

**ST. LUKE'S EPISCOPAL CHURCH
SISTER BAY, WI
PARISH PROFILE**

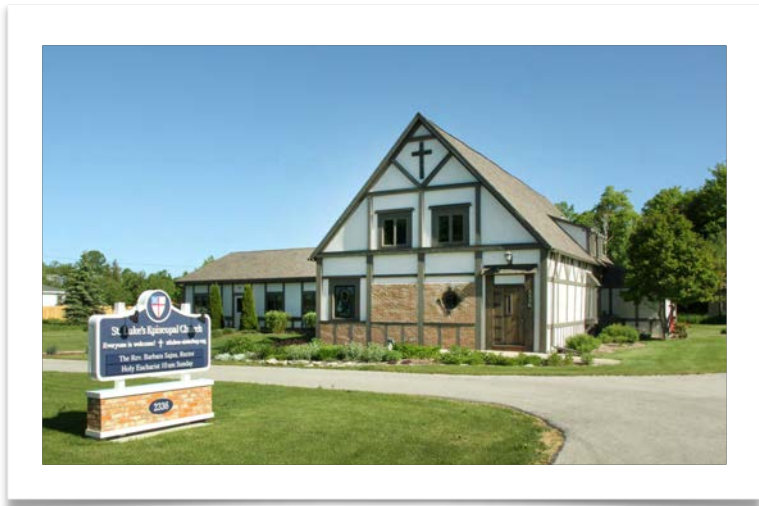


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Welcome to St. Luke's Episcopal Church!

Your first impression of St. Luke's Episcopal Church of Sister Bay will probably be that we are close-knit, rural and welcoming. And you would be right. St. Luke's is in northern Door County, a beloved vacation area for the state of Wisconsin as well as our neighbors in Illinois and Minnesota (and Missouri and Iowa and...well you get the idea). In summer, visitors swarm our streets and frequently stop in to worship. In winter, it's quieter. Much quieter. Our seasonal members have returned to their other homes. For the rest of us this provides a time for reflection and introspection.



However, we don't shut down. In fact we are as busy as ever with our generous and extensive outreach to the community, as well as education, social events and, of course, worship.

Of course we face challenges in a vacation/retirement area where housing is expensive and jobs are seasonal. But St. Luke's mission is to celebrate, deepen and share our commitment to Christ which means we don't stop for the "'slow time' of year.

Our outreach projects support our local food pantry, Habitat for Humanity projects, United Way, Door County Housing Partnership and many organizations further afield in this country and abroad. For example, we have financed a much-needed well and contributed to a new farm irrigation system in our companion Diocese of Masvingo, Zimbabwe.

We encourage members to become involved in worship—reading Scripture, leading prayers, serving as acolytes and chalice bearers. Some of our members are licensed lay Eucharistic visitors who take the Eucharist to home-bound members. Before the pandemic St. Luke's offered quarterly Taizé services which are open to the public. We plan to continue to offer annual pet blessings, an ecumenical 'Docks-ology' on the shores of Green Bay, Bible classes and lectionary studies.

Most important to us is that no matter who you are or where you are from, when you walk through our red doors you will be warmly and sincerely welcomed into our community.

We are excited about what God has planned for our church. We look forward to working with our new rector to discern and build upon that plan. Thank you for your interest in St. Luke's. We pray that your search and ours will unfold as God intends.

The People of St. Luke's Church, Sister Bay

Our mission

As the Episcopal fellowship in northern Door County, our mission is to celebrate, deepen and share our commitment to Christ. We do this through our local witness and as a member congregation of the Diocese of Fond du Lac and of the Episcopal Church.

Core values

- **Worship**—We worship in the Episcopal tradition, a richly textured experience combining prayer, proclamation, vocal and instrumental music, vestments and liturgical symbols and fixtures.
- **Christian spiritual growth**—We value developing a deeper relationship with Jesus Christ through traditional worship, biblical teachings, study, meaningful fellowship and practicing the teachings of Jesus through acts of service.
- **Inclusiveness**—St. Luke’s members represent many walks of life and life experiences. It is our commitment that all people, regardless of circumstance, are welcomed and accepted here. The love of Christ gives us unity in our diversity and we seek to share that love with others.
- **Church family**—We value the importance of building a church family, sharing friendship, spending time together and caring for every person who enters our doors. We embrace projects and events that foster genuine fellowship.
- **Youth**—We value children and believe they are vital to parish life. We include them in every aspect of our mission. We welcome their participation in Sunday worship and fellowship. We aspire to provide age appropriate Christian formation.
- **Service**—We value putting our faith into action by serving our neighbors and the greater community, especially those in need. We value the time, talent and treasure of our members and, as stewards of these gifts, prayerfully consider how they may be used to further the ministry of Jesus Christ in our congregation and our community.

