



2020 ANNUAL REPORT
FEBRUARY 13, 2021 -10AM
TOWN HALL MEETING
ONLINE VIA ZOOM



2020 ANNUAL REPORT

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JOHN E. MORGAN
PASTOR, HEAD OF STAFF

I am going to spare you the hyperboles we have heard in regard to 2020. You have persevered through it as we all have. Instead there are three words that describe Williamsburg Presbyterian Church over this time; resilience, adaptability and innovation.

One doctor defined resilience as “the ability to withstand adversity, bounce back and grow despite life’s downturns.” I am grateful for the resilience of WPC this past year. We shut down in-person worship but, as the banner says on the front of the church, “Our Spiritual House is Still Open.” Attendance at our online worship each Sunday has actually increased. In addition to our members faithfully logging on, there have been many family and friends who now worship with us because their place of worship did not have the capacity to broadcast. People from across the nation are now part of our worshipping community.

Another sign of resilience was the 2021 Stewardship Campaign. The generous pledges of this congregation for our ministry in 2021 shows how we will bounce back with confidence for better days ahead.

Adaptability came into play as the world changed. Thankfully we were ready to stream our worship, but the format had to be adapted. Sadly, the choir is on furlough, but the soloists and quartets have kept us singing. Pastor’s learned how to preach into the camera to make visual eye contact instead of glancing around the sanctuary. I never would have imagined we would be having virtual celebrations of the Lord’s Supper.

Christian Education adapted by meeting on Zoom or outside in the repurposed courtyard instead of in the classrooms. We have virtual Vacation Bible School and drive by confirmation celebrations. Session and Deacons adapted their ministry work and learned to care for our congregation in new ways.

This also sparked innovations to our ministries, many of which will continue even after the pandemic has subsided. Our website has grown and will soon be updated. The digital content spans from informal devotional videos, to “Everyday Theologian Talks” to inspiring concerts from the Open Door Concert Series.

In the midst of all this we had some staff transitions. We said goodbye to Lynne Bundick who not only kept our financial records in shape, but also oversaw the migration to a new church management database and the incorporation of Williamsburg Presbyterian Inc. We welcome Mike Dybas, our new Director of Finance and Administration and greatly appreciate that he joined us from Rochester New York and made the move during the pandemic. He is still transitioning to Virginia while climbing the steep learning curve of a new job. We also welcomed Elbert Fleming as our new Facilities Manager. Both of them have been excellent additions to our staff team. I know you will enjoy getting to know them once the office is open to visitors again.

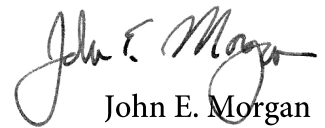
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2021 will continue to be a time of transition as we make the slow moves back to in-person worship, classes and meetings. I appreciate your resilience, adaptability, innovation and patience as we make this change.

I also have an important update about my sabbatical which was planned for 2021. The Clergy Renewal Grant administrators have extended the deadline for sabbatical leaves because of COVID-19. The travel component of my sabbatical is important to me and my family. The pandemic made travel planning difficult if not impossible at this time. This has led me to ask that my sabbatical be postponed until May of 2022. Hopefully by then my family and I will be vaccinated and international travel bans will have been lifted. I hope to be here for many more years, so waiting one more year for a sabbatical will not be a problem.

There is not a day that goes by that I do not thank God for the honor and privilege to serve as your pastor.

Peace,

A handwritten signature in black ink, reading "John E. Morgan". The signature is fluid and cursive, with the first name "John" being the most prominent part.

John E. Morgan

RACHEL C. HÉBERT
ASSOCIATE PASTOR FOR COMMUNITY CARE

The year 2020 kicked off with taking about 14 students to College Conference at Montreat as we engaged with the theme, “Remembering Sabbath.” Diane and Ken Schwarz served as adult leaders while our church educator Adrian “A” Williams and I led a workshop on Sabbath practices. About a month later, our college students led us in worship on Campus Ministry Sunday, one of my favorite Sundays of the year.

Students had departed for Spring Break as I departed for vacation with my parents in New Orleans when COVID-19 struck Virginia. Students were asked to stay home, and as we experienced, worship changed drastically. Not only were college students asked to stay home, but kids were too. Working with Norman Elton, the two of us pulled together a week’s worth of children’s activities to help keep our WPC kids connected. We had people who led games, music, crafts, and read books to the children. I have to confess that the first month is now a blur to me as our staff worked tirelessly to regain a semblance of normalcy through various Zoom offerings.

“A” and I continued to meet with college students throughout the summer, looking at “Spirituality and Creativity.” Students shared pictures, music, and stories together. In the fall, we discussed “Who Are You?” where we examined personal identity, who God is, and the hardships and hopes in life over Zoom (or as they affectionately called it, “Zoom-Kirk”). Presented with a new dilemma—how are we going to feed the college students—the Campus Ministry Team came together with a brilliant idea. Over the course of the semester, they provided students with “food for the body and the soul.” Each week at noon, students would come by the church to pick up a gift card to a local restaurant, and with their gift card, a CMT member would also include a passage of scripture for the students to reflect on over the week. It was a huge success and kept both CMT members and UKirk students in contact with each other.

My biggest news of the year came in being accepted into Union Presbyterian Seminary’s Doctor of Ministry program, one specifically designed so that I remain a full-time pastor as well as a full-time student. I loved the courses I took over the fall semester, one on church history and mission, and the other on social justice and the church. I utilized my learnings in my ministry, perhaps most of all in the formation of a small group interested in examining racial justice and its relationship to WPC. This group is still in its very beginning stages of formation, so if you are interested in joining us, please send me an email! We are looking to educate ourselves and have committed a year to devote to these learnings and hope to share more with the church as we continue to grow in identity and mission.

As always, I continue to be grateful for the opportunities to preach, to be honored during times when asked to walk alongside a family in grief, and the precious moments of joy shared in fellowship with others. I am blessed to be on such a wonderful staff and have nothing but the utmost respect and love for my colleagues, and as always, it is with deepest gratitude that I continue to serve all of you as your associate pastor.

Peace,
Rev. Rachel Christine Hébert,
Associate Pastor for Community Care

PAM HRNCIR
PASTOR CONGREGATIONAL CARE

Thank you

It is just over a year since session approved my call as WPC Covenant Pastor for Congregational Care. I am grateful for the opportunity to serve WPC and for the overwhelming support and patience as I grow into my role as your Congregational Care Pastor. I anticipated challenges stepping into a new position and Covid brought even more hurdles. Thank you for partnering with me as together we found creative ways to care for our congregation.

Shelby Next

One area that Covid did not hinder is bringing Shelby Next on board as a practical and effective tool for the deacons and me to use for pastoral care. With a large congregation such as WPC, Shelby gives us an on-line platform to track communication and to keep a confidential record of member needs. Shelby allows us to keep an up to date record of visitors, visitor interest in joining, and members' participation in the life of the church. Shelby identified over 200 members who did not appear to participate in our congregational life in the last two years. Hans Schwartz, the deacons, and myself worked together to determine their interest. Below is a summary:

The good news is 13% of those thought to have drifted away from WPC confirmed their interest in continuing membership! Many of the "inactives" were due to relocation.

Status	Dec	Percent of Total
Member watch – Start	220	
Beloved Senior	7	3%
Active	22	10%
Inactive	172	78%
Deceased	2	1%
Resolved	203	92%
Awaiting LOI response	9	4%
Remaining for Deacon action	8	4%

As we reached out to our members, we realized there is a group of members who were once active at WPC, but who no longer participate due to age related health or financial issues. We want to continue to provide care and companionship to these members during this season of their lives. Therefore, we made a group called "Beloved Seniors." We have 29 "Beloved Seniors."

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Hans Schwartz is the backbone of Shelby. Hans holds training sessions for our deacons to familiarize them with how Shelby can help them communicate with their families. His attention to detail and desire for Shelby to be a useful tool will help all our ministries.

COVID

Covid caused a near shut down of all activities in March. Having to physically distance made pastoral care difficult. The deacons did a wonderful job reaching out to their families and they continue to reach out to our members to help them feel connected to WPC and one another. The deacons are often the ones who let me know who in our congregation is in need. Phone calls, notes, and a few visits have been my primary means of pastoral care. I communicated via Zoom chats with deacons and their families. Zoom chats are a great way to get to know one another. People are weary of the pandemic and Zoom. All are looking forward to being together in person again.

Grief Journey Group

Our congregation lost 34 members this past year. Our members also experience loss from the death of a sibling, parent or child. To companion with those who are grieving, I have started Grief Journey Groups. Meeting for eight weeks, we journey together as we introduce our deceased loved one and share stories of strength from their life on earth. Death does not break the bond of a relationship. Going against the cultural norm of “moving on” or “closing that chapter,” the grief journey transforms the earthly relationship into a different relationship that can help the living move forward by finding strength in the deceased loved one’s stories. I have facilitated two groups and I will offer more as needed.

Website End of Life Page

Sherry Volk and I are currently updating the End of Life page to reflect the multiple ways WPC can have a memorial service during Covid. These are the ways we are able to offer memorial services:

Limited in-person due to Covid restrictions

Limited in-person and Zoom

Zoom only

ALL SERVICES CAN BE LIVE STREAMED VIA YOUTUBE

WPC Connections

When we realized that we could not gather in person any time soon, Sherry Volk and I brainstormed ideas to help members and visitors get to know the people who serve faithfully in our ministries. WPC Connections is a page on our web site where we feature stories about our members and the ways they serve the church and our larger community. Please click [HERE](#) to read wonderful stories about our members and their involvement with congregational life. Our purpose and goal are below.

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Through WPC Connections, we share stories of our congregation:

- Those leading on Session, Diaconate, and staff,
- People serving in different ministries such as Hunger & Homeless, Choir, and UKirk,
- Participants growing through our many educational opportunities,
- All who represent the many facets of our church family.

Our hope through WPC Connections is that you will get to know one another, stay informed, and get involved in our congregational life. More importantly, we hope you will discover connections with one another as God's family.

– The WPC Connections Team:

Bob Archibald, Katie Lee, Kerry McCarter, Jaynelle Oehler, Ellen Peters, Sherry Volk, Sudie Watkins, & Pastor Pam Hrcir

Thank you for the opportunity to serve WPC. Filled with gratitude as we continue to journey together with God,

Pastor Pam Hrcir

ADRIAN “A” WILLIAMS
DIRECTOR OF EDUCATIONAL MINISTRIES

This year's annual report will look a bit different. While normally in this space I look at goals and the activities that related to those goals and accomplishments in various sections, much of 2020 was focused on the singular goal of doing our best to continue the 6 great ends of the church in unexpected and unpredictable times. So, this year we will look at my work by season:

Early Year (Jan-March 15)

- Montreat College Conference
 - Led workshop on Sabbath Practices and the idea of delight and compassion as purposes of sabbath
 - Led a dialogue group about Faith in Family's with Addiction
- Retreats and Events
 - Kicked off new year with ecumenical ice skating with churches who were planning to join us for CROSS.
 - Led UKirk Visioning Retreat on Jan 25
 - Led Young Adult Retreat where we discussed the meaning and practices of Sabbath
 - Prepared Youth Retreat on Natural Spirituality (Did not occur, Covid)
 - Prepared Youth Sunday around theme of "Who is God" (Did not occur, Covid)
 - Led Children and Family Activities and Games at Shrove Tuesday
- Other Activities
 - Led Everyday Theology on "Why Do Justice?"
 - Managed Intergenerational Super Seminar on "A Community for All Generations"
 - Focused on how to better create various intentional intergenerational space and work here at WPC
 - Led by Kathy Kruschwitz and UKirk students
 - Explored the value that each generation brings to our congregation, and identified specific ways we can engage all ages in worship, learning, and serving together
 - Prepped Lenten Events around theme of "Beauty in the Brambles"
 - Ash Wednesday Prayer Labyrinth focused on where we get stuck or overrun by brambles
 - Purim education event and celebration
 - Lenten Devotionals: "Words for the Wilderness" and "Reflections on Prayer"
 - Prepared and Led HS Discussion of Sexuality and Faith
- Community
 - Met with St Bede to discuss our partnerships
 - Dissolved our co-church VBS
 - Began work on updated covenant around ecumenical commitments
 - Taught at a CE Workshop in Richmond on moving beyond programmatic education in the local church
 - Was Panel Member at Union in Richmond on working with gender dysphoria and those who identify as LGBTQIA+ in the church

