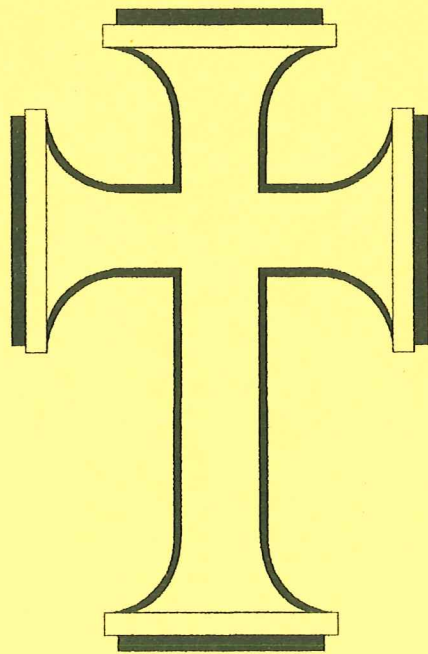


St. George's Episcopal Church  
905 Princess Anne Street  
Fredericksburg, Virginia 22401

1996 ANNUAL REPORT  
Presented to the Congregation January 26, 1997



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## REPORT OF THE RECTOR

After a year of major staff changes and significant losses, I am thankful to report to you that we remain a vital and growing parish blessed with renewed ministries and new ministry to strengthen us for our future.

After saying a difficult good-bye to our parish secretary of thirty-six years, we welcomed three new staff members to a restructured office: Kent Montavon, Parish Administrator; Diana Farrar, Word Processor/Receptionist; and Jan Saylor, Director of Education and Youth Ministry. I sincerely appreciate the grace with which our new and continuing staff dealt with the many adjustments necessary in this transition.

In the midst of the stress of all these changes, we grieved the loss of two whose ministry significantly shaped St. George's: Avis Harris, volunteer Director of Christian Education for 40 years, and Tom Faulkner, Rector of 1946-1976. It was a difficult time for me, personally and professionally, and I am enormously grateful for your prayers, support and understanding which have seen us through.

A measure of how the Lord has blessed us through these transitions can be seen in renewed and new ministries among us. Thanks to the leadership of Bill Pregnall and Donna Creasy, we have a new, highly effective pre-marriage counseling program using the insights of Myers/Briggs and Prepare/Enrich to help couples grow in their relationships. Our ability to offer extended pastoral care to those in need has been greatly enhanced with the creation of Neighborhood Care Ministries, giving person-to-person care for short-term needs. Our long planned goal for Stephen's Ministers to offer ongoing care comes closer with five persons in training. Our new Helping Hands ministry has offered compassion and assistance to hundreds of persons who come to us on the second and fourth Tuesday evenings, relieving our office staff of many of these demands. With trained catechists, we now have a highly effective baptismal training program to deepen our understanding of the ministry for which our baptism ordains and calls us. All of these programs fulfill our goal to develop lay ministry in our parish.

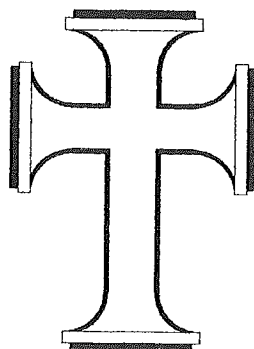
This growing ministry and mission took place during the time when we have devoted enormous energy, time, and money to the essential and critical renovation of our facilities through AIM2000. Almost \$800,000 in pledges indicates our commitment to our future. The challenge of our Diocese to seek additional pledges before incurring debt is ongoing and yielding results which can soon be announced. I am very confident we can see major work begin in the summer of 1997 based on wise and prudent financing.

As I reflect on this past year, the words of a Thanksgiving prayer from our prayer book come to mind:

*We thank you for setting us at tasks which demand our best efforts,  
and for leading us to accomplishments which satisfy and delight us.  
We thank you also for disappointments and failures which lead us  
to acknowledge our dependence on you alone.  
Above all, we thank you for your son, Jesus Christ.  
Grant us the gift of your spirit, that we may know him and make him known.  
Amen.*

May His Spirit continue to lead and empower us in His service.

--Charles R. Sydnor, Jr., Rector



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## REPORT OF THE SENIOR WARDEN

The past year was one of challenge, change, loss and accomplishment. We began the year with a new staff and a new organizational structure. We celebrated Elizabeth Roberson's 36 years of service to St. George's and wished her well in her retirement. We also welcomed Kent Montavon as our new Parish Administrator and Diana Farrar as our Word Processor/Receptionist. If you have called or stopped by the office, I'm sure you have experienced their pleasant personalities and willingness to help.

As the Rector mentioned in his report, 1996 was also a year of personal loss for all of us and we are forever grateful for the lives and ministry of Avis Harris and Tom Faulkner.

We were also blessed in our search for a Director of Christian Education and Youth when Jan Saylor joined our staff. Jan brought with her a wealth of experience and talent and has already begun making significant contributions to our Youth and Christian Education programs.

In September we celebrated and gave thanks for the 20 years of ministry of Charles Sydnor as our Rector. The fact that we have had only two rectors in fifty years says a lot about us as a parish. St. George's is a strong, viable and growing parish which is a direct reflection of Charles' leadership, compassion and ministry.

