meals to members of our community in a safe and welcoming environment. The other intent is to provide an environment which is warm and inviting where our guests can interact with one another in a space full of faith. St. Luke's Episcopal Church hosts these dinners in our beautiful dining room and prepares them in our newly renovated kitchen.

Several ministries from St. Luke's enthusiastically host a once monthly dinner. Theology on Tap and Women of Grace, along with sponsors from Christ Church, Our Lady of Mercy, and most recently, EG Housing represented by Ed & Krist Maggiacomo. We are incredibly grateful to the First Baptist Church and Greenwich Bay Women's Club for all the desserts they provide monthly. Each month, our very own Rob Walsh from Walsh & Associates provides us with an outstanding print layout for the flyers which are printed and distributed throughout our community. Head Chef, Paul Ruggieri oversees purchasing of all food according to the planned menu along with preparing and cooking with Margaret Clifton sous chef. Margaret also oversees that the dining room is set and decorated properly prior to the arrival of our guests.

It has taken several years to initiate and establish the reputation of CCK in the community we serve. After COVID, we had to reestablish relationships, and we recognized we also had to find new ways to extend our invitation to anyone who may be suffering from food insecurity or the need for a caring community.

CCK has a long history in East Greenwich, and we are blessed by a great sense of shared responsibility with other faith communities and civic groups who have volunteered to support these dinners. The December dinner was hosted by the Maggiacomo family and EG Housing who provided a delicious roast pork dinner along with oven roasted potatoes and seasoned carrots. For the month of January, St. Luke's Women of Grace are sponsoring a delicious Swedish meatball dinner along with buttered noodles, oven roasted carrots, tossed salad and cheese and cracker appetizers. I would be remiss if I did not mention the annual corn beef and cabbage dinner sponsored by Our Lady of Mercy on March 31st. I would strongly suggest you attend this or any other dinner offered on the last Monday of the month. We do not provide dinners during the summer months of July and August.

Each dinner requires a group of 12 to 15 volunteers to set up the dining room, prepare and serve the meal and clean up afterwards. All meals are served at tables set with tablecloths and centerpieces with silverware and china. All members of our St. Luke's parish family are invited to attend and work as volunteers or simply enjoy dinner while making new friends. The level of volunteer support required from St. Luke's community varies from month to month, since other church groups often provide volunteers to prepare and serve the dinners. As hosts of the event, we always have some responsibility for setting up the dining room. Set up usually begins about 3:00 pm, and clean up by 7:00 pm. Dinner begins at 5:00 pm with some light appetizers followed by a tossed salad then the main entree then dessert.

If you have any question or interest at all in assisting us at CCK, please contact either of the following:

Rob Walsh: 401-241-5019 or rob@walshadv.com, Paul Ruggieri 401-952-0625 or paulrug50@gmail.com, or Margaret Clifton 401-932-0766 or margaretclifton@cox.net

Remember the Lord welcomes everyone to his table, show hospitality to strangers, friends, neighbors, or family. Many do not know where their next meal may come from...but everyone is welcome to St. Luke's Church, Christ Community Kitchen-CCK.

Paul Ruggieri

2024 was a busy year in the kitchen and dining room of St. Luke's Episcopal Church, the last Monday of each month from January to April, June, and September to December.

Led by Paul Ruggieri, head chef, Margaret Clifton, sous chef, and Rob Walsh, host and director of communications, Christ Community Kitchen serves anywhere from 50-90 guests, both parishioners and visitors. Often, many guests leave with food to take home! Volunteers, both parishioners of St. Luke's as well as a growing number of folks from surrounding cities and towns help with dining room setup, food serving, and cleanup at the end of the night. 2024 dinners have been hosted by St. Luke's Episcopal Church, OLM (Our Lady of Mercy Church), TOT (The Men of Theology On Tap), and the Maggiacomo family, with desserts provided by bakers from The First Baptist Church all year long.

We look forward to dinners being hosted in 2025 by St. Luke's Women of Grace, Christ Church, Our Lady of Mercy Church, the men of Theology on Tap, as well as St. Luke's Episcopal Church. The East Greenwich Women's Club will be back baking desserts along with bakers from The First Baptist Church. At St. Luke's Episcopal Church, "Everyone is welcome at the Lord's table" – every Sunday, many days in between, and especially the last Monday of the month at CCK for a hearty dinner and warm fellowship. Come join us!

Rob Walsh

COFFEE HOUR/SUNDAY HOSPITALITY

"At its best, a church coffee hour is a venue for the Holy Spirit to work."

Sunday Hospitality has had a faithful group of hosts after the 8am service over the last year. A few new hosts signed up to help, which is great. However, we need more hosts. Especially during the first half of the year when several of our early service hosts are away for extended periods.

The 10 am Hospitality also has a small but dedicated group of hosts. Please consider volunteering to host one Sunday a quarter. The sign-up sheet is located in the atrium next to the mosaic mural.

The ministry is such a joy and so easy to do! Bake or buy some goodies, set up and greet the parishioners as they leave the service. It doesn't need to be fancy. Coffee is now made by Fr. Jarrett, so the host simply brings the snacks, coffee creamer, juice or iced tea. There is also powdered lemonade mix that you can whip up and refrigerate while attending the service. If you have any questions or concerns, please do not hesitate to contact me.

2024 brought about many changes to St. Luke's, including the Hospitality Ministry. I'm sorry to announce that Tracy Sampson has retired from this ministry. She will be missed, as she has given many years of faithful service. Hospitality is as much of a gift for us as the intended recipient! Romans 12:13 tells us "Share with God's people who are in need. Practice hospitality." This action has nothing to do with how we entertain, but instead how we welcome. Please join our group of Welcomers!

Faithfully submitted,
Marcia Gladue 401-241-1821

DIGITAL EVANGELISM

Livestream Ministry

Our live stream ministry is also making great strides in sharing our worship and services with the community. In 2022, we moved our live stream effort exclusively to YouTube, simplifying access and improving our reach. In 2024, we gained 79 new subscribers to our Youtube account, an 11% increase from 2023.

Our top 3 most viewed videos include:

- The Seventh Sunday After Pentecost (338 views)
- St. Luke's Choir Concert: What a Beautiful Creation (310 views)
- A Joyful Christmas Concert (281 views)

However, our overall views and watch time are down from 2023. This isn't a cause for concern as our ASA continues to increase, meaning we likely have an increased amount of people joining us in person following the pandemic. We should keep an eye out for the data this year to watch this trend though.

Many thanks to the team who have graciously given their time and talents to making all this possible: Taylor Wilkey, Bill Clement, David Clifton, Alan Hurd, Kyle Knowlton, David Sampson, Geo Borgia, and Deborah Collins.

I have pulled the most relevant data from our social media channels, taking note of changes from the previous year when a comparison is available. Facebook has the most comprehensive data available of these platforms, but uses much of the same metrics as Instagram, as they are both owned by Meta.

2024 Social Media Analytics:

Terminology to look out for:

Reach: Reach is the total number of people who see the content.

Organic: Organic refers to free, non-paid content shared.

Impressions: Impressions are the number of times content is displayed, whether it was clicked or not.

Interactions: An interaction is any form of communication, including likes, comments, shares, and tags.

Reactions: A reaction is a specific interaction, including Like, Love, Haha, Wow, Sad and Angry.

Engagements: Engagement is a measure of all interactions with social media content.

Since Emma joined the team in February of 2022, her major goals have been to reach more families and build a strong digital presence through social media, as well as establish a clear brand on social platforms, and create a strong digital assets library for future marketing and communications materials. Emma did incredible with helping build up our presence on social media and we are sad to see her go. We must continue to build our digital assets library throughout the year due to our ongoing transition. Any photos should now be redirected to Suzie so that she can share them.

Our initial goal of 2-3 social media posts on both Facebook and Instagram each week has been exceeded most weeks, averaging 4-5 posts on these platforms. Our weekly posts included one 60-90 second reel with a sermon reflection, and 2+ additional posts keeping our current and prospective audience up to date on what is happening in the community and at the church. A number of these posts each week reflect on where we see the Divine in our daily lives, particularly in relation to our time with the faith community. We also boost Facebook events like major holidays and fundraisers, which bring thousands of additional eyes to our pages throughout the year.

Facebook Analytics:

New Followers: 84 (-5.6%)
Visits: 12.3k (43.6%)
Reach: 61.8k (30.6%)
Post Views: 88.4k (14.5%)
 Organic: 59%
 From Ads: 41%
Post Interactions: 4.8k (14.5%)

Instagram Analytics:

New Followers: 67
Visits: 990 (15.9%)
Reach: 6.1k (11.4%)
Content Interactions: 1.9k (100%)

TikTok Analytics:

Video Views: 34,146 (+87.36%)
Reached audience: 26,379 (+85.86)
Profile Views: 445 (+36.92)
Likes: 1419 (+70.96)
Comments: 73 (+192.00%)
Shares: 55 (+52.78)

In May of 2023, we created a St. Luke's TikTok account. Emma and I discussed the constraints of the platform prior to her leaving and it is my advice that we divest time from Tik Tok and focus on Facebook and Instagram. Our goal has been to attract newcomers and establish our digital presence on social media. Tik Tok does not allow us to narrow our reach by area/locality making it difficult to reach new audiences and market ourselves. I believe if our goal is to attract newcomers and establish a presence within our community, we should consider discontinuing our TikTok account.

