**The Episcopal Church of the Transfiguration**

**Annual Parish Meeting**

**January 29, 2023**

**Agenda**

Opening Prayer

Welcome and Filing of Reports by Title

Warden’s Reports

Finance Report and 2023 Budget Presentation

Appreciation of Retiring Vestry

Election of New Vestry Members

Election of Delegates to the WNC Diocesan Convention

Discernment Process Update

Closing Remarks and Blessing

**Vestry Report
Tom Scott, Senior Warden**

This year, 2022, has been a very Blessed Year for our Church of the Transfiguration

We have blossomed as we evolved out of the COVID 19 pandemic. Our ministries flourished,

reaching more people in need and truly making a positive difference in their lives within our community and around the world. Bare Necessities has achieved a milestone year in the number of kits created and shipped to those in need. Backyard sports was able to start back up with the help of community volunteers. Firewood ministry is impacting lives in our greater community area by cutting, splitting, storing and delivering firewood to families that have no other means to stay warm and/or even cook. Pre-Eulogy ministry not only enables the presenter to look back upon one's life and experience an increased awareness of God’s presence in their life, but it also enables our church family to grow in knowledge and love with one another. Other ministries include Altar Guild, Caring Friends, Garden Angels, Prayer Cover Ministry, Fourth Sunday Hospice Pantry Collection, Lay Ministries, Choir and all the other ways each and every parishioner brings Honor and Glory to God by doing good works as the body of Christ at our beautiful little church. See Ministry write ups incorporated in this annual report.

This year we also learned through the CAT (Congregational Assessment Tool) and the HOLY CONVERSATIONS that we are a congregation with high vitality and high energy. We are a Transformational Church striving to be a united community of believers desiring to be a greater reflection of the kingdom of God. We desire to establish more small accountability and discipleship groups, more adult bible study / adult formation opportunities as well as additional ministries to reach more community members in need. We also have demonstrated a deep passion for creation care given the beautiful campus we have acquired and the opportunities to leverage our heritage in the Sisters and the Transfiguration Preserve.

Other notable events this year included a newcomers welcoming dinner for 9 new members on the porch of the Sisters’ retreat house. The Men of the Transfiguration have come together in a brotherhood, forming a men’s group called the “Transformers”. This past year they have enjoyed fellowship at grill and chill events, a baseball game and even joined hands to repair the upper cemetery road and reconfigure proper water run off to prevent damaging the road.

Yes, it has been a very Blessed year for our beautiful little church. One of our biggest blessings has been the leadership, guidance, and direction that Reverend Anne has provided as we journey forward in calling our new Rector. She has given to us her time, talent and treasure by leading us in worship, celebrating key days of feast and fellowship, aligning our liturgy with the church calendar, increasing Chalice bearers, Lay readers and ushers, while providing training. She also conducted training classes for confirmations and re-affirmations, working in the spiritual garden, cleaning the memorial garden, creating a pollinator garden, creating the Saylor House to be a comfortable welcoming and gathering place, which was dedicated by Bishop Jose’ McLoughlin on all Saints’ Sunday, November 6th. Also on November 6th, Bishop Jose’ Blessed the beautiful new dossal that was made by Dixie Robinson.

 And last but in no way least the Blessing of the talent and time that Dixon Bridgers has given not only to the beautification of our church and cemetery grounds but also his loving friendship he has shared with us all. We are a church family that is truly experiencing the abundance of our Lord and Savior Jesus Christ.

Thank you for the opportunity to serve as your Senior Warden.

**Jr. Warden’s Report
Patti Glassen**

ACCOMPLISHMENTS:

* We began 2022 by being blessed with the time, talents and treasures of Mitch Freeman, who at one time was an altar boy here at the Church of the Transfiguration. Many of Mitch’s family members are memorialized here at our cemetery. Mitch and his team of volunteers re-graded our cemetery road and had stone delivered to not only create a safe and passable cemetery road but also add to the beautification of our cemetery. He also had our drainage gully dug out so it would properly channel runoff water to the roadside drainage ditch. Furthermore, he and Dixon worked together to lay sod, seed and dirt which added to the cemetery’s beautification. Thank you Mitch Freeman for your good works in honor of God, your family and our church.
* A new well was installed. New piping, pump, water softener, and a UV light for filtration of microorganisms.
* Septic tank was pumped and the drain field was evaluated. All is in good working order.
* Our water is tested quarterly by Statesville Analytical to ensure that it is potable. We also had a State of North Carolina groundwater standards inspection on our well pump. These inspections are performed every three years.
* The sinkhole in our parking lot was repaired.
* The bell tower has had repairs to secure the bell, however more work is needed to improve support for the bell tower frame.
* Michael Gray tore out the old wheelchair ramp and built a new one out of trek materials. Handrails were provided by an anonymous donation.
* Mike Maziarka repaired the announcement sign.
* A new dishwasher was purchased for the parish hall kitchen.
* A new sofa was purchased for the Saylor House.
* The church was treated quarterly for pests and vermin, and an annual visit for termite inspection by GoForth Pest Control.
* All windows and screens in the church and parish hall were professionally cleaned.
* Rip Rap was positioned along the west side of the cemetery road and west side of the upper entrance road to channel water runoff to the drainage gully and more stone was added to replace what had previously been washed out.
* All batteries were replaced in smoke alarms, Fire alarm had its annual service check and fire extinguishers received their annual service.
* A Cemetery Committee was formed, Cemetery policies have been established, graves sites have been mapped, and new fees have been determined for the purchase of plots and the placement of cremains in the Memorial Garden.
* Rutherford Heating and Air replaced the motor on the church's heat unit.
* A work day was scheduled where hedges were trimmed, church grounds were mowed, the yards were raked and the Spiritual Garden had some sod replaced and was reseeded.
* Richard Glassen kept the Spiritual Garden mowed and Dixon Bridgers kept the

lower level of the cemetery mowed.

* A new sump pump and commercial dehumidifier has been purchased for use in our church / parish basement / crawlspace. Once our water remediation plan is soon determined these pieces of equipment will be installed.

***Jr. Warden’s Report Continued:***

The year was busy as you can see from the impactful accomplishments listed above, while some were mundane, such as keeping paper products supplied, coffee supplies, replacing the numerous light bulbs and batteries in the parish hall, church and Saylor House as well as maintaining outdoor motion lights.

Next year (2023) will also include some impactful and major Initiatives.

2023 INITIATIVES:

* Excavation and remediation for water seepage, run off as well as moisture control in our church and parish hall
* Replace parking lot. Re-excavate for water runoff. Lay a thick gravel base with 2 1/2 inch black top.
* Replace walkway to bell tower with flagstone to match Spiritual Garden. Wheelchair ramp will be reconstructed.
* Purchase a defibrillator kit.
* Saylor House: repair/ paint railing. Replace oven and dishwasher. Repair and paint kitchen cabinets.
* Evaluate feasibility for a on property hiking trail and potential clearing for worshiping in the woods.

In closing I want to acknowledge and give thanks to Alan MacNair, Patrick Warncke, Richard Glassen and Dixon Bridgers for all their help, knowledge and expertise as part of the Junior Warden Team.

 ***Financial Overview Year 2022***

For the year January 1 through December 31, 2022 our ***Operating Revenues*** of $144,557 were more than ***Operating Expenses*** of $124,897 by $19,660.

