

Rector
The Reverend Randolph Marshall Hollerith

Associate Rector
The Reverend Ann Dieterle

Assistant Rectors
The Reverend Carmen Germino
The Reverend Alex Riffie

Associate Priest
The Reverend Douglas Burgoyne

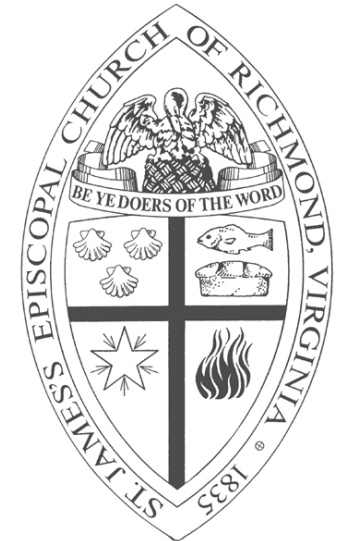
Pastoral Associate
The Reverend Robert Seiler

2011 Vestry
Mark Shuford, *Senior Warden*
Stephen Watts, *Junior Warden*

Eleanor Angle
Louise Bowles
Margy Brown
DeWitt Casler
Jane Dowrick
Barbara B. Guvernator
Jan L. Harris
G. Scott Hetzer
Joseph A. (Jay) Jennings III
Monty McFadden
Dena Frith Moore
Mary Watt New
Newnie Rogers
Richard (Rich) Walker
Elizabeth Ware
Jody Wilcox

St. James's *Episcopal Church*

Annual Report 2011



You will note that I have used the terms “family” and “home” a number of times in this report on the past year at St. James’s. I have done so intentionally, because the terms are an apt description of how most of us experience the revelation of God’s love through the ministries at our church. Many in our parish are fortunate enough to own a vacation retreat at the beach, or near one the state’s many rivers, or perhaps in the mountains. But the reality is that St. James’s is our true “second home,” where we come to be welcomed, loved, nourished, and then sent back out into the wider world again spiritually refreshed. And yes, whether or not you know by name every person seated around you at whichever worship service you attend, these people are all part of your extended family in Christ. Like any home, the physical plant at St. James’s requires constant care and maintenance, and the financial resources to meet those needs. And as in any family, every member will be called upon to do their own part to support one another. In that respect, every child at St. James’s is your child, every older member is your parent, and every contemporary is your brother or sister. As God has loved and blessed us, we must also love and become a blessing to one another by supporting – either financially or through your own time and talent – the many ministries that flourish at St. James’s.

I am grateful for the opportunity to have served the parish these past three years, and ask God’s blessings on the work of our Vestry, clergy, lay staff and congregation in the years to come.

Mark Shuford
Senior Warden

**THE 2011 PARISH MEETING
ST. JAMES’S EPISCOPAL CHURCH
February 12, 2012**

Agenda

THE CALL TO ORDER	The Rev. Randolph Marshall Hollerith, Rector
APPOINTMENT OF A SECRETARY	Anita S. Lisk
APPOINTMENT OF A PARLIAMENTARIAN	Wilson R. Trice
DETERMINATION OF A QUORUM	Parliamentarian
ADOPTION OF THE AGENDA	
APPROVAL OF THE MINUTES OF THE PREVIOUS MEETING	February 13, 2011
NOMINATING COMMITTEE REPORT	Mark Shuford, Chairman
	Call for additional nominations
ELECTION OF THE VESTRY	
REPORTS	
The Endowment Fund	Wilson Trice Endowment Board Secretary
2011 Year End Statement & 2012 Budget	Elizabeth Ware Finance Committee Chair
Junior Warden’s Report	Stephen Watts
Senior Warden’s Report	Mark Shuford
Rector’s Report	Randolph Marshall Hollerith
OTHER REPORTS OR BUSINESS, IF ANY	
ADJOURNMENT	
PRAYER	
HYMN	

**MINUTES OF THE ANNUAL MEETING OF THE CONGREGATION
ST. JAMES'S CHURCH, RICHMOND, VIRGINIA
February 13, 2011**

On Sunday, February 13, 2011 at 10:30 a.m., the Annual Meeting of the Congregation of St. James's Episcopal Church, Richmond, Virginia, was called to order with a prayer by the Rector, the Rev. Randolph Marshall Hollerith. Anita S. Lisk was appointed secretary and Wilson R. Trice, parliamentarian. Mr. Trice reported that a quorum was present.

The 2010 Annual Report, including Minutes from the February 28, 2010 Annual Meeting, was distributed. On a motion made, seconded and unanimously approved, the agenda was adopted and on a motion made and seconded the Minutes were unanimously approved.

Scott Ukrop, Senior Warden, spoke on behalf of the Nominating Committee, whose report can be found in the published Annual Report, and thanked the other members of the committee, Margaret Corwin, Pam Goggins, Sarah Hubard, Mary Kulp, John Peters, Stephen Watts, Elizabeth Ware, and Jay West, for their time and consideration of a number of excellent nominees. The committee offered the following slate of candidates for election to each serve a three-year term on the Vestry: Louise Bowles, Margy Brown, DeWitt B. Casler, Joseph A. (Jay) Jennings III, Mary Watt New, and Jody L. Wilcox. The candidates stood and were recognized. There being no nominations from the floor, the nominations were closed and ballots distributed. Completed ballots were collected and tallied, resulting in the election of the slate as presented. Mr. Hollerith thanked all who had agreed to stand for election to the Vestry and congratulated them on their election.

Mr. Trice, Secretary of the Endowment Fund Board, referenced the board's report in the 2010 Annual Report, remarking that income was favorable, with the value of the fund increasing approximately 12 percent. Mr. Trice remarked that assets had been put to good use and the history of disbursements by the Endowment Fund was also listed in the Annual Report. Mr. Trice particularly noted the Endowment's contributions to the Rector's Discretionary Fund, and that the Endowment contributes half of the salary for the Director of Stewardship and Development. He also remarked that the Endowment has a special relationship with Westminster Canterbury, contributing \$10,000 to their Fellowship Fund, which offers financial assistance to those who need it in order to live there.

Mr. Trice reported that the parking deck, which is owned by the church but maintained by the Endowment Fund, was no longer being leased for profit and had been folded back into the church's non-profit status for tax purposes. The Endowment also pays for spaces in the One Monument Avenue parking deck to be used on Sundays.

**SENIOR WARDEN'S REPORT—
Mark Shuford**

It has been a privilege to serve this last year as the rector's Senior Warden, and I am continually humbled by the remarkable degree of energy, imagination, faithfulness, and leadership demonstrated by the members of the Vestry with whom I have had the pleasure to work over the last several years. I especially thank my four Commission chairs this past year: Jan Harris for Worship, Monty McFadden for Service, Louise Bowles for Study, and my Junior Warden and head of the Foundation Commission Stephen Watts.

Three years ago I was honored to have been asked to work with Randy and a number of others in devising the 2010 Strategic Plan. As Senior Warden it has been exciting to see the church stretch itself in faith and commitment, as we move towards realizing so many of the goals we set for ourselves in that document. This last year we saw acceleration towards achieving several of the Strategic Plan mileposts. In particular, the entire Vestry – and happily a large percentage of the congregation – was greatly energized by the Every Member's Ministry campaign launched by the Vestry's Service Commission during 2011's Lenten season. St. James's is surely blessed with a great number of lay leaders, but it is even more gratifying to see the greater number of parishioners who have responded to God's call to be "doers of the Word."

This last year has also been a time of transition for our parish. Last winter we celebrated the news that our Associate Rector Whitney Zimmerman and our Director of Youth Ministries Chris Edwards had become engaged, even as the bittersweet reality dawned on us that Whitney and Chris would be moving away from our parish family after their wedding. Consequently, the spring was filled with the work of two different search committees, as we looked for successors (never "replacements") to take up the ministries of these two extraordinary young people. We were fortunate beyond our most exuberant hopes when Carmen Germino and Alex Riffée agreed to accept our call to St. James's to become our newest Assistant Rector for Missions and Assistant Rector for Youth Ministries, respectively. A large St. James's contingent was on hand in December to witness and celebrate the ordination of Carmen and Alex.

However, our time of transition was not done, as this fall we reluctantly, but in gratitude for his ministry, allowed Doug Burgoyne to return to retirement and more time with his dear bride, Joannie. This meant yet another clergy position to fill, and once again we were blessed when Caroline Parkinson and Mark Cooper – each retired ordained clergy who had, by grace, chosen St. James's as their parish home – agreed to join our staff and take on many of Doug's responsibilities. Carmen, Alex, Caroline and Mark join the finest staff of clergy I've ever known in Randy Hollerith and Ann Dieterle, and a lay staff that works tirelessly to support all of the programs at our church. Okay, I take that back: they do get tired, but only because we ask so much of them, and they give so generously of their time and talent.

CHILDREN’S CENTER REPORT—
Alex Slaughter, Chairman of the Board

The Children’s Center’s enrollment grew to 56 for the current school year. Sixty-five children participated in the summer program. Our Enrollment Task Force was instrumental in assuring the Center’s success in this regard.

The Center was awarded \$97,000 in unrestricted grants, as well as \$40,000 in restricted grants, by foundations and corporations. The proceeds of one of these grants were used to purchase a much-needed van for the Center.

Giving by individuals was higher in 2011 than in 2010. The number of persons making gifts was also higher, and included many first-time givers. The Center enjoyed contributions of \$187,000 during the year.

In 2011, we continued to collaborate with cultural agencies for the benefit of the children we serve.

A most significant partnership was formed in February with SCAN (Stop Child Abuse Now). SCAN rents a classroom from the Church for a pilot program called *Circle Center*. This program is for abandoned, neglected and abused children; they are often referred to SCAN by the Courts. SCAN’s teachers are highly educated and quite skilled at working with such victimized children. The Children’s Center staff benefits from its interaction with, and the expertise of, SCAN’s personnel.

