

St. James's *Episcopal Church*

Annual Report
2014



**THE 2015 PARISH MEETING
ST. JAMES'S EPISCOPAL CHURCH
FEBRUARY 15, 2015**

AGENDA

- THE CALL TO ORDER The Rev. Randolph Marshall Hollerith, 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 MEETINGS
 February 16, 2014
- NOMINATING COMMITTEE REPORT Steve McCoy, Chair
 Call for additional nominations
- ELECTION OF THE VESTRY
- REPORTS
- | | |
|---------------------------------------|-----------------------------|
| THE ENDOWMENT FUND | Helen Kemp |
| | Endowment Board Chair |
| 2014 YEAR END STATEMENT & 2015 BUDGET | Ryon Acey |
| | Finance Committee Chair |
| JUNIOR WARDEN'S REPORT | Britt Van Deusen |
| SENIOR WARDEN'S REPORT | Steve McCoy |
| RECTOR'S REPORT | Randolph Marshall Hollerith |
- OTHER REPORTS OR BUSINESS, IF ANY
- ADJOURNMENT
- PRAYER
- HYMN
-

Minutes of the Annual Meeting of the Congregation

St. James's Church, Richmond, Virginia

February 16, 2014

On Sunday, February 16, 2014 at 10:18 a.m., the Annual Meeting of the Congregation of St. James's Episcopal Church, Richmond, Virginia, was called to order with a prayer by the Rector, the Rev. Randolph Marshall Hollerith. Anita S. Lisk was appointed secretary and Wilson Trice, parliamentarian. Mr. Trice reported that a quorum was present.

The 2013 Annual Report, including Minutes from the February 24, 2013 Annual Meeting, was distributed. On a motion made, seconded and unanimously approved, the agenda was adopted and on a motion made and seconded the Minutes were unanimously approved.

Steve McCoy, Senior Warden, spoke on behalf of the Nominating committee, whose report can be found in the published Annual Report. In addition to Mr. McCoy, who served as chair, other members of the committee were Dick Bennett, Wyatt Beazley IV, Louise Bowles, DeWitt Casler, Catherine Hailes, Jan Harris, Cary Milley, Newnie Rogers and Bobbie Ukrop. The committee offered the following slate of candidates for election to each serve a three-year term on the Vestry: Peggy Spilman Crowley, Carol Ann Fuller, Matt Harper, Carrie Montague, Harry G. Moore, Jr., and W. Allan Rees. The candidates stood and were recognized. There being no nominations from the floor, the nominations were closed and ballots distributed. Completed ballots were collected and tallied, resulting in the election of the slate as presented. Mr. Hollerith thanked all who had agreed to stand for election to the Vestry and congratulated them on their election.

Lilo Ukrop, a Trustee on the Endowment Fund board, presented the report from the Endowment, noting that, as part of the 2010 Strategic Plan, the church committed to growing the Endowment by an additional \$1 million in five years. Mrs. Ukrop said that she was pleased to announce that goal has been achieved, thanks primarily to the recent Cornerstone Campaign, and the efforts of the committee chaired by Cathy McGehee. Currently there is almost \$6 million in the Endowment Fund.

Mrs. Ukrop said that the Endowment Fund was established by the Vestry in 1957 and its purpose is for the development, expansion, beautification and improvement of the parish property; and the expansion of the religious, charitable and social work of the parish or community. Income from the Endowment is used for capital needs of the church, outreach ministries, programs, and other needs as identified by the Vestry and Rector. A list of disbursements from the Endowment Fund in 2013 can be found in the Annual Report. In keeping with the Endowment Fund's purpose to invest in the care of the buildings, the Endowment Fund board

has authorized a contribution in 2014 to cover the cost of equipment maintenance contracts and for repairs to the steeple and the north façade.

Mrs. Ukrop concluded by recognizing and thanking all the members of the Endowment Fund board, Berno Hamilton, Helen Kemp, John Molster, Wilson Trice, and Massie Valentine, Jr.; Ida Farinholt, who serves as the trustee elected by the Vestry; and ex-officio members Steve McCoy, Senior Warden, Stephen Watts, Junior Warden, and the Rev. Randolph Marshall Hollerith, Rector.

Mr. Hollerith thanked all who had contributed to the Cornerstone Campaign.

Jay Jennings, Finance committee chair, referenced the 2013 year-end report, the 2014 budget adopted by the Vestry, and his written report as found in the Annual Report. Mr. Jennings noted that 88 percent of the church's budget comes from pledges to the Annual Fund. He was pleased to report that the last fiscal year ended with a small surplus.

Mr. Jennings reported that pledge payments for the Fan the Flame Capital Campaign continue to be received and the Vestry has determined that these surplus funds be designated for sound system improvements in the sanctuary. He also announced that the LLC partnership created to receive historic tax funds has been unwound and the escrowed monies will also be designated for the sound system.

The Finance committee presented a balanced 2014 budget to the Vestry that keeps expenses flat, with no raises for the staff and the Endowment Fund covering the cost of some of the facilities' needs and repairs.

Mr. Jennings announced that the church's 2012 audit was done last year and is available in the office for review.

Mr. Jennings concluded by recognizing the people who keep the church's financial operation running smoothly, specifically Poconna Thiel, Finance Secretary for the church; Chip Woodson, Director of Stewardship and Development; the church's volunteer treasurers Katherine Hoffmann and Ann Rawls; the weekly offering counters; and especially Charlie Whitaker and Brent Winn, Annual Giving campaign co-chairs.

Stephen Watts, Junior Warden, referenced the Buildings and Grounds report in the Annual Report. He noted particular challenges in 2013, including:

- 1) Water damage from a pipe burst in the sacristy, resulting in the need to use \$10,000 from the Capital Reserve Fund to cover the insurance deductible.
- 2) Retirement of David Barnett as Facilities Manager. Matt Presson was hired in the interim and agreed to take on this part-time position.
- 3) Updating the aging sound system equipment in the sanctuary.

Mr. Watts also announced that Mrs. Britt Van Deusen has been working with him this past year to make a smooth transition when she takes on the responsibilities of the Junior Warden next year.

Mr. Watts thanked the Senior Wardens with whom he had served – Mark Shuford, Dena Moore, and Steve McCoy – and the other members of the Vestry over the past four years, as well as staff members Laura Shuford, Anita Lisk, Russell Lawson, Poconna Thiel, and the sextons. He especially thanked Mr. Hollerith, whom he considered “simply the best.”

Mr. Watts concluded his remarks by stressing the importance of supporting the Endowment Fund for the future of the church.

Steve McCoy, Senior Warden, also referenced his written report in the Annual Report. He remarked that he was looking forward to 2014 and working with the outstanding and dedicated clergy, staff, and Vestry. Mr. McCoy particularly thanked Mr. Watts for his service as Junior Warden and Mrs. Van Deusen for agreeing to take on those responsibilities in the coming year.

Mr. McCoy said that he had a sense of hope that pervades the congregation and that faith and trust is evident at St. James’s. His challenge to the congregation was to “shine our light before others” and to think of something they find at St. James’s that is precious to their lives and share that with others who may need it.

The Rev. Randy Hollerith began his report as Rector by recognizing and thanking those on the vestry whose terms expire this year: Louise Bowles, Margy Brown, DeWitt Casler, Jay Jennings, Mary Watt New, and Stephen Watts. Mr. Hollerith particularly thanked Mr. Watts for his three years of service as Junior Warden and gave him a gift in appreciation.

Mr. Hollerith said that the Children’s Center had some significant personnel changes in 2013. The Children’s Center board evaluated the Center, its needs and purpose, and hired Debbie Lickey as the new Executive Director. The Center is doing well and Mr. Hollerith particularly thanked Margaret Valentine for her service as board chair during this difficult time and transition.

Mr. Hollerith thanked Cathy McGehee and Chip Woodson for their extraordinary efforts to raise money for the Endowment through the Cornerstone Campaign.

Mr. Hollerith thanked the Revs. Ann Dieterle, Carmen Germino, and Mark Cooper, and Dr. Mark Whitmire for their leadership of the weekly Jazz Mass. Mr. Hollerith commented that he was grateful to the program staff who are always looking for ways to meet people where they are in their lives to share Jesus.

Mr. Hollerith announced that it’s time to start working on the next strategic plan for the church – the third since he became rector. He said that it is necessary for the church to always be looking forward and be open to what God is calling us to be and do.

Mr. Hollerith concluded his report by recognizing the staff – Mark and Virginia Whitmire and Jeanne Lapierre, for the music program and community; Becky Page, who nurtures and loves our children; Nancy Warman, who has a passion for connecting people to Christ through ministries to “the least of these;” Emily

Thrower and Russell Lawson, whose communication efforts keep the parish informed; Laura Shuford, Matt Presson, and the sextons for their care of the facilities and the events that happen therein; Poconna Thiel, for her long-time service as Finance Secretary, and Chip Woodson, whose kind heart serves him well as Director of Stewardship and Development; Gina Young, our only parish secretary, who helps to keep things running; Anita Lisk, our Parish Coordinator who is the hub of all the activities in the parish; and his clergy colleagues – Ann Dieterle, Carmen Germino, Alex Riffée, Mark Cooper, Caroline Parkinson, and Thom Blair – who are so dedicated to the pastoral, educational, and liturgical needs of St. James’s. Mr. Hollerith said that he appreciates the staff’s gifts, insights, and enthusiasm. Finally, Mr. Hollerith thanked the congregation for allowing him to serve his fourteenth year as their rector.

There being no further business or discussion, a motion was made, seconded and unanimously approved to adjourn. The meeting concluded at 11:05 with a blessing by Mr. Hollerith.

Anita S. Lisk, Secretary

APPROVED:

The Rev. Randolph Marshall Hollerith, Chairman

Election of the Vestry

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

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

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

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

MEMBERS WHOSE TERM EXPIRES IN 2015

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

MEMBERS WHOSE TERM EXPIRES IN 2016

Knox Hubard	Geoff Sisk	Kathryn West
Gloria Prevatt	Bobbie Ukrop	Norvell Whitaker

MEMBERS WHOSE TERM EXPIRES IN 2017

Peggy Spilman Crowley	Matt Harper	Harry G. Moore, Jr.
Carol Ann Fuller	Carrie Montague	W. Allan Rees

REPORT OF THE NOMINATING COMMITTEE

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

Willson Craigie	Jay Jordan	Tom Porterfield
Becky DeCamps	Connell Mullins	Tina Sherrod

REPORT FROM THE RECTOR—

The Reverend Randolph Marshall Hollerith

For by the grace given to me I say to everyone among you not to think of yourself more highly than you ought to think, but to think with sober judgment, each according to the measure of faith that God has assigned. For as in one body we have many members, and not all the members have the same function, so we, who are many, are one body in Christ, and individually we are members one of another. We have gifts that differ according to the grace given to us: prophecy, in proportion to faith; ministry, in ministering; the teacher, in teaching; the exhorter, in exhortation; the giver, in generosity; the leader, in diligence; the compassionate, in cheerfulness. (Romans 12:3-8)

A successful year in the life of a church hinges upon the gifts of ministry given to God's glory by all the members of Christ's body. We are many, but we are one body when we join together in Christ's redeeming and reconciling work. 2014 was a year of extensive ministry and service. Literally hundreds of people committed themselves to some kind of service within our parish, within the community, and around the world. This commitment of time, talent and treasure signals the continuing power and presence of the Holy Spirit within the life of our community.

