



St. Luke Presbyterian Church 2021 Mission Vision Study Report



Our mission is to practice love by following Jesus.

We are a welcoming congregation of 81 members and many faithful friends and neighbors in Marin County, CA, who are committed to following the teachings of Jesus Christ through fellowship, inclusiveness, and compassion to those within our congregation and beyond. We find St. Luke has made a positive difference in our lives through spiritual and inspiring worship, fellowship, and service opportunities.

We are searching for a full-time pastor who:

- makes meaningful connections with parishioners and newcomers;
- will lead spiritually moving and inspiring worship that is highlighted by music;
- brings us to a closer connection with God through worship and service; and,
- values and encourages the strengths of our lay leaders in service to our church and the greater community.

We invite you to get to know our church family, community, values, and vision as we discern our call to ministry together. You are welcome to reach out to Pastor Nominating Committee Chair Dennis Rolstad at Dennisrolstad@gmail.com for more information or with any questions.

Section I. Who We Are

A. St. Luke's Mission

St. Luke's mission is to practice love by following Jesus.

We are a community of people following the teachings of Jesus Christ built on God's foundational love and grace. Our hope is to bring the relevance of the Church into people's lives as we practice those teachings through service, sharing, commitment, and prayer.

B. Local Demographics

San Rafael is California's "Mission City," located in the center of Marin County's eastern corridor, 17 miles north of San Francisco on the northwestern shore of San Francisco Bay. The buildings of St. Luke are located on a 2-½ acre site on a wooded knoll with a view to the South out over San Francisco Bay. This site is on the eastern side of the City of San Rafael, which is the seat of Marin County. As of 2019, San Rafael had a population of approximately 58,775 people.

The population of the area within 1½ to 2 miles from the church is estimated to be 5,800 with approximately 3,200 homes.

The approximate age percentage breakdown by selected age groups is as follows:

Age	Percent
Under 5 years	6.2%
5 to 17 years	13.1%
18 to 64 years	64.9%
65 years & over	15.8%

San Rafael's cultural makeup, according to the U.S. Census Bureau, is:

Cultural Group	Percent
White	57.0%
Black	1.4%
American Indian/Alaskan Native	0.9%
Asian	6.8%
Hispanic/Latino	31.0%
Multi-racial	4.8%

The estimated educational level of adults age 25 and older in San Rafael is:

Educational Level	Percent
High school, Diploma	14.3%
Bachelor's degree	27.4%
Graduate/Professional degree	18.4%

In the immediate vicinity of the church, the educational level is much higher than that of the City of San Rafael.

The estimated household make-up of the surrounding area of the church is:

Household	Percent
Married, no children	42.7%
Married, children present	24.3%
Single parents	3.9%
Other families	2.3%
Non-family households	26.8%

The most common housing type is a single-family house. In the area of the church, it is estimated 86.6% of housing is single-family and 13.4% are duplexes, townhouses, or apartments.

The estimated annual income for San Rafael residents is:

Income	Percent
Under \$50,000	17.3%
\$50,000 – \$99,000	21.2%
\$100,000 – \$149,000	22.7%
\$150,000 and above	38.8%

C. Our Members, Leadership, and Staff

St. Luke's current membership stands at 81. Membership at St. Luke reached a high of 185 in 1993, but began a progressive decline to 128 in 2002, and 98 in 2014. The membership has also become significantly older with few young children.

St. Luke is led by ordained Elders and Deacons. Our Board of Elders is comprised of ten members, two of which are currently serving their second three-year term. Our Deacons are in the process of reassessing their overall role in service to our church as their Sunday hospitality duties have been redirected to our Sexton, and our church's community outreach has greatly expanded under the leadership of our Outreach Committee.

In addition to a Pastor and Head of Staff, St. Luke employs several part-time staff members.

Our Worship Coordinator, Elder Beth Pottillo-Miller is described later in Section II.

Our Sexton, Carlos Aruara, assists on Sunday mornings with opening/closing, coffee service, and a variety of janitorial duties. Sunday worship service is assisted by Jose Guarcas, who runs our sound board and video monitors when we meet in person, as well as Beth Pottillo-Miller and Erich Miller. We also employ nursery care and a Sunday School instructor as needed when we meet in person.

Joanne Trifoso is our Office Administrator who oversees all facility rentals and administrative tasks for St. Luke and its pastor. Her husband, John, is our bookkeeper.

Rebecca Viebrock is our Music Director, and has been a beloved associate of St. Luke since arriving in 1983. She has continued to direct the choir and coordinate and provide music for services as we worship on Zoom. When we meet in person, she coordinates special guest musicians throughout the year, including Sundays in the summer when the choir does not sing.

Section II. The History of St. Luke

St. Luke Presbyterian Church began organizing in the fall of 1960. Directed by the Presbytery of the Redwoods, the effort was led by an initial nine families who had a vision for a new church to serve the people in Eastern San Rafael with a focus on worship for the whole family, including children's programs that were sadly lacking in the local faith community.