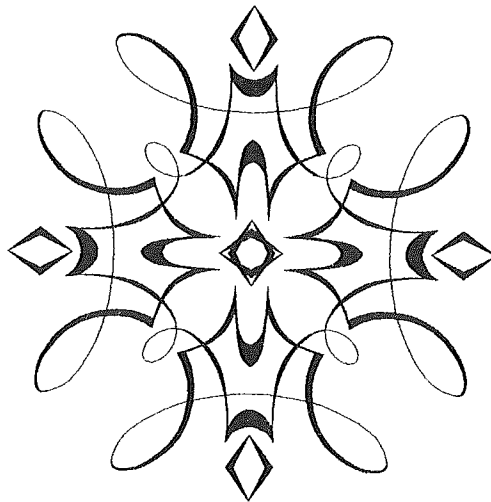
Highlights of our continued growth and accomplishment during 1996 include the strengthening of our ties in the Lutheran, Anglican and Roman Catholic community and our signing of a covenant with Christ Lutheran Church to symbolize our efforts to become one body, serving one Christ. Additionally, as a joint project with Trinity Episcopal Church, our Outreach and Evangelism Commission began the Helping Hands Program to reach out to those in our area who are less fortunate.

Financially, our stewardship drive resulted in an approximate 6% increase in pledges to the operating budget; and, although much more is needed, total funds raised under our AIM2000 Program have surpassed any amount previously raised for a single program in St. George's lengthy history.

Also in 1996 Director of Music Susan Onderdonk received a much needed and well deserved sabbatical. This was another first for St. George's. Susan returned with renewed energy and ideas and she continues to enrich our worship services with her enormous musical talent and leadership.

I am thankful for the opportunity to have served as Senior Warden this past year and for the support I have received from my fellow Vestry members and parishioners. I am especially grateful to outgoing vestry members Fritz Leedy, Betty Poole, Julie Schwarz, and Joe Synan, for their leadership, commitment and service. I am also grateful to our Treasurer, Tom Embrey, and our Register, Arlene Lambert, for their time, commitment and the wonderful job that they've done. Finally, I am deeply grateful to Charles for his friendship, guidance and encouragement this past year.

*--Joseph S. Sers, Senior Warden*



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## REPORT OF THE JUNIOR WARDEN

During this past year I have spent a great deal of time getting to know the physical facility in which the congregation of St. George's functions. It is an old place, full of nooks and crannies and tales to tell. One year is not sufficient time to know it well, but one year has given me a tremendous appreciation for what we have been, what we are, and what we may yet become.

As you probably are aware, a great deal of effort has been spent this year preparing for the rehabilitation of our buildings and grounds. AIM2000 is almost ready to take off and that has taken the energy and dedication of a great many people, and I extend my thanks to all who have given so freely of their time and talent. There is much yet to do, and I look with gratitude to those same people who are continuing in this project, and to those people who have become interested more recently and are taking up the task.

It has also been a year in which I have been given the gift of getting to know many, many more of the people that make up this wonderful congregation. I thank those of you who have taken the time to help me become aware of things that needed to be done, and some of the things that needed to be undone! I have found so often that if a need becomes known in this church, that the need will be filled. Someone, somewhere can do it, can find it, can arrange for it. What a blessing!

*--Judy Graham, Junior Warden*



## REPORT OF THE TREASURER

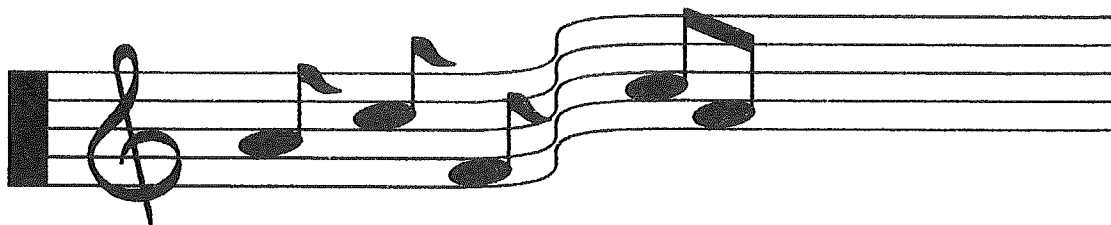
### 1995 YEAR-END FINANCIAL SUMMARY

<u>REVENUE</u>	<u>BUDGET</u>	<u>YR END TOTAL</u>	<u>PERCENT</u>
Pledges	\$275,063.00	\$257,459.31	93.60%
Loose Offerings	25,000.00	37,807.93	151.23%
Trust Fund	13,700.00	10,000.00	72.99%
Retirement for Secretary*	36,798.91	24,680.91	67.07%
Other	8,024.63	10,600.30	132.10%
<b>TOTAL REVENUE</b>	<b>\$358,586.54</b>	<b>\$340,548.45</b>	<b>94.97%</b>
<b>EXPENSES</b>			
<b>GENERAL</b>			
Administrative	\$16,894.00	\$16,749.92	99.15%
Buildings & Grounds	34,309.70	30,294.91	88.30%
World/Diocese	25,800.00	24,206.68	93.82%
Financial Expenses	3,959.00	9,094.23	229.71%**
<b>TOTAL GENERAL</b>	<b>\$80,962.70</b>	<b>\$80,345.72</b>	<b>99.24%</b>
<b>COMMISSIONS</b>			
Outreach/Evangelism	\$14,770.00	\$14,831.82	100.42%
Christian Education	7,350.00	6,478.53	88.14%
Worship & Music	12,105.00	13,928.35	115.06%
Congregational Care	10,275.00	7,053.51	68.65%
Youth	3,320.00	3,320.00	100.00%
Communications/Newsletter	2,250.00	2,279.28	99.08%
<b>TOTAL COMMISSIONS</b>	<b>\$50,070.00</b>	<b>\$47,841.49</b>	<b>95.55%</b>
<b>TOTAL PERSONNEL</b>	<b>\$226,528.21</b>	<b>\$222,417.85</b>	<b>98.19%</b>
<b>TOTAL EXPENSES</b>	<b>\$357,560.91</b>	<b>\$350,605.06</b>	<b>98.05%</b>

