

St. James's

Episcopal Church

Annual Report
2018



**THE 2018 PARISH MEETING
ST. JAMES’S EPISCOPAL CHURCH
FEBRUARY 24, 2019**

AGENDA

THE CALL TO ORDER..... The Rev. Dr. John McCard, Rector

APPOINTMENT OF A SECRETARY – Anita Lisk

APPOINTMENT OF A PARLIAMENTARIAN – Wilson Trice

DETERMINATION OF A QUORUM.....Parliamentarian

ADOPTION OF THE AGENDA

APPROVAL OF THE MINUTES OF PREVIOUS MEETING
February 25, 2018

NOMINATING COMMITTEE REPORT.....Michael Whitlow, Chair
Call for additional nominations

ELECTION OF THE VESTRY

REPORTS

The Endowment Fund.....Helen Kemp
Endowment Board President
2018 Year End Statement & 2019 Budget..... T. A. Hickman
Finance Committee Chair
Junion Warden’s Report..... Laura Strickler
Senior Warden’s ReportMichael Whitlow
Rector’s Report.....John McCard

OTHER REPORTS OR BUSINESS, IF ANY

ADJOURNMENT

PRAYER

Minutes of the Annual Meeting of the Congregation

St. James's Church, Richmond, Virginia

February 25, 2018

On Sunday, February 25, 2018 at 10:10 a.m., the Annual Meeting of the Congregation of St. James's Episcopal Church, Richmond, Virginia, was called to order by the Rector, the Rev. Dr. John McCard. The meeting immediately recessed and reconvened at 10:20 a.m. On motions made, seconded and unanimously approved, Anita Lisk was appointed secretary and Wilson Trice appointed parliamentarian. Mr. Trice reported that a quorum was present.

The 2017 Annual Report, including the Agenda for the meeting and Minutes from the February 26, 2017 Annual Meeting, was distributed. On a motion made, seconded and unanimously approved, the agenda was adopted. A motion was made, seconded and unanimously approved to waive the reading of the 2017 meeting Minutes and on a motion made and seconded the Minutes as written were unanimously approved.

Peggy Crowley, Senior Warden, reported that the Nominating Committee considered 64 nominees for nine positions – six for the 2021 Vestry Class and three for two-year terms expiring in 2020. The Nominating Committee presented the following slate of candidates: Arthur (Brink) Brinkley, Melinda Davis, Michael Smith, Trey Sibley, Karen Stanley, and Annie P. Witthoefft for the three-year terms, and James (Jim) Goggins, Jr., Scott Hurt, and John S. Mahoney, Jr. for the two-year terms. 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.

John Molster, President of the Endowment Fund Board, presented the report from the Endowment. St. James's Endowment Fund is a separate entity to hold and invest funds for the good of the church. There are ten board members, six with 6-year terms, one elected by the Vestry, and the Rector and Senior and Junior Wardens serving ex-officio. They are Ida Farinholt, Berno Hamilton, Helen Kemp, John Molster, Wilson Trice, Lilo Ukrop, and Massie Valentine, and John McCard, Peggy Crowley, and Matt Harper. Mr. Molster reported that the Endowment's asset value at the end of the year was \$7,585,138, which is net of all expenditures and administrative costs and represents a 13.5% year-over-year increase over last year. The Endowment Board's goal is to manage annual expenditures to comply with the Endowment's policy to not exceed disbursing 4% of the average 3-year value of the fund. However, the Endowment has exceeded that level over the last several years and the Board hopes to return to prudent spending levels. Mr. Molster referenced the written report in the 2017

Annual Report for a complete list of disbursements and financial statements. Expenditures last year included:

- 1) 12% for parking, covering costs associated with both our deck shared with Beth Ahabah and the deck at One Monument Avenue;
- 2) 12% for charitable gifts, supporting Westminster Canterbury, Virginia Theological Seminary, and Shrine Mont, among others;
- 3) 52% for salaries and operational support, including certain annual maintenance agreements and specific salary enhancements; and
- 4) 24% for special needs and non-recurring expenses, such as the expenses related to the Rector search.

The Endowment Board has committed to higher levels of support for salaries and maintenance for 2018, but agree that those levels need to be reduced in the future for sustainability and to have funds available in case of unexpected expenses. Mr. Molster concluded his remarks by asking the members of the board to stand and be recognized.

Harry Moore, Finance Committee Chair, presented the 2017 year-end statement and the 2018 budget. Mr. Moore reported that the old, failing chillers were finally replaced this past year, at significant expense. Mr. Moore also remarked that during his time on the Vestry and as Finance Chair he has learned about many things to celebrate about St. James's, its finances and future, including that this church:

- 1) can support its programs and keep on track even during transition;
- 2) has devoted and generous parishioners who are steadfast in their love for each other and in their financial support of its ministry and programs;
- 3) has a wise a prudent group of parishioners who serve on the Endowment Board who have been willing to increase the Endowment's financial support of the church; and
- 4) has a magnificent facility that's often on its own timeline when it comes to breaking down, without warning.

Mr. Moore commented that the 2018 budget is balanced but, until recently, had a large deficit. The gap was closed by pledges made during the last month, as well as some expense reductions. The 2018 budget is the highest in the history of the church, both in income and expenses, and represents the highest number of pledges ever made. However, Mr. Moore warned that there are issues that need to be addressed to keep pace with financial projections. A line of credit was taken out to finance the expense of the chillers and the Endowment agreed to pay the interest, in addition to contributing \$155,000 in operating expense support. Without the Endowment's support, the church could not operate at its current level. Going forward, the Vestry and church will need to address the challenges

that come from the loss of key contributors from our faithful parishioners who pass away, and build on the base of pledges to increase income to assure the parish can continue to thrive. Mr. Moore said that he will miss working with the Vestry and staff, particularly Poconna Thiel, Finance Secretary, who he said is the true embodiment of a servant leader. Mr. Moore also thanked Peggy Crowley for her leadership and encouragement and Matt Harper for his steady counsel in keeping our building operating so well. Dr. McCard thanked Mr. Moore for his years of service on the Vestry and as Finance Chair and gave him a gift basket. The congregation gave Mr. Moore a standing ovation.

Mr. Harper began the Junior Warden's report by acknowledging the importance of having good and well-maintained facilities for all the ministries and programming done by the church. He recommended reading the Buildings and Grounds section of the Annual Report for details, but highlighted several things, including replacement of the failing air conditioning chillers, major repairs of water leaks in the 100 year old steeple, roof and gutter repairs on portions of the Gibson Hall and Parish House roofs to eliminate water incursion, and beginning work to improve accessibility for the mobility challenged. As part of a new overall strategic approach, the Buildings and Grounds, Finance, and Stewardship Committees were restructured to develop a comprehensive planning process for the next several years. Mr. Harper remarked that regular maintenance and upkeep represents a huge amount of work and he recognized and thanked Facilities Manager Matt Presson, Facilities Coordinator Laura Shuford, and the Sextons for all their efforts. Mr. Harper concluded his remarks by saying it had been an honor and privilege to serve as Junior Warden and he is confident that the church is in good hands with Laura Strickler, who will serve as Junior Warden next year. Dr. McCard thanked Mr. Harper for his years of service on the Vestry and as Junior Warden and gave him a gift basket. The congregation gave Mr. Harper a standing ovation.

As Senior Warden, Mrs. Crowley recognized and thanked the Rev. Dr. Thom Blair for his leadership as Interim Rector and expressed her gratitude that he is still alive after suffering a massive heart attack last summer. The congregation expressed its agreement by giving Dr. Blair a standing ovation. Mrs. Crowley commented that the church's prayers were answered last June when the Rector Search Committee, chaired by Charlie Whitaker and Laura McCoy, presented the Rev. Dr. John McCard as the Committee's unanimous candidate to serve as St. James's 14th Rector. Mrs. Crowley expressed her thanks to the congregation for its dedication and to the Vestry for its devotion and willingness to meet all summer during the transition period. She recognized and thanked the members of the Vestry who will join her, Mr. Moore and Mr. Harper in rotating off: Willson Craigie, Becky DeCamps, Jay Jordan, Connell Mullins, and Tina Sherrod. Mrs. Crowley especially thanked Mr. Moore, Finance Chair, and Mr. Harper, Junior Warden, who served in their respective positions three of the four years they were on the Vestry. Mrs. Crowley recognized staff present, particularly Parish Coordinator Anita Lisk, remarking that the church is blessed

to have this incredible, committed group of people serving the church. The congregation expressed their appreciation for the staff with a standing ovation. Mrs. Crowley announced the new leadership for the church – Michael Whitlow, Sr. Warden; Laura Strickler, Jr. Warden; and T.A. Hickman, Finance Chair. She encouraged the congregation to embrace upcoming changes and not resist the Spirit that moves the congregation in new directions, giving the example of no longer having the single Feast of St. James's, but instead offering multiple opportunities for parishioners to get together. Mrs. Crowley concluded her remarks by saying it had been her joyous privilege to work and serve with

- 3 Rectors (Randy Hollerith, Thom Blair, John McCard)
- 2 Associate Rectors (Carmen Germino & Hilary Streever)
- 3 Pastoral Associates (Caroline Parkinson, Bob Friend, Mark Cooper)
- 1 Music Director (Mark Whitmire)
- 14 Staff members
- 28 Vestry members, and
- 1,201 St. James's families.

Dr. McCard thanked Mrs. Crowley for her years of service on the Vestry and as Senior Warden and gave her a gift basket. The congregation gave Mrs. Crowley a standing ovation.

The Rev. Dr. John McCard began his remarks by reading a passage from Ephesians 3:20, 21. Dr. McCard said he prepared for this year's Annual Meeting by reviewing last year's Annual Report and noted that, at last year's meeting, Dr. Blair had suggested to the congregation that the Search Committee was likely to call someone closer to the beginning of their ministry. Dr. McCard jokingly apologized for having more years in the ministry than Dr. Blair anticipated. Dr. McCard said that he got a call from a member of the Search Committee right about this time last year, February 27, to be exact. That call began a whirlwind of phone interviews, Search Committee visits, Vestry meetings, and packing up and moving his family to Richmond. Dr. McCard said that he is so glad to have accepted the call and he and his family have been overwhelmed by the love and support of the parish. His recent installation confirmed once again that coming to St. James's at this moment in time was truly a result of the Holy Spirit's call and the good work that was done by the Search Committee. Dr. McCard commented that it is clear that St. James's is a Christian community who takes the admonition at the top of the sanctuary to be "Doers of the Word and not Hearers only" to heart. He said the church is blessed with excellent lay and clergy staff who consistently go above and beyond to support the programs and the ministry of this church, and that it has been a privilege to work with Mrs. Crowley, Mr. Harper, and Mr. Moore as the Vestry's leadership team. Dr. McCard said that it is clear that St. James's is a parish made up of faithful and

committed Christians who love this church and want to see it thrive well into the next century and, since arriving, he has spent much of his time getting to know everyone (and he appreciated the use of nametags). Dr. McCard expressed his appreciation of all those on the Vestry, especially those who are completing their terms, and said he is looking forward to working with the incoming Vestry class.

Dr. McCard concluded his remarks by reminding the congregation of the three words he underscored in his first sermon – Renewal, Tradition, and Commitment.

- 1) To renew efforts in evangelism, intentionally growing in Christian faith and sharing that faith with others, regularly attending worship services and being open to encountering God in this place through word, music, and sacrament.
- 2) To focus on being faithful to who we are as Anglican Christians and not worry about trends in Christianity, serving as a beacon of hope to this world of intolerance and division. Quoting the scholar Jaroslav Pelikan, “Tradition is the living faith of the dead and Traditionalism is the dead faith of the living.”
- 3) To not only make a financial commitment to support the needs of the church’s current operating budget, as well as a potential Capital Campaign in the next few years, but also to embrace commitment as it relates to the promises made to God and each other in the Baptismal Covenant and when faith is affirmed in the words of the Nicene Creed.

Dr. McCard thanked the congregation again for its prayers, love, and support.

There being no further business or discussion, a motion to adjourn was made, seconded and unanimously approved. The meeting was adjourned with a closing prayer at 11:05 a.m.

Anita S. Lisk, Secretary

APPROVED:

The Rev. Dr. John McCard, Chairman

Mrs. Peggy Crowley, Senior Warden

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 2019

Louise Bald	Kathe Hetzer	Dave Johnson
Ralph Cummins	Erin Jewett	Beth Skidmore

MEMBERS WHOSE TERM EXPIRES IN 2020

Thomas A. Hickman, Jr.	Laura Strickler	Michael Whitlow
James (Jim) Goggins, Jr.	Scott Hurt	John S. Mahoney, Jr.

