

WELCOME TO ST. LUKE'S EASTPORT

Parish Profile Report

Last Updated: April 16, 2022

An inclusive community of faith



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Prayer for St. Luke's

We thank you, O Lord, for all the blessings you have bestowed on us.

For the lives we have touched and for the opportunity to serve you in ways both large and small.

We pray to you for guidance and strength as we look to the future.

Help us to trust in you to lead us to new places we cannot yet see.

Instill us with vision to discern the path you have laid for us,

And grant us strength and courage to walk it with you.

Have mercy on us, o God of lovingkindness.

Forgive our weakness and fears

And let us remember that all things are possible through your Holy Spirit.

Help our members and our leaders to shine with your light.

Help us to think boldly and to never underestimate all we can do with your grace.

Help us to be an inspiration to others: a city on a hill, singing and dancing with all our might like David before
your ark.

In your holy name we pray, O Lord of light and truth, of overflowing abundance and boundless wisdom.

INTRODUCTION...

We are a small church with a mighty heart. Here you will not find gothic arches or long lines to the communion rail. But you will find a welcoming spirit full of joy and gratitude for God's presence among us. Perhaps our greatest blessing is that our small size and limited resources make it easy to realize that we are nothing without the grace of God. Yet, just as we are aware of our limitations, we are also profoundly aware that with God all things are possible.

Mustard seed describes us pretty well. Despite our size, or perhaps because of it, there is a sweet, sweet spirit in this place when we gather to worship and work. Our parish is eclectic and a little quirky. As a community we are usually joyful, often spunky, and always glad to see one another.

We feel God's presence when we gather and we have faith that "God is working His purpose out"¹ for us and the Church. Like many churches, we have an aging population with dwindling members and shrinking resources. We do not see this as the end of the Church. Rather, we believe this represents opportunities for new beginnings. A new era of Christianity is being born and we are privileged to witness the joy and trepidation of its birthing. This is not a post-Christian era.

We want a leader with the passion, vision, and love that can only come from the Holy Spirit. The challenges and opportunities at St. Luke's are the same that are faced by the Church as a whole. Our new rector will not have a vast budget, a glorious building, or a huge electoral influence at Diocesan conventions. We know that our little church is nothing without the grace of God. But with God's grace and the gift of the right pastor, we believe great things will happen.



ST. LUKE'S IN A TIME OF TRANSITION ...

This pandemic journey tested our mettle while helping us to grow as a community. We try to be resilient and open to the Spirit's nudgings. We found plenty of opportunities for both over the past 2 ½ years. Out of abundant concern for our elderly congregation, we switched to online services well before the diocesan recommendations. Leveraging diverse talents from our community, we were quick to find ways to stream services over Zoom and Facebook, pre-record multi-part choir music, hold virtual community gatherings (fellowship, adult education, etc.), and care for one another during a pandemic. We welcomed new parishioners over Zoom and found new ways to minister to one another and the community. Although the pandemic was terrible and tragic, we also saw it as a liminal period that would enable us to change and grow in new and wonderful ways.



Prior to the pandemic, our parking lot was seldom empty during the week. The Church office was full of activity and our undercroft was used at least as much as the sanctuary. During the pandemic, our glorious outdoor space was used more than ever. AA groups from around the city began to meet in our outdoor amphitheater every night of the week. Our labyrinth was further embraced by parishioners and community as a place for walking meditation. And many people walked our Restoration of Nature to renew their spirits in an otherwise home-bound, Zoom-centered world.

Our location is ideally situated for a Church: a block in one direction contains lower-income and public housing; a block in the other direction contains expensive homes and a high-end fitness club. Here there are many opportunities for outreach to all of our brothers and sisters. We are also unusually blessed with land: an oasis of grass and trees in an otherwise built-up neighborhood near downtown Annapolis.

Our Food Pantry has remained a vibrant and critical ministry. We fed on average over 5,000 people per year. This increased during the pandemic, especially during the first six months. During the pandemic we found new ways to safely operate the pantry by preparing bags in advance and leveraging our parking lot to distribute them. Our church and the wider community also responded marvelously with donations to keep the food flowing.



Our Lighthouse lunch program similarly required third-alternative thinking. For over fifteen years, we created bag lunches during fellowship hour for the local Lighthouse homeless shelter. During the pandemic when this was no longer possible, we commissioned a local gourmet sandwich shop to continue making and delivering the sandwiches. This not only helped the shelter, but also helped the local shop to stay in business.

Our choir is a stalwart band that refused to stop singing when we couldn't meet in person. Led by internationally recognized music theorist and performer, Dr. Ildar Khannanov, we used the online "Soundtrap" tool to asynchronously record and assemble multi-part service music, hymns, and anthems. Using this technology, we were able to perform much more sophisticated music than we could ever do in person.



Our worship services, whether online or hybrid these days, overflow with praise and joy. The services are just about always upbeat and uplifting. We aren't a "charismatic" church in the modern sense, but we do believe in joy. The passing of the peace is a big deal for us, pre-pandemically filled with warm handshakes and a bit of hugging.

We enjoy variations within the liturgy and welcome the opportunity to "shake things up" with each new liturgical season. In the past, Lectio Divina was a fresh alternative to sermons on occasion. We also enjoy having different preachers at the pulpit in order to provide variety in perspective.

We appreciate a thoughtful sermon, and we also welcome a call to action. We are doers and believe that our work is love made visible.

Our church office is open from 9 am until noon during the week. AA meets regularly both outdoors and in the undercroft, as do community groups like the “Annapolis Song Circle”. St. Luke’s also charters a Cub Scout pack which meets weekly in our undercroft or outdoor space.

Our vestry meets the third Saturday of every month. It is a wonderful vestry consisting of diverse congregants who share a love for the church. Their collective wisdom and love have been essential in keeping this little church growing and thriving.



Finally, our Restoration of Nature is a great example of a “Big Holy Audacious Goal”. Almost ten years ago our congregation met in the undercroft on Saturday to listen and pray and daydream about how the Spirit is calling us. We discussed building a bigger building, increasing our endowment, and becoming more politically engaged (Annapolis is the state capital and we are close to D.C.). And then we started to talk about how unusually blessed we are to be an urban church with such a large expanse of (overgrown, unmanaged) land that brushes up against Back Creek, which is a critical Chesapeake Bay tributary. We wanted to be a welcoming church and realized that our land could play an important role in welcoming and supporting the

wider community. We loved the idea of somehow transforming our outdoor space into an altar in the world.