The Children’s Center’s Board is very appreciative of St. James’s continued support in carrying on the important work of the Center. We are also grateful for the sustaining leadership of Geraldine Johnson and Cynthia Brown. The Board believes that the Center’s working with our children, as exemplified by the miraculous effect Ms. Johnson has on them, is just as important now as it was 25 years ago when St. James embarked on this adventure in faith.

Respectfully submitted,

Alex

The Endowment Fund also contributed to the Fan *the* Flame Capital Campaign and has agreed to contribute to the church’s operating budget to assist with expenses associated with the new facilities until the budget can absorb the increased costs.

Mr. Hollerith thanked Mr. Trice and the other members of the Endowment Fund Board – Mr. G. Bernard Hamilton, Mrs. Helen Kemp, Mrs. Ruth Pratt, Mrs. Lilo Ukrop, Mr. E. Massie Valentine, Jr., and Mr. Henry L. Valentine II – and expressed his appreciation for the Board’s willingness to contribute to the church’s operating costs over the next three years.

Ms. Elizabeth Ware, Finance Committee Chair, referenced the 2010 year-end report and 2011 budget as found in the Annual Report, and noted that 90 percent of the church’s income comes from pledges to the Annual Fund. Personnel expenses account for slightly over 50 percent of the budget. The cost of the equipment purchased for the webcast, which was begun last year to replace the radio broadcast, was totally absorbed in the 2010 budget, rather than the original expectation to take two years to cover that expense.

The 2011 budget includes modest increases for most programs, including additional funds for Children’s Ministry, which will be used to implement the new *Godly Play* curriculum for preschoolers, and a 10 percent increase for the music program. The committee regrets that there wasn’t enough funds to offer staff salary increases.

Ms. Ware encouraged parishioners to keep up their pledge payments – particularly during the summer months – and to make a pledge for the 2011 Annual Fund if they haven’t already done so.

Mr. Hollerith thanked Ms. Ware and also Chip Woodson, Director of Stewardship and Development, and this year’s Annual Fund co-chairs, Ron Cain and Pam Goggins. Mr. Hollerith commented that there were gains in the funds raised for the 2011 budget, with a number of new and increased pledges.

Mr. Ukrop, Senior Warden, encouraged parishioners to read the Chimes newsletter, check out the website, etc. to find out about the many programs and activities offered at St. James’s. Mr. Ukrop said that he was grateful for Mr. Hollerith’s leadership and for Mrs. Lisk’s work as parish coordinator.

Mr. Ukrop remarked that the Strategic Plan was used as the basis for the structure of the work of the Vestry, with ComMissions in the areas of Study, Worship, Foundation, and Service. Mr. Ukrop said that he has enjoyed the new facilities and is appreciative of Mr. Hollerith’s vision for the increased space. He also thanked Mr. Jim Goggins, chair of the Building Committee, Mr. Ferd Baruch and Mrs. Lilo Ukrop, co-chairs of the Fan *the* Flame Capital Campaign, and Mr. Wilson Trice and Mrs. Ukrop for their efforts to realize historic tax credits. Capital Campaign pledges are still being collected and Mr. Ukrop said that it is not too late to contribute to the Fan *the* Flame effort.

Mr. Ukrop expressed his disappointment that the Annual Fund hadn’t increased at a pace to support the needs associated with the new facilities and encouraged

those who have not pledged to consider doing so and for those who have pledged to consider contributing more. He reminded the congregation that every pledge was important and that the church needs the support.

Mr. Ukrop concluded his remarks by giving thanks for the opportunity to serve as Senior Warden.

Mr. Hollerith thanked all those attending the Annual Meeting and commented that the Annual Report was a good summary of everything going on in the parish and encouraged all to take the time to read the reports in it. Mr. Hollerith said that St. James's is blessed to be a thriving and vibrant parish with many contributions of time, talent, and money.

Mr. Hollerith thanked Mr. Ukrop for his service as Senior Warden, and Mr. Dick Bennett for serving as Junior Warden this past year, and all the Vestry members for their hard work. He especially recognized those who are retiring from the Vestry – Mr. Bennett, Ms. Althea Frederick, Mrs. Pam Goggins, Mr. Bill Gregory, Ms. Cary Milley, and Mr. Ukrop – and asked them to stand and be recognized.

Mr. Hollerith said that the Vestry had taken ownership of the Strategic Plan adopted last year and have worked to make possible the following this past year:

- 1) Instituted a two-camera video system to webcast the services live. Each live webcast has been getting 150-170 “hits” and is also archived for later viewing. The system is run by approximately 20 volunteers.
- 2) Completed a redesigned website to reach out to more people. Thanks to Valerie Hubbard, Director of Communications, and the Communications Committee for their work on this project.
- 3) Added two “Bluegrass Mass” services, in addition to the annual “Jazz Eucharist” by the Music program.
- 4) Experimented with offering monthly brunches, which will continue to be offered in the summer months.
- 5) Increased the use of our facilities, especially the new Michaux House. (For example, became one of the nightly Intake Centers for CARITAS for several months.)
- 6) Supported the growth of the Missions program and the Mardi Gras for Missions fundraiser. St. James's offers more mission trip opportunities than any other parish in the Diocese.
- 7) Received funding to implement *Godly Play* for our Children's Ministry program.
- 8) Raised enough funds to hire the Director of Communications on a full-time basis.
- 9) Institution of a Servant Ministry campaign during Lent that will encourage every member to claim a ministry.

ENDOWMENT FUND REPORT, CONTINUED—

STATEMENT OF ASSETS As of December 31, 2011

INVESTABLE ASSETS

Endowment Fund Subject to Trustee's Instructions	
Market Value of Securities and Cash	\$3,275,069.86
Anderson-Horan Fund (Income is used for Charitable Purposes at Rector's discretion)	
Market Value of Securities and Cash	354,538.81
Music Fund- (Income issued for the Music Program at the discretion of the Music Director, the Rector & the Senior Warden) Market Value of Securities & Cash	203,477.00
Total Investable Assets	\$3,833,085.67

OTHER ASSETS

Mortgage Loan	100,000.00
Clergy Loan	25,000.00
Cash in Checking Account	164.48
Total Other Assets	\$125,164.48
TOTAL ASSETS	\$3,958,250.15

ENDOWMENT FUND REPORT, CONTINUED—

HISTORY OF DISBURSEMENTS FROM THE FUND

1967-2005	\$3,724,815.01
2006 Stuart Circle Parking	18,000.00
2006 To Rector for Distribution	15,000.00
2006 Westminster Canterbury	10,000.00
2006 St James's Expansion	20,000.00
2006 Ecumenical Parking	20,792.95
2006 Salary Share Agreement	30,000.00
2007 To Rector for Distribution	10,000.00
2007 Westminster Canterbury	10,000.00
2007 Salary Share Agreement	30,000.00
2007 Ecumenical Parking	20,000.00
2007 Stuart Circle Parking	18,000.00
2007 Gift to Rector	10,000.00
2008 To Rector for Distribution	22,000.00
2008 Salary Share Agreement	30,000.00
2008 Westminster Canterbury	10,000.00
2008 Ecumenical Parking	20,000.00
2008 Stuart Circle Parking	18,000.00
2008 Rector Sabbatical	7,500.00
2009 To Rector for Distribution	10,000.00
2009 Salary Share Agreement	30,000.00
2009 Westminster Canterbury	10,000.00
2009 Ecumenical Parking	23,100.00
2009 Stuart Circle Parking	18,000.00
2009 Dana Corsello Purse	5,000.00
2009 Bishop's Chapel at Roslyn	10,000.00
2010 To Rector for Distribution	15,000.00
2010 Salary Share Agreement	30,000.00
2010 Westminster Canterbury	10,000.00
2010 Ecumenical Parking	30,784.00
2010 Stuart Circle Parking	18,000.00
2010 Gift to Rector	10,000.00
2010 Church Transitional Funding	40,000.00
2010 Fan the Flame	125,000.00
2011 To Rector for Distribution	15,000.00
2011 Salary Share Agreement	30,000.00
2011 Westminster Canterbury	10,000.00
2011 Ecumenical Parking	15,392.00
2011 Stuart Circle Parking	18,000.00
2011 Gift to Rector	10,000.00
2011 Church Transitional Funding	7,334.78
2011 Fan the Flame	125,000.00
2011 Seismic Study	1,812.50
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	\$4,661,531.24

Mr. Hollerith commented that the departure of the Rev. Whitney Zimmerman and Mr. Chris Edwards will leave a big hole in the staff. The parish is invited to their wedding at St. James's on the Saturday of Memorial Day weekend. Mr. Hollerith reported that he has established search committees for both positions and had already interviewed eleven Yale seminarians and has many more resumes to review.

Mr. Hollerith said that we are blessed to have a healthy church, but we must keep focused on our reason for being – that we are the body of Christ, and we exist to serve Christ.

Mr. Hollerith concluded by thanking the staff, asking those present to stand and be recognized.

There being no further business or discussion, a motion was made, seconded and unanimously approved to adjourn. The meeting concluded at 11:10 a.m. with a blessing by Mr. Hollerith, followed by a hymn.

Anita S. Lisk, Secretary

APPROVED:

The Rev. Randolph Marshall Hollerith, Chairman

Election of the Vestry

COMMUNICANT: A communicant is a member of this church who has received Holy Communion at least three times in the past year. All communicants of this church, who for the previous year have been faithful in corporate worship, unless for good cause prevented, and have been faithful in working, praying, and giving for the spread of the Kingdom of God, are to be considered communicants in good standing.

ELIGIBLE VOTERS: All communicants in good standing, 16 years of age or older, registered in the particular church in which they offer to vote, shall be entitled to vote at the election of Vestry members.

