

HOLY SPIRIT | EPISCOPAL CHURCH

ANNUAL REPORT 2025



"Receive the Holy Spirit."
John 20:22

130 SOUTH 6TH STREET EAST
MISSOULA, MT 59801

ANNUAL REPORT 2025

HOLY SPIRIT EPISCOPAL CHURCH

The Right Reverend Marty Stebbins, Bishop
The Reverend Gretchen Strohmaier, Co-Rector
The Reverend Terri Ann Grotzinger (retired), Co-Rector

THE VISION OF HOLY SPIRIT EPISCOPAL CHURCH:

**We cultivate, challenge and live our faith in Christ
through commitment to each other and the world.**

THE VESTRY

The Rev. Gretchen Strohmaier, CO-RECTOR
The Rev. Terri Ann Grotzinger, CO-RECTOR
* '25 Patti Beckley
'28 Julie Benson
'26 Molly Bowler, SENIOR WARDEN
'25 Alice Caplins
'26 Lance Collister
'26 Glenn Hladek
'28 Keith Kuhn
'25 Blake Lineweaver, CLERK OF VESTRY
'28 Beverley Sherman
'26 Charlie Swannack, JUNIOR WARDEN
'28 James (Jim) Taylor
'25 James Wiley

James Wiley, TREASURER (one-year term)
* year terms expire

THE STAFF

The Rev. Gretchen Strohmaier, Co-Rector
The Rev. Terri Ann Grotzinger, Co-Rector, retired
The Ven. Dorcie Dvarishkis, Archdeacon
Dr. Nancy Cooper, Director of Music
PJ Willett, Technology Specialist
Judy Parock, Parish Administrator
Connie Gerke, Office Assistant/Bookkeeper
Elizabeth Serviss, Webmaster
Lori Cordis, Sexton

The Rev. Eric Huseeth, Campus Chaplain

HOLY SPIRIT EPISCOPAL CHURCH

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ANNUAL MEETING AGENDA
JANUARY 25, 2026

1. Call meeting to order and opening prayer
 - Who is eligible to vote (Bylaws)
 - Elect Clerk for the meeting – Caitlin Sherman, Clerk of the Meeting
2. Adoption of Agenda
3. Presentation of the Minutes of the 2025 Annual Meeting (vote)
4. Thanksgivings for Vestry and Officers:
 - Molly Bowler, Senior Warden; Charlie Swannack, Junior Warden; Blake Lineweaver (going off), Clerk of Vestry; Jim Wiley, Treasurer
 - Patti Beckley (eligible for re-election), Julie Benson, Alice Caplins (going off), Lance Collister, Glenn Hladek, Keith Kuhn, Beverley Sherman, Jim Taylor, Jim Wiley (going off)
 - Senior Warden's report
5. Introduction of Candidates for Office:
 - Vestry Nominees – Introductions
 - Patti Beckley
 - Anne Geiger
 - Mary Beth Jourdonnais
 - Leslie McShane
 - Election
 - Candidates for Deanery Representatives and Delegates to Diocesan Convention
 - Election
 - Nomination of Church Treasurer
 - Election
6. Announcement of 2026 Senior Warden
7. Deacon's Report
8. Co-Rectors' Reports
9. Presentation of Annual Report for 2025 (highlights)
 - Treasurer's report on 2025
 - Vote to accept all reports as written in Annual Report
10. Presentation of Memorial Foundation Annual Report
 - Review of report (highlights)
 - Thank you to out-going Board members Steve Shelly, Patti Beckley and Doug Anderson
 - Vote to accept report as written in the Memorial Foundation Annual Report
 - Elect one parish representative to the Memorial Foundation Board
11. Discussion of 2026 budget
12. Closing Prayer

2025 ANNUAL MEETING MINUTES
JANUARY 26, 2025

1. Meeting called to order with an opening prayer by Rev. Gretchen Strohmaier.
 - a. The By-Laws of Holy Spirit were reviewed to clarify membership of the church and eligibility to vote.
 - b. **Motion to elect Caitlin Sherman as Clerk of the Meeting, seconded, and approved.**
2. Adoption of Agenda
 - a. **Motion to accept the meeting agenda as proposed, seconded, and approved.**
3. Minutes from the 2024 Annual Meeting
 - a. **Motion to accept the minutes from the 2024 Annual Meeting, seconded, and approved.**
4. Thanksgiving for Vestry and Officers
 - a. Thank you to Jim Wiley for agreeing to be the new Treasurer of the Vestry.
 - b. Thank you to Audrey Murray for serving as the Clerk of the Vestry.
 - c. Thank you to Charlie Swannack for serving as Junior Warden of the Vestry and always being willing to help with a smile on his face.
 - d. Thank you to Molly Bowler for serving as Senior Warden of the Vestry with unwavering commitment and energy.
 - e. Thank you to those who have fulfilled their terms and are going off the Vestry: Bill Drummond, Mark Dvarishkis, Kate Laney, Audrey Murray, and Kara Hanson.
 - f. Thank you to the continuing members: Alice Caplins, Lance Collister, Glenn Hladek, and Blake Lineweaver.
 - g. Senior Warden's Report
 - i. Molly asked the congregation to time travel and take a look back at the year just passed. 2024 was the year of co-rectorship and of both ministries and individuals stepping up to take action. A special thank you to Judy Parock, Connie Gerke, Nancy Cooper, and Lori Cordis for keeping the ship on course. The focus for 2024 was on new worship ideas, including finding opportunities to attract new families and younger people to Holy Spirit. There has also been a re-energization of marketing and efforts made to be more present in our communities on purpose. Looking ahead, the updates and recovery efforts for the church courtyard are ongoing. Gretchen will continue her discernment of her future and provide an update in February. Once she has made her decision, we will be able to take the next steps to hopefully have the position of Rector filled when Rev. Terri retires fully in mid-2026.
5. Introduction of Candidates for Office
 - a. Vestry nominees:
 - i. Patti Beckley (1 year term)
 - ii. Julie Benson
 - iii. Bill Drummond
 - iv. Beverley Sherman
 - v. Jim Taylor
 - b. **Motion to elect the slated nominees, seconded, and approved.**
 - c. Candidates for Deanery Representatives and Delegates to Diocesan Convention:
 - i. Bob Deaton

- ii. Lucy Deaton
 - iii. Mike Irwin
 - iv. Scott Jourdonnais
 - v. Greg Scarff
 - vi. Jesse Jaeger
 - vii. Alternates: Pat King, Jenny Randolph, Rose Rademan, Doug Anderson, and Judy Anderson
 - d. **Motion to elect these delegates and alternates to the Diocesan Convention, seconded, and approved.**
 - e. **Motion to approve Jim Wiley as Treasurer of Holy Spirit, seconded, and approved.**
 - f. Molly Bowler will continue on as Senior Warden of the Vestry for another year.
6. Co-Rector's Report – Rev. Gretchen Strohmaier
- a. Who remembers Richard Simmons' and Jane Fonda's aerobics programs? Their words of encouragement to put in the effort, to reach, and to breathe. This past year the congregation was asked to pivot and change again and again. Their acceptance of these changes and willingness to keep going forward each time was seen and greatly appreciated. The momentum that began during Rev. Terri's sabbatical, with new leaders stepping up, has continued and can be seen in increased attendance, in the numerous new faces, and in generous increases in stewardship. These are all signs of the health and strength of our church community, and now is the time for us to step up for those in need. We have already been in talks with our Muslim neighbors about them using our space.
7. Presentation of Annual Report (highlights)
- a. Treasurer's Report – Jim Wiley
 - i. The 2024 budget was updated when Rev. Terri and Rev. Gretchen shifted Holy Spirit to a co-rectorship, bringing the projected deficit down to \$53,441. Our results further benefited when Rev. Terri began her retirement, but we did not redo the budget again. The increased generosity of our parishioners and community in their increased plate offerings and successful Spring and Holiday Markets pushed our 2024 actual finances to an \$11,036 surplus. The \$136,000 costs for the updates and repairs to the courtyard did not affect the 2024 budget as it was already covered with grants and forward planning by previous Vestries.
 - ii. **Motion to approved the Treasurer's report, seconded, and approved.**
 - b. Memorial Foundation – Scott Jourdonnais
 - i. Scott began with a reminder of the purpose and mission of the Memorial Foundation. The Foundation continues working with SG Long Investments. Gifts and memorials of \$2,000 were received in 2024, and \$26,282 was allocated to projects and activities at Holy Spirit. Overall, the Memorial Foundation's assets increased about 7%. Steve Shelley spearheaded efforts to raise awareness about planned giving. Thank you to all of the Memorial Foundation's Board Members for their dedication.
 - ii. **Motion to approve the Memorial Foundation Report as written, seconded, and approved.**
 - iii. **Motion to elect Scott Jourdonnais as parish representative to the Memorial Foundation, seconded, and approved.**
8. 2025 Budget – Jim Wiley
- a. Thank you, Connie, for your continued hard work and dedication.
 - b. The courtyard projects are ongoing, with around \$20,000 worth of work left to be completed.

- c. Annual pledges have increased to \$410,000, which means we will likely see some decrease in plate offerings.
 - d. There will be some increases for office operations and supplies, especially copier costs and Pushpay, our online giving platform. Marketing efforts will be increased, and maintenance expenses will grow slightly.
 - e. The 2025 budget forecasts an income of \$534,000 and expenses of \$484,000. The projected \$50,000 surplus will be allocated to a “New Rector Fund” for costs associated with our likely new rector.
9. Thank you to the Reception Committee for the luncheon.
10. Active Incident Committee Report – Glenn Hladek
- a. The committee we didn’t know we had, that works to make sure nothing happens. Their goal is to find ways to make Holy Spirit as safe as possible, without turning it into a fortress. During the coming year there will be 2-3 drills during regular church services of what to do during an active incident scenario.
11. Closing prayer provided by the Ven. Dorcie Dvarishkis.

Respectfully submitted
Caitlin Sherman
Clerk of the Meeting

CO-RECTOR REPORT – THE REV. TERRI ANN GROTZINGER

As I write this report, I am aware of not only this past year, 2025, but of all the years since I arrived in the fall of 2011 and that this is the last Annual Report submission I will make. Rev. Gretchen and I continued to serve as Co-Rectors while the parish began moving forward with a new Rector Search and all that entails.

My role included volunteering alongside Parish Development, Newcomers, Staff, Godly Play, along with alternate Sunday Worship Services and Special Services plus 2 days weekly. My thanks to Rev. Dorcie for being willing to work on detailed Godly Play programming, and also to Zara Renander who was hired to provide a few hours a week of pastoral care support upon her retirement from Hospice. The year was full, and I am particularly aware of the efforts we made to welcome and incorporate newcomers into our midst. Their stories and spiritual journeys brought new energy and ideas to the parish. Rev. Gretchen and I both learned that sharing a cup of coffee and conversation with as many as we could made a huge difference. This was true for others who did so as well. It has been a joy!

