

2023 ANNUAL REPORT

President's Letter and Invitation

By Lucy Worth

Greetings fellow Congregation members,

As June approaches so does the time for our annual meeting as required in our by-laws. This year the meeting will be held on **Sunday, June 11** immediately following worship. We have had to meet via Zoom for the past three years, but we will meet in person this year. Hallelujah! We need the in-person opportunity for fellowship and connection. We will have lunch together at Zweli's Cafe in the Divinity School (lower level). I believe that there will be tables available outside as well as inside. Following lunch, we will meet in Goodson Chapel (same level as Zweli's Cafe) to conduct our business, principally electing lay leaders and approving a budget.

I ask you to make a special effort to attend in person but understand that some may not feel comfortable or able to do that. To accommodate everyone, the business portion in Goodson will be available live via Zoom. Please remember that we must reach a quorum of members to conduct our business.

The most important piece of business is to elect our lay leaders. The proposed slate is included. Serving as president of the Council has been my privilege for the past two years. I thank every officer, program area coordinator, committee chair, and committee member, not to forget offering counter, ally, altar guild member, and usher for the work you have done. You have made the job of being president surprisingly easy, and full of joy as well. Of course, none of us could have done it without Carol and Phyllis! I want to make a point here that as far as I am aware, or can imagine, all the leaders and committee members work together with mutual support and patience to do the work of the Congregation. And that makes it enjoyable, even when the work is hard. Next year, please consider what role you could play (maybe again) in our Congregation's leadership. Talk to people who've had roles you would consider. You may find it's not as daunting as you imagine. That's what I have learned.

Over the years of the pandemic, you continued your faithful and generous giving so that we have not had the dire budgetary problems that some churches and nonprofits faced. Of course, some budgeted expenses were not needed as well. The 2023-2024 budget, included in this report, was developed by all the committees of the Congregation. It was reviewed, discussed, and prayed over by the Stewardship and Finance Committee, and recommended to the Council. The Council now recommends it to you for a vote. It assumes that worship attendance and other in-person activities will continue to grow towards what had been our normal.

THANK YOU to everyone reading this. You have contributed in ways you may not realize to our having a growing, loving, supportive, giving, solvent Congregation.

Annual Business Meeting Minutes from 2022 for Review

Online via Zoom

June 12, 2022, 2:00pm

By Theresa Yuschok (for Adrianna Doi)

Congregation at Duke University Chapel

ANNUAL BUSINESS MEETING

June 12, 2022

2:00 p.m.

1. The Meeting was called to order at 2:05pm by President Lucy Worth after the acting Secretary determined a quorum (over 10% of membership) was present via Zoom.
2. Phyllis Snyder led the members present in the Affirmation of Faith and Opening Prayer.
*Believing that God has reaches out to us with love and forgiveness,
we seek to grow together in faith through worship, study, service and our life
together, to the end that we embody Christ's compassion and holiness.*
3. Lucy Worth called for approval of adoption of the Agenda. Fran Steele motioned, Michael Smith seconded, and 97% approved with 3 abstained on the zoom poll.
4. Lucy Worth called for the Minutes to be approved from June 20, 2021 Annual Business Meeting. Tom Link motioned, Michael Smith seconded and 100% approved the minutes.
5. Steve Harper celebrated the successful close of the **Refugee Resettlement Ministry**. His slide show recounted the 20 years of this ministry and the many blessings which manifested to support five Montagnards from Vietnam to Durham, NC. Highlights included a wedding in Duke Memorial Chapel, the birth of children, Citizenship Ceremonies, learning English, finding jobs, assimilating holidays, church participation of 3 generations, and children graduation from high school and beyond. Many thanks to all in the Congregation who contributed to this life-changing mission, especially Steve Harper's leadership, sharing love in sponsorship.
6. Harry Rodenhizer presented the **Altar Frontal** and a set of stoles which were commissioned as a gift to Duke Chapel in honor of our 35th Anniversary as a congregation, which we celebrated in 2020. These liturgical art pieces, created by Jeff Wunrow Designs, are elegant, contemporary, appropriate to the space, and uniquely reflect our setting. In this design, the diamond-shaped representation of the vine and the branches, is drawn from the woodwork in the Chapel's pulpit and is used as our Congregation logo. The arches reflect the familiar Gothic architecture, with the set of three reminding us of the Trinity. The open ovals on the ends remind us of the openness of God's story, which is still unfolding. Green is the color for ordinary time in the liturgical year, a time of spiritual growth. Accents of white, silver, and even Duke blue, complete the design. We hope that this art will enhance our worship for years to come.
7. Liv Vermane, Communication Intern, created and shared the **Year End Video** which may be viewed on the Congregation's YouTube channel. Justice was our theme this year with formation of a Racial Reconciliation subcommittee, theme-related book groups, retreats, and a visit to Historic Stagville.
8. Highlights of the Past Year

- a. Rev. Carol Gregg reported our **Membership** is currently 456 active members in 291 households. We welcomed 26 new members and experienced 39 losses from death, transfer, inactive or withdrawal. She read the Honor Roll of members who died since May 1, 2021: *Ned Arnett, Eleanore Bequaert, Jo Anne DeWitt, Bill Jones, Willie Mae Jones, Helene Mau, George Parkerson, Wade Penny, Farrel Potts, Sandy Powers, Jan Radabaugh, Aubin (Teeny) Sander*.
Rev Carol led us in a prayer of thanksgiving for their lives and comfort for their families.
- b. Fran Steele noted our **Education** have started offering our adult education classes in a hybrid format. This created some technical frustrations. Despite training, practice, and competent adults with significant technical skills, it seemed as if every week there was another frustrating glitch! The good news, however, is that through persistence and patience this technology allowed us to extend our reach beyond Durham and the Triangle, joyfully including those from outside of our immediate area. Recorded lectures are available on our Congregation website.
- c. Han Setiawan celebrated that some **Fellowship** activities were in person this year. At an outdoor fellowship event in March, we had the opportunity to greet several people who have been worshipping at the Chapel and considering connecting to the Congregation. Each of these new friends met both staff and congregants, and heard invitations to participate in additional ministries. An intentional gathering over light refreshments is a perfect opportunity to reach out to newcomers in our midst. This opportunity to extend hospitality is also available every Sunday in worship. Let's be sure to reach out to introduce ourselves to other worshipers. While the Fellowship Committee sets the table, it is up to all of us to create a truly welcoming community. The Congregation has started a new LGBTQ+ and Allies Support Group, led by Tom Link, initiated a led by Tom Link which meets the first Sunday of each month at 3pm.
- d. Diane Garber for **Mission and Outreach Committee**, noted the Lasagna Dinner Ministry at Urban Ministries for over 20 years is now serving 150 persons.
- e. Highlighting how our Congregations provides **Chapel Support**, Kenyon Davenport requests members to contact him or the Congregation Office to volunteer for Altar Guild, Offering Counters, Ushers, Scripture Readers, and Docents. All of these ministries have now resumed their service and all need additional volunteers.
- f. Ben Wechsler defined **Congregation Support** as the "behind the scenes" groups that provide essential support to all of our other ministries: The Administration Committee, Nominations and Leadership Development Committee, Staff Parish Relations Committee, and Stewardship and Finance Committee.
The Administration Committee is training volunteers on how to keep our website up-to-date. The Staff Parish Relations Committee provides oversight for our staff and helps determine our staffing needs. Phyllis Snyder, Ken Moland, and Carol Gregg are all continuing in their current roles. Matt Wright and Nathaniel Metz have both concluded their ministry with us. Liv Vermane joined us this spring. Laura Catherine Wilson and Emilee Ogden are set to join us this summer. Through our website and staff, we reach out to others.

9. Dan Thomas presented the 2022-2023 Budget that was recommended by the Stewardship and Finance Committee.
 - a. We are grateful that the members and friends of the Congregation continue to support the ministries of the church generously. Your faithfulness is a blessing.
 - b. The Stewardship and Finance Committee, along with the Congregation Council, works hard to be faithful and transparent stewards of each of your gifts. We contract with an external accounting firm to audit our records annually and are pleased to report that our audit continues to be “clean.” In addition, we are happy to provide financial reports to anyone who would like to see them.
 - c. We are dependent on your ongoing financial support, as we have no endowments and no income from the University. Our operating budget is supported entirely by the current gifts of members and friends. We deeply appreciate every gift, no matter the size. So, thank you for the gifts you have given and for the support you will offer in the future. Your financial generosity enables all of the ministries you have heard highlighted today. Your generosity also gives us confidence in our future as we have prepared our budget for next year.
 - d. **Highlights from the proposed 2021-2023 Budget** are as follows:
 - Budgeted expenses for FY2023 are just over \$381,000. This includes:
 1. 10% increase in annual grants for Outreach Ministries locally
 2. Cost of living increases for staff, and raising minimum wage for our part-time staff to \$17/hour, which corresponds to the University’s minimum wage increase.
 3. 3.67% increase in total expenditures
 4. Overall, this budget is consistent with budgets in recent years.
 - e. The Stewardship and Finance Committee recommended we adopt this budget for the 2022-2023 fiscal year, passed unanimously.
10. Jen DeNeal presented the **Report of Nominating Committee and Elections**
 - a. She recognized Outgoing Council Members and thanked them for their service: John Mullins, Hans Setiawan, and Fran Steele. The Quilting Ministry made them potholders as a thank you gift.
 - b. Jen presided over the Election of Officers. The Nominating and Leadership Development Committee recommended election of these officers, passed unanimously.
 - i. President, Lucy Worth
 - ii. Vice President, Walker Robinson
 - iii. Secretary, Adriana Doi
 - iv. Treasurer, Elaine De Almeida

The nominating committee recommended Election of Council Members for 2022-2023, and passed unanimously.

