



2024 ANNUAL REPORT



ST. DAVID'S
EPISCOPAL CHURCH

— STDAVE.ORG —

CLERGY

The Rev. Dr. Chuck Treadwell, Rector
The Rev. Kristin Braun, Assistant Rector,
Minister to Children and Families
The Rev. Chad McCall, Associate Priest

Vacant, Associate Rector

VESTRY

George Zwicker, Senior Warden
Allison Marshall, Junior Warden

Jim Norman, Treasurer
John Crow, Clerk

2025

Sandi Boone
Bess Carsner
Gay Gillen
Jim Norman
George Zwicker

2026

John Crow
Peni Ellis
Allison Marshall
Rick Patrick
Joe Sanchez

2027

Matt Carlberg
Meg Erskine
Bunny Neible
Dan Salter
JC Sanders

ST. DAVID'S STAFF (AS OF 01/01/2025)

Lori Blewett, Director of Communications
Dijonnaie Burks, Sexton
Sara Cannon, Assistant Director of Youth Ministry
Kelsey Cooper, Director of Youth and Young Adult
Ministry
Latesha Couch, Sous Chef
Jessy Eubanks, Director of Children's Choir
Virginia Gonzales, Childcare Director
Maryam Gouda, A/V Technician
Holt Haley-Walker, Assistant Director of
Communications
Rebecca Hall, Director of The Abbey
Dianne Hardy-Garcia, Director of Community
Engagement & Advocacy
Bobbie Holder, Front Desk Receptionist
Michael Holder, Facilities Manager
Jim Lamm, Parish Administrator
The Rev. Carter Leer, Director of Newcomer Ministry
Esther Loukota, Front Desk and Database Manager
Nathaniel Lundquist, A/V Technician
Eric Malnassy, Director of Stewardship and Planned
Giving
Albert Martinez, Sexton
Diana Martinez, Accounting Clerk
Eric Mellenbruch, Organist and Choirmaster
Diamond Milligan, Sexton
Robin Parker, Sexton
Liliana Pierce, Executive Assistant to the Rector
Janiece Ponce, Sexton
Edith Roman, Accounting Clerk
Patrick Senn, Director of A/V
Tyler Thomas, A/V Technician
Ray Trono, Head Chef and Director of Food Ministry
Tyler Thomas, A/V Technician
Edmundo Vasquez, Kitchen Assistant

Alexis Washington, Director of Events
Dr. Mona West, Director of Adult Christian
Formation
Maril White, Sexton
Amanda Wischkaemper, Assistant Director of
Children's Choir
Mark Wischkaemper, Director of Music, Bethell Hall
Cynthia Zaragoza, Front Desk Receptionist

SEMINARIAN

Amy Waltz-Reasonover

ST. DAVID'S DAY SCHOOL

Kate Terrell, Head of School

NEXT-TO-NEW STAFF

Robert Reid, Executive Director
Jenn Bocardo, Resale Manager
Stephen Glithero, Merchandise Manager
Parysh Bailey, Volunteer Manager
Virginia Jones, Part-time Operations Manager
Sam Allen, Part-time Facilities Manager
Olivia Marek, Part-time Front-End Supervisor
Kim Walker, Part-time Bookkeeper
Samuel Blake, Social Media Intern

TRINITY CENTER STAFF

Christian Rodriguez, BSW, Executive Director
Manuela Arango, Volunteer & Communication
Coordinator
Carter Leer, Operations Coordinator
Bart Whittington, MSW, Case Management
Supervisor
Robert Parent, Case Manager
Gregory "Bishop" Turner, Kitchen Aid

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ST. DAVID'S
EPISCOPAL CHURCH
301 E 8TH STREET AUSTIN, TX 78701

Annual Parish Meeting

January 26, 2025



Order of Business

Call to Order and Welcome

Adoption of Order of Business

Approval of this order of business must be received by two-thirds of the voting members attending.

Invocation The Rev. Dr. Chuck Treadwell

Appointments

- Parliamentarian..... Lowell Keig
- Clerk John Crow

Approval of 2024 Annual Meeting Minutes

Election Procedures

Candidates for Election as Members of the Vestry

Candidates for Election as Delegates to Diocesan Council

Election Results

Introductions

- Recognition of Vestry and Officers
- Recognition of Retiring Vestry Members
- Recognition of Parish Staff

Ministry Focus

2025: Preparing the Way for the Future

Reports

- Senior Warden's Report
- Junior Warden's Report
- Treasurer's Report
- Rector's Report



Our Annual Report is available at stdave.org/annualreport, or in print by request.

Announcement of Senior Warden

Necrology Report

The Doxology

Prayer for Mission

Blessing and Dismissal

Adjournment

ST. DAVID'S
EPISCOPAL CHURCH
— STDAVE.ORG —

MINUTES OF THE 2024 ANNUAL PARISH MEETING

Father Chuck Treadwell, the Rector, called the meeting to order. There were no objections to the Order of Business, which was adopted by a vote of over two-thirds of the parish members present. Father Chuck prayed the invocation. He then thanked the Racial Justice Committee for creating the parish's Land and Labor Acknowledgment Statement and read the statement to the parish.

Father Chuck appointed Lowell Keig as parliamentarian and Jim Norman as clerk for the meeting. Father Chuck asked for a motion to approve the minutes from the 2023 Annual Parish Meeting. A motion was made and seconded. There were no objections, and the minutes were approved.

Lowell Keig read the election procedures aloud to the parishioners present. Father Chuck presented the candidates for election as members of the Vestry: Matt Carlberg, Meg Erskine, Bunny Neible, Dan Salter, and J.C. Sanders. He then presented the candidates for election as delegates to the upcoming Diocesan Council: Tom Gebhard and Joy Philpott. Motions to approve the slate of candidates to both the Vestry and the Diocesan Council were made and seconded. There were no objections, and all proposed candidates were elected.

Father Chuck recognized the Vestry and its officers, the retiring vestry members, and the parish staff.

Ministry Focus: 2024 Year of Discernment – Fr. Chuck explained the plan for the coming year, which we will call the “year of discernment.” We will ask intentionally of God what He would have us do in the coming years. The parish is invited to read Discernment by Henri Nouwen to help inculcate a spirit of listening. We will explore the Lenten Invitation found at the beginning of the Book of Common Prayer's Ash Wednesday service. During the great Fifty Days of Easter, each ministry in the church will be invited to ask the same question about God's will for us.

Senior Warden's Report – Ann Jinkins noted the completion of the renovation of the historic sanctuary. Last year also saw a significant increase in attendance at services and participation in ministries over 2022, as people sensed that the COVID-19 pandemic had come to an end. The church also made progress in bringing the local community into the parish by hosting a number of events and with the hiring of Dianne Hardy-Garcia as Director of Community Engagement and Advocacy. Finally, Ann noted the adoption of the new Land and Labor Acknowledgment Statement.

Junior Warden's Report – Jennifer Scariano also pointed to the completion of the historic sanctuary renovation as a high point of the year. Facilities staff hosted many community events, e.g., the Texas Tribune Speaker Series, the World Music Encounters, the Austin Film Festival, the Candlelight Music Concerts, and meetings with the City of Austin, the Downtown Alliance, and other area businesses. Each of these events required much work by our facilities staff. Jim Lamm negotiated a contract with Cruise

to park and charge electric vehicles, and when Cruise invoked the contract's early termination clause, he negotiated for three charging stations to be given to the parish at no charge. These will be a future stream of revenue for the church. Holy Grounds was transformed into a meeting space for the community. The church staff undertook significant measures to increase security on the campus, including the addition of a remote lock for the main entryway, installation of cameras throughout the grounds, and the hiring of unarmed security guards. These are only some of the many projects undertaken during 2023. Many thanks are due to Jim Lamm and the hard-working facilities staff.

Treasurer's Report – Merrell Anne Schearer presented an overview of church finances. We ended 2023 with a larger budget deficit than originally approved, mostly due to being behind on pledge receipts by about 8%. Fortunately, the Employee Retention Tax Credit (a federal government response to the pandemic) has covered this deficit. Merrell Anne encouraged parishioners to complete their pledges if they had not already done so. So far, pledges for 2024 are higher than pledged amounts for 2023 by about \$100,000, due to people returning to church after the pandemic.

Because pledges from the capital campaign for the renovation of the historic sanctuary will continue to come in through 2025, we have had to take a three-year bridge loan in the amount of \$1.8M. The loan requires payments only on interest, and the remaining capital campaign receipts should pay the loan off entirely.

Merrell Anne expressed many thanks to Jim Lamm and also to the Finance Committee.

Rector's Report – Fr. Chuck informed the parish that a reduction in staff would be necessary because of increased expenses in other budgeted items. Mailings with more details will go out in the next two weeks. He also told the gathering that an organ committee has been formed; our pipe organ is not in good shape, and the new Organ Committee has been working to research the condition of the organ and options to repair or replace it. More information will follow.

Announcement of Senior Warden – Fr. Chuck announced that George Zwicker has agreed to be the Senior Warden for the coming year.

Necrology Report – we recognized and prayed for the parishioners who died in the past year.

Father Chuck led the meeting in the doxology, the prayer for mission, and the blessing and dismissal. He then adjourned the meeting.

Respectfully submitted,
Jim Norman, Clerk

St. David's Vestry Members

2025



SANDI BOONE



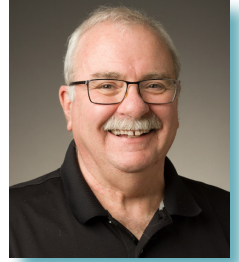
BESS CARSNER



GAY GILLEN



JIM NORMAN
TREASURER



GEORGE
ZWICKER
SENIOR
WARDEN

2026



JOHN CROW
CLERK



PENI ELLIS



ALLISON
MARSHALL
JUNIOR
WARDEN



RICK PATRICK



JOE SANCHEZ

2027



MATT
CARLBERG



MEG ERSKINE



BUNNY NEIBLE



DAN SALTER



JC SANDERS

Diocesan Council Delegates



KRISTINE
DEVINE



LAURIE
EISERLOH



TOM GEBHARD



JOY HARRIS
PHILPOTT

The Canons of the Diocese of Texas provide that “Men and women at least 16 years of age, who are enrolled confirmed communicants in good standing of the Parish, are entitled to vote for members of the Vestry and upon all questions requiring the action of the Congregation, but none shall be admitted to serve as members of the Vestry except those who are at least 18 years of age.”

Under the Canon, St. David's has decided that 15 qualified persons shall serve three-year terms on the Vestry, five of whom shall be elected each year and by written ballot. A member of the Vestry having served a three-year term shall not be eligible to re-election until one year has passed after the end of the member's term. Only those present at the Annual Parish Meeting are entitled to cast a ballot. Voting by absentee ballot has not been authorized. All elections, by Parish tradition, are determined by those receiving the highest number of votes within the field of eligible nominees. A majority of those voting is not required to elect. In this Parish, tellers appointed by the Rector are designated, under the Canon, as the election managers

charged with reporting the results of elections to the Rector unless the meeting, by a two-thirds vote, shall determine otherwise.

By Canon, members of the Vestry may not be elected to serve more than three consecutive years; however, this restriction does not apply to a person serving an unexpired term. This person is eligible for nomination and election to a full term at the conclusion of service for the unexpired term.

As to Council Delegate elections, the Parish is entitled, under the Canon, to elect four Lay Delegates. Elections may be either by the Vestry or at the Annual Parish Meeting, as the Vestry may determine, unless one of these methods has been stipulated at an Annual Parish Meeting. By Parish tradition, persons elected Lay Delegate serve four-year terms with one position being filled each year. By Canon, the Rector is authorized to fill any vacancy in the Lay Delegation at the time Council meets by appointment from parishioners who meet the qualifications.

When Chuck asked me to serve as Senior Warden, my first thought was: this isn't the right time. My wife had just been diagnosed with Stage IV Cancer, and I wanted to be fully present and available to her. But as I thought about it, I felt strongly that this invitation was from God, that it was the right thing for me to do now. So I said Yes. Yes to Chuck, of course, but more importantly Yes to God.

Serving has been a great blessing for me. In the past year as senior warden, I've had meaningful work to balance the anxiety of Carol's situation. God has sorted out the things I had concerns about. I am grateful I said Yes to God and grateful to have served in this capacity.

So let's review for a bit the good and not-so-good that occurred here at St David's during 2024.

THE GOOD:

- The Historic Sanctuary Renovation punch list was completed, and World Music Encounters continued to bring wonderful music to our historic sanctuary.
- Alexis Washington came aboard with her extensive hospitality experience to work with Chef Ray, to take advantage of lost convention space when the Austin Convention Center closes for renovation.
- Holy Week saw attendance up 11% overall, with Good Friday service attendance up a whopping 60%.
- St David's won the 2024 Downtown Austin Alliance Downtown Vision Award.
- Several women, including priests of St David's and St Mathew's, made a pilgrimage to Malawi. During their visit, two women priests celebrated the Eucharist, a first in Malawi.
- St David's worked with the City of Austin to establish a cooling center after regular hours in Trinity Center for the benefit of our homeless neighbors. Mayor Watson toured and praised our facility.
- Our year of discernment wrapped up in November with a half day workshop for St David's staff and vestry, led by two consultants.
- Trinity Wall Street gave St David's a \$75,000 grant to pay for the feasibility study to consider the future use of our surface lot and Next To New's location. A consultant was hired and we're awaiting their report.
- Pastor Angela Cortinas, our Associate Rector, was elected Bishop Suffragan of the Diocese of West Texas.

There are many, many more good things, but now,

THE NOT-SO-GOOD:

- Pastor Angela Cortinas, our Associate Rector was elected Bishop Suffragan of the Diocese of West Texas. Fr Chuck is interviewing possible replacements. Pray for him.
- We had a necessary staff reduction.
- Our sanctuary organ is in need of replacement. It was installed in 1911, rebuilt in the 1930s, rebuilt again in the 1960s - all patch work and needed repairs would cost about the same as a new organ. We've received a large bequest, but more funds are needed.
- The Austin Police Department identified St David's as one of 36 hot spots for homeless camping activity which impacted our parking garage. Along with Metropolis, our parking garage partner, we solicited bids for additional security for our block and the parking garage.
- Downtown parking throughout the city is down because potential parkers are working from home, and visitors to downtown locations like 6th street are leaving their cars at home and using Uber or Lyft. As a result, Metropolis met with St David's to renegotiate our contract with them. The new contract resulted in a loss of approximately \$240,000 in annual garage income. Ouch.
- As a result of this income loss, vestry representatives met with the St. David's Church Foundation to request additional funds to cover this deficit. The total deficit expected for 2025 is \$300,000. The additional funds from the Foundation are \$382,000. Any funds not used will be placed in the church's reserve fund. St. David's Treasurer, Jim Norman, will share details in his report.
- On the upside, the anticipated pledge shortfall in December of \$150,000 became a \$16,000 overage because we received 21% of the yearly total pledged amount in December.