“It’s not just going to church just because you have to be there; it’s because you enjoy being there; you are learning something; you are worshipping together. I think it is the community that gives me the most joy.”
—Carol Ann Osinski

Where we came from

The history of St. Luke's began, and continues, with the exceptional faith and determination of our people. They saw the need and had the desire to build a church in northern Door County. For years the Episcopal population here worshipped at Church of the Atonement in Fish Creek. However, Atonement is a summer chapel. There were no year-round services.



Then in 1992 the Rev. Joe Mazza retired to Door County. He volunteered to offer Eucharist occasionally in people's homes. After a couple of years, Bishop Russell Jacobus recognized the need of the community and recommended a regular weekly service in a standard location. Scandia Village, the local retirement community (and now a next-door neighbor), provided the space needed and the community found a home. Besides the "regulars," people from the wider community and many from Scandia Village came, representing a variety of religious traditions. In 1999 the Episcopal Community was formally

recognized by the bishop as the "Fellowship of St. Luke's" with Fr. Mazza as its first vicar. The name, St. Luke's, was chosen in recognition of the congregation's first home in a nursing facility, honoring St. Luke, evangelist and physician.

During those early years, the members of this small community, although thankful for Scandia's generosity, recognized that Fr. Mazza needed a space where he could meet with parishioners and provide pastoral services to individuals. They also wanted recognition as a parish and that was not possible without a church building. In 2002 a nearby retail store came up for sale and the small congregation made the necessary sacrifices to purchase the building and remodel it. St. Luke's had a home.

In 2004 Fr. Mazza retired again. He was succeeded by the Rev. Barbara Sajna who served until her retirement in January 2021. In 2011 the congregation built an addition, which included a large community room, a kitchen, a bathroom and a small office, providing much needed space for their new and varying needs.

During Mother Barb's years as pastor, the community continued to grow and develop into an active, outgoing, involved witness to the larger community.

Since Mother Barb's retirement we have been well served by the Rev. Frank Maxwell, a retired Lutheran cleric who is serving as our interim rector. We look forward to calling a leader who can encourage us to continue to grow as individuals and as a community in these challenging times.



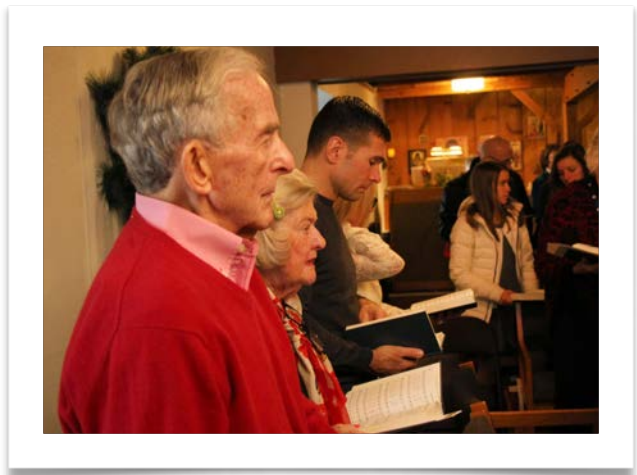
Who we are – Membership

St. Luke's is located in a cold-climate resort area, which gives the congregation an unusual make-up. Some parishioners were born and raised here, others have been coming periodically since their youth, and still others only moved to Door County in retirement. Although more than 80 percent of our parishioners are at least 70 years old, the number of younger members has grown in recent years and St. Luke's is looking for ways to attract more. A substantial number of our parishioners are new to the Episcopal church, having come from backgrounds including Catholic, Baptist and Methodist. Some never went to church regularly at all. St. Luke's truly welcomes *all people*.