I find myself full of gratitude and offer my deepest thanks to all the Staff, the Vestry, and the Lay Leaders of so many meaningful ministries that have grown, or sprouted, in the past year. Thank you to all who faithfully prepared our worship services, often behind the scenes. And last but not least, my gratitude to Rev. Gretchen and Rev. Dorcie for allowing this to be a team effort alongside everyone in the parish. It has been and continues to be a blessing!

Respectfully submitted,
Rev. Terri Grotzinger

CO-RECTOR REPORT – THE REV. GRETCHEN STROHMAIER

For me, this year has been framed by several lovely, lifegiving rituals: three weddings and one baby shower. That forward focus gained traction throughout the year as we began the search process for a new rector. We are all leaning forward, wondering what will come next.

In 2025 the Vestry chose to focus our collective energy on the Missoula Food Bank, recognizing the food insecurity that many Missoulians were facing and the funding cutbacks that the Food Bank was experiencing. We recognized that an organized effort to respond to increased needs was not only what our faith called us to, but we knew it would also help us channel some of the anxiety we were experiencing as a nation. We recommitted to donating food, we created a steering committee, and we sent volunteers to help prepare food for the backpack program. We donated turkeys and helped with mailings for the Food Bank. As we continue this focus, plans are underway for early 2026 to include parish-wide education about food insecurity, food choices, food waste, food and the environment, food and theology, and even fasting.

In 2025 we pivoted to try some new processes including the use of a shared electronic calendar and quarterly liturgical planning meetings that helped streamline worship planning between the rectors and our Music Director. These efforts were important as we worked to respond to the specific needs that our unique staffing situation presented. Communication is always important, but with two co-rectors both working part-time it became essential. Also part of adapting to our new staffing included hiring some additional help with Godly Play via Rev. Dorcie Dvarishkis and some additional support for pastoral ministry and home visits, via Zara Renander. These two women helped bring stability to our ministry.

A huge part of what made this new staffing model possible is Molly Bowler, our Senior Warden. Molly has committed herself to this place over the last year+, stepping into leadership and working tirelessly, creatively, and with stylish panache, helping us “put our best foot forward” and serve God’s people at Holy Spirit and within our community. Molly’s ministry impact is quite sizable, and both Terri and I are deeply grateful for her help, her energy and her heart for this place. We all owe her our thanks.

In 2025 we made some new strides in our marketing. In addition to the publicity we continued, like ads at the Roxy theater and on NPR, this year we hosted two parklets on Higgins Avenue on First Friday evenings during the summer. These events afforded us the opportunity to engage with the public, establish our identity in the public square, and to be church in a non-threatening way. It was challenging and also fun. It was a great opportunity for us, spearheaded by Ann Wiltse, the head of our Marketing Committee. At the end of the year with grant funds we were able to hire Ian Ritchie to create Instagram posts. Ian’s enthusiasm about faith and his genuine interest in The Episcopal Church makes him a great candidate to engage younger audiences. We look forward to more work with Ian in the coming year.

We took new security measures in 2025 by installing outdoor cameras, and a ring doorbell for the office. Our security team also stepped up to help periodically as needed throughout the year. These were important developments as we strive to take security seriously and keep our worshipping community safe.

Also, spring 2025 I finished a yearlong course through Backstory Preaching. The funds for the course were provided through Holy Spirit, St. Paul’s, the Diocese of Montana, and some of my personal funds. It was a fabulous opportunity to work not only on the craft of preaching, but also to establish a pattern for sermon preparation that fits within the confines of the work week and allows for time off on the weekends. I will always be grateful for this opportunity as I believe it will enable me to serve for many years to come.

Thank you, Holy Spirit Episcopal Church for another year of collaboration, growth and fun.

Respectfully submitted,

DIACONAL MINISTRIES REPORT

Lord, may we pray, speak, and move as people on a journey to better know and love you and our neighbors. Amen.

“Do you see what I see?”

As I look back over our diaconal journey together of 2025, here are some glimpses of what I saw and lived alongside you:

- A fourth year of Alms Sundays, which brought nine organizations/ministries to share their work and opportunities for engagement and support. In addition to what we learned and were moved to do, our gifts through Holy Spirit totaled \$7,684, 13 percent more than 2024 and increasing our Alms Sunday gifts to \$23,972 since we began early in 2022.
- Holy Spirit participation in four Missoula Interfaith Collaborative Action Network Gatherings, which invited us into deeper relationships with people of faith for meaningful learning and action around immigrant and refugee neighbors and housing support avenues. I now serve as coordinator of M.I.C.’s Faith Outreach Team.
- Expanded traffic education scholarship opportunities for Hellgate High School students in need, alongside our other layers of support for the Hellgate Family Resource Center students and families.
- Financial support for Parenting Place program and facility needs.
- Twenty-three children participating in Godly Play, along with 23 adults storytelling, door keeping, volunteering in other ways, or participating with their children. I am currently contracted to coordinate our Godly Play program.
- Experiencing some of the worship services of our siblings in faith across the community on “Sojourner Sundays.”
- One among us discerning a possible call to diaconal ordination with a Parish Discernment Committee, among five other Parish Discernment Committees across the Diocese.
- The anticipation held in transition times, as I reflected with Revs. Terri and Gretchen for my final Deacon’s Annual Activity Report alongside them as my priestly partners.
- A vital role on the Board of the Association for Episcopal Deacons to bring the experiences within a rural diocese into the national consideration underway on the future of Deacon engagement.
- My 2025 Deacon’s Annual Activities Report to Bishop Marty reflected diaconal service – beyond Archdeacon service - at 62 Holy Eucharists, nine Godly Play sessions, two baptisms, one confirmation, and two Lessons & Carols. During the year, I shared seven sermons during 11 services and was storyteller for nine Godly Play sessions. Holy Spirit supports my diaconal service with a monthly housing allowance of \$26.59 plus an 18 percent assessment to Church Pension Group, and reimbursement of up to \$900 in ministry-related expenses.

It has now been nine and a half years that I have been ordained and seeing and serving alongside you all, building on our family’s rich 34 years in this parish. I’m grateful for your encouragement as I continue to live into my diaconal call alongside you, and I welcome your prayers, questions, and ideas.

Respectfully submitted,

The Ven. Dorcie Kafka Dvarishkis, Deacon assigned to Holy Spirit and the community of Missoula

WARDENS' REPORTS

Junior Warden's Report

It is an honor to serve as Junior Warden, and I thank Molly Bowler, the parish, and our rectors for giving me this opportunity to support Holy Spirit Church. This year marked the completion of significant repairs resulting from the July 22, 2024 storm, when a spruce tree fell and caused extensive damage. Major work included repair and replacement of the roof on the west side of the main church building, as well as the restoration of the ceiling, which had to be carefully jacked up into place and repaired. Completion of the ceiling work required the fabrication of a custom-molded wood piece to match the existing design. This necessitated a specialized saw that was ordered from Canada and delayed at the border for over 2 months due to tariff-related issues. So, nothing went quickly, but we ended up with an excellent result. Other repairs included an artist whose specialty is metal works who repaired the chandelier, replacement of the beautiful copper rain gutters, and a major overhaul of the courtyard. The courtyard work included a new sprinkler system, planting of grass and clover, and the addition of multiple plants. Repairs of the columbarium were also completed. While this summary does not capture every detail, it reflects the scope and significance of the work accomplished this year.

I want to thank all of the volunteers for the tremendous amount of work that is done to keep this church maintained so that we can provide a meaningful place of worship for everyone. Just as one example, we had a flood in the basement, and we were able to pull together a group of volunteers to clean up the mess that same day. Time and again, members of this congregation step forward when help is needed. Thank you for allowing me to serve and to be part of such a devoted and generous church community.

Respectfully submitted,
Charlie Swannack, Junior Warden

Senior Warden's Report

In 2025 I learned again that the life of our Holy Spirit Episcopal Church is the work of everyone.

With that in mind, I'm very thankful for where we find ourselves, and for what everyone has done to make it so. While there is always more to do, Holy Spirit is in a strong position to seek a new rector this year as Terri Grotzinger fully retires and Gretchen Strohmaier focuses on St. Paul's in Hamilton. We are a vibrant church in a well-loved community where we work to care for each other and our neighbors. We are ready. We are hopeful.

This positive, upbeat position is not because of one group or the other, it's not reliant on one priest or deacon or staff person. It's the result of what we've done together. Holy Spirit's people take on a multitude of tasks, offering their talents and resources, one by one, through the year. This, with God's help, lifts and sustains this community of faith.

As you'll know, a great deal happened at Holy Spirit in the past year.

- We commissioned a Search Committee, led by Bill Drummond, which has worked to understand parish views and priorities, prepared a compelling parish profile and is positioning us to search for a new rector, beginning in the first part of 2026.
- We worked through completion of major repairs following the July 2024 windstorm, came back from several bouts of basement flooding in the Parish Hall, and completed initial landscaping of our courtyard, just weeks ahead of the first frost. We deep cleaned the kitchen, pruned the parking lot gardens and kept the heating system and plumbing in good repair.

- Central to our identity, our worship engaged us with thoughtful clergy and lay preaching, the creativity of the Worship Enrichment Committee, and the beauty of music from Nancy Cooper and our choir. Our Altar Guild and Usher team continued their care for our church services.
- We worked to introduce and grow Godly Play as a Sunday morning service for children because we value families and want to welcome them.
- Two active event series from Social Concerns and Creation Care gave us a strong calendar of issues to learn about and act on.
- The Vestry's Security/Active Incident Committee continued their work to improve security at Holy Spirit.
- We began to address a significant community-building opportunity when Julie Benson launched a new women's group with her Practicalities of Faith class.
- Wholly Fun set a monthly pace of light-hearted social events, from potlucks and picnics to a night at the ballpark. The fall's A Little Night Music collaboration with Dr. Nancy Cooper drew standing-room-only crowds on four evenings to the Parish Hall.
- Our Parish Development team focused on reaching out to new people through events, nametags and one-to-one connections, plus stories about new parishioners in *Spirited Times*. Timely Inquirers Classes led by Terri Grotzinger helped expand these new relationships.
- We celebrated Holy Week, found joy in a beautiful Easter and welcomed nearly 400 people to three Christmas Eve services, in addition to the 50 other Sundays of worship at Holy Spirit.
- We launched Act with Mercy & Compassion. This effort to build on our strong, existing community connections led us to a new, focused partnership with the Missoula Food Bank. It's been great to have a big and vital cause that can involve so many of us.
- Our two sale events in spring and fall were tremendous successes, both in terms of creating friendships and connection and in generating income.
- To address evolving needs, in late summer we engaged Archdeacon Dorcie Dvarishkis to provide added support to the Godly Play program and parishioner Zara Renander to expand our pastoral care resources.
- Our parish has proved to be more generous than ever. Our 2026 Stewardship Campaign, led by Parish Development, broke records, tallying 6 percent more than our annual gift goal of \$420,000.
- We are preparing to play a role in providing emergency shelter for up to 20 individuals for two weeks this winter, as part of a multi-church effort with the Poverello Center and the City of Missoula.
- Finally, we have begun to think about how to embrace, thank and say goodbye to our Co-Rectors as their departures, set for June 1, come closer.

