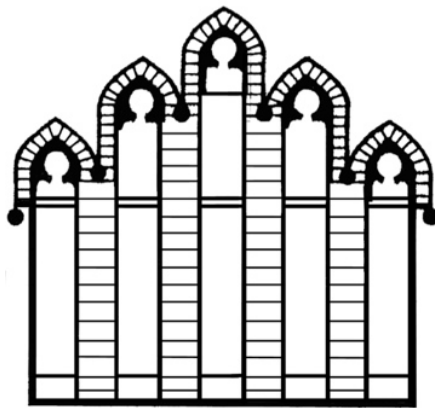


ANNUAL REPORT

MAY 15, 2022



ST. LUKE'S EPISCOPAL CHURCH
MONTCLAIR, NJ
SLECHURCH.ORG

"Joyfully seeking and serving Christ"

HYMN 690 *(The Hymnal 1982 Words: William Williams Music: Cwm Rhondda, John Hughes)*

Guide Me, O thou great Jehovah

1 Guide me, O thou great Je - ho - vah, pil - grim through this
 2 O - pen now the crys - tal foun-tain, whence the heal - ing
 3 When I tread the verge of Jor - dan, bid my anx - ious

bar - ren land; I am weak, but thou art might - y;
 stream doth flow; let the fire and cloud - y pil - lar
 fears sub - side; death of death, and hell's de - struc - tion,

hold me with thy power - ful hand; bread of hea - ven,
 lead me all my jour - ney through; strong de - liv - erer,
 land me safe on Ca - naan's side; songs of prais - es,

bread of hea - ven, feed me now and ev - er -
 strong de - liv - erer, be thou still my strength and
 songs of prais - es, I will ev - er give to

more, feed me now and ev - er - more.
 shield, be thou still my strength and shield.
 thee, I will ev - er give to thee.

AGENDA FOR ST. LUKE'S PARISH MEETING, MAY 15, 2022

Agenda Items

Guide me, O thou Great Jehovah

Call to Order and Quorum Confirmation

Opening Prayer

Appointment of Secretary

Introduction of Vestry – Godfrey Gregg

Appreciation of Retiring Members

Regulations for Voting at Parish Meeting

- 2.6 QUALIFICATIONS OF VOTERS: The persons entitled to vote at any Parish meeting shall be:
a) Baptized; b) At least 16 years of age; c) Of good moral character; d) Adherents of the Protestant Episcopal Church; e) Regular attendance at services of the Parish for six calendar months before the meeting; and f) Regular contributors to the current expenses of the parish for the last six (6) months.
The records maintained by the Treasurer shall be sufficient evidence of contribution. [D. N. Can 9.5}
Contributions may be made individually or as a family unit.

- 2.10 VOTING: Elections shall be in person by ballot, and the polls shall remain open for two hours. Proxy and Absentee ballots will not be allowed. Elections shall be by plurality of the votes cast and will be announced electronically.

Introduction of Nominees

Proposed By-Laws Changes

Invitation – Re-affirmation

Vestry Strategic Priorities

- Diversity, Equity & Inclusion
- Leadership - Susan Andersen
- Youth & Teens
- Worship Expansion – Stevie Tryson
- Gather Community – Denise Price
- Toni's Kitchen – Anne Mernin
- Physical Plant
- Financial Stewardship – Pam Smith

Rector's Remarks

Recognition and Commissioning of Newly-Elected Vestry Members

Closing Prayer

Vision (the dream, the image or concept):

“A cathedral in the community”

Mission (how we will accomplish our vision):

“Joyfully seeking and serving Christ”

Purpose (why we are on this mission with this vision):

Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything that I have commanded you. *Matthew 28:19-20a*

ANNUAL MEETING MINUTES FOR 2021

Submitted by Christine Corso

Meeting called to order at 11:12am. Quorum confirmed in church, meeting being broadcast via Zoom. John offered an opening prayer, reviewed the agenda, appointed Secretary (Christine Corso), and explained the by-laws regarding eligibility to vote. Polls were opened (until 2pm).

Thank You To Wardens & Vestry on behalf of all of St. Luke's.

Wendy Drake-Schneider will be continuing as Senior Warden. Stuart Christie completed an unfinished term as Junior Warden. We will vote on a candidate (Godfrey Gregg) for a new term as Junior Warden.

Class of 2021 (*four members retiring*): Susan Andersen, Alison Curtin, Jaewoo Lee, Denise Price

Class of 2022: Monique Balsamo, David Goslin, Jo Ann Short, Erik Trojan

Class of 2023: Joe Carter, Ken Dalton, Kayode Oyegbite, Stevie Tryson

Treasurer & Assistant Treasurer: Nesta Stephens & Keith Kawecky brought wisdom and continued to serve with TK Finance. We need a Business Manager!

New Treasurer: Lisa Williams brings wisdom and faith

Thank you to our Nominating Committee: Wendy Drake-Schneider (chair), Walter Booker, Joe Carter, Jill Eden & Tim Mannion

Candidates (so many gifts!):

Nominee for Warden (*two-year term*): Godfrey Gregg

Nominees for Vestry Class of 2024 (*four to serve three-year term*): Susan Andersen, Alison Curtin, Ari Measday, Denise Price, Patrick Rodriguez, Martha Thalheimer, Chelle Wilson

Nominees for Vestry (*one for one-year term*): Stuart Christie

2022 Convention Deputy (*three elected to one-year term, three alternates*): Jason Andersen, Wendy Drake-Schneider, Sudhir Frederick, Shahri Griffin, Kathleen Kellaigh, Martha Thalheimer

Memorial Committee (*one elected to three-year term*): Sarah Stransky

Half of the income of our Memorial Fund can be designated as a gift to some outreach ministry. Martha Thalheimer is chair.

John thanked all stepping forward to stand for election and explained voting logistics.

Financial report: Lisa Williams, Treasurer, offered thanks to Nesta Stephens & Keith Kawecky and credit for accomplishments listed in financial report (please see report for details).

Capital Campaign: Tom Cochran (*lifetime appointment!*)

Please see report for details on upgrading electrical, oil tank remediation, accessibility issues

Toni's Kitchen & Toni's Closet: Susan Andersen

This is what our church does! Joyfully seeking and SERVING. Space beneath where we worship will become the place from which we serve.

Reminder that polls are open until 2:00pm.

Adjourned at 2:01pm

CHANGES TO THE BY-LAWS OF ST. LUKE'S EPISCOPAL CHURCH

- (1) The Resolution as Approved by the Vestry: To amend the By-Laws to strike Article 4.6 referencing a Surety Bond, replacing it with Article 4.6 requiring the church to maintain Directors' and Officers' liability insurance (D&O Insurance) for all officers.**

Article 4.6 of the By-Laws previously read as follows:

4.6 SURETY BOND. The treasurer, assistant treasurer, wardens and bookkeeper shall be adequately bonded. Other officers may also be bonded if so directed by the Vestry.

New Article 4.6 as approved by the Vestry on two consecutive meetings (3/22/22 & 4/26/22):

4.6 DIRECTORS' and OPERATORS' INSURANCE. The church shall maintain Directors' and Officers' (D&O) liability insurance for all officers.

- (2) The Resolution as Approved by the Vestry: To amend the By-Laws to strike Article 5.4 referencing the Personnel Committee.**

Article 5.4 of the By-Laws previously read as follows:

5.4 PERSONNEL COMMITTEE. The Personnel Committee shall consist of the Rector, one warden, three persons elected by the Vestry and three persons appointed by the Rector. Three members shall be Vestry members and three shall be non-members of the Vestry. The Personnel Committee shall be responsible for defining the job responsibilities of all positions, on the Church's staff, except the Rector, to the Vestry to fill these positions and to conduct annual salary reviews for all positions and recommend salary adjustments, to the Rector and other compensation to the Vestry.

Striking of Article 5.4 approved by the Vestry on two consecutive meetings (3/22/22 & 4/26/22).

(3) The Resolution: To amend the By-Laws as written on the following pages, making the St. Luke's Foundation and the Memorial Trust more parallel in both language and operation. Article 6 of the By-Laws shall not be amended except by a vote of the greater of two-thirds of the votes cast or thirty votes, at a duly constituted and announced Annual or Special Parish Meeting.

ARTICLE 6. THE ST. LUKE'S FOUNDATION AND MEMORIAL TRUST

6.1 THE ST. LUKE'S FOUNDATION. The Treasurer shall maintain a separate accounting in the financial statements of the Corporation, titled "St. Luke's Foundation", to record all gifts and bequests designated for the repair, upkeep, or reconstruction of any Parish real estate, including fixtures and appurtenances, except for those funds designated special funds or dedicated campaign funds. This accounting shall include all investment returns and distributions related to these gifts and bequests ("Foundation Fund Balance").

6.2 FOUNDATION COMMITTEE. The Foundation shall be administered by a Committee of five members, of whom two shall be elected by a Parish Meeting to serve for three-year terms, a chair who shall serve at the Vestry's pleasure, the Treasurer, and the Senior Warden. The Committee shall keep a record of its actions and a quorum for any action taken shall consist of no less than a majority of the Committee.

6.3 FOUNDATION DISTRIBUTIONS. The Foundation Committee may choose to release up to one-half of the income earned in each year, but none of the principal, to the Vestry for non-recurring items of repair, upkeep, or reconstruction of Parish buildings that have an aggregate cost of at least \$2,000.

6.4 SPECIAL FOUNDATION DISTRIBUTION. At any time the Foundation has accumulated over \$150,000 of principal and income earned, a duly constituted Parish Meeting may, by a vote of the greater of two-thirds of the votes cast or thirty votes, distribute not more than 50% of the existing principal balance of the Foundation for the purposes listed in the previous paragraph, provided that timely written notice was first mailed to all Communicant Members stating any action to be taken, the reason for the action, and incorporating this paragraph or any subsequent amendments.

6.5 THE MEMORIAL TRUST. The Treasurer shall maintain a separate accounting in the financial statements of the Corporation titled "Memorial Trust", to record all gifts and bequests designated for the support of community, social ministry, or outreach programs. This accounting shall include all investment returns and distributions related to these gifts and bequests ("Memorial Trust Fund Balance").

6.6 MEMORIAL COMMITTEE. The Memorial Trust shall be administered by a Committee of five members, of whom two shall be elected by a Parish Meeting to serve for three-year terms, a chair who shall serve at the Vestry's pleasure, the Treasurer, and the Senior Warden. The Committee shall keep a record of its actions and a quorum for any action taken shall consist of no less than a majority of the Committee.

6.7 MEMORIAL DISTRIBUTIONS. The Memorial Committee may choose to release up to one-half of the gifts received and income earned in each year, but none of the principal, to the Vestry for community, social ministry, or outreach programs.