In spite of these not-so-good things, St. David's continued its 175 year tradition of good works and impactful ministry. The reason St. David's is able to do that, is because of you; you are people who say yes to God!

Brother Curtis Almquist, Benedictine monk with the Society of St. John the Evangelist says, "Life is invitational in nature, and God is behind the invitations."

In the upcoming year, we'll all be invited to do more: to serve more, to give more, and to participate more because the Stewardship of our gifts is an everyday, all year invitation. It's not just for Harvest Sunday in-gathering in October.

SENIOR WARDEN'S REPORT CONTINUED

I encourage each of us to prayerfully consider what God is inviting you to do, and then say yes. As I've learned, when we say yes to God, our concerns and objections all get worked out. God is faithful to honor our "yes." Thanks be to God for all of you and for your faithful yeses to God.

JUNIOR WARDEN'S REPORT

Allison Marshall, Junior Warden

2024 was a very busy and exciting year for St. David's from the prospective of the ongoing maintenance, upkeep, and security of the Church campus.

Jim Lamm, Michael Holder, and his team of sextons did an impressive job of keeping everything in working order and coordinating larger repairs, as needed. The boiler burners were replaced early in the year and the cooling towers on top of the garage went through some major repairs as well. The "revamping" of the garage elevators was completed in early 2024 and the drive control board on the main lobby elevator had to be replaced.

Michael and his team also put in extra effort for all of the outside events held at St. David's. Getting ready for the Austin Film Festival, SXSW, and World Music Encounters, to name a few, takes a lot of furniture moving and logistics to get things set up and then back in order for services on Sunday!

The Archive Room got new shelving and, thanks to Gay Gillen, we found a replacement for the blue chair for the lobby that apparently got lost in shipment during COVID. The Property and Treasures Committee, again with Gay's help, sold the coffer, donated by Sharon Anderson, at auction and, with the proceeds, purchased an antique trolley which sits outside Bethell Hall.

The church upgraded its network server in April and added a new firewall in June. The old network/firewall was out of date and no longer supported. The shared drive and all user machines were seamlessly migrated over to the new system.

Johnson Controls installed a new system and access pads for all the exterior doors as well as the back elevator. The new system makes it easier (and faster) for Jim and Michael

to control access through their phones. The glass in the front doors of the Church was replaced after being broken by a rock thrown at it. We also instituted a new Front Door Procedure to address some security concerns.

Which brings us to overall security at St. David's. In 2024, the staff, clergy and vestry worked hard to address misconduct by people in and around the Church campus to include our garage space, as well as balance ministering to our neighbors while ensuring the campus is safe and parishioners, staff, school families, garage parkers and visitors feel that way at St. David's.

St. David's worked with the Austin Police Department, Urban Alchemy (who runs The ARCH and Salvation Army building), Downtown Austin Alliance, Metropolis (St. David's garage management company) and Trinity Center to identify best practices. As a result, St. David's took the following steps to improve the environment on and around the campus.

- Installed four additional security cameras along Trinity and E. 7th Street to cover blind spots. This is in addition to the 54 other security cameras in and around the building and garage.
- Removed the port-a-potty on Trinity Street.
- Moved single and double-wide gates at the playground so they were even with the building, eliminating alcoves. Also added faux greenery on fencing to provide additional privacy.
- Added a standing guard on site from 7 a.m. to 3 p.m. Monday through Friday and three-night patrols from 7 p.m. to 7 a.m. every night. The cost is shared between St. David's, Metropolis, and Trinity Center.

These changes, along with others, have significantly reduced the issues we had at the beginning of the year.

Adjustments to the patrol of the campus are ongoing.

Landscaping has also been a focus in 2024. The landscaping committee convened with their Wednesday weeding project in the early summer and then again in the fall to attack the weeds in the surface lot center island and along San Jacinto and 8th Streets. Members of the committee kept the indoor/outdoor potted plants alive by scheduling “watering days.” The current plan is to engage students with the AISD GO Project to help with

the watering in 2025. Members also replaced plants in the outside planters as the seasons changed. The committee used its budgeted funds to hire ABC Landscaping to do some major clean up around the surface lot and Historic Church and repair the irrigation system in the surface lot and 8th Street beds to include replacing the master controller and installing soaker hoses instead of sprinkler heads that get broken.

This past year, 2024, felt like St. David's got back "into its groove." We were back in the Historic Church for the entire year, including the first Easter since the renovations were finished. We hosted all the large events like we did pre-pandemic, Austin Film Festival, Texas Tribune Festival, SXSW, and with large crowds returning once again. We also continue to be part of the downtown community by hosting the Downtown Austin Alliance (DAA)'s "Issues & Eggs" meetings and so much more! We wished Catherine Roberts well as she retired after 20 years of service to St. David's, welcomed Esther Loukota as our new front desk manager, and congratulated Liliana Pierce on her re-assignment as the executive assistant to the rector.

HISTORIC TAX CREDITS

Since our church building is a registered historic landmark by the Texas Historical Commission, much of the cost to renovate the building is eligible for historic tax credits. The eligible expenses totaled \$6.1million of which we are eligible to receive a percentage in "Texas Franchise Tax Credits." After submitting the three-part application and an independent audit report of the renovation expenses, our historic tax credits are estimated to be \$1,525,000! Since the church does not pay the Texas franchise tax, we are able to sell these credits to a business that does pay them. We have secured a buyer who is paying \$0.93 on the dollar, or 93% of the credit total. This means St. David's is estimated to receive \$1,418,250 after fees. This money will be used to pay off the construction loan the church has at Plains Capital Bank for the church renovations.

2024 FINANCES

The parishioners of St. David's Church continued to be generous during 2024. Your pledges and identifiable gifts (checks, online, etc.) exceeded the budgeted amount of \$1,500,000 by just over \$16,600! Our Plate Collections, which is cash given at Sunday services, was greater than budgeted by \$5,088, which is a result of more people attending Sunday services in person. These two sources of gifts accounted for 35% of our total revenues. In 2024, the church received monthly payments from Metropolis, the garage management company, totaling \$1,776,444 or 41% of the total revenue received by St. David's. The remaining 24% of total parish revenue came from the St.

David's Church Foundation (\$252,731), Hospitality (meals and events) \$249,799, Lucas Foundation and estate gifts (\$145,894), Sprint cell tower rent – located on top of the garage – (\$20,497), and others. Please see the financial report at the end of this document for more financial information.

PARKING GARAGE UPDATE

In late fall of 2024, Metropolis requested a meeting with Fr. Chuck, vestry wardens, and Jim Lamm to discuss the reduction of income the garage has been experiencing since the onset of the pandemic in 2020. Metropolis presented their case for reducing the monthly amount to St. David's as the garage was losing considerable revenue both in monthly parkers and in transient parking (which is hourly parkers mainly on Friday and Saturday nights). In short, workers are not downtown, or only downtown on a few days of the week. This is true not only for our garage but all garages downtown and even in most cities around the country. In addition, more and more people are using rideshares like Lyft and Uber to travel downtown to "party" or attend events. If you have been to St. David's during the day on a weekday, you know that our 8.5 level garage is barely filled to level 3 on most days. Before 2020, the garage would be almost full every workday. While we cannot control if companies will mandate employees be in-office every day, Metropolis is doing marketing and other incentives to try to increase monthly parkers. Unfortunately, given the lack of parkers, the monthly lease amount paid to the church went from \$152,744 to \$132,000 beginning Dec. 1, 2024. This is a reduction of \$20,744 per month or \$248,928 for the 2025 fiscal year.

We used the verb “discern” often at St. David’s throughout 2024. As I write this report, I find myself curious about what a dictionary might say discernment is and how that intersects with our work. A quick online search informs me that “discern” has two meanings. The first is simply to “perceive or recognize.” The second meaning captured my attention and seems more like the work we have done together recently. It is to “distinguish with difficulty by sight or with the other senses.” I like this because it requires some effort, all our senses, and some intentionality on our part to figure it out. We have all had the experience of seeing something and being uncertain exactly what we were looking at. It requires blinking, rubbing the eyes, squinting, and looking again and then, finally, there is something recognizable, some clarity, or a way forward.

Discernment was our focus in 2024 in every way. We invited individuals and households to look closely for God’s call in their lives. We asked ministries to rub their eyes and look again at their mission. We invited the whole church to squint into the future and seek clarity about where God is calling us to go as a congregation. We read, we studied, we gathered, we prayed; we sought outside counsel and are waiting for word from consultants about what might be possible. Things are beginning to come into focus, and early 2025 will find us closing in on what we are seeking: a way forward for the future, filled with joy and fidelity to God.

At the end of 2024 we were also companions in discernment with a dear priest and friend. Pastor Angela was invited into a discernment process herself – one that ultimately lead her into the Episcopate. But to get there she had to walk, literally, a long way, seeking clarity. We prayed with her and for her as God’s will was revealed. Finally, with heartache and joy, we sent her down the path to serve God in new ways.

Now we seek clarity again, as we search for a new priest who will step into the associate rector role, with their own gifts and graces to do the work. We can imagine someone awakened by the Spirit wondering, “is St. David’s where you want me to go?” We are trusting that for just the right person, the answer will be yes.

What’s noteworthy is that we did all this while we were still doing vital, lifegiving ministry together. We didn’t stop everything, as if God was going to take us in a wholly different direction. We kept working, kept loving, kept reaching out. In 2024 we paused to catch our collective breath, and to look around and see where we were. We gave thanks for the beauty surrounding us. We checked the proverbial map in our pockets that points the way. But we didn’t stop for long. 2025 will find us articulating clearly where we are headed, picking our packs back up, and heading out in service to God in new and exciting ways. We will do so because, as Angela reminded us on her way out, the Christian life is one lived while moving. We live our lives of service while on the move, and our call is discerned in the movement. This is because the God we love is also constantly moving, creating, transforming, and redeeming God’s beloved world.

As you read through all the reports from the myriad ministries at St. David’s looking back over 2024, you will see the “golden thread” of God’s presence among us. And as you listen to reports about where we are headed next – with all the significant challenges and opportunities we will face – I pray you will see yourself among those on the path with us. For finally, we are one body, one Spirit, and there is One God calling us forward.

In Christ,
The Rev. Dr. Chuck Treadwell
XIVth Rector



6,500
COMMUNITY
ENGAGEMENT &
ADVOCACY
MINISTRY



7,500 HOSPITALITY
MINISTRY



1,400
WORSHIP
MINISTRY



4,000 CHOIR &
MUSIC
MINISTRY



900 ADULT
FORMATION
MINISTRY



1,500
CHURCH
LEADERSHIP
& ADMIN



1,000 YOUTH &
YOUNG ADULT
MINISTRIES



23,750+

1,000 CHILDREN'S
& FAMILIES
MINISTRY



ST. DAVID'S VOLUNTEER HOURS

MINISTRY REPORTS

LIFE EVENTS BY THE NUMBERS

We record life events, such as baptisms, confirmations, marriages, and funerals each year, and we report this information to the Diocese via our annual parochial report. Below are the numbers of each life event for the past two years.

	2023	2024
Baptisms	13	9
Confirmations	10	9
Marriages	5	4
Funerals	11	21

During the year, we welcomed nine new members through baptism and nine new members through confirmation.

Bishop Kai Ryan confirmed the first seven candidates in May 2024 in the Historic Church. Bishop Ryan returned for the confirmation of the second group of two candidates in September 2024.

We are looking forward to our visit from Bishop Kai Ryan in fall 2025.

The number of funerals includes those that were done at St. David's in the Historic Church or in Bethell Hall, as well as those that clergy performed graveside or in a chapel, and the committal of ashes into the columbarium.

If you or a member of your family are interested in participating in any of these life events, you can find information about them on our website, or you can contact one of the clergy.

ADULT CHRISTIAN FORMATION

Dr. Mona West,
Director of Adult Christian Formation

OVERVIEW

Adult Formation offerings continued to be diverse and engaging in 2024 with a total participation of 5,111.

As part of the St. David's year of discernment we offered small group opportunities to read and discuss Henri Nouwen's book "Discernment." The Crail C lecture hour during Lent also featured spiritual practices for discernment.

Each Adult Formation ministry was asked to discern ways in which they wanted to grow and change. As a result of that discernment

activity, the GLEE (Gay, Lesbian, and Everyone Else) ministry decided to close, realizing that their long and faithful ministry at St. David's to the LGBTQ+ community will continue in The Open Table Quarterly Eucharist. In November The Open Table held the first Transgender Day of Remembrance service at St. David's (Transgender Day of Remembrance is a national yearly observance in the LGBTQ+ community remembering Transgender people whose lives have been lost to violence.).

The year of discernment also gave birth to a new Adult Formation program, Scriptural Foundations, which is a two-year certificate program that provides an in-depth exploration of the Old and New Testaments considering their historical contexts, literary characteristics, and relevance for today. We have offered four courses to date with an average of 20 people enrolled for each course.

We tried something new in the summer months, offering a Faith and Film series that featured Oscar-nominated short films for viewing and discussion. The program was a huge success with an average attendance of 30 per week and we will repeat it again in 2025.

Adult Formation collaborated with Community Engagement on several Holy Conversations in 2024, the most notable being Representative James Talarico's presentation in Crail C with 80 in attendance. Adult Formation also collaborated with Community Engagement in the launch of the Open and Affirming monthly luncheon, which brings together leaders of LGBTQ+ Open and Affirming congregations for conversation and networking.

Following are some highlights from some of our ongoing ministries of 2024:

Men's Bible Study, Mark Wells, ministry leader

The Men's Bible Study has spent another year laughing and chewing on scripture. We started the year by finishing the short New Testament books with 2 John, 3 John, and (hey) Jude. Then we spent months braving Revelation. We looked for God in Esther and just finished Proverbs. We have a consistent, core group of 10 with a few more who come and go. After the pandemic, we have continued to meet on-site and online simultaneously, which allows people to participate when they can't make it into our historic building.

During our discernment discussion we recognized that we have built a small community in a big congregation by simply showing up week after week.

