Welcome to St Luke's

PARISH PORTFOLIO and PROFILE
St. Luke’s Episcopal Church Mechanicsburg

St. Luke’s is a devoted, closely connected congregation, welcoming to all. Our mission is to serve God as we work to create a safe haven and build a faith community that feeds and heals body, mind, and spirit.

Our core values

**Worship and Spiritual Formation:** Engage the mind and spirit through excellence in worship and spiritual growth for all.

**Outreach:** Show justice for God’s people through radical welcome, outreach, and an inviting hospitality.

**Community:** Be a vibrant community of believers, united by the Holy Scriptures, and the Holy Table.

**Respect:** Offer respect to each, and all, seeking diversity as a reflection of God’s world.

We serve each other and our community with joyful hearts. **We seek to live Christ’s mission as we walk in love as Christ taught us.**

**Who we are:**

St. Luke’s was established as a mission church within the Episcopal Diocese of Central Pennsylvania and celebrated its first Eucharist on October 18, 1880. A full history of St. Luke’s from 1880 to present times can be found at the parish website.


St. Luke’s is centrally located in the Borough of Mechanicsburg at the corner of East Keller and South Market Streets. Parking is available next to the church in a lot owned by St. Luke’s. Additional parking is available on Sundays in an adjacent privately owned parking lot, and there is ample street parking immediately next to the church.

Our congregation of 198 active participants includes a balance of men, women and children, members from various occupations and professions and members retired from employment. Approximately 14% of parish members are under 35 years of age, 31% are between the ages of 35 and 65, and 55% are 65 or older. Average weekly attendance for the year 2022 was 68. The arrival of a new interim pastor in 2023 has given rise to a renewed sense of vitality and life in the parish. Finances are a challenge for St. Luke’s as they are in many parishes. Rising costs and an aging congregation notwithstanding, there
is a strong sense of hope that we will find new ways to grow St. Luke’s as we are beginning to see new faces in the congregation.

We are a parish with a very strong sense of fellowship. That is true for those who regularly attend the 8 o’clock Sunday service as well as those who attend the 10:30 service. Groups of parishioners from the early service frequently go out to breakfast together, and the later service is always followed by a lively coffee hour. Many members participate in potluck suppers held at the church once each month.

Our parish is located in the fastest growing county in the Commonwealth of Pennsylvania. Given the population growth, including many new families and a substantial and growing retirement community, we see opportunity to grow the congregation. We engage in many activities beyond the walls of our church. We have a long-standing and strong tradition of providing support to our community and to underserved communities outside of our immediate community.

While St. Luke’s is located in a predominantly white community we are a congregation that strives to welcome everyone. As stated on our website we are “An Affirming Church. We welcome all people with open arms, regardless of race, religion, national origin, sexual orientation or gender identity. We are a “Believe Out Loud Episcopal Congregation.”

Under the leadership of our Deacon, our church is in fellowship with, and gives support to, the Cheyenne River School Mission, which serves the Cheyenne River Sioux tribe reservation in South Dakota.

Parish revenues derived from pledges, offerings, grants and bequests in 2022 totaled $205,132. Operating expenses before capital improvements totaled $194,314. Non-operating expenses funded through reserve funds totaled $38,721 of which $33,096 was for capital improvements. The parish currently has no outstanding debt.

We support our Priest with:

- A Deacon,
- An Ecumenical Pastoral Associate,
- Choir Director and Office Manager,
- An Office Assistant,
- Organist,
- A volunteer Treasurer, and
• The Senior Warden, Vestry members, numerous committees, and the volunteer “hands and hearts” of many parishioners.

CALLING A PART-TIME PRIEST
Given the parishes limited financial resources, we are seeking a part-time (half-time) priest.

Interested Candidates should forward a resume, cover letter, and OTM to The Rev’d Kevin Barron, Interim Transition Minister at kbaron@diocesepa.org.

About Cumberland County and Mechanicsburg, Pennsylvania - Brief History and Demographics

Cumberland County

The population of Cumberland County is 268,569 based on the 2023 U.S. Census Bureau statistics. The population has increased by more than 9,115 over the County’s last two years. It is the fastest-growing County in the Commonwealth. Carlisle the County seat was founded in 1751. Cumberland County has nine school districts, eight public libraries and four public hospitals. The County enjoys strong economic growth while maintaining a balance between growth and the preservation of prime farmland and other natural resources.

Cumberland County has a 3.3 % unemployment rate and has:

• One of the lowest county taxes of any county in the south-central region
• The seventh-highest median household income in the state
• Over 200 miles of trails, including the Appalachian Trail and Cumberland Valley Rail Trail
• Approximately 54,000 acres of parks and natural areas, including world-class fly-fishing
• More than 22,500 acres of preserved farmland.
• The county is within a 2-hour drive or less of Philadelphia, Baltimore, and Washington, D.C.

