

St. James's

Episcopal Church

Annual Report
2017



**THE 2017 PARISH MEETING
ST. JAMES'S EPISCOPAL CHURCH
FEBRUARY 25, 2018**

AGENDA

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

APPOINTMENT OF A SECRETARY – Anita Lisk

APPOINTMENT OF A PARLIAMENTARIAN – Wilson Trice

DETERMINATION OF A QUORUM.....Parliamentarian

ADOPTION OF THE AGENDA

APPROVAL OF THE MINUTES OF PREVIOUS MEETING

February 26, 2017

NOMINATING COMMITTEE REPORT.Peggy Crowley, Chair

Call for additional nominations

ELECTION OF THE VESTRY

REPORTS

The Endowment Fund.....John Molster

Endowment Board President

2017 Year End Statement & 2018 Budget.....Harry Moore

Finance Committee Chair

Junion Warden's Report.....Matt Harper

Senior Warden's Report Peggy Crowley

Rector's Report.....John McCard

OTHER REPORTS OR BUSINESS, IF ANY

ADJOURNMENT

PRAYER

Minutes of the Annual Meeting of the Congregation

St. James's Church, Richmond, Virginia

February 26, 2017

On Sunday, February 26, 2017 at 10:10 a.m., the Annual Meeting of the Congregation of St. James's Episcopal Church, Richmond, Virginia, was called to order by the Interim Rector, the Rev. Dr. Thom Blair. The meeting immediately recessed and reconvened at 10:20 a.m. On motions made, seconded and unanimously approved, Anita Lisk was appointed secretary and Wilson Trice appointed parliamentarian. Mr. Trice reported that a quorum was present.

The 2016 Annual Report, including the Agenda for the meeting and Minutes from the February 21, 2016 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 2016 meeting Minutes and on a motion made and seconded the Minutes as written were unanimously approved.

Peggy Crowley, Senior Warden, announced that the Vestry, with Dr. Blair's guidance, had agreed to retain the current Vestry leadership of her as Senior Warden, Matt Harper as Junior Warden, and Harry Moore as Finance Chair. The Nominating Committee considered 45 nominees for four positions and determined to present the following slate of candidates: T.A. Hickman, Laura Strickler, and Michael Whitlow for three-year terms, and Scott Hurt to fill the one-year unexpired term of Tom Porterfield, who had resigned. 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.

Wilson Trice, Secretary of the Endowment Fund Board, presented the report from the Endowment. St. James's Endowment Fund is a tax-exempt charitable organization for uses, purposes and development of St. James's. There are ten board members, six with 6-year terms, one elected by the Vestry, and the Rector and Senior and Junior Wardens serving ex-officio. They are Helen Kemp, Lilo Ukrop, Berno Hamilton, John Molster, Massie Valentine, Wilson Trice, Ida Farinholt, Peggy Crowley, Matt Harper, and Thom Blair. Members of the board stood and were recognized. Mr. Trice referenced the written report in the 2016 Annual Report, and noted that the value of the Endowment is currently just under \$6.7 million. He reported that investment accounts grew at a healthy rate of 7.3% in 2016. The Endowment's policy is to disburse 4% of the average 3-year value of the fund and in 2016 a total of \$283,024 was disbursed to benefit the church in these four broad categories:

- Charitable gifts – supporting the larger church;
- Parking – leasing of additional spaces and maintenance of the deck and surface lot;
- Property restoration and maintenance – HVAC, improvements and systems maintenance;
- Salary support – including funding rector search expenses.

The Endowment Fund board has also agreed to service the loan to purchase the replacement chiller and repair the steeple. Mr. Trice concluded his report with a word of caution that the church should not rely so heavily on the Endowment for operating expenses. While the church has experienced terrific growth in programs and new facilities in the last few years, the annual fund pledges have not grown at the same rate to sustain them. Mr. Trice remarked that the church’s facilities need constant attention and support, particularly as they age, and the Endowment cannot provide operating support indefinitely or it won’t be able to grow itself.

Harry Moore, Finance Committee Chair, also referenced his written report in the Annual Report and engaged in a question and answer exchange to highlight the church’s financial condition. The dialogue revealed that:

- the church’s 2017 budget is slightly higher than in 2016, in spite of this being a transition year between rectors;
- the Peer-to-Peer approach for the Annual Giving Campaign made a difference in the number of pledges, as did continuing to evaluate programming;
- 92% of the church’s budget comes from pledges;
- outreach is 12% of the budget and that line item was increased to \$95,000 for 2017;
- progress has been made on capital maintenance issues, which included replacing the HVAC chiller, aging electrical panels, and outdated fire alarm system, as well as identifying how to fix leaks in the steeple;
- these repairs were funded by the capital reserve fund and a line of credit;
- the Endowment is solid and has supported the church in multiple ways, including paying the interest on the line of credit;
- a strategic Finance Committee has been established to assess long-range financial needs, particularly in regards to the facility;
- the church has either a full audit or a review of its finances every year;
- there is a need to replenish the church’s capital reserve, particularly since the facility is aging and needs regular maintenance.

Mr. Moore concluded his report by thanking Poconna Thiel, Finance Secretary, who provides incredible support.

Mr. Charlie Whitaker, Chair of the Rector Search Committee, began his report by thanking Mrs. Crowley and the Transition team for putting together a great Search Committee. The Committee has met 11-12 times thus far, has spent time listening to the parish, preparing the church's Community Ministry Portfolio, and talking to potential candidates as they discern whether to apply for the position. The Committee's principles include:

- seeking for the Holy Spirit to guide them, as they view their charge to be more than just hiring someone;
- acting as one team, and not representing individual interests;
- trusting each other and being inclusive and respectful of differences;
- maintaining confidentiality during the deliberations process;
- keeping the Vestry and the parish informed of its progress.

The Committee will strive to have a unanimous recommendation for the Vestry.

Mr. Whitaker continued that the parish has responded well to "listening sessions" and the survey, which has helped the Committee develop the Community Ministry Portfolio. This portfolio is crucial to how the church is presented to potential candidates, our priorities going forward, and the gifts and qualities the church is seeking in the next Rector. There was a very high response rate for the survey. The survey revealed that parishioners are highly satisfied and energized by the church's ministry, which means the next rector won't need to apply energy to repair things, reinvent, or figure out a new direction, but rather can expend energy on reaching new people and incorporating them into the life of the church, developing the spiritual generosity to financially support the church, developing ministries that work toward healing those broken by life's circumstances, and renewing and revitalizing the community around the church by building coalitions with partners. The survey also revealed concerns of parishioners, including the need to better welcome and engage newcomers and the timing of this transition. A high percentage of the parish indicated that they were not quite ready for a different rector. Finally, the survey discerned the top four critical abilities the Search Committee should look for in a new Rector for St. James's:

- vibrant and inspiring preacher
- warm and approachable pastor
- masterful leader, administrator, and mentor
- spiritually grounded.

Applications will be accepted through March 10 and the Committee is actively recruiting and taking recommendations of parishioners, priests, and divinity schools. Mr. Whitaker and Chip Woodson, a member of the Committee, attended the recent Consortium of Endowed Episcopal Parishes conference and were able to speak to several potential applicants. The Committee is approaching

the “quiet phase” of the search and hope to have a candidate to present to the Vestry to call this summer and who will begin in the fall.

Mrs. Crowley encouraged the congregation to read the Junior Warden’s report in the Annual Report, as Mr. Harper was out of town and not available to give an oral report.

Mrs. Crowley recalled that, not very long after being elected to serve as Senior Warden, Randy Hollerith confided to her that he was being considered by the National Cathedral in Washington for a call to serve as their next Dean. Mr. Hollerith accepted the call and left St. James’s the end of June. While the parish was sad to be losing Mr. Hollerith, it was also very proud of him and an overflowing church sent Mr. Hollerith and his family off with gifts from the staff, the Vestry, and the parish. Mrs. Crowley praised the staff for their dedication to the church and said that it had been her privilege and delight to work with each of them this past year. Her remarks about the staff was given a standing ovation. Mrs. Crowley commended the work of the Transition Committee – Matt Harper, Dena Moore, Harry Moore, and Geoff Sisk – who established the Search Committee, with Mr. Whitaker serving as its Chair and Laura McCoy as the co-Chair. The Vestry called the Rev. Dr. Thom Blair to serve as the Interim Rector, on the condition that he would continue his popular Sunday morning Bible Study. Mrs. Crowley thanked the Vestry for meeting during the summer months, enduring longer than usual meetings, and being patient with her lack of knowledge of Robert’s Rules of Order. Mrs. Crowley thanked retiring Vestry members Carol Ann Fuller, Carrie Montague, and Allen Rees and asked them to stand and be recognized. Mrs. Crowley acknowledged that much is happening at St. James’s, including:

- youth participation growth;
- Servant Sunday serving many ministries at St. James’s and beyond;
- a well-attended Feast with entertainment from talented choir members led by the incredible Mark and Virginia Whitmire;
- a record number of new pledgers and contributions.

Mrs. Crowley concluded her report by stating that the Church is blessed and strong and thanked the parish for attending the Annual Meeting and for their time, talent, and gifts. She asked the parish to continue to pray for St. James’s clergy, staff, Vestry, and Search Committee.

The Rev. Dr. Thom Blair, Interim Rector, encouraged the congregation to read all of the Annual Report. He praised the staff and said that the parish should be proud of them. Dr. Blair also thanked Mrs. Crowley, Mr. Harper, and Mr. Moore for their leadership during the past year. Dr. Blair remarked that, while on the one hand it was a blessing that Mr. Hollerith was so beloved, that also presented a challenge for the parish to be open to the new rector. Dr. Blair reminded the parish that Mr. Hollerith left St. James’s after many years of

experience and growth together with the church, and that it is a real possibility that the next Rector would be more like Mr. Hollerith was when he first arrived, rather than when he left. Dr. Blair received a standing ovation.

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

Anita S. Lisk, Secretary

APPROVED:

The Rev. Dr. Thom Blair, Jr., Chairman

Mrs. Peggy Crowley, Senior Warden

Election of the Vestry

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

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

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

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

MEMBERS WHOSE TERM EXPIRES IN 2018

Peggy Spilman Crowley	Matt Harper	Harry G. Moore, Jr.
Willson Craigie	Jay Jordan	Scott Hurt
Becky DeCamps	Connell Mullins	Tina Sherrod

MEMBERS WHOSE TERM EXPIRES IN 2019

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

MEMBERS WHOSE TERM EXPIRES IN 2020

Thomas A. Hickman, Jr.	Laura Strickler	Michael Whitlow
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REPORT OF THE NOMINATING COMMITTEE

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

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

The committee nominates the following people for a two-year term on the Vestry:

James (Jim) Goggins, Jr.	Scott Hurt	John S. Mahoney, Jr.
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REPORT FROM THE RECTOR— The Reverend Dr. John F. McCard

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

Before writing my first annual report to the St. James's Church community, I was given a copy of last year's report. The rector's report was written by our own Thom Blair, who did a wonderful job as your Interim Rector, ably assisted by your fine clergy, Carmen Germino, Hilary Streever, Bob Friend, Caroline Parkinson, and Mark Cooper. However, I do have a bone to pick with Thom from his report and I hope you do not mind if I start my report with a quotation from Thom.

Thom wrote in speaking of the new marriage between the rector and St. James's, "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...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 having read this part of the report, all I can say to Thom, Charlie Whitaker, and Laura McCoy is that I want that seventeen years back that I lost. That would put me at about 35 which wouldn't be such a terrible thing. I would have a bit more hair but I would also have to go through diaper changing again.

But putting aside last year's report, let me say a few words about my own impressions of St. James's. It has been about a year (Monday, February 27) since I received my first phone call from a member of your search committee. Since that time, our family has been caught up in a whirlwind of phone interviews, search committee visits, vestry meetings, packing up our old home, and moving to a brand new one. In that time we have been overwhelmed with the love and welcome this church has given us and this has confirmed in my own mind that our coming here was truly the result of a call from your search committee and inspired by the Holy Spirit.

I cannot, of course, say a lot about what occurred prior to my arrival as your rector in late August. I know that this Christian community is truly a group of doers that takes the admonition at the top of the sanctuary to heart and lives it outside the walls of our parish church. I know that you are blessed with an excellent lay and clergy staff that consistently goes above and beyond to support the programs and the ministry of our church. I have been privileged to work with your Senior Warden, Peggy Crowley, your Junior Warden, Matt Harper, and your treasurer, Harry Moore, who did yeoman's work for St. James's during this interim period and to whom our parish owes a great deal of gratitude. In short,

I have been called to serve a parish made up of faithful committed Christians who love this church and want to see it thrive well into the next century.

