

St. James's

Episcopal Church

Annual Report
2016



**THE 2017 PARISH MEETING
ST. JAMES'S EPISCOPAL CHURCH
FEBRUARY 26, 2017**

AGENDA

THE CALL TO ORDER..... The Rev. Dr. Thom Blair, Interim Rector

APPOINTMENT OF A SECRETARY
Anita Lisk

APPOINTMENT OF A PARLIAMENTARIAN
Wilson Trice

DETERMINATION OF A QUORUM.....Parliamentarian

ADOPTION OF THE AGENDA

APPROVAL OF THE MINUTES OF PREVIOUS MEETING
February 21, 2016

NOMINATING COMMITTEE REPORT.Peggy Crowley, Chair
Call for additional nominations

ELECTION OF THE VESTRY

REPORTS

The Endowment Fund.....Wilson Trice
Endowment Board Secretary

2016 Year End Statement & 2017 Budget.....Harry Moore
Finance Committee Chair

Search Committee's Report.....Charlie Whitaker
Rector Search Committee Chair

Wardens' Reports Peggy Crowley
Senior Warden

Interim Rector's Report..... Thom Blair, Jr.

OTHER REPORTS OR BUSINESS, IF ANY

ADJOURNMENT

PRAYER

Minutes of the Annual Meeting of the Congregation

St. James's Church, Richmond, Virginia

February 21, 2016

On Sunday, February 21, 2016 at 10:20 a.m., the Annual Meeting of the Congregation of St. James's Episcopal Church, Richmond, Virginia, was called to order by the Rector, the Rev. Randolph Marshall Hollerith. Anita Lisk was appointed secretary and Wilson Trice, parliamentarian. Mr. Trice reported that a quorum was present.

The 2015 Annual Report, including the Agenda for the meeting and Minutes from the February 15, 2015 Annual Meeting, was distributed. On a motion made, seconded and unanimously approved, the agenda was adopted. A motion was made, seconded and unanimously approved to waive the reading of the 2015 meeting Minutes and on a motion made and seconded the Minutes as written were unanimously approved.

Geoff Sisk, Senior Warden, reported that of over 60 nominations from the parish considered, the Vestry Nominating Committee presents the following slate of candidates for election to each serve a three-year term on the Vestry: Louise Bald, Ralph Cummins, Kathe Hetzer, Erin Jewett, Dave Johnson, and Beth Skidmore. 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.

Ida Farinholt, Chair of the Endowment Fund Board, presented the report from the Endowment. Mrs. Farinholt reminded the congregation that the St. James's Endowment is a separate entity from the church that is managed by a Board of ten Trustees, three of whom are ex-officio (the Rector and the Senior and Junior Wardens), and one who is a representative for the Vestry. The remaining six members are elected by the Endowment Board for six-year terms, which may be consecutive. Each Trustee must have served on the Vestry as a qualification for election to the Board. The Endowment was well-managed in 2015, with less than a 1% loss despite significant fluctuations in the market. The Endowment's charter is to contribute to the work of the church and to contribute to the maintenance and preservation of the church's buildings and grounds. To that end, the Endowment has taken on several expenses for the facilities. A list of disbursements from the fund is listed in the annual report. In anticipation that the 2016 operating budget for the church will be essentially flat, the Endowment

Board has agreed to temporarily assist with funding some personnel needs until the operating budget can support them. Mrs. Farinholt concluded her report by recognizing colleagues on the Endowment Fund Board: Bernard Hamilton, Helen Kemp, John Molster, Wilson Trice, Lilo Ukrop, and Massie Valentine, Jr., and ex-officio members Randy Hollerith, Geoff Sisk, and Matt Harper.

Mr. Hollerith thanked Mrs. Farinholt and the other Endowment Board members, and encouraged parishioners who are able to contribute to the Endowment to do so for the advancement of the long-term goals of the church.

Harry Moore, Finance Committee Chair, introduced Committee members Jay Jordan and Willson Craigie, Treasurers Ann Rawls and Kathie Hoffmann, and staff Finance Secretary, Poconna Thiel, whom he described as an “incredibly talented financial manager whose thoroughness and selfless dedication is incredible.” Mr. Moore announced the church is on sound financial footing and monies are used wisely and prudently. He reported that the church fell short of the revenue goal during 2015 but, fortunately, the shortfall was offset by fewer expenses, resulting in an overall surplus at the end of the year. Mr. Moore reminded the congregation that the Annual Giving campaign now begins in early fall, which resulted in a 3% overall increase in pledges for 2016, thanks to the generosity of St. James’s parishioners. Mr. Moore said that the Vestry carefully considers how revenue is expended and has allocated the 2016 budget to best meet the needs of the parish, including adding a new part-time assistant in the stewardship office and expanding two non-clergy part-time positions to full-time, increasing funding for youth and young adult ministries, and maintaining the mission and outreach funding as well as the music budget. Mr. Moore cautioned the congregation that the Vestry has been considering how best to deal with some significant upcoming maintenance issues, including replacing electrical panels that are over 50 years old, replacing air conditioning equipment that is at the end of its anticipated life-span, and repairing cracks in the steeple to prevent leaks. Mr. Moore announced that the Finance Committee conducted a search for a new external audit CPA firm, deciding to retain the incumbent firm, and adopted a policy to conduct a complete external audit review every two years, with a less-extensive audit review in the interim years.

Mr. Hollerith thanked Mr. Moore and the members of the Finance Committee for their work.

Matt Harper, Junior Warden, asked the congregation to reference the Buildings and Grounds report in the Annual Report. Mr. Harper said that the Junior Warden is responsible for the buildings and grounds, establishing safety and security for the facility, and being environmentally aware. This year the church has begun a regular practice of composting and has replaced light bulbs with LED bulbs to save 11,000 kilowatt hours. While the steeple has been inspected and is structurally sound, there are leaks in some places that need repair. Mr. Harper also reported that the air conditioning units (chillers) will need to be

replaced in the very near future. Finally, Mr. Harper thanked and commended for their excellent work Facilities Manager Matt Presson, Facilities Coordinator Laura Shuford, and Communications Director Russell Lawson, as well as the sexton staff provided by Jo-Lyn Services. Mr. Harper also thanked Safety and Security Committee Chair Tom Porterfield, Stewards of the Earth Committee Co-Chairs Britt Van Deusen and Monica Lewis, and Memorial Garden Committee Chair Bill Gregory and their committees for their continuing guidance. Mr. Harper concluded by saying that it is an honor and privilege to serve as St. James's Jr. Warden.

Geoff Sisk, Senior Warden, also asked the congregation to reference his report in the Annual Report. Mr. Sisk recalled that a lunch with Mr. Hollerith resulted in his service on the Vestry and subsequent election as Senior Warden. He encouraged all parishioners to consider serving on the Vestry, as it has been an honor to do so. Mr. Sisk remarked that he believes St. James's is one of the strongest parishes in the Diocese. He thanked the Vestry for its work, especially the members of his class, which retires this year. Mr. Sisk concluded by expressing his thanks to the staff, particularly Mrs. Lisk, and to all the clergy. He noted that he was on the Search Committee assisting Mr. Hollerith in the selection of Hilary Streever as an Associate Rector and Suzanne Hall as the Director of Stewardship and Development, and it was clear these two women were called to serve St. James's.

Mr. Hollerith thanked Mr. Sisk and gave him a gift in appreciation of his service.

Mr. Hollerith began his report as Rector by recognizing and thanking the Vestry members whose terms expire this year:

- Knox Hubard, who served as the Worship Committee Chair and was at the forefront of replacing the old and worn pew cushions, as well as serving on the Young Adults Committee, supporting Mary Beth Abplanalp, new Director of Youth and Young Adults;
- Gloria Prevatt, Chair of the Hospitality Committee, whose smile, generosity, and love were spiritual gifts that welcomed so many;
- Bobbie Ukrop, Service Commission Chair, who championed the church's call to serve others, and who served on the Strategic Planning Committee;
- Kathryn West, who served on the Youth Committee and as Chair of the Missions Committee, which continues to support the growth of St. James's extensive missions program;
- Norvell Whitaker, who served as the Vestry's liaison to the Children's Center and who also was so supportive of the youth program; and

- Geoff Sisk, who has been instrumental in the church’s Annual Giving efforts and who was so important to Mr. Hollerith as the Senior Warden. Mr. Hollerith said he particularly appreciated Mr. Sisk’s sense of humor and stability.

Mr. Hollerith reported that a new Strategic Plan – the third since he came to St. James’s in 2000 – is being developed for the next 3-5 years and will be introduced in the spring. Based on the feedback from the parish, the plan will focus on “strengthening relationships – with Christ, each other, and with the wider community.”

Mr. Hollerith remarked that St. James’s is a healthy community but the world is no longer as supportive of organized religion. He said that studies show that there are more who identify as “spiritual but not religious” people and the people of St. James’s need to be about telling the wonderful, transformative faith in Christ and that our faith deserves our best efforts to get that story into the world.

Mr. Hollerith reported that the Rev. Hilary Streever joined the staff as an Associate Rector in June after several years of experience in the Diocese of Southwestern Virginia, and Suzanne Hall, a long-time parishioner of St. James’s, became Director of Stewardship and Development in July after retiring from a 30-year career at the Virginia Museum of Fine Arts. The Rev. Dr. Mark Cooper retired as one of the Pastoral Associates in June and the Rev. Dr. Bob Friend has taken on those responsibilities. Mr. Hollerith concluded his report by thanking and recognizing all the staff, whose photos can be found on the back of the bulletins, naming each and what they do for the church, particularly expressing his thanks for having such a wonderful clergy team – Carmen Germino, Hilary Streever, Caroline Parkinson, Bob Friend, and Thom Blair – with whom to share in ministry. He thanked the congregation for the continued honor of serving as their Rector and said it was his privilege to walk through their joys and sorrows with them. Mr. Hollerith’s comments received a standing ovation.

There being no further business or discussion, a motion to adjourn was made, seconded and unanimously approved. The meeting concluded at 11:00.

Anita S. Lisk, Secretary

APPROVED:

The Rev. Randolph Marshall Hollerith, Chairman

Geoff Sisk, Senior Warden

Election of the Vestry

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

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

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

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

MEMBERS WHOSE TERM EXPIRES IN 2017

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

MEMBERS WHOSE TERM EXPIRES IN 2018

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

MEMBERS WHOSE TERM EXPIRES IN 2019

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

REPORT OF THE NOMINATING COMMITTEE

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

Thomas A. Hickman, Jr.	Laura Strickler	Michael Whitlow
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The committee nominates the following people for a one-year term on the Vestry:

Scott Hurt, to complete the term of Mr. Porterfield

Peggy Crowley	Matt Harper	Harry Moore
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REPORT FROM THE INTERIM RECTOR— The Reverend Dr. Thom Blair, Jr.

First of all, I want each of you to know that St. James's is blessed with a parish staff, both clergy and lay, that would be the envy of any congregation anywhere in the Episcopal Church. They have worked really hard during this interim time, with serious perseverance and a real affection for this parish family. Each member of the staff has responsibility for at least one critically important piece of this complicated, living, moving puzzle. The fact that we have done as well as we have for these past six or so months is living witness to their dedication, their cooperative spirit and their obvious competence. If I had the time and you had the inclination to listen, I could tell you stories about every single one of them that would warm your heart and bear clear witness that what I say of our staff as a whole is really true.

The same must be said about our lay leadership here at St. James's. There are far, far too many people in this company of doers and leaders for me to name. It would take a very long time to say just a thing or two about each of them. But I do want to especially thank some of them for the yeoman's work they have done for our parish family. Peggy Crowley, our Senior Warden, Matt Harper, our Junior Warden, and Harry Moore, our Finance Chair, have each given over more hours than you can possibly imagine to the building up of St. James's. The same can be said of Charlie Whitaker and Laura McCoy, whose work as co-chairs of the Search Committee is of the first importance when we come to thinking about the future of our parish family. These good souls, and the great crowd of those I cannot possibly name here, greatly deserve our thanks and our gratitude for the sacrifices they have made, and are making now, for our parish. I hope that each of us will make the effort and take the time to tell them personally how much you appreciate their service and their sacrifice.

When we look together toward our future, toward what lies ahead for us, I'd like to hold up for you some thoughts about some things that are bound to happen and some things that probably need to happen for our own good.

First, I know well that all of us are eagerly looking forward to the arrival, finally, of our new rector. But, while we are looking forward, I hope we will all begin to train ourselves inwardly, and make up our minds now, not to compare this new person to Randy any more than is absolutely unavoidable. The success of this "new marriage" between St. James's and our new rector will depend, in some significant degree, on our being willing and able to manage our expectations in a healthy and wise way. It will help us to remember that the Randy who left here last year was not the Randy who arrived here nearly 17 years ago now. When Randy left our parish, he left as a seasoned priest with many years of experience under his belt. He had achieved a deep and thorough understanding of St.

James's. His poise and confidence were obvious to us all. But the fact remains that our new rector will likely be a person of roughly the same age and experience, poise and confidence as Randy when he first arrived here. So, my thought is that things will go a whole lot better for everyone concerned if we begin now to adjust our expectations to this obvious reality. If we will not, or do not, adjust our expectations of our new rector, we will have made a serious, and unforced, error that will have serious consequences going forward.