During the course of the year we sponsored mission trips to New Orleans, Cuba, Appalachia, Haiti, Honduras, and within the city of Richmond. We were an intake site for CARITAS for two months and housed CARITAS clients for almost three weeks. We hosted another successful WomanKind and for the first time ever we sponsored two pilgrimages – one to the Holy Land led by Carmen Germino, and one along the Camino de Santiago led by Ann Dieterle.

In April, the Rev. Alex Riffée left St. James's after almost three years of wonderful ministry to become the new rector of St. James Episcopal Church in Louisa. Kristin Wickersham graciously agreed to serve as the interim in Alex's place. Kristin did a great job leading our youth ministries and supporting our young people. On August 4, Mary Beth Abplanalp and her husband Chris joined our parish family. Mary Beth is our new Director of Youth and Young Adults. On August 24 we said goodbye to the Rev. Ann Dieterle. After four years of ministry among us, Ann was much beloved by many in the parish. While we were sad to see her go, we rejoiced when she received the call to become rector of St. Paul's Episcopal Church in Wilkesboro, NC. For the rest of the year the Rev. Caroline Parkinson and the Rev. Dr. Mark Cooper jointly served as our interim Associate Rector. Their creativity, gifts of teaching and pastoral care have been immense blessings to the parish. Finally, the Rev. Carmen Germino was promoted from Assistant Rector to Associate Rector in recognition of her many gifts for ministry and her dedication to our church.

During the summer of 2014 I was blessed to be able to complete the sabbatical I first started in 2008. Merging my vacation time with the remaining month of my sabbatical, I was gone from the parish from June 7 through August 3. I am very grateful to the parish for this time away to rest and re-create. We spent time as a

family at the beach and in the mountains of Montana. Near the end of my time away I spent a week on a silent retreat at the SSJE monastery in Cambridge, MA.

In 2014 increases to annual giving were small. In all we received 636 pledges totaling \$1,895,554.00 with an average pledge of \$2,980.00. During the year we confirmed or received 49 people, baptized 33, and received 53 transfers from other parishes. At the same time, 38 individuals transferred from St. James's and 13 beloved members died during the year. In 2013 an average of 596 people attended worship on Sundays and in 2014 that number dropped to 571, primarily because of the discontinuation of the 5:00 p.m. Jazz Mass. Finally, 19 couples were married at St. James's during 2014.

We continue to be blessed with the finest staff. In no particular order, I would like to thank: Gina Young, Becky Page, Emily Thrower, Laura Shuford, Carmen Germino, Caroline Parkinson, Mark Cooper, Anita Lisk, Mary Beth Abplanalp, Poconna Thiel, Russell Lawson, Chip Woodson, Nancy Warman, Virginia Whitmire, Mark Whitmire, Jeanne Lapierre, Sabrina LaFleur, Matt Presson, Thom Blair and our team of sextons for all their work. Our staff continues to go above and beyond the call of duty to make St. James's the successful community that it is. Each of them has a passion for serving Christ and that passion shows.

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

Blessings,

Randy+

REPORT FROM THE INTERIM ASSOCIATE RECTOR— The Reverend Mark Cooper

The big news for this year was Ann Dieterle's decision to leave St James's at the end of the summer. A group of staff went down to St. Paul's in Wilkesboro, N.C. to celebrate her installation and to hear Randy's sermon that night. Both the congregation and Ann were very pleased with their new relationship.

In 2014, the Education program continued its usual program of Sunday Forums and the Adult Bible Class. Thom Blair's leadership of that class has been very successful in engaging a large group of our adults as well as members of other churches who had enjoyed Thom's presentations in the past. Another group of St Jamesers went to Boston in the spring for a retreat at the Society of St. John the Evangelist. In the summer, Ann led a group of 19 adults on a Camino de Santiago trip.

Ann and the Education Committee had put into place a full program for the Fall and I picked up the leadership role in the interim as the church prepared to call another priest to fill the role of Associate Rector. We had one of our largest groups attending the annual retreat at Shrine Mont in the early fall. Our Sunday morning and Wednesday evening educational program continued without interruption along with a regular schedule of Bible Studies that reaches men and women of all ages and interests.

This year we made some changes and are continuing to evaluate their impact. Thom Blair continues with the Adult Bible Study. We are now offering a series of 'short courses' that focus over the course of two or three Sundays on topics of interest. We will have only one Forum each month and we will focus all of our attention on that presentation each month. We have another group preparing for SSJE in Boston. We have a program of lectures on Wednesday nights and several different offerings during the Lenten period. The regular weekly Bible Studies will continue.

Continued education in meaning and application is an on-going connection to our Baptismal promise. We work as a community to ensure that our children receive a good foundation in their faith. After Confirmation it becomes a responsibility of each adult to continue to grow in faith and in their understanding of the application of that faith to life. St. James's takes that promise seriously and attempts with the wide selection of courses and retreat opportunities to provide ways for that to happen. It has been my privilege to serve as one of those educators in the past and to have this time to provide leadership to the program.

Sincerely,

D. Mark Cooper, D. Min.
Interim Associate Rector

REPORT FROM THE ASSOCIATE RECTOR— The Reverend Carmen Germino

Just prior to his ascension into heaven, the very last words Jesus says to his apostles are about mission: *“But you will receive power when the Holy Spirit has come upon you; and you will be my witnesses in Jerusalem, in all Judea and Samaria, and to the ends of the earth.”* *When he had said this, as they were watching, he was lifted up, and a cloud took him out of their sight.”* (Acts 1:8)

To be a witness to Jesus is to love others and serve others as he did. Jesus specifies that this service is to take place in Jerusalem (locally), in Judea and Samaria (in surrounding areas), and to the ends of the earth (worldwide). In 2014, the people of St. James’s took those words of Jesus to heart.

“Jerusalem” (Local Mission and Outreach):

First and foremost, we are called to serve those in our immediate vicinity. Much of this happens through our Outreach Ministries, which are covered in detail in the reports of Nancy Warman & Connell Mullins. Thanks to Nancy for her inspiring commitment to servant ministry in Richmond, and for her collegiality. Thanks to Connell and the Outreach Committee for overseeing the daunting process of allocating Vestry outreach funds to local nonprofit agencies, as well as to Bobbie Ukrop who keeps us all on track through her leadership of the Service Commission.

Richmond Mission – Mission is really about immersion, and traveling great distances is not required to immerse oneself in service. Hence, our Richmond Mission returned for another year. Led by Kyle Martin and Andy Smith, 10 Doers participated in our second mission/outreach hybrid week in August. Through our partnership with project:HOMES, the team was able to complete a number of much-needed repairs and yard work for a homeowner in the Hull Street area. It was a fun week filled with hard work, good food, and plenty of laughter.

RVA Rapid Transit Advocacy Team – This is a bit different than our typical local outreach ministries. A team of about 60 parishioners has signed on to promote a public transportation system which would cover all of metropolitan Richmond (including Henrico, Chesterfield, and Hanover counties). Increased access to employment opportunities is vital to those who live in poverty in our community. This is the work of justice – not only meeting the needs of those who are poor, but working to address the systemic issues that keep people poor. I am proud that St. James’s is involved in this grassroots movement, and I am grateful for Richmond Hill’s guidance, and for Jane Dowrick, who in 2014 emerged as a passionate lay leader for our group. Also in 2014, we were blessed to secure a grant from the Jessie Ball duPont Fund to hire a community organizer for this effort.

“Judea and Samaria” (Domestic Mission):

New Orleans Mission – In February, Andy Smith and Russell Lawson led a team of seven Doers back to the Big Easy for another week of post-Katrina revitalization

work. It has been nearly a decade since the storm, and the needs are still great. The team enjoyed working with Habitat for Humanity and RHINO (Rebuilding Hope in New Orleans, a ministry of St. Charles Avenue Presbyterian Church.)

Appalachia Interfaith Mission – In July, seven people went to Barnes Mountain, Kentucky. Mike Bily led the team made up of members from St. James's and Congregation Beth Ahabah. Together they worked at St. Timothy's Episcopal Outreach Center, helping residents with home repairs and sustainable farming, while also exploring Judaism and Christianity.

“The Ends of the Earth” (Global Mission):

Cuba Mission – We did not send a full team to Cuba in 2014, but I accompanied DeWitt Casler and Zach Reid on an exploratory visit in April to lay the groundwork for future missions. This was an extremely successful journey. The three of us learned so much about the vision for the future of the Church in Cuba. With Bishop Griselda Delgado del Carpio steering the ship, the Episcopal Diocese of Cuba has begun some amazing ministries, and God willing, St. James's will offer assistance where we can. Chief among potential mission projects for us is Camp Blankingship, the future site of a camp and retreat facility. DeWitt Casler and Zach Reid have worked tirelessly to nurture this mission partnership, and early in 2015, a team of 13 completed a wonderful trip to Havana and Santa Clara. Fun fact: this was Bobbie Smith's 30th mission trip! What an example to us all!

Honduras Mission – In July, we celebrated 20 years of mission work in Honduras! Julie Wade's enthusiastic leadership motivated all 12 of us who journeyed back to San Pedro Sula for a week of fellowship at Our Little Roses Home for Girls. The team painted the exterior of San José de la Montaña Church and constructed a playhouse at OLR. The week also included many crafts, activities, and field trips with the girls. It was a blast!

Haiti Choir Mission – In November, Alan Stone led a team of twelve back to Port-au-Prince and Jacmel, where they helped with the ongoing construction of the new Wings of Hope building to replace the facility that was destroyed in the 2010 earthquake. Wings is a home for Haitians with special needs. Also in 2014, Elizabeth Whitmire continued to serve as a missionary at Wings for many months. Her work there is inspiring and at times heartbreaking. Read about it at <http://sedeleveale.blogspot.com/>.

World Pediatric Project – This summer, we welcomed another family to Richmond for surgery. Fidel (age 7) came from St. Vincent to have a cataract procedure. He and his mother Jonelle thoroughly charmed everyone they met. A highlight of their time here was having Jonelle serve as a teacher in Children's Chapel. Many thanks to lay leader Lisa Rossi and our core team of WPP volunteers for their dedication to this special ministry.

Mission Leadership:

Our Missions program continues to thrive because of the commitment and passion of our Missions Committee. Kathryn West is our current chair and she is doing a fantastic job. I offer my deep appreciation to Kent Duffey, Page Londrey, and Zach Reid, who rolled off the committee in 2014. I offer my gratitude to Mike Bily, DeWitt Casler, Suzanne Hall, Kyle Martin, Andy Smith, Mike Sullivan, David Wade, Elizabeth Ware, and Dorothy Young, who make up the current committee. They always keep our goals in front of us and rise to meet the many challenges of mission work. One challenge the team faced recently is the rising cost of air travel. Going forward, we will need to book flights well in advance so that we can continue to keep our missions affordable. In 2015, St. James's members should be aware that deposit deadlines for mission trips will be earlier and less flexible than in the past.