Paid Ad Data:

Christmas Boosted Event
\$250 spent over 8 days
139 Event Responses
36,501 Impressions

Suzie MacDonald-Bolanos, Administrative & Communications Manager
Emma Peterson, Digital Evangelist

ENDOWMENT ADVISORY COMMITTEE

The Vestry appoints three-to-five parishioners in good standing to serve three-year terms on the Endowment Advisory Committee (EAC)¹. The EAC advises and assists the Vestry, Treasurer and Finance Committee on matters related to the parish investment fund. It also makes recommendations with respect to its administration where appropriate and upon request.

St. Luke's is a participant in the Diocesan Investment Trust (DIT), an investment trust fund established in 1957 by a Special Act of the Rhode Island General Assembly. The Diocese of Rhode Island, which serves as trustee of the DIT, appoints a Diocesan Commission on Investments to provide supervision of the affairs of the DIT. The Commission has engaged Mercer Investments to provide investment management and fund accounting services.

In its advisory capacity, the EAC does not determine how the investment funds and associated income are used. The EAC meets regularly throughout the year and submits quarterly reports to the Rector, Treasurer, Senior and Junior Wardens and Chair and Co-Chair of the Finance Committee. The Senior Warden and Finance Committee Chairs distribute the report to the Vestry and Finance Committee, respectively. At each annual meeting of the congregation, the EAC provides a summary of its activity for the year and reports on the value and performance of the parish's DIT holdings.

For the fiscal year ending November 30, 2024, Mercer Investments reported a return on investment for the DIT of 20.6%. This increase compared favorably to an industry benchmark of funds with similar investment allocations. In FY2024, St. Luke's portion of the DIT gained \$166,088 in value (12.6%) to close the year at \$1,483,668. This end-of-year value comes after receiving \$52,447 in distributions and \$30,000 in DIT share redemptions to help fund the 2024 operating budget.

In FY2024, the EAC completed the following key activities:

- Submitted for Vestry approval a revised version of the St. Luke's Episcopal Church Amended and Restated Enabling Resolution Addressing the Endowment Fund Policies and Guidelines (2014). This included a new Donor Gift Form for the proper documentations of all gifts and bequests to the parish.
- Attended semi-annual meetings of the Finance Committee to provide updates on St. Luke's investment portfolio and the DIT more broadly.
- Submitted four quarterly reports to the Vestry and Finance Committee on investment value and performance of St. Luke's portfolio.
- Maintained an open line of communications with the Diocesan Treasurer and Chief Financial Officer on any DIT-related developments.

¹Current members: Bill Clement, Bill Warburton, Michael Grady

FINANCE COMMITTEE

The Finance Committee is a standing committee that meets monthly and assists the Vestry by serving as stewards of the church's finances. The finance committee consists of seven members plus the Treasurer: Stacey Nakasian, Judi Nichols, Greg de Groot, John Rannenberg, Fran Gammell-Roach, John Lukens, Bob Sloan, and Michael Sullivan (Treasurer). Also participating in the monthly meetings are Fr. Jarrett Kerbel, Senior Warden Deborah Collins and Junior Warden Jacob Trombino.

Duties of the finance committee include:

- * Prepare the annual operating budget and submit the budget to the Vestry for approval
- * Monitor adherence to the budget by reviewing income and expenses on a monthly basis
- * Monitor the church's investments and insurance coverages
- * Review audits and action plans and report findings to the Vestry
- * Advise and make recommendations to the Vestry on all matters pertaining to the finances of the Church

The Treasurer, Michael Sullivan, oversees the day-to-day finances of the parish and provides reporting to the finance committee and Vestry each month. Michael dedicates hours of his time preparing the monthly financial reports and providing commentary to highlight significant items. His efforts help the finance committee focus on the most important topics. Our thanks and gratitude to Michael for his many years of service! Another function of the finance committee is to establish, under the Vestry's oversight, an audit team to examine the books and records of the church. This year's audit team comprised Steve McLoughlin as Chair, Pam Dresselhouse, Bill Clement, and Bob Sloan. The team performed its examination and submitted its report to the Vestry over the summer. The Finance Committee has addressed and responded to the audit findings, which were minimal. In recent prior years, the Committee drafted the original Financial Best Practices Document, which was adopted in late 2023; an update and revision is currently being conducted by the Committee to ensure that the document adheres to current best practice(s) in the area of financial management. The Committee thanks John Rannenberg for leading this revision process.

One other area which the Finance Committee led in 2024 was setting a goal for the dollar amount of pledges to be budgeted in 2025. Over the summer of 2024, an initial draft budget was prepared by the Treasurer, reviewed by the Committee, and presented to the Vestry, which then charged the Stewardship Campaign Committee with the goal of fully funding the 2025 budget through an increased pledge budget. The Finance Committee heartily thanks the Stewardship Committee and the parish for its response to this goal and looks forward to a balanced budget in 2025.

Early in 2024, Lisa Rivard resigned from the committee, and Bob Sloan was asked to join, which he did in March 2024. The Committee thanks Lisa for her service and welcomes Bob, who brings expertise in financial matters, along with property oversight skills. We are grateful for Lisa and Bob's contributions.

The Finance Committee looks forward to 2025, overseeing the finances, records, audit findings, budget, and any other tasks or projects with which the Vestry tasks it. Thank you for the opportunity to serve St. Luke's in this critical role.

Respectfully submitted, Judi Nichols and Greg de Groot, Finance Committee Co-Chairs

FUNDRAISING COMMITTEE

This year the St Luke's Community Embrace Golf Classic was held at Potowomut Golf Club on Monday, May 6, 2024. Over 100 golfers and diners enjoyed a great day on the links and a delicious meal.

The day was billed as a charity event "Creating Safe Spaces to learn Gather, Heal and Play. From continuing education and leisure learning, to support with addiction, mental health, and other social issues, to concerts and community events, our facility is home to more than fifty events each month and houses two important community support centers- The Interfaith Counseling Center and the East Greenwich Interfaith Food Cupboard. The fundraiser was used to support the upgrade of physical spaces that serve our neighbors from across the West Bay Community.

The day was a success thanks to our generous donors. Leading the way was our Grand Slam Sponsor- The Family of Marilyn & George Dresselhouse. Thank you Tom & Pam Dresselhouse for your financial and spiritual support and many volunteer hours on numerous St. Luke ministries.

We like to also thank Eagle Sponsor-Dave's Marketplace, Birdie Sponsor's; Episcopal Diocese of RI, Hilb Group, Dunkin' Dan's Management Company, KEP Interior Designs. Tee Sign Sponsors, John L. DiPanni Inc., Express Employment Professionals, Northeast Investment Group, Ruggieri Carpet One, The Trombino Family, & all the St Luke's Ministries.

A special night like this does not happen without wonderfully talented people:

Golf Committee: Tournament Co-Chairs-Bill Warburton & Jon Jacaruso, Deborah Collins, Tina Langill and Holly O'Brien.

Event Volunteers: Katie Gressle, Birgitta Whited, Bruce Dearnaley, Laura & Micheal Sullivan, Steve & Judi Nichols.

With this blessed group at the helm the night netted over \$27,000 in profit!!!

Respectfully submitted, by Bill Warburton & Jon Jacaruso
Co-Chairs Fundraising Committee

GARDEN & GROUNDS

We welcomed Judy Ireland as consultant to our overseeing group and said farewell to Cindi Lovejoy, who has retired from gardening. Our Twilighters group has also retired after numerous years of joyful community. We especially want to thank Cindi for her many years of thoughtful, creative and tireless work leading our Gardens Ministry

2024 was a productive year for the Gardens and Grounds crew.

- We continued our focus towards low maintenance, native plantings

- We supplemented Lunch on the Hill by growing salad greens, tomatoes, cucumbers and peppers. Many thanks to those who constructed and painted the planters.

- We initiated an “Adopt a Garden” program whereby parishioners who are not available when our group meets are able to “adopt” a section of our gardens and help to keep God’s gardens a warm, welcoming and meditative place for all.

Our Adopt a Garden program has added Jordan Ross (Steeple Garden), the Taylor/Sanderson Family (Labyrinth), Eric Holmstedt (Lunch on Hill Garden), Bill and Fiona Clement (Pierce Street), Tina Langill (courtyard), and Arielle Rogers (Main entryway). They join Mark and Susan Cordle (Alleyway), Ben Lovejoy (Healing Garden), Judy Ireland (Memorial Garden).

