

Annual Parish Report 2009



R. E. LEE MEMORIAL CHURCH

The Lexington Parish of the Diocese of Southwestern Virginia

A note

After the Reports of the Rector, Senior Warden, and Program Director,
committee reports appear in alphabetical order.

A statement of Revenue and Expenses concludes the report.

Members of the Vestry, 2009

Term Ends 2009

George M. Brooke, III

Molly Brown

Susan Cross

Punky Dod

(serving the unexpired term of Bridget Dearing)

Woody Sadler

Term Ends 2010

Jay Crawford

Elizabeth Harralson

Julia Littlefield

John Milford

Dick Rathmell

Term Ends 2011

Mary Doyle

Tim Gaylard

Judy Glick

Sarah Lanford

Don Whittington

The Rt. Rev. F. Neff Powell, Bishop of the Diocese of Southwestern Virginia

Rector: The Rev. Tom Crittenden

College Chaplain: The Rev. Dr. Robert Crewdson

Associate Clergy

The Rev. John A. Furgerson

The Rev. Dr. Jackson P. Hershbell

The Rev. Dr. Thomas V. Litzenburg, Jr.

Director of Music: Daniel Brinson

Program Director: Sharon Massie

Parish Administrator: Kay Horner

Office Assistant & Clerk to the Vestry: Gail Dick

Sexton: Connie Bryant

From the Rector

*R.E. Lee Memorial Church is a solid, sound church
with strong lay leadership and an emerging vision of its call and future.*

I made the above statement in my first annual Rector's Report, and it continues to be descriptive of my experience of and relationship with this wonderful parish!

The Senior Warden's report highlights many of the church's successes and accomplishments of 2010. Of particular importance for our ongoing ministry is the increase in the Program Director position to full time. (In December's proposed budget, the position was slated for 7/8 time, but the Vestry made it full time in January.) This past year, the need for Sharon Massie being full-time became increasingly apparent to me and my staff. We are very pleased and excited.

The restoration of the church sanctuary was an important milestone for R. E Lee. Ours is a uniquely beautiful church, but it was in obvious need of restoration when I arrived. This past fall, after the new chancel/choir floors were completed, I happened upon a tourist who commented, "I know this is an old church, but it looks brand new!" The church looks GREAT and people notice. It is very evident that we love and care for our church.

Adult, youth, children, family, and music programs have all grown, strengthened and deepened through the ministries of Daniel Brinson and Sharon Massie with the assistance of numerous volunteers. The Adult Choir has greatly increased the quality of our liturgy while our children and youth now regularly enrich our worship. With Daniel and Sharon, we offer a full scope of programs for spiritual nurture and growth... and many opportunities for you to get involved!

Our church was founded as a ministry to the students, faculty, and staff of the newly established Virginia Military Institute. That ministry (now inclusive of Washington and Lee University) is thriving under the leadership of our College Chaplain, the Rev. Dr. Bob Crewdson. I invite you to attend a 5 p.m. Canterbury service and supper and experience firsthand this vital ministry of our parish.

Of particular joy for me this past year were the Taizé contemplative Eucharists at 5 p.m. on the second Sunday of the month. This service is not only spiritually rewarding, it also has proved to be a significant community draw. We are offering Lexington a beautiful worship experience and an opportunity to appreciate our wonderful church.

Underpinning the above ministries is the excellent faithful work of the balance of our professional staff: Administrator Kay Horner, Office Assistant Gail Dick, Sexton Connie Bryant, and Financial Clerk Anita Ramp. There is no better church staff than R. E. Lee's. We are richly blessed.

Perhaps the best indicator of the health and vitality of R. E. Lee Church is our financial stability in this time of economic instability. While many churches are cutting budgets, with our Diocese cutting salaries 5%, we are able to increase our budget and bring our Program Director on full time. And, critically, we are maintaining our outreach budget in these hard times when more and more people need our support and assistance.

The 2009 year is now a part of our history. As we look to the joy of fellowship and challenge of ministry in the coming year, may the words of the poet Mary Oliver inspire us:

Pay attention. Be astonished. Tell about it.



The Rev. Tom Crittenden

From the Senior Warden

On behalf of the Vestry, I am pleased to report several significant achievements of our parish during the year 2009:

- **Restoration of the Church Nave, Chancel, Narthex, and Bell Tower.** Through a generous gift of \$50,000 from a parishioner, later supplemented by the Gadsden Endowment of \$12,951, we were able to restore a number of areas which had fallen into disrepair in recent years. These included the purchase of new pew and chancel kneeling cushions, the refinishing of the nave and balcony floors, the rewiring of the chandeliers of the nave, the installation of a new hardwood floor in the chancel area and a new floor in the narthex, and the refinishing of the old tile bell tower floor. These improvements were enhanced by the acquisition of an almost new baby grand piano from the Cross family and the replacement of the spotlights in the nave rafters, several of which had burned out in recent years. During 2010 restoration work will continue with the painting of the bell tower area, repair of water damage around the rose and bell tower windows, spot painting, and an additional upgrade of the electrical system in the nave.
- **Identification of Church Property Deficiencies and Safety Issues.** Because the church and Parish House are older buildings, they must be closely monitored for deterioration and possible safety hazards. In an effort to improve our awareness in this regard, a professional building inspector, John Aulbach, was hired in February to conduct a comprehensive inspection of our facilities. Efforts to correct those deficiencies he identified have been ongoing throughout the year. In addition, during the spring, three engineering cadets at VMI did an energy audit of our facilities as their senior project. Their report, which was briefed to the parish in April, identified a number of areas in which we could be more energy efficient and save money. At least one of these, the insulation of the Parish House attic, has already been completed. Copies of the Aulbach report and the energy audit are available for individual parishioner review in the library.
- **Creation of a “Cadre Team.”** On the suggestion of Jerry Nay, a “Cadre Team” was created. This group, headed by Merce Brooke, joined by Gordon Woodcock, Bob Glick, Barton Dick, and others, was organized in an effort to save the parish money by using volunteer resident “handyman” expertise to accomplish basic repair and maintenance jobs that would otherwise require the hired services of a painter, electrician, or plumber. This has been a highly successful project and will continue. During 2009 the Cadre Team repaired many of the deficiencies identified by John Aulbach, performed a vital role in making the church undercroft more usable, and insulated the Parish House attic, as recommended by the energy audit.
- **Individual Property Repair/Restoration Projects.** Several individual property repair and restoration projects were also completed. These included the repair of the rubberized portion of the Parish House roof, which had been badly leaking into the choir and high school classrooms; the replacement of the Parish House front sidewalk, which had become a safety hazard over the years due to cracking, sinking, and general deterioration; the erection of a new, long-awaited church sign in the church courtyard; the transformation of the church undercroft into a more “user friendly” space by painting, patching holes, removing the steel rails in the floor, and rewiring; and the re-pointing of the west side of the church building, as the second phase of a four-phase, four-year project.
- **Basic Parish House Enhancements.** Although the Parish House is now at an age and in a condition in which a full-scale renovation, probably as part of a Capital Campaign, needs to be accomplished, several enhancements were completed this year. These included the installation of a new, more capable telephone system, the purchase and hanging of new curtains in the library and conference room, and the building and installation of new cabinets in the choir room. In

addition, the large room off the Parish Hall was returned to primary use by Boy Scout Troop 29 and Cub Scout Pack 29, both of which are sponsored by this church. The scouts also renovated and cleaned up the room; the parish provided curtains and the Cadre Team repaired the electrical outlets, whose deficiencies had been noted in the Aulbach report.