With dedication and strength during what all discovered was the long and arduous task of establishing a new church, a blessed breakthrough came when the young Church was offered and acquired its current beautiful site overlooking the Bay in June 1961. We commissioned renowned church architect Donald Powers Smith to develop a site plan and construction drawings for the new sanctuary. In the meantime, the members met and worshipped in private homes under the leadership of Rev. Ralph Shanks.



In September 1963, the Rev. Henry Kent was invited to become the congregation's supply pastor to lead the initial ninety members of the St. Luke community. Services were held in an existing cottage on the property, with Sunday school classes held in a nearby tent.

The new sanctuary was opened October 10, 1965, with a service of dedication to the honor of God's most Holy Name. The litany from that day sets forth the faith of the congregation.

WE DEDICATE THIS HOUSE:

For the Worship of Thy Holy Name,
For the ministry of the Word,
For the administration of the Sacraments,

For comfort to those who mourn,
For help to those who are tempted,
For strength to those who are weak,

For the sanctification of the family,
For the guidance of childhood,
For the summoning of youth to a life of service,

For sympathy and fellowship with the needy,
For brotherhood with all men,
For the unity of all believers in Christ,

For fostering civic righteousness,
For aggression against evil,
For promotion of peace and justice on earth.

With these lofty ideals, St. Luke was off to a rousing start. The founders' initial vision was a reality, as St. Luke had an active children and youth ministry. In this regard, teaching the Word to young people was an important part of the Church's mission, particularly since the local area was full of young families.



Dedicated members showed their faith by creating beautiful seasonal banners that still adorn our church today.

The music program was strong, with adult and children choirs, and an active bell choir. An involved women's association was an active spiritual and financial force, and St. Luke began a tradition of involvement in both local and foreign mission projects. St. Luke began a long sponsorship of Boy Scout Troop 38, which has produced over 70 Eagle Scouts during its association with St. Luke.

St. Luke strove to be a place where all felt welcome, hence the motto "The Friendly Church on the Hill."

As the local population aged, St. Luke encountered both boom times and times of difficulty, yet the faith and commitment of its members persevered. Rev. Kent served as pastor for almost ten years until October 1972, when Edward Chatham, one of St. Luke's members, stepped in as Lay Interim Pastor until Rev. Ian Young was installed in 1973 and served through September 1982. Rev. David Jacobson served as interim pastor until September 1984.

St. Luke was reenergized and began a growth period when Rev. Daniel R. White was installed on September 16, 1984. Rev. White stressed the importance of all congregants working together in a shared ministry as a "priesthood of believers" to help one another discover their own gifts and skills to respond to our calling in Jesus Christ.



With renewed vigor, St. Luke embraced its mission to share in a personal fellowship with Christ, with each other, and with the greater community, a tradition that continues today. Indeed, Rev. White remains our Pastor Emeritus and visits as Guest Preacher several times each year.

During Rev. White's tenure, St. Luke began a close relationship with the San Francisco Theological Seminary (now part of the University of Redlands Graduate School of Theology), and numerous seminary students interned with St. Luke. We also began relationships with homeless ministries and other community-service organizations during this time.

In the 1990's, a successful building drive led to construction of the Bayview Room, a setting for many St. Luke activities and even greater contact with the San Rafael community through rentals and church programs. Dedicated members increased local mission ties, St. Luke helped found a teen center, and sponsorship of overseas children in need became a cornerstone of our international mission.

Rev. White's extended sabbatical, which began in 2002 and was unfortunately necessitated by health challenges, gave way to his retirement. The Revs. Ben Kinney and Kevin Buchanan shepherded St. Luke through Rev. White's sabbatical and retirement, and St. Luke then looked to Rev. Cornel Barnett as Interim Pastor until 2005. During this time, many members of the congregations contributed significant time to revitalize the congregation and undertake the necessary process to call a new pastor.

Rev. Matt Gough was installed as Pastor in mid-2005. With his arrival came new energy and focus on developing youth and community programs. Rev. Gough and his wife twice led St. Luke congregation work parties to assist a New Orleans congregation in rebuilding their church facilities following hurricane Katrina.

With the involvement of a large group of members serving on a Rejuvenation Committee, the Sanctuary's interior was revitalized. This project had been placed on hold due to ministerial changes and other church projects, but was embraced in 2006 and completed in 2007. The effort, which also addressed systems and safety issues, cost \$374,393. Members' generous donations fully funded the revitalization.

Rev. Gough resigned his position in early 2008, having accepted the position of Program Director of Westminster Woods Camp and Conference Center, a position he believed was particularly well-suited to his ministry goals. Rev. Nancy Martin-Vincent stepped in as Interim Pastor.



St. Luke installed Rev. Dan Christian as Pastor in May 2009. He immediately demonstrated a high level of energy, reinvigorating many church programs. Sunday Bible studies became routine. The focus of programs moved from youth to the family in recognition of the continuing aging of St. Luke's members.

Over twenty-nine new members joined during the first two years of Rev. Christian's tenure, enabling St. Luke's membership to remain stable as older members departed for care homes or passed away.