MEMBERS WHOSE TERM EXPIRES IN 2021

Arthur (Brink) Brinkley	Michael Smith	Karen Stanley
Melinda Davis	Trey Sibley	Annie P. Witthoefft

REPORT OF THE NOMINATING COMMITTEE

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

Lile Benaicha	Susan Coogan	Leigh Hulcher
Andy Bennett	Campbell Delk	Rob Reed

**REPORT FROM THE RECTOR—
The Reverend Dr. John F. McCard**

Glory to God, whose power, working in us, can do infinitely more than we can ask or imagine, Glory to him from generation to generation in the church and in Christ Jesus forever and ever.
Ephesians 3:20, 21

This verse reminds us that we serve the kind of God who is bigger than our imaginations and greater than our dreams. The risen Lord promised in the Gospel of Matthew to be with us to the end of the age and, after 27 years of ministry, I have seen that power in all the parishes I have been privileged to serve.

I am happy to report that after only 19 months as your rector, this power is convincingly present in the lives of all the Doers that love and serve this wonderful parish family. In fact, we have such a healthy thriving parish, I feel at times as your rector it is hard for me to know where to start when it comes to describing life at St. James's.

I do though, want to share with you my vision for our church in the next three to five years. For the past year I have spoken about the various things we must do to get ready for our third century of ministry.

Teacher and Lutheran pastor Jarsoslav Pelikan said, *“Tradition is the living faith of the dead and traditionalism is the dead faith of the living.”*

This year, I want to use those words to challenge all of us so that our faith can indeed be a *living faith* that honors our past and looks ahead to our future with joyful expectation for what God is going to do through each of us.

This is the first part of my vision.

Our Christian faith should be a living, dynamic faith that embraces our Richmond community with love and compassion and, better yet, is unafraid to share the good news of Jesus Christ with the world. We are called to become a church family of over 2000 members that is committed to serving the needs of our community and prayerfully living out a life of discipleship. We are called to be a place that worships God not only in the beauty of holiness, but with a joy that is contagious.

We are called to be a place that values the gifts that each one of us has to offer.

And it is my dream that our church has the kind of Christian Formation program that takes seriously the call for us to grow in our faith. It doesn't matter if you are two or ninety-two. To be a community of living faith, I want us to be a community that deepens the love and commitment we have to be disciples of Jesus Christ.

I've frequently said the future is not a matter of whether our children will have faith, but whether our faith will have any children. Formation and outreach must continue to be the focus of our church's ministry as we prepare for our third century. Now, before we can start on building that vision for our St. James's Church family, we must continue to build the kind of deep meaningful relationships with each other that make the living and doing of God's word possible.

We are a church that places a premium on the care and concern we have for one other. For St. James's to thrive we must put away our personal agendas and see the church holistically and not just as a place that serves our own personal spiritual needs. The only agenda we should have is living out our faith as Doers of God's word.

This agenda has made us a strong community since 1835, and I want that to be just as true when we get to the year 2035. For the past year I have talked about three critical words that are part of the vision that will shape our ministry for the next 100 years:

Commitment, Discipleship, and Service.

These are the words that the Vestry and I will be using to challenge all of us to live out our vision for St. James's for the next three years. First, we all must remind ourselves that church is not about buildings, programs, or even the beautiful music provided by Mark, Virginia, and our wonderful choirs. Those are, of course, critical elements of what happens here on Sunday mornings, but we should never forget that all things must start with Jesus Christ, our Risen Lord.

Christ is our savior – not some social worker.

It is a common theological mistake in today's world for us to fall into the trap of treating religion as a cure for all the social ills of our society. Certainly healing, racial reconciliation, the striving for justice, are responses to the faith that dwells within us, these must always be a priority for any faith community.

But we must never forget that all those must first start with our central belief in and commitment to Christ as our Savior.

Each of us has gifts to share and each and every person is an important part of our church family. No one's gift is more important than another person's, and we must renounce anything that would seek to fracture the community we share as members of St. James's. Every parishioner is needed to make our third century of ministry possible.

My second word – discipleship – might seem obvious. Aren't we by virtue of our baptism disciples of Christ? Yes, and as disciples we should all be committed learners of what Jesus said, did, and meant for those that are Doers of God's word.

In the coming year I want to renew our focus on our Christian formation, learning how to be the best disciples we can be – challenging ourselves to grow into who Jesus would be if he were you.

We have a Christian Formation summit planned to do some long-term visioning and planning for our children, youth, and adult programs. Your prayers and participation are vital to help us set the vision that will guide our programs for the next three to five years and ensure that our children, youth, and adult ministries continue to grow and flourish.

I want to challenge all the Doers of our parish to make our church the kind of place that is committed to nurturing and growing disciples of Jesus. While we take Christian faith seriously, we will continue to be a community that as I mentioned earlier is full of humor and full of joy. There are critical financial issues that must be addressed in the coming years regarding our budget, buildings, and future capital campaign planning. This will not stop the fulfillment of our vision and our mission as Doers of God's Word.

Just as those people who rebuilt our church 25 years ago trusted in God, we too, especially in the coming year, must have steadfast faith in God's providence and God's purpose for this great church. I have no doubt that our church will be successful in whatever task we commit ourselves to achieving as long as we are faithful to our call to be disciples of our Savior, Jesus Christ.

Finally, I want us to think clearly about our call as Christians to service – this third word for our vision. There is no doubt in my mind that we are Doers. No one can deny that we take seriously our Lord's admonition that when we did it for the least of these my brothers and sisters you did it for me. This year, due to budget constraints, we will have to find new ways to reimagine some of our mission and outreach efforts.

We are Doers of God's Word and not just writers of checks and, while we certainly face financial challenges, we must make sure our church is on firm financial footing so we can continue our commitment to outreach and mission work in the world. This commitment to service extends to how we serve each other.

One of the ministries I will be asking our church to begin in the coming months is a Stephen Ministry program. We have leaders that are willing to be trained and are ready for us to start this ministry at St. James's. For those who do not know about this ministry, it has been around since the 70's and it is a program that trains church members to provide pastoral care to their fellow church members who are facing difficult times and are in need of care and support.

This lay-led program has the potential to radically change the way our church family cares and serves one another. For you see, deepening our level of service is not just about outreach, it is much broader and it encompasses what we do to build up the body of Christ in this place and at this time.

A new vestry initiative we plan to expand in the years ahead is our Welcome Ambassadors ministry. Vestry member Annie Witthoefft and others have organized this group of parishioners to be one-on-one mentors to our newcomers, as well as serve in other welcoming roles throughout our many events and services during the year. If you have the ability to talk to others about your love of our church and to introduce people to our ministries, this is a group which can be a wonderful addition to what you do at St. James's.

A fellow church member told me that one of the things she values about St James's is how we care for each other. In an increasingly fragmented world, we must renew our efforts to build relationships with each other and to be the kind of church family that are not only Doers of God's Word outside these walls, but they truly care for one another inside these walls. Our goals for fulfilling our vision for ministry should always focus on what we want our third century to be.

There is no doubt in my mind that our third century is going to be extraordinary. Our undiscovered future will come from the power of God working through each of us. It will come from our commitment and belief in Christ as our Savior. It will come from our desire to grow and live as disciples of Christ.

Most of all it will come from the commitment we have to serve each other and all those in need of God's love, God's forgiveness, and God's compassion.

Glory to God working through each of us.

In Christ,

John+

SENIOR WARDEN’S REPORT— Michael Whitlow

A headline caught my attention in January about how our local transit system saw dramatic increases in ridership, but fell short of its revenue and profit goals.

At St. James’s, we’ve outperformed our “ridership” goals from way back in our humble street-corner beginnings in 1835, leading up to today’s St. James’s: providing hundreds of volunteers for community projects, increasing Sunday School class sizes, nurturing a thriving Children’s Center, involving small groups of all types and spreading love to the many, many people around our tables and in the broader communities benefiting from this thriving, growing, spirit-filled Church.

God has blessed us: More than 150 parishioners involved in our outstanding music program; over 450 gathered together in Doers Dining, enjoying one another’s company at fellow parishioner’s homes; Children’s Center kids given gifts that may transform their lives; many volunteers serving 400 or more parishioners and guests at Mardi Gras time, providing about \$60,000 in support of our efforts to serve in the community and beyond.

Our community’s outpouring of involvement and love for God and for our neighbors is immense, and yet we’ve fallen short in our ability to pay for what we’ve done and planned to do. In 2018 we ended the year about five percent over budget. We planned for our gifts to catch up with most expenses as we entered the fourth quarter, but we didn’t quite make it. This \$132,000 deficit was a reflection of two realities for St. James’s in 2018. One of them will likely persist over time, but we can work to limit its impact. The other is up to us to address entirely:

- First, we worship and work in older buildings that sometimes throw us a curve when it comes to the expense side of our ledger. Currently, we have a long list of maintenance, repair and upgrades that we should do within the next year or two, according to our 2018 Strategic Buildings and Grounds Committee study. In 2018 we faced a number of costs that weren’t anticipated. We had two ceiling repairs in the sanctuary, work by vendors from earlier periods paid in 2018. From extra dumpsters needed to do a thorough housecleaning to additional costs for sextons, to minor electrical work that became more major, our Junior Warden Laura Strickler dealt with a lot of sticky issues. Challenging facts: 1) utilities alone absorb about \$70,000 of your gifts every year; and 2) we spend about \$9,000 a week, not counting the parking deck, on our buildings. Some of the work on our physical plant is covered in the short term by a bank loan, and the Vestry has

approved a budget that is much leaner in 2019 to absorb some of this shortfall from 2018 and plan to match our expected pledge and other income.

- The second factor involves your monetary gifts – the other side of the ledger and a tough subject any time. Our Strategic Stewardship Committee studied our capacity and made recommendations that the Vestry adopted – more to come to acquaint you with both the need and the uses of the gifts you provide. Dozens of you also played important roles studying how we can do more with our stewardship efforts and serving on the annual giving campaign committee. Our optimism for 2018 amid all of this effort and the growth in numbers of pledgers caused us to over-estimate our gifts that come each week in plate offerings above and beyond pledges.

In our effort to increase pledges for 2019, we stalled short of our 725 goal. There is good news, though. Those who have pledged to offer increases from 2018 for 2019 total more than half of those who have pledged – AND these fellow parishioners increased pledges by an average of 14%! We didn't generate all of the revenue we anticipated in 2018, even as we were spending at an increased clip. We will continue to look for ways to communicate the stewardship need, and we have been back to our Endowment with a request to continue to support our operating budget. We'd rather have our Endowment focused on the longer-term capital needs of the Church, but our current situation requires a different request of the Endowment's leaders at this time in the life of our Church, and we are grateful for this support.

We are blessed. You and I are deciding how to pay our blessings forward to make our third century the best century yet for St. James's. We have much to be thankful for, and while we need to prepare ourselves for a year coming up in the parish that is more limited in resources, members of your Vestry don't see any limits to the spirit moving us along into that next century. You are a strong and vibrant Church and parish community, and the resources you offer are being put to wonderful, powerful uses.

You have shown faith that continuing to add worshippers at St. James's is a good thing. That is a growing commitment in our church that can overcome some limitations in financial resources. We are developing and equipping disciples and we are being Christ's voice and legs and arms and feet in our community and beyond where we serve. I'm always amazed at the stories I hear from you about how you got here and how glad you are that you found this energetic and engaging community. St. James's is a special place.

You are the backbone of this Church and its ministries. The challenge to your Vestry is clear. We have to operate on a balanced budget. The programs that

have been created by our numerous committees and hundreds of volunteers, working with our dedicated and smart staff and clergy, are worthy of continuance. Your time, talents and treasure will provide the nurturing during this period of adjustment. St. James's, with your stewardship, will continue to thrive and be a place of grace in a sometimes harsh, often unforgiving world.

Thanks be to God!

Michael Whitlow
Senior Warden

**BUILDING AND GROUNDS REPORT—
Laura Strickler, Junior Warden
Gene Rowland, Facilities Manager
Laura Shuford, Facilities Coordinator**

After a momentous 2017, in which we completed the extensive installation of new chillers, the overhaul of our chimes, and Phase I of our steeple repair projects, 2018 was focused on taking care of what we have. Our commitments have been to responsible repair, tightening up our people and our processes, and research and planning for our future.

Taking care of what we have

- Engineered a fix to condensation moisture in the sanctuary ceiling doming from the ductwork above. This repair, that entailed adding duct and diffuser box insulation, along with repairing and repainting the plaster ceiling, followed an earlier cosmetic repair that addressed plaster and paint issues only.
- Revised our exterior door security system, changing locks and code controls.
- Provided needed maintenance, repair and repainting walls in Gibson, the Children’s Center, and the selected Parish House spaces.
- Removed extensive excess wiring in our mechanical spaces, leftover from previous years’ alarm system upgrades.
- Completed a massive summer cleanout of all our storage and mechanical spaces, resulted in two overflowing dumpsters.