Ten years later, with help of a million-dollar grant and inspired volunteer labor, St. Luke’s Restoration of Nature is a world-class showcase for effective urban stormwater management. We clean over 28 acres of stormwater runoff per year and provide significant Total Maximum Daily Load (TMDL) reduction credits to help meet the Chesapeake Bay Program’s blueprint for restoration. We host over 3,000 visitors per year and partner with universities and local schools on research and education.



Please see the Appendix for our Restoration of Nature’s Environmental Committee Mission Statement.

ABOUT OUR CONGREGATION...

Late last year, we distributed a parish survey to our members to help with the discernment process. A complete copy of the results is presented at the end of this report.

Most of our parishioners (60%) have been here 1-5 years, followed by those who have been here over 10 years (22%). We are very grateful for newer members and are trying to find new ways to get the word out about St. Luke’s. Visitors sometimes seem surprised at what they find in St. Luke’s. We strive to be genuinely welcoming, accepting, supportive, and loving to everyone who walks through the doors or joins us on Zoom. There are many ways that a newcomer can contribute to our ministries; it is encourage, but it is never expected.

Most of our parishioners (66%) are over 60 years old, followed by 25% who are 40-60 years of age. We understand this reflects the overall trend of the Episcopal Church. Our senior members add incredible depth, wisdom and vibrancy to our parish life. Of course, we are also eager to welcome young people, including families with young children. Prior to the pandemic, we hired Sunday morning teachers to make it easier for young families to join us. After the first pandemic year, we had to furlough the workers for financial and practical reasons, and we are looking forward to bringing them back soon.

Most of our parishioners are involved in 1-2 ministries (56%), followed by 38% who support 3-5 ministries. Our community is small in membership, but our “total weekly impact” is significant.



While most members live locally, by embracing remote technology we have been able to attract and retain members who do not live in Annapolis. This is pretty great, actually. The thought that our outreach is no longer constrained by driving distance or physical presence is both liberating and exhilarating. We don't know where this will lead, but we are not interested in simply going back to the way things were. The pandemic thrust something new and scary upon us, and we are determined to embrace God's Spirit working in its midst.

OUR MISSION AND CORE VALUES

In 2019, after the completion of our Restoration of Nature project, we were faced with the question of “What Next?”. We created formation groups who worked with the wider parish to craft the Strategic Ministry document contained in the Appendix.

Last year during our annual retreat, the vestry reassessed who we are and who we are called to be. The result is the “identity icon” that you see on our website and at the start of this document.

We seek to embody the love of Christ Jesus by...

- **Welcoming everyone unconditionally**
- **Praying, learning, and growing together**
- **Caring for one another, our communities, and creation**
- **Working for justice in the church and in the world**

We certainly knew these things about us already, but it was a helpful exercise to examine and articulate these values in a clear manner.

Our recent parish survey also provided meaningful insight into how we are doing living out these values. Please see the Appendix for statistics and detailed answers from participants.

Most members feel that we are doing well in being a welcoming and inclusive church. We proudly display rainbow flags and Black Lives Matter banners on our property. We have been outspoken about LGBTQ and



Social Justice issues. When the diocese announced its Reparations initiative, St. Luke's vestry voted unanimously to contribute as much as we could financially to the program.

OUR HOPES FOR THE FUTURE...

While we would like the congregation to grow, we do not see growth as an end in itself. We are not interested in expanding the Christian Empire, but rather wish to exemplify and spread Christ's Love as deeply and extensively as we can.

We would like to be more inclusive. We would like to positively influence the community, not only in our immediate physical areas, but more broadly to others around the nation and world who may be inspired by our environmental actions and inclusive love. The pandemic showed us that we are not limited by physical walls or driving distances.

Many folks in the parish survey identified our desire to appeal more to younger families. Our pre-pandemic children's Sunday programs demonstrated our dedication to the calling and we hope to resume it soon.



- "Teaching ability through sermons, discussions, one-on-one. Ability to actively outreach to other congregations so as to identify areas for mutual cooperation and support. Appreciation of music as a means of enhancing the service as well as a means to draw others to the church. "
- "Inclusive, prayerful, supports current efforts and can bring change gently where needed. Someone who can help to preserve the "secret sauce" of Saint Luke's, who will honor the achievements to date, but who can help the parishioners to be brave in facing future changes when needed."
- "Good listener, humility and humor, diligence, hospitality, stability, peacefulness, devotion. Organized and disciplined but not rigid. Someone who can keep what's working, change what isn't, and discern the difference."
- "Mature, seasoned, balanced. Not divisive. Broad appeal. Christ centered focus and preaching. Good pastoral ability."
- "Flexibility and faith that much can be accomplished with seemingly limited resources, energy to engage with the surrounding community as well as carry out pastoral duties, and the desire to get to know and appreciate the many talents of this surprisingly gifted congregation."

We believe that St. Luke's will prosper under the leadership of a lively individual who is devoted to revitalizing the Church and making new members of all ethnicities and ages feel welcome. We would like to engage a full-time rector and having a full-time rector is a key element of our long-term strategy. Our budget at the moment can only support a priest on a part-time basis.

The general consensus is that we need a prophet, not a manager. Or at least a spiritually inspired leader who can help us grow to a new level.

WHY WE COME TO SAINT LUKE'S...

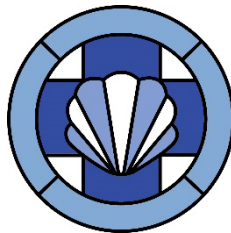
St. Luke's captures all the benefits of a small, faithful community. We attend St. Luke's because it fulfills our spiritual needs in a way that is well met by a small, loving parish.