6.8 SPECIAL TRUST DISTRIBUTION. At any time the Memorial Trust has accumulated over \$150,000 of principal and income earned, a duly constituted Parish Meeting may, by a vote of the greater of two-thirds of the votes cast or thirty votes, distribute not more than 50% of the existing principal balance of the Memorial Trust for the purposes listed in the previous paragraph, provided that timely written notice was first mailed to all Communicant Members stating any action to be taken, the reason for the action, and incorporating this paragraph or any subsequent amendments.

6.9 INVESTMENTS. The funds of the St. Luke's Foundation and of the Memorial Trust shall be invested by the Finance Committee along with other funds of the Corporation not required for day-to-day operations in a commingled fund (the "Investment Portfolio") according to guidelines adopted from time to time by the Vestry ("Investment Policy"). The Fund Balances shall be subject to audit annually, and summary accounts shall be presented quarterly to the Vestry and sent to the respective Committees.

6.10 VACANCIES. Should a vacancy occur amongst the members of the Foundation Committee or the Trust Committee elected by the Parish caused by the death, resignation, removal, incapacity, or refusal or neglect for six months of duty, the Vestry may, by majority vote, fill the vacancy by the election of a suitable person to serve until a successor is elected by the next Annual Parish Meeting for the remainder of the term of office.

6.11 IF THE PARISH CEASES TO EXIST. If the Parish shall cease to exist, the last sitting Vestry shall disburse the funds of the St. Luke's Foundation and Memorial Trust, including accumulated income, for any pious and charitable purposes that it may determine.

6.12 AMENDMENTS RESTRICTED. This By-Law, Article 6, shall not be amended except by a vote of the greater of two-thirds of the votes cast or thirty votes, at a duly constituted and announced Annual or Special Parish Meeting.

2021 VESTRY STRATEGIC PRIORITIES

Diversity, Equity & Inclusivity (DEI) (Go bigger!)

- Inclusivity of multiple voices – black, Latinx, women, special needs, Asian, LGBTQI, bilingual, etc.
- Multiple opportunities for all voices, ongoing/continuous engagement
- Continue racial reconciliation efforts/practices
- Community Outreach/Partnerships

Leadership / Clergy & others

- New Clergy
- Spiritual Growth / Educational Opportunities
- Encourage & develop lay leadership (infrastructure & succession)

Youth / Teens

- Youth program, VBS for older kids, Youth Group
- Youth involvement in all worship services

Worship Expansion – Hybrid model

- Expand virtual ministry / outreach
- Additional services
- Meet the community in worship, special services in other locations – parks, etc.

Opportunities to Gather and invite Broader Community

- Social Events - Big Din, Lenten Luncheon, Parent Connect, Affinity Groups, Authors / Speakers
- Leveraging parishioner and community talent (Adult Forum, etc.)
- Increasing vestry member engagement

Toni's Kitchen / Toni's Closet: A 2nd Time Around Shop

- Integration as a ministry of St. Luke's
- Rebranding / brand awareness of connectivity to SLEC mission

Physical Plant

- Sustainability / Climate change initiatives / Resilience
- Physical space more welcoming & accessible
- Groundskeeping / Maintenance

Musical Offerings

- Choral evensong, concerts, recitals

Communication

- Online social media presence / website
- Email marketing for engagement
- Enhanced integration of ministries to one another with regular reports to Vestry

Financial Stewardship

- Proper financial controls, audits, and reporting
- Strategic use of current & future financial (all) resources

Caring Community

- Identify additional resources
- Discern additional needs within congregation

NEW ASSISTING CLERGY SEARCH COMMITTEE

Tom Laws & Sarah Stransky, *Co-Chairs*; Susan Andersen, *Vestry liaison*, Amy Abel, Matthew Price, Walter Booker, Theresa McDonnell, Chelle Wilson, Pam Smith, *Staff liaison*

As St. Luke's and its ministries have grown and expanded, the need has arisen for additional clergy support. The New Assisting Clergy Search Committee was formed in February 2022. The committee consists of Tom Laws and Sarah Stransky (co-chairs), Susan Andersen (Vestry liaison), Amy Abel, Matthew Price, Walter Booker, Theresa McDonnell, Chelle Wilson, and Pam Smith (staff liaison).

The New Assisting Clergy Search Committee has developed a plan to hire a part-time clergy person for the short term and a full-time clergy person some time in 2023. The job description developed is as follows:

Located in a beautiful residential neighborhood in a "sub-urban" community 12 miles west of New York City, St. Luke's Episcopal Church encompasses the racial and socioeconomic diversity of the Montclair area. St. Luke's celebrates individuals and families from all walks of life, backgrounds, ages, and stages of spiritual discovery. We are the oldest Episcopal Church in Montclair. Today, we are a parish that is thriving, even through the current pandemic. This vitality is due to the deep commitment, compassion, creativity, use of technology, energy, and resilience of our parish community. We are committed to finding new ways to grow and take St. Luke's into the future. We continue to create an open and inclusive environment, welcoming all people no matter where they are in their spiritual journey. There are many opportunities for every person, even our youngest parishioners, to contribute. Active ministries, such as the Caring Community which addresses the special needs of our parishioners, Toni's Kitchen, a multi-faceted 40-year-old food ministry that serves over 20,000 meals a week, and Toni's Closet, a bustling thrift shop offering low-cost apparel and home goods, are just a few of these opportunities open to the parish and the wider Montclair community.

Recently, the Vestry identified areas of focus for continued development and growth in the years ahead, especially: (1) commitment to incorporating diversity, equity, and inclusion in all that St. Luke's does, (2) new leadership (clergy and layperson), (3) building out programs for youth and teens, (4) bringing new ideas to how we worship, and (5) creating more opportunities for people to gather in groups.

CANDIDATE ATTRIBUTES / DESCRIPTION

St. Luke's is seeking a caring, dedicated, resourceful individual to support our faithful community.

We are looking for an individual with the commitment to offer their energy, gifts, and willingness to grow by supporting our church members and the Rector, especially in the following areas:

- adult and youth education programming
- preaching
- compassionate pastoral care and counseling

Duties and Responsibilities

Adult and Youth Formation. Work with lay leadership to organize short- or longer-term classes and projects related to Church traditions, social perspectives, and community needs. Lead sessions for baptisms, confirmations, seasonal observances, and general interest.

Preaching. Preach on regular schedule, coordinated with Rector. Lead adult or youth camps, projects, or events. Provide resources for retreats, church events, etc.

Counseling and Pastoral Care. Provide compassionate care, counsel, or referral for those isolated or lonely, or for persons with health, emotional, or economic concerns.

Community Outreach. Represent St. Luke's in relationships with Toni's Kitchen staff, volunteers, and clientele. Perform outreach and advocacy in Montclair and surrounding area.

Special Projects. In consultation with Rector, develop projects and perform special assignments.

Qualifications

Mature Faith. Attentive to personal spiritual life and practices. Open to questions and dialogue with members and seekers. Ability to communicate with persons outside faith community.

Pastoral Sensitivity. Empathy for persons of varying ages, spiritual backgrounds, and social capacities. Ability to maintain objectivity in situations of stress, anxiety, or conflict.

Knowledge of Episcopal Traditions and Liturgy. Capable preacher, worship leader, and teacher. Ability to relate current issues and perspectives to Church's history and theology.

Committed to Diversity, Equity, and Inclusivity. Ability to relate to and include voices of individuals or groups regardless of specific identifications or unexpressed affiliations in respectful and accepting manner.

Social Justice. Prophetic outlook regarding racial, social, and environmental justice. Awareness of historic and communal experiences and impacts in current social and political environment.

Effective Leader and Administrator. Experience with non-profit and/or volunteer organizations. Role in leadership or management a plus. Comfortable in communicating goals and requirements for fulfillment of projects.

OUTREACH: TONI'S KITCHEN

Anne Mernin - Director of Outreach (mernin@slechurch.org)

*"This service that you perform is not only supplying the needs of God's people
but is also overflowing in many expressions of thanks to God."
2 Corinthians 9:12*

The Ministry of Toni's Kitchen at St. Luke's

Toni's Kitchen is where we extend ourselves as a Cathedral in the Community, by responding to God's call to feed the hungry, clothe those in need, and welcome the stranger. In doing so, we express our faith to the larger community. At St. Luke's we embrace this calling as our joyful work.

Our food ministry envisions a community where everyone has reliable access to healthy food. Toni's provides food to our neighbors in need in ways that improve health and independence. Our door is open and all are welcome.

As we engage in this work, we recognize food as an expression of respect, an opportunity to know the stranger and to nurture our mutual need to be in community with each other. Toni's Kitchen is a tangible manifestation of our love – for God in our midst, for each other, for those in our community who struggle.

Reflecting on Our Year

The year of 2021 proved to be a busy one! It was a time to stabilize all the new outreach built in 2020 in the immediate aftermath of Covid and to begin to integrate our pre-Covid programs with the lessons learned during 2020.

Here are some highlights from the year that followed:

Food Outreach Programs

Toni's Kitchen provided over **1,500,000 meals** in our community in 2021. This was up from 1,030,000 in 2020 and 240,000 in 2019. Here are some program highlights:

Families

- **OnSite Choice Pantry** - During the early days of Covid, Toni's Kitchen set up a pantry. This pantry has now been redesigned and upgraded to include choice of items for families.
- **Neighborhood Pop-Up Markets** - Toni's provides farmers market-type pop-ups in the three communities we serve, Montclair, Bloomfield and West Orange. These pop-ups provide an inviting gathering space in low-income communities for families to select groceries.
- **TK Delivers** - Some families have difficulty plugging into the food support network. These might be families without a car, or working unpredictable shifts, or families headed by an adult with a chronic condition or cognitive disability. Toni's provides home delivery to approximately 100 families weekly.

Older Adults

- **TK Delivers** - During the early months of the pandemic, over 600 older adults needed weekly home delivery of groceries. That number is now down to below 300. Having healthy food delivered weekly, allows many older adults to retain their housing during this period of high inflation and housing costs.

Children

- In addition to the work with families, Toni's provides **after school meals** working through **community partners** such as Sister to Sister, Brother to Brother, etc. We also provide libraries with **Healthy Meal Kits** for children to take home and weekly groceries to preschools. **Summer camps** are our key partners during the months when school is out.

Unhoused/Insecurely housed

- **To Go Meals** were developed during the pandemic to support those without housing. We continue these meals even as we begin to open up for onsite dining.

- **OnSite Dining** has been the heart and soul of Toni's Kitchen since its founding 40 years ago. We are delighted to begin onsite dining again beginning April 2022. Because our dining room is now a warehouse for groceries, the onsite dining has opened using the Assembly Hall and is limited to two days each week - Thursdays and Fridays. Our guests are delighted to be back inside and we are encouraged to see them gather in person again!
- **Food Truck** - Toni's launched a food truck in March of 2021 to help get food out to those living in train stations, parks, etc. This truck was very warmly received and also connected to many children and families looking for a hot meal late in the day. We have learned a great deal from this initiative and will continue it even after launching Toni's Grill (see below)

Special Partners

- In addition to our partners that provide programming for children, families and older adults, Toni's Kitchen does some work tailored for special partners. These include providing the core food for the Montclair Inn, an affordable housing solution for older adults. We also provide pantry food to Bloomfield College, special program food for libraries in each of the communities we serve, and food for those using the PATH program, designed to house those with significant mental health challenges.

