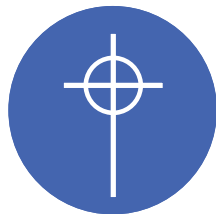
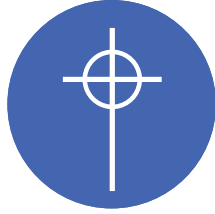




2024 Annual Reports



Christ Church Charlotte
CHRIST EPISCOPAL CHURCH



Christ Church Charlotte
CHRIST EPISCOPAL CHURCH

Our Mission

To engage, equip, and empower people to love God, care for each other and serve the world in the name of Christ.

Our Vision

We aspire to be Christ's Church in the world.

Our Core Values

We are a Christ-centered Episcopal Church rooted in scripture, tradition and reason; respectful of and strengthened by our differences. We are committed to being a loving community of support and spiritual growth; being faithful stewards of God's many blessings; and using God's gifts to serve the needs of our community and world. We are inspired by the belief that with God's help we will accomplish whatever God calls us to do.

(Adopted by the Vestry, 2007)

2024 VESTRY

Wellford Tabor, *Senior Warden*
Virginia Anderson, *Junior Warden*
Dick Parkhurst, *Treasurer*

Marks Arnold
Ginny Cobb
Kathleen Dean
Charlie Deason
Lise Hinton
Laurie Howell
Sarah Kain
Arrington Mixon
Allison Popp
Carl Showalter
Margaret Siegel
Ned Waller
John Wickham

RECTOR'S REPORT

The Reverend Chip Edens

Dear Friends,

As I reflect on this past year, I am overwhelmed with gratitude for the many ways God's grace has been evident in our life together. Christ Church continues to be a place of faith, connection, and hope – a spiritual home where lives are transformed, relationships are nurtured, and God's love is made tangible.

Faith That Inspires and Anchors

Through inspiring worship, transformative music, and vibrant faith formation, we have grown deeper in our spiritual journey. This year, nearly 90 children participated in choirs and music programs, regularly leading worship and bringing joy to our services. Events like the "Ben & Friends" concert and our collaboration with the Queen's University Chamber Orchestra for "Music During a Time of Anxiety" demonstrated music's profound ability to connect and heal.

Our Faith Forum speakers brought engaging and thought-provoking discussions to our community, offering opportunities to explore the intersection of faith and life. These conversations enriched our understanding and deepened our commitment to living out the Gospel in meaningful ways.

Outreach That Transforms Lives

Our mission to serve has touched lives near and far. This year, we completed our 36th Habitat for Humanity build, fostering connections through neighborhood prayer walks. We raised over \$90,000 for Hurricane Helene relief, meeting critical needs with love and generosity. We also partnered with the Housing Impact Fund, supporting families at Shamrock Gardens through a Community Health Worker and hosted our first Partner Forum, equipping local nonprofits with tools for greater impact. These efforts reflect our commitment to sharing God's love in tangible and transformative ways.

Connection and Care at the Center of Our Community

This year, we welcomed 175 newcomer households (over 300 total members) and celebrated vibrant parish life through events like Fall Parish Day and Trunk or Treat, which drew over 1,000 participants. The opening of The Center for Wellbeing and Care expanded our capacity to offer healing and renewal, with over 390 counseling sessions, weekly prayer gatherings, and a new team of lay chaplains providing spiritual and emotional support to all.

Gratitude for Our People

None of this would be possible without the extraordinary dedication of our clergy, staff, and countless volunteers. I give thanks daily for the most talented team of clergy and staff, whose passion and gifts inspire us all. And to our volunteers, who give so generously of their time and talents, thank you for embodying the spirit of Christ in all you do. Together, you make this church a place of welcome, growth, and transformation.

Looking Ahead with Hope

As we celebrate all that God has done through Christ Church in 2024, we are excited about what lies ahead. The construction of our new Community Life Center will soon begin, creating a hub for both church and community activities. This space will enable us to grow deeper in faith, closer in connection, and more generous in our life together. It is a bold step into the future, grounded in our shared mission to love and serve as Christ calls us.

Thank you for your generosity, your service, and your commitment to this extraordinary community. It is a joy and a privilege to serve alongside you as we continue to grow together in faith, hope, and love.

With gratitude and blessings,

Chip

Chip

VICAR'S REPORT

The Reverend Joshua Case

What an incredible year of faith, growth, and community. In 2024, Christ Church has continued to live into our three core priorities – Faith, Connection, and Wellbeing for All – in ways that have deepened our shared spiritual journey and strengthened the connections of our spiritual home.

This year has been all about faith, connection and wellbeing for all. Across generations, longtime members and newcomers alike have engaged with our ministry offerings, from the vibrant worship services to the countless ways we nurture each other's wellbeing and spiritual growth. Whether gathering onsite, connecting digitally, or engaging in outreach, the Christ Church community has shown a remarkable commitment to living out our call as vibrant part of the Episcopal Branch of the Jesus Movement.

Faith

The foundation of everything we do remains our worship and liturgy. With an average of 780 people worshipping weekly onsite (this fall), we've seen a steady increase in participation across our five Sunday services and two weekday offerings. The introduction of "The Bridge," our intergenerational worship service, and two series of The Well service during Lent and fall, reflect our creativity in meeting the spiritual needs of all ages.

As you will read in our Digital Ministry Report, we continue to expand in meaningful ways, with livestreams, sermon videos, and weekly devotionals ensuring that worship and faith formation is accessible wherever people are. Additionally, with our re-launch of our digital database, we are now able to be more connected than ever across and within the parish and ministries.

Connection

As a community and staff, we've prioritized creating spaces and experiences where relationships can deepen and flourish. Our newcomers have been welcomed through regular gatherings and our new engagement ministry has been steadily at the work of creatively discerning how we can best meet the spiritual needs of our entire parish family.

Another major point of connection and flourishing has been our CCK community. CCK continues to thrive under the leadership of Meredith Sorrell and a highly engaged Board of Directors. CCK now has the largest number of students in school history and the staffs of the school and the church work together to plan and facilitate opportunities for shared faith, wellbeing and outreach. Our expanded facilities – through the Transforming Hearts campaign – have allowed the school to grow in enrollment. Our Children's Ministries have also benefited from these new spaces.

Wellbeing for All

In 2024 our mission to care for others has continued to shine through initiatives like the Transforming Hearts campaign and the advancement of The Center for Wellbeing and Care. This growing expression of our commitment to wellbeing AND congregational care has provided a support for individuals and families – walking with people in moments of joy and sorrow. Additionally, as you will read elsewhere, our commitment to the wellbeing of the City has never been stronger.

Onwards, Together

As you'll note across all ministry reports, 2024 has been a pivotal year for Christ Church as we've continued to meet the needs of our community and world in real time. Together, I believe we are embodying the Good News of

God's love in a world that desperately needs it. As we look to 2025, I encourage you to dream with us and to join in the good work here begun.

As we think about resolutions for the new year, ask what might faith, connection, and wellbeing look like in your life and the life of our church. How might we continue to share Christ's light in new and unexpected ways? What are ways you or your family might join with us in being Christ's Church in the world through your sharing of your gifts of time, talent and treasure?

Thank you for the countless ways you give of yourselves to this community. You are Christ's Church, and it is a privilege to walk this journey of faith with you.

Plotting goodness,

Reverend Joshua Case

ASSOCIATE RECTORS

The Reverend Joan Kilian

How can it be time for this report already again? Once again, it has been a year full of opportunity for Outreach & Mission. Please take the time to read the Outreach & Mission Commission report from Mark Landers, our wonderful Commission Chair.

In addition to our thoughtful and engaged Commission, I have the privilege and pleasure of working with Laura Konitzer, our Director of Outreach & Mission, and Lesley Peace, our Administrative Assistant. Together, we form Team OM and we create and organize educational and volunteer opportunities both onsite and out in our city. We want to help make this city – and really far beyond – a little more like the Kingdom of God. In addition to Mark, who is serving in his second year as Commission chair, we have eleven others, including a youth representative (yea, Molly!) who are passionate about creating faith, connection, and wellbeing for all. In the case of Outreach & Mission, the emphasis is on the “for all.” But it would all be for naught if we didn’t have you as our volunteers, the hands and heart and feet of Christ, to be involved in these ministries. Here is a short, non-exhaustive list of some of the things you have made happen this year:

- bringing winter essentials, hurricane relief items, diaper/period/incontinent products, school supplies, staple food goods, toiletry items, household cleaning supplies, gift cards, or other things for the various drives we have
- providing nutritional support to our food-insecure neighbors through Matthew 25 casseroles, serving dinner at the Men’s Shelter, and delivering Friendship Trays (CLT’s Meals on Wheels)
- providing a roof over the head of people who are in need of affordable housing and shelter through Habitat, The Relatives and Room In The Inn
- helping children develop their math, literacy and leadership skills at Rama Road Elementary through tutoring and working with Girl Scouts
- adopting lifestyle practices that help better care and sustain God’s incredible creation
- working toward the reality of Beloved Community

Through the generous funding provided by this congregation toward our annual budget, donations and bequests to the Foundation and to the Transforming Hearts capital campaign, and your purchases through the Good News Shop, Christ Church partners with more than five dozen organizations. These organizations are primarily in Charlotte, but many of them bring hope and healing far beyond our city, state, and even country. Some partners are affiliated with the Episcopal Church (e.g. Episcopal Relief and Development) while many are not. We are able to reach women and children, the incarcerated, those experiencing homelessness and food insecurity, newly arrived immigrants and refugees, and veterans.

I find these interconnected relationships to be life-giving, both to me personally and to our congregation. This is what it means to be the Church. When we are engaged in these relationships, they are mutually upbuilding and hope-filled. We are all called by God to live into our baptismal covenant – to seek and serve Christ in all persons, loving our neighbors as ourselves, and to strive for justice and peace among all people, and respecting the dignity of every human being. Some of us wear a collar in our calling and have specific things to do like preach, teach, and celebrate. But we all have a call to bring healing, hope, and light into this troubled world by listening to, walking with, and loving all God’s children. Thank you for the opportunity of worshiping and serving with you. If you would like to learn more about Outreach, you can subscribe to our monthly newsletter at christchurchcharlotte.org/serve-the-world/.

The Reverend Connor Gwin

As the Associate Rector for Wellbeing and Care, this has been a landmark year for our ministry. It is a privilege to serve our vibrant congregation of over 6,000 members, and I am honored to report on the accomplishments and growth we have achieved together in 2024. The year was defined by exciting milestones, meaningful connections, and steadfast commitment to the spiritual care of our community.

The Center for Wellbeing and Care

A pinnacle achievement of 2024 was the successful launch and opening of The Center for Wellbeing and Care, a long-awaited dream realized and made possible through the generosity of the parish. The Center serves as a cornerstone of our commitment to holistic wellbeing, offering resources and care that nurture both mind and spirit.

Expanding Lay Leadership

This year, we trained and commissioned 13 lay chaplains to serve as connection points for parishioners with their Spiritual Home. These dedicated individuals extend the care and compassion of Christ Church into the lives of those who need it most, fostering deeper relationships and ensuring no one feels disconnected from their faith community.

Enhancing Professional Staff

To meet the growing needs of our congregation, we welcomed two new team members to The Center for Wellbeing and Care:

- Amy Styers-Bisette, Therapist and Wellbeing Educator: Amy brings a wealth of experience and insight to her role, offering counseling services to those navigating life's challenges.
- Elizabeth Angerson, Program Coordinator: Elizabeth's organizational skills and vision have been instrumental in managing the Center's programs and ensuring their success.

