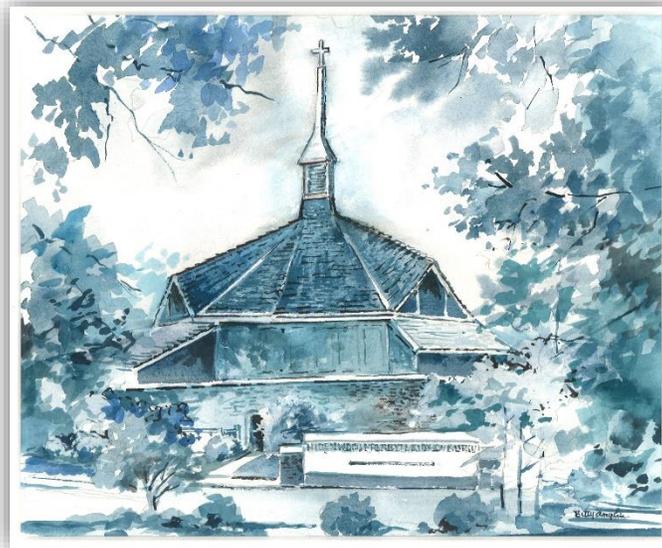


# **MISSION STUDY**

## **2020**



**HIDENWOOD PRESBYTERIAN CHURCH**  
**414 HIDEN BLVD., NEWPORT NEWS, VA 23606**  
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# PURPOSE STATEMENT

Hiddenwood Presbyterian Church (HPC) first became concerned with the concept of “transition” when Reverend William G. Lamont (minister for 14 years) announced to Session on January 29, 2019, that he accepted the call to serve Gulf Breeze Presbyterian Church in Gulf Breeze, FL. With the assistance of the Presbytery of Eastern Virginia (PEVA), HPC began the formal process of finding an interim minister and forming a mission study team. HPC was blessed to find Reverend Rebekah Johns to lead us through the transition period as our interim minister. Subsequently, Session appointed the Mission Study Team (MST), and they began their work on October 8, 2019. The MST was led by Reverend Johns and consisted of five members, Leslie Brooks, Paige Crowther, Teeny Norfleet, Bill Sharkey, and John Vanderhoven.

The Mission Study was an honest and thoughtful look at the congregation and community as a way to discern the ministry direction in which God is leading Hiddenwood. The resultant Mission Study report is not a long range or strategic planning document but informs the pastor nominating committee (PNC) as it begins the discernment process of discovering who God is calling to be the pastor in this next chapter of Hiddenwood’s life and ministry.

Congregational input and buy-in are an important investment in the Mission Study. The study contains background information such as demographics, attendance, staff, finances, and church programs, but the core of the MST is the congregation’s feedback using the Holy Cow Congregational assessment tool. Surveys were available to members who have attended worship at least four times per year in the last two years. Ninety-three members completed the survey.

# HOLY COW CONGREGATIONAL ASSESSMENT SURVEY

The Mission Study Team sent out 152 invitations to church members to take the Holy Cow survey. The invitations were sent to all members that had attended church at least four times a year for the past two years. Ninety-three people took the survey, representing approximately 85% of our regular worship attendance. The respondents accurately reflect the church make-up; 91% were over 45 years old and 91% have been members over five years, with 48% of respondents having been members for over 20 years, giving us a high degree of confidence that the responses accurately represent the views of the congregation.

Things that we can take away from the survey:

1. We are highly diversified when it comes to our theology.
2. We are a very settled congregation and somewhat inflexible in matters that affect worship and the ways that we have chosen to do things. Adaptation is challenging to us.
3. Communication, how and when we share information, needs to be improved.
4. Many respondents felt a small group of people make most of the important decisions in the church. Leadership development is an area that needs our time and attention to help better prepare our members to be effective in their ministry. This includes helping members discern their gifts as well as supporting them once they are in place.
5. A minority of respondents identified conflict in the congregation. The survey design did not allow for specific conflict identification or whether the conflict was in the past or ongoing. Neither the Session nor the Mission Study team is aware of conflict in the congregation at the current time, though it cannot be ruled out (and is perhaps linked to #4). The responses to questions of satisfaction during the current interim period are positive with a high percentage of respondents feeling the church is stronger now than just prior to the resignation announcement of the former Pastor.

Although there are several places that the congregation would like us to put more time and effort, three of them stand out as being unusually important to our congregation when compared to others.

- a. Work to renew and revitalize the community around the church by building coalitions with partners. This would suggest continuing and/or expanding our work with PORT, THRIVE Peninsula, and Four Oaks Day Service Center, as well as our community focused mission and outreach through the Angel Tree project and the Hampers & Hope program.
- b. Create more opportunities for people to form meaningful relationships such as small group ministries, fellowship dinners and the like.
- c. Deepen our sense of connection to God and one another through stronger worship services.

