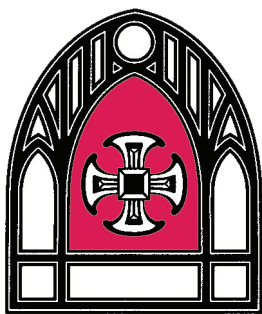


# FINAL REPORT



## GRACE-ST. LUKE'S EPISCOPAL CHURCH

THE ANNUAL PARISH MEETING  
NOVEMBER 15, 2009  
9:15 AM

Welcome to our Annual Parish Meeting!

Today we continue in a great tradition of Grace-St. Luke's Church – people gathered together to witness to the belief that *church* is important in their life. We, as the church, create a place where God's words and sacraments can enrich our vision and challenge our commitment. In meetings such as this, we continue to create a representative and trustworthy community within which to live our lives. This may be your first Annual Meeting here at Grace-St. Luke's Church, or you may not be able to remember your first gathering. But one thing is sure: *We are a people called together by God.* What a blessing that is!

*Ran+*

εκκλησια

eglise

ecclesia

chiesa

igreja

kirche

egyház

KERK

**KANISA**

**iglesia**

kirke

CHURCH

gereja



1 Breathe on me, Breath of God, fill me with life a - new,  
2 Breathe on me, Breath of God, un - til my heart is pure,  
3 Breathe on me, Breath of God, till I am whol - ly thine,  
4 Breathe on me, Breath of God, so shall I nev - er die;



that I may love what thou dost love, and do what thou wouldst do.  
un - til with thee I will one will, to do or to en - dure.  
till all this earth - ly part of me glows with thy fire di - vine.  
but live with thee the per - fect life of thine e - ter - ni - ty.

Words: Edwin Hatch (1835-1889), alt.  
Music: *Nova Vita*, Lister R. Peace (1885-1969)

SM  
The Hymnal 1982 #508

### FOR A CHURCH MEETING

Almighty and everliving God, source of all wisdom and understanding, be present with those who take counsel in this Annual Parish Meeting for the renewal and mission of your church. Teach us in all things to seek first your honor and glory. Guide us to perceive what is right, and grant us both the courage to pursue it and the grace to accomplish it; through Jesus Christ our Lord. Amen.

*The Book of Common Prayer* p. 818

SUNDAY, NOVEMBER 15, 2009

OUR AGENDA

1. Opening Hymn and Prayer
2. Statement of Meeting Purpose (Canon 9, Sec. 3)  
& Canon about Vestry Election
3. Recognition and Celebration of Retiring Vestry Members and Treasurer
4. Election of Vestry Members (3 year terms)
  - a. Review of Election Process
  - b. Introduction of Nominees from committee      Lesley Hartney, Chair  
*Biographies and Pictures on following pages*
  - c. Nominations from the floor received
  - d. Ballot — *The meeting will be interrupted as necessary to report election results and to perform additional ballots as necessary.*
5. Senior Warden's Report      Jim Taylor
6. Financial Report      Patrick Burnett, Chair
7. Search Committee Report      Michael Rowland, Chair
8. Interim Ministry Report      Ron DelBene
9. Closing Prayer

FROM THE 2001 GRACE-ST. LUKE'S BY-LAWS

A quorum at a parish meeting shall be not less than twenty percent (20%) of the Communicants in Good Standing as shown in the last published Journal. (Journal of Convention, the Twenty-Sixth Annual Diocesan convention, 2006)

For this election 20% of 681 adult communicants equals 136.

According to Title I, Canon 17 of the Canons of The Episcopal Church all communicants who for the previous year have been faithful in public worship, unless for good cause prevents, and have been faithful in the working, praying and giving for the spread of the Kingdom of God, are to be considered communicants in good standing.

In addition, all Vestry members shall be givers of record and shall not be employed by the Parish, the diocese, or GSL School.

Only confirmed adult communicants, 16 years of age or older, shall be eligible to vote at Parish meetings, and no proxies shall be allowed.

Nominations from the floor shall always be requested and received.

The seven (7) persons receiving the highest number of votes shall be elected; provided however, that if there is a tie vote for the seventh (7th) position, a run-off shall be held for that position with the person receiving the most votes declared the winner.

# Everyone loves a good story.

Grace-St. Luke's Episcopal Church  
Annual Parish Meeting  
Senior Warden's Address  
November 15, 2009

Everyone loves a good story. Anyone who has ever sat with a young child to read a story knows the hold that an engaging tale can have on us. The words "Once upon a time" are as inviting as a comfortable easy chair or a favorite pair of slippers. But pretty soon the big bad wolf is at the door or Stuart Little has gotten himself rolled up in the window shade. The child's eyes will widen as the events build toward the story's climax, and we'll hear those familiar words: "What's going to happen next? Quick, Turn the page!"

Over these last two years at Grace-St. Luke's, we've been looking back and gathering up our own stories—not to stick in a scrapbook to put away in some dusty drawer, but to hold up to the light, to understand how our history informs and shapes our work and ministry today. And now the suspense is building, and we can hardly wait to turn the page.

In eleven days we'll celebrate Thanksgiving, and with it the 69th anniversary of our Parish. It was on Thanksgiving Day in 1940 that the two congregations of Grace and St. Luke's first worshipped together as the newly merged Grace-St. Luke's. The challenges of blending the two parish families must have been daunting, and there's a little story that for me captures the essence of that challenge.

An Episcopal priest friend of mine once told me of a young man and young woman, engaged to be married, who had been going to their parish priest for pre-marital counseling. They were coming to the end of their last session, and the priest wrapped up their time together by saying, "Well, your wedding is just a few weeks away, and then the two of you will become one in marriage." There was an awkward pause of silence, and after a moment the young bride-to-be spoke up and said, "Father, I just have to know one thing. If the two of us are going to become one, just which one of us is it going to be?"

$$\begin{array}{r} 1 \\ + 1 \\ \hline 1 \end{array}$$

I can only imagine that 70 years ago, when Bishop Maxon first proposed the merger, the people of Grace and St. Luke's parishes might have asked themselves a similar question: If these two parishes are going to become one, just which one of us is it going to be? I have no doubt that this underlying question was a source of tension in those early years. But over time, those tensions melted away, and the question of which one of us is it going to be gave way to the larger question that women and men of faith have been asking for countless generations: What kind of church are we, and what kind of church are we going to be?



Today, as this interim time we have set aside for reflection and discernment starts drawing to a close, we also face not so much a new beginning but an unwritten chapter. We gather together to ask the Lord's blessing on our work with 69 years of history behind us, and the start of our 70th year just ahead. We all want to know what's going to happen next, what might be in store for Grace-St. Luke's in the coming months and years.

