



2023 ANNUAL REPORT
FEBRUARY 10, 2024 - 10AM
TOWN HALL MEETING



2023 ANNUAL REPORT

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PASTOR, HEAD OF STAFF
JOHN E. MORGAN

Looking back on the events and experiences of the past year reminds me of the spiritual practice of Saint Benedict's Examen where one reflects on the events of the day to notice God's presence and discern God's direction in life.

On January 28, 2023, I was installed as the Moderator of the Presbytery of Eastern Virginia. I will moderate my last meeting on January 26, 2024. It has reaffirmed my love for the PC(USA) and how much I appreciate this Presbytery. We have a strong healthy Presbytery and not everyone in our denomination can say that. In February I will become the Moderator of the Presbytery Council, which is a little like the "Session" of the Presbytery.

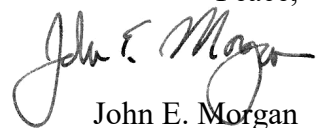
Leading our pilgrims on a trip to Israel in late February, early March gave me so much to reflect on. The experience was invaluable as it brought the stories of the Old and New Testament to life in vibrant colors. The impact of being there has given me new insights for preaching. But it has also made these past months more painful as I see the Palestinian people, who I met in the West Bank, suffering because of the Israeli/Gaza war. My heart breaks for the loss of innocent lives and the aggression against the people in that special place.

In June Williamsburg Presbyterian Church said goodbye to Rev. Dr. Rachel Hebert. Her eight years with us were a joy and we wished her well on her new call in Pittsburgh. But that meant we had to do some shifting of responsibilities in staff. A Williams took the Campus Ministry which he was already involved in leading. I took on the pastoral leadership of the Christian Outreach Ministry. Pam and I picked up the preaching and pastoral care needs. The Administration Ministry will report on their work to look at a new staffing model for Williamsburg Presbyterian Church.

The Session of Williamsburg Presbyterian Church also had a major transition. Our Clerk of Session for over a decade, Bill Riffer, stepped down after his faithful service. He is a faithful servant and a trusted colleague who loves this church. We welcomed Diane Schwarz as our new Clerk in June. She has done a great job, especially with all the on-the-job training (i.e. surprises). The Session gathered for a day retreat at Stonehouse Presbyterian Church in November. We studied and discussed a couple of chapters from N. Graham Standish's book *"Becoming a Blessed Church: Forming a Church of Spiritual Purpose, Presence, and Power."* This resulted in our revising our Session agenda to be more intentional about seeking God's guidance in our decisions and spending more time in prayer with one another.

Personally, 2023 has been a joy filled year! In addition to the powerful experience of our trip to Israel, my family experienced other significant events. I was pleased to be asked to be a guest preacher at Wells Memorial Presbyterian Church in Avalon New Jersey. Also in May, Ellen and I celebrated our 40th wedding anniversary with a weekend in Washington D.C. On Father's Day, June 18th, I was invited to New York Avenue Presbyterian Church in D.C. to officiate at our granddaughter, Sienna's, baptism. We also made it to her first birthday on November 4 in Arlington. Then, on December 28th I officiated at our daughter, Grace's wedding in Arlington VA to Dr. Ziad Achkar. These are some of the great joyous privileges I have as a pastor, husband, father, and grandfather!

I always end my report saying what a privilege it is to serve as your pastor at Williamsburg Presbyterian Church because it continues to be rewarding, meaningful and a great joy.

Peace,

John E. Morgan

PASTOR CONGREGATIONAL CARE

PAM HRNCIR

Though the pandemic might feel long gone, this year we continued to transition out of that period and to provide meaningful care to our members and to intentionally find ways to engage members and visitors. I am very grateful for the opportunity to serve in this role as pastor for congregational care. Caring for one another is one of the ways we live and become the Gospel. This congregation is gifted with passionate people committed to sharing God's love for one another and our community.

STEPHEN MINISTRY

We commissioned another class of Stephen Ministers, and we now have 15 Stephen Ministers: Becky McKinley, Toby Lane, CW Stacks, Pat Underwood, Ellen D'Orsogna, Ann Schulte, Karen Lee, Denise Dwight Smith, Gini Campbell, Kelly Kirkpatrick, Skip Perry, Ric Cheston, Suzanne Holiday, Elenor Knowles and Lynn Turner.

Seven Stephen Ministers currently have a care receiver. Three Stephen Ministers and their care receivers agreed it was time to close their relationship. Three Stephen Ministers serve as the ministry's leaders: Becky McKinley, Allen Hogge, and Judy Austin.

This ministry is providing Christ centered care to people in need in our congregation and community. If you know anyone inside or outside our congregation who needs care, please contact Becky McKinley, Allen Hogge, Judy Austin, or me. Stephen Minister are available to walk the journey with those who face life's challenges.

Looking into 2024. We will add two more Steven Leaders to the leadership team. I will transition to a liaison role and Stephen Ministry will become fully lay led.

PASTORAL CARE

I am grateful that members of our congregation are becoming more comfortable letting me know who needs care. Members caring for members is one of the best ways for me to learn about people's needs. The deacons are doing a phenomenal job connecting with their families, helping them reengage with the life of the church after the pandemic, and informing me of who needs a phone call or visit.

I started something new at the end of 2023. I asked our Care Connections Team, and Continuing Care Community deacons to give me a list of people to visit. I have enjoyed the opportunity to get to know our members apart from immediate pastoral needs. I will continue this approach in 2024.

GRIEF

I facilitated four journey groups totaling 15 people. Participants were both members and those from our community. These grief groups are based on the narrative approach of remembering and finding strength from our loved ones' stories. Grief never goes away. Instead, we weave grief into the tapestry of our lives.

We also have a monthly grief support group facilitated by retired pastor Bruce Minett. Attendance varies from 4-10 people. The purpose of this group is for people to come as needed. This group has begun to go out for lunch occasionally which brings about 20 people.

In addition to grief support groups, a deacon provided the Stephens Ministry grief books at appropriate intervals and the daily meditation book *Healing After Loss* by Martha W. Hickman. *Healing After Loss* is a favorite among those who have lost loved ones.

During Advent this year, Rev Julie Hester led a small group in a writing workshop. This workshop was well received and was just one more way for those grieving to transform their grief during the holidays.

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MODERATOR OF THE DIACONATE

It is a gift to me to serve with our compassionate and committed deacons. Working with Janie Moyers moderator, Copper Perry, vice-moderator, and Jo Ann Youhaus, secretary, we developed a new diaconate model to reduce the workload on our deacons, improve care for our members, and allow people to serve with their gifts. The biggest change in this new model is how we provide care for our members. All Continuing Care Communities have one or two deacons. We have a two-person team to care for those who welcome a child into the family, who are in the hospital, facing an illness or in hospice care. In addition, we have a team of three people (Care Connections) who help members stay connected to WPC. We continue to evaluate how we are providing care and adjusting as necessary.

Each year we have a Hail and Farewell potluck during our April meeting. During this meeting we thank our outgoing deacons and welcome our incoming deacons. I always enjoy the chattiness of this group. It is hard to get their attention to have the actual meeting.

In addition, I invite all the new deacons and their spouses to my house for a barbeque. It is a wonderful time of getting to know one another. We had our second Hail and Farewell Potluck during which we thanked the outgoing class and welcomed the new class. It was very well attended, and we received many positive feedback responses.

MEMORIALS

I presided over six memorials. It is a gift to share in the celebration of life of our dear members and to learn how they lived out their faith. It is always a convicting experience.

NEW MEMBERS

We received 37 new members in 2023. We have a good system of sending a letter or email after the first visit, a telephone call after the 3rd visit, and then several people helping potential new members connect with the WPC people and ministries.

We now do a New Member Orientation Luncheon. New Members sit with elders, staff, and other new members during lunch and get to know one another. Afterwards, we watch a video about how to connect with life of the church. After each section, we stop the video to give an elder time to discuss the specifics of their ministry and how people can get involved. We have received very positive feedback with this approach for new members.

MEMBER and VISITOR ENGAGEMENT

In August, we held another “What’s Next” event with our church leaders and group facilitators. Eighty people attended. We covered group values, ways to best communicate the groups message, and how to foster healthy group environment and loyal volunteers. Overall, we received positive feedback but realized we need to do this event in the spring. August is too late to make any significant adjustments.

The Fall Gathering was in October due to calendar conflicts. October is not a good time. In 2024, the Fall Gathering will be the Sunday after Rally Day.

Welcoming Visitors. Martha Squire volunteered to oversee the “Welcome” cart in Stevenson Hall during coffee fellowship hour. Our goal is to intentionally welcome visitors AND MEMBERS.

WILLIAMSBURG LANDING STREAMING WORSHIP SERVICE

Fifteen people volunteer to usher at the Williamsburg Landing for the Streaming service. Dick Sahlen, Duncan McIver, and Harold Herring agreed to serve communion each month. Williamsburg Landing is very supportive on this ministry and our members and non-members are grateful to worship as a community. Thank you to everyone who serves.

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CONTINUING EDUCATIONS

I started Soul of Leadership 18-month program through Shalem Institute of Spiritual Formation. We meet each month in clearness committees*, attend four residencies in Ammerdown Retreat Center outside of Bath England, and read four books every six months. These readings are accompanied by reflection papers.

*Parker Palmer describes the "Clearness Committee," a method invented by the Quakers, that protects individual identity and integrity while drawing on the wisdom of other people. The Clearness Committee is testimony to the fact that there are no external authorities on life's deepest issues, not clergy or therapists or scholars; there is only the authority that lies within each of us waiting to be heard. *The function of the Clearness Committee is not to give advice or "fix" people from the outside in but rather to help people remove the interference so that they can discover their own wisdom from the inside out.* Parker Palmer

PEVA

I agreed to serve on the Commission of Ministry and served as liaison to Kirkwood Presbyterian Church and Hidenwood Presbyterian Church.

DIRECTOR OF EDUCATIONAL MINISTRIES
ADRIAN “A” WILLIAMS

The mission of the Director of Educational Ministries is to further the work of WPC through service, worship, fellowship and education for children, youth and college students, as well as young adults, adults, families and intergenerational groups. Often this position is shortened to “DEM.”

Engaging youth and families:

With the above goal in mind, we offered new and diversified educational opportunities in 2023:

- Confirmation class moved to Christian Education and redesigned with focus on workshop and retreats
- Online and at home Lenten devotionals introduced
- You Tube and Vlog reflections created weekly during Lent
- Returned to Children’s Sunday in March
- Stations of the Cross art exhibited for visits during Holy Week
- Home summer curriculum developed for elementary age
- Third Sunday of each month established as Family Sunday

Building WPC Congregation and Community

To foster a more connected community with families, youth, and older members, we emphasized the broader definition of family and added some new programs to mix in different generations:

- Churchwide “Game Day” attracted participation from young adults.
- Youth retreats enjoyed by middle and high school students at Massanetta Springs Christian Conference Center in Harrisonville VA and Montreat Christian Conference Center in North Carolina
- Youth Conference transitioned to include intergenerational participation.
- Día De Los Muertos “All Saints” art event held
- Blessing of the Animals - families celebrated their precious friends – cats, dogs and gerbils felt blessed!
- Layout in the high school room changed to modernize and make a better setting for programs and gatherings.

Encouraging creativity to better understand WPC’s congregation and community.

Thriving Congregations – The overall goal of Thriving Congregations is to strengthen our relationships and develop a better understanding of who we are as a church and thus our place in the Williamsburg Community. The 2023 chairman of this program is Joseph Kinard. In 2023, the DEM created and supported key programs to which all members of WPC were invited:

- Supper Seminars
- Listening Sessions
- Fall 2023 Town Hall
- Training in Montreat

Serving the college students

U Kirk Ministries- One way WPC serves college students, faculty and alumni is through UKirk, a nationwide PCUSA program. U Kirk is open to all who enjoy faith and fellowship and is formed around inclusion and diversity. This long-standing program at WPC is one way we encourage multiple entry points to church life.

