

HICKORY NECK CHURCH PARISH ANNUAL REPORT



2023 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 2023
- 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

You shall eat the fruit of the labor of your hands; you shall be happy, and it shall go well with you. Psalm 128.2

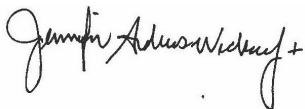
For the last several years, Hickory Neck has labored: labored to not just survive, but thrive, in a pandemic; labored to dream new dreams and do the work to accomplish them; labored to reimagine our staff to equip us for faithful ministry; labored to inspire increased giving to support ministry; labored to find new ways to serve others and share the Good News of God in Christ. We even labored to create a time of renewal, refreshment, and reconnection through this year's sabbatical.

In many ways, 2023 was the year that we ate the fruit of the labor of our hands – the year that we were nurtured as much as we have been nurturers of others. We were able to benefit from the powerful ministries of new staff – who brought us new expressions of music, who helped us find our way into digital ministry, who cared for us in our struggles and our joys, who helped us learn and grow in unexpected ways. We were able to benefit from the tremendous hard work of our Sabbatical Planning Team – finding peace in meditation, yoga, and labyrinth walking, finding laughter in games, retreat, murder mysteries, and dancing, and finding joy in fresh voices, new friendships, and shared story. We were able to benefit from the generosity of our members – from those who gave generously to financially support the work of ministry at Hickory Neck, who volunteered their time and talent to make ministries thrive, to those who witnessed Christ's love in ways powerful enough to welcome new members.

As a parish with a strong work ethic, we can sometimes forget God's gift of sabbath – the invitation to rest and enjoy the abundance God has given us. In 2023, we allowed ourselves the opportunity to refresh ourselves in holy renewal with God. Accepting that gift and deepening our spirituality, we are now poised in 2024 to approach ministry with a vigor we might not have been capable of after years of pandemic. This past year has rooted us and reconnected us with one another and with the Holy Spirit. As I look to the year ahead, I see a congregation poised to do great things!

Your Vestry has grounded that work in a reinvigoration of our strategic plan – not just articulating and enacting new strategic initiatives for 2024, but beginning to talk about who we want to be five years from now. Your staff has responded to this energizing work and is beginning to imagine how we might use our gifts – like the gift of music – to share the Good News with our neighbors. Your Vestry and Stewardship Team have been having hard conversations about how we might grow revenue to fund the ministries this parish needs to thrive and grow, especially after passing a faithful, but deficit budget. There is hard work ahead of us, but work I believe we are fully capable of, that we have been renewed for, and that the Spirit is present for, every step of the way.

Saint Paul once described the church as a collection of body parts, who together make up the body of Christ – each needed and none dispensable. That is the call you will hear time and again this year. We will be asking you to give of yourself to ministries that need your support. We will be asking you to financially support ministries that are so life-giving to you, to others, and to the wider community. We will be asking you to keep saying yes to the Holy Spirit's invitation into new ways of being followers of Christ here in James City County. It is an exciting time in the life of Hickory Neck, and I am so glad you are with us!



In Christ's Peace,
The Very Rev. Jennifer Andrews-Weckerly

2023 MEETING MINUTES

ANNUAL PARISH MEETING
Hickory Neck Episcopal Church
January 22, 2023 9:00 a.m.

Location format and attendance

Wilkinson Center using new Owl device with 45 in person attendees and on Zoom with 4 participants. Paula Simmons managed the Zoom room.

Called to order at 9:00 a.m. by the Very Rev. Jennifer Andrew-Weckerly with an opening prayer.

Certification of Parliamentary Requirements

Nancy Byrd appointed Register.

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

The Minutes from 2022 Annual Meeting were moved by Marina Libro and seconded by Len Calabrese to be dispensed with and all voted aye.

Elections

Vestry: elected to three-year terms are: Andrew MacDougall (worship liaison), Nancy Sullivan (pastoral care liaison), and Julie Vaisvil (community engagement liaison).

Celebration of Ministries

Presented by slide show of highlights throughout 2022. Printed information is included in the Annual Meeting report.

Presentation of the 2023 Budget

Available in print through the Annual Meeting report. Jennifer talked about the budget and the funding challenges. Fred Boelt and Jennifer were available for questions and several were raised including the need for choral scholars since the elimination of the 3rd service, the expenses for the organ, and the clergy COLA.