Our goals for 2025 include continuing the above, and hopefully:

- Adding more adopters

- Continuing to replace plantings as they age out

- Addressing a need to refocus behind the niches in the Memorial Garden

Come receive blessings with us as we bless God’s Garden in our work.

Contact: Mark Cordle - cordlemark@yahoo.com

Jack Newton - jncn10954@verizon.net

Columbarium

Since ancient times, Christians have considered it appropriate to be buried in the consecrated grounds of the church. Thus, for those members of St Luke’s who wish their ashes to interred at the church, there are niches available in our historic cemetery. As an alternative choice, there is space in the Memorial Garden for interment of ashes inground. During 2024, there was one interment of ashes in a niche in the cemetery.

For further information please contact Fr Jarrett, Suzie, our parish administrator, or Jack Newton(884-3128)

LOAVES & FISHES RHODE ISLAND (LFRI)

“With kindness and compassion, we serve food and provide clothing to our neighbors in need, while honoring their dignity”. That is our mission at LFRI.

We are now in our eleventh year of supporting this statewide mobile ministry dedicated to feeding and clothing the homeless and needy of Rhode Island. On the third Saturday of every month for the past 11 years we have carried out our St. Luke’s LFRI feeding ministry in Woonsocket. Our monthly mission starts early each month with the distribution of a Sign Up Genius list of food and clothing needs. On the morning of the third Saturday one of our volunteer drivers goes to Barrington to pick up the food truck which we share with 11 other churches and brings it to St. Luke’s. Meanwhile, back at the church a team of volunteers makes sandwiches, cooks hot dogs and hamburgers, and puts together at least 100 food bags with sandwiches, snacks, and drinks. We set aside 20 of these food bags to take to our neighbors in need at the Greenwich Hotel on Main Street. We also have clothing including socks, underwear, sweatshirts, and coats to take with us. When our preparations are complete, we drive to a parking lot next to a train trestle in Woonsocket where the local needy population tends to congregate. We arrive in a caravan consisting of our truck and 3-6 cars where 5-15 volunteers from St. Luke’s and friends from the community are greeted by 60-100 men, women, and children who are anxiously waiting for us. We distribute the food bags, hot dogs and burgers, and drinks for our clients from the truck, and distribute clothing and blankets from the backs of our cars. The children and adults are always appreciative of the socks, underwear, sweatshirts, jackets, and other clothing items that have been generously donated. We are completely depleted of food and clothing within an hour.

During the COVID pandemic, one of our sister Loaves and Fishes churches recognized there were families in schools in East Providence that did not have enough food on weekends when the children were not receiving free meals at school. They started a program, “Adopt a School”, where they delivered 15-25 bags of enough food for 5 meals on a specified Friday of each month. This was extremely successful and two other churches set up similar programs. In 2022 we reached out to the East Greenwich school department social workers to see if there was such a need in East Greenwich. They were thrilled about this idea and identified 17 families who desperately needed such support. We developed our own version of the Adopt A School program, “Food for Backpacks”. Through the generous support of We Share Hope in East Providence, and our St Luke’s volunteers, we have been delivering 17-20 bags of food containing enough ingredients for 5 meals for 5 people on the first Friday of every month since October 2022. These bags of food have been greatly appreciated. We also love the fact that we are now working not only with those in need in Woonsocket, but between the Greenwich Hotel and the EG school department we are supporting our local community much more than ever before.

At St Luke’s, our Loaves and Fishes ministry is part of a statewide organization, LFRI, which is comprised of 12 partner churches who share resources, including the food truck. St. Luke’s Dana Sparhawk is the current president of the LFRI Board of Directors. Last year LFRI conducted over 50 runs on Saturdays with the food truck to Woonsocket, over 40 runs on Sundays to Kennedy Plaza in Providence, over 25 deliveries of 15-25 bags of food and books to schools throughout Rhode Island for needy school children, as well as deliveries of food to soup kitchens and homeless shelters throughout Rhode Island. The LFRI organization has been recognized for its tremendous efforts, and last year we received grants from The Rhode Island Foundation and Episcopal Charities. We also received donations from churches, corporations, and various private individuals. This past year, Episcopal Charities honored LFRI at the Annual Diocesan Convention with the Bishop Higgins Award for compassionate commitment and service to those in need.

We have a St Luke’s steering committee that meets every month to discuss logistics, and ways to overcome the challenges of carrying out our mission. Our major challenge at this time is having enough volunteers. Anyone interested in

participating should contact us! We would love to hear from you! We will continue to post our monthly endeavors in the bulletin and needs on the Sign Up genius.

Thank you all for your continued support.

Faithfully submitted,

Dana and Caroline Sparhawk

LUNCH ON THE HILL

(St. Luke's and the East Greenwich Interfaith Food Cupboard (EGIFC))

Matthew 25:35 I was hungry, and you gave me food, I was thirsty, and you gave me drink, I was a stranger, and you welcomed me...

Lunch on the Hill continues to serve lunch on the 2nd and 4th Wednesday every month in collaboration with OLM, Wild Harvest, The Interfaith Food Cupboard, West Bay and Olive Garden. It is a real pleasure to prepare and serve meals to our community in Saint Luke's Community Kitchen. We also continue to provide lunch to our neighbors at the East Greenwich Hotel on a regular basis.

Over the year our lunch guests have grown into a warm, and welcoming community of support during tough times and celebration of good times. The "Community/Family" we provide is possible because of all the wonderful people that volunteer and support this outreach. I would like to take this opportunity to thank all of you along with the restaurants and organizations that volunteer their time and services to make these delicious lunches available.

If you happen to be in the area of one of our sponsor restaurants, please take the time to support them with your business. New volunteers are always welcomed and needed.

Each week six to eight volunteers are needed (9:30 AM – 12:30PM) for setup, serving, cleanup, and greeting our guests.

Volunteers are also needed to bake desserts (Cupcakes, Brownies, etc.).

Feel free to call Steve McLoughlin at 225-5540 if you have any suggestions / questions or would like additional information on how you can help.

Thank you for your continued support and encouragement.

Steve McLoughlin

MUSIC

2024 was a vibrant musical year at St. Luke's. Through congregational singing, choral music, vocal groups and soloists, organ, piano, guitar, violin, rhythm instruments, trumpet and timpani, music has been a vital part of the St. Luke's community as we worship God together and seek the grace and inspiration to be agents of transformation in the world.

During the course of the past year, our choirs – Angel Choir (Pre K - 2nd grade), St. Cecilia Choir (3rd-12th grades), and Canterbury Choir (Adult) – wonderfully fulfilled their primary responsibility of providing and leading music at our Sunday morning 10AM celebrations of the Eucharist. I cannot imagine our worship without these fine groups. I was thrilled that all three choirs experienced growth in numbers in the Fall. Please note that all the choral ensembles are always ready to welcome new singers. Please give this prayerful consideration if you and/or your children can offer your musical gifts.

Beginning in September, a Handbell Choir was formed under the initiative and direction of Jeremy Langill. It has been a joy to see this ensemble flourish as rehearsals continued throughout the Fall.

We also had several special musical occasions during 2024.

The year began on Sunday, January 7 with our treasured Epiphany Pageant. Thank you Caitlyn Holmstedt, home during her Sophomore year at American University, for directing.

Saturday, February 3, the St. Cecilia Choir joined with the choristers of Grace Church, Providence, and St. Paul's Episcopal Church, Fairfield, CT, for a demanding yet incredibly rewarding choir festival held at Grace Church and led by Dr. Barry Rose from England. Conductor, composer, organist, cathedral musician, BBC producer, amongst other things, Dr. Rose is one of the leading choir trainers of our time. It was a privilege to sing for him, and the choristers triumphed. We are thrilled to be coming together again with Dr. Rose and everyone for another chorister festival this year on Saturday, February 1. The culminating Evensong will be at 4pm at Grace Church, Providence.

Sunday, March 10, the Canterbury and St. Cecilia Choirs offered a moving mid-Lent Choral Evensong at St. Luke's. And the last week of March brought a powerful series of Holy Week services – Palm Sunday, Maundy Thursday, Good Friday Taizé Service, Easter Vigil – culminating in a glorious Easter Sunday celebration on March 31. On June 2, our Angel, St. Cecilia, and Canterbury choirs and the Amigos performed a spectacular “end of program year” concert. It was a particularly tender event as we dedicated the program to Fr. Tim and Diane Rich. The choirs had the pleasure of singing the world premiere of *A Beautiful Creation* written by Roger Cichy, noted composer and parishioner at St. Luke's, also dedicated to Fr. Tim. Two weeks later, on June 16, we bid farewell to Fr. Tim and Diane in a service full of his favorite hymns, anthems by all the choirs, and including trumpet and timpani. It was a tearful but glorious celebration of Fr. Tim's ministry at St. Luke's.

In August, St. Cecilia choristers Tori Cormier, Catherine Pilkington, Ryan Scarber, Shawn Scarber, and I joined with the choristers of Grace Church, Providence, for a weeklong choir camp at Incarnation Center in Deep River, Connecticut. It was a productive time of music making and fun.