In 2025 we intend to keep asking ice breaker questions and marching through books of the Bible, starting with a gospel. Come join us!

St. David's Medieval Reading Group, Kathy Cramer, ministry leader

The Medieval Reading Group, an outgrowth of a journey group that started by reading Dante's "Inferno," continues to meet and

read literature of the Middle Ages (in modern translations) and books about the period as well. We're a small, stalwart group of about ten people, with about seven showing up consistently.

Our topic may appear arcane, but we find it intellectually stimulating to explore these texts and discuss how these historic times continue to influence and pertain to our modern times.

Our group leader, Charles Calhoun, who is currently living in Barnstable, Massachusetts, meets with us by Zoom on Thursdays, 10:30 a.m.-noon, on a schedule that follows the academic calendar.

As we prepare to start meeting again in January, we've gained one new member, who signed up at last fall's ministry fair.

Over the years, our group has formed a tight bond that extends beyond our reading assignments. We follow each other's lives, offering support through health crises and other issues. We hope to continue gathering, reading, learning, and conversing well into the future.

Reading the Bible ToGather, Britton Gregory and Amy Waltz-Reasonover, co-leaders

What's new/changed?

As Casey Clough had to leave St. David's for seminary, Amy Waltz-Reasonover has taken up the mantle of co-leader.

What has been the average attendance for your ministry?

Six per week.

What worked for your ministry?

Studying the lectionary through the lens of Episcopalian theology, but maintaining an atmosphere where exploring questions and alternative frameworks is encouraged, has allowed us to "go deep" into Scripture and theology, while providing an atmosphere where it feels safe to do so.

Observation/trends in your ministry?

RTBTG tends to attract people who (a) have an analytical mindset, (b) take Scripture seriously, and (c) have had it weaponized against them in prior settings.

Who was involved in any changes/discernment conversations?

We haven't initiated any changes other than the necessary change in co-leadership when Casey Clough left for seminary. We did have a discernment conversation earlier in the year; all participants were invited to attend, and about half a dozen were there for the conversation.

What do you hope to continue or start going forward? Pruning?

We don't have any particular changes planned at the moment.

Anything else the parish community might want to know about your ministry's activity this year?

Nothing that I can think of.

THE ABBEY AT ST. DAVID'S

Rebecca Hall, Director

OVERVIEW

The Abbey is an outward-focused ministry of St. David's that provides spiritual companionship and spiritual formation for a mixed community of church-goers, non-church-goers, and church-adjacent seekers. Birthed in 2019, The Abbey is going strong after five years thanks to the spiritual leadership of many active participants. We continue to hold most of the activities on Zoom, but also offer monthly in-person social and spiritual-practice focused gatherings.

We conducted a survey in September 2023 about the people most active at The Abbey and the results bear repeating. They did not significantly change in 2024 and underscore the success we have had reaching outside the walls of St. David's.

- There are about 60 active participants of The Abbey
- 38% of participants are members of St. David's.
- **62% of participants are not members of St. David's.**
- 22% are from other denominations.
- 12% are from other Episcopal churches (mostly outside of Austin and Texas)
- 72% call themselves "churchgoers."
- 28% do not attend church. Some do not call themselves Christians. Some are "post church Christians".
- 75% live in Austin.
- 25% live in other Texas cities and outside of Texas.

SHARED SPIRITUAL LEADERSHIP

In 2024 The Abbey continued its commitment to growing and supporting spiritual leadership among anyone who feels called to lead in any way. All of The Abbey's activities – Practicing Presence blog, the Enneagram group, the Labyrinth community, The Gathering on Sunday mornings, and the weekly meditation and book group – all flow out of and are led from the generosity and spirituality of Abbey participants. This type of leadership is a spiritual practice in and of itself. In 2024 there were 10 very active leaders spearheading offerings for other people at The Abbey.

A CONTEMPLATIVE AND REFLECTIVE FOCUS

In 2024, The Abbey continued to host the Enneagram Circle, the Labyrinth Community, The Sunday Gatherings, the Meditation Group, and the Spiritual Book Group. We also have a dispersed collection of folks who read our blog but do not attend any Abbey group. Most Abbey activities fall under the contemplative and/or reflective umbrella. The monthly Enneagram Circle, led by certified teacher Caroline Kibler, holds space for people to reflect on their personalities and the dynamic ways God helps them mature spiritually. The Practicing Presence blog, created and edited by Melanie Moore, generally a weekly offering, has a monthly post called "Contemplative Trove" that compiles a curated list of high-quality contemplative offerings (classes, webinars, and in person events) each month. Through Practicing Presence, Janet Davis offers monthly reflections based on poetry

and guided questions to be used while walking a labyrinth. The Abbey website gained 4,000 new users in 2024 (same number gained in 2023), and Practicing Presence increased subscribers by 20%. Twice a month on Sunday mornings The Gathering at The Abbey, led by Katherine Muhlenbruch, Janet Davis, Lynda Young Kaffie, Sharen Lowe, and Rebecca Hall, meets for an hour of prayer, contemplation, and reflection on a wisdom teaching (scripture, poetry, or selected readings from spiritual teachers). And the weekly meditation group and spiritual book group, led by Rebecca Hall, study the mystics, and spiritual teachings from other religious traditions (currently Buddhism).

ONLINE AND IN-PERSON

We continue to be a mostly online community, meeting weekly or monthly depending on the group. As demonstrated by the statistics, about 25% of active participants live outside of Austin, so The Abbey will always have a strong online presence. Periodically we have in-person potlucks or day-long retreats around Austin for those who live within driving distance.

CHILDREN'S MINISTRY

The Rev. Kristin Braun, Minister to Children's and Family Ministries

This has been a beautiful year for children's ministry and formation. It feels like we all came seeking one another as we collectively committed to shaking off the pandemic's lasting effects, and chose to show up in new ways as a community. The way the pandemic changed us will continue to challenge our families in the coming years, and we continue to respond with grace for one other, offering respite and good care. We are determined to be creative as we respond to the changing needs of our people.

We started off the year with a restructuring, which meant the loss of our beloved Children's Minister, Amanda Wischkaemper. This shock took a moment for us all to recover from. As Fr. Kristin shifted into Children's & Family Ministry, while still serving at the altar, all our ministry partners found themselves in new relationships. Despite the sudden shift, the dedication of the Children's Formation & Childcare professionals was unshakable, and the formation of our littlest disciples continued on in their good stead.

We cannot thank enough our four Catechists (Christy Hodge, Susan Perry, Dani Lybrand, and Jessie Klatt) and our four Journey leaders (Rex & Elaine Hunt, Elizabeth Bangs, and Kari Moore), who refused to miss even one beat. These eight volunteers show up for almost 40 Sundays of the year, and work tirelessly to create Disciples. We owe them a debt of gratitude. We would also like to thank Amanda, who left Fr. Kristin with full supplies and good care, in order to continue this work that she loved so dearly. Change is not easy, and we managed it with love for one another and a respect for the work before us. This speaks volumes for each of you and for your commitment to our community and our children.

Our children's formation is so important as we look to become a church home for them in the future. To this end, we started offering them Worship Bags with their names on them. This allows us to give each of them formational pieces and (mostly) quiet fidgets that are developmentally specific to them so that they are engaged and more able to settle into Sunday services. It also allows us to pray for them during the week as we refresh those materials for the next week. We have found that it gives the kids a sense of belonging. They know they are part of us because they have been named specifically. It gives them an important pattern to follow coming in to church and allows their parents an opportunity to better focus on their own worship.

Holy Week and Easter came quickly and we hosted our first Children's Stations of the Cross, where we broached the difficult topic of the Crucifixion. We also had our first-ever butterfly release (not to mention a few thousand ladybugs) to celebrate Christ's Resurrection. I don't know that any of us were prepared for the joy it would bring us to watch those bugs ascend. It was magical. Watching all of you delight from the windows of both floors was incredible.

As soon as our formation year ended, VBS was upon us. We were delighted to partner with St. James' again, and invited Resurrection to join us as well. We worked with St. Matthew's to create decorations that we could share, which helped us to minimize waste and maximize collaboration. All this great energy culminated in an incredible week with over 40 kids and 30 volunteers, filled with song, art, and MESS! We look forward to creating that community again this year to as we set out on a Road Trip that none of us will forget.

These kids had so much fun getting to know each other in VBS, that we wanted to keep the momentum going. So instead of breaking for the summer as we usually do, we continued formation on Sunday mornings with Brick Bible and invited the teens to join us. Week after week, we hauled the big barge of LEGOs up to Sumners Hall and told the stories of the Bible, doing our best to build what we heard. Perry the Platypus's Purple chapel is still in Holy Grounds, if you want to take a peek.

At the end of the summer, we had a grand Last Splash on Welcome Home Sunday. We blessed backpacks, and then crashed onto the playground where we blew bubbles, splashed through a giant, inflatable slip'n'slide and had a family picnic outside. It was a great way to get reconnected after summer travel and get ourselves into the mindset of school starting.

Fall Formation kicked off a couple of weeks later with Parent Orientation and a new schedule for all our kids. We added Sunday Singalong to the mix, tacking on an extra half hour of fun so that parents could have some respite around their own formation hour upstairs. We also added a breakfast cart for kids so that hurried families who are comin' in hot can rest assured that their kiddos will be fed. The feedback about these changes has been incredibly positive, and we intend to keep it up. We will, however, shift our Singalong time into Community Time so that we can add some service projects and games into the mix. This time offers our kids

time as a full community. This is super important since we have four different formation offerings and three worship services. They could just as easily never meet in all those possibilities. With these changes, they have gotten to know each other better, and are developing deeper friendships.

Parent's Night Out has also offered them great community time. We held two of these in the fall, and we are planning more for the spring. The kids get to play, eat dinner together, and watch a movie. When we add crafts and LEGO into the mix, everyone is happy for HOURS. This allows parents to have some time to themselves for their own connection and care.

There were many other lovely moments in 2024 we should celebrate as well. The Pentecost Picnic brought us a dunking booth, face painting, cotton candy, popcorn. Blessing of the Pets was a hit, with a tiny paddock of bunnies and hedgehogs added to the mix. Trunk or Treat was a delight this year as well, as we had many new families and new cars join us for the first time. We also worked diligently towards molding our tiniest disciples by holding Family Communion Instruction, revamping our Children's Sermon space, and baptizing babies into the fold.

Advent found us on a special Junior Journey through the season that ended with a new Christmas Pageant. Volunteers hemmed more than 30 new costume pieces, and sweet new faces sat in our beautiful nativity as Angels and Shepherds and Magi appeared to receive our King. We welcomed almost 900 people into our sanctuary throughout that evening, each of them looking for our Savior. Our final moment of Formation for the season came the Second Sunday after Christmas, with the Nativity, told with Godly Play during the Children's Sermon. This was perfectly matched with a craft during our Parish-wide Epiphany Party.

The Epiphany Party was bittersweet as we celebrated Angela's new call to the Diocese of West Texas to be their bishop suffragan. This was particularly meaningful to Children's & Family Ministry because Angela was such an avid supporter of family programming and has served as the Rector's Designate on the Day School's Board for the past couple of years. She has seen them through a change in leadership as Kate Terrell was seated as the Head of School, and encouraged her to push into new avenues to find students and families who would never have known about the school otherwise. She helped to bring beauty to the playground, restructured the classes, more than once, and offered Pastoral Care to our school families and teachers in some really important moments. Having a downtown school right next to a resource center for our most underserved population of homeless people is not easy, but Angela and Kate's leadership has allowed the school to continue to succeed with so much love and care.

If you have not experienced Chapel at the Day School, please rest assured that the deep faith and spirit of St. David's Episcopal Church is so present there. Our littlest sing their way through a liturgy created specifically for them. They read Bible stories, sing prayers, and cycle through the church calendar right along with us. Fr. Kristin has been a consistent presence for them in 2024 and will step into the role of Rector's Designate for 2025. We look

forward to another incredible year with Kate Terrell as the Head of School.

We cannot express to you the gratitude we feel for all the families in our midst. Children bring so much joy and love to us as a congregation. They remind us that life, no matter how challenging, continues on. With each new generation, we see the flourishing of God's abundant love for us in the faces of hope that wiggle and hop through our worship spaces. We are committed to supporting families in every stage of their lives of faith, and will continue to meet them on the roads they travel as a people. 2024 brought us some incredibly tough moments, and we are heartened by the resiliency and dedication of our St. David's families as they find more ways to celebrate Christ in our midst. The joy and love that you carry throughout our parish is deeply felt and appreciated. Thank you for being our family.

ST. DAVID'S EPISCOPAL DAY SCHOOL

Kate Terrell, Interim Head of School

The Day School provides students aged 18 months to 5 years with a warm and welcoming environment where the children can learn through play. The regular school day is from 7:30 to 3:30, with an extended care program from 3:30 to 5:30. We are Texas Rising Star certified with their highest rating of 4 stars; additionally, we are NAEYC accredited and members of NAES. The school currently has 19 students enrolled across three classrooms and will be expanding to include infants in our program starting in the summer of 2025.

Under the guidance of Texas Rising Star, the school switched to Frog Street curriculum. It is a research-based curriculum built by early childhood educators and focuses on the needs of the whole child. The children thoroughly enjoy the Frog Street activities and the classroom puppets! All the children attend chapel every Thursday with Father Kristin, and a local children's fitness and movement instructor, Coach Bob, comes in each Tuesday to work with our students on important gross motor skills.

We strive to be a community for our students and families; we hosted regular school gatherings and encouraged our families to participate in the Children's Ministry and church activities this year. We invited all our families to participate in the Episcopal School Sunday Service and our Parent Workday during the week of service. We look forward to many more joint events this year and continuing to expand our community.

COMMUNICATIONS MINISTRY

Lori Blewett, Director of Communications
Holt Haley-Walker, Asst. Director of Communications

- 117 e-newsletter communications (52 St. David's at a Glance); +153 subscribers; 2% open rate increase (over 17% increase in 2022)
- 121,853 stdave.org website page views
- 2,045 sessions My St. David's app (launched in 2022), 264 active users

- 1,349 podcast episodes to date; 45,340 downloads to date, 10 countries
- 2,747 Facebook likes; +76 likes, +27 new contacts
- 540 X (formerly Twitter) followers; 1,369 tweets to date; +11 followers
- 1,036 Instagram followers; 608 posts to date; +159 new followers, 18% increase
- 32k YouTube views to date; 10.5k views, 23% increase; +72 subscribers, 348 subscribers to date
- 3k Vimeo views to date; +211 unique viewers

PARISH COMMUNICATIONS

Our communications team of two continued maintaining the parish website and social media, producing a weekly parish e-newsletter and promotions for upcoming events and worship services, and building awareness of St. David's throughout the community. We're also grateful for the continued help from Jenny Meadows and Rick Patrick lending their editing and photography talents, respectively.