Facilities/Capital Purchases

- **Undercroft Project** - We are about to break ground on an exciting project to add 5000 sf of space to this ministry. This space is currently below the sanctuary and quite difficult to access or use. An entrance to this basement area will require regrading the walkway between the Assembly Hall building and the sanctuary. This will allow us to move pallets of food from the parking lot into the undercroft area. The new space will also have a walk-in fridge and freezer, allowing us to remove the units currently in the parking lot - yay! We look forward to moving the food currently in our dining room into this new space and returning the dining room to the gathering space it has been for the last 40 years. An enormous hug to all the St. Luke's community for inviting Toni's Kitchen to use significant additional space during Covid. We could never have done this work without this generosity.
- **Redesign** - Once the undercroft space is available, Toni's Kitchen will be moving out of the conference rooms and redesigning how we use our space. Lots to do!
- **New ("used") Van** - Toni's purchased an additional van to help both with outreach, compost delivery and donation pickups. This van was scheduled to be purchased in 2021 but was delayed because of the high vehicle costs in the secondary market. We are delighted to have this available to help move our ministry forward!
- **Food Truck Purchase** - Big thank you to Rev. John Mennell for finding this amazing opportunity for us. Our "Toni's Grill" food truck will launch in June, using a food truck that was used in a prior food ministry. The truck was purchased at very low cost and will be used at libraries, parks (for summer camps) and in low income neighborhoods to provide meals with dignity. Stay tuned!

Caring for our Earth

- **Composting** - We are about to begin commercial grade composting - yay! Toni's gets quite a bit of food that is on the verge of spoiling. We are able to salvage much of this food by quickly getting it into our kitchen to cook. But we have a good deal of compostable waste. Beginning in May, we will start taking large volumes of compost material to a site in Elizabeth. There it will be made into a slurry and used to generate electricity - amazing! Thank you to Pam Smith for all her work on this project!
- **Food Packaging** - We have done a good deal of work in evaluating materials for food packaging. This work will continue in 2022. We aim to use all recyclable/compostable packaging!

Food Supply

- Toni's Kitchen was the recipient of two large grants during 2021 allowing us to purchase meals in bulk from local restaurants and distribute them within our community.
- Toni's continues town-wide food drives that were established during 2021. These have brought in 6,000-9,000 pounds of food during each drive. Many thanks to Susan Andersen for her leadership role in this and to the whole St. Luke's team – big thanks for being so supportive!
- We continue to work with new food markets to do food rescue. This year we have added Stop & Shop and some smaller markets. Any ideas? Share them and we will reach out.

Financial Donations

- Toni's Kitchen was blessed to receive two Sustain and Serve grants in 2021. Big thank you to Nesta Stephens who took the lead in applying for these grants. We have applied for a third round of this grant. These grants are designed to keep hard-hit restaurants afloat by allowing bulk purchase of their meals and distribution to families with food insecurity.
- An enormous thank you goes out to The Silver Family Foundation/The Bravitas Group for the very generous matching gift in 2021. We will be using the match portion of the gift to help fund the Undercroft Project.
- Funding for the Undercroft Project has been raised to cover approximately 80% of projected costs. If you would like to help with this project or if you know of an individual or group that might have an interest, please reach out to Anne Mernin at mernin@slechurch.org.
- This year Toni's Kitchen hosted a Daytime Warming Center in partnership with the Salvation Army, MESH and the Unitarian Universalist Congregation of Montclair. This warming center was needed due to the high rates of Omicron Virus just as things looked like they would reopen. Four local funders (Partners For Health, The Montclair Foundation, The Montclair Fund for Women and The Schumann Fund) all came together to provide funding for this program. We are deeply grateful for the opportunity to keep our guests out of the winter weather during daytime hours.
- The Partners For Health Foundation has been a meaningful supporter of Toni's Kitchen. In 2021 they provided a produce grant to ensure we can provide fresh produce in every meal. They also did a meaningful matching grant at year-end.
- Our general financial donations remained strong during 2021 as the community stepped up to meet the needs of the large number of families, older adults and other neighbors that found themselves struggling.

Volunteers

- Our volunteers have been our biggest resource! Many thanks to our hard-working volunteers who drive, sort donations, run our shop, cook in our kitchen, maintain our website, help raise funds, and do all the tasks needed to keep our community well fed! Special thanks to the those members of the St. Luke's family who help with the Town-Wide Food Drives, run Toni's Closet, volunteer on our Advisory Committee and support our food programs. Thank you!

Toni's Closet: A Second Time Around Shop

- Toni's Closet moved its operation in October 2021 from Bloomfield to the site of the 2nd Time Around Shop at St. Luke's. The new shop – Toni's Closet: A 2nd Time Around Shop – is a big hit with the community. The Closet has a great selection of clothing and housewares and is busy, busy, busy! If you haven't checked it out yet, please stop by! Big thanks to all who helped us get set up and to everyone who keeps it running week after week.

The Year Ahead

Toni's has some very special **events** planned for 2022:

- **40th Anniversary** - We will be celebrating this major milestone in a big way! Save the date of October 1st to come out and enjoy at the Upper Montclair Woman's Club. We need help with this so let us know if you'd like to help out - hello@toniskitchen.org
- **4th of July Parade** - Toni's Kitchen will be honored in this year's 4th of July Parade in Montclair. Please join us on the 4th for a fun celebration of our nation's birth and our food ministry's public recognition! Send us an email so we know you're coming and include your T-Shirt size! hello@toniskitchen.org

In 2021, Toni's Kitchen developed a **Strategic Plan**. The plan was revisited at the beginning of 2022 to lay out our goals for the year ahead. Our **major goals for 2022** include:

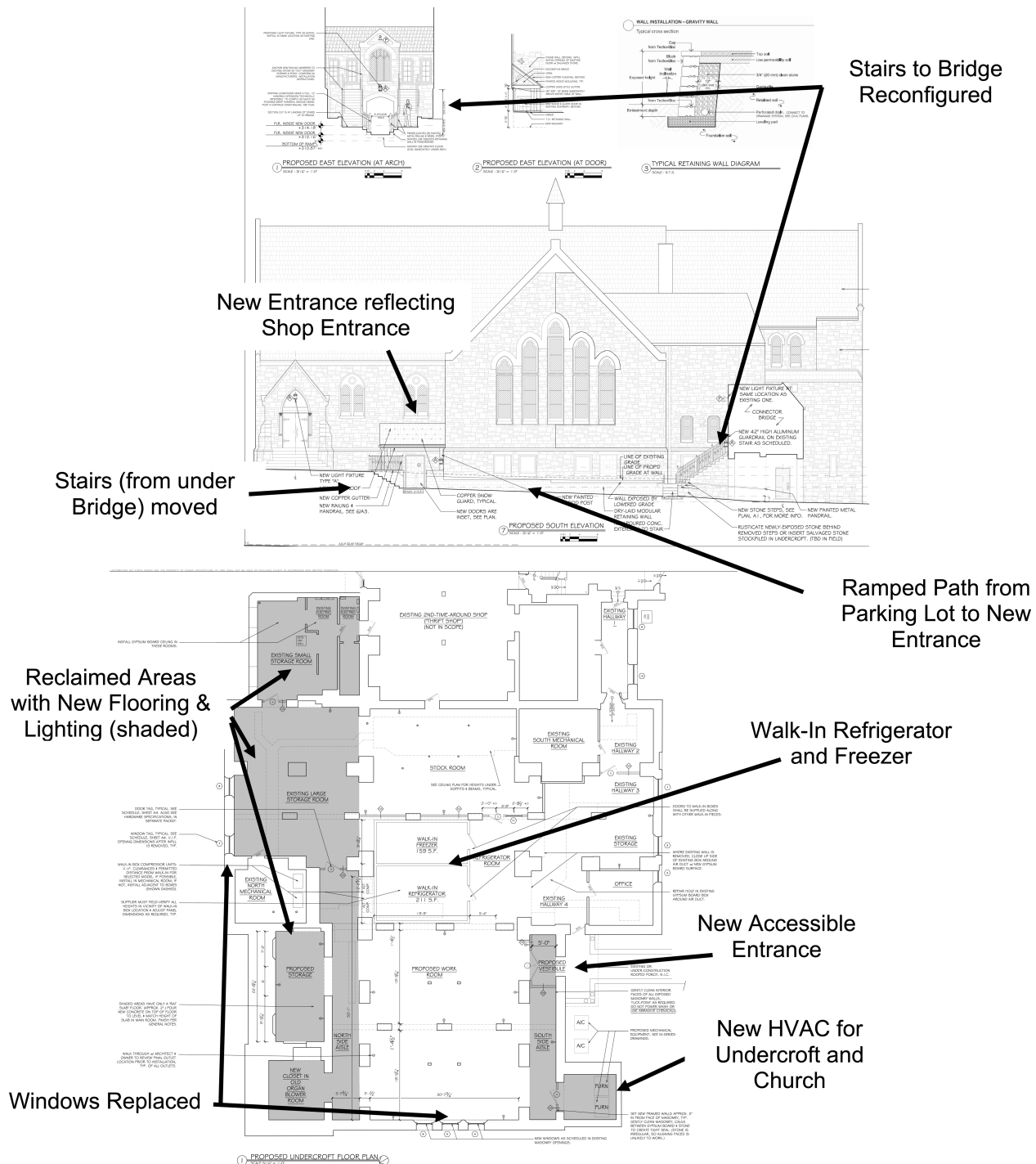
- **Undercroft Project** - Complete the Undercroft Project and move into the new space.
- **Toni's Grill** - Launch new food truck to support needs in low-income neighborhoods and summer camps.
- **Donor Engagement** - We recognize the need to build internal knowledge and processes to strengthen future fundraising. If you have friends or family members that would like to support the work of Toni's Kitchen please reach out. If you would like to have Anne Mernin meet with someone you know or with a group you are involved with, she is always available mernin@slechurch.org
- **The intersection of food and medicine** - Train cooking shifts to prepare special meals for those low-income individuals with special dietary needs. Also, work with pediatricians to ensure food insecure families are connected with appropriate food supports.
- **Our Dining Room** - As mentioned above, one of our key program goals in 2022 is to reopen our dining room. The initial reopening was April 1, 2022. It will take a good deal of time and effort through the rest of 2022 to fully rebuild this ministry.

