

# ANNUAL REPORT 2024



TUCKAHOE  
PRESBYTERIAN CHURCH

*Called by God  
to be the heart, voice, hands and feet of  
Christ where the Spirit leads us.*

Published February, 2025

# TUCKAHOE PRESBYTERIAN CHURCH 2024 ANNUAL REPORT

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*DISTRIBUTED IN FEBRUARY, 2025*

***Our Annual Report would not be complete without a heartfelt THANK YOU to each of Tuckahoe's staff, officers, members, visitors, and friends for your generous and continuing support of our church through your many gifts of time, extraordinary talents, and financial support. We look forward to your continued energy, ideas and generosity as we work together on our vision for how Tuckahoe is meant to grow and thrive in the future.***

**LETTER FROM PASTOR KELI COOPER**  
**TUCKAHOE PRESBYTERIAN CHURCH**  
**ANNUAL REPORT - 2024**

Friends and members of Tuckahoe,

It is a joy, an honor, and an exciting adventure serving as the Pastor and Head of Staff here at Tuckahoe. Since the end of July 2024, we have spent time getting to know one another, worshipping together, celebrating six baptisms, celebrating the life of those who have died, and sharing in the everyday.

Our Sunday morning schedule is settling in a rhythm as we explore new and traditional ways of worship, combine and have individual Sunday School classes, share in after church fellowship, and participate in the variety of committees and ministries here at the church. It's been a year of firsts at Tuckahoe- and I'm grateful for your all's shared knowledge of "the way things have always been done" as well as an openness to try new things together.

Many know I love of spreadsheets. I'm grateful to share that love of color-coding with many of you all- and for the patience to those of you who would prefer grids! By the beginning of the program year, we established a program planning calendar and worship planning schedule, which continues to help us move towards a cohesive worship and ministry experience.

This is our first year of being fully staffed in a few years- and we continue to learn how to work together as a team- honoring one another's individual gifts while encouraging a work-life balance. I am also grateful to work with the Elders and Deacons who do incredibly important pastoral care and spiritual leadership at the church. And the list continues to expand to each of you- from committee chairs to participants to signing up to donate flowers- so many small and big ways to enliven the community. I learn so much from each of them and am grateful for their continued commitment.

You all honor that I have two young children and a spouse, as well as other responsibilities in the community- and I thank you. Thank you for loving my whole family and welcoming us here. I am glad you are part of my family's faith journeys, particularly as our children grow up here.

And while I aim for balance, I truly mean and am glad you all know that I'm always available when something critical happens. The pastoral care emergency phone line is available 24/7. Caring for our community is a top priority- and I encourage you to always reach out- email, call, or schedule a time to meet in person. I love meeting at the church, visiting local restaurants, and chatting at after church fellowship.

Each day, and particularly each Sunday, brings so much newness and joy. From Rally Day to an Installation Service to the Low Country Boil to Communion, and the list continues- there is always something to look forward to here at Tuckahoe. I am excited for this next year with you all here at Tuckahoe, as we continue to be the heart, voice, hands, and feet of Christ.

Peace,

Keli

**ADMINISTRATION AND HUMAN RESOURCES COMMITTEE**  
**TUCKAHOE PRESBYTERIAN CHURCH**  
**ANNUAL REPORT, 2024**

Committee Members: Julia Adair, Dave Bauer, Tim Beane, Harold Cothorn, (*Elder, Moderator through June 30, 2024*), Pam Dickerson, Tim Estes, Pat Macaulay (*Elder, Moderator beginning July 1, 2024*), and Jim Webster

- Administration and Personnel Committee name changed to Administration and Human Resources Committee
- Michelle Tuck began serving as Director of Music Ministry on January 1, 2024
- Approved 2024 Holiday Schedule
- Conducted mid-year reviews of staff members and their goals
- Recommended to Session to lift moratorium on leasing the education wing space
- Reviewed A&HR Committee Responsibilities/Tasks as per Carson Rhyne's suggestion for all Session committees
- Extended Carson Rhyne's Covenant Pastor Agreement (May 14 - November 13, 2024) or until arrival of new Installed Pastor.
- Recommended to Session to adopt Family Leave Policy from the Book of Order G-2.0804 and as defined by the Virginia General Assembly 2022, PC-Biz HSB06.
- Recommended to Session acceptance of resignation of Hannah Creager, Director of Christian Formation, effective April 28, 2024
- Recommended to Session Employee Exit Policy
- Developed Separation of Employment Form
- Recommended to Session appointment of Mary Park as Part-time Interim Director of Christian Formation for the period May 1 - September 30, 2024
- Advertised for Director of Christian Formation position
- Conducted Annual Staff Performance Reviews and received goals for 2024-2025
- Welcomed Rev. Keli Shipley Cooper in July 2024 as new Pastor and Head of Staff
- At the recommendation of the Communications and Technology Committee, A&HR sought Session's approval for a part-time Social Media Coordinator position. Initial funding for two years was ultimately approved by the Endowment Committee and Session.
- Approved new policy with Brotherhood Mutual Insurance through Sanford Insurance
- Recommended to Session appointment of Jillian Gatewood as Director of Christian Formation effective October 13, 2024
- Recommended to Session new Leave Request form
- Recommended to Session 2025 Holiday Schedule
- Submitted 2025 Budget Request to Stewardship and Finance Committee
- Approved various building use requests
- Reviewed and updated A&HR policies to match Board of Pensions classifications of staff
- Developed and monitored A&HR budget throughout 2024.

