



2023 Annual Report

Celebrating Our Parish Life and Ministry Together



St. George's
Episcopal
Church

Table of Contents

From the Rector	3
2023 by the Numbers	4
Five Year Vision	5
Ministry Spotlights:	
Love God and Each Other	6
Love Our Community	7
Be Open to All in Love.....	10
Reports:	
Senior Warden - Vestry	12
Generosity.....	13
Finance	13
Financial Summary for 2023	14
Parish Funds	16
Buildings and Grounds.....	17
Preschool.....	18
Staff	19
Lists and Resources:	
Vestry List.....	20
Staff List	21
Trustees	22
Hub Groups and Ministry List.....	23

From the Rector

Feast of the Epiphany, January 6, 2024

Greetings beloved St. Georgians,

As I write this message to you, the Church all over the world remembers today the revealing of the Christ child to the Magi, and by extension to all nations. This Epiphany, this manifestation of divine grace, reminds us to look for how God is revealing favor and love to us and how God is using us to reveal that love to the world. We are sharing this Annual Report of St. George's Parish for 2023 with you in that spirit of revealing how God's grace is being manifested among and through the people and ministries of St. George's. Thanks be to God!

This is the first such report to be produced in many years. It tells a story about where we are as a parish, and I hope it will be encouraging and inspiring to you. It is also a selected archival summary for future generations. We would welcome your feedback as we hope to improve our format each year.

Thank you to all our ministry leaders, clergy, and staff members who contributed to this report. I especially want to thank our Chief of Staff, Laurel Loch, for being the executive editor. Thank you to each and every one of you, St. Georgians, for continuing to be a vital part of the Body of Christ in our fellowship at St. George's as we work, pray, and give for the spread of God's reign of love together.

Your rector and brother in Christ,



Photo by Jon Gerlach

2023 by the Numbers



8
Baptisms



241
Average
Sunday
Attendance



65
Newcomers



778
Christmas
Eve & Day
Attendance



11
Confirmations
& Receptions



1,172
Holy Week &
Easter
Attendance



1
Wedding



47 Lay
Eucharistic
Visits



10
Funerals



123
Prayer Shawls

Five Year Vision



Preparing to celebrate our 300th Anniversary in 2020 was an opportunity to reflect on our past, consider where we are today, and dream about the future of our parish community. These reflections spurred us to develop a Five Year Vision.

The Vision was crafted thanks to a group of volunteers. Vestry and Staff further refined the Vision before sharing it with the parish.

Our Five Year Vision speaks to our values of hospitality, social justice, and generosity. Our 2023 Annual Report uses the headings from the Vision: Love God and Each Other, Love Our Community, and Be Open to All in Love. While there is still much work to do, there is much to celebrate in how we are living into our Five Year Vision as a community!

St. George's Episcopal Church Five Year Vision - By 2025 We Will:

Love God and Each Other

- Form disciples of Jesus (children, youth, young adults, adults, older adults) who are committed and connected
- Equip people of all ages for ministry leadership and evangelism
- Engage most parishioners in intentional small groups
- Cultivate practices of prayer, worship, generosity, spiritual discernment, and sabbath

Love Our Community

- Transform the unjust structures of society beginning with racism
- Eliminate food and housing insecurity
- Broaden our connections through arts and music
- Sustain and renew the life of the earth

Be Open to All in Love

- Make our historic building accessible to all
- Provide access/invitation through digital ministry
- Embrace the diversity of humankind, including those who have often not been embraced. (for example: LGBTQ+, Latino, Asian, African-American, Indigenous, Mixed race, differently-abled, Deaf and hard of hearing, traditions, nationality...If you recognize yourself in this list or wonder whether you fit: you are welcome here.)

Ministry Spotlight: Love God and Each Other

Formation

2023 was a year of hitting our post-pandemic stride in so many ways. With the help of Kate Long and Amy Bogardus, Youth Group is running at full-steam: pancakes at Mardi Gras, Service Week in the summer, Trolley Caroling for Christmas, and so much more. Our Sunday morning Adult Forum series explored such far-flung themes as theologies of disability, the personal stories of parishioners of color, and how we can honor God's Creation through solar power. Additionally, we had a full complement of new folks come through the Path and Episco 101.

Children's formation grew in 2023 in both Godly Play for younger children and SPLASH for older children with a team of adult leaders. The Liturgy of the Light at Easter and Christmas Pageant were highlights of formation expressed in our liturgy as well as the weekly procession of children to Sunday school.

We reignited a new ministry this year: Small Groups! We had our first "season" of five groups who met periodically over the Spring and helped us learn how best to fit this ministry into St. George's life together. Small Groups cut across services, ages, and identities, and help to make a big parish feel more manageable. These groups do life together for a season, build relationships, and make faith tangible for one another. We're excited for another season this upcoming Spring.