 - i. Administration: Ben Wechsler
 - ii. Chapel Support: Ken Davenport
 - iii. Christian Education: J Geneczko
 - iv. Congregation Care: Sara Harper
 - v. Missions and Outreach: Diane Garber
 - vi. Nominations and Leadership: Ken Arneson
 - vii. Staff Parish Relations: Terry Yuschok

- viii. Stewardship and Finance: Dan Thomas
- c. The nominating committee recommended Election of Assistant Treasurer Carl Hollomon, and Members of the Staff Parish Relations committee-- Terry Yuschok, Siaka Kromah, Tom Link, Christian Wilson, and Marianna Henry—and these passed unanimously.
- d. We applauded the additional Committee Chairs and Service Group Chairs who did not require election.
 - Administration: Ben Wechsler
 - Calling Ministry: Linda Gauger
 - Education: Jack Steele
 - Fellowship: Kate DeAlmeida and Elizabeth Kenly
 - Missions and Outreach: Lee Tyrey
 - Refugee Resettlement: Steve Harper
 - Stewardship and Finance: Dan Thomas
 - Visitation and Care Ministry: Linda Gauger
 - Altar Guild: Ellie Ferguson
 - Chapel Choir Outreach: Deb Hackney
 - Loaves and Fishes: Pat Marcom
 - Offering Counters: Drew Middleton
 - Nursery: Ashely Peters
 - Ushers: Jim Ferguson
- e. Rev. Carol Gregg commissioned new Officers and Council Members who were affirmed by all present.
- 11. Lucy Worth invited New Business, but there was none.
- 12. Lucy Worth called for a Motion for Adjournment. Tom Link moved, Ken Davenport seconded, and it passed with 94% approval,
- 13. The Rev. Bruce Puckett, Assistant Dean of the Chapel, expressed gratitude for the many ways the Congregation supports Duke Chapel and he led the Closing Prayer from Philippians: Rejoice in the Lord always.

Proposed Slate of Lay Leaders for 2023-2024

THE CONGREGATION COUNCIL

Executive Committee:

President: Adrianna Doi

Vice President: Beth Gettys Sturkey

Secretary: Kirsten Ford

Treasurer: Carl Hollomon

Program Area Coordinators:

Congregation Care: Sara Harper

Chapel Support: Ken Davenport

Standing Committees - Council Representatives

Administration: Kate Courtney

Christian Education: J Geneczko

Stewardship/Finance: Dan Thomas

Missions and Outreach: Walker Robinson

Nominating and Leadership Development: Karen Rhodes

Staff Parish Relations: Christian Wilson

REQUIRED ELECTIONS

Assistant Treasurer: Elaine DeAlmeida

Nominations and Leadership Development Committee

N&LD Chair: Ken Arneson

N&LD Member: Ken Arneson

N&LD Member: Jane Fellows

N&LD Member: Karen Rhodes

N&LD Member: Harry Rodenhizer

Staff-Parish Relations Committee

Chair and Council Rep: Lucy Worth

SPRC Member: Marianna Henry

SPRC Member: Siaka Kromah

SPRC Member: Tom Link

SPRC Member: Christian Wilson

SPRC Member: Lucy Worth

COMMITTEE CHAIRS AND ADDITIONAL LEADERSHIP

Administration: Kate Courtney

Calling Ministry: Caroline Haynes

Education: Jack Steele

Fellowship: Kate DeAlmeida and Elizabeth Kenly

Missions and Outreach: Lee Tyrey

Stewardship and Finance: Dan Thomas

Visitation and Care Ministry: Caroline Haynes

SERVICE GROUP CHAIRS

Altar Guild: Ellie Ferguson

Chapel Choir Outreach: Deb Hackney

Loaves and Fishes: Pam Marcom

Offering Counters: Drew Middleton

Nursery: Ashley Peters

Ushers: Jim Ferguson

MISSIONS & OUTREACH

Missions and Outreach Committee

By Lee Tyrey

The Mission and Outreach Committee serves as an interface between the Congregation and the greater community, both locally and internationally. To that end, the committee planned and coordinated mission and outreach initiatives and provided guidance for the distribution of congregation funds in support of local and more distant human service organizations. Thanks to the generosity of congregation members, this year a total of \$76,100 was granted to ten local agencies for use in their efforts to improve the lives of those in need of assistance. Those organizations were: Durham Literacy Center, Families Moving Forward, Meals on Wheels, Reality Ministries, Religious Coalition for a Non-Violent Durham, Ronald McDonald House, SEEDS, Society of St Andrew, StepUp Ministries, and Urban Ministries of Durham. Relevant to the issue of racial reconciliation, the committee noted that during the preceding year eight of eleven local partner organizations had black directors, program leaders, and/or critical support staff, and that those organizations received 76.3% of the grant funds distributed that year. In a more distant reach, contributions of \$11,300 supported Zoe Ministries in their empowerment work benefitting two groups of orphaned youth in Zimbabwe, and \$1,500 supported missionary work translating the bible into local dialects for minority groups in Asia.

Throughout the year the Committee provided congregation members with opportunities for direct involvement in outreach activities. They included monthly hands-on service projects in support of our partner organizations and twice monthly “back-pew” donations of items necessary for those organizations to carry out their missions. During the Christmas season congregation members were able to brighten the holidays for thirty needy children and adults by providing gifts through the Angel Tree Project, and they were able to provide \$1,058 for the aid of orphaned youth by making gift purchases in the ZOE Empowers gift market. They also were able to contribute and/or serve 150 lasagna dinners each month to the homeless at Urban Ministries of Durham, and to aid Families Moving Forward by preparing quarterly dinners and providing child care for families temporarily in need of help. Partnership with Duke Chapel in helping build a Habitat for Humanity affordable home in Durham and a congregation six-day service trip to eastern North Carolina to assist in the repair of homes damaged by natural disaster also provided opportunities to get personally involved.

Many thanks to the following committee members who contributed time and talent to assist our neighbors and be of service to the Lord: Joel Boggan, Linda Daniel, Dennis Donahue, Leslie Donahue, Jane Fellows, Diane Garber, Carol Gregg, Kathy Jones, Kathi Piendl, Walker Robinson, Beth Gettys Sturkey, Mary Tyrey, Lee Tyrey, Breanna Van Velzen, Judi Vos, Dave Vos, and Nancy Wawrousek.

Durham Congregations in Action

No report this year.

Families Moving Forward Meals

By Linda Daniel

This year the Mission Committee has continued to support Families Moving Forward. Linda Daniel and Jane Fellows have served 6 evening meals, from June 2022 to June 2023, about 6 families and about 18 people total each time. There is always interaction with the residents in the house. The Congregation also has supported Families Moving Forward with a yearly Back Pew

Collection and recruiting volunteers for the yearly community fundraisers and cleaning/building projects.

Missionary Support

By Dave Vos

Steve and Mary Porter continue to serve people in Asia and the USA remotely, living in Minnesota. Steve helps serve eight unreached minority communities in Asia by supervising and encouraging those translating their oral minority languages and giving them God's Word in their language for the first time. Over 3.4 million people received access to the Living Hope last year via their organization. One volunteer Steve recently visited has a genetic disease that has caused her to be deaf. But a cell phone app enabled a meaningful supervisory interview. Mary is a Young Adult MK Care Facilitator. She serves the college age young adults in the USA whose parents with our organization are serving overseas. Many of these young adults are struggling in their transition from living overseas to now living in the USA. Some are struggling with depression, separation anxiety and more. Mary serves these young adults by visiting with them, writing encouragement, and phone calls. This past year she visited and/or connected with eleven people on a regular basis and over 140 people with written communication. Thank you for the Congregation's support over many years.

Racial Equity Group (formerly Racial Reconciliation Work Group)

By Robin Barefoot

Constituted in 2020 after the murder of George Floyd, the Racial Equity Group (REG) spent significant time last year discerning the way forward, while specifically seeking to work in ways that are appropriate to our unique context and striving not to duplicate existing efforts led by Duke or Durham partners. The REG now seeks to gather and engage Congregation members who are curious about or ready to do the work of anti-racism. REG meetings will be open to all and designed to inspire, support, and equip participants in meaningful racial equity engagement. This engagement will take the form of personal education, direct service with local organizations, and/or participation in advocacy efforts in Durham and beyond. The REG Core Team (Fran & Jack Steele, Elizabeth Kenly, Jane Fellows, Billie & Gary Bauer, Kathy Jones, Robin Barefoot) will continue to guide the REG meetings and develop educational and engagement opportunities for REG participants across themed topic areas appropriate to current events, member interest, perceived need, and early successes. The REG will readily lend support to the Congregation Council, committees, and volunteer leaders as we collectively make intentional choices toward Beloved Community.