We may not have the precise answer at this moment, but I would suggest that we could start to formulate one by taking a good look around this room this morning. We find ourselves in the blessed company of faithful people, our fellow parishioners who bring not just their stories to this place, but also--and most especially--their passions: abundant passions for ministry, for service, for compassion, for teaching, for healing, and for love and for mercy.

We have all witnessed the harrowing news of our economy and financial markets over the last 18 months: jobs lost, livelihoods threatened, savings and investment portfolios decimated—a reminder of the fleeting nature and the shaky ground of material abundance. The abun-

dance of passion, in contrast, proves much more durable, infinitely more reliable, and even a tad bit stubborn.

Ron regularly shares articles of interest with the Vestry, and earlier this year he sent around a piece from the Alban Institute entitled, "The Art of Governance." In it Dan Hotchkiss has this to say:

"Religion transforms people; no one touches holy ground and stays the same. Religious leaders stir the pot by pointing to the contrast between life as it is and life as it should be, and urging us to close the gap."

By that standard we have a whole lot of people here who are working passionately to close that gap.

At a Vestry meeting a few months ago, we listened to Ruthie Lentz talk about her involvement with the Haiti ministry. Just recently, more than 100 volunteers from Grace-St. Luke's joined hundreds of others from across this Diocese to pack over 130,000 meals to feed the people of Haiti. As the Vestry heard Ruthie explain the plans and goals for this food-packing event, her passion for this ministry was palpable. But I sensed that this passion was about more than easing the privations of

a people who are suffering through dire poverty. Yes, it was about extending help and aid to those who desperately need it, but it was also about something deeper than that. It was a passion for being the people we are

made to be and called to be—the people of God working together in service to others, others both inside and outside this parish.

This is the common thread of passion that runs through all of our ministries and programs here.

Our pastoral care ministry at Grace-St. Luke's has recently undergone something of a transformation. There is an old saying, that if you give a person a fish she will eat for a day, but if you teach her to fish she will eat for a lifetime. Most people think of that adage as applying to outreach, but it also is true of pastoral care. Here at Grace-St. Luke's we have been teaching ourselves how to care for one another. Under the leadership of Gayle McCarty and Sandy Baker, parishioners are now organized into pastoral care teams. This means that people who have pastoral care needs are touched not just by one or two people, but by potentially scores of their fellow parishioners. In the past there have been parishioners who

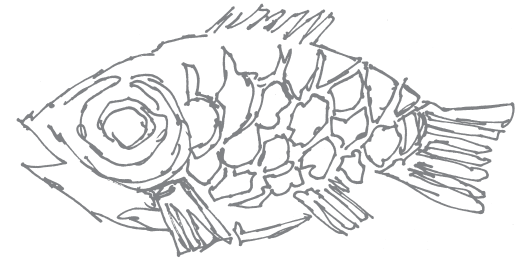
have fallen through the cracks, and as a result they have felt neglected, perhaps abandoned by their church when they needed us the

most. Now, because of some persistent grace and generous compassion, they have opened their hearts and their doors to us once again—and some of those who at one time so much needed our care and love and concern are now taking that care and love to others. We are learning how to fish. This ministry works, not just because it is so well-organized—which it is—but also because of the passion for ministry that the people of Grace-St. Luke's bring to it.

Passion for service stirs in many ways and through a variety of gifts. We all have been impressed and touched by the committed work of our Search Committee members. Our Parish Profile, which heralds the collection of Sacred Stories, owes much to the gifts and treasure of Stinson Liles. If we had had the money, we could have hired James Earl Jones to narrate the oral history, but it wouldn't have been nearly as meaningful as hearing Dan Conaway's voice, because it is apparent with every word and each inflection how much of himself Dan put into telling our story.

The evidence of passion is all around us. You can take a walk around this place and find such passion at work through Amanda Robbins and Pete Shearon, our Catechists for the Catechesis of the Good Shepherd. If you walk a little more, you'll glimpse Donna and Jerry Sanders engaged with our youth. You might run into Noel Schwartz or Steven Hoover getting ready to take communion to some of our parishioners who can't be with us today. The rustle you hear around the corner might be Gayle Evans and Candy Jefcoat packing up meals in the Food Pantry. On another day of the week, you might encounter the Scout leaders and Scouts of Troop 34 getting ready for a camping trip, or you might hear the hundreds of voices of Grace-St. Luke's School students singing hymns in chapel. And if we listen closely with our hearts, we might discern that all of these people and many others are being lifted up in constant prayer by an entire congregation.

Perhaps you are someone listening to all of this today and thinking of a passion for ministry that you would



"Religion  
transforms  
people;  
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holy ground  
and stays the same."

like to explore and pursue. But maybe you think that your gifts are inadequate or that your passions would not be welcome. Well, that is just not true. If you will take the first step, I promise you that someone at Grace-St. Luke's will take you by the hand and walk with you on your journey—you will not be alone. In fact, you'll be in excellent company.

Even in the midst of all this abundance, we still have our challenges—and one of them is financial. I'll have to admit that every time I work on a stewardship campaign, I am reminded of a famous line once uttered by the late comedian George Gobel, who was a fixture on television in the 1970s. Gobel once quipped, "Do you ever get the feeling that the world is a tuxedo and you are a pair of brown shoes?"

You know, we joke with each other about how we don't like asking others for money, about how we get the feeling that our friends here at Grace-St. Luke's are avoiding us, disconnecting their telephones or taking extended vacations. We laugh, maybe as a way to ease the tension of something that makes us a little ill-at-ease.

The truth, though, is that our financial stewardship of Grace-St. Luke's is serious business. We need resources to fully realize our potential and to fully engage the passions of our people. This year we have been quite explicit in our communications with the parish. We have asked those who have pledged for the current year to give considerable thought and prayer to increasing their pledges for 2010. We have been very intentional in reaching out to those who have not been pledging to encourage them to make such a commitment for this next year. We have made the case that it is vital for us to be in a sound financial position when we welcome our next Rector.

All of this is really just another way of saying that Grace-St. Luke's matters. Whatever appeal we might make, whether it is based on our need to give for our own spiritual wholeness, or on the parish's need to fund its mission and ministries, the message is the same: This Church is important, in our lives and in this community. This is the place where we bring both our burdens and our hopes, the place where we seek both solace and strength, both pardon and renewal. The work we do here makes a difference, and our support is its only means of financial empowerment.

Some of you have heard me talk before about a favorite economics professor of mine at Rhodes College, Wasfy Iskander. Whenever Wasfy would realize that some of

his students had not prepared for class, he would depart from his economics lecture to launch into a minor tirade that we came to call his "This is your chance" speech. He would remind us that we would never have another chance to be college students, to read, learn, and study every day. He would emphasize that someone had paid a price of sacrifice for us to have this opportunity. He would admonish us that this time was limited and fleeting, and that we would not want to find ourselves ever looking back and regretting that we had missed our chance.