People and Processes

We had significant changes this year, some that are highly visible to our staff, parishioners, and guests.

- Our new Facilities Manager, Gene Roland, came to us last fall with 24 years’ worth of property and facilities management, most recently spending 16 years overseeing the operations at Maggie Walker Governor’s School. He provides valuable insights on the proper care and maintenance of older buildings and building systems like ours, hands-on knowledge to address and resolve issues in speedy fashion, and creative problem solving. We are delighted to have him with us at St. James’s and look forward to accomplishing many projects with him in the future.
- We made a change in our sexton service at St. James’s last spring, bringing on the well-respected team from Jan Pro. Facilities

Coordinator Laura Shuford has been dedicated to training the new team and helping everyone make a smooth transition. We're so thankful for Laura, and the men and women who are here to ensure cleanliness and tidiness throughout our 71,231 square feet of public spaces and offices and ensuring weekly meetings and setup requests.

- We've tightened up some of our processes regarding how we do work in the facilities arena. Most notably, we have set limitations on both in-budget and out-of-budget spending approvals without oversight by the rector. We've also established a bidding requirement for jobs of significant expense levels. We are reviewing our existing contractors/vendors and our existing service contracts as they come up for approval to make sure we are getting the best possible work at the best prices, from the most qualified vendors.

Research and planning for our future

Our needs for our buildings and spaces are great. We are continually challenged to maintain our buildings in a fashion that befits their grandeur, while managing significant equipment replacements, aging structures, and planned improvements.

Your Strategic Buildings & Grounds Committee has been hard at work. In late spring of 2018, we received the results of complete facilities assessments done by two respected firms – Engineers Plus and Huff Morris Architects. These in-depth studies provided us with mountains of data regarding the condition of our facilities and our mechanical, electrical and plumbing systems and sub-systems. The Committee is currently finishing their work of organizing the data into project-sized chunks and detailing the associated costs. The goal is to develop a rolling 5-year Maintenance and Facilities Management and Improvement Plan that incorporates both recurring needs as well as improvements.

Project examples in our not-too-distant future include replacement of aging mechanical equipment including air handlers, boilers, and fan coil units, new roofs on Gibson Hall and the Parish House, repointing exterior masonry, Phase II of our steeple repair project, and more. Tentative estimates for these projects predict future costs of \$1.5 million or more.

Faithfully,

Laura Strickler, Junior Warden
Gene Rowland, Facilities Manager
Laura Shuford, Facilities Coordinator

FINANCE COMMITTEE REPORT— T. A. Hickman, Chairman

2018 SUMMARY

2018 was an interesting year, financially, for our church. Parishioners were very generous with their resources, which enabled the church to provide many of the spiritual offerings our parish has come to love. While John McCard continued to settle into his role as Rector, he ably led the staff of our beloved parish and worked diligently with the Vestry to provide stability in the midst of turnover. We saw our Associate Rector, Carmen Germino, depart for St. Alban's Church in Davidson, NC, but our Priest Associates and other clergy ably took the reins and provided a helping pastoral hand, something our parish has witnessed many times over the years. The church's aging buildings challenge us from time to time, and 2018 was no exception. Financially, we continued to be blessed by a generous congregation and a dedicated staff that worked hard to manage the funds you so graciously shared.

Our 2018 revenues of \$2,518,387 were slightly higher than 2017, mainly due to higher stewardship gifts. Our expenses of \$2,649,741 exceeded revenue by \$141,205, primarily due to higher maintenance costs for our buildings and grounds.

	<u>2017 Actual</u>	<u>2018 Actual</u>	<u>2019 Budget</u>	<u>2018 Actual vs. 2019 Budget</u>
Revenue	<u>\$2,453,374</u>	<u>\$2,518,387</u>	<u>\$2,508,536</u>	<u>\$(9,851)</u>
Expense	<u>\$2,481,105</u>	<u>\$2,649,741</u>	<u>\$2,508,536</u>	<u>\$(141,205)</u>
Net Total	<u>\$(27,731)</u>	<u>\$(131,354)</u>	<u>\$0</u>	<u>\$131,354</u>

The general breakdown of our income and expenses is:

Income:

- Stewardship: 91%
- Endowment: 6%
- Miscellaneous: 3%

Expenses:

- Personnel: 56%
- Buildings and Grounds: 21%
- Mission and Outreach: 11%

- Programs: 4%
- Office: 4%
- Music: 4%

Our revenue overwhelmingly came from pledges and from the Endowment, which has for almost a decade provided a supplement to fund operating expenses. Except for the higher maintenance expenses, the generosity of our parish enabled us to operate mainly as planned during 2018.

Just as they have in the past, expenses primarily supported our church staff, and funded buildings and grounds expenses and outreach.

Harris, Hardy & Johnstone served as our external auditors, and they conducted a review of the church financials for 2017. This review included the Children’s Center, ECW, and the Endowment, as well as the Church. The outcome from the review was as expected, and I anticipate that we will engage Harris, Hardy and Johnstone again to provide an audit of the financials for 2018.

Looking forward to 2019, there are a few critical issues that need to be addressed. Importantly, our church must strive to reduce its dependence on the Endowment. The Endowment has generously funded some of our critical operating expenses and, as such, it cannot be there to fund critical capital needs when they arise. Importantly, the Endowment must limit a draw from invested funds to ensure it remains a viable entity into perpetuity. Just as the Endowment has supported the church for many decades, it needs to be there to support the church decades from now.

Equally important, we must strive to fund a capital reserve. We have completed a study that projects maintenance requirements over the next decade or so. Given the age of our buildings, we know there are items that will need to be replaced, and we do not have a provision in the 2019 budget for those needs. It is recommended that we set aside at least \$100,000 a year for capital maintenance requirements.

Finally, if we look at the expenses over the past few years and add the recommended capital maintenance reserve to the figures, St. James’s has a cost structure of approximately \$2.6 million. Given this, our church needs to work towards achieving a stewardship goal of raising that much to fund the church expenses. While this is an ambitious goal in the near term, our church needs such support to carry out its mission and to support its endeavors our parishioners have come to love and want for our community of Doers.

Your Vestry makes every effort to spend the church’s funds wisely, but we believe there are many questions about our finances that go unanswered. On behalf of

the Vestry, I encourage you to ask me when you have questions or issues and I will be glad to meet with you at any time.

As the Saint James scripture is inscribed at the top of our chancel, we, indeed, are Doers of the Word, and the generosity of our parish enables us to give back in every sense of that spoken word. We should always be grateful for what St. James's is able to do for our parishioners, our community and beyond.

Respectfully submitted,

T. A. Hickman
Finance Chair

2019 BUDGET

St. James's Church is fortunate to have a generous congregation that enables us to support our efforts to build God's kingdom. We have a wonderful and inspiring place to worship, programs that serve the diverse needs of our parishioners, and a mission and outreach effort that touches lives in our community, our nation and beyond. The vestry approved the 2019 budget at its regular February meeting.

In 2019, our budgeted revenue of \$2,518,536 is almost even with actual revenue realized in 2018. Our stewardship revenue for 2019 is projected to be about 1.5% higher than what St. James's realized in 2018. Also included in 2019 is a generous grant from our Endowment that represents over six percent of total revenue to supplement expenses for non-clergy salaries and maintenance contracts for the church campus HVAC systems. We reduced the budget for funds received in the offering plates that do not satisfy pledge commitments, primarily because in 2018 we saw a 26% decline compared to what we expected the Church to receive. In this digital age with fewer people carrying cash, we believe reducing that budget was a prudent decision.

On behalf of the vestry, we are presenting a balanced budget for 2019; that is, our budgeted revenue equals our budgeted expenses of \$2,518,536. In 2019, the church experienced large premium increases for costs such as healthcare, even after transitioning to a plan that requires higher deductibles and higher out-of-pocket costs compared to the plan offered the staff in 2018. The Buildings & Grounds budget for 2019 represents a number of fixed costs such as property insurance, HVAC maintenance contracts and utilities, and assumes a year-over-year flat budget for maintenance costs and no capital reserve for large dollar capital expenditures. In order to present a balanced budget, we made the decision to reduce expenses for mission and outreach, music and other programs.

T. A. Hickman

Chair

Vestry Finance Committee

ST. JAMES'S EPISCOPAL CHURCH
Richmond, Virginia
2018 Budget, 2018 Actual and 2019 Budget

Accounts	<u>2018 Budget</u>	<u>2018 Actual</u>	<u>2019 Budget</u>
INCOME			
041750 - CURRENT YEAR STEWARDSHIP	\$ 2,102,000	\$ 2,053,116	\$ 2,145,000
041754 - PLATE OFFERINGS	135,000	100,490	96,000
041906 - FROM ENDOWMENT/SALARY SHARE	90,000	90,000	90,000
041763 - ENDOWMENT/SERVICE CONTRACTS	65,000	65,000	68,936
041751 - PRIOR YEAR STEWARDSHIP	70,000	67,760	55,000
041753 - EXCESS OF ACTUAL STEWARDSHIP	55,000	77,867	55,000
041764 - AT&T CELL TOWER	23,600	23,600	23,600
041903 - TRAN.FROM MEMORIALS/MEMORIAL GARDEN	13,000	14,560	13,000
041757 - MISCELLANEOUS INCOME	15,000	10,266	12,000
041760 - CHURCH PENSION DISABILITY INCOME	-	-	10,000
041747 - NON STEWARDSHIP GIFTS	10,900	5,500	5,000
041766 - SPACE RENTAL INCOME (SCAN)	5,000	5,000	5,000
041759 - SURPLUS CARRYOVER	25,416	-	-
041905 - TRANSFER FROM JAZZ MASS	-	5,227	-
041748 - STEWARDSHIP SHRINKAGE	(60,000)	-	(60,000)
Total INCOME	\$ 2,549,916	\$ 2,518,387	\$ 2,518,536
EXPENSES			
PERSONNEL EXPENSES	\$ 1,488,037	\$ 1,491,928	\$ 1,532,213
BUILDING & GROUNDS	452,310	553,831	461,686
MISSION & OUTREACH	273,000	272,675	188,000
OFFICE EXPENSES	111,000	117,319	121,800
MUSIC & RECITAL SERIES	101,050	101,050	85,000
COMMUNICATIONS	32,810	21,891	34,990
CHILDREN'S, YOUTH & YOUNG ADULTS MINISTRY	30,142	31,446	28,085
LAY MINISTRIES	13,500	15,310	17,252
STEWARDSHIP	15,000	7,560	15,000
ADULT FORMATION	12,967	18,861	13,510
WORSHIP	8,000	11,598	11,500
INSTRUMENT MAINTENANCE	7,300	5,495	7,300
DIOCESAN MATTERS	3,800	37	1,450
SPECIAL PROGRAMS	1,000	739	750
Total EXPENSES	\$ 2,549,916	\$ 2,649,741	\$ 2,518,536
Net TOTAL	\$ -	\$ (131,355)	\$ -

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

**STATEMENT OF ASSETS
As of December 31, 2018**

INVESTABLE ASSETS

Endowment Fund Subject to Trustee's Instructions	
Market Value of Securities & Cash - Core Account	\$4,921,909.93
Market Value of Securities & Cash - International Account	583,178.43
Market Value of Securities & Cash - Mid-Cap Account	582,705.76
Anderson-Horan Fund (Income is used for Charitable Purposes at the Rector's discretion)	
Market Value of Securities & Cash	526,003.95
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	
	229,779.47
Total Investable Assets	\$ 6,843,577.54
 Other Assets	
Mortgage Loan	190,000.00
Clergy Loan	20,000.00
Total Other Assets	\$210,000.00
 TOTAL ASSETS	 \$ 7,053,577.54