I'm grateful to Judy Parock, Gretchen Strohmaier, Terri Grotzinger, Charlie Swannack, Jim Wiley and all of the Vestry and lay leadership for their partnership and their many efforts to care for Holy Spirit over the past year.

Respectfully submitted,
Molly Bowler, Senior Warden

REPORT OF VESTRY COMMITTEES

Rector Search Committee:

With the early 2025 announcement of Rev. Terri's full retirement on June 1, 2026, the Vestry asked me to chair a search committee for a new rector. Tracey Gage, Michael Irwin, Lindsay Iudicello, Natalie Jaeger, Sue LaRose, Zara Renander, Gary Swartz, and Adrienne Tranel graciously agreed to serve on the committee. We first developed a rough timeline, wrote FAQs on the process and, with help from Kirk Johnson and

Elizabeth Serviss, had them posted on a dedicated search page on HSP's website. We then performed a Parish Survey and held several Parish listening sessions to determine what attributes parishioners are looking for in a new rector. Using the survey results, we wrote a Parish Profile to describe who we are as a parish, what we are looking for in a new rector, and what a great place Missoula is to live.

As we end 2025, our search enters a new phase where we are completing the Office for Transition Ministry (OTM) Portfolio, with the help of the new Diocesan Canon to the Ordinary Scott Jourdonnais, and will begin accepting applications. Our expectation is that we will receive applications, perform Zoom interviews with prospective candidates, bring the most viable candidates to Holy Spirit to preach and meet the congregation, then make a recommendation to the Vestry who will make the final decision on hiring a candidate.

Respectfully submitted,
Bill Drummond, Rector Search Committee Chair

Active Incident Committee:

Members: John Rimel, Mike Kennedy, Alice Caplins, Allan Supak, Gary Swartz and Glenn Hladek

The purpose of the committee is to draft recommendations that provide a safe environment for our parishioners.

Goals and Progress

1. Purchase and installation of security cameras — **completed**
2. Presentation to the parish by Lydia Arnold of the Missoula Police Department on active incident training — **completed**
3. Specific training for ushers and “pew guides” in dealing with an active incident — **in planning**
4. Improved signage for emergency responders, evacuation routes, and emergency phone numbers — **in planning**
5. CPR and AED training for the congregation — **being organized by Pat King for early 2026**
6. Building security — decision made not to lock all doors, but to educate parishioners about door security — **completed**
7. Securing the front doors — **in planning**

Respectfully submitted,
Glenn Hladek, Chair

Marketing (External Communication):

Led by Ann Wiltse, the Marketing Committee continued to bolster visibility for Holy Spirit. Key efforts included a yearlong sponsorship/radio announcements with Montana Public Radio and ads at The Roxy theater before every film. We promoted events through calendar listings and neighborhood posters.

This year we introduced our Soundings blog, which is a platform for brief viewpoint articles from people in our congregation.

As well, we hosted two “Parklet” evenings during August and September First Fridays, where we set up a promotional environment in a parking space to invite people to engage with our Holy Spirit community. This was fun!

Late in 2025, with special support from a generous parishioner, we engaged seminarian and parishioner Ian Ritchie to initiate a one-year program of Instagram posts and reels to help younger people get to know Holy Spirit and The Episcopal Church. More on this in 2026.

REPORT OF GODLY PLAY

Our first full year of offering Godly Play weekly during the 10:15AM Sunday services was an adventure in wondering. With the leadership of our four primary story tellers – Kara Robinson Hanson, Meredith Mehne, Katie Nederhoed, and me – and great support from Rev. Terri Grotzinger, Karen Gartner, and a joyful team of doorkeepers and volunteers, the participation of our Holy Spirit families is becoming more consistent. The Tower Room was freshly painted, and additional shelves were gifted by the Mehne/Yowell family to make room for the lessons that have been lovingly made for us as well as those we have borrowed from Christ Church Kalispell. The leadership team, with the help of Mark Dvarishkis, also produced new song books based on offerings from Camp Marshall and our own favorites. Participants during the year included 23 children and 23 adults. Since mid-year, I have been contracted for a few hours each week to coordinate and schedule the people and needs of the program, accepting the reins from Rev. Terri. Thank you, Holy Spirit, for helping us nurture the faith and wonder of our youngest members and their families.

Prayerfully submitted,

The Ven. Dorcie Kafka Dvarishkis, Deacon assigned to Holy Spirit and the community of Missoula

REPORTS OF MUSIC MINISTRIES

Choir (Dr. Nancy Cooper, Director of Music)

It's been a wonderful year of music-making of all kinds here at Holy Spirit. Here are some of the highlights: The choir has welcomed new members throughout the year, including several University students, which has led to an average Sunday morning attendance of 20-25. We have a new John Ellis intern, Matthew Aguon, who joined us in September. In mid-summer, members of the choir joined Nancy for a Saturday afternoon music presentation at the Deacon School. And for an excellent end to the year, Lessons and Carols drew over 100 in the congregation. It is important to note how much Nancy and the choir have expanded their performance of music by women and BIPOC (Black, Indigenous, and People of Color) composers, as well as award-winning compositions by women composers in national competitions created and overseen by Nancy and the AGO (American Guild of Organists) National Task Force for Gender Equity.

Music at Holy Spirit, non-choir-related (Dr. Nancy Cooper, Director of Music)

Holy Spirit has expanded its musical outreach with a number of noteworthy community events. First and foremost was the four-week-long “A Little Night Music” series, co-hosted by Wholly Fun, in celebration of our “new” Steinway piano donated by a generous, anonymous parishioner. We drew close to 75 people every week, and featured 5 Holy Spirit-affiliated pianists, as well musicians from the University community and the community at large. The piano was later enjoyed by a local piano teacher and her 25 students in their December holiday recital, which drew over 100 family and friends from all over Missoula. Lastly, Nancy's University organ students participated in a weekly organ studio class which also drew American Guild of Organists members from the community, neighborhood organ lovers, and UM alums – every Tuesday afternoon during the school year.

REPORTS OF WORSHIP MINISTRIES

Altar Guild (Lori Cordis, Directress)

The mission of Altar Guild is to provide for the suitable furnishing and decoration of the Altar, to take due and reverent care of the Altar linens and elements and to order and arrange for the procurement of all

supplies necessary for the Altar. Guild Members are also responsible for the dressing of the Altar for all services and Church events. The 26 Member Guild meets quarterly for a business meeting which includes an update from Rev. Terri and Rev. Gretchen on church activities and reports from our Special Committees, Linens, Maintenance, and Scheduling. We also meet for Special Projects such as making the palm crosses for the Easter Season. Our special project for the past year was the purchase of Rose Brocade Altar Hangings in loving memory of Mary Lou Cordis. Those Altar Hangings were blessed by Bishop Marty during her December visit to Holy Spirit.

Ushers (Wendy Kuhn)

2025 saw a continuation of traditional ushering duties; that is, greeting people and handing out worship bulletins, bringing the Communion elements and offertory plates to the altar, guiding congregants during Communion, and straightening up the pews after the service.

We celebrated our third annual potluck on a beautiful June afternoon, after a hiatus of several years.

Judy Parock sends out the usher schedule each quarter, after asking the ushers what dates they are available. The group is very good at filling in for each other as schedule conflicts inevitably arise. We would very much like to have more names on our roster, however, as we are only 18 as of this writing. A friendly face and a greeting are important as people enter the church, whether parishioners or visitors.

Please consider joining our team!

Ushers at the 8 am Service (Judy Parock and The Rev. Gretchen Strohmaier)

This year we launched a new Usher ministry at the 8:00 a.m. service. For many years, Jody Thomasson faithfully carried out these duties whenever she was present, with Lori Cordis stepping in whenever needed. We are grateful for their long and dedicated service.

We now have a team of four ushers who share these responsibilities on a rotating basis. Ushers greet worshippers, distribute service leaflets, count the congregation for Communion, gather the offering, and help tidy the pews after the service—quiet but essential work that helps our worship flow smoothly.

We are thankful for this new team and welcome others who may feel called to serve in this ministry.

Lectors and Lay Eucharistic Ministers (Judy Parock and The Rev. Gretchen Strohmaier)

The church office continues to coordinate the scheduling of our Lectors and Chalice Bearers, with The Rev. Gretchen Strohmaier providing training for all Lay Eucharistic Ministers. Using Doodle polls has greatly streamlined the scheduling process and reduced the number of last-minute switches.

Lectors and Lay Eucharistic Ministers serve at both the 8:00 a.m. and 10:15 a.m. Sunday services, reading the lessons and assisting with the Distribution of Communion. At 8:00 a.m., a faithful group of six Lay Eucharistic Ministers and one Lector share these responsibilities, and we would gladly welcome additional volunteers. At 10:15 a.m., 22 Lectors and Lay Eucharistic Ministers serve regularly throughout the year. We are deeply grateful for the dedication and flexibility of all who participate in this ministry.

Serving as a Lector or Chalice Bearer is a meaningful and intimate way to take part in our parish's worship life. If you feel called to join this ministry, please contact Rev. Gretchen at the church office at (406) 542-2167. In the Diocese of Montana, a diocesan license is required to serve as a Chalice Bearer; no license is needed to serve as a Lector.

Intercessors (Judy Parock and The Rev. Gretchen Strohmaier)

Holy Spirit Episcopal Church is currently served by a faithful group of 14 intercessors who lead the Prayers of the People at the 10:15 a.m. service during the year. We value their ministry and thank them for their dedication as intercessors. If this is a ministry that you would like to be a part of, please contact our Co-Rector Gretchen Strohmaier or Judy Parock at the church office, (406) 542-2167.

Crucifers (Judy Parock and The Rev. Gretchen Strohmaier)

We are grateful for the crucifers who have faithfully served during our 10:15 a.m. service this past year. Currently, a group of four individuals share the crucifer/acolyte duties throughout the regular church year. We invite and welcome others who may feel called to serve in this capacity during worship. If you are interested in this ministry opportunity, please contact the church office at (406) 542-2167.

REPORTS OF LAY PASTORAL MINISTRIES

Pastoral Visitation Ministry (Alice Dailey)

The Pastoral Visitation Team is a small group that visits parishioners who have become less active due to health, aging or other reasons and welcome regular contact with a designated church visitor. The group meets monthly with the Co-Rectors to share regarding needs, concerns and suggestions that might help those we contact. We try to keep up with hospitalizations and those in rehab. Currently we are in communication with about 18 parishioners. Unfortunately we lost several this past year.