As we prepare to turn the page at Grace-St. Luke's, this is our chance to shape the next chapter of this parish. It is a chance to lay some new cornerstones at the corner of Peabody and Belvedere—cornerstones that bear the promise that is written on our hearts, cornerstones forged with acts of love and mercy, worship and teaching, and service and compassion. The real story of this parish is not lost somewhere among all our yesterdays. Our ultimate story resides in all our tomorrows, and it is limited only by what we can dream, what we can imagine, and what we can give.

The truth, though, is that our financial stewardship of Grace-St. Luke's is serious business.

Fellow parishioners, thank you for your abundant gifts and manifold passions that make this place Grace-St. Luke's. Thank you for your hopes and your longings, your time and your treasure. Most of all, thank you for your burning hearts.

Amen.

  
Jim Taylor



GRACE-ST. LUKE'S  
EPISCOPAL CHURCH

SUNDAY, NOVEMBER 15, 2009

ELECTED TO SERVE ON THE VESTRY THRU DECEMBER 2012



SANDY BAKER

As I watch the church fill on Sunday mornings, I am grateful to have such a large, loving family - my parish family. My church home since age twelve, Grace-St. Luke's has been a huge part of my life. I was married, raised my family, and buried my mother from here.

I've studied the Bible in two excellent programs, Bethel and DOCC, and am in my fourth year of EFM. I have taught Sunday school classes and served in almost all aspects of church life from Stewardship Committee to Fellowship Committee. My Diocesan activity includes service as Lay Director of Cursillo working with two Bishops.

Recent involvement includes service as lay leader of our successful Greeter program. When I heard of the need for someone to arrange and coordinate delivery of flowers to our grieving, ill, and celebrating parishioners, I couldn't resist -- all the while feeling called to do more. It all became clear last January when I was asked to help clergy begin a new pastoral care ministry. I am pleased to be the lay coordinator of our fine Pastoral Care program, consisting of five teams for a total of thirty-three people.

In my career in an Advertising Design related field, I utilized my skills of creative problem solving and communication, planning, managing, coordinating, and follow through - all life skills that translate well to our life together at GSL.

My roots run deep at GSL and I am excited and hopeful about our future. I humbly offer my heart, talent and skills in service on the vestry as we move forward together at this critical time in the life of GSL.

Communication, after all, is about community, communion, commonality — it is about what we have in COMMON. And in the end, that's Jesus and the love of God happening in people's lives. So doing it, caring about it, working on it will BUILD your church community.

*Vestry Papers July/August 2006*

VESTRY MEMBERS REMAINING

TERM ENDS 12/2010

Patrick Burnett, Thad Cockrill, Hal Morse  
Andy Nix, Paula Sappington  
Jennie Van Deveer, Tom Wyatt

TERM ENDS 12/2011

Karen Clark, Ann Dillard, Mike Jones  
Charles Pazar, Betty Peyton,  
Barney Rolfes, Peggy Williamson

A PRAYER FOR OUR ELECTION

Almighty God, giver of every good gift: Look graciously on your church, and so guide the minds of those who shall choose Vestry members for this parish, that we may receive faithful leaders, who will care for your people and equip us for our ministries; through Jesus Christ our Lord. Amen.

*The Book of Common Prayer p. 818*

GRACE-ST. LUKE'S

SUNDAY, NOVEMBER 15, 2009

ELECTED TO SERVE ON THE VESTRY THRU DECEMBER 2012



JOHN BAUR

John Baur (b. 1947) has been a professor at the School of Rudi E. Scheidt School of Music at the University of Memphis since 1979. He has served as Interim

Director of the School twice and has been an Associate/Assistant Director of Graduate Studies for the past 15 years. Administrative duties include the coordination and direction of the 75 graduate assistants in the graduate division of the School.

John is a composer who has written an opera, *The Promise*, based on the life of Martin Luther King, Jr. and is currently completing his second full-length opera, *Magdala*, based on Mary Magdalene.

He is serving a 2-year term as the President of the Board of Concerts International. He has served on the boards of CI and Opera Memphis for 15 years each.

John is a facilitator for Common Ground: Conversations on Race, Communities in Action and plans to continue that important work in community building.

During his 10 years at Grace-St. Luke's, John serves as a greeter, usher, Sunday school teacher, and a member of the Adult Education and Stewardship committees. With his wife, Shelley, he is a confirmation sponsor, foyer group member, Third Thursday regular and former More Than a Meal team member.



JAMES GREER

I first visited Grace St. Luke's in 1992 as a Wednesday night guest of Meade and Happy Jones and Fred Terry. Shortly thereafter I connected with

Vocare, a renewal movement for young adults patterned after Cursillo. Also during this time I joined the choir at Calvary. These two groups introduced me to a surprising number of members of GSL.

In March of 1994 I was confirmed as a member of the Episcopal church. Two years later I married a fellow former Vocare staffer named Terre Fratesi. Together we choose to look for a new church, started attending GSL and have been members ever since. With the return of Wesley Emerson, I joined the choir, and since I was already in the stalls, I became a Lector as well.

GSL is my spiritual home, a fact made all the more real to me during a pilgrimage Terre and I made across northwest Spain to visit Santiago de Compostela. I still consider our blessing to be less of a safeguarding of our journey than a call to return to the Christian community we know. In the last two years I've entered a new community with the Education for Ministry class, where my group is currently studying church history.

Much of my time away from GSL is spent working in the Innovation group at FedEx, where I'm a "Capabilities Developer," a largely made-up title. In practice, I'm a technical architect and a project manager.

I'm honored to be considered for the vestry during this important time of change, and committed to serving the church I love.

**THE NOMINATING COMMITTEE  
AND THE SELECTION OF NOMINEES**

The nominating committee has worked to present a slate of candidates who would bring to the Vestry a commitment to our parish and its well being and a willingness to work hard during this time of transition for our church. The nominating committee believes the nominees presented here on these pages are reflective of the diversity in our parish, and are individuals committed to serving Christ.

In accordance with the by-laws of Grace-St. Luke's, the nominating committee consists of the retiring Vestry members: Anne Ayres, Eric Epperson, Gayle Evans, Lesley Hartney, Ruthie Lentz, Lucy McLemore and Jim Taylor.