Though we're in our seventh year, Holt and I are continually looking for ways to improve communications processes and streamline technology. We saw the steady decline of X engagement and claimed a St. David's profile on the new social media network, Bluesky (stdave.bsky.social).

Weekly e-Newsletter – In October we debuted a new e-newsletter design with distribution on Wednesday mornings (previously distributed on Fridays) with an updated look and streamlined content.

We changed the distribution day and format to:

- Allow more time for the community to prepare for upcoming Wednesday and Sunday/weekend planning,
- More prominently feature past Sunday/weekend media and events, and
- Increase open and click rates.

Campus Advertising – Holt continues to update the sidewalk and street banners, A-frame boards, and posters to bring awareness to downtown goers and welcoming visitors. This year we'll also add bilingual banners and campus signage.

ONLINE WORSHIP

Holt also continues producing assets for online worship services and bulletin wraps. Our AV team, consisting of Patrick Senn, director of A/V and Maryam Gouda, Tyler Thomas, and Nathaniel Lundquist, A/V techs, does an excellent job producing our Sunday livestreams, and wedding and funeral livestreams as needed.

We were able to set up overflow video and audio successfully in Bethell Hall and we are looking to set up livestream capability in Bethell Hall as well as Crail in 2025.

Regarding online worship, communications is responsible for compiling the online worship attendance counts with the help of Cynthia Zaragoza at the front desk. This has become a new part of the restructured Parochial Report with revised instructions for counting views on all our platforms: YouTube, Facebook, and Castos podcasting.

PROJECTS

World Music Encounters – Communications continued support for WME's inaugural and second season. This included sponsorship solicitation and partnership management, Eventbrite event set up and ticket/promo code coordination, online community calendar event submissions, website and blog maintenance, digital programs, printed concert posters and fliers, coordinating community poster/flier distribution, street banner design, onsite wayfinding and promotional signage, digital promotions, social media campaigns, Facebook and Eventbrite advertising campaigns, community arts cross promotion, and media coverage tracking and archiving post event.

- Jan. 7 – Ibrahim Aminou and Seed Africa
- Feb. 11 – Gabriel Santiago Project
- March 3 – Mariachi Las Alteñas
- April 14 – Sofrito y Su Melao
- May 12 – Oliver Rajamani
- Sept. 22 – A'lante Flamenco
- Nov. 17 – Aboubacar Sylla's Bramaya

BUILDING THE ST. DAVID'S BRAND

Pecan Street Festival – In 2024, we were provided a non-profit table at the spring Pecan Street Festival near the children's area at the corner of 6th St. and San Jacinto. We were able to have volunteers for a few mid-day shifts on Saturday and Sunday, but both days resulted in some rain and we packed up early. We were able to share information about Brick Bible and Vacation Bible School offerings, but the traffic patterns were not the best fit for us at this time. We plan to have a booth at the Kite Festival in April.

Holiday Stroll and Sing Along – We've participated the last three years, and we're getting the hang of things. The Downtown Austin Alliance continues to produce top-notch events. Though the weather was a damper and the SEC championship game with UT certainly impacted attendance in 2024, we'll continue to participate because it's a great fit and opportunity to share Christmas Eve services. The booth continues to be an inviting space for crafts (decorate a Christmas ornament), prayer (we offered tea lights), service (new component this year to wrap cold weather supplies), and a place to come in out of the rain to chat.

Downtown Austin Alliance and Memberships – In May, St. David's was recognized by the Downtown Austin Alliance with their inaugural Vision Award. I worked with Jim Norman on the nomination and I provided the creative direction, participant coordination, and editing feedback for the award acceptance video. Pastor Angela delivered the acceptance speech with members of

the vestry, staff, and parishioners in attendance at the event held in the ACL Live at the Moody Theater. We were also recognized in the Diocese of Texas Dialog newsletter.

We also renewed our membership with **Austin Chamber of Commerce**. Monthly ambassador meetings and ribbon cuttings has been an excellent way to build relationships with the community. **Downtown Austin Neighborhood Association** held periodic gatherings that are a great way to invite to upcoming St. David's events.

Austin Film Festival – for the second year in a row, Austin Film Festival reached out to St. David's as a partner organization providing screening passes for a documentary, "Audrey's Children." This was a particularly good fit following the Adult Formation Summer Series.

Radio and Print Media – It seems advertising in Community Impact and KMFA contributed, in part, to seeing new faces at our Christmas Eve services. We'll continue media buys for Easter and Christmas in 2025.

PROFESSIONAL DEVELOPMENT

Holt and I are members of the Episcopal Communicators professional organization. In addition, I continue my term through spring 2025 as a board member for the organization.

This summer, I attended the 81st General Convention in Louisville, KY, to represent Episcopal Communicators and in support of Resolution D001: Commend the Episcopal Communicators Organization and Celebrate their 50th Anniversary, a resolution I helped craft. It was my first General Convention and I was able to connect with many people who had a connection to St. David's.

I attended Episcopal Parish Network and completed requirements for my Certified Associate in Project Management renewal. Holt completed professional development workshops for photography.

GOING INTO 2025

We look forward to communications projects and storytelling as we articulate the vision for St. David's future. We'll focus on the visitor experience as there is increased activity downtown and on campus. Projects could include revamping the pew card designs, welcome brochures, establishing branded templates for staff and lay leaders resources to promote events and ministries, leveraging the website, and finding ways to connect with the downtown and greater Austin community.

COMMUNITY ENGAGEMENT AND ADVOCACY

Dianne Hardy-Garcia, Director of Community Engagement and Advocacy

Guided by our core value to "seek and serve," Community Engagement and Advocacy at St. David's continues to be a way to

love our neighbors and put our faith into action.

In 2024, with the leadership support of St. David's Community Engagement Committee and our Director of Community Engagement & Advocacy, Dianne Hardy-Garcia, our church has accomplished many things together through our ministry, advocacy, partnership, and outreach efforts. This year, St. David's parishioners generously shared their talent, resources, and thousands of volunteer hours to serve and aide our community – and that made a tremendous difference to so many.

NEW MINISTERIAL PROJECTS

While a significant amount of our work was done through our ongoing key ministry groups, this year we added some new ministerial projects that were particularly impactful, including:

St. David's Month of Service – During Eastertide, our church focused on sharing the joy of Jesus' resurrection through a series of service projects and acts of kindness at our church and throughout our community. Together, we volunteered at 16 events, filled 148 volunteer assignments, and completed more than 445 service hours.

Cooling Center at Trinity Center – St. David's and Trinity Center worked in partnership with the City of Austin to create a Cooling Center Pilot Project this summer. This special project helped our unhoused neighbors access life-saving relief from the heat more than 6,000 times from July through September.

Open & Affirming Congregations of Central Texas – This year, St. David's began hosting a monthly interfaith gathering of open and affirming congregations. So far, 42 congregations have taken part in this network event to better support each other and to further support LGBTQIA+ communities in our area.

KEY MINISTRY GROUPS

Arbor Terrace Monthly Lunch – Each month, St. David's volunteers cooked and shared a Saturday lunch with the residents of Arbor Terrace Apartments. Arbor Terrace is supportive housing for single adults run by Foundation Communities. These monthly meals helped to cultivate loving and meaningful relationships with Austinites in need of connection while providing some food security at the end of each month.

Under the leadership of Trey and Adrian Buchanan, this ministry has 40+ volunteers of all ages, served more than 900 meals this year, and exemplifies loving our neighbors.

Grants Committee for Community Outreach – Under the leadership of Jess Chapin, St. David's Grants Committee for Community Outreach (GCCO) distributed three \$10,000 grants to local non-profits this year. The grants were given to Welcome Table, Ladies Let's Talk, and Magdalene House. Grant funding came from sales at Next-to-New, St. David's consignment and resale shop. In 2024, the committee also worked to streamline

and update the grant application process.

Hispanic Outreach Ministry and Education (HOME) – Under the leadership of Diane Mazuca and Gustavo Hernandez, and with the support of Pastor Angela Cortiñas, the HOME ministry worked to explore and expand the ways our church can continue to be a welcoming environment for Hispanics and Latinos. This year, the group helped to add a liturgy and breakfast celebrating Cesar Chavez, promoted Hispanic Heritage Month, discussed adding signage in Spanish to our building, increased participation in our Día de los Muertos Altar, and worked together to create a well-attended Feast of the Our Lady of Guadalupe liturgy and celebration.

In 2024, the group also strengthen its collaborative work with local Episcopal churches with Spanish-speaking communities or Hispanic outreach efforts. These connections culminated with a Gran Posada in December at St. Alban's Church that brought together congregants from each of those churches.

Ramp Build Team – This year, our Ramp Build Team built its 50th ramp. Nearly every month, this dedicated group of intergenerational volunteers works to build ramps for people with mobility challenges in Central Texas. Volunteers with this ministry give 4-10 hours for each 'build' and they are always willing to go above-and-beyond to do the best job possible. Their efforts are truly inspirational.

Under the leadership of Rex Hunt and Ray Trono, this ministry is in its seventh year and has nearly 60 volunteers. The St. David's Ramp Team provides active outreach into the Austin community and gives our volunteers an active way to create a closer relationship with God.

Advocacy Group – This year, our Advocacy Group of 40+ volunteers met regularly to explore ways to bring about social and racial justice for all. As part of our faithful commitment to respect the dignity of every human being, members of this group met with public officials, reached out to community partners, brought in key speakers to talk about public policies that impact our communities, and organized voter participation campaign that helped St. David's win an award for voter turnout in the Texas Diocese.

St. Agnes Guild – This year, the 25+ members of the St. Agnes Guild gathered to knit and crochet prayer shawls, "Knitted Knockers," and scarves and hats for struggling community members. The gift of their beautiful handmade work serves as an ongoing reminder of God's love and comfort.

More than 300 of St. Agnes Guild's gifts were displayed and blessed on Dec. 1. For Christmas, St. Agnes Guild provided 50+ sets of lovely hats and scarves to the women at Trinity Center along with handmade bags filled with hygiene supplies made by our Daughters of The King.

Trinity Center Volunteers – To provide ongoing support for our unhoused neighbors, St. David's parishioners and staff have steadily volunteered at Trinity Center to:

- Prepare breakfast on weekday mornings.
- Organize the clothes closet.
- Volunteer for the Cooling Center
- Provide much-needed clothing and inclement weather supplies.

Our ongoing working relationship with Trinity Center reflects our unwavering commitment to those most in need.

Go and Do Likewise (GADL) – St. David's continues to be part of this active ministry that helps asylum-seekers settle in Austin by paying for rent, food, and private attorney fees. This year, in partnership with Casa Marianella, this ministry has expanded to include the support of other churches in our Texas Diocese and beyond to help even more families. St. David's is currently helping two families as they settle in Central Texas.

Environmental Guild – With a series of events and ongoing programs, the Environmental Guild has continued to provide opportunities for parishioners to embrace sustainability, at the church and in their daily lives. Throughout 2024, the Environmental Guilds activities included:

- Hosting a spring Honey Harvest that included making wildflower seed balls to be scattered at Barking Dog Ranch, to ensure more honey.
- Inviting parishioners to our first Earth Day celebration. Setting up the children's garden at St. David's Day School and continuing to work with those installing a water collection and irrigation system.
- Working with the Landscape Committee in its ongoing efforts to establish and maintain a sustainable landscape around the church building. Holding our annual Creation Care Fair with a Master Gardener clinic and a program for children, animals from Barking Dog Ranch, sustainability information from the city, and a silent auction.
- Introducing a new effort, to reduce the use of single-use plastic water bottles at the church, and in partnership with Trinity Center.

Throughout the year, the Environmental Group continued to recycle products not collected in single-stream recycling: batteries, ink cartridges, eyeglasses, small electronics, wine corks, and other items.

Wednesday Evening Volunteers – Throughout 2024, a group of 20+ drop-in volunteers meet as needed to put together items for our ministries to those in need. The group filled bags with laundry supplies, household goods, inclement weather supplies, hygiene kits, emergency food items, and more. The group meets after parish dinner and their aid as needed has helped hundreds in our Austin Community this year.

Laundry Love – Laundry Love is our monthly ministry to help better lives with love, dignity, and access to clean laundry. With the support of 20+ volunteers, Laundry Love met every month with more than 100 of our neighbors to provide more than 1,300 laundry cards and laundry supply detergent packets and served nearly 1,500 meals to those in need.

In 2024, Laundry Love enabled some of our most vulnerable community members to feel seen and valued by our church while helping them to do nearly 5,000 loads of laundry.

DONATION DRIVES & HOLIDAY GIVING

Charity Drives – Throughout the year our church organized several charity drives. We were proud and grateful to have generated much-needed resources for the We Are Blood Drive, Austin Diaper Drive, St. Francis Pet Food Drive, Freedom School Book Drive for Norman-Sims Elementary, Laundry Love Detergent Drive, 2024 Voter Registration Drive, and St. James' Welcome Table Food Bank Drive.

Holiday Giving – To serve others during the Advent season, St. David's parishioners took part in several efforts to aid our community including:

- **Angel Tree Gifts** – In partnership with El Buen Samaritano, and to help local families, St. David's parishioners provided Angel Tree Christmas gifts for 42 individual children. Additionally, parishioners contributed 50 gifts of sports equipment to the River City Youth Foundation.
- **Gifts of Hats, Gloves & Scarves to Kids** – In partnership with St. James, St. David's helped provide winter hats, scarves, and gloves to 280 students at Norman-Sims Elementary.
- **Holiday Stocking Gifts** – Parishioners prepared and distributed 225 Christmas Stockings filled with treats and hygiene supplies to our friends at Arbor Terrace and Laundry Love.
- **Trinity Center Holiday Party** – Volunteers from St. David's, Central Presbyterian Church, and First Baptist Church joined together to help staff and support Trinity Center's Holiday Party. This was a beautiful and heart-warming event for more than 200 of our unhoused neighbors.

When we review our church's many acts of service and generosity this year, it is our hope that God's love is reflected in our actions and felt by those we tried to serve.

FELLOWSHIP

Dr. Mona West,

Director of Adult Christian Formation

St. David's Writers Guild, Jane Stansfield, ministry leader

What's new/changed? A minor turnover in regular attendees.