Their contributions have already enriched our offerings and deepened the impact of our ministry.

Congregational Care

In addition to these transformative initiatives, the core work of congregational care remains at the heart of my ministry. This year, I have continued to walk alongside our members in times of joy, transition, and sorrow. Highlights include:

- Baptisms: Celebrating new life in Christ with families and their loved ones.
- Weddings: Guiding couples as they embark on their journey of marriage.
- Hospital Visits: Providing comfort and prayer to those facing health challenges.
- Funerals: Honoring lives well-lived and offering solace to grieving families.

Each of these sacred moments underscores the privilege of being present for our members at pivotal points in their lives.

Looking Ahead

As we reflect on 2024, we look forward to building on this year's momentum. The Center for Wellbeing and Care will continue to grow its offerings, deepen its impact, and serve as a beacon of hope and support for all who seek it. Together, we will strive to uphold our mission of loving God, caring for each other, and serving the world.

Thank you for entrusting me with the opportunity to serve as your Associate Rector for Wellbeing and Care. It is a joy and a blessing to journey alongside this incredible community of faith.

The Reverend Allen Pruitt

I have been proud to serve at Christ Church for nearly three years now. Since those first moments of interviewing in the fall of 2021 and especially since beginning my work in the winter of 2022, it has been the generous spirit of Christ Church and her people that stands out the most. Programs are fun and are a great way for us to deepen relationships with each other and our relationship with God, but the most important thing we do is offer ourselves to each other in care and laughter and learning.

You can read about more of our programs and offerings in the report from my wonderful colleague Scottie Stamper, Director of Adult Spiritual Formation. It is my joy to be on a team with Scottie and with Rosalyn Lackey, our Administrative Assistant. The creativity they bring to this work feeds my soul.

Relationship is the key word when I think about where we have been and where we are going in Adult Formation. On the deepest level, we don't invite you into these programs so that you can learn more "about" God, but rather that you can develop a deeper and deeper faith IN God. Believing the right things about God will never take you as far as developing your trust in the God who saves and who seeks us out.

This past year our program area has sought to do that through emphasizing small groups in our existing programs. The continued post-COVID resurgence of the Christ Church Women's Bible Study has been a gratifying example. It is great fun to teach a class to 60 curious, energetic people, but it's even more wonderful to walk the halls afterwards and hear the chatter of their conversations and their care for each other.

Another example is the continued development of our Stronger Together men's groups. We've always had breakfast on first Wednesdays, but there's only so much time for talking at those early morning meetings. We've added a small group component to that every third Friday. Bible Study is the container for those conversations, but relationship and friendship are the real goal, developing opportunities for deeper trust and thereby deeper friendship.

I can't look backward without remarking on our wonderful pilgrimage to Italy, following in the footsteps of St. Francis. It was remarkable to discover the depth of Francis' spirituality with a deeply curious group of people. Francis believed that God was everywhere: in good food, in the love of pets, and even in the most difficult person we meet. Cultivating practices of peace is important for us all, because God calls us to be instruments of that peace in our world today!

In 2025, look for the return of a "program" initiated by my predecessor, Matt Holcombe. He helped develop a fantastic resource in "The Good Book: Beginning to End." We invite you into a journey of reading the Bible from start to finish. You can read on your own, but we also invite you to reflect on those readings each week in a group. Watch communications for more information about this and plan to get started in the first couple of weeks of 2025.

The Reverend Elizabeth Walker

In 2024, ministries for young adults, youth, children, families, and CCK were vibrant, and each new season brought energy and growth. I am grateful to have been in my role with Young Adults, Families, and CCK for a year and to have worked with the following ministry areas and leaders:

The Children's Ministry team, led by Sarah Ford and LaQuita Lindsay, and (hired in 2024 as Administrative Assistant) Ashley Robinson, delivers a weekly Sunday School program and seasonal offerings across preschool and elementary ages and stages. Vacation Bible School 2024 was a particular highlight, as the curriculum and music were created at Christ Church. Additionally, this team, along with the Youth Team and Wellness Team planned a Kanuga Family Wellness Retreat over Labor Day 2024, which was a popular and positive way for families to re-engage after summer break and to kick off the program year together.

The Youth Team continues to passionately care for middle schoolers, high schoolers, and their families with engaging offerings, under the leadership of Savannah Jane Williams, Alice deVries, and Genie Richards. Savannah Jane and Genie were both hired during 2024 and their experience and commitment has been a gift to youth and families, and has allowed the youth program to thrive on Sunday mornings and evenings, weeknight evenings, on high school retreats in fall and winter, and with 16 youth pilgrims on the Camino de Santiago.

My role as CCK Chaplain allows me to get to know families and staff, as I have led chapel services for children and parents, staff prayer times, and joined in daily preschool life that includes parent gatherings, board meetings, and an evening hosting Room In The Inn. The entire clergy team and Christ Church staff support this ministry.

The Young Adult Ministry at Christ Church continues to grow under the leadership of Kathryn Saunders, with regular events that are rich in fellowship and formation. Young Adults are welcomed into all aspects of Christ Church life through classes, faith forums, service opportunities, and monthly social gatherings.

These ministries, in addition to the opportunities that I have to teach, to speak, to preach, to sit with commissions and planning teams, and to get to know the people of this community fill my days and my heart. I look forward to our continued ministry together.

SENIOR WARDEN

Submitted by Wellford Tabor

In 2024, the Vestry kicked off the year with our Vestry Retreat on January 19 – 21. As we discussed the most important opportunities in front of us for the year, we recognized the need to stay focused on executing the initiatives that had been adopted as part of the Strategic Direction work which culminated in the Transforming Hearts campaign. These initiatives focus on faith, connection, and wellbeing for all and are:

- Spiritual Growth
- Center for Wellbeing
- Engagement and Hospitality
- Sacred Spaces
- Digital Ministries
- East Charlotte Community Wellbeing
- Creation Care
- Faith Community Partnerships

With the Transforming Hearts campaign underway, we also recognized the importance of supporting the messaging and solicitation efforts of the campaign. Through tremendous work of Campaign Chair Chris Ullrich, his cabinet of volunteers, and our church staff, we were able to complete an incredibly successful campaign, surpassing our initial goals and raising a total of more than \$33 million in commitments.

The Sacred Spaces Implementation Team and various subcommittees have done tremendous work with the design of the Center for Wellbeing and the new Parish Life building. The Center for Wellbeing was completed in October and is now in full use, offering increased access to members of our congregation seeking support. Additionally, our parking lots were modified and transformed in anticipation of the new Parish Hall and that construction will kick off this year.

Importantly, our success with Transforming Hearts positions us to make our biggest financial impact to outreach in the history of our Church as 10% of the funds paid into Transforming Hearts will be used for outreach into the community around us.

Our church is growing. New children into existing families. New faces at services and church events. The energy is palpable. While growth feels good, Church leadership knows that the quality of the Christ Church experience and the strength of our congregational community is far more important than its size.

As 2024 came to a close, we all got to revel in the services and traditions that make our Christmas season so special.

As my tremendous co-warden Virginia Anderson and I hand the reins to Carl Showalter and Ginny Cobb for the 2025 year, I want to specifically thank Kathleen Dean, Sarah Kain, and Marks Arnold, our Vestry classmates, for their steadfast efforts over these past three years. It has been an honor to serve in this role.

JUNIOR WARDEN

Submitted by Virginia Anderson

2024 has been a year of transformation for our church campus. The first steps of implementing the Transforming Hearts capital and ministries campaign are well underway. The initial work included the conversion of nursery suites in Christ Church Kindergarten into classrooms. That work was completed in time for CCK to use the new space as school opened in late August. The construction of the Center For Wellbeing and Care began in June and was completed in October. The beautiful new space has been in full use since it opened. Special thanks to parishioner Jane Coulter and her team for selecting colors, finishes, and furnishings that make the space especially welcoming and calming. Additional completed projects are listed below.

None of these projects would be possible without our amazing Facilities and Operations staff who have taken on this extra work on top of carrying on with their daily responsibilities. Christ Church is fortunate to have the dedicated team of Wendy Mauney (COO) and Jason Scofield (Director of Facilities) overseeing the renovations and preparing for the construction of The Community Life Center. The value of their extra work is remarkable, along with their support staff. This year, we said goodbye to one of our Sexton team, Greg Young, after 13 years at Christ Church. Clayton Pride and Nikki Rushing, along with our new Facilities Technician, DuWayne Lee, continue to help maintain our facilities and prepare our spaces for the many events that occur in multiple rooms throughout the week.

As we await the official groundbreaking of the Community Life Center, many parishioners and professionals are meeting regularly as individual and joint committees to ensure the smoothest process possible. Tim Garrison, our owner's representative for the construction, has been an important addition to the team as we work with Barringer Construction and Jenkins Peer Architects to complete the project.

2024 Project List

- Multiple plumbing and electrical repairs
- Office moves for new staff and staff displaced due to construction
- LED lighting upfits (Transforming Heart funding)
- Relocated parlor to the former Yellow Room
- Upgraded the fire alarm system building wide
- Window replacements in St. Francis/Rotunda building and ground floor of Memorial Garden
- Water fountain replacements (3)
- CCK playground door replacements
- Transitioned entire staff to SharePoint
- Upgraded server
- Reworked the former Rose Garden to add a seating area
- Installed outdoor water fountain near Ruth Garden
- Tree preservation and trimming
- Installed new memorial plaques and new cross plaque in Memorial Garden
- Awning for CCK
- Invisible String Garden

The following Sacred Spaces projects were completed:

- Parking Lot expansion
- Classroom renovations for Nursery/CCK
- Center for Wellbeing and Care
- Green Room renovation
- Blue Room renovation (new wall, paint, new A/V system)
- South Patio Renovation/Repair
- Chapel Plaster repairs (Transforming Hearts funding)

BUILDINGS, GROUNDS, AND MEMORIALS

Submitted by David M. Kern

This group provides general oversight and assistance to the Junior Warden and the Director of Facilities concerning matters involving the church buildings and campus. In addition, the Committee directs the use of undesigned gifts and memorials made to Christ Church. In this regard, the group attempts to match specific Church needs with the personality and particular interests/activities of the person in whose name a gift or memorial is given.