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- Prepared trainings alongside partner organizations in Guatemala around “Restoring Dignity, Nourishing Hope”

Triage (Mid-March and April)

- Move of Lent and Easter Events Online
 - A watching of “Stations of the Forests” (Creation destruction in light of the Passion)
 - Joyful Mess: Finding Peace in a Turbulent World for adults and Children moved to Facebook Group
 - Stations of Cross (Holy Week) – A look at human pain and relief through minority art
 - Palm Sunday, Holy Week, and Easter Sunday home worship supplements and daily devotional activities for families with children
 - Tuesday Recorded Prayers on FB
 - Wednesday Online Worship on Website
 - Thursday Music and Meditations on FB and Website
 - Friday 5 Minute Faith on YouTube and Website
 - Holy Week Prayer stations on FB and Website
- Streamlining Information and Connecting Congregation and Community to groups, opportunities and resources
 - Weekly Family Worship Supplement including coloring and ways to explain complex things brought up in worship
 - A Weekly God and Nature Curriculum for families with young children:
 - Updating Curriculum for Confirmation
 - Facebook/Instagram adverts
 - Everyday Theology Online
 - Online game nights for youth, college, and young adults
 - Daily children’s time
 - Weekly spiritual practices
- Managing Adult Groups Online
 - Initially 6 Groups in March
 - Over 30 by end of April
- Working with Student Groups
 - Youth Chips and Chat on Tuesday
 - Graduated PYF Support Group on Sunday
 - Graduated UKirk Support Group on Sunday
 - Youth Sunday Morning Worship Dialogue
 - Montreat Led Discussion on Thursdays
 - UKirk on Wednesdays
 - Confirmation Class

Finding a New Normal (May-July)

- Children and Families
 - Moved away from daily Zoom meetings to 3 days a week and partnerships with Stonehouse Pres.
 - “Going with God” Monday blog to provide weekday resources for families as well as faith and life Q&A

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- o Sparkhouse Family Sunday School Videos and Curriculum for families to do at home together on Sundays. Questions from this curriculum included for discussion during Monday Children's Time
 - o Continued focus on optimizing Sunday Family Worship Supplement
 - o Children's art used as cards for our homebound members
 - o Continued curriculum on God and nature
 - o Asked to advise a group of young ministers who are attempting to create a virtual VBS that can be done mostly on family schedules.
- Youth and Adults
 - o Midweek Reflection on Blog and FB
 - o Worked with "Canceled" Summer Trip locations to make best use of resources offered and financial commitments for the good of all
 - o Worked on implementing Emily Hinshaw's Outreach Education Curriculum and Resources
 - o Worked with interested parties in the church on equality work
 - o Provided resources and space to begin dialogue
 - o Hosted online viewing of "White Savior"
 - o Managed a racial justice resource project for community
 - o Delivered Grad and Youth Gifts
 - o My WPC Interviews begin being posted on YouTube
 - o Began Sunday Coffee Time at 9am on Zoom
 - o Completed Family Survey
 - Showed a good number of families using some part of our offerings and finding them useful.
 - Most answered they would continue to worship from home at least through the summer
 - Continued to create materials accordingly.
 - o Began meeting with youth in Church Courtyard and on William and Mary Campus
- General Online Presence and Community Building
 - o Updated Website and Calendar to connect to new way of being church
 - o Maintained 5 Church Zoom Pro Accounts as well as keeping personal accounts being used connected to website
 - o Had over 90 scheduled meetings via zoom in each May and June
 - o Updated space in the Richmond Road courtyard so people could safely come to the church property and spend time in prayer and meditation
 - o Began plans to use courtyard space for small classes and other community faith activities
 - o Created and Led June 1 Reflective Service on CoVid-19 Remembrance Day
 - o Began Small Group Ministry with a summer soft rollout
 - o Began serious management of full online church schedule
 - YouTube (Page)
 - VIMEO (Page)
 - Facebook (Page, 7 Groups, and 5 subpages)
 - Instagram (3 accounts)
 - Twitter (1 feed)
 - Yelp
 - Weekly Emails (3)
 - Monthly Emails (2)

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- Website: (Streaming, Blog, Online Community, etc.)
- I personally had 24 weekly meetings throughout the summer plus monthly, biweekly and special meetings.
- Continued to reach out to Students, Families, etc. as individuals to check-in

Living in the Here and Now (August through November)

- **Managed Content and Meetings for Children and their Families:**
 - Children's Sunday School for grades K-5, Sundays at 10:40 on Zoom
 - Weekly Worship Supplement on Livestream Page
 - Faith at Home: Resources for Family Faith on Website
 - WPC Families Facebook Group
 - MOPS and MomsNEXT Group
 - Going with God blog posts of FAQs from families on Website
 - Joyful Mess art projects on Facebook
 - A number of outdoor Special Events:
 - Rally Day on September 6 in our back parking lot, included picking up curriculum, gift bags, and receiving a blessing back pack tag for the school year.
 - Family Charades in Courtyard
 - Trunk or Treat in Back Parking Lot
 - Art Sunday in Courtyard
- **Content for Adults of All Ages:**
 - Sunday Mornings
 - Present Word/Alpha Class meeting on Zoom at 10:30am
 - Thoughtful Christian Class meeting on Zoom at 11:00am
 - Coffee Fellowship on Zoom from 9:00am to 9:30am
 - Regular Groups
 - Disciple Bible Study (Monday) Weekly on Zoom
 - Disciple Bible Study (Tuesday) Weekly on Zoom or Courtyard
 - Women's Circles (Various) Monthly on Zoom
 - Men's Bible and Bacon (Wednesday) Biweekly on Zoom
 - Men's Squares (Thursday) Monthly on Zoom
 - Young Adults Gather (Thursday/Friday) Monthly on Zoom or in small public gatherings
 - Mothers of Preschoolers and MomsNEXT (Thursday) Monthly on Zoom or in small gatherings
 - Small Groups (Various) meeting monthly on Zoom or in small public gatherings
 - Book Club (Monday) Monthly on Zoom
 - Everyday Theology Lectures (Tuesday) Monthly on Zoom
 - Joyful Mess on Facebook
 - Other Regular Education Connections
 - WPC Stories and Sharing on Facebook and YouTube
 - Five Minute Faith on YouTube
 - Midweek Reflection Blog on Website
 - Pastor's Weekly Devotion on YouTube
 - New Members Class on Zoom (Pam)
 - Led Everyday Theology Lecture on Forgiving our Enemies
 - Led Study on long-term Trauma and Anxiety

- **Content for Students (Youth and College)**
 - UKirk (Wednesdays) on Zoom for Undergrad Students at Local Colleges
 - Sunday Lunches for W&M Students in Church Courtyard
 - Youth Group (Sunday) at Veteran's Park
 - UKirk Retreat in Church Courtyard on "Being a Spiritual Community"
 - Worked on plans for summer 2021 with various mission groups and local churches
 - Middle school curriculum is being done as a family rather than on Zoom
 - New Confirmation Class meeting on Zoom and in church courtyard
- **Community Content and Projects**
 - Worked on updating links, calendar descriptions, and ease of access on webpage
 - Prepared resources for members without tech/in need of connections to life of faith
 - Trainings by various people in quarantined facilities
 - Got Hymnals, Story Bibles, Books of Common Worship for those at home
 - Created Tablets with simple access for people to use Zoom, YouTube, and Streaming Worship
 - Worked to increase use of ShelbyNext functions
 - Updated all (187) church Zoom meetings to meet new Zoom privacy requirements and sent out updated information
 - Continued to try to balance the info we are discovering regarding CoVid and the requests of the congregation (i.e.: small groups eating together higher risk that originally thought, masks even outside show decrease in transmission, indoor ventilation can allow particles to linger and not be scrubbed in some rooms regardless of size) and in light of requests to bring back parts of "normalcy" (i.e.: dinners)
 - All Saints Day activities began with ribbons of remembrance in the courtyard and ended with a reading of names and liturgy of remembrance on Zoom
- **Con Ed and Leadership at Events and Programs**
 - Led Online Youth Retreats for groups in Nevada, Washington, and Texas
 - Attended "Evolving Faith" Conference
 - Looked at crossroads of Faith, Society, Race, and Politics
 - Thinking about how we help those outside the church discover God in their own lives
 - Led Workshop at Conference regarding Transgender Faith and Church Leadership
 - Led Workshop at Theology of Play Conference
 - Led Workshop at conference on Creating Online Community
 - Taught at Conference on finding Mental Health help in the midst of Covid
 - Spoke at Youth Event on Migration and Faith based on Guatemala experiences
 - 2021 Planning:
 - Worked on best practices for plans and adjustments
 - Took time to reflect and disconnect
 - Worked on plans for Advent, Lent, Easter, Pentecost, Summer
 - Finalized Bleak Midwinter/Blue Christmas Service plans

Ending the Year (December)

- **Advent and Christmas**
 - Weekly Activities
 - Daily Devotional
 - Staff Poetry Readings

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- Visio Divina Bible Study
 - Art Reflection Devotional Videos
- Advent Celebration Drive-through
 - Decision to not limit to Children and their families but to allow everyone to pick up one who wanted one.
 - Used individual and family bags to properly divide supplies
 - Bags included the following:
 - Advent Wreath Kit
 - Ornament Craft
 - Bread Making Dry Goods
 - Pomander Craft
 - Pine Cone Feeder Craft
 - “Reindeer Food”
 - Paper Lace Nativity Craft
 - Two Daily Devotional Books
 - Advent Calendar
 - Nativity Scenes and Stickers
 - Christmas Eve Candles
 - Crafts and Coloring Pages for Adults and Children
 - Candy
 - Link to additional resources on website
- Zoom Blue Christmas Service with Stone House Presbyterian
- Christmas Eve
 - Virtual Children’s Pageant, 11:00 p.m.
 - Drive-In Worship with Communion, (Cancelled due to weather)
 - Virtual Worship with Candlelight and Communion
- DEM Year End Activities
 - Sent in deposits for Summer 2021 trips
 - Lent Preparation
 - Epiphany Star Words and Blessing Preparation
 - End of year payments
 - Preparation for spring curriculum distribution
 - Intern Semester Reviews and Spring Contract Renewals
 - Taught on Paradigm Shifts at end of year Lead Conference
 - Taught Class on Plans, Goals, and Transitions
 - Worked on Writing on Transitions
- Final Theological Thoughts:
 - I/We had to show we were more flexible and nimbler than we may have thought we were
 - I/We had to realize creating community and personal connection are “anti-scale” unlike streaming worship services
 - I/We had to understand that it is the community that holds worship, discipleship (outreach and education), and care (pastoral and deacon) together and not the other way around
 - I/We had to learn from interactions on Facebook posts, participation in various small group activities, and particularly the prayer requests and weekly comments coming in through the church’s online forms that vulnerability and connections are being made in new and deep ways. This meant we needed to readjust the metrics which we use to understand connections and that this will continue even after the end of the pandemic.

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- o I/We had to care for seemingly peripheral activities such as passing the peace or hearing more personally from leadership, as these activities are what makes church a critical, life-giving experience for so many. This is clear how our typical “take a break” groups stayed together and even expanded connections and drive for change throughout the summer, and in our YouTube channel which has quickly gained subscribers (from 14 to over 200) as we have been able to provide varied content and experiences and so many other ways.

Respectfully Submitted
Adrian “A” Williams
Director of Educational Ministries

FORD MOSELEY, MODERATOR ADMINISTRATION MINISTRY
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- Ford Moseley, Elder, Moderator
- Marsha Hahn, Elder
- Kerry McCarter, Elder
- Dorothea Shannon
- Jaynelle Oehler
- Barbara Benson
- Mark Newcomb
- Jean Scott, Elder, Liaison/Moderator Resources Ministry
- John Morgan
- Mike Dybas, Director of Finance and Administration

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

Administrative Ministry members bring a wealth of experience to our work, extending across fields of accounting and financial management, human resources, law and corporate management. Over the past year we have worked with the Head of Staff and Director of Finance and Administration to provide oversight of personnel and administrative functions.