- **Columbarium.** Although the first niches had already been installed in the church, a scattering plaque placed in St. Francis Garden, and memorial services held, the actual policies prescribing the sale, transfer, and accounting for use of the Columbarium had never been officially established. In August, largely through the efforts of Dick Rathmell, this was finally accomplished and produced in published pamphlet form. The pamphlet is available in the church office.
- **Administration and Personnel Committee.** This standing committee of the Vestry, chaired by the Senior Warden, is composed of the past Senior Warden (Bob Glidden), the Junior Warden (Judy Glick), and three parishioners-at-large (Tim Golden, Chris Russell, and Barbara Luton). The purpose of the committee is to advise and assist the Rector in the review and evaluation of the administrative functions of the church and the duties, responsibilities, and performance of the staff. Unless there is an unusual matter to be considered (such as the sudden hiring or firing of a staff member) the committee meets infrequently, but at least once a year during August to discuss the salary/staff compensation to be recommended to the Finance Committee for inclusion in the budget for the following year. Adoption of the committee's recommendations is, of course, dependent in large measure upon the results of the Every Member Canvass, which begins soon after. This year the committee met once, on August 6. At it, the Rector made clear that his primary objective for 2010 with respect to salary/staff changes was to increase the salaried Program Director position from three-quarters to full-time. Justification was that she would also become the parish Webmaster, which is currently filled by a volunteer. The committee agreed and also recommended that the other salaried employees and hourly workers receive a 3% increase. Unfortunately, due to the difficult economic environment, the subsequent Every Member Canvass was not as successful as had been anticipated. Consequently, the only element of the committee's recommendations which could be approved by the Vestry as part of the 2010 budget was to increase the Program Director's salary to 7/8 for the year.

With the exception of the report of the Administration and Personnel Committee, the items addressed above are those which were more or less general in nature and unique to 2009. They were also but a small part of what was accomplished by our dedicated parishioners during the year. For a larger discussion of our achievements I refer the reader to the accompanying reports by the other Vestry standing committees, the Trustees, the Episcopal Church Women (ECW), the Church Program Director, the Parish Life Guild, the Gadsden Committee, the United Thank Offering (UTO) Coordinator, and the Columbarium Subcommittee. In sum, this was a very productive year and I particularly want to thank the Rector, the Junior Warden, and the church staff for all the support they provided to us in helping to make it so.

George M. Brooke III

Program Director

It is my privilege to serve as your Program Director for R. E. Lee Church. The ministries I oversee include: Christian Education for Children, Youth and Adults, Youth, Nursery and the facilitation of Parish-wide events.

Christian Education for Children and Youth

- Sunday School for children continues to use *All Things New*, a curriculum for preschool-5th grade that blends Bible stories with Episcopal tradition and liturgy.
- The 6th and 7th grade Youth Sunday School uses David C. Cook's *Real Life Downloaded* curriculum.
- A year-long Confirmation class is offered for youth in 8th grade.
- *Practicing Christianity*. This class for high-school teens operates under the belief that Christ calls us to use the whole self (heart, mind, and body) to love both God and neighbor. Consequently, the course aims to help each student to integrate the theological, liturgical, and ethical aspects of our faith into one coherent life in Christ.
- Children and adults gather in the choir room on Sundays for *Rise and Sing* before recessing to their Sunday School classrooms. *Rise and Sing* is led by Daniel Brinson.
- Godly Play, for children ages 3 to 7, meets on Wednesday afternoons as a parallel activity to St. Francis Choir.
- Children @ Lent met on Wednesdays evenings during Lent. Our theme was "Journey With Jesus."
- The St. Francis Choir, Godly Play children and their parents visited and walked the labyrinth at "The Belfry in April.
- R. E. Lee turned into a canyon the week of July 27-31 for our *Discovery Canyon* Vacation Bible School. Forty-three children and more than 25 adult and youth helpers participated, including Tom Crittenden and Daniel Brinson leading the worship music; Mary Webster and Holly Pickett, crafts; Howard Pickett, games; Bethany Hull, music; James and Darlene Keane, science; and Punky Dod, kitchen, assisted by teams of ladies from the Parish Life Guild. A closing celebration was held during the worship service on Sunday, August 1.
- The Sunday school classes decorated grocery bags for our annual canned food drive in October. We collected almost 50 bags of canned food and non-perishable items for the RARA Food Pantry.
- Our annual Intergenerational Advent wreath-making took place on November 29.
- The Christmas Pageant took place December 25 at the 5 p.m. service.
- Dan Coffey continues to lead Children's Chapel during the 10:30 service.

Teachers for the 2009/2010 Sunday School are:

Preschool, 2 ½ to four years old	Caroline Russell and Mary Webster
Kindergarten/1st Grade	Beth Hart, Anna Staton
Primary, 2nd to 3rd Grade	John Burluson, Lisa Bowles, Myra Brush
Intermediate, 4th to 5th Grade	Libby Cumming, Drusie Milford
Middle School, 6th to 7th Grade	Christi Crittenden, Marquita Robinson
Confirmation, 8th Grade	Melissa Cox, Daniel Brinson
High School, 9th to 12th Grade	Howard Pickett, Steve Grist

Adult Christian Education Offerings

- Christianity and Culture, a discussion blending culture, tradition and spirituality coordinated by the Rev. Dr. Thomas Litzenburg.
- Lectionary Class led by Dr. Alex Brown, Joan Millon and Jamie Smith.
- Additional adult Sunday morning offerings have included The Gospel According to the Andy Griffith Show, *Like Dew Your Youth* book study, *Faith on the WWW*, R. E. Lee 101: Everything that you ever wanted to know about R. E. Lee Church but were afraid to ask, a Prayer Book Study and a study of *A Christmas Carol* by Charles Dickens.
- Tom Crittenden led a Wednesday evening Lenten study on the Parables of Jesus.
- EfM (Education for Ministry, a four-year, learning-from-a-distance theology program from Sewanee, The University of the South) continues on Tuesdays with ten students, mentored by Sharon Massie. Melissa Cox completed the program in May.
- Wednesday Book Group has read *The Reason for God*, *The Four Things that Matter Most* and *If You Want to Walk on Water, You Have to Get Out of the Boat*.
- Lenten Quiet Morning, *Lord, You Have Searched Me Out and Known Me*.
- Sunday Summer Video series, "The Vicar of Dibley."

Youth Activities

- Nine youth, two youth workers and one parent attended Youth@Council in January.
- Four youth serve on the Youth Ministry Team for the Diocese of Southwestern Virginia.
- Youth Sunday was held in November. The high school class selected the readings and prayers for the service. Joe Crittenden, Will Shehan, and Marshall Walden presented a youth sermon.
- Camp-out at Lake Robertson.
- Pool party at the Crittenden home for the fall youth group kick-off.
- The EYC meets on Sunday evenings. Howard Pickett and Mayumi Smitka lead the high-school group. Catherine Kruse leads the middle school group. The youth have discussed hunger in Rockbridge County, played Wii, carved pumpkins, baked, made gingerbread houses, played games indoors and out, discussed theological and ethical issues, crushed cans, played ping-pong and attended Taizé worship together during this time.
- The youth are enjoying a brand new ping-pong table thanks to a generous donation from the ECW.
- *Date Night for Sweethearts* and the Middle School Bake Sale fundraisers yielded over \$300 for the RARA food pantry.