We have received some training in communicating with those who have memory issues and other needs. Community resources are explored and information shared.

At Christmas time we take “Red Plates” with home baked cookies to those we visit.

Members of the Visitation Team include Bob Deaton, Ken Ballinger, Lani Brewer, Anita Rognas, Carla Mettling, Beverley Sherman, Judy Mullins, Don Mullins and Alice Dailey. Tracey Gage and Jody Thomasson, our Eucharistic Visitors, also meet with us.

Practicalities of Faith – Women’s Group (Julie Benson)

This new women’s group, guided by Julie Benson, invites participants to explore how faith shapes real life—its joys, challenges, and everything in between. Through open conversation and reflective listening, the group has created a safe and welcoming space for women from Holy Spirit and the wider community. Attendance has been steady and heartfelt, and the group continues to offer companionship and spiritual nourishment.

REPORTS OF FELLOWSHIP MINISTRIES

Parish Life/Coffee Hour (Sue Lowery and Diane Rasmuson, Co-Chairs)

Coffee Hours are one of the highlights of Sunday, the Parish Hall is filled with conversation and fellowship, and the coffee and treats are always appreciated. Parishioners continue to volunteer weekly to set up, supply treats, and clean up. The first Sunday of each month continues to host a Coffee Hour after the 8:00 service. And we have continued our creation care philosophy with compostable products, and the compost and recycling bins.

Parish Life/Receptions (Anne Cohen, Chair)

The reception committee provided receptions for the bishop's visit and confirmation, the Annual Meeting, the Easter Vigil, and three memorial services.

Parish Thanksgiving Dinner (Holly Swartz and Betsy Holmquist)

The 4th Annual Thanksgiving Dinner was held in the Parish Hall on Thanksgiving Day. The event was announced in the *Paraclete*, *Spirited Times*, and Sunday bulletins beginning in October. Forty-six people attended—our largest gathering yet.

There was an abundance of food. As in previous years, guests were invited to bring side dishes to serve 6–8 people. Turkeys were prepared by Mark Dvarishkis and Carla Jaffe, and Betsy Holmquist contributed a beautifully cooked ham. All were excellent.

The set-up crew—Alexia Cochrane, Barb Kennedy, Betsy, Holly, and Gary—prepared the Parish Hall the day before. Tables were set for 48 with plates, napkins, and silverware. With pumpkins, leaves, and woodland creatures decorating the tables, the space was transformed into a warm family dining room.

On Thanksgiving Day, Jim Streeter photographed the gathering; his photos have been shared on Facebook, Instagram, and in the Parish Hall. Dalton Anderson and Steve Hesla offered wonderful music on the grand piano before and after dinner, adding to the festive atmosphere. Conversation was lively throughout the afternoon.

The clean-up crew included Don Gisselbeck, Mike Kennedy, Jim Stensrud, and Caitlin Sherman. This meal continues to be a true Holy Spirit community effort and offers companionship and celebration for those who might otherwise spend the holiday alone.

The Wholly Fun Social Committee (Elizabeth Drummond)

The Wholly Fun Committee is tasked with planning fun, social events for Holy Spirit Parish. The committee organized a great array of lively events throughout 2025, usually involving food and often live music and ice breaker games. Our first event of the year was January 21, a Game Night, White Elephant Exchange, and potluck supper. The community-building theme of our potluck on February 19 was No One Eats Alone. For our April 2 potluck, we asked folks to share stories about food. At our May 1 potluck we celebrated everyone's birthday with cake and ice cream. We enjoyed outdoor get-togethers during the summer months. We filled a section of bleachers at a PaddleHeads baseball game on June 14, made good use of the Meadowlark Shelter at Fort Missoula for the All-Church Picnic on July 13, and enjoyed the gracious hospitality of the Gartner family for a cookout and games at their home on August 22. We helped celebrate Kickoff Sunday on September 7 with a picnic at Bonner Park. In collaboration with Dr. Nancy Cooper, we celebrated the gift of our Steinway piano with A Little Night Music – outstanding performances on four consecutive Wednesday evenings. The committee provided sweet treats and a cozy atmosphere; Dr. Cooper, her friends and associates, provided the music. Back to a potluck on October 26, we included Halloween pumpkin carving. With help from the choir, we wrapped up the year on December 21 with a reception following the Lessons and Carols service.

We thank Dalton Anderson for the many occasions he provided delightful piano accompaniment, and Jim Streeter for capturing the moments with his great photographs.

We encourage your participation: lend a hand when you can and come enjoy our events.

The Wholly Fun Committee: Molly Bowler, Elizabeth Drummond, Anne Griffis, Betsy Holmquist, Wendy Kuhn, Kate Laney, Carla Mettling, Virginia Ruybalid, Katie Steen and Jeanne Twohig.

Supper Club (Kate Laney)

The 2024/2025 Supper Club met in the Parish Hall at the end of their year and discussed possible formats for 2025/2026. Those present voted to change the format slightly. Rather than having one gathering of each group in a period, then mixing up the groups, we voted to have groups remain together for two months and meet as often as they liked within that period. Thus, each group could meet once, twice, three times, etc. A few groups did meet more than once in different settings.

Also, rather than assigning someone to be the dinner host, we assigned someone to be the “organizer.” That person could be the host or could find someone else in the group to be the host for a gathering. It remained up to the group whether they wanted to meet for a meal in someone’s home, gather for appetizers and cocktails/mocktails, meet at a local restaurant, etc.

Our first round ended at the end of 2025, and we are moving into the second round (second groupings). Group assignments for the year were made and distributed to the group in Fall of 2025 but will be tweaked as and redistributed as we have had a few people drop out or join the group. We are still trying to have the groups consist of 6-8 people and to mix the groups up as much as possible.

We do allow people to join at any time during the year.

REPORTS OF PARISH SUPPORT MINISTRIES

Internal Communications (Judy Parock, Chair)

In 2025, communication continued to be a vital part of our ministry at Holy Spirit. Through both digital and print platforms, we worked to keep parishioners informed, connected, and engaged.

Our electronic newsletter, ***Spirited Times***, now reaches 456 subscribers and provides weekly updates on parish life, diocesan news, and community events. ***Paraclete***, mailed to 304 households, offers a more in-depth look at ministries and upcoming activities. Maintaining both formats ensures that all members—whether online or not—receive important information.

Our social media presence also grew this year. The parish Facebook page reached 582 followers, and our Instagram account, supported by new content from Ian Ritchie, continues to expand its reach to younger audiences. We are especially grateful to photographer **Jim Streeter**, whose images bring our parish life to both platforms with beauty and authenticity.

We continued to livestream the 10:15 a.m. service each Sunday, meeting an ongoing need for online worship. Weekly service leaflets—posted on the website, the church app, and available in print—provide the full liturgy and help newcomers feel welcomed and oriented.

Our website, **holyspiritmissoula.org**, remains a key resource for parishioners and visitors alike. With thanks to Elizabeth Serviss and PJ Willett, work is underway on a refreshed site to support the upcoming Rector Search. The church app also continues to be an important tool for staying connected, offering worship information, ministry updates, and push notifications throughout the year.

As we look ahead, we remain committed to strengthening our communication efforts and supporting the many ways our parish stays connected as the Body of Christ.

Personnel (Molly Bowler, Senior Warden)

Holy Spirit’s Personnel Committee took several actions in 2025:

- We met several times to discuss Search priorities and processes.
- To meet changing needs, in late summer we engaged Dorcie Dvarishkis to help guide the Godly Play effort and parishioner Zara Renander to expand our pastoral care abilities.
- After learning that Connie Gerke would be leaving Holy Spirit for a full-time position early in 2026, the committee sought candidates for the bookkeeper/office assistant position and engaged Jackie Clark Espinoza, who will start in this role in January.

Properties/Buildings (Charlie Swannack, Chair)

See the Junior Warden's report on page 9.

Spring Market (Marva Gallegos and Beverley Sherman, Co-Chairs)

Our Spring Market continues to grow and evolve. High quality donations, great marketing, parish workers setting up individual sections in the hall and the courtyard made for a welcoming and attractive shopping experience. The core market group was joined by several newcomers who helped with setup, worked the sale, and assisted with takedown. The event had a fun and positive atmosphere throughout the week. As in past sales, many unsold items went to the Fort Belknap Reservation, and the rest were distributed to local agencies. The market brought in well over \$10,000 for the church this year!

Holiday Market (Sue Lowery, Chair)

Holiday Market continues to be a great way to get parishioners together from both our services to help sort, clean, set up and create beautiful displays of our holiday hand-me-downs. The fellowship and conversation with our great group of volunteers led to many happy days of work. Donations poured in from our parishioners and from outside our church. The two days of sales saw a steady flow of happy customers laden with great finds. The total amount of Holiday Market sales exceeded \$15,156.85, and the cookie/bake sale in December brought in a record \$1,059.77, for a grand total of \$16,216.62!

REPORTS OF OUTREACH MINISTRIES

Emmaus Campus Ministry (Pastor Eric Huseh, Chaplain)

Emmaus Campus Ministry continues to thrive as an ELCA ministry working in partnership with the Episcopal, United Church of Christ, and Methodist congregations and denominations. Emmaus is a community living in the vision of Jesus' radical love and dignity for all people and life. Emmaus is a Reconciling in Christ group which means it is open and affirming to people of all gender and sexual identities and strives towards racial justice and equality in our world.

Student residents and staff: We currently have housing for 15 students living in three different houses including the Ark, Emmaus House, and the Wesley House. We have about 35 students or young adults who are active in some way with us. In October, Caleb Koebble's position with Emmaus was refocused away from property maintenance to encompass more time helping students getting connected with the outside community in terms of volunteering and networking. Caleb's position is still shared with Grace United Methodist Church where he serves as part-time commissioned Lay Pastor. Our Office Manager, Terecita Disney, and Finance Manager, Bethany Youngblood, have increased their hours in order to make our staff more efficient and responsive to student (and resident) needs.

A New Era of Funding and Financial Sustainability for Campus Ministry: 2025 saw a record amount of support from congregations and individual donors. We want to extend a massive THANK YOU to our

partners for this fact and know that this donation support continues to help us provide crucial care and activities for students as university cuts due to decreasing federal funding take hold. Instead of doing a major Fall Fest fundraiser this year, our Emmaus Board and staff have decided to focus on 4 new smaller fundraiser events that we'd like to invite our community to be a part of. The first of these events will be a ***Fat Tuesday Breakfast for Dinner and Magic Show*** happening on **February 17th at St. Paul Lutheran Church starting at 5pm**. Our students will be serving breakfast, and a fun family-friendly magic show will be put on by a close friend of Emmaus, Evan Disney. Keep a look-out to our upcoming 2026 newsletters for more of these fun fundraiser dates!