Under the leadership of our Pastor/Head of Staff , John Morgan and Lynne Bundick, Director of Finance and Administration, the Administrative Ministry encountered several unique unexpected ‘challenges’ spanning staffing, technological, and scheduling issues. The Covid pandemic intervened and challenged virtually all activities for the remainder of 2020 and through the present.

- With the unexpected loss of our facilities manager, Kevin James, a search ensued led by Kerry McCarter that resulted in the hire of Elbert Fleming.
- In early summer Lynne Bundick, Director of Finance and Administration, announced her November 2020 retirement, thus activating a nation-wide search for candidates to take her place. A multi-ministry hiring committee led by the Administrative Ministry advertised and ultimately selected Michael Dybas, of Rochester, New York. He arrived in October and cross trained with Lynne Bundick prior to her departure.

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- The Administrative Ministry assisted Pastor Morgan with preparation and submission of his application for the 2020 Lilly Endowment National Clergy Renewal Program. Pastor Morgan's selection was confirmed in December 2020. His sabbatical was to commence in the spring of 2021. Subsequently, because of COVID considerations, Clergy Research Grants extended pastoral contracts for fulfilling sabbaticals. Therefore, Pastor Morgan postponed his sabbatical until May 1 to July 31, 2022.
- Administrative Ministry members were members of the In-Person Worship Task Force which developed the plan and infrastructure to enable congregants with an in-person Sunday worship experience. The Ministry also assisted in developing a protocol to govern use of WPC facilities for concerts and other activities that could not be conducted outside of church environs.
- As a result of formal incorporation of Williamsburg Presbyterian Church, the Administrative Ministry assisted The WPC Director of Finance and Administration and the WPC Treasurer with preparation of a 403(b) tax-sheltered annuity account.

JILL WALTON, MODERATOR CHRISTIAN EDUCATION

CE Committee

- | | |
|-------------------------------------|---------------------------------|
| ♦ Jill Walton, Elder, Class of 2021 | Karen Lee, Elder, Class Of 2023 |
| ♦ Elizabeth Padgett | Pete Hoyle |
| ♦ Betsy McCarter | Rebecca Elton |
| ♦ Kelly Kirkpatrick | |

Staff Representatives

- ♦ Jodie Davis, Coordinator of Child Care , Mothers of Preschoolers, Vacation Bible School
- ♦ Adrian “A” Williams, Director of Education Ministries

Other Staff

- ♦ Emily Hinshaw, Seminary Tract Intern: Multigenerational Ministry
- ♦ Emma Diduch, Seminary Track Intern: Congregational Health
- ♦ Laura Pace, Child Care
- ♦ Hayley Scheir, Church Intern and Child Care
- ♦ Sydney Stoddard, Child Care
- ♦ Laura Pace, Child Care
- ♦ Sarah Chopko, Child Care
- ♦ Megan Yingling, Child Care

Reporting from Sub-Organizations

- ♦ Jodie Davis, Presbyterian Women
- ♦ Nina Parziale, Youth Planning Moderator
- ♦ Caroline Slack, Graduated PYF Liaison
- ♦ Rebecca Elton, Young Adult Leadership
- ♦ Linda Gustafson, Library Committee

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 interconnectiveness with others, God and God’s creation, and valuing all of life as an expression of a whole and living faith.

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Children's Ministries

Before Covid

For the first two months of 2020, the children from Pre-K through Fifth Grades began their Sunday in "Gather Together Time" with Rebecca Elton and rotating Sunday Supers. The teachers used Whirl, A Lectionary Sunday School curriculum in the classrooms. This curriculum contains scripture readings, videos, songs, art projects, leaflets and appropriate games. Once a month the children had "Art Sunday" led by Kelly Kirkpatrick and "Godly Play" led by Rebecca Elton.

Triage Phase

As Covid changed our lives, closed the doors of the Church Building, and attacked the health of our people, the leadership of WPC recognized the need for daily programming to help our families as schools closed have some form of regular schedule and connection. This included:

- Games
- Bible Story Readings
- Music
- Arts & Crafts
- Science
- Story Books

Early Leaders Included Vanessa Gamble, Brittany Young, Norman Elton, Rebecca Elton, Emily Hinshaw, Rachel Hébert, "A" Williams, Laura Bechtler, and Ellen Mauer.

Summer

As summer came, we moved from triage to ongoing care. This included focusing more on quality weekly programming including:

- Moved away from daily Zoom meetings to 3 Zooms a week (Sunday School Questions, Midweek Games, End of Week Story or Music) and partnerships with Stonehouse Pres.
- Published "Going with God" Monday blog to provide weekday resources for families as well as faith and life Q&A
- Distributed Sparkhouse Family Sunday School Videos and Curriculum for families to do at home together on Sundays.
- Continued focus on optimizing Sunday Family Worship Supplement
- Children's art used as cards for our homebound members
- Weekly Creation Camp Story and Art Zooms with families and children

It also meant we moved to a focus on worship education with weekly at home curriculum and family worship supplements that could be used during worship by a family or in the week prior or following. This also connected to a refocus on the time of Sharing faith to connect to that

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curriculum piece.

We also adjusted our VBS plans, pushing it back to the first week of August and offering it as a combination of online and at home delivered activities using the Rolling River Rampage curriculum. This included almost 40 volunteers and another 40 plus participants! We had recorded videos for the Opening, Bible Stories, Music, Crafts, Games, Science lessons, and Snacks.

Fall & Winter

At the start of fall we returned with a Kickoff drive through event and a new focus on “Big Events” to bring families back onto the church campus and connect them with each other in safe ways. The Kickoff Event include distribution of at home curriculum and books for nursery aged, online multiage Whirl curriculum, gifts, and information about fall programming for elementary aged, curriculum, at home activities, and connection pieces from leaders for middle and high school students, and backpack tags for all ages. The second big event was Family Charades Night in the Richmond Road Courtyard and was followed by Trunk or Treat and an Art Night also in the courtyard. Finally, we moved from just “Children and Family” to all church bags in our December drive through Advent Celebration which included Advent devotionals, make at home advent wreaths, art projects, food to be made, bird feeders, nativities, and more! Rebecca also led and directed our annual Christmas Pageant and family service as a series of at home videos put together to tell the Christmas story!

Teachers and Leaders this year included: Phoebe Williams, Hayley Scheir, Dougie Winthrop, Monika Miller, Kim Silver-Perry, Judy Slack, Donna Herring, Chris Bechtler, Rebecca Elton, Kelly Kirkpatrick, Jodie Davis, Emily Hinshaw, Sallie McLain, Megan Davis, Shirley Randolph, Elizabeth Padgett, Betty Griffin, Barbara Spiller, Laura Bechtler, Alston Brown, Ellen Mauer, Sarah Smith, Jill Walton, Faith Shartzter, David Hunt, Elizabeth Burkey, Mitchell Harris, and Pam Hrncir. Teachers continue to be trained by “A” Williams, DEM regarding the WPC CYVA Protection Policy and best practices.

Youth Ministries

Sadly, the youth ministries of WPC in 2020 was defined by the things Covid cancelled. After planning a wonderful youth Sunday service and even coming up with what were thought to be good backup plans for the event if the virus made it to our locale, it became clear just days before that this was not an option. Much of the Spring was spent in limbo as we wondered how the virus would affect things in the short and long term. Youth meetings occurred on Tuesday afternoons on Zoom. Our confirmation class continued via Zoom and completed their programming on time. As we rolled into late spring and early summer it became clear that all our summer trips would need to be cancelled. At this time, we began to investigate socially distanced, masked, in person gatherings. Confirmation celebrated their completion with a drive by event that we would adapt for several CE events throughout the year. We also began initially meeting with youth on the William and Mary Campus and following the

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restructuring of the Richmond Road Courtyard to be more usable as a classroom there. A few rain storms that cancelled or shortened these outdoor events caused us to get a contract with James City County Parks for weekly use of the shelter at Veterans Park where we met through November. In December youth meetings returned to Zoom but also included a Secret Santa and working with the Christmas pageant.

Other activities include the following. In July deliveries of gifts were dropped at youth family homes, with a second Christmas drop done in December. Throughout the fall, confirmation mixed meetings in the courtyard with Zoom meetings continuing to use the Big God, Big Questions and Collaborate curriculums. Also, throughout the year youth were involved in outreach opportunities such as food drives, clothing drives, and earth care. Youth also once again worked with CE on the Trunk or Treat event (twice delayed, and still a windy, rainy experience!)

Youth Adult Leadership this year included: Jim Kirkpatrick, Beth Parziale, Dave McLain, Phoebe Williams, Judy Austin, Lori Brown, Laura Bechtler, Jay Hardy, Len Shartzter, Kristin Sanders, Betsy McCarter, Kerry McCarter, CW Stacks, Rachel Hébert, Lauren Hoak, Brien Hodge, Emily Hinshaw, Hayley Scheir, Lacy McLain, and Katie Lee. The planning team this year attempted mostly to maintain connections and discuss issues of the group during Covid. The team is Nina Parziale, Abby Trowbridge, Cate McLain, Lizzy Wolfe, and Audrey Davis.

Adult Ministries

The Adult Ministries of WPC included the following in 2020:

Seven different Sunday classes/groups (three continuous), two Disciple Classes on Monday and Tuesday, Women's Circles and a Women's Retreat, Bible and Bacon Men's Study, Squares Men's Group, Anxiety and Mental Health Programing, Caregivers Support, Racial Justice Education Groups, Outreach Education Events, Dialogue Groups around wholeness, community, aging, and inclusion, Small Group Ministry, Lenten and Advent Services and programming, Oral history recordings, Multiple art classes, 5-Minute faith and Devotional Videos, Reflection Blogs and Vlogs, MyWPC Videos, Trauma and Anxiety Group, All Saints Day Remembrance Event, Advent Celebration Bags, In the Courtyard Spirituality and Classes, Online Coffee Hour, Book Club, Supper Seminar program led by Kathy Kruschwitz and UKirk Students, Spirituality in public and the home programming, Sexuality and Faith, Physical wholeness programming, Community and Creation Care, Community Conversations, MOPs programming, Young Adult Ministry and Outreach including a retreat, and Graduate Ministries. We also continued our Everyday Theology with Everyday Theologians program which allowed our staff a space to teach on subjects they are passionate about. We would like to thank all who helped lead a program, event, circle, bible study, class, or other educational opportunity this past year.

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Special Notes

Even as 2020 forced us to reconsider the how of Education Ministry at WPC, the CE ministry continued to experience an expansion of opportunities and participation. An early year focus on growing together meant that programming and opportunities aimed at building relationships between the members of WPC as well as in our community continued in new forms as 2020 continued. We saw many groups take on new and more active roles within the church, and an increase in participation overall. Those on the education committee as well as many others associated with education at WPC showed deft nimbleness in adjusting to uncertainty and the unknown while never losing sight of the mission of the committee and of the church. The continued focus on community building both assisted the church in a season apart, and proved to be something we can hope to grow when we are together again. We are looking forward to an even more exciting 2021!

TOM MOUL, MODERATOR CHRISTIAN OUTREACH MINISTRY
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Outreach Leaders

Tom Moul, Elder, Moderator, Earth Care, Hunger and Homeless
Jim Austin, Elder, Treasurer, Campus Ministry, Global Missions, Hunger and Homeless
Megan Davis, Elder, Hunger and Homeless
Rachel Hébert, Associate Pastor for Community Care, Campus Ministry
C.W. Stacks, Elder, Campus Ministry, Global Missions, Hunger and Homeless, Prison Ministry
Margie Ambrose, Kirk Krafters Team Leader
Nancy Archibald, Global Missions Team Leader
Joe Avellar, Prison Ministry Team Leader, Hunger and Homeless
Dorothy Geyer, Earth Care Team Leader
Martha Jean Howell, Special Offerings Leader, Global Missions
Jim Kirkpatrick, Hunger and Homeless Team Leader
Kathy Matsushima, Communications Coordinator, Global Missions
Diane Schwarz, Campus Ministry Team Leader
Ray Whitney, Refugee Resettlement Point of Contact

The WPC Christian Outreach Ministry is made up of eight teams with more than seventy team members, and hundreds of volunteers who are engaged in fulfilling Christ's call to feed the hungry, clothe the needy, and shelter the homeless. With the supporting facilities and staff allocated to the ministries, Outreach has the largest budget of any of WPC's ministries at 41% of the church's budget. In 2020, Outreach supported 31 organizations. Of these, six were international, seven were national or regional, and eighteen were local.

