



DRUID
HILLS
PRESBYTERIAN
CHURCH

ANNUAL REPORT 2022



A WORD FROM OUR INTERIM PASTOR



Dear Druid Hills Community,

“Behold, I am doing a new thing... do you not perceive it?” -Isaiah 43:19

2022 was certainly a year of God doing new things at DHPC – including bringing me into this community as your interim pastor! I give thanks for the wonderful IPNC (Bob Beard, Chris Escobar, and Letia Henson) that did the discernment that brought me here, for your pastor Elizabeth Soileau Acton for so ably leading in the transition before I arrived (and helping me so much all along the way!), and for all of you for welcoming me to this place with open arms. And I wasn’t the only new person! Communications and Hospitality Manager, Nate Baughman joined the staff right before me, in January 2022, and Paula Broughton came on board as Interim Director of Music shortly after I arrived.

We launched right into an in-person Lent and Easter season that was “Full to the Brim” with holy moments. After celebrating Easter remotely in 2020 and 2021, the congregation was delighted to celebrate a festive Easter together with fellowship on the lawn and worship in the sanctuary.

Summer was full of newness – a baptism and confirmation in May, another baptism in August, and the election and ordination of the first class of DHPC deacons in over 40 years!

Not all of the new things in 2022 were joyous. We also grieved together – world events from Ukraine to Uvalde, and closer to home the death of beloved DHPC member Nancy Edenfield.

You also did new things related to the pastoral transition – completing the CAT scan survey of the congregation and electing a Pastor Nominating Committee (Bob Beard, Karin Dusenbury, Vivian Hodo, Betty McIntosh, Robert Welborn). Through fall and winter, they have quietly, faithfully, and efficiently worked through the multi-step process of seeking your next pastor.

In fall, we looked forward to “A Future with Hope” during stewardship season, helped to secure that strong future by completing a matching gift campaign for the organ restoration, and reflected on God’s grace “From Generation to Generation” in Advent and Christmas. Again, it was wonderful to celebrate the season in person, despite a record-cold Christmas Eve!

The pandemic has continued to be a factor across 2022, and I am so proud of how DHPC has been creative, compassionate, patient, and attentive to the most vulnerable as we navigate the changing landscape of Covid. This year, we leaned into more in-person opportunities (enjoying the return of monthly communion, and then coffee hour, and then some fellowship meals). But we also found that things we learned in shutdown continue to be effective in connecting folks, particularly our livestream of worship, outdoor worship opportunities, and online meeting spaces for PW meetings, spring and fall study groups, and our Maundy Thursday service).

And, behold, the year ahead – 2023 – promises even more excitement and newness. A new pastor is coming, yes, but there is so much more. You’ll move through the church seasons in fresh ways, dedicate your solar panels, continue and renew your opportunities for service, advocacy, and outreach, celebrate joys and blessings, and navigate whatever new challenges and griefs come along. I, for one, can’t wait to see what new things happen next for DHPC!

-Betsy

CHRISTIAN EDUCATION

The Christian Education Team is called to serve members and friends of Druid Hills Presbyterian Church of all ages. As the PC(USA)'s website eloquently states, we strive to "help individuals know what it means to be a Christian, guide people to tell God's story in relation to their own story, and prepare members to hear God's call to go and serve."



The Christian Education Team had another successful year. The ministry team, composed of Nicole Escobar, Lauren Merceron, Pete McGuire, and Gigi Muirheid, worked throughout the year to provide thoughtful and meaningful opportunities to all ages of the Druid Hills community. Mainstays of the CE program at DHPC, such as the Roundtable class, the Easter Egg Hunt, and our Advent festivities showed energy and enthusiasm. The team continues to work creatively to find the right design for our children and youth ministries. Currently, on the first and third Sundays classes for nursery and elementary-aged children are held. The CE Team strives to think creatively and act faithfully in how we serve the congregation. We are always open to new team members and new ideas!