ENDOWMENT FUND REPORT, CONTINUED—

STATEMENT OF INCOME AND EXPENSES 2016-2018

	2016	2017	2018
INCOME			
Endowment Fund - Core	\$ 91,005	\$ 91,121	\$ 98,303
Endowment Fund - International	\$ 10,457	\$ 11,744	\$ 15,850
Endowment Fund - Mid-Cap	\$ 2,847	\$ 3,303	\$ 3,948
Anderson-Horan Fund	\$ 8,352	\$ 9,047	\$ 10,111
Music Fund	\$ 5,899	\$ 6,380	\$ 7,156
Mortgage Loan Interest	\$ 1,250	\$ -	\$ -
Clergy Loan	\$ 1,000	\$ 1,550	\$ 7,683
Cornerstone Gifts	\$ 20,779	\$ 2,825	\$ 675
Bequests & Estates	\$ 34,791	\$ -	\$ 93,303
Gifts	\$ -	\$ 53,915	\$ 47,390
Loan Payoff			\$ 25,000
Miscellaneous	\$ -	\$ 15,963	\$ -
TOTAL INCOME	\$ 176,379	\$ 195,848	\$ 309,421
EXPENSES:			
ADMINISTRATIVE COSTS			
Gift Annuity 1	\$ 5,570	\$ 5,570	\$ 5,570
Gift Annuity 2	\$ 1,354	\$ -	\$ 1,000
Gift Annuity 3	\$ 2,000	\$ 2,000	\$ 1,000
Gift Annuity 4	\$ 370	\$ 370	\$ 370
Forsyth Pension	\$ 1,200	\$ 1,200	\$ -
Lunch expense	\$ 469	\$ 367	\$ 417
Asset Management Fees	\$ 47,573	\$ 50,146	\$ 47,574
Treasurer of VA	\$ -	\$ -	\$ -
TOTAL ADMINSTRATIVE COSTS	\$ 58,536	\$ 59,653	\$ 55,931
GRANTS			
Rector for Distribution (Horan Fund)	\$ 10,000	\$ 10,000	\$ 20,000
Choir Trip (Music Fund)	\$ -	\$ -	\$ 25,000
Stuart Circle Parking	\$ 18,000	\$ 18,000	\$ 16,500
Salary & Maintenance Agreement	\$ 148,000	\$ 148,000	\$ 155,000
Westminster Canterbury	\$ 12,500	\$ 12,500	\$ 12,500
Shrine Mont	\$ 6,000	\$ 6,000	\$ -
VA Theological Seminary Chapel	\$ 10,000	\$ 10,000	\$ -
Berkeley/Yale Divinity School	\$ -	\$ 5,000	\$ -
Nashotah House	\$ -	\$ -	\$ 10,000
Beth Ahabah Capital Campaign	\$ -	\$ -	\$ 6,000
Ecumenical Parking	\$ 15,396	\$ 15,396	\$ 15,392
Parking Deck Maintenance	\$ -	\$ -	\$ 12,540
Consortium Dues & Expenses	\$ 3,845	\$ 4,471	\$ 7,836
Church Loan Interest	\$ -	\$ 8,326	\$ 12,113
Sabbaticals	\$ -	\$ -	\$ -
Church Maintenance	\$ 59,288	\$ 500	\$ -
Loan Payoff	\$ 22	\$ 30,000	\$ 20,000
Cornerstone Expenses	\$ -	\$ -	\$ -
Miscellaneous	\$ -	\$ 15,736	\$ 3,000
TOTAL GRANTS	\$ 283,050	\$ 283,929	\$ 315,881
TOTAL EXPENSES	\$ 341,586	\$ 343,582	\$ 371,812
NET ADDITIONS (WITHDRAWALS)	\$ (165,207)	\$ (147,734)	\$ (62,392)

ENDOWMENT FUND REPORT, CONTINUED—
HISTORY OF DISBURSEMENTS FROM THE FUND

1967-2013		\$4,8979,592.11
2014	Stuart Circle Parking	18,000.00
2014	Gift to Rector	10,000.00
2014	Ecumenical Parking	30,792.00
2014	Va.Theological Sem. Chapel Fnd	10,000.00
2014	Consortium Expense	6,127.08
2014	Salary Share Agreement	30,000.00
2014	To Rector for Distribution	20,000.00
2014	Maintenance Agreement	60,900.00
2014	Westminster Canterbury	12,500.00
2014	Shrine Mont	3,000.00
2014	Rector's Sabbatical	7,500.00
2015	Stuart Circle Parking	18,000.00
2015	Consortium Expense	6,492.62
2015	Salary Share Agreement	35,000.00
2015	Choir Trip	60,000.00
2015	To Rector for Distribution	20,000.00
2015	Maintenance Agreement	61,000.00
2015	Rector's Sabbatical	7,500.00
2015	Whitnire Sabbatical	15,000.00
2015	Legacy Society Book	1,474.20
2015	Masonry Work	16,396.75
2015	Westminster Canterbury	12,500.00
2015	Yale Divinity	5,000.00
2016	To Rector for Distribution	10000.00
2016	Maintenance Agreement	58000.00
2016	Va.Theological Chapel Fnd	10000.00
2016	Salary Share Agreement	90,000.00
2016	Westminster Canterbury	12,500.00
2016	Ecumenical Parking	15,392.00
2016	Stuart Circle Parking	18,000.00
2016	Consortium Expense	3,844.82
2016	Shrine Mont Pledge	6,000.00
2016	Deck Improvements	59,288.00
2017	To Rector for Distribution	10,000.00
2017	Stuart Circle Parking	18,000.00
2017	Salary and Maintenance Agreement	148,000.00
2017	Westminster Canterbury	12,500.00
2017	Shrine Mont	6,000.00
2017	VA Theological Seminary Chapel	10,000.00
2017	Berkley/Yale Divinity School	5,000.00
2017	Ecumenical Parking	15,396.49
2017	Consortium Dues and Expenses	4,471.00
2017	Church Loan Interest	8,326.00
2018	To Rector for Distribution	20,000.00
2018	Stuart Circle Parking	18,000.00
2018	Salary and Maintenance Agreement	155,000.00
2018	Westminster Canterbury	12,500.00
2018	Nashotah House	10,000.00
2018	Ecumenical Parking	14,392.00
2018	Consortium Dues and Expenses	7,836.49
2018	Church Loan Interest	12,112.84
2018	Parish Retreat	3,000.00
2018	Music Trip (England 2020)	5,000.00
2018	Beth Ahaba Capital Campaign (1st of 3)	6,000.00
2018	Music Trip (NYC 2018)	20,000.00
		\$6,251,333.91

STEWARDSHIP AND DEVELOPMENT REPORT— Suzanne Hall, Director

2018 Annual Giving: Storytelling and Fellowship

Beginning in the spring we introduced a trio of Intentional Fellowship opportunities for the congregation to come to know each other better. These occasions offered opportunities to share our stories about what makes this church a priority in our lives.

- **Doers Dining** – Jesus loved a good dinner party! These potluck lunch or dinner gatherings were in the homes of hosts who were especially recruited. There was also a gathering at Westminster Canterbury. Doers Dining was a personal way to get to know each other, and most groups had multiple gatherings in different homes. More than 420 intergenerational members participated. Andy Bennett, Brooke Taylor, and Karen Stanley were the parish coordinators, along with Carmen Germino and Suzanne Hall.
- **Neighborhood Parties** – Casual wine and cheese gatherings of St. James’s members in their neighborhoods. Hosted by volunteers who sent invitations to a zip code list provided by the Stewardship office. John McCard, Suzanne Hall, and Anita Lisk attended the five parties in 2018 with an estimated total of about 175.
- **Pies & Pints with the Rector** – Casual gathering with any folks in the congregation who wanted to show up at a local pizza place. These were another way for people to begin to know John and hang out.

The fall annual giving campaign was shaped by **Storytelling**. With the faith that money follows mission, our stories illustrated the impact of pledge gifts. These stories were communicated intensively, using all the church’s communications tools, stressing that every pledge is vital to the life of our church, no matter the amount. Additionally, personal notes from the Annual Giving Committee were included in a number of letters, encouraging gift increases.

This year’s campaign was inspirational. Although we lost some major givers due to a variety of life circumstances, St. James’s had an unprecedented average of 14.5% generous increases to 362 gifts and also 38 new gifts. The Vestry had proposed an aspirational goal of **\$2,400,000** to wean the church from operating support funding from the Endowment and to establish a much-needed capital maintenance fund, but we acknowledged that is a multi-year goal.

As of February 11, a total of 52% of the parish has shared a total of **\$2,058,886**. This is **\$121,805** from our modified goal of **\$2,180,691**.

St. James's Annual 2019 Annual Giving

	Pledger #	Pledge Amt	% Change
Increase	362	\$1,403,401	14.5%
New	38	\$46,460	100%
No Change	151	\$418,454	0%
Decrease	59	\$190,571	31.8%
Totals	610	\$2,058,886	7.0%
Goals	725	\$2,400,000	
Difference from Goal	115	\$341,114	
Average & Median	\$3,375	\$1,800	
Modified Goal & Difference	\$2,180,691	\$121,805	

Generous and faithful gifts to St. James's make up over 90% of St. James's operating income, and enable our church to serve its members, the community, and the wider world. This reinforces the importance of pledging to enable the staff and Vestry to plan the budget for the many ministries of St. James's.

Harry Warner and Cheryl Guedri served as Co-Chairs for the Annual Giving Campaign, joined by Senior Warden Michael Whitlow, Louise Bald, Andy Bennett, Susan Coogan, Dave Johnson, Karen Stanley, Tracy Schneider, and Henry Valentine III. They all gave freely of their time and provided outstanding leadership and as they guided this successful new program.

Planned Giving and the St. James's Endowment Fund

Throughout its history, St. James's has been nurtured by the generous gifts of parishioners. There have been generations of doers who have left legacy gifts to assure the future of our church. Elizabeth Whitlock left a \$5,000 bequest for St. James's in 1930 (worth over \$73,000 in 2019 dollars) which initiated the founding of the Endowment Fund. The Whitlock Legacy Society has grown to **214 members** whose gifts will support the future needs of our Church. Two annual events celebrate these vital supporters of planned giving:

1. Founders Day

The tradition of celebrating all who have contributed to the St. James's Endowment fund began during the Centennial, and will continue. On Sunday, June 4, 2018, the fourth annual Founders Day Celebration was held to honor the members of the Whitlock Legacy Society over the years and to those who have been a part of the rich history of the church. This annual event is in the same anniversary month of the consecration of St. James's Church, which was held in June of 1839.

2. Whitlock Legacy Society Party

This new tradition to thank WLS members was at the home of Norvell and Charlie Whitaker on April 30, 2018, with more than 60 in attendance, including honorary chairs Jim and Bobbie Ukrop. John McCard, Suzanne Hall, and the Planned Giving Committee were also in attendance.

The Planned Giving Committee, the Vestry, the St. James's Endowment Board, the clergy, 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. By including St. James's in your estate planning, you become a member of the Whitlock Legacy Society and join the group of faithful stewards to leave your own legacy in support of God's work in this parish for future generations. Gifts to the St. James's Endowment Fund, Inc. go into an investment account, and a report by the Endowment is included in this Annual Report.

The Planned Giving Committee is tasked with planning and coordinating activities that encourage gifts that will support and grow the Endowment Fund. Melinda Davis is the chair of the committee, and its members are Tom Baker, Arthur Brinkley, Jane Garnett Brown, Peggy Crowley, Dave Johnson, Jay Jordan, Newnie Rogers, Jayne Shaw, Massie Valentine, and Suzanne Hall.

Art & Spirit Committee

The Art & Spirit Committee was established in 2017 with a vision to enhance our spaces with spiritually inspired original art and photography that exemplifies our mission, to assure that all rooms in the church are well-appointed, comfortable, and appropriate to their particular uses, and to foster ownership and pride in our church. The committee is led by Gloria Prevatt and Paulette Pullen with assistance from Suzanne Hall, Laura Shuford, Russell Lawson and Anita Lisk.

The inspiration for using the Gibson Atrium as a gallery occurred during the tours of our facilities in April, 2017 and the space officially became a gallery on September 12, 2017 when the brass rod and hanging system was installed by Laurie and Ken Hoen.

Talented parish artists have provided the following ongoing exhibits:

Loryn Brazier	10/1/17 - 1/28/18
Britt Van Deusen	2/21/18 - 4/4/18
Dick Fowlkes and Kate Ackerly	4/4/18 - 9/9/18
Vienna Cobb Anderson	9/9/18 - 11/1/18
Whitney Bowditch	11/5/18 - 2/11/19
Frank Norvell	2/11/19 - present

Other Giving at St. James's

During 2018, \$12,664.92 was received in memorials and gifts to honor specific parishioners.

Blessings,

Suzanne

St. James's gratefully acknowledges Faithful Pledges for 2019.

Received as of February 12, 2018. Anonymous gifts from 41 have been removed.