Second, as we all know, every congregation is a kind of living organism. And living organisms stay alive by making those changes that will help them stay alive and well. So, we want to be thinking together about our future and what specific changes might be beneficial to our common life. The Long Range Plan is full of helpful thoughts for us to contemplate and I trust that we will not lose sight of it as we press forward. Happily, at least in my view, there are a couple of things in the works now that are bound to help us navigate the path ahead. One of these things is the creation, under Harry Moore's guidance, of a strategic finance group that will function as a standing committee of the Vestry. The job of this group will be to look ahead, discern what the financial needs of St. James's are going to be, and make serious plans to meet those needs. This kind of planning will be, in my view, of the utmost importance as we move through this next decade. Without going into needless detail, anybody with eyes to see can see that the challenges for an urban, mainline church like ours are going to be intense. The churches that thrive during this next decade will be those who pay due attention to financial planning. This kind of planning is by no means the only kind of needed planning, but it is extremely important if we want to thrive.

In the same vein, our staff person for stewardship, Suzanne Hall, is aiming to put together a standing Stewardship Commission. This group's purpose is to encourage us all to think about the matter of stewardship in a larger, wider frame – a frame that would encompass both our annual giving efforts and efforts in the area of planned giving together with our gifts of time and talent. This issue of stewardship always leads to thoughts about money in our common life, thoughts that are not always comfortable or fun to think about. But I want to assure you in the strongest way that congregations that cannot or will not pour real time and energy into the work of stewardship are not long for this world. This is especially true for an urban church like ours, and we have lots of room to grow in this area. While it is absolutely true that we are blessed with a very large number of sacrificial gifts, it is also true that less than half of our members are willing to support our common life with a pledge. Of those who are willing to support us with a pledge, the average pledge appears to represent about 2% of household income. We will need to do better than this in the future. This should not be news to any of us. In fact, the Search Committee survey shows that growth in this particular area ranks second in the list of things that our parishioners believe need to be counted as a serious priority going forward.

Finally, it seems clear enough to me that we would really help ourselves if we could continue to give concentrated, pointed thought to the importance of incorporating young people into our parish life. And by young people, I mean young families and their children, together with the hundreds and hundreds of young people who live in our immediate neighborhood and are students at VCU. We are located right next door to one of the largest universities in this state. There are at least five hundred young adults living in a two or three block radius of St. James's. Most of these young people likely have no present, active affiliation with any church. Most of us, including myself, have no real idea how exactly we might effectively invite these young adults into our midst and incorporate them into our common life. But there are people in the Episcopal Church and beyond who do, in fact, know how this can be done and done effectively. My hope is that St. James's will come to realize how very important it is for us to figure out a way to reach these and other young adults. It will require both time and energy. But most especially it will require some very creative thought and probably a real willingness to make important, significant changes in the way we presently think and act as a parish family.

St. James's is a vibrant congregation, blessed in so many obvious ways. We have been given a wonderful mission to accomplish. We are being watched over and drawn ahead by a wonderful Lord. I hope we will continue to prove ourselves worthy of the work He has given us to do. And I hope He will breathe into us the courage, the energy, and the wisdom we will need to get this work done.

Blessings,

Thom

REPORT FROM THE ASSOCIATE RECTOR— The Reverend Carmen Germino

Do you remember on June 26 in Randy's final sermon, when he said to the congregation, "YOU are the body of Christ... This is your time to be bearers of the faith at St. James's. You now wear God's mantle in this place. You are the body of Christ. Please don't forget that." Well, I think we did a pretty darn amazing job of heeding his words in 2016.

There's no more obvious example of this than our Servant Sunday event on September 11. Servant Sunday was beyond my wildest dreams. It was the first major parish event we attempted after Randy left, and I think it really set the tone for strength and faith in the midst of a transition year. We had about 350 people sign up for over a dozen different outreach projects both on-site and out in the community. The range and diversity of the projects offered was amazing – there really was something for everyone, from singing at the Virginia Home to polishing brass with the Altar Guild to picking up litter in Byrd Park to building furniture for formerly homeless CARITAS clients to working in the Catacombs and the Children's Center. As I walked around to observe the on-site ministries, I noticed that everywhere I went, people were totally engrossed in meaningful servant ministry, and they were having fun. And the off-site projects were no different. The worship service and the picnic both went incredibly well, also. The whole day made me so proud of St. James's. Servant Sunday has quickly become a core part of our DNA around here, and we are already thinking ahead to our next Servant Sunday in September of 2018. I'll say more about this in my article for the Summer Quarterly Chimes which will be published in early June 2017. Nancy Warman and I offer our profound thanks to the planning committee: Kendal Sibley, chair, Margaret Bloor, Lucy Meade, Cheryl Redmond, and Fontaine Williamson, as well as to our on-site lay leaders and the staff who helped make Servant Sunday such a success.

In addition to Servant Sunday, our Outreach programs were robust in 2016. We are so blessed to have Director of Servant Ministry, Nancy Warman, who works hard to serve those who are vulnerable in our community and helps to connect volunteers with meaningful outreach work throughout our city. We have so many parishioners who are living out their call to be Doers of the Word! Please read Nancy's report to learn more about local Outreach in 2016. I will also refer you to Connell Mullins's report on the Outreach Vestry Fund. We continue to share our financial blessings with the Richmond community through this fund, and it is important to know about it.

Our Rapid Transit Advocacy Team has continued to work with local organizers to promote a regional system of public transportation that will quickly and effectively connect job seekers with employment opportunities and will improve access for all metro RVA residents to education, medical facilities, shopping, and

more. Members of our team attended a February City Council meeting to advocate on behalf of the first phase of Bus Rapid Transit on Broad Street. The plan passed City Council 8-2 and construction began in the fall. We also had team members attend a Chesterfield County Board of Supervisors meeting in November. Recognizing that the current transit situation has roots in the racial divisions of our city, we continued to partner with the rapid transit group at Mt. Gilead Full Gospel International Ministries for a guided slave trail walk in May and a visit to worship at their church in Chesterfield in August. Thanks to the whole team, and especially to Jane Dowrick, Suzanne Hall, and Nancy Warman for their passionate engagement.

Our Missions program remains one of the top programs in the entire Episcopal Church, with 103 mission participants in 2016, and roughly a third of them under the age of 21! I don't know of any other Episcopal Church that can say that. However, I cannot take any credit for this. It is all because of the incredible lay leadership of our Missions Committee: Mary Beth Abplanalp, DeWitt Casler, Ralph Cummins, Carol Ann Fuller, Suzanne Hall, Kyle Martin, Barbara Robinson, Andy Smith, Mike Sullivan, David Wade, Elizabeth Ware, Kathryn West, and Dorothy Young. In May, Kathryn West stepped down as chair of the Missions Committee after serving since November 2013. I give thanks for her steadfast and passionate leadership, and we are delighted that she has stayed on as a committee member. She passed the leadership reins to Andy Smith, who has already shown himself to be an energetic and capable chair with some great new ideas. We have a very strong committee and I feel incredibly blessed to get to work with all of them as we share God's love through service and building relationships.

2016 saw two missions to Cuba. In January, a team of eight went to Havana and Santiago de Cuba to explore some potential project opportunities. We found what we sought in Santiago, in an empty lot filled with garbage. This lot used to be a church and, with our help, it is once again becoming a church. In late October, another team of eight returned to Santiago to help with the rebuilding of the church. DeWitt Casler and Zach Reid were excellent co-leaders for both trips. In August, we received a visit from Bishop Griselda Delgado Del Carpio of the Episcopal Diocese of Cuba. We were delighted to strengthen our ties with the Church in Cuba through this wonderful visit.

In June, Kyle Martin, Andy Smith, Nancy Warman, and I joined forces again to lead our Richmond outreach mission week. Our team of fifteen worked with local agencies Virginia Supportive Housing and project:HOMES. Projects included cleaning, gardening, painting, installing replacement windows, and more for clients who needed a little help to keep their homes livable and comfortable.

Also in June, a team of fourteen junior high youth and five adult leaders (DeWitt Casler, Kent Duffey, Amy Hartley, Darryl Ricard, and Clare Trow) ventured to Mt. Olive, North Carolina for a mini-mission weekend. The team gleaned cucumbers and learned about issues of hunger in our world.

In July, Mary Beth Abplanalp and Russell Lawson led a team of eight senior high youth to Hurley, Virginia. This was a new site for us, and it was such a success that our youth will be returning in 2017. They did some construction projects and community-building while learning about the unique challenges of life in rural Appalachia.

Also in July, we continued our longest-running mission partnership with a trip to San Pedro Sula, Honduras, led by Julie Wade. Projects included a variety of activities with the residents at Our Little Roses Home for Girls, as well as funding a tortillería to help raise funds for San José de la Montaña Episcopal Church. Additionally, in January, we were honored to welcome the founder of Our Little Roses, Diana Frade, to St. James's. Her husband, Bishop Leo Frade, preached and she spoke at the forum between the services. It was a wonderful celebration of the long history between St. James's and Our Little Roses.

In September, we welcomed another World Pediatric Project patient to Richmond for cardiac surgery. Bless (age 14) and her aunt Roxanne were such a delight. Our core team of fifteen Doers made sure they were well-loved and cared for during their time here, an effort led by Barbara Robinson and Lisa Rossi.

In November, Alan Stone led his sixth trip to Haiti. Our ten missionaries included a speech pathologist, a special education teacher, and a physical therapist. These professionals were able to offer some specialized training to the caregivers at Wings of Hope in Jacmel, a home for young Haitians with physical challenges.

Of course, none of our missions would be possible without Mardi Gras for Missions! The 2016 event was held on February 9 and flawlessly co-chaired by Jennifer Sisk and Maura and Rick Gaenzle. The whole Mardi Gras committee did an outstanding job once again, with a record attendance of close to 400 parishioners and auction items generating almost \$57,000. Our missions program does not receive any funds from our annual budget, so the success of Mardi Gras for Missions is crucial. In 2016, we proved once again that our church is passionate about serving our local and global neighbors and having a good time doing it.

The Episcopal Church Women (ECW) had a very busy year as well. First up was WomanKind 2016, held in February. It was a huge success, with over 600 attendees coming to our church to hear keynote speaker Nadia Bolz-Weber and preacher Becca Stevens explore the theme of "Who Cares?: Cultivating Compassion for the Sinner, the Saint, and the Self." The WomanKind Committee and volunteers outdid themselves in both content and hospitality, and I offer thanks to each of them. Co-chairs Brooke Taylor and Meta Braymer led the team with enthusiasm and focus. I'm also delighted to share that our WomanKindness outreach efforts were the most successful in the history of WomanKind. Attendees wrote 282 letters of support to survivors of trafficking, addiction and prostitution, purchased \$12,694 worth of Thistle Farms products, made \$3,083.50 in direct donations to Thistle Farms; and donated \$15,172.78 to Thistle Farms through the offering at the healing service. Wow! The impact of this generosity on the lives of

the survivors at Thistle Farms will be felt for a long time to come – in healthy meals, medical and dental care, therapy services, and savings for an independent future. I'm also thrilled to report that for the first time, WomanKind included a special program for men. Becca Stevens preached on the Sunday morning following the event and spoke to the men of the parish at a very well-attended forum. We received great feedback on this new offering.

But the ECW didn't rest on their WomanKind laurels. On November 16, the sixth annual Taste of St. James's holiday food sale was held, and once again, our ECW raised a wonderful sum of approximately \$12,000 to support our Food Force ministry. My thanks goes to leaders Kay Tyler, Louise Bald, Erin Jewett, and the entire committee who worked so hard to make the event amazing and successful. I also extend my thanks to the many volunteers and cooks/bakers who gave of their time, talent, and treasure to provide the delicious goodies for the event.

While Missions, Outreach, and the ECW are some of my main program areas, 2016 was filled with plenty of other sorts of ministry, too. I organized another round of Summer Supper Clubs, which always offers a lovely opportunity to deepen parish friendships and make new connections in our large community. I also loved supporting Mary Beth Abplanalp's ministry with the Young Adults of St. James's. A particular highlight was helping to plan our second annual Holy Saturday Stations of the Cross hike at Belle Isle. We had another big crowd this year, and I am grateful to Mindy Notley, Clare Trow, Danielle Dick, and Margaret Raigins for their hard work and creativity in planning the hike, which was for all ages. I continue to enjoy leading two weekly women's Bible Studies: Lectionary Ladies and Sisters in the Word. I also think it is very important for clergy to be engaged in service outside of the parish. In 2016, I served the wider church through membership on the Berkeley Divinity School at Yale Graduate Society Council, the Diocese of Virginia Budget Committee, and I was honored to join the ACTS Board of Directors. A particularly fun extra-parochial gig was serving as Chaplain for St. Elizabeth's Camp at Shrine Mont. St. Elizabeth's provides youth and young adults with mild to moderate disabilities the opportunity to participate in traditional camp activities in a supportive environment. It was truly a life-changing experience for me.