BIG 3



- For our confirmation class, our middle-schoolers partnered with Oglethorpe, Emory, and Covenant Presbyterian to conduct our class. We had one of our youth confirmed for church membership.
- Pastor Elizabeth taught a Lenten study on *Learning to Walk in the Dark* (Taylor) and an eight-week Fall series to our Druid Hills Book Group on the book *Do the Work* (Bell and Schatz).
- For our Advent Event celebration on December 4, after a lovely lunch in the Parlor, we had a number of crafts and activities available in the sanctuary including planting paperwhite bulbs in jars marked with Druid Hills Presbyterian Church labels for us all to enjoy later as they bloom in January.

We have learned that we need to be flexible and meet people where they are and try to bring joy, comfort and strength in ways that are safe.

Our Roundtable class meets at 9:30, on Sunday mornings in room 218, and on Zoom as well to accommodate those who cannot make it to church.

Our preschool/elementary classes meets on the first and third Sundays at 10 am in the kids' classroom.

Thank you to Nicole Escobar and Lauren Merceron. Their faithfulness, energy, and dedication enable the team to see with new eyes how we can intentionally live in to our calling to serve DHPC. Also, a huge thank you to Pete McGuire who teaches our Roundtable Class each Sunday.

The **Presbyterian Women** Day and Night Circles met virtually on Zoom due to the ongoing pandemic the second Tuesday of each month. We met in person in the DHPC Parlor on June 21 for installation of 2022-2023 officers, led by Betsy Turner. May DeWees was the Moderator June 2021 – June 2022 and Carol Wideman for July 2022 – June 2023. The PW Horizons Bible Study lessons were led by Bible Study Moderators, Gigi Muirheid at the Day Circle and Marion Reeves at the Night Circle. Both Day and Night Circle members attended the Christmas Communion service on Zoom in December.



The DHPC PW Honorary Life Membership was awarded to May DeWees on June 21, 2022 and to Cecile Hooks on July 31, 2022. We donated to the Organ Restoration Fund in memory of Nancy Edenfield and to the Clifton Sanctuary Ministries in memory of George Reeves. We donated to the Welcome Co-Op for our main 2021-2022 Mission Project, Memorial Drive Ministries, and the National PW Birthday and Thank offerings.

FINANCE

The Finance Team is called to be good stewards of the financial resources of Druid Hills Presbyterian Church. As the Book of Order denotes, the Finance Team prepares, with input from each team, the annual budget which determines the distribution of the congregation's benevolences and other revenue derived from church assets. The Finance Team also accounts for the proceeds of the revenue and the disbursements. The Team works with our bookkeeper who prepares monthly financial reports and writes checks for our payables. We also work with DHPC's CPA as she prepares our annual financial reports.

The Finance Team is composed of Linda Davis, (Treasurer), Donna Durden, Alma McFarland, Bob Beard, and Betty McIntosh (Chair). The Team closely monitored both income and expenses to ensure all ministry teams received financial information in a timely manner. Finance Team members worked together to count weekly contributions and prepare the bank deposits. Additionally, the Finance Team was actively involved in the successful 2023 stewardship campaign. They also developed and refined the Fiscal Year 2023 budget, balancing pledges and other known revenue sources with the ministry needs of each of the ministry teams.

BIG 3



- In 2021 DHPC received a generous bequest from the estate of a deceased member. The Session created an Investment Committee, a subcommittee under Finance, to determine how this gift should be managed, both how it should be invested and how it should be spent. Based on research, the Investment Committee made recommendations which were approved by Session to invest the funds with New Covenant Trust, part of the Presbyterian Foundation, in socially responsible mutual funds. The Committee worked with Session to implement a plan where funds from the growth in the principal assets of the investment are dispersed to DHPC in a way that will provide income in perpetuity and preserve and possibly grow the principal. This income will be used for efforts to grow and revitalize our congregation.
- One challenge in 2022 was that our bookkeeper, JoAnn Kearns, had surgery and was out for a month. The team pulled together, meeting weekly to keep our accounts up to date. We were delighted to turn the reins back over when she returned!
- The Finance Team cheered on the amazing work of the Organ Restoration Task Force (ORTF) and they continued to raise considerable funds for the organ refurbishment. In December, the ORTF announced that they had met the goal of raising \$415,000 to fully fund the organ restoration.