This year saw the completion of numerous much-needed repairs and improvements throughout the campus. A special thanks goes to Wendy Mauney (Chief Operating Officer), Jason Scofield (Director of Facilities), and Virginia Anderson (Junior Warden) for their tireless dedication and extraordinary work. The work of the Committee during 2024 has included the following:

- Assisting the Director of Facilities generally with various issues related to the construction of the new Center for Wellbeing and Care, renovations to the Blue Room, creation of the new Green Room, creation of the new Parlor (Bride's Room), and multiple renovations to the CCK classrooms
- Assisting the Director of Facilities with the removal of the deteriorated wooden cross on the exterior of All Saints' Hall and designing and preparing a new bronze cross
- Assisting with the installation of new brick pads and other brickwork in the Memorial Garden
- Installing additional memorial plaques in the Memorial Garden
- Assisting the Director of Facilities generally concerning roof repair in All Saints' Hall
- Assisting with the removal of dogwood trees and the replacement with new trees near the Chapel
- Assisting the Director of Facilities and the Junior Warden generally with developing and enhancing best practices for security throughout the campus
- Assisting with the installation of a garden and landscaping improvements in the Christ Church Kindergarten playground
- Acquiring new water fountains for the classroom building behind the Sanctuary
- Assisting generally with replacing existing fluorescent lights with LED bulbs throughout all buildings and installing new, more energy efficient windows in the St. Francis/Rotunda building
- Assisting the Director of Facilities with significant plaster repairs to the Nave and chapel
- Assisting generally with the demolition of the duplexes on the Church property and the installation of the additional parking lot
- Reworking, reconfiguring, and installing new plantings in the Rose Garden
- Applying memorial funds toward the purchase of handbells for the children's choirs
- Coordinating with the Director of Facilities and Junior Warden in reviewing, assessing and prioritizing present and future needs concerning all of the buildings and facilities throughout the Campus and communicating with the Transforming Hearts Campaign Sacred Spaces implementation committee
- Overseeing and funding numerous plantings and landscaping throughout the Campus, including trees and shrubbery beside the Sanctuary, removal of dead and storm-damaged trees, multiple plantings and improvements to the Memorial Garden, and the completion of a variety of specialized pruning and landscape improvements throughout the Campus

Commission members: David Kern (Chair), Rev. Fred Paschall, Jr., Wendy Mauney (COO), Jason Scofield (Director of Facilities), Virginia Anderson (Junior Warden – ex officio), Catherine Browning, Carrington Coulter, Laurie Durden, Eric Locher, Bill Lowry, Lulie Mallard, William Nichols, Jr. and Barbara Plumlee.

TREASURER

Submitted by Dick Parkhurst

Summarized below are the financial results for the past three years along with the budget for 2024. For 2024, our budget calls for minimal growth in receipts based on pledges which were slightly above 2023 levels. Considering the tremendous success of the Transforming Hearts Campaign, any growth in our annual stewardship is quite an achievement. It is not unusual for capital campaigns to have a negative impact on annual giving, so we should draw confidence from these results. The expenses budget for 2024 is up 4% reflecting well deserved support for our clergy and lay staff and modest inflationary impacts to our operating costs. Budgets in other areas remain relatively flat. With the expectation of flat receipts in 2024, the growth in the expense budget resulted in a budget deficit. While we normally seek a balanced budget, 2024 is a unique year. Having received more than \$33 million in pledges to the Transforming Hearts Campaign, it is critical that we fully support our ongoing operations as we look forward to the future this campaign promises. Our reserves will support short term deficits, and the Transforming Hearts campaign includes an allocation to support incremental needs. This situation was anticipated, and our plans include ample support to meet the requirements of the operating and campaign budgets over the next few years.

Annual receipts for 2023 increased slightly more than 5% over 2022 bringing total receipts nearly \$6.3 million, essentially hitting the 2023 budget. Consistent with past years, expenses were well managed coming in slightly inside of the budget. Expenses grew by approximately 6% driven primarily by planned additions to our staff and annual merit adjustments. As a result, we recorded a small operating surplus of \$8,378. With the substantial reserve built over the past few years, the Vestry approved the use of approximately \$140,000 of reserve in 2024 to support areas of need outside of the operating budget. The remaining surplus of \$853,760 is available to meet both the budgeted deficit in 2024 and other unbudgeted requirements as approved by the Vestry.

	2021 Actual		2022 Actual		2023 Actual		2024 Budget	
Operating Receipts	5,663,612		5,954,716		6,272,980		6,298,714	
Personnel & Admin	3,643,411	69%	4,213,550	71%	4,545,461	73%	4,766,211	73%
Diocese of NC	581,372	11%	606,705	10%	607,031	10%	638,000	10%
Buildings and Grounds	324,172	6%	346,293	6%	358,643	6%	345,000	5%
Outreach	450,000	9%	449,047	8%	450,366	7%	450,000	7%
Programs	257,770	5%	308,981	5%	303,101	5%	311,000	5%
Operating Expenses	5,256,725		5,924,576		6,264,603		6,510,211	
Annual Surplus	406,887		30,140		8,378		(211,497)	
Reserve Usage	(170,210)		(404,105)		(198,510)		(140,894)	
Accumulated Reserve	1,417,857		1,043,892		853,760		501,369	

Despite a budgeted deficit for 2024, the generosity and commitment to stewardship at Christ Church is at an all-time high as evidenced by the Transforming Hearts Campaign which has afforded us the resources and time for growth in annual stewardship to support our continued growth and success. I have never been more confident in the financial health of Christ Church and look forward to the expanding impact it will have within our parish community and beyond.

ADULT SPIRITUAL FORMATION

Submitted by **Scottie Stamper, Ed.D., MDiv/CE, BCC**

The Adult Spiritual Formation team, which includes clergy, staff, volunteer teachers, leaders, facilitators, and commission members, is passionate about the faith development of Christ Church parishioners and participants. We have enjoyed responding to the call to create, implement, and develop opportunities for meaningful connections, deepening faith, and promoting wellbeing.

School of Faith

The School of Faith format which launched in 2022 has been modified slightly over the past 12 months. Classes reflecting the work of our various ministry areas (Faith in Action, Soul Care, Family Matters, and Basics of Faith) are offered throughout the year. In addition to the weekly offering in All Saints' Hall (Faith Forum, Clergy Class, or panel discussions), there are typically one or two other formation opportunities for parishioners to explore.

Additionally, the Bible Study (called "The Weekly Word") aligns with the Bible stories and scriptures being studied in the children's Sunday School classes. This weekly offering has enjoyed a steady attendance of at least 6 to 8 participants consistently.

The 10-week Adult Inquirers and Confirmation class, led by Christ Church clergy, was open to participants seeking to be confirmed as well as those who wanted to learn more about the Episcopal faith. There were typically 10 – 12 participants each week. Nine participants were confirmed on June 2, 2024.

Wednesday evening offerings have also been a highlight of the School of Faith offerings. During the 2024 Lenten season, three 5-week series were offered: "The Power of the Cross," a discussion series offered by The Reverends Allen Pruitt and Connor Gwin; "EveryGift Discovery," offered by Natalie Akin and Jennifer Bennett allowing participants to explore God-given gifts, and an online book study hosted by Laura Konitzer. Participants read and discussed *Were You There: Lenten Reflections on the Spirituals* by Dr. Luke Powery

Men's Ministry

The Men's ministry continues to thrive with many ongoing Bible studies and engaging opportunities for connecting with others.

The Men's Big Breakfast, held on the first Wednesday of every month (September – May) continues to bring about 30 men together for discussions related to dimensions of wellbeing, developing healthy friendships, and engaging in mentorship opportunities.

Small group opportunities have enjoyed a season of growth, both relationally and numerically. "Stronger Together" follows a curriculum designed by the Reverend Allen Pruitt. Small group leaders facilitate conversations that can lead to deepening faith and enriching relationships. There are also several Men's Bible Study groups that meet throughout the week.

Other activities included the annual hike to Mt. LeConte in October, an outing to TopGolf, and a bike ride along one of Charlotte's Greenways.

Women's Bible Studies

CCWBS continues to draw 50 to 60 women to Christ Church for the weekly Bible study. The focus of the winter/spring semester was the book of 1 Corinthians. In the fall, participants engaged in an exploration of Biblical apocalyptic literature (Isaiah, Amos, Jonah, and Revelation). Four small groups were facilitated by an outstanding

team of leaders: Lois Ann Partridge, Nancy Poe, Christy Howie, Roline McGinnis, Dawn Franchina, and Kaky Cassada.

The Women's Evening Bible Study (WEBS) moved to weekly meetings in 2024. From January through May, the group was hybrid, with eight women meeting in person, and three to four on Zoom. Studying the minor prophets was an engaging topic of study. Beginning in September, WEBS met as two separate groups. Peggy Curlin continued to lead the online group, and Scottie Stamper led the in-person group. There were consistently 14 participants in this Bible Study focusing on James (both groups).

In the fall, the Lifeline Bible Study group, facilitated by Emily Chandler and Cindy Costa, was supported by the Adult Spiritual Formation team.

Pilgrimages

In early October, twenty pilgrims joined the Reverends Allen Pruitt and Joan Kilian on a pilgrimage to Italy with a focus on discovering inner peace. The group spent time in Assisi and Florence.

Additional highlights of 2024 in the Adult Spiritual Formation Ministry Area include:

- Monthly programming and a lunch provide the Sages of Christ Church an opportunity to connect socially and with our larger community. Highlights of 2024 included a presentation by the founder of Memory and Movement, Dr. Chuck Edwards; a presentation by Audiologist Dr. Katy Crisp, who also provided free hearing tests. The clergy also participated in a panel discussion entitled, "Ask the Clergy Anything." It continues to be a program that is requested yearly. Another program that attracts a large and enthusiastic audience is the December program featuring holiday music by Ben Outen and the choir.
- Joana Wardell continues to lead a committed group of learners focusing on the works of "wisdom writers" (i.e., Cynthia Bourgeault, Richard Rohr). The Wisdom Circle meets virtually every other week.
- Education for Ministry (EfM) continues to thrive at Christ Church.
- Four "Reading Between the Lines" groups, with a total of approximately 40 learners, are meeting on a weekly basis with Amanda Anders' and Charles Connor's leadership.
- In July 2024, the Adult Spiritual Formation team and the Young Adult ministry co-hosted a line-dancing event designed to build intergenerational community and fellowship. Nearly 50 people enjoyed learning line-dancing steps, conversation, and a wonderful time of fellowship with food provided by Chef Andrea.
- The Adult Spiritual Formation team also supports the work of the Episcopal Church Women (ECW). It is a joy to work with the women of Christ Church as they serve through mission and outreach, formation, hospitality, and engagement.
- The work of the Adult Spiritual Formation ministry area wouldn't be possible without the assistance of Rosalyn Lackey, our administrative assistant, as well as the Adult Spiritual Formation Commission, led by Dr. Wayne Ballard.

We are already looking forward to, and are planning for 2025, to creatively design, develop, and implement opportunities for connecting to self, others, and God. Wellbeing, faith development, and purpose are elements that continue to drive our work together.

CHILDREN AND FAMILY

Submitted by Sarah Ford

It's been another wonderful year for Children's and Family Ministry!

Our team is passionately committed to the faith, connection, and wellbeing of children and families. Below are highlights of the ways in which our team worked together to build faith, connection and well-being among our children, families, and their spiritual home.