What has the average attendance been for your ministry? The guild meets every Sunday afternoon 1 p.m. to about 3 p.m. Attendance fluctuates between 4 and 12.

What worked for your ministry? Most of our participants are not members of St David's. To some extent those of us who are members of St David's see ourselves as ambassadors for the church. It is our experience that people often submit writing about themselves and their personal struggles. Sometimes we are often able to succor and help address these needs by listening and giving them credence.

Observation/trends in your ministry? Over the course of a few meetings, we always see our new member's writing improving.

Who was involved in any changes/discernment conversations? The conversations involved all in attendance.

What do you hope to continue or start going forward? Pruning? Most of us enjoy Chef Ray's monthly Sunday luncheon. We are encouraging all attendees to participate to benefit from relaxed informal interaction. Every three or four months we have a literary potluck social. It is generally hosted by Jane Stansfield and Dan Hofer at their home and is well attended.

Anything else the parish community might want to know about your ministry's activity this year? We try to keep the St. David's Writers Guild very informal and encourage anyone who is interested in literature and writing to drop by one Sunday afternoon to see what we are doing. There is no pressure on anyone to write or read their work. Knowledgeable critics with helpful suggestions are most welcome.

In 2021 we published "Sunday Afternoon Works" featuring some of our best work. We are thinking of doing this again this year.

Lunch for All, Janet Sawyer, ministry leader

What's new/changed? Chef Ray collaborated in making Sunday Lunch for All. He worked out a once a month schedule that opened lunch to all who registered by the preceding Wednesday.

What has been the average attendance for your ministry? 25

What worked for your ministry? Publicity in the newsletter, on line, and enthusiastic announcements from the clergy on the preceding Sunday at services

Observation/trends in your ministry? Need more support from those who attend. They need to ask their friends and newcomers

Who was involved in any changes/discernment conversations? Chef Ray, Fr. Kristin Braun, Dr. Mona West

What do you hope to continue or start going forward? Pruning? Better communication by email. Better use of contact with parishioners. I am inept with ShelbyNext. Eric Malnassey and Father Chad are going to help the group at the Village with the website, so I will hope to do better

Anything else the parish community might want to know about your ministry's activity this year? Great food, new contacts, new friends

What's new/changed? A minor turnover in regular attendees. We now focus on having a themed potluck Sunday dinner approximately bi-monthly with a May – August recess.

What has the average attendance been for your ministry? When this group was originally formed it was named the Middle Marrieds. It's stated mission was fellowship for empty nester members of St Davids. Today the members of the group have aged, and the group's name has changed to Prime Timers. During the last few years, the group has focused their activities entirely on potluck gatherings hosted by different members in their homes. Attendance at the approximately bi-monthly events ranges between 20 and 30 people.

What worked for your ministry? When we were Middle Married our activities included field trips to the painter churches, to the UT tower, to the Rose Emporium etc. as well as potluck dinners. Over time we dropped the field visits and now the Prime Timers concentrate on themed potluck dinners.

Observation/trends in your ministry?

Due to the needs of some of our Prime Timers we are now starting our potluck meetings earlier. We have also found that Sunday evenings are most people's preference. Our 'Year' follows the academic year September through to the following August. So far this year we have had or are planning to have:

- September Kick-off
- November Wurst Fest
- December Christmas Party
- January White Elephant Party
- March Ranch Visit and BBQ
- May gathering at Buckner Villas
- June, July, and August summer holidays

Who was involved in any changes/discernment conversations? The conversations involved all in attendance. We discussed possible changes particularly focusing on people who are housebound due to age-related issues. Some of the original founding members reminded the group that our focus has always been social. However, many of the Prime Timers expressed interest in being included as volunteers should an independent home bound parishioners visiting ministry be established.

What do you hope to continue or start going forward? Pruning? Most of the Prime Timers enjoy Chef Ray's monthly Sunday luncheon.

Anything else the parish community might want to know about your ministry's activity this year. The Prime Timer year is September to May following academic years. Last year 2023-2024 we had five potluck gatherings. This year 2024-2025 we anticipate six potluck gatherings.

CHURCH FINANCES

In 2024, we continued our financial recovery from the COVID-19 pandemic. Revenues from pledges, plate offerings, and other sources were all over budget. Pledge income also exceeded 2023 amounts by over \$240,000. We had a particularly strong ending to the year, receiving 21% of our budgeted pledge giving in December. Overall, actual total revenues exceeded budgeted income by \$201,014.66. We are grateful for a successful year on the revenue side of the ledger and especially thankful to our faithful stewards!

Our parking garage is our single largest income source – the 2024 budget forecast over 40% of overall revenues as coming from the garage. We lease the garage to Metropolis, who manages the garage and pays us a monthly lease payment. Metropolis approached us in October to request a renegotiation of the lease agreement, explaining it was running a deficit operating our garage under the existing contract. Demand has fallen in parking facilities across downtown, including ours since the pandemic. This is because of fewer people commuting in due to work-from-home arrangements, and because visitors to downtown entertainment are tending more to use ride-sharing options over driving themselves. Under the existing contract, Metropolis paid us \$148,296 per month through September of last year, an amount that would have increased to \$153,062 beginning in October for the following year. The amended contract has Metropolis paying \$132,000 per month, which began last month, December 2024. This was a short-notice, unexpected decrease in monthly revenues for 2025 in the amount of \$20,667, or about \$248,000 for the year.

Our human resources expenses were over budget for the year by approximately \$208,000 due to a need to hire temps to carry us through permanent staff reductions that will offer cost-savings in the long run. We reduced full-time employee positions by three during 2024. However, we also need to raise our hourly staff rates from the current \$17 per hour to \$20 per hour, which is in line with the local labor market. This raise will take place in two phases; the 2025 budget reflects the first phase, which raises the minimum hourly staff rates to \$18.50 per hour.

We also had unexpected costs in other areas – for example, facilities repairs, one-time information technology needs, and security costs (more hours for armed guards on campus) necessitated by safety concerns on campus that unfortunately are more common throughout downtown because of post-pandemic changes in the needs of the local homeless population.

The pandemic-related Employee Retention Tax Credits we received in 2022, and which we drew on in 2023, were no longer available to us this year. Even so, and even after unexpected variations in budgeted revenue and increased expenses, we ended 2024 with a deficit of only \$13,142.77, compared to a budgeted

deficit for the year of \$57,897.80 – a solid result that the vestry is very grateful for.

2025 BUDGET

With this background, the budget for 2025 presented to the parish today projects a surplus of just over \$3,000. This includes a one-time additional gift from the St. David's Church Foundation of \$382,500, without which the proposed budget would project a deficit of about \$380,000.

The vestry requested a one-time gift from the Board of Directors of the Foundation to cover the projected 2025 shortfall, most of which arises from the decrease in garage lease payment and, secondarily, from increases in staff costs and other expenses, as explained above. The Board approved this one-time gift.

VESTRY PLANS FOR THE FUTURE

The vestry's mandate for 2025 is to put the parish on solid financial ground for 2026 and following years. This is a developing project, but four areas of opportunity are clear.

Stewardship – First, clergy and staff will begin an education campaign to make the parish aware of the financial situation and the need for increased pledges. This effort begins at today's Annual Parish Meeting and will continue through 2025 and longer. Our stewards have come through in the past when needed, and we are confident in a positive response to this call.

Staffing – Human resource expenses will also continue to be examined and curtailed where possible. Our staff has already done great work in this regard and will continue their efforts. As noted earlier, staffing is already lower than it was a year ago by three full-time positions.

Security – Adding security personnel on campus (at the church and surrounding grounds, in the garage, and in Trinity center) has already shown benefits, as feedback from families looking for a day school has been positive. We hope, too, that increased security in the garage will bring back contract and occasional parkers.

Hospitality – The Austin Convention Center closes in a few months for a multi-year renovation. Our staff is preparing a marketing campaign that will make the local community aware of our excellent facilities and ability to host events with logistical, technical, and food support. We can expect an increase in hospitality revenues in the coming years.

Thank you for your continued support of St. David's. You can set up a recurring gift through our website atstdave.org and clicking on the "Give" button. You can also set up your weekly or monthly gift via your bank. For planned and estate gift options, contact Eric Malnassy at 512-610-3546 or eric.malnassy@stdave.org.

FOUNDATION Art Boone, Chair

The St. David's Episcopal Church Foundation maintains an Endowment with the mission of enhancing the financial health of the Church. The Foundation Board is the body that oversees all investment matters of the endowment to help make sure the Church remains sustainable and well-funded into the future. The Foundation focuses on providing meaningful financial enhancements to the parish, which are in addition to the Church's annual operating budget.

The board consists of two ex-officio officers, the rector and the senior warden, and seven board members that serve over lapping 5-year terms. In addition, the Foundation engages an outside Investment Consultant, currently CFM Wealth Partners. The board meets four times a year: January, April, July, and November. In 2024 the Foundation was again able to contribute significant quarterly distributions to supplement the Church's 2024 finances.

Each year we honor parishioners who have joined the Sumners Legacy Society, which represents parishioners who have included the Church in planned giving for the future. Every year we celebrate the Legacy Society members, as well as present information explaining how current parishioners may become members. In 2024, we celebrated Legacy Sunday on April 14. Our annual tradition of Legacy Sunday honors all the members in the parish who have left a lasting legacy in the form of a bequest or other planned gifts from their estate. In the fall, the Legacy Society had an event hosted by Robin Cooper at her home to celebrate and thank current members, and to invite prospective donors to join and make a planned gift.

Donors to the Sumner Legacy Society are listed in church publications. Members and friends of the parish can benefit St. David's over time with a legacy gift. For information, contact Eric Malnassy at eric.malnassy@stdav.org or a director of the Foundation. Directors include Chair Art Boone, Vice Chair Linda Gebhard, Treasurer Chris Gorychka, Secretary Britton Gregory, Paul Brownell, Jess Chapin, Charles Moody, Senior Warden George Zwicker, and the Rev. Dr. Chuck Treadwell.

HOSPITALITY MINISTRY Chef Ray Trono, Director of Food Ministry

Looking back on 2024 exhausts me and it wasn't because I am a year older. Even so, it seems like it was yesterday we were writing the 2023 annual report. Overall, the Hospitality Ministry at St. David's had a great year with a few new things, many of the old, and a vision of what we will be writing for the 2025 annual report.

In an era of labor shortages throughout our economy and as we openly acknowledge the importance of people needed to get the work done, not enough can be said about those who work and volunteer for our ministry. Not many people outside

of our ministry may be keenly aware of the time, effort and energy that is required to keep all the moving parts assembled to create and serve even the smallest of events.

The Hospitality Ministry can never thank our volunteer/contract staff enough for all they did in 2024 to make the success it was. There is so much behind the scenes planning and preparation as well as the actual event execution that goes into each event, there is no possible way we could have achieved the numbers and success we achieved without their help. We thank those volunteers who are part of our regular weekly event teams who volunteer with us each time and we also thank those volunteers who are available to us on an “on call” basis for when those irregular events are scheduled.

We also want to make a special shout out to the Austin ISD GO Project, who in their 19th year at St. David’s, have become such an integral part of our ministry and the St. David’s community. These young adults, along with their teachers, do more and more for us every year while learning valuable job and life skills.

Without the steady support of all our staff and volunteers, we aren’t sure how we could do what we do. It would not be possible. So, thank you, thank you, and thank you. You know who you are.

Our staff had a major overhaul in 2024. Our beloved director of special events, Taylor Cloyd, who did numerous jobs over the eight years she worked at St. David’s, left in the spring to begin a new chapter in her life in Australia. She is now an event coordinator at JMC Academy, a creative-arts university in Sydney, Australia. Talyor is doing well and very happy.

We are blessed to now have Alexis Washington as our director of events. Alexis brings to our team youthful energy, a positive we-got-this spirit and desire to incorporate herself into the St. David’s culture. Alexis comes to us with experience from the hotel industry and is committed to a path in event planning and community engagement. In less than a year on staff, Alexis has proven to be a dedicated, capable, and fun addition to our staff.

We also added a part-time kitchen assistant (sous chef) to our staff in the way of Latesha Couch. In 2021, when we at church were looking past the COVID shut down, the sous chef position was eliminated until we reached a point, organically, that there was enough work, and a vision of potential growth that was possible to expand our staff. That time came over the course of 2024 and Chef Latesha was hired in the fall. Chef Latesha, a native Philadelphian, is a U.S. Army veteran serving four years in Iraq, a graduate from the Pennsylvanian Culinary Institute of Cordon Bleu in Pittsburg, is a wife and mother of two (the two have been hired on Hospitality Ministry’s volunteer staff). Hiring a professionally minded culinarian with a service heart who is able to work in a church kitchen with all that it entails has never been an easy task. It is a calling and so far, it has been a good calling. Latesha’s previous employers include Holy

Redeemer Hospital and Keystone Hospice House, both in PA as well as La Madre Academy and as a personal chef/caterer in Austin.

Edmundo Vasquez Diaz begins his 16th year as our prep/Hobart specialist. There is not much to say about Edmundo other than his consistent and steady presence keeps our kitchen running smoothly. He is the backbone of our kitchen and the glue that keeps us together in one piece.

For parish events, Sunday breakfast and Wednesday dinner continued throughout the year. Café Divine began Lunch for All on the first Sunday of the month, serving established groups such as Foyers and the Writer’s Guild, as well as anyone looking for lunch and fellowship on Sundays. We continued to serve the Daughter’s of the King Wednesday luncheon, brisket for Superbowl Sunday, the Eckhardt Mission Series, Welcome Home Sunday, Harvest Sunday, Thursday Lunch on the first and third Thursdays of the month. We added a breakfast cart for the Young Children’s Ministry on Sundays and we are working on developing a Second Thursday Lunch Café Divine deli with premade salad, sandwiches, soups, beverages, and desserts for dining in or taking out.

We have recently received as a gift to the ministry: a new merchandise cooler (in Sumners with the glass door) to help us develop the Café Divine To-Go concept. We plan to keep it stocked with fresh and frozen casseroles, salad dressings, and sweet treats. We shout out to the Rauch family for their gracious gift of this cooler and the outreach it will bring making life a little easier for those who purchase the food it is filled with.

External events hosted by The Space at St. David’s kept us busy. We hosted SXSW, the Texas Tribune Festival, and the Austin Film Festival, as well as Downtown Austin Alliance’s Issue and Eggs series and Caritas’ quarterly luncheon. We are working with Dianne Hardy-Garcia’s community outreach group Open and Affirming Churches for their monthly meeting and lunch. The Space saw the return of Fever Entertainment and their Candlelight Music Series. The concerts are held about two times each month and are in the books to continue in 2025. If anyone is interested in attending any of these events, our department receives comp tickets for the shows, please contact us.