Urban Ministry Dinners

By Diane Garber

Until April 2020, volunteers associated with the Congregation at Duke University Chapel served a dinner of lasagna, fruit cups, rolls, salad, cookies, and lemonade to our neighbors at the shelter at 410 Liberty Street on the second Sunday of odd-number months and on the fourth Wednesday of even number months, for more than twenty years! Annually, we contributed almost 450 man-hours of volunteer service and served more than 2,500 meals.

While COVID may have put us on "pause" from April 2020, through December 2021 we look forward to continuing our lasagna dinner tradition in 2023. During the last year, we brought back a few volunteers who worked following Covid protocol in the kitchen at Urban Ministries.

We served approximately 150 residents monthly with boxed dinners that were distributed by the shelter staff during this period of time.

Diane Garber continued to work as the volunteer and lasagna coordinator as well as contributing time to help at the dinners. She was preceded by Cricket Scovill who had done such a wonderful job over the years keeping this ministry staffed and running. Dave Vos and Nancy Wawrousek alternately worked on-site and purchased the trimmings to distribute with the donated lasagna meals. There were a dedicated group of rotating volunteers and we formed a well-functioning small group who contributed to this worthwhile ministry.

In the past Congregation members had traditionally contributed more than twenty 12-serving Stouffers (or store brand) lasagnas each month, while the Congregation, pre-pandemic, had budgeted \$285 per month to cover the cost of the rest of the meal. In a normal 12-month period, we might provide a total of 35 pounds of salad, 14 gallons of canned fruit cocktail, thousands of chocolate chip and oatmeal raisin cookies and rolls, 144 ounces of salad dressing, and enough lemonade mix to make 18 gallons!

Over the last year 2022-2023, we began to work again with volunteers in the kitchen as well as volunteers bringing lasagna. The management and staff at Urban Ministries have been very grateful for our participation as it has been a challenge, and rightfully so, to continue to work with community volunteers to support their ongoing ministry. We were able to be fully staffed and prepped for the year and we have our wonderful volunteers to thank for that.

The time commitment per dinner has been fairly well set in the past pre-Covid. We arrive at the shelter kitchen with our lasagnas one hour before the meal begins and some of us will stay to serve for one hour. Shelter residents or staff take care of the clean-up. If the 12-serving lasagnas are defrosted before cooking at home, they only have to be in the oven for about an hour. So, if you can carve one to two hours out of your schedule on a Sunday or a Wednesday, plus some travel time between the shelter and your house, you can be part of the Congregation's longest continuously running (briefly interrupted by Covid restrictions) local ministry. We will be ramping up from six to a more reasonable number of six to ten volunteer servers per meal in May 2023, with some volunteers dropping off lasagnas but not staying to serve.

You can help out as much or as little as you like. Some people come every month, some come occasionally, and some come just once to try it out. Every contribution of time and lasagna is appreciated. We are always happy to welcome new members into our group of volunteers.

Many thanks to the Congregation Council for generously providing funds to Urban Ministries to purchase meals on several occasions during the Covid shutdown months when we were not able to participate in person. Many thanks also to Dave and Judi Vos, who have purchased the food (other than lasagna) and have organized Wednesday night meal preparation for a number of years. Also, thanks to Jeanine Valkos, who purchased food for the Sunday night dinners throughout 2019 and for the three months that we served in 2020. Jean has been replaced by Nancy Wawrousek who has worked tirelessly since we were able to come back to prepare meals in 2022.

Many thanks to all who participated with their time and energy when they were able and to the Congregation at large for financially supporting this ongoing ministry.

Zoe Empowers Support

By Jane Fellows

As part of our global mission and outreach the Congregation supports Zoe Empowers. ZOE Empowers describes themselves as “a living model which God continues to shape and grow.”

This organization has grown from a small grassroots group in southern Africa in 2004 to having served over 150,000 orphans and vulnerable children in three-year empowerment programs across eight countries on two continents. Each of the eight countries has a native of that country in charge of the programming there. Those eight leaders hire about one in-country employee/1000 program participants, and they recruit many community volunteers. The Congregation continues to support two groups in Zimbabwe. ZOE encourages sponsors to visit the groups they support, but travel was suspended due a cyclone in 2019, and the corona virus pandemic from 2020-2022. A group from the Congregation hopes to go in July of 2024. More information can be obtained about this organization at <http://zoeempowers.org>.

CHRISTIAN NURTURE

Christian Education Committee, including Life Together Groups

By Fran and Jack Steele

It can be said that Christian education began on the road to Emmaus, when the risen Savior opened the hearts of anxious disciples and they understood the scriptures. This process continues today and we seek God's blessing for our part in it.

Education offerings this year focused on the Holy Spirit. The Congregation engaged Mark Shaw, an experienced spiritual director and trainer, to introduce and support spiritual formation concepts and practices throughout the year.

Four Life Together groups met, generally biweekly, promoting Christian companionship and confidential sharing. These groups are led by Phyllis Snyder and Patrick Cacchio; Fran Steele and Jack Steele; Janet Hortin and J Geneczko; Carol Gregg.

Two Book Groups met regularly throughout the year with skillful leadership by Pastor Carol Gregg and excellent participation. Authors were Norman Wirzba, Leonardo Boff, Mark Thibodeaux, Luke Powery, and Will Willimon.

The Committee acted to defer an overnight retreat because of COVID recovery and schedule constraints. Instead, half-day and full-day workshops with a rich diversity of topics, presenters, and participants were offered. Topics and presenters included Spiritual Formation led by Mark Shaw, *Becoming Human* by Luke Powery, and *Listening for God* by Janet Horton, Gretchen Ziegenhals, and Mark Shaw.

Along with Fellowship and Missions Committee representatives, the Education Committee representatives participated in the Congregation's Racial Justice task force. The Education Committee also made special efforts to include a diverse selection authors and other education resources.

Thanks to Committee members, class and workshop organizers and presenters, and Congregation staff, including children's minister Phyllis Snyder and Duke Divinity School students Emilee Ogden and Laura Catherine Wilson. Committee members include: J Geneczko; Carol Hollomon, Kathi Peindl, Fran Steele, Jack Steele, Patience Sowa, Brian Stratton, Nelson Strother, Tony Willms, Christian Wilson, Marianne Wilson, and Gretchen Ziegenhals. Special gratitude to Nell Noonan, who served many years in many capacities supporting Congregation education, and recently relocated to Mississippi.

Adult Bible Study

By Emilee Ogden

In the fall, adult Bible study began with a study in Genesis, focusing on Hebrew names of people, places, and God. During Advent we engaged with a Bible study called "The Angels of Advent" by Susan Gorham Robb.

In the January we began a study of the Gospel of Matthew until Lent when we, along with Adult Forum, worked through the Lenten study "Forgiveness" by Marjorie Thompson. After Lent, Adult Bible study resumed our study of the Gospel of Matthew.

We averaged 6-8 people in person and 4-5 on Zoom each week.

Adult Forum

By Nelson Strother

During the academic year, our Sunday morning class continues to hear inspiring messages on thought-provoking topics led by Congregation members as well as guest leaders who are experts in their field. We continue to meet via online video conference sessions (with up to two-thirds in-person attendees in recent hybrid class months), with the median number of participants being 18. While only one of the guest preachers coming to the pulpit in the Chapel chose to lead our class on that same Sunday morning, we were able once again to have a few inspiring sessions led by faculty from distant universities without incurring travel expenses to enable their in-person leadership.

Godly Play

By Phyllis Snyder

Godly Play is the Congregation's Christian Education and Spiritual Formation program for children ages 4 through 5th graders.

- In-person classes restarted on June 5, 2022 after having not met on campus since mid-March 2020 due to the COVID-19 pandemic. Due to a reduction in the number of volunteers on the Teaching Team, and uncertainty about how attendance would unfold, only one Godly Play classroom was reopened. Children ages 4 through 5th graders have met together in one classroom over the past year. It is hope that a few more volunteers can be added to the teaching team so that two classrooms can again be utilized (one for ages 4-1st graders and one for 2nd-5th graders).
- Attendance for Summer 2022: Average = 8, Median = 10, Range = 0-13
- Attendance for 2022-2023 Academic Year: Average = 12, Median = 13, Range = 6-19
- A huge THANK YOU to the following volunteers who were part of the Godly Play Teaching Team this past year.

- o Marianna Henry (15 years)
- o Mel Snyder (8 years) Mel stepped back from being in the classroom in 2020, but continues to help behind the scenes with shelf maintenance, as well as materials repair and maintenance.
- o Cheznee Johnson (6 years)
- o Daniel Corpening (4 years)
- o Jim Parker (4 years)
- o Jessica Corpening (1 year)

New Member Classes

By Carol Gregg

We offer a four-week new member class twice a year, in the fall and the spring. This year, the fall class met on Sunday mornings at 9:45 a.m. in a hybrid format (both in-person and by Zoom)

and the spring class met in two sessions, in person on Sunday morning and over Zoom on Sunday evenings. The class is comprised of those who are exploring membership in the Congregation and current members of the Congregation. The goal of the class is three-fold: to discuss and reflect on the Apostle's Creed, to get acquainted with each other and begin to build community, and to introduce incoming members to the unique nature of the Congregation. Once the class is completed, the Council votes on the reception of new members, and the new members are welcomed in worship.