Thank you to all of the enthusiastic and dedicated Christian educators, program facilitators and helpers at R. E. Lee Memorial Church!

Parish-wide Activities and Events

Parish wide activities and events this year have included the Shrove Tuesday Pancake Supper and Talent Show, Lenten Morning Prayer, Lenten Quiet Morning, Lenten Suppers and Program, Palm Sunday Breakfast, Easter Breakfast, Easter Egg Hunt, Sunday School picnic, Family Ministries Spaghetti Supper, Youth Spaghetti Supper, Worship service and picnic at Lake Robertson, Blessing of the Backpacks, Blessing of the Animals, Advent Morning Prayer, "Sundae School" Kick-Off, Beth Moore Bible Study "Daniel: Lives of Integrity," and the Mostly Men Mostly Monthly Parish Breakfasts.

Sharon Massie
Program Director

Altar Guild

Finances

The Vestry allocated \$1,000 for Altar Guild expenses during 2009. Total expenditures for 2009 were \$1,076.04. However, several unrestricted donations to the Altar Guild equaled \$250 during 2009, leaving the account with \$173.96 more than the operating budget for the year. This added to \$165.74 not spent from the operating budget of 2008 gives the Altar Guild an extra \$339.70 at the beginning of 2010. The figures were provided by Anita Ramp.

Special Purchases

Beyond the usual necessary supplies (communion wafers, wine, Eucharist candles, replacement of some small linens, occasional items from florists, etc.), the Altar Guild made several special purchases during 2009 as follows:

- 14 white liquid wax candles with brass tops for the candelabra, plus 4 quarts of the liquid wax fuel – paid for with unrestricted funds from the Memorial Committee.
- 2 white liquid wax candles with brass tops for the torches – paid for with funds from the unrestricted 2009 donations to the Altar Guild.
- A large quantity of small white vigil candles with plastic cups for each to protect against dripping wax for Christmas Eve services (these can also be used for Easter 2010) – ordered by Tom Crittenden and paid for from the Altar Guild operating budget.

The Altar Guild is particularly pleased with the move towards using more of the liquid wax candles. Though the initial outlay of money is substantial, the liquid fuel is not expensive and burns much longer than regular wax candles which must be replaced constantly, and this will save money over the long run – plus there are no wax drippings to clean up.

Membership

The Altar Guild lost five members during this past year, but recruited seven new members. These are Myra Brush, Martha Ackerly, Charlotte Murphy, Clara Belle Weatherman, Elise Sprunt, Diana Kenney, and Julie Grover. Each has been assigned to one of the four Altar Guild teams which are responsible for duties related to setting up for services and other altar matters. The four teams rotate on duty every four weeks. The e-mail address list has been brought up to date. Except for three, all Altar Guild members have an e-mail address, and this greatly facilitates communication.

General Altar Guild Meeting

On Nov. 29, 2009, Tom Crittenden presided at the general meeting. Attendance was good, with 21 of 34 members present. Past meetings in recent years have seen only 10 or 12 present. Information was shared about the new liquid wax candles (how to fill, care for, and so forth), and there was discussion about the services for the up-coming Christmas season. The Rev. Crittenden praised the Altar Guild for how well it is fulfilling its mission, and the Altar Guild, in turn, appreciates his tolerance and patience for whatever oversights are made.

One issue was raised which the Altar Coordinating Team will address – it does not seem equitable that, on the four-week rotating schedule for each altar team, whichever team is scheduled for duty for the celebrations of Christmas and Easter bear the brunt of all the extra services involved with these holy occasions. The ACT plans to meet and work with the Rector to solve this problem.

If the Vestry has any questions or comments, the ACT will be happy to receive these.

Laura Stearns and Laura Stearns, co-chairs

Christian Outreach Committee

The mission of the Christian Outreach Committee is founded on the belief that God's word transcends the wall of every Christian church and that it is God's intent that we, as Christians, reach beyond our parish to help people in need as we strive to live our faith. To fulfill that mission, the Christian Outreach Committee develops and encourages outreach from the church and its individual members to assist individuals, local charities, the Diocese of Southwestern Virginia, and the people of the wider world.

During 2009, the Christian Outreach Committee supported or engaged in the following activities in furtherance of its mission:

- Providing volunteers for the Thursday food distribution of the Rockbridge Area Food Pantry and publicizing the need for providing food for the needy of this area;
- A group of volunteers from the Parish worked each week on the construction of four new homes for local families sponsored by Rockbridge Area Habitat For Humanity;
- Our church continued its deep involvement of over 27 years of support for Yellow Brick Road by providing volunteers for the pre-school, and significant financial aid for the school and scholarships for many children;
- Our church continued its deep involvement of over 30 years, as the originator of what has become Meals For Shut-Ins, by supplying volunteer drivers to deliver meals, and members of our church served in leadership positions for Meals For Shut-ins, and we continued to give financial support;
- A spring yard sale, held with assistance from the youth of the church, raised \$475 for the Marc Nikkel School located in the war torn Darfur region of Sudan;
- Our church combined the observance of the Feast of Marc Nikkel with the Feast of the Martyrs of Sudan, and the event was held on September 20 at our church; there were approximately 10 Sudanese from Roanoke present at the 10:30 service that morning, and 55 parishioners and our guests from Sudan attended a delicious banquet with food donated by a member of the parish, with food preparation by the Sudanese; proceeds from the sale of lunch tickets, note cards, CDs and from the free will offering amounted to \$752.53, which was donated to the Mark Nikkel School; at the Feast luncheon 26 persons signed a letter addressed to President Obama urging more and better efforts to assist the peace in Sudan, and a copy of each letter was sent to various government officials most likely to affect U. S. policy towards Sudan;
- Providing scholarship funds for college classes that count towards college degrees for several Sudanese who have settled in the Roanoke area;
- Providing community support, friendship, and guidance to the several Sudanese families who have settled in the Roanoke area;
- Supporting and administering the Parish Mission Emergency Fund for needy people of Rockbridge County who have emergency needs for food, utilities, shelter, transportation or other care;
- Publicizing, supporting, encouraging participation in, and contributing funds to the Christian outreach activities of the Diocese of Southwestern Virginia of the Episcopal Church;
- For 2009 (by authority delegated from the Vestry, which approved the church's budget for Christian outreach and delegated to the Christian Outreach Committee authority to allocate \$48,565.00 budgeted for outreach), initially \$44,320 of that sum was designated for distribution, and after reserving \$4,245 for distribution to emerging needs over the course of the year, and after updating the information on charitable needs and assessing local charities and their ability to meet such charitable needs, all budgeted funds were disbursed to support the following: Boys' Home, Covington, VA; Meals for Shut-Ins; Project Horizon; Rockbridge Area Free Medical Clinic; Rockbridge Area Habitat for Humanity; Rockbridge Area Hospice; Rockbridge Area Relief

Association; Rockbridge Area Relief Food Closet; Rockbridge Area Transportation Services; Troop 29 of the Boy Scouts of America; and Yellow Brick Road;

- Highlighting each month a local outreach activity by using Moments for Mission, news articles in Cross and Crown, and other general publicity to the church;
- Working with other committees and parish groups to promote outreach projects to newcomers and church members by hosting a table publicizing the outreach efforts of the church at the start of the church year;
- Publicizing to the parish membership other outreach events or initiatives occurring in the community.

