

**“The Spirit of the Lord is upon me,
because he has anointed me
to bring good news to the poor.
He has sent me to proclaim release to the captives
and recovery of sight to the blind,
to let the oppressed go free,
to proclaim the year of the Lord’s favor.”**

~Luke 4:18-19

Feel the Joy...

Share the Love!

ST. LUKE’S ANNUAL MEETING

January 28, 2024







St. Luke's Vestry

Class of 2023

Sue Smith, Jr. *Warden*
 Jan Hankins, *Clerk*
 Tina Hinz
 Marnell Lyle

Class of 2024

Betsy Zan, *Sr. Warden*
 Rebekah Offield
 Jay Lees
 Marty Johnson

Class of 2025

Mary Donegan-Ritter
 Karen Franczyk
 Jen Rasmussen
 Sue Savereide

Staff

The Rev. Elizabeth Duff Popplewell, *Rector*
 The Rev. Liane Nichols, *Deacon*
 The Rev. Ruth Ratliff, *Deacon*
 Sharon Anway, *Music Ministry Director and Composer in Residence*
 Janet Sanders, *Organist*
 Skyler Ramsey (they/them), *Director of First Impressions*
 Michaela Schneider, *Bookkeeper*
 John Nocero, *Building Sexton and Tech Minister*
 Jen Rasmussen, *Tech Minister*
 Kevin Sanders, *Treasurer*
 Del Turner, *Office Assistant*

Agenda

Call to Order	Betsy Zan, Sr. Warden
Gathering Prayer	Rev. Liane Nichols
Welcome	Rev. Elizabeth Duff Popplewell, Rector
Approval of Last Year's Minutes	Betsy Zan, Sr. Warden
Election of Vestry Members	Betsy Zan, Sr. Warden
Rector's Comments	Rev. Elizabeth Duff Popplewell, Rector
Sr. Warden's Report	Betsy Zan, Sr. Warden
Jr. Warden's Report	Sue Ann Smith, Jr. Warden
Treasurer's Report	Kevin Sanders, Treasurer
2024 Proposed Budget	Sue Savereide
Vestry Election Results	Betsy Zan, Sr. Warden
Blessing	Rev. Elizabeth Duff Popplewell, Rector
Sending Prayer	Rev. Ruth Ratliff

February 5, 2023 Annual Meeting Minutes

Annual meeting of St Luke's Episcopal called to order 11:40 AM Sun 05 Feb 2023

47 present in person, 14 online

Opening prayer Ruth Ratliff

Welcome – Elizabeth – Thank you to staff and all the volunteers who support our church ministry, especially to Mary Lynn Feltes Sr Warden and Sue Smith Jr Warden.

Leaving Vestry- Dean Schillinger, Mary Lynn Feltes, Jan Thompson

Approval of last year's minutes

Kevin Sanders moved to approve, Bill Witt 2nd

Motion approved by show of hands

Election of new Vestry Members

Betsy moved to approve all 6 candidates and go to a 12 person Vestry as we had previously.

Connie Sullivan 2 nd

Discussion: 4 vacancies currently,

Next year we elect 4, the Vestry will determine the term length for each person

4 -3yr, 4 -2 yr, 4 -1 yr

Canon says vestries can be 6, 9 or 12 members

Vestry Candidates: Marty Johnson, Sue Saevereide, Jay Lees, Mary Donnegan-Ritter, Karen Franczyk, Jen Rasmussen

Jan Hankins self nominates for 1 yr term to complete the 12 member Vestry

Betsy Zan motioned to expand Vestry to 12 members, Tina Andinolfi 2nd

Motion approved with show of hands

Sr Warden Report: significant task for past 2 years - how to navigate COVID guidelines

Vestry Retreat- next vestry will follow up on items discussed

Thank you for cards, prayers and food delivered during my many weeks of illness

Jr Warden Report – thanks for all the help on inside and outside work days

Proactive work on furnaces, eliminate 3, bought 2 high efficiency

Another furnace went out, installed one high efficiency furnace

Treas Report attached

Bill Witt move to accept, Jeff Cornforth 2nd

Treas report accepted with show of hands

2023 budget

A 3 % incr for staff was approved by the budget committee due to increase in giving at the end of 2022 which surpassed our budget needs. In lieu of an increase in salary Elizabeth preferred an additional week of vacation.

There is no deficit in the proposed budget.

Betsy moved to accept 2023 budget, Tina 2 nd

2023 budget approved by show of hands

Open floor for ques, concerns

None

Rector comments:

We are starting pension for Michaela because she works 20hrs a week

Extra giving allowed for raises for staff

Vestry Retreat: church as many things. What is the purpose of church? New Vestry will continue to elaborate on those retreat discussions and further community outreach.

What we do here matters, what we bring and then take into world, matters now more than ever - healing, hope, forgiveness. Our community outreach includes, Food Pantry, Pride Fest, Mardis Gras, Farmer's Market.

We have new connections with the community that we didn't have 5 yrs ago

Closing Prayer – Elizabeth

Sending – Liane

CLERGY REPORTS

Rector's Report

The Rev. Elizabeth Duff Popplewell

Dear Beloveds,

Throughout my seminary studies, in addition to formal classes on the subject, my classmates and I would engage in long discussions on ecclesiology. (Ecclesiology is the fancy word for the study of church, namely its purpose, its polity and leadership, rules concerning membership, buildings and decorations, and a whole lot of other helpful (and not-so-helpful) topics.) Having had experiences in a variety of parishes, all expressing a diversity of worship practices, leadership styles, as well as differing theological and missional understandings, these conversations and classwork were helpful in giving language and background to my understanding of parish life, congregational development, and my priesthood.

St. Luke's has spent a considerable amount of time this year discussing Church. We have addressed such questions as: What is the role of a Church? What is our role as the community of St. Luke's? What is courage, and what does a courageous church look and act like? How has faith transformed you? My hope is that by participating in these conversations and examining the Wordles that captured our responses, we have all gained some clarity about what it means to be a follower of Jesus and part of a community of faith in this time and in this place.