SUNDAY, NOVEMBER 15, 2009

ELECTED TO SERVE ON THE VESTRY THRU DECEMBER 2012



STEVEN HOOVER

The Grace-Saint Luke's family has been an important and meaningful part of my life since I moved to Memphis in 2002. The opportunities

offered by GSL "To Know Christ and Make Christ Known" have been varied and many, and the blessings from GSL countless. Therefore, it was an honor when asked to give back to GSL by standing for vestry.

In this time of transition, our parish will expect the vestry to help make our new rector's beginning at GSL a success. I commit that I will strive to ensure this happens by seeking the wisdom to listen, the courage to speak my mind, and the humility of keeping an open mind and heart.

From my service with Outreach and Pastoral Care, especially with the Eucharistic Visitor ministry, I have gained a deeper understanding of the significance of the Grace-Saint Luke's community in the lives of many people. Thus, I understand the significance and trust this office entails.

In addition to my experience with GSL, my many years in the corporate world, (the last seven with FedEx), service on non-profit boards, and my former experience as a commissioned military officer, have honed the listening, decision-making and cooperative skills needed for success in this position.

I have a sincere commitment to the growth and success of Grace-Saint Luke's Parish and would be humbled and honor to serve in this capacity.



CANDY JEFLOAT

My husband, David, and I moved to Memphis in September, 2001, and joined Grace-St. Luke's shortly thereafter. Since then, I have

completed EFM, baked bread for the Bazaar and our Eucharists, picked up food at the Food Bank and distributed it in the Food Pantry, waited tables at the Waffle Shop and the Bazaar, and served as a lector at the 5:30 service, on a discernment committee for the Diocese and on the Altar Guild. I have had the great pleasure of helping with Vacation Bible School, and my first group of children will go to high school next year!

As a Sustaining member of the Junior League of Memphis, I have been the Transfer chair, and helped develop Sustaining Force, which provides volunteer opportunities for Sustainers. I am a member of Kappa Alpha Theta fraternity, and I have been involved with the Memphis alumnae chapter for both fund-raising and having fun.

In our previous lives in Chicago and Dallas, I have begun EFM, taught Sunday School and Vacation Bible School, directed the Children's Christmas Pageant, chaired the Easter Bunny luncheon for grandparents and grandchildren, and served on the Pastoral Care committee and the Flower and Garden Guilds (as a weekly waterer and weeder!).

Serving on the Vestry is an honor and a responsibility, and I will strive to do the best job possible.

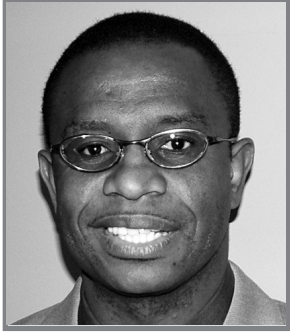
YOU WILL BE ELECTING  
SEVEN MEMBERS  
TO SERVE ON YOUR VESTRY  
FOR A THREE YEAR TERM

The seven (7) persons receiving the highest number of votes shall be elected; provided however, that if there is a tie vote for the seventh (7th) position, a run-off shall be held for that position with the person receiving the most votes declared the winner.

*GSL By-laws ARTICLE II Section 3*

SUNDAY, NOVEMBER 15, 2009

ELECTED TO SERVE ON THE VESTRY THRU DECEMBER 2012



BHEKI KHUMALO

I first came to Grace-St. Luke's on Palm Sunday of 2004. I loved the people, the service and the opportunities that were available for me to serve. I grew

up in the Anglican tradition, and the church provided a foundation for me in my troubled world of South Africa's Apartheid.

Since coming to GSL, I took the Bible Workbench classes and returned to teach it here. I have also taught other adult education classes on the social issues track. I serve on the altar as a Lay Eucharistic Minister, am on the Adult Education committee, work with the Haiti partnership on both the medical missions and on Stop Hunger Now, and I'm in EFM.

When I was asked to stand for election, the person asking me wanted me to talk about my talents. My number one talent is I love to serve. In serving, I tend to work toward bringing people together instead of dividing them. I try to find good in every heart, and I respect others and their opinions, even if they are different from my own. Professionally, I am in the healing arts - therefore I seek remedies for whatever issues we face, not seeking to make things worse. And lastly, I believe I work well with others.

It is an honor for me to be asked to stand for the vestry, and I hope that if elected, my contributions will help our church grow strong.



LUCIUS MCGEHEE

I am a lifelong Memphian and a lifelong Episcopalian, having grown up at Holy Communion and St. John's Church. Trained as a pulmonary physician, I

have limited my practice to sleep disorders for the past four years. Holley and I have been members of GSL Church since 1988, and our sons, William and Henry, both went through all 11 years at GSL School. In my time at GSL, I've served on the vestry twice, the first time under David Fikes, and the second under John Maloney. I've been clerk of the vestry ('95) and have served on the adult education committee as well as the finance and administration committee and have had other jobs from time to time such as LEM and Lector. We usually attend the 8:00 a.m. service.

I believe that the central function of any church is the worship of God, and the nurturing of its parishioners in the Christian faith and life. I fervently hope for our parish that we can find common purpose on the journey while acknowledging that we don't always agree on the proper way to walk the walk, particularly with regard to outreach. I want to see our wonderful parish school continue to flourish and Grace-St. Luke's continue as a vital cornerstone of our neighborhood and city.

I am honored to have been asked to stand again for election, and if chosen I promise to serve our beloved parish to the best of my ability.

#### NOMINATIONS FROM THE FLOOR

The by-laws provide for nominations from the floor of persons to serve on the Vestry. If you wish to nominate a member of the church who you believe would serve our parish well on the Vestry, please receive their permission before nominating them. It would be important for your nominee to be present at the meeting so they can be introduced. The following are guidelines for membership on the Vestry.

*In order to serve as a member of the Vestry a person must be a confirmed Communicant in Good Standing, as defined by Title I, Canon 17 of The Episcopal Church, who in the preceding year has received communion at least three times and been faithful in working, praying, and giving for the spread of the Kingdom of God. In addition, you must be member of Grace-St. Luke's Episcopal Church, eighteen years of age, a giver of record, and not employed by the Parish, Diocese, or Grace-St. Luke's Episcopal School.*