Thanks for everyone on the Finance Team and their work as good stewards of DHPC's resources. And thank you to all who give so generously to the church!



MISSION

The work of the Mission Team is to search out needs in our community that we feel God is calling us to address, to respond to God's call by discerning how we can best speak to those needs, and to keep the congregation informed about these needs so they can participate in efforts to address those needs. The team responds to God's call with both action and with financial support of partner organizations.

Mission is a big part of who we are as a church. Even and especially during times of transition, our church still feels a strong call to serve. In fact, we've seen that providing members with varied opportunities to help others gives a sense of stability during uncertain times. Mission has been busy leading the church in many ways, including:

Solar Power - We partnered with the P&A Team to install solar panels on the roof of the Dilbeck and Education buildings. We hope to start receiving about 25% of our electricity from these panels next year.

Sandwich Ministry - We make 130 sandwiches monthly for our partners, Intown and Clifton Ministries.

Lunches for Mercy Community Church - This partner congregation focuses on meeting the needs of the least of these, including the homeless in our community. Each month DHPC members join others in preparing a hearty Sunday lunch for Mercy Church. Every other month, volunteers also serve the meal.

Memorial Drive Ministries - This partner serves newly arrived immigrants and refugees in and around the city of Clarkston. This year we held an Easter diaper drive and Advent kitchenwares drive for MDM.

Worship - We brought Mission into worship with monthly minutes for mission, as well as through some special services: inviting Rev. Michael Malcom of Alabama Interfaith Power & Light as a guest preacher on creation care and a "reverse offering" where attendees received \$50 to use as they felt God led them.

Environmental and Racial Justice Messaging - To keep issues in the forefront, we post an environmental tip weekly and racial justice message monthly in the bulletin and newsletter. This helps build awareness and inform the congregation of active ways they can care for God's creation and love their neighbor.

Recycling - The team runs ongoing stations for recycling of obscure items: contact lenses, batteries, styrofoam egg cartons, wine corks, and this year we expanded to include toothpaste/toothbrushes too. We also sponsored three other recycling days for styrofoam, paints and chemicals, and small electronics.

Earth Care Congregation - We once again led the annual effort to have DHPC re-certified as an Earth Care Congregation. This PCUSA program recognizes congregations that meet certain earth care criteria.



BIG 3



- We were thrilled to support the reverse offering and were even more excited when members of the congregation shared with us how they had used their offering. The energy, thoughtfulness, and joy in their stories was truly inspiring.
- This year we re-established our partnership with Rise Against Hunger where the congregation and members of the community joined together to prepare and package 10,000 meals that will be sent where they are most needed. We were extremely excited to see a large number of community volunteers at this event!
- The Reverend Michael Malcom not only brought us a much-needed message, he also brought a tremendous amount of energy that was truly infectious. It brought great joy to see him engage with the congregation and to see the congregation engage with him.

There are so many people who deserve our thanks. If we have to choose one group, we will choose all the members who invited others to join us for the Rise Against Hunger service. This was a great opportunity for the community to get to know DHPC and to learn about our strong belief in mission.

PERSONNEL

The Personnel Team is called to act as a support group to the pastoral staff and other staff members ensuring that each member feels they are a valued part of the DHPC ministry, as well as providing encouragement of the full use of the unique gifts and talents of each staff member. As the Personnel Team completes its tasks, they remain open-minded, fair handed, reasonable and well balanced to broaden regular open communication between staff members, church leaders, and members. The team also serves in an advisory capacity to the Session to help build a healthy work environment.



Over the past year the work of the Personnel was full of ups and downs. We started the year off joyfully as we organized a staff appreciation event where employees received generous love offering gifts from the congregation and welcomed our new interim pastor. We also navigated the waters of several staff transitions early in the year. While the transitions were challenging, we worked hard to continue to offer thoughtful care of the staff in all its many different configurations over the year. This included supporting our staff, continuing work on our vaccination policy, and communicating the benefit options available through the PC(USA)'s Board of Pensions.