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Midyear 2023 brought a change in my role with UKirk Ministries as I moved into the Campus Minister role prior to the start of the Fall semester. Pastor Rachel Hébert had been in this role prior to her call to Shadyside Presbyterian in Pittsburgh, PA. Within this new role, I worked to redesign and support the ministries of UKirk here at WPC and on Campus, including:

- Visioning with Campus Ministry Team, UKirk Students, and other Campus Ministers
- Encouraging diverse entry points into the life of WPC
- Holding weekly office hours
- Supporting student led affinity groups and events that provide needed support to college age students.
- Leading weekly “Dinner & Dialogue” on Mondays
- Convening the monthly community breakfast, “Feeding Faith”

DIRECTOR OF MUSIC MINISTRIES

CHRISTOPHER BECHLER

Music awakens worshipers to the presence of God and helps to illuminate the word of God as it is read and preached. Our music ministry leads the congregation in song, offers anthems by vocal and handbell choirs, and inspires the congregation with preludes, postludes, and other special music.

Chris Bechtler, Director of Music; Norman Elton, Organist and Assistant Director of Music; and Rebecca Elton, Carol Choir Director, lead our music ministry. The music ministry includes seven ensembles and groups:

- Chancel Choir (directed by Chris)
- Sanctuary Ringers handbell choir (directed by Chris)
- Genesis Ringers handbell choir (directed by Chris)
- Westminster Ringers (college handbell choir, directed by Norman)
- Youth music program (middle and high school ages, led by Chris)
- Junior Choir (3rd through 5th graders, directed by Chris and Rebecca)
- Carol Choir (Kindergarteners through second graders, directed by Rebecca)

May the time, talent, and dedication of the professional staff and volunteers continue in 2024.

Guest musical presentations during the year included:

- Bev Whitley, guest organist and pianist, substituting for Norman and playing in our Advent/Christmas music Sunday
- Wendell Banyay and Nina Bell, trumpet; Lisa Govier, trombone; Jordan Witt, bass trombone; and Lisa Farrell, percussion, for our three Easter Sunday services
- *Music for Two* in August, featuring guest musicians:
 - ◇ Shannon Vandzura, flute
 - ◇ Katie Bechtler, violin
 - ◇ Mark Oates, trumpet, and
 - ◇ Timothy Seaman, hammered dulcimer

Organ Music

Organist Norman Elton continued to awaken our senses to the glory of God as he played our magnificent pipe organ at the beginning of our worship services and accompanied the choir and congregation in singing anthems and hymns.

Adult Choirs

The Chancel Choir leads worship almost every Sunday and sings on Ash Wednesday, Maundy Thursday, Good Friday, and Christmas Eve. Chancel Choir membership ranges in age from 18 to 92, including five college-age singers. The Chancel Choir added several new members to its roster in 2023, and we have also joyfully welcomed back members who had not sung with us since before the pandemic.

In December, the Chancel Choir sang a setting of “I Saw Three Ships” arranged for organ and piano, and including the children’s choirs, adult handbell choirs, and guest student singers in the choir.

The Genesis Ringers handbell choir welcomed four new members in 2023. We rang in worship in the spring, fall, and in December.

In the spring, Genesis Ringers attended the Area 3 handbell festival in Roanoke, Virginia. There we rehearsed and performed music with other handbell ringers, worked with an experienced handbell director, and enjoyed great fellowship. We plan to go to the same festival in 2023 in Ocean City, Maryland.

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Sanctuary Ringers enjoy playing challenging music for small handbell ensembles. Sanctuary Ringers rang in worship several times in the spring and early summer. After one member stepped down and another moved away, we are looking for a few more experienced ringers to keep the group going.

Youth Music

The Presbyterian Youth Fellowship gathers to sing after dinner at our weekly meetings. We explore hymns and songs from many time periods and traditions, and we look forward to planning and leading music for the Youth Service coming up in the spring of 2024.

Children's Choirs

The Carol and Junior Choirs continued to grow in faith and musical experience. They sang in worship several times in the spring and fall, for our Advent/Christmas music.

The children's choirs also helped lead the music in the Family service on Christmas Eve. Rebecca Elton ran rehearsals for the Pageant during the Gather Together time at the beginning of the Sunday School hour. Any child or youth that came to Sunday School in December learned the anthem "Bethlehem Night." The Carol and Junior choirs also learned the accompanying handbell part during their weekly rehearsals. Before the Pageant, the WPC children sang an anthem, "Emmanuel Will Come," with members of the choirs playing bells.

Westminster Ringers

The Westminster Ringers, our handbell ensemble of William & Mary students led music in worship many times over the course of the year, playing challenging and interesting music from many different styles. They also performed at Grand Illumination at Market Square, in front of thousands of listeners.

Open Door Concert Series

The mission of the Open Door Concert Series is to nurture community through the presentation of the musical arts.

The Open Door Concert Series concluded its fourth season and began its fifth in 2023. This year, we welcomed a rich and diverse range of artists:

- Alcee Chris, organ (January 29);
- Presbybop jazz ensemble and Cantori chamber choir (March 19);
- Molasses Creek and Coyote folk musicians (May 7);
- Gabrielle Goodman (singer) and the Duke Ellington Tribute Band (September 24); and
- The Seamus Egan project. (November 5)

This year, 1,491 people attended the concerts.

Many enjoyed post-concert receptions in front of WPC's doors at the Richmond Road entrance, where we shared refreshments and got to meet the musicians.

Planning for the Open Door Concert series is an ongoing activity. We have most of the 2024–2025 season planned and are starting work on the next season. The Open Door Concert Series committee in 2023 was: Tom Bozek, committee chair; Norman Elton, artistic director; Chris Bechtler; Martha Jean Howell; Ellen Morgan; Ford Moseley; Fritz Ober; Leslie Stacks; Peter Stipe; and Sherry Volk.

ADMINISTRATION MINISTRY
FAITH SHARTZER, MODERATOR

Members of the Administration Ministry:

- Faith Shartzter, Elder – Moderator
- Jaynelle Oehler, Elder
- Sarah Houghland, Elder
- Margie Newcomer, Elder
- Larry Pulley, Elder
- Mark Newcomb
- Marsha Hahn
- Dr. John Morgan, Pastor/Head of Staff
- Stephen Foster, Director of Finance and Administration

The Administration Ministry is committed to developing the tools for effective human resource management in its efforts to identify, develop and retain superior staff equipped to nourish, sustain, and grow a vital faith community and support the broad range of ministries of WPC. We purposefully lead and facilitate the communication of long-range strategies, developed through active participation across our church family.

The members of our ministry bring a wealth of experience to our work, extending across fields of accounting and financial management, human resources, law, and corporate management. They have knowledge of WPC, PEVA, and PCUSA organization and leadership. Over the past year we have continued to work closely with Dr. John Morgan, Pastor/Head of Staff, and Stephen Foster, Director of Finance and Administration, to provide oversight of personnel and administrative functions.

We celebrated the years of ministry of Pastor Rachel Hébert, Associate Pastor for Community Care, as she continues to grow in faith and service in accepting a call at Shadyside Presbyterian Church in Pittsburgh. Her departure from WPC on July 1, 2023, created some reassignment of job responsibilities and increased workloads for other staff members. The Administration Ministry formed a Staffing Review working group which has been actively seeking input from the church ministries, the congregation, and other comparable churches to determine the best staffing model for our future. We hope to have results and recommendations by mid-2024.

Other major responsibilities and accomplishments in 2023 include the following:

- Proposed, recommended, and amended the contract for Pam Hrcncir, from part-time Covenant Pastor of Congregational Care to full-time Designated Associate Pastor effective January 1, 2024. This is a one-year contract which can lead to a permanent call.
- Reviewed, updated, and approved the Policy and Procedures Manual. All staff members were given a copy.
- Completed a review of all job descriptions. These will continue to be updated based on any changes identified in mid-year or annual reviews.
- Service on the Strategic Financial Model Task Force by Administration Ministry members.
- Reviewed and approved any insurance policy renewals and other facility or personnel requests which impact the Administration budget.
- Reviewed and approved as necessary any Facility Use Requests.
- Continued efforts to strengthen the relationship between the WPC staff and the Administration Ministry members.
- Administration Ministry members also supported the “What’s Next,” Fall Gathering, and Thriving Congregations discussions.

The Administration Ministry is grateful to all the staff at WPC and the work they do every day to make WPC an inviting and welcoming church for all.

CHRISTIAN EDUCATION
SALLIE McLAIN, MODERATOR

CE Committee

Karen Lee, Elder – Class of 2023
Sallie McLain, Elder – Class of 2025
JD Due, Elder – Class of 2026
Kelly Kirkpatrick, Elder – Class of 2026
Pete Hoyle
Rebecca Elton
Jill Walton

Staff Representatives

Jodie Davis, Director of Childcare, WPC Families and VBS
Adrian “A” Williams, Director of Education Ministries

Other Staff

Amanda Reed, Faith Formation Intern
Livia Martinez, Child Care
Sofia Hernandez, Child Care
Megan Davis, Child Care
Catherine Doscher, Child Care
Claire Selner, Child Care

Reporting from Sub-Organizations

Jodie Davis, Presbyterian Women
Audrey Davis, Youth Planning Team
Nina Parziale, Graduated PYF Liaison
Sarah Dulaney, Young Adult Leadership
Linda Gustafson, Library Committee

Education Ministries Mission

The Education Ministries of WPC aim to provide safe, welcoming spaces in which people can explore who they are, who God is, and what that means to their lives. We aim to nurture each person so that their faith will be life giving, promoting interconnectedness with others, God and God’s creation, and valuing all of life as an expression of a whole and living faith.

Children’s Ministries

WPC’s Children’s Ministries continues to diversify and deepen faith and fellowship formation.

- Lent: Home Lenten Kits, Shrove Tuesday Crafts, Spiritual Practices for Holy Week, and Smores and Stations Event
- Spring: Bible Awards, Wonderfully Made Night, Mac and Cheese Cookoff
- Summer: Church on the Road boxes, Drop Off Care Packages, VBS
- Fall: Expanded Third (Family) Sunday Offerings, Worked with Worship to expand sanctuary and 11am offerings, Continued WPC Families Events, Began Kids Connect Camp on teacher workdays
- Advent & Christmas: Advent Celebration & Christmas Parade, Advent Calendar and Crafts for at home, Advent Family Devotionals, Christmas Pageant

Those involved in volunteering with our Children’s Ministries this year included: Alston Brown, Betty Griffin, Sallie McLain, Audrey Davis, Megan Davis, Hayley Scheir, Katie Bechtler, Kayleigh Black, Lilly Brenegan,

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Cherie Brown, Gini Campbell, Cate McLain, Elaine Riggle, Grey Waddell, Louise Skidmore, Roban Graham, Ellen Maurer, Sarah Houghland, Layton Miller, Parkman Miller, Kristin Sanders, Shanna Due, Sam Due, Jean Felts, Sydney Walker, Pat Underwood, Karen Lee, Stephanie McGuire, Dougie Winthrop, Kelly Kirkpatrick, Phoebe Williams, Rebecca Elton, Josh Bechtler, Laura Bechtler, LaRue Burkey-Hundt, Gary Davis, Josh Hill, Jennifer Lowekamp, Gavin Melott, Elizabeth Padgett, Copper Perry, Ellen Peters, John Richardson, Hans Schwarz, Sydney Scott, Faith Shartzter, Jane Snyder, CW Stacks, Mary Stein, Jill Walton, Rhodes Walton, Summer Kirkpatrick, and Rebecca Caprio.