To quote some members of our congregation:

- "It speaks to my heart... humble, sincere, loving."
- "Warm welcome; inclusive approach; music program; values; people"
- "I like the small community of the faithful. I like the diversity of worship settings. I love the music. I like St. Luke's concerns about justice and equality in the community."
- "Convenient, small."
- "St. Luke's is my family. My faith security. I love doing what I do for it."
- "The warmth of the congregation, the liturgy, the opportunity to participate in ministries, the pastoral care."
- "Its diversity and inclusive welcome."
- "I love the open community where parishioners are doing their best to live their faith and the mission of the parish. You can feel it, as it permeates every aspect of the church."
- "It's an inclusive community that makes everyone feel welcome. St. Luke's has a passion for the community and the environment. "
- "People - From the first service I attended to today when I attend by Zoom, everyone has been welcoming and warm."
- "Small, friendly liturgical parish with low overhead that serves the poor. "
- "The feeling of spirit is present at St. Luke's. "
- "A welcoming parish that cares about the environment. "
- "I found a warm, loving community that nourishes me spiritually. I joined St. Luke's because of Pastor Diana's leadership. I stay at St. Luke's because of the community I've found in the choir, Centering Prayer, and EfM. "
- "I like the fellowship of our faith community and the fact that we put our faith into action."



- "I attend because I feel that St Luke's interaction with the surrounding community is very important - the Food Pantry, Restoration of Nature, Labyrinth - and because I feel a real sense of community when participating in our worship services."
- "Values align with mine; love the emphasis on inclusivity, social justice, and environment; like the smaller size, but hope for more members."
- "Originally because I lived in Eastport and thought it was the best fit for me being small and community oriented. Now because it is the most welcoming and inclusive parish in the area with a strong environmental focus."



CONTACT INFORMATION...

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Eastport is located across a small drawbridge connecting us with historic downtown Annapolis. Here you will find sailboats, boutique shops, enticing restaurants, the US Naval Academy, as well as the third-oldest college in the nation. It is a renaissance town with a wonderful variety of people and interesting things to do.



1. We like hymns. Two in particular sing out to us during this period of introspection.

"Sweet, Sweet Spirit"

Doris Akers, 1965 (1923-1995)

There's a sweet, sweet spirit in this place,

And I know that it's the Spirit of the Lord.

There are sweet expressions on each face,

And I know that it's the presence of the Lord.

Sweet Holy Spirit, sweet Heav'nly Dove.

Stay right here with us, filling us with your love.

And for these blessings, we lift our hearts in
praise.

Without a doubt we'll know that we have been
revived,

When we shall leave this place.

"God is working his Purpose Out"

Arthur Campbell Aigner (1841-1919)

God is working his purpose out
as year succeeds to year:
God is working his purpose out,
and the time is drawing near;
nearer and nearer draws the time,
the time that shall surely be,
when the earth shall be filled
with the glory of God
as the waters cover the sea.

From utmost east to utmost west,
wherever foot hath trod,
by the mouth of many messengers
goes forth the voice of God;
give ear to me, ye continents,
ye isles, give ear to me,
that earth may filled
with the glory of God
as the waters cover the sea.

What can we do to work God's work,
to prosper and increase
the brotherhood of all mankind--
the reign of the Prince of Peace?
What can we do to hasten the time--
the time that shall surely be,
when the earth shall be filled
with the glory of God
as the waters cover the sea.

March we forth in the strength of God,
with the banner of Christ unfurled,
that the light of the glorious gospel of truth
may shine throughout the world:
fight we the fight with sorrow and sin
to set their captives free,
that earth may filled
with the glory of God
as the waters cover the sea.

All we can do is nothing worth
unless God blessed the deed;
vainly we hope for the harvest-tide
till God gives life to the seed;
yet nearer and nearer draws the time,
the time that shall surely be,
when the earth shall be filled
with the glory of God
as the waters cover the sea.

APPENDIX: MISSION STATEMENT OF THE ST. LUKE'S ENVIRONMENTAL COMMITTEE

The mission of the Environmental Committee at St. Luke's Eastport is to embody the love of Christ Jesus by caring for the portion of creation entrusted to us and by sharing it with our neighbors.

Together with our parish and community, we have restored a significant portion of our urban property to a natural condition. United in our conviction that Creation is God's gift to be cherished and nourished, we are stewards for a restored natural stream and diverse community of native plants that harbor wildlife and filter and safely convey stormwater from 28 city acres before reaching Back Creek and the Chesapeake Bay.

We endeavor to promote the site to educate our neighbors and future environmental leaders on stormwater problems and solutions to the benefit of local waterways. We lead tours of our Restoration of Nature to educate local citizens to the benefits and importance of conservation. We seek to partner with established educational programs that will utilize the Restoration of Nature to educate local school-age children about principles of stormwater management and the value of time spent in nature.

In community with our parish and neighbors, we offer the St. Luke's Restoration of Nature together with the Eastport Memorial Labyrinth and the St. Luke's Memorial Garden, as an urban sanctuary for the renewal of nature, community, and spirit.

Growing Together: St. Luke's 2020 Strategic Ministry Plan

Last Updated: Feb 1 2020

Introduction

2019 was a year of completion and reflection. Beginning in Spring with the Rector's sabbatical and ending with a parish-wide listening campaign, our St. Luke's community thoughtfully considered who we are as a parish and where we are being called to serve in God's name.

We are grateful to the entire parish community for sharing your thoughts, concerns, and dreams for St. Luke's. This document reflects the outcome of our envisioning process. It defines high-level goals and practical steps to carry us on our path for the next three to five years.

While the envisioning feedback was glorious in its variety, the following surfaced as the most important and most common areas that we wish to cultivate as a community:

- Inward Growth
- Spiritual and leadership development
- Relationship building within our parish
- Alignment with environmental stewardship
- Financial stability
- Outward Growth
- Relationship building with the wider community
- Communication
- Community alignment with environmental stewardship

Of note is that there is little in this growth plan explicitly regarding worship, prayer or pastoral care. Prayer, worship, praise, and mutual ministry remain critical pillars of our purpose and identity.

While we always seek to grow in these areas, thankfully the envisioning process did not identify any concerns or need for change in these core areas. Needless to say, our prayerfulness will infuse every aspect of this initiative and our praise and worship will continue to reflect the gratitude and love we share as a community.