***Revenue Comparison:* 2020 2021 2022**

Pledges,Cks.,Offering Plate,Meml,misc, $136,778 $125,324 $108,997

Interest & Investment Income 2,980 3,952 5,560

Miscellaneous Revenue 839 140 -0-

Trust Fund Distribution 22,500 32,000 30,000

Total Ordinary Revenue for Operations $163,097 $161,416 $144,557

***Expense Comparison:***

Operations of our Church Facility $ 28,433 $ 29,627 $ 59,820

Rector / Interim Compensation & Benefits 108,553 93,510 42,312

Worship Programs & Outreach 24,926 30,907 22,765

Total Operational Expenses $161,892 $154,044 $124,897

 ***Net Ordinary Income***  $ 1,204 $ 7,372 $ 19,660

***Other I*ncome:** $ -0- $119,327 $ -0-

 Note for 2021: Race Atrz Bequest $97,800

 Fed. PPP Loan Forgiven 21,527

***Other Expenses:***

New Asset Depreciation / Repair $3,876 $ 5,400 $ 3,036

Note:2021 only:Retirement Gift for Wes Shields $ 1,570

***Revenue Donated for Specific Purposes***  $ 9,731 $ 453 $ 2,724

***Net After Income and Expenses* ($2,672)**  $120,125 $ 19,348

***Church Funds at December 31, 2022***

Bank of America Checking Account $ 23,189

 Bank of America Savings Account $ 49,553

 SSG Endowment Fund $404,260

 Rector Discretionary $ 1,164

 $478,166

***(See Financial Notes on next page)***

**FINANCIAL NOTES:**

A.) Race Artz Bequest in 2021 was $108,653

 Tithing: 10% set aside for outreach $ 10,853

 Balance $97,800\*\*

\*\*Vestry approved expenditure estimates for 2023:

 (updated contractor Projections will be secured)

1. Excavation and remediation for water seepage, run off as well as moisture control in church

and the parish hall. ($30,000)

1. Replace Parking Lot. Re-excavate for water run off. thicker gravel base with 2½ inch black top.

($45,000)

1. .Replace walkway to bell tower ($13,000)
2. New dehumidifier and sump pump for basement / crawl space. ($2,700)
3. Defibrillator Kit for church ($1,200)
4. Saylor house: Repair / paint railing. Replace oven / dishwasher. Repair & paint kitchen cabinets.

Replace damaged gutter guards and install “snow dogs”. ($2,700)

B.) 2022 Vestry established a Finance Committee which held its first meeting on June 2nd.

 Current Members: Marily Floyd – Chairperson

 Skip Smoak – Member

 David Efird – Member

 Jo Anne Ellingson – Treasure

 Tom Scott – Senior Warden

C.) We changed our bank From United Bank to Bank of America.

* Reduced fees
* Check scanner deposits
* Increased online banking W/ auto bill pay for recurring charges.

D) (ECF) Episcopal Church Foundation / (SSGA) State Street Global Advisors

 Finance Committee recommended a change in our investment strategy to a 60/40 ratio and

 the vestry approved. With this change we have our personal investor at SSGA and the Finance

 Committee conducts a quarterly zoom meeting to review, evaluate and will make recommendations

 to vestry if changes to our portfolio are deemed appropriate.

E.) Pledge Report *“MORE THAN ENOUGH”*

30 Total Pledges

 11 Pledges were increased from the previous year.

 05 New Pledging Units.

 07 Pledges will utilize on-line giving (now available through our Simple Church Program)

F.) Simple Church

 Enables parishioners to give online offerings or donations for specific purposes or causes.

 Ie: Ministries, Alter flowers to commemorate special occasions, Rector's discretionary fund, etc.

**Discernment Committee Report
 Nancy Scott**

 Your Discernment Committee is comprised of 7 members

Nancy Scott — chairperson

Crystal Morrisson

Annie MacNair

Carl Nelson

Julie Maziarka

Marily Floyd

Dawn Milachouski

Our Discernment Committee journey began on Saturday, April 23rd in a workshop meeting facilitated by Augusta Anderson, Canon to the Ordinary and Chief of Staff. The beginning of this meeting was an interactive session in which the team focused on learning more about each other, our own faith traditions, the history and identity of the Church of the Transfiguration, the mission and purpose of our church, and what makes Sunday worship so special here on our campus. During this session the team’s focus continued to return to learning about ourselves as a church body as well as the importance of prayer and listening to the Holy Spirit’s voice as we work through the process of calling our next rector.

Our next step to accomplish was where we all had an opportunity to share our voice. The CAT survey was generated to gather insight of the congregation's needs, wants and desires as well as the greater surrounding community. We had remarkable engagement from the congregation as we recorded 59 responses out of a goal of 60 Congregational Assessment Tool

surveys, which enabled insights into the needs and desires of our parish.

Upon completion of the CAT survey and the tabulation feedback the vestry, discernment committee and parish members enjoyed a catered dinner in the parish hall to review this data and conduct the Holy Conversations which focused on the top parish priorities.