REQUIREMENTS FOR VESTRY MEMBERS: Only lay persons, 16 years of age or over, who are confirmed communicants in good standing of the church shall be eligible for election as Vestry members.

QUORUM: At all meetings of the Congregation a quorum shall consist of at least ten percent (10%) of the number of active communicants qualified to vote reported for the previous year.

MEMBERS WHOSE TERM EXPIRES IN 2012

Eleanor Angle	Barbara Guvernator	Rich Walker
Jane Dowrick	Mark Shuford	Elizabeth Ware

MEMBERS WHOSE TERM EXPIRES IN 2013

Jan Harris	Monty McFadden	Nancy "Newnie" Rogers
Scott Hetzer	Dena Moore	Stephen Watts

MEMBERS WHOSE TERM EXPIRES IN 2014

Louise Bowles	DeWitt B. Casler	Mary Watt New
Margy Brown	Joseph A. (Jay) Jennings III	Jody L. Wilcox

REPORT OF THE NOMINATING COMMITTEE

The committee nominates the following people for three-year terms on the Vestry:

Ryon Acey	Michael Lantz	Kendal A. Sibley
Mimi Herington	Steve McCoy	Britt Van Deusen

Expenses	2008	2009	2010	2011
To Rector for Distribution	\$ 22,000.00	\$ 10,000.00	\$ 15,000.00	\$ 15,000.00
Asset Management Fees	19,903.89	18,487.77	19,931.43	20,974.10
Pension	1,200.00	1,200.00	1,200.00	1,200.00
Salary Share	30,000.00	30,000.00	30,000.00	30,000.00
Westminster Canterbury	10,000.00	10,000.00	10,000.00	10,000.00
Ecumenical Parking	20,000.00	23,100.00	30,784.00	15,392.00
Gift Annuity 1 - Payment	2,700.00	2,700.00	2,700.00	2,700.00
Gift Annuity 2 - Payment	20,419.04	20,419.04	20,419.04	20,419.04
Gift Annuity 3 - Payment	3,249.96	3,249.96	3,249.96	3,249.96
Gift Annuity 4 - Payment	1,904.85	2,000.00	2,000.00	2,000.00
Gift Annuity 5 - Payment			92.50	370.00
Stuart Circle Parking	18,000.00	18,000.00	18,000.00	18,000.00
Gift to Rector	0.00	0.00	10,000.00	10,000.00
Rector Sabbatical	7,500.00	0.00	0.00	0.00
Dana Corsello Purse	0.00	5,000.00	0.00	0.00
Bishop's Chapel at Roslyn	0.00	10,000.00	0.00	0.00
Consortium Dues- 2 years			2,500.00	0.00
Consortium Expense			5,802.80	5013.57
Church Transitional Funding			40,000.00	7334.78
Fan the Flame			125,000.00	125,000.00
Seismic Study				1,812.50
Miscellaneous	372.00	285.56	304.49	329.86
TOTAL	\$157,249.74	\$154,442.33	\$336,984.22	\$ 288,795.81
Net Addition (Withdrawal)	\$165,428.98	(\$12,711.67)	(250,735.63)	\$ 88,149.57

**ENDOWMENT FUND REPORT—
E. Massie Valentine, Jr., Endowment Fund Treasurer**

STATEMENT OF INCOME AND EXPENSES 2008 - 2011				
	2008	2009	2010	2011
Income				
Trustees Endowment Fund	\$77,608.08	\$74,648.75	\$73,203.16	\$68,657.24
Anderson Horan Fund	9,548.99	8,081.91	7,962.09	7872.94
Music Fund	0.00	0.00	0.00	102.11
Gifts	800.00	0.00	0.00	1,000.00
Gift Annuity 1 - Income *	430.21	0.00	0.00	0.00
Gift Annuity 2 - Income *	12,276.62	0.00	0.00	0.00
Gift Annuity 3 - Income *	2,615.27	0.00	0.00	0.00
Gift Annuity 4 - Income *	2,193.73	0.00	0.00	0.00
Mortgage Interest	6,000.00	5,500.00	4083.38	4,000.00
Clergy Loan Interest	0.00	500.00	999.96	999.96
Bequests	211,205.82	53,000.00	0.00	278,003.29
Memorials	0.00	0.00	0.00	16,309.84
TOTAL	\$322,678.72	\$141,730.66	\$86,248.59	\$376,945.38
* Gift Annuities transferred into Trustees Endowment Fund Account in 2008				

**REPORT FROM THE RECTOR—
The Reverend Randolph Marshall Hollerith**

In 2011 we saw a number of staff changes at St. James's. We said goodbye to several colleagues and welcomed several new people into our parish family. Whitney Zimmerman and Chris Edwards celebrated their last Sunday in the parish on March 20 only to return on May 28 for the celebration of their marriage. They relocated to Portland, Oregon where Chris is pursuing graduate studies in choral directing, and Whitney is serving in a local parish. While it was hard to tell them goodbye, it was a great joy to share in their wedding day.

After many years of devoted ministry, Doug Burgoyne preached his last sermon as a member of the staff on October 9. Members of the parish gathered together after the 11:15 a.m. service to honor Doug and Joannie and to give thanks for their ministry among us. While Doug is no longer part of the staff, we are grateful that he and Joannie continue as valuable and beloved members of the parish.

Chris and Whitney's departure and Doug's retirement necessitated the formation of several search committees. Beginning in mid-January we began receiving names and resumes from candidates interested in the vacant Assistant Rector and Director of Youth Ministry positions. Seventeen members of the parish volunteered many hours of their time to serve on two different search committees. We received well over 50 resumes, held initial interviews with 20 potential candidates and invited 9 people to visit and interview at St. James's. Out of that experience both committees were unanimous in their selection of final candidates. As a result of that process we were pleased to welcome the Rev. Carmen Germino as our new Assistant Rector for Mission and Outreach, and the Rev. Alex Riffée as our new Assistant Rector for Youth and Young Adults. Carmen began her work at St. James's in late June and Alex came on board at the beginning of July. Both of these talented young people have quickly proven themselves an invaluable part of our parish staff. My thanks to the members of the two search committees for their wonderful work: Jennifer Ball, Stacy Brinkley, Cary Milley, Janet Peyton, Mark Shuford, Patrick Strickler, Jamie Swingley, Nancy Tazewell, Jody Wilcox, Carrie Acey, Mason Beazley, Eddie Macon, Steve McCoy, Mary Slaughter, Andy Smith, Scott Ukrop, and Angie Wilcox.

While we ventured outside the parish to fill the positions left vacant by Chris and Whitney's departure, we were fortunate enough to have two wonderful clerics within our parish family who were interested in filling Doug's position. The Rev. Caroline Parkinson and the Rev. Dr. Mark Cooper have been involved at St. James's for some time. Both bring with them a wealth of experience as pastors, educators, leaders and spiritual mentors. We are very fortunate to have such talented individuals who want to continue to be involved in ministry even in retirement. Both Caroline and Mark officially joined the staff in early 2012.

In 2011 we continued to work on many of the goals laid out in the Strategic Plan. In Lent we kicked off Every Member's Ministry as a way to increase parish wide participation in servant ministry. Hundreds of people took the time to pray about and discern their own personal calling to ministry, and then to offer that calling to God on Easter Sunday. In addition, we continued to grow our Missions programs adding a second trip to Haiti, creating an adult mission trip in Richmond, and formulating a new youth mission trip to West Virginia. In February, we had a very successful Mardi Gras for Missions raising more money than ever before. Moreover, Kent Duffey and the Sunday School leaders completed one of their Strategic Plan goals with implementation of a new program for our youngest children called *Godly Play*. This educational program provides our children with hands on, imaginative ways to engage in the stories of the Bible and the essential truths of our faith. Finally, we were able to move Valerie Hubbard from a part-time into a full-time position as our Communications Director.

From a financial perspective, 2011 was a good year at St. James's. The excellent work of the Annual Giving Committee, combined with the amazing generosity of parishioners, enabled us to grow the budget by almost \$100,000.00. For the first time ever we broke the two million dollar mark in the parish budget. In total 612 families and individuals made a pledge to our life together representing approximately 50 percent of the families who consider themselves members of St. James's.

Our parish family continued to grow in 2011. We welcomed 127 new members, baptized 29 children and adults, and married 14 couples. At the same time we buried 15 members of our parish and had 51 people transfer out of St. James's.

In 2011 we were blessed by the hard work of our exceptional church staff. In no particular order, I want to thank: Gina Young, Kent Duffey, Richard Rumble, Valerie Hubbard, David Barnett, Doug Burgoyne, Bob Seiler, Ann Dieterle, Whitney Zimmerman, Alex Riffée, Carmen Germino, Anita Lisk, Poconna Thiel, Chip Woodson, Nancy Warman, Virginia Whitmire, Mark Whitmire, Chris Edwards, Jeanne Lapierre, Sabrina LaFleur, and our team of sextons for all their work. They go above and beyond the call of duty to make St. James's the successful institution that it is. Each of them has a passion for serving God and that passion shows.

In the coming year, I hope you will join with me in praying for the future of our church. God continues to bless us, and we have a bright future. Thank you for your support and know that I continue to treasure my ministry among you.

Blessings,

Randy+

RECOGNITION...

I want to recognize the people who make our financial operations run so smoothly. Poconna Thiel is our long-time bookkeeper and financial secretary. We are fortunate to have her knowledge and experience for the parish and the Children's Center. Chip Woodson, Director of Stewardship and Development, runs our annual giving campaign, which allows us to fund the parish activities. Also, there are the many volunteers that provide support every year. Katherine Hoffmann and Ann Rawls are our volunteer Treasurers. A group of volunteers count the funds collected at all of our services and prepare the bank deposits. Finally, our Annual Giving Campaign leaders, Ron Cain and Eleanor Angle, deserve a huge thank you for making sure we have the pledges we need to continue to grow and thrive.