SUNDAY, NOVEMBER 15, 2009

2009 FINANCIAL OVERVIEW

Grace-St. Luke's Episcopal Church

October 31, 2009

**Six Year Operating Fund Comparison**

	<u>2009</u>	<u>% of</u>	<u>2009</u>	<u>2008</u>	<u>% of</u>	<u>2008</u>	<u>% of Actual</u>
	<u>10 Months</u>	<u>Budget</u>	<u>Budget</u>	<u>10 Months</u>	<u>Actual</u>	<u>Actual</u>	<u>Prior 4 Years</u>
							<u>10 Months</u>
<b>Receipts</b>							
Current Pledges	792,654	75%	1,054,579	775,623	74%	1,053,426	76%
Prior Year Pledges	15,011	83%	18,000	9,611	76%	12,719	84%
Alms	37,530	42%	90,000	59,171	63%	93,703	61%
Plate	11,792	74%	16,000	12,422	78%	15,980	79%
Special	281		980	315	41%	770	35%
Interest	576	12%	5,000	3,963	98%	4,038	77%
Diocese-Half Deacon Pkg	12,196	71%	17,075	-		-	-
School-Bldg Use	18,000	83%	21,600	18,000	83%	21,600	92%
School-Chapel Music	5,000	100%	5,000	5,000	100%	5,000	84%
School-Chaplain	10,000	100%	10,000	10,000	100%	10,000	55%
Altar Guild Income	7,850	79%	10,000	7,760	75%	10,315	
Wedding Services	-	0%	1,200	-		-	
Athletic Income	4,166	83%	5,000	4,166	83%	5,000	83%
PDO	113,199	73%	155,000	-		-	
Due from Outreach/mtam	3,575	83%	4,290	-		-	
Gift-Childrens Christ.Ed.	7,500	30%	25,000	-		-	
Misc.	3,435	40%	8,500	2,683	48%	5,629	43%
<b>Total Receipts</b>	<b>1,042,765</b>	<b>72%</b>	<b>1,447,224</b>	<b>908,714</b>	<b>73%</b>	<b>1,238,180</b>	<b>75%</b>
<b>Expenses</b>							
Salaries	538,230	77%	695,147	397,399	81%	487,729	77%
Other Personnel	263,919	89%	296,341	216,703	83%	261,877	80%
Auto & Travel	2,086	28%	7,453	248	64%	390	76%
Utilities & Telephone	45,390	87%	52,200	43,699	83%	52,945	73%
Supplies & Printing	29,146	65%	44,677	39,806	81%	49,310	72%
Repairs & Improve.	54,379	99%	54,670	98,540	87%	112,657	73%
Shared Maintenance	-		-	-		-	79%
Insurance	27,115	107%	25,269	25,083	97%	25,730	92%
Other Expense	22,911	47%	48,727	33,727	66%	51,084	71%
Programs	34,354	57%	60,260	34,252	89%	38,481	73%
Outreach	38,685	83%	46,422	40,852	83%	48,955	84%
Diocese	96,715	83%	116,058	96,377	83%	115,657	79%
<b>Total Expenses</b>	<b>1,152,930</b>	<b>80%</b>	<b>1,447,224</b>	<b>1,026,686</b>	<b>82%</b>	<b>1,244,815</b>	<b>81%</b>
<b>Receipts Over</b>	<b>(110,165)</b>		<b>-</b>	<b>(117,972)</b>		<b>(6,635)</b>	
<b>(Under) Expenses</b>							

**General Operating Fund, October 31, 2009**

Income for the month of October totaled \$126,413 and expenses totaled \$120,285 for a positive \$6,127 for the month.

This reduced the year to date deficit to \$110,165, which is slightly larger than the projected deficit of \$104,060.

Pledge income is running about \$6,000 behind the projected budget, but there are no clear indications that we will not meet budget expectations by the end of the year.

## COMMITTEE REPORTS

**Adult Christian Education Program**

Grace-St Luke's has a mission of providing a variety of opportunities for spiritual inquiry, growth and social consciousness for the adults of our parish. This is accomplished through a mixture of structured courses, presentations by invited speakers and special events. The program is planned by the GSL Adult Christian Education committee, which has up to 12 members, each serving a three-year term. The GSL clergy has participated in the committee's work, including consulting, advising and teaching. The Rev. J Brian Ponder is staff liaison to the committee.

During 2009, three "tracks" of program were offered in the Spring: Christian literature studies; conversations about General Convention with clergy; and Pastoral care. In addition, programs were offered for young adults with children and a Newcomers' class. During the summer, the GSL Summer Speakers Series was presented for the fourth consecutive year, themed "Living the Story." The eight-week program featured excellent speakers with an interesting story of their faith journey story and/or their institution's creative strategies for coping with the current economy and future plans for service.

Fall classes included four options: the popular "Listening for God" through literature and class-led discussion; "From Jesus to Constantine," a fascinating video series developed by noted University of North Carolina Professor Bart D. Ehrman; "Everyday Holy," a 20s to 40s offering, with parish and guest presenters facilitating sessions on just how "the Holy" is experienced in their day-to-day lives; and newcomers/inquirers' classes led by The Rev. J. Brian Ponder. Kathy Stubblefield is leading Intergenerational Wreath Extravaganza for Advent, with the Rev. J. Brian Ponder and The Rev. Deacon Gayle McCarty finishing the Fall with an Advent offering.

*Shelley Page Baur, Adult Christian Education Chair*

**Athletic Program**

Our program provides sports activities in Soccer, Football, Basketball, T-ball, Baseball and Softball for children in J/K through fourth grade. The school does not sponsor soccer; so the church will offer soccer through the 8th grade. Based on demand, we may also provide Junior-High and Adult sports. We typically have between 550-600 participants annually.

We belong to several church leagues which offer the best all around conditions for Christian team

sports. We focus on the players having fun, receiving instruction in sports fundamentals and providing a healthy and wholesome Christian environment in which to participate. There is a 50% play rule for all teams and they must be divided equally by grade and talent. The church recreational leagues are designed to use volunteer parent coaches. In the past year we have started administering assessment in order to accurately divide teams by grade and talent.

There is a GSL Athletic Committee which meets quarterly with the Athletic Director to discuss and make many important decisions pertaining to the Church sport's program. The Athletic Committee is currently comprised of: Bruce Williams, Todd Brown, Jon Lakey, Kellie Lacy, James Overstreet, Rick Kohlhof and Paula Sappington, Vestry Liaison.

In the past year there have been many strides taken to make a more quality program; and communication has been the key in order to achieve this. As a result of the hard working and dedicated Athletic Committee, and Paula Sappington, our soccer program has been the largest it has ever been; and according to the evaluation forms which are administered after every sport, we are getting great feedback. So, it looks like our efforts are paying off!!!

*Christi Authement, Athletics Director*

**Buildings and Grounds**

GSL hired a full time maintenance person in 2009 and as a result, the need for hiring contractors to complete repairs was noticeably reduced. We did complete a minor rehab job on the Harbert house and it is now rented. Leaks in the roof in the Narthex and above the organ pipes were repaired in October.