Regarding the purpose of church and our role in that, **Love** (God and others) was the overwhelming principal response, followed by **community, inclusion, serve, learn, care, teach, act, and joy**. In 2023, St. Luke's took on these pursuits with great enthusiasm and integrity by continuing to support and partner with our neighbors through our Neighbor-to-Neighbor food pantry, meals for ThreeHouse students, participating in PrideFest, tying blankets and purchasing Christmas gifts for adults and children associated with Friends of the Family, packing food at the Northeast Iowa Food Bank's Pack the Dome event, and tending the Listening Post on the UNI campus. Many of us participated in learning opportunities like Education for Ministry, Lectionary at Lunch, Monday Night Bible Study, Episcopal Discovery, and Sacred Ground. We strengthened our connections through meaningful worship, coffee hour, Women of Faith, and Dinner for Eight. We celebrated baptisms, weddings, and anniversaries, while we cared for the sick, and comforted those whose loved ones had died.

In an article written last fall by Donald Romanik, President of the Episcopal Church Foundation, the author highlights the importance of collaboration, collegiality, and working together for the common good. He writes, "Jesus practiced 'servant leadership'... Paul's very image of the 'body of Christ' presupposes a community where, while having unique gifts and responsibilities, **each person is essential for the health and vitality of the entire community.**" The emphasis in mine and I believe it to be one of the core values of a healthy church and a model for community where everyone is both invited and heard, equipped, and sent. A community whose members are rooted in the Love of Jesus, open to new possibilities, alert to the world's pain, and transformed by the work we have been given to do. Scripture says of the early church, "They devoted themselves to the apostles' teaching and to the fellowship, to the breaking of bread and to prayer. Acts 2:42" Of congregations, Romanik goes on to say, "These are the congregations that inspire deep engagement and broad participation for ongoing sustainability and community impact."

I recall a concept shared by Bishop Epting in one of his diocesan convention addresses in which he said (as I remember it), "Do not think of the Church as a luxury cruise ship, where a certain few stand ready to meet your needs. Rather remember that the Church is a fishing vessel, and all hands are required on deck." It is the model for ministry I have followed ever since. Being the Church - the incarnation of God's love in all its varied expressions - in this bewildering and unsteady time takes the generosity and passion, skills and presence of each of us. It is work we do not do alone, but in community, encouraging and supporting one another as well as those we are called to serve.

I am ever grateful to be your rector and priest and for the opportunity to collaborate with you and our amazingly talented staff and vestry. St. Luke's is blessed to have an array of dedicated leaders who prayerfully and thoughtfully tend to the plethora of details and needs associated with a vibrant church. From our devoted deacons, Liane and Ruth, to our engaging music ministers, Sharon and Janet, to those who manage the administrative and financial aspects, Skyler, Kevin, Michaela, and Del, to our committed vestry members, and to all who take on leadership roles in such areas as community engagement, teaching, serving in worship, providing hospitality, and countless other ways, I am constantly encouraged and inspired by your love for God, our neighbors, and St. Luke's.

I am especially grateful for Skyler, who joined our staff this summer as our Director of First Impressions. Their skills and knowledge have been a tremendous gift to all of us.

As you read in this report you will undoubtedly gain a fuller picture of how St. Luke's strives to be a community devoted to loving and serving God, our neighbors, and one another. You will also see that each of us is essential for the health and vitality of the entire community. I think you will join me in believing that we are better together.

In gratitude and the peace of Christ,

Elizabeth+

DEACONS' REPORTS

The Rev. Liane Nichols

For me at St. Luke's the year looked very much the same as the year before: I served at the altar, sent out birthday and anniversary greeting postcards from St. Luke's, connected with our shut-ins as much as possible, formulated the Prayers of the People every Sunday, attended Zoom and in-person meetings, and got to preach now and then. I still served as chaplain to several retired clergy and/or their spouses and attended the annual convention in Des Moines in October.

The one big project I took on with Ruth as co-chair was to be part of the Cedar Falls Historical Society's historical church tour. As one of the first early churches in the town, we were part of this fall event and welcomed many visitors to learn our story and share our Episcopal approach to worship. Many parishioners stepped up to help tell our story and show who we are.

I am so blessed by Elizabeth, Ruth, and all the wonderful people at St. Luke's who offer support when I'm stumbling around. They open doors and fetch my cane. They carry my cup to the table during coffee hour. They give me smiles and hugs. They make it possible for me to feel I am still able to live into my call to be a deacon. What a joy it is to be surrounded by such faith-filled beloved siblings!

The Rev. Ruth Ratliff

The Spirit of the Lord is upon St. Luke's and it is a joy to share that spirit with our community!

A special opportunity to do so was given us by Cedar Falls Historical Society's tour of historic congregations. Liane Nichols and I planned St. Luke's open house for that tour. Many St. Luke's members participated in meeting visitors and sharing our congregation's past and especially our present life and ministries. Several visitors commented on the very warm welcome they experienced here.

I have continued to organize meetings of the interfaith group Women of Faith of the Cedar Valley and participate in the activities of the Cedar Valley Interfaith Council.

An important and very timely online educational program in which I continue to be involved is Sacred Ground. Through it, participants learn about America's history of race relations and consider their own responses to racism. I served as co-facilitator for Sacred Ground groups meeting by Zoom in spring and in fall 2023 and am now facilitating another.

I continue to serve on the diocesan Beloved Community Initiative, promoting antiracism.

Of course, serving as a deacon for Eucharist service and as an occasional preacher is continually an honor and blessing for me.

VESTRY LEADERSHIP

Senior Warden's Report

Betsy Zan

This has been a big year. We seem to have (mostly) emerged from the pandemic. We have been able to worship together, sing together, take communion together, chat together over coffee, and celebrate with potlucks. We welcomed Bishop Monnot to St. Luke's for the first time, we welcomed the Cedar Valley community to St. Luke's for the Cedar Falls Historical Society's Historic Churches Tour, and we welcomed Skyler Ramsey to St. Luke's as our new administrative assistant (yay!). We have so much to be grateful for.