The discernment committee then worked together with the collected survey data and input from the Holy Conversations to craft the church's profile and OTM (Office of Transition Management) Report. The OTM was the report used by the Diocese to formulate an online advertisement placed in the Episcopal News Service. This AD ran from December 1st, 2022 until January 23rd, 2023. The Discernment Committee had a meeting with Canon Augusta on Tuesday, January 24th in the Saylor House to review highlights from our church profile for a reminder of what we are looking for in our next Rector as well as reviewing candidates' resumes.

Watch for future updates in our weekly Tidings and/ or monthly Messenger publications.

Everything's coming together as planned thanks to the dedication, commitment, talents and gifts of your discernment committee. Their servant hearts are truly fulfilling their roles on behalf of our congregation.

In Christ,

Nancy Scott

Discernment Committee Chair

**Sunday Evening Candlelight Taize Service
Crystal Morrison**

During the time of Advent, we offered a Sunday evening candle light Taize service. The services consist of music, poetry, scripture readings and prayer. The music was provided by organist Emily Wright, and guitarist Teri Coutu. The attendance for the services averaged 17 and included 7 visitors who were visiting for the first time. Our Sunday Evening Candlelite Taize Services will resume on February 26th at 5:00 in the evening. Join us for a peaceful time of scripture reading, prayer, poetry, and music. The services last about 40 minutes and it's a great time to invite a friend. If you would like to work out carpool arrangements email crystal@ectransfiguration.org

**Finance Committee
Marily Floyd**

Your vestry appointed a Finance Committee for the church in May of 2022. The purpose of the Finance Committee is to serve as stewards of the financial resources of the parish. The current members of the committee are: Marily Floyd as Chair, Skip Smoak, David Efird, Tom Scott, Senior Warden, JoAnne Ellingson, Treasurer and Rev. Anne Bridgers.

At our first meeting on June 2nd we began to review all the current financials which included monthly income and loss statements, balance sheets and the 2022 budget. There were many questions concerning the financials that required some research. We identified the need to rename some of the line items so that each one is very clear in describing what it represents and the financials become much more user friendly.

The vestry asked the FC (Finance Committee) to prepare a revised budget for 2022. After a significant review, the FC recommended a revised budget that provided an increase of approximately $21,400 to our ordinary income for 2022. In addition, the FC also recognized the need for over $70,000 in major repair/potential capital expenditure that ARE NOT INCLUDED in this revised budget. Project quotes/timing have not been finalized.

The FC reviewed the church’s investments and requested a conference with our investment advisors (SSGA) to discuss our options.We opted to recommend some changes to the vestry that reduce our risk and better meet the needs of our church which they approved unanimously.

We began the budgeting process for the 2023 budget. This budget included many of the projects that the vestry felt were necessary. We spent several meetings anticipating the work that needs to be done to our infrastructure, all our ministries and the expenses of hiring a full time rector in 2023. The FC recommended approval of the 2023 budget for approval to the vestry at a special November Finance meeting and it was approved by the vestry at the December vestry meeting.

We will continue to fine tune the reporting process so that we are totally transparent and as user-friendly as possible. JoAnne, our treasurer, handles all the necessary transactions, the monthly reports and the bulk of the data work for our budget.

Your FC takes this fiduciary responsibility very seriously. If anyone has any questions, please don’t hesitate to contact Tom Scott or Marily Floyd.

**Cemetery Committee**

**Carlann Scherping**

 This year a Cemetery Committee was formed and Patti Glassen, David Efird, Ann Robinson, Nancy McNary, and Carlann Scherping agreed to be a part of this team. The 2016 Cemetery Policy was reviewed and revised and sent to the Vestry for approval. In September, the Revised Cemetery Policies and Regulations was accepted and went into effect. The cemetery map was updated and redrawn. A searchable document has been created for both the cemetery and the memorial garden to include a listing of all plot owners both alphabetically and by plot location. The Certificate of Burial Rights has been updated and the book containing the original certificates has been updated. All Certificates of Burial Rights are now in digital form as well. Ann Robinson used her amazing Master Gardener talents to remove old plantings and put in new ones in the Memorial Garden. She also created a scale drawing of the Memorial Garden indicating the location and botanical name of all permanent plants. The committee will continue to meet and update records as needed.