In speaking of my own goals since arriving, I have spent time getting to know your staff and clergy and trying hard to remember everyone's name at the door each Sunday. I apologize for not being better at doing this but, hopefully, in next year's report I will have made significant progress. In the coming months I plan to continue to do this critical work of getting know all of you (please wear your name tags) and learning as much as I can about St. James's history and working with the staff and vestry to honor that past in the plans that we will make for the future.

I want to end this brief report by returning to remarks I made in my first sermon at St. James's. The three words I used were Renewal, Tradition, and Commitment. I want to see our church in the coming year renew its efforts in evangelism. We have and should be a church that takes the Great Commission seriously and if we are not intentional about growing in our Christian faith and sharing that faith with others, we will not be here for our third century of ministry. When it comes to tradition I am fond of the words of the great scholar Jaroslav Pelikan, who once observed that Tradition is the living faith of the dead and Traditionalism is the dead faith of the living. We have history and tradition that is alive in the lives of our church members today. We have a faith in Jesus as our Lord and Savior that has withstood the test of time. We don't need to worry so much about trends in Christianity, we need to focus on being faithful to who we are as Anglican Christians and believing that our faith is an answer to the hate and violence that afflict our world. And finally we come to the word "commitment." Some might think of this only in terms of our financial contributions to St. James's. That is much too narrow a definition. Commitment is part of our baptismal covenant. It is part of the promise we make each Sunday when we affirm our faith in the words of the Nicene Creed. Commitment is the promise we make to each other, this church, and to God in order to accomplish the great mission that is before us. I am confident in the coming years that together God will indeed do infinitely more than we can possibly ask or imagine.

Thank you again for your prayers, love, and support.

In Christ,

John+

REPORT FROM THE ASSOCIATE RECTOR— The Reverend Carmen Germino

2017 at St. James's was a year of transition, patience, and joy for our parish. Times of transition can be difficult, but ultimately they strengthen us. As we prayed and prepared for our new rector, we were able to accomplish a great deal of important ministry as a congregation; and with John McCard's arrival in September, we joyfully began our next chapter together. God's presence among us never wavered; together we proved that this community's vitality is rooted in our faith in Jesus Christ and our identity as Doers of his Word.

Outreach programs continued to thrive in 2017. We are so fortunate to have Nancy Warman as Director of Servant Ministry. She 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 2017. Please also see Connell Mullins's report on the Outreach Vestry Fund. We continue to uplift and transform the Richmond community through this fund.

Our Missions program remains one of the top programs in the entire Episcopal Church, with 99 mission participants in 2017, and nearly a third of them under the age of 21! Wow – we are so blessed. My hope is that everyone in the church understands what a huge impact this program has on the lives of both our mission partners and our mission participants.

This success is in no small part because of the incredible leadership of our Missions Committee. This year we welcomed some new faces to the Committee. Thank you to Mark Shuford and Priscilla Wiggin for coming aboard; already they have proven to be wonderful additions to the group. Meanwhile, Mike Sullivan, Barbara Robinson, and DeWitt Casler rolled off the Committee in 2017. Thanks to Mike, Barbara, and DeWitt for their many years of faithful service! Mary Beth Abplanalp, Ralph Cummins, Carol Ann Fuller, Suzanne Hall, Kyle Martin, David Wade, Elizabeth Ware, Kathryn West, and Dorothy Young continued to serve in 2017 and I am so grateful for their partnership in this vital ministry. We were led by Missions Committee chair Andy Smith, who skillfully ensured that our good work did not miss a beat when I was on maternity leave in the spring. Thank you, Andy!

In 2017, the Committee adopted a policy on minors going on mission trips that are not youth-specific. We also reviewed updates on the Diocesan Policy on Preventing Sexual Misconduct. Additionally, we laid the groundwork for the Passport to Missions program that will launch in 2018. This plan will encourage first time adult missionaries by offering to pay 50% of trip costs for one year as an investment in the long-term health of the Missions program.

In June, Kyle Martin, Andy Smith, Nancy Warman, and I joined forces again to lead our Richmond outreach mission week for a fifth year. Our team of twelve worked with local agency project:HOMES to paint, replace siding, remove a collapsed garage, and reclaim the back yard for local homeowners under financial stress. The last day, the team brought lunch to the homeowners and the meal quickly became a block party, as neighbors and family came by to eat, talk, and socialize.

Also in June, a team of seventeen junior high youth and adults (Amy Hartley, Darryl Ricard, DeWitt Casler, Carrie Montague, and Kent Duffey, leader) ventured to the Northern Neck for a mini-mission weekend with the organization Harvest of Hope to learn about the issue of hunger and how we are called to assist our neighbors in need. They gleaned veggies from the local fields, and their harvest ended up on the dinner tables of hungry families within 24 hours.

In July, Russell Lawson and Mindy Notley led a team of nine senior high youth to Hurley, Virginia for the second summer. They did some construction projects and community-building while learning about the unique challenges of life in rural Appalachia. The relationships that our youth have built in Hurley over the past two years are so meaningful to them that they have chosen to return again in 2018.

Also in July, we continued our longest-running mission partnership with a trip to San Pedro Sula, Honduras led by Julie Wade. The team spent lots of time with the girls of Our Little Roses Home for Girls in a variety of activities. Through our grant, the home was able to purchase new kitchen equipment so that the girls could have hot meals once again. And in October one of our youth, Grace Locke, organized a very successful screening of “Beyond the Wall” at Richmond’s Byrd Theater. This documentary about Our Little Roses raised approximately \$8,000 to support higher education for the girls.

In August, Sarah Hubbard, Leigh Hulcher, and I traveled to Nashville, TN to lay the groundwork for a 2018 mission trip to for adult women. We will partner with Thistle Farms to learn from and serve with women in recovery from abuse, addiction, and exploitation.

In September, we welcomed two toddler-age World Pediatric Project patients to Richmond for nearly two months as they had eye surgery and got new glasses. Isis, Future, and their aunt Patricia were such a delight. Our team of twenty-three Doers made sure they were well-loved and cared for during their time here, spending over 120 hours with them total and taking them to 17 medical appointments. Gigi Redmond led the team beautifully.

Also in September, a team of seven adults departed for Cuba. The team, led by Zach Reid and DeWitt Casler, continued to work on the sanctuary at San Pedro Church in Santiago and delivered water filtration components on behalf of the Diocese of Minneapolis. Then in November, Zach Reid, DeWitt Casler, and I visited Havana to help Bishop Griselda celebrate the 70th anniversary of the

Episcopal Cathedral in Cuba. Our team took its first U.S. based commercial flight into Havana, refreshed important connections with the Diocese of Cuba, and renewed the Bishop Blankingship legacy.

In November, Alan Stone led his seventh trip to Haiti, returning to Wings of Hope in Jacmel, a home for young Haitians with physical challenges. Our team of fourteen missionaries provided teachers with professional experience in working with children with disabilities and also constructed handrails and clotheslines for the home.

Of course, none of our missions would be possible without Mardi Gras for Missions! The 2017 event was held on February 28, flawlessly co-chaired by Maura Gaenzle and Eleanor Angle. In one night, our church raised over \$65,000 for mission grants, scholarships, and other important initiatives. While I was on maternity leave for the big event, I know how hard the committee worked to pull it off. With help from the men's cooking team and so many others, not only does Mardi Gras for Missions raise much-needed funds, but it also offers much needed fun and fellowship for our parish family.

The Episcopal Church Women (ECW) held the seventh annual Taste of St. James's holiday food sale on November 15. Once again, our ECW topped their \$10,000 goal to support our Food Force ministry. Thank you to rockstars Annie Witthoefft and Ginny Wortham who chaired the event, and to all the volunteers and cooks/bakers who gave of their time, talent, and treasure to provide the delicious goodies! Additionally in 2017, the ECW worked hard on planning for WomanKind 2018. Co-chairs Meta Braymer and Christie Hartwell, along with the Rev. Hilary Streever, have worked with the WomanKind Committee to plan a delightful and diverse event Feb. 23-24, 2018.

In December, Nancy Warman, Hilary Streever, and I planned the first annual Alternative Gift Market at St. James's, resulting in over \$2,000 being given to social service agencies in the community rather than spent on traditional retail gifts. And of course, we began thinking ahead to our next Servant Sunday in September of 2018.

Other highlights of my ministry this year included serving as chaplain for two church retreats: the Young Adults/Second Quarter River Retreat in Weems in May; and the Shrine Mont Parish Retreat in October. I continue to enjoy leading two weekly women's Bible Studies full of amazing women: 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 2017 I served the wider church through membership on the Berkeley Divinity School at Yale Graduate Society Council, the ACTS Board of Directors, and the Metro Richmond Clergy Committee for Rapid Transit.

All of the above was possible because of the wonderful people in our parish, and because of our outstanding staff. I'm so grateful to all of my colleagues for stepping in to cover things while I was home with baby Chris from February 20 to May 15, 2017. While I was away, I missed you and prayed for you every day. Matt and I are deeply thankful to St. James's for welcoming Chris into our parish family with warmth and love. We feel incredibly fortunate to be raising our son in this remarkable faith community.

Yours in Christ,

Carmen

REPORT FROM THE ASSOCIATE RECTOR— The Reverend Hilary Streever

I. Overview

The Adult Formation ministry began branching out in creative ways in 2017 with formational offerings, including new ways of doing established offerings and new events springing from collaborations with other ministries at St. James's. However, we also saw a consistent decrease in attendance on Wednesday evenings at dinner and programs.

II. Adult Formation Committee

The Adult Formation Committee (AFC) was still newly forming at the beginning of 2017. With Mary Beth Abplanalp's help, we created roles & responsibilities and a vision for this ministry. We articulated our mission statement as, "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." We live out this vision with the following values: Open-mindedness, Episcopal Identity, Engagement, and Spiritual Gifts. Finally, we set the following 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 welcome or hospitality – has been developed and engaged.

Over the course of 2017, not only did the AFC assist me to discern appropriate formational offerings for our parish, they also addressed several benchmarks

towards reaching these goals and revisited these goals with the Rev. Dr. John McCard at the beginning of 2018.

Many thanks to those who have served on the AFC this past year: Carol Ann Fuller, Kathe Hetzer*, Becky DeCamps*, Grey Ligon, Jane Dowrick, Henry Willett III, and Christy Campos.

*vestry liaison

III. Sunday Formational Offerings

Our regular Sunday formational offerings consisted of:

1. Adult Forums: offered once a month in Valentine Hall; reserved for topics important to the life of our parish, including presentations from our partners in ministry or parochial business such as our annual meeting. Total attendance for Adult Forums in 2017 was approximately 550.

Speakers or Presentations in 2017 included: Area Congregations Together In Service, with William “Billy” Poarch; Annual Parish Meeting; Virginians for Alternatives to the Death Penalty, with VADP executive director Michael Stone and Linell Patterson; Children’s Center Reception, with Executive Director of the Children’s Center Debbie Lickey; The Rev. Dr. John McCard’s Spiritual Journey; St. James’s Ministry Celebration; Safe Harbor, with Elena Brooks-Perkins; Advent Fair for All; Music for Advent with Richard Rumble and the Advent Apostles of Soul.

Of note are two events in December 2017. The Advent Fair for All Ages was a big success. Director of Children’s Ministries Becky Page and the Rev. Hilary Streever collaborated for this lively, joyful, intergenerational, and informative event, where people of all ages were invited to make advent wreaths and pick up age-appropriate devotional materials for themselves and their families. We were very pleased with the beautiful combination of fellowship and formation that this event made possible, and are thinking of other similar events to plan in the future.

The first-ever Alternative Gift Fair (AGF) was a new collaborative effort between the Rev. Carmen Germino, the Rev. Hilary Streever, and Director of Servant Ministries Nancy Warman. Six ministries were invited to receive donations; one fair trade vendor (One Little World: proceeds go to Re-Establish Richmond) was invited to sell stocking stuffers; we also offered gift certificates towards St. James’s pilgrimages, retreats, and mission trips. Almost \$5400 was raised. Carmen, Nancy and I are pleased and are already looking towards how to change and improve this event for next year.

2. Short Courses: offered all other Sundays of the month; classes cover a range of topics related to Christian faith. Classes may be 1-5 Sundays, are taught by clergy, laity or outside speakers, and cover a wide variety of topics relevant to Christian formation. Total attendance for short courses in 2017

was approximately 380. Offering these short courses in Valentine Hall has proved to have a significant impact on higher attendance.