Part 1: Inward Growth

Priority: Spiritual and Leadership Development

Goal: Encourage the spiritual growth of all of our members and cultivate effective leadership

Actions:

- Invite all members of Parish to take a [Spiritual Gifts Inventory](#) to identify giftedness and invite people to serve/lead out of their gifts and passions.
- Create a Spiritual Formation team with representatives from existing ministries (i.e. Labyrinth, Contemplative Prayer) and others who are interested to work with the Rector on developing spiritual programming
- Survey congregation to learn how they would like to develop their faith and what kinds of programs would nourish them.
- Lenten series (sermon and book study) using [Unbinding Your Heart](#) by Martha Grace Reese
- Develop a process to evaluate existing ministries in light of our mission and the gifts and interests of members

Timeframe: 2020

Who is responsible: Vestry, Rector

Priority: Relationship Building

Goal: Strengthen connections within our parish community

Actions:

- Hold training/mini-retreat on [one to one relational meetings](#) (how to do them, what's the purpose)
- Set up one-to-one meetings in the parish; each member should have a goal eg. doing 2-3 relational meetings each (voluntary, self-selecting)
- Encourage parish leaders and long-time members to meet with newer members to identify their gifts/interests in order to match them with ministry needs of the parish

Timeframe: 2020

Who is responsible: Vestry

Priority: Alignment with Environmental Stewardship

Goal: Increase the role of the restoration in the spiritual life of the church.

Actions:

- Brief talks at coffee hour following the service, drawing connection between aspects of nature and spiritual principles. ("Environmental Minutes")

- Integration with the Labyrinth – themes of restoration and creation care paired with tours of the restoration offered afterwards.
- Offer a half-day retreat with a nature/creation focus with COMW (Contemplative Outreach Maryland Washington) and the Contemplative Prayer Ministry.
- Use the content from the half-day retreat to develop self-guided tours of the Restoration Project with different “tracks” (e.g. spiritual, environmental, scientific, activist) first paper and then app/web. Use congregation as primary audience before expanding to wider community.
- Occasional use of amphitheater by Centering Prayer group.
- Continue pairing labyrinth walks with centering prayer half day retreats

Timeframe: 2020

Who is responsible: Environmental Committee, Contemplative Prayer Ministry, Richard Wilson-Smith (with Open Path)

Priority: Financial Stability

Goal: Sustain the mission and ministries of St. Luke’s Church into the future

Actions:

- Develop financial goals for the parish in alignment with Visioning and Consensus Process (paying pastor full-time compensation, balanced budget, building maintenance and upgrades such as undercroft and bathroom renovations, new piano, energy efficiency)
- Develop strategy for environmental work to be financially sustainable apart from the congregation (grants, individual fundraising)
- Conduct relational stewardship campaign where members are asked personally and directly to pray and consider increasing their giving to meet goals
- Create Fundraising Committee to explore additional revenue streams.
- Increase donor appreciation and recognition

Timeframe: 2020

Who is responsible: Finance Committee, Stewardship Committee, Environmental Committee

Actions

- Consider capital fund appeal (consensus in fall of 2020; possible appeal in 2021)
- Establish an endowment for sustaining St Luke’s mission and ministry and begin planned giving strategy which invites people to consider will and estate gifts to St. Luke’s
- Obtain grants for future Food Pantry needs

Timeframe: 2021

Who is responsible: Vestry, Fundraising Committee, Food Pantry Coordinator

Part 2: Outward Growth

Priority: Relationship Building

Goal: Grow our church community through direct, personal engagement with our neighbors

Actions:

- Ask the ministry leaders or members of their ministry team to conduct 1:1's with people who use the services provided by St. Luke's ○ Food pantry
 - Environmental ministry
 - Labyrinth ministry
 - Centering prayer
- Use 1:1's to conduct listening campaign to build relationships and identify community needs, interests and passions.

Timeframe: 2020-2021

Who is responsible: Vestry, Ministry Leaders

Actions:

- Challenge ministry leaders to add a community engagement objective/event based on listening campaign (Environment, labyrinth, music, food bank, centering prayer)

Timeframe: 2022-2024

Who is responsible: Ministry Leaders

Action:

- Discern whether to create a new community engagement ministry that arises from an unmet need in the community

Timeframe: 2024 and beyond

Who is responsible: Parish as a whole

Priority: Communication

Goal: Increase awareness of St. Luke's ministries among surrounding communities

Actions:

- Create a Communications Committee (2-3 people) to work with the staff (Rector and Administrative Assistant) to publicize church ministries and programs
- Update the church website and Facebook page
- Create content for bi-weekly posting on the church Facebook page
- Create a Communications Plan and Budget for special event(s)
- Define the target audience for communications outreach
- Identify and prioritize unpaid and paid media (Obtain Vestry approval)
- Create outreach materials for special event(s)
- Create content for a weekly posting on external social media and online platforms (unpaid)

Timeframe: 2020-2024

Who is responsible: Communications Team

Actions:

Hire a part-time Communications Manager or expand the role of Administrative Assistant to include more communications oversight

Timeframe: 2024 and beyond

Who is responsible: Vestry

Priority: Alignment with Environmental Stewardship

Goal: Increase community awareness of the church's commitment to the care of the environment, the beneficial outcomes of the restoration, and opportunities the restoration provides for volunteer involvement.

Actions:

- Share the knowledge gained through the restoration with adults and students in the community.
- Continue engagement with STEM students.
- Continue to have trained, knowledgeable individuals who can be present and available for one on one interaction with neighbors and group tours.
- Resume Summer Picnics and include tours of the Restoration and/or scavenger hunts
- Environmental presence at Pancake Supper
- Per Coordinating Council recommendations, apply for grants to support a part-time Environmental Director after confirming Vestry and congregational support.
- Coordinate with General Convention 2021 planning teams to feature St. Luke's Restoration Project in talks.

Timeframe: 2020

Who is responsible: Environmental Committee

Actions:

- Expand implementation of self-guided tours of the Restoration Project with different “tracks” (e.g. spiritual, environmental, scientific, activist) first paper and then app/web.
- Identify and make connections with church schools with whom we can share faith motives for our restoration of nature.
- Share St. Luke’s faith-based environmental stewardship story as a lecture program with other churches, other faith communities, and on social media (church and Episcopal Diocese of Maryland online platforms).
- Hire a part-time Environmental Director using grant funding.
- Participate in General Convention 2021 by providing St. Luke’s Restoration lectures and workshops

Timeframe: 2021

Who is responsible: Environmental Committee, Communications, Pastor Diana (lecture program)

Actions:

- Create monthly community events in the Restoration of Nature space that will draw neighbors and families [eg. summer concert series, picnics and potlucks, environmental focused programs (birding, reptiles and marine life in our ponds), drum circle] from April-October

Timeframe: 2022-2024

Who is responsible: Vestry, Entire Church

Conclusion

Our mission at St. Luke's is "To know God in Christ, to make God known, and to serve in God's name."