During 2009, the committee's membership included: Molly Brown (also the Vestry Representative), Punky Dod (co-chair), Don Ellis (co-chair), Carole Elmore (secretary), Sarah Lanford, MJ Mayerchek, Frank Settle, and Don Whittington.

During 2009, special additional project members were: Elizabeth Harralson and Daniel Brinson, Sudanese Festival; Barton Dick, coordinator for Parish Builders for Habitat; and Betty Bentley, collection of Campbell Soup Labels.

Columbarium Committee

Policies for the placement of cremated remains in our church's Columbarium were approved by the Vestry. Details are available from the Parish Office.

In summary, cremains of eligible members of our parish may be (1) scattered in the memorial garden in front of the church, or (2) placed within one of the niches located under the balcony overhang inside the church. The fees collected for Columbarium use will be reserved to build additional niches and maintain the garden. The Columbarium Committee, which saw the completion of the facilities in 2008 included René Glidden, Helen Head, Bettie Cadden, Gretchen Walden, Laura Stearns, and Pam Simpson, with Dick Rathmell as chairperson. There is ample capacity in the Memorial Garden, and it will be several years before more niches will need to be installed. In January 2009 the Vestry voted that the Vestry's Property Committee would assume charge of the Columbarium and Scattering Garden.

Dick Rathmell, Chair

Episcopal Church Women (ECW)

The Episcopal Church Women of R. E. Lee completed in 2009 another full and rewarding year of activities, fund-raising efforts, and outreach donations under the capable leadership of president Suzanne Carmichael, ably assisted by treasurer Laura Stearns, secretary Jane Brooke, and vice-president Carol Dent.

In January the women approved a budget to apportion nearly \$10,000 (generated by the 2008 fall bazaar and the sale of plum puddings) among various parish, community, national, and international entities, including: R. E. Lee's Junior and Senior High youth program and music program, the Free Clinic, Hospice, Yellow Brick Road, Project Horizon, the Literacy and Language Center, RARA, Covington Boys' Home, Jackson-Feild Homes (for girls), St. Paul's College, and the Mark Nikkel School in Sudan. The women of R. E. Lee plan and work all year long to raise these funds, and prayerfully strive to disburse them wisely to further God's work in Lexington and throughout the wider world.

Also in January, Molly Brown graciously hosted the women at a dessert and coffee at her house, providing a friendly, warming interlude. Another coffee, chaired by Suzanne Carmichael, was held at Kendal on April 14 as a way to honor many of our senior women who worked so hard in years past and to serve them close to home. This beautiful event was well-attended and greatly appreciated by both Kendal residents and other R. E. Lee women as well.

The September brown-bag meeting kicked off the ECW year with a preview of coming activities, including the 2009 bazaar, and the expression of much gratitude to Suzanne for the wonderful job she did guiding the ECW during the year. New officers were installed: president, Carol Dent; vice president, Jane Brooke; treasurer, Laura Stearns; and secretary, Carole Elmore. In addition, we are lucky to have Cindy Mullen acting as assistant treasurer to assist Laura with financial matters, especially with her expertise in computerized accounting.

On a Wednesday evening in September, the ECW sponsored a sparsely attended but fascinating presentation by Kathryn Pharr, who grew up in R. E. Lee Church and recently lived for a year in a Palestinian village in Israel. She worked and taught at a school run by a Melkite Catholic priest who is dedicated to peaceful relations between Palestinians and Jews. Response to this event illustrates the delicacy of determining days and times for events, since Lexington has many things going on at once!

Co-chairs for the 2009 bazaar, Anna Crockett and Susan Cross, held several meetings throughout the spring and summer, for both bazaar activity chairs and the main group, to get opinions and ideas and to plan for the event. Information gleaned from these meetings, as well as from a written survey about the 2008 bazaar, generated some fresh ideas for the event, held on Saturday, October 24. Many new volunteers and lots of experienced ones, assisted by the participation of the youth and many parishioners, worked tirelessly to achieve a successful outcome, encouraged by the creative, can-do attitudes and hard work of Anna and Susan. Along with the production and ongoing sale of plum puddings under the direction of Sarah Lanford, Diana Kenney, Nanalou Sauder, and many willing hands, at this writing the bazaar has netted nearly \$11,000 for the ECW's outreach activities.

On Saturday, December 5, the ECW hosted its traditional Advent luncheon, this time held in the Parish Hall and graciously catered by Elizabeth Harralson. Despite five inches of still-falling snow, about 40 women were able to attend and enjoy a delicious meal, warm fellowship, and time for peaceful anticipation of Christ's coming, greatly aided by the musical contribution of Tom Crittenden, Daniel Brinson, and Sharon Massie.

Heartfelt thanks are due to all the people who worked, prayed, encouraged, and contributed to the friendships and activities of the ECW this year. The board tried to be thoughtful and responsive to the needs and schedules of all women, continuing the trend of holding more activities on Saturdays, during lunch hours, and outside work hours, so that more women could participate. Every woman at R. E. Lee is technically a "member" of this group and we encourage all to experience the rewards and benefits of its fellowship.

Carol Dent, President

Endowments & Investment Committee

It is the responsibility of the Endowments and Investment Committee to...

- Develop and carry out the strategic vision of the parish for the nurture, growth and use of its endowed monies;
- Periodically evaluate the use of the specific endowed funds (accounts), and recommend the creation or elimination of specific endowments based on those evaluations;
- Partner with the Stewardship Committee and Planned Giving Group to promote the practice of planned giving;
- Review investment policy guidelines on a regular basis;
- Recommend independent professional investment managers to the Vestry for approval;
- Monitor the financial status of the church's various portfolios;
- Oversee the distribution of income from the church's investments; and
- Recommend to the Vestry the acceptability of gifts to the Church's endowed funds.

The church's endowed funds are invested with American Funds under the management of Dan Vance of Edward Jones in Lexington. The portfolio includes 10 different mutual funds (five "Growth" funds, three "Growth and Income" funds, two "Equity-Income/Balanced" funds, and three Bond funds), representing 1,535 stocks and 1,912 bonds, advised by 50 portfolio counselors with an average 25 years' experience in the industry. All that is to say that our investments are extremely diversified. R. E. Lee Church's practice is to distribute between 4% and 5% of the endowed funds (on the basis of a five-year rolling average), a policy that is conservative enough to assure that the principal will not be invaded during "down" years in the market and that, over time, our endowments will keep pace with inflation. The draw was 4.5% in 2009 and will be 4.75 in 2010.