In addition to all of this, 2016 was a very exciting year for me personally. In June, Matt and I found out that we will be welcoming a baby in February! We feel so blessed to be bringing our child into a church family we love so dearly. In July, I will begin my sixth year as one of your clergy, and it continues to be an honor and a privilege. Thank you for being the body of Christ in this place.

Faithfully,

Carmen

REPORT FROM THE ASSOCIATE RECTOR— The Reverend Hilary Streever

Christian education and formation for adults requires a well-rounded approach. A devotion to diverse course offerings, speakers, topics, and learning styles continues to be one of the guiding principles for planning adult formation at St. James's. The other major guiding principle is listening to the desires and needs of our parish for their faith and spiritual formation. To that end, in 2016 two valuable sources of good input to our formational offerings were developed: the Parish Strategic Plan and the Adult Formation Committee.

The Parish Strategic Plan enumerated several goals for our adult formation ministry. The vestry then prioritized certain goals for the 2016-2017 vestry year.

The Adult Formation Committee was formed beginning over the summer of 2016 to assist the associate rector for adult formation to develop a healthy, diverse, and sustainable adult formation ministry that fulfills the ministry's mission and goals. The Adult Formation Committee is made up of the associate rector for adult formation and 5-6 members of the congregation, including at least one vestry liaison for adult formation. I would like to thank Christy Campos, Jane Dowrick, Kathe Hetzer (vestry liaison), Carol Ann Fuller (vestry liaison), Grey Ligon, and Henry Willett for their service on this committee and their dedication to adult formation at St. James's. Their input and support is invaluable.

With the assistance of Mary Beth Abplanalp, the Adult Formation Committee has articulated the following mission, vision, and goals, drawing on the Parish Strategic Plan:

MISSION STATEMENT:

The Adult Formation Ministry invites, educates, and inspires adults across all life stages to explore and deepen their faith in God through study and action.

VALUES:

Open-Mindedness: We foster respecting the dignity of every human being, honoring others while not judging, and creating an environment of sharing, inquiry, exploration, and curiosity.

Episcopal Identity: We uphold the importance of the Bible, Sacraments, liturgy, rites & rituals, and other foundations of the Episcopal identity.

Engagement: We provide opportunities to become involved in a welcoming environment.

Spiritual Gifts: We honor and build up different spiritual gifts.

THREE TO FIVE YEAR GOALS:

1. **PARTICIPATION & COMMUNITY:** We set a goal of increasing participation in lecture-style classes, increasing small-group opportunities, and fostering relationship-building with an emphasis on welcoming newcomers.
2. **PILGRIMAGES:** We set the goal of offering at least one pilgrimage a year.
3. **BEST PRACTICES:** We have committed ourselves to researching best practices to create a sustainable and forward-thinking ministry framework that engages and empowers lay involvement.
4. **ACCESSIBILITY/USER-FRIENDLY:** We have committed ourselves to researching and providing program offerings in user-friendly formats that reflect best practices for Christian formation, and are explicitly in campus maps, resource signs, worship bulletins, and online.
5. **EPISCOPAL IDENTITY:** We have engaged a plan to provide at least one class per quarter that teaches a topic related to Episcopal identity.
6. **MUTUAL MINISTRY TRAINING:** A training program to learn how to partner with those we want to help and learn with them how they want help has been implemented.
7. **INTERFACING WITH RELATED MINISTRIES:** A plan to work efficiently and effectively with other related ministries – such as Call & Welcome or Hospitality – has been developed and engaged.

In 2015-2016 and 2016-2017, we continued the Sunday morning formation hour pattern of offering Short Courses and the Sunday Bible Study (led by the Rev. Dr. Thom Blair) all Sundays but the last Sunday, and reserving the last Sunday of each month for our Adult Forum. Topics and speakers with high importance were designated for the Adult Forum, including partners in mission and ministry, and in the case of this year of transition, important updates from our parish leadership and Rector's Search Committee. Following Evening Prayer at 5:30 p.m. and dinner in Valentine Hall at 6:00 p.m., our Wednesday evening formation hour at 7:00 p.m. included the ongoing "Christian Journey" series, which offers a variety of speakers and topics, and our adult class for orientation to St. James's and the Episcopal Church, entitled "Pilgrims' Path."

The 2016 Strategic Plan articulated a strong interest in small groups and opportunities to develop contemplative spiritual practices – in other words, strengthening relationships with God and each other. These interests progress naturally in the growth of the spirit from the interest in increased Bible studies articulated in previous years' strategic plans. We continue to support our small

groups, including two men's and three women's Bible studies, three book groups, the Intentional Spirituality Group, SelfStarters, and Education for Ministry (EfM). Two new additions to our offerings along these lines include "Grace in Transition: Coping with Change," a small group led by the Rev. Caroline Parkinson on Monday nights January through April, 2017. Secondly, "Field Trips" – short educational trips to nearby sites of educational or formational interest – have been developed, and so far include a nature hike with state botanist and parishioner Johnny Townsend and the Rev. Hilary Streever ("Exploring God's Creation", February 11, 2017) and a guided tour of the religious art collection at the Virginia Museum of Fine Art (March 25, 2017).

New courses in personal finance management and Christian stewardship introduced early in 2017 have proved to be successful and popular. A joint effort between Director of Youth and Young Adults Mary Beth Abplanalp and Director of Stewardship Suzanne Hall, two Dave Ramsey courses coached 4 youth and their parents in "Generation Change" and close to 30 adults in "Financial Peace University." The desire for these courses is to equip our parishioners with the practical tools and faithful theology needed to manage the financial gifts they have received, including creating a budget, getting and remaining out of debt, and giving to those in need.

Retreats this past year included not only our traditional retreat to the Society of St. John the Evangelist in Cambridge, Massachusetts (April 28 – May 1, 2016; 8 participants) and our Annual Parish Retreat to Shrine Mont (October 21-23, 2016; 70 participants, including 35 children), but also added retreats to meet the budding interest in contemplative practices. These retreats grew out of the Intentional Spirituality Group and were open to members of the Intentional Spirituality Group, St. James's, and people from beyond St. James's. They were intentionally designed to be short retreats located locally to increase accessibility. Those retreats were:

"Taking Your Next Spiritual Step": A Summer Short Retreat with Brother Leo Campos and the Rev. Hilary Streever, held Saturday, June 18, 2016 at Richmond Hill. This half-day retreat offered worship, contemplative quiet, and discussion on what spiritual discipline God may be calling you to next. In an effort to be intergenerational, this retreat was designed for adults and youth aged 9th grade and up. (15 participants)

"A Practical Spirituality: Contemplative Living for the Everyday Christian", with Episcopal priest and author of St. Benedict's Toolbox: The Nuts and Bolts of Everyday Benedictine Living, the Rev. Dr. Jane Tomaine, Saturday, September 10, 2016, at St. James's. This day-long retreat gave an overview to the Rule of St. Benedict and how average Christians can implement it in their lives. (27 participants)

A cycling pilgrimage along el Camino de Santiago is planned for May 14-20, 2017, led by the Rev. Dr. Mark Cooper, with the Rev. Hilary Streever co-

leading. Dr. Cooper began planning this pilgrimage during the Fall 2016. Nearly 30 people are participating, roughly half of whom are St. Jamesers. A separate pilgrimage to Lindisfarne, England is in the works for Summer 2018.

Grace and peace,

Hilary

SENIOR WARDEN'S REPORT—

Peggy Crowley

2016 was a year of change and one that was also record-breaking for St. James's.

That change was huge, as our beloved Rector, Randy Hollerith, announced in May he had accepted the call to become Dean of the Washington National Cathedral. We all experienced mixed emotions – sad for our loss, but thrilled and proud for Randy to serve at the Cathedral he loves.

Randy's last Sunday was June 26, 2016 and a record number of parishioners attended, saying goodbye to him and his family. Through the tears, gifts were made from the Staff, the Vestry, and a purse was presented from all of you. Our Hospitality team hosted an incredible reception after the service and everyone got their final hugs and handshakes.

I formed a Transition team to begin the search for an interim rector as well as to assist with forming our Search Committee. The team – Matt Harper, Junior Warden; Harry Moore, Finance Chair; Geoff Sisk, immediate past Senior Warden; and Dena Moore, former Senior Warden, met and spend numerous hours with me meeting, interviewing, and working with the Diocese.

In August the Reverend Dr. Thom Blair, Jr., our Bible study teacher and former Rector of St. Stephen's Church, was called by the Vestry to become our Interim Rector. Many wanted to be sure our Bible study class would continue! Also at this time, the Vestry approved and announced our Search Committee for our next rector – Margaret Corwin, Campbell Delk, Ida Farinholt, Scott Hetzer, Helen Kemp, Laura McCoy (Vice-Chair), Newnie Rogers, Trey Sibley, Geoff Sisk, Scott Ukrop, Charlie Whitaker (Chair), and Chip Woodson.

As I write, the Search Committee has completed the Community Ministry Portfolio, posted the position on the Diocese's website, and soon will be ready to consider all candidates. Thanks to all of them for their time and commitment serving to select our next Rector.

Servant Sunday found record numbers of Doers serving in various ministries at St. James's and beyond. Thanks to Carmen Germino and Nancy Warman and their incredible team for organizing this amazing Sunday.

Our annual Feast at the Science Museum of Virginia celebrated stewardship with a delicious dinner and the always fantastic performances of Mark and Virginia Whitmire and amazing choir members. When our Annual Giving campaign ended we had a record number of new pledges and a record breaking 650-plus pledges to our church! Suzanne Hall's organization of 82 Peer to Peer (P2P) volunteers, Annual Giving chairs Bobbie Ukrop and Dave Johnson, and the Annual Giving Committee worked tirelessly to make it happen.

It would take a record-breaking number of pages to list all those St. James's members who have contributed to our church with their time, talent, dedication, and gifts. For all of you I am extremely grateful. We are a special church with special people!

Many, many thanks to our St. James's staff. They are extraordinary, they keep me and the vestry on track. It has been a privilege to work hand and hand with them.

And finally I want to thank all of you for your encouragement, support, and prayers. I hope you will join me and the Vestry and the Search Committee in praying for the future of our church. St. James's future is bright.

Thank you.

Peggy Crowley
Senior Warden

BUILDING AND GROUNDS REPORT

Matt Harper, Junior Warden

Matt Presson, Facilities Manager

Laura Shuford, Facilities Coordinator

Our buildings and grounds activities in 2016 included the following:

- Replacing the fire alarm system serving our Main Building Complex (the Sanctuary, Gibson Building, and Parish House)
- Inspecting the sprinkler systems for the entire campus, including pressure testing and structural analysis of the piping, as well as selected repairs
- Replacing multiple pieces of 60-year old electrical power distribution equipment with a single main panel serving our Main Building Complex
- Plastering and and re-painting of multiple ceiling sections over the Sanctuary balconies
- Replacing worn-out lighting in and around the Memorial Garden, Playground, and Parish House exterior for the enhancement of safety
- Replacing the roof over the Sanctuary's chapel and half of the Parish House, as well as making slate and gutter repairs on Michaux, Parish, and Gibson
- Replacing worn-out lighting in the parking deck for the enhancement of safety; the cost was shared with Beth Ahabah, co-owners of the deck
- Refinishing the hardwood floors in Michaux House
- Purchasing multiple dehumidifiers to address ongoing air quality issues in our below-grade spaces
- Renovating the Catacombs Meeting Space (in the Parish House basement) by generous volunteers under the leadership of Kyle Martin
- Repairing and re-pointing numerous loose bricks and mortar gaps in selected areas of Michaux House and the Gibson Building
- Approving the replacement of air conditioning chillers to serve the main complex at a cost not to exceed \$415,000, with installation scheduled for completion by March 2017
- Developing an action plan to address water leak and structural repairs to our 105-year old steeple; water leak repairs will occur first in 2017

In addition, regular maintenance and general up-keep activities continued thanks to the management of and/or participation by Matt Presson; Laura Shuford; a wonderful and dedicated team of sextons (Doria Roane, Lorenzo Ellerbee, Anil Dutt, Daniel White, and Bobby Walker); security guards Marvin Smith and Frank Smith; and a number of service contractors with whom we enjoy quality relationships.

In 2017, our plans include the development of a rolling 5-year Maintenance and Facilities Management Plan. Our objective will be to manage our long-term facilities maintenance more proactively over time by utilizing such a Plan. We anticipate that our Buildings and Grounds Committee will lead this effort with the help of others as needed within St. James's.

The 5-Year Maintenance and Facilities Management Plan will also help facilitate enhanced financial planning for buildings and grounds-related expenses.

Faithfully,

Matt Harper, Junior Warden
Matt Presson, Facilities Manager
Laura Shuford, Facilities Coordinator

FINANCE COMMITTEE REPORT— Harry Moore, Chairman

2016 SUMMARY

In a year that featured significant changes, St. James’s financial picture remained clear and positive. No one expected Randy to leave the church he loves so dearly. However, even with that monumental change, the parishioners of our church have continued their overwhelming generosity to steady our course. Our revenues of \$2,423,677 came within \$7,000 of our budgeted income. Our expenses were well managed, and we closed 2016 with expenses of \$2,370,497, \$53,180 less than the budget, which is an amazing result and a credit to our staff.