Student Programs: The heart of our student group is our weekly dinner sessions on Wednesday nights during the semester with an average of about 20 students. These sessions always consist of cooking and sharing a meal with one another as well as rotating between a worship/ritual activity and discussion/presentation topic. We hosted a winter retreat in partnership with MSU Table & Grace Campus Ministry (ELCA) at Discovery Ski Area, hit the hot springs, as well as stayed overnight and joined for worship at Our Redeemer Lutheran in Helena, MT. Our spring break trip was life changing as we traveled down to El Paso, TX and encountered incredible people and ministries on the border giving care and welcome to the stranger as well as showing Christ's light at Iglesia Luterno Cristo Rey (ELCA Spanish Speaking Congregation). We hosted our Fall Retreat going ziplining, touring the Butte underground tunnels, and staying overnight at Hope Lutheran in Anaconda. We also have taken on a number of local service projects throughout the year. 2026 is looking fun and busy as we are gearing up for a winter retreat in February and a spring break/service-learning trip to Rocky Boy Indian Reservation in Montana!

Luther Residency and Elizabeth Project Mentorship Programs: 2025 has been a huge year where we've gotten more students and mentors involved in our Elizabeth Project mentorship program. We went from 8 students and mentors in our inaugural spring 2025 semester to 15 mentorship pairs in Fall Semester 2025! In fact, for a length of time, we had more students interested than mentors available. Please contact Pastor Eric if you are interested in being a mentor! We also had a tremendous launch to our Luther Residency Program involving 3 students and faculty/staff from Luther Seminary in St. Paul, MN. This program is a paid internship for 10 hours a week that encompasses online courses, a project, and spiritual direction. The program is focused on the calling of the Holy Spirit and how one's faith can take a more central role in one's life and decision-making following graduation and beyond. We have had excellent feedback from our students and are working at inviting other campus ministries to take part as well as more students in the autumn.

Buildings and Grounds: Minor updates to all the properties were completed this summer including new carpet, painting of several rooms in the Ark and Wesley House, as well as cleaning. A new property steering committee has been assembled and will provide guidance and resources to help keep our properties in proper repair and health. A new part-time property manager could be on the horizon if funding allows. Emmaus continues its close and positive partnership with Wesley House and will manage and coordinate needed maintenance on those houses in the coming year.

Creation Care (Warren Gartner and Sara Streeter, Co-Chairs)

Field Trips

- March 21–22: Seven people traveled to Freezeout Lake to see the Snow Geese migration.
- March 28–29: Nine people returned to Freezeout Lake for a second viewing of the migration.
- May 31: Seventeen people visited the CSKT Bison Range for a tour, followed by a wildflower walk led by Steve Shelley.

Community Engagement

- On April 19, Holy Spirit hosted a booth at the Missoula Urban Development Sustainability Fair to share information about our Creation Care Ministry.

- Members attended two films at the Roxy Theater: *Big Medicine, York Outdoors* (September 28), exploring the Lewis & Clark expedition from the perspective of York, Clark's slave, and *Sugarcane* (November 11), focusing on Indian Boarding Schools and their impact on Indigenous communities.

Ongoing Projects

- Creation Care members provided “green gifts” — dryer balls, reusable shopping bags, and waxed cloth food wraps — for the Holiday Market.
- Sara Streeter continues to write a semi-monthly column for the *Spirited Times* on helpful environmental topics.
- Recycling efforts for medicine containers, makeup containers, and dental products are ongoing.
- Composting and the use of compostable products in the kitchen continue.
- Our solar array remains an important source of electrical power for the building.

Looking Ahead

Creation Care has joined with other ministries to plan a series of food-related events for winter and spring 2025–2026. A panel discussion on food waste and how leftover food is being repurposed is scheduled for April 15, 2026.

Social Justice Prayer Group (The Ven. Dorcie Dvarishkis)

Holy Spirit continues to invite a lively group of parishioners and friends to gather twice a month as a Social Justice Prayer Group. Using the resource *Common Prayer: A Liturgy for Ordinary Radicals*, we pray through the scriptures, prayers, and stories of the day, then discuss what connections we see to current issues and our lives. The group typically meets from 4:30-5:30PM on the second and fourth Tuesdays of most months. Know you are welcome! For more information or to join in, please contact us through the church office at (406) 542-2167 or at dorcie@gmail.com.

Social Concerns Committee (Jim Wiley, Chair)

2025 was another active year for your Social Concerns Committee, focusing again mostly on our local community.

Renewed interest in your Social Concerns Committee Butterfly Grant program, which was created to respond to needs identified by members of our Holy Spirit Congregation, was noted last year and continued into this year. We awarded five Butterfly Grants in 2025, and we are pleased to see Parishioners once again making use of this program, for:

- Assistance gas cards for people wintering in their cars, distributed by the Missoula Police Dept. (Over and above the Butterfly Grant, this effort led to an Alms Sunday donation of funds and unused sleeping bags, for the same purpose – see below.)
- Funds to support the Ag Worker Health & Services Clinic in Lolo
- Help to purchase new chalkboards for an impoverished school in Togo, Africa
- Funds to help Mountain Home Montana create a welcoming environment in their new facility
- Relocation and donation of our Spring Market surplus to the Fort Belknap Reservation

Our third year of Alms Sundays had a significant impact. We invite ten local charities to join us, giving our Congregation the opportunity to learn about or be updated on the efforts being made to improve our community, and to make a donation to help in those efforts! During 2025, we presented:

- **“Log on the Fire,”** providing additional assistance for people wintering in their cars (see above)
- **Reading Opens Your World**, improving reading ability for Elementary students
- **Friends of the Children**, supporting children long-term, both in Missoula and the Flathead Reservation

- **Parenting Place**, providing more assistance to one of our major ministries
- **The Center**, supporting a major resource for our LGBTQ+ community
- **International Choral Festival**, which has become an important community international resource
- **Hellgate High School Family Resource Center**, another of our major ministries, supporting our neighbor
- **LifeGuard**, a local non-profit focused on ending human trafficking

And generous donations from our Congregation during our Alms Sundays more than doubled Holy Spirit's financial support to our local community!

Beyond these programs, here in Missoula and vicinity, our efforts included:

- Continued support for Habitat for Humanity, providing both funding, volunteer workers and lunches
- Our two parish-wide local ministries – Parenting Place and Hellgate High School's Family Resource Center – coordinated by The Ven. Dorcie Dvarishkis and A'Lisa Scott, respectively, including volunteer service and donations made to both places
- On-going work as volunteers (around 35 members of our Congregation) with Family Promise, a program focused on providing emergency housing for families, including efforts (financial) to avoid the need for emergency housing... and providing "Welcoming Baskets" of household essentials when families are able to find housing
- On-going support to the Poverello Center – both through a donation and our annual Hat/Glove/Sock drive
- Financial support for the Vestry-led Act with Mercy & Compassion effort to partner with the Missoula Food Bank and Community Center

Beyond Missoula, our major focus was international support:

- For the Rio Grande Borderlands Ministry, of which we are a parish partner, continued with both a financial donation and continued in-person contact
- Collaborating with the Diocese of Jerusalem, with donations to both the Al-Ahli Hospital in Gaza and the Arab-Episcopal School in Ramallah, West Bank
- Continuing support for Mexican high school students in Mexico, and beginning support for a rural school in Togo

At the State level, donations were made in November to food assistance programs in Browning and Pablo, as our Native American brothers and sisters faced disruptions in food assistance programs. And, on the Flathead Reservation of the Confederated Salish and Kootenai Tribes, volunteers stepped forward to assist with registration of Tribe members for food assistance and packing of boxes related to that program.

Social Concerns members and our Holy Spirit Vestry successfully sponsored a second resolution at the 2025 Montana Diocesan Convention, to further efforts supporting immigrants in Montana and the Country: ***Migration with Dignity - Not Hate, Not Mass Deportation, Not Silence***. This resolution was recommended by the Episcopal Migration Caucus, and, proudly, Montana was the first Diocese in The Episcopal Church to confirm it at our Convention.

As has been true for the past 22 years, all Holy Spirit parishioners can be proud of the work we do collectively in the community and the world!

OUTREACH BY HOLY SPIRIT PARISH AND ITS ORGANIZATIONS - 2025

Diocesan Assessment		\$97,089.96
Parish Contributions to Clergy Discretionary Fund (budgeted amount)		1,000.00
Parishioner Contributions to Clergy Discretionary Fund		2,477.00
Bishop's Discretionary Fund		1,693.00
Camp Marshall Camperships		925.00
Amount carried forward from 2024	500.00	
Donated by parishioners for camperships	425.00	
Donated by parishioners for Grace Camp Backpacks	147.44	
Missoula Interfaith Collaborative		3,500.00
Holy Spirit Episcopal Church (budgeted amount)	2,000.00	
Memorial Foundation through Social Concerns Committee (budgeted amount)	1,500.00	
Mutual Ministry (budgeted amount)		1,500.00
The Parenting Place	750.00	
Hellgate Cares	750.00	
Social Concerns Committee Outreach (<i>provided by Memorial Foundation</i>)		10,666.00
Habitat for Humanity	1,000.00	
Episcopal Diocese of the Rio Grande (<i>Parish Partnership</i>)	1,000.00	
Episcopal Relief & Development <i>Includes donations for Los Angeles Fires of \$500.00 and \$500.00 for Texas Floods</i>	1,000.00	
Barbara Cleckner (<i>El Golfo Student Scholarships</i>)	420.00	
Al-Ahli Hospital in Gaza City	1,000.00	
Arab-Episcopal School in Ramallah, West Bank	1,000.00	
Sustainable Classrooms - Togo	1,000.00	
Missoula Food Bank & Community Center	1,500.00	
Poverello Center	1,000.00	
Food Assistance - Browning	500.00	
Food Assistance - Pablo	500.00	
Butterfly Grants	1,500.00	
Gas cards for houseless staying in cars	300.00	
Spring Market overflow transportation	300.00	
Ag Worker Health & Services (<i>Gas cards</i>)	300.00	
Sustainable Classrooms - Togo	300.00	
Mountain Home	300.00	
Hellgate Ministry Fund		1,583.00
Amount carried forward from 2025	1,738.01	
Hellgate Alms Sunday	786.00	