This year Outreach has been very responsive to the needs of our sisters and brothers during an unprecedented pandemic. Proactive actions by Outreach include:

- Sending funding early to eight local agencies to meet their increased demand for help
- Reallocating funding from our budget to local agencies, two of which were new causes
- Donating gifts received from WPC members who contributed beyond their annual pledge
- Receiving grants from PEVA and WPC's Endowment Fund and accepting a bequest
- These \$24,143 of extra funds have enabled us to fund 4 new agencies and increase funding to 9
- Increasing funding to our covenant partners in Guatemala and Democratic Republic of Congo

Outreach has done so much more than just sending out money. We have found ways to modify many of our planned events so we can continue serving others despite COVID. Outreach has also initiated new activities to help those in need. Some of these activities will be described in the team reports.

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Outreach started the year under the talented leadership of Nick Nicastro, Elder and Moderator, and Diane Schwarz, Elder and Campus Ministry Team Leader. In February, the Session approved making the Campus Kitchen of William and Mary a WPC-based function falling under the Hunger and Homeless Team. In April, the Session approved the assignment of the Carter Scholarship Restricted Fund to the Christian Outreach Ministry. The Carter Scholarship Fund is to be used to help “young people of Williamsburg Presbyterian Church in securing an education towards Presbyterian Ministry or Presbyterian Ministry Work.” We presented \$500 scholarships to Rachel Hébert, Lauren Hoak, and Donna Herring to help each of them with their seminary expenses.

In May, we welcomed three new Elders, a new Moderator, Tom Moul, and a new position of treasurer which was filled by Jim Austin.

Team Reports

Campus Ministry Team - Diane Schwarz and Pastor Rachel Hébert

The Campus Ministry Team’s mission is to give students a safe and caring spiritual home for continual growth as adults through worship and service within our congregation. Our schedule and normal activities were greatly altered in 2020 given the pandemic.

The year began with our traditional activities of a January Second Families Dinner and supporting Campus Ministry Sunday in February by providing a breakfast before services and taking students out for lunch after they led the two Sunday morning services. The Second Family Program is sponsored by Campus Ministry. It matches our college students with a local family, who “adopt” students during their college years.

In March we began to brainstorm ways to support students as they dealt with virtual learning, delays in returning to campus, and altered semester and break dates. UKirk moved seamlessly to virtual meetings and Campus Ministry Team (CMT) members joined them on occasion. With a postponement to graduation, our senior send-off looked very different. However, gifts of seeds, soil, and a planting pot plus the book *Grounded* by Dianna Butler Bass were purchased and mailed. CMT members wrote personal notes to the graduates and these were included in their gift packages as well. On May 17, we recognized the seniors during our virtual worship service and with a wonderful document sent from the church that included pictures and information about their future plans.

As our normal fall gatherings would not be possible, CMT began to support students with a weekly local restaurant gift card or a Cheese Shop lunch that was delivered to them outside of WPC after the 11 a.m. service. Candy, stickers, words of encouragement, and selected scripture were included as well. On a Sunday in November, along with a local restaurant gift card, we included exam care packages filled with an assortment of edible treats and other exam survival goodies.

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Earth Care Team – Dorothy Geyer

Williamsburg Presbyterian Church was recertified as an Earth Care Congregation for the 6th consecutive year. This PCUSA program is designed to recognize churches that make the commitment to take God's charge to "till and keep" the garden seriously.

The Earth Care Team developed a survey to ask WPC members what environmental topics they were interested in pursuing. The Earth Care team has chosen to focus on the topic of Chesapeake Bay Health for 2021. We are developing online and live educational and outdoor activities to address the topic.

Global Missions Team – Nancy Archibald

WPC has covenant partnerships with a church in Kinshasa, Democratic Republic of Congo and with two churches in Guatemala, our church in Chajul and Central Church in Guatemala City. This year began with excitement. Our friends in Chajul, were ready to begin teaching the first level of middle school. We were asked to help dedicate the school which is named El Colegio Evangelico Presbyteriano Williamsburg Central. Bill Vardeman and Nancy and Bob Archibald represented WPC at the dedication ceremony. We toured the building and met most of the teachers, then were entertained by the students with dances and skits they had created. The dedication service was in the sanctuary and included a blessing for the teachers and principal. We spoke briefly and read a letter from Pastor Rachel.

While we were in Guatemala, we met with members of our two covenant churches. We also got to attend the dedication of the church of one of the ministers that we helped attend seminary. We also visited Coban to see the school, church, and Presbyterian seminary that Philip Beisswenger, our missionary, has been instrumental in establishing.

The pandemic impacted Guatemala, causing them to close their borders from March until October. During the pandemic, we received an appeal for emergency aid for Chajul and other initiatives overseen by Central Church. Outreach was able to send some aid to both churches, in addition to our regular contributions. The money bought food that was distributed to five area churches and was truly an answer to their prayers. They sent photos showing the distribution of food to church members. The pandemic brought lock downs and closed schools. The teachers were able to go house to house to see the students and oversee lessons.

Our summer trip to Guatemala was canceled, but at the end of the year we were able to talk by Zoom with Central Church, Chajul, and some of the students. They are continuing work on the school building and hope to have a second class of students starting this year.

In November, Guatemala was hit by two powerful hurricanes. Chajul itself received minor wind damage but a great deal of rain which destroyed some crops, caused mudslides, and washed out bridges. Recognizing that their neighbors in the outlying villages were worse off than they were, members of the Chajul congregation gathered what they could and walked to some remote villages with supplies. This generous sharing of God's love is one of the things that makes these people so special.

Philip Beisswenger, our main contact in Guatemala, returned to the United States in July, answering a call from a church in Iowa. We participated virtually in a Central Church farewell service for Philip. We have spent time trying to find other contacts in Central Church and establish a better contact with the Chajul school principal, Juan.

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Losing our missionary, Philip, led to formation of a subcommittee to decide what missionaries WPC should support in the future. We have hopes for a new missionary in Guatemala. We also support the Sthreshleys in the Congo. The committee brought a new request for support in the Middle East, as we had lost our third missionary. We decided that we will support two PCUSA pastors, Elmarie and Scott Parker in 2021. Elmarie is the regional liaison to Syria, Lebanon and Iraq, and both of them have worked on the aftermath of the terrible explosion at the harbor in Beirut, Lebanon. We were able to direct some aid their way at the end of 2020.

Kathy Matsushima and C.W. Stacks, who had organized a WPC trip to Israel, decided that due to the pandemic it needed to be postponed until March 14-26, 2022. There is still room for more participants to signup for the trip.

Hunger and Homeless Team – Jim Kirkpatrick

During this year of COVID the Hunger and Homeless Team (H&H) has remained busy providing food, supplies, coats, and money to people and agencies that are in need. Even as our community's needs increased, we were asked to stay apart. But because of the caring and ingenuity of our members, WPC was able to reach out to our community despite the restrictions. Following are lots of numbers, but remember that these numbers represent individuals, needed items, and a whole lot of caring.

Hunger and Homeless initiated new activities to help those in need. At their February meeting the Session approved Campus Kitchen (CK) of William and Mary becoming part of our church's ministry. However CK was not able to operate during the spring and fall semesters. H&H used Campus Kitchen's food to open up a ministry with the Blayton Building across the street from the church. To help with this new ministry we applied for a \$1,000 grant from the Presbytery of Eastern Virginia (PEVA). The grant helped provide food, supplies, and hygiene items to our neighbors. In response to the increased needs resulting from COVID, WPC held three Drive-by Food Collection events collecting approximately 1200 bags of food and involving 35 volunteers, including 12 youth. The food was distributed to FISH, Grove, and the Blayton Building. Thanks to a \$700 grant from the Endowment Fund we were able to build sufficient shelving in the basement to organize the food.

We also held a Drive-by Coat Collection event, gathering 33 bags of coats/blankets for the Salvation Army. We also participated in a new program to provide Crock Pot meals to families living in hotels. This year we began working with Habitat for Humanity Peninsula to help them build four homes in Williamsburg. WPC members helped during two work days with five volunteers each time. We also supported the United Way's Day of Caring by working at the Avalon Women's Shelter. WPC had nine volunteers who worked over ten days at Avalon for over 80 hours of volunteer time. The shelter looks much better as a result.

Hunger and Homeless also found ways to modify planned events to help those in need. We continued cooking and serving meals (about 850) at several motels and at Grove. About 80 church members participated in the Summer Meals for Kids Program, preparing snacks for 200 children every week this summer. H&H does more than provide food. There are times when people in need fall through the cracks, so working with the House of Mercy, WPC used our Referral System to provide \$3,130 to those in need of such things as move-in assistance, eviction situations, and helping to keep power from being cut off.

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WPC again participated in the Salvation Army Back to School Program by advertising for donations. Members provided supplies as well as donated a total of \$575 to the program. Even though we were not able to have the Christmas tree with Angel Tree tags on it, H&H was able to distribute and collect the tags electronically and with a drive-by in the church parking lot. We also had volunteers use monetary donations to shop for those who did not feel comfortable shopping. WPC was able to serve 480 families, 1,255 children, and 118 seniors. Seven WPC members rang bells for Salvation Army for two days in December.

All members of WPC can help feed the hungry by picking up Blessing Bags just inside the church parking lot door, keep them in your car, and give them to anyone you see in your travels who appears to need a meal. You'll be glad you did. The Habitat for Humanity Trip to the Eastern Shore had 7 enthusiastic and masked participants that worked on the Eastern Shore's 50th Habitat house.

Unfortunately some of our most popular events had to be cancelled and rescheduled. Our Rise Against Hunger event, where 200 volunteers package up to 50,000 meals, was not held in 2020. We plan to package meals again this year on October 23. And WPC did not house the Community of Faith Mission winter shelter this year but are looking forward to participate again next winter.

Kirk Krafters Team – Margie Ambrose

This year we changed our name from Kirk Knitters to Kirk Krafters because we would like to encourage anyone who is a crafter to join us, not just knitters. We have been busy making prayer shawls for members of the congregation who may need some warmth and comfort in a time of worry or loss. We have also made hats, scarves, lap robes, baby blankets, twiddle muffs, or anything needed to spread the love of God. We have given scarves, hats, and prayer shawls to our neighbors in the Blayton Building, FISH, and the Salvation Army.

Prison Ministry Team – Joe Avellar

The Kairos Prison Ministry was disrupted by the COVID-19 pandemic. The prisons have been on lockdown since March and we are not expecting that to be lifted until the later part of 2021.

In a typical year, the Kairos Ministry does two 4-day workshops at the Sussex II State Prison. This is the only event where we bribe residents to attend by bringing in cookies. In addition, there are two instructional weekends and 8 reunions each year. There is a Kairos event of some kind once a month.

The last time we had an event in the prison was in January 2020. We planned a weekend workshop on April 23-26, 2020. We even had one training session for the new Kairos volunteers at WPC on March 7, 2020. Then everything changed. Although we cannot go to the prison, we are mailing letters or emailing the residents we know from our weekend workshops. We also pray for all the prisoners and encourage you to do the same. We hope that we will be allowed back in the prison in time for our weekend workshop on October 28-31, 2021.

Refugee Resettlement Point of Contact – Ray Whitney

The Saleh family, WPC's refugee family, who migrated here from Afghanistan in 2017, is doing very well. Elyas is working two jobs and hopes that they will be able to buy a house this year. His wife, Shabnam, is pregnant, expecting their third child.

WPC provided funding to the family so that Shabnam can take an on-line, 16-month set of classes at QC Makeup Academy with the goal of becoming a Certified Makeup Artist. Shabnam worked as a

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makeup artist in Afghanistan but was not certified. After she is certified, she plans to get experience so she can eventually open her own makeup shop.

Special Offerings – Martha Jean Howell

WPC collects two special offerings each year. The Christmas Joy Offering provides funds to help retired and active church workers in crisis and support for Presbyterian ethnic colleges and schools. One Great Hour of Sharing Offering supports three programs: Presbyterian Disaster Assistance, Presbyterian Hunger Program, and Self-Development of People.