In June, 2013, Mike Wilson, a ministerial candidate from the San Francisco Theological Seminary was hired to assist Rev. Christian when he had to focus more of his time on supporting his wife Laura and their young daughter Tessa when Laura's life-threatening cancer returned. Mike had previously served as a pastoral intern at St. Luke and was well-received by the congregation. A special fund-drive raised over \$30,000 to support his position. When he received a call to full-time ministry in March of 2014, Mike left St. Luke for Oregon.

Fortunately, as Mike left, Laura's health improved and Rev. Christian was able to resume all of his responsibilities as pastor. But just a few months later, after five successful years leading St. Luke, Rev. Christian resigned in June of 2014 to assume a senior-level management position at the San Francisco Theological Seminary.

St. Luke commissioned Yung Me Morris, a recent graduate from the San Francisco Theological Seminary, as Interim Pastor. Yung Me had served as a Pastoral Intern at St. Luke on a part-time basis since 2009. She was assisted by Rev. Judy Slater in matters requiring an ordained minister.



Rev. Nicole Trotter was ordained and installed as our new pastor on June 7th, 2015. She brought great warmth and care to our congregation, as she was dedicated to pastoral care and making everyone feel welcome and important. Her love for Jesus and enthusiasm for preaching the Word was obvious in her sermons. And she joyfully added to our music program with her singing and guitar playing. Rev. Trotter began Acoustic Sundays, which gathered a variety of new and familiar musicians to our sanctuary and offered worshipers new ways to praise and encounter God in church.

We added a part-time paid position of Worship Coordinator in 2019 to assist in planning and coordinating worship and communications. St. Luke Elder Beth Pottillo-Miller is our first Worship Coordinator and has contributed to all aspects of our worship services, electronic communications, and church programs. And her technological skill and complete dedication to St. Luke's church life allowed us to quickly transition to Zoom worship and shift our other programs online when the COVID shut-down began.

In our five years with Rev. Trotter, we increased our congregation by 21 members, created a comprehensive Strategic Plan (discussed in Section IV), and implemented new outreach programs like Waffle Sundays and our partnership with Sanzuma (both discussed in Section III). We said goodbye in November 2020 when Rev. Trotter accepted a new call to St. Andrew Presbyterian Church in Sonoma, CA.

Interim Pastor Rev. Dr. Joanne Whitt provided pulpit supply through Advent 2020. And, after getting to know us, felt called to be our Interim Pastor. Rev. Whitt has jumped into our church family with skill and vigor and has been an uplifting energy during our transition away from a beloved pastor in a time made more unstable by the separation, loss, and uncertainty the pandemic has brought.

Rev. Whitt is active in our Mission Vision Committee, joins in our Bible Study on Tuesdays, and enthusiastically engages our congregation each Sunday during worship. She led our first in-person worship service in over a year on Easter morning at sunrise on our lawn.

With around 30 worshippers attending, the Easter sunrise service was a wonderful step towards a future where we are together again in person. St. Luke members and friends enjoy close bonds of fellowship and relish worshipping – and eating and serving – together. As with so many communities around the world, ours felt the pandemic's forced physical separation deeply. We worked hard to stay connected during the shutdown and continued to care for one another in prayer and by doing what we could at a distance. But with our pastor's departure sewn into the middle of COVID's challenges, we now long to be together, renew in-person worship, and encourage one another as we call a new pastor.

Section III. Where We Are Now

A. Worship

Our worship life revolves around Sunday morning worship service. The single service begins at 10:00 am and seeks to meet the spiritual needs of the congregation through music, readings, and preaching the Word of God. Our service is well and consistently attended. It is the cornerstone of life at St. Luke.



The service includes "A Time for the Child in All of Us," that is geared toward any children in attendance, although it is still included with or without children. After their special sermon, children are dismissed to Sunday school.



The sacrament of the Lord's Supper is celebrated on the first Sunday of each month. All are welcome at St. Luke's table. The sacrament of Baptism is also celebrated for children and adults.

Our pastor works with our Music and Worship Committee, which is led by our Worship Coordinator and Elder Beth Potillo-Miller. Beth assists the Minister in planning the music and format of regular and special worship services. This position has been extremely helpful in creating a polished and cohesive worship service. Beth is also our Zoom worship producer and technical director.

Music is an important part of our worship service, and follows primarily a traditional style, using hymns from the blue Presbyterian Hymnal and both classical and contemporary anthems. In addition to our Musical Director/Organist, Rebecca Viebrock, the music program includes a ten-plus-member adult choir. Worship is enhanced by the "3 manual Renaissance Allen" organ, a Roland electric keyboard, and several talented members who provide accompaniment with a variety of musical instruments.



One Sunday a month during Rev. Trotter's tenure was "Acoustic Sunday," a music-focused service with paid singers and musicians contributing alongside church members. This music drew heavily from folk, rock, and modern Christian styles. Individual musical soloists or groups replace the choir during the summer.