None of our missions would be possible without the support of Mardi Gras for Missions! The 2014 event was chaired by Stevie Toepke and Dana Miller, with Suzanne Hall and Kathryn West taking point on collecting donations for the auctions. A special treat this year was the video produced by Charles Tinsley and Maggi Tinsley, featuring interviews and stories from the mission field. Thanks to all of the volunteers, the donors, and the partygoers who made the evening a raging success. In one night, we raised approximately \$54,000, funding another year of life-changing local, domestic, and international mission projects. Because of your generosity, we really are living out the call to witness to Christ *"in Jerusalem, in all Judea and Samaria, and to the ends of the earth."*

Other ministries in 2014:

Speaking of Jerusalem, a great blessing of 2014 was the Holy Land Pilgrimage I led in November. Our group of 12 pilgrims journeyed to Israel and Palestine to walk in the footsteps of our Lord. It is hard to put my feelings about this experience into words, but know that it was transformational and deeply rewarding. In addition to visiting the holy sites of our faith, we increased our knowledge of Judaism and Islam, and witnessed the complexity of the current political situation in the Middle East. All of us came home with more questions than answers, but that is how it should be. I hope this can become a biennial offering.

WomanKind 2014 rocked. Momastery blogger Glennon Melton brought down the house with her keynote talk, and Nora Gallagher, Marie Monville, Bishop Susan Goff, and all of the other workshop leaders were truly remarkable. Additionally, the event's participants collected over \$8,000 in donations for Hilliard House...enough to outfit 29 rooms for women and children in need of transitional housing, as well as 51 handmade valentines! My thanks to Stacy Brinkley and Brooke Taylor for their leadership, and to the rest of the committee and all the volunteers – a true dream team. Thanks also to colleagues Ann Dieterle, Caroline Parkinson, Russell Lawson, and Virginia Whitmire who went above and beyond to make the event outstanding. The Episcopal Church Women did not rest on their WomanKind laurels, though. They also hosted a fabulous party in the spring and put on another smashing Taste of St. James's food sale

fundraiser in the fall. The Taste raised over \$14,000 for Food Force! Thank you to everyone who volunteered and to Laura McCoy and Erin Jewett who co-chaired the event.

Another highlight of 2014 was introducing a Lenten Photo Project. Three hundred photographs were contributed to our Facebook album in this spiritual version of a photo scavenger hunt. I also curated the adult program for the Shrine Mont retreat – always a favorite of mine! With the departures of my friends Alex Riffée and Ann Dieterle, I took on a heavier load of the usual clergy tasks, but it has been a joy and a great opportunity to expand my ministry. I am now Mary Beth Abplanalp's sidekick in staffing Young Adult ministry, which is so much fun it should not even count as work. I also work with the new Stewards of the Earth committee. Environmentalism is an issue near and dear to my heart and it is an honor to work with this group whose passion for caring for God's Creation is so strong. Britt Van Deusen and Monica Lewis lead this vibrant ministry. From January through August of 2014, I was a regular preacher and celebrant at the Sunday evening Jazz Mass. And I continued to lead two weekly Bible studies for some very insightful and delightful women.

Finally, my favorite new ministry in 2014 was our Summer Supper Clubs! We had over one hundred people sign up for a supper club, and the groups thoroughly enjoyed their gatherings. In a church as large as ours, I believe a program like this offers an opportunity to make new friends and deepen connections to each other. My plan going forward is to offer supper clubs twice a year.

Thank you all the ways we share in ministry in and beyond our wonderful faith community. It is an honor to serve this church and to practice discipleship with you. In 2015, my prayer is that we continue to deepen our commitment to being Christ's witnesses "*in Jerusalem, in all Judea and Samaria, and to the ends of the earth.*"

Faithfully,

Carmen

YOUTH AND YOUNG ADULT MINISTRY REPORT—

Mary Beth Abplanalp, Director of Youth and Young Adult Ministry

Youth Ministry (6th-12th grades)

The Youth Ministry embraced a season of change in 2014. Last spring, the congregation bid a fond farewell to our friend and mentor the Reverend Alex Riffée who answered God’s call to serve as rector at St. James Episcopal Church in Louisa, VA. After his departure, the church was graced by the warm and faithful presence of Kristin Wickersham who served as Interim Youth Ministry coordinator for the spring and summer. Following a thoughtful search process, Randy invited me to serve as your new Director of Youth & Young Adults. I enthusiastically accepted his offer, joined the staff in August, and give thanks daily for the opportunity to serve God in this place.

During the presentation of candidates for Holy Baptism, the congregation is asked, “Will you who witness these vows do all in your power to support these persons in their life in Christ?” The congregation’s answer is, “We will.” There are many at St. James’s who believe we can and want to do an even better job supporting our youth than we are currently, and in doing so honor the vow we make at Holy Baptism.

Knowing the magnitude and importance of the work at hand, Randy created a Youth Ministry Steering Committee to think strategically with me about the structure, mission, and goals of the Youth Ministry. I hope you’ll join me in thanking Eleanor Angle, Kent Duffey, Kristin Wickersham, Nancy Jordan, Patrick Strickler, Pim Jager, Scott Kulp, Susan Siegfried, Norvell Whitaker, and Carrie Montague, for serving on the Steering Committee and for all the gifts they share with our youth.

The Steering Committee and I have researched and discussed different models for Youth Ministry. Many churches, without even knowing it, have a Youth Ministry that operates under what can best be described as a gambling model. Under this model the church crosses their fingers in hopes that the enthusiastic superstar youth staff person will be the one to attract youth to church, choose the right curriculum, plan the perfect mission trip, and create a thriving ministry...and fast. Youth Ministries that follow this gambling model are subject to chronic volunteer burnout, poor communication, short-term programs, and limited capacity to nurture the faith lives of all the youth in that congregation. None of us want this for the youth at St. James’s and have agreed it’s time to take a new approach. Very few people get rich by gambling, but wealth – and sustainable youth ministry – comes from strategic, long term, and the often annoyingly inconvenient investment of time, energy, and resources.

Inspired by Mark DeVries’ book Sustainable Youth Ministries, we’ve already made great progress building the foundation for a vibrant and sustainable youth ministry here at St. James’s. Some of the structures and systems we’ve already

established for the ministry include creating youth and volunteer directories, implementing a curriculum plan in our education classes, communicating frequently with families electronically and through postal mail, creating an annual events calendar and posting downloadable event registration forms on the website.

While most of the work mentioned so far has been behind-the-scenes, the Youth Ministry also held a few awesome youth events this year that engaged high levels of youth participation, planted a seed for new peer and mentor friendships to grow, and provided opportunities for youth to encounter God in new and unexpected ways. The 2014-2015 program year launched with a bang when an estimated 175 youth and parents attended the Fall Kick-Off event. In October, 18 confirmation students went on a ropes course retreat, 17 youth lead a service of Compline at the Shrine Mont Parish Retreat, and 31 middle schoolers teamed up for an “Amazing Race” at the Junior High overnight Lock-In. In December, more than a dozen youth participated in the Christmas Pageant and a 31-person team of youth, parents, and families hosted a Christmas party for the families of Peter Paul Development Center. Each week, an average of 33 youth participate in youth education classes on Sunday mornings and 21 adults volunteer as youth ministry teachers and youth group leaders.

Our youth are vital members of our church and bless us with their presence. I encourage you to keep our youth and their adult mentors, teachers and leaders in your prayers. And, if you feel so called, step forward and get involved in this incredibly important and rewarding ministry so together we can better support our youth in their life in Christ.

Love ya! Mean it!

Mary Beth

Young Adult Ministry

If you want to witness the Holy Spirit at work, you should pay attention to the Young Adult Ministry! In summer 2014, the Young Adult Ministry Leadership Team was established and is comprised of parishioners with a desire to serve as lay leaders for the ministry. This team has already moved mountains and has big plan for 2015!

Please join me in thanking the following people for their passion and commitment to serve a leaders for the Young Adult Ministry – Ginny Wortham, Catie Jones, Mindy Notley, Randolph and Clare Trow, Blake and Jaime Gordon, Danielle Dick, Jeremy and Anna Berteale, Matt Presson, Brian and Louise Bald, Grey and Ashlee Ligon, Chris Abplanalp, Ross and Anna Allen, Philip and Sarah Gray Innes, and Sarah Lisk.

This team, along with me, Carmen Germino, and our vestry liaisons, Knox Hubbard and Allan Rees, gathered for a BBQ dinner and strategic planning meeting in fall 2014. We agreed that in order to have an effective Young Adult

Ministry we first need to know why we have a Young Adult Ministry (mission), who it is for (scope), and the spirit in which we want to do ministry (values).

The group defined the scope of young adults to include anyone in their early twenties to their early forties. We recognize it is a wide range, but the group feels good about it at this point in time. We're still tweaking these a little, but here are our draft mission statement and ministry values:

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.

VALUES

Faithfulness – We listen and respond to the Holy Spirit.

Fun – We enjoy celebrating and laughing... 'nuff said!

Inclusion – We strive to be a welcoming community to all.

Relationships – We seek to grow more connected to God and each other.

With a clear vision in place, members of the Leadership Team are eager to get to work. We divided ourselves into four focus groups – play, grow, serve, and behind-the-scenes. These focus groups will work collaboratively to plan meaningful opportunities and establish necessary ministry infrastructure to effectively engage and excite young adults at St. James's.

We appreciate the support of the entire congregation as we make this vision a reality and we invite you to join us in our efforts in 2015!

CHILDREN’S MINISTRIES REPORT— Becky Page, Director

The Children’s Ministries at St. James’s are a growing part of our church with church with involved in programs throughout the year.

Sunday school

The Sunday School Christian education program is the largest program within the Children’s ministries. Three programs, *Hands On Bible*, *Godly Play*, and the *Growing in Faith* Rotation Model, are used each Sunday.

The 2 year old and 3 year old pre-school classes are using the *Hands On Bible* curriculum which introduces them to the Bible through stories, crafts and prayers.

The *Godly Play* curriculum is offered in three classes, the 4/5 year old class, kindergarten, and first grade. Additional materials were purchased in 2014 in to complement the materials and lessons on hand. *Godly Play* materials and stories continue to be included in the *Growing in Faith* curriculum for the storytelling workshops.

“Living God’s Way” is the theme of this year’s *Growing in Faith* curriculum which began its sixth year in September 2014. The second through fifth graders engage in lessons through workshops in in Art, Cooking, Games, Music, Science, Story, and Video to enrich their understanding of the Bible lessons.

There were 146 children in attendance for the Opening Day of Sunday School in September. Weekly attendance averaged about 100 children with new children arriving for the first time nearly every week throughout the year. Over 80 adults have volunteered in the Sunday school program throughout the year as workshop leaders, shepherds, teachers, storytellers, materials volunteers, and superintendents.

Parenting Focus

Parenting Focus presentations are offered as a way to support and educate parents and caregivers. Sandy Woodson presented “Why Reading Still Matters in the 21st Century” in January. Dr. Dorothy Suskind’s presentation “Gender Matters: The Different Ways Boys and Girls Experience School” took place in March and was well received.

Acts of Service of St. James’s

The Children’s Ministry is blessed with many traditions which allow our children to learn about and serve others.

Sunday school children made offerings that they collected during Lent to “Flower the Cross” on Easter Sunday. They collected \$593 which was donated to the World Pediatric Project to help purchase groceries for families who they serve.

Fifth grade students joined with the 6th and 7th graders for the first time at the Palm Sunday Pancake breakfast. They enjoyed wonderful fellowship and helped to raise \$600 which was donated to the McGuire Veteran's Ministry.