Other Parishioner Donations for Hellgate Ministry	725.00	
Hellgate Ministry Traffic Education Fund		1,420.00
Amount carried forward from 2025	355.00	
Alms Sunday donations	1,292.00	
Alms Sunday Donations		5,271.00
Episcopal Migration Ministry	527.00	
“Put a Log on the Fire” <i>(Gas cards for those living in cars)</i>	992.00	
Reading Opens Your World	536.00	
Friends of the Children	836.00	
The Parenting Place	413.00	
The Center	831.00	
International Choral Festival	547.00	
The LifeGuard Group	589.00	
Diocesan Grant for Emmaus Campus Ministry at the University of Montana		5,000.00
Outreach Fund for Emmaus Campus Ministry		1,039.55
<i>(Proceeds from all special Lent offerings went to benefit Emmaus Campus Ministry at the University of Montana.)</i>		
Donations for the Church in Jerusalem and the Middle East <i>(Good Friday Offering)</i>		221.50
Episcopal Relief & Development		3,123.99
Global Needs Fund	1,858.99	
<i>Vestry voted to contribute the birthday offering to Episcopal Relief & Development to help fund the Global Needs Fund which fights poverty and disease worldwide by helping people sustain healthier, safer and more productive lives.</i>		
ERD Sunday Contributions	1,240.00	
Extra Parishioner donations to ERD	25.00	
Holy Spirit Food Fund Envelopes <i>(Donations for Missoula Food Bank)</i>		2,594.00
United Thank Offering		586.47
Habitat for Humanity		65.00
Aluminum Cans for Habitat	65.00	
Total (Without Assessment) — \$43,579.04		
Total (With Assessment) — \$140,506.47		

The following should also be included in Outreach:

- Two Blood Drives for the American Red Cross: 41 units of blood products
- Build Team Volunteer Hours at Habitat for Humanity Work Site 80 volunteer hours
- Volunteer Hours at Missoula Food Bank 1,215 volunteer hours
- Monthly Food Donations for the Missoula Food Bank 2,355 pounds
- As a Deacon and advocate for at-risk children, youth, and families, Dorcie Kafka Dvarishkis’ primary volunteer-organizing activities involving church members in 2025 included:
 - A fourth year of an Alms Sunday program, welcoming Parenting Place and Hellgate High School Family Resource Center among the nine organizations featured
 - Parenting Place work parties and support of Donation Warehouse
 - Social Concerns Committee activities
 - Social Justice Prayer Group gatherings

- Missoula Interfaith Collaborative and Missoula Ministerial Association activities
- Missoula Exchange Club community service
- Parishioners donated 19 pounds of new socks and underwear to the Gary Turback Memorial Back-to-School Clothing Store.
- Parishioners donated 58 pounds of socks, 16 pounds of hats, 8 pounds of gloves, and 12 pounds of additional winter apparel to the Poverello Center and the Johnson Street Shelter.
- Parishioners provided lunches for the workers at our Habitat for Humanity Works Days.
- A group of around 35 parish members continued providing support to Family Promise families at the YWCA Meadowlark facility. Parishioners shared household items to equip the new homes of Family Promise clients moving out of homelessness.
- Around 35 parish families participate in the glass recycling program at Holy Spirit with Recycling Works. In 2025 Recycling Works recycled 600,000+ pounds of glass, making Montana's environment and our community a little greener. They also gave back \$21,000+ in support of public education programs in our Missoula community (a new record!).

REPORTS OF STEWARDSHIP MINISTRIES

Parish Development (Molly Bowler, Chair)

Holy Spirit's Parish Development committee met through the year to focus on welcoming newcomers to our parish and, beginning in late summer, to design and conduct the Stewardship campaign to raise annual gifts to support our church community.

For Newcomers, this group held several well-attended social functions, managed the name tag program, gathered information about new people and their interests, and worked to help them connect within the congregation. Per the new Parish Profile, we know of 67 people who identified themselves as new to Holy Spirit in the last year.

For Stewardship, this group oversaw messaging and communication, developed a roster of speakers for the Sundays of the campaign, and held a very abundant brunch for the congregation on Stewardship Sunday. Alongside Judy Parock in Holy Spirit's office, we worked to follow up and conclude the campaign through the fourth quarter.

This year's campaign was very successful. We were able to count 16 new pledges as part of the total of 151 responses. Overall, our annual gift totals exceeded our goal of \$420,000, reaching \$446,165.96 by year end, to provide strong support for our 2026 budget.

ANNUAL GIFT UPDATE AS OF 12/31/2025:

	<u>2025</u>	<u>2026</u>
Total number of Annual Gifts returned	143	151
Total number of dollars pledged	\$410,250.85	\$446,165.96
 Total number of Annual Gifts remaining the same	 72	 63
Total number of Annual Gifts increasing	57	59
Total number of Annual Gifts decreasing	7	13
Total number of new Annual Gifts	7	16

For 2026:

63 Annual Gifts remain the same for a total of	\$173,436.00	
59 Annual Gifts up for a total of	239,654.96	+42,450.11
13 Annual Gifts down for a total of	17,545.00	-10,895.00
1 No Annual Gift		-600.00
Lost through death or transfer out (2)		-2,120.00
16 new Annual Gifts for a total of	<u>15,530.00</u>	
STEWARDSHIP TOTAL, 12/31/2025	<u>\$446,165.96</u>	

Budget and Finance Report (Jim Wiley)

2025 Financials

Our financial report for 2025 underlines very clearly the degree to which Holy Spirit is prepared for, and looking forward to, a major transition. Thanks to “truly overwhelming” support from our parishioners, to Rev. Terri’s generosity to serve without compensation, to the slow but steady growth of our congregation and to good control of our spending, we are ending 2025 with a surplus of over \$115,000! Annual Gifts or Pledges especially improved in 2025, increasing 14% over the prior year.

	2025 Actual	2024 Actual	Change 24-25
OPERATING INCOME	\$585,461	\$506,048	\$79,413
INCOME FROM SAVINGS	12,368	135,591	(123,223)
TOTAL INCOME	\$597,829	\$641,639	(\$43,810)
SALARIES, COMPENSATION	\$229,888	\$277,423	(\$47,535)
GENERAL OPERATIONS	46,823	45,534	1,289
BUILDINGS & GROUNDS	62,811	63,162	(351)
CAPITAL IMPROVEMENTS	29,354	135,591	(106,237)
OUTREACH	16,360	14,416	1,944
DIOCESAN ASSESSMENT	97,089	94,476	2,613
TOTAL EXPENSES	\$482,385	\$630,603	(\$149,718)
NET SURPLUS / (DEFICIT)	\$115,444	\$11,036	\$104,408

Key items impacting our 2025 results compared to Budget included:

- On the Income side, in addition to the increase in Annual Gifts –
 - Several unanticipated but very much appreciated gifts, totaling \$49,200
 - A 13% increase in support through our Spring and Holiday Markets
- And, on the expense side –
 - Nearly on budget salaries/compensation (only items over budget were added support positions for Pastoral Care and Godly Play, and for the Audit of our 2024 results)
 - Much better control of our operating expenses including a much-appreciated reduction in copier costs

- Over-budget (\$10,354) spending on capital improvements, including redoing our lawn and shrubbery, a final payment of the deductible on our roof damage and installation of security cameras and the sound system in the Chancel

In summary, this year's surplus will allow us to recover some of the investment used last year for our major courtyard project and give us the savings needed to manage the financial aspects of our just-started Rector Search.

2026 Budget

Although several of the same factors affecting 2025 will continue to be present, we will be facing some new challenges in 2026:

- Based on Annual Gifts already confirmed, we know that our Annual Giving will improve again in 2026. In addition, we have a 10% increase in the number of Annual Gifts, which is very welcome news!
- We have budgeted 6 months for current Co-Rector compensation and 6 months at the expected salary and benefits for a full-time Rector, so compensation will increase (and will increase even more in 2027 with 12 months of a full-time Rector)
- We are planning to use \$26,000 of our savings to support our Rector Search, covering expected visits and moving expenses
- Based on what we spent in 2025, we are budgeting for relatively minor increases in several office-related, parish life and rector support expenses, plus possible financial support of our Diocesan Convention delegates
- We also expect increases in insurance and maintenance of our facilities, and somewhat lower capital improvement expenses
- We are pleased to be in a position to continue to support our Outreach efforts both in Missoula and beyond

	2026 Budget	2025 Actual	Change 26-25
OPERATING INCOME	\$549,160	\$585,461	(\$36,301)
INCOME FROM SAVINGS	26,000	12,368	13,632
TOTAL INCOME	\$575,160	\$597,829	(\$22,669)
SALARIES, COMPENSATION	\$291,508	\$229,888	61,620
GENERAL OPERATIONS	51,310	46,823	4,487
BUILDINGS & GROUNDS	64,177	62,811	1,366
CAPITAL IMPROVEMENTS	12,860	29,354	(16,494)
OUTREACH	16,360	16,420	1,440
RECRUITMENT EXPENSES	26,000	-	26,000
DIOCESAN ASSESSMENT	91,945	97,089	(5,144)
TOTAL EXPENSES	\$554,160	\$480,885	\$73,275
NET SURPLUS / (DEFICIT)	\$21,000	\$115,444	(\$94,444)

Holy Spirit Episcopal Church
2025 Actual and 2026 Budget

2026 Budget - Holy Spirit				
	2026 Proposed Budget	2025 Actual	Difference	Change
Income				
40000 Operating Receipts				
40001 Plate	\$ 20,000	\$ 42,984	(22,984)	-53.5%
40002 Annual Gift-Regular	446,165	421,473	24,692	5.9%
40004 Other operating income			-	
40100 Regular Support	-	373	(373)	-100.0%
40102 Unrestricted bequests/Gifts	22,500	46,200	(23,700)	-51.3%
40103 Rent Income	3,515	8,436	(4,921)	-58.3%
40104 Utility Income	400	960	(560)	-58.3%
40105 Restricted or Specified Gifts		3,000	(3,000)	-100.0%
40106 Income frm chrch related activities		66	(66)	-100.0%
40004 Other operating income	26,415	59,035	(29,554)	-55.3%
40005 Easter offering	2,500	2,284	216	9.5%
40006 Christmas offering	3,000	1,840	1,160	63.0%
40007 Spring Sale	7,000	11,454	(4,454)	-38.9%
40008 Holiday Market	12,000	16,489	(4,489)	-27.2%
40010 Memorial Foundation Funds	2,860	1,050	1,810	172.4%
40011 Altar Flower memorials (in/out)	-	-	-	
40012 Montana Community Foundation	3,500	2,852	648	22.7%
40013 Blair Fund	-	7,972	(7,972)	-100.0%
40020 Non-Assessable Contributions		-	-	
40021 Outreach	12,860	13,000	(140)	-1.1%
40022 Capital Improvements - M.B.	12,860	13,000	(140)	-1.1%
40024 Capital Improvements - Blair Fund	-	4,396	(4,396)	-100.0%
Total 40020 Non-Assessable Contributions	25,720	30,396	(4,676)	-15.4%
Total 40000 Operating Receipts	\$ 549,160	\$ 597,829	\$ (45,603)	-8.1%