- \* The secretary retirement was funded as follows:
1. \$2,765.00 from secretary retirement gifts
  2. \$21,915.91 from secretary retirement fund
  3. \$12,118.00 from 1995 surplus

\*\* The above over-budget item reflects computer and computer system upgrading costs and expenditures for new employee office equipment upgrades that were needed but unanticipated at budget drafting.

--A. Thomas Embrey, III, Treasurer



## REPORT OF THE DIRECTOR OF MUSIC

When looking back at 1996, I remember first with gratitude the opportunity to have a sabbatical from April to August, and the refreshing, renewing time spent observing others, going to conferences, working on projects and resting. Hand in hand with sabbatical was the fact that many parishioners came forward to keep the music program going. As part of this report, thanks need to be given to Alice Campbell, Audrey Hauser and Jeanette Cadwallender, Catherine Hicks, Judy Graham, Frank Mullen, Miriam Jones and parents and choir members themselves who continued our choir program.

The post-sabbatical months have proved exciting and fruitful. The choirs began again in September and had a strong fall of growing and learning together; we're continuing to grow more instrumental music in our services; a computer has proved priceless in saving administrative time; access to the Internet has opened up a whole world of idea-sharing with other music colleagues; a supplemental songbook was added to the available resources in the pews; and a music newsletter enables interested persons to stay in touch with activities.

None of my work could occur without the wonderful support of my fellow staff members, so I wish to thank Charles, Diana, Jan, Kent, Tina, and Tom for the team effort and good will which is so evident every day.

The music program year is actually different from this kind of calendar year report; our music program runs from September to June, with some time off for July and August. Some goals just began in September and will continue into 1997 and beyond. First, two section leaders have joined the alto section of the Senior Choir in order to provide stability and strong leadership. This is due to the wonderful assistance of the Marge Arnold bequest and is funded part way through 1997. Second, I will continue to seek creative ways to grow consistency in and commitment to the music program, but I see this as a parish issue which needs addressing. Third, a music room is a critical need, not one which can be put off into the future. I hope this can be addressed in this phase of AIM2000. Fourth, a choir needs to be created for students 4th through 8th grades because it will meet their developmental, musical, and spiritual needs better. Fifth, hand bells need to be acquired in the next two or three years to provide a musical activity for those who are not interested in singing. I hope these above-named items will show up in annual reports in the next two or three years to come. I would like to conclude with thanks to all who participated in and supported our music program this year.

--Susan Onderdonk

## REPORT OF THE DIRECTOR OF CHRISTIAN EDUCATION & YOUTH



I am very glad to say my first few months here at St. George's have been filled with wonderful chances for personal learning and expanded opportunities for ministry. As I see my job, I am a program person with an emphasis on Education and Youth. I work with all age groups in a wide variety of situations. Over the years I have jokingly described my job as "doing the things no one else wants to do." The stock answer when someone doesn't know who to talk to is "go see Jan!" It's a wonderful job, and I get to know many great people and still minister!

As soon as I arrived at St. George's, I realized I was following in some pretty big footsteps. Signs of Avis and her impact on St. George's educational ministry pop up almost daily. I wish I had known her!

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church building and the space we will be using. While repair work is going on I hope we will be experiencing creative new chances for education and worship.

I have seen the interest in children's ministry beyond Sunday School. In the new year I hope to have quarterly (at least) activities relating to children similar to the holiday workshop we held in December.

Some parish members have expressed an interest in my past mission work. Because of this, I am hoping to have youth go to the Petersburg Workcamp and maybe even a few folks go to work with the Lakota Indians in South Dakota during the summer of 1997.

As far as our education program is concerned, I cannot compliment the dedication and quality of our teaching staff enough. From the little children to the adults, our teachers are truly called to the teaching ministry. In the next year we hope to have the Christian Education Commission up and running again to give input as we learn about curriculum options for our classes. We are also working on a new, intergenerational confirmation preparation course which will be lay led and which we hope to inaugurate next fall.

Our youth program has gotten off to a good start. There are about 15 regulars (they don't always come each Sunday) and it is not unusual for them bring friends to our meetings. That fact speaks loudly; they enjoy youth group and find it a worthwhile activity. It is at times frustrating to me to have to move along slowly when I can see *hundreds* of things we could be doing. But that is the way it is when you start a new program. I'm learning patience (not an easy lesson) and the kids are learning about what a youth group is all about. Together we will serve the Lord gladly... and loudly... and energetically! AMEN!!

*--Jan Saylor*

#### REPORT OF THE PARISH ADMINISTRATOR

The mission of the new administrative office at St. George's is to enable the Rector, the other staff members and the various commissions and committees to perform their ministries in the most effective manner possible. Our efforts are directed toward assisting others in furthering the work of the Church. We are also a conduit for the flow of information. During 1996, considerable effort was given to upgrading equipment, providing qualified people and training them in their respective tasks. In addition to the Parish Administrator, the administrative staff includes Tina Errico, Finance & Records Assistant; Diana Farrar, Word Processor/Receptionist; and Thomas "Doc" Holladay, Sexton.