Big thank-yous to Nancy Alberga, Jason Andersen, Susan Andersen, Stephanie Borsi, Miles Buchanan, Stuart Christie, Larysa Cohen, Stephanie Cohen, Liam Crampton, Meaghan Crampton, Alison Curtin, Wendy Drake-Schneider, Linus Fallace, Quinten Fallace, Tom Fallace, Vicki Fantozzi, Mary Fourte, MacKenzie Fourte, Maximus Fourte, Mason Fourte, Miranda Fourte, Fred Immermann, Greta Immermann, Keith Kaweck, Grace Kiernan, Jaewoo Lee, Declan Maloy, Colin Maloy, Kathy Maloy, Cathie Mazza, Andrew McBride, Liam McDonnell, Mason McDonnell, Mike McDonnell, Theresa McDonnell, Karly Niess, Joe Perdue, Alexandra Picou, Ariel Picou, Deirdre Picou, Denise Price, Alexa Rodriguez, Emma Rodriguez, Dina Rodriguez, Patrick Rodriguez, Charlene Salvito, Susan Singer, Nesta Stephens, Martha Thalheimer, Gus Ventura, Abby Walsh, Vivian Walsh, Lisa Williams, Ilse Wolfe, Ellis Wolfe-Nye and all the members of the St. Luke's Vestry who put in time and thought to ensure this ministry is successful!

Thank you as well to Arline Amaducci, Chris Corso and Pam Smith for their warm support of the work of Toni's Kitchen! And, of course, none of this would work without the very thoughtful leadership of Rev. John Mennell!

Thank You!

Undercroft Project



[illegible]

SUPPORT: CAPITAL CAMPAIGN COMMITTEE

Tom Cochran, Liz Perez, and Sue Villarosa – *Co-Chairs*, Tom Cochran – *Treasurer*

Members: Harry Mayo, Julia Ginocchio, Tim Mannion, Gordon Frey, Stu Perry, Stuart Christie, Anne Mockridge, Andy McBride, and (*pro bono* Professional Guidance) John Ginocchio

Due to the Covid pandemic and the growth of Toni's Kitchen fund-raising for capital purposes, the work of the Capital Campaign Committee slowed to a virtual crawl. No meetings were held, although work on projects and some planning of future projects continued with partnering St. Luke's entities, particularly Toni's Kitchen.

Projects: St. Luke's capital campaign *Breaking Down Barriers* had completed the most complex major projects on the priority list: Bridge/Connector including new Sacristy/Flower Guild room, ADA-compliant Family Bathroom, and new Lights & Sound System by the close of 2019. Through careful bidding, selection of contractors, and close construction management support by Sionas Architecture, we have continued to be able to bring the projects within their initially estimated costs despite a number of previously unknown structural and electrical challenges associated with the Bridge/Connector project. In 2019, major Parish House roof, ventilation system, and attic repairs had been planned and successfully completed.

In 2020 and 2021:

- St. Luke's completed work to fully clean and upgrade components of the Marshall & Ogletree Opus Two organ, thanks to dedicated donations received by the Capital Campaign Fund. A new motherboard will likely be needed in the near future;
- Planning and municipal permitting and all work was completed on the new Union Street/Parking lot-level entrance to the thrift shop which is now open for renewed business;
- An upgrade in electrical capacity was negotiated with PSEG and installed.
- Planning for a major renovation and re-purposing of the church undercroft and its access point was launched with Toni's Kitchen, which envisions using the space for expanded storage capacity. Work will begin in June 2022 on that project;
- The St. Luke's application to the State of NJ for funds with which to reimburse St. Luke's for the completion of the Rectory underground oil tank's removal and soil remediation was approved by the NJDEP and discussion is continuing with the NJEDA over the amount and scheduling of reimbursement funding payment. Selection of the contractor and actual work on this project cannot be done until NJEDA resolves those issues expected in the next few months;
- Planning and cost estimation for additional accessibility improvements to the Parish House continued through 2021 with new urgency.

There are also a number of other serious major maintenance and capital improvement projects – including masonry re-pointing of the Church, stained glass restoration and protection, Church south entry restoration, first floor Rectory reconfiguration, and additional Church HVAC (to name a few) – that the Parish will need to consider, but that are not currently deemed feasible with limited anticipated funds.

The following projects are being supervised by the Capital Campaign Committee but are being funded outside of the Campaign, either by other Parish ministries (e.g., Toni's Kitchen or Toni's Closet) or directly funded by parishioners. As such, expenses for these projects, even if they flow through the Capital Campaign Account, do not affect the Capital Campaign Anticipated Funds Availability.

Projects Planned (estimated expenses)

Undercroft Accessibility and reconfiguration for TK use (external):	\$ 416,280
Grading/Drainage around building:	\$ 50,000
Parking lot restoration including drainage improvement (portion may be part of Undercroft Accessibility Project)	\$ TBD

Capital Campaign Finances Summary 2021

CC Fund Closing 2020 Balance:	\$287,948
CC Net Fund Income:	<u>\$ 10,137</u>
CC Fund Closing 2021 Balance:	\$298,085

The Capital Campaign Fund Balance was \$298,085 as of December 31, 2021. The official pledge fulfillment period for those donors who opted to pay their pledges over a five-year period ended in April 2021, although some additional pledged income was received between April and December 31, 2021. The total amount of pledged income received by the Capital Campaign from its inception in 2016 through December 31, 2021 was \$1,089,096, which is a pledge fulfillment rate of 93%, given that originally pledged amounts totaled \$1,012,200.

Apart from the other possible major maintenance and capital improvement projects previously mentioned, one of the key projects planned in the campaign was an elevator that would provide barrier-free direct access to the second floor (where our mission-aligned, expense-reimbursing tenants have workspaces) and third floor (where we have Choir practice, robing, and sheet music storage, as well as the Church School). Our third floor is our most underutilized space because it is so difficult to access. Estimated costs associated with the construction of an elevator are in the \$300,000 - \$400,000 range. We continue to contemplate reaching out to the St Luke's parish family and other potential funders in the wider community to help us meet this remaining need. In all of this, we are endeavoring to be good stewards of *all* our spaces within an older and oftentimes challenging physical plant.

The Committee continued to closely monitor the payment of pledges and new gifts to the Capital Campaign, providing Finance Committee and Vestry with monthly reports. Some shortfall in pledge fulfillment still existed on 12/31/2021 and that amount (\$ 76,896) has been written off.

Campaign Projects Expenses

2021 EXPENSES PAID to Contractors

Total	<u>\$ 76,401.45</u>	
Petry Engineering		\$ 1,750.00
Sionas Architecture		\$ 35,492.43
Khachaturian Engineering Associates		\$ 2,500.00
Stoddart Associates		\$ 36,659.02

SUPPORT: FINANCE COMMITTEE

Lisa Williams, *Treasurer* (May 1, 2021 - Present) (treasurer@slechurch.org)

The Finance Committee is responsible for reviewing parish finances and budgets, which include Toni's Kitchen (TK) and Toni's Closet. In addition, the Finance Committee prepares the annual budget for presentation to and approval by the Vestry. Committee responsibilities include oversight of the investment portfolio, ensuring of effective internal controls over financial processes, and submission to the Diocese of the Internal Audit (performed by the Audit Committee) or Audited Financial Statements (performed by an audit firm). The Treasurer chairs the Finance Committee and coordinates with the Toni's Kitchen Finance Committee. Finance Committee members include Amy Abel, Stuart Christie, Wendy Drake-Schneider (as Warden), Godfrey Gregg (as Warden), Cathie Mazza, Denise Price (as Warden), Matthew Price, Juliet Robinson, Patrick Rodriguez, and Ladylease White. Also joining the monthly Finance Committee meetings are John Mennell and Pam Smith, our new Business Operations Manager. Arline Amaducci, the parish bookkeeper, prepares all related financial reports for initial review by the Treasurer. The Committee meets on the 2nd Thursday of each month. Beginning with 2019, the annual financial statement audit is performed by McIntee, Fusaro, Del Corral, LLC.

Accomplishments from July 1, 2021 - March 31, 2022:

- Facilitated the successful 2020 Audited Financial Statements (available upon request).
- Successfully obtained PPP Loan Forgiveness in the amount of \$171,000, received in November 2021.
- Hired Pam Smith as the Parish Business Operations Manager.
- Refined the Financial Dashboard to streamline communications and action items for financial stewardship.
- Obtained a new credit card with improved cash back terms.
- Expanded the use of QuickBooks to provide a clean audit trail for all transactions.
- Working with Keith Kawecki, engaged Cox Capital Management as investment manager for \$1.5 million of Toni's Kitchen cash (transferred to Cox Capital in February 2022).
- Updated the Investment Policy to include Environmental, Social & Governance (ESG) criteria in investment selection.
- Updated all signatories at Chase, Vanguard, and Cox Capital Management to ensure appropriate fiduciary controls.
- Review of the current financial policies and procedures documentation is in process for completeness and effective internal controls.

Financials:

Included in this report are the 1Q22 financial statements, starting with the monthly Dashboard and commentary. 2022 reporting has been restructured to separate operating income/expense from capital and/or restricted income (investment income).

- The Congregational income and expenses include cross-charges of \$90,000 from Toni's Kitchen and \$50,000 of proceeds from Toni's Closet. Even with these contributions offsetting operating costs incurred from these outreach programs, St. Luke's budgeted a \$43,000 deficit in 2022. We encourage you to participate in these meaningful and fun outreach programs to truly make them a reflection of the St. Luke's parish.
- SLE Restricted income and expenses include investment income, a small amount of residual capital campaign income offset by \$100,000 of anticipated capital projects (parking lot). These expenses will be financed by cash in the capital campaign bank account (~\$300,000) at Chase Bank.
- Toni's Kitchen Operating income and expenses include the above cross-charges to SLE as expenses; the budget reflects the conclusion of the second Sustain & Serve grant. The 2022 TK operations budget reflects a surplus of \$154,355, which is primarily from the amounts due for the 2021 Sustain & Serve expenses.
- Toni's Kitchen has budgeted capital expenditures of \$735,000 in 2022, including the construction in the undercroft of the church, to transfer support operations (refrigeration and storage) from the parking lot and Parish Hall. Budgeted capital gifts of \$500,000 are included in the TK Capital budget.

Also included in this report are the unaudited financial statements for 2021. Please refer to the commentary on the Dashboard. The 2021 audit will take place in July 2022.

Overall, St. Luke's Episcopal Church is in financial compliance with the Diocese of Newark, and we continue to strive to be good stewards of our gifts.