*Submitted by Pat Macaulay*

# CHRISTIAN FORMATION ANNUAL REPORT

## TUCKAHOE PRESBYTERIAN CHURCH

### ANNUAL REPORT 2024

*“Welcoming, nurturing, and preparing children, youth and adults for life-long faith journeys.”*

Committee Members: Elders (each serving as moderator for part of 2024): Jackson Harrill, Matthew Mahoney, Leslie Shimer; At-large members: Craig Kerns, Mollie Meadows, Robbie Miller, Katharine Townsend, Staff (each serving for part of 2024): Hannah Creager, Jillian Gatewood, Mary Park, Michelle Tuck and Rev. Keli Shipley Cooper provided additional support.

## ACTIVITIES AND PROGRAMS

### Special Events:

- Lent and Easter season, A 5-week series “Making Peace” (the Israeli Palestinian conflict) with outside speakers (a VCU professor, missionaries, ministers, and a rabbi) sharing both historical and faith-based perspectives. Also, Tuckahoe and Holy Trinity Church joined for the annual Easter egg hunt.
- Rally Day September 8, 2024, A family-oriented event to learn about fall offerings and experience God’s creation with a “micro-hike” and a “nature mysteries” game.
- World Communion Brunch October 6, 2024, An Intergenerational event to learn different communion practices and share breads used around the world.
- Advent Fair November 24, 2024, A family-oriented event included making ornaments, cards for shut-ins, care packages for college students, and learning about and making Chrismons. And there was hot chocolate plus all the toppings!
- Christmas Pageant; December 24, 2024, Over 25 children and youth joined to celebrate the Christmas story; so many angels, shepherds, and even a live baby Jesus with recently-baptized Idelia Araujo.

### Infants and Children Ministry

- Nursery (infant- age 3) Available Sunday mornings, plus for other events
- Children- Little Lights (ages 4-9 during church time; Illustrated Ministry’s Mini Revolutions” led by Hannah Creager and then Jillian Gatewood. Mary Park led Vacation Bible School on 5 Sundays, with “Operation Restoration; Mending God’s World”.

### Youth Ministry

- Youth Group- Leaders: Amelia Adair, Liz Carrico Creasman, C. J. Harrill (spring), Alex Miller, Hannah Creager/Jillian Gatewood; the “Follow Me” PCUSA curriculum “Exploring God in Today’s World”; other activities included attending St. Stephens Celtic service, Rise Against Hunger Event, Trunk or Treat Event, Tacky Light Tour, White Elephant Party, Game Night; Youth Sunday (June 2) youth-led service; sermons by seniors Ethan Park and Connor Fabrie

- Montreat Conference (July 21-25, 2024) “Planting Peace”  
Youth: Ben Barksdale, Courtney Fabian, Baker and Mac Mahoney, Colin and Ethan Park, Adults: Rob Park and Matthew Mahoney; worship and small group discussions that TPC youth look forward to attending every summer
- Massanetta Conference, “Keep Awake” (November 22-24, 2024)  
Attended: Colin Park, Mollie Meadows, Rob Park; worship and small group discussion to explore PC(USA)’s Matthew 25 vision with the theme of dismantling structural racism.

### **Adult Ministry**

- Sunday School Classes: Discovery Class- “Making Sense of the Bible, Rediscovering the Power of Scripture Today” by Adam Hamilton (Contact Walter Smith, Phil Calhoun); Contemporary Issues class- Wired Word curriculum (Contact Chuck Shimer) Advent Study- “Waiting Here For You, An Advent Journey of Hope” Louis Giglio;
- Prayer Group Tuesdays 9:30-10:30; in the Commons (Contact Matthew Mahoney);
- Men’s Bible Study monthly zoom meetings (Contact John Flournoy);
- Theology on Tap monthly third Tuesday; at Kindred Spirit (Contact Phil Calhoun);
- Spring Women’s Retreat theme of “Be Still and Know” led by Diane Prevary and Hannah Creager

### **OTHER GROUPS PART OF CHRISTIAN FORMATION COMMITTEE:**

- **Earth Care Group- (co-lead by Ginger Spence and Heather Stevenson)**  
The Group obtained Earth Care Congregation designation from the PCUSA, becoming one of 4 congregations in Richmond and will oversee the annual renewal process. They hosted a Fellowship hour, showcasing the Earth Care shelf of books now in our library, frequently updated the bulletin board outside Room 106, and invited the congregation to share in Earth friendly gatherings to learn ways we can all be more deliberate in honoring and preserving God’s creation.
- **Scholarship Committee and Warinner Scholarship**  
Warinner Scholarship- established in 2012; \$6000 merit-based scholarship over 4 years for college or graduate school; applications due February 28 annually; Recipients totaling 11, including Connor Fabrie in 2024; Selection Committee: Amelia Adair (replacing Paul Anderson), Bob Andrews, Laura Brady (replacing Beth Ayers), Julie Guller (replacing Susan Galvin), Rachel Sherman; General Committee: Laura Brady (replacing Beth Ayers), Pam Burch, Julie Guller (replacing Susan Galvin), Kathy Mahone, Donna Sauer, Stan Sauer, Ethan Sherman, Leslie Shimer.