While this is not an exhaustive list of the information that we can glean from the survey, it does provide us with insight on how we should move forward. We will focus on working through the negatives that came out in the survey, as well as the positives as we work toward the future.

# **BRIEF HISTORY OF CHURCH**

## **HISTORY OF HIDDENWOOD PRESBYTERIAN CHURCH**

**1954-2019**

**HIDDENWOOD PRESBYTERIAN CHURCH** has been a family of faith and a ministry of love and justice for over 60 years. Since our organization, we have been blessed with the exceptional gifts of our many members, pastors, musicians, Christian educators and staff. Together we have made Hidenwood Presbyterian a house of worship that celebrates God through our commitment to serve others in our community and around the world.

**HIDDENWOOD PRESBYTERIAN CHURCH** began as an outpost of First Presbyterian Church of Newport News, and was located in what was then known as the City of Warwick. In July 1953, our first worship service was held in a private home; later services were held at Hidenwood Elementary School. The Norfolk Presbytery approved a petition to allow Hidenwood Presbyterian to be organized as an independent church, and our organizational service was held July 25, 1954, with 95 charter members.

**THREE MONTHS AFTER ORGANIZATION**, James I. Lowry was installed as our first pastor. A site was chosen for the new church structure, across the street from Hidenwood Elementary School, and construction began immediately. In 1955, the first phase of our present facility was complete including the chapel, eight classrooms, an office, and the kitchen.

**THE HIDDENWOOD KINDERGARTEN** opened in 1957, the forerunner of our present-day preschool. We added the much-needed fellowship hall in 1960, the same year Hugh McClure III was installed as our second pastor. Soon after, William McCutchen Jr. joined us as associate pastor.

**WITH A CONGREGATION** that had outgrown worship in the chapel, the fellowship hall quickly became the site of Sunday services and social activities. It continues to be the center of social activities at Hidenwood — whether it be church dinners or basketball leagues.

**WITH THE CHAPEL AND FELLOWSHIP HALL** in place, our growing congregation celebrated its 10th anniversary in 1964. Shortly thereafter, the

educational wing with 12 classrooms was completed and air conditioning was installed in the existing building. John S. McMullen accepted a call to become the third pastor at Hidenwood in May 1968.

**A BUILDING COUNCIL** was appointed in 1972 to spearhead a capital fund drive to raise \$500,000 for a sanctuary. Four years later, L. Robert DeWester II was installed as associate pastor. The ground-breaking ceremony for the sanctuary took place in October 1976, and the cornerstone was put in place in March 1977.

**"THE SERVICE OF ENTRY"** for the new sanctuary was held December 18, 1977. Finally, we had a place to worship together in a space designated for that purpose alone. In April, we renamed what was then known as the "Courtyard Room" to the "McMullen Room" in honor of John S. McMullen on his 10th anniversary of service to our church.

**AFTER 25 YEARS OF GROWTH**, we celebrated our Silver Anniversary in 1979, with speakers recounting Hidenwood Presbyterian's auspicious beginning.

**J. HAROLD MCKEITHEN** accepted a call in July 1981 to become our fourth pastor. He placed a particular emphasis on social justice issues and peacemaking. He started the Newport News Tutoring Consortium, which was later praised by President George H. W. Bush as a Point-of-Light program.

**TYLER DOWNING** accepted a call in 1984 to become associate pastor. In 1988 the Presbyterian Church (USA) celebrated its 200th anniversary. In 1989, Augusta "Miki" Vanderbilt succeeded Tyler Downing as associate pastor.

**THE CELEBRATION OF OUR 40TH ANNIVERSARY** was the highlight of the year 1994. We celebrated this milestone during worship on June 5, followed by lunch and the dedication of our newest capital improvements, including construction of a new parking lot, covered entrance on Hiden Boulevard, music room, dining room and kitchen. The next phase of our improvements would include a remodeled office and meeting room wing.

**OVER THE NEXT DECADE**, Harold McKeithen continued to lead us in our spiritual growth and community involvement until his retirement in 2003.

That same year, in honor of his 25 years in the ministry, we named our new dining hall “McKeithen Hall” in his honor.

**IN 2004, WE CELEBRATED OUR 50<sup>TH</sup> ANNIVERSARY.** Many charter members, former pastors and staff, their families, and special guests joined us for a time of reminiscence and worship. As an enduring symbol of our Golden Anniversary, we contributed funds to purchase a carillon to welcome worshippers on Sunday morning. This was also the year when interim-pastor Angus McGregor led us through a transitional period that would culminate in the calling of a new pastor.

**IN JUNE 2005,** Hidenwood installed William G. Lamont, a native of Ontario, Canada, as pastor. Three years later, we welcomed associate pastor, Eleanor Norman.

**IN OCTOBER 2009, HIDENWOOD HELD ITS FIRST “PUMPKIN FESTIVAL.”** Each year since, this yearly outreach event has grown in attendance and attractions.