Many parishioners commute from beyond Sister Bay, up to 30 miles away. They choose St. Luke's even though there are closer options. Some parishioners live here year-round; some come only in summer and some travel back and forth during the year between homes in other cities and states and Door County. This means that many friends of St. Luke's are part of another congregation somewhere else. While they may not officially be members of St. Luke's, many of them are just as involved as those who are. Distinctions between active non-members and members at St. Luke's are rarely made.

After a long period of slow but steady growth, membership has plateaued. During the pandemic, attendance declined somewhat; it is not clear what that will mean for the congregation in the years ahead. Some parishioners have moved, passed away or stopped coming to church; however, some new faces have also appeared this year. We are optimistic that God will continue to provide, including new members.

A new medical facility going up across the street and population growth in northern Door County promise more opportunities to show people the light that shines through St. Luke's. As we come out of the shadow of the pandemic, churches in this diocese return to regular service schedules and the busy summer season approaches, St. Luke's hopes to be as full as ever, offering multiple services in summer to all who wish to worship with us.



Who we are – Youth membership

Here at St. Luke's, we cherish our children and young people. Although we have no formal Sunday school since the pandemic, we try to provide age-appropriate spiritual education that centers on the teachings of Jesus Christ, learning Episcopal beliefs and the importance of giving to those in need.

And we do our best to include our younger members by asking them to participate and help in every aspect of our parish life. From lighting candles to presenting offerings to participating on outreach projects to being contributing members of church committees, young members of our church are fundamental contributors to St. Luke's mission.

One of our challenges is to grow our current number of members and lower the average age of the congregation. This means in part attracting families with children and increasing the opportunities for young people of God to participate and volunteer, to learn and find their spiritual path, to be present and enjoy our St. Luke's community.



Who we are – Clergy, staff and lay leadership

Clergy

The Rev. Frank Maxwell – Interim Rector
The Rev. Joy Zakrzewski – Deacon

Staff

Organist

Sue Raye Hughes

Bookkeeper

Juliana Neuman

Treasurers

Norma Bramsen
Karen Malzahn
Carolyn Finch

E-News Editor

Carol Ann Osinski

Website Editors

Norma Bramsen
David Skidmore

Parish Nurse

Roberta Thelen

Vestry

Betsy Rogers - Senior Warden
George Hughes - Junior Warden
Susan Hoffert -Vestry Clerk
Paul Neuman / Carol Heil / Pete Thelen / Lori Holton / Trudy Jischke

Outreach Committee

Pete Thelen – Chair
Mike Eischen / Ross Holton / Susan Hoffert / Trudy Jischke / Rev. Frank Maxwell
Roberta Thelen

Altar Guild

Carol Heil / Lori Holton / Norma Bramsen / Sue Raye Hughes / Trudy Jischke
Karen Schwartz / Carol Ann Osinski / Diana Wallace

Search Committee

Ross Holton - Chair / Trudy Jischke - Co-Chair
Emily Roedl - Secretary / Emiliano Marvin - Co-Secretary
Anne Egan / Mike Eischen / John Hauser / Susan Hoffert / Roberta Thelen

Where we live—Northern Door County

Jutting out between Lake Michigan and the Bay of Green Bay, the *thumb* of Wisconsin is noted for cedar forests, quiet harbors and towering limestone bluffs. On the northern end, the village of Sister Bay looks out over Green Bay from the bluffs of the Niagara Escarpment. Just offshore, the Sister Islands flank the harbor opening to the community and are the source of the town's name. With 1,900 feet of public waterfront, beach, two marinas, band shell, restaurants, shops and art galleries, Sister Bay is a tourist destination, swelling from a population of 943 to several thousands in summer. Founded in 1859 as part of the township of Liberty Grove, the community is probably best known for a Swedish restaurant that hosts charming goats on its grassy roof from spring through fall.



The northern Door County peninsula is noted for its beauty, varied landscapes and year-round recreational opportunities. Summer activities include swimming, hiking, biking, fishing, boating, sailing, golf and our famous fish boil dinners. In winter visitors and residents alike cross-country ski, snowshoe, sled, snowmobile, ice fish, skate or simply curl up by the fire with a good book.