*Submitted by Matthew Mahoney, Leslie Shimer, Jillian Gatewood*

**DIRECTOR OF CHRISTIAN FORMATION**  
**TUCKAHOE PRESBYTERIAN CHURCH**  
**2024 REFLECTION**

As I look back on the last few months of 2024, I am filled with gratitude for the journey we have taken as a church community. Since stepping into my role in October, I have witnessed the deep commitment of our congregation to faith formation, intergenerational connection, and spiritual growth. These past few months have been a time of building relationships, learning about the church's traditions, and beginning to shape the vision for what is to come. This reflection highlights the beautiful work that has taken place and the exciting vision that lies ahead.

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### **A Season of Growth and Transition**

Since arriving in October, I have had the joy of stepping into a community that is deeply committed to nurturing faith across all ages. In these few months, I have worked to strengthen our children's and youth ministries, support our dedicated volunteers, and build connections that will help us move into 2025 with energy and purpose.

Our children's ministry has continued to be a vibrant space for learning and creativity. This fall, we explored lessons that connected children to Scripture through interactive storytelling and hands-on activities. **Little Lights has been a joyful experience**, allowing kids to ask big questions, deepen their faith, and experience God's love in meaningful ways.

Youth ministry has also been a highlight of this season. Through **weekly youth group gatherings**, we have engaged in conversations that connect faith to daily life. Their enthusiasm and commitment to service remind us of the importance of empowering young people in their faith journeys.

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### **Faith in Action: Advent and Christmas**

The Advent season was an especially meaningful time in my first few months at Tuckahoe. The **Advent Fair** was a beautiful intergenerational event, where families came together to create ornaments, write cards for shut-ins, and reflect on the season of waiting and hope. Witnessing children, parents, and grandparents engaging in faith-filled activities together was a true testament to the strength of our church community.

One of the highlights of December was the **Christmas Pageant**, which brought together over 25 children and youth in a joyful retelling of the Nativity story. The excitement and energy they brought to this experience made for a truly special Christmas Eve service. It was a privilege to support our young people as they led us in worship through drama and music.

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## Building Foundations for the Future

While these months have been filled with wonderful moments, they have also been a time for assessing our current programs and identifying ways to strengthen our ministries moving forward. **Volunteer support and engagement** remain a priority, and I have been working to establish clearer expectations and training opportunities for those who serve in Christian Formation roles.

One of my goals has been to build **stronger communication channels**, ensuring that families feel informed and connected to what is happening in the life of the church. Through newsletters, emails, and personal outreach, we are working to create a culture of open communication and engagement.

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## Looking Ahead: Goals for 2025

As we enter the new year, I am excited to build upon the work that has already begun. My goals for the coming year include:

- **Expanding Intergenerational Opportunities** – Creating more moments where all ages can worship, serve, and grow together.
  - **Strengthening Seasonal Programming** – Developing engaging and meaningful Lent and Easter experiences.
  - **Encouraging Youth Leadership** – Providing more opportunities for youth to take active roles in worship, mission projects, and church leadership.
  - **Enhancing Volunteer Support** – Offering training and appreciation events to equip and encourage our amazing volunteers.
  - **Deepening Community Outreach** – Finding new ways to engage families and invite others into the life of our church.
- 

## A Grateful Heart

These past few months have been a joyful introduction to life at Tuckahoe, and I am deeply grateful for the warm welcome, support, and enthusiasm I have received. I am excited for what is to come and look forward to walking alongside this community as we grow in faith together.

As we step into 2025, my prayer is that we continue to build a church that is welcoming, vibrant, and full of God's love. May we move forward with joy, purpose, and a shared commitment to nurturing faith in all generations.

**Warmly,**

Jillian Gatewood

Director of Christian Formation



**FELLOWSHIP COMMITTEE**  
**TUCKAHOE PRESBYTERIAN CHURCH**  
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*The Fellowship Committee provides opportunities for building relationships and expressing care among the members of Tuckahoe Presbyterian Church. The Fellowship Committee fosters such “koinonia” (Greek for fellowship) primarily by planning and leading events and activities that bring the congregation & greater community together.*

Members: Cindy Barrow, Kit Crawford, Angie Meadows, Candace Martin, Lilly Chervenak, Kerry Barksdale, Mary Park, Amy Glass, Heather DeBolt, Jim Webster, Jeanne Webster (Moderator) and Leslie Shimer (Elder)

The Fellowship Committee had a very busy 2024, starting with a productive first quarter where we hosted another educational session of CPR and AED for the congregation after worship. We provided refreshments for a very well celebrated Easter Sunday. We also, with permission, were able to post Easter signs (and later Trunk or Treat signs) in the RVA Pediatrics lawn and Jane Compton’s yard.

For the start of the second quarter, we implemented Upcycle Sundays, a once-a-quarter event over two Sundays similar to the Christmas Decoration Exchange. Our first Upcycle event was for Kitchen Items and was very successful. In June we tried something new with the Richmond Pops Concert by sending out 100 postcards to the houses around Tuckahoe inviting them to attend. We also decided to make it a Concert and Picnic event with people bringing their own picnic rather than a potluck. The Committee provided beverages and dessert, and based on feedback, people seemed to enjoy the more relaxed experience. The Committee also actively participated in Earth Care Sunday and the church’s move to becoming an Earth Care Church by moving away from Styrofoam cups, bowls, and plates to truly disposable and/or compostable products. We also decided, whenever possible, to eliminate the use of single-use water bottles.

The Committee made several other improvements throughout the year, including purchasing 100 folding chairs and storage racks to accommodate both indoor and outdoor events and more high chairs for Duntreath. We established a private Facebook Group for members to have an online space to get together informally. To be more mindful and inclusive of people with food sensitivities, we now have a separate area for gluten-free foods during after worship fellowship, and we actively try to mark foods for larger events as being gluten-free or containing nuts. Through a survey we initiated with the congregation we were able to determine what activities and events the members of the church would like to participate in more often. As a result of that survey, the Committee decided to start Gathering Groups and bring back Pizza and Game nights during Q1 of 2025.