Donations from our members were reduced because there were limited in-person worship services due to the COVID-19 crisis. Christmas Joy Offering totaled \$5,189.00 (down 32%). One Great Hour of Sharing totaled \$9,339.52 (down 24%). Thank you to all our church family who contributed to the offerings during this unusual time!

Moderator's Summary – Tom Moul

Outreach gives thanks for the many church members who have planned, directed, and helped to make our active ministry an effective witness to God's love, especially during the pandemic. COVID has exponentially increased the number of our neighbors who are unemployed, hungry, and homeless. Our support has been critical to help them in their time of need. Experts predict that the economic impact will be felt for 12 to 18 months after the pandemic ends. So we have a long-term need for funding and volunteers to help those who are affected. To sustain and grow such a large, active, and diverse ministry, we need more team members and volunteers. We have jobs for all interests, ages, and abilities. You can help us by taking the Church-Wide Outreach Survey to identify your interest in serving others. **There is a link to the Outreach Survey at the bottom of WPC's web site.** The Christian Outreach Ministry hopes that you would consider joining us as we follow Christ's directive to feed the hungry, clothe the needy, and find shelter for the homeless.

Respectfully submitted
The Christian Outreach Ministry Team

BILL VARDEMAN AND SHERRY VOLK, CO-MODERATORS COMMUNICATIONS MINISTRY

- ♦ Bill Vardeman, Co-Moderator, Elder
- ♦ Sherry Volk, Co-Moderator
- ♦ Laura Bechtler
- ♦ Tom Bozek,
- ♦ Jodie Davis
- ♦ Duncan McIver
- ♦ Penny Pulley
- ♦ Leslie Stacks
- ♦ Sudie Watkins
- ♦ Rachel Hébert, Associate Pastor

While the Communications Ministry started 2020 with plans to continue to support our ongoing WPC activities and advance the digital environment, our priorities turned upside down beginning March 15. Online tools and platforms have taken an outsized role this year, and we continue to adapt to the new realities and plan for a hybrid future that includes a strong online presence.

Mission

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

Roles and Responsibilities

- 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 congregation.
- Foster open communication across WPC.

2020 Activities

Member Communications

- Development of new pre-roll slideshow for announcements prior to all Sunday worship services.
- Development of a new "Online Highlights" email for members to introduce activities in our online environment in small bites.

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- Participation with new member classes to share information about Communications Ministry and opportunities to become involved. Attended new member classes to share information about Communications Ministry and opportunities to become involved.

Support of Events & Campaigns

- Lent, and Advent cards to support Deacon communications.
- Coordination of communication for Open Door Concert Series via YouTube.
- Outreach Activities: Food drives, Summer Meals for Kids, Gift of Christmas.
- Active participation in launching new WPC Connections blog as a tool to spark new connections between members even while we cannot meet in person. Rally Day Ministry Fair.

WPC Online

- Maintained & developed new website content in coordination with staff and ministries.
- Supported online calendar, online giving and worship service streaming website features.
- Coordinated with efforts to integrate ShelbyNext Church Management System into WPC workflow.
- Oversaw social media posting in coordination with staff.
- Enhanced coordination of events as campaigns publicized through email, the Sunday preroll, social media and the website.
- Supported communications surrounding online memorial services.
- Improved online Worship viewing using YouTube platform. Supported closed captioning and post-stream editing of archives.

Advertising & PR

- Created and placed print ads in the VA Gazette for Lent and Advent.
- Supported social media paid advertising for special events.
- Placed pictures/descriptions in VA Gazette to publicize events.

Printed Materials and Signs

- Continued to create and manage weekly information slides for digital monitors in rear welcome lobby and Stevenson Hall until the Covid shutdown in March.
- Began to install print wall displays in the basement to capture church events.

New for 2021

- Complete the installation of the wall displays with current photos of WPC activities.

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- Deliver redesign of the current mywpc.org website.
- Continue ongoing support for ministries to communicate about WPC efforts and events.
- Working with Session on defining the vision and purpose to enhancing social spaces, including Stevenson Hall, the outdoor courtyard, and rear welcome center/lobby.
- Continuing to pursue better ways to communicate about and encourage involvement in small groups in the areas of Christian Education, ministries and committees, and volunteer opportunities.

The Communications Ministry meets on the third Tuesday of each month at 10am, currently 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.

RICHARD EICHHORN, ELDER & COMMITTEE CHAIR
ENDOWMENT FUND

A number of WPC members and staff support our WPC Endowment Fund (the Fund). Current Committee members, in addition to myself, include Jim Austin, George Gilfillan, Beth Parziale, and Faith Shartzter. Pastor John Morgan provides valued guidance and support. Mike Dybas provides accounting for Fund assets. Vanessa Gamble and Martha Reier provide administrative support. Thank you to all for your excellent support.

ENDOWMENT FUND RESTRUCTURE—JANUARY 1, 2019:

Effective January 1, 2019, a restructure of the Endowment Fund became effective. The Fund's original purpose was to support worthy charitable entities and projects outside our regular WPC budget. Effective January 1, 2019, Session approved a restructure to provide three categories of Fund assets from which future grants may be provided. The original Charitable Account remains in place to support worthy community projects not presently supported by WPC's budgeted program. In addition, two new accounts were established: A Ministries Account to support existing or planned projects/programs within our WPC budget. Further, a Buildings & Facilities Account was established to support projects not covered by the WPC Capital Reserve Fund. 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 may be obtained from the Church office.

ENDOWMENT FUND ASSETS—YEAR END 2019 TOTAL VALUE: \$781,807.

The Endowment Fund ended the year 2019 with assets totaling \$689,000. The Fund was established in 2014 with about \$25,000. By year-end 2018 its value had grown to \$127,200. Then, during 2019, a very generous donor offered to match financial gifts to the Endowment Fund up to a total of \$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>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020**</u>
<u>Total Value:</u>	\$25,000.	\$50,700.	\$93,500.	\$118,800.	\$127,200.	\$689,000.	\$781,807.

****2020 Year End Sub-Account Values—Add to \$781,807: (Minus grant distributions)**

<u>Charitable:</u> \$547,006.	<u>Ministries:</u> \$99,725.	<u>Buildings & Facilities:</u> \$135,076.
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INVESTMENT MANAGEMENT:

During 2019, while the “Gift of a Lifetime” matching campaign was underway, the Endowment Committee evaluated how Fund assets were invested and managed. The Committee researched several investment management organizations. The Committee voted unanimously to select the New Covenant Trust Company (NCTC) which is an investment management subsidiary of the Presbyterian Foundation. With NCTC we gain a more comprehensive portfolio structure, and follow “socially responsible” investment principles. All Fund assets are organized into separate accounts for Charitable, Ministries, and Buildings & Facilities. Through year end 2020, the investment performance of our balanced and diversified portfolio has kept pace with the S&P 500 equity market index.

TOTAL GRANTS AWARDED---2015 to 2019:

From 2015 through 2019, based upon the formula for calculating the dollar amount of grants available, the Endowment Committee awarded eight grants to community entities outside our WPC budgeted program. The grants over this 5-year period totaled \$12,706.

GRANTS AVAILABLE IN 2020: Total = \$13,100:

As a result of the “Gift of a Lifetime” campaign, and the significant increase in the value of the Endowment, the dollar amount available for grants from the existing Charitable Account in year 2020 was \$9,500. In addition, using an interim formula approved by Session, \$3,000 was granted from the new Ministries Account, and a grant of \$600 was made from the new Buildings & Facilities Account. (Note: Additional funds available, but not requested, for grants during 2020 have been carried forward and included in available grant funds for 2021.)

GRANT FUNDS AVAILABLE IN 2021:

The following amounts are available for grants in year 2021. These amounts include undistributed grant funds carried forward from year 2020.

Charitable Acct: \$15,500. Ministries Acct: \$4,250. Buildings & Facilities Acct: \$9,000.

GRANT APPLICATION PROCEDURE:

The Endowment Committee welcomes applications for year 2021 grants. Please contact any member of the Committee with questions, to obtain a grant application, or to discuss options for making a financial gift to the Endowment Fund.

MICHAEL MCBETH, MODERATOR FACILITIES
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- ♦ Michael McBeth, Elder, Moderator
- ♦ Fred Whitley, Elder
- ♦ Ruth Baur
- ♦ Barry Brown
- ♦ Dennis Sissel
- ♦ Dale Trowbridge
- ♦ Elbert Fleming, Facility Manager

The Facilities Ministry's mission, mindful that our church building is a sign of God's presence for our members and for the local community, is to demonstrate good stewardship of the church's resources as it tends to the maintenance, repair, and renovation of the church building and property.

(1 Kings 8:27-30)

The Facilities Ministry is charged with maintaining the physical buildings and grounds of Williamsburg Presbyterian Church, additionally the oversight of the security of the church's assets and use of the building. During 2019, the ministry was engaged in the following activities:

- Worked with the WPC Safety and Security Committee, Kevin James, and Richmond Alarm to complete the church security upgrades including controlled entry and a closed-circuit cameras and security system for the church.
- Replaced a hot water heater and a refrigerator in the main kitchen.
- Provided stewardship for over \$26K renovation of Stevenson Hall paid for by an anonymous doner.
- Replaced sections of flat roof on the church that were assessed as being at the end of service life in the 2019 comprehensive roof survey at a cost of \$37K.
- Completed several repairs to Heating Ventilation and Cooling (HVAC) units including compressor replacements and other issues.
- Recognized Fred Whitley for his contributions in digitizing all the architectural plans of the church. Digitizing these plans helps to ensure their survival and makes it easier to access and view this information.
- Prepared an issue paper on adding an elevator in the sanctuary narthex.
- Recognized Barry Brown and John Schoenberger for their work to solve numerous problems with the church streaming service, audio booth, sanctuary wiring, and microphones.

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- Worked with the Outreach Ministry to secure a \$700 Endowment Grant to install shelving in the lower level of the church to store food items that are used for Motel Feeding, Blessing Bags, Grove Christian Outreach center feeding, as well as shelter supplies.
- Contracted for tree trimming services to cut back tree growth and branches near the church building in August 2020 for a cost of \$3K.

The Facilities Ministry thanks all who have contributed their time and talent to the upkeep and maintenance of our church building and rooms.

JEAN SCOTT, MODERATOR RESOURCES MINISTRY

- ◆ Jean Scott, Elder, Moderator
- ◆ Beth Parziale, Elder
- ◆ Sarah Avellar, Elder Dick Lee, Treasurer
- ◆ Wolf Koenig, Assistant Treasurer
- ◆ Hans Schwartz, Capital Reserve Chair
- ◆ Richard Eichhorn, Elder, Endowment Chair, Stewardship Chair
- ◆ Elaine McBeth
- ◆ Don Piper
- ◆ Hank Vernon
- ◆ Mike Dybas, Director of Finance and Administration
- ◆ John E. Morgan, Pastor, Head of Staff

The mission of the Resources Ministry is to carry out good and faithful stewardship of the church's financial resources in accordance with the gospel; to develop and articulate financial policies and budget proposals that reflect our congregation's Christian beliefs and support our church's ministries.

Among the accomplishments of the Resources Ministry in 2020 are:

- Supported the Treasurer and staff in performing the work necessary to complete the incorporation of WPC on October 1, 2020.
- Managed the budget in a time of great uncertainty caused by the global coronavirus pandemic
 - Supported the application for a loan through the Payroll Protection Program of the CARES Act, securing a loan of \$137,300; applied for and received forgiveness of the loan. When it was forgiven, the loan became a grant and was recorded as income for the year.
 - Requested that the ministries and staff restate their budgets to reflect the realities of the year, resulting in a reduction of projected income and expenses by \$71,879 and \$70,099 respectively.
 - Oversaw 2020 income and expenses. With the inclusion of the PPP grant, finished the year with income exceeding expenses by \$108,360. Without the PPP grant, expenses would have exceeded income by \$29,850.
- Created a cross-ministry task force to establish a funding and financial operating model to achieve balanced WPC budgets over the long term by identifying and implementing strategies necessary to achieve this goal.