In October 2022, we welcomed nine new members: Bodie Bobbitt, Melody Bobbitt, Dennis Donahue, Leslie Donahue, Robert Elliott, Lindsay Sexton, Jeremy Martin, Barbara “Bunny” McClure and AJ McClure.

In March 2023, we welcomed eight new members along with three children: Pete Acker, Dale Acker, Robin Diehl, Myla J. Gorham, Jamie Lynch, Luke Oliver, Carolyn Stoe, and Amanda Wu.

The following volunteers enhanced the classes with their assistance and friendship: Ken Arneson, Kimberly Caulfeild, Tamela Davis, Ann Gravatt, Harry Rodenhizer. Suzy Strayhorn provided corsages for the new members on the Sundays they were introduced in worship service.

I am grateful to all those who choose to join this portion of the Body of Christ and to all those who actively welcome our new brothers and sisters.

Wee Praise

By Kate DeAlmeida

Wee Praise is the hour-long Sunday morning class offered by the Congregation for children 0-3 years old and their parents or caregivers, as offered for the past ten years. This year, the lesson guide *God, My Family and Me* from Musikgarten’s *God’s Children Sing* curricula was used. Eleven families participated throughout the year, eight of which were members of the Congregation. Every class includes singing, creative movement, instrument playing and exploration, dancing, listening, pitch and rhythm echoing, bubble time, and prayer. This year’s lessons began with the theme that we are all children of God and then moved outward to include our immediate family, grandparents, pets, friends, and finally our church family. The class allows the children to learn about God’s special relationship with us and how the church is a family filled with love for one another. Through these shared experiences, the children and adults have found that their faith is strengthened.

Kate DeAlmeida, the regular Wee Praise leader, thanks the Congregation for giving her this opportunity to share her love of music, children and God. We appreciate all who participate in this ministry, but especially the Cacchio family and the Hockett family who stepped in when Kate was unable to lead the class. The following statistics summarize the year in numbers, which shows a significant decrease compared to pre-pandemic years:

Participants	Average Weekly Attendance	Median Weekly Attendance	Range of Weekly Attendance
Total	8	8	2-16
Children	3	3	1-9
Adults	5	5	1-9

Youth Bible Study and Confirmation

By Laura Catherine Wilson

Consistently, there were three youth in attendance, but in total, there were as many as six. Four new youth have joined us sporadically over the year, all at least twice. We went through the Book of Exodus last semester and the Pauline Epistles this semester. It has been wonderful to see their engagement with both the Old and New Testaments, and their genuine curiosity in learning. Last semester through our study, we watched the animated film, *The Prince of Egypt*, using it as a jumping off point to discuss Exodus. We also have used tools like “The Bible Project” to aid in their learning which has been a hit. This semester, we have played games like Bananagrams and Hangman to better understand some of Paul’s language, like “justification” and “faith alone”, among others. While this semester definitely was harder to teach, I’m so impressed with their ability to learn and engage with the text.

Young Adult Bible Study

By Laura Catherine Wilson

Last semester we studied Exodus alongside the youth, and this semester we went through the Book of Romans. We regularly had close to ten people join us, with as many as fifteen young adults. There are usually more men than women, but we’ve built up a wonderful rapport and genuine friendship between us. Two people came for the first time after seeing it announced in the church bulletin, and two people came after I reached out from the attendance pads. Others were already attending under Matt’s leadership. At the end of last semester, we planned a cookie decorating party and Christmas movie watching party. We watched *How the Grinch Stole Christmas* and decorated sugar cookies, with about ten people in attendance. It was a blast! We have also gone on hikes together on the Al Buehler trail. Overall, it has been such an encouragement to have a consistent group of young adults gather amidst the business of graduate school, full-time jobs, and life.

Women's Bible Study

By Pam Marcom

This group began in January 2013 and has been active since that time. The group has met every other week and has used the Upper Room Disciplines devotional, based on the lectionary, for our discussion this year. Joys and concerns for prayer requests are also shared. We are a diverse group of women; we span a wide range of ages and are married, divorced, or single, employed or retired. Since the beginning of the pandemic in Spring 2020, we have met via Zoom.

After many years of having coordinators for the group, we have moved to a shared structure of different individuals facilitating the meetings and Cammey Manning coordinating emails and the Zoom set-ups. We are grateful to Leisa Dennehy, Cindy Gass, Gretchen Ziegenhals, Beth Gettys Sturkey, Fran Steele, and Cammey Manning for facilitating meeting discussions during the past year.

We are blessed with the following individuals who have participated during the 2022-2023 year: Roxanna Bottjen, Leisa Dennehy, Adriana Doi, Cindy Gass, Jan Gwyer, Cammey Cole Manning, Pam Marcom, Sara Marks, Laura Nye, Fran Steele, Beth Gettys Sturkey, Kellie Sims, Kiana Hertogh, Minoka Gunsekera, and Gretchen Ziegenhals.

CONGREGATION CARE

Calling Ministry

By Linda Gauger

Every month, 9 faithful members call other members on or around their birthdays. We average 45 names, so about 4-5 names each. You might receive a call, receive a card in the mail, a voice mail or an email. If you haven't given your birthday to the office please do so, or you will never know how much a "Birthday Blessings" could brighten your day! Thank you, Barbara Carmen, Janet Hortin, Nancy Marks, Kathy Jones, Jan Gwyer, Fran Steele, Dana Hogan and our newest caller Joe Krenicky. THANK YOU to all the birthday callers!

Fellowship Committee

By Elizabeth Kenly and Kate DeAlmeida

The Fellowship Committee at Duke Chapel organized 12 events between June 2022 and June 2023 to provide opportunities for Congregation members and visitors to develop and grow relationships that support the spiritual and emotional health of the Congregation.

Members of the fellowship committee include Elizabeth Kenly, Kate DeAlmeida, Doug Gallo, Kirsten Ford, J Geneczko, Janet Hortin, Sharon Anjali Jones, Laura Nye, Greg Beck, and Susan Ward. Special thanks to Genevieve and Poppy DeAlmeida, who continued in their roles as 'Fellowship Committee Youth Ambassadors.'

Below is a list of events hosted by the Fellowship Committee between June 2022 and June 2023:

- June 5, 2022 – Lemonade on the Lawn.
- July 10, 2022 – Sundaes on Sunday (Patriotic theme).
- August 14, 2022 – "Dog Days of Summer" Hotdog Extravaganza.
- September 11, 2022 – Lunch at the Brodhead Center.
- October 10, 2022 – Annual Picnic with Taco Bar.
- November 13, 2022 – Soup Extravaganza/snackluck.
- December 11, 2022 – Christmas Cookie Extravaganza.
- January 8, 2023 – Chili "Eat-Off"
- February 12, 2023 – Lunch at the Brodhead Center.
- March 12, 2023 – St. Patrick's Day themed Snackluck with sandwiches from Saladelia.
- April 12, 2023 – Palm Sunday Brunch with bagels, muffins, croissants, donuts, and coffee.
- May 21, 2023 – Lunch at the Brodhead Center.

In addition to these regular events, the Fellowship Committee was asked to assist with the following events:

- August 28, 2022 – Serve lunch to incoming Divinity Students.
- September 4, 2022 – Pass out Locopops following worship.
- November 6, 2022 – Participate in Ministry Opportunities Fair.
- November 13, 2022 – Team up with Leadership and Development Committee to present a video thanking Chapel volunteers during our Snackluck.
- April 9, 2023 – Provide breakfast for the choir on Easter morning.

As a committee, we are privileged with the opportunity to welcome and love people into the fellowship of the Congregation. Kate and I are honored to chair this committee. We are thankful

for the amazing committee members who work diligently and selflessly to ensure that each event is successful.

Growing thru Grief

By Carol Gregg

Growing Thru Grief is a program offered by a coalition of area religious and civic organizations, including the Congregation, which offers support and education to those who mourn. There is no charge to attend, and all are welcome. The support group meets weekly at St. Paul's Lutheran Church in Durham on Tuesdays. The Congregation has been a supporting member of the Growing Thru Grief coalition for years, a number of our members have attended the program during a time of need, and Nell Noonan served as a facilitator for the group and our representative on their board for ten years.

Heavenly Hugs Hats Ministry

By Tamela Davis

With hands and hearts together, Heavenly Hugs Hat Ministry provides hand-knitted, crocheted and loomed hats and scarves for babies, children and youth in our Congregation, Duke students, as well as people in the community. Agencies supported by the Congregation for homeless children and adults in the Durham community, as well as newborns at area hospitals receive our gifts, also. Our global ministry contributes hand knitted sweaters, hats and scarves for Knit for Kids/World Vision.

Since this ministry's beginnings ten years ago in response to a mother's grief, our handcrafted gifts have grown from baby hats to adult hats, scarves, baby blankets, sweaters, booties, incubator covers,... in loving service for others. We meet several times a year for lunch and fellowship. You are invited to join our ministry with your hands and hearts. We are happy to provide yarn, patterns and help with knitting, crocheting and looming!