- In January, 15 fifth graders and their parents participated in These Are Our Bodies to learn more about the connection between faith and human sexuality. This offering continues to be an essential program to Children's and Family Ministry. A big thank you to Kris Humphreys and Charles Thies, our outstanding adult volunteers.
- In late April, we held the Southern Soirée. This shared event between CCK and Children's Ministry was organized by chair Mary Bates and the Southern Soirée Committee. It raised enough funds to support shared spaces between Children's Ministry and CCK and to provide a donation to Charlotte Bilingual Preschool.
- From June 24 – 27, 225 children, youth, and adults gathered for our Vacation Bible School: Builder's Edition and supported Charlotte Family Housing as our Service-Learning partner for the week. Children supplied over 100 backpacks for Charlotte Family Housing. This was our first VBS written in-house by staff and included original characters, songs composed by Charles Milling and Kate Lehman, and graphics and decorations. An enormous thank you to our amazing 2024 Steering Committee led by incredible chair, Elizabeth Baker. 2024's curriculum was the start of a three-year project for Christ Church staff to write VBS curriculums.
- We were able to offer Children's Chapel on first and third Sundays during the summer and have continued that momentum with a great cohort of adult volunteers supporting and offering this ministry during 8:45 am services regularly.
- With the help of the Children's and Family Commission and subcommittees, we were able to successfully ask over 90 leaders to serve as Children's Chapel leaders and assistants, Sunday School teachers, and floaters. Approximately 20 of those leaders are new to this ministry who wanted to share their gifts with the children of Christ Church.
- Children's Sunday School classes continue to see large numbers, including 44 three-year-olds our first Sunday! Our Sunday School leaders are dedicated to this ministry and are the reason children continue to come week after week.
- In October, 12 fifth and sixth graders and their parents participated in our second These Are Our Bodies offering of the year. A huge thank you to Lindsay Masi, who returned to co-facilitate the program alongside Elizabeth Walker, myself, and Skye McMahan, our fantastic adult volunteer.
- For the second year in a row, Children's Ministry invited other ministries into our annual Advent Festival to help make crafts and were able to offer ten crafts and all the supplies to create beautiful Advent wreaths. This year's Advent Festival Outreach initiative was devoted to the needs of western North Carolina after Hurricane Helene.
- We will end our year in Children's and Family Ministry with our annual Christmas Pageant and are expecting participation like we saw last year with over 100 children registered and 670 present for worship. This year is the 50th anniversary of the Christmas Pageant!

Our team is complete with the gifts and talents of LaQuita Lindsay and Ashley Robinson. It is a blessing to have a full team!

A noteworthy thank you to Elizabeth Walker for her continued guidance and leadership of numerous ministries including Children's and Family Ministry. Thank you to the Clergy, Staff, Vestry, and parishioners of Christ Church and a special thank you to the Children's and Family Commission, diligently led by Chair Kyle Woodruff this last year. As I write each year and truly mean it, I am deeply grateful to call Christ Church both my place of work and my family's Spiritual Home.

CHRIST CHURCH KINDERGARTEN

Submitted by Meredith Sorrell

Christ Church Preschool and Kindergarten (CCK) is the largest daily mission of Christ Church. The school is the largest it has ever been, serving 267 students, 201 families, and employing 60 staff members. Our mission is to cultivate our children's unique gifts and talents to inspire lives of learning, serving others, and loving God. We seek to inspire the children of CCK to become life-long learners in a faith-based environment.

We are thrilled to have more space on the nursery suite hallway that is being used for five different toddler classes throughout the week. With a growing church population and increased applicants for our preschool program, CCK has enhanced its programming, expanded its offerings, and increased enrollment over the last several years.

Next year, we will maximize that growth with an anticipated enrollment of around 275 students. Over the last two years, we have added support for our Fours and Kindergarten teachers as they prepare students to leave CCK and continue their educational journey. For the first time this year, our school offered a Four-Day Twos program for older twos.

CCK has a long and rich history of successfully preparing children for their elementary education. The journey starts in our Toddler classrooms with children learning to separate from parents and moves through our Four-year-old and Kindergarten hallways, where our children are learning pre-reading skills, writing, and math skills to prepare them for their education journey beyond preschool. Our dedicated staff of teachers are at the core of what we do each day. These amazing, experienced teachers give countless hours towards planning, implementing curriculum, and nurturing the children and families of CCK. Our Special Area teachers are on our staff to enrich the children's daily educational experience. The Learning Center, Music, Science Lab, and Godly Play classes bring numerous opportunities for learning and growth. In addition, Creative Movement, Yoga and My Gym classes provide monthly gross motor play for students. Christian Education is at the core of our curriculum and All School Chapel allows all ages to come together one time each month for worship. Parents and grandparents enjoy joining us for All School Chapel, making these monthly services a multi-generational experience.

CCK continues to employ the services of off-duty CMPD police officers to be on campus during the school day to support traffic in the parking lot and monitor the playgrounds while children play. These officers have been instrumental this year in helping our new carpool routine run smoothly through the front circle.

As a school, we participate in several all-school service projects each year. The projects are designed to help our children begin to understand the importance of helping others in their community. We partner with the Outreach team at Christ Church to plan these projects throughout the year. In the Fall, we partnered with the greater Christ Church community to collect supplies for our neighbors in western North Carolina. For the fourth year in a row, CCK had a Bake Sale on November 20 to benefit Cookies for Kids' Cancer. Through this event, we raised over \$13,000 to support cancer research. In addition, our Threes classes held a canned food drive in November to support Nourish Up.

CCK is governed by a Board of Directors, which meets monthly.

Board of Directors: Elliott Weeks (Chair), Merrill Mills (Chair-Elect), Allison Kent (Treasurer), David Brady, Joshua Case (Clergy Representative), Kelly Coley (Coordinator of Engagement and Enhancement), Merrill Ellerbe, Christiane Felts (Treasurer Elect), Lindsay Gates, Thomas Hipp, Jenna Hollmeyer (Parent Representative), Jenna King, Hope Leak, Mary Caroline Lee (Assistant Head of School), Anna Papson, Carson Pascal, Meredith Sorrell (Head of School), Carl Showalter (Vestry Representative), Marsha Thrasher (Teacher Rep), Elizabeth Walker (Chaplain), Falconer Warren, Josh Winkle, Emily Wood

The support of our staff from CCK families, the greater church community, church leadership, and our Board has been an incredible blessing over the last several years. The Board is continuing with our Strategic Planning priorities from last year as we look forward to enhancing and enriching CCK:

Faith: Empower staff and parents with opportunities to foster faith development for the CCK community.

Wellbeing: Foster wellbeing among the CCK community by incorporating mental, physical, and spiritual wellness into existing programs.

Connection: Create opportunities to strengthen engagement and connection with four key community stakeholders: CCK staff, parents, Christ Church, and the broader community.

Long-Term Planning & Major Projects: Explore possibilities that will enrich the school experience of future CCK students and families.

MUSIC AND THE ARTS

Submitted by Ben Outen

The Music Department at Christ Church exists to enhance worship, provide opportunities for people to connect and serve, and to provide education in Episcopal liturgy and music. Specific music activities are highlighted below in five sections: Music Department Personnel, Children's Music, Contemporary Music, Christ Church Choir, and Parish and Community offerings.

Personnel within the Music Program changed significantly in 2024:

- The position of full time Administrative Assistant was eliminated to have more musical assistance. The administrative duties have been dispersed between all of the positions within the department.
- After a year-long search, Owen Peck, Assistant Music Director and Organist was hired in June and began his work on July 29. He has fit into the team quickly, receiving positive comments from parishioners, choir members, and children's families. His performance abilities, teaching, compositional, and administrative abilities are adding deep value to the music team.
- The music team has also been strengthened by the increase in Katie Lehman's position to Associate Music Director and Children's Music. Her work has been successful as one can see when the children's choir sings for worship. Their music making and the number of children participating are clear evidence of her leadership. She is also taking on leading a handbell choir for older children starting in 2025. The enthusiasm for this has been great.
- We have been able to maintain Lauren Tomme's position with the children's choir program. Her success can be seen in the children's singing and numbers also.
- Charles Milling's leadership in growing the Contemporary and Discovery services is reliable and encourages excellence in every aspect of worship and music. His weekly arrangements are fresh, colorful, and deeply connected to the lectionary and special feast days of the church. Charles also maintains an environment of service and heart within the band.
- We continue to search for a music and administrative assistant for Charles Milling.
- Ben Outen is in his eighth year at Christ Church and is excited and motivated about working with this extraordinary team of professional and volunteer musicians. Making music at Christ Church is truly a way to engage, equip, and empower people in their spiritual and everyday lives through music and liturgy.

Children's Music

The children's music program at Christ Church continued to grow and blossom this year with 91 registrations across the groups.

Music Club (Age 4 - Kindergarten)

Our youngest singers meet for half an hour each Wednesday to sing, laugh, and play together. With the structure of a singing-based general music class, Music Club is led by Katie Lehman through the lens of the Kodaly philosophy. Singers build foundational musical skills through children's songs, rhymes, and games. Vocal exploration and experimentation with all the sounds that voices can make lay the foundation for tuneful singing and healthy vocal production, and early improvisation and music literacy skills are addressed in a playful, developmentally appropriate way.

Music Club provides an opportunity for children to sing together as a group and practice the skills of being a good community member. Children are also introduced to being musical leaders in worship, with Music Club singing in Discovery Service twice per semester.

St. Nicolas Choir (Grades 1 - 2)

St. Nicolas Choir is the first choral-based group our singers encounter at Christ Church. Meeting for an hour each Wednesday, this group continues to lay the groundwork for skills in music literacy, expression, and vocal production. A natural progression from Music Club, St. Nicolas Choir allows the children of our parish to take a leading role in worship by singing in the 8:45 am service once a month and leading special services like Advent Lessons & Carols, Palm Sunday, and Parish Day services. Led by Lauren Tomme, this group sings both alone and with the Christ Church Choristers.

Christ Church Choristers (Grades 3 - 8)

This ensemble provides opportunities for our upper elementary and middle school students to dive into some more challenging music and choral opportunities. Led by Katie Lehman, this group learns music to sing on its own, harmony and descants to support the St. Nicolas singers, and select pieces with the adults of the Christ Church Choir.

The Christ Church Choristers also participate in our yearly Three-Choir Festival, a joint effort with the children's choirs of St. John's Episcopal Cathedral (Knoxville, TN), and the Cathedral of All Souls (Asheville, NC). In the spring of 2024, they traveled to Asheville for a day of combined rehearsals, games, and team building, and led worship at the Cathedral of All Souls the following morning. We are looking forward to hosting the festival here at Christ Church in early 2025.

Ribbon Class

Led by Owen Peck, RSCM Ribbon Class is an optional but recommended opportunity for children in Christ Church Choristers to learn and practice skills related to music theory and literacy. Lessons focus on learning to read and understand written musical notation, as well as aural skills emphasizing rhythm and melody. Instruction alternates between group activities and more self-paced written practice in RSCM workbooks. Ranging in attendance from around four to eight children on a weekly basis, the smaller class size allows for more individual attention and tailoring to different experience levels. While Ribbon Class does not directly prepare music for performance, the skills children learn are readily applied to their work in Christ Church Choristers and beyond.

Handbells (coming soon!)

This year we made some exciting steps in expanding our musical offerings for children and youth at Christ Church. With funds given to us by the Buildings, Grounds, and Memorials Committee, we have ordered three octaves of Malmark handbells to begin a handbell program. Our hope is that handbells will keep our upper elementary and middle school children excited about and involved in music, especially as their voices change. Beginning in early 2025, we will begin to offer opportunities for children and youth, but look forward to expanding the handbell program to adults in the future.

Contemporary Music

At the conclusion of 2024, Charles Milling and the Christ Church Band will have led worship at 35 "In Season" Sundays of Contemporary and Discovery services. Along with those, they also have led five summer services, newly created for both Contemporary and Family worship, plus many specialty services and programs, such as Spring and Fall Parish Days, Confirmation Sunday, Church at the Farm, eight Well Services, All Saints Hall Advent Lessons and Carols, the Christmas Pageant, and Christmas Eve services in All Saints' Hall. Charles and Katie Lehman, our Assistant Director of Music, also created the music and movements for VBS this year.