**IN 2014, WE CELEBRATED OUR 60<sup>TH</sup> ANNIVERSARY.** Past ministers Harold McKeithen, Tyler Downing, and Miki Vanderbilt came to celebrate this special occasion and time of fellowship, along with past music directors, DCEs and staff personnel. A special message was delivered by Darren Utley, who had served as our pastoral associate.

**IN MARCH OF 2019 HIDENWOOD** released Reverend Lamont from his call so he could accept a call from another church. Reverend Rebekah Johns accepted the call to serve as interim pastor and to lead Hidenwood through the interim process and transitional period.

**THROUGHOUT ITS HISTORY HIDENWOOD** has depended on God, trusted in Jesus Christ, and been guided by the Holy Spirit. Embracing the changing needs of our congregation and the community-at-large, we enter an exciting new phase in the life of our church.

# **DESCRIPTION OF PARISH AREA**

## **DEMOGRAPHIC ANALYSIS OF GEOGRAPHICAL AREA WITHIN A 3-MILE RADIUS OF THE CHURCH.**

Hiddenwood Presbyterian Church (HPC) is located in the Hiddenwood section of the city of Newport News. The radius chosen begins at the edge of the James River just west of the church. The purpose of the radius chosen is to include a more accurate view of the populated areas around the church beginning at the shores of the James River.

Newport News is a diverse urban city, home to a growing public university with a student population of 5000 within a half mile of the church. The city has several shopping and dining centers including Patrick Henry Mall, the Tech Center, and City Center nearby. Newport News-Williamsburg International Airport is also located within this area. Newport News Shipbuilding, the largest industrial employer (20,000 + employees) in Virginia, and the largest shipbuilding company in the United States, is also located adjacent to this area. Jefferson Lab, a US Department of Energy Office of Science national laboratory, is located within our radius.

The total population within this three-mile radius is 114,647. Annual growth within the region in 2012-2017 was 1%. Certain blocks within the radius experienced upwards of 4.6% growth while others had -3.5% decline. 2022 population is estimated to be 116,742 if current trends continue.

19.5% of the households in the geographical area have married couples with children present, 28.1% have married couples with no children present, 10.2% are single parents and 34.6% are occupied by non-families. The demographic age breakdown for the three-mile radius can further be broken down into categories of Younger Generation, Young Adults, Middle-Aged Adults, and Older Adults.

The breakdown of each category shows that:

- 29% of the Younger Generation is made up of children 4 years old or younger, 32% is made up of children between the ages of 5 and 9, 23% is made up of children between the ages of 10 and 14, and 16% is made up of children between the ages of 15 and 17.
- 21% of the Young Adults are between the ages of 18 and 20, 24% are between the ages of 21-24, and 56% are between the ages of 25-34.
- 46% of the Middle-Aged Adults are between the ages of 35-44 and 54% are between the ages of 45 and 54.
- 48% of the Older Adults are between the ages of 55 and 64, 30% are between the ages of 65 and 74, and 22% are 75 years old or older.

Never Married:	30,403 (32.8%)
Married (not separated):	42,591 (45.9%)
Separated/Spouse Absent:	4,956 (5.3%)
Divorced:	10,501 (11.3%)
Widowed:	4,271 (4.6%)

Educational levels of the population within this radius shows that 34.5% have at least a bachelor's degree and another 35.4% have an Associate's Degree or some level of College classes taken. Another 22.3 % have a high school diploma and 7.8% did not finish high school.

The average household income is \$80,495 which is the same as the National average.

Less than \$25,000:	6,557 (14.9%)
\$25,000-\$44,999:	7,413 (16.9%)
\$45,000-\$74,999:	11,454 (26.0%)
\$75,000-\$124,999:	10,895 (24.8%)
\$125,000 or more:	7,662 (17.4%)
Total Households:	43,981

Occupational Category shows that 64.6% of the population have white collar jobs, 16% are in the service industry and 19.3 are blue collar workers. A further breakdown for our area shows the following...

Management, business, science, arts:	23,394 (42.2%)
Sales, office:	12,466 (22.5%)
Service:	8,894 (16.0%)
Natural resources, contruction, maintenance:	5,147 (9.3%)
Production, transportation, material moving:	5,570 (10.0%)

The employment status for the surrounding region.

Civilian, Employed:	55,471 (61.0%)
Unemployed:	3,678 (4.0%)
Armed Forces:	3,588 (3.9%)
Not in labor force:	28,236 (31.0%)

Ethnicity for the region is comprised of 3.9% Asian, 28.3% Black, 7.3% Hispanic and 56.5% White. 11% of the population is non-English speaking.

Travel time to work is an indicator of travel time to church. This may be a practical indicator to a given site's ministry area. Within this 3-mile radius there are a total of 55,888 commuters with the greatest percentage traveling between 15 to 29 minutes to work.