Our faithful group includes: Roxanna Bottjen, Susan Brooks, Tamela Davis, Mary Eubanks, Padgett Gerler, Sara Harper, Claudia Haskins, Karen Heitzenrater, Martin Keck, Jane McAdoo, Ann Recesso, June Tirpak, Eleanor Smith, Suzy Strayhorn, and Gretchen Ziegenhals.

Loaves & Fishes

By Pam Marcom

There are 16 members of Loaves and Fishes. Here are the congregation members that we delivered meal to in the past year:

- Gail Stanley, Ankle Surgery
- Sydney Patrick, Broken Wrist
- Anna Wirzba and Luke Mincey, Baby Lila
- Joel and Lin Boggan, Baby Min

We provide delicious meals to congregation members who have had a baby, are healing from surgery or illness, or grieving a loss. The meals that we send show our love and care to our congregation members in need. I am so grateful that the Loaves and Fishes members take the time out of their busy lives to serve our fellow Congregation members. I heartily thank all of the members of our committee: Darry Conner; Judy Gaitens-Arneson; Cindy Gass; Linda Gauger; Melissa Grosso; Lee Guile; Monica Harris; Monica Hill; Sharon Jones; Joe Krenicky; Pam Marcom; Jim Parker; Phyllis Snyder; Judi Vos; Nancy Wawrousek; Fred Westbrook; Lucy Worth

Membership

Our current membership statistics are below.

The Congregation at Duke University Chapel											
Membership Statistics											
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
Active members as of May 1, Previous Year											
Number of member households	344	335	347	347	358	361	355	348	361	329	
Number of active members	529	525	539	490	494	474	480	496	495	456	
Membership Gains:											
By confirmation or youth affirmation of faith	1	0	1	1	6	0	0	0	5	0	
Adult transfer or affirmation of faith	27	22	18	26	23	19	10	18	21	16	
Membership Losses:											
Deaths	8	7	7	11	7	4	7	4	11	7	
By transfer of membership	5	7	15	4	1	2	3	0	3	3	
To inactive status	4	0	0	0	26	0	15	0	7	13	
Withdrawal of membership	15	2	11	11	8	13	29	17	18	7	
Active membership as of May 1, Current Year											
Number of member households	335	347	347	358	361	355	348	361	329	322	
Number of active members	525	539	490	494	474	480	496	495	456	435	
Active Membership by Age*											
Children up through age 11 in member households	70	62	65	67	62	66	50	63	61	52	
Youth age 12-17 in member households	32	28	24	19	18	21	15	19	19	13	
Adults age 18-39	109	112	117	102	120	128	106	92	90	90	
Adults age 40-64	196	196	203	171	185	149	156	158	130	122	
Adults age 65-84	155	156	153	163	188	181	179	189	180	190	
Adults age 85 and older	37	47	45	40	42	44	49	50	49	48	
* incomplete as some member choose not to disclose their birthdates											

Prayer Ministry

By Carol Gregg

Approximately once a week, an email is sent to the Prayer Ministry asking the members of the ministry to pray for specific prayer requests. The prayer requests seek healing for the ill and injured, comfort for the grieving, and sustained joy for those who are celebrating. The duration and nature of the prayers is left to the judgment of each member of the prayer team, and all requests are held respectfully and confidentially. Communications are by email to chapel-prayers@duke.edu; this email address sends messages directly to each prayer ministry member. In addition, the Prayer Ministry also prayed for those who submitted prayer request through the Chapel website.

Currently, 40 people have committed to praying for others. They are: Emily Alexander, Marsha Altmeyer, Jonathan Beckwith, Frank Coble, Robbie Cox, JP Cumming, Linda Daniel, Oscar Dantzler, Tamela Davis, Craig and Kate DeAlmeida, Susan Eitelman, Linda Gauger, Carol Gregg, Philip Guzman, Ann Hall, Sara Harper, Nancy Jirtle, Sharon Anjali Jones, Kathryn Lester-Bacon, Tom Link, Linda Karolak, Pamela Marcom, Ken Moland, Harry Nolan, Kathi Peindl, Luke Powery, Bruce Puckett, Shawn Proffitt, Ann Recesso, Ernie Ruckert, Phyllis Snyder, Beth Gettys Sturkey, Brady and Carolyn Surles, Brian Stratton, Fred Westbrook, Will Willimon, Tony Willms, Jim Wisner, and Terry Yuschok.

The quiet, faithful Prayer Ministry prayerfully lifts up numerous prayer requests each week. We are all strengthened by their ministry.

Quilters

By Anne Recesso

Because of COVID, the Duke Chapel Quilters have not met in 3 years. I have continued making quilts with some help from Eleanor Harrell, one of our team members. Upon request from Carol Gregg, I've either supplied her or Phyllis Snyder with quilts or delivered them to designated members of the Congregation myself. Half of the cost of materials (fabric, thread, needles and batting) is covered by the Congregation and I cover the rest. We have also donated quilts at Christmas to the Meals on Wheels organization in both Durham and Chapel Hill. In addition to quilts, I've sewn potholders making use of quilting scraps and these are used by Carol Gregg for the new members' classes or as she sees fit.

Visitation & Care Ministries

By Linda Gauger

The goal of the Visitation & Care Ministries is to touch base monthly with members who are no longer able to get to Chapel, those who are having or have had surgery, or members who just need a loving word from a friendly face. We have nine members. We keep in contact with an average of 18 members. In 2022/2023 we started back with in-person visits while still using masks & social distance. It is great being face to face again. We said prayerful goodbyes to several senior members; they will be missed, but they are now watching over us all. Christmas cards and Chapel Poinsettias as well as Chapel Easter Lilies & cards were delivered to 18 members. Thanks to Carol Gregg & Ken Moland whose support and care we would not want to be without. Evan Bille, Congregation Staff member and seminary student, is also learning the skill of visitation, Thank you. Thanks go out to Barbara Carman, Jane Fellows, Shawn Proffitt, Sharon Jones, Sara Harper, Kathi Peindl, Billie Bauer, and Gary Bauer. Your devotion to our members is such a blessing!

CONGREGATION SUPPORT

Administration

By Ben Wechsler

As this is my last year serving as chair of the Administration Committee, I wish to express my sincerest gratitude to members Phyllis Snyder, Mel Snyder, Gina Harrison, Jeff Harrison, Kate Courtney, and Evan Bille. These are viable, dedicated people committed to serving our Congregation. Even though I will not be chairing, I will continue to serve on the committee.

The Administration Committee spent a lot of time this year reviewing and strategizing the Congregation's utilization of social media and the web site. Many internal process changes have been implemented, and we are looking for Congregation members who enjoy writing, photography, and video work to actively participate on our team.

Stewardship and Finance - Narrative

By Dan Thomas

Committee Members: Dan Thomas (Chair), Elaine DeAlmeida (Treasurer), Carl Hollomon (Asst. Treasurer), Rick King, John Mackessy, Penny Oslund, Lucy Worth, Carol Gregg (Pastor), Phyllis Snyder (Office Administrator)

Main Activities for 2022-2023

- Planned and executed the Fall 2022 Stewardship Campaign
- Completed the Annual Audit for the fiscal year and received a clean report with no material deficiencies
- Prepared the Annual budget with assistance from Committee Chairs
- Reviewed the Treasurer's report each month to monitor the health of the Congregation's finances

We seek to be good stewards of the Congregation's finances while stretching to support new ministries and congregation goals. Financial and audit reports are available from the Congregation office upon request. We thank members and friends alike for their continued financial support of the ministries of the Congregation.

Stewardship and Finance - Budget

By Elaine DeAlmeida

The Congregation at Duke University Chapel

Budget Worksheet

Fiscal Year 2023-2024

	FY22 Actual	FY23 Budget	FY24 Request	% Change
Income				
GENERAL OPERATIONS DONATIONS	373,000.00	\$380,000.00	\$390,000.00	3%
Other Giving	\$201,825.55			
Pledge Fulfillment	\$197,769.06			
Total GENERAL OPERATIONS DONATIONS	\$399,594.61		\$0.00	
INTEREST EARNINGS				
Capital Gain				
Dividend				
Other Accounts Interest	\$453.89			
Total INTEREST EARNINGS	\$453.89			
TOTAL INCOME	\$400,048.50	\$380,000.00	\$390,000.00	3%

Expenses

ADMINISTRATIVE EXPENSES

Admin Payroll

Communications Assistant	\$4,650.00	\$	8,160.00	\$8,731.00	7% increase
Office Administrator	\$26,558.76	\$	28,418.00	\$30,691.00	8% increase

Office Administrator SEP Contribution	\$664.00	\$	710.00	\$767.00	2.5% of salary
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Total Admin Payroll	\$31,872.76	\$	37,288.00	\$40,189.00	8%
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Financial Service Fees

Audit Committee	\$5,500.00	\$	5,800.00	\$6,250.00	8%
Bank/Broker Fees	\$2,023.39	\$	2,300.00	\$3,000.00	30%

