

# HICKORY NECK CHURCH PARISH ANNUAL REPORT



2022 In Review

# AGENDA

- I. Prayer
- II. Certification of Parliamentary Requirements
  - A. Register
  - B. Parliamentarian
  - C. Quorum
- III. Dispensation of the Reading of and Approval of the Minutes of 2022
- IV. Elections
  - A. Vestry
- V. Celebration of Ministries
- VI. Presentation of the 2023 Budget
- VII. Volunteer Recognition
- VIII. Vestry Recognition
- IX. Prayer and Adjournment



## LETTER FROM THE RECTOR

When we applied for a Lilly Grant to fund our parish sabbatical, I suspected we would all need one. After a long pandemic, with COVID continuing to percolate in our midst, I knew we could use a time of renewal, reconnection, and restoration. Besides, the data suggests that every seven years a priest should take a sabbatical, as a sort of reset button to allow the priest and parish to prepare themselves for the next incarnation of their ministry together. Without such a break, parishes often slow into decline and burnout.

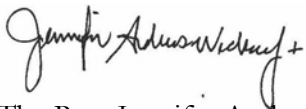
That being said, nothing about our approach into this year's sabbatical feels like a slow decent into landing on our renewal island. Instead, there is a vibrancy and excitement at Hickory Neck that I never could have imagined at year seven. We have welcomed so many newcomers into our community that many of our long timers are struggling to keep up with learning names and stories. Our children's ministries are thriving, with larger classes and gatherings than we have seen since even before the pandemic. Our online ministry – a ministry we would not have dreamed of three years ago – is thriving, with increasing viewership and engagement. Our pastoral care support has expanded significantly with the addition of the Stephen Ministry and two clergy associates. We have tweaked and changed our staff more than anytime in the last seven years, and we finally have a staff that not only meets our needs, but also is supporting enrichment and growth. And our Vestry has a reinvigorated sense of focus having developed another set of strategic initiatives for the 2023 calendar year.

The coming year promises to be one of the most exciting on record. We are on a trajectory toward growth and renewal that will strengthen our ministries in sustainable ways. And, we are still looking toward the future with dreams and hopes. On the horizon are our strategic initiatives: to nourish and strengthen our parish, to seek and serve our surrounding neighbors, and to keep imagining an evolving hybrid community that glorifies God in traditional and nontraditional ways.

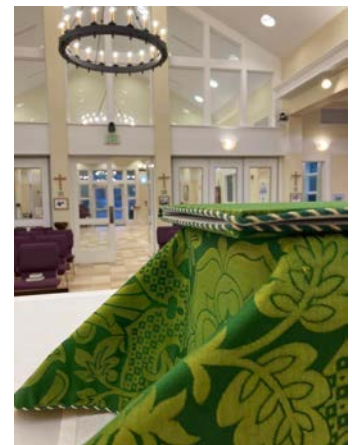
One way we will accomplish those dreams and hopes will be to reimagine our stewardship ministry. Although we increased the number of pledging units in 2023, with a record eleven new pledging units this year, and although our average pledge is higher than the national Episcopal Church average, we are not fully funding our ministries through pledges. The expenditures are not the issue. Even with inflation, we have kept expenditures low given the services needed for a church our size. The issue is revenue. So, this year, we will be approaching stewardship differently, utilizing best practices in ways unfamiliar to us. It will mean changes, but I believe as a community committed to creativity and experimentation, we are up to the challenge.

Thank you for all that you do as a part of the Hickory Neck community. Thank you for your care and compassion for fellow parishioners. Thank you for your commitment and passion for our neighbors. And thank you for your constant willingness to step boldly into the movement of the Spirit, even when the way is unclear. I am excited for the year ahead, excited for opportunities for renewal, and excited for the work of the Gospel we have the privilege to do together.

In Christ's Peace,



The Rev. Jennifer Andrews-Weckerly



# **2022 MEETING MINUTES**

ANNUAL PARISH MEETING  
Hickory Neck Episcopal Church  
February 6, 2022 held via zoom

Called to order at 9:05 a.m. by Rev. Jennifer Andrew-Weckerly with an opening prayer.

## **Certification of Parliamentary Requirements**

Hope Brans appointed Register.

Bob Pringle appointed Parliamentarian who confirmed a quorum of the membership was present.

The Minutes from 2021 Annual Meeting were moved by Marina Libro and seconded by Brian Manning to be dispensed with and all voted aye.

## **Elections**

Vestry: elected to three year terms are: Judy Bristow, Stu Farrand and Joe Southworth.