Fredrick Boelt Outstanding Service Award

Fred was selected and named for the inaugural “Fredrick Boelt Outstanding Service Award” for outstanding volunteer service to Hickory Neck Episcopal Church as its treasurer for 28 years and 6 months and counting. Fred received an award plaque and an HNC cross on a chain.

Vestry Recognition

Thanks and gifts of gratitude to outgoing vestry members: Melissa Schutt, Marina Libro, and Rebecca Zoellner.

Vestry Commissioned

In addition to those newly elected, continuing members include: Terri Lensenmayer, Andrea Sheffield, Judy Bristow, Stu Ferrand, and Chase Grogg

Prayer and Adjournment given by Jennifer. A screen shot photo was taken by Paula Simmons and meeting adjourned at 9:44 a.m.

STEWARDSHIP

Submitted by **Tori Otstot and Fr. James Nickols**

The Stewardship Committee launched a year-long stewardship emphasis under the banner of **To You All Hearts Are Open** based on the Collect of Purity that prepares us for worshipping God in our weekly Eucharists. We started the emphasis with increased communication with the parish, adding an impact statement to each quarterly giving statement, increasing leadership communication in the campaign, and increasing opportunities for gratitude to our givers.

In April, the Stewardship Committee hosted six **Gratitude Gatherings**. These were an opportunity for the Committee to thank our supporters in ministry and share the impact of their giving. Participants were invited to discuss the value of and their hopes for Hickory Neck. The responses were shared with the Stewardship Committee and the Vestry, and were used to give form and substance to the stewardship emphasis. In the fall, the Committee held four **All Hearts Are Open Gatherings**, to reflect on ministries during our sabbatical, and give parishioners an opportunity to attend a gathering if they were unable to attend one in April.

In addition to the Gatherings, the Stewardship Committee invited members of the Vestry to offer a **Ministry Moment**, explaining how their faith is lived out through the committee to which they are liaison, and why it is important to them.

During the campaign portion of the Stewardship Emphasis, the Vestry kicked off the campaign with a Leadership Sunday. In addition, a series of reflections, based on the text for the Sunday the reflection appeared in the bulletin. Pledge cards and time and talent forms were blessed on **Celebration Sunday** (November 12). A Celebratory Brunch, hosted by Scott and Evie Braukoff and Tori Otstot, followed the 10 a.m. service. To date, 100 pledges have been made for a total of **\$395,640**, an increase of \$13,500 from last year. Forty-eight households increased their pledge, some quite significantly. Thirty-five continued their same level of giving, and six decreased their pledge.

Building upon the foundation of this past Stewardship Emphasis and Campaign, the Stewardship Committee selected the theme **Measuring What Matters** for 2024. The Stewardship Emphasis will include many of the same elements, with the addition of Temple Talks by representatives of the various non-profits that Hickory Neck supports. Gatherings will focus on Asset Mapping – a process for individuals to discover their gifts and interests. A seminar will also be offered called **Saving Grace: A Guide to Financial Well-Being**.

The Stewardship Committee wants to acknowledge the generous donation of time, talent, and treasure that Jill Cruz and Andrea Sheffield contributed to the Stewardship Committee in 2023, both of whom are rotating off the committee. Also, the Stewardship Committee wants to recognize the longtime dedication and commitment of the late Ann Cooper, who stepped away from the committee in October before passing in December. They also thank Bill Teale, who retired as Chair of the committee in early 2023. Continuing in 2024 are Chair Tori Otstot, Marnia Libro, Fred Boelt, the Rev. Jim Nickols, and the Very Rev. Jennifer Andrews-Weckerly.



WORSHIP

Submitted by Andrew MacDougall

Well, 2023 was a great year, and we have continued normal services at 8am and 10am. Live streaming will continue on YouTube and Website during the 10 am service.

During both services we have now stopped using sealed containers for communion. The Worship Committee has decided to stop intinction for all services. If you choose not to receive wine please note that receiving bread is communion in its fullest.

Pop-up Prayers continue on Facebook during the weekdays. We now have volunteers doing prayers for Monday, Wednesday, and Friday in addition to Mother Jennifer doing prayers Tuesday and Thursday. We are in desperate need of volunteers to do Pop-Up Prayers. Volunteers will record prayers for the week and they will be loaded on Facebook at the scheduled day and time. Please consider volunteering only a few minutes on a Sunday to do prayers.