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- Supported the Stewardship Campaign to underwrite the 2021 budget.
- Based on recommendations from the ministries and staff, developed the 2021 budget for Session approval.
- Provided funding for important initiatives, including migration to a cloud-based information technology system.
- Accepted with gratitude special gifts, including a gift for the refurbishment of Stevenson Hall.
- Organized annual update of the capital reserve plan based on WPC experience in component maintenance and investment performance.
- Expanded member access to ShelbyNext software including on-line directory, on-line friendship register, and migration of online giving from Vanco to ShelbyNext.
- Led the cleanup of member records in ShelbyNext to reflect membership accurately, keep fees as low as possible, and support the staff and the diaconate in outreach.
- Accepted revisions to internal control documents to accommodate changes necessitated by the new software and the introduction of a new check scanner.
- Initiated, received and forwarded to Session the results of the 2019 Internal Financial Review.
- Maintained the Fundraising Calendar.
- Bade farewell to Lynne Bundick and welcomed Mike Dybas, our new Director of Finance and Administration.

The most important ongoing work of the ministry is to collaborate with staff and other ministries to develop the annual budget for Session approval, sponsor the Stewardship Campaign that is our main source of revenue, monitor income and expenses on an ongoing basis, and address unexpected and unbudgeted needs. This was an especially challenging year. For the third year in a row, the original budget for 2020 projected an operating deficit. The changes that took place in our programs and services in response to the Covid-19 pandemic and the uncertainties many members experienced meant that it was much more difficult to manage to an end-of-year positive balance than it had been in previous years. The ministries and staff restated their budgets in the fall to account for changes this extraordinary year brought.

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2020 Financial Results

	2020 Budget	2020 Budget Restated	2020 Year End
Member giving	\$1,310,620	\$1,229,200	\$1,207,675
Total Income	1,338,790	1,266,911	1,386,056*
Total Expenses	1,404,610	1,334,511	1,277,696
Result	(\$65,820)	(\$67,600)	\$108,360*

*Includes PPP proceeds of \$137,300.

At the end of 2020, member giving had declined by \$31,862 from 2019. Total income increased by \$61,428. For the 2020 year, operating income exceeded expenses by \$108,360 on a revised expense budget of \$1,334,511. The initial 2020 budget was out of balance by \$65,820, and the restated budget by \$67,600. **WPC achieved a significant balance of income over expenses only because we received the loan forgiveness under the Payroll Protection Plan, converting the loan to a grant.** From an accounting standpoint, income from that grant cannot be carried over to the 2021 budget, but the funds we still have from it will provide a cushion if 2021 produces a deficit, as we believe it will. We are very grateful to our members who fulfilled their pledges and gave generously and to the ministries and staff for their careful management. Even without the PPP grant, our deficit would have been considerably smaller than we projected it to be.

2021

The results of the Stewardship Campaign, *Faithful Generosity*, are very strong. As of January 7, 2021, we have received 387 pledges totaling \$1,154,224, 103% of our goal of \$1,120,000. That total is well ahead of the same time last year, when we had received 373 pledges totaling \$1,097,464 on a goal of \$1,207,000. One hundred eighty-eight members increased their pledges, and 45 pledged for the first time. Thank you very much for your pledges, and if you have not yet pledged, there is still time. **WPC needs your support.**

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The main categories of the 2021 operating plan presented to Session in December 2020 are as follows:

	2021 Budget	% of Total
Member pledge and non-pledge Income	\$1,230,900	95
Other income—visitor giving, rentals, interest	70,600	5
Total Income	\$1,301,500	
Expenditures		
Facilities including operating costs and Capital Reserve set aside	239,534	17
Operations: Session, Administration, Financial Affairs, Communication, Stewardship	62,139	5
Staff and Personnel	808,275	59
Diaconate and Member Care	8,315	1
Christian Ed. and Presbyterian Women	37,125	3
Worship, including Music	35,389	3
Benevolence—Outreach, Christian Witness	119,822	9
PCUSA Partnerships	64,000	5
Total Expenditures	\$1,374,599	

The total operating budget for 2021 has increased by \$40,088 over the restated 2020 budget and is less than \$3,000 larger than the 2019 budget. With the supporting facilities, operations and staff allocated, our operating plan apportions 41% of income to Mission and Outreach, 26% to Worship, 24% to Christian Education; 5% to Member Care and 5% to our Presbyterian Partnerships. These percentages have been unchanged for the last three years.

Looking Ahead

For several years, expenses such as insurance, facilities including contributions to the capital reserve, and compensation have risen faster than income. WPC ended 2018 with a positive balance only because of very careful management of spending by the staff and ministries and 2019 because we were not fully staffed. 2020 would have ended with a deficit without the PPP grant, and 2021 is projected to show a deficit. **This is not sustainable.** Resources is committed to developing a strategic financial model that will produce balanced budgets in the future. We have begun work with a cross-ministry task force to establish a funding and financial operating model to achieve balanced WPC budgets over the long term by identifying strategies necessary for implementation. We will keep the congregation, the ministries and Session informed as we proceed. It is important that we act now while we have time to find creative solutions that allow us to reflect the priorities of our congregation and continue to fulfill our mission to do God's work in the world.

HARLEY STEWART, MODERATOR WORSHIP MINISTRY

- ♦ Harley Stewart, Elder Moderator
- ♦ Ruth Cobb
- ♦ Linda Eichhorn
- ♦ Rebecca Caprio
- ♦ Nancy Hammond
- ♦ John E. Morgan, Pastor
- ♦ Christ Bechtler, Director of Music

Christian worship joyfully ascribes all praise and honor, glory and power to the triune God. In worship the people of God acknowledge God present in the world and in their lives. As they respond to God's claim and redemptive action in Jesus Christ, believers are transformed and renewed. In worship the faithful offer themselves to God and are equipped for God's service in the world.

Flower Guild Duties

Provide flowers for each Sunday

Provide seasonal decorations for Palm Sunday, Easter, Pentecost, Thanksgiving and Advent and Christmas

Provide seasonal wreaths for the outside doors

Coordinate with the Deacons to distribute lilies and poinsettias to members of their Deacon families

Usher/Greeter Ministry

COVID-19 Impact

The COVID-19 global pandemic greatly affected the Usher and Greeter Ministries at WPC in 2020. The overwhelming majority of our current volunteers fall into the age 65 years and older category and would not be attending in-person worship. The Usher Coordinator worked closely with the Special Taskforce to simplify and streamline the roles of Ushers and Greeters when in-person worship resumed on July 5, 2020. Creating a safe, comfortable, and welcoming worship environment was top priority.

The significant changes were:

- Usher and Greeter ministries combined during this time.
- Reduced number of ushers needed for in-person worship from 6 per service to 3.
- Usher duties were “contactless.”

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Usher Recruitment Update

- A core group of eight in-person worship regular attendees rotated the Usher duties. In addition, five veteran ushers who were not attending in-worship volunteered to help on an as needed basis.
- Bulletin recruiting announcements not as effective as personal one on one outreach.

Drive- Up Dedication Sunday Worship Service on October 18, 2020

- A team of 8 Ushers helped with greeting, parking, and collecting pledge cards.
- Due to the outside venue, we were able to recruit volunteers who did not attend inside worship services.
- Positive, upbeat energy at the worship service. All Ushers agreed that WPC should have more drive-up services.

Usher Coordinator Updates

Juliette Easterling stepped down as Usher Co-Coordinator in June 2020 for personal reasons. Rebecca Caprio assuming full responsibilities as Usher Coordinator.

Music in Worship

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 and postludes.

Our music ministry is led by Chris Bechtler, Norman Elton, and Rebecca Elton. Our handbell director, Robin Restrepo, moved away this year, and Chris took the handbell choirs under his direction. Our music ministry includes seven ensembles, involving over 100 adults, youth, and children:

- Chancel Choir (directed by Chris)
- Sanctuary Ringers (handbells, directed by Chris)
- Genesis Ringers (handbells, directed by Chris)
- Westminster Ringers (college handbell choir, directed by Norman)
- Youth music program (directed by Chris)
- Junior Choir (directed by Chris)
- Carol Choir (directed by Rebecca)

May the time, talent, and dedication of the professional staff and volunteers continue in 2021.

Guest musical presentations during the year included

- Bob Dresch, organist
- Mark Oates and Brian Bean, trumpet, and Lisa Farrell, timpani, for our Easter Sunday service
- Norman's "Music for Two" program in August, featuring guest musicians:
 - Tammeral Missel, handbells;
 - Adrian Pintea, violin;
 - Tim Seaman, hammered dulcimer; and
 - Mark Oates, trumpet.

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Changes Because of the Pandemic

This year brought many new challenges to the music ministry, as it did to the rest of the church, during the COVID-19 pandemic. The church suspended all in-person gatherings in mid-March, and this of course applied to the music ministry. In addition, vocal choirs appear to be “super-spreaders,” as singing produces more of the aerosols that transmit the virus than speaking does.

Chancel Choir

Normally, the Chancel Choir leads congregational song and presents anthems in worship. Since the choir has not been able to meet, the choir’s section leaders, along with a few other volunteers, have sung solo literature and presented anthems as a quartet. Xiara Colon, Martha Elton, Jennifer Lowekamp, Becky McKinley, Owen Peck, Ellen Peters, Doug Price, and Chris Bechtler have all contributed as singers.

In addition to the music sung live during our streamed services, we have had several “virtual choirs.” In this format, singers record themselves individually, and the recordings are merged together into a video with all of the musicians together. The choir sang a few anthems this way, and recorded two hymns as well.

During the fall, the choir was able to get together for a few weeks in the sanctuary while the COVID-19 pandemic was at a lower ebb. For the few weeks we could do it, it was wonderful to be able to sing together and see old friends. We maintained 12-foot social distancing and wore masks, and we were able to learn a few anthems together. We recorded “Come, Thou Long-Expected Jesus” together in the sanctuary, and that was played as part of the worship service on the second Sunday of Advent. We also recorded the hymn “For All the Saints” and played that during the service on All Saints Day.

Bell Choirs

The handbell choirs were able to meet during the fall as well. Since we don’t sing, the logistics were a little easier. Six members of each of our adult handbell choirs were able to get together, wearing masks and socially distanced. Both choirs rang in worship twice during the fall, once each during Ordinary Time and once during Advent. The fellowship and music-making was a welcome respite during this pandemic.

Children’s Choirs

The Children’s Choirs met online in the fall. Under Rebecca Elton’s leadership, we were able to keep our children growing in their faith and learning more about music. Like the Chancel Choir, they were able to put together two virtual choir performances, one in the fall and one during Advent.

At the beginning of 2021, we continue with our programs under pandemic restrictions, and we look forward to the time when we can sing and ring in worship together.

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Professional Development

Our music program leaders pursued professional development that will further enrich our music program. Chris attended the National Conference for Church Music in person during January. Because the summer conferences were held online, and travel expenses were not a factor, Chris was able to attend both the Montreat Worship and Music Conference and the Handbell Musicians of America National Seminar, all from his computer in the church music office. Norman attended online seminars hosted by the American Guild of Organists.

Concert Series

The Open Door Concert Series presented three concerts in the fall, after having to cancel the concerts scheduled for the spring. The fall concerts were on-line events. The performances were recorded in the sanctuary and released as an on-line premier with a reception following. The performers were:

- Tim Seaman, Tom Abernathy, and Ann Robinson, playing an array of folk instruments including hammered dulcimer, harp, guitar, bowed dulcimer, flute, harmonica, and cajon;
- Duo Thalassa, featuring Todd Holcomb, guitar, and Wayla Chambo, flute; and
- Norman Elton, organ, in a concert of Christmas music.

Together, the concerts have been viewed over 2,500 times on YouTube (and Norman's organ concert counts for over half of those).

The Open Door Concert Series Committee is Tom Bozek, Norman Elton, Ellen Morgan, Sam Bowlin, Sherry Volk, and Chris Bechtler. Leslie Stacks has contributed artwork to the series and John and Ellen Morgan have hosted the on-line receptions. We're looking forward to three more concerts in the spring, and we anticipate returning to in-person concerts for our 2021–2022 season.

The committee would like to thank all of our generous donors for their support of the series.

Holy Communion Preparation and Service

The Lord's Supper was celebrated fourteen (14) times during 2020. Elements for our Lord's Supper are served after consecration. For the first three months of the year, communion servers were recruited from members serving on Session, the Board of Deacons, and the College of Elders to serve at 9:30 and 11:00 AM in-person worship.