Elected to two year fulfillment terms are: Chase Grogg and Andrea Sheffield.

## **Celebration of Ministries**

Presented by slide show of highlights throughout 2020. Printed information is included in the Annual Meeting report.

## **Presentation of the 2022 Budget**

Available in print through the Annual Meeting report. Fred Boelt available for questions but none were raised.

## **Vestry Recognition**

Thanks to outgoing vestry members: Doug Cash, Curtis Johnson, Linda McGee and Denise Pearsall. Gifts will be given to those completing a service term.

## **Vestry Commissioned**

In addition to those newly elected, continuing members include: Terri Lensenmayer, Marina Libro, Melissa Schutt and Rebecca Zoellner

Prayer and Adjournment given by Jennifer. A screen shot photo was taken by Terri Lensenmayer and adjourned at 9:28 a.m.

# STEWARDSHIP

Submitted by **Bill Teale**

Our theme for 2023 is Bountiful Giving. Our pledge goal for the 2023 annual campaign was an increase of \$58,000 over our 2022 pledge. To date our pledges for 2023 are \$1,000 less than last year which put us in a very difficult position. Last year's budget did not include funding for our two part time priests. Thanks to an increase in revenue and a reduction of costs in 2022, we were able to have both on staff for a portion of last year. We are also facing an increase in operating expenses in 2023 due to inflation. We know that inflation has had an impact on all of us, especially those of us on a fixed income.

We do have \$50,000 in savings and some carry over from 2022 to supplement our 2023 budget, but at present we have a deficit budget of \$20,814. We hope that we receive additional contributions or pledges so we are able to keep our part time priests for the entire year. However, we will not be able to provide the Diocesan recommended cost of living increase to Mother Jennifer and members of the staff, increase our Diocesan Pledge or provide funds for Community Engagement.

Fred Boelt, Ann Cooper, Jill Cruz, Tracy Molnar, Rev. James P. Nickols,  
Joe Southworth, Bill Teale,

Stewardship Committee





# WORSHIP

**Submitted by Rebecca Zoellner**

The pandemic continued through 2022, but Hickory Neck's worship settled into something resembling "normal." The spoken Rite I eucharist in the Historic Chapel at 8 am, and the Rite II Eucharist with music in the New Chapel at 10 am offer two distinctly different worship experiences to meet different needs and tastes.

Live-streaming is here to stay, and the desire to make our services accessible to as many people as possible has meant a few changes. Some special services throughout the church year (for example, Blue Christmas) that used to be held in the Historic Chapel, were held this year in the New Chapel so they could be sent out via Facebook Live and YouTube.

Pop-up Prayers continue on Facebook Live on weekdays.

The Parish Choir has been singing most Sundays, with a group of Choral Scholars helping out in each section. The biggest change in the music program this year was the retirement of Sarah Ford Bland as our Minister of Music. We were joined in October by Stephen Trumbull, and we look forward to learning, growing, and making music together.

While we've enjoyed a full schedule of regular and special services, we can use more volunteers in a few key areas to spread out the duties. We very much need more Eucharistic Ministers at both 8 am and 10 am. These are the vested lay ministers who help administer communion. The Flower Ministry also needs a few more pairs of hands to help make the beautiful arrangements that brighten our worship. Other ministry areas (Greeters, Lectors, Ushers, Acolytes, and Altar Guild) are always eager to welcome new volunteers as well. All ages (you don't have to be an adult) are invited to participate, and training is provided. Many thanks to all those who help make our worship at HNEC a meaningful experience.

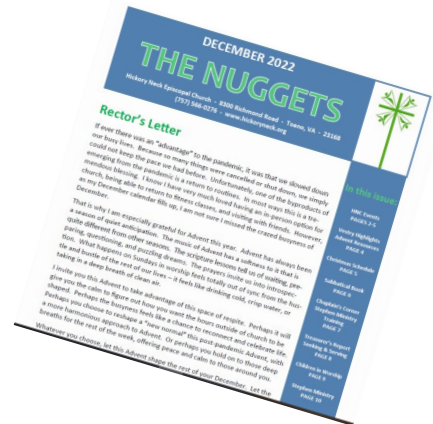


## EVANGELISM/COMMUNICATIONS

Submitted by Stuart Farrand

During this past year, the Evangelism/Communications team worked to strengthen connections with members of the parish and families and teachers at The Kensington School, to enhance Hickory Neck's online presence, and to share our ministry with neighbors.