Payroll/Accounting Services	\$15,446.50	\$	15,508.00	\$15,460.00	0%
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Total Financial Service Fees	\$22,969.89	\$	23,608.00	\$24,710.00	5%
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Insurance

Liability Ins	\$5,800.00	\$	5,800.00	\$5,827.00	0%
Background Checks	\$18.00	\$	100.00	\$36.00	-64%

Workers Compensation Ins	\$1,029.88	\$	1,500.00	\$1,200.00	-20%
Total Liability Ins	\$5,818.00	\$	5,900.00	\$5,863.00	-1%
Total Insurance	\$6,847.88	\$	5,900.00	\$7,063.00	20%
Office Expenses					
Computer/Duke OIT Support	\$14.99	\$	1,440.00	\$1,440.00	0%
Computer Equipment/Supplies	\$1,440.00	\$	2,000.00	\$2,000.00	0%
Membership Database (Breeze)	\$634.00	\$	804.00	\$864.00	7%
Office Supplies	\$699.94	\$	1,100.00	\$1,000.00	-9%
Postage	\$117.00	\$	300.00	\$330.00	10%
Sales Tax Paid		\$	-	\$ -	0%
Telephone	\$360.00	\$	216.00	\$216.00	0%
Web Hosting	\$226.20	\$	226.20	\$273.00	21%
Total Office Expenses	\$3,492.13	\$	6,086.20	\$6,123.00	1%
					7.65% of salaries, excluding clergy
Payroll Expenses - FICA	\$6,084.38	\$	6,611.00	\$6,240.00	
Staff Parking Passes	\$1,328.88	\$	1,500.00	\$1,750.00	17%
Total ADMINISTRATIVE EXPENSES	\$72,595.92	\$	80,993.20	\$86,075.00	6%
CHAPEL SUPPORT					
Chapel					
				\$	
Altar Guild		\$	100.00	100.00	0.00%
				\$	
Chapel Support Donation	\$2,000.00	\$	2,000.00	2,000.00	0.00%
				\$	
Children's Worship Aids		\$	150.00	150.00	0.00%
				\$	
Choir Engagement	\$215.93	\$	400.00	400.00	0.00%
Nursery Expenses	\$3,796.72	\$	5,724.00	<u>\$5,724.00</u>	0.00%
Total CHAPEL SUPPORT	\$6,012.65	\$	8,374.00	\$8,374.00	0.00%
CHRISTIAN NURTURE					
Education					
Adult Forum	\$1,400.00	\$	1,500.00	3500.00	133%
Books - Milestone Gifts	\$155.92	\$	400.00	400.00	0%
Children's Ministry Training	\$300.00	\$	500.00	500.00	0%
Classroom Use Donation	\$3,000.00	\$	3,250.00	3500.00	8%
Confirmation Class - Youth		\$	500.00	500.00	0%
Curriculum & Supplies - ADULT	\$52.98	\$	300.00	300.00	0%
Curriculum & Supplies - CHILDREN	\$1,329.23	\$	1,500.00	1500.00	0%
Curriculum & Supplies - YOUTH		\$	500.00	500.00	0%
Daylong Retreats (Fall & Winter)	\$1,000.00	\$	1,500.00	3000.00	100%
Education Hour Coffee		\$	1,500.00	3400.00	127%
Fellowship - Children	\$267.28	\$	750.00	750.00	0%
Fellowship - Youth	\$50.00	\$	500.00	500.00	0%
Overnight Retreat	\$1,621.08	\$	3,500.00	0.00	-100%
Retreats & Missions - Youth		\$	500.00	500.00	0%
Set-Up Assistant				2550.00	
Young Adult & Student Ministry	\$55.57	\$	700.00	700.00	0%

Total Education	\$9,176.49	\$	16,700.00	\$22,100.00	32%
Staff - Children's Education					
Children's Pastor Auto Allowance	\$210.70	\$	400.00	\$400.00	0%
Children's Pastor Continuing Ed	\$1,200.00	\$	500.00	\$500.00	0%
Children's Pastor Professional Expense		\$	250.00	\$250.00	0%
Children's Pastor Salary	\$28,806.27	\$	28,418.00	\$30,691.00	8% increase 2.5% of salary
Children's Pastor 403B Match	\$664.00	\$	711.00	\$767.00	
Total Staff - Children's Education	\$30,880.97	\$	30,279.00	\$32,608.00	8%
Total CHRISTIAN NURTURE	\$40,057.46	\$	46,979.00	\$54,708.00	16%
CONGREGATIONAL CARE					
Business Luncheon		\$	1,000.00	\$1,300.00	
Chapel Quilters	\$126.20	\$	300.00	\$200.00	-33%
Fellowship Committee	\$557.19	\$	2,000.00	\$3,000.00	50%
Gifts and Flowers	\$21.28	\$	250.00	\$300.00	20%
Member Recruitment/PR		\$	170.00	\$100.00	
Newsletter	\$791.40	\$	940.00	\$800.00	-15%
Stewardship Mailings	\$982.11	\$	1,200.00	\$1,300.00	8%
Visitation & Care Committee	\$323.89	\$	700.00	\$600.00	-14%
Total CONGREGATIONAL CARE	\$2,802.07	\$	6,560.00	\$7,600.00	16%
OUTREACH MINISTRY					
Annual Grants (Local M&O)	\$67,925.00	\$	64,735.00	\$71,200.00	10%
Divinity School Intern	\$4,604.92	\$	5,100.00	\$5,100.00	0%
Durham Cong in Action (DCIA)	\$1,000.00	\$	1,000.00	\$1,000.00	0%
Habitat House	\$7,445.00	\$	7,445.00	\$8,000.00	7%
Lenten Service Trip		\$	200.00	\$200.00	0%
Missionary Support	\$1,500.00	\$	1,500.00	\$1,000.00	-33%
NC-Council of Churches	\$1,500.00	\$	1,500.00	\$1,500.00	0%
Pastor's Discretionary Fund		\$	1,500.00	\$1,500.00	0%
Shelter Dinners	\$7,200.00	\$	4,400.00	\$3,600.00	-18%
Unanticipated Community Need	\$1,984.21	\$	200.00	\$200.00	0%
ZOE	\$11,300.00	\$	11,300.00	\$12,300.00	9%
Total OUTREACH MINISTRY	104,459.13	\$	98,880.00	\$105,600.00	7%
PASTORAL SERVICES					
Pastoral Assistants					
Pastoral Assistant, Discipleship	\$2,302.52	\$	8,160.00	\$8,160.00	0%
Pastoral Assistant, Pastoral Care	\$15,195.90	\$	16,259.00	\$17,397.13	7%
Pastoral Assistant, Pastoral Care - Mileage		\$	1,000.00	\$500.00	-50%
Pastoral Assistant, Youth & Young Adults	\$7,262.40	\$	8,160.00	\$8,160.00	0%
Total Pastoral Assistants	\$24,760.82	\$	33,579.00	\$34,217.13	2%
Pastor					
Pastor's Auto Expenses	\$723.60	\$	2,000.00	\$2,000.00	0%
Pastor's Continuing Ed	\$1,500.00	\$	1,500.00	\$1,500.00	0%
Pastor's Death & Disability	\$884.76	\$	910.00	\$964.13	6%

Pastor's Housing	\$36,054.96	\$	36,055.00	\$36,055.00	0%
Pastor's Meeting Expense	\$87.79	\$	300.00	\$300.00	0%
Pastor's Pension Cost	\$7,520.16	\$	7,731.00	\$8,194.86	6%
Pastor's Professional Expenses	\$63.68	\$	500.00	\$500.00	0%
Pastor's Salary	\$47,589.36	\$	48,437.00	\$51,348.22	6%
Pastor's Self Employment Tax Offset	\$6,768.00	\$	6,464.00	\$6,851.84	6%
Total Pastor	\$101,192.31	\$	103,897.00	\$107,714.05	4%
Total PASTORAL SERVICES	\$125,953.13	\$	137,476.00	\$141,931.18	3%
TOTAL EXPENSE	\$351,880	\$	379,262.20	\$404,288.18	7%
Net Income		\$	737.80	-\$14,288.18	

Nominations and Leadership Development

By Ken Arneson

The Nominations and Leadership Development committee believes that, by call of baptism, every member of the Congregation is invited to offer their God-given gifts, skills, talents, and work for the church through participation in church ministries. It takes all of us to grow and sustain our church body as we seek to deepen our relationship with God and others. We appreciate all who have answered God's call, and hope others will do the same by answering phone or email requests and prayerfully considering the opportunities we present.

This year the Nominations and Leadership Development Committee again sought to grow its support and encouragement of those in lay leadership roles in our church, such as coordinators of ministries or chairs of committees. To that end, we reviewed the lists of those currently serving in the Congregation and reached out to members, new and experienced, with opportunities to engage more deeply. One of our most cherished tasks is recognizing and thanking all those who serve. We worked with three volunteers to write "Why I Give" blurbs in the November newsletters. We created a slideshow to acknowledge and express appreciation for the tremendous amount of volunteer work that nurtures and sustains our vibrant Congregation. The slideshow was displayed during the November Fellowship Snackluck with its theme of Gratitude. Finally, we established the slate of new Council Members and Committee chairs which we will present at the Congregation annual meeting in June. May God bless those who serve our church in such a myriad of ways!