Under 10 minutes:	6,123 (11.0%)
10 to 14 minutes:	10,527 (18.8%)
15 to 19 minutes:	12,779 (22.9%)
20 to 29 minutes:	12,198 (21.8%)
30 to 44 minutes:	8,330 (14.9%)
45 to 59 minutes:	3,257 (5.8%)
60 minutes or more:	2,674 (4.8%)

The Demographic information in this report comes from the following sources...

PCUSA demographic report:

<https://www.presbyterianmission.org/ministries/research-services/demographic-report/>

Jefferson Lab website: <https://www.jlab.org/about>

Newport News Shipbuilding website: <https://nns.huntingtoningalls.com/who-we-are/>

## **MEMBERSHIP INFORMATION**

Numbers gathered for the membership graph (5/10 years membership;  
numbers also by male/female)

2015	Active Members	565
	Female	331
	Male	234

2016	Active Members	556
	Female	341
	Male	215

2017	Active Members	546
	Female	330
	Male	216

2018	Active Members	443*
	Female	265
	Male	178

2019	Active Members	434
	Female	261
	Male	173

\*Membership roles were purged between 2017 and 2018

## Where do members live (using zip codes)?

Newport News is a city that is 23 miles long and 3 miles wide. It is the fourth largest city in size in Virginia. Members listed by districts using zip codes:

23601	38 members (District 2)	23606	36 members (District 3)
	9 members (District 14)		18 members (District 4)
	Total of 47 members in 23601		31 members (District 5)
			25 members (District 6)
23602	16 members (District 11)		15 members (District 7)
	13 members (District 12)		39 members (District 8)
	10 members (District 13)		16 members (District 9)
	12 members (District 14)		30 members (District 10)
	Total of 51 members in 23602		Total of 210 members in 23606
23608	7 members (District 12)		
	6 members (District 14)		
	Total of 13 members in 23608		

## Statistical Information 2014-2018

### Congregation at Worship

2014:		2018:	
25 & Under	84	25 & Under	49
Ages 26-45	76	Ages 26-45	56
Ages 46-55	78	Ages 46-55	54
Ages 56-65	92	Ages 56-65	117
Over 65	243	Over 65	166
<b>Total</b>	<b>573</b>	<b>Total</b>	<b>442</b>
Gender:		Gender:	
Male	218	Male	177
Female	355	Female	265

**Racial Make-up 2014:**

Total Members 573

568 White

4 African American

1 Asian

**Racial Make-up 2019**

Total Members 434

431 White

2 African American

1 Asian

**Weekly Attendance:**

2015 161

2016 147

2017 130

2018 113

2019 104

Average Attendance declined each year

**Member Occupations**

- Professional active and retired  
Doctors, lawyers, military, college professors, financial advisors
- Vocational  
Shipyard (builders, supervisors, etc.)
- Manufacturing Jobs

A recent Holy Cow study showed:

39.5% management or business

23.4% Sales/Office

17.0% service

for 80% of the congregation

**Members' Educational Levels**

A recent Holy Cow study showed:

98% of members polled had some college or a graduate degree

## **WORSHIP & ATTENDANCE**

### **Worship Services**

Services in past years have changed in times and numbers

8:30 am Celebration Service (media); 11 am Traditional Service

9:30 am Celebration Service (media); 11 am Traditional Service

Currently, 10:30 am blended service (media occasionally)

Traditional worship services follow liturgical calendar, include guitars and drums, and include (at times) media presentations

Some college age students from neighboring Christopher Newport University attend worship

No youth group this year (2019)

Jr. Disciples – a program under Carey Gerstner for elementary age students

### **Special or Seasonal Services**

Rally Day (September)

Pet Blessing (1<sup>st</sup> Saturday in October)

Preschool Recognition Sunday (November)

Longest Night (December 21)

Christmas Eve

Scout Sunday (February)

Ash Wednesday

Maundy Thursday/Good Friday

Vacation Bible School Celebration (July/ August)

### **Worship Attendance**

2019 Average attendance: 104

## MISSION ENGAGEMENT

Hiddenwood Presbyterian's mission statement contains these words:

*Through ... outreach, we experience God's love and grace.* Indeed, our mission projects reflect our church's desire to share God's gifts of love and grace throughout our community, our region, and our world.

Locally, one of Hiddenwood's mission projects is the planning and execution of the Pumpkin Festival and sale of pumpkins. Each October, our grounds are graced with the sight of hundreds of colorful pumpkins, which are sold and the proceeds divided between our Mission Committee and the Navajo Indian Reservation in Farmington, New Mexico that grows the pumpkins. Mid-month, our parking lot is transformed into festival grounds complete with pony rides, games, food, and baked goods sale. This festival draws our community and is a visible testament to our outreach efforts.