Grounded in worship and prayer, we live out our mission through...

- A welcome that is inclusive of all
- Outreach and assisting people in their hour of need
- Caring for God's creation
- Engaging our neighborhood and the surrounding communities.

These 2020 "Growing Together" initiatives will help us to further embrace our mission. Thank you for your contribution and support!

Gratefully submitted,

The St. Luke's 2020 Envisioning Committee

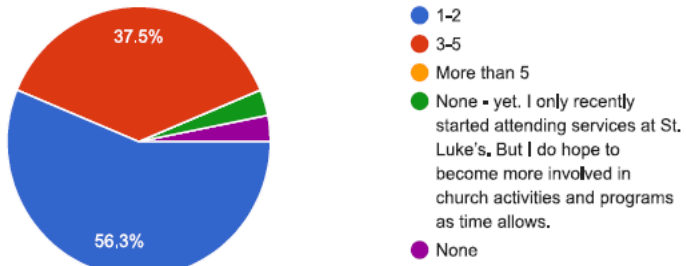
Diana+ Carroll, Anne Arms, Chuck Gallegos, Claire Miller, Dianne Crews, Mike Waldman, Richard Smith

With gratitude to the Diocese of Maryland for providing an Ihloff Grant to engage The James Group in facilitating this process.

APPENDIX: 2022 PARISH SURVEY RESULTS...

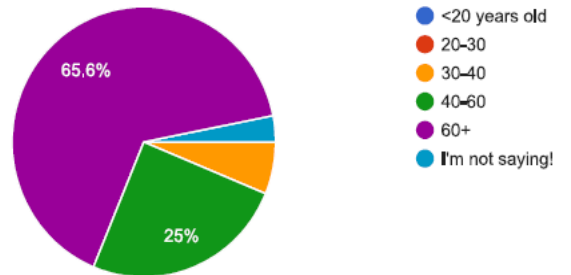
How many St. Luke's ministries do you actively support?

32 responses



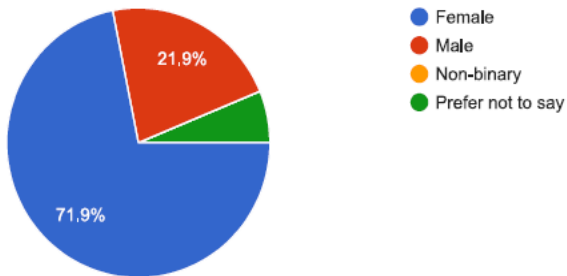
What is your age?

32 responses



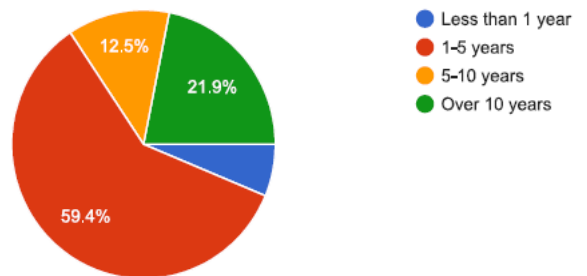
What is your gender?

32 responses



How long have you been a parishioner?

32 responses



How long have you been a parishioner?	What is your age?	What is your gender?	How many ministries do you actively support?	Why do you attend St. Luke's?	How is St. Luke's doing in fulfilling our mission to embody the love of Christ Jesus?	What characteristics are most important to you in a new rector?	Do you consider us to be a welcoming, inclusive church and why?	What, if anything, would you like to change about our worship services?	What do you hope to see at St. Luke's in the next 5-10 years?	What else should a rector candidate know about St. Luke's?
Over 10 years	40-60	Male	3-5	It speaks to my heart... humble, sincere, loving.	I think we a city on a hill	Spirituality. Listening. Serving. Leading. Organizing. Energetic. Fearless. Visionary. Pragmatic.	Absolutely	We need to chant the whole service on occasion. All joking aside, the liturgy is rich and dynamic and we need to keep it so. More bells, please!	We should shake the world in a loving, joyful way.	Small but feisty.
1-5 years	60+	Female	3-5	Warm welcome; inclusive approach; music program; values; people	Somewhat constrained by COVID, but doing well considering our numbers and resources	Humility; challenging preaching; good manager; progressive teaching	Yes	More music!	More children	
Over 10 years	60+	Female	1-2	I like the small community of the faithful. I like the diversity of worship settings. I love the music. I like St. Luke's concerns about justice and equality in the community.	I think we are doing a good job but there are few who are doing the most! Our hearts are in it but the energy is running low	He/she needs to be able to build community and relationships within our church and the community - be comfortable with diversity - frugal with our finances and energy - likes planning liturgies - knowledge of liturgical music - likes to make pastoral calls -	Yes. All sorts and conditions of men, women and others are welcome.	Nothing	More members to carry out God's work - younger families - youth program	We are small but have a big heart. We need guidance and leadership but want to be partners in our mission.
Over 10 years	60+	Female	1-2	Convenient, small	Very Well	Approachable, good sermons	Yes.	Nothing	Younger parishioners.	
Over 10 years	60+	Female	3-5	St. Luke's is my family. My faith security. I love doing what I do for it.	We wholeheartedly welcome all. We are concerned for the welfare of members of our community, especially with the food bank. Some are working very hard to eliminate racism.	good and clear sermons. Embracing our goals. Good and kind and personable.	Absolutely ..I can only say, because we have always been, it's in our DNA....	Really nothing.	Maybe growth, enough so we don't have to worry about our fiscal reliability. Hard for me to answer that.	What a caring congregation we are. We care for each other and the community, and the world.