Great gratitude to the committee members: Han Setiawan, Jane Fellows, Karen Rhodes, and Harry Rodenhizer

Staff-Parish Relations

By Terry Yuschok

Staff-Parish Relations Committee had a dedicated crew of Terry Yuschok (chair), Marianna Henry, Siaka Kromah, Tom Link, J. Christian Wilson and Rev Carol Gregg.

1. SPR Committee met by Zoom to discuss how well staff met the needs of the Congregation. For this year only we used a flexible position to introduce congregants to Spiritual Direction, by 1:1 sessions, groups, lecture and retreats.
2. Supporting Rev. Carol in annual staff evaluations, two SPRC members met with each staff member for dialogue and feedback.
3. With gratitude and recognition of increased costs of living, SPRC recommended pay increases for staff who are continuing next year.

4. As a routine part of the hiring process, we describe the Congregation as a welcoming community and expect staff to work with a diverse population. Tom Link has continued to host Congregation LGBTQ+ and Straight Allies Fellowship and Support Group, enriching the Congregation as a welcoming community.
5. For the first time since the pandemic, SPRC held an appreciation luncheon to thank all our staff and their spouses for their faithful ministry.

CHAPEL SUPPORT

Altar Guild

By Ellie Ferguson

The past year has been easier than the one before because communication has been possible among the members and the celebration of Communion has been back to a normal, twice-monthly schedule. The annual volunteer luncheon is planned for May. We are delighted to be back in the Chapel and able to perform our duties: setting up the Communion elements and polishing the silver (the processional pieces as well as the candleholders on the altar and the baptismal font) so that all is in readiness for each Communion service. At present there are ten members of the Altar Guild (including myself): Brenda Brodie, Robin Barefoot, Joann Claytor, Lois Oliver, Penny Oslund, Roxanna Bottjen, Billie Bauer, Gary Bauer, and Patsy Willimon.

Children's Christmas Eve Service

By Carol Gregg

On December 24, 2022, we returned to our joyous, traditional Children's Christmas Eve service. Under Phyllis Snyder's capable leadership, costumed children gathered to portray the Christmas story. The creation of the children's tableau developed as the Christmas story was told. One of the sheep wandered off, successfully finding a parent's lap. The Chapel was filled with worshipers, many who have made the Children's Christmas Eve service part of their holiday tradition. We are grateful to the children and families who make this service possible.

Choir Engagement

By Deb Hackney

The Congregation delighted in providing hospitality for Messiah weekend and Easter morning. For Messiah weekend, volunteers provided wrapped snacks for snack bags to grab after the Saturday performance. On Easter morning party biscuits, donuts, and coffee provided sustenance for the 11 am service. About 80 choir members and musicians were served at each event.

Gratitude is due to contributors, which included general members of the Congregation and a few kind folks on loan from the fellowship committee: Emily Alexander; Linda Gauger; Linda Karolak; Elizabeth Kenly; Laura Nye; Nolan Puckett; Renee Puckett; Terry Yuschok

Docents

By Lois Oliver

The docent numbers have diminished over the past two years. The Chapel, however, has steadily increased in visitor numbers, both on Sunday and weekdays. The rock of Sunday docents has been Eileen Mitchell who has served the longest and most. Maureen Johnson, Tamela Davis, Elizabeth Kenley, Linda Sutton, and Ken Davenport do the majority of the Sunday tours. Brady Surles had been a loyal docent until this winter, when he resigned due to the driving distance

each week. The weekday docents include Linda Sutton, Ken Davenport, and Steve Harper, Beth Sturkey and I are there on various days for 2-3 hours at a time. We are beginning to see more requests for scheduled tours, and the docents have been good at meeting those needs.

Nursery

By Phyllis Snyder

When the Nursery re-opened in August 2021, after the COVID-19 pandemic shut down, it was determined that the Nursery capacity should be limited to 6 children per Sunday. As of February 2023, after consulting with the Caregivers, the number has increased to a limit of 10 children per Sunday. The mask requirement for Caregivers is no longer in place, however, all Caregivers will continue to be required to have received full COVID-19 vaccinations.

Pay for Caregivers was increased to \$17/hour to match Duke University raising the minimum pay rate of employees. The Chapel continues to reimburse the Congregation for one Caregiver position salary, while the Congregation covers the expense of three Caregivers salaries.

This past year, it has been difficult to find new Caregivers. Two additional Duke medical students and one Duke data technician were hired. In August, the Children's Behavior technician moved out of state. In May 2023, the Duke undergrad graduated and is moving out of state and the third medical student has resigned. Many shifts are not able to be fully staffed. Since there is a requirement for no Caregiver to be one-on-one with a child, two Caregivers are required to accompany children to the restroom. When there are less than 4 Caregivers, all children and Caregivers must make the trip down the hall to the restroom. I will continue looking for additional Caregivers.

Thank you to Ashley Peters, the Nursery Service Group Chair, who helps oversee Nursery operations and acts as a liaison between myself, as Director of the Nursery, and the Caregivers and parents.

Offering Counters

By Drew Middleton

The COVID pandemic continued to keep a good number of individuals away from the Chapel, not only as part of the worshipping community but in how they served, especially offering countering. The continued help of multiple very dedicated individuals, allowed offering counting to continue uninterrupted for the 2022 - 2023 academic year. Their dedication is appreciated more than words are able to convey.

Consistent volunteers have been Billy Chow, Tamela Davis, Ken Davenport, Leisa Dennehy, Joan Fox, Han Setiawan and new comer David Sauer.

Ushers

By Jim Ferguson

This marks the first year of being fully "back home." From the HR desk, Harry Rodenhizer is taking a sabbatical and Brady Surles is involved in a church closer to home, but we have added Peter Acker, Judy Arneson, Ken Arneson, Cindy Gass, Mark Gass, Eileen Mitchell, and teenagers Will Putnam and Wesley Putnam as available. Christmas Eve and Easter services were back to normal as were bimonthly communion services.

For tourists and first-time visitors, we recognize our position as possibly being the front line for the University, thus try to be attentive to any special needs or requests.

For regular attendees, we greet them as well as distribute the Sunday worship guide.

For choir and clergy, we attempt to smooth the people interface and thus help to minimize friction and congestion.

Time commitment: We are responsible for weekly services 52/52 generally from the hours of 10:30-12:30, as well as those associated with Christmas and Holy Week. On non-academic Sundays, we are also responsible for providing/coordinating crucifer, torchbearers, and Word carrier with Russ Owen. On an annual basis, assuming one weekly Sunday service and 8 ushers x 2 hours (this is a conservative minimum), we clock a minimum of 1000+ hours. This does not include additional services such as Holy Week, Christmas, All Hallows Eve, etc, Nor does it include weekly recruiting/scheduling time of roughly 2 hours.

Scheduling: One would like to claim weeks of foresight and generally the rosters are locked into place by Friday, but in all candor, e-mail as late as the night before/morning of the service is indispensable. In general, we seem to operate most efficiently with a pool of dedicated and experienced regulars which hovers around twenty or so.

In addition to those listed above our current roster of regular ushers includes: Billy Chow, Leisa Dennehy, Francis Donaie, Liz McMahon, Drew Middleton, Charlie Roedel, Guy Solie, Mindy Solie, and Rick Wilfong (depending on travel).

We have resumed our practice of an usher's lunch every semester.

STAFF

Senior Pastor

By Carol Gregg

Dare I say we have returned to normal? Even it if is a new normal?

During this past year, our ministries were no longer influenced by COVID-19. Education, fellowship, and mission ministries met in person following many of their pre-pandemic patterns. We delighted in each other's presence and are accustomed to seeing some friends in face masks. We have chosen to continue some classes in a hybrid format (both in person and over Zoom) to accommodate out of town participants. We also now use Zoom for most of our evening meetings, which is a convenience for many. The Children's Christmas Eve service returned, delighting all those present.

As our theme for this year was the Holy Spirit, we welcomed Mark Shaw, a trained spiritual direction, to offer specialized ministries throughout the year. Mark introduced the ministry of spiritual direction and offered a variety of spiritual formation practices. During the year, we also experimented with taking worship attendance so that we may more intentionally welcome visitors and have a better understanding of who is worshipping with us. The experiment provided valuable insights both for the Chapel and the Congregation. Emilee Ogden, our Divinity School intern was instrumental in this project.

Our staff of seven worked well together, providing excellent leadership to the Congregation. I am grateful to Evan Bille, Ken Moland, Emilee Ogden, Mark Shaw, Phyllis Snyder, and Laura Catherine Wilson.

It is an honor and privilege to serve this dedicated and faithful congregation.

Children's Pastor and Office Administrator

By Phyllis Snyder

CHILDREN'S PASTOR: 20 HOUR/WEEK STAFF POSITION

In-person Christian Education classes resumed on June 5, 2022. Classes had not met in-person since mid-March, 2020 due to the COVID-19 pandemic. In addition, in-person home visits also resumed, although many remained outdoors on the porch or patio.