We desperately need more Eucharistic Ministers at both 8 am and 10 am. The more volunteers available will mean easier scheduling and decreased days for the people currently volunteering. Flower Ministry is always in need of additional help to organize arrangements for Sunday services. The Sunday Tech Team also needs more volunteers. Greeters, Lectors, Ushers, Acolytes, and Altar Guild are always welcoming new volunteers as well. All ages can volunteer and training will be provided. Thank you to all who volunteer their time at Hickory Neck Episcopal Church.

God bless!



EVANGELISM (COMMUNICATIONS AND NEWCOMERS)

Submitted by Stuart Farrand

During this past year, the Evangelism ministry focused on creating positive connections with parishioners and The Kensington School as well as creating a supportive and welcoming environment to help visitors become new members.

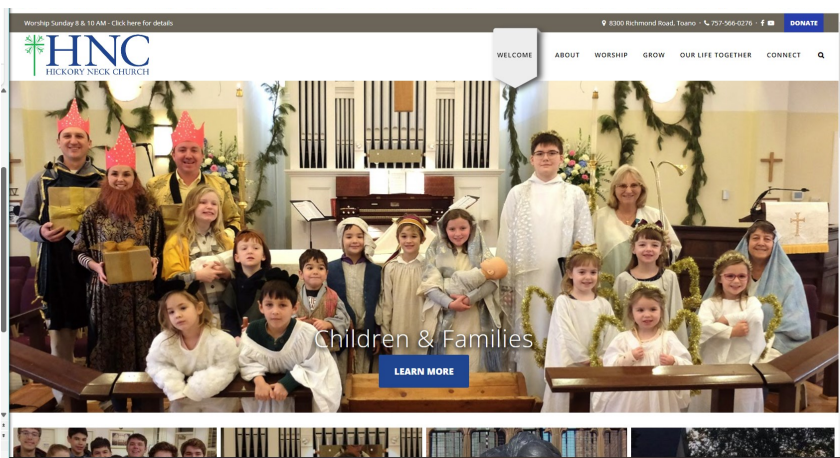
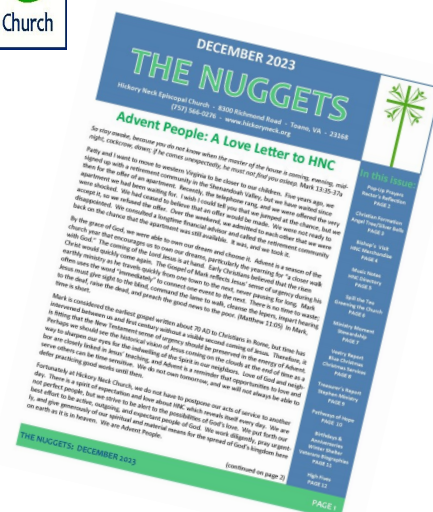
We continued our seasonal cards and mailings to parishioners and distributed Valentine's, Easter, and Christmas cards to families and teachers at The Kensington School. While we continued our external postcard mailings, focusing on Colonial Heritage this year, we will be transitioning to targeted mailings to new residents in the greater Williamsburg/Toano area in the new year. This will be a more cost effective approach that will allow us to reach a broader geographic area. Coupled with this shift, we also began focusing on increasing advertising in the Virginia Gazette and are looking to expand to the Nextdoor Neighbor magazine in 2024.

Our website and online presence continues to grow and our Parish and Communications Administrator, Robin Axness, has done an incredible job sharing the many activities and functions happening at HNC (thank you to everyone who contributes photos!).

Paula Simmons and her dedicated team of contributors and reviewers have continued to work hard to create engaging content in the monthly Nuggets newsletter. This year we highlighted many of the events that took place at Hickory Neck (especially during the sabbatical) as well as providing highlights for each ministry.

Dave Simmons and his team worked tirelessly to provide livestream services each week on YouTube. This provides a means for parishioners who are not able to attend in person to continue worship and support their spiritual needs. They also offer a way for members of the outside community to learn a little more about Hickory Neck and our community.