Chris & Mary Beth Abplanalp
Ryon & Carrie Acey
Abraham & Kate Ackah
John & Kate Ackerly
Marshall Acuff, Jr.
David & Lindsay Adamson
Parker & Katherine Agelasto
Farhad & Amanda Aghdami
Harry & Anne Harrison Alferink
Mary Lee Allen
Frank Allen
Billy & Elizabeth Andrews
Robert & Eleanor Angle
Jean Archer
Paul & Jennifer Ascoli
Rob & Elizabeth Austin
Franklin & Frances Aylor
Art & Lloyd Backstrom
Tom & Catherine Baker
Brian & Louise Bald
Brian & Jennifer Ball
Jay & Jennifer Ball
Greg & Hylah Ballowe
David Barnett
Kathy Barton
Ferd & Janet Baruch
Billy & Brooke Baxter
Bill & Kitty Bayliss
Wyatt & Mason Beazley
Wyatt & Tenley Beazley
Gregg & Sarah Beck
Weezie Beckley
Lile & Rob Benaicha
Dick & Andy Bennett
Jeremy & Anna Berteetele
Betsy Beverley
Betsy Blair
Thom Blair, Jr.
Jack & Dinah Bland
Dicky & Sid Bland
John & Courtney Blankenship
David & Margaret Bloor
Bill & Anne Booker

Martha Booker
George & Rixey Booth
Sherwood & Whitney Bowditch
Jane Bowles
Russell & Louise Bowles
McGuire & Hylah Boyd
Pete & Holly Braden
Ginny Bragaw
Bill & Stacey Branch
Ellen Cook Bray
John & Meta Braymer
Doug & Loryn Brazier
Betsy & Chris Bredrup
Turner & Kit Bredrup
Marjorie Bribitzer
Brink & Stacy Brinkley
Ann Bristow
Scott & Terry Broadbent
Austin & Karen Brockenbrough
Jane Brooke
Cindy Brooks
Ed & Nancy Brooks
Tom & Margy Brown
Laura & Charles Brown
Mary Craig Bryant
Jeannie Brydon
Lewis & Sandy Buford
Duncan & Ellen Buoyer
Eric & Lee Burfeind
Bennette & Katheryn Burks
Lisa Burlee
William & Tyler Burr
Gwen Burroughs
Ellen Bush
Priscilla Cabell
Charles & Liza Cabell
Ron & Brenda Cain, Jr.
Frank & Susan Call
Ann Campbell
Bruce & Beth Campbell
Leo & Christy Campos
Jamie & Mary Everette Cann
Maxie Cannon, Jr.

Ann Carneal
Tim & Melissa Carpenter
Tim & Myra Carroll
Hank & Shannon Carter
Reid and Marsha Carter
DeWitt & Janny Casler
Dick & Barbara Catlett
Jack Catlett & Kathy Spong
Windy & Wanda Chandler
Hobie & Catherine Claiborne
Whitt & Meg Clement
Vienna Cobb-Anderson
Susan Coleman
Carole Conner
Shannon Conner
John & Kathy Conrad
Susan Coogan
Mark Cooper
Margaret & Scott Corwin
Jim & Joelle Cosby
Fred & Betty Cox
Trevor & Kristin Cox
Willson & Susan Craigie
Craig Crawford
Alan Crawford & Sally Curran
Ben & Danielle Crowley
Mike & Peggy Crowley
Andrew & Elizabeth Crowley
Ralph & Druanne Cummins
Anita Cummins
Ruth Cunningham
Randy & Heather Daniel
John & Princess Daniel
Corinne Davis
Melinda Davis
Wyatt & Tucker Deal
Mike & Becky DeCamps
Alice DeCamps
Anne DeCamps
Holly DeJarmette
Campbell & Jessica Delk
Theo & Lisa deWolff
Richard & Allyson Dickinson
Charlie Diradour & Ann Ritter
Mary Alice Dirks

Diane Dodd-McCue
Cary Doyle
Doug & Colleen Drummond
Patty Duffy
Marshall & Rita Earl
Susan Early
Sarah Eck
Howard & Julie Eckstein
Chris & Whitney Edwards
Scott & Anne Marie Elles
Scott & Ruth Ellett
Randy & Donna Ellis
Mark & Robbie Emblidge
Jack & Nita Enoch
Chris & Lori Evangel
Winston Evans
Ron & Jenny Evans
Sandy & Virginia Evans
Bart & Ida Farinholt
Rob & Jane Farmer
Joe & Frances Farmer
Rutherford & Katherine Ferguson
Mary Waller Fergusson
John & Anne Fergusson
Dorothy Ferrell
Robin Fisher
Darien Fisher-Duke
Clifford & Carter Foster
Mert Fowlkes
Dick & Mary Fowlkes
Ted & Paige Fox
Althea Frederick
Bob & Susan Friend
Charlotte Frischkorn
Eddie & Megan Fuller
Sam & Carol Ann Fuller
Rick & Maura Gaenzle
David & Anne Cabot Galeski
David & Laura Gardner
Bobby & Kitisie Garland
Tom & Susan Gayner
Anne George
John & Yvonne Gibney
Hoppy Goddin
Jim & Pam Goggins

Gay & Alvin Goldstone
Ches & Nancy Goodall
Blake & Jaime Gordon
Margie Gray
Brad Gray, Jr.
Larry Green
Jerry & Ginny Green
Bill Gregory
Bumby & Nancy Gresham
Michael Grove
Chris & Cheryl Guedri
John & Ann Gurkin
J.B. & Kathryn Gurley
Rob & Kirkland Hagerty
Brent & Catherine Hailes
Garnett & Anne Hall
Berno & Laura Hamilton
Alex & Betsy Hamilton
Jason & Melinda Hancock
Rick & Debra Hanson
David & Meredith Harbach
Elliott & Terrell Harrigan
Jan Harris
Cabell & Patti Harris
Jane Harrison
Virginia Harrison
Mary Harrison
Margie Harrison
John & Ida Hart
Drew & Amy Hartley
Ed & Cheryl Hartman
Christie Hartwell
Gary & Nancy Hartwell
Elizabeth Harvard
Livy & Katy Haskell
Bill & Barbara Hassett
Trey & Lynda Hatcher
Elizabeth Hawa
Jane Helfrich
John Helfrich
Bob & Nancye Herring
Bob & Lolly Hetherington
Scott & Kathe Hetzer
T.A. & Alice Hickman
Gene & Kathy Hickok

Ken & Laurie Hoen
George & Kathie Hoffmann
Adam & Ginny Hofheimer
Tom & Janet Hogg
Michael Hoke & Alison Kent
Jim & Betsy Holden
Wes & Mary Parke Holland
Hill & Cynthia Hopper
Shelton & Elizabeth Horsley
Tom & Mary Horton
George & Cindy Howell
Knox & Sarah Hubard
Leigh Hulcher
Keith & Cindy Hummer
Scott & Anne Hurt
Walter & Vicki Hurt
Randy & Rossie Hutcheson
Mike & Sarah Innes
Laura & Ray Inscoc
Dave & Ann-Watson Irvin
Pim & Robin Jager
Gretchen Japhet
Matt & Betty Jenkins
Jay & Elizabeth Jennings
Ed & Detta Jewett
Bryce & Erin Jewett
Dave Johnson & Mimi Herington
Russell & Lizabeth Jones
Walter & Leila Jones
Dyke & Belinda Jones
Reggie & Joy Jones
Andy & Sarah Barr Jones
Dale Kalkofen
Marty & Becky Kanipe
Page Kastelberg
Eric & Keane Kauders
Ginny Kehlenbeck
Mark & Helen Kemp
Lou Kendrick
Andrew & Holly Kidwell
Mark & Tyler Kilpatrick
Dean & Jessica King
Sue Kneip
Whit & Sarah Ann Knier
Scott & Mary Kulp

Michael & Christy Lantz
Alan & Jeanne Lapierre
Susie Lawrence
Russell & Katherine Lawson
Pat Lawson, Jr.
Ed Leake, Jr.
Nan Leake & Jon Shepherd
Lucy Leake
Don & Betsy Lecky
Jessica Ledoux
Hart Lee & Betsy Shuff
Mary Lou Lee
John & Liza Leitch
Dan & Monica Lewis
Hortense Liberti
Grey & Ashlee Ligon
Tom & Anita Lisk
Preston & Anne Lloyd
Ashley Lockhart
Jody LoMenzo
Bill & Page Londrey
George & Jean Longest
Bill & Patty Loughridge
Gibson & Kristen Luck
Dennis & Marshall Lynch
Trudy Macon
Eddie & Marianne Macon
John & Rhoda Mahoney
Dale Mann & Charol Shakeshaft
Anne Manson
Neely Markel
Laura Martin
Kyle Martin
Hynson & Caroline Marvel
Claiborne Mason
Nick & Margaret Ann Mazzenga
John & Cynthia McCard
Keith & Pam McCarty
Lynn McCashin
Jane McCauley
Rich McClain & Mary Ruth
 Burton
Steve & Laura McCoy
Bernard & Eve McCray
Paul & Fran McDermott

Wheat & Barrie McDowell
Monty & Randi McFadden
Read & Jenny McGehee, Jr.
Brad & Mary Katherine McGetrick
Hunter & Heather McGuire, III
Mary Richie McGuire
Jim & Lele McKenry
Dave & Jeanette McKittrick
Betty McMullan
Jeff & Cathy McPherson
Jim & Anne McVey
Eddie & Lucy Meade
Lucy Meade
Debbie Meigs
Rick & Susan Mellott
Bob & Robin Michie
Matt & Elizabeth Mikula
Teri Miles
Bunky & Loretta Miller
Jimmy & Cary Milley
Bob & Claire Mills
Gil & Charlotte Minor
Rob & Betsy Mitchell
Billy & Lisa Mock
Carlton & Camilla Moffatt
Page & Carolyn Moffatt
Cam Moffatt
John & Janie Molster
Thayer & Carrie Montague
Chris & Dena Moore
Harry & Beth Moore, Jr.
Kathey Moore
Rob & Beth Moorman
Philip Morris
Elsie Morris
Whit & Katie Morris
Clinker & Betsy Moss
Tom & Pam Mulcahy
Connell & Kristin Mullins
Charlie & Liz Nance
Bill Nash, II
Pem & Joan Neal
Caroline Neal
Joan Nesmith
Christine Newbold

Luke & Sally Newcomb
John & Carolyn Nicoll
Bernie & Lisa Niemeier
Ed & Prince Norfleet
Frank Norvell, Jr.
David O'Brien & Carol Scearce
Marlene O'Dair
William & Ann Oppenheimer
Ian & Courtney Orensky
Linda Owen
Frank & Becky Page
John & Karen Palen
Melinda Parker
Betsy Parrish
George & Marty Parrish
Laura Partee
Jay & Liz Patton, IV
Ray & Tyler Paul
Bob & Ann Payne
John & Susie Peters
Janet Peyton & Chris Francoise
Penny Pfohl
Judy Philpott
Mason & Tanner Pilcher
Frederick Plaisted, II
Gordon & Ginny Poindexter
Anne Pollard
Cliff & Trudy Porter
Cheairs & Sarah Porter
Tom & Rita Porterfield
Bryce & Franny Powell
Peter & Ethel Powell
Ruth Pratt
Marv & Lyn Presson
Robin Price
Libby Price
Vernon & Molly Priddy
Sally Prillaman
John & Paulette Pullen
Gordon & Amy Quinby
Matthew & Marianne Radcliff
John & Margaret Raigins
Jim Ratliff & Kelley Johnston
Dave & Gigi Redmond
Scott & Cheryl Redmond

Nancy Reed
Rob & Katie Reed
Judy Refo
Ellen Reichner
Joe & Carter Reid
Sarge & Margaret Reynolds
Quentin Reynolds
Darryl & Katie Ricard
John & Lauren Richardson
Jim Richter
Frank & Mary Roach
Walter & Susan Robertson
Newnie Rogers
Sandra Rose
Kevin & Kristin Rosengren
Ginny Ross
Gordon & Ginia Row
John & Beth Ruch
Jim Ruehrmund
Ann Rumble
Richard & Mary Lou Rumble
Fred & Susan Russell
Scott & Jennifer Ruth
Rob & Connie Saffelle
Jay Sandusky & Catherine
Ferguson
Conrad & Tricia Sauer
Tyler & Christy Sauer
Rodie Savage
Brent & Tracy Schneider
Betty Schutte-Box
Nancy Scoggins
Barry & Julia Scott
Dave & Cameron Sealey
Steve & Diane Settlege
Patsy Sharpe
Brian & Jayne Shaw
Andy & Tina Sherrod
Phil & Sydney Sherrod
Martha Shickle
Boonie & Ann Showalter
Mark & Laura Shuford
Trey & Kendal Sibley
Bob & Susan Siegfried
Melissa Silver