	<u>2015 Actual</u>	<u>2016 Actual</u>	<u>2016 Budget</u>	<u>2016 Variance Vs. Budget</u>
Revenue	\$2,276,673	\$2,423,677	\$2,430,643	-\$6,966
Expense	<u>\$2,247,938</u>	<u>\$2,370,497</u>	<u>\$2,430,643</u>	<u>-\$60,146</u>
Net Total	\$28,735	\$53,180	\$0	\$53,180

Two years ago, the vestry conducted a comprehensive study to evaluate our staffing and budget versus other churches of similar size, comparing staffing and revenue. We found that we were very comparable to other churches in the way we manage our funds. The general breakdown of our income and expenses is:

Income:

- Stewardship: 92%
- Endowment: 6%
- Miscellaneous: 2%

Expenses:

- Personnel: 56%
- Buildings and Grounds: 17%
- Mission and Outreach: 12%
- Programs: 6%
- Office: 5%
- Music: 4%

Our staff is our most valuable asset, and we so appreciate the efforts they contribute to our parish. There were no changes in the size of our staff during 2016 with the exception of Randy’s departure in June.

We have a large physical plant to maintain. Recently, we have made significant improvements to our facility, but there has been deferred maintenance that needed to be addressed. We have used our Capital Reserve to address some of these maintenance requirements. We have replaced electrical panels that were very old and potentially hazardous. Also, we replaced the fire alarm system in

the Parish House and children's center. The lighting in our parking garage was upgraded to enhance visibility and safety.

We made the decision to change our banking partner from Sun Trust to Towne Bank. Towne was appointed after a review of several alternatives, and the Vestry selected Towne based on a very attractive proposal that will lower banking expense. In addition to moving our banking account to Towne, they structured an unsecured Line of Credit (LOC) that will enable us to address maintenance requirements that cannot be covered through our Capital Reserve. The recent installation of the chillers were paid for through this LOC. We also will address leaks in our steeple to prevent water from seeping into the inner chambers.

To add perspective to the budget, it is important to recognize that St. James's dedicates 12% of our budget to outside agencies and programs. These funds are distributed to the Diocese and by the Vestry Outreach Fund. A significant portion of our worldwide missions' work is funded by the annual Mardi Gras for Missions festival.

Harris, Hardy and Johnstone serves as our auditing agency, and they conducted a full audit of the church financials for 2015. This audit included the Children's Center, Women of the Church, and Endowment as well as St. James's. All agencies in the audit were certified by the auditors.

Your vestry makes every effort to spend the church's funds wisely. Yet, we believe there are many questions about our budget that go unanswered. We encourage you to ask us when you have questions or issues and we will be glad to meet with you at any time.

We are Doers of the Word in very sense, and the generosity of our parish enables us to give back, both to our own spiritual needs, but also to those around us who are so much less fortunate than us. We should always be grateful for what St. James's is able to provide to others.

Respectfully submitted,

Harry Moore

Finance Chair

Note: The 2017 Budget will be presented as a separate document at the Annual Meeting. As this Annual Report was being assembled, we were still awaiting Vestry approval of the new budget and could not include it in the printed report.

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

STATEMENT OF ASSETS
As of December 31, 2016

INVESTABLE ASSETS

Endowment Fund - Subject to Trustee's Instructions	
Market Value of Securities & Cash - Core Account	\$5,169,692.22
Market Value of Securities & Cash - International Account	457,635.67
Market Value of Securities & Cash - Mid-Cap Account	294,056.39
Anderson - Horan Fund - (Income is used for Charitable Purposes at the Rector's discretion)	
Market Value of Securities & Cash	511,040.52
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	239,616.89
Total Investible Assets	\$6,672,041.69
Other Assets	
Clergy Loan	25,000.00
Total Other Assets	\$25,000.00
TOTAL ASSETS	\$6,697,041.69

ENDOWMENT FUND REPORT, CONTINUED

STATEMENT OF INCOME AND EXPENSES 2013 - 2016

Income	2013	2014	2015	2016
Trustees Endowment Fund - Core	\$ 76,917.85	\$ 87,100.32	\$ 92,483.51	\$ 91,005.48
Trustees Endowment Fund - Int'l	\$ -	\$ -	\$ 4,849.70	\$ 10,456.59
Trustees Endowment Fund - Mid Cap	\$ -	\$ -	\$ 2,047.31	\$ 2,846.50
Anderson Horan Fund	\$ 7,407.24	\$ 7,660.23	\$ 7,862.45	\$ 8,351.56
Music Fund	\$ 6,301.26	\$ 7,811.69	\$ 5,663.27	\$ 5,898.78
Gifts	\$ -	\$ -	\$ 59,750.00	\$ -
Cornerstone Gifts	\$ 657,704.75	\$ 232,015.91	\$ 55,581.37	\$ 20,778.00
Gift Annuity	\$ 112,339.37	\$ -	\$ -	\$ -
Mortgage Interest	\$ 3,333.32	\$ 3,000.00	\$ 3,000.00	\$ 1,250.00
Clergy Loan Interest	\$ 999.96	\$ 999.96	\$ 999.96	\$ 999.96
Bequests	\$ 106,107.48	\$ 156,462.95	\$ -	\$ 34,791.00
Memorials	\$ -	\$ -	\$ -	\$ -
SunTrust Acct Close	\$ 152.48	\$ -	\$ -	\$ -
TOTAL	\$ 971,263.71	\$ 495,051.06	\$ 232,237.57	\$ 176,377.87
Expenses	2013	2014	2015	2016
To Rector for Distribution	\$ 15,000.00	\$ 20,000.00	\$ 20,000.00	\$ 10,000.00
Asset Management Fees	\$ 28,280.87	\$ 36,088.47	\$ 44,720.51	\$ 47,572.56
Pension	\$ 1,200.00	\$ 1,200.00	\$ 1,200.00	\$ 1,200.00
Salary Share	\$ 30,000.00	\$ 30,000.00	\$ 35,000.00	\$ 90,000.00
Westminster Canterbury	\$ 12,500.00	\$ 12,500.00	\$ 12,500.00	\$ 12,500.00
Ecumenical Parking	\$ 15,392.00	\$ 30,792.00	\$ -	\$ 15,396.00
Gift Annuity - Payment	\$ 675.00	\$ -	\$ -	\$ -
Gift Annuity 1 - Payment	\$ -	\$ 5,342.97	\$ 5,570.00	\$ 5,570.00
Gift Annuity 2 - Payment	\$ 3,249.96	\$ 3,249.96	\$ 3,249.96	\$ 1,354.15
Gift Annuity 3 - Payment	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00
Gift Annuity 4 - Payment	\$ 370.00	\$ 370.00	\$ 370.00	\$ 370.00
Stuart Circle Parking	\$ 18,000.00	\$ 18,000.00	\$ 18,000.00	\$ 18,000.00
Gift to Rector	\$ -	\$ 10,000.00	\$ -	\$ -
Consortium Dues	\$ -	\$ 2,250.00	\$ 2,250.00	\$ -
Consortium Expense	\$ 4,952.86	\$ 6,127.08	\$ 4,242.62	\$ 3,844.82
Church Transitional Funding	\$ 24,470.90	\$ -	\$ -	\$ -
Ace Electric (Deck)	\$ -	\$ -	\$ -	\$ 39,400.00
N. Chasen & Son (Deck)	\$ -	\$ -	\$ -	\$ 15,848.00
Superior Landscaping (Deck)	\$ -	\$ -	\$ -	\$ 4,040.00
Choir Trip (from Music Fund)	\$ -	\$ -	\$ 60,000.00	\$ -
Va. Theological Chapel Fund	\$ 10,000.00	\$ 10,000.00	\$ -	\$ 10,000.00
Miscellaneous	\$ 333.46	\$ 366.10	\$ 1,820.57	\$ 490.46
Maintenance Agreement	\$ 30,000.00	\$ 60,900.00	\$ 61,000.00	\$ 58,000.00
Richmond Security	\$ 10,000.00	\$ -	\$ -	\$ -
Cornerstone Expense	\$ 16,575.37	\$ -	\$ -	\$ -
Shrine Mont Pledge	\$ -	\$ 3,000.00	\$ -	\$ 6,000.00
Rector's Sabbatical	\$ -	\$ 7,500.00	\$ 7,500.00	\$ -
Whitmore Sabbatical	\$ -	\$ -	\$ 15,000.00	\$ -
Masonry Work	\$ -	\$ -	\$ 16,396.75	\$ -
Yale Divinity	\$ -	\$ -	\$ 5,000.00	\$ -
Debt Forgiveness	\$ -	\$ -	\$ -	\$ 75,000.00
TOTAL	\$ 223,000.42	\$ 259,686.58	\$ 315,820.41	\$ 416,585.99
Net Addition (Withdrawal)	\$ 748,263.29	\$ 235,364.48	\$ (83,582.84)	\$ (240,208.12)

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

1967-2011		\$4,661,530.28
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	4,749.60
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
2015	Stuart Circle Parking	18,000.00
2015	Consortium Expense	6,492.62
2015	Salary Share Agreement	35,000.00
2015	Choir Trip	60,000.00
2015	To Rector for Distribution	20,000.00
2015	Maintenance Agreement	61,000.00
2015	Rector's Sabbatical	7,500.00
2015	Whitnire Sabbatical	15,000.00
2015	Legacy Society Book	1,474.20
2015	Masonry Work	16,396.75
2015	Westminster Canterbury	12,500.00
2015	Yale Divinity	5,000.00
2016	To Rector for Distribution	10000.00
2016	Maintenance Agreement	58000.00
2016	Va.Theological Chapel Fnd	10000.00
2016	Salary Share Agreement	90,000.00
2016	Westminster Canterbury	12,500.00
2016	Ecumenical Parking	15,392.00
2016	Stuart Circle Parking	18,000.00
2016	Consortium Expense	3,844.82
2016	Shrine Mont Pledge	6,000.00
2016	Deck Improvements	59,288.00
		\$5,729,799.58

STEWARDSHIP AND DEVELOPMENT REPORT— Suzanne Hall, Director

Annual Giving: Peer-to-Peer Engagement Implemented

The 2016 Annual Giving Campaign was transformed with a new Peer-to-Peer (P2P) model which separated the parish into five generational groups: Millennials (20-35 years); Generation X (36-45 years); Boomers I (46-55 years); Boomers II (56- 70 years); and Traditionals (71-105 years).

A list of those dedicated team leaders led is included in this report. Fulfilling a strategic plan goal to greater lay participation, the P2P model incorporated elements of an Every Member Canvas, and included contacting each member of the parish to thank them for their engagement, provide updates on events, and ask them to prayerfully consider their pledge. An important benefit was to personally connect with members of our parish, as well as to update some phone numbers and other information. Every pledge is vital to the life of our church, no matter the amount. This year the average pledge was \$1,500 and the median pledge was \$3,105.

These generous and faithful offerings make up 92% of St. James's operating income, and enable our church to serve its members, the community, and the wider world. This reinforces the importance of pledging as to enable the staff and Vestry to plan the budget for the many ministries of St. James's.

We gratefully thank those who fulfilled their 2016 pledge and made a new commitment for 2017 that **broke three records** for St. James's:

- To date, **657 pledges** have been received, which exceeded the goal of 650 pledges, an all-time high.
- Another record is the **number of 90 new pledges**.
- Total pledge income, as of 2/4/17 totals **\$2,037,441,000**, which is slightly more than the two previous years, and also a church record.

Dave Johnson and Bobbie Ukrop served as Co-Chairs for the Annual Giving Campaign, joined by Senior Warden Peggy Crowley, Becky DeCamps, Janet Hogg, and Trey Sibley. They all gave freely of their time and provided outstanding leadership as they guided this successful new program, which was particularly important in this year of transition between rectors.

The Feast of St. James's: October 26, 2016

The annual Feast of St. James's celebrates the ministries of the church and our lives together as a parish. This festive event is an opportunity for doers to join together for joyful thanksgiving at the culmination of the Annual giving Campaign.



Once again, the Science Museum was an inviting setting of tasteful decorations and beautifully-set tables with candles, creating an ambiance for lively fellowship, a fabulous dinner, quality entertainment, and an inspiring motivational message from The Rt. Rev. Edwin F. “Ted” Gulick Jr., Assistant Bishop of the Diocese of Virginia. Bishop Ted expressed sincere appreciation for all who had pledged. 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. After the delicious meal, Mark and Virginia Whitmire conducted and produced a delightful performance inspired by Disney.

Anne Hurt and Andy and Dick Bennett were resourceful and tireless co-chairs for The Feast, and were aided by many volunteers who served on committees supporting the event. For many years, Eric Burfeind has led the cooking team, Louise Bowles has guided the decorating team, and the Patton and Cronly families have generously 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 430 people who attended. This year upon departure, all who had pledged were given Holy Faces, Holy Places, by Rev. Dr. Vienna Cobb Anderson.

Cornerstone Gifts to the Endowment Fund

The Cornerstone Fund was created in 2012-2013 in celebration of a century at our church home on Franklin Street. 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 \$1,066,559 with an outstanding balance of \$4,348.

Fan the Flame Fund

The Fan the Flame Fund was created in 2006 for building the Michaux House, and Sunday School and Gibson Hall renovations. In 2016, we have received payments of \$2,100, with an outstanding balance of \$54,572.