FINALLY...

Every pledge/gift counts. If you have not returned your pledge card or would like to increase your pledge for 2012, please call or email Chip Woodson (355-1779, ext. 335 or cwoodson@doers.org) or pledge online (www.doers.org) to make your intentions known.

Faithfully,
Elizabeth Ware

STATEMENT OF ACTIVITIES YEAR ENDED DECEMBER 31, 2011 (WITH BUDGET INFORMATION FOR 2011 AND 2012)

	YTD ACTUAL	ANNUAL BUDGET	ANNUAL BUDGET
REVENUES			
NON STEWARDSHIP GIFTS	11,400.00	9,400.00	400.00
STEWARDSHIP PLEDGES	1,772,376.53	1,779,593.26	1,915,707.29
PLATE OFFERINGS	106,774.36	85,000.00	95,408.98
MISCELLANEOUS INCOME	13,173.40	10,000.00	12,000.00
CELL TOWER INCOME	23,933.86	24,418.26	25,000.00
TRANSFER FROM MEMORIALS	9,500.00	9,500.00	9,500.00
LLC RENT INCOME	12,000.00	12,000.00	12,000.00
TRANSFER FROM ENDOWMENT UNFD	0.00	80,000.00	65,000.00
TOTAL REVENUES	1,949,158.15	2,009,911.52	2,135,016.27
EXPENSES			
DIOCESAN MATTERS	3,770.00	1,800.00	3,600.00
PERSONNEL EXPENSES	1,042,377.27	1,041,162.52	1,126,851.27
OFFICE EXPENSES	93,801.11	99,800.00	99,200.00
BUILDING & GROUNDS	377,705.93	406,240.00	424,302.00
STEWARDSHIP	26,990.24	20,000.00	27,000.00
WORSHIP	3,045.22	4,100.00	4,000.00
MUSIC	82,500.00	82,500.00	86,625.00
MISSION & OUTREACH	259,941.99	260,534.00	278,758.00
COMMUNICATIONS	15,367.19	29,875.00	22,930.00
CHILDREN'S MINISTRIES	13,559.34	17,450.00	10,000.00
ADULT CHRISTIAN EDUCATION	6,437.49	9,000.00	10,550.00
YOUTH MINISTRIES	4,232.66	8,600.00	9,200.00
SPECIAL PROGRAMS	9,537.13	9,600.00	11,400.00
LAY MINISTRIES	21,514.16	19,250.00	20,600.00
TOTAL EXPENSES	1,960,779.73	2,009,911.52	2,135,016.27
CHANGE IN NET ASSETS	-11,621.58	0.00	0.00

FINANCE COMMITTEE REPORT— Elizabeth Ware, Chairman

HOW ARE WE DOING?

Every month I present our financial report to the Vestry. We look at how we are doing versus the budget, and where we are in the year. Your pledges/gifts fund the many activities of our church, and I thank you for your continuing commitment to St. James's.

The past few years have been difficult due to the economy and the slow recovery. There are items for which we would like to budget but are unable to include since there are not sufficient funds. As the church continues to grow and the economy maintains the recovery, it is my hope that we will be able to continue increasing our budget. Our goal, based on the Strategic Plan that was rolled out several years ago, is to add \$100,000 per year for five years to our annual operating budget thus increasing it by \$500,000 from 2009 levels. It is a challenge that will take ALL to make significant and sustainable increases in pledges/gifts.

ANNUAL RECEIPTS...

In 2011, we collected \$1,949,158 – 92 percent from pledges/gifts, 5 percent from cash in offering plates and 3 percent from designated receipts such as the cellular phone tower in the steeple. This was \$42,991 over 2010. The Endowment Fund offered to supplement our budget with an \$80,000 gift, but we did not need to use it and finished the year with a small deficit of less than 0.6 percent.

The receipts budget for 2012 is \$2,135,016. This is \$185,858, 10 percent, over the 2011 actual receipts. The increase will be supported by the increases in your pledge/gift income plus a generous \$65,000 gift from the St. James's Endowment Fund. This is the third year the Endowment Fund has offered to supplement our budget, if needed, but we must continue to build our pledge/gift commitments to meet our expenses.

ANNUAL EXPENSES...

The 10 percent increase in budget over last year's expenses is mainly for increased personnel expenses and operating costs of our new space. There are also increases in program funding based on our Strategic Plan. Fortunately, the increase includes salary raises for our staff in 2012, which is their first raise since 2009.

During the summer months, our receipts are very low, but our expenses continue. In order to pay our bills in a timely manner, we rely on a \$100,000 cash reserve which we pay back in December. Please help us by maintaining your pledge/gift payments throughout the year or completing your pledge/gift early in the year.

REPORT FROM THE ASSOCIATE RECTOR— The Reverend Ann Dieterle

Another year has passed and my rise to Senior Associate is complete! It was an unintentional rise for sure, and while I miss Whitney and Chris I'm so excited to be working with this amazing staff. What a blessing it is to wake up in the morning and look forward to coming to "work." I'm having a blast getting to know all of you.

My particular program areas are Adult Formation and Newcomers. One of the new series that we started in the fall as part of the Adult Forum was "Finding God in Everyday Life." It was well received, and we'll continue it in Lent with the themes "Managing Stress" and "Sabbath Rest." We also continue to bring in a great cadre of speakers, as well as highlight our in-reach and outreach ministries. Our Wednesday night Christian Journey program has continued to draw approximately 30 people. In Lent this year, we'll offer a two track course under the title "Reading and Understanding the Bible as Spiritual Devotion and Way of Life." This is to support the Lenten Bible Pilgrimage in which we're hoping many in the congregation will take part. Our Sunday morning Bible Study continues, and this spring we're looking at Holy Week through the eyes of Marcus Borg and John Dominic Crossan. The Rev. Mark Cooper taught a class titled "Mind, Body, Stress Reduction" in the fall, and we're looking to continue with ways to practice meditation and contemplation. Both Mark and the Rev. Caroline Parkinson are gifted teachers, and I'm thankful for their great gifts. Special thanks to the members of the adult education committee. We are missing Barbara Guernator, who died just after Christmas, but we know we honor her as we work towards sharing the Good News through the work that we do.

This year I assumed the coordinating responsibilities for the young adult ministry, which has been a lot of fun for me. We've continued gathering for fellowship in the homes of volunteer hosts, and we've also gathered in other places like Balliceaux and F.W. Sullivans, something akin to "Theology on Tap." I've also invited the community to join in a new ministry called Covenant Groups, which is a small group gathering intended to provide a forum for fellowship and informal spiritual conversation. One group is up and running, and I hope that in between the writing and publishing of this report, we'll also have a first meeting scheduled for a second group. In addition, the momentum produced a new young women's group that will meet during the morning hours, which will probably gather for the first time after WomanKind, which is February 17-18.

Speaking of WomanKind... if you're reading this at the annual meeting, it's next weekend! We are very excited about the line-up of speakers and events this year. We have a great keynoter in Krista Tippett, and workshop presenters include Cathleen Falsani and Suzanne Vinson. Our preacher for the Closing Eucharist is Lauren Winner. The Rev. Carmen Germino and I both work on this event, and Carmen has taken the lead in designing the closing worship service, which is going to be amazing. Many thanks to all of the women who've worked very hard

and given countless hours to this event. There is not enough space to name them all here, but I want to extend a particular thank you to Co-Chairs Stacy Brinkley and Julie Locke.

The Newcomers Ministry runs very well, thanks in large part to our Newcomers Committee, which works so hard at hospitality both during Meet and Greet held on Sunday mornings, and the Newcomers Party. Many thanks to the committee, especially to Co-Chairs Newnie Rogers and Jane Dowrick.

A new ministry took shape as the women of the congregation, the St. James's ECW, discerned that the Bazaar had run its course. The Gourmet Holiday Food Sale was a huge success with a net income of just under \$10,000, money which will support the Food Force ministry. Look for it again next year! (under the name "A Taste of St. James's").

A retreat to SSJE, the beach retreat at Trinity Center on Emerald Isle, small groups and more small groups are all on my mind (and my to-do list!). I'm looking forward to the rest of 2012 and another great year!

Peace and Good,

Ann

Gifts to the St. James's Endowment Fund, Inc. go into an investment account, which currently has a balance of approximately \$4 million. Annually, up to four percent of its liquid assets are made available to the church for:

- Capital needs of the church
- Outreach ministries, grants and programs of the church
- Seed money for new ministries and special one-time projects or expenses
- Such other purposes as are specifically designated by donors whose gifts are included in the Endowment Fund

We invite you to join the group of faithful stewards and leave your own legacy in support of God's work being done in this parish.

OTHER GIVING AT ST. JAMES'S

The Jessie Ball duPont Fund continued to generously award grants to St. James's in 2011. They awarded a \$10,000 "People In Need Grant," which will be used in 2012 to fund utility and rent assistance as well as other emergency assistance to individuals who came to us through ACTS (Area Congregations Together in Service).

The Jessie Ball duPont Fund also awarded a \$5,000 technical assistant grant, which was used to help offset the costs of obtaining new computers for the staff in 2012. New computers are purchased for staff on a three year rotating basis, thereby allowing the church to stay current with technology.

During the year, we receive a number of memorial gifts, some of which are designated to Missions or other specific areas. In 2011, we received 247 such gifts totaling \$13,105, of which, \$8,280 were undesignated and \$4,825 were designated.

Respectfully submitted,

Chip

the church and the wonderful way in which St. James's touches the lives of so many people.