Pastoral Care

2023 saw continued growth and flourishing of our pastoral care ministries. The Pastoral Care Commission (Vicki Lewis and Ann Tebbutt, co-chairs) met every other month to review our ministries and consider particular pastoral needs. The prayer shawl ministry sent out 123 shawls, usually blessed during Sunday services, which increased visibility. We sent 47 Lay Eucharistic Visitors (LEVs) from Sunday and Wednesday services to share communion with homebound parishioners. The Personal Prayer Ministers resumed their presence at 9 am and 11:15 am services in the corner near the piano. The One Body Response Team (OBRT), limited to prayers and cards during COVID, began offering rides and meals as well as other in-person contacts more frequently as teams were able. A January lunch gathering helped recruit new members including a new coordinator, Anne-Tillery Melson. She was succeeded by David Morgan in Fall 2023. The Prayers and Squares quilt ministry disbanded after prayer discernment. Many thanks to Bryn Roth for her years of faithful leadership. 2023 also saw increased use of the email prayer chain, led by Ann Tebbutt, for urgent prayer requests.

Clergy continued to serve as pastoral care first responders through the on-call pastoral care cell phone. Pastor Joe Hensley is the primary clergy liaison to pastoral care ministries and oversees the OBRT and bulletin prayer lists. He led two seasons of Parish Prayer Partners in Eastertide and Fall. All clergy participated in crisis and end-of-life care, hospital visits, marriage care, and personal spiritual support of parishioners.



Fellowship



Fellowship is the heartbeat of our parish life. Whether enjoying a meal together, checking up over a cup of coffee, or exchanging smiles and laughter during coffee hour, fellowship brings us closer together and helps us share the Love of God with each other.

Our revitalized Fellowship Commission organized festive coffee hours for Sundays with combined worship. We also had individuals volunteer to be “Cookie Fairies”, bringing in cookies or other goodies for special fellowship events. Ministry groups, families, and individuals volunteered to host coffee hour on Sundays at 10 am in Sydnor Hall. The crowd attending these coffee hours has grown steadily throughout the year. Children, youth, young adults, and adults alike have been enjoying this special weekly time together.

Additionally, 2023 included gatherings for our seniors.

Our Fellowship Commission hosted Over 80’s Luncheons which included a warm meal and Holy Eucharist. Special thanks to Linda Coker and Constance Spears for organizing a monthly Seniors Brown Bag Lunch in Sydnor Hall. These meetings on the second Wednesday of the month have been popular for any and all who consider themselves a “Senior”.

A big thank you to all who helped support fellowship throughout 2023! If you’d like to volunteer with the Fellowship Commission, please email: fellowship@stgeorgesepiscopal.net.

Ministry Spotlight: Love Our Community

A big change in 2023 was the hiring of a full-time Director of Mission and Evangelism in January. In 2022, we realized that the complicated and highly active ministries under this umbrella could use more support. Formerly the duties of this position were undertaken as a part of a clergy or staff member’s ministry portfolio. By investing in a full-time position, we are showing how important these ministries are to our congregation.

In addition to supporting lay leaders and providing backup and coordination, Jake DeNap has had more time in his position to broaden our vision of how we love our community both within and beyond the parish. He is helping us to involve children, youth, and families in meaningful ways that dovetail with discipleship. He has also had capacity to support our evangelism efforts through being trained to help with the live streaming of our Sunday services. He is helping to lead our Racial Justice and Healing Commission. The position title, itself, also communicates internally and externally, the essential connection between sharing service in the community and sharing Good News.

The Table



The Table at S. George's continues to be a flagship feeding ministry not just of this church, but of the wider community. It cannot be overstated how essential access to fresh fruits and vegetables is for the flourishing of individuals and communities, and The Table makes that a reality for so many. We are able to do this in part because of the relationship we have with the Flores Family Farm who supplied us with over 1,200 crates of food in 2023. When pandemic relief benefits were dissolved in March, we heard from shoppers, time and again, how grateful they are that they can count on The Table to be there for them.

The Table made some changes this year as well. Namely we added Marvin Stearns to our core leadership team to help organize countless gleaned food items from local stores and restaurants. We also began sourcing additional produce from Cavalier Produce, a female owned small business from Louisa, VA.

All of this, of course, would not be possible without the generosity of St. Georgians who give financially and of their time. We continue to grow our base of volunteers, shoppers, and shopper-volunteers. In total 2,500 volunteer slots were filled in 2023 for a total of over 10,000 service hours. That is huge work!

Grace in Action

St. George's has long been a church that responds to God's grace in action. We work hard to create a more just and compassionate community where all people are known to be beloved. 2023 was a robust year that brought the return of several traditional opportunities to do God's work in the world, namely a week-long service week for youth and Rally for Service Sunday. It was also a year for St. Georgians to take on new opportunities with our community partners at events like Coldest Night of the Year and Peace in Da Paint, and to go deeper in our participation at events like the PD16 Juneteenth Celebration and Fredericksburg Pride. St. George's is a church that shows up for our community! In total we partnered with 56 organizations in the region.

In addition to being a church that shows up for our community we also help people to realize community while getting the support they need. Over 7,000 plates of food were served on Monday nights at Community Dinner, where we also added new opportunities for folks to connect through expanded availability for recreation in fellowship, board games, and making art together before dinner. St. Georgians also helped to welcome 227 Afghan refugees to Fredericksburg by furnishing homes with needed furniture and supplying "Welcome Packs" of household essentials.