In preparation for writing this report, I decided to revisit the canons of the church regarding the duties of the vestry. I will not copy them all here (they can be found online at <https://www.iowaepiscopal.org/canons?rq=canons>), but I want to highlight a few that I think are particularly relevant to a review of the work of the vestry in 2023:

Sec. 7. The Vestry shall supervise the care and maintenance of the buildings, furnishings and other properties of the Parish.

The vestry was most certainly active in addressing this duty. Thanks in large part to the steadfast dedication and tireless efforts of our Junior Warden Sue Smith, we repaired the north sidewalk, replaced four furnaces, replaced a section of three windows in Will Hall, and (insert joyous exclamations here) repaved the parking lots.

Sec. 8. The Vestry shall be responsible for the proper care of the finances of the Parish.

We began 2023 with a balanced budget (thanks to a successful stewardship campaign in the fall of 2022 addressing a significant budget deficit). We ended 2023 with a second successful stewardship campaign that allowed us to propose a balanced budget for 2024 that includes a much-deserved raise for our rector. Many thanks to Sue Savereide for her visionary leadership of the stewardship campaigns.

Sec. 1. The Vestry is urged to cooperate with the Rector in promoting the spiritual welfare of the Parish and shall aid the Rector in the initiation, conduct and development of the program of the Church both within and without the Parish.

Congregational development has been an ongoing topic of conversation in the vestry. One experience aimed at promoting the spiritual welfare of the parish was a series of five Congregational Conversations held during coffee hour. Vestry members were assigned to spread out among the various tables and were charged with listening and taking notes as members shared their thoughts around five questions (one each Sunday): "What is Church?", "What is our purpose as a church?", "What is courage?", "What does a courageous church look like?", and "How has your faith transformed you?". The responses to these questions helped to inform the vestry at our annual retreat.

The vestry retreat in August at ThreeHouse was also focused on congregational development. After reading and reflecting on Acts 16:6-15, we engaged in deep listening and sharing of our own spiritual journeys and what we value at St. Luke's. We reflected on how the Holy Spirit might be speaking to us as a congregation and what strengths and characteristics we see at St. Luke's. We also explored how we might improve on our efforts to be more welcoming and inclusive. This work is ongoing, and I believe that we are already seeing its fruits.

Thirty years ago, I walked into St. Luke's for the first time. Little did I know how that act would change my life. I am so grateful for this parish, for the relationships I have formed, the people who have touched my heart, and the love that has surrounded me. I am reminded of the third verse of the hymn *For the Beauty of the Earth* (in my mind, I always hear it to the tune Sharon wrote):

*For the joy of human love,
Brother, sister, parent, child,
Friends on earth, and friends above,
For all gentle thoughts and mild,
Source of all, to you we raise
This our hymn of praise,
This our hymn of grateful praise.*

*Text: Folliot S. Pierpoint
Adapted: Sharon Anway*

Junior Warden's Report

Sue Ann Smith

This has been another very active year for St. Luke's. We gathered as a hard-working congregation to deep clean both inside and outside four times. We worked really hard to have St. Luke's shine. The perennial garden we planted in the late Fall of 2022 was a shining spot at the entrance to the church. I wasn't sure all the plants would make it since it was planted so late, but the milder winter and enough rain really helped the plants get established. A big thank you to all who helped me this year.

We were able to do two major projects this year. The first project fixed the major tripping hazard in the sidewalk and front entrance by having the cement leveled. The second project was an even bigger one, repaving the parking lots. A project the vestry had talked about for at least 15 years. We finally had enough money and enough push to get it done. A big thank you to Sue Savereide and John Nocero for bringing that project to fruition. Both projects have really improved the appearance of our church.

I want to thank John Nocero again for his work in fixing some cracks in the corner of the chapel and painting it, for fixing the steps leading up from the South parking lot, and for all the other things he does to help keep St. Luke's in good working order. I have ordered four handicap signs for the church. Two are for the North parking lot and they will indicate where the handicap parking places are located. Two others will indicate that there is additional handicap parking in the South parking lot. One will be placed in the North lot and the other will be placed at the entrance to the South lot.

Just a quick note about coffee hour and fellowship. It is alive and well at St. Luke's. I have thoroughly enjoyed serving this congregation as Junior Warden for the past three years. It was a position I took on because of my love and appreciation for this community.

Treasurer's Report

Kevin Sanders

In 2023, we began our financial year on a high note. Due to a late year surge in contributions, we had reduced our 2022 end-of-year deficit to something like a tenth of what we had anticipated in the beginning-of-the-year budget. Furthermore, a very successful Stewardship campaign had allowed us to put forward a balanced budget for 2023. I am happy to report that the good news has continued into 2023! 2023 finished with a flourish of pledge payments and other contributions, allowing us to end the year with a surplus. I should point out that, while your generous contributions played a big part in this, wise and disciplined spending by our leadership has also been important in making this financial strength possible. Once again, the Stewardship campaign was generously supported, we were able to budget for the expenses necessary to maintain our property and our ongoing ministries, as well as to fairly compensate our staff. The generous support that you all contribute to the work of St. Luke's makes this possible. Thank you! Thank you!

Perhaps the most significant financial event of the year was the long-anticipated repaving of our parking lots. The vestry worked hard to identify designated funds and available undesignated reserves for this. The parking lot project was paid for without the need for a special capital appeal to the congregation. Having a bit of a "cushion" of reserve funds makes this kind of thing possible and provides a bit of assurance when we encounter uneven cash flows and unexpected expenses.

Once again I want to thank our longtime bookkeeper, Michaela Schneider, who does most of the work of keeping our books up-to-date, chasing down receipts, recording pledges, producing reports, and generally helping me to understand what is happening with our money.

Sexton's Report

John Nocero

The church building and grounds continue to be improved each year under the guidance of the Clergy, Vestry, and Staff. New windows, doors, appliances, paint, drywall, furnaces, audio/visual equipment, plumbing, and lighting have been installed. The new asphalt and landscaping on the parking lots has made the curb appeal of the church stand out. Thank you for continuing to support our efforts to preserve this place for the next generation.