Sunday, November 3, the Canterbury and St. Cecilia Choirs combined with the Choirs of Grace Church, Providence, to offer a stunning Evensong. Saturday, December 7 found Canterbury and St. Cecilia singing for the festive East Greenwich tree lighting celebration. Then on December 22, all the choirs, including the Angel Choir, and the Amigos joined together

at St. Luke's to present a joyous Christmas concert. A special treat was the debut performance by our newly formed Handbell Choir led by Jeremy Langill. Another very special treat this year was the virtuosic bassoon solo played by Pastor Jonathan, plus we got to sing a lively piece composed by Roger Cichy with the composer himself conducting. The church was full as we welcomed many people from the wider community, and all enjoyed a delicious holiday cookie reception following.

Two days later, the choirs sang for Christmas Eve – St. Cecilia with several alums at 4pm, a small group of St. Cecilia alums at 7pm, and the Canterbury Choir with a few St. Cecilia choristers for a special 10:30pm choral prelude with violinist Rebecca Wolf and 11pm Eucharist. Sunday morning, December 29, the choir sang a lovely service of Christmas Lessons and Carols.

Sunday, January 5, 2025, we capped off the celebration of Jesus' birth with our annual Epiphany Pageant. What a joy it was to present this song filled tableau that so beautifully tells the Christmas/Epiphany stories. A big thank you to Lily Messier for directing the pageant this year.

Thank you to Anna Pilkington for coordinating receptions after all our Evensongs, concerts, and other special events like the Easter Vigil and St. Cecilia Christmas party. Your incredibly generous ministry of hospitality touches and enriches the lives of so many!

Thank you to Ben Lovejoy, Judy Stenberg, Laura Sullivan, and Bruce Stevens for your phenomenal and inspired teaching in the RSCM (Royal School of Church Music) program with our St. Cecilia Choir. Thanks also to Catherine Pilkington, Judith Strang-Waldau and Geo Borgia for all their tender leadership with the Angel Choir. As it is often said, "it takes a village." The Angel and St. Cecilia Choirs are truly graced by a marvelous village!

Also, a huge thank you to Jeremy Langill, parishioner, professor, and additionally a handbell expert. We all at St. Luke's are grateful for his leadership and dedication in restarting our Handbell Choir in the Fall of 2024. It's been many years since St. Luke's has had a bell choir made up entirely of people from the St. Luke's community.

As I said at the beginning, it has been a vibrant year of music making. The choirs and all the individual choristers and musicians at St. Luke's are such a blessing to the parish community and to me personally. I am so thankful for their deep dedication, beautiful music, and contagious enthusiasm.

It is my joy and privilege to serve as Minister of Music in this dynamic community. I look forward to a hopeful, song-filled 2025 at St. Luke's.

Faithfully,
Rodney

NEWCOMERS' COMMITTEE

The Newcomers Committee continued to work hard during 2024 to welcome new faces to St. Luke's and to encourage all who may have attended one of our events to become active members in our vibrant and loving community. While this has been a year of transition, it has been an exciting one for our committee. In 2024, nearly 100 new families or individuals sought connection with us; many through the new visitor cards!

As in years past, the committee hosted two Newcomer's Brunch events, one in the Spring and another in the Fall of 2024. Invitations were sent to 46 families/individuals for the Spring brunch. 59 invitations were extended to newcomers for the Fall event. While team members, vestry participants and volunteers from the parish provided a wonderful meal, attendance at both events was less than we had hoped for. We are now investigating new ideas on how we can welcome new members and help them get connected at St. Luke's.

To help promote St. Luke's within the greater community, committee members participated in East Greenwich's Main Street strolls held throughout the summer. Music from The Amigos welcomes people to our booth and gives us the perfect opportunity to introduce St. Luke's to the community and to hopefully attract new members. Team members and volunteers hand out goodies, water, dog treats and information about St. Luke's to all who stop by. These events are always enjoyed by everyone involved.

Members of Newcomers Committee members are Jan Burch, Nora Hall, Sharon Pickering, Laura Sullivan and Bill & Patricia Warburton. We welcomed two new members to the team this year. Deb Dioguardi, who now co-chairs the committee with Jan Burch, and Eric Holmstedt.

Newcomers this year include:

Barry & Barbara Bayon
James Smith and Meher Ahuja-Smith
Michael Pearson
Sandy Hicks
Hiroko Shikashio
David and Lisa Clay
Beth Peterson
Jordan Ross
Daniel Smart
Jane Williams
Brian LaPierre and Kelly Pacheco
Craig Stenning
Marissa and Andrew Doonan, Leo and Charlie
Julianna Pauley
Sarah and Josh Cloutier
Joe Rodgers & Maura McKone
Gale Steffy
Caterina Tavones
Sarah Hooley
Cheryl Eidenger-Taylor

Jill Howarth
Emily Kelly & Sawyer Kelly
Kris Short
Rachel MacDonald
Kaela & Mathew Huxel, Diana
John and Candace Cooney
Frank Gajic
Macayla and Ryan Percival
Raymund Tate & Caroline Tate
Jaime Hiller and Alexander Hiller
Jim Turi
Rob Henderson
Blake Reynolds, Frank Kelly
Norah and David Conditto
Ashley Murr & Brent Wunderlich (Ava 7, Lila 5)
Rick Pezillo & Michael DeGrandpre
Karen Harland
Donna M Leach Halpin
Rev. Lee Hardgrove
Ryan Sherwood

PASTORAL CARE COMMITTEE

The Pastoral Care Ministry meets monthly under the guidance of The Rev. Fr. Jarrett Kerbel and The Rev. Dr. Jonathan Malone. Pastor Malone (fun fact: he is a Baptist Minister) was hired during the summer of 2022 to assist with the pastoral needs of our congregation. This includes overseeing and guiding the Pastoral Care Ministry. The members of Pastoral Care are extremely blessed and grateful to have his wisdom and guidance.

Our main purpose is ministering to our parishioners who are in need of communion, a visit, a phone call, or a greeting card. We visit the homebound and visit our members in nursing homes, hospitals, and assisted living facilities. We provide support for the individual and also family members. Pastoral Care members often help with funeral collations and comfort for the families. The committee members establish personal relationships with our parishioners and their families.

During St. Luke's year of transition and search for a new permanent rector our ministry has grown in membership to 20 members. That has allowed us to have 4 people sharing the responsibility of mailing cards each month and enough people to visit more homebound people on a regular basis. Clergy or the Office Administrator inform the committee on who needs our assistance.

Committee member, Margaret Clifton, oversees the prayer shawl ministry. Our shawls are blessed in church by clergy and then given to our parishioners in need. If you like to knit or crochet and are interested in making shawls for this ministry please reach out to Margaret.

The committee members continue to sell "The Windows of St. Luke's Church." All proceeds from the sale of the books go toward maintaining the beautiful stained-glass windows of St. Luke's Church. Copies are available in the church office or by contacting a member of the Pastoral Care Ministry.

In a recent discussion with one of our members, she was telling me about a parishioner that was having some health issues. She called him a "pew buddy" as an explanation of how she knew about him. It reminded me that we are all pastoral caregivers to each other. Please continue to reach out to your "pew buddies" and I thank you for being part of the Pastoral Care Ministry of St. Luke's Church. Please inform Father Jarrett, Pastor Jonathan, or a committee member if you know of someone that would benefit from our ministry outreach.

Respectfully submitted,
Dorothy L. Fleming

STEWARDSHIP COMMITTEE

Like all of St. Luke's, the 2025 Commitment Campaign unfolded in the context of our present leadership transition. Rather than shy away from this reality, the vestry and campaign team seized the opportunity to stabilize our finances following consecutive years of operating with deficit budgets. We were motivated by the prospect of attracting strong rector candidates by presenting a parish on firm financial footing.

In this spirit, the campaign team adopted a forward-facing theme: Embracing change with joy and possibility. The embracing change theme animated the campaign's communication strategy – the images chosen for campaign banners, video and social media messaging and in our direct written communications with parishioners: Let's seize this moment in time to support and advance our parish mission.

In October the finance committee recommended, and the vestry adopted, a preliminary budget which required \$635,000 of pledge income, a 20 percent increase from last year's pledge total. In the judgment of the vestry, this substantial jump represents the commitment needed to support a parish the size and programmatic reach of St. Luke's. It also supports the vestry's desire to make two important changes to this year's budget: to fund the clergy associate as a line item in the operating budget rather than the past practice of using accrued funds reserved for clergy sabbaticals. Likewise, this increase in pledge funding would permit the vestry to avoid over-relying on the parish's investment income for funding the operating budget.