- We mailed 3 photo notecards to parishioners during the year:
  - Lent
  - Eastertide
  - Thanksgiving
  - We distributed 3 photo notecards to families and teachers at The Kensington School:
  - Valentine's Day
  - Back to School
  - Christmas, including information about our Christmas season offerings
  - We continued external postcard mailings, focusing on the White Hall neighborhood (2022 programming year) and Colonial Heritage (2023 programming year). We sent 4 mailings to around 1,200 households:
  - Lent
  - Easter
  - Back to Church
  - Christmas/Advent
  - Paula Simmons and her dedicated team of contributors and reviewers produced informative and attractive issues of the Nuggets monthly, keeping the parish updated and inspired
- The image shows the cover of 'THE NUGGETS' magazine for December 2022. The title 'THE NUGGETS' is in large, bold, green letters. Below it, 'DECEMBER 2022' is written in smaller white letters on a blue background. The cover also features a green star logo on the right side. Text on the cover includes 'Rectory's Letter' and a list of contents: 'OUR COVER', 'PAGES 2-5', 'SUNDAY PRAYERS', 'ADVENT CALENDAR', 'ADVENT 4', 'ADVENT 5', 'ADVENT 6', 'ADVENT 7', 'ADVENT 8', 'ADVENT 9', 'ADVENT 10', 'ADVENT 11', 'ADVENT 12'. The cover is tilted slightly to the right.
- Dave Simmons and his team worked tirelessly to provide livestream services each week on both Facebook and YouTube. The livestreams have become a major focus point for engagement with our congregation and have served as a way to attract new members into our community. We continue to explore new avenues to engage our virtual members and ensure we are meeting their spiritual needs.
  - Our Parish and Communications Administrator, Robin Axness, successfully led our transition to a new website and its integration with social media.



# CHRSTIAN FORMATION

**Submitted by Judy Bristow**

Denise Pearsall began the year as our new staff Christian Formation Coordinator. She works closely with Mother Jennifer in researching and developing Christian Formation programming.

## ADULT FORMATION

The Lectio Divina group meets by Zoom on Thursday mornings at 9:30 a.m. under the leadership of Joan Forrest. Joan's group practices spiritual reading, meditation, prayer, and contemplation to draw its members closer to God.

The Tuesday Spiritual Seekers meets by Zoom from 7-8:30 p.m. under the leadership of Sue Banks. This year, group studies included book discussions, podcasts and movies relating to current social and political issues.

Lent in a Box was offered to parishioners at the February Mardi Gras Drive-Thru, as well as the opportunity to bury the butterflies and Allelulias and take-home ashes to use for Ash Wednesday.

A Women's Retreat was held on May 7 with Parish Life at the church. It was led by Terri Lensenmayer and Denise Pearsall. The women of the church enjoyed a breakfast with a time of fellowship and renewal.

The Faith and Film Summer Movie Series was held June 26, July 3, 17 & 24, showcasing inspirational women in *Harriet*, *Suffragette*, *Hidden Figures* and *Bend It Like Beckham*.

Daily devotional books in regular and large print were provided throughout the year.

Advent wreath making was held on November 27 for all ages.

## Adult Forums

Mother Jennifer led an Adult Forum: *Life Transformed – The Way of Love in Lent*, on Sundays at 9 a.m. beginning March 13 and concluding May 15.

The Very Rev. Ian Markham, Dean and President of Va. Theological Seminary, led an Adult Forum on Sunday, October 23, at 9 a.m.

Tori Otsot led a Book Study of *The Dearly Beloved* by Cara Wall on November 13 & 20 at 9 a.m. and again by Zoom on November 15 & 22 at 6 p.m.

The Rev. Canon Willis R. Foster, Canon for Diversity in the Diocese of Southern Virginia, led an Adult Forum on Sunday, December 11, at 9 a.m.

Mother Jennifer has also led several Rector's Forums spotlighting topics of timely interest to the congregation.

## Surveys

A survey was sent out in March to parents of infants through 5<sup>th</sup> grade regarding programming preferences. A survey was also sent out in March jointly with Parish Life to the church women regarding preferences for the Women's Retreat.

A survey was sent out in October to the church community regarding Christian Formation preferences.

Continued



## CHRSTIAN FORMATION – Continued

### CHILD & YOUTH FORMATION

Godly Play has been filmed by Terri Lensenmayer and Denise Pearsall and posted to Facebook on Sunday mornings throughout the year with an average viewership of 35-40.

Children's Chapel with Denise Pearsall and Terri Lensenmayer has met during the 10:00 worship service with as many as 13 in attendance and usually 8-10 even in the summer.

