

Cathedral Church of St. Luke

143 State Street

Portland, Maine 04101

Minutes of the Lesser Chapter Meeting

October 16, 2024

The meeting was held in Loring House Conference Room

Attending: Senior Warden Sam Allen, Dan McDonald, Jamie Moore, Eleanor Roberts, Clerk John Bancroft, Interim Dean George Stevens, Nancy Brain, Catherine Hyde, Stan Kuziel, Michael Thorne, Treasurer Randi Hogan

Attending virtually: Rev. Rebecca Grant

Guest: Canon Mark Furlow

#### Worship

The meeting convened with a quorum at 6:01 PM with the compline "Trust", Daily Prayer for All Seasons, p.116.

#### Guest Time

Canon Mark Furlow, new Diocese of Maine Canon for the Ordinary, and the Lesser Chapter exchanged introductions. Canon Furlow precedes his spouse and daughters who will join him in months ahead.

#### Approval of Minutes and Consent Agenda

Approval of the revised minutes of 09/18/2024 was moved, seconded and approved. The consent agenda (reports from the Interim Dean, Senior Warden and Junior Warden) was moved, seconded and approved.

#### Treasurer's Report

Treasurer Randi Hogan reviewed the monthly cathedral finances. Building repair and maintenance are running a little higher than budgeted. The diocese contributed funds to assist with renovation of the apartment. A clerical error in Restricted Fund account 3305 was corrected. Members of the Lesser Chapter thanked Treasurer Hogan for the insightful narrative accompanying each monthly financial report.

A budget leadership group (Wardens, Interim Dean, Treasurer and Chair of the Finance Committee) are compiling known anticipated expenses into the framework of a draft budget. George Cooper, Maine Diocese Finance, is providing information on compensation and benefits package calculations for a new Dean. Budget Leadership plan to reach out to parish stakeholders, vestry members and ministry leaders for input on priorities for 2025. All were

reminded that St. Elizabeth's Essentials Pantry is a Maine Diocese Jubilee Center, receiving support from the diocese and other parishes. The Food Pantry is a ministry of the cathedral that receives significant support from donors and grants.

The stewardship campaign launched with the theme, "Walk in Love." Stewardship materials were posted today. Electronic materials will be transmitted tomorrow. A Dean's Forum on Stewardship is scheduled November 24 and the Stewardship Ingathering will be December 1. All were encouraged to prayerfully consider their giving intention for next year.

#### Property Concerns

The Junior Warden's report noted concerns about the security system and the need for repairs/renovations to the Upper and Lower Halls. The Junior Warden was unable to join the meeting due to an urgent issue. The security system, through Cunningham Security, has malfunctioned frequently leading to false alarms and unnecessary calls to Portland Police. The cathedral and the diocese investigated more reliable alternative systems with capacity for integration serving the whole campus. ADT offers such systems. A motion was made, seconded and approved to switch to an ADT system at a cost of \$7000. Discussion of renovations was tabled.

#### Drug Use on Cathedral Property

Evidence of drug use on cathedral property has been observed recently. When individuals using drugs are observed, the Interim Dean has informed them that activity is not welcome and called the Portland Police. The cathedral welcomes many people of all ages and discarded needles pose health risks. Revisions to exterior lighting and an improved security system are being explored. All were reminded that Narcan is available near the AED device outside the cathedral offices.

#### Guest Policy

To increase transparency and build trust, the Lesser Chapter has reserved a period at the beginning of meetings for guests to share ideas, questions and concerns with the Lesser Chapter. Several parishioners have availed themselves of this opportunity. The Senior Warden and Interim Dean reviewed the cathedral bylaws and Roberts' Rules of Order to guide development of a guest policy. The Lesser Chapter wants to provide time to listen to the concerns of parishioners while still meeting their responsibilities for the cathedral. Draft concepts for the revised Guest Policy are attached. The Lesser Chapter members were invited to provide feedback in Basecamp with the intent of posting the revised policy in the bulletin and e-pistle in 7-10 days.

#### Bookkeeper Transition

The cathedral bookkeeper, Nina Anderson, who has provided excellent service, has given notice that she intends to resign in November as she transitions toward retirement. The bookkeeper is a contracted service. Ms. Anderson has recommended another individual with experience in church bookkeeping. The Lesser Chapter advised an initial short-term contract to aid in the transition.

### World Café Wrap-up

Discussions after each service reinforced three themes emerging from the World Café exercise:

- Clarifying our Mission as a cathedral and a parish
- Hospitality – how we welcome and care for one another
- Transparency and Trust

Feedback from parishioners has generally been positive. People are still talking about the World Café experience, reading the summaries and discussing it.

### Holiday Open House and Bazaar

Co-chairs Catherine Hyde and Dan McDonald reported that leaders for each bazaar activity are identified. More volunteers to help the leaders would be helpful. All can be coordinated through Catherine and Dan. The Open House and Bazaar are scheduled November 9 9:00-1:00.

### Old/New Business

The Interim Dean's contract was extended through December 31, 2024.

### Blessing and Dismissal

The meeting closed in prayer at 8:06 PM.

Respectfully submitted,

John Bancroft  
Clerk

Approved 11/20/2024  
John Bancroft

## Interim Dean's Report

October 2024

It was a busy month at the Cathedral of St. Luke.

### **134 Park Street Apartment**

the New Canon to the Ordinary, the Rev. Mark Furlow has signed the Memo of Understanding with the Cathedral and is currently residing at 134 Park Street.

It is expected that Canon Furlow will be departing the apartment before January 1.

### **Pastoral Concerns**

The Rev. Sam Henderson has moved to Damariscotta to live with his brother Jeff. Some of his property remains in the oratory. It will be removed in the coming weeks.

Long-time parishioner Emma Flynn will be moving to be closer to her family. Her last Sunday will be the 20th of October. Friends from the 7:30 service have organized a gathering afterwards.

The Funeral for Robert Taylor (former treasurer of the Diocese of Maine) will be held on Wednesday, October 16.

A Funeral for the Rev. Dick Ellis will be held Thursday, October 24.

### **World Café Results**

On Saturday, September 28 more than 70 members of our community gathered for a 'World Café'. Table hosts and recorders were trained to facilitate conversations with parishioners around these questions: 1. (a) What specific events at St. Luke's have enriched your life? (b) What specific events at St. Luke's have been difficult for you? 2. My hope for St. Luke's going forward is. . . .

Last week Sam Allen and I put together a summary of the results that was shared, along with the notes from each table with the congregation via email and in hard copy. These documents are included with this report.

On Sunday, I met with interested parishioners following each of the three Sunday services to talk about the main themes. Main themes are: 1. Parishioners love the Cathedral. 2. There is also pain/hurt from recent (and not so recent events) that need ongoing conversation. 3. Most parishioners are ready to engage the next part of our work together in calling new leadership.

The World Café also identified important work for us to tackle alongside a search for a new dean. These include: Understanding our Mission, Hospitality and Transparency.

### **Beginning our search for the next Dean of St. Luke's Cathedral**

Search consultant, the Rev. Pam Mott will be joining us Sunday, October 20 to begin her work with our congregation. Main parts of her work will include: Describing membership of the four committees, gathering information to help fill out our OTM profile.