St. Luke's Episcopal Church
Financial Dashboard - Annual Meeting
For the period ended March 31, 2022

		Current Month Actual	Current Month Budget	Fav/ (Unfav)	YTD Actual	YTD Budget	Fav/ (Unfav)
SLE Operating	Congregational Operating Income	68,433	63,405	5,028	164,501	190,214	(25,713)
	Congregational Operating Expense	65,395	70,122	4,727	192,781	210,367	17,586
	SLE Operating Surplus/(Deficit)	3,038	(6,717)	9,755	(28,280)	(20,152)	(8,128)
Toni's Operating	Toni's Kitchen Income	317,796	307,654	10,142	1,381,640	922,963	458,677
	Toni's Kitchen Expense	282,915	294,791	11,876	908,055	884,374	(23,681)
	TK Operating Surplus/(Deficit)	34,881	12,863	22,018	473,585	38,589	434,996
TOTAL Operating	Total St. Luke's Operating Income	386,229	371,059	15,170	1,546,141	1,113,177	432,964
	Total St. Luke's Operating Expense	348,310	364,913	16,603	1,100,836	1,094,740	(6,095)
	Total Operating Surplus/(Deficit)	37,919	6,145	31,773	445,305	18,436	426,869
TK Capital	Other Restricted Income	0	41,667	(41,667)	100,000	125,000	(25,000)
	Capital Campaign Expense	58,195	61,258	3,063	67,136	183,775	116,639
	Restricted Surplus/(Deficit)	(58,195)	(19,592)	(38,604)	32,864	(58,775)	91,639
Restr.	Other Restricted Income	732	417	315	(52,618)	1,250	(53,868)
	Capital Campaign Expense	9,189	8,333	(856)	12,865	25,000	12,135
	Restricted Surplus/(Deficit)	(8,457)	(7,917)	(540)	(65,483)	(23,750)	(41,733)

Account Balances	12/31/2021	3/31/2022	6/30/2022	9/30/2022	12/31/2022
Chase - St. Luke's	207,105	109,009	-	-	-
Chase - SLEC DBA TK	2,963,754	2,001,737	-	-	-
Cox Capital Management	-	1,508,500	-	-	-
VanGuard	1,014,570	961,952	-	-	-
CapitalAcct	298,294	298,294	-	-	-
Total	4,483,723	4,879,493	-	-	-

Commentary

Operating	<p>There was a \$12K bump in pledge income in March, along with the receipt of \$9K for youth programs from the Moore Trust. Pledge & other unrestricted income are below YTD plan by \$31K which aligns with the \$30K of 2022 pledges paid in 2021. Usage reimbursement is below YTD plan by \$4K due to the closure of the church for onsite worship by Emanuel's Hope. Imani has brought their rent payments current. Toni's Closet profit share is \$2K above plan YTD. YTD Operating income is below plan by \$26K.</p> <p>Staff expenses are below YTD plan by \$12K. Worship expenses are below YTD plan by \$3K for the limited use of Choir Section leaders. B&G are above plan by \$6K, of which \$4K is for Gas/Electric for December paid in January. Overall SLE operating expenses are below plan by \$18K.</p>
Toni's	<p>General gifts continue to be high from the year-end appeal with \$284K received in January. YTD favorable \$268K. We are almost complete with Sustain and Serve for 2021/2022. Staff expenses were below YTD plan by \$41K for lower staffing. Operating expenses, incl. food, were \$67K above YTD plan incl. Sustain & Serve, (\$51K underplan without S&S).</p> <p>Toni's Closet earned \$35K YTD with \$6K of expenses. \$14K was transferred to SLE.</p> <p>Overall TK Operating was above plan by \$434K.</p>
TK Capital	<p>\$100K was received in February from an anonymous donor towards CapEx. CapEx of \$67K has commenced on the design plans for the undercroft. \$1.5M was transferred to Cox Capital Management on 2/28. Investment purchased have commenced in small increments as the market allows.</p>
SLE Restricted	<p>Investment income has taken a (\$53K) hit in early 2022, reducing the gains recorded in 2021. \$13K of CapEx has been spent YTD.</p>

2022 INCOME (P&L)

SLEC

Month 3

			Actual 2021	Budget 2022	YTD Actual	YTD Estimate	Fav/(Unfav)
Operating		1001 Plate	\$716	12,000	71	3,000	(2,929)
		1002 Pledge Payments Current	458,954	475,000	84,614	118,750	(34,136)
		1003 Pledge Payments Prior			7,903	-	7,903
		1010 Advance Pledge	\$29,925		-	-	0
		1112 Flower Guild	\$2,110	5,000	200	1,250	(1,050)
		1011 Other Unrestricted income	\$27,389	10,000	1,369	2,500	(1,131)
		1000 Total Unrestricted Income	\$519,094	502,000	94,157	125,500	(31,343)
		1106 Parish Committee Income	\$0		-	-	0
		Youth Fees/Pumpkin Sales	16,539	15,000	-	-	0
		Altar Guild (Fund Transfer)	-	1,000	-	-	0
		Moore Trust (Youth Programs)	13,000	13,000	9,000	-	9,000
	1109/1201	Misc Restricted Operating Income	470	5,000	-	1,250	(1,250)
		Restricted Income	30,009	34,000	9,000	1,250	7,750
		111110 COPE	45,350	41,952	10,488	10,488	(0)
		111101 Alanon		4,200	1,050	1,050	0
		111114 Rectory Occupancy	22,000	25,392	6,000	6,348	(348)
		111103 Imani	16,500	23,813	5,500	5,953	(453)
		111113 Emanuel's Hope Baptist Church	4,050	13,000	1,575	3,250	(1,675)
		111117 12 Step Meetings	4,200	5,500	-	1,375	(1,375)
	111109 Misc Usage (One Time)	1,450	8,000	-	-	0	
	1111 Usage Reimbursement Income	93,550	121,857	24,613	28,464	(3,852)	
	Restricted Operating	123,559	155,857	33,613	29,714	3,898	
Operating Income excl Outreach			642,653	657,857	127,770	155,214	(27,445)
	*110604 Parish Gifts (Pass Through)	-		-	-	0	
	1107 Rector's Discretionary Fund	1,750		-	-	0	
	111108 Toni's Kitchen Partial Reimbursement	90,000	90,000	22,500	22,500	0	
*1205	AIM Offering	-	-	-	-	0	
	Caring Community	-		-	-	0	
1212C	Toni's Closet/St Luke's share	-	50,000	14,231	12,500	1,731	
	Outreach Income	91,750	140,000	36,731	35,000	1,731	
Operating		CONGREGATIONAL OP. INCOME	734,403	797,857	164,501	190,214	(25,713)
		CONGREGATIONAL OP. EXPENSE	697,762	841,466	192,781	210,367	(17,586)
		OPERATING SURPLUS/(DEFICIT)	26,925	(43,609)	(28,280)	(20,152)	(8,128)
Toni's		Toni's Kitchen Income	5,295,393	3,691,850	1,381,640	922,963	458,677
		Toni's Kitchen Expense	4,015,679	3,537,495	908,055	884,374	(23,681)
		TK Operating Surplus/(Deficit)	1,279,714	154,355	473,585	38,589	434,996
TOTAL		Total St. Luke's Operating Income	6,347,453	4,494,707	1,546,141	1,113,177	379,096
		Total St. Luke's Operating Expense	4,761,543	4,478,961	1,100,836	1,094,740	(29,131)
		Net Total Surplus/(Deficit)	1,585,910	15,746	445,305	18,436	426,869
Restricted	*1207	St Luke's Foundation	4,250	-	-	-	0
		Memorial Fund	-	-	-	-	0
	1004	Investment Income	100,511	-	(52,618)	-	(52,618)
	*1214	Bequests	-	-	-	-	0
	*1210	Capital Campaign	41,814	5,000	-	1,250	(1,250)
	1215	Debt Forgiveness PPP loan	171,082	-	-	-	0
			-	-	-	-	0
	Other Restricted Income	317,657	5,000	(52,618)	1,250	(53,868)	
	Capitol & Foundation Expense	48,102	100,000	12,865	25,000	12,135	
	Restricted Surplus/(Deficit)	269,555	(95,000)	(65,483)	(23,750)	(66,003)	
TK Capital		1203H Designated Capital Gifts	9,000	500,000	100,000	125,000	(25,000)
		2903 Capital Expense - T/K	34,970	735,100	67,136	183,775	116,639
		Net T/K Capital	(25,970)	(235,100)	32,864	(58,775)	(141,639)

2022 SLEC Expense

		Actual 2021	Budget 2022	2022		
				YTD	Estimate	Fav/(Unfav)
Staff Expense						
	Clergy Expense	174,881	201,024	43,933	50,256	6,323
	Non-Clergy Staff Expense	208,257	286,972	65,760	71,743	5,984
	Sub-Total Staffing	383,138	487,996	109,693	121,999	12,306
Worship						
	2302 Substitute Organist	1,300	3,000	250	750	500
	2303 Choir Section Leaders (incl. FICA)	11,340	18,516	2,900	4,629	1,729
	2304 Liturgical Lay Benefits	2,243	2,922	589	731	142
	2305 Organ Maintenance	0	250	-	63	63
	2309 Music Program Misc	759	1,000	288	250	(38)
	2310 Music Program - Other	0	-	-	-	0
	2320 Worship Committee	0	500	-	125	125
	2330 Altar Guild	509	1,000	583	250	(333)
	2340 Flower Guild	1,745	5,000	475	1,250	775
	Sub-Total Worship	108,415	32,188	5,085	8,047	2,962
Outreach						
	2501 Diocesan Pledge	49,377	67,172	15,820	16,793	973
	2509 Discretionary Funds	100	1,000	190	250	60
	2510 Director of Outreach	10,272	8,180	2,504	2,045	(459)
	Sub-Total Outreach	96,399	76,352	18,514	19,088	574
Fellowship/Enrichment/Caring						
	2610 Community - Life	-	500	-	125	125
	2620 Community Growth	823	1,000	138	250	112
	2621 Community Events	-	-	-	-	0
	2630 Men's Group	-	-	-	-	0
	Womens Group	230	500	-	125	125
	Caring Community	-	500	-	125	125
	2640 Commitment/Stewardship	228	1,500	-	375	375
	2650 Spiritual Enrichment	265	500	44	125	82
	Sub-Total Fellow/Enrich/Care	63,038	4,500	181	1,125	944
Children & Youth						
	2404 Child Care	-	3,230	-	808	808
	2406 Youth Education	349	4,750	729	1,188	458
	2407-11 Youth General	2,085	2,850	431	713	282
	2413 Mission Trip	-	-	-	-	0
	2414 Youth Outreach (Pumpkins)	-	15,650	36	3,913	3,877
	2415 Youth Worship	-	1,100	133	275	142
	Sub-Total Children & Youth	72,056	27,580	1,328	6,895	5,567
Support						
Office						
	2106 Miscellaneous Office Expense	893	1,750	588	438	(151)
	2104 Worker's Comp Insurance	10,957	7,000	-	1,750	1,750
	2107 Software (Real/Zoom/CC)	11,253	11,000	5,130	2,750	(2,380)
	2108 Office Supplies	3,835	4,000	1,011	1,000	(11)
	2109 Postage	1,967	2,000	609	500	(109)
	2110 Printing	2,907	2,500	702	625	(77)
	2111 Internet/Phone Lines	3,882	4,200	1,341	1,050	(291)
	2112 Copy Machine Lease	2,909	3,200	1,123	800	(323)
	2114 Diocesan Convention	-	1,000	-	250	250
	Staff Training	-	2,000	-	500	500
	2115 Audit Fees	8,500	9,000	-	2,250	2,250
	Sub-Total Office	108,021	47,650	10,504	11,913	1,409
Buildings & Grounds						
	Fund Transfer to Foundation	-	-	-	-	-
	2204 Misc Service Fees	431	750	132	188	56
	Sexton Contracted Fees	34,916	10,000	3,800	2,500	(1,300)
	2205 Contracted Maintenance	31,819	27,000	9,497	6,750	(2,747)
	2206 Furniture Fixtures Equipment	4,104	6,000	-	1,500	1,500
	2207 Supplies/Hardware	14,266	10,000	3,430	2,500	(930)
	2208 Property Insurance (quarterly)	38,415	41,000	9,365	10,250	885
	2209 Security System	5,253	5,500	2,327	1,375	(952)
	22101 Electricity	26,284	34,000	8,532	8,500	(32)
	22102 Natural gas	11,093	18,000	9,251	4,500	(4,751)
	22103 Heating Oil	2,477	4,650	923	1,163	240
	22104 Sewer (annual)	3,402	3,500	-	875	875
	22105 Water (quarterly)	3,304	4,800	219	1,200	981
	Sub-Total Buildings & Grounds	249,832	165,200	47,476	41,300	(6,176)
Total SLE Operating Expense		697,762	841,466	192,781	210,367	17,586
NON OPF	2900 Capitol Expenditures	38,387	100,000	12,865	25,000	12,135
	2880 Foundation Expense	9,715	-	-	-	-