1-5 years	40-60	Female	1-2	The people and the values of the church	I think pretty well! I'm sure there is room for improvement always, but I think that the church does embody the love of Christ and gives that love freely.	Compassionate, organized, and with a clear understanding of Creation Care and Restorative Justice. A person who can lead with conviction, but is also able to reach others and bring them along. Someone who is young(er) as well I think would be good.	Yes. I think that St. Lukes really is thoughtful about what it means to be inclusive and tries to walk in what I think are the footsteps and spirit of Christ. I had a conversation with colleagues who were not church goers and told them about St. Lukes and what it does--Creation Care, support for LGBTQ+ , food pantry, restorative justice, etc . And they mentioned that this is not the kind of thing they hear about in the news about Christians.	I'm not sure at the moment.	I'd like to see more of the community attending or supporting St. Lukes! Maybe getting more involved with the community?	We are a small but mighty community! I think there is a genuine love and cohesiveness among its members, and that we are generous with that kindness.
1-5 years	30-40	Male	1-2	The warmth of the congregation, the liturgy, the opportunity to participate in ministries, the pastoral care.	I think we're doing a pretty good job!	Willingness to serve the congregation and the community with understanding and warmth.	I do. I think we really welcome people at the door, and we try to serve our community.	It would be great to be fully in person again but that's not possible right now!	Younger members joining (maybe enabled by having expanded childcare services).	We are small in size but big in heart!
1-5 years	60+	Male	3-5	I am very comfortable with the church service approach and with the community feeling of the congregation. People are welcoming and accept the desire of others to participate.	I think that St. Luke's addresses all of the items on the mission statement well, and with no conflict among them.	Teaching ability through sermons, discussions, one-on-one. Ability to actively outreach to other congregations so as to identify areas for mutual cooperation and support. Appreciation of music as a means to enhancing the service as well as a means to draw others to the church.	Yes. We practice what we preach and are constantly looking for ways to identify and correct those areas where we may inadvertently lag in our openness for welcome.	I think that we have done a good job via ZOOM and in-person services. We should continue to look for ways by which we can more fully integrate the online participants with those in person, as ZOOM is here to stay in one way or another.	I think that St. Luke's, barring some unseen change of circumstances, will continue to be a "family" church in size. With this in mind, I'd like to see more young families join the church and provide a foundation for the church's continuance, and who will bring energy and new ideas to our community. I would like to see St. Luke's as an active participant in joint activities with the other churches in	The candidate should know that we lean liberal and be comfortable with it. The candidate should know that we take our music seriously, and that music selection is a choice among rector, organist, choir and others - a collective effort. Music is a very important part of our worship and helps to bring us together. In addition, for a small church we are exceptionally fortunate to have the music talent that we do. The candidate should understand that our

									close proximity to ours.	church is a "family" church and therefore requires more active clergy participation than in a larger church. That said, the candidate needs to understand that we have a very willing and active congregation that works well together.
5-10 years	60+	Female	1-2	I don't attend anymore.	Well from what I see from afar	Behave as Christ did when on Earth	Yes in manner in which St. Luke's is supportive of those who are minorities.	More use of the outdoor sanctuary.	Build a new church that meets EPA standards and brings the outdoors indoors	The new rector should be an educator.
1-5 years	40-60	Prefer not to say	None	It's diversity and inclusive welcome	I think we're doing ok	Inclusive welcome, short to the point sermons, and real knowledge of scripture.	Yes because you allow me to be myself (trans).	Not sure	Bigger community	
1-5 years	60+	Female	3-5	I love the open community where parishioners are doing their best to live their faith and the mission of the parish. You can feel it, as it permeates every aspect of the church.	See statement above.	A rector with an open-minded heart who can truly welcome and support people of diverse backgrounds: LGBTQ+, economic, racial, searching spirituality. St. Luke's has been especially welcoming to the LGBTQ+ community, so I would like to see the new rector take what started with Diana and help it grow. That's a niche we could work in.	Yes. See the answer to the first question. The message in the BLM banner and LGBTQ+ flag banner comes from the hearts of the parishioners. The food pantry reaches out to our poorer neighbors who are considered as brothers and sisters. These are just two examples.	I rather like them as they are, rooted in tradition, but am open to organic change.	That it can appeal to and meet the needs of a younger generation, perhaps putting into sharper focus what needs St. Luke's is best able to serve.	The financial challenges, an aging population,
5-10 years	60+	Female	1-2	It's an inclusive community that makes everyone feel welcome. St. Luke's has a passion for the community and the environment.	St. Luke's works hard to embody the love of Christ.	Inclusive, welcoming, fights for social justice, shepherd.	Yes, personally witnessed congregants welcoming visitors and seeking to make them comfortable.	I've been pretty content with the services. I can't wait until we all feel comfortable gathering together in person. Zoom is convenient but I like the in-person contact.	I'd like to see more young families. I'd like to see more study groups.	St. Luke's is full of dedicated folks who want to show Christ's love.

1-5 years	60+	Female	1-2	I found a loving and supportive environment. Pastor Diana Carroll helped me to reconnect with my faith.	Very well.	Inclusive, prayerful, supports current efforts and can bring change gently where needed. Someone who can help to preserve the "secret sauce" of Saint Luke's, who will honor the achievements to date, but who can help the parishioners to be brave in facing future changes when needed.	Yes. It seems to be in the DNA of the parish. There are always friendly and welcoming faces at any service or event.	Can't think of anything.	Sustainable finances. Perhaps attracting more parishioners.	That Pastor Diana touched the hearts and souls and minds of the parishioners and this meant the world to me. I know she can never be replaced. A new rector will be welcomed as all newcomers are at Saint Luke's. The new rector will understand and nurture the place that Saint Luke's can have in the community especially through programs like the food bank. The new rector can support the importance of bringing prayer through different venues like centering prayer and labyrinth walks. That Saint Luke's is a warm and welcoming parish that deserves a prayerful, helpful, intelligent and sincere leader.
Less than 1 year	40-60	Female	None - yet. I only recently started attending services at St. Luke's. But I do hope to become more involved in church activities and programs as time allows.	Variety of reasons... it is the closest Episcopal church to my home. I like the overall vibe and feeling of inclusiveness. And my son's name is Luke. 😊	I have only attended a handful of services. I am not yet prepared to respond to this question.	Simply; to be genuine and true to yourself. Whoever you are - just be that person. If you are not real, it will show (maybe not immediately, but it will) and then even if you are a good person, the trust is lost. And of all the relationships a person can have, when they decide to have one with a church (and the people at the pulpit) it just has to be real!	Yes - it is evident when you meet the people who attend service.	More time for the sermon.	More parishioners.	It is a warm & welcoming place.
1-5 years	40-60	Female	1-2	It's my church home	With an unconditional welcome	A drive to engage with the local community	Yes. With clear and public declarations of racial and gender awareness	I'd like to see the outside monthly Saturday services that were introduced during COVID continue.	More children in church.	Small church with a huge heart focused on real outreach issues that directly involve the local community.