**Altar Guild
Marily Floyd**

Your Altar Guild works hard each week so that the church is prepared for every service. All but one of our members are new to Altar Guild in the past 18 months, and have done a wonderful job in learning and carrying out all the necessary tasks for all kinds of services: Preparing the Holy Eucharist for 2 services each Sunday, using the proper linens, purchasing and arranging the flowers, putting the bulletins and readings together, posting the hymns numbers, and other important details. In addition, we prepare the church for baptisms and funerals.

Your Altar Guild team is Annie MacNair (with help from Alan), Sharon Ryan, Dixie Robinson, Patti Glassen (with help from Rick), Marily Floyd and Mary Karr Williams, who provides the flowers (usually from her own gardens) once a month. In addition, David Efird is now an honorary member, as he polished all our brass until it GLEAMED!

If there is a person or a special occasion that you would like to recognize or honor with flowers on the altar on a certain Sunday, we’d be happy to help you with that. Please see Marily for details.

**Pre Eulogy Dinner Ministry
Carl Nelson**

This year we were happy to be able to resume our dinners after the break during COVID. This ministry is really about getting to know each other a little better. Each speaker shares the story of his/her life at our gathering. Our dinners are currently held at La Strada in Lake Lure at 6 pm on the third Thursday of the month. Our January 19th speaker will be Patti Glassen. Those who spoke durings 2022 were Mattie, JoAnne, Mike B, Dixon, Richard, Dr Will, Alan, Saundra and Ann R. If you haven’t attended one of these, please put Jan 19 on your calendar. This is a great time for fellowship and a chance to get to know each other a little better.

**Caring Friends
Saundra Nelson**

We have been delivering meals once a week to help out a long time church member who is the caregiver for his wife since June. These meals are delivered to the Church and are picked up on Monday. They are so grateful for the meals and how much this has helped spiritually and financially. Various church members volunteer to prepare the meals. We hope to continue this for some time.

This group is also available to provide meals, visit, provide transportation, and give caregivers a little time away.

We also have some items available to loan out if needed: wheelchair, walker, and a shower chair. Please contact Saundra if you or someone you know needs to borrow these items. Some are stored in the Parish Hall attic or in the Parish Hall. Contact Saundra if you are interested in providing meals or respite care.

**Firewood Ministry
Patrick Warncke**

It was very nice to get the Firewood Ministry up and running once again in 2022. It took a little while to organize everything and reach out to both old and new recipients, but it has all come together once again. We have a solid list of volunteers that we call upon. Although we never have everyone come out at the same time, we generally only need 3 or 4 people at a time to get the job done.

We have some very good sources of wood moving forward so we should be able to accumulate some wood to have on hand when we go into the Fall of 2023. We also have had someone allow us to use land they have off of Boy's Camp Road as both a source of wood and as a "worksite". We also plan to accumulate our extra wood there which will allow it to cure as well.

Michele has a contact at Hickory Nut Gorge Outreach and they call or email each other to maintain and serve our list of recipients. We currently have 18 recipients on the list from HNGO, but have actually delivered to 11 of those. We will actually be delivering to 2 more this week and 3 more currently have wood they were able to source themselves. The last 2 on the list have been difficult to contact to assess their needs but we hope to hear back from them soon.

 We were also able to help out the Chimney Rock Baptist Church this past year. They had 3 large pine trees brought down and we cut them up and split the wood to provide both our church families with wood for their outdoor fire pits. We still have some stacked near the cemetery for anyone to use.