Administrative

Administrative Assistant

Skyler Ramsey (they/them), Director of First Impressions

Hello, everyone! My name is Skyler, and my pronouns are they/them! I initially got connected with St. Luke's as a new ThreeHouse member in Fall 2022 when I began volunteering at the Neighbor-to-Neighbor food pantry. After finishing my business degree at UNI over the summer, I accepted an AmeriCorps VISTA serving Iowa's nonprofit sector and was looking for a part-time position to supplement my living stipend. Robin Kime from ThreeHouse told me that St. Luke's was looking for a Director of First Impressions to assist with administrative tasks and help support and grow St. Luke's welcoming, inclusive reach in the community.

While I was hesitant to "return" to a formal church space (and to a denomination I knew nothing about), I was hopeful that the hiring committee would find my diverse skillset & education beneficial to what y'all were looking for. I was also cautiously hopeful that I wouldn't have to hide my identities and that my pronouns would be respected. Knowing St. Luke's is an active and founding partner of ThreeHouse was enough reassurance for me to apply, and St. Luke's instantly became my first choice! Thankfully, I was y'all's first choice, too!

I've only been at St. Luke's since July, and it feels like I've been here much longer because of how quickly and fully y'all embraced me and the many amazing ministries I've been a part of!!

As the Director of First Impressions, I'm usually the first person that newcomers interact with. I coordinate the daily office communications via in-person interactions, phone, e-mail and mail (with stamps!), and supporting all of our many amazing ministries. Using the music and copyright information provided by Janet and Sharon, birthdays and anniversaries from Liane, announcement updates from Ruth, and service roster from Sue Savereide, I work collaboratively with Elizabeth to create the weekly service bulletins, Parish email, and slides for Zoom. We've also resumed sending weekly readings and reflections from Elizabeth to those who aren't able to join us in person. I've also taken over updating the website weekly and have added a calendar of events so everyone knows what's happening and how they can get involved. Other projects have included making materials for the Historical Church Tour and Lasagna dinner, updating contact information to make a new directory in 2024, designing new business cards, sorting archived files, and updating processes to increase capacity and collaboration. The largest change is likely switching our file system from Microsoft Word/PowerPoint to Google Drive, which allows everyone to work on the same document at the same time, see each other's changes in real time, and keeps a full edit history (so if something is accidentally deleted and not caught right away, you can still recover it without undoing all the changes that were made since the mistake).

At the fall Vestry retreat in August, I talked about how powerful visual cues of inclusion are in creating an environment where all are (truly) welcomed. It was based on a study I read that said if you can visually signal you are intentional in making even the most under-represented minority group feel seen and embraced, you will significantly increase the number of diverse peoples (even if they aren't of that minority) who feel they are able to show up and be embraced for their full self.

As a transgender Christian, I can not put into words how grateful I am to be a part of St. Luke's - to be embraced and beloved by each of you. To be the representation I didn't have. My hope for 2024, is to use my visibility and LGBTQ+ identities to continue sharing the amazing ways that St. Luke's loves with the larger community. Thank you!!

Blessings,
Skyler (they/them)

LITURGY & MUSIC

Altar Guild

Jen Rasmussen, Sacristan

PURPOSE OF THE ALTAR GUILD MINISTRY: To the glory of God, we prepare and maintain the altar for the Holy Eucharist and other sacraments and offices of the church. We reverently and devoutly care for the bread and wine, sacred vessels, fair linens, candles, torches, hangings, and other accouterments in the sanctuary. Fulfilling these tasks is more than a service: It is a true ministry that we undertake in fellowship and with worshipful joy.

- Altar guild handbook of St. Mary's Episcopal Church in Bonita Springs, FL

Service in the altar guild includes caring for the vestments and ensuring that the altar for the Holy Eucharist and other sacraments and offices of the church are maintained. The work of the altar guild unites online and in-person worshipers together as both groups get to experience the changing of the liturgical seasons. Altar Guild work itself can be considered as an oblation, a loving labor offered to God, not merely a chore that someone must accomplish. Thank you to the many hands that contribute to this integral part of worship.

In 2023, the altar guild's duties became more standardized after years of COVID chaos. We returned to using baked bread (and gluten-free wafers) and two chalices, but now also use both intinction cups. In October, we said goodbye to our dear friend, and team captain, Dorothy McCarville after she moved away. Sue Savereide graciously took over Dorothy's position and Sue Smith stepped up to perform linen duties. We were happy to welcome Dee Brandsberg to the altar guild in 2023.

There are 16 members on the altar guild and I want to thank each one of you for your dedicated and gracious service!

Tech Ministry

Jen Rasmussen

The tech ministry is now approaching its fourth year and has become a permanent fixture of our worship. We continue to embrace technology as a way to share our message with a larger audience: those who are homebound, injured or ill, those who have moved away, those who may not have a ride to church (or don't want to risk driving in winter weather), those in rural areas, new people who want to learn more about us and, of course, people who want to stay in their pajamas and drink coffee. About 20 individuals worship online each week. Through technology, we have been able to share life's joys (baptisms), blessings (communion) and sorrows (funerals) with people near and far. In 2023, we were able to purchase a much-needed new computer and monitors for the church office.

The tech ministry wishes to thank Dinithi (graduate student at UNI) for helping with the in-house technology over the summer. We were blessed to have Mary Wieck, Tiffany Farrell, and Skyler Ramsey as part of the ministry; thank you all! We are always looking for new volunteers (no experience necessary!) and you can contact Jen Rasmussen or John Nocero if you would like to join us.

John Nocero

We continue to offer a weekly broadcast of our Sunday service on Zoom for all who are unable to attend in person. The Tech Team has grown a bit to allow us to share the responsibilities. New members are always welcome. We have also been able to Zoom baptisms, weddings, and funerals to include distant relatives and friends. This ministry has the potential to grow our church beyond our local community with very little additional effort. Please share your thoughts and suggestions with us.