Mechanicsburg

Mechanicsburg is a borough in Cumberland County with a population of 9,878. The borough is eight miles west of Harrisburg. It is part of the Harrisburg–Carlisle metropolitan statistical area with a population well over 500,000.

Mechanicsburg is centered in the scenic Cumberland Valley. The name Mechanicsburg originates from the significant number of wagon mechanics employed in the town at its
inception. Today, evidence of Mechanicsburg’s history can still be seen in museums, the historic downtown area, and in historic railroad sites.

The town’s motto is “A Good Place to Live” and the town holds true to its motto! It is home to a variety of events: The Art Walk & Wine Tasting, Earth Day Festival, and Jubilee Day (which is the largest, one day street festival on the East Coast). There is a good selection of restaurants in downtown area and the nearby area. Local school districts are highly rated, with favorable student-teacher ratios.

For additional insight into St. Luke’s Parish we provide the following:

Describe a moment in your worship community’s recent ministry that you recognize as one of success and fulfillment.

It is challenging to find one moment that stands out above others. Four are listed:

One, thanks to the dedication and leadership of the Reverend David Harper along with many truly supportive members of the staff and congregation St. Luke’s persevered through many months of isolation prompted by the Covid epidemic. While impacted in many ways, including financial, the parish emerged from that challenging period ready again to embrace St. Luke’s as a center of community, faith, peace, healing, and reconciliation.

Second, the “Shaped by Faith” initiative begun in early 2021 led the parish to a collaborative partnership with Mount Cavalry Episcopal Church in Camp Hill. Members of the congregation have attended Taize services, and others have joined the men’s breakfast at Mount Calvary. Other joint services and activities are envisioned in the future.

Third, St. Luke’s long-standing Outreach Ministry has continued unabated. Our long standing relationship with New Hope Ministries continues through quarterly contributions to their programs. The grocery cart in the church lobby has been filled many times by parishioners to help refill the pantry shelves at New Hope. In August of each year St. Luke’s collects and donates school items in support of New Hope Ministries’ Back to School Project. A Fall Food gathering collects many boxes of food and household items to be distributed to families served by New Hope. St. Luke’s “Angel Tree” project supporting prison ministry provides Christmas gifts to children whose parent or parents are incarcerated in Cumberland or Dauphin Counties. Last year 27 families were served by this project, and gifts were provided to 55 children. Additionally, each family received a grocery store gift card. The Outreach Ministry also supported St. Luke’s outreach to the Cheyenne River Mission. Recent contributions have also been made to support Episcopal Relief and Development efforts in Ukraine, Kentucky, and Florida.
Fourth, An the adult forum for discussion of matters of faith and Christian teachings has been successfully implemented through zoom conferencing during the Covid epidemic and now in person. This is an ongoing program for St. Luke’s.

How are you preparing yourselves for the church of the future?

Like many other churches, membership at St. Luke’s has declined over the past decade. Of the just over 200 active participants, 50% or more of the parishioners are senior adults over 65. Roughly 14% of the members of the congregation are under the age of 35. St. Luke’s persevered through the restrictions imposed by Covid but emerged with increased financial challenges and the need to find renewed vitality for the future.

The appointment of our new interim pastor, Canon Kate Harrigan, brought a new spirit of hope and vitality to St. Luke’s. Thanks largely to Pastor Kate’s leadership and contagious optimism, the parish has evolved to be far more enthusiastic and willing to try new ideas. There is a sense of revival and hope within the congregation that is drawing new members to the parish. There is a recognition that we need to continue our efforts to attract new members especially younger families to ensure St. Luke’s continued existence. Many of our activities are now focused on reaching out to neighbors and local families by inviting them to join in our parish activities. We are making efforts on many fronts to serve the community and to renew our commitment to being a “Believe Out Loud Episcopal Congregation” radically welcoming to all.

How do you practice incorporating others in ministry?

A large number of laity fulfill the weekly ministry needs of the Parish, as LEVs, LEMs, readers, ushers, acolytes, greeters, and serving on the altar guild. Several committees provide leadership and oversight of church activities. They include finance, stewardship, worship, spiritual growth, outreach, property, parish life, and Christian education. The overall governance and mission of the church is led by the members of the Vestry. Members of the Parish at large volunteer to participate in numerous activities and programs of the Parish throughout the year. The Parish has recently supported a member of our Parish during her discernment for ordination.

Describe your liturgical, style and practice. If your community provides more than one type of worship service, please describe.