Planned Giving and the St. James’s Endowment Fund

Throughout its rich and varied history, St. James’s has been nurtured by the generous gifts of parishioners. There have been generations of saints in our community who have left a legacy intended to assure the future of our church. Elizabeth Whitlock left a \$5,000 bequest for St. James’s in 1930 which initiated the founding of the Endowment Fund, so the St. James’s Legacy Society was renamed the Whitlock Legacy Society in her honor. The **Whitlock Legacy Society** currently has 154 members whose gifts support the future welfare of our 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, Willson Craigie, Peggy Crowley, Melinda Davis, Suzanne Hall, Alex Hamilton, Jay Jordan, Dave Johnson, Russell Lawson, Jayne Shaw, Massie Valentine, and Hudnall Ware.

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 \$6.7 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 become a member of the Whitlock Legacy Society and join the group of faithful stewards to leave your own legacy in support of God's work in this parish.

Founders Day

The tradition of celebrating all who have contributed to the St. James's Endowment fund began during the Centennial, and will continue. On Sunday, June 5, 2016, the third annual Founders Day Celebration was held to honor the members of the Whitlock Legacy Society over the years and to those who have been a part of the rich history of the church. This annual event will be the anniversary month of the consecration of St. James's Church, which was held in June of 1839.

Other Giving at St. James's

During 2016, \$7,880 was received in memorials and gifts in honoring certain parishioners.

Blessings,

Suzanne

St. James's gratefully acknowledges faithful gifts from these parishioners
for 2016 Annual Giving.

Anonymous gifts from 26 have been removed.

Chris & Mary Beth Abplanalp
Ryon & Carrie Acey
Abraham Ackah
John & Kate Ackerly
Marshall & Dana Acuff, Jr.
David & Lindsay Adamson
Farhad & Amanda Aghdami
Harry & Anne Harrison Alferink,
Jr.
Mary Lee Allen
Barry Allen & Eileen Long
Billy & Elizabeth Andrews
Jason & Mindy Angel
Robert & Eleanor Angle
Jean Archer
Scottie Arnest
Paul & Jennifer Ascoli
Ray Ashworth
Rob & Elizabeth Austin II
Chris & Beth Avery
Franklin & Frances Aylor
Art & Lloyd Backstrom, Jr.
Susan Bain
Brian & Louise Bald
Brian & Jennifer Ball
Greg & Hylah Ballowe
Jay & Heather Barber
Bob Barnard
David Barnett
Margie Barton
Ferd & Janet Baruch, Jr.
Andrew & Temple Basham
Jason & Gina Bass
Billy & Brooke Baxter II
Bill & Kitty Bayliss
Wyatt & Mason Beazley
Wyatt & Tenley Beazley
Margaret Bemiss
Rob & Lile Benaicha
Dick & Andy Bennett
Billy Berkeley, Jr.
Jeremy & Anna Bertecele

Betsy Beverley
Betsy Blair
Thom Blair, Jr.
Dicky & Sid Bland
Ken & Laura Blaylock
David & Margaret Bloor
Page Bond
Bill & Anne Booker
Martha Booker
George & Rixey Booth
Sherwood & Whitney Bowditch
Aubrey & Jane Bowles
Russell & Louise Bowles
Edie Bowles
McGuire & Hylah Boyd
Mark & Lee Boykin
Ginny Bragaw
Bill & Stacey Branch
Ellen Cook Bray
John & Meta Braymer
Doug & Loryn Brazier
Betsy & Chris Bredrup
Turner & Kit Bredrup
Marjorie Bribitzer
Brink & Stacy Brinkley
Austin & Karen Brockenbrough
Betty Brown
Charlie & Laura Brown
Tom & Margy Brown
Mary Craig Bryant
Kitty Bryant
Jeannie Brydon
Lewis & Sandy Buford
Brian & Barbara Buniva
Duncan & Ellen Buoyer
Eric & Lee Burfeind
Bennette & Katheryn Surface
Burks
Ellen Bush
Priscilla Cabell
Charles & Liza Cabell
Ron & Brenda Cain, Jr.

Frances Caldwell
Bill & Ann Campbell
Bruce & Beth Campbell
Leo & Christy Campos
Bruce & Sara Cann
Maxie Cannon, Jr.
Tim & Melissa Carpenter
Hank & Shannon Carter
Missy Carter
Reid and Marsha Carter
Anne Caskie
DeWitt & Janny Casler III
Dick & Barbara Catlett
Jack Catlett, Jr. & Kathy Spong
Windy & Wanda Chandler
Deo & Mary Beth Chichester
Ryan & Marjorie Childress
Peggy Christian
Hobie & Catherine Claiborne III
Kitten Clarke
Will & Eva Clarke
Whitt & Meg Clement
Vienna Cobb-Anderson
Lou Coldwell
Carole Conner
Shannon Conner
John & Kathy Conrad
Susan Coogan
Mark Cooper
Carroll & Polly Cooper
Scott & Margaret Corwin
Jim & Joelle Cosby
Constance Costas
Curtis Courington & Judy Johnston
Fred & Betty Cox
Trevor & Kristin Cox
Willson & Susan Craigie
Paula Cramer
Craig Crawford
Smokie Crews
Jack & Lilliboo Cronly III
John & Jo Cronly
Ben & Danielle Crowley
Mike & Peggy Crowley
Anita Cummins

Ralph & Druanne Cummins
Tom & Ruth Cunningham
Anne Daniel
John & Princess Daniel III
Randolph & Heather Daniel
Melinda Davis
Kate Davis
Wyatt & Tucker Deal
Alice DeCamps
Anne DeCamps
Mike & Becky DeCamps
Holly DeJarnette
Kate DeJarnette
Steve & Frances Delaney
Campbell & Jessica Delk
Mayen & Awak Deng
Danielle Dick
Richard & Allyson Dickinson
Terry & Lila Dickinson
Charlie Diradour & Ann Ritter
Mary Alice Dirks
Tommy & Stephanie Disharoon
Doug & Carrie Dorsey
Cary Doyle
Doug & Colleen Drummond
Susan Duerksen
Peter & Kent Duffey
Patty Duffy
Marshall & Rita Earl, Jr.
Susan Early
Howard & Julie Eckstein
Scott & Ruth Ellett
Randy & Donna Ellis
Mark & Robbie Emblidge
Jack & Nita Enoch
Chris & Lori Evangel
Ron & Jenny Evans
Sandy & Virginia Evans
Winston Evans
Segun Faleti & Aina Faleti-Taylor
Bart & Ida Farinholt
Joe & Frances Farmer
Rob & Jane Farmer
Rutherford & Katherine Ferguson
Jennifer Fergusson

John & Anne Fergusson
Mary Waller Fergusson
Dorothy Ferrell
Robin Fisher
Darien Fisher-Duke
Mergie Fleet
Virginia Fleischman
Frances Forsyth
Ann Fowle
Mert Fowlkes
Dick & Mary Fowlkes
Chris Francoise & Janet Peyton
Althea Frederick
Bob & Susan Friend
Charlotte Frischkorn
Sam & Carol Ann Fuller
Cammie Furber
Rick & Maura Gaenzle, Jr.
Ben & Laura Garden
David & Laura Gardner
Jason & Kate Gareau
Anne Garland
Bobby & Kitsie Garland
Tom & Susan Gayner
Anne George
Carmen Germino & Matt Presson
John & Yvonne Gibney, Jr.
Hoppy Goddin
Jim & Pam Goggins
Gay & Alvin Goldstone
Ches & Nancy Goodall
Blake & Jaime Gordon
Brad Gray, Jr.
Margie Gray
Jerry & Ginny Green
Larry Green
Bill Gregory
Thomas & Nancy Gresham
Mary Chester Griffith
Michael Grove
Chris & Cheryl Guedri
Jamie & Penny Gugino
John & Ann Gurkin
J.B. & Kathryn Gurley, Jr.
Brent & Catherine Hailes

Garnett & Anne Hall
Alex & Betsy Hamilton
Berno & Laura Hamilton
Rick & Debra Hanson
David & Meredith Harbach
Matt & Karen Harper
Elliott & Terrell Harrigan
Cabell & Patti Harris
Jan Harris
Jane Harrison
Mary Harrison
John & Ida Hart
Judy Hart
Drew & Amy Hartley
Ed & Cheryl Hartman
Christie Hartwell
Gary & Nancy Hartwell
Elizabeth Harvard
Livy & Katy Haskell
Bill & Barbara Hassett
Trey & Lynda Hatcher
Elizabeth Hawa
David & Marisa Hay
Anne Heffner
Jane Helfrich
John Helfrich
Mike & Helen Henry
Bob & Nancye Herring, Jr.
Bob & Lolly Hetherington
Scott & Kathe Hetzer
Duncan & Eliza Heyward, Jr.
T.A. & Alice Hickman, Jr.
Gene & Kathy Hickok
Ken & Laurie Hoen
George & Kathie Hoffmann
Adam & Ginny Hofheimer
Tom & Janet Hogg
Michael Hoke & Alison Kent
Jim & Betsy Holden
Wes & Mary Parke Holland
Hill & Cynthia Hopper
Shelton & Elizabeth Horsley
Tom & Mary Horton
George & Cindy Howell
Knox & Sarah Hubard

Leigh Hulcher
Keith & Cindy Hummer
Scott & Anne Hurt
Walter & Vicki Hurt
Randy & Rossie Hutcheson
Mike & Sarah Innes
Dave & Ann-Watson Irvin
Bobbi Jacobs
Nancy Jaffe
Pim & Robin Jager
Gretchen Japhet
Matt & Betty Jenkins
Jay & Elizabeth Jennings
Ed & Detta Jewett
Bryce & Erin Jewett III
David & Mary Ann Joel
Champ Johnson
Dave Johnson & Mimi Herington
Lillian Johnson
Andy & Sarah Barr Jones
Dyke & Belinda Jones
Reggie & Joy Jones
Russell & Lizabeth Jones
Walter & Leila Jones IV
Jay & Nancy Jordan
Dale Kalkofen
Marty & Becky Kanipe
Page Kastelberg
Eric & Keane Kauders, Jr.
Mark & Helen Kemp
Lou Kendrick
Andrew & Holly Kidwell III
Dean & Jessica King
Whit & Sarah Ann Knier
Will & Elizabeth Krusen
Scott & Mary Kulp
Michael & Christy Lantz
Alan & Jeanne Lapierre
Susie Lawrence
Russell & Katherine Lawson
Pat Lawson, Jr.
Edward Leake, Jr.
Lucy Leake
Don & Betsy Lecky
Hart Lee & Betsy Shuff

Mary Lou Lee
Don Leister & Laura Chessin
John & Liza Leitch
Cary & Vicki Levering
Dan & Monica Lewis
Garlin Lewis
Hortense Liberti
Drew Lichtenberger
Grey & Ashlee Ligon
Candy Lindenzweig
Aubrey & Helen Lindsey
Matthew Lisk
Tom & Anita Lisk
Preston & Anne Lloyd, Jr.
Bill & Page Londrey
George & Jean Longest
Gibson & Kristen Luck
Snead & Madeleine Luck
Dennis & Marshall Lynch
Eddie & Marianne Macon
John & Rhoda Mahoney, Jr.
Dale Mann & Charol Shakeshaft
Anne Manson
Kyle Martin
Laura Martin
Hynson & Caroline Marvel
TJ & Molly Mascia
Marc Mason
Nick & Margaret Ann Mazzenga
Jane McCauley
Rich McClain & Mary Ruth
Burton
Mike & Sarah McComas
Steve & Laura McCoy
Bernard & Eve McCray
Wheat & Barrie McDowell
Monty & Randi McFadden
Trent & Christi McFadden
Read & Ginny McGehee, Jr.
Read & Cathy McGehee III
Brad & Mary Katherine McGetrick
Hunter & Heather McGuire
Jim & Lele McKenry
David & Jeanette McKittrick
Betty McMullan

Grice McMullan, Jr. & Ann
Honeycutt
Jeff & Cathy McPherson
Jim & Anne McVey
Eddie & Lucy Meade
Lucy Meade
Debbie Meigs
Rick & Susan Mellott
Rosie Messer
Teri Miles
Bunky & Loretta Miller III
Jimmy & Cary Milley
Bob & Claire Mills
Gil & Charlotte Minor
Rob & Betsy Mitchell
Billy & Lisa Mock III
Cam Moffatt
Carlton & Camilla Moffatt
Page & Carolyn Moffatt
John & Janie Molster
Seth & Allison Monette
Thayer & Carrie Montague
Peter & Cindy Montague
Chris & Dena Moore
Harry & Beth Moore
Kathey Moore
Rob & Beth Moorman
Margaret Moring
Elsie Morris
Philip Morris
Whit & Katie Morris
Amanda Morton
Clinker & Betsy Moss
Pauline Mula
Tom & Pam Mulcahy
Connell & Kristin Mullins
Charlie & Liz Nance
Bill Nash II
Caroline Neal
Pem & Joan Neal
Joan Nesmith
Christine Newbold
Luke & Sally Newcomb
Shaw & Jane Newman IV
Nancy Pace Newton