We can also be proud of the myriad ways St. George's showed up for kids in our community. This was the largest ever turnout for School Dressing Days where over 1,200 students got clothing and school supplies for the year. For students in the Stafford and Fredericksburg Public School's McKinney-Vento program our Angel Tree provided Christmas presents, and our partnership with Hope House helped to ensure more children had beds to sleep in at night. Together we are transforming the world toward greater justice and mercy!

Here's a by the numbers look at Grace in Action at St. George's. In 2023, Grace in Action supported 39 Ministry Programs and 56 Community Partners:

The Table: *In round numbers*

- Flores Farm Crates Purchased: 1,200
- Additional Produce: 30,250 lbs
- Volunteer Slots: 2,500
- Service Hours: 10,000

The Table in the World (TITW): *at 7 locations*

- Produce Delivered: 21,600 lbs

Community Dinner: *In round numbers*

- Dinner Guests: 5,500
- Plates of Food: 7,000
- Volunteer Slots: 1,800
- Service Hours: 8,750

Refugee Resettlement:

- Afghan Refugees in Fredericksburg: 227

Broadening Our Connections with The Arts

Art was all over St. George's this year as we sought to live into our 5-year Vision of broadening our connection to the arts and artists in our community. We hosted artist and advocate Jonathan Randall Grant for our Lenten Weekend, who invited us into seasonal rhythms of engaging with the arts throughout the year. That weekend ended with a panel of artists and organizers, including Gabe and Scarlett Pons, owners of Ponshop Gallery and founders of ArtAttack in Fredericksburg.

We commissioned two new paintings by local artist and former UMW student Jules Buyaki for Lent and Easter. We invited into our space the "Faces of Easter," depictions of Jesus as Black, and at the invitation of several parishioners of color, have kept them mounted as a long-term installation.

We commissioned new vestments in the color of rose, engaging with a millennium-old church tradition of honoring God through beauty and the craft of nimble fingers.

Whether it was the Chamber Music Series, the dramatic interpretation of the Easter Vigil story, or any of the above, we honored the truth that God speaks through more than just words.



Ministry Spotlight: Be Open to All in Love

Worship and Music



In the past few years, our already diverse worship offerings at St. George's have only grown. Between four eucharistic services on Sunday, and seasonal Compline in the evening, we have a rich tapestry of traditions to shape our experience of the presence of God. This year we also leaned into our role as a cardinal church of the region, hosting regional services for Ascension Day and All Souls. Welcoming other parishes into our beautiful sanctuary to experience special liturgies makes space for moods different than Sunday morning. High points this year include a packed church at Christmas, Easter, and our combined 10 am services on Palm Sunday and All Saints. It is a blessing to be able to offer such a variety, and all thanks and praise to the more than 30 volunteers it requires for us to worship every single Sunday.

We've also been implementing changes in how we plan and execute liturgy here at St. George's. Planning up to six months ahead, trying to make more intentional choices, and incorporating more voices in the text and music of our worship, all while digging deeply into our Anglican and Episcopal heritage. If you've noticed that staff are seeming a bit more relaxed during Holy Week and Christmas, that's part of the reason why! Our new processes have made space in the system for things to go wrong (as they inevitably will), and though it means we're not as able to make changes at the last minute, we think the grace extended to our staff and volunteers is more than worth it.

This Christmas, over 800 worshipers crossed through the wreath-framed doors of St. George's, heard gorgeous music, ancient liturgy, and a message of hope in a hard world. What more could we ask for?



Capital Campaign Update

2023 saw significant leaps forward in our Open to All in Love Project . This project seeks to enhance physical accessibility to our worship, office, and meeting spaces, provide additional storage space, create a columbarium in our graveyard, and address long-term maintenance concerns.

In May 2023, after months of meetings with the Architectural Review Board (ARB) of the City of Fredericksburg, we received approval for the concept which then enabled us to prepare for a capital campaign. In late summer and fall, we offered additional information sessions about the project. In late October, we began a quiet phase of a capital campaign with potential lead donors.

The outcome of the lead donor phase will help determine the scope of the parish-wide capital campaign to be held in 2024. With God's help and the generosity of our parish, we hope to be able to continue project planning in 2024 then begin work sometime in 2025 with completion in 2026.

Digital Ministry and The House Young Adult Ministry

The House's young adult and college ministry had a fabulous 2023. Upon reflection at the end of the year, it turns out we did quite a lot. We launched our monthly queer craft nights at the Pride Center. We launched our monthly Sunday afternoon worship services, including our first Pride service! We launched several cohorts of leadership, nine young adults in YA leadership, four college students in college leadership, and ten women serving as House Moms, supporting our young people across the generations. And through it all, we carried on with our Tuesday UMW dinners, Wednesday YA bible study, and monthly faculty / staff fellowshiping.

Some of the real success of our ministry is measured by the extent to which we are aligned and integrated with our supporting parishes, including St. George's. This year we joined in on the Shrine Mont retreat and coordinated a series of 'FRED Talks' for the adult program, inviting teaching and reflection from our parishioners and staff in the style of TED talks, available to re-watch on our YouTube Channel. We also coordinated an Advent daily devotional and distributed it to our churches in booklet format and on social media (Facebook and Instagram) during the Advent festival.