Ty Toepke and Sally Starling were the co-chairs for The Feast, and we were fortunate to have so many volunteers of various committees supporting the event. Eric Burfiend led the cooking team, Liz and Jay Patton oversaw the beverages, Louise Bowles guided the decorating team, and many others came together to help wherever there was a need. We greatly appreciate the hard work and creativity by all as it was a fabulous evening of entertainment, fellowship, and motivation for the 500 people who attended.

FAN THE FLAME, BUILDING THE FUTURE OF ST. JAMES'S

For more than two years, our parish has enjoyed the renovated facilities of the Michaux House and Gibson Hall! The Fan *the* Flame campaign has been very successful, and we have been pleased with the payments being received on the outstanding pledges.

Through the generous support of the parishioners, Fan *the* Flame received 592 pledges totaling \$7.9 million. As of February 1, payments of \$7.5 million (95 percent) have been received, leaving a balance of less than \$400,000. However, there are still 243 pledges that have not been fully paid, some of which are in arrears. As we near the end of the pledge commitment period, it would be greatly appreciated, for those who still have a balance due, to make their 2012 payments so that our loan can be paid off, and we can officially end the capital campaign.

We are most grateful to all of those who have paid their pledge in full and to those who have made faithful payments throughout the campaign.

PLANNED GIVING

Through its rich and varied history, St. James's has been able to thrive on the good gifts of parishioners who want their church to be a place of worship where God's love is shared and God's good news is proclaimed. There have been generations of saints in our community who have left a legacy intended to care for the future of our church. The St. James's Legacy Society, which currently has 131 members, was created to honor all those who have made a bequest or gift which supports the future welfare of the Church.

The Planned Giving Committee is tasked with planning and coordinating activities that will support and grow the Endowment Fund and create legacy gifts to the church. Its members are Jay Jennings, Newnie Rogers, Lilo Ukrop, Massie Valentine, Dave Johnson and Alex Hamilton. The committee, the Vestry, the St. James's Endowment Board and the Director of Stewardship and Development are all charged with encouraging and supporting those who wish to leave a legacy to St. James's and to provide useful information and options to those interested.

REPORT FROM THE ASSISTANT RECTOR— The Reverend Carmen Germino

Since my arrival in late June of the past year, it has been a constant joy to serve at St. James's. The energy, love, and warmth of this family of Doers is humbling. I feel so blessed to be starting my ordained ministry in such a faithful and active community of believers. Each day, I have learned from and grown with some truly wonderful staff colleagues: Alex, Anita, Ann, Bob, Caroline, Chip, David, Doug, Gina, Kent, Mark Cooper, Nancy, Poconna, Valerie, Richard, Virginia, Mark Whitmire, and of course, Randy. I love preaching, teaching, and praying with this congregation and look forward to more opportunities for these ministries in 2012.

Mission has always been a passion of mine, and it is a great honor and responsibility to staff one of the largest church Missions programs in the country. The St. James's Missions Committee is one of the most inspiring, vibrant church organizations I have ever known. I offer my deep gratitude to Ferd Baruch, Mike Bily, DeWitt Casler, Kent Duffey, Suzanne Hall, Cheryl Redmond, Mike Sullivan, Andy Smith, Kathryn West, and Angie Wilcox, with the skilled leadership of Scott Hetzer, for their vision and commitment to sharing God's love in service. Together we are working to make sure the Missions program at St. James's continues to grow. In 2011 the committee hosted two Adult Forums to highlight Missions. Here are some of the newest developments in the Missions program:

- Andy Smith has used his considerable gifts to draft a handbook for leaders of mission trips. The document covers everything from travel to insurance to vaccinations to financial considerations and much more. This resource will prove to be very valuable as our Missions program grows and expands in the coming years.
- Angie Wilcox and I began working on a guide for devotionals, worship, and theological reflection for mission trips. We hope this resource will help our mission teams focus on the spiritual aspects of service before, during, and after a trip.
- The Missions Committee enthusiastically added a mission to the East End of Richmond in August 2012. Led by Suzanne Hall, this mission team will partner with Faith Community Baptist Church to provide an enriching summer day camp experience for low-income third and fourth graders in the East End. The ten missionaries from St. James's will eat, sleep, pray, and study at Richmond Hill for the week as they work to build the "Beloved Community" here in our own city. This mission is a response to the Strategic Plan, which articulates the need to "expand local mission opportunities..." for our parish.
- The Music Department's November mission to Port-au-Prince, Haiti (our first) was a huge success.

- Alex Riffie has planned a new mission for senior high youth to West Virginia.
- I have been working with Rabbi Jesse Gallop next door at Beth Ahabah synagogue to plan a joint mission trip to Cuba in 2013. Both the Jewish and the Anglican communities in Cuba are small and eager to be in relationship with faithful people beyond the Cuban borders. The Diocese of Virginia is also very excited about building a relationship with the long-isolated Episcopal Diocese of Cuba, so the trip is timely. The interfaith dimension of this mission will certainly provide an amazing opportunity for dialogue and growth. Stay tuned for more information.
- The Missions Committee voted to try a new kind of mission in 2012. Through Richmond's own World Pediatric Project, St. James's will sponsor a child to travel to Richmond from the developing world for a life-saving surgery. While the child and his or her family is in town, the parish will minister to them and be their family. This is a wonderful mission opportunity for parishioners who would like to build international relationships but are unable to travel far from home. Look for more information about this exciting mission opportunity in the spring.

In addition to these new efforts, we remain as committed as ever to our ongoing mission relationships in New Orleans, Appalachia, Honduras, Sudan, and Gonaives, Haiti. 2011 saw successful trips to all of these locations, as will 2012, with the exception of Sudan, which will become a biennial mission. Even though we will not be going to Sudan in 2012, our relationships there continue to thrive. We hosted Dr. Clarke McIntosh from the Mustard Seed Clinic in the fall, and we watched with joy as the Hope and Resurrection School graduated its very first class!

As always, the success and growth of the Missions program depends upon the success of our annual fundraiser party: Mardi Gras! I'm so grateful to our prior and new lay leaders for their dedication to this event: Kathe Hetzer, Heather Daniels, Ferd Baruch, Janet Baruch, Lila Putney, and Lynda Hatcher. Please plan to attend on February 21 and support our exceptional Missions program.

Working with Nancy Warman in the area of outreach has been such a pleasure. Her thorough report and the report of the Outreach Committee will fill you in on all the details of the church's extensive outreach ministries. I simply want to highlight a few exciting areas:

Every Member's Ministry: Nancy, Dena Moore, and Monty McFadden have helped to get me up to speed on this exciting effort. The 2012 Lenten season will once again be an opportunity for discernment and listening for God's call to each us to claim and live out our ministries within and outside of St. James's.

Peter Paul Development Center: 2011 was a year of transition for PPDC, but it was also a year of increased engagement with PPDC on the part of our parish.

STEWARDSHIP AND DEVELOPMENT REPORT— Chip Woodson, Director



*Our Lives Are Blessed By God;
Now Be a Blessing to Others.*

ANNUAL GIVING

The theme of the 2012 Annual Giving Campaign was *Love and Serve God and Neighbor*. Jesus said that there are no commandments greater than the first two; Love your God with all your heart, mind, and soul... and love your neighbor as yourself.

It is the loving commitment of the parishioners that make the ministry of worship, study and service happen at St. James's. We are most grateful to those who fulfilled their 2011 pledge and made a new commitment for 2012. As of January 27, we have received the following pledges:

- 608 families have made pledge commitments for 2012 of \$1,831,272
- 194 families increased their giving
- 81 families are pledging for the first time
- 269 families have promised the same giving as last year
- 64 families have had to reduce their pledge
- 78 families who pledged for 2011 have not yet made a pledge for 2012

We are thankful for the Annual Giving co-chairs, Ron Cain and Eleanor Angle, who have taken leadership in the 2012 campaign. They have given freely of their time and talents in successfully guiding the pledge process. Our pledges have surpassed last year and for the third year in a row, we have been able to increase our annual budget by \$100,000, meeting the expectations of our strategic plan.

THE FEAST OF ST. JAMES'S

The Feast of St. James's is an annual celebration of the ministries of the church and our lives together as a parish. It is a time of joyful thanksgiving at an elegant banquet as we consider our stewardship journey. It is the beginning of the Annual Giving campaign and a time when we prayerfully reflect on our commitment to God and our parish.

In 2011, the venue was again at the Science Museum, which had the ambiance of a South Pacific island. As the guests arrived, they were made to feel as though they had stepped off a cruise ship, were handed a festive drink, given a flowery lei, and had their picture taken. After a time of fellowship and an island-themed dinner, Mark and Virginia Whitmire conducted and choreographed an outstanding performance of selections from *South Pacific*. The choir (and Randy Hollerith) sang and danced beautifully and captured the hearts of all. Afterwards, Randy reminded us of our responsibility to support the ministries of

Vaughan, consulting structural engineers, to determine if there was any significant structural damage caused by the earthquake. Although we are pleased to report that none was found, the inspection did identify pre-existing cracking in certain locations and recommended responses were identified. These conditions will be addressed in 2012, when we also will be conducting repairs to wall cracking in the Michaux House due to settling and moisture and addressing other moisture-related conditions in the Michaux House and Gibson Hall building. We also investigated options for replacement of our existing sound system, which will be needed in the very near future.

The past year also saw the beginning of a new Church Safety and Security (CSS) initiative to preserve and protect our physical and human assets. A plan has been developed to collect and evaluate our existing risk management policies and procedures, and, where appropriate and consistent with our ministry, to create and implement appropriate new ones in such areas as emergency preparedness, facility safety and security, employee and volunteer safety, child and youth protection and transportation safety. In December, we met with a loss control representative from our principal insurance carrier, who conducted a tour of our facilities and will provide a comprehensive audit report for our use going forward. In a related development, St. James's provided a representative to participate in the Diocese of Virginia's new Disaster Preparedness and Response Ministry announced in September.