One of the goals set by the Vestry for the Parish Administrator was to provide both opportunity and training for a corps of office volunteers. This is an appropriate space for me to thank those who, by their weekly gifts of several hours each, became our wonderful "regulars" in 1996: Linda Coker, Jack Peterson, Nancy Singleton, Betty Stephens, and Maria Yates. They helped us with answering the telephones each afternoon, greeting visitors, and performing a variety of administrative tasks. I invite parishioners interested in volunteer opportunities in the office to contact me at 373-4133.

*--Kent Montavon*

Welcome to St.  
George's! How can  
we help you?



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## REPORT OF THE CHRISTIAN EDUCATION COMMISSION

The Christian Education Commission is devoted to the spiritual growth of parishioners of all ages served by our curriculum. Other Commission efforts in 1996 were devoted to additional input to the Capital Planning & Preservation Committee on classroom space and accessibility needs and to the planning and execution of a highly successful Teacher Appreciation Breakfast in November.

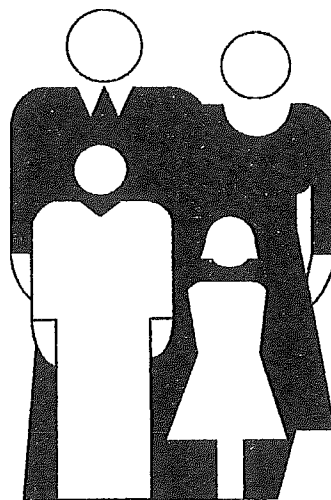
### K-12 CHURCH SCHOOL

With a faculty of 17 teachers and approximately 85 students, from two years old through high school, through the use of "Living the Good News," we are able to include both practical life experiences with a Christian perspective as well as Biblical background which provides a historical and spiritual basis for every day decisions. Each teacher has the freedom to use the curriculum in a way that is best suited to his or her particular teaching style. While some teachers feel most comfortable following the curriculum exactly, others teach more independently using supplemental materials. Recognizing the devotion our teachers feel towards our young people, we are very fortunate that we are able to allow them the freedom to implement the curriculum in a way that best serves our children.

### ADULT PROGRAMS

Christian Education is a life-long process, and this past year St. George's has provided ample opportunities for adults to exercise their intellectual muscles. Throughout the year, adults have been provided with three different types of Christian Education. The Rector conducts a continuing exploration called "Spiritual Formation." This is an ongoing class that becomes a catechetical study prior to visitations by one of our bishops. A second adult class is conducted by the Reverend Joe Hauser and is focused on Bible study. Finally, there is the St. George's Forum. The Forum explores a variety of topics with adults who seek to sharpen their Christian perspective on pressing contemporary issues. This past year, we completed our study of medical ethics, enjoyed a series of presentations from four parishioner-judges concerning the intersection of the law with the Christian faith, and participated in a discussion series led by the Reverend Bill Pregall on the questions facing the Church on human sexuality issues.

*--Marcia Kole & Mary Miller, Co-Chairs  
George Van Sant, Adult Education Coordinator*



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## REPORT OF THE CONGREGATIONAL CARE COMMISSION

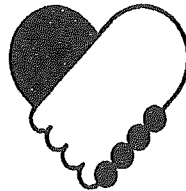
This year the Congregational Care Commission has been challenged to expand the scope of our work for the congregation. In the past our commission has focused our work for the betterment of the congregation on Sunday mornings. We have been and still do organize coffee hours, special receptions, third Wednesday night suppers and supper clubs. Starting last year, the commission actively worked to recognize new members of our congregation and made it our mission to make them feel welcome and at home at St. George's Church. We are encouraged by the results and feedback we are hearing from those new members of our church family.

This year we are excited by our new mission thru the new Neighborhood Care Ministries. The commission has divided the church community into neighborhoods of 10 to 15 families. Thru the superior leadership of Pat Baughman, Pearle Galatas and Gail Braxton, we now have one neighborhood leader for each neighborhood who has been trained and ready to serve. These neighborhoods will be mailed to each member of our parish so you may know what fellow members live near you. The beauty of this new program is just coming to light. These lists can be used if there is an emergency and you need a neighbor right away, or they may be used to start a neighborhood dinner rotation. We are excited by the possibilities.

There are also many things to look forward to in the spring and coming year. We have contracted with Olan Mills to produce a new St. George's pictorial directory. Our congregation will be photographed, the directory will be bound and ready to be distributed by summer vacation. Also look for a spring league softball team, a mothers co-op, a white water rafting trip, a camping trip, an evening of bridge and many more exciting activities.

I would like to take this opportunity to thank all the members of the Congregational Care Commission who work so hard in this ministry and to welcome everyone to become a part of this very active commission.

*--Kathy Grieff, Chairperson*



## REPORT OF THE OUTREACH & EVANGELISM COMMISSION

During 1996, the Outreach & Evangelism Commission continued to offer St. Georgians opportunities to reach out in God's love to our community. Here are highlights:

- ▶ We once again held the six-week summer preschool for transient children in the community. Seven children from the shelter participated.
- ▶ We revived School Dressing Days in cooperation with the Interfaith Community Council and many other churches. In three days, twenty-five volunteers from St. George's and volunteers from other churches outfitted over seven hundred children for school.
- ▶ Twenty St. Georgians worked at the shelter under the able leadership of Sam Emory in August. Meals for approximately fifty people were cooked and served each night for a week.
- ▶ With the help of Trinity Episcopal Church and in response to the many requests for financial aid from the needy in the area, we developed the HELPING HANDS PROGRAM (a separate report of program activity for Helping Hands appears later in this Annual Report). In addition to providing financial help, we put people in touch with ABC Temps, support groups of various sorts, and other groups such as social services. We have been able to meet specific needs for furniture, clothing, and other items by putting announcements in the Sunday bulletin. The response from parishioners has been overwhelming.