### **Important Upcoming Events**

Sunday, October 20 12:00 noon-Kick off to Dean's search with the Rev. Pam Mott

Sunday, November 3 All Saints with Faure's Requiem at 10:00 a.m. and 3:00 p.m.

Saturday, November 9 Holiday Open house and Bazaar 9:00 a.m.-1:00 p.m.

Saturday, November 16 Diocesan Convention-Cathedral is hosting Eucharist-other events will take place at the Holiday Inn

### **Ongoing Work**

-HR Work-The Rev. Rebecca Grant, along with members of an ad hoc committee, are working through the HR Guidelines discussed at previous vestry meetings and will bring forth a report in coming days.

Respectfully submitted,

The Rev. George Stevens



## Senior Warden's Report October 14, 2024

Are you feeling the energy? As we transition from Conflict Transformation to being on the cusp of organizing the search for our next Dean, I'm feeling optimistic. The World Café elicited many positive comments: several people said they looked forward to future opportunities for similar collaborative discussions. We also found many common themes that indicate shared visions and ideally places in which many people will be willing to commit their time and energy in the months ahead.

The World Café came together through a team effort. Sixteen people accepted invitations to serve as table leaders and notetakers, and the notetakers did an excellent job of recording and transmitting their records to George in a timely manner. George's vision for holding the Café in our sacred spaces worked out wonderfully. I don't think we knew quite what to expect in terms of outcomes, but for me at least it was a tremendous success on many levels.

Distilling the record of the comments to major themes took some effort, but communicating those to the entire Cathedral community also seems like a very important step. George's decision to engage parishioners in a "debrief" after each Sunday service on October 13 was also a very positive step at communicating and interpreting the major findings and setting the stage for moving ahead quickly with the search for our next Dean.

A major theme of the World Café was a desire for more "transparency." This has been an issue for years, one that we need to give serious attention in our roles as spiritual leaders of the Cathedral. How can we do better? More frequent and clearer communications can help. George and I have been discussing that there is also likely to be an ingrained lack of trust by some members of our community. How do we work to restore that? Finally, I suspect that better education about the Episcopal church's polity could be helpful, especially as we move into the Dean search process. Who has authority in what area? How are decisions made? When does confidentiality limit what information can be disclosed? We have some time on our meeting Agenda this month to share our thoughts on these important issues.

We have many meetings and important events scheduled in the coming months. I'm trying to use the Basecamp calendar to mark those so that we all receive timely reminders. After our Lesser Chapter meeting this week, the next big event is the Rev. Pamela Mott's visit on Sunday October 20 to explain the process we'll use for the Dean search. This will be a very important meeting for the entire congregation. Please make every effort to attend.

May God bless our work together,

Sam Allen

## **Common themes that arose at St. Luke's World Café discussion on September 28, 2024**

### **Question 1(a): What specific events at St. Luke's have enriched your life?**

Parishioners expressed broad appreciation for St. Luke's for all three weekly Sunday worship services. Our sacred space, liturgies, and music programs are highly valued. Celebration of the Sacraments of Communion, Holy Baptism, Holy Matrimony, are all especially meaningful. Healing prayers, Funerals, Evensong, and special services at Christmas, Holy Week, and Easter are also enriching. Use of inclusive language is appreciated in our liturgies and hymns.

Many of the Cathedral's ministries enrich parishioners' sense of community by building interpersonal connections with each other and with community members that we serve. St. Elizabeth's Essentials Pantry and our Food Pantry engage large numbers of parishioners from St. Luke's and other churches and share our gifts with neighbors in need.

We build community through service on parish groups and committees such as the Choir, Healing Team, Flower Guild, Eucharistic Ministry, Ushers, Altar Guild, the Public Policy and Environmental Action Team (PPEAT), and the Kneelers Guild. Opportunities for social interaction during the week include Foyers Groups, and Community Suppers, are especially valued.

Opportunities to bring friends to the Cathedral include the Blessing of the Animals, Christmas and Easter Services, and concerts. Some parishioners find sharing our events and space in this way very rewarding.

People who are new feel welcomed into the community. The support of the LGBTQ+ community via participation in the Pride Parade is appreciated.

Bishop Brown's Consecration was an important event for the Cathedral that highlighted our diocesan connection.

**Question 1(b). What specific events at St. Luke's have been difficult for you?**

The most frequent responses concerned specific events that have led to disagreements, dissatisfaction, and in some cases disaffection and departures. These include problems with past Dean searches; reactions to a remark at a Strategic Planning meeting that some found offensive; the disbanding of the Becoming Beloved Community Committee; and conflicts over shared use of the Community Kitchen and its eventual closing. This resulted in significant conflict "behind the scenes," gossip, hurtful remarks, interpersonal struggles, and triangulation. One specific comment: "Gossip eats at our souls."

Many spoke to the need for better communication from leaders, including the Vestry, Dean, and Bishop. A desire for more "transparency" in decision making was expressed. Some people believe the Cathedral operates in a very "top-down" manner, and leaders should provide more opportunities for inclusive processes.

Individuals expressed feelings of sadness over the conflicts in the parish; of rejection; of fear that speaking up will be unwelcome; and sadness about people who have left after disagreements.

Concerns were also expressed about the number of personnel changes and departures that have been made recently. Some wanted more information about the reasons for the changes.

Other recurring themes included: Balancing tradition with openness to new types of music/liturgies; a desire to see more families and young people; that we have limited resources to meet needs for pastoral care; and the need for more robust efforts at hospitality.

**Question 2: My hope for St. Luke's going forward is ...**

Parishioners noted a diverse group of hopes for the Cathedral of St. Luke. These hopes were both practical and aspirational.

Many groups mentioned the hope for a shared mission for St. Lukes. This idea of a shared mission included a need to understand what makes the cathedral different from a parish and the role our Bishop plays in our community.



Another main emphasis was around the need for transparency in how decisions are made as well as how we communicate decisions to our community.

Some groups reported a view to the future to integrate 'New Mainers', young people, and other groups that are not currently present into our shared life. This time of 'growth' is tied to our hopes for sustainability and the desire to share the good news with the largest possible group (not just 'insiders').

The groups also reported a hope that we can continue on a path towards healing and understanding from past hurts and keep practicing the healthy communication learned in our Conflict Transformation work. We also heard that having opportunities (like World Café) to talk together was valuable. Almost universally, groups said they were ready to search for a new Dean.

More than half the groups said some version of 'St. Luke's should become a community/thought leader for Portland.'

There were many other hopes noted by multiple groups including, more than one clergy person (diversity of voice), work on our hospitality and welcome and for energetic joyful leadership.