Youth Ministries

WPC's Youth Ministries highlights this year included:

- Spring: Youth Sunday Worship, Youth Retreat to Massanetta, Graduation Sunday, Volunteer Days, Souper Bowl of Caring;
- Summer Trips: We went to CROSS in Charlotte for Mission Work and Montreat for Youth Conference and Camp;
- Fall & Advent: Two Youth Lock-ins, Multifaith Events, and participating in Christmas Eve worship services.

Those involved in volunteering with our Youth Ministries this year include: Alston Brown, CW Stacks, Summer Kirkpatrick, Jane Snyder, Jim Kirkpatrick, Judy Austin, Stephanie McGuire, Phoebe Williams, Karen Lee, Jim Winthrop, and Shanna Due.

Intergenerational Ministries

The Christian Education committee continues to focus on strengthening our WPC church family by offering intergenerational opportunities designed to bring members and families from our church and community together.

- *WPC Families: WPC Families* events are meant for all families, all church members and guests, of all generations! Events are created with the intent to engage and entertain our youngest (and not so youngest) church members, visitors, guests, and their families. 2023 events included:

Trunk or Treat: Our Trunk or Treat event was quite successful again engaging many congregational and community participants.

The 2023 Advent Celebration was well-attended, once again being offered in the afternoon just before the Williamsburg Christmas parade. This annual event brings in children from the church and from the greater community, allowing families time to connect with each other.

In addition to these events, we continue to try to make sure that regular churchwide programming and seasonal activities are considered from the perspective of all generations and their needs. This included children's tables at a number of events, zoom lives and YouTube recordings of special services and events for those who were homebound or otherwise unable to join us onsite, at home activities for families and those in continuing care when they couldn't be at events, a community Ash Wednesday event, and worship aids for all ages including worship bags, labyrinths, prayer rocks, prayer blankets, beeswax, and alternative worship spaces.

Adult Ministries

WPC's Adult Ministries continues to serve an ever-diversifying set of needs and interests and has continued to be a motivating factor in the development of WPC's mission and vision.

- Groups which gathered regularly in 2023 included: Presbyterian Women's circles, Men's Squares, Bible and Bacon, four Sunday morning groups, five weekday bible studies, three book studies, three reading groups, two support groups, two affinity groups, two art groups, and at least three faith and fellowship small groups.

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- Gather: Young Adults Williamsburg returned to a First Friday schedule welcoming both church members and community members to join us for bowling, wine tasting, dinners, seasonal events, picnic parties and more!
- Presbyterian Women: Nine current and very active Circles meet monthly from September through May. The annual fall and spring gatherings offered special speakers and collections, which are used to support international PW grant programs. We also continued to sponsor the Gift of Christmas campaign and other programs at WPC, including our Chajul student ministry, Crockpot Ministry, Summer Meals for Kids program, FISH, and Salvation Army collections.
- New Opportunities this year included: Family Sunday School, Thriving Congregations Events, and more.

Group Facilitators include: Rebecca Elton, Gina Waddell, Sarah Houghland, Pete Hoyle, Elaine McBeth, Brennan Harris, Rachel Hébert, Kay Allen, Barbara Stirling, Kim Silver, Charlie Slack, Ken Crumbly, Larry Pulley, Gary Davis, Tom Bozek, Jim Kirkpatrick, Ellen Peters, Ellie Renshaw, JoAnn Dettmann, JoAnne Andrews, Sarah Dulaney, Laura Hild, Jenn Wheeler, Debbie Riley, Judy Austin, Margie Ambrose, Joyce Patterson, Joseph Kinard, Sydney Walker, Nancy Archibald, Sarah Avellar, John Morgan, Pam Hrcir, Sarah Akin, Jodie Davis, Anabel Crane, Tom Moul, Lauren Hoak, Cynthia McCraw, Allen Hogge, Alston Brown, Kelly Kirkpatrick, Jen Foster, Phoebe Williams, Lynne Savidis, Dianne Schwarz, Gerry Ward, Debbie Boggio, Pat Underwood, Dawn Schaible, Dorothea Shannon, Catherine Cheney, Kit Ober, Pat Murray, Terri Harris, Lacy McLain, Chris Bechtler, and Nina Parziale.

In summary, 2023 was a year of change and movement. We saw new families, new opportunities, and worked hard as we began to watch our programming overflow. We look forward to the future both with CE Ministries, and with WPC as a whole.

CHRISTIAN OUTREACH MINISTRY
KAY ALLEN, MODERATOR

Outreach Leaders

Kay Allen, Moderator, Elder, Team Leader Refugee Resettlement
Margie Ambrose, Kirk Krafters Team Leader
Nancy Archibald, Global Missions Team Leader
Jim Austin, Treasurer, Campus Ministry Co-Team Leader
Judy Austin, Special Offerings
Joe Avellar, Prison Ministry Team Leader
Linda Eaton, Team Leader Tutoring program
Dorothy Geyer, Earth Care Team Leader
Nancy Hammond, Campus Ministry Co- Leader
Karen McKee, Elder, Outreach Secretary, Refugee Committee
Jim Kirkpatrick, Hunger and Homeless Team leader
John Morgan, WPC Minister

Outreach Annual Report

Mission statement: Empowered by the Holy Spirit, we seek to witness to the work of God in the world, so that all are nourished in body, mind, and soul.

Vision statement: We celebrate every person's unique gifts to serve the children of God throughout the world in the name of Jesus Christ.

The ministry seeks to fulfill the mission and vision of the WPC Christian Outreach Ministry. Nine teams with several sub teams make up the Outreach Ministry.

Ministry Reports

Campus Ministry

Mission: To give students a safe and caring spiritual home for the continual growth as adults through worship and service within our congregation.

Current Members: Jim Austin (2nd semester co-moderator), Nancy Hammond (2nd semester co-moderator), Patty Hancock, Terry Hancock, Janie Moyers(1st semester), Kim Silver, Diane Schwarz (1st semester moderator), Denny Yeingst (2nd semester member) and Sue Yeingst (2nd semester member)

Highlights:

Spring Semester (January – May 2023)

- Supported students on Campus Ministry Sunday, February 19 with self-serve breakfast and treat bags.
- Throughout the semester, Westminster Ringers were provided with snacks that were continually restocked in the nearby kitchen cabinets for their weekly rehearsals.
- Annual End of Year Cookout at the Hancock's home with goodie bag distribution.

Summer 2023

- Campus Ministry Team met for planning and reassessment of the ministry's role with Pastor Rachel Hébert's departure and appointment of new leader, "A" Williams.

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Fall Semester (August – December 2023)

- Welcomed William & Mary freshmen students on Sunday, August 27, with a reception between worship services in the front courtyard that offered donuts, breads, watermelon and information on worship and student opportunities at WPC.
- Welcome Back Dinner catered by Moe's Southwest Grill was given for 25 W&M students on Monday evening September 4 at WPC.
- W&M Homecoming Parade Watch reception for students and returning UKirk alumni held Friday, October 20 on the WPC walkway facing Richmond Road with s'mores.
- Provided Westminster Ringers with homemade goodies and hot cocoa during their performances at Grand Illumination in Colonial Williamsburg on Saturday, December 2.
- End of semester Regressive Dinner held at the Austin's home with exam treat goodie bags distributed.

Earth Care Ministry

Ministry members:

Dorothy Geyer, Team Leader

Rebecca Elton

Tom Moul

Beverly Whitley

The Earth Care committee provides both educational and experiential opportunities for members and friends to learn more about key environmental issues. The following Climate/Environmental Justice topics were introduced during 2023. Articles in the Kirk Newsletter highlighted the PCUSA Assembly's voting on becoming a Fossil Free congregation. The articles specifically highlighted how church members can be informed of the issues and to be aware of how various PCUSA presbyteries are divesting themselves from fossil fuels and supporting green infrastructure investment. WPC member Reid Kirkpatrick's Lenten reflections on caring for creation were included in Kirk Connections electronic newsletter.

August Earth Care and Book club members partnered together to read and discuss Barbara Kingsolver's *Animal, Vegetable, Miracle*. The author documented her family's challenges to grow and buy locally produced food during an entire year. The discussion focused on how members noted how we now can buy anything, anytime and from anywhere in the world, and forget how much of an environmental cost it can be to eat out of season.

June 3rd, six of our WPC members participated in the annual Clean the Bay Day. Collectively with fifty volunteers, we cleaned up 657 pounds of trash on the Colonial Parkway along the James River. The most common items were cigarette stubs, bottles, and cans. The largest items included crab buckets and chairs.

Ten of our WPC members signed up for a guided kayak tour through a section of the Dragon Run on October 25. The Dragon Run is thirty-five miles of pristine swamp at the headwaters of the Piankatank River in the middle Peninsula of Virginia. The State has designated it as a one of the few bodies of water that has seen minimal change over the centuries since colonization of the area in the 17th century.

We always look for new members to join us in providing unique education and activity opportunities that allow us to enjoy God's creation as well as learn how we can be better stewards of its resources.

Stay tuned for our 2024 Theme on how we can be effective to help our environment.

(continued on the next page)

Global Missions Ministry

Nancy Archibald, Team Leader

WPC's international mission is active in several places in the world and includes the missionaries we help support, our sister churches, and trips taken to show and experience God's love.

Our largest efforts to date have been in Guatemala. We have two sister churches, Central Presbyterian in Guatemala City, and the Presbyterian church in Chajul. Until the pandemic, we had traveled each year to be with them for a week. Since then, we have maintained contact with both churches and were able to go back in June 2023. The team included Linda Eaton, a fluent Spanish speaker. We all noted how much easier and more rewarding the trip was with Linda along. We hope to attract other Spanish speakers before we go again.

In Congo, our missionaries are Inge and Larry Sthresley. Larry is a health liaison who designs and manages the development of health ministries that work from the community level up through the ministry of health. Inge's work includes nutrition, home gardening, and clean cook stove missions as well as oversight of the Methodist Presbyterian Hostel, a mission guest house and small conference center. We currently send \$4000 a year in support. In addition, we have a sister church, Lokoro, in Kinshasa that we have been able to send a \$2100 donation each year.

Elmarie and Scott Parker serve in Lebanon. Elmarie is the regional liaison to Iraq, Syria and Lebanon who works to strengthen the relationship between the church in her region and the church in the US, including developing practical ministries and planning learning visits. Scott has been asked by the Middle East Council of Churches, for whom he serves as writer in residence, to lead their efforts in responding to children traumatized by unrest and war in Iraq and Syria who now are refugees in Lebanon. WPC donates \$4000 to their support.

WPC sponsored a trip to the Holy Land in February 2023. Kathy Matsushima and CW Stacks were the organizers and there were 24 participants. A report was presented to the congregation on the trip with slides of important places. We now are concentrating on praying for peace in the Middle East. We would like to find a way to encourage those Christians we met as well as all peaceful people there. All ideas are welcome!

Hunger and Homeless Ministry

Jim Kirkpatrick, Team Leader

Jim Austin

Joe Avellar

Megan Davis

Louise Depres

Tom Moul

Robin Sabo

Jerry Sibley

CW Stacks

Barbara Timko

Chuck Timko

Mission Statement: As members of the Body of Christ the Hunger and Homeless Team enables members of Williamsburg Presbyterian church to support local agencies uniquely qualified to serve those in need, with emphasis on housing and food insecurity, through volunteering and providing financial assistance.

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Agencies supported by H&H in 2023 (total amount given was \$49,450):

The **Summer Meals for Kids program** is supported financially through designated funds.

In addition to WPC's support of these agencies the Hunger and Homeless Team held the following events and activities which gave members of our congregation and community an opportunity to serve and donate.