Though worshippers could not be together in the Sanctuary for much of the year because of the COVID virus, we were fortunate to have access to our worship services through online streaming. Those in online worship in April and May were unable to participate in communion. Beginning in June, those worshipping from home were encouraged to prepare their own communion elements and provided guidance for participating in virtual communion. During this time of virtual communion, the database of members available to serve communion continues to be updated for possible online signup in the future.

When in-person worship resumed in July through November at 11:00 AM, single serve communion sets were used instead of our traditional bread and juice to facilitate social distancing to those in attendance.

Church
Presbytery
Address
Phone
Email
Web Site

Williamsburg
Eastern Virginia
215 Richmond Rd, Williamsburg, VA 23185-3534
757-229-4235 Fax: 757-253-7737
wriffer@cox.net Contact: William (Bill) Riffer, Clerk of Session
www.mywpc.org



Membership

Prior Active Members	1219	Adjusted membership	1262
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Gains

Certificate	10	Certificate	3
Youth Professions	6	Deaths	36
Professions & Reaffirmations	27	Deleted for any other reason	167
Total Gains	43	Total Losses	206
Total Ending Active Members	1056		

Baptisms

Presented by Others	2	Average Weekly Worship Attendance	527
At Confirmation	0	Female Members	616
All Other	0	Friends of the Congregation	209
		Ruling Elders on Session	19
		Do you have Deacons?	Yes

Age Distribution of Active Members

25 & Under	63	People with Disabilities	
		Hearing impairment	36
26 - 40	193	Sight impairment	6
41 - 55	91	Mobility impairment	68
56-70	249		
Over 70	460	Other impairment	0
Total Age	1056		

Distribution

Christian Education

Birth - 3	9	Grade 7	6
Age 4	0	Grade 8	9
Kindergarten	8	Grade 9	6
Grade 1	5	Grade 10	6
Grade2	7	Grade 11	10
Grade3	5	Grade 12	7
Grade4	4	Young Adults	19
Grade 5	7	Over 25	162
Grade6	7	Teachers/Officers	22
		Total Christian Education	299

Racial Ethnic

Asian/Pacific Islander/South Asian	2	Native American/Alaska Native/Indigenous	0
Black/African American/African	7	White	1040
Middle Eastern/North African	0	Multiracial	0
Hispanic/Latino-a	7		
		Total Racial Ethnic	1056

Financial Data

Annual Income	1,386,100	Mission Expenses	105,470
Annual Expenses	1,277,280	Personnel Expenses	760,440
		Facilities Expenses	228,077

Gary Davis, Moderator

WPC Diaconate

Board of Deacons: Gary Davis

The Board of Deacons Mission: This board comprised of the moderator, vice moderator, and secretary are responsible for managing the thirty-seven (37) member deacon team and providing direction, goals, and guidance for current and subsequent deacon teams. The 2020 board drafted and implemented the Deacon Charter as a guiding document for subsequent deacon leaders. The charter highlights four primary areas: 1) church volunteerism; 2) deacon fellowship with each other and deacon families; 3) use of technological tools to optimize our time, effort, and energies; and 4) deacons helping deacons. Collectively, this is referred to as “Deacon Engagement” strategy. Since the March 2020, COVID-19 social distancing protocols, the monthly deacon meetings have been conducted via ZOOM. During the 2020 year, deacons have worked diligently to clean up the WPC rolls to better identify active members. Through these efforts, deacons have recommended another member category “Beloved Seniors.” Board members also worked to reduce the annual budget by 10% to better align with WPC stewardship.

Celebrations and Concerns: Cammie Vardeman

The Celebrations and Concerns Mission: This committee expresses care to members through notes, cards, and Cradle Crosses at times of celebration, such as baptism, graduation, or special anniversaries; and times of concern, including illness or death of a loved one. In 2020, the Celebrations & Concerns Committee sent a total of 55 cards. This mission also coordinates the Prayer Chain through Prayer Request Cards, online at www.mywpc.org and other sources. Requests are confidential unless sharing with the membership is authorized. The celebrations and concerns ministry responded to 100 prayer requests and concerns.

Christian Fellowship: Chair Karol Sibley

The Christian Fellowship Mission: This committee provides opportunities for members and visitors to gather together between services, become better acquainted, and enjoy coffee and cookies. In addition, throughout the year the Christian Fellowship committee host re-occurring and one-time special events like Shrove Tuesday, WPC Church Picnic, and New Members’ Reception. COVID-19 social distancing restrictions imposed in March, 2020 precluded much of the traditional Christian Fellowship activities. Prior to COVID restrictions however, Christian Fellowship Committee supported Sunday coffee hours as well as hosted the PEVA meeting held January 25, 2020 with 138 participants, and the traditional WPC annual Shrove Tuesday pancake supper with 140 adults and children in attendance.

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Confirmation: Chair Lori Brown

The Confirmation Mission: This unique committee participates as part of the Christian Education ministry. The Confirmation deacons lead Confirmation classes in order to help young people explore the importance of God, Jesus Christ, the Holy Spirit, the Bible, prayer, church, and Christian living to them as individuals and members of the Williamsburg Presbyterian Church community. Deacons guide confirmands through their personal faith by answering the four questions they will be asked in order to become members of WPC. WPC has four committed young adults attending the 2020 confirmation class this year. COVID-19 has made confirmation challenging at times however, Confirmation Deacons continue to meet confirmands each Sunday in the church courtyard or via Zoom. Confirmands will assist with the WPC Spring Food Drive for their service project this year.

Family Deacon: Co-Chairs Gay Boyles and Duncan McIver

The Family Deacon Mission: This committee has two primary foci: 1) to oversee the provision of Extended Communion; and 2) to support the Family Deacons in caring for the congregation. Extended communion was last made available in February 2020. Since February, COVID-19 has changed the way communion is served. COVID-19 social distancing protocols added a third focus for the Family Deacon team; to provide extended support to 39 Deacons. This year, the incoming 2023 Deacon class was given "The Presbyterian Deacon" by Earl. S. Johnson, Jr. this book gives the freshman class an additional resource to more effectively conduct their responsibilities. Once the 2024 class year is installed, 2023 members will pass the books to them. COVID-19 mandated greater engagement between Deacons and their supported families. Support to those who have lost a loved one was shared via the booklet "Journey through Grief" (available through the church office). Family Deacons also offer prayer shawls for any homebound member.

Flower Sharing: Linda Stewart

The Flower Sharing Mission: This committee's purpose is to divide into smaller arrangements the Sunday donated Retable bouquet and deliver them to nominated WPC members in need of comfort. Prior to the March 2020 COVID-19 social distancing restrictions, Flower Sharing volunteers made thirty-nine (39) flower deliveries to WPC members. Subsequently, flower donations were suspended until July 2020. Since July, volunteers have broken down and delivered a total of eighty (80) arrangements to those bereaved, ill, and more noticeably isolated in our congregation. We currently have a full calendar of donations for the 2021 year. The Flower Sharing committee will continue to strive to provide this important mission to our congregation that visibly provides WPC members joy, warmth, and connection with the WPC community.

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Membership: Co-Chairs Roban Graham and Gerry Ward

The Membership Mission: This committee's primary responsibility is to identify and assimilate new members into the WPC family. In 2020, the committee conducted two classes; the first in March and the second in September. The two classes combined to bring thirty-six (36) new members into the congregation. This mission uses various church leaders and chairs to better explain WPC missions and opportunities for interested member participation. Membership committee members collect new member biographies, coordinate photographs, and ensure family deacon hand-offs are seamless and efficient. Since March 2020 social distancing protocols, the membership committee uses virtual platforms to connect with new members' classes. In 2020, the membership bridge was created to assist individuals better assimilate into the church while waiting for the next available class to start.

Memorial Receptions: Nancy Lee

The Memorial Reception Mission: This committee provides a meaningful reception for the grieving family of a church member who has passed. The mission is traditionally comprised of six (6) deacons with no less than three (3) deacons present for every reception. Coordination with the family and family deacon are paramount so Memorial Reception members can honor family requests. The mission offers a place for family and friends to join together for conversation, cookies and beverages after the Memorial Service. The Memorial Reception Mission considers it an honor to show love and respect for the deceased and their family in this special way. Since March COVID-19 social distancing protocols, this service has been suspended. The Memorial Reception eagerly awaits return to in person worship to resume their very important mission.

Memorial Services: Ric Cheston

The Memorial Services mission: This committee assists the pastors provide a special and caring service to celebrate the lives of departed WPC members. Memorial Services members welcome family and friends to the service, usher, attend to the guest books, and facilitate parking arrangements. All deacons and elders attempt to attend memorial services. Committee members may also attend services at alternate locations, as necessary. The "Waiting in Wings" program enables a list of substitute committee members' participation when vacancies occur. Since March 2020 COVID-19 social distancing protocols, only a small number of WPC memorial and funeral services have been held.

Respectfully submitted,
Gary Davis, Moderator
Dave McClain, Vice Moderator

Williamsburg Presbyterian Church Report from the Nominating Committee

Committee Members: Harley Stewart, (Chair), Allen Hogge, Kerry McCarter, Becky McKinley, Barbara Stirling, Amanda Waggoner, Ray Whitney, Pastor Morgan

Nominations for Elders 2024 (Three year term)

Kay Allen (kweallen@yahoo.com) and her husband joined WPC in May of 2009. She served as an Elder, class of 2017. Several years ago, Kay served as an Elder in Mount Lebanon, Pennsylvania.

As an WPC Elder Kay was on the nominating committee for 2 years, Outreach ministry for 3, and was a member of the Refugee Committee. Her other activities at WPC include the Book Club, Thoughtful Christian Sunday School class, 2nd families, past Dinner for 8 coordinator, and Meals for Kid's summer program. In the community Kay has been a Meals on Wheels Driver for 11 years, served on Ford's Colony HOA Volunteer Management Committee, and currently is training to be a Hospice House volunteer.

Laura Hild (hild.laura.s@gmail.com) grew up in Stafford, VA, attending Fredericksburg Presbyterian Church. She began attending Williamsburg Presbyterian Church when she arrived as a freshman at William & Mary in 2007. She joined the Westminster Ringers and became active in WesFel. Laura and her wife, Sarah, continued attending and joined WPC after graduating from the College in 2009. She has remained active with the church, playing with many of the bell choirs and participating in the Young Adults' First Fridays. Laura worked for William & Mary for 11 years before recently joining the Scientific Computing team at Jefferson Lab.

Karen McKee (karenamckee@gmail.com): and her husband, Hans Schwartz, joined WPC in 2008. She retired from an information technology company shortly after moving to Williamsburg and retired this year from the Colonial Williamsburg Foundation. At her previous church, she served as a Deacon and sang in the choir. Karen has served as a Deacon at WPC and is a member of the Chancel choir. Recently she has started as a volunteer at FISH and for many years has been actively involved in WomenFirst, an organization investing in grassroots initiatives driven by women and girls in developing economies.

Tommy Michaels (trmichaels@trmichaelscc.com) and his wife Aurelia joined WPC in 2012. He is an Insurance Claim Consultant and Expert Witness and a former Deacon. Tommy has served on different committees at his previous church including Christian Education, Worship, Personnel and on the Executive Board. At WPC he has served as a Deacon, Diaconate Moderator and coordinator for our last Church Directory. Currently Tommy is the Friendship Register coordinator. Since moving to Williamsburg, he is serving on the Covenants Committee for Ford's Colony Homeowners Association and served as the committee chair for two years.

Dawn Schaible (dschaible@cox.net) joined WPC in 2007. She previously served as a Deacon and is currently the moderator of Presbyterian Women's Circle 4 and a member of the Campus Ministry Team. Dawn grew up in Naperville, Illinois where she routinely worked in the church nursery. Dawn has worked for NASA for over 33 years, first at the Kennedy Space Center in Florida and now at Langley Research Center in Hampton, where she is serving as the Engineering Director and remains active in mentoring and STEM outreach.

Martha Squire (martha.squirewpc@gmail.com) and her husband Tom moved to Williamsburg from Syracuse, New York in 2008. They have two grown children and two grandchildren. Before stepping away from her career to raise a family, Martha worked in Marketing and Planning for Carrier International with responsibility for Middle East market support. She

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has been committed to a broad range of community and church endeavors including School Board, the United Way, Junior League, Scouting, YMCA and others.