As part Vacation Bible School children collected hundreds of razors and dozens of bottles of soap which was donated to the McGuire Veteran's Center.

During the season of Advent Sunday school children had the opportunity to make donations in their Mite boxes. They raised nearly \$70, mostly in coins. The classes voted to support Water and Nutrition needs through the Episcopal Relief and Development Fund's Gifts for Life.

Fellowship

Twenty-four children participated in the Shrine Mont retreat focused on the parables of Jesus. The children's program time was used to learn about and discuss the parable of the Good Samaritan, participate in a nature scavenger hunt, walk the labyrinth, and enjoy the beauty of Shrine Mont.

The Advent Fair was held in Valentine Hall in November and offered families a festive way to welcome the Advent season with Advent wreaths and chains, as well as several "green crafts" in support of the Stewards of the Earth committee. Parishioners of all ages enjoyed refreshments and fellowship.

The Christmas Pageant was directed by Jaime Gordon again in 2014. The cast of St. James's youth was accompanied by 78 Sunday school children in the roles of angels, sheep, and shepherds.

The Children's Ministries at St. James's receive tremendous support from adult and youth volunteers. We are blessed with more than 100 individuals who give their time and talents to support the formation of the faith of the children of St. James's. Volunteers serve as Sunday school teachers and workshop leaders, Vacation Bible School and Advent Fair volunteers. They also serve behind the scenes gathering materials, creating baptismal banners, as well helping in the nursery. Their gift of presence with our children is a blessing to all of St. James's as they help in the faith formation of the children of St. James's.

Peace,

Becky

MUSIC PROGRAM REPORT—

Dr. Mark Whitmire, Music Director

Virginia Ewing Whitmire, Organist and Choirmaster

This is our 20th year at St. James's! It is bewildering to ponder. Elizabeth, our 27 year old missionary in Haiti, was in second grade when we arrived! The richest years of our career and family have been spent with you, our church family, and we are thankful beyond words.

Our MLK Evensong service was last night. As I write this I am a mixture of elated and exhausted, but mostly just proud...proud of the nearly 100 singers who make up the three of our choirs that sang. Last night was a perfect example of their commitment. They were here for morning rehearsals and services and back at 3:30 p.m. for rehearsals with the Norfolk State Choir and the service. After the evensong, many stayed to serve dinner for our guests. Most the choristers were here for more than six hours yesterday! The evensong was attended by more than 700 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!”

2014 has been a wonderful year for our Music Program. The program has grown in size, in spirituality and service, and in musicianship. With five ensembles involving 90 adults and over 70 children, St. James's Music Program has grown into one of the healthiest programs in the region. The Parish Choir, West Gallery Choir, Guitar Ensemble, Youth Choir, and Children's Choir and have all experienced wonderful musical growth. The Children's Choir is our largest ever – with 41 young singers.

Musical events like the Dylan Mass, the Jazz Mass, the Bluegrass Mass, the service of Advent Lessons and Carols, and the *Messiah* at the midnight mass on Christmas Eve continue to draw visitors to our church and enjoy record attendance. In addition to some of the alternative forms of music and worship above, we are mindful of the prominent position music and art hold in our Anglican tradition and continue to provide our choristers and congregation traditional musical experiences through Evensong, Choral Eucharist and Concerts. In June, the Parish Choir was joined by members of the West Gallery Choir, Youth Choir (including two alumni), Children's Choir and full orchestra in presenting John Rutter's *Mass of the Children* in memory of one of our own choristers, Claire McMillan Horton.

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 fourth Mission Trip to Haiti, where we spent a week working on the new Wings of Hope orphanage in Jacmel.

The past four years have been lean times for everyone, due to the weak economy. For these four years, we were able to maintain our program and balance our budget only by tapping into special gifts given to the Music Program. But these gifts were given for special events or to provide scholarships for our choir trips abroad, rather than for the general operating expenses of the program. Now that the economy is improving, it is our hope that we can fully fund the program and maintain its growth.

The sounds of last night's MLK service are still ringing in my ears – 700 voices singing “What a fellowship, what a joy divine!” We are reminded once again how music binds us together. 20 years at St. James's! What a fellowship, joy, indeed.

Soli Deo Gratias

Mark and Virginia

SERVANT MINISTRY REPORT—

Nancy L. Warman, Director

As always, it is my privilege and joy to share highlights of another year of extraordinary servant ministry.

Every Member's Ministry, in its 4th year, serves as the umbrella of our many and varied ministries, most especially in-reach and out-reach ministries. On September 14, vestry appointed Service Commission members, along with assistance from Gloria Prevatt and Laura Shuford, hosted a delightful morning of breakfast and conversation with some 40 lay leaders and over 100 church members who came to learn more about ministry opportunities and to sign up for ministry teams with which they wanted to serve. Throughout this past year we had some 1,045 ministry roles filled representing in-reach, out-reach, mission, music, and education.

Service Commission members included Bobbie Ukrop (chair), Peggy Crowley, Ryon Acey, Harry Moore, Kathryn West, Carol Ann Fuller, and Tina Sherrod. Commission members, along with Carmen Germino and I, met several times during the year with a focus on the implementation of the Every Member's ministry forum and a review of in-reach ministry with conversation about possible additions to it. A decision was made to invite service commission members and others in the congregation to join the outreach committee for monthly on-site agency visits.

IN-REACH MINISTRIES continued to serve from a strong foundation of energetic, enthusiastic, and faithful volunteer support:

Parish house volunteers, working in the front office most mornings and afternoons and our money counters who sort and count Sunday offerings were "doers" extraordinaire who gave wonderful support to staff and to our daily church operations. A look anytime at our beautifully maintained memorial garden is witness to this past year's Memorial Garden Team Ministry. Bill Gregory continued to serve as lay leader and his team of volunteers provided oversight and physical gardening to keep up this special place.

Worship ministry teams, including acolytes, ushers, lectors, LEMS, altar guild, flower guild, wheels ministry and video squad continued to provide many volunteer hours, laced with creativity, expertise, faithfulness, and lots of love. Lay leadership continued to be the same as last year.

Jayne Pemberton and her Helping Hands team provided warm embraces and dinner meals to families in crisis or those celebrating the birth of a new baby. Newcomer Call and Welcome Committee with 14 team members and under the leadership of Mimi Herington and Gloria Prevatt hosted quarterly gatherings in the Gibson Hall atrium for those new to the church and seeking to learn more about it. On average, 7-10 newcomers attended each meeting. In addition, the committee hosted a June 1st party and a November 23rd party in the homes of church members for some 50 newcomer guests at each party. This team did an

outstanding job of reaching out to some 50+ newcomers with personal phone calls. Mary Slaughter continued her leadership of name tag Sundays, scheduling 22 volunteers to greet people and offer name tags before Sunday worship services.

Wednesday night dinners, Supper Clubs (coordinated by Carmen Germino), and summer Sunday brunches (hosted by lay leader Gloria Prevatt and her helpers) served as special times for church members and newcomers to enjoy fellowship, and of course the best ever St. James's food!

Speaking of food and "best ever" brings to mind the amazing ministry throughout the year of our Hospitality Committee! Providing leadership for some 40 cooks and party planners, co-leaders Gloria Prevatt and Mimi Herington and their team volunteers were busy this past year with hosting 10 receptions, including the Bishop's Confirmation gatherings, Easter brunch for clergy and choir, farewell receptions for Ann Dieterle and Alex Riffe, receptions for special music events, Every Member's Ministry breakfast, and the Pentecost/Founders Day reception. Gloria Prevatt reports that it was a "banner year" for their team who served a total of almost 600 reception "guests!" The Hospitality Committee provided not only hospitality and food, but also a welcoming embrace to newcomers as they began ministry at St. James's. Gloria reported, "This ministry provides parishioners and visitors the opportunity to gather, establish bonds of friendship, and to be able to connect in a meaningful way outside of the pews. It is a ministry where people can come together in community, without an aisle or a pew between them, break bread, hug, talk, and where the only business at hand is fellowship." Job well done!

Some ministries that might be considered in-reach because of their great "doer" fellowship/participatory benefit gave particular and important support to outreach ministry. The Men's Cooking Team, under the leadership of Harry Moore once again took on the enormous task of cooking for Mardi Gras, an in-house event that provided money for missions (details from Carmen's annual report). In addition, it provided the once per month home-cooked meal to the Salvation Army for its community meal to homeless and low-income people. An additional event – an Usher's Appreciation Luncheon – was added to the team's agenda in September. Approximately 80 guests were served home-cooked meat loaf, rice, green beans, and bread pudding, and then went home to take a nap!

Taste of St. James's – just those simple words gets one to thinking about those incredibly delicious soups, casseroles, appetizers, and baked goods that were offered for sale during the November Taste of St. James's fundraising event. This is another ministry that provides an important venue for church members, new and not so new to come together for fun, fellowship, and service. The efforts of lay leaders Laura McCoy and Erin Jewett and their 75 dedicated and energetic team members yielded \$14,000! This money greatly exceeded expectations and will not only cover the annual expenses of Food Force ministry, but also will support other ECW ministries and provide funds for the 2015 event.

Food Force ministry is another on-site effort that encourages fellowship among church members and provides outreach to those in our community who go to the

Salvation Army for meals. Some 30 FF team members, working in 3 teams provided weekly meals to the community meal program. Our teams generally provided home-cooked shepherd's pie, Hoppin' John, and meat loaf – enough to feed 200 people each meal! This summer, however, our cooks got a bit of a “curve ball” and at the last minute were asked to provide picnic type food for the newly implemented evening community picnic! Not to be undone by anything, our faithful cooks headed for the cookbooks and the calculators, adjusting new recipes to feed 200! It was not long before they became master chefs of picnic dining and throughout July and August provided a host of new summertime dishes.

OUTREACH MINISTRIES continued to take their place in the Richmond community with many “doer” volunteers serving as the vessels of God's love and hope for others:

Mentoring ministry continued this past year with some 15 volunteers working primarily in Peter Paul Development Center, Fairfield Court Elementary School, and Anna Julia Cooper School. Two mentors have followed students since elementary years and worked with their now high school students off campus, after school and on weekends. Mentors assisted in classrooms and lunchrooms and tutors worked with students one-on-one. Paulette Pullen continued to serve as lay leader.

Peter Paul Development Center gardening team continued under the leadership of Bob Siegfried to help students plant and nurture gardens at the center. In addition, St. James's youth and young adults hosted the annual Christmas party which was declared “the best ever!” A new outreach to PPDC came by way of church member Richard Towell, who regularly contributed quantities of summer produce to its food distribution events.

St. James's and PPDC successfully completed its 2 year grant cycle program with the Jessie Ball duPont Fund. Having been awarded a grant of \$100,000, the final program report showed exceptional outcomes related to a pilot after-school program implemented by PPDC at Fairfield Court Elementary School.

Good Choice Mentoring ministry team members continued to serve as mentors with the Goodwill, St. James's, and Virginia Credit Union collaborative that is called “Financial Stability and Family Strengthening.” Lay leader Katie Morris and her team of mentors provided one-on-one financial coaching for those in the program.