Salvation Army Bell Ringers: WPC had 19 one-hour shifts staffed over 3 days with 16 volunteers.

Community of Faith Mission: WPC staffed the Winter Shelter for three nights in December 2022 at three churches; 32 WPC volunteers served an average of 16 guests per night. This winter (2023) WPC hosted the Winter Shelter over the New Year's holiday.

Peninsula Habitat House, January 25, and August 23: In January seven volunteers worked on a house, and in August five volunteers worked on a new style of house.

Food Drives: April 29, WPC's food drive successfully collected approximately 1,500 pounds of food for House of Mercy, FISH and Grove Christian Outreach. **June 17, WPC** collected 1,000 pounds of food for the Summer Meals for Kids program.

Offering of Letters: In May, WPC members sent 50 letters to our senators and representatives on behalf of Bread for the World, which provides food to needy Americans. The letters encouraged support for the Farm Bill before Congress.

Summer Meals for Kids: WPC finished another summer serving 14,355 meals to 270 children. 400 volunteer hours were given.

Day of Caring, September 15: WPC provided 24 volunteers who worked around the Grove neighborhoods repairing decks and making other improvements for some of our senior friends. Work was done in the Grove Outreach Center, including yard work.

Habitat, Eastern Shore, Oct. 19-21: This year WPC had 13 people attending with a large variety of work accomplished. WPC has been involved with the Eastern Shore Habitat for 18 years.

Rise Against Hunger, Oct. 14: WPC packaged over 55,296 meals with 208 volunteers. Volunteers representing 9 different organizations and 121 WPC members. Financially we began the year with \$17,972.18. WPC raised \$25,748.00 from October 1 to November 10 which included \$1,000 from Kiwanis Club and \$5,000 from Synod of the Mid-Atlantic. WPC paid Rise Against Hunger \$22,143.54, leaving a current Balance of \$21,576.64 to be used to support our 2024 fall event. A plaque is hanging in the Welcome Center commemorating WPC having packaged over 500,000 meals over the past ten years.

Crock Pot Ministry: Together with other churches, the Crockpot Ministry served five locations, providing 92 meals per month. WPC Presbyterian Women Circles and individuals donated ingredients for over 200 meals this year.

FISH: In 2023 WPC donated **366** bags of food.

From-His-Hands, Hotel: WPC served a total of 189 meals to homeless staying in several area hotels.

From-His-Hands, Grove: Two WPC teams prepared and served 100 meals for Grove Christian Outreach.

Emergency Assistance Grant program: WPC made the follow disbursements to families in need:

1/18 - \$400 assisting with move to Addiction Recovery Housing

6/14 - \$400 Utility assistance

8/3 - \$400 Utility assistance (2 months)

8/3 - \$400 Utility assistance

9/11 - \$400 Utility assistance

Kirk Krafters Ministry:

Margie Ambrose, Team Leader

Hazel Whitney

Jo Ann Youhas, Secretary

Kirk Krafters meetings are open to all crafters who enjoy knitting, needlepoint, and crocheting. The Kirk Krafters presently have 18 members and we welcome new members all year long.

Monthly meetings are held the second Tuesday of the month at 1:30 in the WPC library. Projects include hats, scarves, lap robes, prayer shawls, baby blankets and twiddle mitts that are given to our congregation and others.

90 hats, 10 scarves, 15 baby blankets and 6 lap robes were given during the Christmas season to FISH, Grove, and the House of Mercy.

25 children's hats and 6 prayer shawls were given to our mission in Guatemala.

Prayer shawls mainly go to members of our congregation who may need some warmth and comfort in a time of worry or loss.

Prison Ministry

Joe Avellar, Team Leader

Kairos Prison Ministry reopened in 2023 having been closed due to Covid.

Sussex II State Prison is closed.

November 1st – 5th Kairos volunteers went to Nottaway State Prison in Burkeville, VA.

WPC as always was responsive to the call for cookies for Kairos volunteers to take to the prisons.

Refugee Resettlement Ministry:

Kay Allen, Team Leader

Karen and Tony Annoni

Nancy Archibald

Marjorie Biddle

Joan and John Kohout

Renee Layendecker

Karen McKee

Copper Perry

Ann Schulte

Jerry Sibley

Tom Squire

Rich Watkins

Ray Whitney

It's been a little over two years since WPC began sponsoring the Safi family from Afghanistan. The two children are in the 5th and 6th grade. The father has been working weekdays at a local warehouse and on weekends at a coffee shop. The mother is a homemaker.

To help them with their schoolwork and knowledge of English, WPC has provided weekly tutoring for the children. The children played on Legacy soccer teams for their age group, took swimming lessons this past summer, and attended day camps. The committee provided transportation to these activities.

The children have a working knowledge of English. The parents are struggling to learn. Both have been offered classes and tutoring at Literacy for Life.

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The committee has been working closely with William and Mary Law School to file all paperwork necessary for permanent immigration status.

The family has been paying $\frac{3}{4}$ of their rent and all utilities for the past several months. The goal: to have them be responsible for all expenses beginning March 1, 2024.

Tutoring Ministry

Linda Eaton, Team Leader

Nancy Archibald

Sallie McClain

CW Stacks

Martha Squire

The impetus for the Tutoring Committee came from observation of the number of Hispanic families attending the Trunk-or-Treat event sponsored by the Christian Education Ministry. The idea was amplified by information regarding the decline of test scores of students being taught by remote learning during the pandemic; students of color showed a much higher decline than white students.

A committee was formed to further study the concept. The concept was refined from mini workshops to a pilot in-school tutoring program. Current school safety requirements make it very difficult to obtain permission for students to leave the school property.

Matthew Whaley Elementary School responded to our inquiry asking if help was needed. Anya Bobrinskaya the LIEP coordinator for Matthew Whaley, provided the names of two second grade teachers who wanted help with math and literacy. Ralph Simmons, Stephanie McGuire and Linda Eaton worked with Amanda Venable, and Harley Stewart and Meg Calderwood with Sarah Shay.

On March 12, a Minute for Mission describing the Tutoring Outreach Mission was presented to the congregation by Linda Eaton. The overview described the need for tutors at Matthew Whaley, the process for becoming a volunteer, what the commitment to tutoring would involve (generally 2-3 days a week for 1–2 hours each day) ending with a specific example of the level of function of some of the identified students. Concurrently Sherry Volk, WPC Director of Communications, created a visual display for the lobby and an outline form on which interested members could register. Fifteen volunteers responded!!

In May, an online survey was sent to all Matthew Whaley teachers who had helped with the pilot and all volunteer tutors. The responses were universally positive with 85% of the volunteers wanting to continue to volunteer and teachers requesting more weeks of volunteer help. Small buckets of roses were presented to the cooperating faculty.

Two WPC members tutored at the Williamsburg-James City County LIEP Summer School at James River Elementary School, Ralph Simmons in fourth grade and Linda Eaton in Kindergarten. Summer school classes ran Monday through Thursday, July 10 – 27.

Starting fall of this year, the requests by teachers from Matthew Whaley for tutoring volunteers increased from four to twelve (300%). We were able to place eight tutors.

We were unable to participate in Trunk-or-Treat this year because of illness on the part of three of the participants. Also, sadly the son of tutor Meg Calderwood, passed away. Meg is not tutoring for the present and we send her our profound condolences.

Debbie Muse, a new member, has volunteered to tutor with Sarah Shay. Welcome Debbie. Also, Sareem Pillai, a student from William & Mary, is volunteering in Math with Christine McBee (4th grade).

We have had an encouraging and joyful year. We are always looking for ways to best serve some of the students in need in our church area. A poinsettia was dedicated to our volunteer tutors – many of whom responded with beautiful examples of joy in God's work.

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Special Offerings Ministry

Judy Austin, Team Leader

WPC collects two special offerings each year – One Great Hour of Sharing is presented in the spring and Christmas Joy Offering in December.

One Great Hour of Sharing supports three programs- Presbyterian Disaster Assistance, Presbyterian Hunger Program, and Self-Development of People. Amount collected: \$22,025. Christmas Joy Offering provides financial support to church workers and their families who face unexpected needs while the remaining 50% of the offering targets Presbyterian-related schools and colleges and assists students in need of scholarship funding. Amount collected: \$10,221.

COMMUNICATIONS MINISTRY
LAURA HILD, MODERATOR

Laura Hild, Moderator, Elder
Martha Squire, Elder
Sherry Volk, Director of Communications
Tom Bozek
Jodie Davis
Duncan McIver
Penny Pulley
Leslie Stacks
Sudie Watkins
Pam Hrcir, Covenant Pastor
Elaine McBeth, Resources Liaison

The Communications Ministry continues to work on promoting WPC and developing a hybrid model to support worship and activities. This year we have been transitioning to a new model with the introduction of the new Director of Communications position and support for development of that role. Our focus has now shifted toward longer-range planning, cross-ministry coordination, and strategies for reaching new audiences, rather than on execution. Because the roles of the Director of Communications and Communications Ministry are intertwined and have evolved throughout 2022, this is a combined report.

Mission

To increase the visibility and meaning of God’s work at WPC.

Roles and Responsibilities

In coordination with the Director of Communications,

- Support church activities and initiatives through a combination of appropriate communication vehicles;
- Formulate strategy, lead planning and coordinate the church’s communications programs;
- Support internal information flow among WPC ministries, the Diaconate missions and programs, and church members;
- Inform the greater Williamsburg community about WPC ministry, missions and programs;
- Support WPC initiatives to become a more welcoming and invitational congregation; and
- Foster open communication across WPC.

2023 Activities

Member Communications

- Created graphic announcements prior to all Sunday worship services.
- Supported church secretary with email communications and coordination of event messaging. Streamlined and standardized email campaigns in collaboration with church secretary.
- Participated with new member classes to share information about Communications Ministry and opportunities to become involved.
- Supported initiatives from the Member Engagement team, including the What’s Next leadership trainings and Fall Gathering events.

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Support of Events, Programs & Campaigns

- Lent, Fall, and Advent information cards
- The Open Door Concert Series and the April Presbytery meeting
- New initiatives including the Tutoring Outreach mission and Carrying Stream veterans' group, and
- Regular Outreach activities: food drives, Rise Against Hunger, Summer Meals for Kids, Gift of Christmas
- Support of events and children's activities including Vacation Bible School and Kids Connect Day Camp.
- Support for annual Stewardship Campaign
- Enhancing and internally promoting WPC's online survey and signup capabilities
- Continued the Christmas Parade Hospitality Tent

WPC Online

- Continued to enhance and maintain the WPC website.
- Formulated and obtained approval for WPC's Social Media Policy.
- Developed special web pages for seasonal activities and new initiatives.
- Supported online calendar, online giving, and worship service streaming website features.
- Supported communications surrounding online memorial services.

Advertising & PR

- Created and placed online ads in the VA Gazette for Lent, Advent, and W&M Graduation
- Supported social media paid advertising for special events.
- Placed pictures/descriptions in VA Gazette to publicize events.

Printed Materials and Signs

- Updated wall displays with current photos of WPC activities throughout the year.
- Provided research and recommendations concerning signage to the Facilities Ministry.
- New outdoor banners

Goals for 2024

- Implement the approved Social Media Policy.
- Develop the new student intern position.
- Continue ongoing support for ministries to communicate about WPC efforts and events.
- Develop strategies to enhance member awareness of work the congregation is supporting.
- Improve our internal signage program.
- Develop internal platform for committee, ministry, team members and staff to more easily access and share information for planning.
- Modernize technology in Stevenson Hall to optimize for meetings and other gatherings, in coordination with Facilities.
- The Communications Ministry meets on the second Monday of each month at 5:15pm, via Zoom. We welcome and encourage guests, and any member interested in the work of the Communications Ministry in developing and supporting the positive WPC message, to include both print and digital materials.