Christ Church Choir

The Christ Church Choir has maintained a high standard of musical excellence leading two Sunday morning services and providing cantors for the 5 pm service weekly throughout 2024. Beyond the Sunday offerings they have offered these special services:

- Two Ash Wednesday Eucharists
- Holy Week: Stations of the Cross, Maundy Thursday, Good Friday, Easter Eve/Vigil
- All Saints' Day Eucharist
- Choir and orchestra concert for the celebration of the opening of the Center for Wellbeing and Care
- Advent Lessons and Carols
- Sages Carol Concert for their December meeting
- Four Christmas Eve Services with concert-styled preludes
- Ben & Friends: an evening of light entertainment to benefit the Youth Pilgrimage to Spain
- Various weddings and funerals

The personnel of the Christ Church Schola continues to change and evolve. We currently have 11 section leaders including Katie Lehman, Associate Music Director, and Lauren Tomme, Assistant for Children's Music. Members of the Schola also serve as cantors for the 5 pm Eucharist each week. There are 11 volunteers in the Christ Church Choir: Theresa Gibson, Sam Bomar, Kate McLoughlin, Sarah Tull, Janice Mueller, Bill Stokes, Lauren Cable, and Lucy Weller.

The Christ Church Parish Choir has been active in 2024. The volunteer singers include: John Crehore, Anne Crehore, Susan Tompkins, Genie Hufham, Deidre Stiles, Lisa Bowers, and Will Trotter. They sing on the third Sunday of each month.

Parish and Community Offerings

As Charlotte continues to grow and Christ Church continues to expand its reach, the community that surrounds the campus increasingly notices and seeks the spaces and location provided within Christ Church. In 2022, the Music Ministry welcomed almost a dozen community arts organizations and instructors that utilized our spaces for private lessons, presented concerts and recitals, and hosted large scale events during each month of 2023. Organizations included:

- Arts+
- Charlotte Master Chorale
- Caritas
- Charlotte Chamber Choir
- Charlotte Harp Society
- Private teacher recitals: Kristine Hoopes, Annette Morris, Peter deVries
- Queen's University Chamber Orchestra, Peter de Vries, conductor

Each organization, recitalist, and instructor was welcomed by all the Music staff including Director of Music, Ben Outen, Director of Contemporary and Family Worship, Charles Milling, Assistant Director of Music and Organist, Owen Peck, and Associate Music Director, Katie Lehman. This year the most involved collaboration with a community organization was the October 18 concert, "Music in a Time of Anxiety." The Christ Church Choir and the Queen's University Chamber orchestra presented an evening of Bach, Haydn, and Parry to call attention to the opening of new Center for Wellbeing and Care, as well as the work of Hopeway. The series of Great Concerts for Great Causes is becoming better known with each concert. The May Concert, "Ben & Friends," was very well received and raised money for the Youth Department Pilgrimage to Spain. Just as important, it was a fun evening.

The midweek service, The Well, was offered during the spring and fall of 2024. Charles Milling and Ben Outen provided musical leadership along with various instrumentalists and singers.

Other occasions for which guest instrumentalists were used include:

- Easter, Brass and Percussion, April
- All Saints' Day, Bagpiper, November
- Great Concert for a Great Cause featuring the Christ Church Choir, The Queen's University Chamber Orchestra playing Bach, Brandenburg 3, Parry "My soul there is a country," and Haydn *Missa in Angustis* (Lord Nelson Mass.)
- Christmas, Brass Quintet, Harp and Percussion, December

In addition to the weekly worship services in the Church, Ben Outen and Owen Peck played for most of the 13 weddings and 33 funerals during 2024. Most of those required finding and hiring guest instrumentalists, soloists, and ensembles.

NEWCOMERS AND PARISH LIFE

Submitted by **The Reverend Joshua Case, Kathryn Saunders, Katherine Vest, Ainslie Wall, Molly Nielsen, Mary Catherine Zito, and Ginny Cobb**

NEWCOMERS

Welcoming Process:

- Personal welcome email and database entry for communication
- Tours and invitations to newcomer activities with follow-ups to foster connection and engagement
- Ministry teams identify newcomers in various contexts:
 - Children & Family Ministry: Sunday School and Nursery attendees
 - Adult Formation: Class registrants new to the system
 - Worship: Couples getting married in Charlotte

Statistics (Past 12 Months):

- Welcomed nearly 175 households (~330 adults and children).
- ~150 adults and 150 children became parish members, including baptisms for current families.

Initiatives:

- Starting Point Class: Introductory classes for new members or spiritual restarts, facilitated by clergy and staff in the Parlor
- Greeter Ministry: Parishioner greeters assist at services, helping newcomers locate facilities and fostering connection.
- Events:
 - Vespers in the Garden: Annual evening service with ~80 attendees, blending newcomers with staff, clergy, and choir. Hosted by the Hospitality Committee
 - Newcomer Dinners & Coffees: Monthly dinners (Oct–May) and summer coffees (June– Aug) to deepen relationships

Hospitality Committee:

- Chaired by Catherine Ruth Kelly, supporting key events (Shrove Tuesday, Vespers) and welcoming newcomers through greeter roles and outreach

PARISH LIFE

Parish Life Commission:

- Event-focused group with Hospitality Committee representatives, chaired by Mary Catherine Zito

Key Events:

- Shrove Tuesday Pancake Supper: Educational elements (burning palms, “burying alleluias”), music, and supper (~300-350 attendees)
- Spring Parish Day: Family activities (bubble magician, bounce houses, fire truck, face painting), bluegrass music, and a shared meal (~450 attendees)

- Sunday Fundays: Summer lunches, games, and live music (2nd and 4th Sundays)
- Fall Parish Day: Bluegrass music, kids' activities, including train, bounce houses, face painting, and fire truck with a fried chicken lunch (~600-650 attendees)
- Trunk or Treat: Halloween event with crafts, a nugget supper, and decorated trunks (~500 attendees, 23 trunks)
- Young Adult Socials: Brewery meetups, Knights game, seasonal gatherings, and a successful intergenerational line-dancing event, co-hosted with the Renaissance Group

Committee Members: Includes chairs of events, Hospitality Committee reps, and Vestry representative.

ENGAGEMENT

Director of Engagement:

- New part-time role filled by Katherine Vest to enhance hospitality and engagement.
- Achievements:
 - Reengaged many parishioners and educated staff and parish on the Realm database, including the membership directory.
 - Introduced Tech Tuesdays for technology education.
 - Revitalized the parish shawl/needlework ministry.
 - Contributed to the Generosity Ministry.

OUTREACH AND MISSION

Submitted by Mark Landers with thanks for the support of Ned Waller and the Outreach and Mission team (The Reverend Joan Kilian, Laura Konitzer, and Lesley Peace)

The Outreach and Mission Commission focuses its efforts on service, building diverse relationships, and working to promote justice and peace in our community, our diocese, and beyond. Along with providing monetary support to our partner agencies in outreach and mission, we provide opportunities for all ages to serve as the hands and feet of Christ. Additionally, we offer educational programming and growth opportunities for Christ Church members in all areas of our work.

There are 12 Christ Church members on the commission, which includes one teen representative. Leadership is provided by the Reverend Joan Kilian, our Clergy member, Laura Konitzer, Director of Outreach and Mission, and Lesley Peace, Administrative Assistant for Outreach and Mission. In addition, Sarah Kain and John Wickham serve as the liaisons to the Vestry.

In 2024, the Outreach and Mission Commission was tasked with continuing to provide support and assistance to our community in different ways as we strived to move beyond the changing patterns of life and needs stemming from the global pandemic. Led by Joan, Laura and Lesley, the commission has risen to that challenge, pivoting time and again to maintain parishioner engagement and meet the evolving needs of our partners. By no means exhaustive, this report hits the highlights of an extremely busy and impactful year in which the commission continued to find ways to serve those challenged by ongoing disruptions in their lives and encourage our parish to gather, connect, and grow.

In January, the Outreach and Mission Commission hosted its first-ever Nonprofit Community Partners Forum at Galilee Ministries, in an attempt to connect and better serve our funding partners and nonprofit agencies in the Charlotte region. In light of the high turnout and overwhelmingly positive feedback, planning for a 2025 event is underway.

February marked the joyful in-person kick-off of construction on our 36th Habitat House, as Christ Church continues to empower families on the path to home ownership. This year's build took place in the Lincoln Heights neighborhood and concluded with a meaningful prayer walk to kick off the Welcome Home celebration for a new Habitat Charlotte Region homeowner. Throughout the build, numerous parishioners volunteered to help with construction while others kept up the remarkable builders' energy with a steady supply of lunches, snacks, and water.

In March, the commission met to vote on the recipients of the \$481,000 Outreach and Mission Budget. The organizations receiving grants from the \$450,000 allocated to Outreach are categorized into five pillars, and are as follows:

Housing Stability & Solutions to Homelessness	33.33%	Reconciliation & Restorative Social Justice	11.56%
Charlotte Family Housing	\$ 40,000	Galilee Ministries of East CLT	\$ 22,500
Roof Above	\$ 30,000	RAIN	\$ 5,000
Habitat for Humanity	\$ 60,000	Foster Village	\$ 8,500
The Relatives	\$ 10,000	Center For Community Transition	\$ 8,000
YWCA (WIT/Families Together)	\$ 10,000	YWCA (Eliminating Racism)	\$ 8,000
SUBTOTAL	\$150,000	SUBTOTAL	\$ 52,000
Economic Opportunity and Stabilization	19.44%	Care and Sustainment of God's Creation	\$ 0.0
Crisis Assistance	\$ 40,000	OTHER	2.00%
Nourish Up (formerly Loaves & Fishes)	\$ 23,000	Mecklenburg Ministry Dues	\$ 1,000
BraveWorks	\$ 13,500	Research & Development	\$ 1,000
Common Wealth Charlotte	\$ 11,000	Undesignated Outreach	\$ 2,500
SUBTOTAL	\$ 87,500	Administrative: Pilgrimage & Mission	\$ 500
Children, Youth, & Educational Equity	33.67%	Administrative: Room in the Inn	\$ 1,000
Thompson Child & Family Focus	\$ 7,500	Administrative: Habitat for Humanity	\$ 500
Charlotte Bilingual Preschool	\$ 12,000	Administrative: Education & Advocacy	\$ 500
Freedom School Partners (at Rama Rd)	\$ 48,000	Immediate Response	\$ 2,000
Communities in Schools - Rama Rd	\$ 65,000	TOTAL OTHER	\$ 9,000
Rama Road Annual Budget	\$ 9,000	GRAND TOTAL	\$450,000
Heart Math Tutoring	\$ 10,000		
SUBTOTAL	\$151,500		

The \$31,000 for Mission was distributed to the following partners in 2024:

Episcopal Diocese of Costa Rica	\$14,250
Thistle Farms	\$ 2,000
Episcopal Diocese of Botswana	\$14,250
Undesignated	\$ 500
TOTAL	\$31,000

Also in March, Outreach and Mission continued to engage parishioners from around the Charlotte Convocation in the national church's Becoming Beloved Community Lenten study, concluding with a labyrinth walk in All Saints' Hall. In addition, Lydia's Pantry, an outgrowth of our Beloved Community conversations, was established at Galilee Ministries and provides canned foods/ dry goods for East Charlotte neighbors experiencing a food emergency.

In February and March, Outreach Director Laura Konitzer, following on her work as a "civic seminarian" with Citizen University, facilitated Civic Sunday adult classes with a discussion on the importance of building a culture of powerful, responsible citizenship in local communities. Citizen University was introduced to Christ Church during, founder, Eric Liu's Faith Forum in 2023.

