

Holy Listening



Discernment Report to the Parish February 6, 2018

Capital Campaign Committee:

Stewart Ash, *Junior Warden*

The Rev. Robert Black, *Rector*

Reg Boland

Bethany Fortner

Cathy Green

Edward Norvell

Karen Setliff, *Senior Warden*

Greg Shields, *Campaign Communications Chair*

Georgia Simons

Matt Storey

Joe Trainor, *Committee Chair*



INTRODUCTION

Since 1753, St. Luke's Episcopal Church has been blessed as a place of beauty, community, and mission. Generations of the faithful have brought us to this moment and we have become the stewards of this wonderful parish in our own day and time. It is now our time and our turn to not only be Christ's Body in our community, but also to ensure that future generations will come to know of God's grace and love through this parish.

Our aging heating, ventilation, and air conditioning (HVAC) system is nearing the end of its life cycle and the cost of continuing to repair it is no longer the best way forward. The Buildings & Ground Committee recommended to the Vestry that we proactively plan to replace the system instead of being reactive when the system ultimately fails. The Vestry decided to treat this large capital need not as a problem, but rather as an opportunity to do the holy work of discernment.

We began with the question "Who is God calling us to be at St. Luke's and what resources do we need to be faithful to that call?" After contracting with Episcopal Church Foundation (ECF) to guide us in this effort, we launched a parish-wide listening process.

Through four discernment meetings and an online survey, over 75 parishioners contributed their ideas for how we can be the St. Luke's that God is calling us to be. These ideas were then categorized and presented to the Vestry at its January retreat.

This report summarizes the results of this discernment process and identifies the next steps. The Capital Campaign Committee is grateful to all who participated in the discernment process and for the prayerful support of the parish.



KEY FINDINGS

The many responses that we gathered are a testament to the love that we have for this parish and of our concern for its future. While many ideas were generated, the Campaign Committee and Vestry have identified two major priorities for this campaign with approximate costs of \$1 million. Included in this cost is covering the expense of running the campaign itself. The two areas that were clearly and consistently identified in this process as priorities for this campaign are:

- ✦ **HVAC REPLACEMENT:** Nearly every component of our system will be replaced with new equipment which will greatly increase the overall efficiency of our system. This should result not only in lower monthly heating and cooling costs, but will also enable us to be better stewards of the environment. Included in this project will be replacing our boiler, chiller (including moving the new chiller to the small yard behind the St. Agnes Room, thereby eliminating the noise underneath the nave), pumps, air handlers and thermostats. This equipment services our entire campus, so we will no longer have aging equipment to worry about anywhere in our system. The approximate cost for this system is \$550,000. We are in the process of finalizing the mechanical drawing of the new system and will then receive bids from multiple contractors. We hope to begin installing the new system in the middle of this year.

- ✦ **CHILDREN’S AND YOUTH MINISTRY SUPPORT:** Bolstering our programs for children and teens has long been stated as a priority for growth at St. Luke’s and this campaign is the opportunity to do so. We seek to create an endowed staff position that will fund a full-time position in perpetuity. This staff member would oversee all current programs for children and youth, as well as helping us to develop new programs. Furthermore, this person would serve as the Youth Minister for the parish. Depending on how much money is raised in the campaign, some of the final funding for this position may come from the operating budget or the number of hours may be reduced to what we can afford. The goal though is to fund this position only with funds from the operating budget and interest earned on new money invested in our endowment. Instead of funding a position for a certain number of years, this plan would allow us to have a position funded so long as there is a need for such a position at St. Luke’s. The exact salary numbers for such a position may change based on the qualifications of applicants, but in order to fully fund the position via interest income, we will look to raise \$480,000.

- ✦ *In addition to having these two major priorities discerned,* many other projects were identified. Through Fund A of the St. Luke’s Foundation, we are blessed to have a constant annual funding stream which allows us to address other physical needs on our campus. The Vestry has created a strategic plan for using future Fund A requests to address these most pressing needs. Such projects will include: renovating office space in the Canterbury House, renovating the Parish Hall kitchen, repairing brick sidewalks, painting exterior eaves of the church, updating audio/visual equipment in the Parish Hall, and updating Sunday School rooms. Through the Buildings and Grounds Committee, we will work to obtain cost estimates for these projects and then plan to make requests to the Foundation to fund these improvements and needed repairs.

PROCESS AND NEXT STEPS

We are following a measured, step-by-step, intentional process of holy listening to fulfill God's call for the mission and ministry of St. Luke's. We have just completed the Discernment phase, and the Vestry has endorsed moving to the next step – a Feasibility study to determine if we collectively have the financial resources to address these two areas of priority needs.

Over the next few months, the Vestry and Campaign Committee will work with our consultants at the Episcopal Church Foundation to tighten cost estimates and assess our capital fundraising capacity. After the Feasibility study, the Vestry will decide whether or not to proceed with a Capital Campaign and if so, for what amount.

If you are interested in more information, please ask anyone on the Committee. Any questions or comments about the campaign can be sent to campaign@stlukessalisbury.net and information about the campaign is available on our website under the “Stewardship” tab.



ST. LUKE'S

EPISCOPAL CHURCH