Summary provided by Interim Dean George Stevens and Senior Warden Sam Allen

October 8, 2024

## **St. Luke's Cathedral World Café**

**September 28, 2024**

### **Appendix: Complete notes from each table**

#### **Notes from Table A**

First Group - Question 1(a) – Specific events enriching your life

- Entering the building with reverence and sense of sacredness
- Our welcoming ethos
- Youth activities
- Outreach activities (Fair, Food Pantry, PPEAT, St. Elizabeths)
- Music, liturgy and Choir
- Coffee Hour programs on environment
- Christmas Eve services
- Pot luck dinners
- Participation in Healing Team
- 5:15 service
- 10:00 service
- Consecration of Bishop Brown
- World Too Beautiful services

First Group – Question 1(b) – Specific events that were difficult for you

- Search process for Dean Foote, including turnover of Search Committee
- Head verger leaving
- Gossipy emails
- Trying to communicate with person who disagreed
- Zoom calls with Susan Czolgosz one-sided
- Lack of pastoral care in time of need
- Lack of support for community kitchen
- Lack of communication and transparency re community kitchen and BBCC

Second Group - Question 1(a) - Specific events enriching your life

- Serving as Eucharistic Minister
- Bring in others to the Cathedral, e.g. Christmas Eve
- Flower Guild service
- Events that build community, e.g. Foyers

- We need a self-sustaining Welcoming Committee
- The way we were welcomed by many

Second Group – Question 1(b) - Specific events that were difficult for you

- Lack of young people
- Lack of clarity re Staff re job descriptions (security, sexton)
- Need a person answering the phone, all calls

## SECOND QUESTION

First Table – Hopes for St. Luke's

- Time to move on, start search for new Dean
- Let go of past hurts
- Reduce gossip and secrecy
- Nip problems in the bud
- St. Luke's should become again a community thought/action leader, a beacon
- Develop policies and protocols to address problems
- Have opportunities like this World Café to talk together
- Have liturgies that reflect our reality, not exalt patriarchs
- Energetic, enthusiastic leadership
- Attract young people to move into leadership
- Dean with younger children
- Accommodate busy schedules
- A vibrant, welcoming, energetic parish with children
- See our outreach guests involved in parish activities (services, ministries)
- Reach out to other religious and ethnic groups

Second Table – Hopes for St. Luke's

- Agreement that we are ready to move on with the search; that we've learned how to transform conflicts
- Become a community resource in spirituality
- Translate Christianity into contemporary spiritual language
- Attract the young
- Increase utilization of the facility – game night, meals, activities run by another church or group
- Bring people from different ministries within the parish to work together on a common goal
- We need more than one clergy person
- Clarify BBCC issue

- Invite other faith leaders to preach and teach
- More opportunities for fellowship (changing tables during this World Café exercise was good)

## SUMMARY OF MAIN POINTS FROM ALL GROUPS FROM TABLE A

### Specific events enriching your life

- ❖ The current services and ministries at the Cathedral were appreciated and applauded, but some felt there was need for more a more structured welcoming procedure and more opportunities to build and maintain community.

### Specific events that were difficult

- ❖ Some past events that caused disagreement and dissatisfaction (the Search for Dean Foote [and, not mentioned, for Dean Shambaugh], the BCC experience, the racist comment during a Strategic Planning session, the withdrawal of support for the community kitchen).

### Hopes for St. Luke's

- ❖ Move on with the search, letting go of past hurts and armed with techniques to address future conflicts and disagreements
- ❖ Restore St. Luke's to a position of community thought and action leadership
- ❖ Modernize our liturgies
- ❖ Attract families with children
- ❖ Expand our spiritual and secular leadership into the wider community
- ❖ Open our facility to more varied religious and secular activities
- ❖ Expand opportunities for parish-wide fellowship

## Notes from Table B

### **Themes from Question 1A - specific events at St. Luke's that have enriched your life**

\* Worship (including the music and good preaching) across the variety of services that we offer that minister to so many different needs and styles (specifically mentioned Christmas/Holy Week/Easter, bonfire at the Easter Vigil, 5:15 service, funerals, consecration of the Bishop, blessing of the animals, etc.)

\*Participation in ministries (specifically mentioned Haiti, ushers, altar guild, working with youth, and the revitalization of St. E's/food pantry after the passing of Chuck Sawyer)

\*Sense of family/community (specifically mentioned building relationships with new people, things that were implemented during the pandemic that brought people together in

new ways such as Zoom church and phone check-ins to all parishioners, community suppers, and bringing family along to church when they visit)

### **Themes from Question 1B - specific events at St. Luke's that have been difficult for you**

\*Frequent change and rotation of people within the church (including parishioners, long-term volunteers, clergy, bishops, admin staff, etc.) and all of the reasons people may leave St. Luke's (moving away, people getting pushed away, taking a new position, death, etc.)

\*Impact of conflict going on behind-the-scenes - some people are completely unaware of it, some people are VERY aware of it, secrecy making it difficult to know the source of conflict and how to move through it

\*Relationships with people - some people hold hard feelings for incredibly long periods of time about things that have happened to them or decisions made that they disagreed with, some people have offered to volunteer in various groups and been told volunteers weren't needed at the time leading to discouragement for future participation in other ministries, fear/paranoia that being associated with one source of conflict will lead to people being unwelcome in unrelated activities led by people on the "other" side of that conflict

\*Practical concerns - lack of resources to maintain our facilities and consistently deferring maintenance, long distance to drive to services at the Cathedral, conversation in the nave prior to services making it difficult to enter a contemplative frame of mind in preparation for the service

Specifically mentioned conflicts - participation in the Becoming Beloved Community Committee and its aftermath, the parish-wide meeting about the language used in a long-range planning team meeting and its aftermath, the end of the commercial kitchen, the frustration of long-time parishioners needing to be supervised for simple tasks like washing dishes when the kitchen was being used commercially. I would like to note that there are some people who are clearly working through a healing process of deep wounds that continue to impact their experience of St. Luke's now.

One person stated that they expect some difficulties in any church/organization, but they have not personally experienced any conflict so serious that they have ever considered leaving St. Luke's.

### **Themes from Question 2 - hopes for St. Luke's moving forward**

\*Combining "new" and "old" in all aspects of parish life - honor tradition and honor who we were while embracing where we are and where we're going, caring for the needs of who is here now and not lose sight of who we are while also welcoming in new people who better reflect our church neighborhood (generationally, racially, ethnically, etc.)



\*Making our church the center of the community/neighborhood - host more big celebrations that aren't even necessarily religious that invite in more of the community/neighborhood, demonstrating what it means to "love our neighbor" and tying all of our activities and decisions to that, build out our mission work to be even more outreach as much of what we do right now feels more inward-looking, getting the mission/message across of St. Luke's through the barriers of social/societal perception of what Christianity is, embodying Jesus in our welcome while understanding that there are costs/sacrifices as well as benefits when living out Jesus' words, make a plan to maintain our beautiful building, proclaim the Gospel

\*Balancing the roles of being both the Cathedral and a parish

## Notes from Table C

### Question 1

#### Difficulties:

Structure – hard to hear, too dark, hard to navigate (difficult for older folks).

Transparency – too much secrecy, firings were disturbing& not understood.

Not Welcoming to younger families.

Lack of openness to seeing/understanding another person's experiences.

Need to be more flexible to meet individual needs.

Balancing tradition with openness to new types of music/liturgies.

An undercurrent of back biting & gossip exists.

Conflict, i.e. backstabbing, gossip --- some members very aware& sensitive to it &

others not aware of it at all.