Special services are regularly held during the year, including Mariners' Sunday, an annual (in its thirty-fifth year) ecumenical worship service in recognition of mariners. Members of yacht clubs from around the Bay Area attend and representatives from the Jewish and Catholic faiths assist our Minister in leading worship. Music Ministry Sunday is held before the summer in recognition of our choir.

Our worship services transferred to Zoom in March 2020 and continued to center our church life and enjoy consistent attendance. Our Acoustic Sundays were discontinued when we transferred to Zoom, and the choir did not sing together each week during Zoom. The choir does, however, meet socially on Zoom each week and has contributed to Zoom worship through pre-recorded pieces. Our Music Director and other church members also provided piano and other pre-recorded pieces to accompany our worship. We currently offer a "hybrid" worship service in the sanctuary and on Zoom, and are experimenting with both live and pre-recorded elements during service.

Pre-pandemic St. Luke's Sunday Worship attendance averaged 55 people and often exceeded 100 on Christmas and Easter. Zoom church attendance was averaging 60+ attendees in 2020. That number has recently tapered off to an average of approximately 45 to 50 attendees (combined Zoom and in-person).

On Easter Sunday, about 30 of us gathered for a masked, socially distant sunrise worship on St. Luke's lawn – our first in-person worship since March 2020.

B. Christian Education

In past years, St. Luke had an excellent, well-attended program for children and youth, including Sunday School and a variety of youth programs; however, the number of children and youth has diminished as the congregation has aged. Currently, in coordination with our Pastor, a volunteer has been creating a lesson and art activity for any young children attending worship.

Adult Bible Study classes are held Tuesday mornings during the academic year and were led by Rev. Trotter during her tenure. Longtime member Laura Hislop is coordinating Bible Study during our interim period and attendance is typically eight to ten people. Bible Study sessions search for a better understanding of God through His Word and are aided by study guides, books, and the like.

Pizza and Theology is a casual, round-table dinner discussion held once-a-month at a local pizza restaurant to discuss some of the more difficult theological topics of the day. This event has been on hiatus during the pandemic.

Our Women's Meditation Group meets on Thursday mornings and has had a faithful core group of attendees for many years. Currently our core group is at six people, but we can expand up to a dozen in any given week.

Additional after-worship adult-education series have been offered in recent years with local authors, theologians, and community members on a range of topics from disaster preparedness to what it means to be transgender.

C. Fellowship

St. Luke members and friends enjoy many varied fellowship events. These events offer opportunities for members and friends to get to know each other and encourage membership. While there are many, the most consistent are our: Spring Progressive dinner, Seder meal, after-worship Waffle Sunday breakfasts and BBQs, Fall Fundraising Dinner and Auction, Women's Association Christmas Tea, and Elder/Deacon Christmas dinner.



The Women's Association (St. Luke Presbyterian Women) has not met regularly for the past few years, but formerly met throughout the year, presenting interesting speakers and time for fellowship. Their spring luncheon and Christmas tea have traditionally provided fellowship with many inside and outside of the St. Luke membership as well. Deacon Wendy Quek stepped up and revived the group for the 2019 Christmas Tea and the 2020 tea was scheduled before COVID forced its cancellation. Going forward, it has been suggested that the Women's Association meet every other month for a nature walk, movie, or lunch.

In 2012, a men's fellowship group was initiated that meets quarterly at a member's home, with up to twenty men in attendance. Dinner precedes a speaker and a lively discussion on a variety of current topics.

Our quarterly Waffle Sunday was a combination of fellowship and outreach that we hope to resume when in-person gatherings are allowed. Waffle Sunday invited neighborhood children and their families to join us for waffles. Rev. Trotter and our Pastoral Intern played guitar and told a Bible Story, while several members took turns making waffles at different stations in the Bayview Room. We also hope to do more outreach Waffle Sundays like the one in 2019 when we hosted children from the local nonprofit program – Enriching Lives Through Music – for underserved youth in the Canal area of San Rafael. The kids entertained us with music and they and their families joined us for waffles and fellowship.

Every Sunday, coffee and donuts are served following worship service for a time of fellowship. Coffee hour is well-attended and even continued in Zoom chat rooms after worship during the pandemic.

D. Communication

St. Luke communicates to its members, attendees, and the larger public through its weekly email newsletter, website and Facebook page. The Worship Coordinator currently maintains the website and prepares the weekly email in coordination with the Pastor.

Our weekly email is sent on Fridays and announces the content of the Sunday service and sermon topic. It relates all of the church activities and announcements. An email is also sent at the beginning of the week as a reminder of the weekly events to come and providing Zoom links.

The St. Luke website, www.stlukepres.org, was established in 2004. Around 2016, a new website was unveiled that featured a more contemporary format. It is regularly updated with the upcoming sermon topics, the newsletter (as a blog), and upcoming events.

The Facebook page is administered by the Worship Coordinator, the Pastor and the Outreach team. It is regularly updated with the sermon topics (links to stlukepres.org), special events, and outreach activities.

The church directory is updated and distributed at various intervals by the church Office Administrator.