Children's bulletins and coloring pages go into the *ePistle* each week for use in the on-line or in-person worship service. Children's worship boxes are also provided at the 10:00 worship service.

Sunday School in May for children in 2<sup>nd</sup> through 5<sup>th</sup> grade was held in person on the first four Sundays in May of this year.

Senior Recognition for our graduating seniors was held on June 5 during the 10:00 worship service.

Recognition Sunday for Christian Formation was held on June 12 during the 10:00 worship service. Program leaders and assistants were recognized, and six children were presented with Bibles. Paula Simmons retired from active leadership with the Youth Group and was recognized for her 40 years of service.

Hickory Neck participated with Bruton Parish at St. Martin's for Vacation Bible School with Parents' Night Out three Friday nights in the month of July. Judy Bristow led the toddler class.

The Nursery reopened on September 11 during the Formations hour and 10:00 worship service with the hiring of Lesia Betts and Larissa Smart as nursery attendants. They have cared for one to two children each week.

Godly Play and Sunday School were fully reinstated in person in September.

Godly Play is led by Alan Zoellner with rotating assistants, Terri Lensenmayer, Denise Pearsall, Pamela Grogg and Simone Andrews-Weckerly, for pre-school and early elementary school aged children. Godly Play meets in the Wilkinson Center each Sunday morning at 9:00 a.m. covering lessons from the Creation to the birth of Jesus. Average attendance is about five with some Sundays having as many as seven or eight.

Sunday School is led by Judy Bristow with rotating assistants, Scott Andrews-Weckerly, Jennifer Dow, Tori Otstot, Ed Walinsky and Rebecca Zoellner. This class is for mid and upper elementary school aged children and meets in the Wilkinson Center each Sunday morning at 9:00 a.m. for a Bible story and a corresponding craft. Attendance ranges from two to six.

Terri leads both groups in music each Sunday.



## CHRSTIAN FORMATION – Continued

The Youth Group under the leadership of Paula Simmons with Denise and Dave Pearsall and Mother Jennifer met in the spring and led the Stations of the Cross Service as well as the annual Easter Egg Hunt on Easter Sunday. Members of the Youth Group were also able to assemble a meal for the Winter Shelter. The Youth Group has been reorganizing and rebuilding after several in the group graduated in the spring. With Paula's retirement, Tyler and Ed Walinsky took up the leadership of the Youth Group, with Denise and Dave Pearsall and Mother Jennifer assisting. The group led The Kensington School Trunk or Treat event in October and prepared Care Packages for our college students in November. In December the group went to the Christmas Parade and helped with the greening of the church and planning the Epiphany Pageant.

Safe Church Training is being offered in person and online at this time. Check the Episcopal Diocese of Southern Va. website for opportunities. Under Formation at the top, click on Creating Safe Churches for details or contact Judy Bristow (757-719-5598) or Denise Pearsall (703-203-2714).



# PARISH LIFE

## Submitted by Terri Lensenmaer

Parish Life continues to gather steam and roll downhill. Last year at this time we were wondering if normal would ever be a thing again. This year, I can safely say, "We're here."

Coffee hour up the hill has been a success, and the 8:00am congregation is helpful and appreciative. I'm not sure what's to become of us in the colder weather. I am trying to convince them to meet at the Parish House, but, even that short distance is a hike for some of our parishioners. As we establish a more regular 9:00 adult forum, we may see some of them making the journey.

11:00 Coffee hour received a huge lift from Jim and Janelle Nickols. They financed our new Bunn coffee maker, and the difference in the quality of coffee is noticeable, to say the least. People are lingering a little longer these days, and that's so good for connection.

We have expanded our Kensington School "Joe2Go" to a monthly event. This means the budget is being stretched, but I believe the connections we are forming are meaningful enough to continue.

Movie nights in summer were well attended. There was a lot of good conversation.

The youth took over our Trunk or Treat display this year, and they did was proud. Attendance was down this year. Something to think about going forward.

Our major gatherings, the fall picnic and Sarah's Farewell were well attended and celebrated our unity in ways we haven't experienced in a while. That fact alone has, maybe, made them more festive. We welcomed Stephen with open arms, and he is proving to be an amazing leader.

Cards on Friday night is an on again, off again event, owing to the fact that it is a small, tightly knit group. It may be time to offer a game night on another Friday evening to welcome more families with young children.

The Men's Breakfast continues to thrive, and we have added a Women's Brunch once a month, as well. Both are well attended.