Some individuals feel personally rejected.

#### Positives:

Outreach ministries: teamwork, helping the greater community, role in greater community, expression of God's will, uplift each other (volunteering team and those served).

Healing team/Chapel.

Worship – building, music, flowers, preaching, time for quiet prayer.

Helping others both within our community & in the greater community.

Eucharistic ministry (connecting with isolated individuals helps both the ministry & those being ministered to).

### Question 2

Clarity of Mission & all ministries reflect that mission.

Empowerment ministries in addition to existing ministries.

Actions are extremely important – function as you believe God wants you to act –

share spirit of love internally & externally.  
Educated in Gospel — understanding of God & how God works.  
More Fellowship opportunities.  
Active Listening (congregants practice).  
Importance of community, being a community even when we disagree and/or do not like each other.  
Recognize that we have more in common than are different.  
Let go of grievances, forgive, stop fighting battles & move forward.

## Notes from Table D

Question 1(a): What specific events at St. Luke's have enriched your life?

Participant's marriage at St. Luke's

Events including:

Chili Cookoff, as fundraiser, emphasis on community mission

Church suppers with a topic and then discussion (PPEAT sponsored, for example)

Foyers

Ceremony to honor copper beach tree

Dedication of the labyrinth

Pride Parade participation, meaningful, St. Luke's as a safe space

Working with City to gain permits for the kitchen

Small chapel services presided over by the Bishop, intimacy of connection in small space

Being invited in specifically to participate in an activity or process (mentioned by several)

In worship:

Easter vigil, Christmas Eve service

Eucharist (mentioned by several, a time when we are all one)

Prayers, (especially, "all desires are known", healing prayers)

Music, hymns are meaningful, moving

Welcoming, especially of members of the LGBTQ community (welcome mentioned by several)

Preaching

Care and support from community during need (illness, etc.)

Question 1(b): What specific events at St. Luke's have been difficult for you?

No outreach during a protracted absence from church

COVID, the disruption of sense of community

Out of the loop, out of the community on return

Lack of information from the top down to me, lack of transparency, did not know about closure of the kitchen for example

Gossip, triangulation, concerns not addressed directly

Sad, disappointed by the hurt

Challenge of working with the Season of Creation liturgy (not disagreement, but a learning experience)

Feeling of inability to speak up, referenced last meeting of the strategic planning committee (not having the skill or tools)

Lack of leadership, from the Bishop as well

Question 2: My hope for St. Luke's going forward is. . . .

Get on with it, begin search for the next Dean, move forward now to create the environment we desire for the new Dean

Not ready to begin search because we haven't yet resolved the conflict or practiced what Susan (the consultant) taught

Avoid inward focus

Keep the doors open (literally)

Meet each other with love, find comfort to face our lives, understand individual journeys are different

Keep progressive ideology

Welcome the stranger, meet people where they are, commitment to hospitality

Greater support for and growth for young adult community

Spiritual resource for the Portland community and the state of Maine (that St. Luke's does something unique, that if St. Luke's were to close, the wider community would feel a deep loss), do what the church does foremost, develop a radical commitment to Christ, cast a wide net, focus on the "Great Commission"

Speak openly and honestly with one another with love, learn to address difficulties directly

Dean able to "translate" for non-Christians

Enough clergy to support volunteer leadership (at least two)

Specifically, a person (possibly a volunteer) to answer the phone, to provide initial welcome and guidance

Continue to be an enthusiastic worship community

Take Christian service out into the community, greater welcome for the immigrant "new Mainer" community (some of whom may be Anglican)

Outreach in the Episcopal tradition of service, community involvement is part of our identity

Music

More tenors for the choir

Children's choir

Music from "Lift Every Voice and Sing"

## Notes from Table E

Question 1(a): Difficulties:

COVID shut down.

People leaving the Cathedral.

Title 4 against the Dean.

Perceived racial slur comment causing unraveling.

Disbandment of Becoming Beloved Community Committee.

Anguish over Thurl's leaving and no recognition of his accomplishments and gifts.

Struggle to find ways to use personal gifts.

Struggles with electronic communications.

Communications: ZOOM good but should it replace all other avenues of communication.

More person to person interactions important. Maybe a newsletter too?

Strive for inclusion of all parishioners.

Community Kitchen : outreach/income vs parish only.

Lack of instruction for people taking on new positions in parish life.

Question 1(b) Positives:

Maundy Thursday Vigil (even with the police arrival).

Planning Group Meetings.

Support of ministries – Outreach and Tuesday /Thursday A.M. meetings

Sunday Worship.

Eucharist.

Community – Foyers - Small groups, getting together outside of Sunday.

Holiday Fair- Reception from the public.

Flower Guild.

Friendships.

Music.

Parish Family.

Clergy.

Thursday Night Suppers.

Friday Compline.

Noon ZOOM meetings – seeing people in their own environment, more intimate

Expansion of faith.

Usage of inclusive egalitarian pronouns.

Christian – Good job.

Kneelers: Having all parishes in state contribute a kneeler from their church.

## Question 2: Our Hopes for the Cathedral:

Clarity of our Mission: Cathedral and a parish church:

How do we reconcile the two?

What are we known for?

Transparency of decisions by Vestry.

Notice of items coming before the Vestry and opportunity for Q and A.

Notice that vestry meetings are open to all parishioners.

Transparency of search for Dean with input from the parishioners.

More seeking of parishioners' feedback.

Posting our financial presence.

Less gossip, more facts, understanding the need for confidentiality.

Become less stuffy but continue the elegance of the service.

Move beyond the racial slur and stop perpetuating bias by being biased. Let him/her who is sinless cast the first stone.

Revitalization of programs ended during the pandemic.

Send out Eucharistic ministers to take communion to sick and shut ins.

Pastoral care revival...visitations.

Advertising that we are here and what we do or are doing. Reach out to the city and community.

Emphasize hospitality.

Potluck meals with invitations to community.

Form a children's choir from the church, other churches, community.

Holiday Bazaar – Come for S'mores with George Outdoors.

Recognize depth of hurt and process healing.

Do nontraditional community items.

So much is good about and at the Cathedral...just keep building on that. Keep JOY.

## Notes from Table F

What enriched:

Christmas, coffee hour, community suppers, fairs, choir/music, Sunday worship, foyers, weddings, baptisms, chili cookoff, pride parade participation, creation banner, multiple worship opportunities (services)

Challenges/difficulties: vestry is too "businesslike"

Anxiety about doing something wrong (she was referring to a small group she was trying to be part of)



“This is the way we have always done things” was a frequent refrain and felt to be too rigid or limiting.

Need to be more welcoming during coffee hour and smaller groups. The first interaction can be very important, both positive or negative depending on how it goes and who initiates it. More regular availability and wearing of name tags would help. The “burden of welcome” should not be on just a few people (ie clergy). Be radically welcoming in every setting

Gossip “eats at our souls”

Departure of Ben seemed to be full of turmoil and was not well explained

Conflict in groups, wardens, vestry

Make community suppers more widely contributory like more pot luck and not a small group of “providers” to prepare and serve the food. This would create a feeling of more fellowship.