Chris & Blake Nichols
John & Carolyn Nicoll
Bernie & Lisa Niemeier
Ed & Prince Norfleet, Sr.
Frank Norvell, Jr.
Kevin Nunnally & Susan Thurman
Sean & Lili O'Brien
David O'Brien & Carol Searce
Marlene O'Dair
Ron & Jennie Odom
Ian & Courtney Orensky
Linda Owen
Frank & Becky Page
John & Karen Palen
Jim & Caroline Parkinson
Betsy Parrish
Dick & Amy Parrish
George & Marty Parrish
Laura Partee
Jay & Liz Patton
Ray & Tyler Paul
Bob & Ann Payne
Frank & Betty Payne
Tucker & Liz Perkins
John & Susie Peters
Penny Pfohl
Judy Philpott
Mason & Tanner Pilcher
Gordon & Ginny Poindexter III
Anne Pollard
Braxton Pollard
Cheairs & Sarah Porter, Jr.
Cliff & Trudy Porter
Tom & Rita Porterfield
Bryce & Franny Powell
Peter & Ethel Powell
Michael & Ruth Pratt
Marv & Lyn Presson, Jr.
Robin Price
Vernon & Molly Priddy
Sally Prillaman
John & Paulette Pullen
Matthew & Marianne Radcliff
John & Margaret Raigins
Jim Ratliff & Kelley Johnston

Brewster & Ann Rawls
Kirk & Biz Read
Dave & Gigi Redmond
Scott & Cheryl Redmond
Nancy Reed
Rob & Katie Reed
Allan & Terry Rees
Judy Refo
Ellen Reichner
Joe & Carter Reid
Courtenay & Julia Reynolds
John Reynolds
Quentin & Sarah Reynolds
Sarge & Margaret Reynolds
Darryl & Katie Ricard
John & Lauren Richardson
Turner Richardson
Jim Richter
Frank & Mary Roach
Sue Robertson
Walter & Susan Robertson
Barbara Robinson
Newnie Rogers
Sandra Rose
Kevin & Kristin Rosengren
Ginny Ross
Gordon & Ginia Row
John & Beth Ruch
Pierce & Leslie Rucker
Ann Rumble
Richard & Mary Lou Rumble, Jr.
Ames & Carrie Russell
Fred & Susan Russell
Scott & Jennifer Ruth
Jay Sandusky & Catherine
Ferguson
Travis & Denise Sarkees
Maria Satterfield
Conrad & Tricia Sauer IV
Toy & Rodie Savage
Brent & Tracy Schneider
Nancy Scoggins
Barry & Julia Scott
Brother & Marian Scott
Dave & Cameron Sealey

Dick Shannon
Patsy Sharpe
Brian & Jayne Shaw
Ashley Sheets
Jon Shepherd & Nan Leake
Andy & Tina Sherrod
Boonie & Ann Showalter
Mark & Laura Shuford
Bennett Shumaker II
Trey & Kendal Sibley
Dawn Siegel
Bob & Susan Siegfried
Melissa Silver
Duke Singleton
Geoff & Jennifer Sisk
Alex & Beth Skidmore
Alex & Mary Slaughter
Richard Sliwoski
Andy Smith
Brooks & Jennifer Smith
Randy & Katherine Smith
Tony & Bobbie Smith
Virginia Lee Smith
Robert & Catherine Southall
Henry & Kaye Spalding
Henry & Wendi Spalding
Brent & Allison Spiller
Alice Spilman
Connie Spilman
Vance & Beth Spilman
Jay & Lloyd Spruill III
Betty Stallings
Karen Stanley
Matthew Stanley
Dave & Emily Stock
Brude & Ann Stoever
Alan Stone & Dorothy Young
David & Hilary Streever
Patrick & Laura Strickler
Chris & Cheri Stringer
Betty Stuart
Lucy Cabell Summerell
Jonathan & Susan Sumrell
Burt Sundin
Douglas & Patricia Sutton

Evelyn Sutton
Margaret Talman
Helen Tanner
Bob & Brooke Taylor
Mary Minor Taylor
Nancy Tazewell
George Teplansky & Rose Howard
Johnnie Lou Terry
Jane Thompson
Bill & Emily Thrower
Maggi Tinsley
Sean Tluchak & Lisa Rossi
Ty & Stevie Toepke
Alice Tousignant
Richard & Anita Towell
Johnny & Karen Townsend
Charlotte Tribble
Molly Trice
Wilson & Ginger Trice
Winston & Betse Trice
Billy & Susie Trigg
Toddy Trigg
Scott Triplett
Randolph & Clare Trow
Randy & Betsy Trow
James Tucker
Mignon Tucker
Rose Tucker
Ned & Sarah Turnbull
Banks & Meg Turner
David & P.J. Turner
Harry & Heather Turton
Roger & Jan Tutton
Liz Tyler
William & Kay Tyler
Jim & Bobbie Ukrop
Scott & Lilo Ukrop
Ted & Katie Ukrop
Henry & Peggy Valentine
Massie & Margaret Valentine
Massie & Virginia Valentine
Ned & Laura Valentine
Mark & Britt Van Deusen
Hallie Vaughan
Linda Vick

David & Julie Wade
Peter & Patti Wagner, Sr.
John Waite
Laura Waite
Marion Wall
Doug & Julie Walters
Elizabeth Ware
Hudnall & Betty Byrne Ware
Pam Ware
Tricia Ware
Nancy Warman
Harry Warner, Jr.
David & Mary Catherine Washo
Sally Watters
Stephen & Mollie Watts
Lawton & Shelton Way
Sharon Wayne
Lou Webber
Charles & Farrar Wentworth III
Jay & Kathryn West
Jimmy Wheat III
Charlie & Norvell Whitaker
Michael Whitlow & Jane Dowrick
Priscilla Wiggin
Peter & Kelly Wilbanks
Henry & Katie Willett
Henry & Mary Willett, Jr.
Julien & Lucy Williams
Armistead & Nancy Williams
Beth Williams
Evan & Bonnie Williams, Jr.
Greg & Taffy Williams
Otto & Vann Williams
Spencer & Eleanor Williamson IV
Todd & Amanda Williamson
Tommy & Camilla Williamson III
Eddie & Fontaine Williamson
Joe Willis & Suzanne Hall
Carl & Cindy Wilson
Jeffrey & Tamra Wilt
Brian Wingfield
Thomas & Neely Winston
Sam & Sally Witt III
Chip & Sandy Woodson

Patrick & Mary Kathryn
Woodward
Coley & Lindsay Wortham, III
Coleman & Cameron Wortham
Ginny Wortham
Andy & Jan Worthington
Murray & Diane Wright
Richard & Caroline Wright
Watson & Allison Wright
Randy & Lorna Wyckoff
John & Lynn Young

OUTREACH REPORT— Connell Mullins, Chairman

The St. James's Outreach Committee was blessed in 2016 with a generous budget of \$85,000, which we used to support twenty-three community organizations that serve a variety of our neighbors who struggle to meet their own serious needs.

Many of the organizations that we support serve the city's homeless population, those who are in danger of becoming homeless, and those who have recently been homeless but who are now in a more stable housing situation. We also support organizations and agencies that provide healthcare support to low income residents, and we have other partners who provide educational opportunities to children of less fortunate members of our community.

Each year, St. James's Outreach Committee solicits written requests for funding from the various community outreach groups that we support, and we spend considerable time analyzing their submissions, including comprehensive financial data, to ensure that the funds with which we are entrusted are being spent wisely. We also make monthly site visits to the partner agencies on a rotating basis, which allows us between 7 and 9 visits per year to see various agencies "in action." These site visits are truly eye opening, and any member of the congregation is welcome to join us for these important learning opportunities.

Our partner organizations work hard to meet the heavy demands placed on their limited resources, and we strive to be good stewards of the church's resources. The total dollar figure of the requests always exceeds what is available for funding, and 2016 was no different. 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.

As is shown in the chart of approved requests, we continue to provide substantial support to our core partnerships – St. James's Children's Center, Peter Paul Development Center, ACTS (Area Congregations Together in Service), and CARITAS, as these organizations provide support to the most vulnerable members of our community – low income children and the homeless and those in jeopardy of becoming homeless. As we look ahead to 2017, we know that these core partners, and all of the organizations that we support, will continue to support and assist 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

Harry Moore

Katie Morris

Connell Mullins, Chair

Karen Townsend

Mignon Tucker

Bobbie Ukrop

David Wade

Harry Warner

Chip Woodson

Nancy Warman, Staff

Rev. Carmen Germino, Staff

Approved Requests for Support

ACTS	17,900
CARITAS	3,000
Circle Center Adult Services	2,500
CHIP of Richmond	1,600
Crossover Ministries	2,400
Daily Planet	2,300
Drive to Work	1,700
Fan Free Clinic	2,300
Gateway Homes	1,600
Grace on the Hill	1,000
Good Choice	1,000
Housing Families First (f/k/a Hilliard House)	1,400
Home Again	1,400
Liberation Family Services	1,000
Peter Paul Development Center	15,400
REAL	1,000
Richmond Peace Education Center	700
Shepherd Center	1,700
St. James's Children's Center	10,500
Stop Child Abuse Now (SCAN)	1,400
The Healing Place	8,200
Virginia Supportive Housing	3,500
YWCA	1,500
Grand Total:	\$85,000

SERVANT MINISTRY REPORT— **Nancy L. Warman, Director**

As I reflect on the Servant Ministry of 2016, I feel greatly inspired and enormously grateful for the faithfulness of your in-reach and outreach Servant Ministry, so many serving as the hands and feet of Christ in the church and in the world! It is my privilege to share highlights of another church year filled with Doer ministry and God's blessings.

Servant Sunday was filled to the brim with excitement, enthusiasm, and more energy in one place than you can imagine! Extraordinaire is the word we used to describe this September 11 event, combining worship and hands-on ministry. Hosted for the first time in our own building, Servant Sunday began with an abbreviated Eucharist service that concluded after each person received communion and the directive to "go out to love and serve the Lord." Some 100 Doers packed meals for Stop Hunger Now while others built tables for CARITAS, polished silver, decorated bags for ACTS, made repairs in the catacombs, and helped at Housing Families First and Liberation Family Services. The event ended with a picnic lunch at Rock Bottom amidst continued shouts of support and appreciation for this glorious day! One church member summed it up: "That was an amazing day from start to finish, almost gives me tingles!" It was my great joy to work with Carmen throughout the summer months as she and I worked towards the possibility of this new ministry event, and we were both so very grateful for lay leader Kendal Sibley, and our ministry team and volunteers who made it happen!

IN-REACH MINISTRY leaders and teams, including music and education ministries made up of some 1205 ministry roles, continued to nurture and support our "in-house" programs and services. Worship teams included the following groups and lay leaders: ushers (Harry Turton, Brink Brinkley); acolytes (Robin Jager, Page Fox, Donna Ellis) lectors (Lisa Niemeier); Lay Eucharistic Ministers (LEMs) (Michael Lantz); Altar Guild (Lucy Meade); Flower Guild (Loretta Miller); Wheels Ministry (John Willett); Video (Jonathan Sumrell); Sunday collection counters (Mason Beazley). Anita Lisk served as staff support.

Newcomer Call and Welcome teams under the leadership of Tina Sherrod provided several gatherings for newcomers to "meet and greet" clergy and staff and to have opportunity to hear more about the church. In addition, the annual newcomer party was hosted in the home of Mason and Wyatt Beazley. To enhance our ability to welcome newcomers and to better know one another by name, Mary Slaughter and her team of volunteers provided name tags and a special welcome to those attending Sunday worship services.

The Hospitality committee is comprised of 50+ faithful and energetic parishioners, who provide welcoming hospitality to the entire congregation and the larger Richmond community with their gifts of food, time, and talent at large receptions throughout the year. Led by Vestry chairs Beth Skidmore, Erin Jewett and Kathe Hetzer, with assistance from the amazing Laura Shuford, our Facilities Coordinator, the dedicated help of the sextons and the support of the clergy and staff, this past year was extremely busy:

In May, approximately 200-300 people attended two large receptions to celebrate Pentecost and the visit of Bishop Susan Goff. In June, approximately 200 parishioners attended a Founder's Day reception and recognition of the beautiful gifts of Vienna Cobb-Anderson. Also in June, we held a farewell reception for the Hollerith family with approximately 700-800 guests in attendance. In August, a reception for Cuba's Bishop Griselda was held, hosted by the Missions Committee, with 50-60 people in attendance. And at the end of the year team members began planning for the big reception that would follow the Martin Luther King, Jr. Evensong in January!

Helping Hands ministry team provided eleven meals for parishioner families who were experiencing a difficult family situation or celebrating the birth of a new baby. Jayne Pemberton continued to serve as lay leader for her team of sixteen Doer volunteers.

Memorial Garden leader Bill Gregory and his faithful team of volunteers kept their eyes on our beautifully maintained garden and their hands in the dirt when needed!

Wednesday night dinner teams continued to make possible a wonderful array of scrumptious dinner meals and an opportunity for fellowship among friends, new and old. Six dinner teams made up of 67 volunteers, including eight new volunteers, provided hospitality for 25 Wednesday evenings. Team leaders included: Evelyn Sutton, Eric Burfeind, Allison Wright, Laura Blaylock, Karen Townsend, Kim Baldwin, Laura Shuford and Carol Scearce. Laura Shuford and I served as staff support.