In April 2007 the committee was asked to monitor the church's investments in companies doing business in Sudan, with concern that some of those companies may support the regime in Khartoum that has caused so much human suffering in southern Sudan. With the help of our broker and data provided by an organization called the Sudan Divestment Task Force, we have analyzed the church's Sudan investments regularly since that time. Our total investment with companies doing business in Sudan that are considered possibly harmful reached a high of 0.31% (31 cents out of \$100) in late 2007, but it is now only 0.12% (or 12 cents out of \$100). Complete divestment would be a complicated matter because the church's endowments, as described above, are invested in mutual funds that are in turn invested in hundreds of companies. The companies doing business in Sudan are a very small part of several large mutual funds and therefore complete divestment would mean a major shift in our investment strategy, yet our divestment would not make an impact because our investments are so small. We determined that, rather than divest, we should write to the managers of those funds, expressing our concern and asking them either to withdraw from investments in companies doing business in Sudan or assure us that their business there is not supporting the Khartoum government. Such letters were sent to all investment managers of mutual funds that had any Sudanese investments in 2007. In 2009, the Sudan Divestment Task Force ([http://www.sudandivestment.org/screener .asp](http://www.sudandivestment.org/screener.asp)) was no longer in business and the Conflict Risk Network has been checking for investment risk rather than percentages of investments in the Sudan. Since R. E. Lee's levels of investment were so low at last check, the committee agreed to let the matter ride for the time being. There is no obvious place to go to obtain similar information.

As of December 31, 2009, the endowed accounts of R. E. Lee Church totaled \$3,588,820, compared with \$3,000,555 on December 31, 2008. The gain comes primarily from the improvement in the stock market. To keep the gain in perspective, however, we are still down from the 2007 end-of-year total of

\$4,257,657. It is for that reason that disbursements from the church's endowments are calculated on a five-year rolling average rather than a percentage of each individual year's assets.

Members of the Endowments and Investment Committee during 2009 were Elizabeth Oliver (chair), Buddy Atkins, Jay Crawford (Vestry liaison), Robert Glidden, George Brooke, and Cindy Mullen. The Rev. Tom Crittenden is an ex officio member of the committee, as is Hank Humphreys, representing the Finance Committee and the Planned Giving Group.

Finance Committee

The Finance Committee is charged with oversight of the faithful stewardship of the financial resources of the church. It practices sound budgeting principles, recommends to the Vestry proper use of the church's resources, and monitors the status of the church's financial condition. In so doing the Finance Committee maintains regular liaison with the Rector, the Vestry, the Stewardship Committee, the Property Committee, the Christian Outreach Committee, and the Endowments and Investment Committee.

The Finance Committee prepares the annual budget for the Vestry in consultation with the Rector and all committee chairs. The Committee meets monthly to review all financial statements of the church, including details of the revenues and expenses of the parish, the balance sheet, and the status of all gift funds and investments. It reports monthly to the Vestry.

In 2009 the church operated within a balanced budget and it prepared a balanced budget for 2010. Unfortunately, because of these challenging financial times, that meant no salary increases for staff and a relatively "flat" operating budget for administration of the parish and all committees.

Members of the Finance Committee for 2009 were Treasurer Buddy Atkins, Anna Crockett, Don Ellis (liaison with the Christian Outreach Committee), Mo Littlefield (liaison with the Property Committee), Barbara Luton (liaison with the Stewardship Committee), Holt Merchant, Cindy Mullen, Elizabeth Oliver (liaison with the Endowments and Investment Committee), Woody Sadler, and Bob Glidden, chair. Others in regular attendance at Committee meetings were Rector Tom Crittenden, Don Whittington (liaison with the Vestry), Senior Warden George Brooke, and Junior Warden Judy Glick.

Gadsden Endowment

The Mission and Outreach Committee of the Gadsden Endowment is charged to fund activities which spread the Christian Gospel and alleviate human suffering. The committee also has authority to set aside up to 25 percent of its annual income for capital projects of the church if such projects have been approved by the Vestry and Trustees and if the congregation has raised at least 50 percent of the required funds for the project(s) from its own resources.

The Gadsden Committee has seven members: one Trustee of the church, one Vestry member, two members appointed by the Trustees, and three members appointed by the Vestry. The committee invites grant proposals, meets quarterly to consider them, and grants funds according to the following general guidelines:

- 10 percent of the annual income from the Endowment for Diocesan projects or programs specifically underfunded;
- 20 percent for seminarians and continuing education of Diocesan clergy or ministers of our Parish;
- 50 percent for local needs and concerns;
- 20 percent for Third World needs, especially in Sudan.

The Gadsden Committee meets quarterly, in March, June, September and December.

In 2009, the Committee approved the following grants:

Diocese of Southwest Virginia for Hope Primary School in Sudan	\$7,000
Phoebe Needles Conference Center for Web site development	1,850
Virginia Theological Seminary for tuition for Rev. Helen Beasley	2,250
Virginia Theological Seminary for tuition for Benson Shelton	3,000
Kyambogo University for tuition for Levi Noah	2,800
Oxford University for tuition for Jennifer Strawbridge	3,000
St. James Episcopal Church in Roanoke for support of Sudanese members	1,500
Rockbridge Area Transportation Systems for new van	8,400
American Friends of Episcopal Church of Sudan for brochures and website	5,000
Sharon Massie for Kanuga Conference participation reimbursement	605
Rockbridge Area YMCA for a new facility	15,000
R.E. Lee Church for interior church repairs	<u>12,951</u>
Total of grants in 2009	\$63,356

Members of the committee are Roger Crockett (co-chair), Dennis Cross (co-chair), Myra Brush, Lu Dooley, Lloyd Goad, Julia Littlefield, and Louise Moore.

Green Committee

The mission of the Green Committee is to seek to educate ourselves, the members of our Parish, and the wider community in the need to protect God's creation, our environment, and the best practices to do that. We seek to find resources that will aid our committees and Vestry to make decisions that take into consideration the long-lasting impact on the environment of those decisions and in the process to reduce our carbon footprint. Finally, our third mission is to incorporate an awareness of the great beauty of God's creation, its fragility, and our role in its stewardship in our worship.

During the year, we sponsored two programs open to the public. At the first, Peggy Dyson-Cobb and Tara Miller from Rockbridge Grown presented information about locally grown foods and the farmer's market and about "Every House a Home," a program by which low-income families may have help establishing a fenced vegetable garden. The second program was presented by Chris Wise and Bill Hamilton about Washington and Lee's sustainability effort as an institution and how those efforts could be duplicated in our homes. They stressed reusing, recycling, and reducing packaging, waste, and energy.

Other projects: we requested that parishioners bring "orphan" mugs from their homes to replace the Styrofoam or paper cups that were being used for coffee at the church. The mugs were checked for volume (greater than 8 ounces were donated to the Habitat for Humanity store to prevent coffee wastage at the church) and with the help of the sexton and our high-efficiency, low-energy dishwasher, we have reduced our paper usage considerably. The day of the in-gathering of the mugs, we presented ribbons for the best in several categories. We lauded the report made by three first-class VMI cadets who had done an analysis of R. E. Lee's buildings and how we could reduce our electricity, water, and gas consumption.

Members of the committee are: Elizabeth Harralson, chair; Molly Brown, Daniel Brinson, Susan Cross, John Burlison, Drusie Milford, Sharon Massie, Tracy Mason, and Tom Crittenden, ex-officio. Elizabeth Harralson is Vestry liaison.