This year's campaign used some of the tried-and-true strategies from past years. "Embracing change" campaign banners adorned the sanctuary during the campaign period. A parish brunch was hosted at the start of the campaign. The interim rector and parish leaders made direct appeals to encourage parishioners to pledge and, to our current pledgers, to consider increasing their commitments. Other approaches were new this year: We publicly stated the specific amount and rationale of our financial goal and posted weekly progress updates. And the rector made a second round of direct appeals to specific groups of parishioners.

Through the generosity of the parishioners of St. Luke's, as of mid-January the stewardship campaign exceeded last year's total (revised 2024 budget) by approximately \$61,000 or ~10% with 214 pledges. As I stated in my report to the parish at the December 8 service, this is a remarkable accomplishment and one which should make us both proud and grateful for being part of such a giving community. While we remain about 10% shy of our 2025 pledge goal, as treasurer noted in his report, we are hopeful that additional pledges will be made and other income sources will grow to advance our parish mission and extend the good work we do both within and beyond our parish walls.

Michael Grady, Chair

1 Members: Dotty Fleming, Michael Grady, Jon Jacaruso, Jarrett Kerbel (Interim Rector), Shareen Knowlton, Suzie MacDonald-Bolanos (Parish Administrator), Steve McLaughlin, Holly O'Brien, Anna Pilkington, John Walsh, Rob Walsh

THE GIVING TREE

Overview

The Giving Tree Program, an annual initiative aimed at providing assistance to families in need during the Christmas season, was successfully carried out in 2024, thanks to the dedication and hard work of our parishioners, volunteers, and especially Deb Lukens, who stepped in to lead the program for the first time. Traditionally spearheaded by Judith Horton, this year's efforts were coordinated by Deb due to Judith's absence, as she faced family medical issues. Despite these challenges, the program was a remarkable success and made a significant impact on many local families during the holiday season.

Program Details

The Giving Tree Program works by providing gift cards to families and individuals who are facing financial hardship, enabling them to purchase essential items or holiday gifts. Gift cards were distributed to those in need through applications submitted via forms provided by the Interfaith Food Cupboard and our parish office. Parishioners played a crucial role in making the program a success by purchasing gift cards, which were then donated to the program. These cards were distributed to eligible households, ensuring that they could access the resources they needed to make their holidays brighter.

Key Achievements in 2024

- **Number of Households Served:** This year, the Giving Tree provided assistance to 103 households. Each household received gift cards, helping to meet their needs for food, gifts, or other essential purchases.
- **Amount Raised:** Through the generosity of our parishioners, the program raised a total of \$2300 in gift card donations. This exceeded our expectations and allowed us to provide more support than initially anticipated.
- **Partnerships:** The collaboration with the Interfaith Food Cupboard helped us reach the families who needed the most support. The streamlined application process through their network ensured that we could serve those who were genuinely in need.

Special Acknowledgements

This year, we would like to give a special thanks to Deb Lukens, who took on the leadership of the program in a time of uncertainty. Her dedication, organization, and compassion were evident in every aspect of the program's execution, from coordinating the collection of gift cards to overseeing their distribution. Her ability to step into this role seamlessly ensured that the tradition of the Giving Tree continued without disruption. We would also like to express our gratitude to Judith Horton, whose tireless work in previous years has set the foundation for the success of this program. Many thanks to Marcia Gladue, Jan Prifty and Helen Biancani who stepped up to make this ministry a success!

Conclusion

The success of the Giving Tree Program in 2024 is a testament to the compassion and generosity of our parish community. We are grateful for everyone who contributed, whether through donations, time, or prayers. Together, we made a difference in the lives of many families, bringing the spirit of Christmas to those in need.

We look forward to continuing this important ministry and expanding its impact in the future. Submitted by: Rev. Jarrett Kerbel

THEOLOGY ON TAP

The men's group of St. Luke's, Theology on Tap (TOT) is focused on Christian fellowship and service. We are a casual group of St. Luke's men, who enjoy meeting monthly for occasional service projects, guided discussions and mostly good conversation and fellowship. Everyone is welcome and we all leave feeling enriched.

In 2024, we were fortunate to welcome several new (and returning) guys to TOT and the new, diverse experiences and opinions have fostered some fascinating discussions. We've experimented with discussions of book excerpts and current events, where we've been able to explore men's spirituality in a friendly, welcoming setting, but truthfully, the most interesting meetings have been those without an agenda.

TOT members have played important leadership roles and staffed many of St. Luke's food ministries including Christ Community Kitchen (CCK), Mobile Loaves & Fishes and Lunch on the Hill, where we seek to reduce food insecurity.

In Feb. 2024, We started the year with a fascinating TOT sponsored tour of the Varnum Armory Museum, thanks to Harry Waterman. We held the first TOT Men's Retreat in October 2024 with Rev. Dr Jonathan Malone as facilitator at the Episcopal Conference Center in Pascoag, RI, with 20+ guys attending. We endeavoured to form, foster and deepen lasting friendships while growing trust and examining how our faith influences and guides our lives. View some photos of the Retreat: <https://photos.app.goo.gl/WquXLjLXB9TZ8atd6>

We finished the year holding our November TOT meeting on Veterans Day at the Varnum House, home of one our nations' first veterans, General James Mitchell Varnum– Thanks to Mark Cordle.

We were delighted this year to continue a long-standing tradition of TOT Christmas gathering at the De Groot's home. Our holiday meeting included an intimate Service and Eucharist delivered by Father Jerrad followed by an evening of Christmas camaraderie and cheer.

Anyone who is interested in learning more or joining us, feel free to contact Brent Bostick at 908-230-7569 or email brentbostick1@gmail.com

Respectfully submitted,
Brent Bostick



Christmas TOT gathering at the De Groot's home. Men's retreat at ECC in Pascoag, RI



USHER MINISTRY

Dear friend, when you extend hospitality to Christian brothers and sisters, even when they are strangers, you make the faith visible... It's good work you're doing, helping these travelers on their way, hospitality worthy of God himself! (3 John, vs 5-6)

The Usher Ministry is dedicated to creating a welcoming, reverent, and safe environment for worship. This ministry is served by 40 fellow parishioners (men, women and families) who serve regularly at scheduled, holiday and special services. In the fall the scheduling approach for ushers was consolidated with the broader Liturgical Schedule, using Sign-up Genius. This allowed individuals to sign up for services individually. The intent was to provide flexibility and reduce the amount of follow-up necessary by the office to fill open requirements.

After several months and tweaks to improve using the Signup Genius approach was not as effective as was hoped. On occasion assignments were not filled, requiring calls to fill open slots. On occasion, services went without ushers being scheduled. Frequently ushers stepped in to help if they were attending (thank you).

Feedback indicated that ushers preferred working with teams and being scheduled on a rotating basis. This allowed them to plan when they are scheduled to usher and create continuity within the team. In response to the feedback, in 2025 scheduling will be returned to the team and defined schedule approach. Initial response from ushers has been very positive.

Ushers are needed for both the 8:00 and 10:00 services.
Additional information on requirements is provided below.

Please reach out to Steve McLoughlin or any of the ushers if you would like more information. 401-225-5540
smcloughlin2@aol.com

I would like to take this opportunity to extend thanks to the ushers, office staff, and clergy for their dedication and support to this ministry.

Respectfully submitted
Steve McLoughlin (Head Usher)

Our Mission

The usher ministry offers the hospitality of Christ to people who come to worship, to collect and secure the gifts of the people, and to assure the order, comfort, and safety of the congregation, making St Luke's an inviting place to worship.

Talent	Time Involved	Who are the Ushers
<ul style="list-style-type: none">•Must like meeting and greeting people.•Friendly while dignified and appreciative of the	<ul style="list-style-type: none">• Ushers are scheduled to every 4- 6 weeks.• Ushers may specify a preference for	<ul style="list-style-type: none">•Individuals, Men,Women, Young
<ul style="list-style-type: none">•Attentiveness to needs and poise in theexpected.	<ul style="list-style-type: none">• Arrive 30 minutes before service	<ul style="list-style-type: none">•Couples•Families•You

WOMEN OF GRACE

This year the Women of Grace developed a mission statement which says: Women of Grace is a community of Christian women who gather to share the love of Christ through spirituality-based fellowship, worship, spirituality and outreach. It defines who we are as a group and continues to guide us in our program development. I thank our program planning committee: Lois McLoughlin, Laura Sullivan, Ruth Haynsworth, Judy Ireland, Judith Strang, Jan Burch and Donna Dufault for their development and implementation of meaningful topics each month.

JANUARY 8TH

- Canceled due to inclement weather

FEBRUARY 5TH

- Wilderness Journeys presented by Jonathan Malone.

MARCH 4TH

- A Celtic Service. This service will be open to all parishioners.

APRIL 8TH

- Creation Care. Presentation by Rhode Island Resource Recovery Center.

MAY 6TH

- You are a Wonder Woman: How to Restore the Wonder and Reveal the Hero in your life.

JUNE 10TH

- Potluck social and yearly wrap-up. Deb Lukens to host.