Administrative Office volunteers provided best ever "in-house" hands-on ministry and support to clergy and staff. Regularly scheduled volunteers included Jo Miller and Donna Ellis (Monday), Priscilla Cabell and Martha Booker (Tuesday), Betty Brown and Robin Price (Wednesday), Priscilla Cabell and Martha Booker (Thursday), Sally Watters (Friday) and Jeanette Nicholson (substitute). Emily Thrower and Gina Young served as staff support.

Money Counters are dedicated to the weekly task of counting and preparing Sunday offerings for deposit. Mason and Wyatt Beazley served as lay leaders for this team of thirteen faithful Doers including Ida and John Hart, Carole Conner, Priscilla Cabell, Camille and Tommy Williamson, Garnett Hall, Lou Kendrick, Alice Spilman, and Camilla and Carlton Moffett. Poconna Thiel served as staff support.

Stewards of the Earth ministry team, co-led by Britt Van Deusen and Monica Lewis, met every other month staying focused on all things “green” (environmentally friendly) and encouraged the church to do the same! The commitment and efforts of team members resulted in impressive accomplishments for the year:

- Byrd Park/Fan Clean Up on Servant Sunday
- Composting Program a continued success
- The collection of two 40 lb. bags of compost in exchange for the two tons of compost we processed between May 2015 and August 2016
- Ongoing Energy Audit
- Education of congregation on earth-friendly practices through our “Earthly Matters” column in the *Quarterly Chimes*
- Support of the Vestry’s installation of a new chiller with a higher energy efficiency

DAN (Doers Action Network) provided “hands on” ministry to church members needing some repairs to a broken fence and parishioners in need of assistance with organizing mail, making payments, and minor repairs around the house. Team members also assisted in moving furniture from a church member home to that of a community family needing support. Harry Warner served as team leader.

OUTREACH MINISTRY provided a strong and compassionate presence that reached far and wide in our local community:

St. James’s Children’s Center flourished with an abundance of children, staff, and volunteers all dedicated to the education and well-being of our young children:

Sixty-five children enrolled (ages 2-10 years; 33 church adult volunteers; six church student volunteers; 40 weekly VCU students; 24 week-long volunteers from St. Catherine’s, St. Christopher’s and Collegiate schools; three foster grandparents from Senior Connections and six Early Childhood Education interns from VCU, J. Sargeant Reynolds and John Tyler Community Colleges. The program provided 2,400 hours of quality early childhood education and 36 field trips to museums, parks, swimming, and cultural attractions throughout Richmond for our summer students. It was an awesome year!

Food Force and Men’s cooking teams continued their faithful service to low-income and homeless individuals and families who are served meals throughout our community agencies. The closing of the community meal site at the Salvation Army meant that our team’s healthy and hot meals were delivered to an additional number of agencies. Each month one of three Food Force teams had a designated week to cook and deliver meals. Food Force 3 provided some 3000 meals to Salvation Army residents and an additional 500 meals to Safe Haven. The Men’s Cooking team met one Saturday each month and provided meals to Liberation Family Services and Housing Families First.

Our partnerships have been strengthened and many people nourished by these meal contributions. Team leaders include Jenny Evans (Team 1), Gigi Redmond and Mary Slaughter (Team 3), Nancy Scoggins (Team 4), and Harry Moore (Men's Cooking Team). Lay leaders report "flexibility is definitely part of the job! Camaraderie is the bonus!"

Thanksgiving Day collection for FeedMore extended our food ministry with your gifts of 2,627 pounds of non-perishable foods items.

Doers Doing in the Community ministry team led by Mary Slaughter and Judy Philpott provided two evening meals and fellowship for residents of Virginia Supportive Housing who were uplifted to have dinner guests and people who cared about them. Additionally this team of doers helped a woman with low-income to "set up house" for herself and her young daughter. St. James's provided space on December 8 for the annual VSH Christmas party for some 100+ staff and residents. It was and is always an extremely uplifting and joyful occasion especially for residents (some with mental and physical disabilities) who do not often get to have fun among so many friends!

Project: HOME ministry team met several Saturday mornings to continue their enthusiastic home and yard repair for low-income city residents. In addition, they helped with repairs in our catacombs, enhancing the meeting space used by our AA and NA guests. Kyle Martin served as construction supervisor lay leader and Andy Smith as co-leader.

Patients at *McGuire Veterans Hospital* looked forward to monthly ice cream socials and visits provided by our enthusiastic team of Doer visitors who went each 4th Tuesday of the month to brighten up the day for patients on the polytrauma and spinal cord units. Volunteers claimed they got more than they gave and looked forward to their monthly gatherings with patients and with one another. Madeline and Snead Luck served as lay leaders and Margaret Bloor served as our liaison with the Red Cross, the agency that hosts our hospital visits.

Mentoring Ministry continued to uplift students throughout our city schools and education programs, including Peter Paul Development Center and Anna Julia Cooper School. Several parishioners continued their relationship with students they have mentored for many years, some of whom are now in college! Bellevue Elementary School students were enriched by the embrace of our 10 "lunch buddy" volunteers who met with children every other Wednesday morning to play games, read books, do art and activities, and offer a loving presence. Paulette Pullen served as lay leader.

goodChoice financial coaches provided a supportive presence and financial education to those who were seeking to learn to take care of their financial business and to become financially stabilized. This coaching helped individuals gain confidence in their ability to sustain themselves financially and has helped some move from debt to stability. Katie Morris served as leader for our team of nine active coaches.

CARITAS Intake Ministry provided a nightly respite for some 30 homeless men who waited in our church basement for a bus to transport them to the overnight shelter. Margaret Corwin, serving in her 4th year as lay leader, and her team of 40 faithful volunteers provided hospitality and a welcoming presence for 56 nights, October 15 - December 16.

CARITAS Shelter Week took place April 9 -16 and transformed our church basement into a “home away from home” for some 20 homeless children, moms, and dads. Close to 100 volunteers including adults, teenagers, and children provided a loving presence and many hours preparation for nightly activities including laundry, showers, lunch and dinner meals, art, and games. By popular demand, the week concluded with a visit from church members Eileen Long and Barry Allen and their adorable lambs! Meg Stott and Amanda Roberts served as co-leaders and Sharon Wayne provided oversight of evening activities.

Christmas Giving Tree Ministry provided opportunity for church members to embrace the needs of community families and to offer a “touch” of love and joy during the Christmas season. Many church members provided hundreds of gifts in all sizes and shapes to 50 children and 35 senior citizens, all students and families of the Peter Paul Development Center. In addition, my in-house emergency fund received \$4,285 to support individuals and families in crisis. Lay leader Catherine Irby and Administrative Assistant Gina Young provided leadership and support to our amazing team of volunteers who faithfully implemented this joyous ministry.

Christmas ministry and support were extended to other community families. Gifts were provided for:

- a single mom and her three children (one child and grandmother in hospital and father recently diagnosed with cancer)
- a family of four children cared for by grandmother on limited SS income
- a single woman on limited income and in need of nutritious food due to medical condition;
- a woman who was being tested for possible cancer and had no one to be with her
- a VCU student to sustain her housing, making it possible for her to stay in school
- a single mom who was recently out of work and her family of five children
- a single parent dad who was working two jobs but needed help to care for his four children
- a low-income woman take care of burial for her brother
- a low-income woman with medical needs who has raised her nephew to move towards debt reduction and financial stability
- individuals and families in crisis
- residents of Hilliard House and Liberation Family Services.

This outreach happened all in one month and made for a Christmas filled with hope and joy for many families!

Crisis and pastoral ministry through my office provided \$22,281.04 to assist with 82 emergency situations and needs. In addition, I continued to refer clients to ACTS (Area Congregations Together in Service) and maintained a strong working partnership. I continued to serve as a resource consultant for church members wanting to be better connected to our community and offering gifts and acts of kindness to those in need.

Thrilled, proud, inspired, grateful (and maybe a little exhausted) is what I feel when I read this report and recognize the abundance of ministry that has embraced our church and our community during the past year. You, the DOERS, make it so! I am so proud of your Servant Ministry extraordinaire! I love you and am thankful each day for the opportunity to serve with and among you.

Blessings,

Nancy

MUSIC PROGRAM REPORT—

Dr. Mark Whitmire, Music Director

Virginia Ewing Whitmire, Organist and Choirmaster

This has been another wonderful year for St. James's Music Program. Our five ensembles – Cherub Choir, Children's Choir, Youth Choir, West Gallery Choir, Guitar Ensemble, and Parish Choir – involve 90 adults and over 60 children. St. James's Music Program has grown into one of the most vibrant programs in the region.

The Parish Choir was in residence at Worcester Cathedral from July 11 to July 17, singing evensong each day and mass on Sunday. Repertoire included three settings of the Preces and Responses, three settings of the evening service (Magnificat and Nunc dimittis), thirteen Anglican chant psalms and eight anthems.

Our annual MLK Evensong on January 15 was the biggest ever. The evensong was attended by over 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!” I am so proud of the nearly 100 of our singers who participated in the service. The day 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. They sang for the evensong and after the service and reception stayed to serve dinner for our guests.

On Sunday, January 29, the West Gallery Choir presented the Choral Prelude at Washington National Cathedral. We presented five anthems centered around the theme of light with Gregorian chant accompanied by handbells providing musical transitions. Randy and Melissa Hollerith attended.

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

This was another year of Service. Members of the choirs continued to sing each month at the Virginia Home. During the holiday season choristers sang carols at Westminster Canterbury, The Virginia Home, and at the homes of shut-ins. Led by Alan Stone, we took our sixth mission trip to Haiti, where we spent a week at Wings of Hope orphanage in Jacmel. The children have now moved into their new home with its constant electricity, running water and accessible facilities.

Their joyous voices and smiling faces continue to give more to us than we can ever give them.

The sounds of the yesterday's Youth Sunday service are still ringing in our ears – a choir loft full of youth and children singing “reclathe us in our rightful mind, in purer lives thy service find, in deeper reverence, praise.” We are reminded once again how music binds us together, inspires us, and strengthens us to do good work.

Soli Deo Gratias

Mark and Virginia

CHILDREN’S MINISTRIES REPORT— Becky Page, Director

The Children’s Ministry is an active and energetic part of our parish life. Highlights from the Children’s Ministry include: 153 children registered for Sunday school with new children arriving on a weekly basis, 44 children participating in “Surf Shack” for a week fun and fellowship at Vacation Bible School, and 20 - 30 children joining the clergy during the 9:00 a.m. service in the Children’s Chapel to pray and sing. Thirty-four children were baptized during 2016.

Sunday School

The Sunday School Christian formation program is the largest program within the Children’s Ministry. *Hands On Bible*, *Godly Play*, and the *Growing in Faith* Rotation Model are the three programs offered to children from age 2 through 5th grade.

The combined 2 and 3 year old pre-school class uses the *Hands On Bible* curriculum. Each week they hear stories from the Bible and participate in crafts and games related to that story.

Godly Play is offered to three classes; Pre-K, kindergarten, and first grade. *Godly Play* is based on the belief that children have an innate sense of the presence of God. The *Godly Play* approach helps them to explore their faith through story, to gain religious language, and to enhance their spiritual experience through wonder and play. *Godly Play* stories are included in the *Growing in Faith* workshops as often as possible.

“Calling on God” is the theme of this year’s lessons for our second through fifth graders. The children engage workshops for each lesson which range from Art and Cooking, to Music and Legos. Each lesson is offered for several weeks so the children hear and engage with each lesson in a variety of ways.

We are blessed with over 75 volunteers who support the Children’s Ministry as teachers, shepherds, storytellers, workshop leaders, and materials volunteers. Additional volunteers are also engaged in Children’s Chapel, the nursery, the Advent Fair, the Christmas Pageant, VBS, as well as service projects throughout the year.

Children Serving

The Children’s Ministry continues to honor our longstanding tradition of service and offers new opportunities for our children to share their gifts and learn the joy of helping others.

The Sunday school children participated in the Flowering of the Cross on Easter Sunday and shared their mite box donations of just over \$300 with The Episcopal Relief and Development Fund's Gifts for Life program.

As part of their transition to the Youth Ministry fifth grade students joined with the sixth and seventh graders in preparing and serving at the Palm Sunday Pancake breakfast. They enjoyed wonderful fellowship.

During Vacation Bible School the campers collected and donated school and cleaning supplies for the St. James's Children's Center.

Fellowship

In October, 35 children participated in the intergenerational Shrine Mont retreat, allowing them to engage with parishioners for a weekend. They enjoyed traditional activities of worship and a community bonfire along with new activities of creating a group web and candlelit evening prayer at the Shrine allowing relationships to form and grow.

Vacation Bible School had the largest group of youth volunteers on record: twenty-three! The youth volunteers earned community service hours, served the children of St. James's, and deepened their connection to each other and our church.

At last year's Christmas Pageant 61 Sunday school children in the roles of angels, sheep, and shepherds accompanied the youth cast to share the story of the birth of our Lord Jesus Christ. The baby who portrayed Jesus made her presence known and added to the joyful chaos.