Holy Spirit Episcopal Church
2025 Actual and 2026 Budget

	2026 Proposed	2025		
	Budget	Actual	Difference	Change
Compensation/Salaries				
60300 Part-Time Co Rector				
60312 Part-Time Co-Rector Housing	\$ 29,322	\$ 23,068	6,254	27.1%
60313 Part-Time Co-Rector Soc Sec Offset	5,450	3,384	2,066	61.1%
60314 Part-Time Co-Rector Salary	43,347	21,164	22,183	104.8%
60315 Part-Time Co-Rector Pension	13,080	8,572	4,508	52.6%
60316 Part-Time Co-Rector Insurance	20,135	6,385	13,750	215.4%
Total 60300 Part-Time Co-Rector	111,334	62,573	48,761	77.9%
60320 Deacon				
60321 Deacon Housing	326	319	7	2.2%
60322 Deacon Pension	59	56	3	5.7%
Total 60320 Deacon	385	375	10	2.7%
60400 Supply Clergy				
60411 Supply clergy	750	950	(200)	-21.1%
60412 Supply clergy expense	250	294	(44)	-14.9%
60400 Supply Clergy	1,000	1,244	(244)	-19.6%
60420 Compensation for Support Positions				
60421 Compensation Pastoral Support	3,000	2,000	1,000	50.0%
60421 Compensation Children's Ministry	3,000	1,566	1,434	91.5%
60421 Compensation Audit	1,750	1,500	250	16.7%
Total 60420 Comp. Support Positions	7,750	5,066	2,684	53.0%
60500 Parish Administrator				
60518 Parish Administrator Salary	63,555	62,005	1,550	2.5%
60519 Parish Administrator Pension	5,720	5,580	140	2.5%
60520 Parish Administrator Insurance	14,544	14,218	326	2.3%
Total 60500 Parish Administrator	83,819	81,803	2,016	2.5%
60620 Office Assistant				
60621 Office assistant salary	24,000	18,043	5,957	33.0%
60640 Employee pension cont.	-	-	-	
60620 Total Office Assistant	24,000	18,043	5,957	33.0%
60622 Sexton salary	5,747	5,607	140	2.5%
60623 Custodian salary	9,751	9,513	238	2.5%
60624 Organist & choir director salary	24,742	24,139	603	2.5%
60626 Substitutes & soloists	500	150	350	233.3%
60661 Webmaster Salary	2,767	2,951	(184)	-6.2%
60663 Videographer/Computer Tech Support	6,514	6,138	376	6.1%
60700 Payroll taxes			-	
60728 Payroll withholding	-	0	(0)	
60729 FICA+medicare	9,849	9,869	(20)	-0.2%
60730 Workers compensation	3,100	2,313	787	34.0%
60731 Unemployment comp	250	103	147	142.8%
Total 60700 Payroll taxes	13,199	12,285	914	7.4%
Total 60000 Compensation	\$ 291,508	\$ 229,888	\$ 61,620	26.8%

Holy Spirit Episcopal Church
2025 Actual and 2026 Budget

	2026 Proposed	2025		
	Budget	Actual	Difference	Change
General Operations				
61032 Worship Expense	\$ 200	\$ -	200	
61033 Push Pay Fees	6,000	5,582	418	7.5%
61034 Copier	5,000	5,090	(90)	-1.8%
61035 Office Expense	8,000	8,523	(523)	-6.1%
61036 Janitorial supplies	800	706	94	13.4%
61037 Postage	2,000	2,347	(347)	-14.8%
61038 Advertising	6,500	6,099	401	6.6%
61039 Printing & Bulletins	3,000	2,769	231	8.4%
61041 Stewardship	1,000	972	28	2.9%
61042 Website Expenses	1,260	964	296	30.7%
61100 Spiritual Formation			-	
61130 Church School	1,000	674	326	48.3%
61132 Explor./Adult/Fam	300	573	(273)	-47.6%
61134 Compline (in/out)	-	-	-	
61100 Spiritual Formation	1,300	1,247	53	4.3%
61136 Workshps/Retreats	-	-	-	
61142 Safeguarding/Background Checks	200	98	102	104.1%
61246 Music	1,000	912	88	9.6%
61247 Altar supplies	550	507	43	8.4%
61248 Altar Flowers (in/out)	-	-	-	
61250 Co Rector's expenses TG	-	188	(188)	-100.0%
61251 Co Rector Expenses GS	800	266	534	200.3%
61300 Parish life			-	
61320 Social & Receptions	1,000	734	266	36.3%
61322 Newcomer events	300	435	(135)	-31.0%
61330 Recognitions	500	-	500	
Total 61300 Parish life	1,800	1,169	631	54.0%

Holy Spirit Episcopal Church
2025 Actual and 2026 Budget

	2026 Proposed	2025		
	Budget	Actual	Difference	Change
61396 Camperships(donations)	-	-	-	
61397 EFM Mentor Training	-	-	-	
61398 EFM Scholarships(donations)	-	-	-	
61402 Vestry Retreat	400	-	400	
61421 Co-Rector Travel	850	585	265	45.2%
61423 Co-Rector Travel	-	375	(375)	-100.0%
61449 Seasonal decorations	750	530	220	41.6%
61450 Telephone	3,000	3,638	(638)	-17.5%
61451 Kitchen supplies	800	1,173	(373)	-31.8%
61452 Miscellaneous	2,000	1,407	593	42.1%
61453 Cont.Ed Rector/Co Rector	800	399	401	100.5%
61454 Co Rector Discretionary funds	1,200	1,000	200	20.0%
61455 Convention expenses	1,500	55	1,445	2627.3%
61457 Vestment cleaning	50	-	50	
61458 Clericus/Clergy Conf. expense	350	222	128	57.8%
61461 Cont. Ed Others	200	-	200	
61462 Co-Rector Discretionary Fund	-	-	-	
61463 Cont Ed - Co-Rector	-	-	-	
Total 61000 General Operations	\$ 51,310	\$ 46,823	\$ 4,487	9.6%
Buildings & Grounds				
62060 Insurance	\$ 20,977	18,799	2,178	11.6%
62061 Utilities	16,000	16,435	(435)	-2.6%
62062/62067 Repairs and Maintenance	17,500	16,212	1,288	7.9%
62063 Capital Improvements			-	
62063 Captl Imprvmts.	12,860	29,354	(16,494)	-56.2%
Total 62063 Captl Imprvmts.	12,860	29,354	(16,494)	-56.2%
62064 Taxes - property	400	361	39	10.8%
62065 Lawn & Garden	8,500	9,610	(1,110)	-11.6%
62066 Organ & Piano Tuning	800	1,394	(594)	-42.6%
Total 62000 Buildings & grounds	\$ 77,037	92,166	(15,129)	-16.4%
61404 Outreach				
61414 Social Concerns Allocations	\$ 11,360	11,420	(60)	-0.5%
61415 Butterfly Grants	1,500	1,500	-	0.0%
61416 Outreach in/out donations	-		-	
61418 Mutual Ministry	1,500	1,500	-	0.0%
61419 Missoula Interfaith Collaborative	2,000	2,000	-	0.0%
61404 Total Outreach	\$ 16,360	16,420	(60)	-0.4%
63070 Diocesan Assessment	\$ 91,945	97,089	(5,144)	-5.3%
Net Surplus/(Deficit)	\$ 21,000	\$ 115,443	(94,443)	

Holy Spirit Episcopal Church
2025 Balance Sheet

		Dec 31, 2025	Dec 31, 2024	DIFFERENCE
ASSETS				
	Current Assets			
	Checking/Savings			
	General Fund	162,114.57	67,293.06	94,821.51
	Total Checking/Savings	162,114.57	67,293.06	94,821.51
	Accounts Receivable			
	11000 - Accounts Receivable	-	-	-
	Total Accounts Receivable	-	-	-
	Other Current Assets			
	12000 - Investment portfolio	772,959.40	592,561.07	180,398.33
	13000 - Office Equipment	26,818.50	26,118.51	699.99
	Total Other Current Assets	799,777.90	618,679.58	181,098.32
	Total Current Assets	961,892.47	685,972.64	275,919.83
TOTAL ASSETS		961,892.47	685,972.64	275,919.83
LIABILITIES & EQUITY				
	Liabilities			
	Current Liabilities			
	Accounts Payable			
	20000 - Accounts Payable	10,876.23	60,040.09	(49,163.86)
	Total Accounts Payable	10,876.23	60,040.09	(49,163.86)
	Other Current Liabilities			
	26000 - Prepaid pledges	104,750.46	54,585.08	50,165.38
	26200 - Ppd Burial Assistance Fund	19,175.00	19,300.00	(125.00)
	Total Other Current Liabilities	123,925.46	73,885.08	50,040.38
	Total Current Liabilities	134,801.69	133,925.17	876.52
	Long Term Liabilities			
	29800 - Payroll Protection Loan	-	-	-
	20001 - Refundable Security Dep	1,406.00	1,406.00	-
	Total Long Term Liabilities	1,406.00	1,406.00	-
	Total Liabilities	136,207.69	135,331.17	876.52
	Equity			
	32000 - Unrestricted Fund Balance	550,641.47	554,769.38	(4,127.91)
	32001 - Restricted Fund Balance - Blair funds	-	-	-
	32002 - Temporary Restricted Funds - HSMF	98,808.00	11,488.10	87,319.90
	Net Income	176,235.31	(15,616.01)	191,851.32
	Total Equity	825,684.78	550,641.47	275,043.31
TOTAL LIABILITIES & EQUITY		961,892.47	685,972.64	275,919.83

PAROCHIAL REPORT

The Parochial Report is an important tool for gathering essential data from congregations across the country for our national Church. In this Annual Report, we are including three pages from our submission that highlight key information about our life together. These pages reflect not only attendance numbers, clergy and lay leadership, sacraments, and demographics, but also the vibrant ministry that continues to grow within our parish.

Our Average Sunday Attendance (ASA) for in-person worship in 2025 was 123—a welcome increase from the previous year. Since the easing of pandemic restrictions, we have seen a steady rise in ASA, a clear sign of renewed energy and engagement in our worshipping community. This year's report also includes “live” online attendance, with an average of 36 individuals joining us virtually each Sunday. An additional 20 people engage with the livestream throughout the week, extending our worship beyond the walls of the church and allowing our community to stay connected in meaningful ways. We celebrate the dedication of all who join us—whether in the pews or online—and give thanks for the commitment that strengthens our shared life.

Our congregation ended the year with 513 active baptized members, an increase of 17 from the previous year. According to the criteria set by The Episcopal Church, these members, whose baptisms are recorded in our Parish Register, have contributed to or participated in our worship and communal life. This growth reflects a parish that continues to welcome, nurture, and engage its members.

The number of Communicants in Good Standing rose to 393 by year's end. A Communicant in Good Standing is a baptized member who has received Holy Communion at least three times in the preceding year and is “faithful in corporate worship and in working, praying, and giving for the spread of the Kingdom of God.” This increase is a joyful sign of deepening commitment and shared ministry.