Missing Suzanne’s “female voice and point of view”

Hope for a female dean

Congregation is “spread out” with many different groups and activities and services

Some small groups in past were looking for support but got “passed over” by the dean/vestry

Need to call new Dean that will “love us” and wants to be HERE

With lots of events, there can be “cross scheduling” conflicts, like community suppers on Thursday night conflicting with choir practice. This does not reflect welcoming/inclusivity

My hope for St. Luke’s is:

increasing fellowship and strength, community events/dinners, also non-church activities good for publicity and exposure to new groups.

Clear mission

Strong community, kindness, advocacy

Grow and prosper, “where are new people”?

5:15 service to continue, music, contemplative, less pomp and circumstance, low key, relaxed, reflection vs homily – a menu of alternative services along with opportunities for everyone at St. Luke’s to be together.

Occasional creative and amazingly beautiful events and services that could reach parishioners and many others in the community – example solstice services at St John the Divine

Problems should be dealt with directly, no triangulation, no gossip. As a tool for this, consider “stepping back” from gossipy conversations or call out “third party sources”

We need to learn/be taught to be a healthy community. We need to learn/be taught how to be welcoming and open (not something that comes naturally to certain denominations.)

This will have a ripple effect and be noticed by newcomers

Some people feel limbo over 1. Kitchen and 2. Dean leaving

Regarding singing/choir: if there is a soloist or Cantor, they need a microphone

Transparency: in many conversations this word was never said but most conversations were about this.

Mission should be 1. Clearly stated and 2. Informed by the Gospel

Removing obstacles to proclaiming and incorporating Gospel in our actions (conflict being an example of an obstacle)

“Outreach should not be just charity but empowerment” (no further explanation)

The offerings of the Cathedral become an indispensable part of our lives. In a positive way, parishioners should feel something missing if they are away or have not been in a while.

The cathedral is a part of them and [they are] a part of the community.

The dean/clergy are caring on a personal level – example of raising an issue with the previous dean with no response, then being asked for a significant financial contribution

Expand healing team. Some other churches have capacity for almost all parishioners, not just one station.

What does it mean to be called to be part of the Cathedral rather than just attending a church..

Cathedral mission vs smaller parish/church mission

## Notes from Table G

Question 1a: what specific events at St. Luke’s have enriched your life?

-Jesus’ teachings, sacrifice, resurrection

-richness of worship: liturgy, music, holy Eucharist

-seat of significant events of our lives, parish, and diocese including ordinations, Bishop consecration, weddings, funerals etc.

-sense of community, belonging, relationships, connections

-inspired by Community Kitchen, 5:15 service

1b. What specific events at St. Luke’s have been difficult for you?

-interpersonal struggles, hurtful remarks, yelling at one another, triangulation

“If I come here to take communion but do not feel in communion with other people ”.

-Top-down organization with secret closed-door decisions, poor inclusion of/ communication with parish. (One example, a past Bishop had overruled committee who

- had researched and proposed a clergy member to call)
- Vestry is not leading, needs training about their role?
- sadness/grief for those who left, felt pushed out and unwanted
- sanctuary is too warm in summer, need AC

2. My hope for St. Luke's going to forward is...

- Get on with call of new Dean, "forgive, forget, let go"; "it's taking too damn long"
- resume 2 clergy
- better listening and more collective decision making; make sure parishioners feel heard and included; more transparency from clergy/vestry to congregation
- articulate mission, what are priorities? Historically inward focused, move more toward external engagement. "A voice for social and economic justice".
- grow congregation through outreach, invite in immigrants (translate bulletin into their language) families, children; reach out to near neighbors
- Care for physical building "I think this building is holding us up".
- How to connect to cruise ship visitors who want to visit the Cathedral?

## Notes from Table H

Question 1(a) What at St. Luke's has enriched your life?

Serving as a Eucharistic minister

5:15 service – speaks to my heart; fills my soul; has music that touches me

Weddings, baptisms, funerals – marking life events and establishing a sacred connection

Helping the cathedral expand into video – using technical skills to expand the reach

7:30 worship

Personal interaction with lay leaders

Serving in the food pantry – interaction with neighbors

Healing team

Evensong

tSinging in the choir – singing the hymns

Question 1(b) What has been difficult for you?

The first interim Dean

The Episcopal Holy Week practices were disorienting for someone from a Lutheran background

After an audition, being turned away from the cathedral choir  
Strategic Planning Committee ceased without closure  
Not understanding what happened with several recent conflicts  
Unspoken conflicts  
Not having a live person always available in the cathedral office to greet and welcome (a potential volunteer opportunity)

Question #2:

My hope for St. Luke's going forward is...

Eucharist that is full and exciting.  
committed to inclusion and intentional welcoming of all.  
an active participant in our community that becomes "a space without walls."  
Vision Statement - "The Cathedral of St. Luke, through its transformative offerings, becomes an intrinsic and essential part of the lives of an ever-growing and ever-renewing congregation of increasingly diverse members of the greater Portland community."  
where there is a plan for implementing the vision.  
where gifts for ministry are identified and welcomed inclusively, and where new ideas are welcomed.  
"Where our spiritual gifts are identified and supported as a blessing to all."  
"Where no one shows up to volunteer and is told, 'We don't need volunteers.'"  
that a new Dean is called sooner rather than later enabling us to staff appropriately.  
where our identity and mission are clearly focused on the common faith that serves as its foundation – "where the Kerygma is given fundamental significance and music and sermons are transformative"; "with a focus on not just the how, but clarity about the what and why"  
where ministries relate directly to the mission, where mission informs our decisions.  
where communication is clear and transparent, so undercurrents of confusion and distrust are not allowed to develop.  
where conflict is seen as an opportunity to grow.

## Report of the Junior Warden

October, 2024

A quick summary of some of the issues in the past month:

-The apartment renovation was finished. Fred and Pat Fowler did an outstanding job. They did 30 years of deferred maintenance in 21 days! We are so grateful for their help.

-Finance approved spending for our move to ADT/Everon from Cunningham Security. For the initial phase we are just replacing the sensors in the existing locations (a couple of minor additions). The other advantage is the updated technology will allow for full web based controls and future upgrades such as entry keypads and video monitoring if we desire. We have experienced \$1600 in fines due to false alarms and police responses. Cunningham Security has been unresponsive to our needs. Both St. Luke's and the Diocese will be changing to ADT/Everon in the near future. Three bids were obtained. The details are in an earlier post. The Cunningham bid was slightly higher and the third bid technology was not robust enough to monitor everything on a single platform. FYI. Fred Fowler has written to the Portland Mayor to see if we can get some relief.

-There have been some incidents involving needles, unhoused people, people with mental health challenges. We have to address the safety of the congregation while being sensitive to the larger issues. We will be updating our lighting as well as enhancing the existing camera with the ability to have a recorded message on motion sensing (can be timed for off hours). We will be looking at other opportunities and options. As a note **Do not pick up sharps or needles found on public property! Please call the Department of Public Works at 207-874-8493 or submit a request through Portland 311.**

-We have a couple of work days planned to help us get ready for the fall and the Diocesan Convention and Fall Fair. October 19th and November 2nd are the dates we will be working here.