There's much more to say, but suffice it to say that you can find us and ask for more in the front right pew every Sunday morning at 9 am or at The House at 820 College Ave.

– the Rev. Ethan Lowery,
Young Adult Missioner



Senior Warden - Vestry Report



As I reflect back on 2023 and St. George's Episcopal Church, the foundation of our faith and the how it is lived comes to mind in words such as "community", "formation", and "change". In 2023, we saw the role of the Director of Mission and Evangelism come to life in the hiring of Jake DeNap. Jake has served our church well, providing a presence in the community – from our well-known Table ministry and Community Dinners, to Micah services, to being present and active in support of social justice issues. He has embedded St. George's into the life of our community – what a gift.

What an amazing group of volunteers we have that supports the needs of the church and its parishioners! From Sunday morning service to ongoing outreach, the Church is made up of caring and compassionate members.

At a time when there is so much conversation regarding the declining numbers of church attendees, St. George's continues to attract new members. Young adults, families with young children, older adults who move to the area – people come and stay. In 2023 we were blessed to confirm eleven members to St. George's, and baptize eight people. Our combined young adult ministry with Christ Lutheran Church and Trinity Episcopal Church, the House, continues to thrive and question and welcome and grow.

And, as is with anything meaningful, change is also in the air. How do we address the physical renovations needed in the church to be more open to all? What about gender specific liturgy? How do we atone and lament for injustices of the past? What if the changes are at the cost of some people leaving St. George's? As steadfast volunteers step back for a much-deserved rest – how do we breathe new life into ministries?

One thing I do know – Father Joe, Father Will, Reverend Rosemary, our vestry and our parish are committed to our faith and to St. George's. We may not always get it right (Grace is always welcomed and invited here). We may have to put some things down and pick them up later – but, Love of God, the Church, and our community have been the driving factors in 2023.

–Jane McDonald, Senior Warden

“What an amazing group of volunteers we have that supports the needs of the church and its parishioners!”

Generosity Report

We believe in a generous, loving, and giving God.

- All that we are and all that we have comes from God.
- Because God has been generous to us, we can be generous to others.

Thank you to all our parishioners who embodied these words of our Parish Generosity Statement and gave abundantly of their time, talents, and financial resources in 2023. We held our first Ministry Fair in a few years in October, an opportunity for parishioners and ministries leaders to connect in community. The Easter and Christmas Gratitude Offerings were successful as parishioners gave in thanksgiving for blessings or in memory or honor of others. The Annual Generosity Campaign, led this year by Mike Fray and Jan Meredith, saw many new Estimates of Giving (and we are still counting) and more dollars pledged than in previous years. Thank you to the rest of our Generosity Team for their work throughout the year encouraging practices of generosity in gratitude to God: Julie Lang (chair), Danielle Davis, Brooke and Joe DiLauro, Joe Hensley, Owen Hensley, Christine McElhinny, Josue Rivera-Orellano, and Stuart Whitford.

Total Number of Estimates of Giving:

- 2024: 283
- 2023: 285

Dollars Pledged:

- 2024: \$989,488
- 2023: \$967,368

2024 Estimates of Giving:

- Increases: 116
- Decreases: 27
- First Time Pledges: 16
- Pledged Previously but not in 2023: 16
- Pledged in 2023 but not for 2024: 34

Finance Report

Included in this annual report is a summary of the 2023 year-end financial reports from church operations, as well as year-end balances of Trust Funds and Special Funds.

The 2023 budget included higher than normal expenses in part because of several staffing changes and, as such, anticipated a potential shortfall of at least \$155,605 if actual gifts did not exceed the budgeted amount. This budget was adopted by the Vestry after prayerful consideration, trusting that the generosity of the St. George's community would help to bridge the gap. Reserve funds would cover any remaining shortfall.

Thanks to that generosity as well as judicious management of expenses, St. George's ended the year with expenses exceeding gifts and other income by only \$68,329. Our financial shortfall for 2023 will be covered by a withdrawal from reserve funds that have been set aside in previous years by fiscally responsible leadership for such purposes.

The anticipated budget for 2024 is conservatively based on pledges to date and anticipates gifts and expenses to be commensurate with one another.

Financial Summary for 2023



St. George's
Episcopal
Church

St. George's Episcopal Church Fredericksburg, Virginia 2023 Church Finances as of December 31, 2023