The Low Country Boil was held in August and was extremely well attended by almost 140 people. We provided support for World Communion Sunday and helped with the *Get to Know You* events for Rev. Keli Cooper and established a gift card program for anyone wishing to host after worship fellowship who might need financial assistance.

Trunk or Treat at the end of October was another fun event, widely advertised and very popular with more than 200 people coming by. Providing the bounce house, food truck, face painters, and places for our guests to sit and enjoy themselves helped to make this community outreach very successful.

Towards the end of the year, we hosted Friendsgiving and created a new experience for the congregation with a Hot Cocoa Bar during Advent Sunday. Our last event for 2024 was the always delicious Christmas Cookie Exchange Sunday.

The Committee looks forward to 2025 and for ways to continually engage the congregation in events and activities that foster fellowship and build community. We will always strive to reach out to those people who are not members of our church but may be seeking a place to worship and develop a sense of a faith family.

As a group, the Fellowship Committee will always support the work and goals of Tuckahoe and the various committees that are so vital to the mission of sharing God's love and compassion in the world.

*Submitted by Jeanne Webster, Moderator and Leslie Shimer, Elder*

**MEMBERSHIP COMMITTEE**  
**TUCKAHOE PRESBYTERIAN CHURCH**  
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**Annual Report:**

Membership Committee Members in 2024: John Flournoy, Mary McGee (Moderator of the Deacons), Heather Stevenson (Current Committee Moderator), Keli Cooper (Pastor, Ex Officio), Matthew Mahoney (prior Moderator; resigned), Barbie Keatts (resigned), and Kathy Mahone (resigned)

The Membership Committee was reconvened in 2023, and it continued its important work in 2024. The Committee adopted policies and procedures to complete the Committee's projects, including both the process for the Committee's annual review of the church rolls, and the Committee's plans to reach out to visitors to make them feel welcome and help them connect with other members within the congregation.

The Committee completed its review of the church rolls in the fall, reaching out to members that had not been active recently by letter, inviting them to come back and participate in church activities, and asking how the church can support them. Some members requested to be removed from church rolls for reasons such as moving out of the area, attending other churches, etc.

The Committee held a Welcome Brunch in November for prospective new members. Perhaps unrelated (but we hope not!), Tuckahoe welcomed 18 new adult members and 6 new youth in December.

The Committee also developed a greeter program for church services. Committee members now wear purple "Ask Me About Tuckahoe" ribbons on their name tags and coordinate with Rev. Cooper to greet visitors after services. The Committee is looking for additional people to help be post-service greeters and welcomes anyone who is interested in being a periodic greeter.

Our Committee is small and we encourage anyone who is interested in joining to reach out to a Committee member. One of the best parts of being on this particular Committee is the opportunity to reach out to and meet both prospective and current members of this wonderful Tuckahoe community.

*Submitted by Heather Stevenson*

**NOMINATING COMMITTEE**  
**TUCKAHOE PRESBYTERIAN CHURCH**  
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The Congregation Nominating Committee consists of one member of Session, appointed by the Session, one Deacon appointed by the Board of Deacons, and three members of the congregation (not currently serving as church officers) elected by the congregation for 1-year terms; the pastor is an ex-officio member with no vote. (TPC Congregational Rules X; PCUSA Book of Order G-2.0401).

The Committee meets as necessary to identify individuals eligible and willing to serve as Elders, Deacons, members of the Congregation Nominating Committee, and members of any Pastor Nominating Committee, and proposes nominees to the Congregation for election.

The Committee for the year ending June 30, 2024 consisted of: Jim Cooke (as Session appointee), Kit Crawford (as Board of Deacons appointee), Chuck Shimer, Kathy Mahone and Ross DeBolt (elected by the congregation), and Interim Pastor Carson Rhyme as an ex-officio member.

Chuck Shimer had been elected Moderator in 2023. In 2024 the Committee solicited recommendations, identified individuals for positions up for election, and presented a slate of nominees to the congregation for 4 Elders, 4 Deacons, and 3 members of the Committee. At a duly called congregation meeting, at which there were no additional nominees from the floor, the slate was elected.

The current Committee for the year ending June 30, 2025, consists of: John Flournoy (as Session appointee), Barbara Maiden (as Board of Deacons appointee), and Chuck Shimer, Kathy Mahone, and Ross DeBolt (elected by the congregation), and Pastor Keli Shipley Cooper as an ex-officio member.

The Committee elected Chuck Shimer as Moderator. In 2024, after an Elder resigned mid-year, the Committee identified an individual to fill the Session vacancy and presented the nominee to the congregation. At a duly called congregation meeting, at which there were no additional nominees from the floor, the nominee was elected.

*Submitted by: Chuck Shimer, Moderator*

**OUTREACH COMMITTEE**  
**TUCKAHOE PRESBYTERIAN CHURCH**  
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Thanks to the Outreach Committee members who contributed in faith with creativity and dedication: Kemp Barksdale, Terry Brady, Kit Crawford, Ruth Anna Langdon, Pat Miller, Meg Packard, Walter Smith. Jim McLeskey (Elder, Moderator) and Mollie Meadows (Youth Elder).