E. Outreach

St. Luke is an active participant in Marin County's efforts to uplift underserved communities. We have fed the hungry, supported the unsheltered, and fostered connections in our community for many years through a variety of one-time and ongoing ministries. We also reach out beyond Marin when called, through mission trips, Presbyterian special offerings, and other outreach opportunities. When the pandemic necessitated reinvention of how we serve others while keeping safely distanced, it also presented new, urgent needs for food and housing in our area, the Outreach Committee took action, led by its tireless chairs Kathleen Murphy and Elder Michael Baranowski.

The last two years has seen our outreach focus on feeding the hungry in our local community. Here are a few examples of current activities:

St. Luke is one of several faith-based organizations that partner with The Street Chaplaincy, a San Rafael nonprofit associated with the Marin Interfaith Council, to serve Tuesday night dinners in downtown San Rafael to anyone who is hungry. When COVID shut down the in-person Wellness Gathering (which included a spiritual gathering, prayer, and meditation for those who cared to join before dinner service), Street Chaplaincy Kitchen Manager, St. Luke Elder, and Outreach Co-Chair Michael Baranowski, sprang into action to begin our Burrito Ministry. St. Luke members and friends found kitchen space, donated money and supplies, and we were able to prepare hot burritos for distribution downtown each Tuesday – the only free, hot meal to restart service downtown at that time.

We soon transitioned back to the Street Chaplaincy's regular kitchen at First Presbyterian of San Rafael, serving a hundred hot burritos every Tuesday night. For Thanksgiving and Christmas Tuesdays, a team of St. Luke cooks made and distributed 120 full grab-n-go dinners – complete with personal pies or cobblers and festive holiday place settings. The Burrito Ministry came to an end in June after serving almost 7,000 burritos. Now with COVID mandates ended, The Street Chaplaincy is moving back towards its traditional meal service.



When the COVID shut-down significantly reduced access to food – especially fresh, healthy food – St. Luke began working with Sanzuma, a Marin non-profit focused on delivering fresh, locally grown produce to at-risk families. St. Luke volunteers have helped pack thousands of colorful boxes full of farm-fresh vegetables that have been delivered all over the county. We also helped Sanzuma apply for funding to resume the delivery operation when its funding dried up during the pandemic. St. Luke has committed to sponsor three families' weekly produce boxes for six months (through June 2021). We have also supported Sanzuma families at holidays by providing turkeys and hams at Christmas and filling Easter baskets with food, candy, toys, and gifts for eight families this year.

Before the pandemic, St. Luke regularly sponsored a donation barrel for the Marin/SF Food Bank. Since the COVID shut-down, we have donated weekly to the food bank by placing its barrel outside our church office for drive-and-drop donations each Wednesday. So far, we have donated over 800 pounds of protein-rich foods at the drive-and-drop barrel.

St. Luke members are longtime supporters of the Redwoods Presbytery's annual Pedal for Protein fundraiser, where participants gather sponsorships for a bike ride to support food pantries along the Northern Coast and Valleys of California.

At St. Luke, however, we don't just feed people. Our outreach efforts also provide care and economic support locally and internationally, as well as to our members and friends. Here are a few examples of current activities:

Welcoming Home is a nonprofit serving Marin and Sonoma families transitioning into permanent housing. Each quarter, St. Luke's Kathleen Murphy leads our efforts to collect furnishings for the families whose new residences Welcoming Home is fully furnishing with everything from refrigerators to pillowcases to wall art with donated gently used or new items. The before-and-after pictures of these transformations tell the story of how communities can collaborate to create a warm, clean, and welcoming space for families beginning a new life at home.

St. Luke supports Trans HeartLine, a Marin nonprofit that builds bridges between the Transgender community and the rest of the world through community education and advocacy, direct post-op housing and wrap-around services related to gender-affirmation surgery, and innovative and compassionate care. We are one of nine churches in a rotation that provides weekly meal and food staples to the Trans HeartLine housing in Marin.

The Women's Association has an ongoing Kiva account. Kiva is an international nonprofit, founded in 2005 in San Francisco, with a mission to expand financial access to help underserved communities thrive. Donations placed in our account are distributed as loans to women around the world. St. Luke has loaned \$2,425 via 30 loans in 23 countries. Currently we have three loans: to a woman in Congo who sells clothing; to a group in Tanzania who sells solar-powered water pumps and solar fishing lights for fishermen and farmers; and to a group of women in Guatemala who run a general store.

St. Luke's knitters/crocheters create beautiful, lovingly made prayer shawls. These special shawls are given to members and friends who are navigating cancer treatment, long-term illness or grief, and any other obstacle that is brought forward as needing prayerful attention and support.

F. STEWARDSHIP AND BUDGET

1. Stewardship Program

St. Luke's Stewardship Program is carried out on a continuous basis throughout the year, led by a Stewardship Chairperson, and culminates during a four-week period in November when members and friends are asked to pledge their financial support for the coming year. Pledge requests and pledge cards are mailed to about 90 active members and other church attendees. Regular announcements are made during church services and emails that provide budget updates, share the Session's vision for St. Luke's financial future, and encourage pledging.