Duke Singleton
Geoff & Jennifer Sisk
Alex & Beth Skidmore
Richard Sliwoski
Andy Smith
Brooks & Jennifer Smith
Gary & Martha Smith
Michael Smith & Gloria Prevatt-
Smith
Randy & Katherine Smith
Tony & Bobbie Smith
Virginia Lee Smith
William Smith & Deborah Barbee
Robert & Catherine Southall
Henry & Wendi Spalding
David Speidell, Jr.
Brent & Allison Spiller
Alice Spilman
Connie Spilman
Vance & Beth Spilman
Betty Stallings
Karen Stanley
Matthew Stanley
Rusty & Susan Starnes
Dave & Emily Stock
Brude & Ann Stoever
Alan Stone & Dorothy Young
Hilary & David Streever
Patrick & Laura Strickler
Chris & Cheri Stringer
Lucy Cabell Summerell
Burt Sundin
Doug & Pattie Sutton
Evelyn Sutton
Malcolm & Nicole Sydnor
Sally Syrquin
Mary Minor Taylor
Bob & Brooke Taylor
Nancy Tazewell
Walker Teee & Katherine Jordan
Johnnie Lou Terry
Jane Thompson
Bill & Emily Thrower
Maggi Tinsley
Alice Tousignant

Anita Towell
Johnny & Karen Townsend
Charlotte Tribble
Will & Marisa Tribble
Wilson & Ginger Trice
Winston & Betse Trice
Billy & Susie Trigg
Scott Triplett
Randy & Betsy Trow
Randolph & Clare Trow
Jim Tucker
Ned & Sarah Turnbull
Banks & Meg Turner
David & P.J. Turner
Harry & Heather Turton
Roger & Jan Tutton
Liz Tyler
William & Kay Tyler
Jim & Bobbie Ukrop
Scott & Lilo Ukrop
Ted & Katie Ukrop
Carol Valentine
Gordon Valentine
Henry & Chamie Valentine
Henry & Peggy Valentine
Massie & Margaret Valentine
Ned Valentine
Mark & Britt Van Deusen
Tom & Elizabeth Vance
Antonia & Jonathan Vassar
David & Julie Wade
Peter & Patti Wagner
John & Ashley Waite
Laura Waite
Marion Wall
D & Susan Walton
Elizabeth Ware
Hudnall & Betty Byrne Ware
Latane & Randall Ware
Pam Ware
Tricia Ware
Nancy Warman
Harry Warner, Jr.
Sally Watters
Al & Carolyn Watts

Stephen & Mollie Watts
Lawton & Shelton Way
Sharon Wayne
Preston & Ellen Weaver
Charles & Farrar Wentworth
Jay & Kathryn West
Jimmy Wheat, III
Charlie & Norvell Whitaker
Michael Whitlow & Jane Dowrick
Peter & Kelly Wilbanks
Henry & Mary Willett
Evan & Bonnie Williams
Greg & Taffy Williams
Julien & Lucy Williams
Vann Williams
Eddie & Fontaine Williamson
Todd & Amanda Williamson
Tommy & Camilla Williamson
Joe Willis & Suzanne Hall
Carl & Cindy Wilson
Jeffrey & Tamra Wilt
Ned & Annie Witthoefft
Mike Woodard
Chip & Sandy Woodson
Patrick & Mary Kathryn
Woodward
Coley & Lindsay Wortham
Andy & Jan Worthington
Cary & Harriet Wright
Murray & Diane Wright
Richard & Caroline Wright
Watson & Allison Wright
Randy & Lorna Wyckoff
John & Lynn Young, Jr.
Sam & Pam Zimmer

OUTREACH REPORT—

Katie Morris, Chairman

The St. James's Outreach Committee was blessed in 2018 with a generous budget of \$95,000, which we used to support twenty-five community organizations that serve a variety of our neighbors who struggle to meet their own serious needs.

Each year, St. James's Outreach Committee solicits written requests for funding from various community nonprofit organizations, and we spend considerable time analyzing their submissions, including comprehensive financial data, to ensure that our allocated funds are dispensed wisely. We also make site visits to these partner agencies on a rotating basis throughout the year, which allows us to see various agencies "in action." These site visits are truly eye-opening, and we welcome any member of the congregation who is interested to join us for these important learning opportunities.

For the past several years, many of the organizations that we have supported serve the city's homeless population, those who are in danger of becoming homeless, and those who have recently been homeless but who are now in a more stable housing situation. We also support organizations and agencies that support healthcare for low income residents, educational opportunities for underserved children, and the unique needs of the elderly population, among other worthy causes. This year we were also pleased to set aside \$1885 for Nancy Warman's emergency discretionary funds, as we feel strongly about the work Nancy does to support our most vulnerable neighbors.

Our partner organizations work hard to meet the heavy demands placed on their limited resources, and we strive to be good stewards of the church's resources. While the total dollar figure of the requests always exceeds what is available for funding, we are fortunate here at St. James's to have strong support from the Vestry and the clergy for making outreach funds a priority in the annual budget.

As is shown in the chart of approved requests, we continued to provide substantial support to our core partnerships – St. James's Children's Center, Peter Paul Development Center, ACTS (Area Congregations Together in Service), and CARITAS/The Healing Place – as these organizations provide support to the most vulnerable members of our community: low-income children, the homeless and those in jeopardy of becoming homeless. As we look ahead to 2019, we know that these core partners, and all of the organizations that we support, will continue to serve those most in need in our community. The Outreach Committee 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,

Katie Morris, Chair

Committee Members:

Ralph Cummins

Melinda Davis

Jim Goggins

T. A. Hickman

Katie Morris, Chair

Connell Mullins

Mignon Tucker

Bobbie Ukrop

David Wade

Harry Warner

Chip Woodson

Nancy Warman, Staff

Rev. Carmen Germino, Staff

Approved Requests for Support

ACTS	\$18,000
CARITAS	\$3,000
Circle Center Adult Services	\$2,500
Circles RVA	\$1,400
CHIP of Richmond (Family Lifeline)	\$1,735
Crossover Ministries	\$2,450
Daily Planet	\$2,570
Drive to Work	\$1,160
Health Brigade (formerly Fan Free Clinic)	\$2,550
Gateway Homes	\$2,000
Goodwill (formerly Good Choice)	\$700
Home Again	\$2,000
Housing Families First (formerly Hilliard House)	\$1,450
Liberation Family Services	\$1,000
McShin Foundation	\$700
Nancy's Emergency Discretionary Funds	\$1,885
Peter Paul Development Center	\$15,750
Richmond Peace Education Center	\$800
Safe Harbor	\$2,750
Shepherd Center	\$1,900
St. James's Children's Center	\$12,400
Stop Child Abuse Now (SCAN)	\$1,600
The Healing Place	\$8,700
REAL LIFE	\$1,480
Virginia Supportive Housing	\$2,860
YWCA	\$1,660
GRAND TOTAL	\$95,000

SERVANT MINISTRY REPORT— Nancy L. Warman, Director

Servant Ministry 2018 reflected a year filled with abundant ministry and included over 1500 ministry roles providing in-reach ministry to strengthen and support our church family, and out-reach ministry to embrace those in the community in special need. It is my privilege to share highlights of another year of faithful and joyous DOER ministry.

Servant Sunday took place Sunday, September 30, combining worship, outreach, and our annual parish picnic at Rock Bottom, making it the third such event and living up to its reputation of ministry and fun extraordinaire! Some 100 + participants, adults and children packed meal bags as part of the Rise Against Hunger ministry, while another 175 participants provided hands-on ministry to 12 different church campus and community agency projects. Lay leader Kendal Sibley provided leadership to an outstanding planning committee including; Margaret Bloor, Melinda Davis, Becky DeCamps, Russell Lawson, Lucy Meade, Katie Morris, Becky Page, Jennifer Pollard, Cheryl Redmond, Chip Woodson, and Nancy Warman (staff).

IN-REACH MINISTRY continued to robustly flourish with volunteers serving in important roles of leadership, nurture, and support to worship, education, fellowship, and care of church members.

Hospitality and Welcome Ministries took on increased importance as Vestry, staff, and lay leaders continued to create ways to welcome and embrace newcomers and visitors:

- Welcome Committee, led by Annie Witthoefft, hosted a party for newcomers on June 24 at the home of Laura and Patrick Strickler. Team members created a permanent “welcome station” in the Narthex where Sunday Vestry Greeters welcome newcomers and visitors and provide information packets, along with answers to questions and name tags. This committee also introduced a new two-part class approach for newcomers’ sessions, taking the place of previous years’ “Meet & Greet” gatherings.
- Hospitality Committee served our parish with whole-congregation receptions that provided excellent opportunities for food and fellowship among parishioners and a welcoming presence for our visitors. The committee is comprised of 50+ faithful and energetic parishioners, who provided welcoming hospitality to the entire congregation and the larger Richmond community with their gifts of food, time, and talent at large receptions throughout the year. Led by Vestry chairs Beth Skidmore, Erin Jewett and Kathe Hetzer, with assistance from Laura Shuford, our Facilities

Coordinator, the dedicated help of the sextons and the support of the clergy and staff, 2018 was an extremely busy and rewarding year, including receptions as follows: Martin Luther King Jr. Evensong, Easter Brunch for clergy, choristers and musicians, Bishop's Visit and Confirmation, Founders' Sunday, Farewell reception for Carmen Germino and family, All Saints Day and Baptism Reunion.

- Music Hospitality Committee Leader Alice Campbell, with a teams of 12 faithful Doer volunteers, stayed busy with preparations for three music receptions, in addition to assisting with Hospitality Committee whole-congregation events.

Worship teams and leaders included: Ushers (Harry Turton, Brink Brinkley); Acolytes (Robin Jager and Sarah Hubard); Lectors (Lisa Niemeier); Lay Eucharistic Ministers "LEMs" (Michael Lantz); Altar Guild (Lucy Meade and Debbie Meigs); Flower Guild (Loretta Miller and Jeanette McKittrick); Wheels Ministry (John Willett); and Video Squad (Jonathan Sumrell). Anita Lisk served as staff support.

Helping Hands Ministry under the faithful leadership of Jayne Pemberton Gaudreau and with a team of fourteen Doers, provided meals and visits to twenty parish families who were experiencing a family difficulty or who were celebrating the birth of a baby.

DAN (Doers Action Network) is a team of volunteers who served "on call" for special needs among our very own church members. No calls were received but volunteers were always prepared to respond. Rob Mitchell and Ken Hoen served as lay leaders.

Wednesday Night Dinner Ministry (and education classes) began October 3 with a new schedule designed for seasonal dinners and study rather than weekly gatherings. Six dinner teams, made up of 64 team members provided 6:00 dinner meals and opportunity for fellowship, followed by a 6:45-7:30 evening presentation. We gathered seven evenings and attendance ranged from 20-80 people. Team leaders include Evelyn Sutton, Eric Burfeind, Bobbie Ukrop, Laura Shuford, Karen Townsend and new leaders, Sarah and Rich Walker. We were excited to have the addition of seven new team volunteers! Our sexton staff provided assistance to dinner teams and Nancy Warman and Laura Shuford provided staff support.

Administrative Office Volunteers Mason Beazley, Weezie Beckley, Martha Booker, Priscilla Cabell, Susan Coleman, Jo Miller, Jeanette Nicholson, Robin Price, Katherine Smith, Sally Watters, and Mary Ann Joel provided joyous support and care of clergy and staff as they helped keep things running effectively and efficiently at our front desk and served as our ever important front door and phone "face of St. James's." Their dedicated daily ministry was – and is – a

blessing to us all! Our appreciation goes also to Emily Thrower, Gina Young, and Donna Ellis, who provided staff support to our volunteers.

The Stewards of the Earth Committee begins its fifth year of bringing attention to environmental issues. SOE is proud of all of our kitchen teams for their excellent, ongoing efforts to recycle and compost. Through our contract with N.O.P.E. (Natural and Organic Process Enterprises), we composted over a ton of food scraps in 2018! (2, 060 pounds to be exact!) Also ongoing is the “Earthly Matters” column in the quarterly Chimes, which the SOE Committee is pleased to have as a way to share the diversity and variety of approaches to creation care. Serving as Chair, Monica Lewis connects via email and holds meetings as necessary. The September 6 meeting led to the acknowledgement that, while our meetings are essential, many members of our congregation are not able to attend their meetings, yet nevertheless carry out their work with a deep awareness of ecology. The SOE Committee is grateful for all the work done within and outside of our church with love for God’s creation. Accomplishments also included:

- St. James’s was represented by Monica Lewis at the city’s water management workshop for faith communities, May 8.
- St. James’s hosted the Diocesan Creation Care Task Force Rain Barrel workshop, which had over a dozen attendees, May 19.
- Monica Lewis followed and shared with the Vestry the important General Convention resolutions passed July 2018.
- As part of Servant Sunday, September 30, our teams picked up approximately fifty bags of litter from the streets and alleys surrounding our church.