The waters of Door County, whether local rivers, Green Bay or Lake Michigan, drew nomads and early settlers to drop anchor here. Many worked as fishermen, mariners and ship builders while others became farmers and orchard owners, relying on ships to transport their produce. With such abundance, the county's economy expanded rapidly. Roads improved and so drew seasonal tourists and economic development to Sister Bay and its neighboring communities of Ephraim, Ellison Bay, Gills Rock, Bailey's Harbor, Jacksonport, Fish Creek, Egg Harbor and Sturgeon Bay as well as Washington Island, a 30-minute ferry ride from Northport at the northern tip of the peninsula.

With a year-round population of 30,000, Door County provides many opportunities, starting with quality education. Its five public school districts and three private schools are consistently recognized for high academic achievement and receive consistent and strong community support. Sister Bay's median household income is \$61,560, median home value is \$315,000 and median rent for a two-bedroom apartment is \$837.

The business climate in Door County is energized with companies whose products are marketed on the local and international stage. A century of shipbuilding serves as a solid foundation for a rapidly growing collection of manufacturing and service industries. A skilled workforce, brimming with ambition and a strong work ethic, helps foster their success. Workers here are resourceful and well educated. The Sturgeon Bay campus of Northeast Wisconsin Technical College and the University of Wisconsin-Green Bay campus provide ample opportunities for continuing education



and training. In addition, the Lawrence University summer campus in Bailey's Harbor offers classes, seminars, concerts and Shakespeare Theater. The Clearing Folk School in Ellison Bay offers classes in natural sciences, fine arts, skilled crafts and humanities. For more than 50 years, the Peninsula School of Art in Fish Creek has welcomed students and established artists to learn in community, exercise their creativity, acquire new skills and explore new art forms.

Additionally, high quality clinics, hospital systems, other long-term care facilities and specialty medical practices ably serve county residents.

Philanthropy is important here. For example, the Door County Community Foundation is a collection of funds that last year distributed \$5 million to worthy causes throughout Door County and across the nation. The United Way is strong in charitable giving along with key projects by Habitat for Humanity. Since 1986, the Door County Land Trust has worked to preserve, maintain and enhance lands that contribute significantly to the area's ecological integrity, scenic beauty and open space. More than 8,800 acres of fields, forests, farmlands, orchards, wetlands and shoreline have been preserved with thoughtful public access.

Where we live—Building and grounds

Along with our people, St. Luke's Episcopal Church's physical structure houses the soul of our congregation. The building was originally a working barn on Fred and Minnie Smith's farm just south of the present-day community of Sister Bay. Later it morphed into a dormitory for migrant workers and later became a retail store.

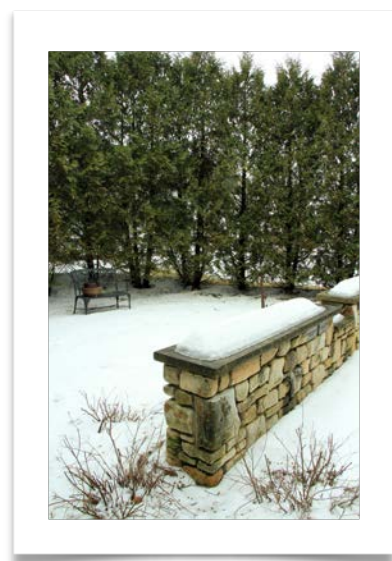


The Fellowship of St. Luke's purchased the property and building in 2002, remodeling it for use as our church. The red entry doors are a traditional sign of sanctuary and welcome, a place of rest and restoration in a hectic and fractured world. The arrangement of the interior space reflects our origins as a mission meeting in non-traditional places. This unique environment deepened the bonds within the congregation and attracted new growth in membership from surrounding communities such as Ellison Bay, Ephraim and even Jacksonport.

The church also serves the wider community, for example, as a venue for summer performances of a distinguished string quartet organized by the Midsummer's Music organization, for outside group gatherings and for our Canterbury Cinema series, which is open to public.