Higher Education Ministries

Mission

Living out one's baptismal covenant, both within the parish and in the world, is God's plan for all Christians. The Higher Education Ministries Committee seeks to empower students at W&L and VMI to achieve this mission by nurturing a new generation of leadership in the church and assisting students in their vocational discernment as God's people in the world.

Fulfilling the Mission

- Welcome students to the parish (VMI, W&L, and W&L Law)
- Provide pastoral counseling in times of need
- Offer spiritual direction and development
- Nurture personal relationships with students
- Offer opportunities for mission
- Offer opportunities to serve and participate in the life of the parish

Activities

- Student-led Ecumenical Bible Study & Fellowship 7 p.m. Wednesday (with pizza)
- Chaplain's presence on campuses
- Special worship services
- Adopt-A-Cadet Program
- Sunday dinner (prepared by parishioners)
- Annual alumni appeal
- Care bags at exam week
- Senior Recognition/ Celebration dinner
- Invite students to lunch and/or to our homes

This has been an excellent year for the college ministry. The committee members have worked diligently and we appreciate the help of others who have adopted cadets and cooked for the Sunday dinners. The Rev. Dr. Bob Crewdson has brought his enthusiasm and energy and has provided another year of excellent services. There has been a team effort all around. E-mails are sent out to notify everyone of our services and Bible Study. The 5 p.m. Canterbury service has grown to see 50 to 75 attending each week. This year, there is a higher participation of the VMI cadets; we have a faithful group of parishioners who attend the 5 p.m. service along with the morning service. The students and cadets participate in the service as readers, prayer leaders, chaliceists, say grace before dinner and announce the evenings dinner hosts.

Another addition is the Taizé service on the second Sunday of each month. This provides variety and is attracting attendance not only of our college students and cadets but also by parishioners and members of other Lexington churches.

In the music area, Daniel Brinson has done a good job of music and musicians (Doug & Libby Cumming; David Gates and others) both in the Taizé and in the regular Canterbury worship. We have also had student participation in the music, Richard Saum (guitar) and Sara Engstrom (violin & viola). Sara has returned from a study abroad in Russia.

Diana Burgreen, who graduated from W&L last year is now a youth group leader at the Lexington Presbyterian Church, continues to be with us on the Wednesday Bible Study.

The 5 p.m. bulletin now includes announcements, new offerings, and events at R. E. Lee Church to bring an awareness that we are all walking together for the glory of God. Gail Dick has been very patient with our suggestions and has been a wonderful team member with tiny details such as the "borders" to the invitations to the dinner. Thank you Gail !

The dinners that follow the service have had great participation, averaging about 50-65 people in attendance. One factor is that the youth group meets at 5 p.m. and joins the college students including W&L law students for dinner. We have youth parents participate which again brings added interaction, fellowship and warmth. The food is prepared by parishioners, and they are reimbursed from the college funds. We send out an e-mail reminder the week before with notes on purchasing, preparing, and serving the food. For those who are new to cooking, we allow partnering with someone who has cooked as well as not scheduling twice. This is to encourage others to help out with the dinners.

The student led ecumenical Bible Study is held on Wednesday at 7 p.m. in the conference room with Dr. Bob. They serve pizza, and there have been times when the group was so big they had to move to the Parish Hall. This is a very active and faithful group of college students who are growing in their spiritual journey. The Book Club adults on the other side of the wall can hear the joyful noise and laughter that sometimes emanate from the students. Along with Virginia and out-of-state students and cadets, we have had others from Taiwan, Japan, China, Nigeria and Kenya.

This year, the Adopt-A-Cadet program is co-chaired by Merce and Erika Brooke. Rat Sunday was held on August 30 serving coffee, doughnuts, juice and fruit. Newspapers and cell phones were provided for the cadets to use. There were 24 cadets who asked to be adopted and 15 family units adopted them. There was no fall picnic but a spring picnic is being planned for the host families and cadets to get together. There were receptions in the Parish Hall following the 10:30 service and for parents' weekends (Sharon Massie and Gail Dick, thank you for bringing in the cakes).

We want to note three areas that we need to address. One is a newsletter for Canterbury alumni. The second is arranging for assistance with the clean-up after the Canterbury dinner. This would allow committee members to spend more time in fellowship with students and cadets. Third is to design a bookmark for Canterbury Fellowship. Also we need to watch our budget.

We can be found on Facebook (R. E. Lee Canterbury).

Shay Peters

<i>Staff</i>	<i>The Rev. Tom Crittenden, The Rev. Dr. Bob Crewdson, Daniel Brinson</i>
<i>Chair</i>	<i>Shay Peters</i>
<i>Secretary</i>	<i>Anne Schroer-Lamont</i>
<i>Parishioners</i>	<i>Doug Ayer, Merce Booke, Libby Cumming, Anne Hershbell, Holly Pickett, Gloria Smitka, Punky Dodd,</i>
<i>VMI Cadets</i>	<i>Leo Weschler, Matt Graham, John Dalessandro, Harrison Lutz, Jack Curtis, Steven Harnett, Baxter Blevins</i>
<i>W&L Students</i>	<i>Sarah Engstrom, Richard Saum, Anne Masich, Hannah Kate Mitchell, Catherine Kruse, Mercy Kibe</i>
<i>W&L Alumni</i>	<i>Diana Burgreen</i>

Memorials Committee

The mission of the Memorial Gifts Committee is to encourage gifts in memory or honor of parishioners of R. E. Lee Memorial Episcopal Church and their family members. Each gift is promptly acknowledged and the proceeds, either restricted or unrestricted, are spent upon Vestry approval, either as the donor intended or as otherwise appropriate to the honor or memory of the person named in the gift. Adelaide Simpson continues her longtime service acknowledging each gift and recording it in the Book of Remembrances.

The Memorial Gifts Committee met twice in 2009. At its June meeting the committee recommended to the Vestry the allocation of funds from undesignated memorial gifts for the construction of a bookcase and cabinets in the choir room. The Vestry endorsed this recommendation. In September the committee met to consider an Altar Guild request for funds to purchase 14 liquid wax candles for the festal candelabra, using the Mary Owen Griffith Fund and undesignated funds. The committee's recommendation was approved by the Vestry.

Gifts, all unrestricted, received since the 2008 Annual Parish Report are:

- In memory of Mildred Wood from Betty Stewart
- In memory of George Simpson from Ken Zelanak
- In honor of Adelaide Simpson from Ken Zelanak
- In memory of William Stockwell from Greg and Tulley Raetz
- In memory of Mac Gilliam from Greg and Tulley Raetz
- In memory of Mac Gilliam from Patricia Hammond

Members of the committee are: Alice Furgerson, chair; Elizabeth Harralson, Adelaide Simpson, Laura Stearns, and Julia Littlefield, Vestry Liaison.

Pastoral Care Committee

The Pastoral Care Committee was created in 2001 as a lay-based effort to support and extend the pastoral-care ministry of the clergy within the parish. The mission of the committee is to assist parishioners who have short or long-term needs arising from serious illness, recuperation from surgery, declining health, death within the family or other personal crisis. We have focused special attention on our homebound parishioners who are not able to worship with us on Sundays.