- **Navigating Staff changes** - We responded to changing staff needs, restructuring positions where needed to better serve the church staff and church community. This year, we bridged the gap of Music Director with an Interim Music Director, added a new Communications and Hospitality Manager position. From day one with any new employee, we seek to ensure that each one receives encouragement, communication with supervisors, and the opportunity to use their unique gifts and talents.
 - Personnel Team members Letia Henson, and Chris Escobar, along with Bob Beard, served as the Interim Pastor Nominating Committee, conducting the interview and call process for that position.
- **Covid-19** - In accordance with Druid Hills Presbyterian Church's duty to provide and maintain a workplace that is free of known hazards, we continued to follow the Centers for Disease Control and Prevention and community guidelines and updated and enforced our vaccination policy, which requires our employees to be vaccinated and boosted, in order to safeguard the health of our entire community. In addition, we also oversee the COVID-19 Sick Leave Policy that was approved in 2021 to assist full time staff members with paid time off (PTO) when they are affected by COVID-19.
- **Cost of Living raises** - With the generosity and support of the Session and our amazing DHPC Treasurer, Linda Davis, we successfully submitted significant cost of living increases for the Associate Pastor, Facilities Manager, Communications and Hospitality Manager, and Bookkeeper. We are blessed by their dedication to their work, and thankful to be able to compensate them fairly and generously.

Thank you to the Betsy Turner, Interim Pastor; Elizabeth Soileau Acton, Pastor for Engagement (and Acting Head of Staff during the transition); Personnel Team members Letia Henson and Chris Escobar; DHPC Facilities Manager, Mike Williams; Communications and Hospitality Manager, Nate Baughman; Paula Broughton, Interim Director of Music; Cliff Frierson, Organist; Denise Huewitt, Music Fellow for Handbells; and DHPC Session chairs and team members.

Last but not least, a big thank you to Bob Beard and DHPC Treasurer, Linda Davis, as we work to support the pastoral and programmatic staff in our calling to serve DHPC. We simply couldn't do it without you both. Your invaluable professionalism, knowledge, talent, competence, dedication, kindness, impeccable delivery, tireless support, and thoughtfulness helps us to be the best we can be!

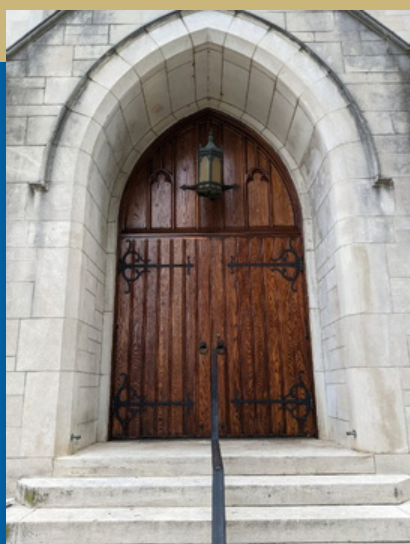
PROPERTY & ADMINISTRATION

- *The Property and Administration Team manages property for the benefit of the missions of the church, manages all property on the campus including repairs, improvements, and capital projects, and oversees tenant leases and needs.*



The P&A Team is comprised of Betty Davis, Chair, and Team members Bill Armstrong, Howell Adams, and Linda Davis. We depend on the services, insight, and hard work of Mike Williams (Facilities Manager) and Nate Baughman (Communications and Hospitality Manager). We are responsible for overseeing the maintenance, repair and improvements of all components of the property of the church. We also oversee major capital projects. In doing so, we are ultimately responsible for creating safe spaces that are welcoming to all – spaces that enhance our ability to be a mission-oriented congregation.

BIG 3



- We completed the total repair and renovation of our elevator. This included choosing a new elevator company to do the work, negotiating a new elevator maintenance contract, and a long period of patient waiting for the work to be done! Special thanks to Bruce Grawert and his associates for their expertise in this area, as well as those who physically helped congregants access the sanctuary while the elevator was out of commission. It was a great day when we finally re-dedicated the elevator in August and celebrated the first rides!
- We refurbished all of the large wooden outside doors of the Sanctuary and the Dilbeck Building. This project was extensive and the doors are fully functional and beautiful again. Special thanks go to the Merl family for their contribution to this project!
- We replaced all of the double pane windows primarily in the elevator lobbies, bringing better light to those spaces. We also replaced an HVAC unit in Dilbeck and upgraded both boilers, as part of our ongoing HVAC program.