OUTREACH MINISTRY reached far and wide in our community and served as a strong witness to St. James’s as a “church at work in the world.”

CARITAS Shelter Week and Doers of the Word started off the New Year with a burst of joyous energy as some 100 volunteers embraced 10 CARITAS families (25 individuals) for a week of shelter, January 20-27. Meeting each night in the Michaux House basement, our guests received evening meals, showers, laundry service, fun activities, and an abundance of tender loving care! Each morning children and adults were provided breakfast and a carry out lunch as they left the church to begin their day. Erin Jewett and Carrie Acey provided leadership and Sharon Wayne provided supervision of evening activities.

Abundant Food Ministries continued to nourish low-income and homeless individuals and families and reached far into the metropolitan community to embrace those in need:

- The Men's Cooking Team, under the dedicated leadership of Harry Moore, is supported by 15 faithful members. The team typically had 6-8 volunteers every third Saturday of each month to prepare meatloaf. By using small freezing containers, the team was able to distribute to more individual families in need. A monthly offering went to help feed people who attend a Southside feeding program sponsored by St. Michael's Episcopal Church, provided meals for church client families, and provided meals for residents of several community agencies. In all, 800 meatloaves were made in 2018 for distribution!
- Food Force Ministry continued its important community outreach, providing some 300 servings each month of meatloaf, shepherd's pie, and Hoppin' John primarily to the Salvation Army and occasionally to other local agencies. Gigi Redmond and Mary Slaughter provided leadership for 26 faithful doer volunteers making up three teams, each of which met once a month. Laura Shuford, Facilities Coordinator, and Sexton Doria Roane provided outstanding kitchen assistance.
- Doers Doing in the Community team members visited and provided dinner meals to residents of the Southside REAL recovery house. Under the leadership of Judy Philpott and Mary Slaughter, volunteers cooked with house residents and provided food for a shared meal. Each such visit provided fun, fellowship, and support to the men living in the recovery house and working to become self-sufficient.

REAL (Recovering from Everyday Addictive Lifestyles), Safe Harbor, and Circles RVA are community agencies with which we continued working partnerships and provided financial support. REAL seeks to support those coming from incarceration and those struggling with drug addictions; Safe Harbor puts focus on the needs of individuals who are the victims of sexual abuse and human trafficking; and Circles RVA promotes eradication of poverty in the city. REAL and Safe Harbor participated in our September 30 Servant Sunday and also in our December 9 Alternative Gift Market. Doer volunteers expressed interest throughout the year in serving as these ministry partnerships continued to grow and take shape.

Mentoring Ministry continued under the faithful leadership of Paulette Pullen and continued to be an important outreach to community schools. A team of 7-9 Doer volunteers served as lunch buddies at Bellevue Elementary School. Other mentoring volunteers included Jamie Gugino and Paulette Pullen at Anna Julia Cooper School, Mary Lou Rumble tutoring at Bellevue School, and Dick Bennett and Sam Fuller mentoring a student from PPDC who is now a student at Steward School. In addition, we had a number of volunteers serving in various roles at Peter Paul Development Center and the St. James's Children's Center.

St. James's Church was awarded a three-year grant of \$110,000 in November 2015 from the Jessie Ball duPont Fund to support a partnership ministry with Peter Paul Development Center.

The grant money was used to support the “St. James’s Youth Program Campaign for the Children of Richmond’s East End.” The grant work and report was completed in November 2018 reporting the exciting news of its physical expansion, additional classrooms, and an additional teacher and program assistant for each classroom included in Summer Promise 2017. As a result of this partnership and grant funding, PPDC served 189 unduplicated students during summer and after school programming at its central location in 2017-2018!

The St. James’s Richmond Mission team enjoyed a very successful venture this past June. Team members worked for an elderly homeowner on the Northside who had recently lost her husband and was having difficulty keeping up with the maintenance of her home. They were able to repaint the exterior, fence in the backyard, landscape, and replace all 24 windows in the house, from basement to attic. The best part of the week was getting to know the homeowner and her extended family, and to work side by side with her granddaughter on improving her home. Team members, along with lay leader Andy Smith and work site supervisor Kyle Martin, worked in partnership with project:HOMES, a community agency that provides repair and renovation services to elderly low-income Richmond citizens.

St. James’s Children’s Center is excited to report serving a total of 98 children through its Early Childhood, After School and Summer Intervention programs. Along with a grant from the church outreach committee, the Center was blessed to have over 30 Doers who served as volunteer board members, summer teen leaders, readers, musicians, and mentors for these children. In addition to its educational enrichment, it offered students access to annual dental, hearing, sight and developmental screenings, all important to ensure that children’s bodies and minds are healthy and prepared for success in school and life.

McGuire Veteran’s Ministry team members met at 5:45 in the polytrauma unit of McGuire Hospital on the third Tuesday evening of each month. Volunteers provided an array of desserts – always including ice cream – and also provided holiday napkins and/or cards to add to the monthly celebration. Team members spent two hours serving patients on both the polytrauma and spinal cord injury units and fed those patients who are unable to feed themselves. Desserts are extended to families of patients and to hospital staff. Some 50-100 people were served each night. Lay leaders Madeleine and Sneed Luck sent emails to 32 people each month who have expressed interest in serving. There is a core group of 12-13 dedicated volunteers with two new regulars added this year. The team averaged seven volunteers in attendance each month. Margaret Bloor continued

to serve in her role as liaison to the Red Cross, the agency that hosts our hospital visits.

Outreach and Education:

- Carmen Germino, lay leaders Sarah Hubbard and Leigh Hulcher, and I, along with a team of energetic and compassionate Doer women including Sandy Woodson, Terrell Harrigan, Suzanne Hall, Chamie Valentine, and Laura McCoy, took a week in August to visit and work at Thistle Farms, an organization in Nashville, Tennessee that provides housing, employment, healing, and hope to women in recovery from abuse, addiction, and exploitation. Church member Karen Stanley, CEO of CARITAS, and Karen O'Brien, COO, accompanied us with the hopes that we could all learn from the best practices of Thistle Farms and come home to apply some of our learning to the new and on-going development of The Healing Place for women in Richmond. It was a fabulous trip that stretched our imaginations and touched our hearts, and made us eager to come back to Richmond to further our ministry with CARITAS and support the development of its new program for women.
- Becky Page, Mary Beth Abplanalp, Hilary Streever and I joined forces to create an intergenerational forum that focused on the work of SCAN (Stop Child Abuse Now). On Sunday October 21, CEO of SCAN, Jeanine Harper, helped children and adults better understand the issues of child abuse, what it is and looks like, how to respond to it, and how to prevent it. Following Jeanine's presentation, participants were given the opportunity to create "care bags" for children of the SCAN program. Staff continued our planning for additional intergenerational forums that engage participants in the concerns of our community and outreach ministry.

Winter Season Ministries provided an abundance of outreach opportunity for church members who gave generously so that others could have the security of housing stability and warmth during the holiday season, the assurance of nutritious food during the winter months, and the joy and hope of the Christmas season:

- Gifts of food to FeedMore (Central Virginia Foodbank) November 22 Thanksgiving Day food collection provided 1,354 lbs. of food.
- Alternative Gift Market in its second year was another big success that added to the excitement and buzz of Sunday, December 9, when the Giving Tree gifts were also returned! It was a morning filled with some 100 "shoppers" who visited five community agencies and one retail merchant, One Little World (whose proceeds go to non-profit Re-Establish Richmond). Participants were invited to make donations to organizations as Christmas gifts in honor of family and friends and in place of purchasing material gifts.

Proceeds yielded \$450 and an additional amount to One Little World, along with wonderful conversation and new awareness of agency missions. Becky DeCamps served as lay leader to an enthusiastic team of planners and Doers, including Dale Kalkofen, David Wade, Emily Thrower, Russell Lawson, Laura Shuford, Katherine Hoffmann, Kathryn West, and Nancy Warman (staff).

- Christmas Giving Tree Ministry provided beautifully wrapped gifts of clothing, household items, and gift cards to 24 senior citizens of the Peter Paul Development Center. Over 120 gifts of toys, books and games, electronics, bikes, and clothing made 60 boys and girls and their parents very happy! Our gift delivery team made up of Katie and Whit Morris, Susan and Jonathan Sumrell, Dorothy and Eric Nelson, Pierce Rucker, and many children assistants provided many giggles and happy smiles for children of Peter Paul Development Center. Giving Tree gifts provided \$1,670 to my emergency outreach fund and helped provide assistance to more clients. Co-leaders Katie Morris and Susan Sumrell, along with administrative assistants Gina Young and Donna Ellis, provided leadership extraordinaire for the planning and implementation of this very detailed and special ministry event which started November 18 and concluded December 15 when gifts were delivered to PPDC.
- CARITAS ministry kicked off our new year of outreach ministry and so also ended our year as we hosted CARITAS Intake, December 8, 2018- January 5, 2019. Steve McCoy served as lay leader with a team of some 40 faithful, compassionate and enthusiastic volunteers who welcomed and embraced our women guests, provided refreshments, and secured our building each night at close of the nightly gathering.

Pastoral and Social Work Ministry from my office continued to extend our outreach to the community.

A “behind the scenes” ministry, our offering of financial assistance, counseling, support, and prayer enriched many community residents. A one year \$5,000 grant from the Jessie Ball duPont Fund, Outreach Committee funding of \$1,885, Giving Tree donations of \$1,670, along with additional donations from church members enabled us to provide \$22,194.15 to assist 50 individuals with 64 emergency situations, helping to provide stability to community individuals and families. In addition, we provided for 15 food requests. DOER volunteers continued to make friendly visits to clients and to provide much love-in-action support when needed.

This report captures an abundance of amazing ministry! You, the Doers of St. James’s, make real this portrait of who we are as Christians for ourselves and for those whom we serve. Every outreach step you took and every gesture of kindness, compassion, and support made real the life and love, joy and hope of Christ Jesus for another. As reflected throughout the many named ministries, you “served the

least of these” and made a joyful difference in the lives of so many. Thank you, my friends, for your faithfulness and love, for your generosity and joyous spirit, for your incredibly strong witness of “showing up,” and most of all, for allowing me to serve with and among you.

Faithfully,

Nancy

MUSIC PROGRAM REPORT—

Dr. Mark Whitmire, Music Director

Virginia Ewing Whitmire, Organist and Choirmaster

This has been a year of growth for St. James's Music Program. We have added 31 singers to our rosters this year, many of whom represent families that are new to St. James's. Here are the names of our newest choristers:

Cherub Choir	Sawyer Brooks, Sam Carter, Gavin Greenawalt, George Head, Maggie Head, Libbie Irby, Louise Irby, Hynson Marvel, Gracie Sumrell, Gwyneth Torbert, Rand Turnbull, Katherine Turnbull, Meriwether Wright, Virginia Wright
Children's Choir	Berkeley Crane, Robert Head, Annalise Rider, Isabelle Rider, Sam Rosengren, Porter Steele, Betsy Graham
Youth Choir	Winston Crane, James McCoy
West Gallery Choir	Jamie Gordon, Jerry Green, Ray Inscoe, Judy Moog, Jim O'Brien, Gordy Rawles
Parish Choir	Brian Lawson, Melinda Parker

With 70 children and 80 adults, St. James's Music Program has grown into one of the most vibrant programs in the region and one of the largest programs at an Episcopal Church in the nation.

Our annual MLK Evensong on January 20 was the biggest ever. It was attended by 880 people, and more than half were visitors! It has become a prominent MLK event in this region. Dr. King would have been proud to look out at the congregation – half white and half black – singing “Amazing Grace!” On Sunday, February 3, the West Gallery Choir presented the Choral Prelude at Washington National Cathedral. We presented seven anthems centered around the theme of the liturgical year. In attendance were Randy Hollerith and Dana Corsello.

We Episcopalians are blessed with the wonderful music of the Anglican tradition, and preserving that tradition is central to our ministry. We want all of our choristers – from the youngest Cherub to the most seasoned singer – to experience the amazing continuum of Anglican choral music, from Thomas Tallis to Benjamin Britten. In addition we strive to provide alternative musical events like the Dylan Mass, Jazz Mass, U2 Celtic Mass, and the Bluegrass Mass to broaden and enliven our worship.

This was another year of service. Members of the choirs continued to sing each month at the Virginia Home. During the holiday season choristers sang carols at Westminster Canterbury, The Virginia Home, and at the homes of shut-ins. Led by Alan Stone, we took our eighth mission trip to Haiti in November, where we spent a week with the children at Wings of Hope orphanage in Jacmel. Their joyous voices and smiling faces continue to give more to us than we can ever give them.