3. Sunday Bible Study with the Rev. Dr. Thom Blair: offered all other Sundays of the month. This popular offering continued its in-depth study of the Gospel of Mark in 2017. Attendance averaged 40-60 per meeting, or a total of approximately 800 during 2017.
4. Intentional Spirituality Group with Br. Leo Campos (CoS) and myself: offered the first Sunday of each month. The Intentional Spirituality Group meets to explore classic tried-and-true Christian spiritual practices together and holds each other accountable to their disciplines. In 2017, the ISG continued to read and discuss a chapter of St. Benedict's Toolbox by the Rev. Dr. Jane Tomaine each month. Attendance averaged eight per meeting, or a total of approximately 96 during 2017.

IV. Wednesday Formational Offerings

1. Pilgrims Path: Pilgrims Path is our ten-week course for adult newcomers or adults interested in baptism, confirmation, reception, or renewal of baptismal vows. Pilgrims Path is offered each semester and is taught by our clergy and staff. Spring semester 2017, registration: 11; Fall semester 2017 registration: 10. This course in its current design has been offered for about 15 years and we observed a significant decline in attendance beginning during our interim period (Fall 2016-Spring 2017) and persisting through the Fall 2017-Spring 2018 courses. At this time, the Rev. Hilary Streever and the Rev. Dr. John McCard are revisioning and restructuring this class for Fall 2018.
2. Christian Journey: This series is the Wednesday-evening equivalent of Sunday morning Short Courses. Classes may be one to five nights, taught by clergy, laity or outside speakers, and cover a wide variety of topics relevant to Christian formation. Like Pilgrims Path, this series saw a very significant drop in attendance during the interim period, but especially during the Spring 2017, when some classes had no attendance and the average attendance was 12. Attendance rose Fall 2017, when the average attendance was about 23; however removing two outliers lowers average attendance to 14. Total attendance during 2017 was approximately 373.

V. Parish Retreat

Program: Author and Family Minister Jerusalem Greer taught to intergenerational audience, "Dare to Say Yes: Choosing Between What's Good and What's Best." This topic addressed a spiritual and practical concern many of our parishioners face: overscheduled lives and the toll it takes on our relationships with God and others. This intergenerational approach was challenging but lent to relationship-building between people of all ages. Delegating the programming to an outside speaker freed staff & clergy to focus

on other important responsibilities at the start of the program year and on relationships with parishioners at the retreat.

Process: This year, Director of Youth & Young Adult Ministries Mary Beth Abplanalp partnered with the Rev. Hilary Streever to build a sustainable structure for this retreat, including increased lay ownership and leadership (Leigh Hulcher and Kate Gareau were co-chairs), clearer roles and responsibilities for staff, and closer monitoring of budget and expenses.

Cost: Aware that the cost of retreat is expensive, particularly for families, we made an effort to reduce the cost to participants. Participants were only responsible for the cost of room and board – our budget paid for all other expenditures. To encourage attendance, we also provided an opportunity to pre-register (\$20 per person) and a discounted Early Bird Price available until August 15, 2017. There was no cost for children 3 and younger to attend, and childcare was provided free of charge.

Attendance: We are excited that attendance rose this year from the previous two years. Below are attendance numbers, if non-paying staff and their families are removed:

	Adults	Youth 13+	Children 4-12	Infants	TOTAL
2017 Retreat	35	15	16	4	72

Participants' Survey: A few days after the retreat, Mary Beth Abplanalp and I wrote a survey to gather participants' direct and formal feedback on the retreat. Complete results are available if you contact me.

Conclusions: Our parish retreat offers our parishioners the very valuable setting to build relationships with one another, a safe place for children to play freely, and rich and innovative communion with God through worship, rest and play at Shrine Mont. Overall, this was a wonderful retreat, the speaker engaged a wide audience, organized and unorganized social activities facilitated relationship-building, and a good effort was made to structure the planning process.

However, having tried the two extremes of generational segregation and intergenerational integration in a large classroom format, we have found that not only is the large classroom approach too difficult a task for the most gifted speakers, our participants are much more interested in building relationships with each other than time in the large group lecture format. We learned from feedback and observations that providing several options for people to interact in small groups is best for 2018 retreat. Providing more and diverse small group activities for participants to opt into will better meet everyone's needs and will reduce the programmatic cost of the retreat.

In a large church like St. James's, creating opportunities to build relationships is of utmost importance. Giving families down time, time to unplug from electronics, and joining over a meal in fellowship provides such opportunities for meaningful connection. Playing together through organized and unorganized time is crucial. So too, informal interactions with clergy and staff are very important, for clergy and staff are more accessible in these settings.

The free childcare was greatly appreciated, and we need to provide more childcare next year. The cost of attendance remains stumbling block to our parishioners. In 2017, a family of four (two adults, two children) paid \$520 to attend the retreat at the Early Bird price; that cost increased to \$570 at Regular Price. We propose trying to reduce the price to \$100 per adult and no cost to minors. At the Rev. Dr. John McCard's suggestion, we will explore ways to underwrite the cost of the parish.

Thanks: Thanks to the staff and laity that made this retreat possible, including but not limited to: Mary Beth Abplanalp, Leigh Hulcher, Kate Gareau, Anita Lisk, Becky Page, the Rev. Carmen Germino, Russell Lawson, the Rev. Dr. John McCard, and Matt Presson.

VI. Additional Retreats

Following the 2016 Strategic Plan's goal of increasing "contemplative" formational opportunities, we offered the following retreats:

1. Society of St. John the Evangelist (SSJE) in Cambridge, MA, January 2017: cancelled due to lack of registration.
2. St. James's Lenten Retreat on Reconciliation & Forgiveness at St. James's, March 11, 2017, with the Rev. Caroline Parkinson: Attendance: 6
3. Read, Mark, & Inwardly Digest: Lectio Divina Workshop & Retreat at St. James's, September 8-9, 2017, with Br. Leo Campos: Attendance: 11
4. St. James's Advent Retreat Windows to the Soul: Praying with Icons at St. James's and the Virginia Museum of Fine Arts, December 1-2, 2017, with the Rev. Dr. Vienna Cobb-Anderson: Attendance: 11

VII. Pilgrimages

In June 2017, the Rev. Dr. Mark Cooper and I led 26 pilgrims on bicycles along the last 200 miles of El Camino de Santiago. About half of the pilgrims were parishioners of St. James's; the other half were friends or family of parishioners. This gave a wonderful opportunity for evangelism.

At the beginning of 2017, we created a temporary Pilgrimage Committee to begin work on the Adult Formation Committee's goal of offering one pilgrimage per year. The following two pilgrimages are planned for 2018:

1. May 2018 – The Portuguese Way: a portion of El Camino de Santiago that begins in Porto, Portugal and ends in Santiago, Spain. Led by the Rev. Dr. Mark Cooper.
2. June 2018 – St. Cuthbert’s Way: a pilgrimage that connects holy sites related to the lives of St. Cuthbert and St. Aidan, beginning at Melrose, Scotland, and ending on Holy Island, England (the site of the Lindisfarne Priory). I will lead this.

VIII. Field Trips

This final category of Christian formation has proved to be quite popular. Not only do field trips connect us to our wider community, they encourage us to find God in learning beyond our church building.

1. Exploring God’s Creation Nature Walks with botanist John Townsend and me. From our first nature walk on February 11, 2017, these walks have been very popular. The goal is to develop a sense of awe at God’s hand in the beauty of creation by developing greater knowledge and awareness of the species and ecosystems around us, and inspiring faithful stewardship of creation.
 - a) February 11 – Pony Pastures; Attendance: 15
 - b) April 29 – Belle Isle; Attendance: 10
 - c) September 16 – Henricus Historical Park; Attendance: 12
 - d) November 11 – VCU Rice Center; Attendance: 11
2. VMFA Guided Tour of Religious Art: Saturday, March 25, 11:00 a.m. Led by a docent at the VMFA, this was a very interesting tour and much appreciated by those who attended. Attendance: 14

Grace and peace,

Hilary

SENIOR WARDEN’S REPORT—

Peggy Crowley

The year 2017 was one of transition and welcome. In February, Carmen Germino and Matt Presson welcomed baby Chris! While Carmen was on maternity leave, Dr. Mark Cooper returned to lead us with his engaging sermons and devotion to pastoral care.

After the death of her husband in the spring, Caroline Parkinson decided to leave us and move to North Carolina to be close to family. On her last Sunday at the reception in her honor the choir toasted her with a special song.

In June, Mary Beth and Chris Abplanalp welcomed baby Andrew! The staff families are growing.

On Saturday, June 24, following a prayerful national search, the Search Committee presented their candidate, the Reverend Dr. John F. McCard to the Vestry. Each member of the Search Committee spoke about the journey to select John. Later after a question and answer session with John, the Vestry voted unanimously to call Dr. McCard to serve as the fourteenth Rector of St. James’s Church.

The next week our beloved Interim Rector, the Reverend Dr. Thom Blair, Jr., suffered a major heart attack. As he says, he is so thankful to still be here on this earth! As I write, Thom has made a terrific recovery and is back leading his ever popular Bible study class. In October we hosted a reception honoring Thom and thanking him for faithfully serving as our Interim Rector.

The McCard family moved from Atlanta to West Avenue at the end of August. They were greeted and welcomed to Richmond by a transition team chaired by Wilson Trice. Dr. McCard’s first Sunday was September 10.

Our Feast was held “at home” this year. A Welcome Home for the McCards! After a fabulous dinner around the church campus, Mark and Virginia Whitmire and our amazing choir members and children performed selections from The Sound of Music.

Under Suzanne Hall’s leadership we had over 90 Peer-to-Peer (P2P) volunteers calling our Parish as we began our Annual Giving campaign. Success – almost 700 pledges and over a six percent increase in stewardship from last year. Special salute to Dave Johnson and Bobbie Ukrop, who have served as Annual Giving chairs for two years.

Planning and preparations were made for Dr. McCard's installation on January 17, 2018 with Bishop Shannon Johnston presiding. We welcomed our new Rector officially and celebrated!

We are blessed with an extraordinary and dedicated staff at St. James's. They are supportive in so many ways, and they keep me and the Vestry on track.

Thanks to the Vestry who continued to work all summer long and for longer than normal meetings. This has been a very special time to serve on the Vestry as we called our new rector.

There are two vestry members I must applaud – Matt Harper, Junior Warden, and Harry Moore, Finance Chair. We have served together on the Vestry for four years – both Matt and Harry served in their positions for three years! Their passion and dedication to our church is amazing, and I cherish our friendship.

Finally, the past two years serving as Senior Warden have been an incredible journey. What a privilege it has been serving with three Rectors, two Associate Rectors, three Pastoral Associates, twenty eight Vestry members, and all the St. James's Doers! Thank you for your patience, your support, and your prayers.

With thanks.

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 2017 included the following:

- Replacing the 21-year old air conditioning chiller for our Main Building Complex (the Sanctuary, Gibson Building, and Parish House) with more energy efficient units that have the proper capacity. This was a major capital improvement that required the use of a crane.
- Completing Phase I of our steeple capital repairs to primarily fix multiple water leaks (using a crane). The chimes were also removed for a major overhaul. They are now back in place and working very well. Phase II of our steeple work has been deferred for several years and will involve the use of scaffolding in order to repair multiple interior and exterior cracks.
- Repairing significant portions of roof and gutter on the Gibson Building and the Parish House. These repairs eliminated some water intrusion into these buildings. Total replacement of the 106-year-old East Gibson red tin roof (as well as a flat section of similar vintage on the very top of the Parish House) will be needed in the not too distant future to ensure a longer-term fix.
- Providing needed maintenance to selected offices and meeting spaces in the Parish House and the Gibson Building.
- Developing short- and long-term plans to increase accessibility and inclusion for mobility challenged parishioners and guests. The short-term plans were implemented with space added in the Sanctuary for people who are mobility challenged and with several changes in ushering responsibilities. The elevator in the church building will also be upgraded to improve reliability and access. Our long-term plans will include the use of a ramp or a lift for improved accessibility to the Sanctuary and semi-automatic doors in several locations.
- Upgrading our core internet hardware and wireless microphones for the Sanctuary.

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, Anil Dutt and Lorenzo Ellerbe; security guard Marvin Smith; and a number of service contractors with whom we enjoy quality relationships. Just keeping our facilities clean and properly maintained is no small task.

In 2018, we have begun the process of developing a rolling five-year Maintenance and Facilities Management Plan. This will enable us to manage our short- and long-term facilities maintenance more proactively. Our Buildings and Grounds Strategic Planning Committee is overseeing the development of this Plan relative to the assessment of the condition of our facilities and our mechanical, electrical and plumbing systems and sub-systems. They will also oversee the development of our comprehensive maintenance schedule.