A special thank you to Bill Armstrong who has spent many hours at the church, on the phone, and in labor mode to ensure that all of these building projects were done well and on time. Each of our team members brings expertise and talents to our efforts. Please find an opportunity to thank each of them!

WORSHIP

The Worship Team partners with the pastors, music director, and organist to nurture the corporate worship life of DHPC, providing vibrant worship opportunities that are inspiring, celebratory, and centered on the Word of God.

BIG 3



- We returned to celebrating communion monthly by coming forward to receive the elements. A modified method allowed us to return to the interactive and shared celebration we experienced prior to COVID, instead of communion in the pews as we had been doing during the pandemic. This return to congregational interaction during communion was welcome!
- Several worship services were held on the lawn during 2022. This allowed us to be more visibly present with our neighbors and to feel more comfortable interacting with each other as we moved through the COVID experience. We were blessed with beautiful weather for each of the planned services. These events required extra effort by our staff, audiovisual team and many members to set up furniture and equipment and provide refreshments outdoors.



- Advent and Christmas 2022 included a welcome return to traditions we missed the last few years. The Worship Team partnered with the Deacons, Christian Education Team, and Mission Team, to plan the "Advent Event" - a congregational fellowship event with lunch in the parlor that included a meal and cookie bar prepared by members, along with Hanging of the Greens and other activities in the sanctuary attended by most of our congregation and some visitors. In Advent, a Special Music Service was presented by our Music Director, organist, choirs, and other musicians. And on Christmas Eve, our traditional service of music, communion, and candlelight service was attended by both congregants and visitors from our surrounding community.

Thank you to our faithful sound crew made up of Bob Beard, John Stewart, Ken Wideman, and Jane Weir. They staff the sanctuary sound system and work in conjunction with our audiovisual staff members, jR Hoskins and Tony McCullough, to provide live streaming of Sunday worship .

Our worship planning continued to evolve in light of the COVID landscape to include in-person worship services and a return to monthly communion, congregational singing, several special outdoor services and a return of our sanctuary and handbell choirs. The weekly worship services continued to be live-streamed in 2022 for those who are unable to attend in person. Session chose to continue to require those attending worship in person to be masked to maximize safety for all congregants. Local COVID conditions continue to be monitored and as risk levels change, Session will set guidelines for in-person worship to maximize the safety of those attending worship.

DEACONS

In 2021, the Session decided to establish a Board of Deacons. Susan Hagood, Marlene Slavich, Anne Soileau, and Robert Welborn were elected at congregational meetings on February 27 and June 26 and examined by the session on July 24. On August 21, 2022, the four Deacons were ordained and installed. Pastor Elizabeth began training the class in May. In August the Reverend Brady Radford led the Deacons in a discussion of boundaries and relationships entitled "The Art of Caring."

This inaugural Board of Deacons has worked on the organizational structure of the Board, including position descriptions, division of labor, and program design. In addition, the Board elected a moderator for 2022 (Anne Soileau) and a secretary (Robert Welborn). The Board meets regularly on the second Monday of each month. Deacons' responsibilities to care for the Druid Hills Presbyterian Church fall under four primary areas:

- Oversee congregational fellowship events (approximately 3 per year);
- Host receptions and hospitality tables (weekly coffee station, monthly meals, receptions for church events);
- Coordinate membership and evangelism (usher training, welcoming visitors, hosting new member events, partnering with groups hosting outside events);
- Facilitate care of members so that intentional contact is made with all at least quarterly; care for the sick, bereaved, and homebound; and take communion to those who desire it.

This ministry could not be accomplished without a strong partnership with the congregation's members and friends, so thank you to all who help in so many ways!