Project:HOMES ministry, led by Kyle Martin, assisted by a team of some 34 available “doers”, provided home and yard repair at the homes of elderly and low-income city residents. A spring event took place at the Southside home of an elderly woman who needed repair work on her deck, yard work, and some painting in the house. This home was also the site of our second annual local mission (details in Carmen's report). Another Saturday morning event took place in the fall on Northside at a home in need of front and back porch repair in order to be in compliance with city housing code.

GateWay Homes ministry (better known as our “Martha Stewart” team) under the leadership of Mary Slaughter continued its work at GateWay Homes, a transitional home for those challenged with mental health issues. Its goal is to help residents transition through three levels of living arrangements to independent living. The 5-member decorating team completed two projects this year, both two-bedroom “cottage” apartments. The challenges included sensitivity to the desires of 3 artist residents whose ideas were a bit different than those of the “Martha Stewart” dream team – and the residents’ own sensibilities were the priority! And it was the first time ever that our team was asked to do designing around a 5-gauge railroad display in the dining area! Fun was had by all and, eventually, seamstress talents and scrounging skills prevailed to produce functional and attractive living environments.

McGuire Veterans ministry team members continued to provide monthly gatherings for patients and their family members and staff of McGuire’s Veterans Hospital. Team members met each 4th Tuesday of the month to provide ice cream and sweet treats, along with listening ears and hospitality to patients who are receiving medical treatment in the polytrauma and spinal cord injury units.

Stewards of the Earth is a newly created standing committee of the vestry that began its ministry this past year to foster conversation, awareness, and action regarding green initiatives. The committee, co-led by Junior Warden Britt Van Deusen and Monica Lewis, succeeded in creating awareness and action steps for the congregation to be more intentionally involved in reducing the size of our environmental footprint, as individuals and as a parish. The committee was greatly appreciative and proud to have a resolution approved by the vestry that calls forth the “deliberate and intentional consideration of reduction of environmental impact and improvement of environmental stewardship to be a required part of all large improvement and maintenance projects... and that measures to reduce environmental impact and promote sustainability and environmental stewardship be incorporated whenever appropriate, even if their implementation results in additional project costs.” This enthusiastic, energy-filled team has worked hard to promote a Biblical understanding of caring for God’s earth.

Housing Families First (formerly known as Hilliard House) ministry team was created this past year for those who want to participate in special events and embracing special needs of this agency that provides housing for women and children who are coming out of the homeless services system. A special dinner and program for parents and children of HFF was hosted August 20 by lay leader Laura Garden and her team of some 30 volunteers! It was a special and fun-filled night and its highlight was observing the wonderful interaction and play between children and young people of St. James’s and those of HFF.

CARITAS Shelter Week (February 15-22) and CARITAS Intake (October 18-December 19) logged over 100 “doer” volunteers and many more hours. Intake ministry, under the leadership of Margaret Corwin offered hospitality to some 35 men each night as they waited for transportation to an overnight congregation. Shelter week, hosted by co-leaders Amanda Roberts and Meg Stott, and Sharon

Wayne (evening activities director) and 100+ volunteers embraced men, women, and children with home-cooked dinners, showers, laundry service, activity and play time, warm and quiet sleep time, and an abundance of love.

Virginia Supportive Housing's annual Christmas party "rocked and rolled" on Thursday, December 4 in our own Valentine Hall as some 100+ residents, staff, and friends gathered for lunch and an afternoon of fellowship and best ever karaoke singing! Kendra Taylor continued to serve as lay leader of the VSH ministry team.

Giving Tree Christmas ministry team welcomed Lauren Langley to serve as co-leader with Ginny Hofheimer, who has provided outstanding leadership to this large and amazing ministry for several years. Gina Young, our church administrative assistant, provided many hours of support and expertise to this impressive ministry that was effectively implemented. Gifts were provided for 50 children (from 14 families) and 40 senior citizens, all associated with Peter Paul Development Center. An additional 5 community families were sponsored by the church and church members. Gifts also were provided to boost the funds of my in-house emergency fund.

ACTS (Area Congregations Together In Service) continued to be a strong and flourishing signature ministry, one that St. James's has helped to grow. At the end of this past year, St. James's in partnership with ACTS concluded a 3 year grant of \$200,000 that allowed ACTS to provide services to individuals and families who live in the East End, many of whom were referred by Peter Paul Development Center. The grant helped ACTS provide assistance to 329 additional households with direct financial assistance offered in the total amount of \$104,910. Other grant monies went to support case management and operational expenses.

Continuing a strong and collaborative partnership with ACTS, I referred 37 households to ACTS. Of those, 26 households with a total of 73 people were financially assisted with a total of \$12,258.19; 10 households were offered other resources or referrals and 1 household never made contact with the ACTS office.

In addition to referrals I made to ACTS, I provided counseling and assessment to approximately 45 individuals and/or families and provided emergency financial assistance for 75 requests in the amount of \$17,000. Throughout this past year, our ACTS and other agency partnerships have fostered strong outreach to those in need.

The ACTS Advocacy committee under the leadership of Margie Gray and with the help of Gloria Prevatt and Laura Shuford hosted a first ever breakfast meeting on May 8 for representatives of ACTS' congregations. Valentine Hall was filled with energy and conversation as guests learned more about the mission of ACTS and were thanked for their congregational leadership. St. James's ACTS house continued throughout the year to be "on tour" and currently has been shared in five congregations!

Servant Ministry – hearing God's call and responding to it, serving as the "hands and feet" of Jesus as we embrace those in need, being the vessels through which

God's abundant love and hope is shared with others – is my professional and personal passion. You, the faithful “doers” of St. James's, you who are the servant ministers of this parish, you are my love. Thank you for all you do and mean to so many, and certainly to me. It is my privilege and joy to serve with and among you.

Blessings,

Nancy

OUTREACH REPORT— Connell Mullins, Chairman

Richmond is a vibrant city, but many of our citizens have serious needs that they cannot meet on their own. Each year, St. James's Outreach committee solicits requests for funding from various community outreach groups. Our partner organizations work hard to meet the heavy demands placed on their limited resources.

In 2014, the committee prayerfully studied and evaluated the various requests for funding, in an effort to determine where the needs are greatest and which organizations most directly and positively impact our immediate community. As in prior years, the total dollar figure of the requests exceeded what was available for funding. But 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. Accordingly, this year our Committee was able to distribute a total of \$81,885, as appropriated by the Vestry, to twenty-four community outreach organizations and initiatives.

As always, St. James's support of these community organizations is critically important, whether it be with our time, our talent, our treasure, or all three. Support for our core partnerships – St. James's Children's Center, Peter Paul Development Center, ACTS (Area Congregations Together in Service), and CARITAS – continues to be a primary focus of our committee's work. The approved requests for funding are identified at the end of this report, and the members of our committee, identified below, strive to be good stewards of the funds that are entrusted to us.

As we look ahead to 2015, we know that our partner organizations will continue to provide support and assistance to 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,

Connell Mullins, Chair

Committee Members:

Ryon Acey

Larry Green

Harry Moore

Katie Morris

Connell Mullins, Chair

Karen Townsend

Bobbie Ukrop

David Wade

Harry Warner

Nancy Warman, Staff

Carmen Germino, Staff

Approved Requests for Support

ACTS	17,000	
CARITAS	2,500	
Circle Center Adult Services	1,500	
CHIP of Richmond	1,600	
Crossover Ministries	2,400	
Daily Planet	2,300	
Drive to Work	600	
Fan Free Clinic	2,300	
Gateway Homes	1,200	
Grace on the Hill	2,200	
Good Choice	1,000	
Hilliard House	1,400	
Home Again	1,200	
Peter Paul Development Center	15,660	
REAP	350	
Richmond Peace Education Center	300	
Shepherd Center	1,100	
St. Andrew's School	1,000	
St. James's Children's Center	9,875	
Stop Child Abuse Now (SCAN)	1,200	
The Healing Place	7,200	
Virginia Supportive Housing	3,900	
William Byrd Community Center	1,600	
YWCA	1,500	
	Total:	80,885
<u>Other Expenditures</u> *		<u>1000</u>

(*CARITAS Host Expenses)

Grand Total: \$81,885

BUILDING AND GROUNDS REPORT

Brittney Van Deusen, Junior Warden

Matt Presson, Facilities Manager

Laura Shuford, Facilities Coordinator

The church's buildings and grounds fared quite well in the year 2014, bringing to mind the hymn, "Come, thou Fount of every blessing." Not only were we blessed with "streams of mercy" from above (no burst pipes or other unpleasant surprises), but we also managed to "safely arrive at home" and accomplish some important tasks and upgrades, including goals set in place by our last Strategic Plan in 2010.

The most significant accomplishment of the Buildings & Grounds in 2014 was the complete installation of a new sound system for the church sanctuary, an item that was listed in the Strategic Plan of 2010. In August, Dave Cooke of DC Engineering began the arduous task of upgrading the portions of the system serving the sanctuary and video stream, from new front speaker arrays to a better functioning hearing-assistance system to a fully digital control system (the existing system, installed after the fire, was a mix of digital and analog equipment). The project also included the addition of a second digital system, optimized for live music performance and installed in the choir loft, complete with small arrays mounted on the front of the balcony, monitor speakers for the musicians in the loft, and a direct link to the main sound system, to allow music to be heard over the video stream and in the previously underserved underbalcony area and narthex. Included in the package were two iPads and customized software to act as a mobile controller for each of the two systems. Working closely with Dave Cooke, Bobby Garland and his talented colleagues at Taylor & Parrish made sure that the sound system improvements remained faithful to the existing aesthetics of the sanctuary. This included custom-made millwork to encase the new speaker arrays at the front of the church. Since the new system's installation, Dave Cooke has returned to complete training for all relevant staff, clergy, and volunteers, as well as to make small adjustments to the radio frequencies on the clergy mics (a renegade radio station on a non-FCC-listed frequency caused brief interference at one church service late in 2014).

The completed sound system cost \$119,842.73, all of which was funded by the Sound System Reserve Fund (which was originally the leftover monies from the *Fan the Flame* Fund). The Vestry also designated \$25,000 from the Sound System Reserve for a complete overhaul of the church's website, which is underway. After the new sound system and re-designed website have been deducted from the Sound System Reserve, approximately \$83,000 is remaining. In January 2015, the Vestry approved designating \$10,000 to create a mobile application for parishioners, allocating \$53,000 to the Capital Reserve Fund, and finally, depositing \$20,000 in a newly established Chiller Reserve Fund.

The new Chiller Reserve Fund has been created in response to a study done with our HVAC maintenance contractor, ColonialWebb, on options to replace the current screw chiller serving the entire Main Building Complex, which is by far

the largest consumer of electricity on the property and dates from the early 1980s. This chiller – the single heaviest and loudest piece of equipment on the property aside from our glorious organ – has been prone to breakdown in recent years and is steadily decreasing in energy efficiency over time. The insurance rider on our maintenance contract gradually increases each year as the machine continues to operate beyond its standard estimated service life; a terminal failure event should be expected in the next 5-10 years. A replacement and its installation would cost at least \$350,000, with higher-efficiency options available at a slightly increased cost. The good news is that, even at that base price, a new air-cooled chiller would inherently be much more efficient than our current device was, even when first installed.