Initiated in 2022, Outreach and Mission continued its participation in a partnership with Veterans Bridge Home to support a refugee Afghan family. We are delighted to report that over the past twelve months this family has achieved two very significant milestones: the granting of asylum and the dream of home ownership. Thank you to the Christ Church support team and community partners who came together to make this all possible.

In April, the parish donated generously to the Easter offering, which was given in equal amounts to Time Out Youth and ourBRIDGE for KIDS. Also in April, the Commission made recommendations to the Christ Church Foundation for the allocation of the Foundation's Outreach Fund. New Foundation grant recipients for 2024 were Academy of Goal Achievers, Baby Bundles, BraveWorks, Community Kitchen Program, Families Forward Charlotte, Furnish for Good, Harvest Center, ourBRIDGE for KIDS, Safe Alliance, Southminster, The ROC, Time Out Youth, Wayfinders, Nourish Up, Reimagining America Project, and Habitat for Humanity of the Charlotte Region.

As the church and the community continue to adjust to a sacred new normal, Joan, Laura and Lesley have remained active in creating Moveable Volunteer Possibilities (MVP) as a way of venturing into volunteerism with a small group of fellow parishioners. MVPs have included pricing/displaying donated items at Habitat ReStore in January, and sorting/preparing classroom donations at the Freedom School Latrobe warehouse in April. The work with Diaper Bank of Charlotte continues as Christ Church is sponsoring a monthly Dignity Drive to provide supplies to those in need.

This summer, over 50 volunteers provided over 650 hours of support at Freedom School, with about a dozen teen board members representing youth participation. Our Girl Scouts and other Rama Road Elementary school support opportunities were also fully engaged. These opportunities at Rama Road have continued in the fall with back to school, Thanksgiving, and Christmas-related outreach work. Other holiday-focused outreach included the Jubilee Store for Charlotte Family Housing, a food drive benefiting both Lydia's Pantry and Nourish Up, and a Winter Essentials Clothing Drive supporting shelters in Charlotte and Western North Carolina.

Christ Church continued to serve and host at Room the Inn (RITI), along with providing ongoing service opportunities at the Levine Men's Shelter.

In October, the Outreach and Mission Commission responded to Hurricane Helene relief efforts by voting to distribute \$40,000 of parishioner-donated funds directly to the Diocese of Western NC. Outreach also participated in the church-wide effort to collect critically needed items for the Hearts with Hands warehouse in Swannanoa, NC, and arranged and helped organize the packing of 67,000 meals through Meals of Hope destined for our neighbors in western NC.

For the month of November, Outreach celebrated Community Connection and Wellbeing in All Saints' Hall by hosting all four Sunday Faith Forum events. Community Wellbeing-themed programs included the following: Widening Our View; A Wholistic Perspective; A New Approach to Housing; and Becoming Beloved Community.

Outreach and Mission Commission: Amelia Abbott, Gilbert Browne, Sarah Deason, Lise Hinton, Joanne Jenkins, Mark Landers, Paula Moss, Angela Paul, Catherine Monroe, Zach Mannis, Molly Martin, Lesley Peace

STEWARDSHIP AND GENEROSITY

Submitted by Natalie Akin (Director of Generosity), Amy Martin (Director of Annual Giving) and Paulette Wilkes (Administrative Assistant to Generosity & Stewardship)

Generosity

Generosity remains a priority for the Vestry, since one of its 2024 goals is to work with Generosity and Stewardship leaders to re-envision our approach to funding the church's operations:

- To understand best practices in the broader community and solicit parishioner feedback.
- To promote the development of clearly defined education, communication, and fundraising roles for clergy, staff, and lay leadership.

The Generosity & Stewardship Commission (GSC) meets quarterly to carry out its mission of "cultivating generosity as a spiritual practice, thereby equipping individuals to live a life saturated by generosity, joyfully sharing their blessings with others." A curriculum to assess the abundant gifts within our parish has been created following collaboration between the GSC and the Spiritual Growth Commission. Following a second beta test of the EveryGift Discovery class during the 2024 Lent season, the program was renamed "Wonderfully Made," acknowledging that everyone is wonderfully made with a multitude of gifts from God. Two separate workshops are scheduled for December 2024 and January/February 2025, each consisting of three weekly sessions. A condensed version, offered at the Episcopal Church Women's retreat in March 2024, was very well received and may be offered again in the future.

Michael Baker will continue as Chair of the GSC for 2025. Katherine Vest, recently hired as the Director of Engagement, was invited to serve as a new GSC member so she can continue to bring her unique perspective to the discussion surrounding generosity. Two new at-large members, Geoff Peters and Catherine Ruth Kelly, have joined the Commission, while Doug Ey, Jennifer Bennett, and Charlotte Lucas will roll off with the close of 2024.

Kathryn Saunders (Director of Parish Life), Katherine Vest, Natalie Akin, Amy Martin, Kelly Coley, and Vicar Joshua Case are part of the newly formed Generosity and Engagement Team which meets weekly to collaborate on generosity and engagement initiatives at the church.

Amy Martin led an Offering Focus Group to discuss various and easier ways to facilitate Sunday offerings. Online giving cards, with QR codes to allow for virtual giving, have been well received during services.

Transforming Hearts, Changing Lives Capital and Ministries Campaign 2023-2024

The quiet phase of the capital campaign began in April 2023. The public phase was officially launched on Sunday, October 22, 2023, with a Faith Forum led by the Rector, Strategic Planning Chairs Bill Lorenz and Jane Coulter, Campaign Chair Chris Ullrich, Sacred Spaces Chair Fletcher Gregory, and the architects retained from Jenkins Peer.

While focus turned in January 2024 to promote the 2024 Annual Stewardship Campaign (ASC), pledges to the capital campaign continued at a steady pace. The response by parishioners has been robust, and as of November 26, 2024, 615 commitments totaling \$33,399,424 have been received.

2024 Annual Stewardship Campaign

Long-time parishioner Chris Ullrich demonstrated experienced leadership by chairing both the Transforming Hearts campaign and the 2024 ASC. Packages that included pledge cards for both campaigns were mailed to the parish on October 12, 2023, coincident with the public launch of the Transforming Hearts campaign.

Since more than 98% of Christ Church's yearly budget is funded by the ASC, several opportunities were used to promote the importance of making a yearly pledge, including personal conversations, phone calls, letters, email, and social media. On February 26, 2024, the Vestry approved a total budget of \$6,510,211.

2025 Annual Stewardship Campaign

Under the astute leadership of co-chairs Merrill and William Mills, outreach efforts for the ASC began early during the summer of 2024 with targeted outreach to key groups.

In May 2024, parishioners aged 35 to 49 were invited to a gathering hosted by three parishioner families in this age group to discuss both the ASC and the Transforming Hearts campaign and to encourage this group to contemplate their future commitments to Christ Church.

The ASC was officially launched with packages mailed to the parish on September 12. From early October through mid-November, Vestry members shared testimonies in Sunday worship services about their decision to support the ASC and all pledges were formally blessed during each service.

Further efforts to promote the importance of making a yearly pledge continue to be made through letters, emails, phone calls, personal conversations, and social media. As of November 26, 762 pledges totaling \$4,253,042.74 have been received. The Vestry will vote on the 2025 budget in early Spring.

Christ Church Foundation

2024 Board of Trustees:

Marks Arnold, President

Suzanne Bledsoe, Vice-President

David Kern, Secretary

Ashley McWilliams, Treasurer

Hooper Hardison, Trustee

Mary Gregory, Trustee

Allison Popp, Trustee

Robert Schleusner, Trustee
Chandler King, Trustee

Wellford Tabor, Senior Warden

Virginia Anderson, Junior Warden

Mark Landers, Outreach Commission Chair

Skip Smart, Planned Giving/Oak Circle Chair

As is customary, the CCF Board of Trustees met three times throughout the year, in February, May, and November. Upon the recommendation by the Scholarship Committee, three undergraduate students and four divinity students received grants totaling \$21,000 from the Scholarship Fund. The Habitat for Humanity Fund contributed to the construction of another Habitat home. On the recommendation of the Outreach Commission, the following gifts were approved to the following community partners:

Academy of Goal Achievers	\$10,000
Baby Bundles	\$3,000
BraveWorks	\$2,500
Community Kitchen Program	\$5,000
Families Forward	\$4,000
Furnish for Good	\$5,000
Harvest Center	\$5,000
ourBridge for Kids	\$2,000
Safe Alliance	\$10,000
Southminster	\$10,000
The ROC	\$6,000
Time Out Youth	\$2,000
Wayfinders	\$7,500
Nourish Up (Loaves & Fishes)	\$1,500
Reimagining America Project	\$2,500
Habitat Fund	\$15,000

The Nominating Committee recommended three names to the Vestry for approval to fill soon-to-be open positions. Marks Arnold and Suzanne Bledsoe are rolling off after serving two three-year terms, while Ashley McWilliams, who moved out of state, is stepping down as Treasurer. In addition, one existing Trustee, whose first term expires at the end of 2024, has agreed to serve a second three-year term.

Oak Circle

The Oak Circle Committee met three times in 2024 in January, May, and October. There are currently 89 households (144 individuals) who are confirmed Oak Circle members. Solicitation for prospective members was recently resumed after a hiatus during the active phases of the capital campaign.

The Summer edition of The Disciple focused on generosity, sharing stories that highlight both the Christ Church Foundation and Oak Circle. Further efforts in 2025 to increase education surrounding planned giving include the following:

- January: Southminster gathering to discuss funeral planning, obituaries, and planned giving.
- Spring: Legacy Sunday, promoted planned giving and share the list of Oak Circle members.
- Spring: Parish-wide mailing
- Outreach to CCK (Christ Church Kindergarten) families

WELLBEING AND CARE

Submitted by Alex Bacon and Elizabeth Angerson

Our Wellbeing and Care ministry is excited to share this information for the 2024 year:

- Amy Styers Bissette, Therapist and Wellbeing Educator, was hired June 3.
- Elizabeth Angerson, Program Coordinator for the Center for Wellbeing and Care, was hired August 1.
- Anne Ranson became Chairperson for the Commission, Center for Wellbeing and Care, in September.

392 individual counseling sessions provided

Individual counseling sessions are provided to church members (teens – older adults), and to CCK teachers and staff.

392 is a smaller number of sessions than those provided in 2023 BUT is still significant activity given that January through July 2024, Alex Bacon was the only therapist on staff. Amy Styers Bissette began working her full schedule in August 2024, and it was September before Amy had an active caseload.

59 consultation appointments provided.

Ditto staff point above re: Alex's work and Amy's hiring.

Note: Consultation appointments differ from counseling appointments because they are a one-time meeting held typically to address a specific, time-sensitive matter for specific advice and guidance. Consultation appointments are available to church members as well as non-church members.

135* referrals provided

Referrals are provided by request for church members, CCK staff and teachers, and are also available to non-church members.

Referrals are provided in the following instances: someone would like to work with a therapist who is not based at Christ Church, and/or there is a need for specialized care that the Center for Wellbeing & Care does not provide. Examples are substance abuse recovery, eating disorders, psychological testing, divorce attorneys, domestic violence counseling, in-patient hospitalization, etc.

*This number is MORE than 2023, when we had two full time therapists doing such work, and therefore reflects a significant increase in activity. What this reflects to us is twofold: 1) a greater awareness within the congregation, and also in the community, about this service, and 2) heightened significance of inquirers' needs, and also heightened diversity of their needs.