- ▶ The St. George's Food Pantry became a reality this year. Now, people in need of emergency supplies of food can be served immediately. We stock the pantry with donations of food from the Food Bank, from A Can Can Make A Difference, and from parishioners. We are *always in need of food*. *Donations can be placed in the basket in the Narthex.*
- ▶ Gayle Lea worked with the Ministerial Association to develop a directory listing various resources that each church in the area has to offer to the needy. This directory has made teamwork among the churches easier.
- ▶ Two parishioners attended a symposium at Mary Washington College about changing welfare guidelines and how the community can help. Two other parishioners went to Richmond for a summit on poverty, to help frame the Church's response to the issue of poverty all over the state.
- ▶ St. Georgians cooked twice during 1996 for the students at Campus Christian Community. This ministry allows MWC students to enjoy homecooked meals.
- ▶ At Christmas, we worked with Hope House and the Red Cross to provide two large families with needed Christmas gifts. In addition, two St. George's families provided gifts for two other needy families.
- ▶ We continued our financial support of the many groups in the community doing God's work in the world. Our Easter offering went to the Little Roses Orphanage Building Fund. The Christmas offering was divided among the Rappahannock Council on Domestic Violence, the Campus Christian Community and the Thurman Brisbane Homeless Shelter.

### **REPORT OF THE STEWARDSHIP COMMISSION**

The Stewardship Commission rejoices with the congregation that a total of 239 households made a pledge to the 1997 annual operating budget. The total amount committed for the budget was \$289,362.00. This figure is an increase of nearly 6% (last year's pledged revenue was \$273,203.00 with the same number of households pledging). The analysis of the actual figures show the following:

<u>Financial Parameter</u>	<u>Number of Pledges</u>
\$5 - \$499	78
\$500 - \$999	57
\$1,000 - \$1,999	70
\$2,000 - \$2,999	16
\$3,000 - \$3,999	6
\$4,000 - \$15,000	13

An ongoing goal of the Commission is to ensure that each member has every opportunity to share time, talent and treasure through St. George's.

*--M.C. Moncure & David Morgan, Co-Chairs*

### **REPORT OF THE WORSHIP & MUSIC COMMISSION**

With the Director of Music on sabbatical, a new Commission Chairman taking the helm in the middle of the year, and a new Veary member serving as liaison, 1996 was a year of transition for the Commission. In addition, the Commission was asked by the Vestry to provide a recommendation concerning the placement of our fortuitously recovered brass cross within St. George's. This seemingly simple task led to related issues, and has been difficult and time consuming to resolve. A meeting of the Commission has been scheduled for

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Wednesday, January 22, with a specific goal to finalize this decision and make a recommendation to the Vestry. By the time you read this report, that decision should have become historical in nature.

We recognize that these factors have distracted the Commission from its true mission, and we are entering 1997 with lessons learned and a renewed resolve to focus on the overall objectives established in the 1996-1998 Parish Action Plan and those which may be added or modified in the 1997 update of that plan.

*--Phil Makely, Chairman &  
Earl Baughman, Vestry Liaison*

### REPORT OF THE YOUTH COMMISSION

Our average youth group attendance each Sunday is about 12, with as few as 3 and as many as 17. We have three steady advisors: Bill Russo, Susan Onderdonk, and Jan Saylor. Parents, Youth Commission members Peggy Marshall and Claire Simpson, and Vestry Liaison Mark Steele have been preparing a snack supper each week and lending a hand with the activities.

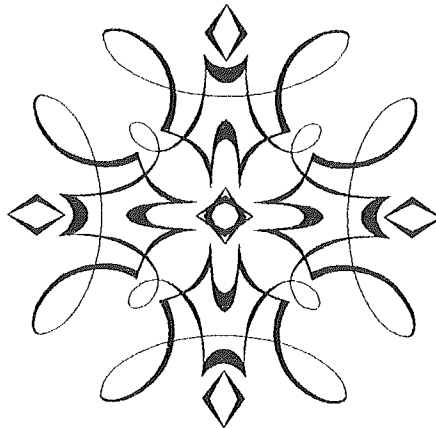
The youth have been very busy on a number of projects. They kicked off the fall activities with a pool party at Claire Simpson's home. The youth went on to host a Halloween Party for the Hope House children, rake leaves for an older member of the congregation, have a Mystery Dinner, and help out Mr. Sydnor by making gifts for a children's sermon.

Eight of our youth and two adults attended the Junior High Retreat sponsored by the Diocese at Shrine Mont in November. Seven of our Senior High and College students and one adult participated in the Region 1 "Voices" weekend in Culpeper.

During the Christmas season the youth wrapped gifts at the mall as a fund raiser for FAHAAS and went caroling at the homes of various shut-ins. Caroling was followed by a Christmas Party at Bryn Strahan's home. As a parish we entered our first float in the Fredericksburg Christmas Parade. Our Youth Christmas Project for this year was to adopt three Senior Citizens from the Area Agency on Aging. The Youth sold items at the church bazaar to raise money then shopped for gifts for each person. Two days before Christmas we delivered our gifts and sang carols to each of our new friends.