In 2014, the Endowment was apprised of the not-too-distant need for a new chiller, along with more urgent needs for re-pointing the church's façade and steeple. The Endowment generously funded the cost of \$16,396.75 to re-point the façade and steeple, which took place over the summer, executed by Primoid and carefully overseen by our Facilities Manager, Matt Presson. In order to be faithful to the 1912 aesthetics of our façade, original-to-the-building bricks were "harvested" from the alley side of the church in order to replace damaged bricks. The re-pointing corrected and stabilized the cracks created by the typical settling expected of a building this age.

In addition to the church's façade and steeple, a small amount of re-pointing was done in the foundation of the Parish House. Funded by the Capital Reserve Fund, this re-pointing joined other similar projects, such as painting the Parish House porch and fence railing, re-plastering and painting church office interiors, and some painting on the Michaux House. There continues to be more painting projects that will need to be addressed in 2015. Regarding the Parish House, the church's Buildings & Grounds committee, comprised of former Junior Wardens and other interested parishioners, feels strongly that the multitude of small repairs and projects that are presenting themselves in the over one-hundred-year-old building would be best addressed by a study that looks into completely renovating the Parish House, from basement to attic. This one area of our grounds has remained untouched by any major renovation since the early 1980s, is one of our most heavily used buildings, and houses most of our staff and clergy offices. The basement meeting area, known as "the Catacombs," is in particularly poor condition, despite being the single most utilized meeting space on our property. We have neglected the Parish House for too long, and we will need to address that issue soon.

A pipe reinsulating project was conducted at the end of 2014, which addressed some of the worst symptoms of chronic humidity issues in the Catacombs and the basement and first floor of the Gibson Building. At a cost of \$22,170.00, Retro, a subcontractor of Baker & Hazelwood, pulled out considerable amounts of utterly sodden and mold-infested insulation from both buildings that dated back at least thirty years, and replaced it with brand new, more efficient insulation.

In addition to working on the website rebuild and all other church communications, Communications Director Russell Lawson worked to save the church significant money on the contract for our copiers and printers. By switching vendors, Russell saved the church approximately \$7,200 a year. Russell also worked closely with the newly created Stewards of the Earth committee to enable the recycling of all of our Sunday bulletins.

As part of our Strategic Plan, the Stewards of the Earth was created to work on aligning St. James's with global, faith-based goals of environmental stewardship and "creation care." To that end, the Stewards of the Earth have worked with various staff and clergy to add environmental aspects to different areas of the church. Matt Presson and Laura Shuford have worked to improve our recycling program, changing vendors to TFC Recycling at a savings of over \$100 a month, as well as working to increase both the efficiency and visibility of receptacles in the facility, and the sustainability of our consumable supplies. Prior to 2014, the sextons began the process of scanning trash bins for salvageable recyclable materials and separating them out for proper disposal; this policy continues to date. The Stewards of the Earth have decided that, in addition to recycling, composting needs to be a priority in the church. By contracting with NOPE, an area composting facilitator, and educating the general church membership on how to collect compostables, we hope to fully implement a composting plan by mid-2015. We have also been working on improving the energy efficiency of our buildings by switching out conventional lightbulbs (as they burn out) with LED, energy efficient bulbs. The communications department has switched to using 30% recycled-content paper in its service bulletins, and will hopefully in the near future be able to begin investing in recycled paperstock for general use in the office. In the fall of 2014, the Stewards of the Earth passed a resolution, encouraging the Vestry to always consider energy efficiency in all capital projects. The Vestry responded by approving a resolution that does in fact pledge to always consider energy efficient options when making capital decisions.

Another important goal accomplished in 2014 was the creation of the Safety & Security committee (SSC), an initiative begun by Stephen Watts when he was Junior Warden from 2012-2014. Comprised of parishioners and staff who represent different areas of interests, but all share the common goals of safety and security throughout our grounds, this committee is undergoing a study and research phase and will soon transition into the creation of multiple safety & security manuals, as well as recommendations on improvements on grounds.

Other projects that will be completed in early 2015 include replacing the Undercroft carpet (the final phase of fixing the water damage that was created by the Sacristy leak of March 2013) and replacing the Memorial Garden fountain, which was damaged by weather-related cracking in the winter of 2013-2014. We also continue to work on elevator, heating, and alarm issues, which will need to be addressed as critical capital projects in the near future.

Not to be neglected, our Facilities Coordinator, Laura Shuford, has been extremely efficient and productive in managing the use of our spaces and keeping them beautiful as well. The Building & Grounds committee is particularly indebted to Laura for her many contributions to St. James's: managing the kitchen and purchasing the food and cups and cleaning supplies, working with every single ministry of the church that uses the building and finding solutions to their many and various needs, figuring out how to do so much in housekeeping with pretty limited resources and, above all, her overall dedication to a ministry of hospitality and service. Our facilities would suffer greatly without Laura here to oversee them.

Helping Laura were our sextons, Doria, Lorenzo, George, and Daniel, and security guard Marvin, who all made sure that our church buildings were ready and able to host events for the church, as well as our wider community, including CARITAS, WomanKind, The Healing Place, Beth Ahabah, Virginia Theological Seminary, and other groups. In 2014, we hosted an extra two weeks of CARITAS along with CARITAS Intake for 2 months, which meant extra work for our sextons. They also support all that goes on in the kitchen with Food Force teams, Wednesday night dinners, summer brunches, Taste of St. James's, Mardi Gras, the Feast of St. James's and all the wonderful receptions that occurred throughout the year. The sextons also assisted in moving and cleaning areas as pipes were reinsulated. Doria, Lorenzo, George, Daniel and Marvin are to be commended for their hard work and dedication.

In line with the Vestry's Junior Warden succession plan, Matt Harper has stepped forward to assume this leadership role for 2015. With his many years of experience in the corporate and human resources worlds and his excellent attention to detail, Matt is very qualified to work with Matt Presson and Laura Shuford to help the church continue its forward movement, particularly in the creation of the 2015 Strategic Plan, as well as the continued focus on the realms of safety and security and care for the environment. By God's grace, we will continue to enjoy the many blessings that have been bestowed upon our church community, and we will continue to sing our "songs of loudest praise" through 2015 and beyond.

Respectfully submitted,

Brittney Van Deusen, Junior Warden
Matt Presson, Facilities Manager
Laura Shuford, Facilities Coordinator

STEWARDSHIP AND DEVELOPMENT REPORT— Chip Woodson, Director



Joyfully Share Your Gifts Celebrate Giving – *Change the World*

Annual Giving

Celebrate Giving was the focus of the 2015 Annual Giving Campaign. Jesus said, “Give and it will be given to you.” When we joyfully share the gifts that God has given us, we not only enrich the lives of others, but enrich our souls as well. Your pledges support the year-round programs and ministries that are so vital to St. James’s. Your pledges bring positive change to our church, our community, and our world.

Our deepest gratitude is extended to those who fulfilled their 2014 pledge and made a new commitment for 2015. As pledges for the previous two years had remained relatively level, the Vestry asked parishioners to increase their pledge by 15%, if possible, for 2015. We were extremely pleased and grateful that 317 members increased their pledge by an average of 17%. Overall, pledges will exceed \$2,000,000 for 2015, which is over \$100,000 more than for 2014.

The budget, which is approved by the Vestry and presented at the Annual Parish Meeting, is based on the pledged amount. Therefore pledging is the key element in determining the dollar support available for the ministries of St. James’s. Every pledge is significantly important, no matter what the amount.

Brent Winn and Geoff Sisk were the Co-Chairs for the Annual Giving Campaign, and Peggy Crowley joined them as a member of the Annual Giving Committee. They all gave freely of their time and provided outstanding leadership and insights in successfully guiding the pledge process.

The Feast of St. James’s

The Feast of St. James’s is an annual celebration of the ministries of the church and our lives together as a parish. It is an opportunity for the whole parish to join together in a time of joyful thanksgiving as we consider our stewardship journey. In the past, it has been the beginning of the Annual Giving Campaign, but this year, since the campaign had begun in September, it was a celebration and thanksgiving for the gifts given to St. James’s.

Again this year, the Science Museum was turned into an inviting setting of tasteful decorations and beautifully set tables with candles, affording an ambiance suited for warm fellowship, a fabulous dinner, quality entertainment, and a motivational message from our rector. After a time of socializing and a delicious meal, Mark and Virginia Whitmire conducted and produced an outstanding performance of a Queen Rock Concert. Afterwards, Randy expressed his sincere appreciation for

all who had pledged, something to truly celebrate. He reflected on the many ministries of St. James's and the critical role the church plays in our lives and the lives of so many others. He reminded us that it is our responsibility to support the ministries of the church.

Shelton Way and James Henry did an outstanding job as co-chairs for The Feast and were aided by many volunteers who served on committees supporting the event. For many years, Eric Burfiend has led the cooking team, Louise Bowles has guided the decorating team, and the Pattons and Cronlys have provided and served the beverages. Many others came together to help wherever there was a need, and the hard work and creativity by all was most appreciated. It was a fabulous evening of entertainment, fellowship, and motivation for the 500 people who attended.

Cornerstone Gifts to the Endowment Fund

During 2012 and 2013, the parish of St. James's celebrated a century at our church home on Franklin Street.

Many parishioners made significant pledges to support the St. James's Endowment Fund for the long-term needs of the church. The pledges totaled \$1,070,908, to be paid over a two or three year period. To date, we are blessed to have received payments of \$1,037,481.

Founders Day

On Sunday, June 8, 2014, the first annual Founders Day Celebration was held to honor those who have so generously supported the St. James's Endowment Fund over the years and to those who have been a part of the rich history of the church. It is intended that this be an annual event on or near the anniversary of the consecration of St. James's Church, which was held on June 23, 1839.

Building the Future of St. James's – *Fan the Flame/Sound System/Future Needs*

In 2007, the *Fan the Flame* Campaign was begun to raise funds for the renovation of the Michaux House and Gibson Hall, which has provided wonderful space for so many activities of the church for more than 5 years. The campaign was extremely successful and raised \$7,862,827 in pledges. As of today, \$7,602,772 has been received, exceeding expectations, and all debts have been repaid. The current balance in the account is over \$80,000.

The Vestry deemed it appropriate to use part of the excess of these funds to pay for the new sound system, which has recently been installed in the sanctuary, and also for the redesign of the church's website. The remaining bank balance will be held in reserve for future capital needs of the church. (See Building and Grounds report.)

Planned Giving

Through its rich and varied history, St. James's has been built upon the good gifts of parishioners. There have been generations of saints in our community who have

left a legacy intended to care for the future of our church. The St. James's Legacy Society, which currently has 153 members, was created to honor all those who have made a bequest or gift which supports the future welfare of the Church.

The Planned Giving Committee is tasked with planning and coordinating activities that will support and grow the Endowment Fund. Newnie Rogers is the chair of the committee, and its members are Tom Baker, Wyatt Beazley, Alex Hamilton, Dave Johnson, Geoff Sisk, and Massie Valentine. The committee, the Vestry, the St. James's Endowment Board, and the Director of Stewardship and Development are all charged with encouraging and supporting those who wish to leave a legacy to St. James's and to provide useful information and options to those interested.

Gifts to the St. James's Endowment Fund, Inc. go into an investment account, which currently has a balance of approximately \$6.6 million. A separate Board of Trustees manages the investment account. Annually, up to 4% of its liquid assets are made available to the church, primarily for capital needs and occasionally for community needs that are not covered by the operating budget of the church.