*Tom Wyatt, Vestry Liaison*

You also, like living stones, are being built into a spiritual house to be a holy priesthood, offering spiritual sacrifices acceptable to God through Jesus Christ. *1Peter 2:5*

# GRACE-ST. LUKE'S

## MINISTRY REPORTS

### **Children's Christian Education**

Kathy Stubblefield is the new Children's Formation Director. She oversees 1) the nursery - the infant room, the Little Lambs room, and the Sunday School room - and 2) the Sunday School classes for the children through fifth grade, and 3) any parish activities, such as Vacation Bible School, for children fifth grade and under. The nursery has a staff of eight; Eva Loftin is the nursery supervisor. The Catechesis of the Good Shepherd is the curriculum used for the three to nine years old. Atrium One - 3 to 6 years old - is led by Amanda Robbins and Atrium Two - 6 to 9 years old - is led by Pete Shearon. The third graders to the fifth graders are in the Saints Class and it is led by Kathy and Bill Stubblefield. A curriculum is being developed for this class.

The Children's Christian Education Committee is meeting monthly to oversee the Christian Education for the children of our parish in the fifth grade and below. We are looking at the curriculums being used and other events that involve the children, such as Advent Wreath Sunday and La Posada. We have paid staff members who take care of our children until they are three years old. Once they turn three and until they are in the fifth grade, we only have two volunteer teachers, one paid staff member and the spouse of the staff member volunteering. If you are looking for an area to serve at Grace St. Luke's, this is an area where your help can make a big difference.

Please contact Kathy Stubblefield at [Kathy@gracestlukes.org](mailto:Kathy@gracestlukes.org) if you would like to become a Children's Christian Education volunteer. The Children's Christian Education Committee meetings are generally held on the third Wednesday of the month at 5:30 p.m. and are open to any parishioner who has an interest in the Christian Education of our youth.

*Jennie Van Deveer and Lesley Hartney, Vestry Liaison*

### **Endowment Committee**

The Endowment Committee has met several times early this year to review the portfolio and see if we want to make any changes. For the time being, we decided to stay with our same managers, understanding that this market has been a tough one for just about everyone. We continue to try to balance the risk of equities with the stability of bonds to achieve the best risk-adjusted returns for long-term growth. At the end of September 2009 the endowment totaled \$3,293,755 which included the 2 mortgages we hold on the LeMaster House and the Harbert House total-

ing \$517,635. The allocation of the investments held by the endowment is approximately 30% fixed income and 70% equities.

In June we held a thank you party for those who noted on their 2009 Stewardship pledge cards that they have remembered Grace St. Luke's Church in their estate planning. The gathering was well received and there was a good deal of discussion about the benefits for parishioners as well as for the long-term growth of the church.

The committee will meet again before the end of the year to review current policies and procedures and discuss ways of encouraging giving to the endowment for the benefit of GSL now and in the future. The endowment funds are to be used for extraordinary expenditures such as, capital expenditures, rector searches, and non-budgeted outreach payments. 3% of the average 3-year rolling balance is distributed each year. As we grow as a parish, there are more needs that can be addressed with endowment distributions. It is our hope and intention to grow our endowment, and we do that through direct gifts as well as bequests. If you have question about how to make provisions for such a gift or have any other questions regarding the Grace St. Luke's Endowment, please talk to Preston Wilson, Michael Rowland, Edith Heller, Sue Harpole, or Hallie Peyton.

*Preston Wilson, Chair*

### **Fellowship Committee**

The Fellowship Committee is comprised of some dedicated folks who care deeply about providing family-friendly social gatherings where we come together as a parish and get to know one another in casual settings—usually over food and often falling on a Fifth Sunday within the calendar month (called Fifth Sunday Celebrations). This team of fun-loving people meets monthly to plan and coordinate events and receptions. Preceding each event, they spend numerous hours shopping for food, baking, cooking and decorating. On the day of an event they are on hand to serve up all the fun and break it down.

This year, the committee decided to bring back some tried and true favorites, like BLT Sunday at the height of summer and the ever-popular Bratfest to usher in the autumn season. We collaborated with GSL's Creation Care committee during Lent to put together a "Go Green" luncheon with soup, salad and lots of valuable information about recycling. The highlight of Pentecost was our Italian-themed feast where those who forgot to

## MINISTRY REPORTS

wear red, got the chance to eat red (marinara sauce, red velvet cupcakes, etc.!)

As always we welcomed the faculty and staff of GSL school for a warm reception on Episcopal Schools Sunday and we hosted our Bishop and honored confirmands with receptions immediately following church services. The committee tried diligently to revive the GSL family picnic with "Live at the Field" which was to be held at the Snowden athletic field. Mother Nature did not cooperate, so we took the fun inside. The bad weather didn't dampen our spirits. Picnic blankets covered the floor of the gym and live music, donated by Johnny & Kim Norris, filled the air.

We congratulated Senter Crook on her retirement with a lovely reception in Trezevant Hall and bid farewell/welcomed aboard several clergy members, including Brian Ponder, Eylene Farmer and Gayle McCarty.

### **Human Resources Team**

The current members of the HRT include John Baur, Tim Bolding, Wight Boggs, Keith Carpenter, Mike Jones, and Becky Mercer. At the beginning of the year, Jill Norcross, Andy Nix, and Karen Clark rotated off the HRT. Their hard work and dedication is greatly appreciated. Throughout 2009, the HRT has worked closely with the Interim Rector by providing advice and perspective. Key accomplishments include the development and implementation of job descriptions for the new Maintenance Supervisor and Children's Formation Director Positions. The HRT oversaw policy modification related to Group Health Insurance and Vacation Policy, in addition to developing new policy related to Accumulated Sick Leave Allowance Short-term Illness of Immediate Family Members, and Funeral Leave.

*Mike Jones, Vestry Liaison*

### **Outreach Committee**

During the past year the Outreach Committee has been fulfilling its primary mission, which is to help those outside the GSL family who are least able to help themselves, by offering volunteer opportunities and making grants to various organizations. More than a Meal is our most visible "hands-on" ministry involving 40 or so regular volunteers from Grace St. Luke's and many others from other parishes and other faith traditions. Another visible "hands-on" ministry, though not a regular occurrence - yet - was our participation in the Stop Hunger Now meal preparation for the Haiti Partnership. We have continued to help oth-

ers through our gifts to organizations such as Jacob's Ladder, the Church Health Center, Exchange Club Family Center, Samaritan Counseling Center, Caritas, Door of Hope, Emmanuel Episcopal Center, MIFA, Memphis School of Servant Leadership and the Memphis Child Advocacy Center - each of which offers its own opportunities to help make Christ known.

If you believe that you can help yourself and others to know Christ better through any of these outreach ministries, please join us at our committee meetings or ask a member for information on one of these organizations. We welcome all and look forward to hearing from you.