Finally, we would like to thank Laura Shuford for volunteering last fall to undertake, on a provisional basis, the event planning and coordination functions that had been performed by David Barnett. Laura's assistance and energy, and particularly her work on a large wedding reception in November, have been invaluable, and she will help us assess a long-term approach to these arrangements for the future.

We look forward to an active and successful year in 2012.

Respectfully submitted,

Stephen Watts, Junior Warden
David M. Barnett, Facilities Manager

Volunteers from St. James's continue to give their time, talent, and treasure to support PPDC, and in turn, PPDC continues to expand its capacity to radically improve the educational opportunities for some of Richmond's most disadvantaged children. As one of the parish's signature ministries, PPDC will continue to be a focus in 2012.

CARITAS: While I was not at St. James's last February to experience our 2011 Shelter Week, I know this ministry continues to thrive thanks to the capable lay leaders and multitude of volunteers who step up to help each year. I've had the chance to be here for our second year of hosting intake for the homeless men who are CARITAS guests. This ministry of hospitality has been a great success, drawing large numbers of volunteers and making good use of our space and our downtown location.

In addition to Missions and outreach, I have also enjoyed opportunities for teaching and small group ministry. I currently lead two Bible studies for women (Wednesday afternoons and Thursday mornings) and enjoy taking my turn at teaching Pilgrim's Path and the Sunday morning Bible study. I cherish these opportunities for study and growth – as any instructor knows, the teacher always learns as much from the class as the class learns from the teacher. Finally, this year I have also had the pleasure of assisting in the preparations for WomanKind, particularly in the area of worship planning.

St. James's, you are beloved children of God. You have already taught me so much about what it means to love Jesus and serve our neighbors. I look forward to our ministry together in 2012, and I thank God daily for each of you.

Faithfully,

Carmen

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**YOUTH MINISTRY REPORT—
The Reverend Alex Riffie, Director of Youth**

On July 6, 2011, I enthusiastically joined the staff of St. James's Episcopal Church. The support and friendship shown to me by church members, youth volunteers, and staff members has helped me make an easy transition into the worship life of the parish. I look forward to growing the ministries of the church and supporting the needs of the youth of this church as they seek who God has made them to be as budding young adults.

YOUTH CHRISTIAN FORMATION

During the program year of 2011-2012, *Journey to Adulthood* classes on Sunday morning have been in transition. Inheriting an older curriculum, it has been the focus of this year to adhere to the topical structure of the *Journey to Adulthood* curriculum, while updating the information based on the particular context of the youth at St. James's. This has involved making resources culturally relevant, while looking at outside sources in adolescent psychology, pop culture, and other Christian education programs. *Journey to Adulthood* is geared toward sixth through ninth graders and is divided up into two facets. Sixth and seventh graders participate in Rite-13, and eighth and ninth graders participate in J2A classes. Each class emphasizes the self-worth and communal responsibility that youth have as budding adults within the Christian faith. The program culminates with a year-long catechetical course for ninth graders hoping to be confirmed in the Episcopal Church (making a free/public declaration of their personal faith in Christ). This year, we have also instituted a tenth through twelfth grade Christian Formation Class for post-confirmands. Topics are structured around pop-theology, comparative religion, Christian Discipleship, and interests that students would like to explore. Our classes are taught by 18 volunteers from the parish and the combined total of registered students is 113.

YOUTH GROUPS

This year St. James's offers two distinct youth groups to promote opportunities for fellowship, outreach, and spiritual growth among our teenagers: Junior Youth Group (sixth-eighth grades) & Senior Youth Group (ninth-twelfth grades). The numbers have grown slowly, but steadily throughout the year. Each group meets on Sunday afternoons once or twice a month at the church (or an off-site location for some bigger activities). The purpose of these groups is to provide a time for fellowship, fun, stewardship, and building relationships with all youth no matter the school they attend, grade they are in or how long they have been members of the church. This year they have worked on team building with fellowship activities including cooking/sharing a Thanksgiving meal. Other fun activities have included making sushi, video-game nights, pumpkin carving, etc. Groups also participated in PYM (Parish Youth Ministry) activities on the Diocesan level at Shrine Mont. This allowed youth the opportunity to meet other Episcopal youth outside of their immediate context/surroundings.

**BUILDING AND GROUNDS REPORT
Stephen Watts, Junior Warden
David Barnett, Facilities Manager**

Following completion of the Fan the Flame construction/renovation project, this past year was focused on maintaining and improving operations within the new and expanded footprint of the Church.

In addition to regular worship activities, our operations have included extensive use of our new and renovated facilities. Valentine Hall has hosted major social events such as large wedding receptions, Sunday brunches, Mardi Gras for Missions, and receptions after evensong and other music programs, including the large reception and dinner for the Norfolk State and St. James's choirs on Martin Luther King Day. Michaux House facilities have also been in regular use for Sunday forums and classes, Wednesday night suppers and meetings, Stop Child Abuse Now meetings, Children's Center meetings and receptions, CARITAS Shelter and nine weeks of nightly service as a CARITAS Intake site, breakfast meetings, prayer and study groups, the various cooking teams and rentals by outside groups. Our experience with some of these uses indicates that a review of our Facilities Use Policy during 2012 is in order.

These continued and new uses of our facilities have been accompanied by extensive maintenance and repair efforts. Without purchasing additional equipment, we completed polishing marble and terrazzo floors in the narthex, nave, chancel and sanctuary and updated all remaining 1983 pneumatic HVAC units to electronic controls, facilitating their operation through our advanced computerized system. Utilizing surplus new fixtures, we improved conditions in the Catacombs under the Parish House by replacing obsolete lighting fixtures with high-efficiency models and replacing the existing rusty stove. We improved our exterior appearance by replacing our flags on the Parish House and the decorative planters in the Memorial Garden, as well as by re-configuring and replacing damaged lenses on the lighting fixtures that illuminate trees and exterior shrubbery. In Valentine Hall, major maintenance was performed on the hardwood floor to repair bulging, remove scratches and add two additional coats of varnish, and felt pads were installed on the feet of 200 chairs to help prevent further damage. Sump pumps were rebuilt in the Gibson Hall building to prevent basement flooding. Maintenance and repair of the Deagan tower chimes was completed, and the newly-rebuilt roll player tambour was installed.

Much attention was paid to the parking deck during 2011, as the deck was sandblasted, steam cleaned and power washed to remove graffiti, re-lining and significant other painting was done, and wheel stops were replaced. We also have begun an effort to investigate and address increased congestion in the parking deck experienced during the past year.

Immediately following the August 23 earthquake, centered in Mineral, Virginia only 40 miles away, an inspection of our complex of buildings was funded by the Endowment Fund and conducted by Dearborn, Milby, Williams Pittman &

EPISCOPAL CHURCH WOMEN REPORT—
Newnie Rogers, President

After consultation with former Bazaar chairs and volunteers and careful consideration and with gratitude for the many years of success of the Bazaar, it was decided to pursue new fundraisers for the ECW. Mary Brooks Jamison and Gloria Prevatt enthusiastically chaired the first Gourmet Food Sale, which include a pre-sale of delicious homemade soups, appetizers and other gourmet items as well as a bake sale of scrumptious homemade biscuits, tortes, cakes, cookies, biscuits, granola and many other goodies. Under Mary Brooks' and Gloria's leadership, the event was a tremendous success. There were 90 pre-orders, and 135 volunteers contributed their time, talent and resources to the event. The sale resulted in gross proceeds of \$10,844 and a net of \$9,985.63 after expenses, which will be used to support St. James's Food Force. We look forward to an even bigger event next year.

WomanKind 2012 will be held on February 17 and 18. Julie Locke and Stacy Brinkley are co-chairing the event, which has the theme, "Holy Mysteries – Embracing the Unknown." Krista Tippett, Peabody Award-winning broadcaster and host of public radio's *On Being*, is the keynote speaker. Workshop leaders are Anna Madsen, Anjum Ashraf Ali, Cathleen Falsani, Suzanne Vinson, Lara Williams, and Phyllis Theroux. The Reverend Dr. Lauren Winner, author of many books including *Girl Meets God*, will preach at the closing Eucharist, and Joyce Garrett & the Alfred Street Baptist Church Choir will provide the music. Numerous volunteers have signed up to make the weekend a success.

The ECW will host a spring party to celebrate the success of the Gourmet Food Sale and WomanKind 2012, to discuss plans for the ECW for the future and to celebrate the women of St. James's.

Respectfully submitted,

Newnie Rogers
ECW President

OASIS

From its inception by local Episcopal clergy in 2010, Oasis, a youth ministry outside of the church walls, has continued to flourish. It has been a big year of overturn in leadership as many Richmond youth directors have changed. The program for middle school-age girls at St. Catherine's maintains its high numbers of weekly attendance. This year, leaders have instituted a high school-age program, which maintains modest numbers. The overall goal is to provide a fun and thoughtful outlet for girls to commune with one another and explore different faith matters as they continue to grow.

YOUTH MISSION TRIP

This year, 13 St. James's youth will go to Welch, WV and work with the Highland Educational Project of McDowell County. We will leave mid-afternoon on Sunday, July 22, and return to Richmond in the evening on Saturday, July 28. For four days our team will work on various house projects ranging from outdoor painting, to learning how to install kitchen floors, porches and/or a deck. Specific house projects will be announced at a later date as project continues to accept housing aid applications. We know that learning new skills and working together in order to improve the quality of someone else's life is always a rewarding experience. That is the primary goal of this trip. At the end of our work week, however, youth will participate in team building exercises and decompress from our mission by whitewater rafting and hiking in the New River Gorge.

Yours in Christ,

Alex

CHILDREN’S MINISTRIES REPORT— Kent Duffey

Children’s Ministries evolves each year. 2011 was no different. Highlighted below are three of the exciting new ministries developed this past year.