This winter, the St. Luke family suffered a great loss when our beloved, longtime member Elder John Bischoff passed away from COVID. He served as a wonderful Stewardship Chair for four years. His cheerful-yet-persistent manner and sharp attention to St. Luke's needs will be missed in our Stewardship Program. The Session has yet to appoint a new Stewardship Chair.

In addition to the weekly offering time during Sunday worship, St. Luke's supporters are able to donate online through the Tithly.com app and through our church website.

2. Pledging History

Table 1.1 presents the stewardship history of St. Luke Church from 2014 through the current budgeted 2021 fiscal year. We received 49 pledges for 2021, a number that has remained stable for the past five years. The total dollar amount of the pledges received decreased to a low of \$117,750 in 2015 (a year without a called pastor) but progressively increased to \$180,062 in 2020 for the initial campaign.

Further, the average pledge amount increased after 2015 until 2021, when St. Luke is again without a called pastor. This indicates that there is a strong commitment of a core group of congregants who are willing to increase their pledges to meet the financial needs of the church. However, the long-term financial health of the congregation depends on membership growth and additional pledging units.

**Table 1.1
Pledging History
2014 Through 2021**

Year	Pledge Total
2021	\$156,030
2020	\$180,062
2019	\$171,787
2018	\$178,868
2017	\$161,180
2016	\$126,270
2015	\$117,750
2014	\$143,710

** With the exception of 2014, Total Pledged Amounts include supplemental Pledge Drive amounts*

3. Additional Fundraising and Income Sources



Since 2015, St. Luke's annual fundraising dinner and silent auction has successfully supplemented our operating budget and allowed us to make major facility improvements. This event is also a favorite fellowship time on the church calendar.

St. Luke members respond generously by giving beyond their pledged amount when asked to support specific needs. For example, we have funded our Renaissance Allen organ, the digital piano, the new roof, and repaving of the parking lot. Also, a \$100,000 memorial gift was received in 2017 and a donation of \$50,000 was received in 2020.

St. Luke offers its facilities for rental to groups aligned with our mission. In mid-2014 Monte de Sion (MDS), a Spanish-speaking church, became a major renter. Their lease expires July 31, 2021. Other rental groups include ALANON and Marin Sangha. In 2020, we received over \$54,000 in rental income.

4. Operating Budget

This Section presents an overview of the financial history of St. Luke Presbyterian Church over the past ten years from 2011 to 2020.

Table 1.2 presents a Summary of the actual income and expenses recorded for the period 2011 through 2020.

Table 1.2
Summary of Income and Expenses
2011 through 2020

	2011	2012	2013	2014	2015
Income	\$185,844	\$228,447	\$219,380	\$177,011	\$206,428
Expense	211,761	209,544	223,022	205,519	186,792
Net Income	(\$25,917)	\$18,903	(\$3,642)	(\$28,508)	\$19,636

	2016	2017	2018	2019	2020
Income	\$240,426	\$290,756	\$293,950	\$296,316	\$279,614
Expense	244,252	258,687	294,165	307,516	301,064
Net Income	(\$3,826)	\$32,069	(\$215)	(\$11,200)	(\$21,450)

A detailed breakdown of the income and expenses for 2020 and a budget for 2021 is presented in Appendix A.

5. Pastor Compensation and Housing Expense

A key element of our overall Operating Budget is the compensation package for our pastor. This package is made up of salary, housing allowance, pension, medical, study leave, and professional expenses.

Four weeks of vacation, two weeks of sick leave, and two weeks of professional leave are provided.

Section IV. Our Vision for St. Luke's Future

In late 2016 into 2017, St. Luke engaged in an extensive strategic-planning process, led by Rev. Trotter and an eight-member planning team. With the exception of John Bischoff, whom we lost this winter, the team members remain active St. Luke members. The team made an in-depth assessment of our mission, vision, and values in collaboration with the congregation as a whole.

When the 2021 Mission Vision Committee came together, we felt that the mission, vision, and values expressed in 2017 remained at the heart of St. Luke. We did not think it would properly honor the work the congregation put into the 2017 process, or the work done since then in service of this shared vision, if we cast it aside and started from scratch. While Rev. Trotter has moved on, the Committee felt that St. Luke's mission statement continued to ring true with our congregation. Additionally, COVID prevented us from holding in-person congregational meetings and we determined that Zoom meetings with groups of any size would not be conducive to good, mutual reflection and discussion.

The Mission Vision Committee's survey of St. Luke members and regular attendees, as a result, was our way of reflecting on our mission, vision, and values in 2021. The survey collected demographic information, sought overall feedback on worship and programs under Rev. Trotter's leadership, and assessed our ongoing level of commitment to the mutual values and visions expressed in the strategic plan. We encourage prospective pastors to review the results in their entirety in the Appendix.