2022 Toni's Kitchen Inc & Exp

Month 3

	Actual 2021	Budget 2022	2022 YTD	Estimate	Fav/(Unfav)	
Income						
1203A General Gifts Received	2,111,949	650,000	430,042	162,500	267,542	
1203B Investment Inc			8,500			
1203E Annual Fundraiser /Gala	-	80,000	-	20,000	(20,000)	
1203G Designated Gifts Warming Center		16,000	6,000	4,000	2,000	
1203I Designated Gifts/BackPacks	-	5,000	-	1,250	(1,250)	
1203J Designated Gifts Other	25,000	18,000	-	4,500	(4,500)	
1203J Designated Gifts Produce		-	-	-	0	
1203K In Kind Donations	1,898,992	2,400,000	550,942	600,000	(49,058)	
1203L Toni's Closet	89,552	105,000	34,806	26,250	8,556	
1203M Sustain and Serve	1,160,900	402,850	351,350	100,713	250,638	
1203x Toni's Cafe Food Truck Income		15,000	-	3,750	(3,750)	
Total Income	5,286,393	3,691,850	1,381,640	922,963	458,677	
Expense						
Staff Expense	25071 Direct Food Support Staff	73,478	179,578	19,125	44,895	25,769
	25071A Outreach Director TK	75,860	82,866	20,301	20,717	416
	25071B TK Development & Admin Staff	93,918	105,186	20,924	26,297	5,373
	25071C TK FICA	16,767	28,124	4,888	7,031	2,143
	25071D T/K Health Insurance	18,145	33,708	4,628	8,427	3,799
	25071X Staff Development		7,500	-	1,875	1,875
	25071E 403B Employer Contributions	18,457	21,783	3,984	5,446	1,461
Staff Expense	296,624	458,745	73,850	114,686	40,837	
Food Expen	250720 Kitchen and Outreach Food	67,318	20,000	5,451	5,000	(451)
	250721 Kitchen and Outreach Produce	35,849	18,000	4,017	4,500	483
	250724 In Kind Exp/Kit & Out Food	1,810,371	2,300,000	550,942	575,000	24,058
	Food Expense	1,913,538	2,338,000	560,410	584,500	24,090
Operating Expense	25070 Backpack Supplies	-	1,000	-	250	250
	25071F Custodial Services		30,000	11,401	7,500	(3,901)
	25072A Food Truck Program	10,153	30,000	3,164	7,500	4,336
	25073 Kitchen & Outreach Supplies	20,180	36,000	4,172	9,000	4,828
	25073A Sustain and Serve Grant	1,358,200	205,550	169,000	51,388	(117,613)
	25074 Equipment Repair	4,575	8,000	467	2,000	1,533
	25074A Daytime Warming Center	16,094	16,000	10,691	4,000	(6,691)
	25075 Equipment Purchase	41,021	19,000	7,756	4,750	(3,006)
	25077 Exterminator	398	1,800	106	450	344
	25078 Volunteer Engagement & Management	10,147	15,000	1,307	3,750	2,443
	25079 TK Office Supplies	1,601	3,000	185	750	565
	25085 Misc Expense	11,971	5,000	2,624	1,250	(1,374)
	25088 T/K Van Expense	7,779	10,000	176	2,500	2,324
	25089 Non Food In-Kind Expense	88,621	100,000	-	25,000	25,000
Operating Expense	1,570,740	480,350	211,047	120,088	(90,959)	
Fundraising Expt	25081 Communications & Engagement	16,509	52,000	11,237	13,000	1,763
	25082 Community Engagement & Relation	16,449	-	1,861	-	(1,861)
	25083 Major Fundraising Events/Gala	2,200	40,000	1,000	10,000	9,000
	25084 Other Fundraising Expenses	19,410	17,400	4,788	4,350	(438)
	Fundraising Expense	54,569	109,400	18,886	27,350	8,464
2507CC SLEC Cross-Charge	90,000	90,000	22,500	22,500	0	
2507D Toni's Closet	49,881	5,000	6,343	1,250	(5,093)	
2507TC Toni's Closet Share with SLE		50,000	14,231	12,500	(1,731)	
25080 Guest Assistance	5,358	6,000	787	1,500	713	
Total Expense	3,980,709	3,537,495	908,055	884,374	(23,681)	
Kitchen Net Income/(Loss)	1,538,031	104,355	459,354	26,089	433,265	
Closet Net Income/(Loss) -Net of Profit Share	39,671	50,000	14,231	12,500	1,731	
Net Operating Income/(Loss)	1,577,702	154,355	473,585	38,589	434,996	
1203H Designated Capital Gifts	9,000	500,000	100,000	125,000	(25,000)	
2903 Capital Expense - T/K	34,970	735,100	67,136	183,775	116,639	
Net T/K Capital	(25,970)	(235,100)	32,864	(58,775)	(141,639)	

St. Luke's Episcopal Church
Financial Dashboard - Annual Meeting
For the Year Ended December 31, 2021

		2020 Actual	2021 Actual	2021 Budget	Fav/ (Unfav)
Operating	CONGREGATIONAL OP. INCOME	647,149	734,403	627,860	106,543
	CONGREGATIONAL OP. EXPENSE	614,719	697,762	627,186	(70,576)
	OPERATING SURPLUS/(DEFICIT)	32,430	36,640	674	35,967
Restr.	Other Restricted Income	188,566	317,657	50,000	267,657
	Capital Campaign Expense	145,839	38,387	150,000	111,613
	Restricted Surplus/(Deficit)	42,728	279,270	(100,000)	379,270
Toni's	Toni's Kitchen Income	3,940,416	5,295,393	3,773,919	1,521,474
	Toni's Kitchen Expense	2,362,714	4,015,679	3,689,113	(326,566)
	Net after Reimbursement	1,577,702	1,279,714	84,806	1,194,908
TOTAL	Total St. Luke's Income (Quickbooks)	4,776,131	6,347,453	4,451,779	1,895,674
	Total St. Luke's Expense (Quickbooks)	3,123,272	4,751,828	4,466,299	(285,529)
	Net Total Surplus/(Deficit)	1,652,860	1,595,625	(14,520)	1,610,145

Account Balances	12/31/2020	9/30/2021	12/31/2021	
Chase - St. Luke's	161,176	491,455	207,105	
Chase - SLEC DBA TK	1,806,562	2,095,556	3,032,866	\$1.5M to trsf
VanGuard	914,058	974,583	1,014,570	
CapitalAcct	288,140	309,978	298,294	
Total Bank Balances	3,169,937	3,871,572	4,552,835	

Commentary

Operating	<p>December finished the year with a \$14K jump in 2021 pledge receipts and \$25K in 2022 pledge receipts (Nov. had \$5K of 2022 receipts), with the full year coming in at \$69K over plan. Full year restricted income came in \$36K overplan, with COPE at \$24K and Emanuel's Hope at \$4K higher than plan. The TK cross charge is now being booked in Qbooks (\$90K booked in December) as highlighted in the Income tab for the Total SLE (Quickbooks). Arline and Lisa are working on updating Qbooks for the various Fund balance reclassifications to bring Qbooks and the Fund Balance worksheet in sync. The analysis will be presented at the February Finance Committee meeting.</p> <p>Full year expenses were unfavorable by \$80K (excl. TK & Capital), primarily for Staff expenses which were unfavorable to plan by \$39K with the unbudgeted addition of Pam as our Business and Ops Manager (worth every penny!). Buildings & Grounds exceed plan by \$17K - however, the December utilities bills were not paid in December and will carryover into 2022 (Electric & Gas = \$4K).</p>
Restricted	<p>We received the PPP loan forgiveness in November and removed the liability from the balance sheet. We received an additional \$9K for the Capital Campaign, which will close out on 12/31/21, bringing YTD receipts to \$19K less than plan. Planned capital expenses of \$150K have been deferred with only \$46K, however \$7K was transferred from the Foundation to CapEx to offset the A/C replacement, bringing the 2021 total expense to \$38K or \$112K below plan. Of the full year spending, \$36K was spent on an accessibility review.</p> <p>2021 Investment income ended the year at \$100K. Note that this investment income relates to the funds at Vanguard and includes unrealized gains. Funds are now in the process of being transferred to Cox Capital Management with the Vestry approval of the Investment policy.</p>
Toni's	<p>2021 Income is favorable by \$1.5M, in large part to the \$680K matching donation event prior to Thanksgiving. The matching portion from the The Bravitas Group/The Silver Family Foundation was received in December, along with a \$56K donation from Fenwick Community Fund. The Sustain & Serve program is running at \$197K due from the program. Staff & Operating expenses are favorable to forecast by \$68K (excluding Sustain and Serve). However, 2021 Food Expense is \$303K unfavorable, offset by the deferred capital expense of \$311 for the undercroft project and food truck purchase. Overall, TK is favorable to forecast by \$1.2M.</p>