Committee members have continued to reach out to parishioners in a variety of ways. Primary activities have included:

- Visits and cards (e.g. Birthday, Thinking of You, Get Well, Sympathy, Valentine's Day, and New Baby Congratulations)
- Gift packages on special occasions, such as Easter and All Saints' Day; approximately 14 parishioners are receiving these packages.
- Prayer chain
- Transportation for Kendal parishioners who wish to attend the 10:30 worship service. A RATS driver transports four to five people each Sunday for a fee of \$5/week. The balance of the cost is paid by a state grant to RATS.
- Receptions following memorial services; a reception following Lucy Buford's service was held this year
- Sunday bulletin mailings
- Delivery of altar flowers to the Mayflower, Kendal and to homebound parishioners

Committee members are: Judy Glick and Melissa Cox, co-chairs; Dot Fogo; René Glidden, Carol Muir, Kay Pless, Carol Silk, Adelaide Simpson, Betty Stewart, and Nancy Walker

Property Committee

The Property Committee has the task of maintaining our historic church to promote the worship and mission of our parish and make R.E. Lee Memorial Church a welcoming place for the community. Over the past year we completed a number of capital improvements to the property, as follow:

- Repaired Parish House roof
- Re-pointing of the west side of church building
- Partial upgrade church/Parish House electrical system
- Replaced Parish House front sidewalk
- Renovation of the church interior (nave, chancel, narthex, balcony)
- Replaced cushions in nave and at chancel rail
- Interim improvement of the Undercroft

For 2010 our goal is to complete the additional projects below:

- Re-pointing of the south side (front) of church building
- Insulate the ceiling in the Undercroft
- Install a new ceiling in the Undercroft
- Complete renovation of church interior
- Repair the ceiling on the top floor of Parish House
- Repair and paint elevator shaft

The committee is working on a long term plan for the care and maintenance of the church property. Some of the projects for 2011 and beyond include:

- Re-pointing of the north side (back) of church building
- Repair/replace the church front steps
- Replace the patio in front of church

The committee would like to thank those who have given dedicated service and are now rotating off: Virginia Dabney, Bill Luton, and John Mirabella. The committee is currently comprised of Steve Riethmiller (chair, John Milford (ex officio, Senior Warden), Judy Glick (ex officio, Junior Warden), Merce Brooke, Myra Brush, John Burlison, and Jamie Smith.

Stewardship Committee

The Stewardship Committee endeavors to include all members of the parish in the mission of our church. Our main effort in this regard is the annual Every Member Canvas, but this year we also tried to expand the concept of stewardship with monthly articles in the Cross and Crown. Articles focused on time, talent, and treasure as well as the ministries of the church that are supported by your gifts. To date, \$355,517 has been pledged through the annual campaign.

Parish families received an inspirational mailing in September entitled “Today More Than Ever.” This was followed by a lay sermon delivered by Doug Cumming on October 4. Following the services that day, pledge packets were handed out on the patio. Later, in mid-October, a follow-up letter was sent to parishioners who had not yet responded. At the beginning of November, Vestry members and Stewardship Committee members made follow-up phone calls.

We are truly appreciative and thank all those in the parish, especially in these difficult economic times, who have joined together in giving the first fruits of the harvest back to God in thanksgiving.

The members of the Stewardship Committee are: Barbara Luton, chair; Jay Crawford, Susan Cross, Bob Glidden, Greg and Janet Lemmer, John Milford, and Woody Sadler.

Trustees

In February 2009, Mo Littlefield decided not to seek a second term as Trustee and the Vestry appointed Bob Glidden to replace him.

The Trustees met in November to consider matching in part a gift from a parishioner. The Gadsden Endowment was established under joint Vestry and Trustee governance: and the Gadsden guidelines state: “When the (Gadsden) Committee receives Trustee-Vestry jointly approved projects for capital expenditures for the parish, such funds will be set aside for those purposes and allocated after one-half of the proposed project cost has been raised by the congregation from its own resources. No more than twenty-five percent of annual funds of the Gadsden Endowment will be allocated to capital projects of R. E. Lee Memorial Church in any single year.”

The funds were sought in order to complete refurbishment of the church. A generous gift was given by a parishioner, but it was inadequate to complete the work. After full discussion, the Trustees voted 3-2 to approve securing \$12,951 from the Gadsden disbursement in 2009.

The Trustees are: Elizabeth Harralson, chair; Louise Moore, Anna Crockett, Farris Hotchkiss, and Bob Glidden.

United Thank Offering

A cherished tradition in the Episcopal Church USA is the United Thank Offering. Its roots go back to 1889 when the Women’s Auxiliary to the Board of Missions began a “thank offering” for the support of women working in the church. Although historically it has been administered by the Episcopal Church Women of each parish, today it is considered a vital arm of Episcopal mission worthy of participation not only by women, but by men and children as well.

The mission of the United Thank Offering is to expand the circle of thankful people by encouraging daily prayers, offerings and awareness of the abundance of God’s blessings. Our core values are Thanksgiving (for joys, blessings, and challenges), Generosity (all offerings are granted), Mission (expanding the church), and Ministry (meeting compelling human needs). The UTO is a spiritual and financial partner in

the mission work of the Episcopal Church, alongside Episcopal Relief and Development (ERD). The UTO Committee, established in 1970, prayerfully studies, researches and responds to grant applications from throughout the Anglican Communion.

For every blessing recognized, even one seemingly insignificant, a person of faith drops a coin into a UTO blue box (available in the Narthex or Parish Office) kept at home. Once in the spring and once in the fall, the coins and/or bills in the box are counted, and deposited into one's bank; then a check made payable to the church, with UTO on the memo line, is placed into the collection plate on Ingathering Sunday. Those offerings are sent into the diocese and then combined with those from other parishes in every other diocese in the nation to be granted to missions at home and abroad. Every cent collected works to "widen the circle of thankful people."

At R. E. Lee Church parishioners have been faithful supporters of thankfulness and giving. Since last year's annual report was due before the Fall Ingathering on the Sunday before our national Thanksgiving holiday, the result of that ingathering is shown here, as well as that of the 2009 spring and fall ingatherings:

	<i>Total</i>	<i>Number of Thankful People</i>
November 23, 2008	\$1,538.33	27
April 26, 2009	\$1,278.00	45
November 22, 2009	\$1,063.28	36

In the November 2009 *Cross and Crown* appears an inspiring testimonial by Peyton Craighill, an eyewitness to the benefits of the United Thank Offering. I commend it to you in preparation for the spring 2010 ingathering.

Julia Littlefield, UTO Coordinator

Welcoming Committee

All church Members offer hospitality to parishioners and visitors each Sunday, greeting worshipers as they arrive and depart. Tracey Mason chairs the Greeters program making sure there are greeters at the church door each Sunday to greet all parishioners as they enter the church.

Newcomers are asked each Sunday by the Rector to fill out a card in the pew to give their name, address, and phone number so that they can be identified and welcomed by the committee. Newcomer follow-up by the chair includes a telephone call, personal visit, a small "welcome" gift, and church information.