	Year to date (YTD) as of December 31				
	<u>Begin</u> <u>Balance</u>	<u>2023</u> <u>Receipts</u>	<u>2023</u> <u>Disbursed</u>	<u>Ending</u> <u>Balance</u>	<u>YTD Net</u> <u>Change</u>
Cash Flow Balance					
Totals	1,006,209.00	1,443,035.79	(1,591,071.69)	858,173.10	(148,035.90)
Church Operating Accounts		1,160,741.33	(1,242,795.38)		(82,054.05)
Church Restricted Accounts		282,294.46	(348,276.31)		(65,981.85)
Operating Accounts	YTD as of December 31			More + or Less - Than	
	<u>2022</u> <u>Actuals</u>	<u>2023</u> <u>Actuals</u>	<u>2023</u> <u>Budget</u>	<u>2023</u> <u>Budget</u>	<u>2022</u> <u>Actuals</u>
Revenue					
Current Year Pledge Offerings	1,024,657.98	961,679.33	1,010,568.00	(48,888.67)	(62,978.65)
Bank Fee Contributions	0.00	2,985.70	0.00		
Prior Year Pledge Offerings	1,625.00	425.00	0.00	425.00	(1,200.00)
Loose Offering	9,867.00	14,151.15	14,245.00	(93.85)	4,284.15
Non-Pledge Offerings	77,729.59	124,565.03	100,000.00	24,565.03	46,835.44
Gratitude Offering	19,750.00	24,405.00	28,750.00	(4,345.00)	4,655.00
Non-contribution Receipts	<u>35,829.02</u>	<u>55,900.56</u>	<u>41,304.00</u>	<u>14,596.56</u>	<u>20,071.54</u>
Total Revenue	1,169,458.59	1,184,111.77	1,194,867.00	(10,755.23)	14,653.18
Expenses					
					<i>Pledge offerings are Estimates of Giving</i>
Expenditures Outside St. George's					
Diocese and Region	136,696.85	135,100.04	137,100.00	(1,999.96)	(1,596.81)
Grace in Action (Outreach)	34,496.63	28,957.41	36,020.00	(7,062.59)	(5,539.22)
World Mission	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Total Expenditures Outside St. George's	171,193.48	164,057.45	173,120.00	(9,062.55)	(7,136.03)
Program & Operating Expenses					
Administrative	38,730.02	48,140.01	46,290.00	1,850.01	9,409.99
Building and Grounds	129,360.20	135,745.06	146,698.00	(10,952.94)	6,384.86
Generosity Team	3,615.50	2,810.95	2,400.00	410.95	(804.55)
Racial Justice & Healing	0.00	0.00	2,085.00	(2,085.00)	0.00
Christian Formation/Education	5,412.40	3,160.50	13,220.00	(10,059.50)	(2,251.90)
Worship and Music	5,557.22	7,404.44	12,550.00	(5,145.56)	1,847.22
Member Care	7,497.92	3,321.87	13,375.00	(10,053.13)	(4,176.05)
Communications	<u>7,759.29</u>	<u>7,454.72</u>	<u>9,670.00</u>	<u>(2,215.28)</u>	<u>(304.57)</u>
Total Program & Operating Expenses	197,932.55	208,037.55	246,288.00	(38,250.45)	10,105.00
Total General Expenses	369,126.03	372,095.00	419,408.00	(47,313.00)	2,968.97
Total Staff Expenses	<u>734,232.84</u>	<u>880,345.96</u>	<u>931,064.00</u>	<u>(50,718.04)</u>	<u>146,113.12</u>
Total Mission Support Fund Expenses	1,103,358.87	1,252,440.96	1,350,472.00	(98,031.04)	149,082.09
Net Receipts/Expenses	66,099.72	(68,329.19)	(155,605.00)	87,275.81	(134,428.91)

<u>Restricted Accounts</u>	<u>YTD as of December 31</u>				
	<u>Begin</u> <u>Balance</u>	<u>2023</u> <u>Revenue</u>	<u>2023</u> <u>Expenses</u>	<u>Ending</u> <u>Balance</u>	<u>YTD Net</u> <u>Change</u>
<u>Special Funds</u>					
Administrative Funds	60,667.99	16,078.50	(4,681.72)	72,064.77	11,396.78
Renewing for Ministry	318,366.13	61,421.00	(115,056.27)	264,730.86	(53,635.27)
Outreach	195,815.00	115,482.11	(115,606.85)	195,690.26	(124.74)
World Missions	49,396.56	7,589.29	(24,585.84)	32,400.01	(16,996.55)
Christian Education	27,221.93	8,245.11	(8,446.48)	27,020.56	(201.37)
Worship & Music	64,502.97	16,033.09	(23,170.74)	57,365.32	(7,137.65)
Fellowship (Parish Retreat/S Mont Camps)	27,125.05	19,424.86	(21,683.75)	24,866.16	(2,258.89)
Pastoral Care	1,109.20	185.00	(580.22)	713.98	(395.22)
Other Funds	<u>4,346.39</u>	<u>2,635.50</u>	<u>(4,298.86)</u>	<u>2,683.03</u>	<u>(1,663.36)</u>
Total Special Funds	748,551.22	247,094.46	(318,110.73)	677,534.95	(71,016.27)
<u>Restricted Reserve</u>					
Building Reserve	3,049.84	0.00	0.00	3,049.84	0.00
Designated Reserve	195,201.45	101,128.54	(32,481.81)	263,848.18	68,646.73
Undesignated Reserve	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Total Restricted Reserve	198,251.29	101,128.54	(32,481.81)	266,898.02	68,646.73
Total Restricted Accounts	946,802.51	348,223.00	(350,592.54)	944,432.97	(2,369.54)
<u>Investments, Long Term</u>					
		<u>YTD as of Reporting Month</u>			
		<u>Balance</u>	<u>Balance</u>	<u>YTD</u>	<u>2023</u>
		<u>Dec 2022</u>	<u>Last Rpt</u>	<u>Change</u>	<u>Disbursed</u>
Totals		<u>2,531,364.43</u>	<u>2,854,338.96</u>	<u>322,974.53</u>	<u>82,764.88</u>
Mary Faulkner Matthew 25 Fund		72,595.52	84,006.60	11,411.08	0.00
General Endowment Fund		1,042,722.08	1,156,344.70	113,622.62	45,200.00
Herndon Memorial Trust Fund <i>(Non ToTF)</i>		577,585.03	645,474.97	67,889.94	10,534.24
A W Wallace Trust Fund		15,606.73	18,059.90	2,453.17	0.00
Benevolent Society Fund		10,549.98	12,208.31	1,658.33	0.00
Flower Guild St. George's		2,299.26	2,660.67	361.41	0.00
Long Term Building Fund		64,326.60	74,437.92	10,111.32	0.00
St. George's Landmark Bldg. Fund <i>(Non ToTF)</i>		91,530.75	132,185.57	40,654.82	0.00
Memorial Trust Fund		654,148.48	728,960.32	74,811.84	27,030.64