This year, we also (re)started our Newcomers Committee. Led by Anna Lloyd, the group has been passionate about welcoming newcomers to the church and helping them get engaged and find a home at Hickory Neck. We held our first social event for newcomers and it was well attended. We look forward to continuing to grow this ministry over the coming year.



CHRSTIAN FORMATION

Submitted by Judy Bristow

ADULT FORMATION

Lectio Divina, led by Joan Forrest, began the year meeting by Zoom. As of August 9, the group now meets at 10:00 a.m. in the Historic Chapel on the 2nd and 4th Wednesday of each month. Lectio Divina practices spiritual reading, meditation, prayer, and contemplation to draw its members closer to God.

The Tuesday Spiritual Seekers, led by Sue Banks, meets weekly by Zoom at 7:00 p.m. This year, group studies included book discussions, podcasts and movies relating to current social and political issues. Podcasts included *The Universal Christ*, books included *Things Hidden* by Richard Rohr and *The Return of the Prodigal Son* by Henri Nouwen, and films included *Babette's Feast*. The Tuesday Spiritual Seekers also participated in Holy Week with readings from Julian of Norwich.

The Shrove Tuesday Pancake Supper offered the opportunity to bury the butterflies and “alleluias.”

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

Advent wreath making was held on December 3 for all ages.

Adult Forum

Father Jim Nickols leads ongoing adult Bible study on Sunday mornings at 9:00 a.m. in the Wilkinson Center. Topics have included Jesus' *Beatitudes*, the *Parables*, and the gospels of *Matthew* and *Mark*. In addition, the group has just completed *The Light Will Shine: A Study for Advent*.

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

Sabbatical Congregational Events Falling Under Christian Formation

Churchwide Retreat at HNC and the Williamsburg Christian Retreat Center – May 19-20 with guest leader, Chrissie Crosby

Family Zoom Read Aloud – Five sessions in February and March led by Tori Otstot

Faith and Film Series – Four sessions in June led by Father Charles Robinson and Andrew MacDougall

One Book One Parish Book Club in November and July led by Tori Otstot

Memoir Writing – Three sessions in June, July and August led by Tori Otstot

CHILD & YOUTH FORMATION

Children's Chapel with Denise Pearsall and Terri Lensenmayer has met during the 10:00 worship service with as many as 16 in attendance (four times!) and, since September, usually 8-11 each week.

Godly Play on Facebook 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.

CHRSTIAN FORMATION – Continued

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.

The Nursery was staffed through February but closed thereafter due to staffing issues. The Nursery facilities remain a resource for parents and babies during the worship hour.

Godly Play is led by Alan Zoellner with rotating assistants, Hannah Artiles-Stravers, Pamela Grogg, and Anna Lloyd. This class is for pre-school and early elementary school aged children and meets in the Wilkinson Center each Sunday morning at 9:00 a.m. covering lessons from the Creation to the birth of Jesus.

Sunday School is led by Judy Bristow with rotating assistants, Hannah Artiles-Stravers, Linda Becker, Ray and Lindsay Blount, Jennifer Dow, Pamela Grogg, and Tori Otstot. 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 Bible based lessons and a corresponding craft.

Terri Lensenmayer leads both groups in music each Sunday.

The Youth Group was led by Ed and Tyler Walinsky (January through June) with Denise and Dave Pearsall and Mother Jennifer. Ed still does programming. Among its activities, the Youth Group participated in a Diocesan event in January and hosted Super Bowler Sunday in February and has met monthly. This has been a year of reorganizing and rebuilding after several in the group graduated.

Recognition Sunday for Christian Formation was held on June 4 during the 10:00 worship service. Program leaders, assistants and student participants were recognized.

This summer Denise Pearsall and Terri Lensenmayer offered a five-week Godly Play Summer Camp at the Kensington School with 14 enrolled. The program continued from October to December every Tuesday at the Kensington School, with 18 enrolled.

Vacation Bible School was held at Bruton Parish this past August. Hickory Neck was well represented by teachers and students. This year’s theme was “Give and Receive God’s Great Love.”

Safe Church Training is required of all volunteers and is currently being offered in person and online. Check the Episcopal Diocese of Southern Va. website for opportunities. Under Ministries at the top, click on Christian Formation and search for Safe Church Training for details or contact Judy Bristow or Denise Pearsall.