Peace,

Becky

YOUTH AND YOUNG ADULT MINISTRY REPORT—

Mary Beth Abplanalp, Director of Youth and Young Adult Ministry

Youth Ministry (6th-12th grades)

If you want to witness the Holy Spirit at work, pay attention to the Youth Ministry! We have 369 youth in 6th -12th grades that consider St. James's their church home, and more youth than ever were engaged in the life of the church in 2016.

The Youth Ministry spent most of 2016 living into the strategic plan and Youth Ministry Vision published in 2015. Everything we do is focused on the following mission statement, core ministry values, and long-term strategic goals:

Mission Statement

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

Values

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

Goals

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

The Youth Ministry Committee, including Mary Beth Abplanalp, Pim Jager, Carrie Montague, Kevin Rosengren, Darryl Ricard, and Erin Jewett, has been a highly productive and dedicated team. This committee functions as the architects working behind-the-scenes to ensure sustainable ministry infrastructure are in place (i.e. annual calendar, volunteer recruitment, budget, curriculum, etc.).

Thanks to great feedback from youth, parents, and volunteers, St. James's embraced a new approach to Youth Ministry back in fall 2015 that has continued to be a huge success. Instead of traditional classroom style "Sunday School" for

6th – 12th graders, we now offer Youth Group on Sunday mornings during the education hour. Our three Youth Groups provide a relaxed environment where youth explore their faith in a fun and welcoming community through games, projects, and serving others. It feels more like camp than school and is all about conversation and relationships, not lecture or facts. **Youth Group** has been overwhelmingly well received by youth, parents, and volunteers, and an average of 46 youth participate weekly! Many people are still unaware of this new structure so please help spread the word. Our 3 youth groups are:

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

Our dynamic team of youth confirmation leaders – Pim Jager, Steve McCoy, Jamie Stott, and Fontaine Williamson – worked diligently in summer 2016 to redesign our **Youth Confirmation** curriculum to meet the changing demands of our culture and congregation. The confirmation program is focused on authentic faith experiences, building relationships, and empowering youth to put their faith into action. The 35 9th graders currently enrolled started off the year with a baptism-themed Lock-In to build camaraderie and learn the true meaning of the confirmation process. Each youth has also selected an adult mentor to walk beside them on this journey as they consider confirmation.

In addition to our regular Sunday programs, we offer **4 retreat weekends** each year for youth. These “mountain top” experiences are often transformational moments in the faith journey of young people (and adult leaders too!).

Youth Retreat Attendance	2014-2015		2015-2016		2016-2017	
	Youth	Adults	Youth	Adults	Youth	Adults
Senior High Weekend PYM (<i>Nov.</i>)	2	2	6	2	18	4
SNOWFEST (<i>Feb.</i>)	14	7	27	8	42	11
6 th & 7 th Grade Weekend PYM (<i>Apr.</i>)	5	2	8	2	Apr. 21-23, 2017	
8 th Grade Weekend PYM (<i>May</i>)	10	3	0	0	May 19-21, 2017	

Service and outreach are part of the Youth Ministry’s DNA. In March 2016, five youth and three adults went to Shalom Farms for the PYM Day of Service helping the farm prepare the soil for the planting season. And, back by popular demand, in November the Youth Ministry hosted another Youth Cooking Class that once again raised over \$1200 at the Taste of St. James’s. Youth are eager to serve and have lots of energy! The Youth Ministry is working with existing servant ministry groups within our church to help incorporate youth into those programs, i.e. CARITAS, Servant Sunday, and VBS, rather than always offering specific “youth” outreach projects. This is not only more sustainable, but it’s also a mutually beneficial for youth and adults to serve side-by-side in intergenerational groups.

The summer is the perfect time to for youth to put their faith into action on a **Mission Trip!** The second-annual **Mini-Mission** for middle schoolers gleaned collards greens in the fields of Mt. Olive, NC and stayed in dorm rooms at the University of Mt. Olive (this was very exciting for 6th - 8th graders!). The Palm Sunday Pancake Breakfast hosted by our youth raised \$814 that was donated directly to the organization Harvest of Hope. The **Appalachia Youth Mission** team of high school students spent a week in in the mountain community of Hurley, Virginia doing home repair projects through Hurley Community Development Center. By stepping away from their daily routine and spending time living together in Christian community focused on service, many of these youth develop and strengthen profound relationships with peers, adult leaders, local residents, and with God, that transform them for the rest of their lives.

Our youth are vital members of our church and bless us with their presence. I encourage you to keep our youth, their families, and their adult leaders in your prayers. We are blessed with incredible adult leaders currently engaged in ministry with youth. As youth participation in Youth Ministry offerings continues to grow, the team of adults supporting the ministry in hands-on roles and behind-the-scenes will also need to grow. I encourage you to prayerfully consider how God might be calling you to get involved in this incredibly important, fun, and rewarding ministry.

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

The Young Adult Ministry Leadership Team moved mountains in 2016 and has big plans already in the works for 2017! Please join me in thanking the following people for their passion and commitment to serve as leaders for the Young Adult Ministry – Chris Abplanalp, Brian and Louise Bald, Jeremy and Anna Bertelee, Danielle Dick, Carmen Germino, Grey and Ashlee Ligon, John and Margaret Raigins, Allan Rees, Randolph and Clare Trow, and Ginny Wortham.

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

Some of the 2016 highlights include:

Play: Springtime Master's Golf Open House at the home of Clare & Randolph Trow, Summer Squirrels baseball game, Summer Social dinner party, and ongoing monthly Thirsty Thursdays happy hour at Hardywood Brewery all fall.

Grow: Stations of the Cross Hike at Belle Isle on Holy Saturday with a picnic lunch, and ongoing weekly Sunday morning Young Adult Conversation Group.

Serve: Volunteered at activity stations at the Anna Julia Cooper School Spring Fling, and organized a Christmas Party for the families at Peter Paul Development Center.

The Leadership Team has a ton of fun organizing and leading these programs. Something new coming for young adults in 2017 is a Kentucky Derby themed River Retreat to Weems, VA May 6 - 7, 2017. If you'd like to get more involved with this vibrant ministry, we'd love for you to join our team. Please reach out to me or any members of the Leadership Team so we can welcome you aboard!

Love ya! Mean it!

Mary Beth

CHILDREN’S CENTER REPORT—

D. P. Thayer Montague, Chairman of the Board

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

Some highlights from 2016 include:

- Our enrollment is near capacity with more diverse families entrusting their children to the Center. 37% of our students come from low-income families earning less than 150% of poverty level. An additional 50% of our children come from “working poor” families earning less than 300% of poverty level.
- The Children’s Center provides meaningful employment to 11 full-time and 6 part-time teachers and administrative staff each year.
- Thirty-three adult members of St. James’s Church volunteer with the Children’s Center each year. This includes nineteen Children’s Center Board members, twelve Servant Sunday volunteers, six Young Adult volunteers and eight classroom volunteers.
- In 2016, the Children’s Center was one of six new nonprofit organizations approved by the Virginia Department of Education to receive NAP Tax Credits. Now Children’s Center supporters can receive a tax credit equal to 65% of their donation.
- The Children’s Center is grateful for St. James’s 2016 gifts of classroom and office space, \$20,000 in operating support, Outreach Committee grant award of \$10,500 and collection proceeds from the 2016 Children’s Center Sunday and Christmas Eve services. These gifts were instrumental in helping us to fund our operating expenses of over \$722,000 in 2016.
- Early Childhood Education interns from VCU, J. Sargeant Reynolds and John Tyler Community Colleges completed their student teaching requirements at the Children’s Center. This valuable experience for students also informs current staff on best practices in early childhood education.
- A new partnership with Senior Connections has placed three “Foster Grandparents” in our classrooms “full time” volunteers.
- In 2016, the Children’s Center provided over 2,400 hours of quality early education to the 65 children (ages two to ten) enrolled in our programs.

- The Children's Center completed its \$150,000 capital campaign and is purchasing two new 14-passenger buses. We look forward to sharing these buses with St. James's Church groups.

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

Respectfully submitted,

D.P. Thayer Montague

Former Rector

The Reverend Randolph Marshall Hollerith

Interim Rector

The Reverend Dr. Thom Blair

Associate Rectors

The Reverend Carmen Germino

The Reverend Hilary Streever

Pastoral Associates

The Reverend Dr. Robert Friend

The Reverend Caroline Smith Parkinson

2016 Vestry

Peggy Spilman Crowley, Senior Warden

Matt Harper, Junior Warden

Louise Bald

Willson Craigie

Ralph Cummins

Becky DeCamps

Carol Ann Fuller

Kathe Hetzer

Erin Jewett

Dave Johnson

Jay Jordan

Carrie Montague

Harry Moore

Connell Mullins

Tom Porterfield

Allan Rees

Tina Sherrod

Beth Skidmore

INSERT TO THE ST. JAMES'S CHURCH 2016 ANNUAL REPORT

2017 Budget

St. James's is most fortunate to have a very generous congregation that enables us to build on our efforts to support God's kingdom. We have a wonderful place to worship, programs that serve the diverse needs of a large audience of parishioners, and a mission and outreach effort that is touching lives, both in our city and the world. The vestry approved the 2017 budget at its regular February meeting.

In 2017, our budgeted revenue of \$2,478,111 represents an increase of 2% over 2016. Our stewardship revenue for 2017 will be up 3% over 2016 actual, and demonstrates the continued generosity of our parishioners and the results of the Peer-To-Peer efforts in 2016. Revenue will include a surplus carryover from 2016 of \$53,180. Also included is generous grant from our Endowment to supplement non-clergy salaries as well as funding for the rector search.

Our outlays equal our budgeted revenue and are comparable to 2016 not including the Endowment grants. Each staff representative carefully reviewed their expenses and trimmed where possible. These expense reductions enabled us to provide for staff salary increases and an increased Outreach Vestry Fund.

Harry Moore
Chair, Vestry Finance Committee

ST JAMES'S EPISCOPAL CHURCH
2016 Budget and Actual and 2017 Proposed Budget

	2016 Budget	2016 Actual	2017 Budget
Revenue			
CURRENT YEAR STEWARDSHIP	\$2,005,000	\$1,953,262	\$2,014,066
PLATE OFFERINGS	\$110,000	\$109,645	\$110,000
FROM ENDOWMENT/SALARY SHARE	\$90,000	\$90,000	\$90,000
PRIOR YEAR STEWARDSHIP	\$75,000	\$67,692	\$75,000
FM: ENDOWMENT/MT SERVICE CONTRACTS	\$58,000	\$58,621	\$58,000
SURPLUS CARRYOVER	\$35,142	\$35,142	\$53,180
EXCESS OF ACTUAL STEWARDSHIP	\$45,000	\$45,575	\$45,000
AT&T CELL TOWER	\$28,028	\$23,663	\$23,748
2017 CHALLENGE PLEDGES	\$0	\$0	\$20,350
ENDOWMENT FUND/SEARCH EXPENSES	\$0	\$0	\$15,000
TRAN.FROM MEMORIALS/MEMORIAL GARDEN	\$12,862	\$12,095	\$12,862
MISCELLANEOUS INCOME	\$14,061	\$5,471	\$5,500
NON STEWARDSHIP GIFTS	\$7,700	\$7,550	\$5,050
SPACE RENTAL INCOME (SCAN)	\$5,000	\$3,750	\$5,000
TRANSFER FROM JAZZ MASS	\$5,000	\$11,210	\$5,000
FROM ENDOWMENT/SABBATICAL	\$0	\$0	\$0
OUTREACH OFFERINGS DESIGNATED	\$0	\$0	\$0
UCI CYCLING RACES	\$0	\$0	\$0
STEWARDSHIP SHRINKAGE 3%	-\$60,150	\$0	-\$59,645
Total Revenue	\$2,430,643	\$2,423,677	\$2,478,111
Expenses			
PERSONNEL EXPENSES	\$1,373,759	\$1,315,206	\$1,435,071
BUILDING & GROUNDS	\$419,027	\$404,815	\$423,602
MISSION & OUTREACH	\$286,400	\$284,591	\$284,156
OFFICE EXPENSES	\$115,897	\$126,984	\$112,000
MUSIC	\$96,581	\$97,375	\$94,581
COMMUNICATIONS	\$26,250	\$27,360	\$28,875
STEWARDSHIP	\$29,000	\$31,322	\$20,656
LAY MINISTRIES	\$19,300	\$22,641	\$19,025
YOUTH MINISTRIES	\$13,894	\$13,928	\$15,000
CHILDREN'S MINISTRIES	\$9,500	\$7,314	\$9,500
SPECIAL PROGRAMS	\$8,575	\$4,704	\$9,000
WORSHIP	\$11,700	\$14,920	\$7,900
INSTRUMENT MAINTENANCE	\$7,450	\$7,658	\$6,800
ADULT CHRISTIAN EDUCATION	\$6,975	\$5,639	\$4,850
DIOCESAN MATTERS	\$3,750	\$3,500	\$4,510
YOUNG ADULTS MINISTRY	\$2,585	\$2,540	\$2,585
Total Expenses	\$2,430,643	\$2,370,497	\$2,478,111
Net	\$0	\$53,180	\$0