GODLY PLAY

In the fall of 2011, our 4/5 year old Sunday school class became the first *Godly Play* class at St. James’s. With the generous support of St. James’s, we were able to purchase materials and create a space for our children to experience the sacred stories and parables from our Christian tradition.

The methods of this curriculum have not been limited to our 4/5 year olds. *Godly Play* stories are being told to our 2 and 3 year-olds in support of their curriculum. And the *Growing in Faith* program now uses *Godly Play* lessons for its storytelling workshops. We have offered the *Godly Play* experience to all adults in the parish through an Adult Forum, as well as smaller meetings.

We believe this curriculum has transformed the Sunday morning experience of our children, and we continue to look into how it can be integrated into all age groups.

PARENTING FORUMS AND PARENTING BOOK GROUPS

During the Strategic Planning sessions two years ago, we repeatedly heard the request for more parenting programs at St. James’s. Last year brought about a renewal of the Parenting Forums and introduced a new book study group.

The 2011-2012 Parenting Forum series, “The Whole Child,” opened in October with a program from Commonwealth Parenting titled “The Hurried Child.” Dr. Anthony Vitiello spoke to a full house on “Temperament and Children” in November. This four-part series focuses on the social, psychological, physical and spiritual lives of our children.

The Blessing of a Skinned Knee book study took place for four Tuesdays in October. Thirteen women met each week and discussed this revolutionary view on parenting through the guidance of Jewish Wisdom. A repeat of this session is scheduled for 2012, with a new book to be selected for fall 2012.

FAMILY LIBRARY

When Sunday School opened in September, the Family Library (2nd Floor Michaux House) opened as well. This ministry, guided by Laura Strickler and Marsha Carter, is a great resource for children, youth and families. We continue to grow our collection through our “Honor a Child” program. Books from the library wish list can be purchased and donated to the library in honor of a child. It is a wonderful way to celebrate a birthday, Christmas, confirmation, or baptism.

APPROVED REQUESTS FOR SUPPORT

ACTS	18,000
CARITAS	2,000
Circle Center Adult Services	1,500
CHIP of Richmond	1,500
Crossover Ministries	2,000
Daily Planet	2,000
Diocese of Virginia (part of 10 year/\$10,000 pledge)	1,000
Drive to Work	500
Fan Free Clinic	2,000
Freedom House	1,500
Gateway Homes	1,000
Home Again	1,000
Peter Paul Development Center	15,000
Shepherd Center	1,000
St. Andrew’s School	500
St. James’s Children’s Center	7,000
Stop Child Abuse Now (SCAN)	500
The Healing Place	5,000
Virginia Supportive Housing	3,500
William Byrd Community Center	1,500
YWCA	<u>1,000</u>
Total:	\$69,000

OTHER EXPENDITURES

CARITAS (Host expenses)	<u>1,000</u>
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Grand Total: \$70,000

OUTREACH REPORT—
Connell Mullins, Chairman

In 2011, the Outreach Committee distributed a total of \$70,000, as appropriated by the Vestry, to community outreach organizations. Approximately 30 different community organizations requested our financial support in 2011, and it is clear from the variety of requests and services being provided, that many in our community continued to struggle financially last year. The committee spent much time studying and evaluating the requests in an effort to determine where the needs are greatest and which organizations most directly and positively impact our immediate community. The total that was distributed includes \$18,000 dedicated to support St. James's participation in ACTS (Area Congregations Together in Service) homelessness prevention ministry. Also, on behalf of the entire congregation, the seventh payment was made toward our 10-year, \$10,000 pledge to the Diocese of Virginia to support the mission work of the Diocese.

There are many people in our city with serious needs, and community organizations are struggling to meet the increased demands on their resources. St. James's support of these community organizations has never been more important, whether it be with our time, our talent, our treasure, or all three. We have strived to be good stewards of the dollars allocated to the Committee.

As we look ahead to 2012, we are hopeful that the economic outlook will improve. But we recognize that local community organizations will continue to need our support in the coming year and beyond, and we will continue working to determine how St. James's may more effectively support those organizations that share our mission of "answering God's call to love and serve others; standing as a beacon of Christ's light in the World."

Respectfully submitted,

Connell

Committee Members:

Ryon Acey
Larry Green
Gail Kangas
Doug Krey
Eddie Macon
Read McGehee III
Dena Moore
Connell Mullins, Chair
Karen Townsend
David Wade
Nancy Warman, Staff
Rev. Carmen Germino, Staff

TRADITIONS OF ST. JAMES'S

And while Children's Ministries continues to evolve, we marry those changes with the traditions that St. Jamesers look forward to each year:

- Baptismal banners were created for the 26 baptized children of 2011.
- Parents volunteered to be a part of the nursery ministry each Sunday morning.
- Sunday school kids made Valentines for parishioners who are unable to make it to Sunday services for a variety of reasons.
- Mite boxes were observed as a Lenten discipline and resulted in a donation of more than \$600 to the Missions program at St. James's.
- More than 100 children attended Vacation Bible School and donated household goods to support ACTS clients.
- The Shrine Mont retreat focused on *The Lion, the Witch and the Wardrobe* and the theme of Grace.
- The Advent Fair moved to the basement of Michaux House and continued to offer old and new favorite crafts to celebrate the season.
- The Christmas Pageant, under the direction of Liza Hall, had more than 100 Sunday School children participate and seated a record crowd.

None of the above would be possible without the youth and adults that embrace so many ministry opportunities in our children's programs. When it comes to the spiritual formation of our children, no role is too small to play. These volunteers may never see the outcome of the impact they make, but they should know their involvement is noticed, their spirit is powerful and the gratitude is endless.

Peace,

Kent

MUSIC PROGRAM REPORT—
Dr. Mark Whitmire, Music Director
Virginia Ewing Whitmire, Organist and Choirmaster

As we look back on 2011, we realize what a wonderful year it has been for our music program. The program has grown in size, in spirituality and service, and in musicianship.

With six ensembles involving 90 adults and more than 100 children, St. James's music program has grown into one of the largest programs in the Diocese. The Parish Choir, West Gallery Choir, Guitar Ensemble, Youth Choir, Children's Choir and Cherub Choir have all experienced record growth.

Musical events like the MLK Evensong in January, the service of Advent Lessons and Carols, and the *Messiah* at the midnight service on Christmas Eve enjoyed the largest attendance ever. Our MLK service last month was attended by more than 800 people! Dr. King would have been proud to look out at the congregation – half white and half black – singing “Amazing Grace!”

This was another year of service. Members of the choirs continued to sing each month at The Virginia Home. In October, select members of the choirs (plus Father Randolph) presented music from *South Pacific* at the annual Feast of St. James's. In November we took our fourth Choir Mission Trip – this time to Haiti, where we spent a week rebuilding St. Joseph's Home for Boys that was destroyed by the earthquake. In December choristers sang carols at Westminster Canterbury, The Virginia Home, and to some of the church's home-bound members.

This great year was made possible by the commitment and tireless work of all our wonderful choristers. It is exciting to be a part of such a thriving parish where music plays such an important role. The sounds of last month's MLK service are still ringing in my ears – 800 voices singing, “What a fellowship, what a joy divine!” We are reminded once again how music binds us together.

Soli Deo Gratias

Mark and Virginia

collaboratively with the PPDC staff who know the needs in that community. ACTS hired Billy Poarch, its first Executive Director, and it received its official 501c3 non-profit designation. Margie Gray and Michael Lantz continued to serve with me on the ACTS Board of Directors and Margie continued as lay leader of the St. James's ACTS Advocacy Committee, which met several times throughout the year to continue its work on designing a template for ACTS congregations to use as a tool in promoting education, awareness, advocacy, and fund-raising strategies within each congregation.

To further the outreach ministry of St. James's and to enhance our working partnership with ACTS, I continued to provide counseling and assistance to those clients who were in need of assistance and were not able to receive it from ACTS. From my in-house emergency discretionary “little ACTS” account, I provided a total of \$17,678 to cover 91 requests that assisted 43 individuals or families.

It is such fun and especially meaningful to end our year against the backdrop of The Giving Tree Christmas ministry, an outreach endeavor that is blessed with such abundance and joy, not only for those who received our gifts, but also for those 105 church families that gave the gifts! Toys, books, clothing, games and many bikes went to 50 children and 36 senior citizens who are associated with the Peter Paul Development Center. In addition, 12 Hispanic children served by a local agency and eight families served by ACTS were adopted. Contributions in the amount of \$2,015 were given to our ACTS ministry to be used to help pay rent or utilities bills to those families at risk of becoming homeless. Ginny Hofheimer provided leadership to a team of 11 volunteers who made the gift receiving process picture perfect, making sure each gift was laced with joy and love for all those who received them.

In conclusion, I want to tell you how much I love you, the faith-filled, amazing “doers” of St. James's, and how much I appreciate the opportunity to serve with and among you. Many of you know that this past year was a significant one for me and my family with the death of my 89-year-old mother in April. She was critically ill requiring 24-hour care for about four months. I cannot imagine getting through this family crisis without the strong embrace and loving support of Randy and other clergy, staff and congregation. When things got really difficult at home, I would come to work for respite! You were and are my strength as I adjust to a new life without the presence of my mother. Thank you for your ministry and for your shining light that beams so brightly for so many, including me.

Blessings,

Nancy

seamstresses – who adopt one or two apartments each year has been “refreshing” apartments for new residents since 2007!

During the summer months, Kyle Martin provided leadership for two projectHOMES (formerly ElderHomes) build events. With his teams of 5-10 volunteers, he supervised the repair of homes for low-income elderly city residents.