The Lemonade Brigade provides refreshments following the 10:30 service, creating a pleasant time of conversation and fellowship. This is chaired by Bill and Judy Noell. We get volunteers for each Sunday to serve lemonade and cookies and other "goodies." We purchase and make sure lemonade is available and Gail Dick prepares the lemonade each week.

The Welcoming Committee is responsible for planning, implementing, and providing refreshments for the Newcomer Orientation, which is held twice a year, spring and fall, to inform newcomers about R. E. Lee Church. There are four sessions: overview and history, programs and outreach, stewardship and finance, and worship and participation. At this time a bulletin board with pictures and names of newcomers is on display in the office area hallway of the Parish House. At the conclusion of the four-week program, a reception is held to officially welcome all newcomers. These receptions are held in the Parish Hall after the 10:30 service, so that all church members can participate.

This year the committee planned and implemented the Ministries Fair which is the time for church committees to inform the members of their duties and invite new members to serve on committees. If requested other events are sponsored by the welcoming committee.

Activities in 2009:

Newcomer Orientation—April 19, April 26, May 10, May 17

Spring Newcomer Reception—May 17

Ministries Fair—September 13

Newcomer Orientation—October 4, October 11, October 18, October 25

Fall Newcomer Reception—October 25

Newcomers and visitors: Connie and Ross Schmoll; Nancy and John Dinkel; Pam and Tom Stocks; Jody Morgan; Jan Plumb; Mike Quayle; Jenny and Dan Mastin, Tara and Scott Rodi, Mary and Tim Price, Courtney and Timothy Diette, Maria and Jonathan Eastwood, Cindy and Bill McNown, Anne Blanken, Claudia Cutler, Shane and Lacy Lynch.

Committee members are Judy Noell and Carol Muir (co-chairs), Gail Dick (secretary), Doug Ayer, Paula Cushman, Carol Dent, Lyn Dent, Punky Dod, Claudia Ellis, Don Ellis, Dot Fogo, Chris Howison, Tracey Mason, Drusie Milford, Carol Muir, Cindy Mullen, Dick Rathmell, Carol Silk, Tom Silk, Barbara Yewell and Julia Littlefield(Vestry Liaison).

Worship Committee

All former Worship Committee members either chose not to continue serving, or their terms had exceeded the limit set by the Vestry; so we have had all new members, except for Catharine Gaylard, who was asked to remain for another year, even though her term had expired. The members were selected to represent groups that assist the worship of the church. The members and the groups they represent are:

Lay Readers/Chalicians	Jonathan Webster/Melissa Cox
Ushers/Greeters	Joan Millon/Jonathan Webster
Acolytes	John Forster
Music	Catharine Gaylard/ Daniel Brinson/Mary Doyle
8 o'clock service	Penny Henneman
Education/youth	Sharon Massie
Altar Guild	Tracey Mason

The committee assists the Rector in planning the liturgical seasons of the year and also special worship events. We are the liaisons for the congregation to share feedback on worship experiences and to request changes and enhancements to our worship. Currently we meet quarterly, but had an additional meeting to plan for the change in venue for the services while the church was being renovated.

The committee recommended a trial of the new bulletin format, which contains more of the service music, and the scripture readings, thereby eliminating the need for the purchased insert to the bulletin. This change has met with enthusiastic feedback. The feedback has been both very positive and very negative, but it was all enthusiastic! The committee is trying to balance the desire to make things user-friendly for visitors, utilize resources responsibly (it really does not use more paper than the old format) and to provide the option to utilize some music that is not in our hymnals. The biggest concern is that it is replacing the prayer book, but it is not. Many of us have the prayer book parts of the service memorized, but if not, we would definitely still need the BCP to participate fully in the service. Stay tuned, as we continue to deliberate.

Taizé worship, Evensong with the Lexington Presbyterian Choir combined with our choir, Rogation Sunday, etc. were all very successful and will be repeated.

The Vestry has suggested that we look into the possibility of providing recordings of our services for shut-ins, and we see what we can do.

Mary Doyle, Chair

R. E. LEE MEMORIAL CHURCH
Statement of Revenue and Expenses
Actual and Budget
For the Periods Ending 12/31/08 and 12/31/09

	Year to Date Actual <u>12/31/2008</u>	Total Budget <u>2009</u>	Year to Date Actual <u>12/31/2009</u>	Total Budget <u>2009</u>
Revenue				
Contributions				
Plate Offerings	8,588.66	7,200.00	\$ 5,426.22	\$ 8,800.00
Freewill Offerings	29,157.02	22,000.00	42,705.06	24,000.00
Easter Offerings	2,408.00	2,500.00	1,627.37	2,500.00
Thanksgiving Offerings	232.00	500.00	82.00	500.00
Christmas Offerings	2,537.50	2,500.00	2,664.00	2,500.00
Special Offerings	800.30	-	320.00	-
Pledges	366,509.50	365,609.55	352,709.72	363,000.00
Total Contributions	410,232.98	400,309.55	405,534.37	401,300.00
Other Income				
Interest Income/Gain (Loss) on Investments	1,488.21	4,000.00	(32.39)	1,700.00
Diocesan Income for Canterbury	10,000.00	10,000.00	10,000.00	10,000.00
Miscellaneous Income	1,348.99	10,510.20	1,023.00	-
Endowment Distribution	32,068.07	32,068.07	36,255.02	36,255.00
Jones Bequest Distribution	26,070.29	26,070.29	26,957.01	26,957.00
Rectory Fund	13,294.87	13,294.87	16,868.02	16,868.00
Ford Fund Distribution	811.08	811.08	897.01	897.00
Harvey Fund Distribution	2,721.94	2,721.94	3,044.02	3,044.00
Gilliam Fund	462.26	462.26	532.01	532.00
Royston Fund	4,912.66	4,912.66	4,726.00	4,726.00
J. S. Love Music Endowment	-	-	1,000.00	1,000.00
Osburg Fund	-	-	7,426.01	7,426.00
Income from Capital Campaign	20,000.00	20,000.00	44,464.00	44,463.00
Transfer from Temp Rstrc Funds	4,000.00	4,000.00	4,000.00	5,000.00
Total Other Income	117,178.37	128,851.37	157,159.71	158,868.00
Total Revenue	527,411.35	529,160.92	562,694.08	560,168.00
Expenses				
Personnel	316,959.24	318,917.40	338,655.03	339,624.67
Utilities	17,327.31	29,200.00	19,047.20	22,500.00
Maintenance	11,764.55	16,250.00	17,094.11	17,000.00
Depreciation	19,000.00	19,000.00	20,000.00	20,000.00
Office	24,006.84	28,441.00	23,503.73	24,805.00
Worship and Liturgy	2,884.87	2,150.00	2,283.28	2,400.00
Music and Choir	6,119.46	6,775.00	7,526.39	7,775.00
Miscellaneous Administration	16,426.20	14,300.40	14,151.54	16,625.00
Education Programs	6,650.02	3,948.00	6,804.56	7,400.00
Fellowship Programs	2,450.00	1,490.00	1,026.40	2,040.00
Outreach	112,001.25	110,050.00	100,355.50	99,965.03
Total Expenses	535,589.74	550,521.80	550,447.74	560,134.70
Net Income (Loss)	(8,178.39)	(21,360.88)	\$ 12,246.34	\$ 33.30