BIG 3

Fellowship events, receptions, and hospitality

In addition to providing coffee and donuts before worship, Deacons have hosted several major fellowship events:

- Red-Hot Summer Barbecue after worship on June 5 (Pentecost). Approximately 50 people attended the meal catered by DBA BBQ and enjoyed fellowship on the lawn.
- On September 11, we kicked off the new program year with a brunch catered by The Flying Biscuit. Approximately 70 members and friends attended this event.

And we also provided::

- lemonade on the lawn for a baptism in August
- reception for the dedication of the new elevator in September
- refreshments on the eightieth birthday of the organ in September
- international reception for World Communion Sunday in October
- celebration reception on Dedication Sunday in November.

Membership and evangelism

Members are called often to let them know about special events taking place at the church. The deacons train the ushers and make sure that visitors are welcomed each Sunday.

Care of members

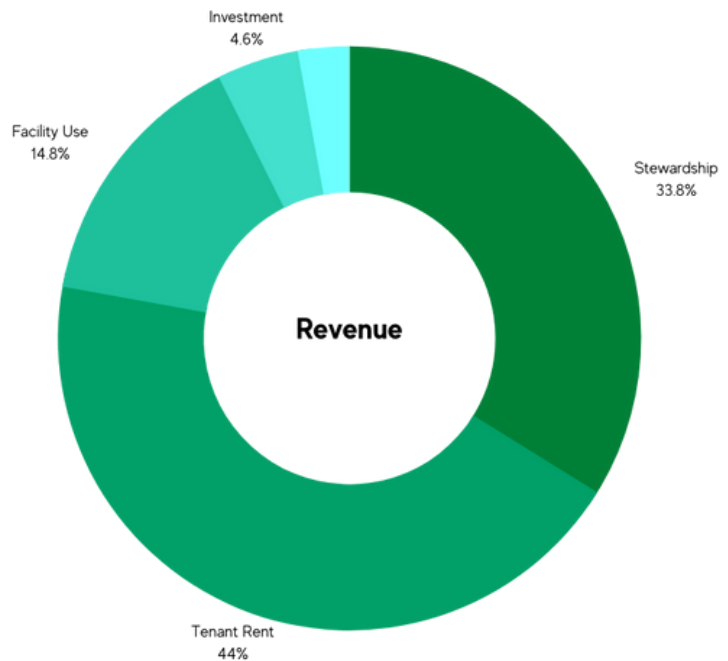
The Deacons have recruited congregation members to provide over meals primarily for the sick but also for a new baby. This could not have been accomplished without a great amount of help from the fine cooks in our congregation. In addition, the Deacons are maintaining the requests for prayers that are printed in the bulletin each Sunday. Finally, in October each Deacon began contacting about one-fourth of our members and friends to see how they are and if there is any way the church can help them. This, of course, includes contacting those who have a new baby, sickness, or a death. This has been a most rewarding experience and we hope to contact everyone at least once a quarter.



Druid Hills Presbyterian Church 2022 Financial Review Summary Actual Performance

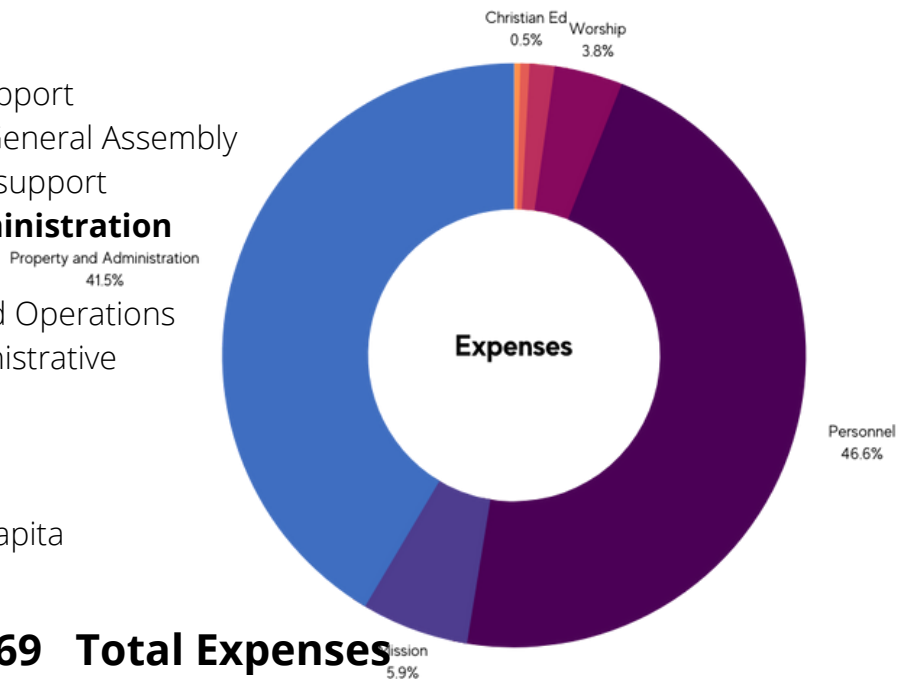
Revenues:

- \$ 267,715 Stewardship Pledges
- \$ 347,982 Tenant Rent/Utilities Reimbursement
- \$ 116,874 Facility Use - movie revenue
- \$ 36,000 Investment income
- \$ 22,551 Miscellaneous other
- **\$ 791,112 Total Revenues***



Expenses:

- \$ 2,405 **Deacons**
- \$ 3,585 **Christian Education**
- \$ 9,805 **Finance**
- \$ 26,898 **Worship**
- \$ 330,312 **Personnel**
 - \$ 271,435 Salaries
 - \$ 29,328 Benefits
 - \$ 18,141 Taxes
 - \$ 11,408 Expenses
- \$ 42,156 **Mission**
 - \$ 6,879 ICM
 - \$ 6,000 Mercy
 - \$ 18,440 Local Mission Support
 - \$ 4,500 Presbytery and General Assembly
 - \$ 6,337 All other Mission support
- \$ 294,208 **Property and Administration**
 - \$ 39,419 Insurance
 - \$ 85,531 Maintenance and Operations
 - \$ 31,981 Office and Administrative
 - \$ 36,709 Security
 - \$ 72,196 Utilities
 - \$ 25,000 Capital Reserve
 - \$ 3,372 Presbytery Per Capita



\$ 709,369 Total Expenses

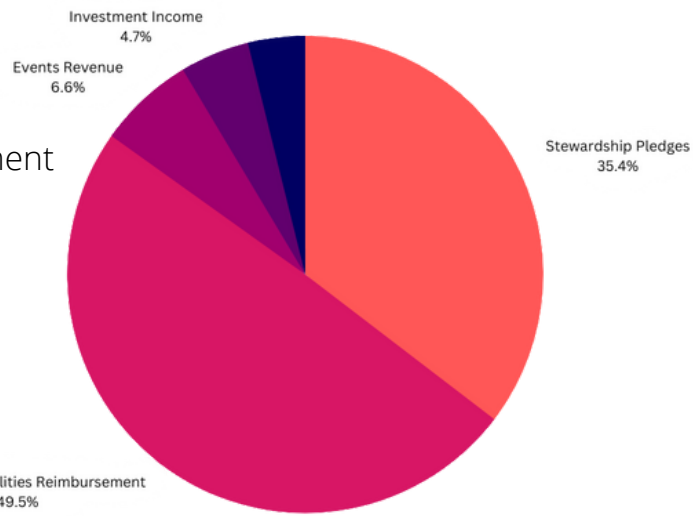
\$ 81,753 Revenue over Expenses

*omitted NCT revenue for church development - \$54,000

**Druid Hills Presbyterian Church
2023 Budget Summary
Adopted by the Session January 2023**

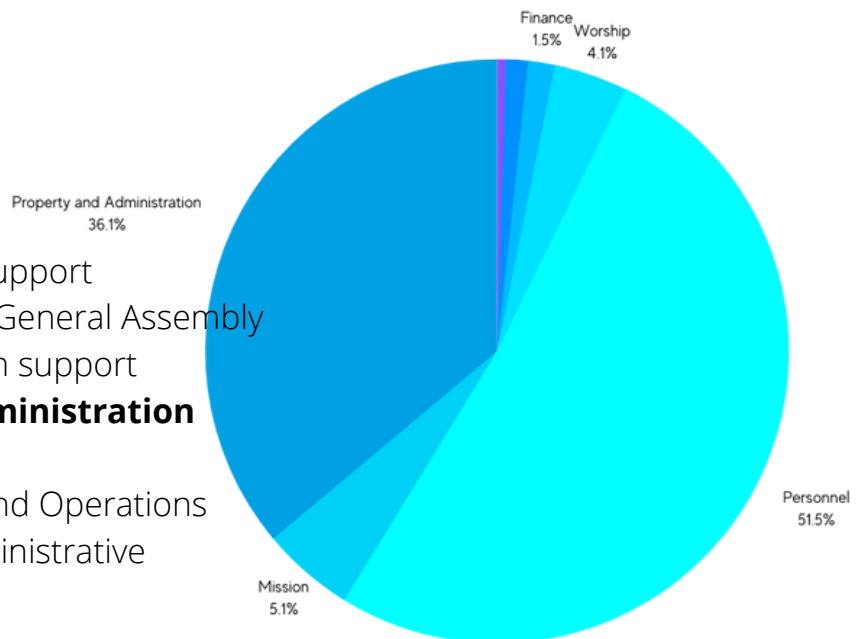
Revenues:

- \$ 270,000 Stewardship Pledges
- \$ 377,604 Tenant Rent/Utilities Reimbursement
- \$ 50,000 Events Revenue
- \$ 36,000 Investment Income
- \$ 29,600 Reserve from Prior Years Profits
- **\$ 791,724 Total Revenues**



Expenses:

- \$ 3,750 **Deacons**
- \$ 9,675 **Christian Ed**
- \$ 11,700 **Finance**
- \$ 32,300 **Worship**
- \$ 407,881 **Personnel**
 - \$ 300,305 Salaries
 - \$ 57,363 Benefits
 - \$ 21,183 Taxes
 - \$ 29,030 Expenses
- \$ 40,620 **Mission**
 - \$ 6,600 ICM
 - \$ 16,800 Local Mission Support