--We will have a brainstorming session this fall to get the congregation's ideas around upgrades to the Upper Hall.

-We have someone interested in putting the lower hall into a rental website for much higher visibility. More information to follow.

Major Costs for 2025 and beyond:



-The Tower assessment costs will be approximately \$3000 utilizing Thad Gabryszewski at Lincoln Haney. This compares very favorably with our original proposal from another vendor. This will allow us to have a bid document for vendors.

-There are several areas of roof slate that need repair. We don't have a cost on that yet but will be obtaining bids in the near future.

-We have quotes for the Upper Hall and Lower Hall windows, as well as all the offices etc...Costs are approximately \$200,000. This work can be done over a few years, but the Upper Hall and Lower Hall sills and windows are in horrible shape, well beyond useful life. The current windows are approximately 40 years old.

-We are obtaining replacement rug quotes (and exploring flooring options) for the Upper Hall and Hallways. Order of magnitude is \$20k. Upper hall is ~38x36 (~1400 sq feet). @ \$10/sq ft is \$14k plus additional for hallways.

-We need to start saving for the boiler replacement of \$50,000+- as the current system is nearing the end of its useful life. Although we maintain it well, it will be in the near term not long term in which it will need replacing.

-Our snowplowing will be more expensive this year as we are adding shoveling as well. Likely costs will be in the \$12k range if we have a normal season. We are obtaining three quotes.

Cathedral Church of St. Luke  
Portland, Maine

**Treasurer's Report** - October 11, 2024

Randi Hogan, Treasurer

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This report covers our financial position as of September 30, 2024.

**Overall Financial Position:** As of September 30, 2024, the Cathedral's total assets stand at \$4,382,627.20 with \$387,928.56 in cash and \$3,994,698.64 in investments. Our total liabilities remain at \$0, resulting in a net asset position of \$4,382,627.20.

Through September, our revenues were \$525,856.65, expenses were \$626,425.63, and net income (loss) was (\$100,568.98).

**Income:** In September, we received total income of \$29,250.20. Key income sources were:

- Pledges and contributions: \$10,896.74
- Transfer from endowment: \$13,428.88

While the amount budgeted for 2024 pledges was \$425,000, the actual amount pledged is \$409,772. Of those pledges, outstanding commitments total \$130,596. A reminder and request for pledge payments has been posted in Cathedral communications.

**Expenses:** Total expenses for September were \$67,409.22, which included:

- Facilities and maintenance: \$23,820.56
- Pastoral leadership: \$15,694.80
- Administration: \$10,074.35

Building repair and maintenance this month of \$12,863.92 includes costs of basic renovations to the Cathedral apartment. The Diocese will contribute \$4,750 towards the renovation expenses.

**Budget Performance:** Year-to-date, our income is 70% of budget, while expenses are a bit over 73%.

**Net Assets Breakdown:** Our net assets of \$4,382,627.20 are categorized as follows:

1. Unrestricted operating fund: \$100,846.37
2. Endowed funds: \$3,994,698.64
3. Church designated funds: \$189,471.65
4. Donor designated funds: \$97,610.54

###

St. Luke's Cathedral  
**Treasurer's Report**

Date Range: Sep 1st 2024 - Sep 30th 2024 | Filtered by: Core Account

Accounts	Actual Sep 01, 2024 - Sep 30, 2024	Actual This Year Year to Date	Annual Budget This Year Year	Annual Budget Remaining This Year Year	Actual Last Year Year to Date
<b>Revenues</b>					
6002 Transfers from Endowment Contribution Revenue	13,428.88	120,859.92	161,147.00	40,287.08	111,624.21
4010 Pledges - current year	9,499.10	287,461.71	425,000.00	137,538.29	327,987.01
4011 Pledges - prior year	0.00	2,646.90	5,000.00	2,353.10	4,811.75
4012 Non Pledge contributions	876.27	20,544.39	28,000.00	7,455.61	13,079.27
4020 Plate contributions	521.37	7,241.07	14,000.00	6,758.93	8,376.94
4030 Special Collections	0.00	4,661.00	4,000.00	(661.00)	3,856.00
<b>Total Contribution Revenue</b>	<b>10,896.74</b>	<b>322,555.07</b>	<b>476,000.00</b>	<b>153,444.93</b>	<b>358,110.97</b>
<b>Rental Revenue</b>					
4110 Rent - parking	1,180.00	12,052.50	10,000.00	(2,052.50)	9,745.00
4115 Rent - Building	260.00	18,132.50	30,000.00	11,867.50	18,960.00
<b>Total Rental Revenue</b>	<b>1,440.00</b>	<b>30,185.00</b>	<b>40,000.00</b>	<b>9,815.00</b>	<b>28,705.00</b>
<b>Other Operating Revenue</b>					
4210 Codman Trust Revenue	0.00	12,335.78	13,613.00	1,277.22	14,046.07
4215 Hamlin Trust Revenue	0.00	4,823.48	5,448.00	624.52	5,627.18
4220 Music Program Revenue	0.00	453.01	2,000.00	1,546.99	5,631.00
4231 Community Kitchen Rental Fees	0.00	747.50	0.00	(747.50)	7,506.05
4240 Diocesan Use of Church	2,947.59	26,528.31	35,371.00	8,842.69	23,580.72
4245 Grants from Diocese	0.00	0.00	0.00	0.00	4,000.00
4246 Interest Income - Operating	536.99	6,439.52	4,000.00	(2,439.52)	5,089.36
<b>Total Other Operating Revenue</b>	<b>3,484.58</b>	<b>51,327.60</b>	<b>60,432.00</b>	<b>9,104.40</b>	<b>65,480.38</b>
<b>Fundraising Revenue</b>					
4310 Holiday Fair Receipts	0.00	84.06	10,000.00	9,915.94	0.00
4320 Other Fundraising Receipts	0.00	460.00	0.00	(460.00)	248.66
4330 Community Suppers	0.00	385.00	0.00	(385.00)	(116.78)
<b>Total Fundraising Revenue</b>	<b>0.00</b>	<b>929.06</b>	<b>10,000.00</b>	<b>9,070.94</b>	<b>131.88</b>
<b>Total Revenues</b>	<b>\$ 29,250.20</b>	<b>\$ 525,856.65</b>	<b>\$ 747,579.00</b>	<b>\$ 221,722.35</b>	<b>\$ 564,052.44</b>
<b>Expenses</b>					
<b>Pastoral Leadership</b>					
5001 Dean's Salary	5,153.84	47,673.02	67,000.00	19,326.98	34,652.64
5002 Dean's Housing Allowance	4,076.92	37,711.51	53,000.00	15,288.49	8,307.63
5003 Dean's Pension	1,800.00	16,200.00	21,600.00	5,400.00	8,050.52
5004 Dean's Benefits	3,646.00	32,814.00	44,574.00	11,760.00	3,183.27
5005 Dean's Expenses	0.00	0.00	1,000.00	1,000.00	565.71
5006 Dean's Continuing Education	0.00	640.00	0.00	(640.00)	0.00
5007 Interim Dean's Package	0.00	0.00	0.00	0.00	4,968.44
5008 Dean Search Expenses	0.00	4,000.00	20,000.00	16,000.00	20,000.00
5009 Pastoral Leadership Background Checks	0.00	0.00	500.00	500.00	715.00
5010 Canon Priest Salary	0.00	0.00	0.00	0.00	20,000.00
5020 Deacon's Support	0.00	385.88	750.00	364.12	2,500.00
5025 Staff Clergy	0.00	4,045.98	8,092.00	4,046.02	5,741.04
5026 Staff Clergy Pension	0.00	630.17	1,568.00	937.83	1,351.65
5030 Clergy SE	706.14	6,841.32	7,328.00	486.68	3,712.49
5031 Supply Clergy	311.90	536.90	0.00	(536.90)	0.00
5032 Supply Clergy Mileage Reimb	0.00	47.88	0.00	(47.88)	0.00
5033 Sabbatical Coverage	0.00	0.00	0.00	0.00	11,025.00
<b>Total Pastoral Leadership</b>	<b>15,694.80</b>	<b>151,526.66</b>	<b>225,412.00</b>	<b>73,885.34</b>	<b>124,773.39</b>