Parish Funds Report

Thanks to the generosity of St. Georgians over the years, we have multiple Funds designated to meet long term needs of our parish. With the exception of the Landmark Fund, the Funds listed below are held by the Trustees of the Funds with the Diocese of Virginia. St. George's Landmark Fund is held by the Community Foundation of the Rappahannock River Region (CFRRR).

Memorial Trust Fund

Founded in June 1051, according to its charter, the Memorial Trust Fund was established "For assisting or founding; charitable or educational institutions; for the care of the sick, aged or helpless; for the care, health and recreation of children; for recreation, educational, charitable or benevolent purposes, and for the general repairs, maintenance, operation: and upkeep of any real estate owned by St. Georges."

General Endowment Fund (GEF)

The purpose of the GEF is to provide funds that will ensure a firm financial foundation for the Church and provide additional funds for Church programs, outreach, and capital additions. It is not intended that the Fund supplement the annual operating budget for current expenses that are strictly administrative or operational in nature. Specifically, the funds in the Fund shall not be co-mingled with any other Church funds.

Herndon Memorial Trust Fund

The Herndon Memorial Trust Fund, established in the 1950's was made possible through the generosity of John W. Herndon during his lifetime and by bequest upon his death. The Trust exists to offer needs-based funds for medical assistance to elderly men (aged 55 and older) of the St. George's congregation and of the greater Fredericksburg community. The mission of the Trust and the hope and wish of the Committee and Vestry which oversee it is to help relieve the financial stress and worry that often accompany illness or change in income status.

A.W. Wallace Trust Fund

This Fund benefits widows over the age of 50 in need. It provides funding during the months of December, January, February, and March to assist, for example, with heating bills.

St. George's Benevolent Society

Established in 1874, the St. George's Benevolent Society secures and holds all donations to be used to promote true religion to the poor in the Town of Fredericksburg.

Matthew 25 Fund

Established in memory of Mary Faulkner, this Fund is dedicated to those members of St. George's who seek to see Christ in the face of strangers, offering them loving care and compassion in the Name of God.

The St. George's Landmark Fund

This fund was established to support the maintenance, restoration, and preservation of the historic structure of St. George's. Part of our Open to All in Love Capital Campaign includes raising monies for this fund so we can continue to care for our parish building well into the future.

Buildings and Grounds Report

In 2023, St. George's Episcopal Church's Building and Grounds Committee diligently addressed a range of crucial tasks:

January: The committee focused on heating system maintenance and budgeting, ensuring the church's comfort during winter. They also examined various building repairs to maintain structural integrity.

February: Financial stewardship was prioritized with the church budget finalization. The committee managed electrical and HVAC issues and engaged in environmental stewardship. The Church was awarded a prize in the Cool Congregations Challenge and planned for Faith Climate Action Week.

April: Key decisions were made regarding roof repairs and water remediation. Staff attrition was discussed, and the Spring Cleanup date was set. The Environmental Stewardship Report emphasized sustainability efforts.

May: Roof repairs commenced, alongside maintenance in various areas like plumbing and window repairs. The Spring Cleanup event was organized, reflecting their commitment to the church's upkeep.



Shown here are pictures from our major roof repair project. Local vendor, Nash Roofing, installed new, custom fabricated copper sections to replace oxidized ones. Additionally, they walked the entire roof, replacing slate tiles that were missing or broken. While more work is planned to address the water infiltration issues, the roof repairs have eliminated water seeping in through the roof.

July: Post-roof repair, the committee focused on water remediation, interior painting, and flooring. They supported the Stained Glass Committee's request for new designs and planned a Graveyard Day for community involvement.

August: The committee worked on renovation plans, including an ALTA Survey proposal and HVAC replacements. They developed internal painting plans and initiated a new cleaning contract, reflecting their ongoing commitment to the church's upkeep.