**Saint Luke's Episcopal Church
Balance Sheet**

	12/31/2021	12/31/2020	Change	Comments
ASSETS				
Current Assets				
Bank Accounts				
3002 3002 General Account	207,105	102,405	104,700	
3002A St Luke's Church AKA Toni's Kit	2,963,754	1,814,305	1,149,449	
3002B TONI'S Kitchen (Support Fund)	69,112	21,847	47,265	
3002D St Luke's Capital Campaign	298,294	288,140	10,154	
Total Bank Accounts	3,538,265	2,226,697	1,311,568	
Other Current Assets				
3111 Vanguard	1,014,570	914,058	100,511	
31112 Cox Capital Management	-	-	-	
Total Other Current Assets	1,014,570	914,058	100,511	
TOTAL ASSETS	4,552,835	3,140,756	1,412,079	
LIABILITIES AND EQUITY				
Liabilities				
Current Liabilities				
Other Current Liabilities				
4000 Federal Tax Payable	(234)	-	(234)	
4001 FICA Tax Payable	(136)	-	(136)	
4002 FICA Medicare Payable	(32)	-	(32)	
4003 State Income Tax Payable	(33)	-	(33)	
4006 403-B pretax Lay Pension Contri	-	-	-	
4007 4007 Health Insurance Payable	(2,561)	(246)	(2,315)	
4009 SBA Loan Proceeds	-	171,082	(171,082)	
Total Current Liabilities	(2,996)	170,836	(173,832)	
Total Liabilities	(2,996)	170,836	(173,832)	
Equity				<i>Fund balances adjusted quarterly</i>
3900 Retained Earnings	(1,184,265)	(1,431,989)	247,723	
3901 St. Luke's Foundation Fund Balance	213,816	203,208	10,608	50% income & donations(PY) - available for capital
3903 Toni's Kitchen Fund Balance	3,442,634	2,046,181	1,396,453	Includes allocation of PPP loan forgiveness
3904 Memorial Fund Balance	165,976	152,576	13,399	50% income & donations(PY) - available for community outreach
3905 Altar Guild Fund Balance	13,127	11,986	1,142	Altar guild spending in the year
3909 Second Time Around Fund Balance	20,548	13,434	7,114	
3911 Capital Campaign Fund Balance	298,085	287,948	10,137	
Net Income	1,585,911	1,686,576	(100,664)	
Total Equity	4,555,831	2,969,920	1,585,911	
TOTAL LIABILITIES AND EQUITY	4,552,835	3,140,756	1,412,079	

WORSHIP: ALTAR GUILD

Martha Thalheimer (altarguild@slechurch.org)

The Altar Guild is responsible for preparing the sanctuary for services and cleaning up after the services. In addition, we keep the silver and brass polished, candle oil filled, launder linens and wash the albs for John and the other servers. Thanks to Covid, these responsibilities have been on hold for almost two years.

The Guild is slowly starting to re-form after the long period of inactivity. If you would like to join us, the time commitment is about ½ hour every 4 weeks. The jobs are primarily on Sundays:

- ❖ Before the 8am service to put out the sacraments
- ❖ After the 8am service to clean up and reset for the 9am and 10 am services
- ❖ After the 10 am service to clean up and put everything away.

Please speak with any of us to below to get additional details. We would love to have you become part of the group. Thank you to Denise Price, Stevie Tryson, Sally Kress, Felisa Van Liew, Gordon Frey and Godfrey Gregg for their help over the past year. If I missed someone, I apologize.

WORSHIP: LECTORS AND INTERCESSORS

Martha Thalheimer (lectors@slechurch.org)

Lectors are those who read the Holy Scriptures during the Liturgy of the Word at the beginning of the service. Intercessors lead the congregation in offering the Prayers of the People.

While our services were exclusively on Zoom at the start of last year, we have now moved to a hybrid situation which allows people to read in person or wherever they have an internet connection. This allows everyone to participate from wherever they are most comfortable.

If you would like to serve as a Lector or Intercessor, please contact Martha Thalheimer at Thalheimer@slechurch.org or The Rev. John Mennell at Mennell@slechurch.org for more information.

We are blessed with many voices willing to read on an ongoing basis and would like to thank the following people for participating this past year.

Amy Abel
Michael Alberga
Jason Andersen
Susan Andersen
Barbara Brooks Andrews
Mariah Ayscue
Louis Balsamo
Nina Balsamo
Walter Booker
Dyan Bryson
Martin Cowart
Charlene Dalton
Ken Dalton
Kathy DeWalt
Wendy Drake-Schneider
Joy Endo

Vern Endo
Gordon Frey
Shahri Griffin
Godfrey Gregg
James Goodman
Cynthia Hadley-Bailey
Bert Jones
Kathleen Kellaigh
Keith Kaweck
Sally Kress
Tim Mannion
Justin Moore
Rachel Ann Moore
Sara Nally
Liz Perez
Denise Price

Matthew Price
Candace Raymond
Juliet Robinson
Susan Singer
Nesta Stephens
Sarah Stransky
Stefanie Tryson
Karen Thompson
Felisa Van Liew
Sue Villarosa
Robin Vitullo
Rochelle Wilson
LadyLease White
Lisa Williams
Molly Williams
Roxie Zeek

MUSIC: SENIOR CHOIR

The senior choir has been back singing for some time now, and we are very happy to be making music in church again! While the choir was on hiatus due to diocesan regulations, we were able to have music provided by a rotation of our section leaders Warren Carr, Maddie Meier, Kelly Wenz, and Michael Willis, to whom we are very thankful for their willingness to continue singing by themselves.

Although we had to pause choral singing again just before Christmas and had to cancel Lessons and Carols this year, we were able to resume singing and thrilled to be able to have our first Easter with choir since 2019.

As always, anyone who is thinking of joining the choir is ALWAYS welcome to come. Rehearsals are held from 7:30 to 9:00 pm Wednesdays in the 3rd Floor Choir Room. Give it a try!

The Senior Choir consists of the following singers: (*Names in italics have not yet returned to choral singing, but we look forward to them being with us again whenever they are comfortable and ready!*)

Soprano:	Alto:	Tenor:	Bass:
<i>Mariah Ayscue</i>	Gina Balestracci	Warren Carr *	Gordon Frey
Charlene Dalton	Stephanie Borsi	Ken Dalton	Timothy Mannion
Betsy Ginsburg	Kelly Wenz *	<i>Jaewoo Lee</i>	Michael Willis *
Maddie Meier *	Roxie Zeek	Patrick Rodriguez	
Sue Villarosa		Karen Thompson	
Ladylease White			

** Section leaders*

SUPPORT: GRACEFUL GROUNDS MINISTRY

Sarah Stransky (stransky@slechurch.org)

Our committee's goal is to offer an eye appealing entrance to St. Luke's sanctuary by beautifying the front beds facing South Fullerton Avenue and Union Street. We use a simple renewable plan which begins in late November planting about 500 tulips and daffodils supplied by the May in Montclair organization. The gorgeous early spring flowers smile in mid-April through mid-May. This year, the committee met on April 18 on the front patio to toast the bloomers! In late May, periwinkle vinca annuals, anchored by perennial autumn joy sedums replace the tulip faces. Soil and mulch and weeding are added to enhance the beds.

Many thanks to our congenial team of Graceful Grounders including Mike and Nancy Alberga, Stuart Christie, Sarah Eggleston, Hal Garrity, Julia Ginocchio, Melissa Goslin, Ari Measday, Patt Sullivan-Perry, and Robin Vitullo. Please reach out to Sarah Stransky to join the fun of kneeling, chatting, and planting in front of St. Luke's! Respectfully submitted, Sarah Stransky

WORSHIP: VIRTUAL VERGERS

Stevie Tryson (virtualvergers@slechurch.org)

The team of "Virtual Vergers," a ministry created in 2020 in response to the Covid pandemic, continued to refine our online and hybrid experience. Last May, we were able to return to church in person, but the Zoom option remained available for those who felt more comfortable worshipping remotely. We went virtual-only again for a brief period near Christmas, but we have since resumed the hybrid format. We expect to continue providing an online option for worship indefinitely. If you need technical help with Zoom, please reach out to Stevie Tryson at tryson@slechurch.org.

During the services, the role of the virtual verger is to mute and unmute participants at appropriate times, provide responses where necessary, and to manage questions that arise during the service. A small team of seasoned virtual vergers has emerged: Rochelle Wilson, Martha Thalheimer, Denise Price, Amrita Frederick, Aileen Walter, and Shahri Griffin have faithfully served in this role over the past year. We are also grateful to Jason Andersen and his team of Virtual Ushers for the additional support during the 10 o'clock worship service. We welcome additions to this team! If you are interested in becoming a virtual verger, please email Stevie.

OUTREACH: CARING COMMUNITY

Susan Singer (caring@slechurch.org)

The Caring Community offers practical assistance and outreach to homebound members of the congregation and others experiencing significant physical stressors. In the pre-Covid world (and gradually beginning anew now) that has meant visits at homes and healthcare facilities, advocacy for healthcare-related support service, occasional accompaniment of parishioners to a recreational outing, and, above all, rides to church. Traditionally, the Caring Community has also reached out by phone, handwritten notes, flowers left at the door, and other forms of contact for those who are socially isolated or faced with a sudden loss.

Home Visits

As in-person contact became increasingly feasible in 2021, the Caring Community began to focus on visits to homebound parishioners. It is hard to exaggerate the pleasure expressed by those who welcomed us as guests. For some, such a visit was the only social contact the parishioner had had for months. One person told us the visits were the high point of her week.

Although conversations during visits ranged from recent Netflix favorites, to health issues, to current events, we saw in every instance a hunger for updates about goings-on in our church family. At times an individual would be interested in sharing his/her family history. These stories have been wonderful to hear, and may lead (with the teller's permission) to the Caring Community's ability to add to the modest stock of parishioner biographies we started several years ago.

We plan to reach out soon to others in the St. Luke's community who have not yet had an opportunity to participate in visits and who might enjoy venturing out into the world of one of our family who, though just cross-town, has been unable to get together with us in one space.

Food and "Treat" Rotations

2021 saw an uptick in enthusiasm for participation in providing home cooked meals or other special food treats for homebound parishioners on weekly rotations that are scheduled over a two to three month period. A rotation typically originates with guidance from clergy, bringing to our attention that an individual or family is confronting a stressful situation, and would welcome food, and, if mutually desired, a short visit. As a particular need arises, we contact a range of parishioners beyond the core Caring Community loyalists, to solicit interest in cooking and delivering casseroles, soups, salads or other culinary creations for the receiving person or family, on a rotating basis, for a defined period of time. This system has many advantages: it allows parishioners unable to engage in frequent, repetitive Caring Community activities with an opportunity to participate on a one-off basis, while providing recipients with a sustained pattern of care and concern – not to mention a variety of delicious foods.

Caring Community volunteers delivered these foods and treats on one day out of approximately twenty-six weeks, usually on the weekend, but sometimes on weekdays, after confirmation with the recipient.

Connection in the Wake of Covid – Congregation Connection

In alliance with Warden Denise Price, powered by our own computer genius, Stevie Tryson, and aided with publicity by a terrific communicator, Dan Salvito, during 2021 the Caring Community continued to support a vibrant social interchange called "Congregation Connection." Through Congregation Connection, all are welcome to join a one-hour Zoom conversation, Thursday evenings at 7:00pm. Conversations have touched on topics ranging from "what I did last week" to "what the U.S. Supreme Court did last week." Through these weekly, free-form conversations, participants have said that they look forward to these times together, in the midst of the week's pressures and challenges, as a little oasis.