<b>Accounts</b>	<b>Actual Sep 01, 2024 - Sep 30, 2024</b>	<b>Actual This Year Year to Date</b>	<b>Annual Budget This Year Year</b>	<b>Annual Budget Remaining This Year Year</b>	<b>Actual Last Year Year to Date</b>
<b>Program Expenses</b>					
<b>Music</b>					
5120 Music Director Salary	5,335.96	46,063.03	73,001.00	26,937.97	51,793.43
5121 Music Director Benefits	1,005.74	9,969.58	11,446.00	1,476.42	9,778.98
5122 Music Director Pension	547.50	4,702.50	6,570.00	1,867.50	4,784.04
5123 Music Director FICA	406.54	3,774.73	5,585.00	1,810.27	3,728.21
5124 Music Director Contractor Subs	0.00	1,889.00	4,000.00	2,111.00	2,576.00
5125 Music & Liturgy	774.60	5,259.78	8,000.00	2,740.22	8,136.80
5126 Organ & Piano Maintenance	260.00	2,100.00	3,000.00	900.00	630.00
<b>Total Music</b>	<b>8,330.34</b>	<b>73,758.62</b>	<b>111,602.00</b>	<b>37,843.38</b>	<b>81,427.46</b>
<b>Altar &amp; Flower Guild</b>					
5130 Altar Supplies	142.66	3,045.77	2,000.00	(1,045.77)	514.73
5131 Flower Fund Support	0.00	1,000.00	1,000.00	0.00	1,000.00
<b>Total Altar &amp; Flower Guild</b>	<b>142.66</b>	<b>4,045.77</b>	<b>3,000.00</b>	<b>(1,045.77)</b>	<b>1,514.73</b>
<b>Worship</b>					
5141 Worship Supplies	55.00	568.78	1,500.00	931.22	428.28
5142 Special Service & Holiday Advertising	0.00	556.00	1,500.00	944.00	556.00
<b>Total Worship</b>	<b>55.00</b>	<b>1,124.78</b>	<b>3,000.00</b>	<b>1,875.22</b>	<b>984.28</b>
<b>Education</b>					
5150 Education Coordinator Salary	0.00	5,340.36	11,108.00	5,767.64	7,880.63
5151 Education Coordinator FICA	0.00	408.57	850.00	441.43	602.84
5152 Adult Education	0.00	0.00	500.00	500.00	0.00
5155 Church School	86.26	200.88	300.00	99.12	0.00
5156 Child Care	0.00	0.00	1,000.00	1,000.00	490.00
<b>Total Education</b>	<b>86.26</b>	<b>5,949.81</b>	<b>13,758.00</b>	<b>7,808.19</b>	<b>8,973.47</b>
<b>Fellowship &amp; Stewardship</b>					
5160 Parish Activities	100.00	1,787.06	5,000.00	3,212.94	11,270.60
5162 Stewardship	0.00	0.00	500.00	500.00	500.00
<b>Total Fellowship &amp; Stewardship</b>	<b>100.00</b>	<b>1,787.06</b>	<b>5,500.00</b>	<b>3,712.94</b>	<b>11,770.60</b>
<b>Community Kitchen</b>					
5170 Community Kitchen Manager Salary	0.00	0.00	0.00	0.00	16,039.80
5171 Community Kitchen Manager FICA	0.00	0.00	0.00	0.00	1,227.08
<b>Total Community Kitchen</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>17,266.88</b>
<b>Vestry</b>					
5200 Retreat	0.00	471.79	0.00	(471.79)	0.00
5202 Other Vestry Expense	0.00	0.00	500.00	500.00	1,030.99
<b>Total Vestry</b>	<b>0.00</b>	<b>471.79</b>	<b>500.00</b>	<b>28.21</b>	<b>1,030.99</b>
<b>Total Program Expenses</b>	<b>8,714.26</b>	<b>87,137.83</b>	<b>137,360.00</b>	<b>50,222.17</b>	<b>122,968.41</b>
<b>Outreach</b>					
5300 Community Outreach	0.00	25,700.00	25,700.00	0.00	14,865.73
<b>Total Outreach</b>	<b>0.00</b>	<b>25,700.00</b>	<b>25,700.00</b>	<b>0.00</b>	<b>14,865.73</b>
<b>Administration</b>					
5410 Staff Salaries	4,753.84	43,973.02	61,800.00	17,826.98	42,080.75
5411 Staff Benefits	47.48	427.32	562.00	134.68	412.01
5412 Staff Pension	380.31	3,327.70	4,944.00	1,616.30	2,522.30
5414 Staff FICA	363.67	3,363.91	4,728.00	1,364.09	3,219.20
5418 Payroll Processing Fees	48.00	608.00	1,200.00	592.00	684.00
5420 Contracted Accounting Services	2,055.00	18,495.00	24,568.00	6,073.00	17,955.00
5425 Insurance - Workers Comp	0.00	1,541.25	4,000.00	2,458.75	3,679.00
5428 Bank Charges	174.43	1,933.72	3,000.00	1,066.28	1,739.58
5430 Office Supplies	26.36	1,549.19	3,000.00	1,450.81	1,924.48
5431 Postage	96.00	501.23	2,000.00	1,498.77	685.98
5432 IT Expenses	808.45	7,538.55	13,000.00	5,461.45	5,460.67
5433 Telephone & Internet	589.87	5,119.33	6,800.00	1,680.67	4,855.72