*“Called by God to be the heart, voice, hands, and feet of Christ where the Spirit leads us.”*

Through your generosity we (1) support a missionary, (2) help fund church camp and conference programs, (3) provide disaster relief, and (4) assist a host of community organizations where we focus on housing insecurity, food insecurity, and the needs of children. Each year we are the hands and feet in the community to meet the needs of our neighbors around Richmond.

**Among the highlights of our work in 2024 were:**

Support of Cindy Corell, Presbyterian missionary. After 11 years in Haiti, Cindy has relocated to the Dominican Republic where she serves as catalyst for food, land and agribusiness concerns, specifically related to injustices faced by people in Haiti, regionally and globally. She serves through Presbyterian World Mission and Presbyterian Hunger Program.

Rise Against Hunger is an annual community endeavor sponsored and supported by Tuckahoe members. We fill Duntreath Hall with the ingredients for healthy dry meals that we package for shipment globally to fight hunger. These meals empower communities, nourish lives, and respond to emergencies. In 2024, we raised \$11,500 and packaged 19,000 meals that were sent to the Philippines and 9288 meals that were sent to Uganda. We will pack meals again on March 22, 2025.

Contributions to Camp Hanover and Massanetta Springs enrich the lives of young and old through opportunities to learn more about God’s loving care.

Monetary donations were made to PCUSA Disaster Relief to assist in Hurricane Helene Relief and other important disaster relief work.

Provided support to Liberation Veterans Services, ReEstablish Richmond, the MICAH Initiative, Project Homes, and other agencies which we also assisted through our activities.

Meals on Wheels reaches people with fresh meals and a warm smile from our dedicated team of volunteers. Some days this Tuckahoe bearer of food and goodwill may be the only human interaction the recipient has. Throughout the year we collected nonperishable food items for both FeedMore and Lamb’s Basket (a Lakeside area food pantry). We also provide volunteer and financial support to these organizations.

We prepared and delivered dinners to the Hilliard House Shelter/Housing Families First, a short-term home for families (many headed by women who are the victims of domestic violence) along with providing financial support.

Tuckahoe members prepared a dinner monthly for the Men's Emergency Shelter, HomeAgain, which provides beds, nourishment, and workforce development resources to help homeless men. This shelter closed in December 2024.

In November we assembled 23 boxes of groceries, each containing the fixings for a Thanksgiving dinner for a family identified by Henrico Social Services who needed assistance to enjoy a healthy well rounded Thanksgiving meal.

Tuckahoe supported CARITAS long before they had their own facilities, as we housed guests at Tuckahoe. We continue to provide financial support. This year we were asked to supply Thanksgiving dinners. We were able to shop and deliver food for meals that made saying thanks at their own facility possible including 9 turkeys.

For almost 20 years Tuckahoe members have found ways of supporting the students and staff of Oak Grove-Bellemeade Elementary School in the city of Richmond. We wrote birthday cards for students and donated school supplies. We made monetary donations that they could use as most needed. We also baked 85 loaves of bread to show appreciation for the teachers and staff.

The annual Tuckahoe YMCA's Bright Beginnings program volunteers participated in preparing children to return to school with new supplies and clothes.

As the year ended, the entire congregation came together through the Wish Tree to donate Christmas toys and clothes for 20 children under the Hilliard House umbrella.

Thank you!

*Submitted by Jim McLeskey, Moderator*

**PROPERTY COMMITTEE**  
**TUCKAHOE PRESBYTERIAN CHURCH**  
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As defined in the Property Committee Policies and Procedures, the Property Committee cares for the real property of the congregation, striving to keep in proper repair the church edifice and other buildings belonging to the congregation, fully aware that the congregation has provided these buildings and grounds for the Glory of God.

The members of the Property Committee for 2024 were Pat Brady, Bill Carter, Jim Cooke (Elder), Bill Crenshaw, Harry Edwards, Bob Glass, Julie Guller, Bob Lacy (Moderator), Tom Lee, Robert Park (Elder), Ethan Sherman, Ann Watson, Camellia Wroniewicz and Lucky Wroniewicz.

Highlights of activities performed by the Committee in 2024:

- Work continued throughout the Church property to transition to LED lighting. The main area of focus was completion of all lighting in the Narthex and Sanctuary. We hope to finalize this work early in 2025.
- In addition to normal weekly cleaning efforts, hallway floors and Wilson Hall floors were again cleaned and buffed.
- Replaced leaking union and backflow device on Sanctuary Boiler.
- Repaired AHU-3A hot water coil.
- Repaired Wilson Hall ceiling.
- Replaced high pressure switch and crankcase heater on Kitchen A/C unit.
- Responded to two Security System alarms involving an intruder entering through an unlocked door.
- Began policing exterior doors most evenings to confirm all are locked and latched.
- Made electrical repairs to Sanctuary A/C condensing unit.
- Cleaned attic A/C unit drain pans & condensate lines; modified drain lines to improve flow.
- Explored a VRF central air conditioning system for Old Education (cost prohibitive).
- Updated elevator control software.
- Replaced Republic Waste Services with Choice Waste Services, a local vendor.
- Replaced Terminix Pest Services with Cobalt Pest, a local vendor.
- Replaced the Old Education Building boiler.
- Repaired multiple plumbing fixtures damaged by water line break.
- Replaced upstairs elevator call button.
- Initiated Irrigation system maintenance contract with Miller Irrigation (added to 2025 budget).
- Initiated tree protection and maintenance contract with Arborscapes (added to 2025 budget).