Advent wreath building was festive and really worked well in the narthex. We may keep it there moving forward.

With a lot of prayer and a little luck, Shrove Tuesday will be a THING this year. I would love to focus on fun and entertainment. Stay tuned.

Our biggest challenge in Parish Life this year is that we are all a little hesitant to commit to much, as things are changing all the time. Over time, I believe, we will build our volunteer numbers back up, and work will be more evenly distributed.

# COMMUNITY ENGAGEMENT

**Submitted by Marina Libro**

What fun it has been! We have both seen and been seen in real tangible ways-not just via virtual / digital modes. And we have made the most of every opportunity. The Community Engagement Council has transitioned from zoom meetings to monthly in person meetings, some of which have included guest speakers from the community to better address selected agenda items. Some of these topics included items like the possibility of starting a Pet Pantry at HNC, how to proceed with this season's Winter Shelter, to learning more about possible charities in the community to bless with donated funds. The CEC also engaged with parishioners interested in exploring possible avenues of involvement with a new organization, Sleep in Heavenly Peace (SHP), that builds and delivers twin and bunk beds for children in need. This would be a great compliment to the ongoing engagement with organizations such as Habitat4Humanity and charities we support with grants throughout the year.

The CEC offered continued support to parishioners 'boots on the ground' ministries throughout the year as well. Programs such as Greater Williamsburg Outreach Ministries (GWOM) Meals on Wheels food deliveries to needy families in hotels across the Greater Williamsburg Area; FISH collections and deliveries, as well as a successful Back to School Backpack drive, and Salvation Army Angel Tree/Silver Bell collection.

Since we are speaking of successful events, I would be remiss if I failed to mention our first ever HNC Bike Rodeo and Helmet Fitting Event held in May in combination with James City County's "May is Bike Month" celebration. Parishioners also came together in support of a second T-shirt drive with this drive adding new colors and styles to choose from. Not to be forgotten, our Heavenly Blueberries not only bore more fruit this season, but the patch saw a donation of 5 new low bush variety berries. By far the most impactful and visual event of our year was the Virtual Fall Festival. Your support and participation of the Festival, as well as additional directed donations, enable us to raise the operational funds to continue our support of several local charities such as: Avalon, Grove Christian Outreach, Williamsburg Faith in Action, Salvation Army Transitional Housing. Along with previous years funds we were also able to provide an emergency donation to Ukraine.

As extensive as this is, it is but a snapshot of what YOUR CEC is here to do. We are here for you. We not only welcome but encourage your input! What project or ministry is calling you? What do you hear The Holy Spirit whispering to you? Let us know how we can help make your spirit grow in the New Year and beyond!

# **PASTORAL CARE**

## **Submitted by Andrea Sheffield**

Pastoral Care is the main area of focus for Father Charles. He is leading the effort to determine and prioritize the pastoral care needs of the parish and how the Pastoral Care Ministries can support this effort.

### **Card Ministry - Cindee Steinhauser**

- Cindee sends all the birthday and anniversary cards during the year.

The other members of the card ministry send cards for purposes such as get well, sympathy or encouragement. A list of parishioners needing cards is provided by Jennifer each month.

### **Stephen Ministries – Evie Braukhoff**

- See Separate Report

### **Eucharistic Visitors - Beckie Roberts**

- This ministry has been on hold since the beginning of the pandemic. Father Charles is assessing how many folks need and want to receive communion at home. Next step is to determine how many visitors are required and begin training.

### **Health Care Ministry - Carolyn Gaylord, Parish Nurse**

- Carolyn has been fielding questions and concerns via phone, with limited in-person visits. She works to provide support and to share what resources are available in the community for parishioners. She has been providing transportation to vaccination and PCP appointments as needed. She also reaches out to parishioners who are in long-term care facilities or being cared for at home.
- Certifications and recertifications were cancelled during COVID and are still on hold. Areas of focus: CPR, AAED, “Stop the Bleed”

### **Prayer Shawls, Lap Robes and Prayer squares - Tina Sinclair**

- The Prayer Shawl Ministry is actively recruiting members and will start back up next year. Training as needed.

### **Prayer Advocates - Lynn Kelley**

- This ministry continues to support HNC by offering prayers for our congregation in support of their family, friends and community. All agree to confidentiality.

### **Emergency Meals - Susan Dugan**

- Susan reaches out to parishioners when they are dealing with a life event to see if providing meals can help. Several folks were contacted, however only one parishioner earlier this year after surgery.