By including St. James's in your estate planning, you can join the group of faithful stewards and leave your own legacy in support of God's work in this parish.

Other Giving at St. James's

During 2014, \$16,325 was received in memorial gifts and \$1,090 in gifts honoring certain parishioners.

The Jessie Ball duPont Fund awarded a \$3,837 technical assistant grant which will be used to help offset the costs of the new website re-design.

Thank You!

As I retire from the staff of St. James's (but not as a member), I am filled with gratitude and happy memories.

It has been an honor to serve St. James's over the last five years and a privilege to be a part of this vibrant church! I wish to express my deep appreciation to the strong support given me by this parish – the parishioners who have given so generously of their time, talent, and treasure; to the wise guidance and leadership from Randy; the good-natured, hard-working staff that has nurtured, loved, and laughed with me; the many volunteers who have given so freely of their time; the committee members who have shared their ideas; the Vestries that encouraged my work; the comrades on mission trips, pilgrimages and retreats; and to Betty Stallings and Sabrina LaFleur, who have regularly helped me during my tenure – what a phenomenal church this is! Thanks be to God!

Blessings,

Chip

**FINANCE COMMITTEE REPORT—
Ryon Acey, Chairman**

2014 SUMMARY

2014 was a solid year for St. James’s. Revenue fell 0.7%/\$16,000 year-over-year to \$2,260,000 but expenses fell 2.5%/\$56,000 to \$2,208,000. As a result, the church finished the year with a reported budget surplus of \$52,000. But in order to get a better sense of what Took place in 2014, we might make a few adjustments that at least call out some extraordinary items, if not strip them away.

	<u>2014 Budget</u>	<u>2014 Actual</u>	<u>Difference</u>
Revenue	\$2,259,826	\$2,210,013	\$49,814
Expense	\$2,207,748	\$2,210,012	(\$2,264)
Reported surplus			\$52,078
2013 carryover	\$0	(\$7,611)	\$7,611
New capital items	\$23,740	\$0	\$23,740
Assumed impact of personnel changes	\$1,173,819	\$1,202,656	(\$28,837)
Adjusted surplus			\$54,592
Revenue	\$2,259,826	\$2,210,013	\$49,814

First, when assembling the 2014 budget, we were fortunate to have a modest surplus left over from 2013. And, while it’s easy to include a carryover surplus in a subsequent year’s budget, there is no corresponding “actual” line item, resulting in the incorrect conclusion that this source of revenue came up short by the entire amount budgeted (\$7,600).

Second, we might also add back just over \$23,700 in new capital items. While real, these outlays went primarily to make repairs to the church’s physical plant (specifically pipe re-insulation), and such expenses are often funded through a capital account rather than an operating budget. Moreover, the outlays could have been delayed until 2015 or later, but were instead authorized by the Vestry for 2014 only after sizable savings from personnel expenses (discussed below) became known.

And finally, in 2014 we said goodbye to the Reverends Ann Dieterle and Alex Riffce, who each found their own (very fortunate) congregations to lead. The vacancy of these two full-time positions through year end benefitted the budget by just over \$28,800.

So in the end, excluding these extraordinary items, we’re nearly back to where we started: an adjusted surplus of just about \$54,600, nearly all of which can be traced

back to stronger than expected stewardship and plate offerings. Specifically, current year and paid-in-advance stewardship together rose 1.8% year-over-year in 2014 to \$1,858,000. Plate offerings rose 12.2% year-over-year to \$108,800.

Taking a step back, just under 87% of 2014 revenue came from current and prior-year stewardship with 5% coming from the Endowment Fund, 4% coming from collection plate receipts, 2% coming from items that fund and therefore directly mirror expense items, and 2% coming from miscellaneous sources. On the expense side, 53% was personnel, 18% was buildings and grounds, 14% was Mission and Outreach (over half of which was our diocesan pledge) and 5% was music. These allocations are all generally in line with historical trend.

We recently completed a review of the 2013 financial statements by a public accounting firm. This followed an audit of the 2012 financial statements. Our cycle calls for an audit of the 2014 financial statements that will be conducted in 2015.

2015 BUDGET

While likely a 2016 event, the Strategic Plan goal to increase the annual budget by \$500,000 from 2009 levels (over the ensuing five years) is within sight.

Budgeted revenue of \$2,332,000 for 2015, represents an increase of 3.2% year-over-year and includes \$39,300 in carryover from the aforementioned 2014 budget surplus. This one-time benefit will be earmarked for non-recurring outlays planned for 2015 including Jazz Mass over the summer, a parish directory and strategic planning. Excluding this carryover, as well as revenue items that have identical and offsetting expenses (such as designated plate offerings), budgeted revenue is expected to increase an identical 3.2%, fueled by a 4.2% increase in current year and paid-in-advance stewardship.

As far as outlays are concerned, we were able to budget for a low single-digit increase in staff and clergy salaries. But importantly, the growth in health insurance premiums continues to outpace income by a significant margin. Away from personnel, we've bumped up our outlays for both Adult Christian Education and Youth Ministries with lower investments in capital projects representing a partial offset.

Finally, it's worth mentioning that the Vestry in 2014 began laying the groundwork for funding some significant investments that will need to be made towards our physical plant at an unknown time in the future. Specifically, receipts from the "Fan the Flame" campaign continue to be received and have in the recent past funded such initiatives as the church's new sound system and website redesign. Looking ahead, the Vestry recently earmarked \$20,000 of campaign receipts to be used to establish a new reserve fund to assist in the purchase of a new chiller for the HVAC system. Admittedly, this is a small deposit towards a very significant HVAC outlay down the road. But it's a good first step and it highlights the need to remain focused on chipping away at this obligation when the opportunity presents itself.

GRATITUDE

It has been such a pleasure working with the wonderful and talented staff and clergy of St. James's. Poconna Thiel, our bookkeeper and financial secretary, is just a terrific human being; volunteer treasurers Kathy Hoffman and Ann Rawls are as well. All three contribute extraordinary time and talent towards the financial well-being of this church, and I'll miss them as my tenure on the vestry draws to a close. We all will miss Chip Woodson, Director of Stewardship and Development, as he enjoys the retirement that he so deserves. Finally, many thanks to our Annual Giving leaders, Geoff Sisk, Peggy Crowley and Brent Winn. The passion that these folks have for this church and its mission is contagious.

FINALLY...

It's never too late to make a pledge. And no amount is too small. Behind the 2015 budget are the stewards of this church's mission – staff, clergy and volunteers – who use every dollar to advance the ministries with which we're all so familiar: pastoral care, Peter Paul Development Center, forum lectures, choral concerts, Sunday school. Twenty dollars here, one hundred dollars there; every bit makes a difference. If you haven't already done so, please call the main office at 355-1779 or pledge online (www.doers.org) to support St. James's mission.

Respectfully submitted,

Ryon Acey

FINANCE COMMITTEE REPORT, CONTINUED—

STATEMENT OF ACTIVITIES YEAR ENDED DECEMBER 31, 2014 (WITH BUDGET INFORMATION FOR 2014 AND 2015)

	<u>2013</u>	<u>2014</u>	<u>2015</u>
	<u>ACTUAL</u>	<u>ACTUAL</u>	<u>BUDGET</u>
REVENUE			
NON STEWARDSHIP GIFTS	3,790	4,660	5,080
STEWARDSHIP SHRINKAGE 3.5%	0	0	(70,000)
PAID IN ADVANCE STEWARDSHIP	413,341	473,097	0
CURRENT YEAR STEWARDSHIP	1,410,916	1,384,489	2,005,000
PRIOR YEAR STEWARDSHIP	72,091	49,061	40,000
EXCESS OF ACTUAL STEWARDSHIP	35,591	48,613	45,000
PLATE OFFERINGS	96,997	108,793	101,000
OUTREACH OFFERINGS DESIGNATED	11,743	28,305	12,000
MISCELLANEOUS INCOME	13,478	12,418	12,000
SURPLUS CARRYOVER	11,000	0	39,300
FROM ENDOWMENT/MT SERVICE CONTRACTS	30,000	60,900	61,000
AT&T and TTM CELL TOWER	27,773	23,965	31,773
SPACE RENTAL INCOME (SCAN)	5,000	3,750	5,000
TRAN.FROM MEMORIALS/MEMORIAL GARDEN	9,605	4,014	10,000
TRANSFER FROM JAZZ MASS	27,107	19,236	0
FROM ENDOWMENT/SALARY SHARE	30,000	30,000	35,000
OTHER RESTRICTED REV./Water Damage	77,348	1,025	0
OUTREACH GRANT	0	0	0
FROM ENDOWMENT/SABBATICAL	0	7,500	0
CARRYOVER SURPLUS 2013	0	0	0
TOTAL REVENUE	2,275,780	2,259,826	2,332,153
Expenses			
INSTRUMENT MAINTENANCE	5,897	5,148	6,000
DIOCESAN MATTERS	3,100	3,450	3,050
PERSONNEL EXPENSES	1,184,095	1,181,919	1,309,263
OFFICE EXPENSES	118,480	113,951	113,434
BUILDING & GROUNDS	459,073	392,425	386,085
STEWARDSHIP	23,991	26,712	25,000
WORSHIP	31,042	22,700	16,000
MUSIC	86,626	88,000	95,000
MISSION & OUTREACH	292,924	306,916	295,850
COMMUNICATIONS	22,051	21,463	30,180
CHILDREN'S MINISTRIES	7,210	8,165	9,500
ADULT CHRISTIAN EDUCATION	3,265	2,774	6,100
YOUTH MINISTRIES	5,568	6,288	10,000
YOUNG ADULTS MINISTRY	41	759	1,680
SPECIAL PROGRAMS	5,510	6,327	6,650
LAY MINISTRIES	14,701	20,751	18,350
TOTAL EXPENSES	2,263,574	2,207,748	2,332,142
SURPLUS / (DEFICIT)	12,206	52,078	11

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

STATEMENT OF ASSETS
As of December 31, 2014

INVESTABLE ASSETS

Endowment Fund- Subject to Trustee's Instructions	
Market Value of Securities & Cash	\$5,855,819.09
Anderson-Horan Fund- (Income is used for Charitable Purposes at the Rector's discretion)	
Market Value of Securities & Cash	472,978.71
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	278,575.81
Total Investible Assets	\$6,607,373.61

OTHER ASSETS

Mortgage Loan	75,000.00
Clergy Loan	25,000.00
Total Other Assets	\$100,000.00

TOTAL ASSETS **\$6,707,373.61**

ENDOWMENT FUND REPORT, CONTINUED

ENDOWMENT FUND REPORT

E. MASSIE VALENTINE, JR., ENDOWMENT FUND BOARD TREASURER

STATEMENT OF INCOME AND EXPENSES 2011 - 2014

Income	2011	2012	2013	2014
Trustees Endowment Fund	\$ 68,657.24	\$ 75,935.00	\$ 76,917.85	\$ 87,100.32
Anderson Horan Fund	\$ 7,872.94	\$ 8,273.00	\$ 7,407.24	\$ 7,660.23
Music Fund	\$ 102.11	\$ 4,234.00	\$ 6,301.26	\$ 7,811.69
Gifts	\$ 1,000.00	\$ 1,001.00	\$ -	\$ -
Cornerstone Gifts	\$ -	\$ -	\$ 657,704.75	\$ 232,015.91
Gift Annuity	\$ -	\$ -	\$ 112,339.37	\$ -
Mortgage Interest	\$ 4,000.00	\$ 4,000.00	\$ 3,333.32	\$ 3,000.00
Clergy Loan Interest	\$ 999.96	\$ 999.96	\$ 999.96	\$ 999.96
Bequests	\$ 278,003.29	\$ 38,895.00	\$ 106,107.48	\$ 156,462.95
Memorials	\$ 16,309.84	\$ 16,836.00	\$ -	\$ -
SunTrust Acct Close			\$ 152.48	
TOTAL	\$ 376,945.38	\$ 150,173.96	\$ 971,263.71	\$ 495,051.08