Music Ministry

Sharon Anway, Director of Music Ministry and Composer-in-Residence

Our St. Luke's Choir enjoyed singing together more often in 2023, due to the (thankfully!) generally improved pandemic situation. We resumed our pattern of leading in worship, singing in various musical styles: traditional choral, hymns, spirituals, Latinx, Celtic, African, Moravian, Americana, bluegrass, folk, blues, and many of my original compositions and arrangements. We also appreciate all the different instruments our choir members are skilled in playing!

Our goal is to bring songs that provide spiritual comfort, healing, and strength to the congregation, that we all might remember and respond to God's love in and all around us. The stewardship campaign theme in the fall of 2023 became "Feel the Joy; Share the Love!" (This line of lyric came from a choir song that I composed the year we welcomed Elizabeth back as our rector.)

Other highlights included welcoming four multi-talented new choir members in the fall, which has helped make our small choir even more "mighty!" We are very grateful to have each of them with us.

We celebrated Juneteenth in June, finally safely scheduled a summer choir party, sang with the Sugar Daddys at our outdoor service in August, and welcomed the bishop in September. In October, we recorded a choir video for the church tour and put our instruments, robes, and choir stoles (designed and created by Amy RohrBerg) on display in the choir room. (That photo can be found on St. Luke's website.)

In 2024, I will be celebrating my 30th year of being choir director at St. Luke's! And, as always, we thank Janet Sanders, our faithful organist who brings hymn-inspired music to us Sunday after Sunday. We also thank Nancy Henderson and Ellen Waterman, our occasional accompanists, as well as Sandy McDonald (who often directs the choir when I'm away or playing another instrument), Jen Dise, our versatile instrumentalist, and John Nocero and Jen Rasmussen, our congregation's tech ministers.

The choir will continue to navigate the pandemic as best we can in the future, and we really appreciate the congregation's ongoing support and encouragement as we all "Feel the Joy; Share the Love!"

CHRISTIAN FORMATION

Education for Ministry

Kevin Sanders

The Education for Ministry group (or EfM) is a learning community where people aim to become more informed, reflective and faithful Christians in their daily life and work. In May, at the end of the 2022-23 academic year, we awarded certificates to three people who had completed all four years of the program. Congratulations to Irv Rasmussen, Jen Rasmussen, and Doug Smith. When we reconvened in September to begin the 2023-2024 year, it was with a group of seven participants with at least one studying in each of the four years of the program. This year we are conducting all seminar sessions on Zoom, which has not prevented us from forming an open, lively, caring and insightful learning community. We study and discuss the Bible, church history and theology. Group practices of worship and theological reflection encourage us to get what we're learning into our heads, hearts and lives. In the spring interlude session, we read and discussed *Healing Our Broken Humanity*, by Grace Ji-Sun Kim and Graham Hill. The fall interlude book was *Beyond a Binary God*, by Tara Soughers. As always we will be looking to add new group members in the fall of 2024. If you want to learn more about the EfM program, or if this is the year that you are ready to join us, contact mentor Kevin Sanders, or any member of the EfM group.

Lectionary at Lunch

Liane Nichols

Our Lectionary at Lunch bunch continued to gather in 2023 welcoming all who care to join. Each Tuesday, we meet at 11:45 for an hour or so to consider the following Sunday's lessons. The session begins with requested prayers for people being raised up and then progresses to a lively discussion of the upcoming Collect, Old Testament, Psalm, New Testament, and Gospel passages. It's a great group of souls who listen and share observations, words of wisdom, and lots of laughter. Please feel free to join in any Tuesday. The link can be found on our website and in the parish email. All voices contribute to the depth and richness of the discussion.

CARE & HEALING

Healing Prayer & Prayer Circle

Ruth Ratliff

Every Sunday, during Eucharist, a member of St. Luke's is present in the Mary Beckman Healing Prayer Alcove to pray with persons who request it. Sue Savereide coordinates this ministry offered by Patty Achey-Cutts, Karen Franczyk, Jan Hankins, Amy Rohrberg, Daryl Smith, and herself. Sunday Healing Prayer is a source of comfort and hope and, especially for our visitors, an example of our care for one another. But we need not be physically close to one another to be united in prayer.

The more than 65 members of St. Luke's Prayer Circle join in prayer each day for the well-being of friends and family members who are experiencing illness, anxiety, and sorrow, but also those enjoying times of thanksgiving and celebration. Requests for prayers may be sent to any of St. Luke's clergy. If you would like to join this ministry as a member of the Circle, contact Ruth Ratliff at Ratliff@cfu.net.

COMMUNITY OUTREACH

Dinner for 8

Mary and Curt Ritter

This past May we brought back our Dinner for 8 groups after taking a hiatus due to the pandemic. We had 45 participants and a total of 5 groups who greatly enjoyed this opportunity for fellowship and friendship. Many thanks to our conveners: Jan and Greg Hankins, Dianne and Larry Jung, Patty Achey Cutts and Ken Cutts, and Karen Franczyck and Bill Witt.

For those who are new to St. Lukes, Dinner for 8 is open to all adults at St. Luke's who would like to get to know each other better. Participants take turns hosting a gathering of 7 or 8 people for a simple potluck meal and conversation followed by compline. You can gather at home, a park, a local restaurant or Will Hall. Each group gets together every 6 weeks or so.

This spring we will be starting new groups for 2024. If you have any questions, please let us know.

Fifth Tuesday Community Meal

Irv Rasmussen

The 5th Tuesday community meals is a collaborative ministry between five Cedar Falls Churches who provide a meal for 125 to 150 people four times a year when there are five Tuesdays in a month.

St Luke's partners with First Christian Church, Unitarian Universalist Church, United Church of Christ, and Community of Christ Church. St Luke's purchases, inventories, and delivers ingredients for meals, provides help to cook, serve, and clean up for each event. In addition, we are thankful for those who provide homemade desserts for the meals. Along with other food ministries and the pantry, 5th Tuesday has been impacted by food price increases. The food costs have increased by 14% in the last year and through the generosity of our members we continue to support and sustain our community.