A. Congregational Survey's Affirmation of Values and Vision

The congregation most strongly affirmed three values in support of our mission to practice love by following Jesus:

- We are a community of people following the teachings of Jesus Christ built on God's foundational love and grace. Our hope is to bring the relevance of the church into people's lives as we practice those teachings through service, sharing, commitment, and prayer.
- We understand faith as a verb. "In the doing" of our faith we practice loving and serving others as we understand Christ to have loved and served others—through compassion, inclusion, acceptance, and understanding.
- We trust that we never have to rely on ourselves alone, but look to God who connects and sustains everyone and everything.

The survey results affirmed that our most meaningful ways of expressing these values are through fellowship, prayer, and encouraging one another as family members – through all the good times and the bad times.

When asked what we value in worship and church programs, by far the most valued aspect is worship services that provide meaningful opportunities to worship, experience, and understand God and God's Word, followed closely by worship, music, and educational opportunities that are tied to the church seasons and intellectually stimulating worship.

St. Luke is looking for a pastor to reflect our shared values through pastoral counseling, spiritually moving worship services, and intellectually stimulating sermons. Our survey put these three characteristics clearly at the top of our rankings of a variety of pastoral traits, and above other traits like member recruitment, working with children and youth, involvement in stewardship, and sharing individuals' theology.

Our congregation expressed widespread satisfaction with the level of community involvement our current outreach programs are supporting on the local, denominational, and international level.

Without a doubt, we are a family interested in helping our community get enough to eat. Feeding the hungry was the clear top priority expressed through the survey regarding community outreach and support. This priority squares with our personality. We cherish fellowship time at table together at church events, in each others' homes, and in the community with anyone who wishes to join us.

The congregational survey did not assess political attitudes even though we recognize that prospective pastors may want this information. We hope that we are neither a place where only those who agree with everyone else feel comfortable nor a place where factions fight openly or under-the-table for control. We instead try to remain open, in dialogue, and mindful that thoughtful communities are bound to disagree over how best to love their neighbors, and that trying to figure out how neighborly love should influence political decisions calls for careful thinking, humble listening, and, in some cases, decisions to live with disagreement. St. Luke is a congregation that celebrates what we all have in common and our ability to love one another even when that is not everything.

Finally, the congregation affirmed through the survey that community connection is our clearest vision for the future. The survey's most strongly affirmed value, by a good margin, is that St. Luke will be a community where people connect—we will provide a place where human connection can flourish in worship, fellowship, and service. We also share a strong vision to expand electronic access to our programs and worship together in ways that deepen our journey with God and others.

B. Vision for a Future of Mutual Blessing

The St. Luke family is looking for a pastor who will be there for us at church and at home. A pastor who will affirm God's love, Jesus's call, and the Holy Spirit's inspiration as we journey through life together.

We may be a smaller, older family than some, but we find comfort in our closeness and value in the wisdom of age. We have time and resources to share with each other and our shared ministry. And we are ready to be led in ways that see beyond our size, years, and other challenges to nourish and put to work our enthusiasm for Jesus's call to worship, service, and growth.

We look forward to partnering with a new pastor to engage in Sunday morning worship that sparkles with music and inspired preaching as worship remains the core of our church life together.

We look forward to welcoming a new pastor to join in our mutual support of one another as we continue to talk with one another, eat together, pray together, laugh and grieve as a family, and send food, texts, flowers, crafts, and cards anytime we can.

We value welcome, fellowship, and understanding. We hope for a pastor whose maturity and grace inspires those qualities in members old and new.

We pray for a pastor who helps us recognize Christ in all our neighbors and work together for God's kingdom on earth. A pastor who will lead with creativity, energy, and hope.

We welcome a leader with whom we can build a long, loving future of mutual blessing.

Appendix A

St. Luke Presbyterian Church 2021 Budget

2021 Budget	2020 Actual	2020 Budget 1-22-20 version
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Income

Benevolence Income

422 · One Great Hour	200.00	0.00	200.00
426 · Peace	0.00	0.00	0.00
428 · Christmas Joy	1,800.00	0.00	1,000.00
430 · Other Benevolences	100.00	0.00	200.00
431 · Deacons Income	1,500.00	636.00	6,000.00
434 · Special Pledge		3,870.00	
435 · Special Pledge (Music)	1,500.00	20.00	3,000.00

Total Benevolence Income	5,100.00	4,526.00	10,400.00
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Gross Receipts

405 · General Fund Pledges	160,000.00	179,917.00	168,290.00
410 · Interest Income		0.00	
412 · Loose Offerings	2,000.00	1,264.00	4,000.00
414 · Prepaid Pledges	0.00	0.00	14,222.00
415 · Per Capita Receipts	1,200.00	1,144.00	1,300.00
417 · Flowers	150.00	80.00	300.00
418 · Other Income	2,000.00	22,566.00	2,000.00
419- Reserve Funding	0.00	0.00	26,200.00

Total Gross Receipts	165,350.00	204,971.00	216,312.00
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310 · Special Fund Fundraising	20,000.00	14,804.00	26,000.00
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Total Ordinary Income	190,450.00	224,301.00	252,712.00
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Other Income