Accounts	Actual	Actual	Annual	Annual	Actual
	Sep 01, 2024 - Sep 30, 2024	This Year Year to Date	Budget This Year Year	Budget Remaining This Year Year	Last Year Year to Date
5435 Printing & Equipment Lease	220.39	5,097.00	8,500.00	3,403.00	6,309.16
5437 Communications/Marketing	10.55	42.20	4,000.00	3,957.80	191.88
5440 Miscellaneous Expense	500.00	500.00	1,200.00	700.00	265.00
<b>Total Administration</b>	<b>10,074.35</b>	<b>94,017.42</b>	<b>143,302.00</b>	<b>49,284.58</b>	<b>91,984.73</b>
<b>Building</b>					
5501 Sexton Salary	873.00	7,476.75	12,000.00	4,523.25	13,681.33
5502 Housekeeper Salary	1,296.00	11,430.00	14,040.00	2,610.00	10,432.59
5503 Security Salary	0.00	6,922.43	14,270.00	7,347.57	0.00
5504 Housekeeper, Sexton & Security FICA	165.92	1,975.94	3,084.00	1,108.06	1,837.67
5510 Insurance - Property	5,049.50	20,086.00	20,200.00	114.00	17,580.00
5520 Property Tax	0.00	2,031.09	4,200.00	2,168.91	1,918.33
5525 Heating Fuel	228.24	18,620.94	26,000.00	7,379.06	23,229.36
5526 Electricity	2,445.25	13,629.12	22,000.00	8,370.88	16,298.90
5527 Water & Sewer	351.93	2,943.98	5,000.00	2,056.02	2,872.38
5528 Parish Hall Gas	111.41	1,181.99	1,800.00	618.01	1,254.70
5529 Rubbish Removal	435.39	3,893.53	4,000.00	106.47	2,449.79
5530 Building Repair & Maintenance	12,863.92	66,189.70	50,000.00	( 16,189.70 )	22,197.78
5540 Parking Lot Expense	0.00	9,715.00	16,000.00	6,285.00	15,850.00
5542 Building Reserve Contributions	0.00	20,000.00	20,000.00	0.00	20,000.00
<b>Total Building</b>	<b>23,820.56</b>	<b>186,096.47</b>	<b>212,594.00</b>	<b>26,497.53</b>	<b>149,602.83</b>
<b>Diocesan</b>					
5601 Assessment	9,027.50	81,247.50	108,330.00	27,082.50	78,603.03
5603 Episcopate	77.75	699.75	1,200.00	500.25	794.25
5605 Theological Education	0.00	0.00	1,500.00	1,500.00	0.00
<b>Total Diocesan</b>	<b>9,105.25</b>	<b>81,947.25</b>	<b>111,030.00</b>	<b>29,082.75</b>	<b>79,397.28</b>
<b>Total Expenses</b>	<b>\$ 67,409.22</b>	<b>\$ 626,425.63</b>	<b>\$ 855,398.00</b>	<b>\$ 228,972.37</b>	<b>\$ 583,592.37</b>
<b>Net Total</b>	<b>( \$ 38,159.02 )</b>	<b>( \$ 100,568.98 )</b>	<b>( \$ 107,819.00 )</b>	<b>( \$ 7,250.02 )</b>	<b>( \$ 19,539.93 )</b>



St. Luke's Cathedral  
**Statement of Financial Position**

As of: Sep 30th 2024

Accounts	Balance Sep 30, 2024	Balance Aug 31, 2024	\$ Change
<b>Assets</b>			
Checking			
1001 Operating Account 1506	100,846.37	139,100.56	( 38,254.19 )
1002 Restricted Fund Account 3754	284,241.13	286,783.90	( 2,542.77 )
1003 Dean's Discretionary Account 1549	2,840.06	2,480.87	359.19
1005 Canon Priest Discretionary Account 0410	1.00	1.00	0.00
Total Checking	387,928.56	428,366.33	( 40,437.77 )
Investments			
1011 Investment Account 91248257	3,994,698.64	3,961,928.96	32,769.68
Total Investments	3,994,698.64	3,961,928.96	32,769.68
<b>Total Assets</b>	<b>\$ 4,382,627.20</b>	<b>\$ 4,390,295.29</b>	<b>( \$ 7,668.09 )</b>
<b>Liabilities &amp; Net Assets</b>			
Liabilities			
Total Liabilities	0.00	0.00	0.00
Net Assets			
Unrestricted Funds			
3000 Operating Fund	100,846.37	139,100.56	( 38,254.19 )
Total Unrestricted Funds	100,846.37	139,100.56	( 38,254.19 )
Restricted Funds			
Church Designated Restricted Funds			
3100 Audit Expense Reserve Fund	7,500.00	7,500.00	0.00
3110 Building Loan & Repairs Fund	23,000.00	23,000.00	0.00
3140 Special Funds Interest	19,011.65	17,983.55	1,028.10
3160 Vestry Restricted Fund - Pastoral Salaries	126,500.00	126,500.00	0.00
3175 New Dean Search Fund	13,460.00	13,685.00	( 225.00 )
Total Church Designated Restricted Funds	189,471.65	188,668.55	803.10
Donor Designated Restricted Funds			
3201 Capital Campaign Fund	37.43	37.43	0.00
3208 Family Promise Fund	14,226.07	14,226.07	0.00
3210 Flowers Fund	4,301.79	4,394.75	( 92.96 )
3213 Food Pantry Fund	31,592.96	34,910.63	( 3,317.67 )
3215 Haiti Outreach Fund	11,179.66	11,114.42	65.24
3218 Luke's Garden Fund	123.70	123.70	0.00
3224 Kneelers Fund	1,279.98	1,279.98	0.00
3233 Ashes to Ashes Fund	2,166.03	2,166.03	0.00
3236 Memorial Gifts Fund	490.00	460.00	30.00
3239 Music Fund	15,247.14	15,227.14	20.00
3241 Outreach Fund	1,252.00	1,252.00	0.00
3244 Prayer Shawls Fund	173.00	173.00	0.00
3253 St Elizabeths Fund	92.07	61.38	30.69
3259 Youth and Young Adult Fund	12,607.65	12,688.82	( 81.17 )
3260 Dean Discretionary Fund	2,840.06	2,480.87	359.19
3266 Canon Priest Discretionary Fund	1.00	1.00	0.00
Total Donor Designated Restricted Funds	97,610.54	100,597.22	( 2,986.68 )
Endowment Designated Funds			
3301 Endowment Building Fund	1,751,075.12	1,736,656.17	14,418.95
3302 Endowment Flowers Fund	26,140.97	25,925.03	215.94

<b>Accounts</b>	<b>Balance Sep 30, 2024</b>	<b>Balance Aug 31, 2024</b>	<b>\$ Change</b>
3303 Endowment Music Fund	73,568.56	72,930.55	638.01
3304 Endowment Outreach Fund	208,350.16	206,668.43	1,681.73
3305 Endowment Prayer Books Fund	16,356.06	35,770.11	( 19,414.05 )
3306 Endowment Unrestricted Fund	1,291,138.12	1,261,081.78	30,056.34
3307 Howard/St Theresa Fund	628,069.65	622,896.89	5,172.76
Total Endowment Designated Funds	3,994,698.64	3,961,928.96	32,769.68
Total Restricted Funds	4,281,780.83	4,251,194.73	30,586.10
Total Net Assets	4,382,627.20	4,390,295.29	( 7,668.09 )
<b>Total Liabilities &amp; Net Assets</b>	<b>\$ 4,382,627.20</b>	<b>\$ 4,390,295.29</b>	<b>( \$ 7,668.09 )</b>