PARISH LIFE

Submitted by Terri Lensenmaer

The Parish Life year started with Coffee hour up the hill, but, if we didn't offer it right outside the church door, it was not attended. Our adult forum has been almost continuous, and we still can't get them to the Parish House for coffee hour.

11:00 Coffee hour received a huge lift from Jim and Janell 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 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. Parents are truly appreciative.

The Men's Breakfast and the Women's Brunch continue to thrive. Both are well attended.

The upstairs room is ready for prayer shawl knitting to begin again. Now all we need is knitters! Check with Tina Sinclair, if you are interested.

Shrove Tuesday was a THING this year. We had pancakes and a very short talent show, along with activities for the kiddos.

Our church wide retreat was well attended on both days, for dinner on Friday night and for the daytime interactions on Saturday. And, the day after that, we sent Jennifer and her family on their way.

Parish life was happy to be intimately involved with the activities during the sabbatical. It took ALL the hands on deck, and we truly showed up. I can't thank everyone enough for their support during this busy time.

The parish picnic was well attended.

Movie nights with Jim and Charles and Andrew in the summer were well attended. There was a lot of good conversation and the films were excellent.

We experimented with yoga and meditation, reading and writing, traveling and sending post cards. We walked numerous labyrinths, and we cleaned up the campus.

We had an incredible welcome back gala, complete with red carpet.

Advent wreath building was festive and really worked well in the narthex.

Greening the church was festive and productive. The churches looked amazing this season.

It has been a busy, rewarding year for Parish Life at Hickory Neck.



COMMUNITY ENGAGEMENT

Submitted by Julie Vaisvil

Hickory Neck Episcopal Church continued to engage the wider community in 2023. Some engagements were new and some continued showing our love.

- We were one of three churches supporting James River Baptist Church when they hosted the Community of Faith Winter Shelter in February.
- We continued collections of food items between services one Sunday each month and delivered them to FISH.
- 28 Back to School book bags and gift cards for school supplies were supplied to K-12 grade students at Burnt Ordinary and the Avalon program.
- Parishioners adopted ALL the names we were assigned for Angel Tree and Silver Bells!

Day of Change came to HNC as we changed to Daylight Savings Time in March and back to Standard Time in November. Parishioners filled a bucket with loose change they had set aside. More than \$1500 to use for CEC grants was generated by Day of Change.

We joined with St. Martin's and Bruton Parish for a bed build for Sleep in Heavenly Peace in July. Our combined efforts raised close to \$10,000 allowing us to build 39 beds at the Hampton Chapter site. Plans are already in place for more joint builds to continue the mission of seeing that "No kid sleeps on the floor in our town!" Look for your opportunity to join in on our next build in April.

Profit from the online HNC Swag Store (\$430.50), funds from Amazon's Graze (\$1,726), and contributions from the Murder Mystery (\$2,905) generated funds we were able to give to as grants to "boots on the ground" organizations Avalon, Faith in Action, FISH, Greater Williamsburg Outreach Mission, Proclaiming Grace Outreach, Salvation Army Transitional Housing and Sleep in Heavenly Peace.

In addition, a special HNC collection allowed CEC to help the Diocese of Maui with \$900 when they were struck by wildfire.

Bea Graf, Joe Graf, Anna Lloyd, Jody Loftus, Robert Pringle, Jill Cruz, Marina Libro, Fr. Jim Nichols and I are always on the lookout for Community Engagement projects. Please be sure to let us know of your engagement activities and how Hickory Neck can help there.

Engaging our community brings recognition to HNC but it also gives all of us warm feelings as we act as the hands of Jesus.



PASTORAL CARE

Submitted by Nancy Sullivan

The Pastoral Care ministries thrived in 2023. There were several changes in ministry leadership and activities.

Card Ministry – coordinated by Susan Calabrese: Over 50 birthday and pastoral care cards are sent monthly by 12 volunteers. Changes this year included the use of a universal postcard for birthdays, the use of church scene notecards for pastoral cards and stamps being provided to volunteers.