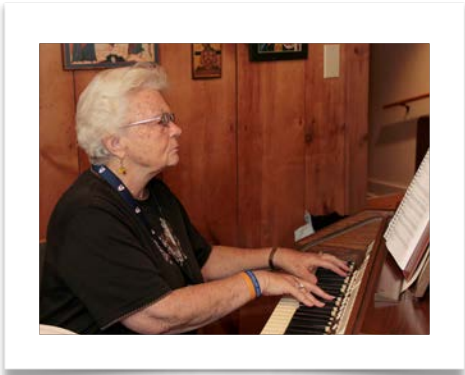
Recently, we commissioned a local artist to create a large stained glass window of St. Luke, placed to the right side of the altar. Southern light shines through, providing a dramatic recognition of the evangelist's life of peace, love and inspiration.

A well-kept lawn, flowers and trees surround the church with a beautiful peaceful energy. Early members were moved to honor those who had preceded them in life by constructing a memorial garden adjacent to the church. This large ring of tall cedar trees quietly encircles a rectangular stone wall with meditation benches facing inward to view the brass plaques bearing names of those who have passed away.



Our life together—Worship, liturgy and music

The heart of St. Luke's worship is the Holy Eucharist, with a weekly service each Sunday morning at 10 a.m. in winter plus an 9 a.m. service in summer. The worship service uses Rite Two Holy Eucharist from the *Book of Common Prayer*, which we define as a contemporary version of a traditional style. Preaching in a manner that applies faith to daily life, invites us to reflect, and leaves us enlightened, challenged and inspired is a valued component of the service. The informal nature of our sanctuary creates an atmosphere in which the service leaders and congregation members feel a personal connection to each other and to the message. That connection is enhanced by lay participation as greeters, ushers, candle lighters, scripture readers, and chalice bearers.



Our worship combines traditional and contemporary vocal and instrumental music which is taken from the 1982 *Hymnal* and the *Wonder, Love and Praise* supplement. Hymns are chosen to support the themes presented in the Lectionary readings and our organist accompanies our congregation, who enthusiastically join in. We have teamed with area choral groups to share Choral Evensong and collaborated with other local churches for services on other occasions, pre-pandemic. This included the Anderson Docks-ology, a series of services that were held on Wednesday evenings during the summer on Anderson Dock in Ephraim. Until the pandemic we also hosted quarterly Taizé services, which were open to the community. This is a simple, meditative form of worship incorporating music and prayer in a quiet, peaceful environment, conducive to contemplating Christ's presence around and within us.

Our life together – Christian formation, ministries and outreach

Christian formation in our worship, prayer, study, and service opens our hearts and minds to God's call in our lives. In the process we build a sense of community and grow in our relationship with God. We are at our best when we exchange ideas, understand differing perspectives, explore unique experiences, and reflect on the presence of God in our midst. Lifelong learning for Christians nurtures a stronger relationship with Christ and sustains us for witness and service in the community and the world.

At St. Luke's we thrive on a variety of opportunities for Christian formation. Sunday worship enlivens and deepens our relationship with God and nurtures us in the Spirit. We offer a variety of group studies of the bible, and topics like progressive theology, and contemporary social issues from a Christian perspective. A lectionary bible study meets to read, discuss, and reflect on the next Sunday's scripture



lessons. Book Club and Canterbury Cinema help us draw biblical and theological insights from contemporary authors and screenwriters. Until the pandemic, we had offered a series called Soup and a Movie during Lent to help us focus on the meaning of the liturgical season, and a quarterly afternoon Taizé services that welcomed the community and members of other churches. Classes are offered for baptismal instruction and preparation for confirmation and reception into the Episcopal Church. The rector is available for individual counseling on matters of personal faith.

Sunday worship allows us to come together and share God's love with each other, with visitors and with neighbors. By hearing and following the teachings of Jesus, we enrich our own lives and try to enhance the lives of all with whom we come in contact. We offer a number of ways for parishioners to take part in ministries that enhance our services and provide help and support to our neighbors within Door County and across the globe.

Our worship and sacramental ministries include:

- Acolytes—indeed, one of our youngest members has taken on the responsibility for lighting and extinguishing the altar candles.
- Altar Guild—a core group of congregants prepare the altar for the Eucharist and clean vessels for the following week, including the individual glasses we have been using during the pandemic. They also care for the linens and decorate the church for Christmas and Easter.