<p>ENDOWMENT FUND AL THOMAS</p>

Several WPC members and staff volunteer to manage the WPC Endowment Fund. Committee members, in addition to myself, include Martha Squire (Elder), Hank Vernon, Joseph Kinard, and Jim Austin. Pastor John Morgan is an ex-officio committee member and provides valued guidance and support. Stephen Foster provides accounting for Fund assets, and Vanessa Gamble and Martha Reier provide administrative support.

ENDOWMENT FUND

The Endowment Fund was originally established by Session in August 2014 and revised in October 2018 to include three accounts. The **Charitable Account** supports worthy community organizations requesting funds for programs not within our WPC budget. The **Ministries Account** supports existing or planned projects/ programs within our WPC budget. The **Buildings & Facilities Account** supports projects or projects not covered by the WPC Capital Reserve Fund.

Each year, 4 percent of the Fund value, based on an average of the last three years' ending value, is available for grants. Donors may assign gifts to or among the three accounts at their discretion. Gifts not assigned by the donor are divided equally among the three accounts. The Endowment Fund Resolution establishing the Fund may be obtained from the Church office.

ENDOWMENT FUND ASSETS YEAR END 2023

The Endowment Fund ended the year 2023 with assets totaling \$796,679. The Fund was established in 2014 with about \$25,000. By the end of 2018, its value had grown to \$127,200. Then, in 2019, a generous donor offered to match financial gifts to the Endowment Fund up to \$250,000. As a result of the prayerful and generous response of our Church members and friends, the “Gift of a Lifetime” matching campaign during 2019 was a complete success—resulting in donations exceeding \$500,000 being added to the Fund.

<u>Year end:</u>	2014	2016	2018	2020	2021	2022	2023
Total Value:	\$25,000	\$93,500	\$127,200	\$781,800	\$863, 248	\$721,413	\$769,679

2023 Year End Value of Each Account:

Charitable: \$546,594. Ministries: \$109,525 Buildings & Facilities: \$140,560

INVESTMENT MANAGEMENT

In 2019, the Endowment Committee selected the New Covenant Trust Company (NCTC), which is an investment management subsidiary of the Presbyterian Foundation, to manage the three funds.

TOTAL GRANTS AWARDED IN 2023

During 2023, five grants were awarded from the **Charitable Account** totaling \$17,000; three grants were awarded from the **Ministry Account** for \$3,576, and two grants from the **Building & Facilities Account**, totaling \$3,267. The grants awarded are as follows:

From the Charitable Account:

- **Williamsburg Area Faith in Action** for general operating expenses and to recruit new volunteers for the program.
- **Hospice House of Williamsburg** for bereavement services supporting families that are facing the loss of a loved one.
- **Respite Care Center of Williamsburg** to provide respite services for dependent seniors and social engagement for persons with early to moderate dementia.
- **Massanetta Springs Conference Center** as Williamsburg Presbyterian Church’s contribution to their Capital Campaign.

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- **Virginia Peninsula Foodbank** funds to be used to replace shelving systems devoted to children's portable food bags.

From the Ministry Account the following awards were granted:

- **Legacy Giving Program** for initial start-up funds and to conduct an educational luncheon.
- **Congregational Care** for the **What's Next Seminar** program to equip congregational leaders in the future ministries of WPC.
- **WPC Deacons** for a "**90th and Over Birthday Celebration**" scheduled for April 2024.

From the Building & Facilities Account the following awards were granted:

- New improved **Audio-Visual equipment** for the sanctuary.
- New **Organ Cabling** in the sanctuary

GRANTS AVAILABLE IN 2024:

As the fund continues to grow through generous contributions and investment growth the amount available for grants increases each year, the total grant funds available in 2024 is \$31,751. The total amount available for grants from the **Charitable Account** in the year 2024 will be \$21,861. The **Ministries Account** will have \$4,292 available for grants and the **Building & Facilities Account** has \$5,599 available.

GRANT APPLICATION PROCEDURE:

The Endowment Committee welcomes applications for 2024 grants. Please contact any member of the committee with questions, to obtain a grant application form, or to discuss options for making a financial gift to the Endowment Fund. Grant requests will be reviewed quarterly in January, April, July, and October each year. Please submit any grant applications to the Church office by the tenth of the month.

RESOURCES MINISTRY
TOMMY MICHAELS, MODERATOR

Mission – To carry out good and faithful stewardship of the church’s financial resources in accordance with the Spirit. To develop and articulate financial policies and budget proposals that reflect our Christian beliefs that support our church’s ministries.

Members of Resources Ministry

Tommy Michaels, Moderator
Dick Lee, Treasurer
Wolf Koenig, Asst. Treasurer
Elaine Mc Beth, Elder
Jay Eaton, Elder
Hans Schwartz, Capital Reserve Plan
Phil Rockafellow, Internal Financial Review
Sharon Jones, Legacy Giving
Al Thomas, Legacy Giving /Endowment
Sarah Avellar
Pete Osman
Beth Parziale
Len Shartzer
Hank Vernon

Other Members and Staff Support include Rev. John Morgan, Head of Staff, Stephen Foster, Director of Finance and Administration, and Pat Brenegan, Head Teller

Accomplishments during 2023:

- Coordinated fund raising efforts of various church groups during the year, so they did not overlap or conflict.
- Established a Legacy Giving team to encourage individuals to give gifts during their lifetime, such as a gift of appreciated stock and deferred bequests and estate gifts.
- Legacy Giving presentations made at church and remotely.
- Conducted an internal financial review of the financial activities, policies, and procedures at the church.
- Raised funds for Massanetta Springs conference center renovation
- Approved a petty cash procedure for church staff.
- Level II Study of the Capital Reserve Plan that included an onsite visit and walk through to update the list of items in the Capital Reserve plan.
- Provided a Financial Outlook and Status message to Session each month.
- Updated the church Gift Policy.
- Conducted an annual stewardship campaign to encourage members to renew and increase their pledges.
- Solicited from each ministry its budget request for 2024.
- Prepared an Operating Budget to fund the Ministry requests with the income available.
- Reviewed financial information monthly and compared it with the budget.
- Managed financial resources of the church.

STRATEGIC FINANCIAL MODEL PROJECT STATUS

HANS SCHWARTZ

Project goal

Establish a Funding and Financial Operating Model to achieve balanced WPC budgets over the long term, identifying strategies necessary for implementation

This goal has not yet been achieved.

Since 2020 our church has been operating with annual budget deficits. We have been covering our budget shortfalls by drawing down our savings. Continuing to do so is not sustainable, particularly considering projected rising costs. While our ministries continue to carefully manage costs, additional income is needed now, and in the future, to close the gap and to support our staff and ministries.

We have seen positive gains in non-pledge offering, interest earnings and facility rentals. However, these areas are small in comparison to our shortfall in Pledge income, which supports 85 percent of the annual budget. If income does not grow sufficiently, it is clear that tough decisions will be necessary for reductions in staffing and program costs to balance the budget.

Progress in 2023

The focus of the Strategic Financial Model project in 2023 was on the following initiatives:

- 1. Align staffing level and personnel expenses with WPC mission to achieve an appropriate spending level within the total general operating budget**
Why this matters: seeks to establish staff spending levels (now close to 60% of the operating budget) in consideration of both generally accepted guidelines and the need to support WPC's mission
Status: Administration Ministry is reviewing staffing needs to support our missions within the framework of the number of active church members and the long term financial position of the church. This work is being done by actively seeking input from the ministries and the congregation. Recommendations are anticipated by mid-2024.
- 2. Implement a legacy giving program and campaign to strengthen WPC long term reserves**
Why this matters: grows legacy and bequest giving with flexibility to direct funds toward addressing our financial priorities and challenges.
Status: Legacy Giving program was launched in May. This program is designed to provide for the long-term mission of the church, ensuring there is funding for new ideas and initiatives while also extending existing programs. This fund is intentionally different than our Endowment Fund, as gifts to the Legacy Giving Fund are unrestricted. Accumulated funds will be applied to the evolving priorities and challenges of our church. As Legacy Giving increases, we expect this program will help to build a solid foundation for our future. Learn more at www.mywpc.org/legacy.
- 3. Form a small, permanent team for visitor engagement**
Why this matters: local visitors who do not feel welcomed and valued are more likely to visit other churches and not return to WPC. We want our visitors to stay and support our membership growth.
Status: Streamlined Friendship Register new visitor processing; implemented rapid follow-up with all visitors who provide contact information (phone, email or mailing address); implemented

dedicated visitor engagement team. If you are interested in participating on one of these teams, please contact Pam Hrcncir.

Prior Project Progress

Since project commissioning in 2021 the following initiatives have been implemented to improve our financial situation. These prior activities will take time to produce their anticipated full results.

- New investment approach for increased risk/reward for the Capital Reserve with the intent of increased returns.
- Take a renewed approach to our annual stewardship campaign, beginning 2022.
- Realign church office and support staff responsibilities for improved effectiveness.
- Improve pre-membership engagement and new member class.
- Communicate our financial position to the membership.
- Align outreach benevolence to member generosity by setting the budget equal to seven percent of prior-year total ordinary income. Note: 2023 budget presently frozen at 2022 level to address rising costs in other areas.
- Implement policy that directs undesignated bequests to the capital reserve fund, until the fund reaches a level to be self-sustaining, and the entire set-aside can be eliminated from the WPC Operating Plan thereby freeing up cash flow for use in other areas.

What we have learned since 2021

- WPC total giving per person, as measured by-member or by-attendance, lags that of peer churches
- Giving to designated funds, instead of unrestricted giving, limits our ability to address our financial challenges
- Pledge income grew from \$1,130,391 in 2019 to an estimated \$1,297,359 in 2023, an average of 4% per year, and is not keeping pace with our expense growth. The number of pledges has declined while membership has remained the same.
- Costs in the two largest areas of spending have increased
 - Staff and personnel costs, including salary and benefits (i.e., health insurance) have increased 26%, or \$184,000 since 2019. This category now represents 59% of our spending, up from 57% in 2019; and does not include contractor positions funded by the ministries.
 - Costs for facility maintenance services and utilities have increased 11%, or \$26,000. This category represents 17% of our spending, down from 18% in 2019.
- Increasing the balance of the capital reserve fund would allow WPC to reduce or eliminate the capital reserve set-aside from the operating plan, freeing up cash flow
- Ministry discretionary budgets have been held flat for the past few years, perhaps stifling innovation
- Visions of significant facilities rental revenues are not viable. Without a dedicated adjacent parking lot, the hope for large events in Stevenson Hall is not realistic when compared to alternatives in our immediate vicinity.

What is next for 2024

1. Continuing progress to **align staffing level and personnel expenses with WPC mission to achieve an appropriate spending level within the total general operating budget**. Administration Ministry is leading this work.
2. The coordinating committee to consider initiating work to **develop a long-term strategy that increases WPC relevance to the greater Williamsburg community**.

Why this matters: to sustain and grow membership it is essential to continuously align WPC programs and ministries with the interests of the evolving Williamsburg population demographics.

This activity will identify selected population segments, WPC strengths and develop messaging and actions necessary for increased population engagement with WPC. If you are interested in participating in this work, please contact a member of the coordinating committee.

The coordinating committee will continue to monitor WPC income and expense progress toward achieving a balanced budget and will make recommendations to our ministries or Session when necessary.

Coordinating committee members:

Jim Austin	Dick Lee	John Morgan	Hans Schwartz	Faith Shartzter
Stephen Foster	Elaine McBeth	Larry Pulley	Jean Scott	Fred Whitley

WORSHIP MINISTRY

JIM WINTHROP, MODERATOR

Mission: The mission of the WPC Worship Ministry is to support, enhance, and provide a welcoming environment for congregational worship services to all who attend Williamsburg Presbyterian Church (WPC), both members and visitors.