Two services are held every Sunday. The 8 a.m. service has historically been a “said service.” The 8 a.m. service is the service most often attended by our long-term members. Our later service is 10:30 a.m. Christian education programs are held from 9:15 to 10 a.m. except during the summer months. The later service is more likely to include a less traditional form of service and is led with music by our choir director, organist, and a small choir. A variety of musical styles, including traditional, spiritual, folk, guitar, solo, and varied anthems are provided during the offertory and during distribution of communion.
Historically, Taize or a Celtic tradition has been used as an extra additional service. Weekly Thursday morning Eucharist is a “said service” and includes a healing component. An annual Blessing of the Animals service has been held at an outdoor location for many years.

**Describe your worshiping community’s involvement in either the wider church or geographical region.**

Several parishioners have participated for more than a quarter-century in the local community Ecumenical Choir. The plate offerings and donations from choir participants from that activity supports the local county ministry for the needy. Project Angel Tree began well over 20 years ago and provides Christmas gifts for children of prisoners. Several parishioners have or now serve in various leadership positions in the Diocese. Last year we witnessed increased participation with Mount Calvary parish, our “Shaped by Faith” partner, with various members of our parish participating in activities with members of the Mount Calvary parish.

**As a worshiping community, how do you prepare for your spiritual, emotional and physical well-being?**

Annual spiritual retreats are held for adults at separate women and men’s day-long retreats. The spiritual growth committee sponsors trips to the national cathedral, or other areas of a spiritual nature. Historically, a variety of workshop services have been held to enrich our spiritual health. Deeper emotional well-being needs may be met by way of individual counseling with our clergy. The emergency preparedness committee has organized to protect our physical well-being by preparing emergency supplies for disaster readiness and has conducted fire drills to remind us how to safely exit the church in case of fire or other emergency. The church has purchased a defibrillator for emergencies and has instructed parishioners on it’s use. We have an intercom and an external video system to protect our administrative assistant, when working alone in the church. An electric chairlift into the sanctuary, an outdoor handicap ramp, and remodeled handicapped-accessible bathroom make it convenient for the disabled to attend church. We provide meals for the sick at home, and transportation assistance to church, doctors, grocery stores, and other locations as needed.

**How do you engage in pastoral care for those beyond your worshiping community?**

Requests for assistance from transient or local persons in need of help are addressed with gifts from the Rector’s discretionary fund or Giant debit cards or with food from our pantry. We have also provided pastoral care visitations for a relative of an active member living in a local nursing home. Meals are delivered to several of our home-bound elderly parishioners. Our Outreach Committee has been funded by a combination of special donations, ongoing envelope donations from pledging members and support through special projects. Recipients of Outreach donations, include ongoing food collections, and
monetary donations to supply the local social service food pantry. Pastoral care has also been provided on occasion to family members of the tutoring program and persons identified via our weekly prayer group. Our prayer group provides support through prayer for many who are outside of St. Luke’s community, and our parish continues to strive to engage our laity in the pastoral care of many within and outside the parish as needed. Prayer requests can be made through our website.

Tell about a ministry that your worshiping community has initiated in the past five years.

Under the leadership of our Deacon, Eric Henry our parish is in fellowship with and gives support to the Cheyenne River Episcopal Mission, which serves the Cheyenne River Sioux tribe reservation in South Dakota. In the spring of 2021 Deacon Henry and Gerry Riel visited the Mission and delivered goods donated by St. Luke’s. A few weeks before last Christmas Deacon Henry appealed for contributions from the parish to support the Mission’s children’s Christmas. Well over $2,000 was donated to the mission for this purpose. A second very successful mission trip, fully supported by the Parish, was conducted this summer. Five Parish members including Deacon Eric participated in a highly successful mission trip this year. Planning for further support and another visitation to the Mission is underway. For more Details please contact Deacon Eric.

What is your practice of stewardship and how does it shape the life of your worshiping community?

Stewardship practices at St. Luke’s have changed significantly over the past several years. Previous stewardship programs failed to communicate to the members the extent of the Parish’s evolving finances as membership and attendance have declined over a number of years. In response the Finance Committee and stewardship leaders initiated a “balance the budget stewardship mentality”. Even though the number of annual pledges has continued to decline over the last two years, parishioners have been responsive to the financial challenges facing a small church. Through the added generosity of parishioners, prudent use of funds, and lower-than-anticipated spending for budgeted parish programs and activities not scheduled due to pandemic concerns, last year’s deficit was not as large as it may have been. Significant challenges lay ahead with increasing utility costs, an aging church building, and the impact of inflation in many of the Parish’s cost centers.

See Appendix pages 1 and 2 for a five years summary of Membership and Budget Data.