September: Financial matters were reviewed alongside renovation plans. The committee approved the full-time status for the Facilities Manager, ordered new HVAC units, and planned the Graveyard Restoration event, demonstrating their proactive approach to maintenance and community engagement.

October: New proposals were reviewed, including an ALTA survey and plaster repairs. Garden plans were discussed, and the Graveyard Restoration event was organized, showcasing their dedication to the church's physical and spiritual landscape.

November: The committee made significant progress with the Water Action Committee's proposal and approved the Environmental Stewardship Committee's budget for 2024. They also prepared for a fall cleanup, emphasizing their commitment to the church's cleanliness and organization.

December: The year concluded with plans to replace additional heating/cooling units, install new security cameras, and address water damage in Sydnor Hall bathrooms. The committee supported a Girl Scout troop project and researched a grant opportunity for water remediation needs.

Throughout the year, the committee's story was one of unwavering dedication, environmental stewardship, and community engagement, ensuring St. George's Episcopal Church remained a vibrant and welcoming space.

–Mac Smith, Buildings and Grounds Warden and Chair of the Buildings and Grounds Commission

Preschool Report



As we continue to nurture imagination and joy in learning, we are pleased to report that we are off to another great preschool year. We are fully enrolled in all three classes, and the 37 children are lovingly cared for and encouraged to make daily discoveries by six dedicated staff members. We have pretty much returned to "normal" operations after the pandemic, while keeping some practices that will continue to help everyone healthy and safe.

We were able to offer financial assistance to all six families who requested it, totaling over \$11,000 this year. Our financial assistance program ensures that a high-quality preschool experience is accessible to all, and is funded by grants from the Female Charity School Fund, donations from parishioners, and our own fundraising efforts. Fundraisers this past year included Spring Break in a Box sale, Original Works, Preschool Christmas Ornament sale, and we look forward to our Silent Auction on February 4, 2024.

We are also very proud of a big milestone in the life of a preschool – this year marks the first time that we have Dragon Alumni in all grades, K-12, in area schools. To celebrate, we are hosting an Alumni Event on February 3, 2024. We have invited all families who attended preschool since we opened our doors in 2011, all staff who worked with us, and all who have served on our preschool board. We look forward to walking down memory lane and sharing the updated preschool space.

– Danielle Davis, Preschool Director

Staff Report

2023 has been a period of change, a season of reflection, and a time of standing in the gap for one another. We've welcomed new staff members, taken on new roles, and committed to a shift in our focus, valuing *quality over quantity*.

At the start of the year, we welcomed Jake DeNap, Director of Mission and Evangelism, and Kevin Carey, Parish Finance Manager to our staff. It's been a blessing to watch them develop and deepen relationships with ministry partners, parishioners, and community groups alike.

Riley Mullen transitioned from part time to full time Facilities Manager. Riley is always looking for ways for our facilities to look better and function better. This is not only making a difference in our building's appearance, but also in the hospitality we offer to all.

The Rev. Dr. Rosemary Beales retired at the end of 2023 after nearly two years as our part-time Associate Priest. We are grateful for her ministry and delighted she will remain as a retired Priest Associate.

As a staff, we reflected on the impact the pandemic has had on individuals and families, and how those in turn impact our planning and programming offerings. We've begun numerous meetings with "What do our parishioners need right now and how can we meet those needs?" At a staff retreat in May, we decided we wanted to break a cycle that has long been problematic for our staff culture: doing for the sake of doing and doing so at the expense of quality without regard to staff bandwidth. We termed this dysfunction "The Programming Machine". It's something that has previously led to burnout and has prevented us from collaborating intentionally as ministry partners. We determined a goal for 2023 was to "Dismantle the Programming Machine". This has meant asking some hard questions and also finding ways to lovingly holding each other accountable.

It's interesting how this goal has impacted our conversations and planning meetings. We are now discovering crossover between our varied ministry areas and celebrating new ways that we can work together. I am excited for these conversations to continue.

I continue to be amazed at the capacity of my colleagues' hearts. I have never worked with a group of people who love as fearlessly as St. George's staff. They are passionate for their ministries, humble when asking for help, and always at the ready to step in and support one another. They love St. George's and St. Georgians and I am blessed to minister alongside each and every one of them.

—Laurel E. Loch, Chief of Staff



Lists and Resources for Your Reference

Vestry List

Officers

Treasurer: Peggy Mathias

Register: Laurel E. Loch

Wardens

Senior Warden: Jane McDonald – 2023

Junior Warden: Michele Prout Alston – 2024

Finance Warden: Meghan O'Connor – 2023

Buildings and Grounds Warden: Mac Smith – 2024

Vestry Members

Casey Hu – 2023

Beth Klein – 2023

Anne Carey O'Connor – 2024

John Graham – 2024

Brian Davis – 2025

Brooke Di Lauro – 2025

Pete Kelly – 2025

Peggy Verdine – 2025

To contact the Vestry, please email: vestry@stgeorgesepiscopal.net.