The Hospitality Ministry also continued its role in the World Music Encounters Series, hosted by John Burnett. This Sunday afternoon series, which hosts world music musicians in the Historic Sanctuary began its second season in the fall of 2024. There are two more shows scheduled for the spring. In addition, working with the other ministries of St. David’s to put on the concert, we worked with volunteers to manage the usher team promoting St. David’s hospitality to those attending. If you have yet to attend one of these shows, you need to.

Overall, the Hospitality Ministry hosted more than 200 events/happenings in 2024. Although the end of the year’s budget numbers were not in at the time of report being

submitted, End of the Month November financials report actual total revenue of \$215,763.33 (2024 budgeted amount through November \$212,824.00) and total expenses (without staff payroll) \$84,847.19 (2024 budgeted amount through November \$77,246.91) resulting in a \$130,916.14 net (without staff payroll). Adding in payroll expenses brings us to a deficit of -\$72,818.42 (budget amount through the end of November -\$63,172.07). We do intend to decrease this deficit and change the negative to positive, but looking on the bright side of what the expense brought to the parish and community seems to be justified.

Our vision in 2025 is to continue to do what we have already been doing, while working with parish groups to assist in their development of programs with their hospitality needs, as well as developing the Second Thursday Lunch, Café Divine To-Go and increasing outside catering. We are in the process of hiring an employee to split hours with the front desk as a part time assistant to Alexis to allow her to get out in the community to increase external events so more people can experience the wonderfulness of St. Davids. We will also be reaching out to the community with some targeted paid advertising for The Space at St. David's.

On a final note, we want to thank all of you, our parish community, for the support that you have given us in 2024 as well as in the previous years and in the upcoming years. As important as it is for us to continue to build and grow our external client base, everything we do is really so we can support and build on everything that St. David's has to offer. Thank you.

MUSIC MINISTRY

Eric Mellenbruch, Organist and Choirmaster
Mark Wischkaemper, Director of Music, Bethell Hall

2024 has been a year of focused growth and teamwork for the St. David's Music Ministry. Eric Mellenbruch and Mark Wischkaemper have worked closely together, planning choir rehearsals and choosing music carefully for two services. The St. David's Children's Choir has relaunched with a new director, assistant director, and vision. The St. David's Choir has welcomed new Choral Scholars and grown our alto section. Many faithful parishioners serve as leaders in, and of, our ensembles and in committee work. And you, the members of St. David's, continue to sing robustly, making a joyful noise to the Lord whenever we worship together!

CONGREGATIONAL MUSIC

Singing together as a congregation is at the center of any music ministry. Eric and Mark continue to carefully and thoughtfully choose service music and hymnody. Eric's complete review of The Episcopal Church's hymnal supplements, including Wonder, Love, and Praise; Lift Every Voice and Sing! II; and Voices Found, has brought some fine material to our attention which we are carefully introducing alongside our established,

and continually cultivated, Hymnal 1982 repertory. We also rolled out a new setting of the Gloria which Eric wrote, as well as Eric's adaptation of the ancient Lord's Prayer chant for the Spanish-language text. In Advent Eric resumed writing a Music Notes blog highlighting the background and meaning of some of each Sunday's selections, and he taught a three-week Crail C series on Advent in Hymns and Scripture.

ADULT CHOIR

The St. David's Choir has continued its excellent work throughout 2024. Rehearsals are focused, organized, and challenging, while still fun and filled with music! In the spring Mark led the ensemble in a cantata from *Membra Jesu Nostri* – a large work by Buxtehude, a hero of Bach's – which it sang on Good Friday, enhanced by strings and harpsichord. Over the summer, the choir once again held shortened rehearsals but continued to meet every Wednesday and sing every Sunday, with dedicated members working around travel.

In the fall, the choir spent a number of weeks learning a Requiem by late Renaissance composer G. F. Anerio, a piece which Mark's research brought to our attention. Eric spent many hours editing and learning the score, then guided the choir through a rigorous rehearsal process which led to a truly beautiful All Souls' Requiem Mass in November. We then turned our attention, as always, to the busy Advent–Christmas–Epiphany season. Advent Lessons & Carols, Christmas Eve with an extended choral prelude, Christmastide Lessons & Carols, and the unfolding celebration of the Epiphany – with the challenge of a Christmastide rehearsal break – kept us on our toes! Spring planning allowed Christmas Eve in particular to take on a more definite musical and ceremonial character, and the choir rose to the challenge with excellent musicianship and a sense of wonder.

Our fantastic librarians, Kerry Zavaleta, Rosemary Borthwick, and Nancy Wilson, have continued their dedicated weekly service to the choir library. The librarians' never-ending toil, along with Eric's continuing work to catalogue and review the library's extensive contents, will pay dividends for the future, both for the current leadership and beyond.

At the end of the summer, two of our Choral Scholars moved away to join their partners, making way for soprano Jordan Kirk and tenor Lucas Hickman to join veteran alto Kate Winchester and bass Chaz Nailor. The Scholars not only provide vocal leadership, instruction, and support to their choir sections and their directors, but also sing many Holy Day services, sing the ancient Introit chants Sundays at 11:15 during the program year, and occasionally are heard in a solo capacity. We continue to be blessed with fine persons and excellent musicians in these roles.

CHILDREN'S CHOIR

The St. David's Children's Choir saw a big change this year. Our dedicated and much beloved director of almost 10 years, Maureen Papovich, left to pursue new opportunities. After a long search (the right person is hard to find!), we hired Jessy Eubanks, a local musician who has worked with our children's choir and other programs at St. David's in the past. She has great experience teaching children and music, and is excited to fully launch the choir in the spring!

She began her work with a very fast rehearsal process with a group of dedicated – if chatty – choristers, who sang with the adults and the congregation at our annual celebration of Lessons & Carols in Advent. Amanda Wischkaemper is returning to St. David's to serve as the assistant director; her familiarity with the building and the families makes her an excellent fit for the role, and she, like Jessy, is excited to get rolling in the spring.

While the director search was ongoing, Mark spent a lot of time talking with Eric and Fr. Chuck about what a church children's choir program should be. A church children's choir, unlike a school choir, brings connection to a religious tradition and teaches that all people, regardless of age, can be worship leaders. The new program is being designed with this in mind, and we look forward to seeing what 2025 will bring!

BETHELL FAMILY SINGERS

Bethell Family Singers, under Mark's leadership, continues to be a stalwart small group of singers presenting casual and intimate music distinct from the repertoire of the St. David's Choir. After five years of great service, our pianist, Xavier Davis, has moved on to new opportunities, so our new Children's Choir director, Jessy Eubanks, has taken over the role of Bethell Family Singers pianist.

The Singers continue to serve approximately twice a month, always at the 9 a.m. service. They have sung solos, worked out parts, and practiced diligently on their own. In addition, they have shown interest in doing some music planning of their own, and they have added a monthly rehearsal to improve our sound and work.

In Advent, the Bethell Family Singers served every Sunday for the four Sundays, offering anthems and leading the service music, a beautiful setting based on the ancient chant *Conditor alme siderum* set for guitar, piano, and voices.

As a special surprise, at the end of the Christmas Eve pageant service, where the ensemble served as music leadership, one of our former members asked to be added back to the roster, growing our ranks. The groups looks forward to continuing to explore different music and ideas in 2025.

HISTORIC CHURCH ORGAN

After the thorough and repeated cleaning and tuning necessitated by the Historic Church renovation, the organ has

more or less settled into its renewed surroundings. Nevertheless the instrument, now over 110 years old, has significant, and before long will have more musical and material deficits. The Organ Committee met throughout the year, continuing to learn about organs, their history and role in the Church, their construction, and other topics, guided by Eric Mellenbruch and consultant John Bishop. Visits to several organs of widely varying styles in Austin, Waco, and Dallas formed part of this work. In the fall the committee recommended to the vestry that the organ be replaced, and that simultaneous processes of education and fundraising be undertaken in the parish in 2025 to build upon a substantial gift that has already been identified for the purpose. Tucker Bonner chairs the committee, which currently consists of Elaine Hunt, Eric Leibrock, Kenneth Lightle, Eric Mellenbruch, Jim Norman, and Fr. Chuck Treadwell.

HANDBELLS AND OTHER INSTRUMENTS

Our handbell choir continues to rehearse and serve joyfully under the faithful, long-standing, indeed indefatigable leadership of Gail Findlay, who not only leads rehearsals but is also responsible for writing many of the arrangements the bells present. Our large set of handbells doesn't sit idle! Besides adding to the festivity of some regular Sunday morning liturgies, the bells also formed a beautiful part of Advent Lessons & Carols this year. The handbell choir, like all our ensembles, is always eager to welcome new members, and we look forward to hearing the bells continue to ring through the new year!

CONTINUING EDUCATION

This year was the last of Mark's graduate studies at Texas State University. In his final year, he did intensive surveys on Mass and Requiem, followed by a survey of Madrigal and Part Song. He got to conduct the Texas State Wind Band as his final project in advanced conducting, and continued his conducting studies with Craig Hella Johnson, director of the Grammy-award-winning choir *Conspirare*. He graduated in December on his birthday, December 14th, and his daughter, wife, and mom (all the way from Maine!) attended the ceremony. They are proud and join with his coworkers in celebrating his degree and his having more time!

CONCLUSION

2024 was a year of joyous music making in many ways. New music, changes in staffing, and exciting new programs abound, while traditions of St. David's and the church at large are always considered. We look forward to making music with you!

NEWCOMER MINISTRY

The Rev. Carter Leer, Director of Newcomer Ministry

The Newcomer Ministry worked hard to discern how we can engage our community and the Austin community at large. In 2024, we had at least 120 people connect with us directly, along with many visitors and parishioners returning for our major services! We also continued to offer first-time visitors a free meal through our “Have Breakfast On Us” program. Our mindset for 2025 is to be as inviting as possible to those who visit St. David’s, and I would encourage everyone in our congregation to be on the lookout for visitors!

Our biggest growth in 2024 was the revamping of our confirmation classes. To be more inviting, we created the classes Exploring, Joining, and Being The Episcopal Church. The first attempt at this series was a great success! We saw new people and old parishioners alike join in and learn what it means to be Episcopalian in the world, this country and especially here in Austin! We are starting this class up again on Feb. 2, and invite all of you to come and brush up on what it means to be a St. David’s Episcopalian.

We are always looking for new ways to reach those who have not yet darkened our door, so please don’t hesitate to reach out to me with your ideas! If you are interested in being a part of the official Newcomer ministry, please email me at carter.l@stdave.org, but remember that we are all welcoming members of this parish so if you see someone new, don’t hesitate to welcome them!

NEXT-TO-NEW

Robert Reid, Executive Director

The Next-To-New shop was founded in 1959 and has proudly served the Austin community at large for 65 years. Being Austin’s only volunteer-based consignment, donation, and resale shop we have enjoyed a unique niche amongst the surrounding businesses. As a non-profit entity, our volunteers are the absolute life blood of our day-to-day endeavors, and our overall success is contingent upon the recruitment and retention of them. Our volunteer count currently sits at 188 in total, with 140 regularly active members (74%). The bulk of our volunteers come from the local community (167, 89%) versus St. David’s Parish (21, 11%).

In 2024, Next-To-New added 396 new consignment and estate clients to our roster of over 2,361 active accounts (17%). We reconfigured our data entry and tagging area this year to maximize space and increase productivity. This has made our data entry and tagging processes much more efficient, eliminating congestion and ensuring timely arrival of merchandise to the sales floor. Thanks to our incredibly talented and resolute volunteers and staff, our sales have soared to \$1,179,029 for the year (\$119,982 more than in 2023, +111%). This is the second time in more than a decade that Next-To-New has exceeded sales of \$1 million and the fourth time in the shop’s overall sales history.

Leadership challenges/changes in 2024 did not adversely affect

business. In March we hired our part-time bookkeeper, Kim Walker, effectively replacing a third-party bookkeeping firm with in-house effort. Our new volunteer manager, Parysh Bailey, was hired in May and our new merchandise manager, Stephen Glithero, was hired in August. Also in August, Next-to-New brought on its first-ever social media intern, Samuel Blake, to manage our social media accounts and increase awareness about our organization. In October, Sam Allen, Virginia Jones, and Olivia Marek were all brought on as part-time contract labor. Sam acts as our facilities manager, Virginia as our operations manager, and Olivia as our front-end supervisor. Resale manager, Jennifer Bocardo, and executive director, Robert Reid, remained in their respective roles with no changes to individual scope or responsibility.

The partnership between Next-To-New and Generation Serve continues to benefit us well. Generation Serve places children and youth with local non-profits to increase volunteerism in the greater Austin area. Family volunteering at Next-to-New on Saturdays began in 2019 and we have hosted family volunteers every Saturday over the last five years since inception. We also continue to be a partner site for community service for individuals looking to earn school/college or other service hours.

2024 was filled with exciting news, new additions, and fun events. Everyone continues to feel welcomed and accepted at the Next-To-New shop. Our commitment to inclusion and diversity, as well as service to others, remains strong. Both the staff and volunteers approach each interaction with patience, understanding, empathy, and compassion. We steadfastly convey through our words and deeds that all of us are children of God worthy of courtesy, honesty, kindness, respect, and generosity in our dealings with one another. See below for a short recap of all the amazing things that happened at Next-to-New this year.

2024 Mortgage Loan Paid Off (March) – In March, Next-to-New paid off its long-term mortgage on the building and property. This reduced our expenses, allowing more money to go to our bottom-line and ultimately to our grants recipients. We still have a small construction loan that will be paid off over the next five years.

2024 Volunteer Luncheon (May) – We hosted this special event at St. David’s to celebrate our amazing volunteers! The food was delicious, the speakers were inspiring, and the company was fantastic.

Gear Up 2024 Summer Program (June & July) – This summer, we partnered with the Criss Cole Rehabilitation Center to host a program at Next-to-New. Over the course of a month, we welcomed two blind and visually impaired students, Kylie and John, to gain valuable work experience before entering the job market. Both graduated from the program with flying colors, and we loved having them as part of the N2N team!

Awarding of \$10,000 Grants – This year, Next-to-New proudly awarded three \$10,000 grants to incredible local Austin nonprofits: Ladies Let’s Talk, The Welcome Table, and The Magdalene House. These grants are a vital part of our mission to support organizations

making a meaningful impact in our community. We are honored to help these groups continue their amazing work!