SEPTEMBER 25th

- 11:30 am Rhode Island Resource Recovery Tour

OCTOBER 7th

- Centering with Prayer – Fr. Jarrett

NOVEMBER 4th

- Dorcas International program presentation and volunteer opportunities

DECEMBER 2nd

- Spiritual Yoga

December 11th

- Holiday potluck luncheon

All women are Women of Grace, all are welcome to join meetings. We continue to be blessed with women joining our gatherings from outside the St. Luke's community. WofG share the love for each other and the love for Christ.

YOUTH FAITH FORMATION

By Amy Weigand, Director of Youth and Family Ministries

Spring 2024

This spring, we continued our commitment to providing engaging and meaningful faith formation for all ages.

Godly Play (Grades PK-5)

Our Godly Play program thrived, offering children a Montessori-inspired approach to Christian education. With a focus on storytelling, wonder, and creative exploration, children explored biblical narratives and liturgical practices in a way that encourages curiosity and reflection. A rotation of eight dedicated volunteer teachers—Holly O'Brien, Aileen Sprague, Kate Golbitz, Martha Baker, Erica Martell Simo, Lisa Rivard, Jacob Trombino, and Mary Semeraro—helped create a welcoming environment. Weekly attendance averaged 15 children.

Youth Faith Formation (Grades 6-8)

We offered two impactful eight-week modules:

Racial Justice: Guided by Stacey Nakasian and Mike Grady, this faith-based curriculum invited students to explore themes of racial equity and inclusion through scripture, prayer, and reflective activities. Despite its richness, attendance was inconsistent, with no more than three students and occasional weeks with no participants.

Culminating Event: On March 23, a small group of parishioners (nine adults and one youth) visited the Nonviolence Institute in Providence. Shane Lee, the Director of Training & Special Projects, introduced the group to Kingian Nonviolence principles and shared how these practices help prevent, interrupt, and heal violence. The visit also included a tour of the institute and its history.

Climate Justice: Taught by Stacey Nakasian and Shareen Knowlton, this module emphasized the relationship between environmental stewardship and social justice. Attendance remained small, with an average of three students per week.

Culminating Events

Zoomobile Visit: On May 5, Roger Williams Park Zoo brought the Zoomobile to the Godly Play room, where 25 children learned about animal needs and behaviors. The program featured Madagascar hissing cockroaches, a box turtle, and a king snake named Elvis. Biofacts, including snake sheds and bones, provided a hands-on learning experience. The congregation also enjoyed meeting these animals after the service.

Climate Workshop: Following the Zoomobile, a workshop titled "Stewards of Creation: Understanding Climate Change and Taking Action" educated participants on greenhouse gases, carbon cycles, and actionable solutions. This session highlighted the Christian responsibility to care for creation.

Ben Utter Trail Hike: On June 1, Pastor Jonathan led a hike in Arcadia, teaching participants about the land's history and environmental changes over time.

Youth Faith Formation (Grades 9-11)

Due to low participation, spring classes for this age group were canceled. We focused our energy on the middle school cohort.

The Rhode to Emmaus

In March, we launched The Rhode to Emmaus, a weekly newsletter for families with children in grades PK-12. The newsletter includes announcements, reminders, a calendar, prayers, and photos of recent events, ensuring families stay connected with youth programming.

Corporate Communion

On May 26, five children—Emma Dumbinski, Abigail Dumbinski, Giuls Giuliana Szabo, Karl Jenkins, and Connor Bosco—celebrated Corporate Communion, supported by teachers Erica Simo, Lisa Rivard, and Tyler Simo. This program, which provides age-appropriate theology and liturgy, reflects our commitment to helping children grow in faith. Beginning next year, this offering will be renamed Solemn Communion.

Mission Trip to the Dominican Republic

For the first time since 2019, St. Luke's returned to Campamento Monte de la Transfiguration in Jarabacoa, República Dominicana. We had 8 teens and 8 adults in attendance. The mission trip work week included building additions to two homes in the barrio, and painting projects at the camp church, school, and dormitory. We renewed old friendships and made many new ones.

Confirmation

Confirmation preparation ran from February through May, culminating in Father Tim confirming ten young people: Grady Busch, Benjamin Butterfield, Victoria Cormier, Helena Fleming, Catherine Pilkington, Jason Scarber, Ryan Scarber, Shawn Scarber, Catherine Sprague, and Sophia Williston on June 2. This milestone marked their public affirmation of faith and commitment to the Christian life.

Theresa's Retirement

In June, we honored Theresa Dieters Muscat as she retired from leading St. Luke's Children's Programming. Amy Weigand agreed to take over this role alongside her existing responsibilities, ensuring continuity in this vital ministry.

Summer 2024

The summer was a time for reflection, planning, and preparation:

- A new class structure was introduced: Godly Play (PK-3), Youth Faith Formation 1 (Grades 4-5), and Youth Faith Formation 2 (Grades 6-8).
- Amy designed and printed updated brochures for youth programming and refreshed bulletin boards in classrooms and hallways.
- Amy attended week-long Godly Play training in Needham, MA, earning official certification.
- The youth census was updated, with 89 children ages 3-18 registered as of December 2024.

Fall 2024

- **Godly Play (Grades PK-3):** Weekly attendance increased to 15-20 children. A new lesson, "People of Color Who Inspire," focused on the life and legacy of Rev. Dr. Martin Luther King Jr., enriching the curriculum.
- **Youth Faith Formation 1 (Grades 4-5):** This new class follows a hands-on curriculum from Lesson Plans That Work, aligned with the liturgical calendar. Taught by Glenis Downie and Amy Weigand, the class averages two students weekly.
- **Youth Faith Formation 2 (Grades 6-8):** Students are working through modules exploring gifts, community, and calling, using lessons from the Virginia Theological Seminary. Stacey Nakasian serves as the primary teacher, with support from Amy and Mary Semeraro. Weekly attendance averages three students.

Prayground

This fall we introduced a new space within the sanctuary. A Prayground is a designated place in the front of the church where young children can experience worship through age-appropriate worship materials and tools that will help keep them engaged in what is happening. We included children's Bibles, books, coloring pages, blocks, soft toys, and a wooden Eucharist play set. These items are stored in the baskets under the benches. Children are encouraged to come forward, sit on the rug, and enjoy themselves.

Fun & Faith Fridays

Hosted by Amy and Fr. Jarrett on the third Friday of the month, it includes dinner and a variety of fun games and activities that encourage teamwork, creativity, and laughter. The evening also features faith exploration, with thought-provoking discussions and activities that resonate with young people. We conclude the night with a peaceful and reflective Compline service, offering a moment of quiet contemplation and connection. Our Friday Youth Group is a welcoming and inclusive space for young people to make friends, have fun, and deepen their understanding of faith.

Fall Youth Retreat

Held November 15-17 at the Episcopal Conference Center, the retreat was themed “The Next Chapter.” Five teens attended, participating in crafts, hiking, games, and reflective activities. Stacey Nakasian and Amy Weigand chaperoned, with visits from Fr. Jarrett and The Amigos.

Rite-13

Four teens—Dustin Bottaro, Savannah Kerr, Charlie Knowlton, and Corey Johnson—celebrated their Rite-13 milestone with preparation classes and a retreat/celebration dinner on January 11, 2025. The congregation honored them during the service the following day. This program was led by Stacey Nakasian and Mike Grady.

Open Mic Nights

The Arkful Coffee House continues to host monthly open mic nights, drawing approximately 30 attendees per event. This inclusive space fosters creativity and community connection.

Looking Ahead

This year has been one of growth, learning, and planning. We have focused on creating a space where every child feels truly welcome, valued, and supported, ensuring they know they belong here. Our goal is to make our programs not only fun but also engaging—a place where children and youth are excited to be, where they can build lasting relationships and meaningful connections with their peers and leaders. As we look ahead, we remain committed to fostering a welcoming and inclusive environment where children and youth can explore and deepen their faith. We are especially excited to be planning a vibrant Vacation Bible School for this summer, designed to inspire joy, creativity, and a deeper connection to God.

MINUTES

MINUTES OF THE 189TH ANNUAL MEETING St. Luke's Episcopal Church, East Greenwich January 28, 2024

Pursuant to the By-Laws and to notice duly given, the Annual Meeting of St. Luke's Episcopal Church on Peirce Street in East Greenwich, R.I. was held on Sunday, January 28, 2024, in person.

Vestry Members Present: *Sr. Warden, Bill Warburton; Jr. Warden, Deborah Collins; Treasurer, Michael Sullivan; Clerk, Dana Borgia; Holly O'Brien, Tracy Sampson, Margaret Clifton, Bruce Stevens, Katie Gressle, Jacob Trombino, Judi Nichols, and John Lukens. Regrets - Shareen Knowlton.*

I. Welcome and Opening Prayer

Fr. Tim opened the Annual Meeting with prayer at 10:38am by reading the poem "To Hear Your Voice."

II. Determination of Quorum and Appointments

The church By-Laws require that a quorum of at least 25 persons or more be in attendance to proceed with the Annual Meeting. Per a count by the Treasurer, there were 102 persons in attendance and the required quorum was met.