ThreeHouse

Greg Hankins

In 2023 we prepared meals for students and staff at ThreeHouse 15 times (twice per month when UNI is in session), and assisted with their Annual Block Party as the school year kicked off. The meal is provided prior to their weekly Wednesday night worship.

We prepare a nutritious and filling main course, sides, and dessert for 25 at a cost of about \$2 per meal. One of the benefits of this connection is that Threehouse regularly supplies 3 or 4 workers for our food pantry. For quite a few years, St Luke's was the major supplier of Wednesday evening meals. This is changing as other churches involved in the ministry at ThreeHouse step up to provide meals.

Neighbor-to-Neighbor Food Pantry

Greg Hankins

The Neighbor to Neighbor Food Pantry has been up and running for 4 1/2 years, and has provided approximately 170,000 meals during that time. This past year we fed 1500 people, and sent 40,000 pounds of food out the undercroft doors.

Last winter, for the first time ever, we found it necessary to cancel due to adverse weather. At that time we had no protocol in place to help us make the decision, so decided that from then on, the food pantry would be closed if Cedar Falls Schools closed due to weather. This is for the safety of not only our neighbors, but our workers as well.

The church had a unique opportunity this fall to share our facility with the public during the first Cedar Falls Historical Society Church Walk. We had 40 visitors tour the pantry that afternoon, and all were impressed with our mission, the commitment of our staff and workers, our layout and efficiency.

Last fall, Sue Smith and I had the opportunity to address the NEIFB board with our successes and our concerns. The cost of food is up considerably as manufacturers and government sources have dried up due to increased demand. Filling our orders with filling, nutritious food is more difficult, and our choices are often limited.

One of my concerns has to do with the sustainability of our workforce. We are not a young parish, and each time we are open it requires a considerable work force. We have about 30 workers on our list, with Mary Wieck managing the who and when of it. Some work on Mondays as we send 2 or 3 trucks to the NEIFB to pick up our order, while others help unload the truck and stock the shelves. And on Wednesdays, we need at least 15 workers to manage the parking lot, check our neighbors in, help with shopping, weigh the groceries out, bag and deliver them to the parking lot, and then clean up when it's over. Sue Smith does the ordering and assigns the duties, and is to be commended for her efforts.

Thank you very much to the parish members and staff as we do our part to feed those who are food insecure. Your generous donation of money, food, and time is appreciated. I'd also like to express my appreciation to the vestry and staff for our parking lot resurfacing project. Many of our food pantry neighbors struggle with mobility issues, and this project has made the parking lot much safer.

Community Garden

Sue Fread

The Community Garden provides fresh vegetables for the Neighbor to Neighbor Food Pantry and flowers for the church. The past growing season was not as productive as in previous years. Soil issues caused the lack of productivity. This year the plan is to work on the soil issues early in the season. This will enable the garden to get back to producing a bumper crop so that our neighbors may enjoy a variety of fresh vegetables.

CROP Walk 2023

Kevin Sanders

The 2023 CROP Walk was held on Sunday, Sept 24. Our local walk of about three miles began and ended at Cedar Heights Community Presbyterian Church in Cedar Falls. St. Luke's was represented by eight walkers. Together St. Luke's raised \$310 to fight hunger locally through the Northeast Iowa Food Bank and globally through Church World Services. Thank you to those who turned out to walk and to those who donated in support.

Sew Wee Care

Patty Achey-Cutts

Women of Sew Wee Care participate in an ecumenical sewing ministry. The group is composed of women from St. Luke's and their friends. The group sews at Trinity Lutheran Church in Waterloo, once a week. Trinity offers a spacious room for sewing at no cost.

The women of Sew Wee Care have connected with the Orphan Grain Train. The OGT is a 501c3. This nonprofit Christian volunteer network shares personal and material resources with those in need in the United States and around the world. OGT volunteers gather donations of clothing, medical supplies, food, Christian literature and other aid to meet real needs. Clemens is the central Iowa branch of the OGT. Norfolk, Nebraska is the main depot for the OGT. The items

Sew Wee Care creations are taken to Clemens, from there they are included for distribution by the OGT.

Diapers, embroidered baby undershirts, blankets, and dresses made by Sew Wee Care are a welcome donation at OGT. Sew Wee Care also donates items to House of Hope in Waterloo. A special thank you to St. Luke's community, who continues to support this sewing ministry. Sew Wee Care is a group of women bound by love in the work they do to help others.



FINANCIAL

Mary Beckman Endowment Fund

Sue Savereide

Fund Balance in Parish Account \$42,194.79

Fund Balance in Community Foundation of Northeast Iowa \$209,182.75

The beginning balance on 1/1/2023 was \$33,327.79. This amount represented income generated and allocated from the Estate gift of Mary Beckman given to St. Luke's in 2011 to be a permanent endowment fund and segregated in a named fund with the Community Foundation of Northeast Iowa. Additional generated income of \$8,867.00 was allocated and received on November 28, 2023. There were no disbursements in 2023.

Mary's specific directive for the fund is: **"This fund is to be held in perpetuity and the annual income generated from this fund shall be used for such purposes as the Vestry of said church, shall from time to time determine, provided, however, that neither this fund nor the income from this fund shall be used for ordinary operated expenses."** Appropriate funding includes: outreach and mission support, educational and worship materials for youth and adults, care and healing ministry support, and music ministry.

Members of the Mary Beckman Endowment Fund Committee include: Connie DeHaan, Nancy Henderson, Gretchen Honsell, Rose Quirk, Irv Rasmussen, and Sue Savereide, chair. **This committee seeks in 2024 to encourage utilization of the fund with requests that impact lives and further the mission and ministries of St. Luke's.**

Stewardship Campaign

Feel the Joy! Share the Love!