Winning Best Consignment Shop in Austin, Texas – Next-to-New was voted Best Consignment Shop in Austin this year! We are so grateful to our volunteers, staff, and customers who made this possible. Jenn and Rob had the honor of attending the People’s Choice Gala in September to accept the award, representing the arduous work and heart that go into everything we do.

65th Anniversary Celebration (October) – Next-to-New celebrated 65 years of operation this year in October. We had a wonderful celebration to commemorate the milestone.

Fourth Quarter Events – October Spirit Week, Friends-Giving Potluck, & N2N Holiday Party were all highlights of October, November, and December, respectively.

STEWARDSHIP AND PLANNED GIVING

Eric Malnassy,
Director of Stewardship and Planned Giving

- 9 Meetings
- 10 Stewardship Committee Members

The work of the Stewardship Committee is a year-round ministry, with volunteers primarily assisting the director of Stewardship and Planned Giving to develop and execute the annual parish giving that supports the ministries and mission at St. David’s. This entails tasks such as attending planning meetings, writing letters, making phone calls, and decorating for parish events. Listed below are some of the events that highlighted the committee’s participation and the results of the committee’s efforts.

On May 15, the Downtown Austin Alliance held their Future of Downtown event at The Moody Theatre. During the ceremonies, St. David’s was awarded the first annual Downtown Vision Award. This award recognizes dedicated people who make significant contributions or outstanding improvements to our downtown community. Through generous financial donations and hours of volunteer service, the parishioners of St. David’s helped earn this prestigious award!

The Welcome Home celebration on Aug. 18 which featured an all-parish eucharist that took place in the Historic Sanctuary. After the service, a meal was prepared and served by Chef Ray and the Café Divine Team in Summers Hall. Information was shared with the congregation about all the upcoming fall programming offerings.

In 2024, the vestry and Father Chuck invited everyone into an intentional process of discernment. Individuals and groups were asked to prayerfully consider two questions about our life together here at St. David’s: “Who is God calling us to be?” and “What is God calling us to do next?” The Stewardship Committee discussed these questions together. The answers were that God is calling us to be a generous community, and that the next action was to share information with the parish on how to engage in generosity. It was resolved that a Crail C workshop would be offered on Stewardship

as a Spiritual Practice. The curriculum was split into two sessions. The first session was a lecture that presented information about the canonical, diocesan, and congregational views of stewardship. Also discussed were various scripture passages that speak to the spiritual nature of giving generously. The second session changed the format to a small group round table discussion. Participants were invited to share their own stories of how giving their money and time was part of their spiritual walk. Then the question was posed to each group how we parishioners can invite each other to be spiritual and generous givers. These sessions helped to build momentum for the fall annual giving campaign, the theme of which was for the parish to “Walk in Love.”

The annual Harvest Sunday celebration took place on Oct. 27, which began with a single parish-wide eucharist in the Historic Sanctuary. During this service, the congregation made a communal commitment to support the work of St. David’s by bringing forward their financial gift commitments for the coming year. Then everyone enjoyed a special brunch menu, for which nearly 225 parishioners and newcomers attended and ate together in Summers Hall. Ministry offerings for the new program year were displayed on posters along the windows overlooking the Labyrinth. Ministry Leaders of more than 40 groups shared information and answered questions about all the various program opportunities. Over 80 people signed up to participate in various volunteer opportunities!

Thanks be to God for the amazingly generous parishioners who made financial gifts in 2024, which exceeded our annual budget! At year end, gifts to the annual giving campaign totaled \$1,516,662. We ask parishioners to financially support our parish by making a year-long commitment to support all our ministries, including worship, music, pastoral care, and so much more. In addition, we strongly encourage everyone to grow in the life of the church through participating and volunteering in the many engaging ministries and groups at St. David’s.

Throughout the year the Stewardship Committee plays an important role communicating with the parish about the ways in which each person can share in the work God is doing at St. David’s. Each committee member brings their spirit of generosity to ensure we have the financial resources to fulfill God’s calling to us as a parish. The committee is responsible for the oversight and implementation of the annual giving campaign, which funds all our ministries. We are most grateful to Father Chuck, Senior Warden George Zwicker, Chair Terri Orton and Committee Members Susan Driver, Linda Gebhard, Mity Myhr, Martha Salazar, Connie Maverick, Ann Jenkins, Rick Patrick, Leroy Torres, and Karen McLinden.

TRINITY CENTER

Christian Rodriguez, Executive Director

Dear friends, I am honored to write this annual report as I reflect on another year of growth and service at Trinity Center. As I mark my second full year as Executive Director and my seventh year with the agency, I am filled with gratitude for the journey I've shared with my Trinity Center Staff Team, our amazing volunteers and the many partner congregations and agencies we serve alongside. Over the past six years, I continue to be humbled and inspired by the resilience and strength of our unhoused neighbors. Each day, they come to us—physically, emotionally, and spiritually hungry—and it is our privilege to continue offering them the care and support they need.

In 2024, Trinity Center experienced both challenges and triumphs. It was a year of change, with departures and new beginnings, as well as exciting new partnerships and a groundbreaking initiative that made a meaningful impact on those we serve. Our fundraising efforts were successful, our advocacy efforts grew stronger, and we expanded our service delivery, all while staying true to the radical hospitality and compassionate care that have been the foundation of our work for nearly 25 years. As we continue to grow and evolve, I am deeply proud of the work we are doing to serve our community, and I look forward to the opportunities ahead as we continue to walk alongside our unhoused neighbors in their journey toward hope and greater levels of stability.

STAFF TRANSITIONS

2024 marked a year of meaningful staff transitions at Trinity Center, as two remarkable individuals took new steps in their professional journeys. Eunice Garcia, who joined Trinity Center in 2022 as our Volunteer and Communications Coordinator, brought a deep commitment to service and an unwavering dedication to our mission. Over the course of her two years in her role, Eunice not only excelled in her responsibilities but also embraced the opportunity to step into a new role as one of our Social Work Case Managers at the start of 2024. Her approach to service was always infused with the spirit of radical hospitality—going above and beyond to care for our neighbors with compassion and grace. Eunice has now embarked on an exciting new chapter as a full-time student, pursuing her master's degree, and we could not be prouder of her accomplishments and bright future.

William Day, who joined Trinity Center in the Fall of 2022 as Operations Coordinator, played an integral role during a pivotal time for the agency. Coming aboard near the tail end of the pandemic, William was key in the planning and execution of our return to indoor meal service, helping to restore the sense of community and connection that defines Trinity Center. His work also encompassed the ID Assistance Program and Bus Pass Distribution, both of which have been vital in supporting thousands of individuals as they work toward greater stability. William has now taken his skills and passion to a new space, and we are excited to see the continued impact he will have.

We are deeply grateful for the time, talent, and heart that both Eunice and William brought to Trinity Center. Their contributions have made a lasting impact, and we wish them all the best as they continue to grow and pursue their next endeavors.

While 2024 brought some bittersweet goodbyes to our cherished team members, it also brought exciting new faces and fresh energy to Trinity Center. We are thrilled to introduce the newest members of our team, each of whom has already made a meaningful impact on our work. Manuela Arango joined Trinity Center in the Spring as our Volunteer and Communications Coordinator. With a wealth of experience in digital spaces, along with exceptional leadership and communication skills, Manuela has quickly become an invaluable asset to our team. Her dedication to fostering connections and amplifying our mission has been instrumental in strengthening both our volunteer program and communication efforts.

In the summer, we welcomed Bart Whittington as our Case Management Supervisor. Bart has embraced a season of continuous learning in the field of homeless services, and his thoughtful approach has helped shape our Case Management Program into one that is both impactful and intentional. With a strong background in management, operations, and social services, Bart brings a wealth of expertise and passion to his role, ensuring our clients receive the best possible support. Also in the summer, Trinity Center was delighted to welcome Carter Leer to our team. Carter stepped into a pivotal role as the lead supervisor for our Cooling Center Initiative, a critical service we provided during the hottest months of the year (more details in the next section). His leadership, dedication, and compassionate approach during this initiative were truly remarkable. After the initiative wrapped up, Carter's commitment to our mission continued, and he took on a key position within our Operations team. As we move into 2025, we are beyond thrilled to have Carter joining us full-time as our new Operations Coordinator. His organizational skills, thoughtful leadership, and deep care for our community make him an invaluable addition to our staff. We are confident that Carter will not only enhance our day-to-day operations but also play a crucial role in strengthening our overall impact, helping us serve those in need with even greater efficiency and heart.

Lastly, in the Fall of 2024, we were excited to add Robert Parent to our team as a Case Manager. Robert comes to us with extensive experience in homeless services, having previously worked with organizations such as Front Steps and Caritas. From day one, Robert has demonstrated a strong commitment to working closely with each of his clients, focusing on helping them access social security benefits, secure housing, and achieve greater stability. We are deeply grateful for the skills, compassion, and energy that Manuela, Bart, Carter and Robert bring to Trinity Center. Their contributions are already making a significant difference in the lives of the individuals we serve, and we look forward to the continued impact they will have on our community.

COOLING CENTER INITIATIVE

A standout initiative for Trinity Center in 2024 was serving as

a Cooling Center for downtown Austin, in partnership with St. David's Episcopal Church and the City of Austin. The initiative was a tremendous success in providing much-needed relief during the scorching summer months. Beginning in July and running through September, Trinity Center extended its operating hours from 8A-6P, Monday through Friday, offering a safe, air-conditioned space, where individuals experiencing homelessness could escape the heat and access vital services. Each day, Trinity Center provided showers, clothing, bus passes, meals, cooling packs, and housing assessments to hundreds of individuals. Over the course of the pilot, we saw a total of 6,418 visits, served 3,188 meals, provided 934 showers, distributed 521 two-year bus passes, 1,360 clothing outfits, and 1,658 hygiene packs, and offered 132 housing assessments to neighbors, all demonstrating the significant impact of this initiative on those we serve. With a team of 6 full-time staff and 7 additional staff members hired specifically for the initiative—including 2 unhoused individuals—volunteers and staff worked together to create a warm, supportive environment.

Moving forward, Trinity Center hopes to consider serving as a Cooling Center again for this summer, expanding its hours and services to meet growing demand and address additional needs such as more mental health support, engaging activities, and additional case management. The success of the Cooling Center Pilot has reinforced the importance of building community partnerships and offering a holistic approach to supporting our unhoused neighbors, and we are excited to explore a potential future opportunity for 2025.

SERVICES

In 2024, Trinity Center had the privilege of welcoming over 30,000 individuals through our doors. Many came seeking essential services, while others found a peaceful refuge from the elements, often with a snack in hand and a warm cup of coffee to enjoy. Each person who entered our space was met with care, compassion, and a sense of belonging. As we reflect on the year, we are proud to share the many ways Trinity Center was able to serve our community, offering not only vital services but also a place of comfort and connection. Here's a look at what we accomplished together throughout the year:

Meal Distribution – In 2024, Trinity Center continued to be a reliable source of nourishment and care for our neighbors, consistently meeting their needs through a variety of food programs. We proudly maintained our commitment to providing breakfast every weekday, continuing to be one of the only agencies in downtown Austin to do so. In partnership with Texas Coffee Traders, we served an impressive 14,749 breakfast meals, offering both sustenance and a nourishing welcome to start the day. Alongside this, we distributed 5,586 snacks, made possible by the generous contributions of the Central Texas Food Bank, Royal Blue Groceries, and St. David's kitchen.

Our Sunday Streets Ministry – with the support of El Milagro

Tortilla, served 2,240 lunch meals, providing a much-needed meal in the downtown area on a weekend day when there are so few options. In partnership with St. Michael's Episcopal Church, we distributed over 500 lunch sacks, and during the holidays, thanks to the combined efforts of Our Savior Lutheran Church and St. David's Episcopal Church Kitchen, we were able to serve 300+ hot meals. Together, these efforts resulted in a total of 23,075 meals and food items distributed, all reflecting the power of community and the deep care we have for our neighbors in need.

Financial Assistance Program – At Trinity Center, we recognize that having a government-issued ID is a key step toward stability and independence. It opens doors to housing programs, employment, healthcare, food access, and transportation—resources that are essential for improving lives. Our ID assistance program, led by our dedicated Operations Coordinator and supported by volunteers Martha Degrasse, Catherine Robb, and Charles Moody, made a profound impact in 2024. Together, we helped neighbors secure 537 Texas ID cards, 107 Texas driver's licenses, and 351 birth certificates from both in-state and out-of-state. Beyond IDs, we also provided critical support with 56 Food Handler and TABC Permit courses and helped 98 individuals cover prescription co-pays.

2024 also marked the third year of our partnership with the Downtown Austin Alliance for our diversion program. Through this collaboration, Trinity Center was able to purchase 268 Greyhound bus tickets, reuniting individuals with family or friends who welcomed them into stable housing, effectively ending their homelessness. In total, we assisted 1,417 neighbors in 2024, offering not just documents and services, but a path toward a better future.

Partner Programs – At Trinity Center, collaboration has always been at the heart of our work, and we are deeply grateful for the churches and organizations that partner with us to support our neighbors. Through these meaningful collaborations, we can provide essential services that make a difference in the lives of our unhoused neighbors. In 2024, we were fortunate to partner with and achieve amazing things through several incredible organizations, including St. Mark's Episcopal Church, Tarrytown United Methodist Church, El Buen Samaritano, SAFE Alliance, The Central Texas Food Bank, Community Care, and many more. St. Mark's Episcopal Church's shower ministry for women provided over 450 private showers, while Tarrytown United Methodist Church's shower ministry for men offered more than 550 showers. Additionally, Community Care successfully enrolled 400+ individuals in the Medical Access Program (MAP) and, through partnerships with The Central Texas Food Bank and El Buen Samaritano, 460 SNAP/Food Stamp applications were completed. Our clothing closet volunteers also provided over 3,200 outfits to neighbors, with 2,000+ women served on Mondays and 1,200+ men on Fridays.

We are also deeply thankful for the congregations that have continued to meet the spiritual needs of our community through our Sunday Streets Service and meal. These faithful groups—St.

David's Episcopal Church, St. Michael's Episcopal Church, St. Mark's Episcopal Church, The Church of the Good Shepherd, St. Stephen's Episcopal Church, St. James' Episcopal Church, Trinity Episcopal School, St. Joan of Arc Episcopal Church, Westminster Presbyterian Church, and Tarrytown United Methodist Church—welcomed and served 1,423 neighbors in 2024, offering both spiritual nourishment and a warm meal.