 - \$ 4,500 Presbytery and General Assembly
 - \$ 12,720 All other Mission support
- \$ 285,767 **Property and Administration**
 - \$ 43,000 Insurance
 - \$ 69,580 Maintenance and Operations
 - \$ 31,200 Office and Administrative
 - \$ 40,000 Security
 - \$ 73,500 Utilities
 - \$ 25,000 Capital Reserve
 - \$ 3,487 Presbytery Per Capita



\$ 791,693 Total Expenses

\$ 31 Net Income

CLERK'S REPORT

Church membership

Members on the roll January 1, 2022 – 123
Members on the roll December 31, 2022 – 120
45% male, 55% female
Average worship attendance 40
New members – 1 Deaths – 1
Baptisms – 1 Other losses – 3

The Session (classes) and ministry teams

Bob Beard (2023) – Worship
Betty Davis (2023) – Property & Administration
Eric Dusenbury (2022) – Mission
Missie Grawert (2023) – Personnel
Vivian Hodo (2022) – Clerk
Betty McIntosh (2022) – Finance
Gigi Muirheid (2023) – Christian Education

Deacons

Susan Hagood
Marlene Slavich
Anne Soileau (Moderator)
Robert Welborn

Elders Emeritae

Cecile McRae Hooks
Belle Miller McMaster

Corporation

President – Betty McIntosh
Secretary – Vivian Hodo
Treasurer – Linda Davis



Pastors

The Rev. Betsy Turner, Interim Pastor
The Rev. Elizabeth Soileau Acton, Pastor for
Engagement

PC(USA) Clergy who Worship with Us

The Rev. Tina McCormick –
Presbytery of Greater Atlanta, serving as
Chaplain and Religion Teacher at The
Westminster School
The Rev. Peter Hausmann –
New Hope Presbytery (NC), member at large

Community Members Serving the Presbytery of Greater Atlanta

Vivian Hodo – Nominating Committee,
Presbyterians for a Better Georgia
Elizabeth Soileau Acton – Dismantling Racism
Committee, Class of 2024
Betsy Turner – New Church Development
Commission