Stephen Ministry – coordinated by Evie Braukhoff: This ministry continues to grow with communication and promotions continuing in the ePistle and Nuggets. The inaugural Greater Williamsburg area training conference was held at HNC on September 23, 2023 and was well-attended. The Stephen Ministers at HNC also sponsored the Second Annual “Spill the Tea” and were lay readers in the Blue Christmas service in December. A 2024 area-wide Stephen Minister training course (which is coordinated by Evie Braukhoff) will be held at HNC beginning in January. We have two HNC members participating so far.

Prayer Shawl Ministry – coordinated by Tina Sinclair: Plans are being made to re-start this meaningful ministry which initially began in 2007.

Prayer Advocates: Lynn Kelley who has chaired this ministry for over 15 years stepped back from this role, and Beckie Roberts has assumed the role of coordinator and contact for this valuable ministry. This team continues to pray daily for those in need, whether members of Hickory Neck or not. Prayer requests are confidential and can be made by calling the Parish Office, contacting Clergy, or by contacting Beckie.

Emergency Meals: coordinated by Susan Dugan who has chaired this ministry since 2000.

This parish reaches out automatically to members in need by preparing and delivering meals. This ministry received one formal meal request from the clergy in 2023, but is aware of many meals that were also provided by parishioners for one another.

Special Delivery Meals - coordinated by Paula Simmons: Nine meals were delivered for the Walinsky family after the birth of Quintin

Health Care Ministry – co-leads Bert Geddy and Jody Loftus: This ministry is restructuring and regrouping after the retirement of long-term Parish Nurse Carolyn Gaylord and now has a new name - Health & Safety/ Security Ministry. HNC currently does not have a formal and designated Parish Nurse, but Jody Loftus and Nancy Sullivan are certified Parish Nurses and are available to the clergy and parishioners with specific health concerns, resources and health promotion. The current focus is to further define this ministry, to develop an HNC Emergency Response Plan and to increase volunteer participation. Bert Geddy coordinated CPR and AED training this fall for 12 parishioners who represented both services, and he continues to check the first-aid backpacks and AEDs monthly.

Eucharistic Visitors – currently on hold as Clergy is currently handling. Father Charles is assessing the need.

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 current board consists of Doug Cash, 2025, John Rothnie, 2026, Bill Teale, 2025, David Pearsall, 2026 and David Hartsough, 2024. The Rector and Senior Warden are non-voting members of the Board. Past Board members include Mayes Mathews, Bill Small, Coleman Ragsdale, Penny Orth, Alyson Ross, Adam Otstot, Cheryl Mathews, Paul Olsen, Christine Hanlon and Bob Zoglman.

GUIDELINES

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 and goals, and spending rules.

INVESTMENT STRATEGY

The Board chose the Episcopal Church Foundation (ECF) to manage our Covenant/Endowment Funds. The portfolio manager for the ECF is State Street Global Advisors (SSgA) which is the investment management arm of State Street Corporation, Boston, MA.

FUNDING

In the past Hickory Neck has received many generous bequests and gifts. Over the years they have helped us pay down our debt, establish an emergency fund which is still in use today, build a new church and maintain an historic one. Most of these bequests and gifts were made directly to "Hickory Neck Church" which means that the Vestry has been able to put the money to the best use based on the current realities at that time. The Endowment Board has respectfully requested that the Vestry consider tithing any future unrestricted bequests/gifts it receives to increase the Covenant Fund which will benefit Hickory Neck Church in the future. To get the Covenant Fund started, the Endowment Board created the concept of Charter Membership Certificates that would be issued to any member of Hickory Neck Church who make a gift to the fund in 2010. Over forty members of Hickory Neck have become 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. As of 12/31/2023 the values of the funds were \$24,470.48 in the HNC Covenant Fund and \$56,039.17 in the Historic Chapel Endowment Fund.

USES OF THE COVENANT FUNDS

The earnings of the Historic Chapel Endowment will go towards its maintenance.

The earnings of the Covenant Fund can 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.



CHURCH GRAVEYARD

Submitted by Fred Boelt

In 2023, we had two interments at Hickory Neck: one in the older section of the graveyard and one in the new section. 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 \$11,010.74), and we have funds for perpetual care invested in two CDs (current total \$16,450.23).

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



BUILDINGS AND GROUNDS

Submitted by Chase Grogg

This year was another good year for the Buildings and Grounds Team taking care of our campus. Below are some highlights for projects that were completed and people to thank.