- Made elevator repairs necessary to pass inspection & renew certification.
- Replaced bearing assembly and coupling on HW System circulator pump P-2.
- Supported the ongoing Exterior Improvements Project, including assembly and installation of tables; cleaning and winterization of the fountain; winterization of the sprinkler systems; utility coordination with the project contractor; and overall plant maintenance. We join the congregation in thanking Mary McGee for her ongoing oversight of this work.
- Tim Beane's time & talent continued to be utilized in painting various areas in the church. His work is much appreciated!!

It is our pleasure to serve this congregation as stewards of our beautiful facilities. Please note there is a Job Board displayed in the Resource Center between the Narthex and Duntreath Hall. If you feel so inclined, please take on and complete any of the tasks you find there. Also feel free to add any task you identify as something to which our committee should attend throughout the church. You are always welcome to bring such items directly to the attention of a committee member.

*Submitted by Bob Lacy*



# STEWARDSHIP AND FINANCE COMMITTEE

## TUCKAHOE PRESBYTERIAN CHURCH

### ANNUAL REPORT - 2024

Members: Kerry Barksdale; Tim Beane, Treasurer; Bill Carter; Tom Coleman; Rev. Kelly Shipley Cooper, Ex-Officio; John Flournoy, Elder; Bob Lacy; Matthew Mahoney, Elder & Moderator; Carol Martin; Mary McGee, Financial Administrator; and Chuck Shimer.

#### Stewardship and Finance Committee (S&F) Oversight

##### **A. During 2024, S&F supported the following key initiative:**

- The TPC Stewardship Campaign “Coming Together: Being Christ’s Heart, Voice, Hands, and Feet” featured moments for mission from several church committees, sharing how individuals and committees with particular gifts make up one body of Christ here at Tuckahoe Presbyterian Church. After years of transition, we celebrate one body and the gifts contributed to the great commission.

##### **B. S&F supported the following ongoing operations:**

- Budget development administered by the Treasurer and Committee Moderators.
- Monthly and quarterly review of income and expenses compared to budget, in cooperation with the Treasurer and Financial Administrator.
- Administrative functions related to offering envelope distribution/collection, Worship service offering collections, and the Stewardship Campaign and Dedication Sunday.
- Monitored work of Sub-committees, as follows:

#### Sub-Committees:

##### **1. Investment Advisory Committee (Bill Carter, Moderator)**

Other members: Tim Beane, *Treasurer*, Mary McGee, *Financial Manager*, Leslie Shimer, Ernie Stephenson.

At December 31, 2024, our Endowment Funds totaled \$1,592,040. This total includes \$107,418 for the Warriner Scholarship funds. The Funds increased in value by 16% (over \$250,000) for the year. We continue to maintain a very conservative equities to fixed income ratio of 60-40 with the 40 % fixed income invested in short term treasuries. It is interesting to note that the matching funds of \$250,000.00 provided to TPC for the latest capital campaign were completely paid for by the appreciation in the Endowment. This is a great example of why giving to our Endowment by including Tuckahoe in your will is truly one of the longest lasting things you can do to further our mission. God bless those who have made those gifts.

##### **2. Endowment Committee (Leslie Shimer, Moderator)**

Endowment Committee Members as of December 31, 2024: Leslie Shimer (Moderator), Bill Carter, Kathy Mahone, Pat Macaulay, and Barbie Keatts (Jackson Harrill resigned from serving on the Committee prior to year-end).

- a. Total 2024 allowable disbursements from Endowment Fund were \$ 96,597.60 (based on the 12/31/23 Endowment Fund value of \$ 1,465,976). The spending formula uses the prior-year value, subtracts \$500,000 and allows spending of 10% of the net value.
- b. Breakdown of disbursements totaling \$96,597: (1) \$10,000 to TPC Scholarship Fund, part of a 5-year annual commitment through January 2025; (2) \$70,597 to match donations for the

Campus Exterior Plan; (3) \$4000 partial funding for a part-time Social Media Manager and website updates; (4) \$12,000 additional partial funding for a part-time Social Media Manager and website updates paid out after determining no Endowment funds were needed to balance the 2024 operating budget.

c. By separate vote, Session approved a disbursement of \$179,403 from the Endowment Fund (along with the \$70,597 for a total of \$250,000) to match donations for the Campus Exterior Plan.

### **3. Stewardship Campaign Committee**

The Stewardship Campaign began in late September with requests for pledges being sought to mid-November. The 2024 theme was “Coming Together: Being Christ’s Heart, Voice, Hands, and Feet.” Presentations by several church committee representatives occurred during worship, and a mailing to all members supported the campaign. The Stewardship Campaign supported an overall 2024 budget of \$554,500, enough to meet congregational needs and requests.

### **C. Other matters**

The Stewardship and Finance Committee continued discussions to support the utilization of Endowment funds. Requests for project funding are submitted to the Endowment Committee (EC) and approved by EC, S & F, and Session.

*Submitted by Matthew Mahoney, Moderator*

# TREASURER'S REPORT TUCKAHOE PRESBYTERIAN CHURCH ANNUAL REPORT - 2024

As I begin my sixth year as Tuckahoe Presbyterian Church's Treasurer I continue to be impressed and humbled by your faithful and generous support of our church. Your commitment to the ministries of Tuckahoe is a blessing to those who benefit from our efforts.