Sue Savereide

The four-week campaign for 2024 pledges kicked off on October 29, 2023. Key features of the campaign included:

- A positive theme in a spirit of optimism and thanksgiving
- An energetic, innovative kick-off that included the choir singing "Feel the Joy" composed by Sharon Anway
- A short presentation highlighting **the joy** that shows forth at St. Luke's in the Message, the Music, the Gathered and **the love** that welcomes without exception everyone who crosses our threshold
- A packet including 2024 pledge card with return envelope, reminder of 2023 pledge, an attractive pamphlet noting an increased budget that reflects eagerness and excitement "to further deepen our ministries and extend our reach into the Cedar Valley"
- Candid reminder that increased budget necessitates increased pledges
- Budget that included a long, overdue raise for Elizabeth+, our rector
- Weekly Sunday updates of campaign status
- Follow-up contacts/calls by Vestry members
- Thank-you notes from Vestry members

At the conclusion of the campaign, Michaela Schneider, our bookkeeper, reported the following:

- 80 pledges received totaling \$278,088.85!
- 6 pledges from those who had not previously pledged
- 2 pledges from those who had moved away
- An average increase per pledge of 6.04%
- 2024 pledges exceed 2024 budget

Bookkeeper

Michaela Schneider

What a challenging year of continued change it has been! I'm grateful to have the opportunity to continue to serve as the Bookkeeper regardless of my limited schedule. I work in partnership with Kevin Sanders to track all facets of the financial matters as accurately and transparently as possible. Del Turner puts together the deposits for me to enter into our accounting and contributions software. Due to not having office hours, I rely heavily on Elizabeth and the Vestry to keep me in the loop with everything going on financially.

I thoroughly appreciate everyone's continued support and patience with me.

Statement of Income & Expenses

	2023 Budget	2023 Actual	2024 Proposed Budget
Ordinary Income/Expense			
Income			
OI 1 · OPERATING FUND INCOME			
Pledge	260,715.60	265,600.82	278,088.85
Non-Pledge	3,000.00	6,490.11	3,000.00
Cash and Miscellaneous	1,000.00	5,708.34	2,000.00
Building Rentals	6,600.00	7,800.00	7,800.00
Interest Income	1,297.00	4,480.16	3,600.00
TOTAL OPERATING INCOME	272,612.60	290,079.43	294,488.85
OI 2 · DESIGNATED INCOME			
Flower Fund Income	1,500.00	1,870.00	1,500.00
St. Martha's Fellowship Income	0.00	453.00	0.00
Music Ministry Income	0.00	0.00	0.00
Food Pantry Income	4,000.00	10,526.69	10,000.00
Tech Ministry Income	0.00	0.00	0.00
Parish Event Income	0.00	948.00	0.00
Total OI 2 · DESIGNATED INCOME	5,500.00	13,797.69	11,500.00
Total Income	278,112.60	303,877.12	305,988.85
Expense			
OPERATING FUND EXPENSES			
OE 1 · RECTOR			
OE 1.1 · Rector Continuing Education	1,000.00	848.56	1,000.00
OE 1.2 · Rector Discretionary Fund	1,200.00	1,200.00	1,200.00
OE 1.3 · Rector Health Insurance	12,875.00	18,240.96	17,875.20
OE 1.4 · Rector Housing	36,000.00	36,000.00	39,600.00
OE 1.5 · Rector Pension	13,996.80	13,996.80	15,400.00
OE 1.6 · Rector Reimbursements	250.00	0.00	250.00
OE 1.7 · Rector Stipend	41,760.00	41,760.00	45,936.00
Total OE 1 · RECTOR	107,081.80	112,046.32	121,261.20
OE 2 · ADMINISTRATIVE			
OE 2.1 · Administrative Assistant	12,685.48	8,909.33	13,000.00
OE 2.4 · Bookkeeper	4,228.15	3,848.81	5,750.00
OE 2.5 · Deacons' Continuing Education	200.00	0.00	200.00
OE 2.6 · Deacons' Discretionary Fund	500.00	500.00	500.00
OE 2.7 · Staff Training/Continuing Ed	0.00	0.00	0.00
OE 2.8 · Supply Priests	1,500.00	419.41	1,500.00
OE 2.9 · Payroll Taxes	3,000.00	3,463.82	3,750.00
OE 2.10 · Worker's Compensation	1,000.00	1,027.00	1,030.00
Total OE 2 · ADMINISTRATIVE	24,448.10	18,168.37	25,730.00

	2023 Budget	2023 Actual	2024 Proposed Budget
OE 3 · PARISH OFFICE			
OE 3.1 · Advertising	0.00	0.00	0.00
OE 3.2 · Copier Expense	6,200.00	6,269.46	4,235.00
OE 3.3 · Equipment Repair/Replace	200.00	0.00	200.00
OE 3.4 · Internet Service	690.00	690.00	690.00
OE 3.5 · Paper and Stationary	400.00	395.56	400.00
OE 3.6 · Postage	850.00	517.59	850.00
OE 3.7 · Publications/Subscriptions	750.00	798.29	800.00
OE 3.8 · Supplies	200.00	77.08	200.00
OE 3.9 · Telephone	1,000.00	875.12	875.00
OE 3.10 · Internet Hosting	0.00	0.00	0.00
OE 3.11 · Misc Office Expense	250.00	256.97	250.00
OE 3.12 · Software Licensing	1,000.00	1,389.92	1,500.00
OE 3.13 · Website Maintenance	250.00	0.00	0.00
Total OE 3 · PARISH OFFICE	11,790.00	11,269.99	10,000.00
OE 4 · FINANCIAL/PROFESSIONAL FEES			
OE 4.1 · Bank Service Charges	25.00	7.40	25.00
OE 4.2 · CPA Professional Fees	750.00	820.00	1,000.00
OE 4.3 · Reconciliation Discrepancies	0.00	0.00	0.00
Total OE 4 · FINANCIAL/PROFESSIONAL FEES	775.00	827.40	1,025.00
OE 5 · WORSHIP & MUSIC			
OE 5.1 · Choir Director Salary	18,189.80	18,189.83	19,099.29
OE 5.2 · Organist Salary	11,875.90	11,875.91	12,469.70
OE 5.3 · Supply Organist	150.00	0.00	150.00
OE 5.4a · Organist Music	200.00	48.00	200.00
OE 5.4b · Choir Music	50.00	0.00	50.00
OE 5.4c · Music Licensing Fees	300.00	290.00	300.00
OE 5.4d · Music Supplies	100.00	63.04	100.00
OE 5.5 · Organ & Piano Maintenance	1,300.00	978.76	1,300.00
OE 5.6 · Altar Guild Expenses	1,000.00	1,527.07	1,200.00
OE 5.7 · Flower Expense	1,500.00	2,148.23	1,500.00
OE 5.8 · St Martha's & Fellowship	350.00	404.94	350.00
OE 5.9 · Tech Ministry	5,200.00	4,205.95	5,200.00
Total OE 5 · WORSHIP & MUSIC	40,215.70	39,731.73	41,918.99
OE 6 · CHRISTIAN FORMATION			
OE 6.1 · Education Program	500.00	740.86	500.00
OE 6.2 · Nursery Staffing	0.00	0.00	0.00
Total OE 6 · CHRISTIAN FORMATION	500.00	740.86	500.00