- Lectors and chalice bearers to serve wine and read selections from the Bible and lead the prayers of the people at all services.
- Ushers and greeters—members collect the offering and provide worshipers with assistance during and after the service. Often family members, including grandchildren of our faith community, participate in this ministry.
- Christmas tea—Pre-Covid, we provided a Christmas tea at Scandia, the neighboring retirement and care facility. Our faith community made goodies to serve residents in their dining room, aiding those in wheelchairs to attend by escorting them from their rooms and helping them with their plates. This was an important social event for them but of course it had to be suspended. So, instead, during Covid, we have made gift bags for all the residents.
- Prayer shawl ministry—our talented members create hand-made prayer shawls distributed to those who are in need of prayer.

Outreach is a key tenet at St. Luke's and a principle we all embrace. It defines St. Luke's to our congregation and to our community, connecting us to the larger world. Through this generosity and a recent bequest, our outreach ministry has been blessed to share Christ's love with our sister Diocese of Masvingo, Zimbabwe, where we funded a well to provide fresh water in one community and helped fund an irrigation system for 1,200 acres of diocesan farm land. We also purchased a cow for their dairy herd. This commitment to Masvingo is, for many in our congregation, the most meaningful project that we have embraced.

St. Luke's partners with the Door of Life Food Pantry in Sister Bay, collecting nonperishable items from parishioners and purchasing needed items from local grocery stores.

We have also contributed funds to United Way—Door County, The Housing Partnership of Door County, Habitat Door County (including hands-on work for some of our own parishioners who were selected for a Habitat Home), Ecumenical housing — Green Bay, Fuller House — Mississippi, The Bishop's Fund of the Diocese of Fond du Lac, Trickle B Café—Milwaukee

Additionally we help local nonprofit groups including Jack's House, Sunshine House, Secret Santa (to help individuals with fuel bills in winter), Northern Door Childcare Center and the Sister Bay Liberty Grove Fire Department.



Our life together—Fellowship and parish events

We are a close-knit parish—with a small congregation, we know the importance of strong fellowship and work to build friendships through social events. Our gourmet and foyer dinners (pre-pandemic) gave members a chance to share meals in smaller groups and get to know each other, one-to-one. Our book club continues even in the pandemic through Zoom, although our Canterbury Cinema has been suspended. However we plan to soon resume these evenings of soup-and-bread or potluck dinners followed by a thought-provoking movie and discussion. Additionally coffee hours are hosted by parishioners after Sunday services, inviting worshippers to sit down together and enjoy each other's company. This is an especially important time to greet and get to know visitors and also to celebrate holidays and milestone moments in our parishioners' lives.

Sometimes fellowship and outreach overlap. We have shared great moments participating in the village-wide rummage sale in Sister Bay and fundraising activities with local businesses. We all look forward to the further growth in our fellowship events. During Covid we have continued getting together through Zoom coffee hours and twice-monthly 'happy hours' just to see each others' faces and hear what's new—just like we do in person—and to keep us connected until we can all sit down together again.



We also use more formal types of communication to keep in touch. Parishioners have access to our news and information through our website (<https://stlukes-sisterbay.org>), email newsletter (St. Luke's E-News) and social media. Since the pandemic, our Sunday worship and special liturgies are posted weekly on St. Luke's YouTube channel as well.



Our life together—Administration and finance

Clergy and staff:

In addition to the rector, St. Luke’s has two salaried employees: an organist who usually plays one service a week and a bookkeeper who works 10 hours a month. The treasurers are a volunteer team of three who supervise the bookkeeper. They maintain high standards of accountability and are consistently praised by the diocese and financial auditors. We no longer have a secretary on staff. Dedicated volunteers comprise our committees and altar guild.

Reporting to the vestry monthly, the treasurers prepare the annual budget, coordinating with the rector, wardens and other stakeholders. The budget is then reviewed by the vestry and approved by St. Luke’s members at the annual meeting in late January. The budget is a guideline; actual spending in approved areas is screened but not constrained by the budget thanks to the continuing generosity of the faithful and careful financial stewardship.

Income and expenses:

St. Luke’s has two main sources of funds—generous donations and earnings from our endowment, much of which is invested in the Diocesan Common Trust, an investment vehicle sponsored by the Diocese of Fond du Lac and administered by Morgan Stanley. Our annual donations income (excluding bequests) was \$114,000 in 2016; rising to a high of \$127,000 in 2019, the last year before the pandemic. In 2020 it was \$113,000 and last year (2021) it recovered to \$121,000. In 2022 St. Luke’s donations income is projected to be \$145,000—including the \$127,265 pledged.