Neighboring our church is Hiddenwood Elementary School. Each year our Director of Food Services, Belinda Hammond and her team of volunteers, provide dinner for teachers who stay after school for the school's fall Conference Night. In addition, we connect to the school at Thanksgiving and Christmas. We provide Thanksgiving baskets to certain families of Hiddenwood Elementary. The recipients of our Christmas Angel Tree are students who attend that school. Christmas food baskets, as well as Christmas gifts for families of the students are also bought, wrapped, and delivered.

Our church is fortunate to have a spacious, comfortable building which is home to many outside organizations such as yoga groups, AA, local basketball leagues, Newport News Public School's AP testing site, and several Boy and Girl Scout troops. In the fall of 2017, at the request of a Central African church community to find a space in which to worship, Hiddenwood welcomed the Bethesda Free Methodist Church to use our chapel for its services on Sunday afternoons. Our church also hosts Red Cross blood drives six times per year, averaging around 56 donors each time.

Close to home, Hidenwood participates in smaller projects such as Hampers For Hope, a monthly laundry assistance service; Tori's Closet, a clothing closet donating clothing to the public; THRIVE Peninsula, an organization committed to assisting individuals in need with issues of housing and other assistance; PORT provides volunteers to prepare and serve meals to the homeless assisting with an overnight stay at a host church twice a year; and Peninsula Rescue Mission's camp fund for at-risk children. We support the Salvation Army Red Kettle fund raiser as bell ringers. Each February, our media center's director organizes a used book store which is open to the public. Spanning four days, the sale is staffed by volunteers, and proceeds are used to maintain the church library.

Regionally, Hidenwood has sent teams of volunteers to New Bern, North Carolina to assist in the construction of a volunteer housing project to shelter those volunteers who will come to assist this community in recovering from hurricanes and coastal flooding.

Internationally, Hidenwood supports Rise Against Hunger, a hunger relief organization that coordinates the packaging and distribution of food to people in developing nations, an effort our church has supported with funding and volunteers for many years. We gather 150 volunteers from our congregation, community, and Christopher Newport University to package 30,000 meals each year and hope to expand these efforts to twice each year in 2020.

Each year in early spring, our church coordinates a large thrift sale in our gym, collecting, organizing, and arranging household goods for sale to the community. Called Market for Mission, proceeds earned at this weekend event are used to contribute funding to the Mission Committee beyond the church budget. About \$9,000 is contributed annually to the church's mission projects from Market for Mission. The mission budget for 2020 is \$34,000 out of a total church budget of \$582,240. Of that \$34,000, \$24,000 goes to our denomination, and \$10,000 goes to local and regional mission efforts.

Members are encouraged to participate in as many mission projects as time and interest permits. They are apprised of opportunities through e-mail *News You Can Use*, Sunday bulletin reminders, sign-up sheets in the Narthex, and through an online service, *signupgenius*.

Extending the message of God's love by sharing our time and resources is an integral part of Hidenwood Presbyterian.

## **EDUCATIONAL & OTHER PROGRAMS ORGANIZATIONS & ACTIVITIES**

Hiddenwood Presbyterian Church places great importance on education and lifelong learning, with programs designed for very young children through adults. On Sundays and throughout the week, there are a variety of opportunities available for engagement and learning.

One of the shining stars of this church is Hiddenwood Presbyterian Preschool. Started in 1957, the preschool features a “play to learn” curriculum and has earned a Level 4 Virginia Quality rating. The school includes classes for 2, 3, and 4-year-olds, as well as a recently added kindergarten. There are 123 children in the preschool and kindergarten, which features weekly chapel, as well as an after-school Bible Adventure program for the 25 children who participate in after-hours childcare. Both chapel and Bible Adventures are taught by Hiddenwood’s Director of Faith Formation, Carey Gerstner, a full-time staff member. Recently, Hiddenwood’s courtyard area was converted into an outdoor classroom, the product of an Eagle Scout project from our chartered troop that also involved many additional volunteers who assisted in this transformation of the space.

Sunday school worship includes a class for kindergarten through fifth graders and uses the PCUSA curriculum *Growing in Grace and Gratitude*. Class participation ranges from one to six children and is taught by a small group of church members who rotate teaching responsibility. Classes for adults consist of the Discovery Class, a group ranging from 10-30 members who meet for breakfast and fellowship and discuss a variety of topics. The instructor utilizes many resources such as *The Thoughtful Christian*, as well as Methodist and Presbyterian publications. Topics typically change every two months; currently the class is addressing *Why Does Evil Exist?* and will eventually segue into a two-month Advent study aimed at adults whose children have grown. In addition to the Discovery Class, an in-depth Bible study class is conducted by a passionate and well-versed church member.

Although small in number, its members are a dedicated, consistent group of attendees.