*David Brown, Chair*

### **Parent's Day Out Program**

GSL/PDO is an outreach ministry of GSL Church with a current enrollment of 40 children and a staff of 8. The program operates Tues-Fri. 8:30-2:30. PDO is committed to serving parents and their children by providing a stimulating program that offers each child a fun learning experience. PDO offers a structured, age appropriate curriculum in each class and adheres to many Department of Human Services requirements for childcare facilities. The majority of PDO enrollees become students at Grace St Luke's pre school or remains part of the GSL church community.

The PDO director reports to the rector and attends church staff meetings. In addition, an advisory board supports her. The board is made up of volunteers from different sectors (church, community, parents, and vestry). The advisory board supports and assists the Director in planning and managing the PDO program. In 2009, the revenues and expenses of PDO were reported as part of the church's overall budget.

*Fia Heffington, PDO Director*

### **Pastoral Care Committee**

Pastoral Care Teams. New concept – new energy – new ministry opportunities.

All pastoral care ministries from flower delivery to Eucharistic Visitors are now consolidated under the one umbrella of the Pastoral Care Team concept. Each week, one of five teams consisting of five to six members, faithfully meet with Sandy Baker, Pastoral Care Coordinator, and the Rev. Deacon Gayle McCarty to determine the present needs and concerns of the congregation. A plan of care is devised and then team members volunteer for assignments: sending of cards, delivering flowers, making and de-

## MINISTRY REPORTS

delivering a meal to assist someone ill or to welcome a new baby, taking communion to those unable to attend worship services, etc. These are lovingly called "pastoral care touches". Each call, card, visit – each "touch" – is then reported back to Sandy who keeps an electronic log which is shared with clergy.

The benefits of this reorganization from distinct "stand alone" ministries have been many. We have moved toward pastoral care growing into true corporate ministry that cares for the entire congregation – in sickness and in health. There is now increased and improved communication and coordination of pastoral care. Those who receive pastoral care now receive touches from a number of different parishioners, thus, helping them feel as if the entire congregation cares for them. Indeed, many have shared with us the comforting and healing result of these "touches" and of feeling cared for by all of Grace-St. Luke's! Not only have the members of the teams grown closer by working together, their touches have helped grow a greater sense of community within the parish. In our reaching out, a number of parishioners have felt welcomed back into their faith community.

Please know that when you share a pastoral care need or concern that it will be met with compassion and confidentiality. And let us know of causes for celebration as well!

It is often said that the health and growth of a church is reflected by how well they care for one another. Those presently serving on pastoral care teams are dedicated to the care of our faith community. Some of what they do is visible, but most of their service involves those small, but certainly not insignificant acts of ministry that make up the care of the people of Grace-St. Luke's. It includes those acts performed quietly and behind the scenes that enable us to "bring the church" or "to be the church" to so many people in so many ways.

We invite and encourage you to join us on one of the pastoral care teams. The needs are great. The rewards are many. The importance is critical.  
*Sandy Baker, Pastoral Care Coordinator*  
*The Rev. Deacon Gayle McCarty*  
*Curate for Pastoral Care and Outreach*

### **Stewardship Committee**

For the 2009 Stewardship effort, the Finance Committee and Vestry adopted a revised approach designed to involve more members of the parish in actively contacting our fellow parishioners for their pledge commitments. Each Vestry member recruited five

members of a Stewardship Leadership Team, and each member of this Team, in turn, was assigned five other parishioners to contact. We ended up with close to 100 Stewardship volunteers. The results were as follows:

- For 2009 the pledge total ended up at \$1,135,956, from 282 pledging units (households), compared with a 2008 total of \$1,128,320, from 277 units. The average pledge for 2009 is \$4,028. For 2008, the average pledge was \$4,062.

- Of the 282 pledging units, 239 of those had pledged for 2008; we received 43 new pledges amounting to \$63,236. The average new pledge is \$1,470. (New pledges include "re-pledges," a term that refers to people who have pledged in past years but did not pledge the previous year, 2008.)

- Of the 239 households who pledged for both 2008 and 2009, 104 increased their pledges a total of \$75,902; 51 decreased a total of \$62,752; 84 stayed at the same level.

- We have on record 14 lost pledges amounting to \$44,410, an average of \$3,172. Of that total, \$20,200 was due to parishioners who had moved out of town. The lost pledges on record are based on parishioners who inform us of their circumstances and/or intentions. The remaining members of Grace-St. Luke's who did not pledge simply did not respond in any way.

### **Welcoming Committee**

Every Sunday morning you will find a group of the friendliest folks in Midtown on the front steps of Grace-St. Luke's. Their passion and hospitality make guests feel welcomed.

Notice the children that grace our Sunday services and you realize many of our guests are 20 to 40. Special efforts have been made to meet their needs. Each team of greeters contains a person or couple in that age group. The First Friday Fellowship, now one year old, gives this group opportunity to meet and get better acquainted. The Welcoming Committee budget assists the First Friday Fellowship and nursery expenses. Additionally, Julie Denman and Kathy Stubblefield have helped organize a new Sunday morning class for this age group titled "The Everyday Holy." This class adds an opportunity to deepen spiritual connections to the strong sense of community developing within First Friday Fellowship.

To insure that our guests feel special, The Welcoming Committee now provides gift bags to guests. Handed to visitors during the closing hymn, the bags contain bread and information about the church. The

## MINISTRY REPORTS

response has been consistently positive. To follow up with our guests, we send a regular newsletter to newcomers. Recently the name and emphasis was changed to "Connecting to Grace-St. Luke's" and shows many ways to connect to the life of GSL.

Coffee with the Clergy and Newcomers Classes led by the Rev. Brian Ponder orient and inform guests and explore opportunities for deeper involvement in the life of GSL. Current Confirmation/Inquirers class is preparing newcomers for the sacrament of Confirmation. We invite anyone who shares our passion for sharing Christ's love with those persons new to Grace-St. Luke's to join us in this ministry.

*Brenda Medling, Chair Hal Morse, Vestry Liaison*

### Youth Programming-Grades 6-12

The Grace-St. Luke's youth programs have been growing both in numbers and in spirit during 2009. At the beginning of the school year, I did a study to see how many of our parish youth were involved in youth programming. I'm proud to report that 33 of the 35 youth (grade 6-12) who are members at Grace-St. Luke's are involved in one or more of the following activities, Teen Group: Worship and Reflection, Sunday school, and EYC. Along with our many parish youth, the youth and I have been successful with including others from the community. We have over 20 youth grades 6-12 who are not members of GSL that participate in one or more of our 3 weekly opportunities. We continue to have weekly junior and senior high EYC, Sunday night from 5:30-8pm at the Doan House. Our attendance averages between 25-30 students weekly.