Youths and parents with questions about or interest in our youth ministries at St. George's should contact Jan Saylor at 373-4133. Adults interested in serving on the Commission should contact Mark Steele, Vestry Liaison, or Claire Simpson, Commission Chair, at 373-3047.

*--Claire Simpson, Chair*



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## REPORT OF THE CAPITAL PLANNING & PRESERVATION COMMITTEE OF THE VESTRY

### AIM2000

During Lent 1996, Resource Services, Inc. (a professional fund raising organization specializing in religious campaigns) led the congregation in the second phase of the initial capital campaign for AIM2000. As a result, parishioners have now pledged nearly \$800,000 towards the first phase of AIM2000:

*“to accomplish the repairs and upgrades required immediately,  
in the most cost effective manner possible,  
will full consideration for both the historic nature of the facility  
and the future needs of the parish.”*

The Capital Planning and Preservation Committee began a two-pronged effort to accomplish this phase. The first part was an extensive exterior project to be completed before winter. The second part targeted the necessary renovation and upgrades to portions of the infrastructure of the facility (electrical, heating and air conditioning, plumbing, etc). To allow time for the detailed planning necessary for this work and realizing the work will cause a significant disruption of normal parish life, it was decided this part should begin after Easter, 1997.

Working with the architect, the Committee developed plans for the exterior work and solicited bids for the project with a completion date by mid-December, 1996. The Committee received bids and the low bid was within the estimated cost of the project. However, the contractor withdrew the bid before signing the contract. This occurred in late September, and the Committee and the architect agreed there was insufficient time to rebid the project and have the work completed before the onset of bad weather. The Committee decided to defer the exterior project until Spring 1997, possibly combining it with the interior project.

The Committee and the architect also looked at the interior project. Initially, the Committee looked at work that could be completed with available resources (\$800,000). However, the Committee realized that in working with this limit, it would be forced to either limit work to a portion of the facility or complete only a portion of the essential work. The Committee sought the guidance of the Vestry, which authorized the Committee to present to the Vestry a proposal for making only the essential repairs, renovations and upgrades necessary, without regard to available resources. The Architect, Committee, and Vestry adopted a plan that included the following:

- Upgrade of all air conditioning and heating systems.
- Upgrade of all electrical systems.
- Upgrade security, fire alarms and fire suppression systems.
- Upgrade plumbing systems.
- Improve accessibility to the Family Room, the Nave and Faulkner Hall.

The plan includes many other items and the estimated cost is \$1.5 million. Since the parish will need to borrow much of the money to implement this plan, the Vestry sought and received congregational approval to incur this indebtedness. The Diocese of Virginia (as trustees of the parish buildings) must also approve this indebtedness. The Trustees challenged us to secure additional pledges prior to incurring debt and volunteered their assistance with those efforts, which are already underway (we hope to be able to report on the results of these efforts shortly). At this time the Committee is considering proceeding with the exterior project as soon as new bids can be solicited and weather permits.

*--Charles Bullock, Capital Planning & Preservation  
Committee Chair*

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## REPORT OF THE COMMUNICATIONS COMMITTEE OF THE VESTRY

This was a year of transition for our committee. We have a new chair, Garner Campbell, and many new committee members: Anne Brooks Brauer, Debbie Girvan, Tomi and Cal Reneau, and Kathryn Willis. As before, the *St. Georgian* (our monthly parish newsletter) occupies most of our attention; we're working closely with our co-editor, Parish Administrator Kent Montavon, to make the newsletter as informative and enjoyable as we can. (We always welcome, indeed, we always *solicit* your feedback and ideas. As Ed Koch used to say, "How're we doin'?"") In addition, George Beddoe continues to administer our parish World Wide Web page, and has added the diocesan web page to his long list of responsibilities. Our primary goal for 1997 is to find new ways to enhance communication at St. George's. We seek to help our church maintain its strong sense of community during a period in which God has blessed us with tremendous growth. Please let us know how we may be of better service!

--Gardner Campbell, *Communications Committee Chair*

## REPORT OF THE COVENANT COMMITTEE OF THE VESTRY

The highlight of 1996 for the Covenant Committee was the signing of the Covenant between Christ Lutheran and St. George's this past October. This signing took place at St. George's and was followed by a lavish reception in the family room. In addition to this special service, the Committee sponsored a number of other activities. This included a joint lenten worship, a combined dinner group, and a social gathering for Christ Lutheran's Council and St. George's Vestry. The Covenant Committee looks forward to continuing these activities in the coming year, as well as initiating some new activities. Our goal is to increase our ties with Christ Lutheran in the spirit of Jesus Christ, our Lord. We are looking to add a couple of new members to the Committee to help us this year. Those interested in serving with this fun and interesting group should contact Jill Aiken at 371-2970.

--Jill Aiken, *Covenant Committee Chair*

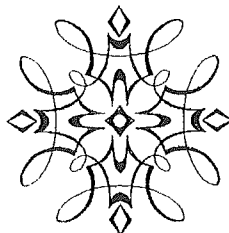
## REPORT OF THE FINANCE COMMITTEE OF THE VESTRY

The primary task of the Finance Committee in 1996 was the preparation of the 1997 operating budget for St. George's (see 1997 Budget Summary offered as Attachment A). The budget represents the culmination of a four-month committee effort, and is the consolidated input from the Rector, the staff, the Vestry, and each of the commissions and committees.