Case Management – In 2024, Trinity Center's Case Management Program played a vital role in supporting 158 neighbors, offering personalized guidance and assistance through some of life's most challenging circumstances. Our dedicated team of case managers—comprised of both paid staff and university interns—worked tirelessly to navigate the complexities of benefit systems, ensuring each individual received the care and attention they deserved. Through this program, Trinity Center provided crucial financial support for 90 client needs, purchasing items such as sleeping bags, tents, cell phones, chargers, flashlights, clothing, employment supplies, backpacks, eyeglasses, and even international identification documents. Additionally, we were able to assist newly housed clients with HEB Gift Cards, helping them settle into their new homes with dignity.

A significant focus of our case management services in 2024 was housing stability. We provided financial assistance with 36 housing-related transactions, including 11 application and administrative fees, 10 security deposits, 13 instances of rental assistance, and 2 instances of utility support. Despite the challenges of a competitive housing market, we are proud to have helped 14 clients secure permanent housing in 2024! The relentless commitment of our case management team is a beacon of hope for many, and we are excited to build on these successes in 2025, creating even more opportunities for transformation and stability.

CONCLUSION

As we reflect on the year and all that we've accomplished together, we are reminded that none of this would be possible without the unwavering support of our community—our donors, volunteers, and partner organizations and congregations. Your generosity, compassion, and commitment are what enable us to continue offering the life-changing services that so many of our unhoused neighbors rely on. With your help, Trinity Center continues to be a beacon of hope and a place where individuals in need can always find safety, intentional support, and paths toward individual stability.

Looking ahead, we are filled with optimism for the future. The need continues to be great, but so is our resolve. As we continue to build on our foundation of care, we continue to aim to be a cornerstone of transformation in the Austin community—an agency and ministry that stands firm in its commitment to the dignity and well-being of every person we serve. With your continued partnership and support, Trinity Center will remain a place where our neighbors are not just seen, but truly acknowledged, empowered, and supported in their journey toward a brighter tomorrow. Thank you for walking alongside us

– together, we are making a lasting difference.

YOUNG ADULT MINISTRY

Kelsey Cooper, Director of Youth and Young Adult Ministries

Austin-Area EpiscoPals held steady to an average of about nine attendees to each program, which is similar to our fall numbers from 2023. However, what that number fails to communicate is that the fall semester exploded in participation. More than once, I had to quickly pivot who was hosting that night because we suddenly had more RSVPs than could fit in the host's home! I think this late-year growth is largely because of two factors:

1) We held to our 50% formation/guest speaker, 50% fun/fellowship regular programming split. For our formation offerings this year, we talked Queering the Bible with Dr. Mona West, Co-Creation Theology with Dr. Nathan Jennings, Disaster Response Ministry with the Rev. Christine Brunson, Exorcism & Demons with the Rev. Kristin Braun, and Prayer with the Rev. Cameron Spoor. These events were engaging and mostly brought in excellent participation.

2) The St. David's communications team keeps our website engaging, easy to navigate, and continually updated, which is how most newcomers in the young adult demographic are going to connect with us. I'm so thankful for their care and diligence; they make us look good!

Tapestry Austin launched in June 2024 in partnership with St. Matthew's Episcopal Church. Co-led by myself and the Rev. Allen Junek, this ministry brings together the many young adult Episcopal ministries in Austin to do a monthly Bible study. We averaged nine in attendance, with six churches participating in 2024. This ministry is growing and I'm excited to see where the Holy Spirit leads us in 2025.

YOUTH MINISTRY

Kelsey Cooper, Director of Youth and Young Adult Ministries

Sara Cannon, Assistant Director of Youth Ministry

For Youth Ministry, 2024 was a year of continuing so much of what we had established in 2023 and keeping it thriving. We grew our regular weekly programming by 3-5 students on average as compared to the year before. This is a growth rate of ~20% which I am so very proud of. The energy in the space grew more electric and, at times, chaotic – but it wouldn't be youth ministry if that weren't the case! Our youth are kind, welcoming, and utter goofballs; their presence and unique youth group culture are what I believe keeps us growing.

In June, 13 youth and five adults gathered for our Youth Service Weekend. We worked in Trinity Center and El Buen Samaritano's Community Garden. We prayed Compline together, defied gravity at Altitude Trampoline Park, and

watched Wonka before bed. It was a weekend of service, prayer, and general goofiness.

We relaunched and re-branded our acolyte program. In September, we held a workshop to join the Sacred Order of Acolytes. We recruited a shocking 17 new acolytes through this program using a gamified training to train 25 total acolytes that day!

Finally, we started a whole new ministry right before the end of the year! Yarn & Yap is a ministry for youth (but really anybody) who wants to crochet or knit and chat once a month during Lunch for All. This is a perfect example of those strange organic things that just pop up out of nowhere thanks to a random Sunday morning conversation. I love to watch the Holy Spirit work!

A few takeaways for this year: In the summer, we joined Children's Ministry's Brick Bible series. It was a great program for kids, but ultimately didn't draw in many youth. I'm brainstorming new ways to engage youth on Sundays in the summer. Our adult volunteers are what make this ministry happen; Mary Lenz served almost every single Sunday in 2024 and I'm so thankful for her. And of course, I must always give thanks for my Assistant Director of Youth Ministry Sara Cannon. She's a steady presence in this ministry and is always willing to meet my eyes to share a smile when someone says something completely unhinged – which happens often, because of course, this is youth ministry.

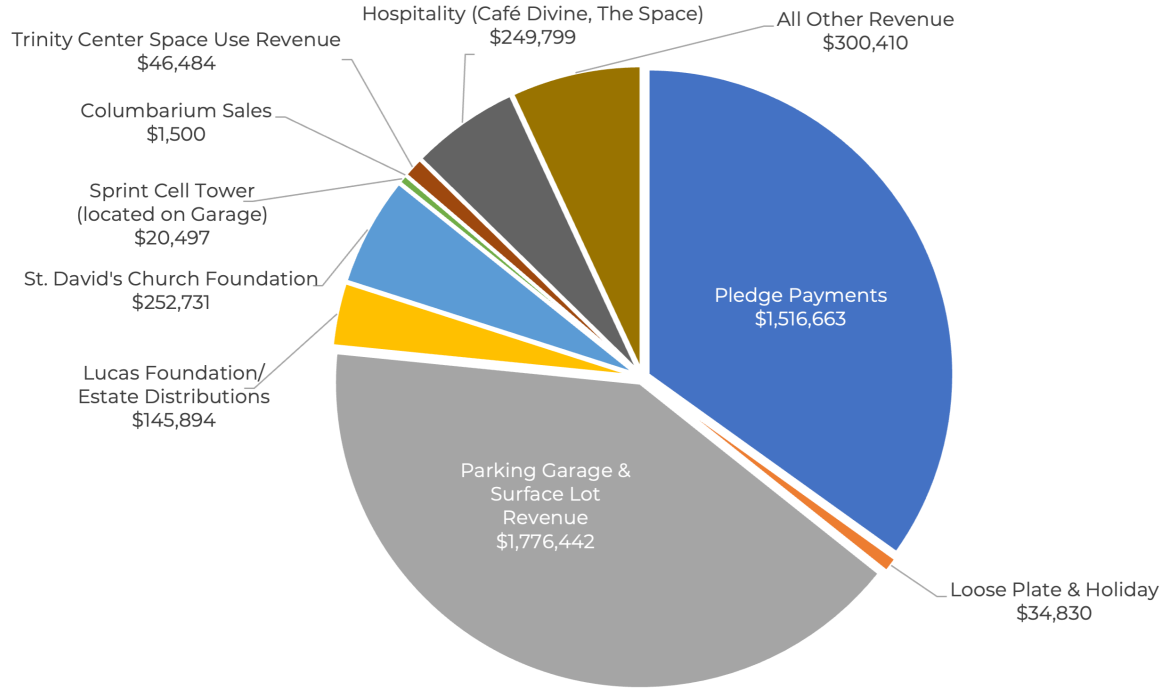
FINANCIALS

	Unaudited	2024	2025
REVENUES	2024 Actual	Budget	Budget
Pledge Payments	1,516,663	1,500,000	1,600,000
Loose Plate & Holiday	34,830	30,000	35,000
Parking Garage & Surface Lot Revenue	1,776,442	1,782,050	1,588,000
Lucas Foundation/Estate Distributions	145,894	104,000	106,200
St. David's Church Foundation	252,731	250,000	255,000
Sprint Cell Tower (located on garage)	20,497	22,300	22,350
Columbarium Sales	1,500	6,000	3,000
Trinity Center Space Use Revenue	46,484	42,885	43,350
Hospitality (Café Divine, The Space)	249,799	290,300	261,500
All Other Revenue	300,410	116,700	52,800
TOTAL REVENUES	4,345,250	4,144,235	3,967,200
EXPENSES			
Clergy & Pastoral Care	35,001	37,000	35,000
Worship & Music Ministry	73,596	79,400	74,600
Formation Ministries & The Abbey	55,344	59,150	55,350
Community Engagement & Outreach	29,081	34,500	35,700
Communications & Stewardship	33,449	39,000	40,000
Hospitality (Café Divine, The Space)	94,090	92,700	93,300
Administration	407,907	372,700	361,900
Diocesan Assessment & Episcopal Support	393,497	394,574	394,384
Facilities	349,809	283,980	266,100
Utilities	222,677	206,500	232,500
Payroll & Benefits Expenses	2,652,165	2,444,481	2,746,351
All Other Expenses	11,776	7,600	11,400
TOTAL EXPENSES	4,358,392	4,051,585	4,346,585
SURPLUS (DEFICIT)	(13,143)	92,650	(379,385)
* One-Time Disbursement from Church Foundation	N/A	N/A	382,500
SURPLUS (DEFICIT)	(13,143)	92,650	3,115

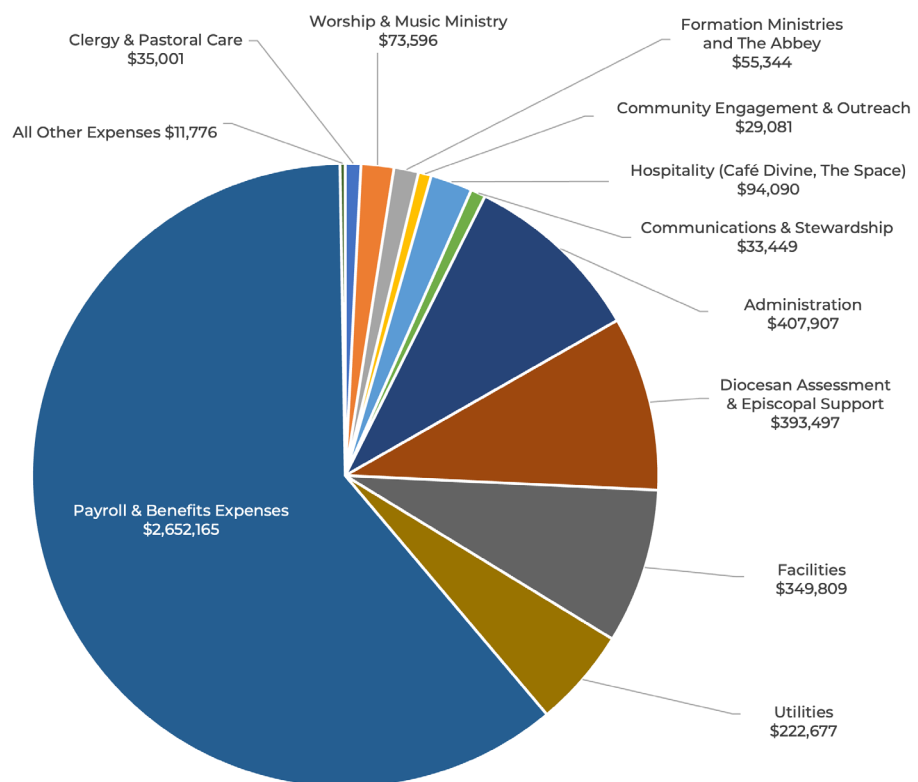
* The St. David's Church Foundation approved the vestry request for a one-time disbursement for 2025 to cover the loss of garage revenue and projected 2025 deficit.

2024 Financials

2024 ACTUAL REVENUES



2024 ACTUAL EXPENSES



2024 ANNUAL GIVING CAMPAIGN DONORS

as of Jan. 15, 2025

Your giving commitment allows St. David's to establish a responsible budget for our Christ-centered ministries to reach their full potential. Thank you to our parishioners and friends listed below who have made a giving commitment to God and our future together. For more information or if we need to add your name, please contact Eric Malnassy at eric.malnassy@stdave.org.

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2024 ANNUAL GIVING CAMPAIGN DONORS

continued

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Dan Salter	Billy K and Wissie Thomson	

2024 CHRISTMAS & EASTER – GIFTS & FLOWERS DONORS

as of Jan. 15, 2025

Thank you to our parishioners and friends listed below for sharing your gifts at St. David's. For more information or if we need to add your name, please contact Eric Malnassy at eric.malnassy@stdave.org.

Julie Anglin
Brent Landau and Elizabeth Bangs
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Natalie and Brian Maloney
Doug and Susan Mangum
Mindy Marble
Allison Marshall
Roy Larsen and Victoria Mason
Osler McCarthy and Diana Dawson
Dusty and Ruth McDonald
Johanna McGinnis
Eugene Medellin
Scott and Leanna Miles
Ron Miller
Charles and Kirsten Moody
Jonathan Mudge
Ted and Bunny Neible
Patrick Nugent
Derek and Elizabeth Pang
Julie Parrish
Asanga and Rajindri Perera
The Rev. Carol Petty and George Zwicker

David Phillips and Kate LeSueur
Peter and Louise Pincoffs
Cath Polito
Dawn Reed
Edith Reed
Jim Robertson and Melinda Taylor
Mary Rose and Marc Musick
Danny and Kyle Salas-Porras
Art and Merrell Anne Shearer
Judi Siff
Colby Simpson and Lauren Cunningham
Jen Stayton and Charles Mead
Sabra and Bob Sweeney
Gayle Tharp
Haley Thayer
Myint Thein
Vic and Susan Tomlinson
Karen Vinson
Amy Waltz-Reasonover
Zack Ward
Grayson Wills
Nancy Wilson
John Works and Kimberly Horne
Robbie Wortman
Anonymous (4)