A 3-hour/week Duke Divinity Student was employed beginning in the summer to be a “Set-Up Assistant” for Children’s Ministry. This position sets up both the classrooms used for Wee Praise and Godly Play on Saturday evening, and then takes down the Godly Play classroom on Sunday afternoon. This is a tremendous benefit to the Children’s Pastor, as it offloads the time and effort to do these tasks, as well as costs less for the Congregation and gives a Divinity School student a source of extra income.

The following special events were held:

- Pentecost Processional, June 5: 30 children from 17 families participated in the Duke Chapel Pentecost Sunday processional while waving fire streamers.
- Church Picnic, October 16: 7 children from 5 families and 3 youth from 2 families attended
- Duke Chapel Children’s Christmas Eve Service, December 24 - 18 children from 10 families participated
- Worship Class, February 19: Children in Godly Play from 1st through 5th grades were invited to attend. 17 were invited, 5 attended. Class discussed what worship is, Chapel’s Worship Guide, creating a Worship Bag, how to worship beside family members on the pew.
- Easter Egg Hunt on Palm Sunday morning in Memorial Garden outside Chapel. 28 children from 17 families were present. After finding eggs, I presented a summary of Holy Week, and provided a hand-out on Holy Week appropriate for families to use at home.
- Palm Sunday Processional, April 2. 23 children from 13 families participated in the Duke Chapel Palm Sunday processional while waving palm branches.

I am deeply grateful for the volunteers who make children's programming possible:

- o Godly Play Teaching Team: Marianna Henry, Cheznee Johnson, Daniel Corpening, Jessica Corpening, and James Parker. Mel Snyder also continues on the Team as a resource.
- o Wee Praise Teaching Team: Kate DeAlmeida, Megan Cacchio, Patrick Cacchio continue on this Team, with Kate being the primary teacher. Knowing that it is in Wee Praise that many children are learning about God and church for the first time, having the leadership for this program is essential.

YOUTH: As children age out of Children’s Ministry and into Youth, I continue to stay in touch with them and their families. This is helpful especially since the Youth Ministry Pastoral Assistant is typically only a year or two appointment, and because of my long history with the children and families. As in-person Youth classes resumed in August this year, I worked with the Youth Ministry Pastoral Assistant, Laura Catherine Wilson, in reaching out to all families with youth-aged pre-teens and teens. We met in person with several families prior to class beginning. In addition, with the Congregation’s financial help, I was successful in completing a certificate program in Youth and Theology from Princeton Theological Seminary during the summer of 2022. I found the courses involved not only interesting and engaging, but helpful in the consideration of the Congregation’s Youth program at this point in time.

OFFICE ADMINISTRATOR: 20 HOUR/WEEK STAFF POSITION

In addition to the regular administrative tasks needed to support the Congregation, and working with the accounting firm that handles the Congregation’s finances, this year the following additional updates occurred:

- Continued to become efficient with the Breeze database, which was new to the Congregation beginning in August 2021. Was able to set up forms for new members information, and for interests, so that the data is automatically transferred into the database.
- eNews. Layout of weekly eNews, typically done by the Communications and Outreach Assistant, was transferred to Office Administrator when Communications and Outreach Assistant resigned in January 2022. During the summer of 2022, the temporary Communications and Outreach Assistant, Liv Vermane, handled this task for several weeks. The task was completely transferred back to the Communications and Outreach Assistant at the end of September 2022 when Evan Bille was hired for the position.

Divinity School Intern

By Emilee Ogden

In the fall, I led adult Bible study began with a study in Genesis, focusing on Hebrew names of people, places, and God. During Advent we engaged with a Bible study called "The Angels of Advent" by Susan Gorham Robb.

In the January we began a study of the Gospel of Matthew until Lent when we, along with Adult Forum, worked through the Lenten study "Forgiveness" by Marjorie Thompson. After Lent, Adult Bible study resumed our study of the Gospel of Matthew.

We averaged 6-8 people in person and 4-5 on Zoom each week.

Additionally, I helped lead the Attendance Pads project where we gathered names and email addresses from people present in worship for 8 consecutive Sundays during December and January. We were able, through this information, determine how many of our attendees were first time visitors to Duke Chapel, students, professors, or community members. Gathering this information can and should help inform the ways in which we do ministry as a Congregation. Over those 8 weeks we collected hundreds of names and connected with individuals we would not have connected with otherwise.

Pastoral Assistant - Youth and Young Adults

By Laura Catherine Wilson

Over the past twelve months I have served as the Pastoral Assistant for Youth and Young Adults at the Congregation at Duke Chapel. It has been a joy to work with youth for the first time, gathering together every Sunday morning for Sunday school. The young adults were equally fun to lead, as we met twice a month for dinner and a Bible study, as well as gathering for fun social outings throughout the year. Serving as a staff member with the Congregation has been a privilege, as I've gotten to know the great people that make up the Congregation. Fellowship events were always lovely to be a part of, and I immediately felt welcomed in by the church. Pastor Carol has been a helpful and encouraging mentor for me throughout the year and I have appreciated our weekly meetings to debrief. She has taught me so much about what it means to be a pastor and I'm so grateful.

Pastoral Assistant - Pastoral Care

By Ken Moland

My role in pastoral care is to provide spiritual support and nurture for congregation members through personal connections. Pastoral care is appropriate for all members of the congregation, but I focus primarily on those who are eighty-five and older and are unable to attend worship in

person. We have approximately fifty members in that demographic group and that number has remained constant in my three years in this role of pastoral care.

Many Congregation members are very mature spiritually and are managing the concerns and stress of aging very well. So many are beautiful examples of the value of a healthy spiritual life and a healthy connection with the fellowship of God's people. They continue to be an important part of the life of our congregation, and we are blessed to have them.

My ministry includes phone visits, emails, note cards, in person visits and private communion services. Our care for our members is enhanced by a faithful visitation/care team. Special thanks to Linda Gauger who has chaired that team these last years and who is taking a break from that role presently.

It is a deep joy to work with our staff at the Congregation. I especially appreciate the collaborative relationship in ministry with Pastor Carol. We weekly review the pastoral care needs of the congregation, and I benefit from her insights and support.

Finally, I give thanks to our caring God, who invites all of us to "cast our cares upon Him, because He cares for us". In that confidence we carry on our work of pastoral care.

Pastoral Assistant – Spiritual Formation

By Mark Shaw

The Spiritual Formation Ministry has developed and facilitated multiple opportunities for the Congregation's members and affiliates for personal spiritual growth. Included were:

- **Adult Forums**
 - Introduction to Spiritual Direction (15 participants)
 - A Panel: What is the Spiritual Direction Experience Like? (10 participants)
 - Fasting: An Option for Lent? (19 participants)
 - Using Your Senses and Imagination in Prayer (21 participants)
- **Workshop and Retreat**
 - The Ignatian Examen Prayer—Saturday Workshop (26 attendees)
 - Listening for God—Lenten Reflection Retreat (20 participants); with additional facilitators of Janet Horton and Gretchen Ziegenhals
 - The vast majority of participant evaluations rated both events as "Excellent."
- **Spiritual Direction**
 - Three individual sessions for 13 people
 - Three group sessions for five people
 - A sample of Participant comments: (direction)..." has provided new insights and given me the ability to rise above some of my current challenges"; "provided a clear focus for me to see how God is working in my life"; "this is what my soul has been craving for."
- **Groups**
 - Book Groups Morning & Evening Sessions: "God's Voice Within" by Mark Thibodeaux, S.J. (12 participants for four sessions)
 - Fasting Support Group: (7 participants for five sessions): Key takeaway, "when you set your mind to give something up and remember why you are doing it, giving it up is not as difficult as you thought it would be."
- **Outreach concerning Spiritual Formation with others in the Duke family**
 - Dr. Michael Long, Director of Spiritual Formation at Duke Divinity
 - Rev. Kathryn Lester Bacon from the Duke Chapel

- Lucy Honner, Associate Director for the Duke Catholic Center

My time with the Congregation has been most rewarding as I was given the opportunity to share my education and experience in Spiritual Formation with a group of open and receptive people. My thanks to Rev. Carol Gregg for her support and leadership.

Communications Assistant

By Evan Bille

As Communications Assistant, I manage the digital communications of the Congregation. This takes two primary forms: eNews and social media. Through both channels, we have continued to cultivate a strong online community. The average open rate for an email newsletter is 25%. At the beginning of this program year, eNews had an average open rate of nearly 60%! We have continued to build on this strong foundation. This year, eNews has reached nearly 700 subscribers every week with 5.5% higher open rate. This is a large and committed readership. Across social media, we have also seen increased engagement. The number of accounts we reach on Instagram has increased 22% since last July. On YouTube, even as broader demand for virtual recordings has decreased, the average views on Adult Forum recordings have increased 50%.

This is my first year in the Communications position. It has been a privilege to hear and tell the stories of the Congregation. I have learned about lasagna dinners, chili lunches, early Christian history, international partners, and imaginative spiritual practices. I have witnessed how the Congregation can amplify marginalized voices in our community and respond in service. I am so grateful for everyone who has helped me settle into this role, especially Phyllis Snyder, who has been steady guide throughout the year. I also want to thank the proofreading team who correct my mistakes every week and make eNews the best it can be: Ann Gravatt, Carol Gregg, and Kelsey Armstrong.