We continue to grow as a parish and, thanks to the generous commitment to giving by the members of the congregation, so do our pledges. Pledges for 1997 have increased by 5% over 1996, for an all-time high of \$289,362, and a total projected revenue of \$341,762 for 1997. This increase in revenue will allow St. George's to work toward our goal of tithing to the Diocese by increasing our Diocesan pledge from 8% of our 1996 pledged income to 9% of our 1997 pledged income. In addition, we will be able to support our expanded staff.

In addition to budget preparation, the Finance Committee is in the final stages of a three-year effort to formalize the handling of parish finances. We continue to audit the books on an annual basis, and are concluding the audit of parish trust funds.

--Julie Schwarz, *Finance Committee Chair*



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## REPORT OF THE PERSONNEL & OPERATIONS COMMITTEE OF THE VESTRY

The Personnel & Operations Committee of the Vestry includes the Wardens, two at-large Vestry members (in 1996, Julie Schwarz and Jill Aiken), and two at-large members from the congregation. (in 1995 Catherine Hicks and Clyde Matthews)

This group's work, which is ongoing year-round includes personnel policy development and interpretation, monitoring of staff performance evaluations, salary and benefit administration and conduct of the Annual Mutual Ministry Review between staff, Vestry and Rector.

*--Joseph R. Sers, Personnel & Operations  
Committee Chair*

## REPORT OF THE DELEGATES TO THE 202ND ANNUAL COUNCIL OF THE DIOCESE

St. George's delegates to the 1997 Council of the Diocese are Charles Sydnor, Charles Bullock, Kathy Grieff and Ed Jones. Thanks to our growth as a parish, St. George's now has four delegates, instead of three. We remain committed to providing regular reports to St. George's about activities in the Diocese, the general church and the Anglican Communion.

Several of us already have attended regional pre-Council meetings in various parts of the Diocese. Those sessions are valuable preparation for the January 31 and February 1 meetings in Richmond.

Our parish is well-represented at the Diocesan level. Charles Sydnor continues his service as the Ecumenical Officer of the Diocese. He already has expressed his concern about proposed 1997 budget cuts affecting the ecumenical activities of the Diocese.

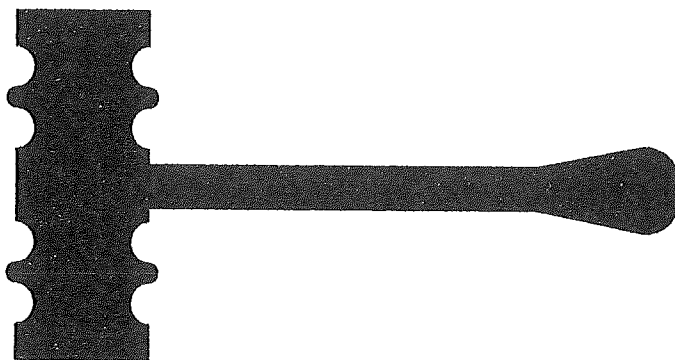
Ed Jones serves on a special Diocesan task force that is examining the pattern of flat or reduced parish giving to the Diocese over the past few years. That loss of financial support had led to a 1997 Diocesan budget of \$3 million, compared to \$3.3 million in 1996. One-time revenue will help to close this gap somewhat. The task force will make recommendations to the Diocesan leaders later this year.

Also, Marion Rambo of St. George's has been nominated for the Standing Committee of the Diocese.

Key issues before the Council include consideration of the painful cuts necessary to keep the budget in balance; resolutions concerning the sexual activity of ordained persons outside of holy matrimony and the blessings of same-sex relationships; and a constitutional change to give voting status at Council to the presidents of regions within the Diocese.

It is a special pleasure to report that the Archbishop of Canterbury, George Carey, will be joining us in Richmond. He is currently in residence at the Virginia Seminary in Alexandria.

*--Ed Jones, Charles Bullock, Kathy Grieff,  
& Charles Sydnor, Delegates to Council*



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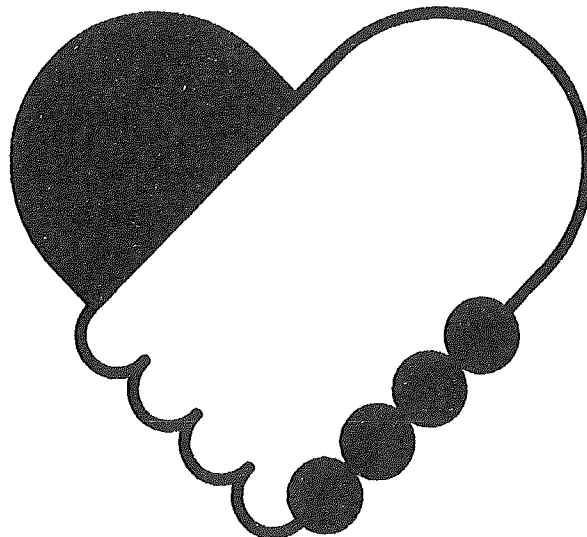
## REPORT OF THE HELPING HANDS PROJECT

Nine volunteers met the 2nd and 4th Tuesday nights of every month - March through December to interview and assist those in need. Clients were interviewed, the committee then decided if a family could be helped and the amount of assistance they would be given. The next day the family was contacted and told of the committee's decision. The nine volunteers that gave freely of their time were: Pat Baughman, Penny Beddoe, Yvonne Brown, Beryl Dequaine, Tina Errico, Catherine Hicks, Steven Hu, Gayle Lea, and Mary Ryan.