Members: The members of the Worship Ministry are committed to sharing the blessings of Christian worship and fellowship. The members are:

Jim Winthrop, Moderator
John Morgan, Pastor
Rebecca Caprio, Ushers/Greeters
Ruth Cobb, Flower Guild
Nancy Hammond, Communion Servers
Joan Seamon, Communion Preparation
Harley Stewart, Liturgists
Gini Campbell, Sharing Faith with the Children

Rebecca, Ruth, Nancy, Joan, Harley, and Gini coordinate various aspects of WPC worship as noted above and their reports are as follows:

Usher/Greeter Report

The WPC Greeters and Ushers created a welcoming and caring environment each Sunday morning as in-person worship attendance increased steadily during 2023.

- WPC had a group of 89 members, regular visitors, and friends of WPC who served as Ushers/Greeters during 2023, thirteen of whom served for the first time.
- Ric Cheston joined the Worship Ministry team as co-coordinator of the Ushers and Greeters.
- In November 2023, an additional Greeter position was added at the Richmond Road entrance before the 11am service.

Flower Guild Report

The Worship Ministry's Flower Guild provided flowers to enhance the WPC worship experience all throughout the year.

- There are currently nine members of the WPC Flower Guild.
- The Flower Guild coordinates the weekly presence of flower arrangements donated by WPC members.
- On World Communion Sunday the Guild coordinates members providing home-baked bread for the Communion Table.
- The Guild also provides seasonal wreaths, Christmas and Easter decorations, and decorations for Palm Sunday, Pentecost, and harvest time.
- The Guild's ad hoc Christmas decorating committee's membership, which decorates the Sanctuary and Stevenson Hall, has risen to fifteen and continues to be a success.
- The Guild coordinates with the Diaconate to provide lilies and poinsettias, donated by the Congregation, to WPC families unable to attend services at Easter and Christmas.

Communion Servers and Communion Preparation Report

WPC served communion thirteen times during the 2023 calendar year on dates established by Session in its Standing Orders.

- During Sunday morning worship, sixteen servers secured by the communion server coordinator share the Lord's Supper. Servers are Elders or Deacons at WPC or their previous churches. Servers are sought through direct email communication between the coordinator and the Elder or Deacon.
- In the Spring of 2023, a brief orientation on communion serving details was shared during WPC new Elders and Deacons officers training. To encourage more members, who are eligible, to sign up and take part in the serving of communion information with communion, dates and early sign up was also distributed through email to all currently serving Elders and Deacons.
- For safety, serving guidelines were revised to include that all servers use the handrails on the stairs when going to and from the communion table in the chancel.
- The Communion preparation team sets up the elements for use on the Communion Table and the balcony for both Sunday services.

Liturgist Report

Liturgists made announcements and scripture readings at 50 Sunday Services with the exception of UKirk and Youth Sundays.

- WPC had a committed group of 63 volunteer liturgists in 2023, eight of whom were new members. Liturgist duties are evenly distributed so that liturgists generally have a ten month interval between assignments.
- To ensure the safety of our liturgists, all have been instructed to use the handrail when proceeding to the lectern.

Sharing Faith with the Children

This year the Worship Committee has added the responsibility of scheduling leaders for the 11 AM Service "Sharing Faith with the Children" time. Gini Campbell volunteered to assume these duties and schedule leaders on a monthly basis.

Participation in Worship Ministry

The Worship Ministry welcomes WPC members to participate in any of these aspects of the Ministry's work. For more information or to volunteer to serve, please contact the following:

- Usher or greeter: Rebecca Caprio – rebecca.graningerpark@gmail.com
- Flower Guild: Ruth Cobb – cobbt797@yahoo.com
- Communion Server: Nancy Hammond – nch10s@aol.com
- Communion Preparation: Joan Seamon – joanseamon3@gmail.com
- Liturgist: Harley Stewart – hstewart9@cox.net
- Sharing Faith: Gini Campbell – ginicampbell@gmail.com

WPC DIACONATE
JANIE MOYERS MODERATOR

The diaconate is experiencing its first year under a new model developed by Pastor Pam Hrcir and Past Moderator Ellen Peters, with Moderator Janie Moyers, Vice Moderator Copper Perry and Secretary Jo Ann Youhas. We are focusing on including the congregation in our ministry and strive to include more volunteers in many of our ministry and care teams. We have shifted from a model in which every family is assigned a deacon to a new model where care and ministry groups better serve those in need. We have moved Confirmation to Christian Education Ministry and terminated the Family Deacon committee. At this time, we have 7 CARE teams and 6 MINISTRY teams. There are 33 deacons.

The goal of this new diaconate model is to provide better care and reduce the workload for the deacons.

I am grateful for the amazing leadership found in the diaconate. It is a privilege to serve this team that nurtures the congregation. I believe you will see the amazing work being done in the following reports. –Janie Moyers, Moderator

CARE (7 teams)

Care Connections

Margie Ambrose (2024), Jennifer LaDow (2026), Lee Saxton (2026)

Congregational Team Member: Gene D’Orsogna

Care Connections is a new team, following in the tradition of the Family Deacon program. We intend to minister to those members who, through unavoidable circumstances, are less connected to the church than previously.

2023 has been a year of building and evolving. As we move into 2024, we are still seeking to identify members who may desire a connection to a Care Connections team member, and we’re still seeking volunteers to be part of our team.

We began our work with a list of 19 individuals identified by current and out-going Deacons. Today, we have 36 members on our list. Two people on the original list have transitioned to the care of the Grief team.

We attempt in person or voice contact with each member on a quarterly basis, resorting to email and snail mail as backup contact methods. We sent Christmas cards to all. One of our fun high points was when Margie was able to attend a member’s 90th birthday party.

When opportunities present, we reach out to Celebrations + Concerns team or to WISH, to provide additional connection and encouragement to members.

We hope to expand our connections by encouraging everyone to notify us if they know someone who would like to be a little more connected.

(continued on the next page)

Grief

Copper Perry (2025)

Congregational Team Members: Bruce Minnett and Toby Lane.

GRIEF CARE TEAM

Blessed are those who mourn, for they shall be comforted.

Matthew 5:4

The Grief Care team reaches out to those who have lost a loved one with cards, phone calls, visits, prayer shawls, helpful resources and more. We also serve as the Memorial Services liaison or provide guidance to other liaisons. Although many of our church members reach out and stay connected to those grieving, the Grief Care team is set up to walk with the bereaved for one year and beyond.

It is rewarding work to show care to our church members at a very difficult time in their lives and to remind them that we love them and that the lives of those they lost are not forgotten.

WISH (Welcoming a Child, Illness, Surgery and Hospice)

Linda Eichhorn (2024), Harold Herring (2025)

- The WISH Team sent one card to welcome a newborn child of church members;
- The WISH Team made 12 phone calls to church members who were ill, or had surgery;
- The WISH Team sent 5 cards to church members in recognition of friends' and loved ones' illness or death;
- The WISH Team made 5 hospital visits, sent 2 notes, and 5 email messages to a church member who is seriously ill;
- The WISH Team made 5 visits to one church member who has been in rehab for one year.

Brookdale and other Continuing Care Communities and Assisted Living

Robin Sabo (2026)

August – Attended Ruth H Memorial Service; Delivered flowers to Manny, Freda and Jean. Schedule October Brookdale get together. Note to Judy on one year anniversary of husband's death.

September – card sent, invites sent for 10/20 Brookdale get together, 2 emails sent.

October – Hosted Fall Get Together – Legacy Program (8).

One birthday card mailed, one flower delivery and visit.

Patriot's Colony

Sue Rennagel (2025)

August – Legacy Program (August 27; 15 attendees)

Williamsburg Landing

Joane Bozek (2024), Doris Gilligan (2026)

August – Dinner with Coomers, McKelvains, Knowles. Lunch with Gloria, Marge and Linda. Birthday Card to Mary MacDonald (95). Visit and flowers to 5 members.

October – Lunch with 4 residents, drive Nancy Kistler to church, usher at WL service twice, planning

November luncheon.

Windsor Meade

Shirley Randolph (2024), Happy Simmons (2025)

August – Attended 9:30 service at Windsor Meade; 10 cards sent, 4 calls made, 2 visits and flowers delivered; Piano and Songs 8/14 and 8/28 Memory Care, Dinner with Ann, Legacy Program (10)

September – Served communion at Sunday WM service; 1 visit, 16 phone calls, 4 cards mailed, 1 flower delivery.

October – 6 cards mailed, 8 phone calls made, 3 visits (2 cake deliveries!)

MINISTRY (6 teams)

Celebrations and Concerns

Dougie Winthrop (2024), Phoebe Williams (2024), Sarah Horner (2025)

The Celebrations and Concerns Ministry expresses care, concern, and celebration for all church members by sending personalized cards and notes. In 2023 this ministry remains important, as we have changed our diaconate model and seek to keep members connected to the church.

In 2023, we sent 236 cards acknowledging milestone birthdays, anniversaries, confirmations, graduations, weddings, births and baptisms, as well as welcoming new members. We also acknowledge life events such as illness, end of life care and death.

In addition, we recently began the practice of recognizing the first anniversary of the passing of a WPC member by sending a note of support to their family.

Celebrations and Concerns also coordinates with the WPC prayer chain, the church office, and other sources to assess those needs. We have tried to be proactive in increasing our sources as our members continue to worship from home as well as in person.

All the members of our ministry have felt enriched by the responses that we often receive from our members. For example, a recent note from a member thanked us for “keeping me on the prayer list. I find that it supports faith, courage, and perseverance.” We continue to hope and pray to make a difference in the life of our congregation.

Christian Fellowship

Happy Simmons (2025), Sue Rennagel (2025), Nate Green (2024), Sarah Dulaney (2025)

Congregational Team Members: Ruth & Tom Cobb, Carroll Creech, Karol Sibley and Cherie Wodarski

The word Fellowship comes from the Greek word “koinonia”. It can be translated to mean, “Partnership, communion, or fellowship” “Fellowship is praying together. It is serving together. It is growing together and aging together. These are the fibers of fellowship. Fellowship with God and fellowship with believers go together.”

The Christian Fellowship Ministry provides opportunities for church members and friends to gather in order to become better acquainted with each other.

We offer and help with the following activities:

- Hosts Coffee Fellowship every Sunday morning between 2 worship services

- Hosts the Shrove Tuesday Pancake Supper with Live Music

- Hosts 2 New Member Receptions -- Spring and Fall

- Helped with PEVA luncheon - April

- Hosted Rachel Hebert's Reception- June

- Helps with Fall Gathering - October

- Organizes Dining Together Potluck Supper - October

The CF Ministry provides activities for all ages to bring people together and to enjoy each other's company in Christian Fellowship. Our committee has fun providing “fun” activities.

Flower Sharing

Joane Bozek (2024), Laura Bechtler (2025), Leigh Salud (2026), Carol Thomas (2026)

Congregational Team Members: Cherie Brown, Linda Stewart, Jeri Hardy, Margie Ambrose (deacon), Ellen D'Orsogna, Robin Sabo (deacon), Ann Schulte, Carolyn Lodzieski, Sue Rennagel (deacon), Ruth Cobb, Regina Thek, Nancy Miller (deacon), Sherrie Cappell, Karen Munzel, Jackie Ward, Beth Stabler

Each and every Sunday the sanctuary atmosphere is elevated by a striking arrangement of beautiful blooms placed on the retable. Members and visitors enter the sanctuary week after week seeing different fresh flowers placed in honor of loved ones past and present, near and far. Immediately, our hearts are filled from taking in the pop of color and sweet soft scent the array of blooms brings us. I see smiles on the faces of those seated in the pews as they admire the elegance of the flowers. Many take photos at the end of a service and even step up closer and drink in the delicious smell of roses, lilies, mums, and freesia.