### **Newcomers - TBD**

- Reviewing this ministry with a focus on how to track newcomers and keeping them connected
- Looking into options for welcoming, including welcome package at worship service

### **Shepherds – Jill Ramsaur**

- No activity since COVID.
- Part of reviewing how we integrate newcomers

### **Drivers - TBD**

- No activity. Actively recruiting new leader.

### **Pandemic Grief Focus Group – On Hold**

- This team is well supported but determined that there was not a need at this time.

### **Special Deliveries - Paula Simmons**

- No new babies in 2022 so far...



# STEPHEN MINISTRY

## Submitted by Evie Braukhoff

One of the most appealing aspects of this ministry is its ability to balance attention between both the spiritual and emotional needs of care receivers. Stephen Ministry trainees receive 50 hours of preparation over four months in areas such as listening non-judgmentally, managing care receivers' feelings, practicing assertiveness, establishing boundaries, observing confidentiality, and recognizing the limits of the care they can offer. These practical skills help to establish a trusting bond between the Stephen Minister and care receiver, and they also provide a superb foundation for the care receivers themselves to cope with challenging circumstances in their lives.

Because Stephen Ministry trainees are encouraged to establish prayer-partner relationships with one another, they too are formed spiritually by their work. Specific training on using scriptures when providing care and identifying ways that Christ cared for others augment the spiritual experiences Stephen ministers have as they devote themselves to what is a two-year "calling." While Stephen Ministry is unapologetically Christ-centered, it allows space to accept care receivers at their specified point of need, which often is not articulated as faith-based. Stephen ministers can openly reflect their own Christian identity without proselytizing. *Psalm 37:1 We mustn't dwell on the grief others have caused us. Instead, we are to seek the Lord's help, and forgive again.* God is always there beside you. Stephen Ministry is there for you too. In sharing your experiences and prayer with your Stephen Minister you learn to discern the depth of your pain and to face a new day with Christ and what caring in and with Christ really means. Think of the impact quality Christian caring can have and is having on our broken world.

The 2022 Year was a busy one for Stephen Ministry. We launched here at Hickory Neck Church! Thank you to Mother Jennifer, Reverend Charles, Pastor Jim and most certainly Deacon Bob who championed Stephen Ministry to the Vestry. Evie Braukhoff is the Leader of the Greater Williamsburg area of Churches who share training and resources with those Church Leaders and an instructor who taught the Training Class of 2022. There were 10 graduates of Stephen Ministry in Williamsburg, with 3 from Hickory Neck: Denise Pearson, Lynn Kelley, and Ginny Brock. Our new graduates plus, Anne McWhirter a trained Minister, were installed at Hickory Neck in June 2022. We meet the second Monday of every month for supervision and on-going education, a requirement of Stephen Ministry.

Stephen Ministry is active in our Parish! We have had three Care Receivers take advantage of this free, confidential caring ministry. In 2022 we sent out 71 healing cards to our members and friends in Williamsburg. Stephen Ministers sent out 11 sets of the Grief Series (a set of 4 books of the grief process) to families grieving a loss to their family outside of Hickory Neck. For HNC families, they are sent out by our Parish Nurse. We submit monthly articles written by our Stephen Ministers to the Nuggets newsletter and weekly devotions and news in the ePistle from Evie.

Stephen Ministry hosted an inaugural "*Spill the Tea*" to Hickory Neck Parish and friends in December. A short inspirational program and catered tea were offered. We respectfully ask the Vestry for this to become an annual event on the 3<sup>rd</sup> Sunday of Advent at Hickory Neck.

The greater Williamsburg area is hosting training for 2023 at a member church, Wells Spring Methodist. The training will begin January 17, 2023, with an end date of May 30, 2023.

Hickory Neck Church will be hosting another inaugural event for the Greater Williamsburg area Churches September 2023. This will be an all-day catered event for all Stephen Ministers and Leaders to attend a conference, with keynote speaker and breakout sessions for on-going education. We hope to share this experience with 50+ Stephen Ministers.

May Christ work through us to minister to those in need for he is the healer, and we are the conduit. *Jeremiah 31:9 Tears of joy will stream down their faces, and I will lead them home with great care. They will walk beside quiet streams and on smooth paths where they will not stumble.*

# **ENDOWMENT**

## **Submitted by Bill Teale**

On April 1, 2008, the Vestry passed a resolution establishing the Hickory Neck Church Covenant Endowment Fund. As part of the resolution, the Vestry also authorized the formation of an Endowment Board to oversee the Endowment Fund. The Endowment Board's first project was to develop a set of guidelines. They were adopted by the Vestry on March 10, 2009. The guidelines address ways gifts/bequests can be made, the types of endowment funds available, investment guidelines, goals, and spending rules. The current Board includes Doug Cash, David Hartsough, David Pearsall, John Rothnie and Bill Teale.