Total Number Families Helped:	164
Total Number Children Helped:	282
Counties/localities Served:	
Caroline	5
Fredericksburg	99
Other	8
Spotsylvania	29
Stafford	23
Westmoreland	5

How we Helped Those in Need:	
Denied Help	20
Almost Every Family Took Food	
Clothes/Boots	\$ 15.68
Electric	3,486.73
Gas/Heating Oil	153.85
Medicine/Medical Help	163.55
Rent/Mortgage	1,308.33
Telephone	81.87
Water/Sewer	<u>682.29</u>
<b>TOTAL HELP</b>	<b><u>\$5,892.30</u></b>

*--Gayle Lea & Catherine Hicks, Outreach & Evangelism  
Commission Co-Chairs*





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## REPORT OF THE DOCENTS

Over 1,000 persons visited St. George's in 1996--from all 50 states and 15 foreign countries. Additionally, our docents conducted tours for a church group from Lake of the Woods and students from Stafford High School.

I would like to offer my thanks and those of the congregation to the following people for their faithful, gracious and knowledgeable service to many visitors:

Katherine Haymes	Virginia Jones	Fran Daniel
Jean Rossbacher	Pearle Gallatas	Thyra Valade
Curtis Bachus	Eleanor Baker	Bea Peterson
Marie Akin	Eleanor Spears	Mary Spano
Ruth Hanna	Sylvia Hopkins	Lucy Heartwell

Also, to our substitutes:

Phoebe Willis	Jo Knox	Polly Rice
Martha Hearn	Maggie Moss	Peg Johnson
Nancy Maune	Kay Jenks-Davies	

--Betty Stephens, Chair

## REPORT OF THE EPISCOPAL CHURCHWOMEN (ECW)

There are two very active ECW Chapters at St. George's. Lanier-Tackett meets every second Wednesday at 10:00a.m.; Janet King leads this group. The Ddley Boogher Chapter meets in the Library on the second Tuesday of the month; Betty Stephens is the leader. Each chapter would love to have any woman at St. George's join its chapter.

The ECW's chief fund raising event is the Annual Fall Bazaar. In 1996, the event was ably co-chaired by Eleanor Ledoux and Deidre Reitwiesner. The Bazaar was enjoyed by all and helped fund special ministries within the parish and outside in the community, the Diocese, and the world. Total proceeds were \$1,957.76.

Mission donations of \$2,500 were disbursed in 1996 as follows:

Diocesan Fund for Human Need	100.00
Diocesan ECW outh African Partnership Ministry	100.00
Jackson-Field Episcopal Home	200.00
Viva-Voce	100.00
Chaplain Service of Churches of Virginia	200.00
St. Paul's College, Lawrenceville	100.00
The Migrant Ministry of the VA Council of Churches	100.00
Presiding Bishop's Fundfor World Relief	200.00
Church Periodical Club	100.00
<i>To Diocesan ECW for Mission 1997 (\$1,200)</i>	
Anne Hamrick House	150.00
Domestic Violence	100.00
Hospice - Harbor House	150.00
Interfaith Community Council	200.00
Our little Roses Home for Girls	100.00
AIM2000	500.00
Rector's Communion Alms	<u>100.00</u>
TOTAL	\$2,500.00

--Lana Ingram Digges, ECW Treasurer

**ATTACHMENT A - 1997 BUDGET SUMMARY**

	<u>1996 Budget</u>	<u>Approved 1997 Budget</u>	<u>Increase/ (Decrease)</u>
<b>REVENUE</b>			
Pledges	\$275,063.00	\$289,362.00	\$14,299.00
Loose Offering	25,000.00	32,000.00	7,000.00
Trust Fund	13,700.00	12,000.00	(1,700.00)
Earned Interest	2,700.00	3,200.00	500.00
User Fees	2,300.00	1,200.00	(1,100.00)
Miscellaneous	<u>3,024.63</u>	<u>4,000.00</u>	<u>975.37</u>
<b>TOTAL REVENUE</b>	<b>\$321,787.63</b>	<b>\$341,762.00</b>	<b>\$19,974.37</b>
<b>EXPENSES</b>			
Administrative	\$ 14,594.00	\$ 14,575.00	(19.00)
Buildings and Grounds	34,310.00	29,305.00	(5,005.00)
World, Diocese, Region	25,800.00	30,242.58	4,442.58
Financial	3,959.00	950.00	(3,009.00)
Commissions			
Outreach & Evangelism	14,770.00	14,770.00	0.00
Christian Education	7,350.00	6,800.00	(550.00)
Worship & Music	12,105.00	8,850.00	(3,255.00)
Congregational Care	10,275.00	7,465.00	(2,810.00)
Youth	3,320.00	3,320.00	0.00
Committees			
Communications	2,250.00	1,960.00	(290.00)
Covenant	0.00	700.00	700.00
Personnel			
Salaries	\$190,341.00	\$215,399.00	\$26,058.00
Workers' Comp	1,450.00	2,000.00	550.00
Continuing Education	<u>2,300.00</u>	<u>3,300.00</u>	<u>1,000.00</u>
	<b>\$322,824.00</b>	<b>\$339,636.58</b>	<b>\$16,812.58</b>
<b>BALANCE</b>	<b>(\$1,036.37)</b>	<b>\$2,125.42</b>	<b>\$3,161.79</b>