The worship services end but the joy brought by the flowers has just begun. A small team of volunteers take turns breaking down the large arrangement into multiple smaller arrangements to be delivered to members later in the week. But why?

Feelings of isolation, loneliness, sadness, and doubt can easily take over when one is not able to come to church for worship. While we have many online viewers worshipping from home, there can still exist a feeling of disconnect. The visits that accompany the delivery of a small arrangement bring that connection back and let others know we care and they are not forgotten.

The restored hope and sense of gratitude on a recipient's face when they open their door as they are greeted by a volunteer holding a small arrangement made up of the same flowers from the service earlier that day is one of the purest ways to share God's love.

“You brought those for me? You thought of ME? You remembered ME?”

We reply, “Yes, we remember you. We care about you, we treasure you, and we want to share God's love with YOU.”

We often receive notes expressing appreciation for these small tokens of love. Here are a few quotes from these notes:

“You thought to bring *us* flowers? That means so very much!”

“Having them here will vastly improve my state of mind.”

“A visit and a bloom lifts my heart and spirit far more than any medication.” “A small gesture with a huge impact. Bless you.”

Sure, it is just a few flowers. But such a simple gesture means so very much. And it is not only the recipients that feel uplifted, but the volunteers too. We often hear that it is better to give than to receive. The warmth of sharing a few moments with someone that receives an arrangement fills our spirits with God's love and goes a long way to healing a hurting heart. Simply stated, it is good to do good for another child of God. A couple hours of our time on a Sunday means the world to the handful of members each week that receive arrangements and a visit.

In 2023:

- 286 arrangements were created and delivered to our members by a small group of volunteers;

FLOWERS delivered in 2023

2023				
JAN	16		JUL	25
FEB	19		AUG	23
MAR	19		SEPT	20
APR	24		OCT	37
MAY	21		NOV	27
JUN	28		DEC	27

New Member

Nancy Archibald (2024), Deborah Rockafellow (2025), Eric Bekhusen (2026), Martha Burian (2026)

Aim: to integrate those interested in membership into the church by

1. Offering information about what the church offers to any who appear interested
2. Connecting prospective members with programs and opportunities they are interested in or curious about, including one-time service events if possible
3. Inviting them to a luncheon to meet others and learn more
4. Getting photos and biographies of each new member to add to the directory
5. Introducing the new members to the church members with in-church intro and an enhanced coffee time to talk more to members.

In 2023 we had two classes of new members. On April 2, 22 people joined the church, and on October 8, 15 people joined. The next class will join on February 18.

Memorial Receptions

Nancy Moseley (2024), Jo Ann Youhas (2025), Janie Moyers (2024), Rebecca Caprio (2026)

Congregational Team Members: Ruth Cobb, Linda Eichhorn (deacon), Pat Murray, Happy Simmons (deacon)

The goal and ministry of the Memorial Reception is to provide Christian comfort, hospitality and efficiency for the grieving families and friends at the Reception following the Memorial Service. The attention to hospitality details by the team at the reception gives the grieving families and guests time to visit, converse, and comfort one another while our team prepares and serves the punch, coffee, tea, cookies etc.

In 2023 we implemented thirteen Memorial Receptions. Most had attendance between 100-150 guests, two had over 200 guests and one was over 400 guests. Many guests are not members of WPC so we consider this an outreach opportunity to highlight the friendliness, compassion, and caring support of our church. With the Team so thorough, competent, cheerful and helpful with every detail, the families are always grateful for the loving service we provide. Many verbal compliments are given by guests and the family to the team and WPC members. And often handwritten thank you notes or emails from the grieving family are received stating appreciation for our organizing and thoughtful efforts.

Memorial Services

Terry Backus (2024), Lynn Newcomer (2024), Nancy Miller (2024), Duncan McIver (2026)

Congregational Team Members: Tim Newens, Judy Austin, Ellen Peters, Ric Cheston, Pat Murray, Nancy Moseley (deacon), Dave McClain, Happy Simmons (deacon), Margie Newcomer, Judy Austin, Bob and Patty Feely, Laura Osman, Sylvia Payne, Sherry Volk, Eric Bekhusen (deacon)

The mission of the Memorial Services Committee is to assist the pastor and the family of deceased members of the church with the celebration of life or a traditional funeral service at Williamsburg Presbyterian Church. During 2023 the committee assisted with thirteen memorial services at Williamsburg Presbyterian Church in 2023.

Services were held for the following church members:

Dortha Doersch, Monday February 6, 2023 11 a.m.

Family Assistant: Happy Simmons.

Deacons Assisting: Lynn Newcomer, Tim Newens, Copper Perry, Pat Murray, Nancy Miller, Terry Backus

Pastor: John Morgan

(continued on the next page)

Eleanor Suddeth, Saturday April 15, 2023 2 p.m.

Family Assistant: Judy Austin

Deacons Assisting: Lynn Newcomer, Nancy Miller, Copper Perry, Tim Newens

Pastor: Rachel Hébert

Kathy Kruschwitz, Saturday May 6, 2023 11 a.m.

Family Assistant, Dave Littell

Deacons Assisting: Lynn Newcomer, Terry Backus, Copper Perry, Nancy Miller, Duncan McIver

Pastor, Pam Hrcir

Pat Bechtler, Saturday June 10, 2023, 11 a.m.

Family Assistant: Ellen Peters

Deacons Assisting: Nancy Miller, Ric Cheston, Terry Backus, Lynn Newcomer, Duncan McIver

Pastor: John Morgan

Harry Neibuhr, Tuesday June 27, 2023 at 3 p.m.

Family Assistant: Nancy Moseley

Deacons Assisting: Lynn Newcomer, Copper Perry, Nancy Miller, Tim Newens, Terry Backus

Pastor assisting: Pam Hrcir

Gill Granger, Sunday, July 2, 2023 3:00 p.m.

Family Assistant: Copper Perry

Deacons Assisting: Terry Backus, Lynn Newcomer, Nancy Miller, Copper Perry

Pastor: Pam Hrcir

Carol Marshburn, Tuesday, August 1, 2023 11:00 a.m.

Family Assistant: Dave Littell

Deacons Assisting: Terry Backus, Lynn Newcomer, Nancy Miller, Copper Perry

Pastor: John Morgan

Earl Merritt, Sunday August 27, 2023 at 3 p.m.

Family Assistant: Margie Newcomer

Deacons Assisting; Lynn Newcomer (and piping), Duncan McIver, Terry Backus, Nancy Miller, Copper Perry

Pastor: Pam Hrcir

Graham Calderwood, Thursday October 12, 2023 1 p.m.

Family Assistant: Judy Austin

Deacons Assisting; Lynn Newcomer, Dave McLain, Nancy Miller, Terry Backus, Duncan McIver

Pastor: Pam Hrcir

John McCraw, Saturday October 21, 2023 2 p.m.

Family Deacon, Bob and Patty Feely

Deacons Assisting: Duncan McIver, Laura Osman*, Ric Cheston*, Lynn Newcomer, Terry Backus

Pastor: John Morgan

Evelyn Sailor, Thursday November 2, 2023 at 2 p.m.

Family Assistant, Copper Perry

Deacons Assisting: Lynn Newcomer, Terry Backus, Dave Littell, Nancy Miller,

Duncan McIver, Copper Perry

Pastor: John Morgan

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Holly Yohe, Saturday November 25, 2023, 2 p.m.

Family Assistant, Sylvia Payne

Deacons Assisting: Lynn Newcomer (piping), Duncan McIver, Margie Newcomer*, Eric Beckhusen*,
Dave McLain*

Pastor: Pam Hrcir

Steve Jurczyk, Saturday December 2, 2023 2 p.m.

Family Assistant, Sherry Volk

Deacons Assisting: Lynn Newcomer, Duncan McIver, Dave Littell, Copper Perry,
Nancy Miller, Margie Newcomer*

Pastor: John Morgan

John Schoenberger provided sound and AV services for all services held in 2023.

Williamsburg Presbyterian Church
Report from the 2023-24 Congregational Nominating Committee

Committee Members: Sarah Houghland, Chair, Bond Carter, Jerry Howell, Ford Moseley, Robin Sabo, Jean Scott, Carolyn Weeks, and Pastor John E. Morgan

The 2023-24 Congregational Nominating Committee is pleased to Nominate 22 Members for Leadership positions in the Williamsburg Presbyterian Church:

- Six Elders for the Class of 2027
- Ten Deacons for the Class of 2027
- One member to a three-year term on the Endowment Committee
- Five Members to the Congregational Nominating Committee of 2024-25

We thank all those Members who provided thoughtful input to this year's nominating process and are deeply grateful for the members below who have accepted these important Calls.

Six Nominations for Elder, the Class of 2027

- Ric Cheston
- Kathryn Hall
- Joseph Kinard
- Becky McKinley
- Ellen Peters
- Hans Schwartz

Ten Nominations for Deacons for the Class of 2027

- Alston Brown
- Jim Carey
- Kathy Chambers
- Karen Lauritzen
- Jack Lassiter
- Rodney Lawrence
- Laura Osman
- Cindy Young
- Julia Smith
- Bev Whitley

One Nomination for the Endowment Committee, Three-Year Term, through 2027

- Al Thomas

Five Members to the Congregational Nominating Committee, Class of 2024-25

- Joann Andrews
- Ellen D'Orsogna
- Jay Hardy
- Jerry Howell
- Dave McLain

Elders, Class of 2027

Ric Cheston joined WPC in 2015 when he and his wife, Mary, moved to New Town. Since then, Ric has served as a Deacon for 4 years and is a Stephen Minister and an usher. Both Ric and Mary had careers with the federal government and lived for 40 years in the Arlington/Falls Church area of Northern Virginia. During this time, Ric was a member of First Presbyterian Church of Arlington, where he served as an Elder and Deacon. Mary is a member of St. Bede Catholic Church and sings in their choir. Mary and Ric have 3 sons and 2 granddaughters.

Kathryn Hall grew up in Western North Carolina. In 1985 she moved to Virginia Beach for work; she recently sold her home there and decided to relocate to Williamsburg. Kathryn is a regional property manager and travels throughout the state of Virginia for her job. Kathryn has one son, a daughter-in-law, and a granddaughter. She enjoys spending time with her family and is interested in reading and history. Kathryn loves going to museums and will travel anywhere. After moving to Williamsburg, she wanted a church close to home. Kathryn wants a church family and people that will be supportive, and she wants to be helpful and supportive to everyone.

Joseph M. Kinard is a Trustee of Presbyterian Investment Management Services and Senior Living. He is the immediate past Chair (June 30, 2020) of the Presbyterian Church (USA) Committee on Mission Responsibility Through Investment (MRTI) which was created in 1971 to advance the church's mission through the financial resources (approximately \$12.4 billion dollars) entrusted to it. MRTI implements the PCUSA policies on socially responsible investing (also called Faith-Based Investing) by engaging corporations in which the church owns stock. Priorities for MRTI include: pursuit of peace; racial, social and economic justice; environmental responsibility and securing women's rights. Mr. Kinard also Chaired the PCUSA Environmental and Climate Change Issue Committee.

During his tenure as Board Member of the Presbyterian Church (USA) Board of Pensions (2008 – 2020), Mr. Kinard served on the Investment, CEO Search, Board Development and Governance, Social Responsibility and Church Relations Committees. In addition, Mr. Kinard served as a reviewer of the Presbyterian Church (USA) Foundation investment strategy. He is an acknowledged thought leader in Corporate Socially Responsible/Impact Investing (CSR II) having spoken at Institutional Investor Summits sponsored by The New York Stock Exchange, NASDAQ, Thomson Reuters, Institutional Real Estate Investors, High Water Women's Investing for Impact Symposium, Guest Lecturer at The University of the South Babson Center for Global Commerce, Yale University School of Management Impact Investing Conference and contributing author to the book Faithful Investing: The Power of Decisive Action and Incremental Change published in September 2019.