The earnings of the Historic Chapel Endowment go towards its maintenance. The earnings of the Covenant Fund may be used for, (i) the capital needs of the church, (ii) outreach ministries and grants, (iii) seed money for new ministries and special one-time projects, and (iv) such other purposes as are specifically designated by donors whose gifts are to be included in the Covenant Fund.

By 2010, all procedures were in place, and we had selected the Episcopal Church Foundation (ECF) to manage our Covenant/Endowment Funds. That was the good news. The bad news is that we did not have any funds and it took \$10,000 to start a fund. Coleman Ragsdale, a member of the first Board, proposed that we raise funds by offering Charter Membership Certificates to any member of Hickory Neck Church who make a gift to the Fund. Over forty members of Hickory Neck became Charter Members. The campaign produced \$10,680 to the Hickory Neck Church Covenant Fund and \$10,500 to the Historic Chapel Endowment Fund. Additional gifts have been made to the Funds since they were established, and they have grown through the Boards investment strategy. Some parishioners have gifts to one or both of the funds in their estate plans. As of 11/30/2022 the values of the funds were \$21,725 in the HNC Covenant Fund and \$49,745 in the Historic Chapel Endowment Fund.



# **CHURCH GRAVEYARD**

## **Submitted by Fred Boelt**

In 2022, we had six interments at Hickory Neck, all in the Memorial Garden. You will recall that there are no unsold plots in the older section of the graveyard. We will be glad to discuss with you about the available plots in the newer part of the graveyard, and also the use of the Memorial Garden.

We maintain a checking account for operating expenses (current balance \$6,884.99), and we have funds for perpetual care invested in two CDs (current total \$16,448.58).

Graveyard Committee: Fred Boelt, Bert Geddy, Larry Kelley, Jeff Seiler

# BUILDINGS AND GROUNDS

## Submitted by Chase Grogg

The obvious big item that left our campus this year was the Kensington School Building. Henderson, Inc. was tasked with the demolition as well as the regrading and planting of the effected areas. Though we are sad to see Kensington School go, Henderson did a great job restablizing this area for future uses.

Another highlight to the year in my opinion was our fall clean up. We had a fantastic turnout that allowed us to beautify the campus going into the winter. Due to this past fall success I will be looking to do it one Saturday in the spring to get us ready for the summer. I would like to thank Margene and Dave Hartsough, Andrea Sheffield, Beth Pruitt, Jim and Linda McGee, Pete Devlin, Len Calabrese, John Greenman, Joe Lucas, Bert Geddy, Melissa Schutt, Scott Braukhoff, Alan and Rebecca Zoellner, Ben, Bonnie, Bryan, and Bruce Manning, Terri Lensenmayer, Mary Teale, Cindy Southworth, David and Denise Pearsall, and Jennifer, Simone, and Cana Andrews-Weckerly. All of your assistance was much appreciated.

A simple project that was nice to finally check off the box was the installation of two new windows in the new chapel. This item has been about one and a half years in the making and it was great to see them finally in place. Thompson Creek took care of this installation for us.

Nelson's Heating and Cooling is still under contract to handle all of our HVAC needs. They were quick to fix a broken belt around Christmas, and have also done other checks to the systems in place.

The New Chapel saw the installation of a new coffee maker which many parishioners have enjoyed for different breakfasts and on Sunday.

Campus weekly landscaping is still being handled by a third party company. He has been doing a great job with mowing and keeping the overall campus looking great.

The community garden saw another great season of connection with portioners as well as community members. In 2023 we are going to work on trying to make this connection bigger for the year.

The last project of the year was getting a landscape contractor to fix the Wilkinson Center path. In completing this work they were also able to lay some named bricks that had not previously made it into the path. The finished product looks great. Make sure to check it out the next time you are on the property.

Thank you again for everyone who has helped with different items around our campus this year.

We are looking forward to a good 2023 year.