III. Statement of Purpose: Why Are We Here?

Fr. Tim explained that the Annual Meeting is both a requirement of the Bishop and our By-Laws. The meeting is held to elect Vestry, officers of the church, and nominating committee members, and to discuss matters of church business. Fr. Tim also said that it is important that we gather together to reflect on the past year and remember the role of the Holy Spirit in all we do. The meeting is an opportunity to reflect upon the last year, imagine the year that awaits, celebrate, and ask questions.

IV. Practicing Radical Resilience

Fr. Tim spoke of two distinctions from Richard Rohr's meditations:

Radical - in its Latin origin refers to going beneath the surface, at our roots, or at heart of something. Resilience - speaks to one's capacity to withstand or recover from hardships and challenges which require patience. It is the ability to recover and spring back after being knocked down, literally and figuratively.

Rohr suggests that resilience is the secular word for faith, which requires that we be fully present in our inner strength, and that we have the ability to look both behind and forward.

V. In-Reach: how we care for one another, how we stay connected to one another

1. Pastoral Care - Special thanks given to Dotty Fleming and her team, with an example provided for their support during the prior day's funeral services.
2. Blessing of the shawls - Margaret Clifton organized renewal of this ministry for which the church is grateful.
3. Women of Grace - Thanks to Deb Lukens. This ministry was cited as being both in-reach and outreach as dresses were made and sent to girls in need around the globe.
4. Theology on Tap - Helps men knit together to attend to each other and working in the kitchen to feed others. Thanks to Brent Bostick.

VI. Outreach

1. Christ Community Kitchen - This ministry is currently rebounding in terms of participants. Paul Brookes is stepping down from leadership, special thanks were expressed for all of his hard work. Paul Ruggieri, Margaret Clifton, and Rob Walsh are stepping in to help, and more volunteers are needed
2. Loaves and Fishes - Caroline and Dana Sparhawk, and Rob Walsh assist with numbers of individuals that are higher as a result of the COVID pandemic.
3. Lunch on the Hill - some of the restaurants that partnered prior to COVID were not able to continue. Steve McLaughlin is currently working on making new connections.
4. Dorcas International - assists with response to immigrants. Cathy Sloan is involved with this ministry. She will be looking at the potential to develop this outreach area in the near future

VII. Faith Formation

1. Godly Play - Theresa Deiters Muscat, Holly O' Brien and Jacob Trombino are involved with this ministry. Some Sundays there are 18 children in Godly Play.
2. A meeting with parents was held to discuss programming for older children. Faith formation curriculum for youth is now organized into time and theme specific modules—essentially a series of 8-week sessions with a culminating event. Looking for teachers and volunteers to assist with Racial Justice and the Environment modules. Steve McLoughlin asked if there is a way to share curriculum to help incorporate the congregation. Stacey Nakasian stated that the module on "Thankfulness" was a perfect example of involving the parish.
3. Amy Weigand - hired on this year and is helping to rewrite the curriculum

VIII. Worship

1. Fr. Tim reported that overall attendance has started to rebound.
2. Music ministry - special thanks given to Rodney and all of the choirs.
3. Flowers - special thanks to Pat Savage for coordination of arrangements. She will be retiring after 20 years. Ruth Hanesworth, Deb Lukens, and Sue Clement will be stepping in to fill this role.
4. Live streaming - Equipment updated, much of which was paid for by an anonymous donor. Deborah Collins has spearheaded and nurtured this ministry. Live streaming started back up again after equipment was destroyed by water damage as a result of a recent storm. David Clifton assisted with tripod and camera in the interim. Deborah reported that Alan Hurd assisted with sound engineering, along with help from Tom Dresselhouse. Special thanks for Bill Warburton in working with the insurance company regarding the storm damage claim.
5. Clarissa is now working to clean and keep the church looking great. Thanks to all of the staff for all that they do for the parish.

IX. Capital Care

Special thanks given to Dave Savage who reported that 2023 was a light year in terms of projects needed, due to the number of projects completed in prior years. Over the last year the following projects were completed:

- Window replacements in choir room
- Painting in sanctuary
- Replacement of carpets for 1st floor

There is always a to-do list, including the tower, carpeting replacement for the 2nd floor and classrooms, as well as potential A/C in the auditorium and dining room. Kim Peterson assisted with new furniture in the atrium. Paul Ruggieri also helped with projects.

Dave Savage is stepping down from this ministry, and Doug MacPherson has agreed to step into the role.

Bill Warburton shared the history that on Dec. 18, 2023, while CCK was being held, he found that Deborah Collins was cleaning up water from a leak in sacristy from the tower. Prime Restoration was called in to assess damage, including drone view up to 60 feet. The assessment claimed no visible damage, and another storm happened. Taylor Wilkey had a drone that went up 100 feet. Drew Serdakowski also contributes to reviewing. Daylight is visible where the support beam is so it will bear further exploration. Laura Sullivan stated that tower bells are not currently being played due to safety concerns. Ruth Bachelor stated that one issue for water problems may be that the steeple louvers are not closing. Doug McPherson stated that in looking at the area, it may be a case of a drain being clogged and not draining appropriately. There is a 2015 report stating that the tower is structurally sound.

X. Money matters

- In part for operations, as well as to help in living out our faith as stewards. Fr. Tim discussed the Dec. Town Hall meeting that assisted in telling the story a little differently, and gave thanks to everyone that helped with meeting, with attending the meeting, and with increasing pledges.
- The Dinner Dance/Auction event raised over \$20,000. Thanks to Jon Jacaruso, Deborah Collins, Deb Lukens, and Bill Warburton for all of their efforts.
- May 6th, 2024, will be a Golf Tournament. Those who do not golf can attend the dinner.
- Feb. 10th dinner fundraiser will be held for the mission trip to the Dominican Republic. The highlights of the trip will be painting at the camp and school, as well as building an addition to a house, and another whole house in the community.
- Stained Glass Window: Stacey Nakasian gave an update re: Bonhams Auction House looking for a buyer. This is taking some time as deliberations are considered, and there is no current timeline identified. Dan Larkin asked what the window would be replaced with and Fr. Tim updated that an artist has been identified to design a new window for the space. Once the window is sold, drawings will be provided to the congregation to gauge response.
- Commitment Campaign: Pledges total \$524,238 with a total of 194 pledges compared to last year's \$470,000 with a total of 190 pledges. There were also 43 parishioners that responded to the second request.
- Michael Sullivan reported that detailed information is available in the Annual report but outlined the following:
 - In 2022 there was a budgeted shortfall of \$74,000 which ended up being a \$32,000 shortfall. In 2023 there was a budgeted shortfall of \$76,000 and ended up being a \$38,000 shortfall. The Endowment experienced a 15% increase in value, after 2 years of zero growth, with a 5% increase this year, but the overall growth has been discouraging. The Diocesan Investment (DIT) moved from US Trust to Vanguard. There was a \$54,000 increase in pledges which is significant, with \$26,000 gained through additional requests for pledges. He is looking for there to potentially be a \$20,000 short fall overall in 2024. Michael thanked parishioners for their support. Potential for rental of parking lot by a local restaurant may bear \$12,000 in income. Special thanks given for all of Michael's hard work and dedication as Treasurer.

XI. Resilience in terms of Leadership

- Thanks to Holly O'Brien, Tracy Sampson, and Bruce Stevens for their work on Vestry.
- Closing comments from our retiring Sr. Warden: Bill stated that it has been a privilege to work with Fr. Tim, Deborah Collins as Jr. Warden, Mike Grady, and Gary Schweizer and has learned so much. Fr. Tim thanked Bill for all of his dedication and that he has been a blessing to the church.

XII. Election of Officers, Vestry Members, and Delegates

● Report of Nominating Committee

Bill Warburton gave the report of the Nominating Committee:

New Vestry nominations for a three-year term: Jan Burch, Bill Clement, and Corie Jacaruso, with Katie Anderson to complete one year term for Jacob Trombino. With no additional nominations, Bruce Stevens moved to close nominations, Holly O'Brien made a motion to accept nominees, which was seconded by Marcia Gladue and carried.

Nomination for Position of Sr. Warden: Deborah Collins. With no additional nominations, Bruce Stevens moved to close nominations for Sr. Warden. Holly O'Brien made a motion to accept the nominee, which was seconded by Corie Jacaruso, and carried

Nomination for Position of Jr. Warden: Jacob Trombino. With no additional nominations, Bruce Stevens moved to close nominations for Sr. Warden. Mimi West made a motion to accept the nominee, which was seconded by Judi Nichols, and carried.

Nomination for Position of Clerk: Dana Borgia. With no additional nominations, Bruce Stevens moved to close nominations for Clerk. Pam Dresselhouse made a motion to accept the nominee, which was seconded by Holly O'Brien, and carried.