The equipment we have has served us quite well. The "new" trailer we purchased at the end of 2021 has been absolutely great! It allows us to deliver the firewood and also allows me to bring my John Deere tractor to the church for projects and spraying. The wood splitter continues to do a fine job for us but is nearing the point of needing to change the hydraulic fluid and filter. We did get a cover for it to protect it. We do have a need for one particular tool that will be a help when cutting wood. And we will need a few maintenance items. All in all though, our Firewood Ministry is serving both our church and community very well

**Bare Necessities
Dawn Milachouski**

 The Bare Necessities Ministry team worked throughout 2022 to create a total of 140 feminine hygiene kits and 59 diaper kits! The first batches of items were shipped to Dr. Vladimyr Roseau with the ALOM Medical Missions Team for distribution with their Women and Children's Ministry in Haiti. Thankfully we had some expert help to coordinate the complicated shipping arrangements to ensure they arrived safely in the hands of the ALOM team. Fidget blankets were donated to Cedar Creek Living in Rutherfordton and White Oak Manor of Tryon. The most recent batch of diapers and feminine hygiene kits was blessed during our Christmas day service and was shipped to Indiana where they will join other supplies that will be shipped via container to The Luke Commission in Eswatini (formerly known as Swaziland). The Luke Commission serves the most isolated and underserved people of Eswatini with free, comprehensive, compassionate health care. <https://www.lukecommission.org/>
 The team of workers throughout the year include staples Dixie Robinson, Marily Floyd, Anne Robinson, and Sara Gray with guest appearances by Jeanne Taylor, Kylaia Taylor, Pamela Paulus, Kieley Milachouski, Morgan Milachouski, Shelby Kustak, and Ke’aira Taylor. We traced, cut, sewed, organized and packed materials for shipping. We are so thankful for their continued support.
 This ministry focuses on three main products: reusable feminine hygiene kits, cloth diaper kits, and fidget blankets (lap quilts to keep hands busy for elderly / dementia patients). These items target some of the most personal facets of life for young ladies, women, and the elderly. In the US we are fortunate to have safe, sanitary options for taking care of our personal hygiene needs as well as those of our babies, however in many countries around the world that is not the case. In poverty stricken areas inadequate menstrual hygiene affects the health and development of adolescent girls. Girls are often unable to attend school during their menstrual and may also be more susceptible to sex trafficking or even early marriages. Many mothers are unable to afford or lack access to clean diapering options for their children. As aging people develop dementia or simply lose the ability to care for themselves they sometimes develop physical tendencies to pick at the skin on their hands and arms or loss of mobility. Fidget blankets are a fun and colorful distraction that provides a way to occupy hands and minds. It truly is a blessing and a direct calling to provide items that care for “the least of these”.
 “And the King will answer them, ‘Don’t you know? When you cared for one of the least of these, my little ones, my true brothers and sisters, you demonstrated love for me.’ Matthew 25:40 (TPT)

**Backyard Sports (BYS**)
**Marily Floyd**

We have just completed a successful fall season playing soccer at Morse Park on Monday afternoons, thanks to all our terrific volunteers and snack warriors. We averaged approximately 40 kids each week. We start back again on Jan. 9th at the church with a focus on basketball. We have adjustable goals to accommodate the range in ages and height. We play outside as long as we can, then go inside and warm up. We’ll have some indoor activities on bad weather days that include games, movies, etc. When the weather warms up in the spring, we’ll offer a variety of activities so that the kids can choose what they’d like to do and can switch throughout the afternoon. The kids are having fun, and we continue to have enthusiastic support from all the parents, the school and the community.

Thanking this devoted congregation for this wonderful opportunity to meet the needs of these precious kids and their families.

**M & M (Mature & Motivated, Miraculous & Mischievous, etc.)
Marily Floyd**

We have had several M & M adventures this year, though a number of folks still are reluctant to gather inside. We went to Strawberry Hill for peaches, local fruit and vegetables, and enjoyed lunch with their homemade ice cream for dessert.

We attempted a boat cruise and tie-up on the lake, but a national weather advisory forced us to call it off due to impending serious weather…… which never occurred. We’ll try that again in the spring!

We went to lunch and enjoyed a great movie called “Where the Crawdads Sing”. Sharon Ryan put together a very successful Great Thrift Shop Adventure including lunch in Hendersonville in September,

On January 25th, Julie Maziarka will guide artists and NON-artists alike in an afternoon of Wine Glass Painting from 1-3 pm at the church. Sign up in the fellowship hall.We plan to have a GAMES afternoon in February. M & M will be busy with all kinds of adventures this year. Stay tuned!!