Contributors to the various activities noted above during 2021 included:

Amy Abel
Jason Andersen
Susan Andersen
Stephania Cohen
Alison Curtin

Vicki Fantozzi
Amrita Frederick
Gordon Frey
Julia Ginocchio
Melissa Goslin
Theresa McDonnell

Ari Measday
Andy McBride
Patt Sullivan-Perry
Denise Price
Matthew Price
Charlene Salvito

Dan Salvito
Sue Singer
Karen Thompson
Stevie Tryson
Lisa Williams

COMMISSIONING OF WARDEN, VESTRY MEMBERS AND DEPUTIES

<i>Nominating Chair</i>	I present to you these persons to be admitted to the ministry of Warden or Member of the Vestry in this congregation.
<i>Rector</i>	Are these persons you are to present prepared by a commitment to Christ as Lord, by regular attendance at worship, and by the knowledge of their duties, to exercise their ministry to the honor of God, and the well being of God's Church?
<i>Nominating Chair</i>	I believe they are.
<i>Rector</i>	You have been called to a ministry in this congregation. Will you, as long as you are engaged in this work, perform it with diligence?
<i>Electee</i>	I will.
<i>Rector</i>	Will you faithfully and reverently execute the duties of your ministry to the honor of God, and the benefit of the members of this congregation?
<i>Electee</i>	I will.

WARDEN AND MEMBERS OF THE VESTRY

<i>Rector</i>	Let us pray. <i>Silence</i>
<i>All</i>	O Eternal God, the foundation of all wisdom and the source of all courage: Enlighten with your grace the Wardens and Vestry of this congregation, and so rule their minds, and guide their counsels, that in all things they may seek your glory and promote the mission of your Church; through Jesus Christ our Lord. Amen.
<i>Rector</i>	In the Name of God and of this congregation. I commission you as Wardens and Members of the Vestry in this Parish.

DEPUTIES TO DIOCESAN CONVENTION

<i>Nominating Chair</i>	I present to you these persons, duly elected as Deputies and Alternate Deputies to the 2023 Diocesan Convention, to be commissioned for their ministry.
<i>Rector</i>	Let us pray. <i>Silence</i>
<i>All</i>	Eternal Lord God, who by the Holy Spirit presided at the council of the Apostles to guide them in all knowledge and truth: Be present with our Deputies to Diocesan Convention. In the passions of debate give them a quiet spirit, in the complexities of the issues give them clear minds, and in the moments of decision give them courageous hearts. Guide them in all things to seek only your glory and the good of your Church, through Jesus Christ our Lord. Amen.
<i>Rector</i>	In the Name of God and of this congregation, I commission you as Deputies and Alternate Deputies to the 2023 Diocesan Convention.

“Give and it will be given to you ...” *Luke 6:38*

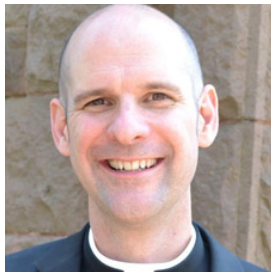
Thank you for the commitment of the 143 families who have submitted written pledges for 2022!

Persons entitled to vote at the annual meeting must be baptized, at least 16 years of age, of good moral character, adherents of the Protestant Episcopal church, regularly attend services for at least six months and be regular contributors to the current expenses of the parish and have made a pledge for the current year.

Amy Lui Abel	Maggie Gilchrist	Enuma & Okey Okuzu
Isaac (Dele) Adejemilua	John & Julia Ginocchio	Maureen Otto
Michael & Nancy Alberga	Elisabeth Ginsburg	Kayode & Stella Oyegebite
Roberto Allison & Debra R. Keenan	Devin & David Glenn	Alison Patel
Susan & Jason Andersen	Melissa & David Goslin	Elizabeth Perez
Barbara Brooks Andrews	The Green Family	Kelley & Patrick Perkins
Warren Bailey & Cynthia Hadley-Bailey	Godfrey A Gregg	Patt Sullivan & Stu Perry
Louis & Nina Balsamo	Cynthia A Griffin	Denise & Matthew Price
Tanya Barnes & Hugh Nguyen	Shahri Griffin	Linda F Rankin
Sheldon & Genevieve Barnes	Kathy & Cali Gulinello	Juliet Robinson
Henry Birdsall & Carol McCarthy	Deborah Villarreal-Hadley & Michael Hadley	Patrick & Dina Rodriguez
Arthur & Stephanie Borsi	Eulalee Veronica Hamilton	Kevin & Charcy Saleeby
Randolph & Millicent Brathwaite	Lizette Hartmann	Charlene & Dan Salvito
Joyce Brown	Patricia Haynes	Richard & Barbara Schnell
Dyan Bryson	Janet Immermann & Elchi Nowrojee	Christine & Osbourne Shaw
Diane Barreiro Bundy	Greta Immermann	Jo Ann & Jim Short
Elizabeth Burgess	Jean Innis	Reed, Jenna, Scarlet & Emersyn Sier
Jana & Raymond Cardoza	Mary Lou Johnston	Susan Singer
Deon & Karen Carter	Sylvia Jones	Norma Small
Candi & Joseph Carter	Norberto Jones	Nesta Gwendolyn Stephens
Nicole & Charbel Chalfoun	Kathryn & Keith Kawecki	Robin Vitullo & Sarah Stransky
Janet S. Chisholm	Alexander & Nievalyn Keel	Natalie Sullivan
Stuart Christie & Cathie Mazza	Kathleen Kellaigh	Martha Thalheimer
Lenton A. Clemons	Grace Kiernan	Karen E. Thompson & Joe Calabrese
Thomas H & Rachel B Cochran	Sally Ann Kress	Maria Salazar-Toth & Stephen Toth
Larysa Cohen	Oneida Mendez-Laws & Thomas Laws	Lauren & Andrew Tran
Stefania Cohen	Jaewoo Lee & Jiyeon Park	Erik Trojan & Geline Midouin
Bruce Constantino	Elsie M. Lockett	Stefanie Adele Tryson
Martin Cowart	Margaret Lockwood	Sharon Turner
Helen & Dave Crossen	Susan Ludwigson & John Wyatt	Chester Twigg
Carlos Cruz	Nicola Lynch	Deborah C Van Exel
Alison Curtin & Robert Buchanan	Krista & Michael Macchione	Felisa Villarin Van Liew
Charlene & Ken Dalton	Karen Malone	Francoise Varkala
Violet DeLagarde	Kathleen Maloy	Augusto Ventura & Meaghan Crampton
Kathy & Jarius DeWalt	Timothy J. Mannion	Sue Villarosa
Julienne DeWalt	Joan & Harry Mayo	Margaret Voorhees
Adriana Dumitrescu	Andrew F. McBride III	Aileen & Garfield Walter
Angela Durham	Michael & Theresa McDonnell	William J. & Susan L. Ward
Doug & Wyndie Eberle	Ari Measday & Patrick Coskren	Allen Wastler
Vernon & Joy Endo	John Mennell & Sonia Waters	Kelly Wenz
Vicki Fantozzi & Tom Fallace	Antoinette (Toni) Mennell	Ladylease White
Orobola & Funmi Fasehun	Laurette Mercer & Jim Nieman	Lisa Williams
Dave & Laura Fitzgerald	Anne Mockridge	Chelle Carter-Wilson
Mary & Michael Fourte	Sandra Mordecai	Ilse Wolfe
Amrita & Sudhir Frederick	John G. Morey	Stephan Wojtecki & Roxie Zeek
Gordon Frey	Leigh Mosquera	
Marcelle Gaia	Patricia Nachtigal	
Edith Gallimore	Lillian Nwogu & Family	
Hal & Cathy Garrity	Kristine & Michael O'Connor	

THANK YOU!

STAFF



The Rev. John A. Mennell
Rector



The Rev. Tom Laws
Assisting Clergy



Arline Amaducci
Bookkeeper



Christine Corso
Parish Administrator



Kathy DeWalt
*Director of
Family Ministries*



Jim Millar
Director of Music



Pam Smith
*Business Operations
Manager*



TONI'S KITCHEN STAFF (LEFT TO RIGHT):

Jennifer Pine, *Administrative Support*, Priscil Bataille, *Full-time Shift Manager*, The Rev. John Mennell, Felice Bettenbender, *Volunteer Management*, Kerry Giles, *Financial & Grant Management*, Jeannie Reilly, *Volunteer*, Anne Mernin, *Executive Director*, Stacey Cooper, *Director of Operations*, Maggie Rabelo, *Part-time Shift Manager*

WELCOME TO ST. LUKE'S

*We are very glad that you are able to join us.
Please feel free to contact us through our website at slechurch.org.*

ST. LUKE'S VESTRY & LEADERS

Wardens

Godfrey Gregg
Denise Price

Class of 2022

Stuart Christie
David Goslin
Erik Trojian

Class of 2023

Joe Carter
Ken Dalton
Kayode Oyegbite
Stevie Tryson

Class of 2024

Susan Andersen
Alison Curtin
Denise Price
Patrick Rodriguez

Clerk

Alison Curtin

Treasurer

Lisa Williams

Assistant Treasurer

Stuart Christie

*You can reach staff and leaders at
lastname@slechurch.org*

ST. LUKE'S CLERGY

Rector: The Rev. John A. Mennell
mennell@slechurch.org
mennell.appointlet.com

Assisting Clergy: The Rev. Tom Laws
laws@slechurch.org

ST. LUKE'S STAFF

Parish Administrator: Christine Corso
corso@slechurch.org

Business Operations Manager: Pam Smith
smith@slechurch.org

Director of Music & Organist: Jim Millar
millar@slechurch.org

Director of Family Ministries: Kathy DeWalt
dewalt@slechurch.org

Bookkeeper: Arline Amaducci
amaducci@slechurch.org

Director of Outreach: Anne Mernin
mernin@slechurch.org

Director of Kitchen Operations:
Stacey Cooper, cooper@slechurch.org

Toni's Kitchen Financial & Grant Management:
Kerry Giles, giles@slechurch.org

Toni's Kitchen Administrative Support:
Jennifer Pine, pine@slechurch.org

Toni's Kitchen Full-Time Shift Manager
Priscil Bataille, hello@toniskitchen.org

Toni's Kitchen Volunteer Management
Felice Bettenbender, hello@toniskitchen.org

Toni's Kitchen Part-Time Shift Manager
Maggie Rabelo, hello@toniskitchen.org

WELCOME TO THE ST. LUKE'S ANNUAL MEETING!

You'll find helpful information at the following links:



Review the candidates for election.



Make your pledge to be eligible to vote.



Donate to support our programs.