What is your worshiping communities experience of conflict? And how have you addressed it?
The vestry is ultimately responsible for managing the affairs of the parish. When concerns or conflict arise, the Vestry recognizes the importance of addressing concerns as they are identified. The Vestry is aware that conflicts should be addressed in a timely manner so that they do not become of greater concern. Individual church leaders or committees may be tasked with addressing or investigating the concern(s) and making recommendations to the Vestry or in consultation with the Vestry and the Rector for resolution of the conflict. Canon Law and Vestry By-laws provide the Vestry with guidelines as to how most concerns are to be resolved. The Rector or Priest in Charge has the ultimate authority to resolve conflicts or concerns, normally in consultation with the Senior Warden, or if needed, the Bishop of the Diocese.

What is your experience leading/addressing change in the church? When has it gone well? When has it gone poorly? And what did you learn?

Change directed from the top down without communication to members of the parish without communication of the purpose or reason for the change, has not been well-received in the past. Even change in the nature of the service can be misunderstood without explanation and prior notice. Effective change that is based on thoughtful study, and communication with opportunity for comment, has a far higher likelihood of acceptance and positive implementation. Open communication is essential to maintaining a harmonious change accepting parish. While there may have been misunderstandings in the past there is a much improved approach to inclusive change management in the parish today.

Please provide words describing the gifts and skills essential to the future leaders of your worship and community.

Parish Shepherd / Leader
Experienced and motivational preacher
Approachable to all, compassionate, and kind
Forward thinking
Honest and trustworthy.
### Membership & Budget Data - St. Luke's Mechanicsburg

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<thead>
<tr>
<th></th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
<th>Average</th>
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<td><strong>Annual Operating Expenses</strong></td>
<td>$182,702</td>
<td>183,972</td>
<td>$204,340</td>
<td>$194,625</td>
<td>194,314</td>
<td>$191,990</td>
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<td><strong>Annual Operating Income</strong></td>
<td>$233,306</td>
<td>$241,842</td>
<td>$222,488</td>
<td>$209,361</td>
<td>$205,132</td>
<td>$222,425</td>
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<td><strong>Budgeted Pledges</strong></td>
<td>$180,027</td>
<td>$183,483</td>
<td>$164,136</td>
<td>$154,992</td>
<td>$145,847</td>
<td>$165,697</td>
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<tr>
<td><strong>Number of Pledges</strong></td>
<td>74</td>
<td>86</td>
<td>77</td>
<td>69</td>
<td>60</td>
<td>73.2</td>
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<tr>
<td><strong>Actual Pledge Income Average</strong></td>
<td>$210,238</td>
<td>$213,660</td>
<td>$196,464</td>
<td>$196,875</td>
<td>$180,695</td>
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<td><strong>Sunday Attendance</strong></td>
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<td>108</td>
<td>83</td>
<td>76</td>
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<td>88.8</td>
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<td><strong>Membership</strong></td>
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<td><strong>Calculated Assessment</strong></td>
<td>$37,684</td>
<td>$34,500</td>
<td>$34,604</td>
<td>$34,007</td>
<td>$22,701</td>
<td>$32,699</td>
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<td><strong>% of Assessment Paid</strong></td>
<td>100</td>
<td>100</td>
<td>100</td>
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### Staffing

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<tr>
<th></th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
<th>Average</th>
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<tr>
<td><strong>Rector (hrs/week)</strong></td>
<td>20</td>
<td>20</td>
<td>20</td>
<td>20</td>
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<td><strong>Parish Secretary (hrs/week)</strong></td>
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<td>25</td>
<td>25</td>
<td>27</td>
<td>29</td>
<td>26.2</td>
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<tr>
<td><strong>Sexton</strong></td>
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<tr>
<td><strong>Child care (hrs/week)</strong></td>
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<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
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<tr>
<td><strong>Music Director (hrs/week)</strong></td>
<td>10</td>
<td>10</td>
<td>10</td>
<td>10</td>
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<td>10</td>
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<tr>
<td><strong>Musician</strong></td>
<td>4</td>
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<td>4</td>
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## Distribution of Investment Funds

**Values as of 09/30/2023**

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<th>Fund</th>
<th>Amount</th>
<th>Notes</th>
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<tr>
<td><strong>A. Diocesan Investment Fund</strong></td>
<td><strong>$747,465</strong></td>
<td>Value as of 09/30/2023; funds to remain in DIF</td>
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<td><strong>B. CDs</strong></td>
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<tr>
<td>$85,503</td>
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<td>Restricted funds for youth development</td>
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<tr>
<td>$82,593.37</td>
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<tr>
<td>$57,708.41</td>
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<td>Held in Operating Accounts</td>
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<td>$16,249.82</td>
<td></td>
<td>Held in Columbarium Account</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>$1,072,129.7</strong></td>
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*Additional non-operating accounts not included in by-laws*

<table>
<thead>
<tr>
<th>Accounts</th>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td>6. Discretionary Accounts</td>
<td><strong>$1,957.39</strong></td>
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**Grand Total**  **$1,074,070.36**