Expenses	2022 projected	2021 actual
Staffing costs	\$130,057	\$70,186
Worship and music ministries	\$3,150	\$2,900
Fellowship ministries	\$1,050	\$617
Outreach ministries	\$15,345	\$13,991 (+\$83,697 special spending)
Benevolences (incl. diocesan pledge)	\$15,950	\$17,225
Support for ministries	\$5,330	\$4,137
Facilities	\$24,820	\$28,091
Total:	\$195,702	\$137,147

In the past, St. Luke’s non-outreach operations have been funded entirely by donations. Our past rector, by virtue of age, did not require pension and health insurance contributions. This year we have the budget to be able to pay for these benefits for our new rector. Half of the new money is coming in from increased pledges and half out of income from our investments.

Thanks to the blessing of a major bequest in 2021 (90 percent of which was invested and 10 percent tithed for special outreach spending), St. Luke’s endowment has topped \$1 million. Our newly reconstituted investment committee is reviewing our portfolio and will be advising the vestry on updates to our allocations and holdings. St. Luke’s takes a conservative approach, seeking to protect principal and to spend only earnings.

The vestry decided that, starting this year, we will withdraw a flat 4 percent of the endowment’s value annually. We do not expect this draw to exceed our earnings. For the next three years, this income will be divided between outreach and a \$25,000 yearly subsidy to the operating budget. The vestry believes that both the congregation and giving will grow sufficiently under the leadership of the new rector during that time to end the need for a subsidy, an ambitious goal that will be a priority for the rector and the vestry for the next few years.

In the 2021 stewardship campaign, the vestry successfully challenged the congregation to match the subsidy with increased pledges to enable us to afford a full-time rector with benefits (including insurance for self plus one). Although fewer people pledged, the total amount they promised was up 25 percent and included several new commitments.

St. Luke’s has robust balances in both checking and savings accounts as we’ve had many years of income exceeding expenses. Projected budget deficits have been small enough to be covered at year-end by higher real income and lower actual expenses. Even during the pandemic we did not dip into savings or investment principal. Although giving patterns have changed since 2019, giving has remained on a par with expenses. Visitor income is down and fewer people pledge, but both pledging and non-pledging parishioners are giving more than ever.

We are blessedly debt free; we retired our mortgage nine years ago. Instead of keeping a separate building fund, repairs and improvements have been funded out of the general operating fund. Before we had a substantial endowment, we had special capital campaigns to fund major building expenses. Most improvements and repairs come out of the operating budget (particularly if they cost under \$10,000). St. Luke’s actively supports the diocese by fully funding the requested diocesan pledge, contributing regularly to diocesan fundraising requests, and holding a major stake in the Diocesan Common Trust, which pools investments to reduce costs for congregations in this diocese.

Pledge year	Number of pledges	Dollar amount of pledges
2019	43	\$91,410
2020	45	\$97,720
2021	42	\$101,926
2022	37	\$127,265

Our plans for the future—Hopes and priorities

Three separate workshops, a month apart, were held with parishioners to help define the priorities and strengths of St. Luke's, the chief goals of the congregation and the qualities and responsibilities expected for the new rector. Not surprisingly, worship, pastoral care and outreach emerged in each as fundamental values of the congregation.

Times of change are never comfortable but they do offer opportunity. St. Luke's is determined to weather the departure of our beloved pastor and focus on the future, growing our congregation and our presence in the community.

Our hopes center on what we already value about this church:

- That our congregants continue to feel a deep attachment and our church be filled with people — current members, visitors and new members of all ages, every Sunday morning. We hope that when we leave services, we feel inspired by the Gospel and by sermons that offer lessons with meaning and context.
- That we open our hearts and minds to God's call through worship, prayer, study and service; expanding our tradition of challenging, mind-expanding adult education to more and more seekers.
- That we continue with our commitment to help those in need, here in Door County and elsewhere, devoting as much or more attention to hands-on service as we do to financial giving. We hope to expand our presence in northern Door, so everyone knows our values and our advocacy.