Our Strategic Finance Committee will then develop a long-term financial plan 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**

2017 SUMMARY

2017 was one of the most significant transition years in the history of our church. It was a year during which we operated under the leadership of Thom Blair, our Interim Rector, until John McCard arrived as our new rector in August. While there was clergy leadership change, the wardens and finance chair continued unchanged, providing added stability during the transition. Financially, we continued to be blessed by a generous congregation and a dedicated staff that effectively and efficiently manages expenses.

Our 2017 revenues of \$2,453,374 were slightly higher than 2016. Our expenses of \$2,481,105 exceeded revenue by only \$27,731 and covered by an overage from 2016.

	<u>2016 Actual</u>	<u>2017 Actual</u>	<u>2018 Budget</u>	<u>2017 Actual Vs. 2018 Budget</u>
Revenue	<u>\$2,430,276</u>	<u>\$2,453,374</u>	<u>\$2,549,916</u>	<u>\$96,542</u>
Expense	<u>\$2,370,495</u>	<u>\$2,481,105</u>	<u>\$2,549,916</u>	<u>\$68,811</u>
Net Total	<u>\$59,871</u>	<u>-\$27,731</u>	<u>\$0</u>	<u>\$27,731</u>

The general breakdown of our income and expenses is:

Income:

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

Expenses:

- Personnel: 57%
- Buildings and Grounds: 18%
- Mission and Outreach: 11%
- Programs: 5%
- Office: 5%
- Music: 4%

Our revenue overwhelmingly comes from pledges and is supplemented by the Endowment. The generosity of our parish enabled us to operate as planned during 2017.

Our expenses primarily are used to support our church staff, buildings and grounds and outreach.

Looking forward to 2018, there are two critical issues that need to be addressed. First, we must strive to reduce our dependence on the Endowment. The Endowment has generously funded some of our critical salary needs for a three year period and this is the last year of that offset.

Second, we must fund a capital reserve. We have undertaken a study that will project maintenance requirements over the next 15 to 20 years. Given the age of our buildings, we know there will be items that will need replacement, and we do not have a provision for those needs. It is recommended that \$100,000 a year be set aside for capital maintenance requirements.

Harris, Hardy and Johnstone serves as our auditing agency, and they conducted a full review of the church financials for 2017. This review included the Children's Center, Women of the Church, and Endowment as well as St. James's. All agencies in the review 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 2018 Budget is 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, 2017

INVESTABLE ASSETS

Endowment Fund- Subject to Trustee's Instructions

Market Value of Securities & Cash - Core Account \$5,400,531.03

Market Value of Securities & Cash - International Account 584,898.78

Market Value of Securities & Cash - Mid-Cap Account 535,100.93

Anderson-Horan Fund- (Income is used for Charitable

Purposes at the Rector's discretion)

Market Value of Securities & Cash 575,095.85

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

274,511.89

Total Investible Assets

\$7,370,138.48

Other Assets

Mortgage Loan 190,000.00

Clergy Loan 25,000.00

Total Other Assets

\$215,000.00

TOTAL ASSETS

\$7,585,138.48

ENDOWMENT FUND REPORT, CONTINUED

STATEMENT OF INCOME AND EXPENSES 2015-2017

	2015	2016	2017
INCOME			
Endowment Fund - Core	\$ 92,484	\$ 91,005	\$ 91,121
Endowment Fund - International	\$ 4,850	\$ 10,457	\$ 11,744
Endowment Fund - Mid-Cap	\$ 2,047	\$ 2,847	\$ 3,303
Anderson-Horan Fund	\$ 7,862	\$ 8,352	\$ 9,047
Music Fund	\$ 5,664	\$ 5,899	\$ 6,380
Mortgage Loan Interest	\$ 3,000	\$ 1,250	\$ -
Clergy Loan	\$ 1,000	\$ 1,000	\$ 1,550
Cornerstone Gifts	\$ 55,581	\$ 20,779	\$ 2,825
Bequests & Estates	\$ -	\$ 34,791	\$ -
Gifts	\$ 59,750	\$ -	\$ 53,915
Miscellaneous	\$ -	\$ -	\$ 15,963
TOTAL INCOME	\$ 232,239	\$ 176,379	\$ 195,848
EXPENSES:			
ADMINISTRATIVE COSTS			
Gift Annuity 1	\$ 5,570	\$ 5,570	\$ 5,570
Gift Annuity 2	\$ 3,250	\$ 1,354	\$ -
Gift Annuity 3	\$ 2,000	\$ 2,000	\$ 2,000
Gift Annuity 4	\$ 370	\$ 370	\$ 370
Forsyth Pension	\$ 1,200	\$ 1,200	\$ 1,200
Lunch expense	\$ 321	\$ 469	\$ 367
Asset Management Fees	\$ 44,721	\$ 47,573	\$ 50,146
Treasurer of VA	\$ 25	\$ -	\$ -
TOTAL ADMINSTRATIVE COSTS	\$ 57,457	\$ 58,536	\$ 59,653
GRANTS			
Rector for Distribution (Horan Fund)	\$ 20,000	\$ 10,000	\$ 10,000
Choir Trip (Music Fund)	\$ 60,000	\$ -	\$ -
Stuart Circle Parking	\$ 18,000	\$ 18,000	\$ 18,000
Salary & Maintenance Agreement	\$ 96,000	\$ 148,000	\$ 148,000
Westminster Canterbury	\$ -	\$ 12,500	\$ 12,500
Shrinemont	\$ -	\$ 6,000	\$ 6,000
VA Theological Seminary Chapel	\$ -	\$ 10,000	\$ 10,000
Berkeley/Yale Divinity School	\$ 5,000	\$ -	\$ 5,000
Ecumenical Parking	\$ -	\$ 15,396	\$ 15,396
Consortium Dues & Expenses	\$ 6,493	\$ 3,845	\$ 4,471
Church Loan Interest	\$ -	\$ -	\$ 8,326
Search Expense	\$ -	\$ -	\$ 15,736
Church-(2012 Operating Agreement)	\$ -	\$ -	\$ -
Sabbaticals	\$ 22,500	\$ -	\$ -
Book for Legacy Society	\$ 1,474	\$ -	\$ -
Church Maintenance	\$ 16,397	\$ 59,288	\$ 500
Randy Hollerith Deed & Taxes	\$ -	\$ 22	\$ 30,000
Cornerstone Expenses	\$ -	\$ -	\$ -
TOTAL GRANTS	\$ 245,864	\$ 283,050	\$ 283,929
TOTAL EXPENSES	\$ 303,320	\$ 341,586	\$ 343,582
NET ADDITIONS (WITHDRAWALS)	\$ (71,082)	\$ (165,207)	\$ (147,734)

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

1967-2012		\$4,824,671.88
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	Whitmire Sabbatical	15,000.00
2015	Legacy Society Book	1,474.20
2015	Masonry Work	16,396.75
2015	Westminster Canterbury	12,500.00
2015	Yale Divinity	5,000.00
2016	To Rector for Distribution	10000.00
2016	Maintenance Agreement	58000.00
2016	Va.Theological Chapel Fnd	10000.00
2016	Salary Share Agreement	90,000.00
2016	Westminster Canterbury	12,500.00
2016	Ecumenical Parking	15,392.00
2016	Stuart Circle Parking	18,000.00
2016	Consortium Expense	3,844.82
2016	Shrine Mont Pledge	6,000.00
2016	Deck Improvements	59,288.00
2017	To Rector for Distribution	10,000.00
2017	Stuart Circle Parking	18,000.00
2017	Salary and Maintenance Agreement	148,000.00
2017	Westminster Canterbury	12,500.00
2017	Shrine Mont	6,000.00
2017	VA Theological Seminary Chapel	10,000.00
2017	Berkley/Yale Divinity School	5,000.00
2017	Ecumenical Parking	15,396.00
2017	Consortium Dues and Expenses	4,471.00
2017	Church Loan Interest	8,326.00

\$5,967,492.58

STEWARDSHIP AND DEVELOPMENT REPORT— Suzanne Hall, Director

Annual Giving: Peer-to-Peer Engagement Continued with Additional Growth



For the second consecutive year, the 2017 Annual Giving Campaign Peer-to-Peer (P2P) model again divided 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 (71-106 years).

Fulfilling a strategic plan goal for greater lay participation, P2P incorporated elements of an Every Member Canvas, which included leaders contacting many members of their cohort to thank them for their engagement, provide updates on events, and ask them to prayerfully consider their pledge. An important benefit was the community-building in our parish. Every pledge is vital to the life of our church, no matter the amount. This year the average pledge was \$3,042 and the median pledge was \$1,500.

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

We gratefully thank those who fulfilled their 2017 pledges and made a new commitment for 2018 that **broke two records** for St. James's:

- To date, **693 pledges** have been received, with an ambitious goal of 700, an all-time high.
- Total pledge income, as of 2/4/17 totals **\$2,108,163**, more than the previous year, and also a church record.
- The **number of new pledges of 90**, one fewer than 2017.

Dave Johnson and Bobbie Ukrop served as Co-Chairs for the Annual Giving Campaign, joined by Senior Warden Peggy Crowley, Becky DeCamps, Karen Stanley, Trey Sibley, and Harry Warner. They all gave freely of their time and provided outstanding leadership as they guided this successful new program – of particular importance as John McCard began his ministry at St. James's. The Annual Giving Committee gratefully thanks the 105 Peer-to-Peer leaders for their enthusiastic support as they witnessed the importance of joyful giving.

Millennials

Abraham Ackah
 Ryan & Molly-Armine Holston
 Scott & Anne Hurt
 Ashlee Ligon
 Preston & Anne Lloyd
 Margaret Ann & Nick Mazzenga
 Darryl & Katie Ricard
 Molly Trice

Generation X

Brian & Louise Bald
 Sherwood Bowditch
 Wyatt & Tucker Deal
 David & Laura Gardner
 Matt Greenawalt
 Dyke & Belinda Jones
 Billy & Lisa Mock
 Chris & Blake Nichols
 Cheairs & Sarah Porter
 Henry Willett

Boomers 1

Wyatt & Tenley Beazley
 Leo & Christy Campos
 Constance Costas
 Patty Duffy
 Bart & Ida Farinholt
 Christie Hartwell
 Janet & Tom Hogg
 Bill Londrey
 Steve McCoy
 Brad & Mary Katherine McGetrick
 Janet Peyton
 Allan & Terry Rees
 Dave & Emily Stock
 Burt Sundin
 Harry Warner
 Jay West

Boomers 2

Janet & Ferd Baruch
 Andy Bennett
 Betsy Blair
 Brink & Stacy Brinkley
 Windy & Wanda Chandler
 Scott & Ruth Ellett
 Carol Ann Fuller
 Chris & Cheryl Guedri
 Terrell & Elliott Harrigan
 Elizabeth Harvard
 Page Kastelberg
 Helen Kemp
 Snead Luck
 Teri Miles
 Jimmy & Cary Milley
 Kathey Moore
 Bob & Susan Siegfried
 Wilson & Ginger Trice
 David Wade
 Stephen & Mollie Watts
 Michael Whitlow & Jane Dowrick

Traditionals

Marjorie Bribitzer
 Carole Conner
 Sandy & Virginia Evans
 Berno Hamilton
 Dale Kalkofen
 Mary Lou Lee
 Jeanette McKittrick
 Ron & Jennie Odom
 Linda Owen
 John Reynolds
 Bob & Brooke Taylor
 Richard & Anita Towell
 Hudnall & Betty Byrne Ware
 Tommy & Camilla Williamson

The Welcome Home Feast of St. James's: October 25, 2017

This year, inspired by the arrival of John McCard as our 14th Rector and also prompted by fiscal constraints, the celebration of our parish was in our church home. This annual event is an opportunity for Doers to join together for a fellowship and a delicious dinner as a part of the annual giving campaign. About 450 guests were seated in four elegant spaces throughout the church, after which everyone gathered in the sanctuary for a remarks from John McCard. The event culminated with an unforgettable The Sound of Music performance, beautifully arranged by our music department and performed by choir members.

Andy and Dick Bennett were resourceful and tireless chairs, ably supported by co-chairs Brent and Tracy Schneider. For many years, Eric Burfeind has led the cooking team and Louise Bowles and her decorating team met greatly increased challenges with deft poise. The Patton and Cronly families generously provided and served the beverages, also more challenging due to the multiple dining rooms. Staff Laura Shuford and I were deeply involved, as were other church staff. Many others came together to help wherever there was a need, and the hard work and creativity by all was greatly appreciated. Our Feast was a joyful evening, and a beautifully appropriate welcome to John and Cynthia McCard to show them what we can do!