This summer saw three bigger projects be accomplished. The first, with a BIG thank you to Terri and Denise, was the painting and new carpet upstairs for Sunday School and Godly Play. This project has been on the minds of a lot of people for a long time and the two of them made it happen this summer. It was great to see it during the open house and will be well used by our youth this coming Sunday school year.

The second was the addition of smaller stone over top of the existing stone going between the historic and new chapel. For a while this gravel has been hard to travel as it had a lot of movement. New smaller stone was added on top and compacted down to make for a much smoother and easier walk between our two places of worship.

The final project was the completion of painting inside of the historic chapel. While it displaced the 8am service for a handful of Sundays, the result is perfect! This fresh coat of paint helps ensure we take care of the aging historic chapel and keep it in as good of shape as possible. Jeff Seiler helped organize and ensure the process was completed.

Prior to Jennifer's return from sabbatical a small group gathered to do some light campus clean up. Weeding, branch limbing, and pine straw was placed to carry us over into our fall clean up.

Thank you again for everyone who has helped with different items around our campus this year and we are looking forward to a good 2024 year. Though my term is coming to an end, it has been an honor to be on the vestry and helping the Hickory Neck Community.

SABBATICAL

This year, the parish and Mother Jennifer enjoyed a mutual sabbatical, funded by the Lilly Foundation. The grant enabled Mother Jennifer's family to enjoy three months of renewal and reconnection. Their family, both together and separately, traveled over 13,000 miles, visited 25 states, and shared countless hugs, laughter, and love.

The grant also enabled Hickory Neck to enjoy 7 book studies, 1 parish retreat, 12 preachers, 4 movies, 3 memoir writing sessions, 3 meditation classes, 2 yoga offerings, 1 concert, 1 day of labyrinth walking, 1 murder mystery, and 5 opportunities for parties and fun, including an epic Gala! The offerings had over 900 participants, with a handful of parishioners attending every event. Those numbers do not include those who worshiped with our many preachers and celebrants for twelve weeks. Be sure to check out our sabbatical video at: <https://www.hickoryneck.org/blog/sabbatical-story-of-hickory-neck-2023/>

Many thanks go to our Sabbatical Planning Team: Robin Axness, Judy Bristow, Nancy Byrd, Len Calabrese, Terri Lensenmayer, Tori Otstot, Andrea Sheffield, and Paula Simmons. Many thanks go to the Lilly Foundation for their generous grant that allowed a rich time of renewal and reconnection. And many thanks go to all of you who participated, supported, and encouraged us along the way.



2024 BUDGET COMMENTS

Submitted by Fred Boelt, Treasurer

Carryover – Since 2023 ended in the red, there is no carryover for 2024.

Pledge – 100 @ \$395.640.00

Non-Pledge is based on 2023 income less new pledgers, plus continuing non-pledge donors

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

Other Income (Reserve Savings) has been reduced by the \$4,470.00 deficit in 2023.

Operating Expense:

Paid Staff - The Diocese recommended a COLA of 3.2% for 2024. You will recall that we were unable to give the recommended COLA of 4.5% in 2023. Therefore, Vestry concluded to give a combined 7.7% COLA to the Rector and Parish Administrator, and the 3.2% COLA to the other staff members. The Associate Rector, Rector's Associate, Minister of Music, Parish and Communications Administrator, and Administrative Assistant packages are all based on their Letters of Agreement. Nursery Attendants have been temporarily removed due to lack of available staff and Choral Scholars' expenses are based on projected hours worked.

Operating and Program Expenses – Adjustments are based on actual costs for goods, service contracts, and committee expenses. For example, Hospitality/Newcomers is now a viable committee again and has been funded accordingly. 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 decreasing the Structural Improvements line item by \$10,000.00.

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 \$428,663.00 for 2022. The requested tithe would have been \$42,866.00. We have vacillated between 6.5 – 10% over the last few years based on our projected income. In 2023 we submitted eight percent of the requested tithe. Vestry has approved holding at eight percent for 2024. As we encourage our parishioners to work toward a tithe to Hickory Neck, we must also work toward a tithe to the Diocese.

We do not have a balanced budget for 2024. As stated above, we will move the reduced Reserve Savings (\$46,230.00) to operating income as needed, but we will still have a deficit of \$18,905.00 for this year. This budget was approved by Vestry on January 11, 2024.