During this past year, we established a new ministry and relationship with Virginia Supporting Housing. Susan Siegfried, serving on the VSH board, also serves as our lay leader. Susan submitted a playbook to detail servant ministry opportunities that relate to the work of this agency and to its efforts to increase affordable housing as a prevention tool in preventing homelessness. “Doer” volunteers participated in several related outreach opportunities and on December 9, St. James’s provided space in Valentine Hall for what has become the annual VSH Christmas party for its staff and residents. It was a fun time for all, with 100 guests, and featured Executive Director and church member Alice Tousignant, and your own Nancy Warman in karaoke singing like you have never heard before!

CARITAS took front and center stage in our offering of winter season ministry, offering outreach and embrace to approximately 115 homeless individuals and ministry opportunity to over 150 volunteers involved in either one or both CARITAS outreach programs. In November of 2010 we began a new ministry, CARITAS Intake which opened its doors to homeless guests beginning November 20, and continued until January 7, 2011. Steve McCoy served as lay leader, providing direction, support and scheduling to volunteers who provided nightly oversight and hospitality to guests as they waited in the Michaux House basement for transportation to take them to the assigned overnight church. This ministry has run smoothly both in its 2010 beginning and in its 2011 season which started this past year on November 26 and concluded January 27, 2012. During the 2011-2012 intake season, we had an increase in attendance with approximately 80 CARITAS guests on some nights.

Erin Jewett and Carrie Acey continued to serve as leaders of CARITAS Shelter Week which opened its doors for evening shelter each night February 19 through the 26. It was an amazing ministry event with more than 100 volunteers providing food, games, hospitality, laundry service, shower facilities, and ministry of presence to 35-45 men each night. Leaders and volunteers were pleased with the change of dates for this ministry from the week between Christmas and New Year’s to a week in February, recognizing that more volunteers were able to participate.

ACTS (Area Congregations Together In Service) had significant highlights this past year in its on-going development as an interfaith ministry of congregations providing emergency financial assistance to those at risk of losing their housing. Greatly exciting news is that St. James’s received a \$200,000 grant on behalf of ACTS from the Jessie Ball duPont Fund. This funding will increase the capacity of ACTS to serve clients in the East End and offer an opportunity to work

SERVANT MINISTRY REPORT— Nancy L. Warman, Director

Each year I find myself more amazed and inspired, joyous, and thankful for the abundant ministry that comes from you, our servant ministry “doers” of St. James’s! Recently I received an email from one of our lay leaders who in describing her CARTIAS leadership role, wrote, “This is one of the reasons I love this ministry!” She had just received word that a fellow parishioner and dentist would participate in the CARITAS shelter family program offering her dental expertise and service to our CARITAS guests. This exchange echoes the excitement and joyous energy of so many of you who serve faithfully in answering God’s call to love and serve others. It is my privilege to share highlights of another church year filled with “doer” ministry and God’s blessings.

A greatly exciting new program that will serve as the foundation each year for servant ministry to grow was the announcement of Every Member’s Ministry and a call to “claim your ministry.” Directed by the Vestry-appointed Service Commission made up of Vestry members Dena Moore, Monty McFadden, and Scott Hetzer, and including Tina Sherrod, Angie Wilcox, Carmen Germino, and me, this program was initiated during the Lenten season with an invitation letter from Randy and me asking that each and every church member give thought and prayer in considering one’s ministry, both within the church and/or outside, in one’s family or community. Lay leaders wrote playbooks, recognized in very bright colors, which offered a comprehensive description of each ministry. These were available as guidelines for those seeking information and discernment about areas of ministry. In addition, the commission hosted Sunday morning adult forums on the topics of in-reach, outreach, and Missions ministry. Lay leaders shared information about each ministry and were available to answer questions. The exciting day was Easter Sunday when “claim your ministry” cards with each person’s claim to his or her chosen ministries were collected and brought to the altar to be blessed. Follow-up to the Easter collection allowed us to match names and chosen ministries and to share names with each of the lay leaders, who then each reached out to all those who indicated interest in a given ministry, inviting them to join a ministry team and to begin to serve. In addition, thank you letters were sent to those who participated. This program was highly successful in lifting up our ministry and bringing awareness of so many opportunities to serve, helping people discern ministry, and giving thanks to and for all who serve. Through the efforts of this new program and our continued focus on discerning and claiming one’s ministry, we now have on record approximately 1,000 lay ministers (some duplication) involved in 37 servant ministries, as described in this report!

In-reach Ministry continued to grow with the addition of new volunteers to ministry teams. Among our worship ministry volunteers, Harry Turton became the chief usher for the 9:00 a.m. service and Justin Moyer took the leadership position for the 11:15 a.m. service. They serve with 11 team leaders and over

100 team members. Michael Lantz continued in his role as lay leader for LEMS (Lay Eucharistic Ministers) and serves with his team of 38 volunteers. Steve McCoy provided leadership for 62 lectors, reflecting a growing number of those who serve as readers for our worship services. Margy Brown and Norvell Whitaker served in their second year as co-leaders for an acolyte guild of some 92 participants! Margy and Norvell introduced this past year a process to combine the 9:00 a.m. and 11:15 a.m. teams so that all acolytes now are asked to take turns serving at both services, giving a bit more flexibility to the schedule.

Wheels Ministry, with the dedication of seven volunteers, continued to provide transportation each Sunday morning for Westminster Canterbury residents who attend the 11:15 a.m. worship service. John Waite graciously accepted the leadership role from Wyn Brown, who served faithfully in this position for six years.

Wednesday Night Dinner Ministry proved to be a hot spot for ministry appeal with seven teams and more than 80 volunteers providing delicious and often home-cooked meals, yummy desserts, and opportunity for fun and fellowship.

Coffee Connections was a new and exciting change in ministry over the past year. After many years of dedicated ministry to what was known as Coffee Hour and then Mocha Java and Fellowship ministry, the decision was made to launch a new approach to Sunday morning fellowship and to give faithful coffee hour leaders a greatly needed respite and opportunity to serve in new areas. Coffee Connections set up by our sexton staff provides beverages and cookies and spaces to gather with friends each Sunday morning before and after services.

Hospitality Ministry, Newcomer/Welcome Ministry, and Name Tag Greeter Ministry joined forces this past year to deliver the best ever welcome, hospitality and fellowship ministry any church has ever known! Lay leaders Jane Dowrick, Mary Watt New, Newnie Rogers, and Mary Slaughter have worked together to build a growing interest in hospitality ministry. Teams of approximately 51 volunteers stood ready to provide food, to host parties and receptions, to welcome people at newcomer gatherings, and to greet church goers and encourage the use of name tags. In addition to the annual receptions (Blessing of the Animals, Easter brunch, Bishop's Confirmation visitation, and Pentecost) these dedicated volunteers helped with summer brunches and hosted Doug Burgoyne's retirement party.

Helping Hands Ministry team members continued to provide meals to church members who were in need of support due to an illness or death in the family or who were celebrating the birth of a new child. Jayne Pemberton continued in her role as lay leader with a team of 20 volunteers.

Keeper of the Flame Ministry co-chaired by Alice Spilman and Mary Waller Fergusson provided an opportunity for seniors of St. James's and friends to gather in Valentine Hall on October 20 for lunch and fellowship in honor of Doug Burgoyne at the time of his retirement from St. James's.

Outreach Ministry is seen in many shapes and sizes but it is always recognized by the dedicated efforts of caring Christian people who reach out in one way or another to serve others. Outreach to our community continued to grow this past year as lay leaders gave generously of themselves in order to embrace and uplift the lives of others.

The March 1 Mardi Gras for Missions kicked produced its usual buzz and excitement of getting ready to stroll down the streets of the French Quarter. Co-chaired by Kathe Hetzer and Heather Daniel and supported by outstanding auctioneer Tom Horton, and a great many volunteers and guests, this night to remember yielded approximately \$73,000 to Missions ministry!

Food Force Ministry continued as an important service to our community's homeless and low-income people who are served meals at the Freedom House Conrad Center. Louise Lipscomb, Gigi Redmond, and Mary Slaughter provided leadership to our dedicated teams of volunteers who took turns providing weekly dinner meals to the community meal program. Jenny Evans, Mary Slaughter, and Nancy Scoggins provided leadership for our 3 Food Force teams and Harry Moore continued his leadership of the Men's Cooking Team. In addition, the Men's Cooking Team, cooked for several special occasions, including Mardi Gras for Missions.

Betse Trice continued to serve as lay leader for Mentoring Ministry and Paulette Pullen served as the church liaison with Fairfield Court Elementary School. About 15 mentors make up our mentoring team serving in various locations including Fairfield Court Elementary School, Peter Paul Development Center, and the Anna Julia Cooper School. Carmen and I attended the September Micah Initiative kick-off meeting that serves to welcome new mentors and provides training for those who need it. Betsy Trice represented the church and our mentors at various related functions throughout the year and kept mentors updated with opportunities for training.

St. James's provided 20 mentor volunteers to the goodChoice program, a collaborative partnership between Goodwill Industries, the Virginia Credit Union, and the church. In its second year, this program continued to highlight the importance of the role of mentors in helping individuals learn to handle their financial business and find alternatives to payday lending.

Barbara Cochrane became the new lay leader for McGuire Veterans Ministry and she and her team of some 20 volunteers continued to provide monthly ice cream socials and ministry of presence to McGuire Veteran's patients in the polytrauma and spinal cord units and their families. This continued to be an amazing ministry for those serving each 4th Tuesday of the month, and expressing gratitude for the ministry that they received back from the patients.

Better known as my "Martha Stewart team," our GateWay Homes ministry team of nine volunteers adopted an apartment on the lovely Chesterfield County grounds of GateWay Homes, a transitional housing program and residence for individuals who are challenged with mental health disorders. Led by Mary Slaughter, her team of decorating experts – painters, decorators, and