703 group participation "touchpoints"

This number reflects the number of participants in group programming/activities provided by the Center for Wellbeing & Care. (For example: School of Faith classes, Summer Soul Camp, Grief & Hope support groups, Holy Hikes, Mindful Mondays, Contemplative Prayer, etc.)

Off-site retreat for Center for Wellbeing & Care staff – Sept 2024

(Chip Edens, Joshua Case, Wendy Mauney, Bill Lorenz, and Ginny Cobb)

- First retreat of this nature held by this team.

Grand Opening of The Center for Wellbeing & Care

- Friday, October 18 began with a concert, “Music in a Time of Anxiety,” to bring awareness to the work of HopeWay Charlotte, a nonprofit behavioral and mental health treatment facility. This concert was free and open to the public.
- On Saturday, October 19 there was a walk-through and blessing of The Center for Wellbeing & Care, followed by Contemplative Worship with The Reverend Becca Stevens. A reception followed.
- On Sunday, October 20 blessing prayers for The Center for Wellbeing & Care were had at all worship services. Becca Stevens was the Faith Forum guest.

SPECIAL PROGRAMMING PROVIDED IN 2024:

Wellbeing-related Faith Forums

- Toxic Stress and What to do about it: Dr. Lawson Wulsin (along with practitioners in Charlotte). Five local doctors and Christ Church members joined for an open conversation about toxic stress. A dinner was held with Dr. Wulsin the evening before.
- Becca Stevens: Love Heals Our Community
- Community Wellbeing: Widening Our View
- Community Wellbeing: A Wholistic Perspective
- Community Wellbeing: A New Approach to Housing
- Community Wellbeing: Becoming Beloved Community

School of Faith

- School of Faith: Brain Health
- School of Faith: Adult Sleep Health and Hygiene
- School of Faith: Child & Adolescent Sleep Health and Hygiene
- School of Faith: Meditation 101

Events/Programs

- Holy Hikes (fall and winter Advent Walk)
- Summer Soul Camp: three sessions in July. (third year running).
- Mindful Mondays met weekly via Zoom.
- The Compass Group met weekly via Zoom.
- Yoga for the Spirit continued to meet Wednesdays in person and via Zoom.
- Simple Presence Contemplative Prayer met weekly, beginning in May.
- Grief & Hope Support Group (Spring and Fall) met weekly for four weeks.
- A Grief & Hope reunion dinner was held: 15 attended.
- Advent Quiet Day with Connor Gwin was held December 14.
- Blood drive inspired by parishioner of a student killed in a car accident, December 22

WORSHIP AND LITURGY

Submitted by The Reverend Joshua Case and Emily Skinner

As a community of prayer, the Liturgical Commission exists to support the worship experience at Christ Church through assisting the clergy and music ministries in preparation for seasonal and special worship services, empowering the laity of all ages to serve in worship, and creatively collaborating for the spiritual nurture and growth of the congregation.

We have had a full 2024. A few signs of our vitality, growth and pastoral response to the needs of our parishioners in 2024 include:

- We have continued to offer at least five worship service options each Sunday, two weekday worship services most weeks and continue to support weekly Chapel services of Christ Church Kindergarten.
- We had an average of 780 people engaged in worship weekly on-campus at Christ Church (Fall 2024).
- Clergy lead regular services at multiple offsite locations including, Southminster and The Cypress.
- We baptized 104 children and 2 adults, performed 14 weddings, and provided service for 30 families for funerals.
- Over 50 confirmands joined in worship ministries to learn about worship at Christ Church and to serve in leadership.
- We average approximately 200 online worshipers per week and, in 2024, saw 1880 unique viewers to worship and other formation activities.

Enriching the Worship Experience:

The worship experience at Christ Church continues to hit its stride post-COVID with each of our liturgies living into their unique expression rooted in our Episcopal tradition.

This fall we experimented with a new intergenerational worship offering on the last Sunday of the month during the 8:45 am All Saints' Hall service called "The Bridge." This service provided an opportunity for our "tween-age" parishioners and their families to worship together and share in worship leadership. The hope is that this worship service will provide a literal "bridge" for families trying to find new opportunities to worship after aging out of our very successful Discovery service. We received a lot of positive feedback from families and plan to continue offering this service through 2025 on the first Sundays of the month.

In 2025, we plan to continue to expand age-appropriate opportunities for parishioners of all ages to engage in leadership in worship.

Worship Volunteers:

Did you know?

- It takes over 45 volunteers to serve in worship every Sunday to provide the kind of hospitality, welcome and practical set-up to make our liturgies flow?
- We empower approximately 10 young ministers every week in our Discovery Worship to lead the service alongside clergy?
- It takes 12 tween-age ministers for our Bridge Worship to have the kind of intergenerational expression that holds space for our pre-confirmation and confirmation aged students and their families?

All sign up and recruitment for Sunday volunteer roles continue to be digital. This has enabled us to share more widely the available serving opportunities across the parish.

Special Liturgies:

In 2024 we had multiple special liturgies including:

- Two seasons of The Well in Lent and in the fall as part of our United in Love series
- This summer we hosted another Church at the Farm. We had over 130 people from Christ Church join us for worship, food and fun at North Corner Haven.
- A groundbreaking ceremony as part of our fall launch and construction renovations and expansion

Liturgical Commission:

In 2024 the Liturgical Commission welcomed new members. We continue to use best practices for raising up leadership across all our commissions and ministry areas. We are excited about the gifts and passion for worship our new members share.

At the end of 2024, we have several long-serving members of the Liturgical Commission rolling off. We would like to extend a huge thank you to them for their leadership and service to Christ Church. These members include: John Crehore, Genie Hufham, Margaretta Leary, Judd McAdams, Geoff Peters and Tom Poe.

2024 Liturgical Commission:

Geoff Peters (chair), Ned Waller (vestry rep), Beeland Voellinger, Brad Robinson, Michael Murphy, Margaretta Leary, Anne Cullen, Genie Hufham, John Crehore, Amie Packer, Joe Kenny, Tom Poe, Randall Mountcastle, Drew Russ, Judd McAdams, Mary Neal Harris, Scott Griffin, David Dean, Ben Outen, Charles Milling, Owen Peck, Katie Lehman, LaQuita Lindsay, Elizabeth Ignasher, Hunter Ives, Emily Skinner, and The Reverend Joshua Case.

If you are interested, please sign-up to volunteer to serve in worship please use this QR code and use your gifts today!



YOUTH AND FAMILY

Savannah Jane Williams

Youth Ministry is celebrating the close of a program year with a full team! This year we celebrated Elizabeth Walker's first anniversary as Associate Rector for Young Adult and Families, and Alice deVries' seventh anniversary as Assistant Director of Youth Ministry – High School. Savannah Jane Williams joined the team as Director of Youth and Family Ministry in February 2024, and we closed the year by welcoming Genie Richards as our new Administrative Assistant for Youth and Young Adult Ministries.

Youth Ministry takes a village, and we are grateful for ours! Here is a snapshot of some of what it took to make youth programming at Christ Church possible this year:

- 9 pounds of candy
- 17 sticks of Irish butter
- 34 pots of homemade soup
- 56 volunteers across all youth program offerings
- 68 baguettes
- 118 Books of Common Prayer given to confirmands
- 320 slices of pizza
- 427 prayer candles lit to close Youth Council and Life Group
- 1,248 of Alice's homemade chocolate chip cookies
- 1,321 nametags
- 4,300 donut holes eaten on Sunday mornings
- A community of parents who volunteer to drive, bring food, spread the word about youth events and help us extend hospitality to all!

Middle School Ministry:

- Middle School Sunday School continued on Sunday mornings this year, and students have enjoyed learning about parables accompanied by a wonderful group of volunteer leaders.
- EYC has had a fantastic year and has seen a 266% increase in average attendance since January. We gather on 2nd and 4th Sunday evenings for dinner, games, small groups and Compline. We have welcomed 5 new volunteer leaders this fall, and it has been a joy to watch this community grow!
- In June, Bishop Sam confirmed a record-breaking group 118 8th and 9th graders. We welcomed 47 new 8th grade confirmands this fall, and are looking forward to learning and growing alongside them. Confirmands have stepped into liturgical service roles on Sunday mornings, and we have loved to join them as acolytes, ushers, lectors, chalice bearers, and members of altar guild.

High School Ministry:

- High School Bible Study shifted to Sunday mornings this fall; twice a month students gather to discuss life, faith, and spiritual practices alongside some fantastic volunteer leaders.
- High schoolers serve as volunteers in Sunday School classrooms on Sunday mornings, and we are grateful for their service in this ongoing collaboration with Children's Ministry!
- Life Group continues to meet weekly as an intentional gathering of belonging and acceptance as high school students and dedicated leaders gather to talk about life's challenges, our life with God, and how the two intersect.

- Youth Council gathers on the first Sunday evening of each month, and we welcomed 32 new members this year, with 90 total members. Lizzy Dillard and Molly Schnyder serve as senior co-chairs, and Sloan Ellison, Wesley Seagraves and Matthew Walker were appointed as junior co-chairs.
- In June a group of 16 10th and 11th grade pilgrims, accompanied by Joshua Case, Elizabeth Walker and Alice deVries, walked over 100 kilometers of the Camino de Santiago in Spain. They had a wonderful experience, and we are looking forward to returning to the Camino in June 2025.

We continue to be amazed by the depth of character, thought and intention that the youth of Christ Church bring to our programming. It is a privilege to be invited into the lives of our students, and we prayerfully and expectantly look forward to what comes next in 2025.

DIGITAL MINISTRY

Submitted by **The Reverend Joshua Case, Vicar, and Elizabeth Ignasher, Director of Communications**

This year, Christ Church has experienced remarkable growth in our digital ministry, enhancing the way we connect, engage, and serve our community through online platforms. By expanding our presence and adopting new technologies, we've made strides in fulfilling our mission to share Christ's love in innovative and accessible ways.

Public-facing Digital Ministry Initiatives

- **Church Information:** Through our website and app, we've established a reliable source for church news, events, and media. These centralized access points ensure our congregation stays informed, no matter where they are.
- **Social media** has become a powerful tool for outreach. With creative and welcoming invitation videos and a wide variety of other inspirational, educational, and engaging content, we extend the invitation to explore faith and community to a broader audience. We are seeing a steady increase in followers on all platforms.
- **Online Event Registrations and Payments:** Offering online registration and payment options via our website and app has simplified event planning and participation, making our activities more accessible to all.
- **Worship Livestreams:** Livestreaming Sunday services has brought our worship experience to homes across the community, ensuring that anyone can join in praising God, regardless of their ability to attend onsite.
- **Updated sound equipment in Church:** Over the summer, the AV team completed an installation of new sound equipment in the Church, which improved the listening experience for worshippers both onsite and online.
- **Online Offering Cards:** This fall we placed cards in the pews with a QR code for online giving and Text-to-Give instructions on one side, and "I gave online" on the other side, inviting people to place the card in the offering plate during the offertory. These cards were quickly embraced and are being successfully utilized by worshippers.
- **Tech Teaching Tuesdays:** Specifically designed to help older members of our community navigate the digital world, these onsite sessions make technology more accessible, empowering participants to engage fully with online worship and other resources.
- **Prayer Requests:** Our online prayer request platform ensures that everyone has the opportunity to seek prayerful support, no matter their location.
- **Member Directory:** Church members can log into our Realm member directory online (accessible via our website and app) to find other members' contact information and update their own as needed.
- **"The Daily"** delivers devotionals, reflections, and updates via email, Instagram, and push notifications. This multi-platform approach nurtures spiritual growth, primarily supporting our Adult Formation ministry.
- **eDevotions:** One of our earliest digital ministries which continues to be highly popular are the weekly eDevotions written by members of our clergy. These are sent via email, the Christ Church app, and posted on social media.
- **Sermon Videos:** Archived sermon videos available online allow members to revisit inspiring messages or catch up if they missed a service, extending the reach of our teachings.
- **Faith Forum:** Through livestreamed Faith Forum conversations, as well as video archives and podcasts, we bring thought-provoking discussions and teachings directly to people's devices, enriching the spiritual lives of those who join us online.
- **Slideo:** This year we began using Slideo, an online tool that allows for interactive participation by both onsite and online audiences during Faith Forum, Family Faith Talks, and other events.
- **Sunday Highlight reels:** Leveraging the power of AI, we are able to generate a collection of highlight reels from Sunday sermons and Faith Forums and share them on social media.
- **Christ Church Women's Bible Study (CCWBS) Videos:** CCWBS lectures are recorded and uploaded to our app for those who are unable to attend onsite.