# **2023 BUDGET COMMENTS**

## **Submitted by Fred Boelt, Treasurer**

Carryover - funds held in a separate savings account established in 2021

Income:

Pledge – 101 @ \$382,140.00

Non-Pledge is based on 2022 income less new pledges, plus continuing non-pledge donors

Loose Plate and Easter/Christmas – best guess based on past history

Operating Expense:

Paid Staff - The Diocese recommended a COLA of 4.5%. Since we are faced with a deficit budget, this is not possible. Associate Rector, Rector's Associate, Minister of Music, Parish and Communications Administrator, and Administrative Assistant (new position) packages are all based on their Letters of Agreement. Nursery Attendants' and Choral Scholars' packages are based on projected hours worked. Remembering that the associates began their service here last summer, the 2022 budget was not rewritten, but additional funding was in place if needed.

Program Expense – Increases/adjustments are based on actual costs for goods and service contracts. Inflation certainly factors into some line items. It should be noted, that overall, there is a slight decrease projected for this section of the budget, partially due to the Grounds plan to use less professional services in 2023. As would be expected, utility costs continue to rise.

Diocesan Pledge – The Diocese annually asks for a ten percent tithe from each parish. The amount is based on Pledge and Plate reported on the parochial report for the preceding year. In this case, we reported \$397,845.00 for 2021. The requested tithe would have been \$39,785.00. We have vacillated between 6.5 – 10% over the last few years based on our projected income. In 2022 we submitted eight percent of the requested tithe. Vestry has approved holding at eight percent for 2023. The percentage remains the same; the actual amount is lower based on our lowering Pledge and Plate income over the last few years.

We do not have a balanced budget for 2023. As stated above, we will move \$50,700.00 from savings to operating income, but we will still have a deficit of \$20,814.00 for this year. There may also be a small amount of funds to be carried over from 2022, but not enough to balance this budget which was approved by Vestry on January 12, 2023.

In the 2023 Stewardship campaign, the plan was to raise enough funds to include in the budget: \$5,000 for outreach, \$6,000 for COLA increases, and \$8,000 to make a 10% tithe. So, in addition to our \$20,814.00 deficit, we are an additional \$19,000.00 below where we should be. And without the \$50,700.00 from savings....well you can see where this is going!

We have worked through deficit budgets before and have weathered the storms. And we will get through 2023 with frugal spending and extra contributions from our parishioners. But it is time to think of the future. Our finances have to improve markedly if we are to remain a viable parish.

	OPERATING BUDGET 2023	
	2022	2023
OPERATING INCOME		
Carryover	37,100.00	50,700.00
Pledges	383,010.00	382,140.00
Non Pledges	20,000.00	24,000.00
Plate	2,047.00	2,047.00
Easter/Christmas	6,000.00	6,000.00
Other Income	0.00	0.00
TOTAL OPERATING INCOME	448,157.00	464,887.00
OPERATING EXPENSE		
Paid Staff		
Rector's Compensation	134,840.00	134,837.00
Rector's Benefits	53,312.00	54,824.00
Associate Rector Compensation		20,000.00
Associate Rector Benefits		1,530.00
Rector's Associate Compensation		20,000.00
Rector's Associate Benefits		1,530.00
Deacon's Expenses	500	100.00
Supply Priests and Expenses	2,900.00	1,160.00
Total Clergy Compensation	191,552.00	233,981.00
Minister of Music	38,199.00	34,000.00
Minister of Music Benefits	2,922.00	4,601.00
Substitute Organist	1,000.00	1,200.00
Parish and Comm. Admin. Comp.	33,040.00	27,533.00
Parish and Comm. Admin Benefits	4,968.00	4,272.00
Administrative/Assist Comp & Benefits	0.00	8,397.00
Nursery Attendants Comp. and Benefits	4,360.00	4,199.00
Choral Scholars Comp. and Benefits	10,345.00	11,136.00
Total Paid Staff	286,386.00	329,319.00
Program Expense		
Administrative/Office Support	11,020.00	11,920.00
Buildings & Grounds	34,860.00	29,000.00
Christian Formation	2,285.00	2,275.00
Communications	6,200.00	6,200.00
Hospitality/Newcomers	100.00	100.00
Insurance/Finance	18,550.00	17,746.00
Outreach	500.00	500.00
Parish Life	3,300.00	3,300.00
Pastoral Care	2,500.00	2,400.00
Stewardship	300.00	300.00
Utilities/ Maintenance	42,526.00	44,361.00
Vestry/Council	1,100.00	1,200.00
Worship	4,300.00	4,500.00
Youth	750.00	750.00
Total Program	128,291.00	124,552.00
Diocesan Pledge	33,480.00	31,830.00
TOTAL OPERATING EXPENSE	448,157.00	485,701.00
TOTAL OPERATING INCOME	448,157.00	464,887.00
	0.00	-20,814.00