Fan the Flame Fund

The Fan the Flame Fund was created in 2006 for the Michaux House, Sunday School and Gibson Hall renovations. In 2016, we received payments of \$3,535.11 for Fan the Flame, with an outstanding balance of \$50,787.

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 doers who have left legacy gifts to assure the future of our church. Elizabeth Whitlock left a \$5,000 bequest for St. James's in 1930, which initiated the founding of the Endowment Fund. The Whitlock Legacy Society currently has 184 members whose gifts support the capital needs of our Church.

The Planned Giving Committee is tasked with planning and coordinating activities that will support and grow the Endowment Fund. Melinda Davis is the chair of the committee, and its members are Tom Baker, Laura Brown, Willson Craigie, Anne Cabot Galeski, Berno Hamilton, Dave Johnson, Jay Jordan, John Mahoney, Newnie Rogers, Jayne Shaw, Massie Valentine, Hudnall Ware, Russell Lawson, and Suzanne Hall.

The committee, the Vestry, the St. James's Endowment Board, the clergy, and the Director of Stewardship and Development are all charged with encouraging and supporting those who wish to leave a legacy to St. James's and to provide useful information and options to those interested. By including St. James's in your estate planning, you become a member of the Whitlock Legacy Society and

join the group of faithful stewards to leave your own legacy in support of God's work in this parish for future generations.

Gifts to the St. James's Endowment Fund, Inc. go into an investment account, and a report by the Endowment is included in this Annual Report.

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 3, 2017, 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, \$17,159 was received in memorials and gifts in honoring certain parishioners.

Blessings,

Suzanne

St. James's gratefully acknowledges Faithful Pledges for 2018.

Received as of February 12, 2018. Anonymous gifts from 27 have been removed.

Chris & Mary Beth Abplanalp	Thom Blair
Carrie & Ryon Acey	Jack & Dinah Bland
Abraham Ackah	Richard & Sidney Bland
John & Kate Ackery	Courtney & John Blankenship
Marshall Acuff	Ken & Laura Blaylock
David & Lindsay Adamson	David & Margaret Bloor
Parker Agelasto	Page & Sandy Bond
Farhad & Amanda Aghdami	Bill & Anne Booker
Harry & Anne Harrison Alferink	Martha C. Booker
Mary Lee Allen	George & Rixey Booth
Frank Allen	Lou Boush
Elizabeth & Billy Andrews	Sherwood & Whitney Bowditch
Robert & Eleanor Angle	Jane S. Bowles
Jean Archer	Louise & Russell Bowles
Scottie Arnest	McGuire & Hylah Boyd
Paul & Jennifer Ascoli	Lee & Mark Boykin
Rob & Elizabeth Austin	Peter & Holly Braden
Beth & Chris Avery	Ginny Bragaw
Franklin & Frances Aylor	Bill & Stacey Branch
Lloyd & Art Backstrom	Ellen Cook Bray
Susan Bain	Meta R. & John W. Braymer
Tom & Catherine Baker	Doug & Loryn Brazier
Brian & Louise Bald	Betsy & Chris Bredrup
Brian & Jennifer Ball	Kit & Turner Bredrup
Jay & Jennifer Ball	Marjorie Bribitzer
Hylah & Greg Ballowe	Brink & Stacy Brinkley
Jennifer Barbee	Austin & Karen Brockenbrough
Bob Barnard	Jane Brooke
David M. Barnett	Ed & Nancy Brooks
Janet & Ferd Baruch	Cindy Brooks
Mr. & Mrs. Jason David Bass	Betty Brown
Brooke & Billy Baxter	Charles & Laura Brown
Mason & Kristen Bayler	Tyler & Jane-Garnet Brown
Bill & Kitty Bayliss	Wyn Brown
Wyatt & Mason Beazley	Dennis & Vicki Browne
Wyatt & Tenley Beazley	John & Carter Bryan
Margaret Bemiss	Mary Craig Bryant
Rob & Lile Benaicha	Kitty Bryant
Dick & Andy Bennett	Jean W. Brydon
Jeremy & Anna Berteele	Lewis & Sandy Buford
Betsy Beverley	Duncan & Ellen Buoyer
Betsy Blair	Bennette & Katheryn Surface Burks

Lisa Burlee
Gwen Burroughs
Ellen Bush
Priscilla Cabell
Charles & Liza Cabell
Ron & Brenda Cain
Frances Cone Caldwell
Frank & Susan Call
Bruce & Beth Campbell
Mrs. William Campbell
Campos Family
Bruce & Sara Cann
Mary Everette & Jamie Cann
Maxie E. Cannon, Jr.
Ann Carneal
Tim & Melissa Carpenter
Myra Carroll
Shannon & Hank Carter
Reid and Marsha Carter
Anne Caskie
DeWitt & Janny Casler
Dick & Barbara Catlett
Jack Catlett & Kathy Spong
Windy & Wanda Chandler
Mr. & Mrs. Herbert A. Claiborne
Kitten Clarke
Whitt & Meg Clement
Vienna Cobb-Anderson
Lou Coldwell
Susan Coleman
Carole Conner
Shannon Conner
John & Kathy Conrad
Susan Coogan
D. Mark Cooper
Carroll & Polly Cooper
Margaret Corwin
Jim & Joelle Cosby
Constance Costas
Fred & Betty Cox
Trevor & Kristin Cox
Lori Craft
Willson & Susan Craigie
Craig Crawford
Alan Pell Crawford & Sally Curran

Jack & Lilliboo Cronly
Ben & Danielle Crowley
Mike & Peggy Crowley
Elizabeth & Andrew Crowley
Druanne & Ralph Cummins
Anita Cummins
Ruth Cunningham
Richard Cushman
Mr. & Mrs. J. Randolph V.
Daniel IV
John & Princess Daniel
Corinne Davis
Melinda W. Davis
Wyatt & Tucker Deal
Becky & Mike DeCamps
Alice DeCamps
Anne DeCamps
Holly C. DeJarnette
Kate DeJarnette
The Delk Family
Mayen & Awak Deng
deWolff Family
Danielle Dick
Richard & Allyson Dickinson
Amy K. Dilworth
Charlie Diradour & Ann Ritter
Mary Alice Dirks
Stephanie & Thomas Disharoon, Jr.
Diane Dodd-McCue
Doug & Carrie Dorsey
Cary Doyle
Mark & Joni Dray
Doug & Colleen Drummond
The Duffey Family
Patty Duffy
Marshall & Rita Earl
Susan Early
Howard & Julie Eckstein
Holt & Paula Edmunds
Scott & Anne Marie Elles
Scott & Ruth Ellett
Randy & Donna Ellis
Mark & Robbie Emblidge
Jack & Nita Enoch
Lori & Chris Evangel

Winston Evans
Ron & Jenny Evans
Sandy & Virginia Evans
Bart & Ida Farinholt
Rob & Jane Farmer
Joe & Frances Farmer
Rutherford & Katherine Ferguson
Mary Waller Fergusson
John & Anne Fergusson
Dorothy Ewing Ferrell
Darien Fisher-Duke
Margie Fleet
Virginia Fleischman
Clifford & Carter Foster
Ann Fowle
Mrs. C. H. Fowlkes
Dick & Mary Fowlkes
Althea Frederick
Kurt Friday & Leslie Parpart
Bob & Susan Friend
Charlotte Frischkorn
Sam & Carol Ann Fuller
Cammie Furber
Rick & Maura Gaenzle
Anne Cabot & David Galeski
Ben & Laura Garden
David & Laura Gardner
Jason & Kate Gareau
Bobby & Kitisie Garland
Tom & Susan Gayner
Carmen Germino & Matt Presson
John & Yvonne Gibney
Hoppy Goddin
Jim & Pam Goggins
Gay & Alvin Goldstone
Ches & Nancy Goodall
Jane Goodridge
Blake & Jaime Gordon
Margie Gray
Frank Bradley Gray, Jr.
Larry Green
Ginny & Jerry Green
Matt Greenawalt & Tarran Turvey
Bill Gregory
Thomas & Nancy Gresham

Michael A. Grove
Steve & Liz Guarnieri
Chris & Cheryl Guedri
Jamie & Penny Gugino
Carl Gupton
John & Ann Gurkin
J.B. & Kathryn Gurley
Kirkland & Rob Hagerty
Catherine & Brent Hailes
Garnett & Anne Hall
Berno Hamilton
Laura Hamilton
Alex & Betsy Hamilton
Jason & Melinda Hancock
Richard Hanson
The Harbach Family
Elliott & Terrell Harrigan
Cabell & Patti Harris
Dr. Jan W. Harris
Mary E. Harrison
Margie Harrison
Virginia Harrison
John & Ida Hart
Drew & Amy Hartley
Ed & Cheryl Hartman
Christie Hartwell
Gary & Nancy Hartwell
The Harvards
Livy & Katy Haskell
Bill & Barbara Hassett
Trey & Lynda Hatcher
Elizabeth Hawa
David & Marisa Hay
Anne Heffner
Jane Vaiden Helfrich
John Helfrich
Mike & Helen Henry
Bob & Nancye Herring
Kathleen Tillery Hershey
Bob & Lolly Hetherington
Scott & Kathe Hetzer
Alice I. & Thomas A. Hickman, Jr.
Gene & Kathy Hickok
Ken & Laurie Hoen
George & Kathie Hoffmann

Adam & Ginny Hofheimer
Tom & Janet Hogg
Michael Hoke & Alison Kent
Jim & Betsy Holden
Mr. & Mrs. Wes Holland
Ryan & Molly-Armine Holston
Hill & Cynthia Hopper
Shelton & Elizabeth Horsley
Tom & Mary Horton
Mr. & Mrs. George C. Howell III
Mr. & Mrs. C. Knox Hubbard, Jr.
Leigh Hulcher
Keith & Cindy Hummer
Scott & Anne Hurt
Walter & Vicki Hurt
Randy & Rossie Hutcheson
Mike & Sarah Innes
Dave & Ann-Watson Irvin
Nancy Jaffe
Pim & Robin Jager
Gretchen Japhet
Matt & Betty Jenkins
Tom Jenkins
Elizabeth & Jay Jennings
Ed & Detta Jewett
Erin & Bryce Jewett
Mary Ann Joel
Lillian Johnson
Mimi Herington & Dave Johnson
Neville Johnson
Russell Jones III
Walter & Leila Jones
Dyke & Belinda Jones
Joy & Reggie Jones
Andy & Sarah Barr Jones
Jay & Nancy Jordan
Dale Kalkofen
Martin H. Kanipe
Page Kastelberg
Keane & Eric Kauders
Helen & Mark Kemp
Lou Kendrick
Holly & Andrew Kidwell
Mr. & Mrs. Mark Duncan
Kilpatrick

Dean & Jessica King
Sue Kneip
Whit & Sarah Ann Knier
Will & Elizabeth Krusen
Mr. & Mrs. J. Scott Kulp
Michael & Christy Lantz
Alan & Jeanne Lapierre
Susie Lawrence
L. Russell & Katherine W. Lawson
Pat Lawson
Nan Leake & Jon Shepherd
Lucy Leake
Jim & Rhonda Leavitt
Don & Betsy Lecky
Hart Lee & Betsy Shuff
Mary Lou Murphy Lee
John & Eliza Leitch
Cary & Vicki Levering
Monica & Dan Lewis
Hortense Mitchell Liberti
Grey & Ashlee Ligon
Tom & Anita Lisk
Anne & Preston Lloyd
Ashley Lockhart
Mr. & Mrs. William Londrey
George & Jean Longest
William & Patty Loughridge
Ruth Lowery
Snead & Madeleine Luck
Gibson & Kristen Luck
Marshall & Dennis Lynch
Edward & Marianne Macon
John & Rhoda Mahoney
Dale Mann & Charol Shakeshaft
Anne Manson
Kyle Martin
Hynson & Caroline Marvel
Margaret Ann & Nick Mazzenga
John & Cynthia McCard
Jane McCauley
Rich McClain & Mary Ruth
Burton
Mike & Sarah McComas
Laura & Steve McCoy
Bernard & Eve McCray