Educational opportunities continue into the work week. For children, a Wednesday evening Jr. Disciples class offers Bible stories with a mission focus. Average attendance is about 12 children. In addition, there is an adult Bible study offered mid-week and taught by the same instructor who teaches Sunday's Bible class. Two monthly book groups exist: one whose members read and discuss popular titles, and the other, a women's book group who has studied Richard Rohr's *The Universal Christ* and is currently reading *Peaceful Neighbor* by Michael Long.

Church-wide, Hidenwood's Faith in Motion group has invited participants to read and discuss N. Graham Standish's *Becoming a Blessed Church*. This book became the springboard for whole church prayer, discernment, and discussion about the future of Hidenwood. Church officers participate in annual training, occasionally in conjunction with other close-by Presbyterian churches. Topics are based on the needs of the church and its leaders.

Each summer, Hidenwood hosts Vacation Bible School. Increasingly popular with members of the church and community, attendance averages about 80 children and culminates in VBS Sunday, when attendees and their parents are invited for a special Sunday service celebrating the week's learning. Shortly after VBS, the Director of Faith Formation invites children and their parents to attend Art Camp, a weeklong program of arts and crafts. On average, 40-50 participants take part in this fun experience.

Through its many educational opportunities, Hidenwood encourages spiritual growth in its members, offering a myriad of experiences from youth to adult.

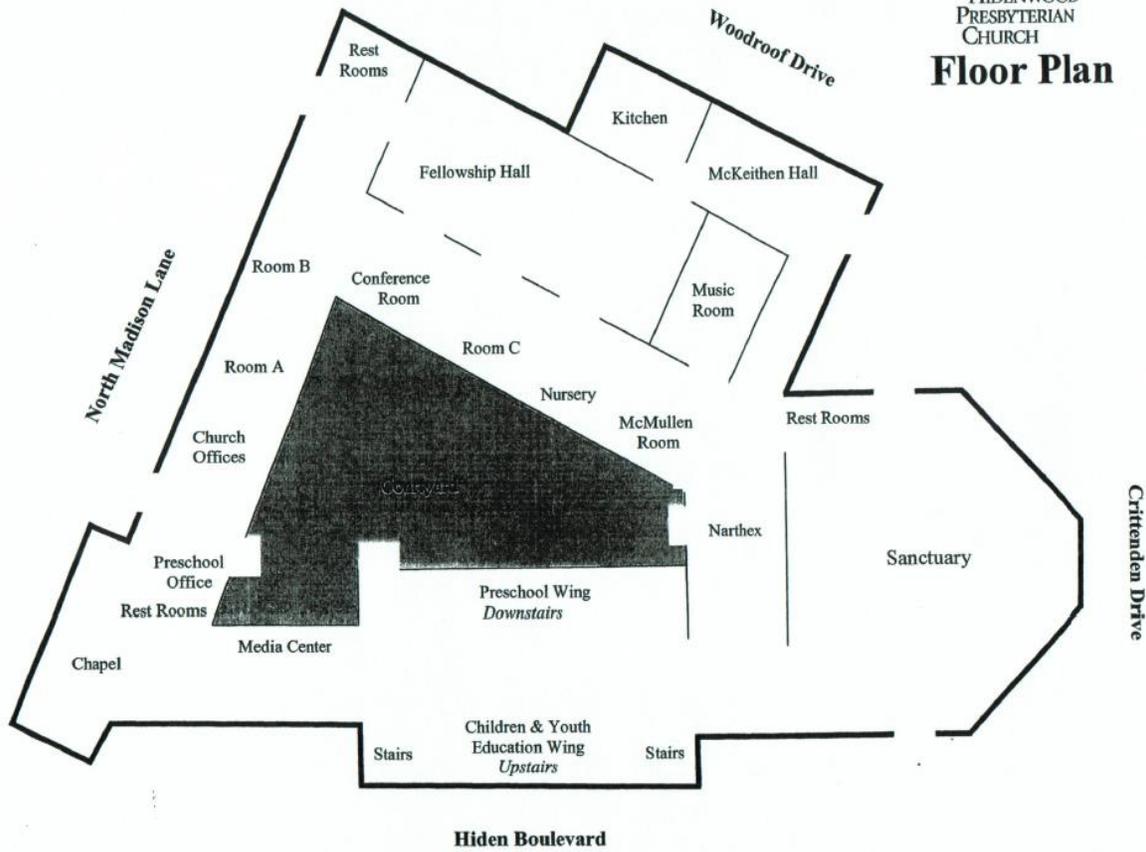
## **BRIEF DESCRIPTION OF PROPERTY**

The church is located on 4.5 acres of land on the corner of Hiden Blvd and Madison Lane and consists of one main building that was constructed in four stages beginning in 1954 with final office expansions and renovations in 1999. The building includes the sanctuary that seats 300 congregants with a choir section. Adjacent to the sanctuary is the narthex, inner courtyard, and music room. There is additional group worship space in the original chapel which seats 125 people.