Exploration and growth in her faith has been a constant throughout Martha's life as a member of Congregational Churches in Connecticut and Presbyterian Churches in Indiana and New York State. She remarks that WPC has provided a welcome and fertile turf to explore and grow and she looks forward to her role as an Elder in our vibrant church.

Nomination for Elder 2022 (One year term; filling an open seat)

William (Bill) Vardeman (wdvardeman@gmail.com) and his wife, Cammie moved to Williamsburg in May 2015. They joined WPC in June 2016. He is a retired school administrator from Fairfax County Public Schools. Bill served as a Trustee and Elder in his previous church. His efforts included church operations, personnel and helping to support the construction and opening of a new church building. Bill and Cammie also led a small group Bible Study for several years.

Nomination for Youth Elder 2022 (One year term)

Abigail (Abby) Trowbridge (abstrow@gmail.com) is a junior at Lafayette High school. She has been a part of the church for as long as she can remember. Abby has been on the youth leadership team for 5 years and has co-led the youth story time luncheon and the intergenerational luncheon. She's attended Massenetta, Montreat, and Cross missions and also had the chance to attend RYLA, a Rotary Club youth leadership conference. Abby plays softball, basketball, and participates in her school marching band. She is also a member of the Colonial Williamsburg fife and drum corps. Abby looks forward to serving as a youth elder and contributing new ideas to our church community.

Nominations for Deacons for 2024 (Three year term)

Nancy Archibald (archibald4@verizon.net) was born in Lansing, Michigan, but at age two she decided to accompany the rest of her family when they moved to Arizona for her older sister's health. After she graduated from the University of Arizona, she took a job as an airline hostess for Pan American World Airways. She moved with her husband, Bob, to Williamsburg in 1976. She taught school for a while and spent her last few years as an administrator in the high-tech courtroom project at the William & Mary law school. Nancy has previously been an Elder and Deacon. The Archibalds have two grown children and three grandchildren who they hope to see soon.

Terry Backus (tlbackus@gmail.com) moved to Williamsburg from Davidson, NC via a 14 month adventure in Europe. The trip was her gap year (between old age and death)! Terry was a member of the Davidson United Methodist Church while living in Davidson and was a regular attendee of one of their Sunday School classes. She also sang with the Outreach Singers, a group which went to assisted living facilities and performed once a month. She also served as an usher, a greeter and lector during her years at DUMC.

Joane Bozek (jbozek@cox.net) and her husband, Tom have been members of Williamsburg Presbyterian Church since 2014. Joane and Tom were married in 1970 and they have three Adult children. Their five grandchildren ranging in ages from two months to 24 years keep them busy.

Joane worked for Government Contractors, in Northern Virginia as a Financial Analyst, for over 20 years before retiring in 2005.

Joane was an active member of Fairfax Presbyterian Church in Fairfax Virginia, for over 30 years. She volunteered in the Church Office, sewed Adaptive Clothing for Wounded Veterans and coordinated the collection of School Uniform Clothing for Honduran Children.

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Joane participated in delivering flowers to Williamsburg Presbyterian members, Stop Hunger Now, Angel Tree Project, and Food and Clothing Drives.

Joane's love of travel has provided her the opportunity to experience new cultures around the Globe. She is an active Board Member of the Rose and Thistle Chapter of the Embroiderer's Guild of America (EGA). She loves sharing and teaching her skills of knitting, crocheting and cross stitch. She especially enjoys cross stitching Reproduction Samplers of young girls from the 1700 and 1800's.

Linda Eichhorn (linda8214@gmail.com) retired from Verizon in 2000 after 29 years. She became very active in the Lewinsville Presbyterian Church in McLean, VA and while there, served as a Deacon, Stephen Minister, Stephen Leader, and on the Worship committee. Linda and her husband, Richard moved to Williamsburg, VA in December, 2006. They joined Williamsburg Presbyterian Church in 2017 after attending Williamsburg United Methodist Church for 10 years. While there, Linda served as Vice President, then President of the United Methodist Women. Currently she coordinates preparation of Communion Elements, and is a member of Circle 7.

Nathan (Nate) Green (ngreen@wjcc-ca.com) joined WPC in 2010. Nate is the elected Commonwealth's Attorney for the City of Williamsburg and James City County. He is an alumnus of George Mason University, and William & Mary School of Law. Previously, Nate served on the church's endowment committee. Nate's activities outside of church are primarily dominated by his service as the community's chief prosecutor and the demands of his 15 year old high school junior Ben, who was recently welcomed into the church.

Emily Krogh (emkrogh21@gmail.com) joined WPC in 2017. Her husband Scott has been a member since 2008. Emily is a member of MOPS at WPC. Her love of history brought her to Williamsburg in 2011. She is currently the Manger of Visitor Services and Volunteer Coordinator at Historic Jamestown. Emily and Scott have a 3 year old daughter named Cora, and two dogs named Chanel and Pongo.

Nancy L. Miller (nlwilliamsmiller@aol.com) is a member of Circle 7 and has been attending WPC for almost 20 years after moving here from Pensacola, Florida where she was a member of Trinity Presbyterian Church. Nancy and her husband are a retired Navy family first, then a retired UPS family who experienced years of travel and feel lucky to have seen many countries. They three adult children one of whom has yet to fledge the nest! Nancy has been a bookkeeper and Human Resources assistant during her part-time work mostly a homemaker. She enjoys delivering flowers for WPC and hopes to make more of a contribution to WPC.

Nancy Moseley (nananancy1@verizon.net) grew up a military child and was a military wife for thirty years. She has belonged to Presbyterian, Methodist or base Protestant Chapels her entire life. For the 25 years Nancy and Ford lived in northern Virginia, they were members of Vienna Presbyterian Church and were active in the Church life. She served as a Circle Leader for several years, taught the monthly lesson and was on the Presbyterian Women's' Council. The Fords joined WPC in 2016 when they moved to Williamsburg. The friendly fellowship of our congregation was such a confirmation they had found their church home. Since joining they have been active members of the Friendship Sunday School Class and participated in John's roundtable discussions. Nancy has been sensitive to congregational issues through her husband's involvement in Session as an Elder. She has given support to FISH, Avalon, and Meals on Wheels. Acknowledging the many blessings God has bestowed on her life, Nancy wishes to offer praise and honor to God her Father through service and dedication to our church. She has a strong belief in God and have felt the presence of the Holy Spirit many times in her life. She takes comfort that God's Grace will save her as she proceeds in life.

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Janie Moyers (janiemoyers@gmail.com) moved to Williamsburg from Richmond, Virginia, with her husband, Marc Moyers, October 2018. He is teaching at the Business School, William & Mary. They have one daughter at MIT studying Architecture. Janie comes from a long line of Presbyterians with her grandparents residing in Montreat. She was very involved at Three Chopt Presbyterian Church in Richmond serving as both Elder and Deacon and looks forward to serving at WPC.

Lynn Newcomer (margie.lynnnewcomer@verizon.net) and his wife, Margie became members of WPC in 2004. He is a retired history teacher. Prior to moving to Williamsburg Lynn was an Elder and Deacon, taught Sunday School and was in the choir at First Presbyterian Church in Beloit, Kansas. At WPC he has served as an elder in the class of 2009 and served more recently on the Nominating Committee. He is also active in the Men's Prayer Breakfast, Bible and Bacon, and with ushering and serving communion. Lynn also volunteers at CW giving tours at Wetherburn's Tavern.

Shirley Randolph (shirley.w.randolph@gmail.com) and her husband DeLane joined WPC in 1999. For many years they served on the Christian Nurture Committee. Shirley was a Stephen Minister giving one-to-one care for a WPC member for a few years. Recently, she has taught Grades 1 and 2 in Sunday School. Since joining WPC, she continues to be a member of the Fellowship Class and Circle 4. As deacon previously at WPC, Shirley taught Confirmation Class. Prior to coming to Williamsburg, she served as elder at Sinking Springs Presbyterian Church in Abingdon. Shirley is a retired home economist, registered nurse, and Colonial Williamsburg educator.

Phoebe Williams (fleurdefi@gmail.com) began attending WPC in 2016 when her husband "A" joined the staff as Director of Educational Ministries and became a member in 2019. At their previous church, she taught Mid-High Sunday School for 7 years and taught art and spirituality classes. At WPC she has helped with Wee Worship, PYF, Mid-High Sunday School and taught Joyful Mess art classes. She and "A" were also a Second Family to a wonderful William & Mary student. She currently works at the Osher Institute at W&M and is learning to play mandolin in her spare time.

Dougie Winthrop ((fivewinthrops@verizon.net): and her husband, Jim, joined the church in 2000. She is a retired physical therapist and a former elder and deacon at WPC. Dougie taught Sunday School and ushered at her previous churches. At WPC, Dougie has served on a search committee and the nominating committee and is also a church school Sunday Superintendent and a bus rider's aide; she is a member of Circle 5. Dougie is a regular volunteer at the Grove Christian Outreach Center

Nominee for Endowment Committee, 2024 (Three year term)

Beth Parziale (bethparziale1@gmail.com) grew up in Alexandria, VA and has lived in Williamsburg since graduating from the College of William and Mary. She has been attending Williamsburg Presbyterian Church since 1997. She was married to husband, Renny (former church chef), at WPC in 1998. Their twin daughters, Nina and Caroline, are 15 years old and are active in the church.

Beth has previously served as a deacon, facilitated Disciple Bible study, been a church teller, and currently serves as assistant teacher in the mid-high Sunday School class. She has also been a member of the Resources committee since 2013. Beth has worked in the tax industry for over 20 years and has ran her own practice since 2008.

Allen (Al) Thomas (athomascre@aol.com) 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. Carol and Allen joined WPC in the new members class of March 2020. Allen is semi-retired and continues a fundraising 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.

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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. Allen chaired several fundraising campaigns at First Pres including a Legacy endowment campaign. He also served for twenty-two years on the Board of the ARC of Chester County.

Nominating Committee, 2022 (One year term)

Eugene “Gene” D’Orsogna (eedorsogna@msn.com) is a recently retired RN. He did psychiatric, geriatric and home health nursing. He is originally from Long Island, N.Y. He attended college and worked in Wausau, WI. before moving to Williamsburg in 1985. He met his wife Ellen, also a nurse, while working at Eastern State Hospital. They were married in 1988. They were members of WPC in the 90's and rejoined in 2011. Gene is a former Elder and Deacon.

Terri Harris (harris_terri@yahoo.com) joined WPC in 2005 along with her husband, Brennan and children (Kayleigh, Sydney & Jake). Terri attended William & Mary as an undergraduate and University of Texas at Austin for graduate school. Terri serves as Co-Moderator of Circle 5 and member of the Thoughtful Christian class. Terri has served as an Elder, CE member and Moderator and on committees including Playground Reconstruction, PW Coordinating Team, Nominating Committee, and various search committees. Terri is employed with Hunter Associates Tax Services as Client Services Manager.

Kelly Kirkpatrick (kellykirkpatrick53@gmail.com) has been a member of Williamsburg Presbyterian Church since 2015, having retired here from Pittsburgh. Allen is a former moderator of the Diaconate, and currently teaches in the Fellowship Class. He served as an elder at two other Presbyterian churches. Allen is married to Joan Hogge, a retired Presbyterian minister. They have two grown daughters and 6 grandchildren. Joan and Allen are founding members of Edmarc Hospice for Children. Allen is a physician who specialized in obstetrics and medical genetics, and held faculty positions at the University of California, San Francisco, and the universities of Virginia, Maryland, and Pittsburgh. He is a graduate of the University of Virginia, and Pittsburgh Theological Seminary.

Kerry McCarter (tmccarter2@cox.net) grew up in the Hudson Valley, from Woodstock to Chappaqua. He and his high school sweetheart, Betsy, tested a number of houses and countries before settling in Williamsburg and joining WPC about 20 years ago. They have lead the Senior High worship group for a number of years and Kerry taught Confirmation class before that. As a member of the Presbyterian Church of Lawrenceville NJ, he served a three year term as Elder. Kerry and Betsy have four grown children and dote on their ten grandchildren. Kerry keeps busy bringing bio-pharmaceuticals to market and sailing (power!) around the Bay with his first, best and only mate, Admiral Betsy.

Matt Slack (buckedie@gmail.com)