Expenses	2011	2012	2013	2014
To Rector for Distribution	\$ 15,000.00	\$ 10,000.00	\$ 15,000.00	\$ 20,000.00
Asset Management Fees	\$ 20,974.10	\$ 23,127.94	\$ 28,280.87	\$ 36,088.47
Pension	\$ 1,200.00	\$ 1,200.00	\$ 1,200.00	\$ 1,200.00
Salary Share	\$ 30,000.00	\$ 30,000.00	\$ 30,000.00	\$ 30,000.00
Westminster Canterbury	\$ 10,000.00	\$ 10,000.00	\$ 12,500.00	\$ 12,500.00
Ecumenical Parking	\$ 15,392.00	\$ 15,392.00	\$ 15,392.00	\$ 30,792.00
Gift Annuity 1 - Payment	\$ 2,700.00	\$ 2,700.00	\$ 675.00	\$ -
Gift Annuity 2 - Payment	\$ 20,419.04	\$ 10,209.52	\$ -	\$ -
Gift Annuity 3 - Payment	\$ 3,249.96	\$ 3,249.96	\$ 3,249.96	\$ 3,249.96
Gift Annuity 4 - Payment	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00
Gift Annuity 5 - Payment	\$ 370.00	\$ 370.00	\$ 370.00	\$ 370.00
Gift Annuity 6 - Payment	\$ -	\$ -	\$ -	\$ 5,342.97
Stuart Circle Parking	\$ 18,000.00	\$ 18,000.00	\$ 18,000.00	\$ 18,000.00
Gift to Rector	\$ 10,000.00	\$ -	\$ -	\$ 10,000.00
Consortium Dues- 2 years	\$ -	\$ -	\$ -	\$ 2,250.00
Consortium Expense	\$ 5,013.57	\$ 4,749.60	\$ 4,952.86	\$ 6,127.08
Church Transitional Funding	\$ 7,334.78	\$ 35,000.00	\$ 24,470.90	\$ -
Fan the Flame	\$ 125,000.00	\$ -	\$ -	\$ -
Seismic Study	\$ 1,812.50	\$ -	\$ -	\$ -
Choir Trip (from Music Fund)	\$ -	\$ 30,000.00	\$ -	\$ -
Va. Theological Chapel Fund	\$ -	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00
Miscellaneous	\$ 329.86	\$ 670.13	\$ 333.46	\$ 366.10
Maintenance Agreement	\$ -	\$ -	\$ 30,000.00	\$ 60,900.00
Richmond Security	\$ -	\$ -	\$ 10,000.00	\$ -
Cornerstone Expense	\$ -	\$ -	\$ 16,575.37	\$ -
Shrine Mont Pledge	\$ -	\$ -	\$ -	\$ 3,000.00
Rector's Sabbatical	\$ -	\$ -	\$ -	\$ 7,500.00
TOTAL	\$ 288,795.81	\$ 206,669.15	\$ 223,000.42	\$ 259,686.58
Net Addition (Withdrawal)	\$ 88,149.57	\$ (56,495.19)	\$ 748,263.29	\$ 235,364.48

ENDOWMENT FUND REPORT, CONTINUED—

HISTORY OF DISBURSEMENTS FROM THE FUND

1967-2009	\$4,150,207.00
2010 To Rector for Distribution	15,000.00
2010 Salary Share Agreement	30,000.00
2010 Westminster Canterbury	10,000.00
2010 Ecumenical Parking	30,784.00
2010 Stuart Circle Parking	18,000.00
2010 Gift to Rector	10,000.00
2010 Church Transitional Funding	40,000.00
2010 Fan the Flame	125,000.00
2011 To Rector for Distribution	15,000.00
2011 Salary Share Agreement	30,000.00
2011 Westminster Canterbury	10,000.00
2011 Ecumenical Parking	15,392.00
2011 Stuart Circle Parking	18,000.00
2011 Gift to Rector	10,000.00
2011 Church Transitional Funding	7,334.78
2011 Fan the Flame	125,000.00
2011 Seismic Study	1,812.50
2012 Stuart Circle Parking	18,000.00
2012 Ecumenical Parking	15,392.00
2012 Va.Theological Sem. Chapel Fnd	10,000.00
2012 Consortium Expense	4,749.80
2012 Salary Share Agreement	30,000.00
2012 2015 Choir Trip	30,000.00
2012 To Rector for Distribution	10,000.00
2012 Church Transitional Funding	35,000.00
2012 Westminster Canterbury	10,000.00
2013 Stuart Circle Parking	18,000.00
2013 Ecumenical Parking	15,392.00
2013 Va.Theological Sem. Chapel Fnd	10,000.00
2013 Consortium Expense	4,952.86
2013 Salary Share Agreement	30,000.00
2013 To Rector for Distribution	15,000.00
2013 HVAC Maintenance	22,500.00
2013 Richmond Security	10,000.00
2013 Cornerstone Expense	16,575.37
2013 Westminster Canterbury	12,500.00
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
	<hr/>
	\$5,188,411.19

CHILDREN'S CENTER REPORT—

Ida V. Farinholt, Chairman of the Board

Leading the Community in Early Childhood Education Since 1986

We couldn't do it without you. At every turn, for almost 30 years now, the members of St. James's Church have been visionaries in establishing and supporting the St. James's Children's Center. Since our inception, the Children's Center has worked in partnership with the members of St. James's Church to deliver an enriching early education for all children—regardless of a family's ability to pay.

Over the years this largest outreach of St. James's has changed the lives of over 2,000 students! Many, many have gone on to college and have entered successful careers. This dedication to quality early childhood education has resulted in the Center's highly regarded Three-Star Rating from the Virginia Star Quality Initiative through Smart Beginnings.

In 2014 St. James's Children's Center concentrated on one primary goal: Providing the highest quality early childhood program available to any child in metropolitan Richmond. To reach this goal, our priority has been to fill all new staff openings with teachers who have appropriate certification and experience in early childhood education. We are pleased to report that three of our four new teachers hold Bachelors' of Arts degrees. In addition to these new teachers, four of our long-term staff members are now working towards their Child Development Associate of Arts degrees. We are committed to hiring and retaining only the highest qualified candidates.

Our commitment towards building a highly qualified and experienced staff has required payroll increases. We are thrilled to note that this increased expense has been offset by a new five-year \$250,000.00 grant from the national S&G Foundation. Beginning in 2014 and running through 2018, St. James's Children's Center will receive \$50,000 per year to ensure competitive teacher compensation. To receive the annual grant funding, the Children's Center must raise a dollar-for-dollar match of new and increased donations. Last year, through the generosity of St. James's parishioners, we raised \$52,000 in new and increased gifts.

In 2014 we also added a new component to our curriculum. The much acclaimed Social – Emotional Curriculum through Vanderbilt University (CSEFEL) is now being used with all of our students. The goal of this social emotional training is to enhance children's abilities to negotiate, problem solve, and learn self-regulation. Research has proven that this social emotional education provides young students with essential skills for success in kindergarten and life.

In all we do, our students and staff are assisted by an incredible core of volunteers from St. James's Church and the larger community. Each week our amazing volunteers work with our students in reading, singing, art, cooking, playground

time and more. An incredible gift to our students, our volunteers deepen students' skills and their relationships with caring adults.

Each day the Center staff is grateful for the commitment of St. James's Church members in their gifts of time, treasure and talent. We simply could not do it without you. Thank you.

Respectfully submitted,

Ida Farinholt

SENIOR WARDEN'S REPORT—

Steve McCoy

The past year has been one of departure and change. This spring we said goodbye to Alex Riffie, who was called to lead his own congregation in Louisa and left a legacy of sincerity and love for our children. Ann Dieterle's departure in late summer was followed by the unsurprising news that she, too, has been called to lead a church community in Wilkesboro, North Carolina. We have missed and will continue to miss each of them. Randy, perhaps exhausted from training the future leaders of the church, completed his sabbatical in July. The good news is that he's not allowed to leave us again until 2025 (if that's not in the Canons, then it should be). Finally, in the new year we bid Chip Woodson farewell with gratitude and sorrow. He has steadfastly ministered to us all and leaves the church a stronger place. We will miss his grace and kindness.

For the fortunate, departures herald new arrivals. Mary Beth Abplanalp joined St. James's as the Director of Youth and Young Adult Ministries in August and has truly exciting plans for our youth and young adults. Thom Blair has quickly become a beloved part of our community, and Caroline Parkinson and Mark Cooper have shown us the silver lining to Alex and Ann's departures with the gifts of their presence, wisdom and joyful approach to ministry. I am not alone in considering a new Associate Rector with a degree of sadness as I think about any reduction in the time they spend with us each week.

The hazard of any annual report lies in the omissions. We lack the space required to name and thank the hundreds of volunteers who make St. James's a living community, so I am going to ask their forgiveness and refrain from naming any. We are blessed by the volunteers who make our ministries, missions, and events live and breathe. The same is true of our staff, without whom I and the remainder of our Vestry would be lost.

I do want to mention two ministries that fly too far under the radar. The first is the crisis ministry that Nancy Warman leads. Through this ministry (which functions separately from, and as a complement to, ACTS), St. James's provided emergency financial assistance totaling over \$17,000 to 45 individuals and families. It's just one of Nancy's, and our, many ministries but the crisis ministry's immediate support of our community struck me as an effort that merits attention and applause. The second is simply an extension of thanks to Brent Winn, Peggy Crowley, Geoff Sisk, and (of course) Chip, who conceived and then led an updated annual giving campaign that will allow us to maintain and expand our good work in the coming years. It is a difficult and thankless job, but it shouldn't be.

It's been a privilege to serve as your Senior Warden. Your patience and love have expanded my own faith, and I'm grateful. Thank you.

Steve McCoy
Senior Warden

Rector

The Reverend Randolph Marshall Hollerith

Associate Rectors

The Reverend Carmen Germino

The Reverend Ann Dieterle

The Reverend Dr. Mark Cooper, Interim

The Reverend Caroline Smith Parkinson, Interim

Assistant Rector

The Reverend Alex Riffée

2014 Vestry

Steve McCoy, *Senior Warden*

Brittney Van Deusen, *Junior Warden*

Ryon Acey

Peggy Spilman Crowley

Carol Ann Fuller

Matt Harper

Mimi Herington

Knox Hubbard

Michael Lantz

Carrie Montague

Harry Moore

Gloria Prevatt

Allan Rees

Kendal A. Sibley

Geoff Sisk

Bobbie Ukrop

Kathryn West

Norvell Whitaker