Fellowship areas consist of McKeithen Hall, a professional kitchen, and larger fellowship hall / gym providing ample space for small and large gatherings. The church offices and classrooms are on the main floor along with a media center / library, nursery, and pre-school. There is an upper wing above the pre-school containing classrooms for children and youth education, a supply room, and use by outside groups such as cub scouts and girl scouts. Restrooms are located throughout the church.

Hidenwood church's children, as well as neighborhood young ones, enjoy a newly renovated fenced playground adjacent to the sanctuary. The preschool maintains the playground. There is a large parking lot and ample street parking in the adjacent neighborhood. There is handicapped designated parking near the building and a covered driveway entrance on Hiden Blvd available for handicap drop-off and pick-up.

  
 HIDDENWOOD  
 PRESBYTERIAN  
 CHURCH  
**Floor Plan**



## **TECHNOLOGY**

The Director of Faith Formation maintains the Hidenwood website ([www.hidenwood.org](http://www.hidenwood.org)) and a Facebook page. There is a member's e-mail list maintained by the church administrator and a "News You Can Use" e-mail newsletter sent out weekly. The building also has Wi-Fi for members and visitors.

The worship service has an updated sound system used for fixed and mobile usage by the worship leaders with a recording capability. There are newly installed microphones over the choir section. As an aid to worship and special presentations, the front of the sanctuary has a large screen and rear projector system. The screen can be hidden by a panel and cross and the projector operated by the sound and light control booth in the rear of the sanctuary. Personal amplification system is available for hearing impaired congregants.

Portable screens, laptops and projectors are available for fellowship gatherings, classes, and meetings in classrooms or fellowship areas.

## Financials

The operating budget over the past five years (2015 – 2019) ranged from \$660,000 to \$592,000 with approximately 97% of the giving from pledges. The total income has slowly declined over this period from \$660,433 in 2015 to \$592,520 in the 2019 amended budget. Personnel expenses represent approximately 63% of the budget. Facilities represent 20% of the budget and there are funds set aside for deferred maintenance and a contingency fund. Currently 6% of the budget is allocated for mission purposes.

The church has a memorial fund currently totaling \$48,547 administered by the Memorial Committee. Individuals contribute to this fund in memory of church members who have died. The committee spends the proceeds for special projects such as new hymn books, specified furniture, upgrades to the building, or other projects they deem appropriate.

The Church office maintains a Benevolence Fund for people who are in desperate need of support. These situations might include rent payments to avoid eviction or payment of utility bills to reinstate services. Payments remain confidential, and no report is given to the Session. Likewise, contributions to the Benevolence Fund remain confidential. The fund balance is currently \$10,061.

The largest non-cash asset is the 4.5 acres and church building. There is one long term note with an outstanding balance of \$235,002 as of October 21, 2019 and a maturity date of February 2, 2027.

Hidenwood has a very generous congregation. With the large percentage of the operating budget derived from pledges, coupled with the congregation's demographics (2018 Church Statistical Report) the challenge in the coming years will be sustaining giving and working to attract new members that reflect the area served by Hidenwood. Additional budgetary pressure will come from upkeep of a large, aging facility. We are beginning to understand, however, that being relevant in our community is Christ's call to us, and although money and people may flow from our spiritual health, our primary focus is answering Christ's call to care for and love our neighbors.

## Staff Position Description

Hidenwood Presbyterian Church staff is led by the Pastor/Head of Staff and assisted by the following staff members:

Director of Faith Formation: Responsible for the Christian education of children, youth, and adults, including curriculum planning and leading of educational opportunities for all groups, the DFF also leads our Preschool children in twice-monthly chapel services and weekly bible lessons. She coordinates the nursery worker and maintains nursery. Other responsibilities include participating and/or leading in worship when requested by Pastor/Head of Staff and assisting in marketing opportunities including but not limited to Facebook, Hidenwood's website, and Nextdoor. This is a full-time position.

Director of Music Ministries: Working with the Pastor/Head of Staff, the Music Director provides music for Sunday worship services and special services throughout the year, such as Christmas Eve, Ash Wednesday, and Maundy Thursday. The Music Director leads the Sanctuary Choir, the handbell choir, and arranges for special guest instrumentalists for special musical services. The Music Director organizes the annual Music in the Wood Concert Series, scheduling featured artists and coordinating the schedule at the beginning of each season (October through May). This is a part-time position.

Office Manager: The Office Manager is responsible for the overall operation of the church office, providing administrative support for the pastor, Session and Diaconate, committees and organizations of the church, as well as other staff members. The primary responsibility is to serve the Pastor/Head of Staff and to build staff relationships in a collegial and congenial manner, creating a work environment that is nurturing and wholesome, reflecting the Christian faith that is shared within our church. Duties include, but are not limited to, communications, maintaining church database, providing administrative support, and maintaining church calendar. This is a full-time position.