We finished 2024 with a surplus of \$3,198. Some actions were taken during the year to supplement our revenue with transfers from funds supporting the appropriate expenses. Our forecast for 2025 envelope contributions is up 4.3%, the first increase in a few years! Expenses, however, are forecasted to increase by 20.1%. This is mostly due to the compensation costs for a complete staff (there are no open positions) as well as increased insurance and benefits costs. Should our revenue not be enough to offset our expenses, we have ample funds available to cover the shortfall. While our committee moderators will continue to be diligent in controlling expenses, this would be a good year to contribute more than pledged, if you are moved to do so.

During 2024 deposits were made on a weekly basis, and bills were paid when due. Mary McGee, our Financial Administrator, has done a superb job keeping our books current and accurate. There were numerous accomplishments in 2024, some of which are listed below.

- Established a new money market account to deposit proceeds from the Capital Campaign.
- Drafted a Fund Disbursement Policy to clarify and streamline approvals of Fund expenditures.
- Managed our CDs at Atlantic Union Bank and Blue Ridge Bank to maximize our interest earnings.
- Commissioned an accounting firm (Rosen & Underdown) to conduct an independent review of TPC's financial transactions for 2023. The review indicated that everything was in good order.
- Followed our document retention policy by securely disposing of outdated records.
- Prepared monthly financial reports for S&F and Session.

Our initiatives for 2025 include those listed below. Others will surely arise, and Mary and I will do our best to handle them in a timely and efficient manner.

- Closely manage our checking account balance.
- Review our various Fund Accounts for relevance to Tuckahoe's current ministries.
- Continue to manage our CDs.
- Commission an independent financial review of 2024 financial transactions.

The following page contains the highlights of our financial status. You may always reach out to me at [timothydbeane@gmail.com](mailto:timothydbeane@gmail.com) if you have any questions about our church's finances.

Thank you again for your faithful support of Tuckahoe Presbyterian Church!

Tim Beane  
*Treasurer*

# 2024 FINANCIAL HIGHLIGHTS

## 2024 INCOME VS EXPENSES

	<u>Budget</u>	<u>Actual</u>	<u>Difference</u>
Revenues	\$554,500	\$531,489	\$23,001
Expenses	554,500	528,291	26,209
 Total Surplus		 \$3,198	

## SELECTED FUND BALANCES

	<u>Year End 2023</u>	<u>Year End 2024</u>
Endowment	\$1,627,813	\$1,592,040
Reserve Fund	51,990	50,055
Warinner Capital Reserve	150,064	142,705
Capital Expenditures	45,580	33,712

## 2025 BUDGET

Revenue	\$525,000 (1)
Expense	634,600

(1) Rather than bring Revenue and Expense into balance at the beginning of the year by assuming certain Fund transfers will occur, I have recommended, and Session has approved, waiting until the 4<sup>th</sup> quarter to do this. We will have better information about the year at that time to inform our decision making.

**WORSHIP COMMITTEE**  
**TUCKAHOE PRESBYTERIAN CHURCH**  
**ANNUAL REPORT - 2024**

*As defined in the Worship Committee's Policies and Procedures, the Worship Committee encourages and provides for faithful discipleship through sacred individual, family and corporate worship under the guidance of the Book of Order. The Committee oversees Tuckahoe's Worship Services, encouraging a Reformed understanding of the nature and meaning of worship; providing for the worship setting, including preparation of the sanctuary prior to and after services.*

**The 2024 Committee members included:** Alex Miller (Elder and Moderator), Tom Adair, Anne Beane, Hal Breitenberg, Susan Breitenberg, Martha Campbell, Jim Cooke, Karen Cooke, Sarah Cothorn, Walter Hogan, Michelle Tuck, Carson Rhyne (Covenant Pastor Jan-Jul), and Keli Shipley Cooper (Aug-present).

**Highlights of 2024 and Activities Performed by the Worship Committee included:**

Welcoming Michelle Tuck as Director of Music Ministries in January.

Worshipping with "alternative" services (generally held in Duntreath Hall) on the four "Fifth Sundays" of the month during the year, including one service dedicated to caring for God's creation.

Continuing to utilize reusable glass communion cups and purchasing a dishwasher rack to use for cleaning.

Holding Vespers worship services on Thursday evenings during the summer.

Having a youth-led worship service, with youth helping to serve communion as well.

Celebrating worship with Holy Trinity Church on three different occasions.

Welcoming Keli Shipley Cooper as Pastor in August.

Upgrading the Christmon tree displayed in the Sanctuary during the Advent and Christmas season (thanks to a generous donation) and making new Christmon ornaments for the tree.

*Respectfully Submitted,*  
Alex Miller, Moderator

**DIRECTOR OF MUSIC MINISTRIES**  
**TUCKAHOE PRESBYTERIAN CHURCH**  
**ANNUAL REPORT - 2024**

Tuckahoe Presbyterian Ministry of Music in 2024 was exciting in that we continued to build on the strong foundation on which this program in built. With a new, permanent Director of Music Ministries, we were able to establish some new programs as well as bring back some programs that had been unable to meet due to health concerns of the early 2020's.

The Tuckahoe Presbyterian Choir met weekly throughout the program year and sang twice in every Sunday service as well as led the congregation in the hymns. We had the pleasure of welcoming some guest musicians such as Tuckahoe's own, Moore Brass and an additional accompanist, Faith John, who played several duets with our organist, Sarah Cothern. The TPC Choir consistently had about 20 singers per week, with up to 24 for some services.

Lent and Easter were filled with music by our Tuckahoe Presbyterian Choir each Sunday as well as on Maundy Thursday. On Easter Sunday, we had a music-filled service complete with guest accompanist Faith John, TPC Adult Choir, Moore Brass, and the TPC Adult Handbell Choir.