1-5 years	40-60	Female	1-2	Community, spiritual sustenance	Very well. The many active ministries for such a small church witness its commitment to its mission.	Good listener, humility and humor, diligence, hospitality, stability, peacefulness, devotion. Organized and disciplined but not rigid. Someone who can keep what's working, change what isn't, and discern the difference.	Yes. We vocally and visibly support BLM, LGBTQ, and anyone who wants to join us.	I'd like to see hybrid services become a permanent option, even if/when the pandemic recedes. It's a form of outreach.	I'd like to see the Restoration of Nature and food pantry continue to flourish, and some renewal and expansion in church membership without losing St. Luke's small-church charm. Also, seriously: let's keep church-related meetings to an hour or less if we can. People want to help, but have many other family, professional, and social commitments as well.	St. Luke's combines liturgical tradition with innovative social goals, and a rector comfortable with both would be the best fit here.
5-10 years	60+	Female	3-5	People - From the first service I attended to today when I attended by Zoom, everyone has been welcoming and warm.						
1-5 years	I'm not saying!	Prefer not to say	1-2	Small, friendly liturgical parish with low overhead that serves the poor.	Pretty good, generally. It sometimes seems we get excessively caught up in the "cause de jour" and lose our focus on Christ.	Mature, seasoned, balanced. Not divisive. Broad appeal. Christ centered focus and preaching. Good pastoral ability.	Welcoming: yes. Inclusive: not totally. As a moderate, a person with questions, I'm not sure I fit in here.	Not much. I especially love the variety of music using two hymnals.	That it still exists.	Our surrounding community (Eastport, peninsula) is super diverse- white, black, Latino, affluent, middle class, poor, liberal and conservative.
1-5 years	60+	Female	1-2	The feeling of spirit is present at St. Luke's		Ability to connect with people, especially those they do not know yet	Sometimes. I think we need new younger faces to happily join the old	They are great. Music is such a great blessing and is very appreciated	More members,, fresh face for structure	
1-5 years	60+	Male	3-5	A welcoming parish that cares about the environment	I think as well as it can in the current pandemic	Loves people; leadership skills; preaching skills; cares about the environment	Yes. It's a diverse parish for its small size	I know most people really love the liturgy, but it's hard to attract anyone who is not already Catholic or Episcopalian.	Growth, and better balance in our age structure	Our unique location bordering less and more affluent communities

1-5 years	40-60	Female	3-5	I found a warm, loving community that nourishes me spiritually. I joined St. Luke's because of Pastor Diana's leadership. I stay at St. Luke's because of the community I've found in the choir, Centering Prayer, and EfM.	St. Luke's is doing a good job in fulfilling our mission on three of the four points. The fourth point focused on justice is recently added and is an opportunity for growth. The church has taken some actions related to justice but we probably need a longer term strategy to really deliver on it. The Restoration of Nature on our property is evidence of our commitment to caring for Creation but realistically, St. Luke's needs a long-term maintenance plan that is funded.	A strong spiritual leader who can inspire, educate, and motivate members to be active participants at St. Luke's and out in the surrounding community. A rector who values caring for Creation and can lead the church in developing and executing a long-term plan for the church and the Restoration of Nature.	Yes. I find that the people who attend St. Luke's are welcoming to all. This was easier to see when we were worshipping all together (pre-covid). Our peace passing involved a lot of warm hugs in the aisles and took up 5-10 minutes so everyone could greet each other. The church opened its arms to the LGBTQ+ community and is seeking ways to support racial justice.	I'm struggling with hybrid worship as someone who attends in person. I feel cut off from the remote worshipers. Hopefully there could be a way to have the remote worshipers on Zoom be physically shown in the church during service. If hybrid is the way of the future, we need to solve this problem. It would be great if we could offer a healing prayer service (when appropriate) once a month in addition to the intercessory prayer that we practice today. I would like the church to offer occasional outdoor worship and music events that we co-host with other interested churches in the community.	I'd like to see a larger worshipping community in the next 5-10 years. We have the potential to grow both in-person and online. I'd like to see more people engaged in the work of the church and the community. We are relying on a small band of members to support multiple ministries which is not sustainable for the long-term.	The St. Luke's community is overflowing with the Holy Spirit and God's love. You see it and feel it when we are gathered together in person. There is a lot of potential in this church community. It is a small, mighty and nimble parish. The church does good work but we need a leader to help us grow our membership and increase engagement among the wider membership.
Less than 1 year	60+	Female	1-2	I am seeking to be closer to Jesus and God especially in ordinary life. And the Holy Spirit directed my attention to Saint Lukes.	I have discovered a hidden gem in Saint Luke's warmth, openness, kindness, and acceptance. As well as devotion to, and faith in God. The community "walks the talk".	Authenticity, down to earth, heartfelt communication, love for community, intelligent, and most of all an obvious love for God. REAL.	Absolutely. I was accepted with, what felt like, a deep kind of openness and positive regard for all. It was and is palpable to me. Something I trusted right from the start.	A newcomer class explaining/familiarizing with the worship service. I'm too new to see anything to change.	Increase the size of attendees perhaps...without changing the beauty of the soul of St. Luke's.	That everyone can find a spiritual home at Saint Luke's. How special Saint Luke's is. About all the volunteers that keep the church running.