Nomination for Treasurer: Michael Sullivan. With no additional nominations, Bruce Stevens moved to close nominations for Treasurer. Marie Hennedy made a motion to accept the nominee, which was seconded by Holly O'Brien, and carried.

As a point of order, the following Diocesan Delegates: Deborah Collins, Steve McLoughlin, and Dotty Fleming and Pam Dresselhouse with Bill Warburton as alternate will continue in this capacity so no action is required at this time.

Nominations for at-large nominating Committee: Holly O'Brien, and Michael Grady. With no additional nominations, Bruce Stevens moved to close nominations for Treasurer. Cori Jacaruso made a motion to accept nominees, which was seconded by Holly O'Brien, and carried.

- **Election**

A motion was made by Katie Gressle to accept and ratify the election of all nominees as submitted by the Nominating Committee. The motion was seconded by Judy Stenberg and passed by all.

XIII. Concluding Prayer and Dismissal

Announcement of date for 2025 Annual Meeting: January 26, 2025. Fr. Tim closed with prayer.

Holly O'Brien made a motion to close the Annual Meeting, Nancy Borden seconded the motion, and all in attendance approved at 12:10pm.

Transition Prayer for Our Rector Search

Faithful and loving God, you know us better than we know ourselves.

Grant wisdom and clarity to the Search Team and guide the Clergy you are calling to St. Luke's.

Strengthen the Wardens and Vestry as they lead our community through this time of change.

Grant us patience as we trust in your perfect provision.

Continue to inspire our imaginations, and embolden our faith, as we look to the future with joy and possibility.

All this we ask in the name of Jesus Christ.

Amen.

CLOSING HYMN



1.Sum-moned by the God who made us rich in our di-ver-si-
2.Trust the good-ness of cre-a-tion; trust the Spi-rit strong with-
3.Draw to- geth-er at one ta-ble all the hu-man fam-i-



ty, Gath-ered in the name of Je-sus, rich-er
in. Dare to dream the vi-sion pro-mised sprung from
ly; Shape a cir-cle ev-er wid-er and a



still in u-ni-ty. Let us bring the gifts that
seed of what has been.
peo-ple ev-er free.



di-fer and, in splen-did, var-ied ways Sing a new church in-to



be-ing, one in faith and love and praise.

2025 PLEDGES

A big thank you to all those who have pledged their support for the upcoming year!

Adam, Robert & Stephanie	Cross, Anne	Hennedy, Marie
Alexander, James & Jill	Cross, Jean	Hicks, Sandy Jean
Anderson, Michael & Katharine	Curtis, Sarah	Hiller, J Thompson & Connie
Andruchow, Stephen & Patricia	Cyganoski, Charles & Deborah	Holmstedt, Eric
Anforth, Fran	de Groot, Gregory & Judith	Horton, Donald & Judith
Arnold, Nancy	deLisle, Joyce	House, Sally
Atwood, Ann	Denny-Brown, Katherine	Hudson, Keith & Jackie
Austin, Linda	Dioguardi, Debra & Glenn	Hughes, Gabriele
Barton, Mary-Elizabeth	DiPanni, John & Beth	Ireland, Judy
Batchelor, Bob & Ruth	Dorman, Denise	Isenberg, Dolores
Bateson, Scott & Karen	Downie, Reid & Glenis	Jacaruso, Jonathan & Corie
Benoit, Richard & Diane	Dresselhouse, Tom & Pam	Jenkins, Joseph & Stacey
Biancani, Helen	Drew Gibbs, Susan	Johnson, Gregor
Biatowas, John & Parker, Jacqueline	Dufault, Donna	Johnson, Heather & Dean
Bogdon, Derek & Sara	Eaton, Jane	Johnson, Heidi
Borden, Nancy	Eichinger, Joanne	Karlson, Peter & Candace
Borgia, George & Dana	Elliott, Judy	Kass, Christine
Bostick, Brent & Julie	Fecteau, Kenneth & Karen	Kaull, Nancy
Breault, Richard	Fernstrom, Cheryl	Kelly, Peter & Alice
Brookes, Paul & Janet	Ferry, Mike & Lisa	Kenworthy, Thomas & Elizabeth
Brown, Loxie	Fleming, Richard & Dorothy	Kerbel, Jarrett & Boden-Kerbel, Alison
Burch, Britt & Jan	Fogarty, Dennis & Cynthia	Kerr, Robert & Mindy
Burns, David & Nicole	Fornal, Elizabeth	Kilpatrick, James
Butler, Michael & Fredette-Butler, Meghan	Fox, Tony & Liz	Kimball, Robert &
Cabana, Andre	Gammell-Roach, Fran &	Brais-Kimball, Michele
Capps, Steve & P.J.	Roach, Nick	Knowles, Robert & Jane
Capron, Bill & Mary	Gardner, Joel & Doreen	Knowlton, Kyle & Shareen
Carbone, Robert & Elaine	Gemma, Michael & Julie	Langill, Jeremy & Tina
Carlson, Kay	Gilbert, Gayle	Langley, Joy
Cerullo, Mike & Susan	Giuliani, Ernest & Anna	LaPierre, Brian & Pacheco, Kelly
Cichy, Roger & Pat	Gladue, Marcia	Larkin, Daniel & Carrie
Clay, David & Lisa	Grady, Michael & Jennifer	Leite, Donna
Clement, William & Fiona	Gregory, Pam	Leite, Stephanie
Clifton, Margaret	Gressle, Katherine	Lester, Ted & Yenson, Sarah
Collins, Deborah & Dearnaley, Bruce	Guliano, Jean Ann	Levesque, Jeffrey & Mary
Cooney, John & Candace	Hajj, Dana & Weaver, Bill	Logan, Brad & Teresa
Cordle, Mark & Thomson-Cordle, Susan	Hall, Art & Nora	Lukens, John & Deb
Cormier, Steve & Jennifer	Hallenbeck, Edwin & Pat	Lynch, Kathleen
Cronin, Charles & Julie	Harvey, Joyce	MacDonald, Kenneth & Susan
	Haynsworth, Pete & Ruth	MacGunnigle, Bruce & Kathleen
		MacKinnon, Kenneth
		Macpherson, Doug

MacQueen, Heather	Rannenberg, John & Pamela	Wick, Charles
Marshall, Bruce & Barbara	Rezendes, James & Catherine	Wick, Stanley
Marshall, Martin	Rodriguez, Tito & Karen	Wosencroft, Kathleen
Martin, Jerry & Beth	Rudicil, Anne	Wright, David G. & Nora
McClintick, Bill	Ruggieri, Paul & Martin, Lincoln	Wunner, John & Dora
McClintick, Sr., William	Ryan, Connie	Young, Patricia
McCorkle, Richard & O'Kelley, Jan	Sampson, David & Tracy	Zartarian, Mark & Beverly
McGuire, Dede	Savage, David & Patricia	
McLoughlin, Stephen & Lois	Scarber, Christine	
McNamara, Neal & Elizabeth	Schweizer, Gary & Gomes, Joseph	
Messier, John	Semeraro, Marty & Mary	
Mooney, Robin	Serdakowski, Drew & Boucher, Kara	
Morokoff, Trish & Dexter, Michael	Serdakowski, Joseph & Arlene	
Munro, Jr., Joseph & Jean	Simo, Steve & Erica	
Muoio, Kevin & Sarah	Sloan, Robert & Catherine	
Nadeau, Diane	Slocum, Scott & Elizabeth	
Naylor, Pamela	Sparhawk, Dana & Caroline	
Neiley, Michele	Steffy, Gale & Jim	
Newton, Jack & Cynthia	Stenberg, Arthur & Judith	
Nichols, Steve & Judi	Stenning, Craig & Jane	
Norton, Sandra	Stevens, Bruce & Carol	
Oberg, Lyn & Robert	Strang, Victoria & Buchanan, James	
O'Brien, Andrew & Holly	Stretz, Christoph & Dale	
O'Brien, Brooke & Conor	Sullivan, Michael & Laura	
O'Connell, Leila	Surprenant, Robert & D'Ellena, Melissa	
O'Laughlin, David & Becky	Taylor, Jason & Sanderson, Rebecca	
Packer, Michael & Dawn	Tierney, Sandra	
Pagan, Luis & Shante	Trombino, Jacob & Amy	
Pallister, Carl & Donna	Utterback, Thomas & Lauri	
Patrick, Linda	Waldau, Paul & Strang-Waldau, Judith	
Peterson, Beth	Walsh, John & Debra	
Peterson, Lisabeth	Walsh, Mallory	
Peterson, Mark & Kim	Walsh, Robert	
Pickering, Sharon	Warburton, Bill & Patricia	
Pinney, Margaret	Waterman, Harry & Rosalind	
Poppe, Norman & Hilda	Welch, Stella	
Potter, Alfred & Linda	West, George & Mildred	
Prifty, Janice	Whited, Birgitta	
Putnam, Doreen	Whittaker, Meredith	
Radigan, Brendan & Tricia		
Randall, Kathy		