We have worked through deficit budgets before and have weathered the storms. And we will get through 2024 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. If we continue on the present trajectory, our reserve funds will soon be eroded. It is imperative that we reach a point of operating solely from the annual proceeds of Pledge and Plate. Stewardship campaigns or budget reductions? You, our valued parishioners, will determine the financial future of Hickory Neck!

OPERATING BUDGET 2024		
	2023	2024
OPERATING INCOME		
Carryover	14,533.00	0.00
Pledges	382,140.00	395,640.00
Non Pledges	24,000.00	35,000.00
Plate	2,047.00	2,800.00
Easter/Christmas	6,000.00	6,000.00
Other Income	50,700.00	46,230.00
TOTAL OPERATING INCOME	479,420.00	482,670.00
OPERATING EXPENSE		
Paid Staff		
Rector's Compensation	114,268.00	123,066.00
Rector's Benefits	75,393.00	79,832.00
Associate Rector Compensation	20,000.00	20,640.00
Associate Rector Benefits	1,530.00	1,579.00
Rector's Associate Compensation	20,000.00	20,640.00
Rector's Associate Benefits	1,530.00	1,579.00
Deacon's Expenses	100	100.00
Supply Priests and Expenses	1,160.00	1,640.00
Total Clergy Compensation	233,981.00	248,876.00
Minister of Music	34,000.00	38,688.00
Minister of Music Benefits	4,601.00	4,960.00
Substitute Organist	1,200.00	1,200.00
Parish and Comm. Admin. Comp.	27,533.00	29,653.00
Parish and Comm. Admin Benefits	4,272.00	4,484.00
Administrative/Assist Comp & Benefits	8,397.00	7,800.00
Nursery Attendants Comp. and Benefits	4,199.00	1.00
Choral Scholars Comp. and Benefits	11,136.00	10,097.00
Janitor Comp. and benefits	0.00	6,459.00
Total paid Staff	329,319.00	352,418.00
OPERATING AND PROGRAM EXPENSES		
Administrative/Office Support	11,920.00	12,920.00
Buildings & Grounds	29,000.00	20,000.00
Christian Formation	2,275.00	3,025.00
Communications	6,200.00	5,900.00
Hospitality/Newcomers	100.00	1,000.00
Insurance/Finance	17,746.00	17,912.00
Outreach	500.00	500.00
Parish Life	3,300.00	3,300.00
Pastoral Care	2,400.00	2,800.00
Stewardship	300.00	750.00
Utilities/ Maintenance	44,361.00	40,902.00
Vestry/Council	1,200.00	1,625.00
Worship	4,500.00	6,930.00
Youth	750.00	300.00
Total Operating and Program Expenses	124,552.00	117,864.00
Diocesan Pledge	31,830.00	34,293.00
TOTAL OPERATING EXPENSE	485,701.00	504,575.00
TOTAL OPERATING INCOME	479,420.00	485,670.00
	-6,281.00	-18,905.00





HICKORY NECK EPISCOPAL CHURCH

DIOCESE OF SOUTHERN VIRGINIA

The Right Reverend Susan B. Haynes, Bishop

STAFF

The Very Rev. Jennifer Andrews-Weckerly, *Rector* (jandrewsweckerly@hickoryneck.org)

The Rev. Canon Charles Robinson, *Pastoral Associate* (crobinson@hickoryneck.org)

The Rev. James P. Nickols, *Rector's Associate* (jnickols@hickoryneck.org)

The Rev. Bob Gay, *Deacon* (bgay@hickoryneck.org)

Stephen Trumbull, *Minister of Music* (strumbull@hickoryneck.org)

Robin Axness, *Parish and Communications Administrator* (raxness@hickoryneck.org)

Amy Knowles, *Parish Administrative Assistant* (adminassist@hickoryneck.org)

VESTRY

Senior Warden	Andrea Sheffield
Junior Warden/ Christian Formation	Judy Bristow
Pastoral Care	Nancy Sullivan
Buildings & Grounds	Chase Grogg
Community Engagement	Julie Vaisvil
Parish Life	Terri Lensenmayer
Stewardship	Vacant
Worship	Andrew MacDougall
Evangelism	Stu Farrand
Register	Nancy Byrd
Treasurer	Fred Boelt