450 · Non-Profit Rental

451 · Non-Profit Rental Income	15,000.00	12,300.00	19,000.00
454 · Monte di Sion	43,000.00	40,897.00	51,000.00
450 · Non-Profit Rental - Other	2,000.00	2,118.00	210.00
Total 450 · Non-Profit Rental	60,000.00	55,315.00	70,210.00
460 · Other Business Rental			
461 · Other Business Rental Income	1,000.00	0.00	2,500.00
460 · Other Business Rental - Other			
Total 460 · Other Business Rental	1,000.00	0.00	2,500.00
480 · Memorial Event			
481 · Memorial Event Income	500.00	0.00	1,000.00
Total 480 · Memorial Event	500.00	0.00	1,000.00
490 · Other Events			
491 · Other Events Income	0.00	0.00	250.00
Total 490 · Other Events	0.00	0.00	250.00
Total Other Income	61,500.00	55,315.00	73,960.00
Total Income	251,950.00	279,616.00	326,672.00

Expense

Benevolence Expense

501 · One Great Hour	200.00		200.00
505 · Peace			
507 · Christmas Joy	1,800.00	0.00	1,000.00
509 · Other Benevolence	200.00	1,100.00	200.00
510 · General Mission	1,000.00	0.00	3,050.00
512 · Deacons Expense	3,000.00	1,055.00	6,000.00
513 · Deacons Supplemental	0.00	0.00	0.00
Total Benevolence Expense	6,200.00	2,155.00	10,450.00

Christian Education

516 · Adult Education	3,000.00	316.00	2,000.00
519 · Children Education	300.00	120.00	300.00
522 · Sunday Child Attendant	500.00	360.00	1,500.00

527 · Other	0.00	349.00	0.00
Total Christian Education	3,800.00	1,145.00	3,800.00
Church Administration			
531 · Advertising & Publicity	270.00	270.00	0.00
532 · Communications & Publicity	3,000.00	2,984.00	5,000.00
533 · Bank Charges	600.00	616.00	600.00
537 · Custodian Services	7,000.00	6,129.00	9,250.00
538 - Travel & Professional Expense		777.00	
539 · Fellowship	0.00	0.00	0.00
541 · Insurance	15,000.00	15,676.00	10,700.00
544 · Building Supplies	0.00	0.00	0.00
545 · Maintenance Bldg. & Gr Recurring	12,000.00	12,474.00	12,821.00
546 - New · Maintenance Bldg & Gr Non- Recurring	0.00	20,730.00	26,200.00
547 · Misc. (incl. Pastor Recruitment Expense)	8,000.00	1,305.00	1,100.00
549 · Office Salaries	15,600.00	26,990.00	29,960.00
551 · Office Supplies & Rep.	2,400.00	2,328.00	3,300.00
553 · Per Capita Fee	3,200.00	3,112.00	3,200.00
555 · Postage	400.00	165.00	600.00
556 · Presbytery	1,500.00	0.00	0.00
557 · Real Estate Tax	4,500.00	4,117.00	4,100.00
561 · Utilities	16,450.00	13,928.00	16,450.00
564 · Bookkeeping Support	3,500.00	2,715.00	5,000.00
6560 · Payroll Expenses	3,200.00	6,332.00	2,800.00
Total Church Administration	96,620.00	120,648.00	131,081.00
Music and Worship			
565 - Worship Coordinator (New)	13,500.00	13,393.00	0.00
566 · Music Director/Organist	13,500.00	14,175.00	22,160.00
567 · Guitar Sunday Musicians	1,500.00	780.00	4,000.00
569 - Audio Visual		249.00	
570 · Guest Musician	1,000.00	0.00	2,000.00
571 · Soundboard	1,000.00	855.00	2,000.00

572 · Music Supplies	375.00	0.00	750.00
573 · Miscellaneous	400.00	350.00	400.00
574 · Repairs and Maintenance	500.00	761.00	500.00
575 · Flowers	250.00	0.00	300.00
598 · Supply Pastors	400.00	200.00	2,500.00
Total Music and Worship	32,425.00	30,763.00	34,610.00
Pastoral Services			
577 · Medical Insurance		27,275.00	27,132.00
578 · Death & Disability		1,074.00	1,085.00
581 · Pension		12,811.00	11,938.00
582 · Dental Insurance		1,168.00	1,168.00
583 · Rental Allowance		42,895.00	45,811.00
585 · Salary	60,000.00	59,133.00	62,715.00
587 · Study Leave		-	1,230.00
588 · Vision Insurance		47.00	98.00
589 - Cell Phone	0.00	555.00	750.00
591 · Prof. Exp./Travel Reimb.	2,000.00	841.00	3,200.00
592 - Misc. Expenses (Payroll Taxes)	22,200.00	355.00	0.00
593 - Pastor Intern		200.00	
Total Pastoral Services	84,200.00	146,353.95	155,127.00
Total Expense	223,245.00	301,064.95	335,068.00
Net Income	28,705.00	(21,448.95)	(8,396.00)