We are constantly reminded of the way that God uses music to draw people in, to comfort and sustain us, to bind us together, to inspire us, and to strengthen us to do good work.

Soli Deo Gratias

Mark and Virginia

CHILDREN’S MINISTRIES REPORT— Becky Page, Director

There is so much joy and so much to celebrate in the Children’s Ministry. We were blessed to have 37 babies baptized this year. There were 129 children registered for Sunday school from age three through fifth grade with new children joining the Sunday school program each month. Forty-nine campers and twenty-four youth volunteers participated in the Peace Lab Vacation Bible School in June.

Sunday School

Godly Play and the *Growing in Faith* rotation model are the two different curricula offered to our children. *Godly Play* is offered to three classes, a combined three and four year old class, a combined pre-K and kindergarten class, and a first grade class. *Godly Play* encourages children as young as three to “get ready” by preparing their bodies and minds before they enter into the classroom space as well as while they listen to the stories. Being ready allows the children to hear the stories of our faith, wonder about them, and then respond to them creatively through drawing, painting, or other mediums. The elementary children in second through fifth grade participate in a rotation model called *Growing in Faith*. The theme this year is “Believing God’s Promises” and draws scripture from both the Old Testament and the New Testament. Parent volunteers lead a variety of workshops in Art, Cooking, *Godly Play*, Legos, Music, Science, and Service. Each lesson is offered over several weeks to allow the children to hear and engage with each lesson in different ways through the rotating workshops.

More than fifty volunteers support the Children’s Ministry in the roles of shepherds, workshop leaders, storytellers, doorkeepers, and materials volunteers throughout the course of the year. Additional volunteers participate throughout the year in special programs such as the Advent Fair, Christmas Pageant, Vacation Bible School and intergenerational service projects. The nursery and Children’s Chapel are also supported by volunteers.

Children Serving

Throughout the year we provide ways for children to participate in service. Easter mite box offerings are donated to support others. In 2018 the collection was given to support the St. James’s Children’s Center. During Vacation Bible School children participated in a daily collection of non-perishable food items which were shared with those in need with the help of Nancy Warman’s outreach ministry. In October children participated in an intergenerational hands-on service project during the Christian Formation time creating sensory bags to benefit Greater Richmond SCAN.

Fellowship

Building relationships with other children and adults in our church is an important part of faith formation. The ministry of presence, being available to support and encourage our children in their faith, is an important role for all volunteers and all members of our church family. Vacation Bible School offers our children, youth and parent volunteers a week filled with tremendous spirit of community and fun. The October parish retreat to Shrine Mont also offers time for fellowship for our children and families. Retreats participants have an opportunity to slow down and connect in new ways. The retelling of the Christmas story every year is another way for St. James's parishioners of all ages to come together to participate in the story of Jesus' birth.

“Joy... fun... wonder... eagerness... community building... giving my time... supporting St. James's... reminiscing about Jesus” This is what our volunteers share about their experience in the Children's Ministry. What a blessing!

Peace,

Becky

YOUTH AND YOUNG ADULT MINISTRY REPORT— Mary Beth Abplanalp, Director of Youth and Young Adult Ministry

Youth Ministry (6th-12th grades)

If you want to witness the Holy Spirit at work, pay attention to the Youth Ministry! We have 332 youth in 6th -12th grades who consider St. James's their church home, and more youth than ever were engaged in the life of the church in 2018.

The Youth Ministry spent most of 2018 living into the strategic plan and Youth Ministry Vision published in 2015. Everything we do is focused on the following mission statement, core ministry values, and long-term strategic goals:

Mission Statement

St. James's Youth Ministry loves and supports our youth through joyful Christian Community so that they may explore a relationship with Christ, find their identity in God's love for them, and serve God as Doers of the Word.

Values

- Community – We develop and celebrate friendships.
- Love – We love others as Christ loves us.
- Acceptance – We welcome and celebrate all, as members of the body of Christ.
- Faithfulness – We are grounded in God's love and seek to grow in faith and service.
- Fun – We embrace a playful environment.

Goals

1. Sustainability
2. Communication
3. Faith Formation Plan
4. Volunteers
5. Youth Engagement

The Youth Ministry Committee, including Mary Beth Abplanalp (staff), Scott Hurt (Vestry/Chair), Erin Jewett (Vestry), Kevin Rosengren, Darryl Ricard, Julie Walters, and new members Billy Baxter and Becky DeCamps, has been a highly productive and dedicated team. This committee functions as the architects working behind-the-scenes to ensure sustainable ministry infrastructure are in place (i.e. annual calendar, volunteer recruitment, budget, curriculum, etc.).

Instead of traditional classroom style "Sunday School" for 6th – 12th graders, for the third year now we offer **Youth Group** on Sunday mornings during the

education hour. Our three Youth Groups provide a relaxed environment where youth explore their faith in a fun and welcoming community through games, projects, and serving others. It feels more like camp than school and is all about conversation and relationships, not lecture or facts. Youth Group has been overwhelmingly well received by youth, parents, and volunteers, and an average of 51 youth participate weekly! Many people are still unaware of this new structure so please help spread the word. Our three youth groups are:

- Junior Youth Fellowship or “JYF” – youth group for 6th-8th graders
- 9th Grade Confirmation – youth group for 9th graders seeking confirmation
- Senior Youth Fellowship or “SYF” – youth group for 10th-12th graders

In 2018 we invested dedicated efforts to better integrate and support our high school aged youth. We expanded our team of adult youth leaders for **SYF**, our youth group for 10th-12th graders, and empowered youth to discern and select their summer mission trip location. The **confirmation** program for 9th graders is also focused on authentic faith experiences, building relationships, and empowering youth to put their faith into action. The 35 9th graders currently enrolled enjoyed an overnight “Confirmation Camp” at nearby Camp Hanover to build relationships through ropes course exercises and group activities as well as examine the ways they feel called to worship and serve in the Episcopal church. Each confirmand has also selected an adult mentor to walk beside them on this journey as they consider confirmation. As a culmination of the confirmation process, each May our 9th graders, their mentors and parents, gather for a Confirmation Banquet with a formal dinner in Valentine Hall. Students share the scripture passage or prayer they chose to memorize while parents and mentors support confirmands as they prepare to make this public affirmation of their faith.

In addition to our regular Sunday programs, we offer **five retreat experiences** each year for youth. These “mountain top” experiences are often transformational moments in the faith journey of young people (and adult leaders too!).

Service and outreach are part of the Youth Ministry’s DNA. In March, 17 youth and five adults went to Shalom Farms for the PYM Day of Service helping the farm prepare the soil for the planting season. In October, the Formation Ministries for children and youth organized a mixed-age service project to support SCAN in lieu of regular classes one Sunday morning. Youth are eager to serve and have lots of energy! The Youth Ministry is working with existing servant ministry groups within our church to help incorporate youth into those programs, (i.e. CARITAS, Servant Sunday and VBS) rather than always offering specific “youth” outreach projects. This approach is more sustainable and also mutually beneficial for youth and adults to serve side-by-side in intergenerational groups.

The summer is the perfect time for youth to put their faith into action on a **Mission Trip!** The fourth-annual **Mini-Mission** for middle schoolers gleaned

in the fields of the Eastern Shore of Virginia and enjoyed an afternoon of fun at the beach at Kiptopeke State Park. The Palm Sunday Pancake Breakfast hosted by our youth raised \$814 that was donated directly to the organization Harvest of Hope. The **Appalachia Youth Mission** team of high school students spent another fabulous week in the mountain community of Hurley, Virginia doing home repair projects through Hurley Community Development Center. By stepping away from their daily routine and spending time living together in Christian community focused on service, many of these youth develop and strengthen profound relationships with peers, adult leaders, local residents, and with God, that transform them for the rest of their lives.

Our youth are vital members of our church and bless us with their presence. I encourage you to keep our youth, their families, and their adult leaders in your prayers. We are blessed with incredible adult leaders currently engaged in ministry with youth. Each week, 14 adult youth leaders volunteer their time and energy to serve as youth group leaders for our three youth groups. Beyond that, an additional 61 adult volunteer support the ministry as retreat chaperones, drivers, major event coordinators, and behind-the-scenes volunteers. WOW! As youth participation in Youth Ministry offerings continues to grow, the team of adults supporting the ministry in hands-on roles and behind-the-scenes will also need to grow. I encourage you to prayerfully consider how God might be calling you to get involved in this incredibly important, fun, and rewarding ministry.

Young Adult Ministry (early 20s to early 40s)

The Young Adult Ministry spent 2018 living into our Young Adult Ministry Mission: *The St. James's Young Adult Ministry inspires young adults to **play** together as a faith community, **grow** spiritually, and **serve** as Christ's hands in this world.*

Some of the 2018 highlights include:

- A fabulous Spring Party at the home of Chris and Mary Beth Abplanalp where 71 adults enjoyed dinner from the Boka Taco food truck and 34 children took advantage of on-site childcare.
- Stations of the Cross Hike at Belle Isle on Holy Saturday with a picnic lunch that followed.
- “Coffee on the Playground” monthly meet-ups for coffee and playtime at the St. James’s playground on designated Saturday mornings.
- New baby gifts and meals are now being delivered to young adult parents when they welcome a new child into their family.

The Young Adult Ministry is working hard to discern future programming and improve integration of young adults into the life of St. James's. Building relationships among young adults and being responsive to the pastoral needs of this age group are of particular interest.

Love ya! Mean it!

Mary Beth

CHILDREN’S CENTER REPORT— Jennifer Sisk, Chairman of the Board

As we enter our 33rd year of service to Richmond’s at-risk young learners, I am pleased to report that St. James’s Children’s Center is a vital, thriving school made possible through the dedicated support of the St. James’s congregation and community partners from throughout the Richmond region.

Some highlights from 2018 include:

- The Children’s Center is grateful for St. James’s 2018 gifts of classroom and office space (valued at over \$85,920.00 of in-kind support), \$5,000 in operating support, Outreach Committee grant award of \$12,400 and collection proceeds from the 2018 Children’s Center Sunday. These gifts were instrumental in helping us to fund our operating expenses of over \$710,610 in 2018.
- Our enrollment is near capacity with more diverse families entrusting their children to the Center. 52% of our students come from low-income families earning less than 150% of poverty level. An additional 21% of our children come from “working poor” families earning less than 300% of poverty level.
- The Children’s Center provides meaningful employment to twelve full-time and six part-time teachers and administrative staff each year.
- We continue our partnership with Greater Richmond SCAN through the Circle Preschool, a therapeutic preschool for children who have experienced trauma or abuse.
- Twenty-three adult members of St. James’s Church volunteer with the Children’s Center each year. This includes nineteen Children’s Center Board members, six Young Adult volunteers and eight classroom volunteers.
- We have approximately 30 volunteers through VCU St. James’s Children’s Center volunteer group.
- In 2018 St. James’s Children’s Center continued to work as one of three Early Childhood Centers selected by the Virginia Early Childhood Foundation to act as leadership for Richmond Shared Service Alliance (RASA). RASA’s mission is to determine approaches to stabilize and grow early childhood centers serving children at risk in the Richmond community through a model of sharing back office expenses and creating educational opportunities regarding healthy business practices. This initiative was formed as a result of Centers which have long served children at risk being forced to close their doors.

- In 2018, the Children’s Center continued to receive NAP Tax Credits. Now Children’s Center supporters can receive a tax credit equal to 65% of their donation.
- Early Childhood Education interns from VCU, J. Sargeant Reynolds and John Tyler Community Colleges completed their student teaching requirements at the Children’s Center. This valuable experience for students also informs current staff on best practices in early childhood education.
- Our partnership with Senior Connections has placed a “Foster Grandparent” in our classrooms as a “full time” volunteer.
- Our Pre-K class travels to Circle Day Center twice a month to share activities, songs and snacks with adults who need care during the day.
- In 2018, the Children’s Center provided over 2,400 hours of quality early education to the 65 children (ages two to ten) enrolled in our programs.
- At our November Board meeting, our Executive Director, Debbie Lickey, announced her retirement as of June 14, 2019. We are currently conducting a search for her replacement.

On behalf of the children we serve, we sincerely thank the Doers of St. James’s Church who have given our children and their families hope for the future. Because of our church’s dedication to this outreach, St. James’s Children’s Center and our students are flourishing. Thank you for helping us to impact the lives of so many children and helping to prepare these young hearts and minds for life!

Respectfully submitted,

Jennifer Sisk
Board Chairman

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Associate Rectors

The Reverend Carmen Germino

The Reverend Hilary Streever

Pastoral Associates

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