Wheat & Barrie McDowell
Trent & Christi McFadden
Monty & Randi McFadden
Read & Jenny McGehee, Jr.
Cathy & Read McGehee
Mary Katherine & Brad McGetrick
Mary Richie McGuire
Jim & Lele McKenry
Dave & Jeanette McKittrick
Grice McMullan & Ann Honeycutt
Betty McMullan
Jeff & Cathy McPherson
Jim & Anne McVey
Eddie & Lucy Meade
Debbie Meigs
Rick & Susan Mellott
Rosie Messer
Bob & Robin Michie
Teri Miles
Mr. & Mrs. Frank Miller
Jimmy & Cary Milley
Bob & Claire Mills
Claiborne W. Minor
Gil & Charlotte Minor
Rob & Betsy Mitchell
Margaret Mitchell
Lisa & Billy Mock
Carlton & Camilla Moffatt
Page & Carolyn Moffatt
Cam Moffatt
John & Janie Molster
Jennie & Colin Monette
Seth & Allison Monette
Thayer & Carrie Montague
Mike & Kathryn Montgomery
Chris & Dena Moore
Beth & Harry Moore
Katherine Moore
Robert Moorman
Margaret Moring
Philip Morris
Elsie Morris
Mr. & Mrs. R. Whit Morris II
Amanda Morton
Clinker & Betsy Moss

Tom & Pam Mulcahy
Connell & Kristin Mullins
Charlie & Liz Nance
William Nash
Joan Neal
Caroline Neal
Eric & Dorothy Nelson
Joan Nesmith
Luke & Sally Newcomb
Shaw & Jane Newman
Nancy Pace Newton
Blake & Chris Nichols
John & Carolyn Nicoll
Lisa & Bernie Niemeier
Ed & Prince Norfleet
Dan & Lindsey Norfolk
Dan Norman
Frank Norvell
David O'Brien & Carol Scarce
Sean & Lili O'Brien
Allie O'Connor
Marlene O'Dair
Ron & Jennie Odum
William & Ann Oppenheimer
Ian & Courtney Orensky
Linda Owen
Frank & Becky Page
John & Karen Palen
Ada Parashar
Caroline Smith Parkinson
Betsy Parrish
George & Marty Parrish
Dick & Amy Parrish
Laura Partee
Jay & Liz Patton
Ray & Tyler Paul
Frank & Betty Payne
Bob & Ann Payne
John & Susie Peters
Janet Peyton
Penny Pfohl
Judy Philpott
Mason & Tanner Pilcher
Gordon & Ginny Poindexter
Anne Pollard

Jennifer Pollard
Cheairs & Sarah Porter
Cliff & Trudy Porter
Tom Porterfield II
Mr. & Mrs. E. Bryson Powell
Peter & Ethel Powell
Michael & Ruth Pratt
Marv & Lyn Presson
Libby Price
Robin Price
Vernon & Molly Priddy
Sally & Anna Prillaman
John & Paulette Pullen
Gordon & Amy Quinby
Matthew & Marianne Radcliff
John & Margaret Raigins
Jim Ratliff & Kelley Johnston
Kirk & Biz Read
Dave & Gigi Redmond
Scott & Cheryl Redmond
Nancy B. Reed
Allan & Terry Rees
Ellen Reichner
Joe & Carter Reid
Margaret & Sarge Reynolds
Courtenay & Julia Reynolds
John Reynolds
Quentin & Sarah Reynolds
Darryl & Katie Ricard
John & Lauren Richardson
James White Richter
Frank & Mary Roach
Hunter & Polly Roberts
Walter & Susan Robertson
Sue Robertson
Newnie Rogers
Sandra B. Rose
Kevin & Kristin Rosengren
The Rosenhammer Family
Virginia Ross
Gordon & Ginia Row
John & Beth Ruch
Pierce & Leslie Rucker
Ann Rumble
Richard Rumble

Mary Lou Rumble
Ames & Carrie Russell
Susan & Fred Russell
Scott & Jennifer Ruth
Rob & Connie Saffelle
Jay Sandusky & Catherine
Ferguson
Maria Satterfield
Tricia & Conrad Sauer
Rodie Savage
Brent & Tracy Schneider
Nancy Scoggins
Brother & Marian Scott
Barry & Julia Scott
Inge Sen
Will Seymour
Dick Shannon
Mrs. Alton R. Sharpe, Jr.
David & Jenny Sharrar
Jayne & Brian Shaw
Jane Ashley Sheets
Mr. & Mrs. Andrew P. Sherrod
Sydney & Phil Sherrod
Martha Shickle
Dr. & Mrs. Bernard Showalter
Mark & Laura Shuford
Bennett Shumaker
Trey & Kendal Sibley
Dawn Siegel
Bob & Susan Siegfried
Melissa A. Silver
Simms
Jennifer & Geoff Sisk
Alex & Beth Skidmore
Alex & Mary Slaughter
Richard Sliwoski
Tony Smith
Randy & Katherine Smith
Virginia Lee Smith
Andy Smith
Bobbie Smith
Brooks & Jennifer Smith
Gary & Martha Smith
Michael Smith & Gloria Prevatt-
Smith

Catherine & Robert Southall
Henry Spalding
Henry & Wendi Spalding
Allison & Brent Spiller
Alice Spilman
Connie Spilman
Tory & Eric Sprehe
Jay & Lloyd Spruill
Elizabeth A. Stallings
Karen Stanley
Matthew P. Stanley
Rusty & Susan Starnes
Starlet Stevens
Emily & David Stock
Brude & Ann Stoever
Alan Stone & Dorothy Young
David & Hilary Streever
Patrick & Laura Strickler
Chris & Cheri Stringer
Lucy Cabell Summerell
Susan & Jonathan Sumrell
Dr. Burton M. Sundin
Pattie & Doug Sutton
Evelyn Sutton
Malcolm & Nicole Sydnor
Margaret Talman
Helen Tanner
Mary Minor Taylor
Bob & Brooke Taylor
Nancy Tazewell
Walker Teele
George Teplansky & Rose Howard
Johnnie Lou Terry
Megan Terry
Jane Thompson
Emily & Bill Thrower
Maggi Tinsley
Sean Tluchak & Lisa Rossi
Jesse & Leslie Torbert
Alice Tousignant
Richard & Anita Towell
Johnny & Karen Townsend
Charlotte Tribble
Wilson & Ginger Trice
Winston & Betse Trice

Molly Trice
Toddy Trigg
Billy & Susie Trigg
D. Scott Triplett
Randy & Betsy Trow
Randolph & Clare Trow
Rose Tucker
Jim Tucker
Mignon Worman Tucker
Ned & Sarah Turnbull
Banks & Meg Turner
Mr. & Mrs. David S. Turner
Harry & Heather Turton
Jan & Roger Tutton, MD
Liz Tyler
William & Kay Tyler
Lilo & Scott Ukrop
Jim & Bobbie Ukrop
Ted & Katie Ukrop
Henry & Peggy Valentine
Massie & Margaret Valentine
Gordon Valentine
Chamie & Henry Valentine III
Ned Valentine
Carol Valentine
Mark & Britt Van Deusen
Tom & Elizabeth Vance
Antonia & Jonathan FD Vassar
Linda Vick
David & Julie Wade
Peter & Patti Wagner
John & Ashley Waite
Laura Waite
Marion Wall
Andrew Walters
Doug & Julie Walters
D & Susan Walton
Betty Byrne & Hudnall Ware
Pamela C. Ware
Elizabeth S. Ware
Patricia Ware
Latane & Randall Ware
Nancy Warman
Harry Warner
Sally Watters

Alan & Carolyn Watts
Stephen & Mollie Watts
Lawton & Shelton Way
Sharon Wayne
Ellen Weaver
Mark & Jill Webb
Lou Webber
Mr. & Mrs. Charles C. Wentworth III
Jay & Kathryn West
Wiley H. & James C. Wheat Jr.
 Foundation
Carter & Laura Whisnand
Charlie & Norvell Whitaker
Jane Dowrick & Michael Whitlow
Priscilla Wiggin
Peter & Kelly Wilbanks
Henry & Katie Willett
Mary & Henry Willett
Julien Williams
Lucy Williams
Otto & Vann Williams
Taffy & Greg Williams
Beth Williams
Mr. & Mrs. T. Evan Williams, Jr.
Mr. & Mrs. Todd Williamson
Spencer & Eleanor Williamson
Tommy & Camilla Williamson
Fontaine & Ed Williamson
Joe Willis & Suzanne Hall
Cindy & Carl Wilson
Jeffrey & Tamra Wilt
Brent Winn
Neely Winston
John & Susan Winter
Ned & Annie Witthoefft
Mike Woodard
Chip & Sandy Woodson
Dr. & Mrs. Patrick M. Woodward
Coley & Lindsay Wortham
Ginny Wortham
Andy & Jan Worthington
Cary & Harriet Wright
Watson & Allison Wright
Murray & Diane Wright
Caroline & Richard Wright

Randy & Lorna Wyckoff
John & Lynn Young, Jr.
Sam & Pam Zimmer

OUTREACH REPORT— Connell Mullins, Chairman

The St. James's Outreach Committee was blessed in 2017 with a very generous budget of \$95,000, which we used to support twenty-five community organizations that serve a variety of our neighbors who struggle to meet their own serious needs.

Each year, St. James's Outreach Committee solicits written requests for funding from the various community outreach groups that we feel we could 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 strive to make site visits to these partner agencies on a rotating basis, which allows us 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.

For the past several years, many of the organizations that we have supported serve the city's homeless population, those who are in danger of becoming homeless, and those who have recently been homeless but who are now in a more stable housing situation. We also support organizations and agencies that 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.

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 2017 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, the homeless and those in jeopardy of becoming homeless. As we look ahead to 2018, 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:

Ralph Cummins

Katie Morris

Connell Mullins, Chair

Mignon Tucker

Bobbie Ukrop

David Wade

Harry Warner

Chip Woodson

Nancy Warman, Staff

Rev. Carmen Germino, Staff

Approved Requests for Support

ACTS	18,000
CARITAS	3,000
Circle Center Adult Services	2,600
Circles RVA	1,500
CHIP of Richmond (Family Lifeline)	1,700
Crossover Ministries	2,600
Daily Planet	2,700
Drive to Work	1,300
Fan Free Clinic (now Health Brigade)	2,600
Gateway Homes	2,000
Grace on the Hill	1,000
Good Choice	700
Housing Families First (f/k/a Hilliard House)	1,400
Home Again	2,000
Liberation Family Services	1,000
Peter Paul Development Center	16,100
REAL Life	1,400
Richmond Peace Education Center	800
Safe Harbor	2,500
Shepherd Center	1,900
St. James's Children's Center	13,000
Stop Child Abuse Now (SCAN)	1,600
The Healing Place	8,400
Virginia Supportive Housing	3,500
YWCA	1,700
Grand Total:	\$95,000.00

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

Servant Ministry 2017 provides a kaleidoscope of excitement, joyous energy, and abundant love that was shared in many ways and in many places throughout the year as you, the faithful “DOERS” of St. James’s responded to God’s call to serve. Over 1500 ministry roles were filled throughout the year! It is my privilege to share highlights of another church year filled with “DOER” ministry and God’s blessings.

The beginning of another church program year found my friend and colleague Carmen Germino and me working closely with an energy-filled and enthusiastic team of DOERS charged with the implementation planning of our September 24 Servant Ministry Celebration! They did an outstanding job and we had a great celebration in Valentine Hall where about 300 church members came together to celebrate our ministries and our life together, and to express joy and thanksgiving for the arrival of our new rector John McCard and his family. Approximately 50 lay leaders were available to showcase all ministries – music, education, in-reach, outreach and missions – and to help people sign up for new ministry teams. The room buzzed with the chatter of friends enjoying fellowship along with the aroma and taste of special treats including Sugar Shack donuts and Black Hand Roasters coffee! Fun morning for all!

IN-REACH MINISTRY continued to be strong with many volunteers serving in important roles that provided leadership, nurture, and support to in-house worship, education, fellowship, and care of church members and buildings and grounds.

Worship teams and leaders included: Ushers (Harry Turton, Brink Brinkley); Acolytes (Robin Jager and 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. Of special note is the strong acolyte ministry made up of 74 acolytes (24 Crucifers and 50 Torchbearers and Bannerbearers). Training and refresher courses were offered and each acolyte served on a team that was scheduled to participate in approximately seven services during the school year. In addition to Robin and Donna as acolyte masters, we had ten parent team leaders to assist.

Welcome Committee under the leadership of Tina Sherrod provided several Sunday morning gatherings for newcomers to meet clergy and staff while enjoying coffee and breakfast snacks with new friends. Church members Randi and Monty McFadden hosted a festive and fun newcomer party in August to welcome newcomers.

Hospitality Committee, comprised of almost 50 generous and energetic DOERS working under the enthusiastic leadership of Beth Skidmore provided warm welcome, hospitality, and an abundance of scrumptious food to annual parish wide receptions, including: Martin Luther King, Jr. Evensong, Easter Brunch for our Choirs and Musicians, Pentecost and Founders' Day celebrations. In addition, this team provided special receptions as we bid farewell to Caroline Parkinson upon her retirement, offered appreciation to Thom Blair for his Interim Rector leadership, and enthusiastically welcomed our new rector, John McCard, and his family.