	2023 Budget	2023 Actual	2024 Proposed Budget
OE 7 · OUTREACH & OTHER PROGRAMS			
OE 7.1 · Convention Fees	1,500.00	1,145.00	1,500.00
OE 7.11 · Clergy Conference Fees	0.00	450.00	675.00
OE 7.2 · Diocesan Pledge	35,413.00	38,259.00	38,070.00
OE 7.3 · 3rd Sunday Community Meal	0.00	0.00	0.00
OE 7.3a · UNI Ministries / ThreeHouse	2,300.00	2,760.31	3,000.00
OE 7.3b · Food Pantry	4,000.00	10,526.70	10,000.00
OE 7.4 · Lasagna Dinner Expenses	0.00	0.00	
OE 7.6 · Parish Life	200.00	850.00	200.00
OE 7.7 · 5th Tuesday Community Meal	150.00	200.00	195.00
OE 7.8 · Community Events	300.00	50.00	300.00
OE 7.10 · Misc Outreach Expenses	100.00	0.00	100.00
Total OE 7 · OUTREACH & OTHER PROGRAMS	43,963.00	54,241.01	54,040.00
OE 8 · PARISH PROPERTIES			
OE 8.10 · Sexton	3,090.00	0.00	3,090.00
OE 8.1 · Housekeeping & Janitorial Serv.	6,120.00	5,446.00	5,700.00
OE 8.2 · Housekeeping Supplies	150.00	440.31	300.00
OE 8.3 · Insurance	16,129.00	12,094.50	17,740.00
OE 8.4 · Repairs	2,500.00	767.91	2,500.00
OE 8.5 · Lawn Care	2,000.00	2,711.40	2,500.00
OE 8.6 · Landscaping	600.00	95.13	600.00
OE 8.6 · Snow Removal	2,500.00	2,575.00	2,500.00
OE 8.7 · Utilities	10,000.00	9,044.68	10,000.00
OE 8.8 · Waste Disposal	850.00	905.25	850.00
OE 8.9 · Scheduled Maintenance	900.00	1,575.06	1,200.00
OE 8.12 · Rental Expense	0.00	0.00	0.00
OE 8.13 · Community Garden Expense	500.00	127.90	533.66
Total OE 8 · PARISH PROPERTIES	45,339.00	35,783.14	47,513.66
OE 10 · TRANSFERS			
OE 10.1 · Transfer to Building Reserve Fd	4,000.00	4,000.00	4,000.00
Total OE 10 · TRANSFERS	4,000.00	4,000.00	4,000.00
OE 11 · MISCELLANEOUS EXPENSE			
OE 11.1 · Loss on Sale of Stock	0.00	0.00	0.00
Total OE 11 · MISCELLANEOUS EXPENSE	0.00	0.00	0.00
Total Expenses & Transfer	278,112.60	276,808.82	305,988.85
Net Ordinary Income	0.00	27,068.30	0.00

Balance Sheet December 31, 2023

ASSETS

Checking/Savings

General	-\$75,328.47
1 · Building Reserve Fund	34,043.05
2 · Memorial Gifts Fund	19,014.10
3 · Choir/Music Fund	2,179.48
5 · Columbarium Fund	10,656.94
6 · Deacon's Discretionary Fund	117.55
8 · Layette Fund (previously Nicaragua Fund)	1,584.80
9 · 5th Tuesday Community Meal	1,544.55
10 · Special Offering Fund	-120.05
11 · Youth Mission Fund	3,708.05
12 · Indoor Labyrinth Fund	70.36
14 · Beckman Endowment Fund	42,194.79
17 · Energy Efficiency	2,500.00
21 · Piano Funds	229.16
26 · Food Pantry Fund	14,678.45
27 · GILEAD	18,435.00
29 · Designated Organ Fund (Audrey Young Memorial)	262.28
30 · Jerry Raber Memorial	22,720.03
32 · Tech Upgrades & Replacement	284.26
33 · Listening Post GILEAD Grant	9,493.73
34 · Other Non-Operating Expenses	-16,575.00
Checking Account Balance	91,693.06
Short Term Investments	
CD - FSB 3833	30,000.96
CD - FSB 1224 - matures 2/6/24	25,369.50
CD - - matures 6/14/24	50,000.00
General Savings (Money Market) Account Balance	128,612.67
Total Savings and Short Term Investments	233,983.13
TOTAL CHECKING, SAVINGS, AND SHORT TERM INVESTMENTS	325,676.19

LIABILITIES & EQUITY

Liabilities	
Payroll Liabilities	2,642.19
Equity	
Retained Earnings	299,445.99
Net Income (Loss)	23,588.01
Total Equity	323,034.00
TOTAL LIABILITIES & EQUITY	325,676.19

St. Luke's Episcopal Church ▪ 2410 Melrose Drive ▪ Cedar Falls, Iowa 50613 ▪ 319-277-8520
email office.stlukescedarfalls@gmail.com ▪ *website* stlukeseiscopalcf.org
Facebook St. Luke's Episcopal Church (Cedar Falls)