I, Michelle Tuck, was able to make music with our youngest members during Little Lights in the Spring and late Summer. The children sang a moving version of "This is My Father's World/He's Got the Whole World in His Hands" for Mother's Day Sunday alongside our adult choir. During the fall, I was able to meet weekly with the children that participated in our Music and Arts children's Sunday school hour. Each week, the children learned a new song to coincide with the scripture for the week.

Our Summer Sundays (June-August) were filled with music by our Tuckahoe Presbyterian choir members who graciously volunteered their talents.

Starting in early Fall, the Tuckahoe Presbyterian Handbell choir started meeting regularly on Thursday evenings and played during each third Sunday service of the month. TPC Handbells also contributed tremendously during our Lessons and Carols service in December.

We wrapped up our music program year with a 30-minute Lessons and Carols service led entirely by our music department and guest musicians. The service was well-received and attended!

I am incredibly thankful for the opportunity to serve as Director of Music Ministries at Tuckahoe Presbyterian and I am grateful for the many members we have that are so willing to share their talents with our church.

Michelle Tuck  
Director of Music Ministries  
Tuckahoe Presbyterian Church

**BOARD OF DEACONS**  
**TUCKAHOE PRESBYTERIAN CHURCH**  
**ANNUAL REPORT 2024**

The 2024-25 Board of Deacons consists of 10 Deacons: Anne Anderson, Susan Breitenberg, Kit Crawford, Julie Guller, Walter Hogan, Barbara Maiden, Carol Martin (Secretary), Mary McGee (Moderator), Becky Theuer, and Jeanne Webster. Each Deacon is assigned a Care/Share Group (C/S Group) consisting of approximately 25-30 Tuckahoe members.

**Care/Share Group Formation**

In June 2024 the Care/Share Groups were reorganized to reflect a more geographic-centric membership (where feasible) and to reassign members to reflect the change from 14 to 10 Deacons. Each Deacon was given a fresh directory of their revised Care/Share Group rosters.

As new members are received into the membership of Tuckahoe, the Moderator assigns each member to a Care/Share Group. Likewise, when members are removed from our rolls or deceased, their positions in a Care/Share Group are removed.

The Deacons' role continues to include:

- reaching out regularly in person, by phone, by email, or by postal mail to keep in touch.
- communicating about upcoming Tuckahoe events and notices such as the deaths of congregation members
- organizing meals for members as needed
- visiting members in the hospital and/or nursing facilities

We also maintain "Bereavement Boxes" which may be loaned to a grieving family. These boxes contain paper products, thank-you notes, stamps, and other items the family may find useful. The moderator sends sympathy cards to families of the deceased on behalf of the Board of Deacons.

In 2024 the Deacons met monthly in-person on the third Sunday of the month and rotated the responsibility each month for the opening devotional, closing prayer, card shower, and attending the monthly Session meeting. Those who attended the Session meeting reported to the Board of Deacons what they learned at the following monthly meeting. Deacons also serve communion in church and in members' homes as requested by members.

**Monthly Reports** - Deacons submit monthly reports detailing their contact with members to the moderator and the Pastor. The reports may indicate where special attention might be required by the Pastor.

**Card Shower** - Each month, one Deacon is assigned to send cards to our homebound members. Cards are intended to let our homebound members know they are in our thoughts and prayers and are still a part of our church community.

**Flower delivery** - The Deacons deliver flowers to their C/S members throughout the year.

*Respectfully submitted,*  
*Mary McGee, 2024-25 Moderator*

**PRESBYTERIAN WOMEN (THE WOMEN'S STUDY GROUP)**  
**TUCKAHOE PRESBYTERIAN CHURCH**  
**ANNUAL REPORT 2024**

The Presbyterian Women of Tuckahoe Church (known as the Women's Study Group) have approximately 15 regular attendees who normally meet on the first Monday evening of each month, October to May, in the home of Ruth Anna Langdon.

In the spring, we completed a Horizons Bible study called *God's Promise: I Am with You*. In the fall, we began a Horizons Bible study called *Who is Jesus? What a Difference a Lens Makes*.

Our attendance and enthusiasm remain strong. A small group of dedicated teachers plans all lessons, and we advertise that membership is low-pressure - no teaching or hosting responsibilities. We are pleased with our current focus on Bible study and fellowship.

We undertake outreach projects occasionally. This year we contributed several Thanksgiving boxes for needy families. In the past, we have made financial donations, slowly spending a balance accumulated during the decades when Presbyterian Women was a larger organization. With not much left in that fund, we made no financial contributions during 2024 and will continue saving to support purchase of Bibles for confirmands.

*Becky Theuer*  
*Moderator*



**PARISH ASSOCIATE REPORT FOR 2024**  
**TUCKAHOE PRESBYTERIAN CHURCH**  
**ANNUAL REPORT - 2024**

In 2024 I preached and led worship on July 21 and November 10. I was among those who taught as part of the “Wired Word” Adult Sunday School series on contemporary issues, was a member of the Worship Committee, served as an usher, and played in the bell choir. Joining others from TPC, I participated in the Feed More program, April 13, and helped with the “Bright Beginnings” back-to-school event at the YMCA, Aug. 12. As a member of the Presbytery of the James, I attended Presbytery meetings. I also edit the quarterly publication, *SciTech: The Journal of the Presbyterian Association on Science, Technology, and the Christian Faith*.

*Respectfully submitted, Hal*

The Rev. E. Harold “Hal” Breitenberg, Jr.