The creation of a Music Hospitality Committee was a wonderful addition to our 2017 in-house ministry. This dedicated team of some ten to fifteen volunteers, under the gracious leadership of Alice Campbell, provided fellowship and food for two music receptions and anticipated additional ones in 2018.

Helping Hands Ministry provided meals and loving embrace of 17 parish families who were experiencing a death in the family or another difficult family situation, or who celebrated the birth of a baby. Jayne Pemberton continued to provide leadership for a team of seventeen DOERS.

DAN (Doers Action Network) is a team of volunteers who served "on call" for special needs and who put love into action and provided care for our very own church members. Team members built a wheelchair ramp, organized medical transport and presence for someone going to and coming home from the hospital, and helped clean and de-clutter a home! Lay leader Harry Warner provided outstanding communication and coordination of these events.

Wednesday Night Dinner Ministry, comprised of six dinner teams and 61 team members, provided dinner meals extraordinaire and opportunity almost every Wednesday night for parish friends to gather for shared meals. Team leaders included Evelyn Sutton, Eric Burfeind, Laura Blaylock, Kim Baldwin, Bobbie Ukrop, Allison Wright, Laura Shuford, Carol Scarce, and Karen Townsend. Nancy Warman provides leadership for this ministry with generous support and assistance from Laura Shuford and our sextons.

Stewards of the Earth Committee continued in its efforts to bring attention to God's creation and to lessen harmful environmental impacts. The Stewards worked closely with our Facilities Manager Matt Presson and Facilities Coordinator Laura Shuford to make "green" our building practices. Indoor and outdoor lighting was upgraded for energy efficiency. We initiated a contract with NOPE (Natural Organic Process Enterprises) that allows us to compost almost all of our kitchen waste. In 2017, NOPE collected 3,380 pounds of food scraps and debris from St. James's. We spared over a ton of garbage from going into the landfill. NOPE processed our waste into 67.6 pounds of rich, new soil to be donated to Shalom Farms. The Stewards of the Earth actively communicated a green vision in parish publications and benefitted from guest authors who represented a range of topics and perspectives. Nature walks, led by botanist

Johnny Townsend and the Rev. Hilary Streever, proved to be well-received. Monica Lewis provided committee leadership and served as our representative to the Diocesan Creation Care Task Force (which is led by Lorne Field), participated in their phone conferences (September 30 and December 2) and email exchanges.

The beautifully maintained Memorial Garden reflects the expertise and efforts of faithful lay leader Bill Gregory and his Memorial Garden Committee team volunteers: Lelia Jones, Janet Baruch, Tricia Sauer, Nancy Tazewell, Betsy Ware, Gloria Prevatt and Jennifer Sisk (Memorial Garden Book). The team completed its annual spring and fall cleanup that included pruning, replanting, and feeding boxwoods and other greenery. Committee members noted electrical problems that prevent our beautiful fountain from working and made plans to have repairs completed this spring. Always with observant eyes and attention to garden needs, committee members made plans also to repair the concrete around the bluestone terrace to prevent water damage and to place additional mortar around the bases of the fencing posts to better stabilize the fence.

Quietly and behind closed doors Money Counters – Priscilla Cabell, Carole Conner, Ida and John Hart, Penny Pfohl, John Reynolds, Camilla and Tommy Williamson, Sandy and Chip Woodson, and lay leaders Mason and Wyatt Beazley – were faithful to the important weekly task of counting and preparing Sunday collection offerings for deposit. Poconna Thiel served as staff support.

Administrative Office Volunteers provided daily enthusiastic and loving support to clergy and staff as they answered the phone, welcomed people at the front door, stuffed envelopes, proof read documents, punched holes in notebooks and generally helped keep us running smoothly – no small task! Emily Thrower and Gina Young served as staff support to DOER front desk volunteers: Jo Miller, Donna Ellis, Priscilla Cabell, Betty Brown, Robin Price, Martha Booker, Sally Watters, and Chamie Valentine.

OUTREACH MINISTRY continued to serve as a strong witness to Servant Ministry and as a beautiful portrait of “a church at work in the world.”

One of our signature ministries, St. James’s Children’s Center, stayed strong in its dedication to the education and well-being of its 65 young children (ages 2-10 years). Many DOER volunteers and community partner volunteers made possible an abundance of teaching and nurturing moments: 30 church adult volunteers; four church student volunteers; 30 weekly VCU students; 24 week-long volunteers from St. Catherine’s, St. Christopher’s and Collegiate schools; two foster grandparents from Senior Connections, and six Early Childhood Education interns from VCU, J. Sargeant Reynolds and John Tyler Community Colleges. Our professional and dedicated teaching staff provided 2,400 hours of quality early childhood education and 36 field trips to museums, parks, swimming, and cultural attractions. Our children were blessed with the transformation of our former art room into a sensory room for large-motor development, the purchase of two new student activity buses, and a new wall of cabinets to hold art supplies.

Food Ministry continued to nourish low-income and homeless individuals and families and reached far into the metropolitan community to embrace those in need. Harry Moore continued his faithful leadership of the Men's Cooking Team, which met one Saturday each month to prepare home baked individual servings of meatloaf. Each month's delivery of some 65 servings went to help feed homeless people who attend a feeding program on Southside sponsored by St. Michael's Episcopal Church, provided meals for church client families, and provided meals for residents of several community agencies. Food Force Ministry comprised of three teams, each of which met once a month and provided meat loaf, shepherd's pie, and hoppin' john to the nearby Salvation Army and occasionally to other local shelters. These 32 DOER faithful cooks provided a total of 2880 servings of delicious and nutritious food throughout the past year! Gigi Redmond and Mary Slaughter provided lay leadership and appreciated staff support from Laura Shuford and sexton Doria Roane in helping with kitchen needs. In addition to our in-house food preparation, church members provided 1,590 lbs. of food to FeedMore through the November 23 Thanksgiving Day Food Collection.

Doers Doing in the Community team, made up of lay leaders Judy Philpott and Mary Slaughter and team members, Kathie Hoffmann, Tom Jenkins, Bill Nash, and Linda Vick, prepared and served five dinners, each to 25-30 residents of the Hull Street Virginia Supportive Housing residential site. DOER members contributed also eight bags of groceries to residents of New Clay House who were moved to a temporary hotel site during the time of the renovation of their residential site. Team members visited the Southside REAL Recovery House and made plans to re-visit and provide meals during 2018.

REAL (Recovering from Everyday Addictive Lifestyles), Safe Harbor, and Circles RVA are new community agencies with which we started partnerships. REAL seeks to support those coming from incarceration and those struggling with drug addictions; Safe Harbor puts focus on the needs of individuals who are the victims of sexual abuse and human trafficking; and Circles RVA promotes eradication of poverty in the city. REAL and Safe Harbor participated in our September 24 Servant Ministry Celebration and in our December 10 Alternative Gifts Fair. DOER volunteers expressed interest in serving as these ministry partnerships continue to grow and take shape.

Mentoring ministry under the leadership of Paulette Pullen continued to be a significant outreach and embrace to students and teachers. Approximately twenty DOERS formally served as mentors in one of three categories: a team of ten "Lunch Buddies" met with ten Bellevue Elementary first graders approximately every two weeks. This team worked through Communities in Schools to establish its goals and schedule. In an effort to strengthen our relationship with Bellevue Elementary, the Lunch Buddy team provided a faculty and staff breakfast during Teacher Appreciation Week in 2016, and a dinner for faculty and staff during

Parent/Teacher conferences in 2017. Another category is composed of approximately eight individuals who served as tutors, helpers, and reading buddies in locations including Peter Paul Development Center and Anna Julia Cooper Episcopal School. These individuals typically mentored at least once a week, and coordinated their schedules and roles directly with the organizations they serve.

A small number of St. James's members continued to follow mentees as the mentees graduated from the organizations where the mentor/mentee relationships originated. The relationships between these mentors and mentees are unstructured and are not associated with institutions.

GoodChoice mentoring volunteers took their place among those offering one on one financial mentoring to individuals participating in the Strengthening Families and Work Force programs of Goodwill Industry. DOER coaches met with individuals to foster financial literacy and pave the way for financial stability. Dave Sealey served as a coach and became the new leader of this ministry team.

Project:HOMES ministry team continued its good work in the Richmond community while providing extensive work including painting, replacing siding, removing a collapsed garage, and reclaiming the back yard of a city homeowner. Our twelve-member DOER team celebrated the last day of work by bringing lunch to the homeowners. Little did they know their lunch feast would turn into a block party, as neighbors and family came by to eat and socialize! Andy Smith served as coordinating leader and Kyle Martin as construction supervisor.

Meeting on the third Tuesday of each month, McGuire Veteran's Ministry volunteers showed up at 5:45 p.m. in the Polytrauma Unit of McGuire Hospital. Each DOER volunteer brought desserts, including ice cream, cookies, and cakes. In holiday months, team members added special touches to the "ice cream social" such as holiday napkins or Valentine and Christmas cards. Volunteers also took turns visiting patients on the Spinal Cord Unit and helping feed those who were unable to feed themselves. Visiting families and hospital staff were always invited to join the gathering so that on any given night, 50-100 people were served! Lay leaders Madeleine and Snead Luck sent out reminder e-mails each month to 32 potential team members and had a core group of twelve dedicated volunteers. Margaret Bloor continued to serve as our liaison to the Red Cross, the agency that hosts our hospital visits.

Beginning Saturday, October 14, St. James's hosted a nine-week CARITAS Intake site each evening for 30-40 men who waited for transport to their evening lodging site. About 100 DOER volunteers took turns hosting the evening gatherings and provided coffee and a variety of snacks, including fruit and crackers and homemade goodies! Most importantly, DOERS provided their time and ministry of presence to those who especially needed a friendly and warm embrace. Steve McCoy served as lay leader.

CARITAS Shelter Week, February 11-18, buzzed with the chatter and activity of our CARITAS guests, along with some 100 enthusiastic and faithful volunteers, including children and teenagers who joined their parents for this special ministry. It was a week of high energy and many hugs among our group of many babies and young children. Laundry, showers, meals, games, and many activities were provided each night, along with an abundance of love! Erin Jewett and Carrie Acey served as co-leaders and Sharon Wayne as evening activities Director.

The year could not have been complete without the excitement of the annual Christmas Giving Tree ministry! New leaders Katie Morris and Donna Ellis, along with the support of administrative assistant Gina Young, provided outstanding leadership to their dedicated team of eleven helpers who monitored the “wish list” process and the in-gathering of gifts on Sunday, December 10. The participation and generosity of many church members provided clothing and toys to 60 children and gifts to 20 senior citizens, all participants in the Peter Paul Development Center programs. As part of the Giving Tree ministry my in-house emergency fund received \$3885 to support individuals and families in housing crisis and with emergency need. Gift cards also were provided for community families who had been referred to my office for food and toys.

Pastoral and Crisis Social Work Ministry continued to provide one of the strongest and broadest outreach witnesses from the church to the community. In addition to offering counseling, prayer, and referral services, I provided \$22,923.72 to assist with 85 emergency needs. Individual DOERS stood ready to assist me with individual situations that needed an extra bit of love in action! I continued to work in close partnerships with other “helping” agencies, and in particular with ACTS (Area Congregations Together in Service).

My emergency discretionary fund is supported primarily through a People In Need grant from the Jesse Ball duPont Fund in the amount of \$10,000. This past year, grant amounts to all recipients of that fund was cut by one-half. For St. James’s it means my fund is cut by \$5000 reducing the number of people we can embrace with emergency assistance. Other, but limited, funding came from individual church members and from the Giving Tree Christmas offering.

This annual report of 2017 gives witness to the colorful and varied lens of our parish kaleidoscope, one that depicts a parish filled to the brim with faithful people serving Christ in the community and in the world. During this transition year, I am deeply grateful for the outstanding leadership of our wardens, vestry, and search committee, and so thrilled to have John McCard and his family with us! I give thanks each day for the gifts of our clergy and staff, my friends and colleagues who enrich me and lift me up every single day, even when I don’t deserve it! And I give thanks each day for you, the DOERS of St. James’s who enrich and inspire me with your passion for Servant Ministry and your witness of putting faith into

action. The church, the world, and our community are indeed blessed to have you, and so am I!

Faithfully,

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 80 adults and over 60 children. St. James's Music Program has grown into one of the most vibrant programs in the region.

Our annual MLK Evensong on January 15 was the biggest ever by far (surpassed only by the 2018 MLK service)! The evensong was attended by 800 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!” We are so proud of the more than 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. In attendance were Randy and Melissa Hollerith.