Of course, to see this to fruition means we need to grow in membership, especially with younger families and individuals and to continue to build our financial stewardship so we can create a solid financial plan and be prepared for future changes.

"I think St. Luke's is an extraordinary place. I think its people are wonderfully generous...I hope that we can grow our understanding of stewardship as an ongoing, week-by-week commitment, a sharing of what we have which after all has come from God."

—Betsy Rogers

Our plans for the future—Strengths, opportunities and challenges

In the 20 years since its beginnings as a faith community, St. Luke's has made significant progress. We are recognized as inclusive, warmly welcoming visitors and new members. The regular flow of visitors throughout the year, especially in summer, attest to that spirit of welcome as well as to our meaningful worship services. The close relationships that develop between year-round members and seasonal visitors also give witness to a special place where people far from home can feel at home, where they can celebrate and deepen their commitment to Christ by sharing in our worship and fellowship. Our liturgical celebrations are well planned and executed with loving attention, involving many in the congregation.

Opportunities abound for individual congregants to exercise their own talents and gifts, especially in service and care for those in need. Our many outreach programs allow members to get as involved as they would like, our Christian fellowship reaching out from our northern Door community outward.

As a pastoral-sized church in a seasonal community, we are challenged to grow as spiritual individuals and as a parish, attracting new and younger members. Our demographics and the trends in formal religious affiliation throughout the country today. A key goal is to continue our outreach to those in need throughout the wider community. To support all this as well as the ongoing maintenance of the parish as a whole, we need to deepen our commitment to Christian stewardship, sharing even more of our material gifts as well as talent and time.

"I dream that St. Luke's will reach out to people who haven't had a positive church experience. So they will see it's a safe place to come and to express opinions, to learn. That it is a safe place to be; in a gentle, kind atmosphere."

— Marcia Eischen

St. Luke's parish is hopeful about our future. We want to grow, continue outreach and strengthen our relationship with God. Our new rector will be challenged but we will stand with him or her in meeting those challenges with grace and humility.

Appendix

St. Luke's website

www.stlukes-sisterbay.org

St. Luke's Episcopal Church, 3236 Canterbury Lane, Sister Bay, WI 54234

Open Doors—Open Hearts

In a 25-minute video produced by David Skidmore, in partnership with the rector and Vestry, members of St. Luke's share their joys, blessings and hopes for the congregation in this time of transition.

Ten members speak about what brought them to St. Luke's and how the hospitality, caring, worship experience and outreach has deepened their faith and connection to the congregation and wider community. View the video: Open Doors—Open Hearts on St. Luke's YouTube channel:

<https://youtu.be/fq6XIPVx-pg>

Check out these other helpful websites:

www.sisterbay.com

www.doorcounty.net

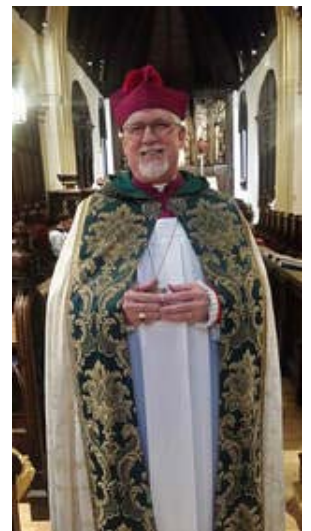
www.co.door.wi.gov

www.livedoorcounty.org

Or go to St. Luke's home page and click on *About Us*, *Community websites*

Diocesan information

The Diocese of Fond du Lac is a diocese of the Episcopal Church encompassing northeast Wisconsin. The Diocese contains about 3,800 baptized members worshipping in 36 locations. Since 2014, the Right Reverend Matthew Gunter serves as its eighth bishop. The Cathedral Church of St. Paul the Apostle is in Fond du Lac and the Diocesan Office is in Appleton. Bishop Matt has called the diocese to be "a people of God's mercy and delight" through vital congregations, prayer, worship, and mission. The Diocese is in a companion diocese relationship with the Diocese of Masvingo, Zimbabwe. Learn more about who we are and what we do at <https://www.diofdl.org>.



The Rt. Rev. Matthew Gunter, Bishop—right

The Rev. Meredyth Albright, Transition Ministry Officer—left

Ministries summary chart