In 2025, we celebrated the Confirmation of 2 individuals into The Episcopal Church. We also recorded 4 Baptisms, 3 Marriages, and 5 Burials—marking the sacred milestones of life within our parish family. Our worship life remained strong and steady, with 161 Eucharists celebrated (including private communions by our Lay Eucharistic Visitors and our regularly scheduled Sunday Eucharists) and 16 services of Morning Prayer and Compline offered throughout the year.

Taken together, these statistics tell a story of a parish that is growing, engaged, and full of life. We give thanks for the faithfulness of our members and look forward with joy to the opportunities for spiritual growth, service, and community that await us in the coming year.

Respectfully submitted,
Judy Parock, Parish Administrator

Attendance & Impact:

Lines 1 through 5 helps us measure the scope and reach of all churches while acknowledging that not every participant or person is impacted by the church is a member. In addition, our hope is that these questions also capture long distance (virtual) engagement.

To calculate "viewership" for online or streamed services please use the combined totals across all streaming platforms (e.g., 5 Zoom viewers, 10 Facebook viewers, 25 YouTube viewers would be 40 total live viewers). Viewership should measure "unique" viewers (rather than using viewers as a proxy for household) and includes all viewers, no matter for how long they stayed.

1. Average Sunday Attendance In-Person

Sunday (& Saturday Evening) Attendance for In Person Worship.

Enter your total annual in-person attendance and divide it by the number of Sundays on which in-person services were held.

Total In-person Attendance	<u>6,397</u>	÷	Total # of Sundays	<u>52</u>	=	<u>123</u>
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2. Average Sunday Attendance Online

Sunday (& Saturday Evening) Attendance for Online Worship.

Enter your total annual livestream attendance across all platforms (do not include your viewed-after total) and divide it by the number of Sundays on which online services were held.

Total Online Viewership	<u>1,860</u>	÷	Total # of Sundays	<u>51</u>	=	<u>36</u>
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3. Average Weekday Attendance In-Person

Include attendance at all regularly scheduled worship (Weekday Services, Holy Days, or special feasts observed annually).

Then divide total attendance by the number of weeks in which in-person services were held.

Total In-person Attendance	<u>717</u>	÷	Total # of weeks	<u>4</u>	=	<u>179</u>
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4. Average Weekday Attendance Online

Enter your total annual livestream attendance across all platforms (do not include your viewed-after total) and divide it by the number of weeks in which online services were held.

Total Online Viewership	<u>179</u>	÷	Total # of weeks	<u>4</u>	=	<u>45</u>
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5. Please estimate the average number of unique non-live views your main recorded service receives within the week following broadcast

Enter your average or estimated average "viewed after" total (do not include your live, online viewers reported in line 2). If you have not regularly tracked this number, you may want to briefly look at the data from recent, non-holiday main services to estimate the average viewership.

Average 1-week (unique)	<input type="checkbox"/> Estimated	<u>20</u>
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6. Outreach beneficiaries

Estimated beneficiaries of outreach ministries per week.

Estimate the average number of individuals who benefit from your outreach ministries each week. This includes recipients of food assistance, community support programs, shelter services, educational initiatives, and any other outreach efforts provided by your congregation.

To capture the impact of the parish's outreach efforts, please include both:

- **Internal ministries** directly operated by the parish
- **External organizations** that the parish financially sponsors or regularly supports through parish-coordinated volunteer work

When reporting on partner organizations, include only those beneficiaries reasonably attributable to your parish's involvement, not the organization's total number served.

If the number of beneficiaries varies from week to week or occurs over a limited period of time, please provide a reasonable weekly average based on recent or typical activity.

	<u>82</u>
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7. Average volunteers that are not members

Average number of non-member volunteers for outreach ministries per week.

Estimate the average number per week of individuals who are not members of your congregation, but who volunteer through your parish's outreach ministries.

Do not include the total number of volunteers at a partner organization; include only those whose volunteer service is connected to your parish.

8. Total Impact

Total average impact of church. (Calculate lines 1 through 7)

	<u>1,348</u>
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Communicants in Good Standing:

Communicants in Good Standing are **Baptized members** of the reporting congregation, who "have received Holy Communion **at least three times** during the preceding year" and are faithful "in corporate worship, **unless for good cause prevented**," and "in working, praying, and giving for the spread of the Kingdom of God."

9.	Adult communicants in good standing	(Age 16 and over)	361
10.	Youth communicants in good standing	(Under age 16)	25
11.	Total communicants in good standing	(Sum of 9 and 10)	386

Active Baptized Members of the Reporting Congregation at Year-End per Canon I.6.1.1:

For lines 12 and 13, enter the total amount active members and participants for end of report year for 2025.

M24	Total Members from 2024	496
	Since baptized membership was not captured in the 2024 report, please provide the total number of baptized members for 2024. This will enable us to update our records for that reporting year.	
12.	Increases during year All members added to the baptized members section of the congregation's Membership Register during 2025 by: baptism, confirmation/reception, or transfer; and those persons restored from inactive status, or not counted in last year's membership count.	56
13.	Decreases during year All active baptized members lost by death, transferred to another congregation, removed to inactive status in the Register of Church Membership and Rites, removed for other reasons, or not removed from last year's membership count.	39
M25	Total Members for 2025	513
	Add the increases entered in line 12 to Box M24. Then subtract the decreases entered in line 13 for the total active membership as of December 31, 2025.	

Active Participants in the Reporting Congregation

14.	Active Participants	44
	Anyone of any age who is active in the congregation and not included in the baptized members listed above	

Easter and Christmas Attendance:

For lines 15 and 16, enter the total in-person attendance. Please do not include online participation numbers.

15.	Total In person Easter Sunday Attendance (including Easter Vigil): Record the combined in-person attendance for all Easter Sunday services, including any Easter Vigil services held the evening before.	321
16.	Total In person Christmas Eve and Christmas Day Attendance: Record the combined in-person attendance for all services held on Christmas Eve and Christmas Day.	393

Clergy Serving This Congregation:

This question helps us understand how many individuals undertake work on behalf of the church, recognizing in particular the contributions of lay staff (paid or unpaid). Unpaid lay staff may include, but is not limited to, nursery workers, Sunday school facilitators, parish administrators, lay preachers, etc. If you had transitions in staff over the course of the calendar year, please simply count the roles in place, not the individuals. For example, if you had a different supply priest every month, enter 1 under part-time clergy, not 12.

17. Total amount of Clergy and Staff serving this congregation

Clergy		Staff	
1	Full Time Clergy	1	Full Time Lay Staff
1	Part Time Clergy	6	Part Time Lay Staff
1	Non-Stipendiary Clergy	0	Unpaid/Non-Stipendiary Lay Staff
3	Total Clergy Staff	7	Total Lay Staff
1	Deacons		
2	Priests		
		10	Total Staff

18. Who leads your primary worship service? Part Time Priest**19. Does your congregation have a unique or unusual clergy situation? (Select all that apply)**

- ☐ Long Term Supply or Interim
 ☐ ELCA Pastor
 ☐ Clergy from elsewhere in The Anglican Communion
- ☒ Other Co-Rectorship with a retired Co-Rector

Sacraments & Services:**20. How many of the following did your church provide? (Numeric responses)**

This information should be easily accessed through your parish register. This helps us measure the vitality of your church through the provision of sacraments and other lifecycle services. Definitions to guide your entries: Baptisms: Count each person baptized.; Confirmations, Receptions: Count each individual confirmed or received into the church.; Marriages: Count each marriage service conducted (not each individual).; Burials: Count each burial service, whether held at the church or elsewhere.; Eucharists: Total number of Eucharistic worship services offered, including weekdays and special services.; Daily Office Services: Total number of Morning Prayer, Evening Prayer, Compline, etc., held as public services (in person or online).

# of Individuals	# of services	# of services
<u>4</u> Baptisms	<u>3</u> Marriages	<u>161</u> Eucharists
<u>2</u> Confirmations	<u>5</u> Burials	<u>16</u> Daily Office Services
<u>0</u> Receptions		

21. Which of the following services/programs/initiatives does your church have? (Select all that apply)

This question allows us to measure the vitality of the church through provision of services and initiatives that help engage the parish and larger community. Please use the "Other" category for categories not listed here (such as international partnerships, interfaith collaborations, collaboration with community organizations, etc). You can expand on any of these initiatives in questions 24-26.

- | | | | |
|---|---|---|--|
| <input checked="" type="checkbox"/> Sunday Morning Eucharist | <input checked="" type="checkbox"/> Streamed Service | <input type="checkbox"/> Children's Choir | <input checked="" type="checkbox"/> Ecumenical Collaboration |
| <input checked="" type="checkbox"/> Sunday Morning Prayer | <input type="checkbox"/> Interactive Virtual Service | <input checked="" type="checkbox"/> Sunday School | <input type="checkbox"/> Virtual Formation |
| <input type="checkbox"/> Other Weekend Eucharist | <input checked="" type="checkbox"/> Paid Musicians | <input type="checkbox"/> Sunday Childcare | <input checked="" type="checkbox"/> In Person Formation |
| <input checked="" type="checkbox"/> Weekday Eucharist | <input checked="" type="checkbox"/> Volunteer Musicians | <input checked="" type="checkbox"/> Bible Study | <input checked="" type="checkbox"/> Campus Ministry |
| <input type="checkbox"/> Weekday Morning/Noonday/Evening Prayer | <input checked="" type="checkbox"/> Adult Choir | <input checked="" type="checkbox"/> Outreach Ministries (e.g. food pantry, shelter) | |
| <input type="checkbox"/> Other _____ | | | |

22. Does your church have any subsidiary or associated organizations?

- | | | | |
|---|-------------------------------------|--------------------------------------|--|
| <input type="checkbox"/> Preschool or Nursery Program | <input type="checkbox"/> K-8 School | <input type="checkbox"/> 9-12 School | <input type="checkbox"/> Outreach Ministry |
| <input type="checkbox"/> Other _____ | | | |

Demographics:

23. For which of the following languages do you offer services?

This question allows us to better understand the distribution of languages of worship within the church. It also helps us highlight parishes which multilingual programs and services.

- | | | | |
|---|---|-----------------------------------|---|
| <input checked="" type="checkbox"/> English | <input type="checkbox"/> French | <input type="checkbox"/> Mandarin | <input type="checkbox"/> American Sign Language |
| <input type="checkbox"/> Spanish | <input type="checkbox"/> Haitian Creole | <input type="checkbox"/> Tagalog | |
| <input type="checkbox"/> Other _____ | | | |

24. ☐ Select this box if you offer a service that is simultaneously conducted in more than one language.

25. Approximately what percentage of your congregation is White, Caucasian, or of European descent?

99 %

26. What is the estimated average age of your congregation?

60