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, in November we took our seventh 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 last week's Youth Sunday service are still ringing in our ears – a choir loft full of young choristers singing “Lord I have a heavy burden of all I've seen and know. It's more than I can handle. But your word is burning like a fire

shut up in my bones and I can't let it go.” We are reminded of the way that God uses music to comfort and sustain us, to bind us together, to inspire us, and to strengthen us to do good work.

Soli Deo Gratias

Mark and Virginia

CHILDREN’S MINISTRIES REPORT—

Becky Page, Director

There is so much joy in the children of St. James’s. You can see it when they skip down the aisle to the chancel steps, when they rush to Children’s Chapel, and when they retrieve a prize from the treasure box at Sunday school. And, sometimes, there are tears when they say goodbye to Mom and Dad in the nursery or when they can’t go to “Big Church.” There is so much joy and so much to celebrate in the Children’s Ministry. We were blessed to have thirty-nine babies baptized this year. There were 119 children registered for Sunday school from age two through fifth grade with new children joining throughout the year. At Vacation Bible School in June forty-three campers joined a “Camp Out” in the Michaux house along with an amazing group volunteers.

Sunday School

Each week during the program year we offer three different curricula to our children. The two-year olds have Sunday Storytime in the nursery where they hear stories and connect them to positive character traits and Bible verses. *Godly Play* is offered to the three and four year old class, the Pre-K and kindergarten class, and first grade class. *Godly Play* encourages the children to get ready by preparing their bodies and minds to hear the stories of our faith, wonder about the stories, and then respond to them as they understand them. The elementary children in second through fifth grade participate in a rotation model, *Growing in Faith*. This year’s theme, “Living God’s Way,” draws lessons from both the Old Testament and the New Testament. Volunteers lead workshops in a combination of Art, Cooking, *Godly Play* stories, Legos, Music, Science, and Service. Each lesson is offered for several weeks to allow the children to hear and engage with each lesson in different ways.

More than seventy-five volunteers participate in the Children’s Ministry as teachers, shepherds, storytellers, workshop leaders, and materials volunteers throughout the course of the year. Additional volunteers participate throughout the year in special programs such as the Advent Fair, Christmas Pageant, and Vacation Bible School, as well as in the nursery, Children’s Chapel and special service projects.

Children Serving

Each year the children have opportunities to serve others both within the St. James’s parish family and in the broader community. Sunday school children made Valentines to share with parishioners at Westminster Canterbury and, donated their Lenten mite box offerings to ACTS. During Vacation Bible School the campers collected and donated school supplies to the St. James’s Children’s Center. In November and December jars of peanut butter and cans of

Spaghetti-Os were collected to share with those in our community who do not have enough to eat.

Fellowship

Connecting our children to each other and the entire St. James's community is an important part of their faith formation. The fellowship at Vacation Bible School in 2017 topped that of the previous year. Thirty-two youth volunteers participated as camp counselors much to the joy of the young campers. Their service to our church and the children was priceless and they have inspired a new generation to serve. The October parish retreat to Shrine Mont was also a great source of fellowship for our children and families. All participants enjoyed a candlelit walk to the Shrine for evening prayer, a community bonfire, a 5K Walk/Run, sessions learning to create Sabbath time and space, and a wonderful square dance. Memories and relationships were made and will be cherished. The Christmas Pageant with some rogue sheep and many heavenly hosts is a joyful way for our children to share the story of the birth of our Lord and deepen their faith. What a blessing to witness the children of St. James's as they grow!

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 319 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 2017.

The Youth Ministry spent most of 2017 living into the strategic plan and Youth Ministry Vision published in 2015. Everything we do is focused on the following mission statement, core ministry values, and long-term strategic goals:

Mission Statement

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

Values

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

Goals

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

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

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

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

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

In 2017 we invested dedicated efforts to better integrate and support our high school aged youth. We expanded our team of adult youth leaders for **SYF**, our youth group for 10th-12th graders, and empowered youth to discern and select their summer mission trip location. The **confirmation** program for 9th graders is also focused on authentic faith experiences, building relationships, and empowering youth to put their faith into action. The 35 9th graders currently enrolled started off the year focused on understanding the sacrament of baptism and building camaraderie with peers and adults leaders. Each youth has also selected an adult mentor to walk beside them on this journey as they consider confirmation. Despite inevitable challenges that any youth ministry faces, both SYF and Confirmation have been able to effectively nurture the faith lives of our high schoolers.

In addition to our regular Sunday programs, we offer **four 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!).

Service and outreach are part of the Youth Ministry’s DNA. In March 2017, 17 youth and 5 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, 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 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 third-annual **Mini-Mission** for middle schoolers gleaned in the fields of the Northern Neck of Virginia and stayed in dorm rooms at Christchurch School. 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 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 2017 and has big plans already in the works for 2018! 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 Berteele, Carmen Germino, Grey and Ashlee Ligon and John and Margaret Raigins.

This team has worked hard 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 2017 highlights include:

Play: A two-day River Retreat in Weems, VA at the home of Chip and Sandy Woodson and a Happy Hour for all ages at the Shrine Mont Parish Retreat in October.

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

Serve: Volunteered at and organized a Christmas Party for the families at Peter Paul Development Center.

The Leadership Team is working hard to discern future programming and improve integration of young adults into the life of St. James's. Building relationships among young adults and being responsive to the pastoral needs of this age group are of particular interest. 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 32nd year of service to Richmond’s at-risk young learners, I am pleased to report that St. James’s Children’s Center is a vital, thriving school made possible through the dedicated support of the St. James’s congregation and community partners from throughout the Richmond region.

Some highlights from 2017 include:

- The Children’s Center is grateful for St. James’s 2017 gifts of classroom and office space (valued at over \$60,000 of in-kind support), \$10,000 in operating support, Outreach Committee grant award of \$13,000 and collection proceeds from the 2017 Children’s Center Sunday and Christmas Eve services. These gifts were instrumental in helping us to fund our operating expenses of over \$823,755 in 2017, which included our capital campaign that provided the Center with updated IT, new buses and hallway storage and improvements.
- Our enrollment is near capacity with more diverse families entrusting their children to the Center. Forth-nine percent of our students come from low-income families earning less than 150% of poverty level (\$18K-\$62K depending on size of family). An additional 25% of our children come from “working poor” families earning less than 300% of poverty level.
- The Children’s Center provides meaningful employment to eleven full-time and six part-time teachers and administrative staff each year.
- Twenty-three adult members of St. James’s Church volunteer with the Children’s Center each year. This includes nineteen Children’s Center Board members, six Young Adult volunteers and eight classroom volunteers.
- Our children were blessed with the transformation of our former art room into a sensory room for large-motor development, the purchase of two new student activity buses, and a new wall of cabinets to hold art supplies.
- In 2017 St. James’s Children’s Center was one of three Early Childhood Centers selected by the Virginia Early Childhood Foundation to act as leadership for a new initiative, Richmond Shared Service Alliance (RASA). RASA’s mission is to determine approaches to stabilize and grow early childhood centers serving children-at-risk in the Richmond community through a model of sharing back office expenses and creating educational opportunities on healthy business practices. This initiative was formed as a result of Centers that have long served children-at-risk having to close their doors.
- We continue our community partnerships, connecting families to Northside Partnership for Families, who provide financial counseling, beginning level

skill classes for employment such as computer literacy and ‘a way to work,’ helping families acquire reliable transportation.

- In 2017, the Children’s Center continued to receive NAP tax credits. Now Children’s Center supporters can receive a tax credit equal to 65% of their donation.
- Early Childhood Education interns from VCU and J. Sargeant Reynolds and John Tyler Community Colleges completed their student teaching requirements at the Children’s Center. This valuable experience for students also informs current staff on best practices in early childhood education.
- Our partnership with Senior Connections has placed two “Foster Grandparents” in our classrooms as “full time” volunteers.
- In 2017, 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.

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

Rector

The Reverend Dr. John F. McCard

Interim Rector

The Reverend Dr. Thom Blair, Jr.

Associate Rectors

The Reverend Carmen Germino

The Reverend Hilary Streever

Pastoral Associates

The Reverend Dr. Mark Cooper

The Reverend Dr. Robert Friend

The Reverend Caroline Smith Parkinson

2017 Vestry

Peggy Spilman Crowley, Senior Warden

Matt Harper, Junior Warden

Harry Moore, Finance Chair

Louise Bald

Willson Craigie

Ralph Cummins

Becky DeCamps

Kathe Hetzer

T.A. Hickman

Scott Hurt

Erin Jewett

Dave Johnson

Jay Jordan

Connell Mullins

Tina Sherrod

Beth Skidmore

Laura Strickler

Michael Whitlow

INSERT TO THE ST. JAMES'S CHURCH 2017
ANNUAL REPORT

2018 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 2018 budget at its regular February meeting.

In 2018, our budgeted revenue of \$2,549,916 represents an increase of 3.9% over 2017. Our stewardship revenue for 2018 will be up 7.6% over 2017 actual, and demonstrates the continued generosity of our parishioners and the results of the Peer-To-Peer efforts in 2018. Also included is the last year of a generous grant from our Endowment to supplement non-clergy salaries.

Our outlays equal our budgeted revenue are up 2.8% versus 2017 to \$2,549,916. This includes a provision for a modest staff salary increase and fully funded program requests.

Harry Moore
Chair, Vestry Finance Committee

St. James's Episcopal Church
2017 Budget and Actual and 2018 Proposed Budget

Accounts	2017 Budget	2017 Actual	2018 Budget
INCOME			
041750 - CURRENT YEAR STEWARDSHIP	\$2,014,066	\$1,952,739	\$2,102,000
041754 - PLATE OFFERINGS	\$110,000	\$129,751	\$135,000
041906 - FROM ENDOWMENT/SALARY SHARE	\$90,000	\$90,000	\$90,000
041751 - PRIOR YEAR STEWARDSHIP	\$75,000	\$70,654	\$70,000
041763 - FM: ENDOWMENT/MT SERVICE CONTRACTS	\$58,000	\$58,000	\$65,000
041753 - EXCESS OF ACTUAL STEWARDSHIP	\$45,000	\$49,948	\$55,000
041759 - SURPLUS CARRYOVER	\$53,180	\$0	\$25,416
041764 - AT&T CELL TOWER	\$23,748	\$23,600	\$23,600
041757 - MISCELLANEOUS INCOME	\$5,500	\$15,667	\$15,000
041903 - TRAN.FROM MEMORIALS/MEMORIAL GARDEN	\$12,862	\$10,955	\$13,000
041747 - NON STEWARDSHIP GIFTS	\$5,050	\$5,000	\$10,900
041766 - SPACE RENTAL INCOME (SCAN)	\$5,000	\$5,000	\$5,000
041746 - 2017 CHALLENGE PLEDGES	\$20,350	\$14,973	\$0
041760 - Church Pension Disability INCOME	\$0	\$6,429	\$0
041761 - ENDOWMENT FUND/SEARCH EXPENSES	\$15,000	\$15,736	\$0
041905 - TRANSFER FROM JAZZ MASS	\$5,000	\$4,922	\$0
041748 - STEWARDSHIP SHRINKAGE 3%	-\$59,645	\$0	-\$60,000
Total INCOME	\$2,478,111	\$2,453,374	\$2,549,916
Expenses			
PERSONNEL EXPENSES	\$1,435,571	\$1,419,689	\$1,488,037
BUILDING & GROUNDS	\$423,602	\$435,807	\$452,310
MISSION & OUTREACH	\$284,156	\$283,524	\$279,050
OFFICE EXPENSES	\$112,000	\$127,315	\$111,000
MUSIC	\$94,581	\$94,581	\$95,000
COMMUNICATIONS	\$28,875	\$34,461	\$32,810
YOUTH MINISTRIES	\$15,000	\$14,870	\$16,982
STEWARDSHIP	\$20,656	\$20,447	\$15,000
LAY MINISTRIES	\$19,025	\$12,441	\$14,025
ADULT FORMATION	\$12,350	\$11,594	\$12,967
CHILDREN'S MINISTRIES	\$9,500	\$6,348	\$9,500
WORSHIP	\$7,900	\$7,103	\$8,000
INSTRUMENT MAINTENANCE	\$6,800	\$6,205	\$7,300
DIOCESAN MATTERS	\$4,510	\$4,477	\$3,800
YOUNG ADULTS MINISTRY	\$2,585	\$2,145	\$3,135
SPECIAL PROGRAMS	\$1,000	\$98	\$1,000
Total Expenses	\$2,478,111	\$2,481,105	\$2,549,916
Net Total	\$0	-\$27,731	\$0