This fall we have combined with the high school youth at St. John's Episcopal Church for Wednesday night "Teen Group: Worship and Reflection". This fall we've incorporated the Journey to Adulthood curriculum both into our Sunday school time and into Teen Group. Sunday school for grades 6-12 has been quite successful this fall. Donna and Jerry Sanders continue to do a wonderful job teaching Rite-13 to grades 6-8. Youth Confirmation classes have been led this fall by John Stewart, Daniel Pigg, Michael Briggs, Jane Williams, Sherry Prewitt, and Elizabeth Gassler. Each teacher focuses on a different topic, with the core curriculum based on "I will, with God's help". On December 6, we will have nine high school youth ready for confirmation.

The youth of our YAC class (Young Adults in Church) have selected a more alternative location for our Sunday morning experience. Each Sunday our

class meets at Otherlands on Cooper for coffee, with New Testament study and reflection as it pertains to ethical happenings in today's world.

In June, Bible and Art Camp was successful with the help of over 20 youth, grades 6-12. During the 5 day camp the youth, with the help of Molly Gooch, Donna Sanders, Mary Bell, Kathy and Andy Stubblefield and I were able to help the campers sing, create art, play games and learn about Mr. Noah and his ark. Bible and Art campers ranged in age from three years old to fourth grade.

In July, ten Grace-St. Luke's high school youth, Elizabeth Gassler our UofM assistant, my husband and I spent 8 days in New Orleans, and completed work on a house that was left devastated during Hurricane Katrina. The work project we participated in was sponsored by the Episcopal Diocese of Louisiana, Office of Disaster Response. The trip was very hot, lots of hard work, but also filled with wonderful fellowship time for our youth.

The fall season began with the "DYC kickoff" at St. Columba sponsored by the diocesan youth council. Grace-St. Luke's has 3 youth who serve on that council, Emmett Montgomery, Callie Smith, and McCulloch Cline. We have the largest representation from any one parish in the diocese. On Labor Day weekend, five GSL youth participated in "Happening" a youth spiritual retreat for high school youth grades 10-12. Youth from all over the diocese and even different denominations participated and the event was hosted by St. Mary's Cathedral. In September the junior and senior high youth made cards to send to our 6 college freshman from our parish.

In early November, eleven youth from GSL attended Bishop's Bash in Moscow, TN at Pinecrest Retreat Center. November 20th, the youth will caravan to the Desoto Civic Center to watch the Memphis River kings play. This has been a successful group outing that the youth look forward to each fall, who knows we may even ice skate after the game. Our fall progressive dinner will be on Sunday November 22 and will include 3 stops at homes of GSL youth. As we look towards the busy holiday season, it is an excellent time to pause and give thanks together.

Looking towards the future, in January, the youth will continue the tradition of a fellowship trip during the MLK Jr. Weekend. This will be our second year to travel to Glad Springs and Winter Place, West Virginia for this trip. In late June of 2010 GSL youth grades 11-12 will go on a pilgrimage to Quebec. The pilgrimage

## MINISTRY REPORTS

will be focused on the lives and ministry of Saint-Laurant et Saint-Jean-Baptiste. While on the pilgrimage, the youth will experience Saint-Jean-Baptiste - Fête de la Québec au Montreal, Notre Dame Basilica, a visit to Saint-Roch and The Cathedral of the Holy Trinity in Quebec City which is the oldest Anglican Cathedral outside the British Isles, among other things.

*Hilary Dow-Ward, Youth Ministries Director*

### **Grace-St. Luke's Episcopal School 2009-2010**

This year, Grace-St. Luke's Episcopal School opened with 520 students in grades PK-8. We completed the expansion project at our Miss Lee's Preschool building in August, and opened an additional three-year-old section. In addition, we have three sections in our sixth grade for the first time ever, and we continue to have a strong overall Middle School enrollment with 168 students – the largest since the mid-80's!

In April, construction should be complete on our new, multi-purpose building at the corner of Lemaster and Linden. We raised \$5.3 million in our capital campaign, and we greatly appreciate the support of the many GSL parishioners who contributed their time, talents, and expertise to our cause, especially our former Board President, parishioner Bob Adrian. The new building will feature a gymnasium, cafeteria, library, art and music rooms, science labs, a greenhouse, and dedicated after-school care space. It will transform the campus landscape at GSL and help keep the school sustainable for years to come for future generations of students. After years of planning, and months and months of work on our "Anchoring the Future" drive to fund this expansion, it is really wonderful to see our dreams so close to fruition.

In community news, we continue to emphasize service, from individual classroom projects such as canned food drives to our school-wide participation in the West Tennessee Haiti Partnership's Stop Hunger Now project. Middle School students also earn service hours in various ways throughout the year; for example, 5th graders participate in an annual day of service at St. Columba, and 7th graders work on numerous church and community projects year-round as part of their World Religions course requirement.

In curriculum news, we launched an exciting new Global Studies program in the Lower School to replace our former social studies curriculum. With a focus on technology as a teaching tool and an emphasis on the global community, the new program reinforces 21st

century skills such as media and technology literacy, innovation, creativity, and critical thinking. Our aim is to create engaged citizens of the global community. And by exposing Lower School students to different cultures early, they will have a better foundation for their study of America's own history when they enter Middle School.

In faculty news, professional learning continues on all levels through book conversations and group discussion on a wide range of educational issues. This year, faculty will discuss books such as *The Global Achievement Gap* by Tony Wagner, *Making Learning Whole* by David Perkins, *Drive* by Daniel Pink, and much more. Small groups and open forums for discussion allow teachers the freedom and comfort level to brainstorm, learn, and problem-solve with colleagues who are facing similar issues.

The chapel schedule that Father Ron helped us organize continues to be effective, especially in the usage of Scripture readings to reinforce the messages of our Middle School Traits for Success program and Lower School Tips Talks. We hold three chapel services per week on the Main Campus, with Middle School chapel on Tuesdays, Lower School Chapel on Wednesdays, and all-school chapel on Thursday. Our chapels are ably led by Hilary Dow-Ward and Father Ron, and we enjoy having the church's associate rector Father Brian and Deacon Gayle join us as their schedules permit. Our all-school chapel once again features the members of our 8th grade class speaking about their experience at GSL, a new initiative we implemented two years ago. Father Ron is also leading our youngest students at Miss Lee's Preschool in weekly chapel services, which are going great! We always look forward to our special services for Thanksgiving, Christmas, Ash Wednesday, Honors Chapel and Graduation, and we greatly appreciate the support of all the clergy and staff at Grace-St. Luke's Church as we create a signature, successful experience for the students here at GSL.

Respectfully submitted,  
Thomas A. Beazley, Headmaster