5-10 years	30-40	Male	1-2	I like the fellowship of our faith community and the fact that we put our faith into action	Very good, although the pandemic has placed limitations on what was once possible	Personable and Pastoral, Approachable, Flexible, Community Outreach oriented, Friend to the Outcast and the Marginalized, has Experience with Environmental as well as Social Justice, has an all Inclusive Welcome, is able to connect well with other churches/parishes in our area as well as the Diocese, can call the community to Soul Enriching Worship, and speaking Spanish would be a plus. They should also be excited about the Labyrinth worship.	Yes, the church has placed BLM and LGBTQ banners outside its doors. We have greeters on Sundays. We offer a variety of ministries for the community to get involved in such as the Food Bank. We strive to minister to the homebound. Not sure what the church building allows for during the week, but we opened our doors to the Scouts, Alcoholics Anonymous, and Living Waters prior to the pandemic.	Hard to say with the current pandemic environment placing limitations on things. The Zoom worship experience is well done (the music is award winning!), but members can also go into the church in person. I do miss the in-person fellowship with snacks/refreshments, but I understand that the church has to be careful with the pandemic.	To be an example of what a Christ like community is like for our city, county, and Diocese. I know that the watershed project had the vision of inviting school students to come by to learn about nature. I'm not sure if that will be explored in the years to come. We do not yet know what will happen in five to ten years, but discerning God's will and following through is what we are all about.	This is a Christ centered Gospel based community with a can do spirit and openness to new ideas. We do like to discern about where the Spirit is calling us before making commitments.
1-5 years	60+	Female	3-5	To be comforted in times of trouble and to be part of the choir and flower guild. And meeting new people.	For the short time I've been at St. Luke's the church has embodied the mission.	The understanding of people.	Yes	No comment.	More young families.	No comment.
1-5 years	60+	Male	1-2	welcoming community	very well	empathetic; inclusive	yes, but need to do more to attract Hispanic and African-American members	no recommended changes	I would like to see more younger members	St. Luke's has a strong commitment to social justice.

1-5 years	60+	Female	3-5	I attend because I feel that St Luke's interaction with the surrounding community is very important - the Food Pantry, Restoration of Nature, Labyrinth - and because I feel a real sense of community when participating in our worship services.	I have learned in my short time at St Luke's that everyone in this congregation is guided by Christ's love. The love you have extended to me personally has been surprising to me and has kept me coming back. Obviously fulfilling our mission is an ongoing process, but the instincts of the congregation can be counted on to work for good.	Flexibility and faith that much can be accomplished with seemingly limited resources, energy to engage with the surrounding community as well as carry out pastoral duties, and the desire to get to know and appreciate the many talents of this surprisingly gifted congregation.	I definitely do. After the series of classes on white privilege, I think we all realize that being welcoming is more subtle than simply "saying so", but I also think we are prepared as a church to go much further in our sensitivity to true inclusivity.	I really have no opinion. I started attending St Luke's in late 2019, having never been associated with the Episcopal Church before. I have come to appreciate the power of the Book of Common Prayer and the traditional liturgy. I was lucky enough to take the Confirmation class with Diana+ and learn about church traditions. All I can say is it would be a shame to attempt big changes simply for the sake of change.	A more racially diverse congregation, or if not that, then close ties to congregations that are not predominantly white. Maintain ties to the LGBTQ community - Diana+ began that, but it needs to continue to be nurtured. And more focus on the potential of the Restoration of Nature as a community resource. The Environmental Committee is grappling with that, and hopefully the new rector will be excited to wrestle with that along with us. And one more thing - just before the pandemic we had started to talk about creating a catalog of skills and talents in the congregation. That got interrupted - would be good to pick that up again.	Some of us are extroverts, some are introverts. Some of us are older, some younger. Many of us are single. Some are life-long Episcopalians, but surprisingly many are not. Although St Luke's is small, it has an abundance of talents of all kinds to focus upon our mission.
1-5 years	60+	Female	1-2	Because I like a few members of the congregation and the recently departed pastor	Not doing so well in attracting and supporting racial inclusion nor in attracting younger members (diversity not great); environmental mission sadly not supported by the majority of the community, either.	Kindness and compassion	no	n/a	more diversity	The community is aging rapidly and seemingly unwilling to consider changes at this writing
1-5 years	60+	Female	3-5	Values align with mine; love the emphasis on inclusivity, social justice, and environment; like the smaller size, but hope	Doing well within the constraints of COVID protocols, interim rector, and numbers of volunteers	Progressive thinker; intelligent, organized sermons; good at pastoral care; good management; loves music; technologically savvy; young	Yes--in message and in how we welcome all	More music!	Growth in membership, especially children; solid numbers who volunteer; intellectual/spiritual growth	We are thoughtful and engaged in the world-- which means we are critical thinkers and want an energetic leader!

				for more members						
1-5 years	60+	Male	1-2	welcoming and kind community, with efforts to grow and serve.	just fine	knowing people in the Parish and community, including parish member visits. Intelligent, thoughtful. enthusiastically presented sermons; involved in music selection and presentation	Yes. Everyone is welcomed and greeted. Community outreach is done, with Labyrinth, outdoor restoration projects. user of church building for outside groups, barring covid restrictions.	All OK.	Growing, racially diverse congregation; some younger people. Our aging congregation is maxed out.	People need pastoral visits.
Over 10 years	60+	Female	1-2	Originally because I lived in Eastport and thought it was the best fit for me being small and community oriented. Now because it is the most welcoming and inclusive parish in the area with a strong environmental focus.	I'm not sure now that Reverend Carroll is gone.	Caring about people and how the church's policies and actions directly affects parishioners as individuals.	Yes, very.	No comment.	More members.	That the Eastport peninsula is going to go through tremendous and disruptive changes because of rising sea levels and the church should be in the forefront of helping people find their way.
Over 10 years	60+	Female	3-5	For the worship, but over time has become also for the fellowship that has developed with others in the congregation.	I think they are doing well in this area.	Leadership qualities, good communication skills, the ability to relate well with a wide range of individuals.	Yes. Our members are generally happy to embrace a wide range of individuals, showing interest and caring toward all. Our congregation is nonjudgmental, and accepts people as they are.	I am happy to see the attempts to use the Spanish language at certain points in the service dropped, as it seemed contrived with no native speakers in regular attendance. I hope the passing of the peace will continue as it is currently being done, as I have always had concerns that the physical touching of hands contributed to cross infection.	Increased numbers of families among our congregation, with Sunday school for the children. Of course, I would like to see membership grow generally with all types of people.	I think there should be an awareness of St. Luke's history in the area, and it's evolution into what it is currently.
Over 10 years	40-60	Female	1-2	The people	Well.	Empathy and spirituality	Yes.			A church that is small and quirky with a big heart