Mr. Kinard, through his company The Kinard Group, LLC has helped companies in obtaining venture capital, angel and mezzanine financing representing both capital funds and their portfolio companies. In 2018 Mr. Kinard was inducted into the National Association of Securities Professionals (NASP) Wall Street Hall of Fame. NASP is the oldest organization in America supporting women and minorities in the financial services industry.

Rebecca McKinley, Becky, as she is better known, has been attending WPC and singing as a section leader in the Chancel Choir since June 2005. She joined the church in February 2017 and served as a Deacon in the Class of 2021. Currently, she is a Stephen Ministry Leader and a Stephen Minister. Becky and her husband, Charles McKinley moved to Newport News in August of 1992 and have 5 adult children between them. She retired from Morgan Stanley after working as a financial assistant for almost 30 years, but has not retired from the Chancel Choir and can still be found singing with the choir most Sunday mornings.

Ellen Peters and her husband, Charlie, moved to Williamsburg from Northern Virginia in 2018, and joined WPC the same year. Ellen went to William & Mary and attended WPC while a student. Now happily retired, she has worked as an editor for a nonprofit and as a branch administrator in a large real estate office. At her former church, she served as soprano section leader in the choir and, briefly, as an elder. At WPC she participates in the choir, a Disciple Bible study class, the book club, and various committees. She recently served as Moderator of the Diaconate.

Hans Schwartz is a Business strategy and marketing disciplined operating executive. Proven record in team building, project leadership, complex problem-solving and client relationship development. Former Deacon, co-chair of the Membership Mission and chair of the music committee. Member of the Resources Ministry team, the Chancel Choir, capital reserve team lead, online applications team member (ok, instigator) and part of the cooking team for the men's Bacon & Bible Study. Department of Archaeology volunteer responsible for development of the digital archive for the Colonial Williamsburg archaeological research field image collection. Site interpreter to engage and inspire visitors to understand history from fresh perspectives by sharing information about archaeological sites in the historic area, including project goals, techniques, recent discoveries and plans; current sites: the Bray School and historic First Baptist Church on Nassau Street.

Deacons, Class of 2027

Alston Brown was confirmed and officially joined WPC in 2004, although she has been attending WPC since she was 3 years old (besides college and graduate school). Alston grew up in Williamsburg, and now lives in Newport News with her beloved beagle. She earned a PhD in Dairy Science, and she is a high school science teacher. Alston also helps coach her school's varsity field hockey team. She teaches the Lower Elementary school kids at WPC each Sunday.

Jim Carey – Jim and his wife Sarah joined WPC in 2022. Previously, they were members of Vienna Presbyterian Church in Vienna Virginia for over twenty years. While living in Northern Virginia, Jim worked for Freddie Mac and the Department of Housing and Urban Development developing their affordable housing products and programs. Jim and Sarah have three adult children and five grandchildren. Jim is active with the New Town Homeowners Association and he also volunteers with Colonial Williamsburg in a number of capacities.

Kathy Chambers grew up in Newport News; after she was married she and her husband lived on horse farms in Mathews and Urbanna. She has lived in Williamsburg for about 40 years. Kathy's husband, John, passed away in December 2022 after 45 wonderful years together. She has a daughter, son-in-law and granddaughter here in Williamsburg, a brother in Grafton, and a sister-in-law in Richmond. Kathy and her husband started coming to WPC as they had friends at the church. They found they loved the pastors, and the people were very friendly. Kathy loves horses and her two dogs, and likes dancing. She enjoys being with good friends and family, and of course attending church. She enjoys traveling to Cancun and Europe. Kathy originally went to school for Respiratory Therapy and became a Department Head at Mary Immaculate Hospital. Her second career was in the horse business, boarding up to 74 horses and training hunters and jumpers. Kathy has been a Realtor for 25 years (currently with Coldwell Banker Traditions here in Williamsburg). She hopes to do some volunteering as her current job allows.

Karen Lauritzen came to Williamsburg to be closer to family, although she still maintains a home in California. She enjoys spending time with family and friends, as well as reading, genealogy, and interior design. With her Presbyterian and Mennonite roots, finding a church family was very important to her. She hopes joining WPC will give her opportunities to help others. Karen was one of the first women CPAs in an international public accounting firm; she retired in 2010 from a senior financial management position in the Department of Medicine at the University of California, San Francisco.

Jack Lassiter and Judy were members at Resurrection Lutheran in Newport News. After a move to Richmond, they became members of West End Assembly of God, and later, Trinity Lutheran Church. Upon their return to the Peninsula in 1998, the Lassiters have been attending Peninsula Community Chapel in York County until earlier this year. PCC downplayed membership at the time and they never officially became members although they were very active in many aspects of the church. They are the parents of Devan, 19, and John, 17.

Rodney Lawrence and his wife, Molly moved to Williamsburg from Morristown, NJ in August of 2022. They had been members of the Morristown Presbyterian Church where he served as a Deacon. They have 2 grown children and 4 grandchildren. They are enjoying taking advantage of all the CW area has to offer; hiking, museums, dining, and church events.

Laura Osman and her husband, Pete, joined WPC in 2023. Laura served as a deacon, elder, and regularly ushered at her former church. Since joining WPC, she has volunteered at coffee hour, as a greeter, and helper at Memorial Services/Receptions, and packed summer meals for kids. Laura has also enjoyed being part of the book group. As a Marine spouse, she helped to create and participated in programs to help educate and support Marine families. Laura has taught GED and adult ESL classes. Laura and Pete have an adult daughter and have been taking advantage of all Williamsburg has to offer since moving here in 2022.

Cindy (Cynthia) Young is a native Bostonian who grew up about 30 miles south of the city. About 30 years ago, Cindy moved to Northern Virginia, where she worked as a writer and public relations manager. She wrote websites and newsletters as well as being a staff writer for the Fairfax Journal. Cindy moved to Williamsburg four years ago because she loves the beauty, colonial history and rich cultural community in the area. Her hobbies include swimming and cycling along the bike paths around Jamestown Island, enjoying the marshes and eagles to be found. She loves to sing and paint landscapes. Her household includes 3 very-much loved kitties: Leo, Charlie Snowflake, and Prince Harry Cookie Monster.

Julie Smith and her husband, Mike, moved to Williamsburg from Connecticut five years ago. They belonged to a Presbyterian church there where Julie taught Sunday School when their sons were young and served as a Deacon more recently. They joined WPC in April of 2023 after going on an inspiring trip to Israel and meeting such lovely, dedicated members of the church. Julie enjoys gardening and reading. She worked part time at the local library in CT for seventeen years; and since moving to Williamsburg, have become a Master Gardener. She is looking forward to serving WPC and the community through her role as Deacon.

Bev Whitley and her husband Fred have been members of WPC since 2014. They each have 2 married children and a total of 4 grandchildren. She is a retired JCPenney store manager and has served as an Elder in a previous church. Bev is active in the WPC music program, singing in the choir and occasionally playing the organ and piano. Other church activities include volunteering with Habitat for Humanity, working with the Earth Care team, and enjoying the fellowship of the WPC Book Club. Favorite leisure activities include traveling, reading, hiking and enjoying Williamsburg's many cultural opportunities.

Endowment, Three-Year Term through 2027

Allen Thomas and his wife, Carol, moved to Williamsburg from West Chester, PA, where they lived for 33 years. They raised a daughter and son there. They thoroughly enjoy having special time with their two grandchildren. Allen is semi-retired and continues a consulting practice in the not-for profit community raising charitable gifts for his clients. He was a member of First Presbyterian Church of West Chester where he served as an Elder for two different terms. Allen served on the Personnel Committee and Budget/Finance Committee during these tenures. Allen was also active in their Guatemala mission having traveled to their sister Church in Villa Nueva on six different occasions. Allen served on two search committees, chaired a building expansion committee and taught 5th grade Sunday School. He served for twenty-two years on the Board of the ARC of Chester County. We are very excited to become involved in the Church community at WPC.

Congregational Nominating Committee, Class of 2024-25

Joann Andrews

Ellen D'Orsogna

Jay Hardy

Jerry Howell was born and raised in Colorado, moved with his wife Martha Jean to Williamsburg from Denver in 1988 and joined Williamsburg Presbyterian Church in 1993. Jerry served previously on the Board of Elders for the Menlo Park (California) Presbyterian Church and for a previous term as Elder at WPC. He is now fulfilling a one-year vacancy replacement term. He has been on the Williamsburg Salvation Army Corps Advisory Board and a trustee for William & Mary's Muscarelle Museum of Art Foundation. He is currently on the Williamsburg Landing Residents Council, a member of the Kiwanis Club of Colonial Capitol, and a Williamsburg Group Leader for Bible Study Fellowship. Jerry retired in 2012 from a 55-year career in engineering/construction project management and consulting. His work took him to a mining project in Western Australia, infrastructure projects in the Middle East, and nuclear power plant projects throughout the United States. He continues to be active as a construction industry arbitrator and mediator.

David P. McLain (Dave) was born in Wiesbaden, Germany and grew up in many places in a military family. He graduated from high school in Athens, Greece and then from Florida State University. He joined the U. S. Army in 1990 and is now an Army Strategist. Dave and his wife, Sallie, are the parents of Lacy Bishop and Catherine Elizabeth The McLains transferred to Williamsburg Presbyterian Church from Fairfax Presbyterian Church in Fairfax, VA in October 2012. Dave serves as a volunteer on Sunday mornings in our audio booth.

2023 Church Statistical Report

Church
Presbytery Add
ress.
Phone
Email
Web Site

Williamsburg PIN 23127
Eastern Virginia
215 Richmond Rd, Williamsburg, VA 23185-3534
757-229-4235 Fax 757-253-7737
sfoster@mywpc.org
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Membership				
Prior Active Members		1016	Adjusted membership	1036
Gains			Losses	
Certificate		15	Certificate	8
Youth Professions		5	Deaths	26
Professions & Reaffirmations		0	Deleted for any other reason	2
Total Gains		20	Total Losses	36
Total Ending Active Members		1000		
Baptisms				
Presented by Others		0	Average Weekly Worship	510
At Confirmation		1	Female Members	603
All Other		0	Friends of the Congregation ??	338
			Ruling Elders on Session	18
			Do you have Deacons?	Yes
Age Distribution of Active Members				
25 & Under		85	People with Disabilities	
26 - 40	53	147	Hearing impairment	36
41 - 55	23	64	Sight impairment	6
56-70	55	153	Mobility impairment	68
Over 70	198	551	Other impairment	0
Total Age	329	1000		
Christian Education				
Birth - 3		4	Grade 7	3
Age 4		5	Grade 8	5
Kindergarten		8	Grade 9	5
Grade 1		5	Grade 10	7
Grade 2		6	Grade 11	4
Grade 3		6	Grade 12	6
Grade 4		4	Young Adults	119
Grade 5		9	Over 25	209
Grade 6		3	Teachers/Officers	59
			Total Christian Education	467
Racial Ethnic				
Asian/Pacific Islander/South Asian		2	Native American/Alaska	0
Black/African American/African		7	White	984
Middle Eastern/North African		0	Multiracial	0
Hispanic/Latino-a		7	Total Racial Ethnic	1000
Financial Data				
Annual Income		1,461,895	Mission Expenses	108,455
Annual Expenses		1,482,800	Personnel Expenses	896,932
			Facilities Expenses	266,621