Staff List

Clergy

If you have a pastoral emergency (death, hospitalization, or other crisis) and need to speak with clergy, please call or text 540.361.8573.

the Rev. Joe Hensley
Rector
joe.hensley@stgeorgesepiscopal.net

the Rev. Ethan Lowery
Young Adult Missioner
missioner@thehousefxbg.org

the Rev. Will Dickinson
Associate Rector
will.dickinson@stgeorgesepiscopal.net

Lay Staff

Lisa Bogardus
Hand Bell Choir Director
lisa.bogardus@stgeorgesepiscopal.net

Juliann Jones
Director of Children's Music
juliann.jones@stgeorgesepiscopal.net

Amy Bogardus
Nursery Supervisor

Achim Loch
Assistant Director of Music Ministries
achim.loch@stgeorgesepiscopal.net

Kevin Carey
Parish Finance Manager
kevin.carey@stgeorgesepiscopal.net

Laurel E. Loch
Chief of Staff
laurel.loch@stgeorgesepiscopal.net

Michael Cooper-Smyth
Ministry Assistant
michael@stgeorgesepiscopal.net

Barbara Miller-Richards
Parish Secretary
barbara@stgeorgesepiscopal.net

Danielle Davis
Preschool Director
danielle.davis@stgeorgesepiscopal.net

Riley Mullen
Facilities Manager
riley.mullen@stgeorgesepiscopal.net

Jake DeNap
Director of Mission and Evangelism
jake.denap@stgeorgesepiscopal.net

John Vreeland
Director of Music Ministries
john.vreeland@stgeorgesepiscopal.net

Meredith Walburn
Nursery Assistant

Trustees

St. George's Trustees

As recorded in the City of Fredericksburg Courthouse on September 20, 2021

- Nick Cadwallender
- Marilyn Farrington
- Thomas Meredith
- David Morgan
- Mary Jane O'Neill

Trustees of Funds

As of November 15, 2023

Memorial Trust Fund

- Jane McDonald
- Russell (Chip) Willis
- Jordan Hinkebein
- Guy Miller-Richards
- Casey Hu

General Endowment Fund

- Richard Juergens
- JoAnne Rose
- Michael Alston
- Caroline Pritchard
- Hurley Bogardus
- the Rev. Joseph H. Hensley (non-voting, ex-officio member)

A.W. Wallace, Benevolent Society of St. George's, and Matthew 25

- Patricia Baughman
- Brooke Di Lauro
- Ann P. Smith

Herndon Memorial Trust

- Catherine Barron
- Mark Steele
- Chris Cook
- Dave Davies
- Maureen Aylward

Hub Groups and Ministry List

Welcome and Formation

Staff point of contact: Laurel E. Loch and the Rev. Will Dickinson

- Newcomers
- Young Adult Ministry
- Adult, Children, Youth Formation
- Lenten Weekend
- Tuesday Night Book Group
- Dinner Groups
- Education for Ministry (EfM)
- Baptism / Confirmation Preparation
- Children's Music
- Vacation Bible School
- Nursery
- Youth Group
- Diocesan Youth - PYM
- Racial Justice and Healing Book Groups
- Generosity Team
- Planned Giving

Congregational Care

Staff point of contact: the Rev. Joe Hensley

- Pastoral Care
- One Body Response Team (OBRT)
- Personal Prayer Ministers
- Lay Eucharistic Visitors (LEVs)
- Grief Writing Group
- Prayer Shawl Knitters
- Prayer Group and Prayer Chain
- Coffee Hour
- Parish Picnics
- Mardi Gras
- Saturday Night Suppers (SNS)
- Parish Weekend at Shrine Mont
- Over 80's Luncheons
- Annual Giving Campaign
- Daughters of the King
- Episcopal Church Women (ECW)
- United Thank Offering (UTO)
- History Committee

Outreach and Evangelism

Staff point of contact: Jake DeNap

- Community Dinner
- The Table and The Table in the World
- Micah Partnership and Cold Night Shelter Teams
- School Dressing Days
- Angel Tree
- SAWs Virginia
- Downtown Greens
- Haiti Mission
- Afghan Allies
- Website, social media, e-newsletter
- Photographers
- Publications and Fence Signs
- Docents
- Rally for Service Sunday
- Chamber Music Series
- June PRIDE
- The House
- Racial Justice and Healing

Worship and Music

Staff point of contact: the Rev. Will Dickinson and John Vreeland

- Ushers
- Acolytes
- Flower Guild and Altar Guild
- Lay Eucharistic Ministers (LEMs)
- Liturgical Coordinators
- Lectors
- Greeters
- Choirs
- Jazz, Celtic, and Chamber Ensembles
- Handbell Choir
- Celtic Service - officiants, leaders
- Baptisms, weddings, funerals
- Livestreaming
- Daily Office on Zoom

St. George's Episcopal Church
905 Princess Anne Street
Fredericksburg, VA 22401

Mailing Address:
P.O. Box 7127
Fredericksburg, VA 22404
540.373.4133 (office)
office@stgeorgesepiscopal.net

Office Hours:
Mon - Thurs: 9 am - 3 pm
Fri: 9 am - 12 pm, and by appointment

Pastoral Emergencies:
540.361.8573 (call or text)
StGeorgesEpiscopal.net