Director of Facilities and Food Services: This staff person oversees the maintenance of the church property, inside and out. The Facilities Director coordinates maintenance vendors for repairs to building and equipment and oversees lawn maintenance. The Food Service part of this position plans and directs all food service events; coordinates volunteers for food service events, supervises the use of the kitchen and oversees the purchase and maintenance of kitchen equipment. This is a full-time position.

Sexton: The church's Sexton is responsible for the cleanliness of the entire church building including, but not limited to, floors, windows, walls, furnishings, and restrooms. This is a full-time position.

Treasurer: Under the guidance of the Finance Committee, the Treasurer maintains the accounts of the church. The Treasurer pays all invoices, balances the checking account, creates monthly financial statement for review by Session, and oversees the church's payroll. The Treasurer has recently worked with the Presbyterian Foundation in enrolling the church to receive online donations. This is a part-time position.

Assistant Treasurer: The Assistant Treasurer's main responsibility is to monitor pledges and receipts and to prepare quarterly statements for members. Other duties are to work with the Treasurer in overseeing the financial operations of the church. The Assistant Treasurer works under the guidance of the Finance Committee. This is a part-time position.

All positions are accountable to the Pastor/Head of Staff.

# Music

Hidenwood has an active music program that offers opportunities for those of all ages, backgrounds, and skill levels. The Sanctuary Choir forms the core of the program, leading worship each Sunday and presenting various special programs throughout the year. These include our yearly Christmas program in conjunction with the bell choir and guest instrumentalists, Easter service with brass, hymn festivals, the annual United Campus Ministries church music festival, and our yearly Sunday afternoon pops concert in May/June.

We also offer several instrumental opportunities. The Hidenbells bell choir is made up of mostly beginner to intermediate ringers and performs in worship approximately once per month. The growing Jr. Disciples weeknight program also offers a children's music time that includes a chime choir which occasionally performs in worship. Finally, Hidenwood has a small group of guitarists that often play in worship and also perform at events such as the annual pumpkin festival and coffee houses hosted by the church.

The Music in the Woods concert series is a major outreach to the community. The series hosts artists from the Hampton Roads area and beyond, and each season features a variety of concerts, from classical to jazz to popular music. All concerts are free (with a free-will offering) and open to the public.

Hidenwood is truly blessed to have a dedicated and engaged group of people involved in music ministry, with a congregation that realizes and appreciates the value of music in worship. As we look to the future, we hope to continue growing these ministries while also cultivating new creative worship and music experiences for our congregation and community.

# Appendix

## 2013 - 2019 financial data

	2015	2016	2017	2018	2019	2020
	Actual	Actual	Actual	Actual	Actual	Budget
<b><u>Income</u></b>						
Pledges and contributions	643,825	648,790	613,076	574,556	540,302	565,240
Total other	16,608	11,833	20,919	22,237	18,182	17,000
Total contributions	<b>660,433</b>	<b>660,623</b>	<b>633,995</b>	<b>596,793</b>	<b>558,484</b>	<b>582,240</b>
<b>Total Income</b>	<b>660,433</b>	<b>660,623</b>	<b>633,919</b>	<b>596,793</b>	<b>558,484</b>	<b>582,240</b>
<b><u>Expenses</u></b>						
Staff	<b>423,190</b>	<b>410,758</b>	<b>417,949</b>	<b>384,961</b>	<b>313,346</b>	<b>347,509</b>
	64.08%	62.18%	65.93%	64.50%	59.2%	59.7%
Programs	<b>35,459</b>	<b>29,002</b>	<b>25,881</b>	<b>19,984</b>	<b>22,823</b>	<b>22,700</b>
	5.37%	4.39%	4.08%	3.35%	4.3%	3.9%
Office	<b>23,987</b>	<b>26,482</b>	<b>20,472</b>	<b>20,174</b>	<b>16,507</b>	<b>25,300</b>
	3.63%	4.01%	3.23%	3.38%	3.1%	4.3%
Deferred Maintenance						<b>20,150</b>
						3.5%
Contingency						<b>4,966</b>
						1.0%
Facilities	<b>128,001</b>	<b>134,145</b>	<b>124,605</b>	<b>121,957</b>	<b>142,208</b>	<b>127,615</b>
	19.38%	20.31%	19.66%	20.44%	26.9%	21.9
Mission Giving	<b>53,707</b>	<b>45,520</b>	<b>31,615</b>	<b>28,979</b>	<b>34,000</b>	<b>34,000</b>
	8.13%	6.89%	4.99%	4.86%	6.4%	5.8%
<b>Total Expenses</b>	<b>664,344</b>	<b>645,907</b>	<b>620,523</b>	<b>576,055</b>	<b>528,884</b>	<b>582,240</b>
<b>Excess/-Deficit</b>	<b>-3,911</b>	<b>14,716</b>	<b>13,396</b>	<b>20,738</b>	<b>29,600</b>	<b>0</b>