- **Reading Between the Lines Bible Study:** Hosted via Teams, two groups meet weekly for this engaging and interactive Bible study which invites participants to delve deeper into scripture, encouraging spiritual reflection and discussion in a virtual community setting.
- **Beloved Community via Zoom:** This program offers a safe space for conversations on faith, inclusivity, and social justice, promoting deeper understanding and connections.
- **Yoga via Zoom:** Combining physical well-being and spiritual mindfulness, this program offers yoga sessions virtually, allowing participants to practice from the comfort of their homes.
- **Mindful Mondays via Teams:** These weekly sessions provide a calm and meditative start to the week, encouraging mindfulness and spiritual reflection through the convenience of virtual gatherings.
- **Funeral Livestreams** provide loved ones unable to attend onsite the chance to honor and celebrate the lives of those who have passed, offering connection and support during difficult times.
- **Ministry emails:** In addition to the weekly *Christ Church Today* email (Friday e-newsletter), many of our ministries send their own monthly e-newsletters to specific interest groups.

Platforms

Christ Church is represented in these public-facing digital spaces:

- Christ Church website (christchurchcharlotte.org)
- Instagram @christchurchcilt, @centerforwellbeingandcare, @theGoodNewsShop
- Facebook @christchurchcharlotte
- Christ Church app (Apple, Google, and Amazon app stores)
- Email
- YouTube @christchurchcharlotte @FaithForumatChristChurch, @christchurch-worship-arts
- Spotify, Apple, and YouTube podcasts
- Microsoft Teams & Zoom
- Realm (member directory)
- Signup Genius
- Dropbox
- Vimeo
- Slideo

Internal Initiatives

The following digital tools and processes were adopted by the staff this year:

- Transition from Zoom to Teams for staff use and collaboration.
- Transition from a local file server to SharePoint, enabling the staff to access their work files from anywhere.
- Use of Realm for engagement, hospitality, and tracking data for ministry reporting
- Implementation of EOS/Ninety.io, a staff planning and management platform
- Updated software for projection and streaming
- Dropbox adoption for staff collaboration and photo sharing
- AI for Good. Used for assistance with:

continued

- Sermon editing, capturing clips, and sharing
- Staff planning and ideation
- Writing curriculum for VBS and other programs
- New staff email signatures

Impact and Vision

These digital ministry initiatives have not only expanded our reach but also have strengthened our internal ministries. With an emphasis on inclusivity, we've ensured that whether someone joins us onsite or online, they are an integral part of our church family.

A few interesting stats and facts:

- Instagram (@christchurchclt): 254 new followers in 2024, for a current total of 1,643. Growth rate is steadily increasing.
- Facebook (christchurchcharlotte): 142 new followers in 2024, for a current total of 1,918. Growth rate is steadily increasing.
- Our content reached over 100,000 people, which represents 306% growth over 2023.
- Highlight reels from sermons and Faith Forums were our top-performing Instagram content.
- Our top three most-liked Facebook posts were about relief efforts for Hurricane Helene, the groundbreaking, and the Center for Wellbeing & Care opening.
- We are averaging well over 2,000 livestream views per month, including worship services and Faith Forums.
- In addition to our website, app, and Facebook, all of our live broadcasts are now also available on YouTube to reach a much larger potential audience and provide easier TV viewing.

As we look ahead, we aim to build on this momentum, exploring even more creative ways to engage with our community and spread the message of Christ's love. This year we convened a group of parishioners and staff to explore ways to further utilize the digital tools and data available to us and new possibilities for expanded digital ministry. Group members include parishioners Dave Walker, Sam Felix, James McGahey, Amelia Abbott, and Henry Ijams, and staff members The Reverend Joshua Case, The Reverend Allen Pruitt, and Elizabeth Ignasher.

TRANSFORMING HEARTS CAMPAIGN

Wendy Mauney, Chief Operating Officer

Thanks to the generosity of almost 600 parish families, the Transforming Hearts Capital and Ministries Campaign raised over \$33 million to fund initiatives to cultivate deeper faith, gain unparalleled resources for wellbeing and care, form lasting bonds across generations and find a platform to significantly impact others, alleviating pain and hardship. The money will also fund improving and expanding our church's physical space.

Many groups have begun the work of the ministry portion of the campaign. Guided by our priorities of Faith, Connection and Wellbeing for all, the Implementation Teams (Spiritual Formation, Digital Ministries, Engagement and Hospitality, Center for Wellbeing and Care, Sacred Spaces, Outreach and Creation Care and Faith Community Partnerships) have been meeting throughout the year.

Spiritual Formation

During 2024, the Spiritual Growth Implementation Team met throughout the course of the year and developed a comprehensive strategic vision and mission statement to guide our work for Spiritual Growth.

A few key points of this work include:

- Recognition of our call as a Church too help people grow in Christ and to live out faith
- A sense of spiritual growth that is rooted in our call to be followers of Jesus and to consider initiatives that will foster opportunities for our minds to be transformed through spiritual practice and renewal
- In 2024 we worked on establishing of strategic framework for transformation of hearts through spiritual growth initiatives which includes the movements of Wake Up, Wise up, Grow up and Show up.

Next steps for the Spiritual Growth Implementation Team include working with Key staff to explore how our framework for spiritual growth might apply for all ages and stages while also reviewing and vetting ideas for spiritual growth from past ministry planning and in conversation with other strategic direction implementation teams.

Digital Ministries

The Digital Ministry Implementation Team has met several times this year and are thinking about what it means to be a digital spiritual home and developing a communication strategy focused on who we are engaging and what medium to use, using data analytics from the various digital platforms Christ Church communicates through and striking the right balance between information and inspiration.

Engagement and Hospitality

The Engagement and Hospitality Group has prioritized developing best practices for hospitality across all ministry areas, ensuring inclusivity for all ages and life stages. So far, this has included creating a designated space for parents to care for babies as we updated nearby restrooms to include changing stations. The team continues to brainstorm and plan initiatives aimed at enriching the experiences of newcomers and parishioners, with enhancements set to be implemented over the next several years.

Center for Wellbeing and Care

For the bulk of 2024, The Center for Wellbeing and Care implementation team focused on the renovation of the space that would house the new Center. Our work also centered on the grand opening weekend as well as the priorities for the first months of operations as a new ministry at Christ Church. The team has now shifted their focus to the strategic work of the Center focusing on growth of programs and offerings that match the expressed needs of the congregation in 2025.

Sacred Spaces

it has been a very busy two years for the Sacred Spaces Implementation Team. We began meeting in January 2023 and by the end of 2023 had selected Jenkins-Peer Architects and Barringer Construction Inc to be our partners in this important work. We also held sessions with each ministry team to receive input on what their building and facilities needs were. Taking this information and letting our budget be our guide, we designed a 14,000 square foot building and renovated spaces for the Nursery Suites/CCK rooms and Center for Wellbeing and Care within our current footprint. We began work on the renovated spaces in the summer of 2024, and expanded our parking lot into the two lots where the two duplexes were located, providing additional parking spaces and a new entrance/exit onto Portland Avenue. The fall of 2024 was spent waiting for permitting, which was received in late December. We will begin construction of the new building in January 2025.

Outreach and Creation Care

The year started out with grant requests for King's on Lamar/Roof Above, a Community Health Worker and Freedom School being submitted to and approved by the Oversight and Governance Committee. During the year, the implementation team met with six potential grant applicants and will be submitting several grant requests in the first quarter of 2025. The team was assigned responsibility for making a recommendation on spending \$50,000 in Hurricane relief funds allocated from Transforming Hearts. They are in the information gathering phase with a couple of on-the-ground possibilities emerging that will be explored.

The Oversight and Governance Committee met throughout 2024. Our first work was to develop processes and templates for funding requests. Later in the year, we heard a report from Dick Parkhurst, Treasurer about our cash flow and financing needs. Based on the inflow of receipts and the outflow of grant monies and construction expenses, there is a high potential that the church will need to borrow money. Dick has been working with our bank, South State, for the best loan terms.

The Committee has approved the following grants:

Spiritual Formation

- Ongoing development of a vibrant Center for Wellbeing
- Enhanced music that supports existing ministries and attracts newcomers to our church
- Timely Faith Forum speakers and Deep Dive experiences – a key part of our Spiritual Growth offerings.
- Additional invitational events for fellowship and connection
- Staff learning experiences that will empower our staff to provide best in class ministry inspiration and connection – on our physical campus and for our digital campus

Outreach

- King's on Lamar/Roof Above Affordable Housing – reimagining of the King's College dormitories on Lamar Street to add sixty plus units of transitional housing for working men
- Community Health Worker at Shamrock Garden – in partnership with Ascent and the Housing Impact fund, Christ Church has provided funding to hire an accredited professional who will help families and individuals at the Shamrock Gardens apartments navigate health care and social care programs and resources.
- Freedom School – continued funding for five years for the Rama Road Elementary School site
- St. Michael's and All Angels, Charlotte – pledge towards the purchase of land and construction of a building for one of the oldest historically African American Episcopal churches in North Carolina. The church has been without a permanent home for the last 10 years
- Hurricane Recovery – funding for Hurricane Helene recovery efforts in Western North Carolina

continued

Sacred Spaces

- New building that will include a large Community Gathering Space that will house a coffee shop, Parlor, new Youth Spaces and a Courtyard
- Renovation of Nursery Suites, Center for Wellbeing and Care
- Expanded parking lot
- Sanctuary, chapel and bell tower plaster repair
- Lighting upgrades

Funding of key staff positions including a Director of Engagement, Director of Annual Stewardship, Assistant Director of Children and Family Ministries, Business Administrator and Program Coordinator for the Center for Wellbeing and Care.

We are excited about what the future holds for Christ Church and the transformation of the hearts and lives of our parish and our community. We extend our heartfelt thanks for your continued support and enthusiasm for the “Transforming Hearts” initiative.

Members of the Oversight and Governance Committee: Virginia Anderson, The Reverend Joshua Case, Jane Coulter, The Reverend Chip Edens, Fletcher Gregory, Bill Lorenz, Wendy Mauney, Dick Parkhurst, Arrington Mixon, Carl Showalter, Wellford Tabor, Chris Ullrich.



Christ Church Charlotte

CHRIST EPISCOPAL CHURCH

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