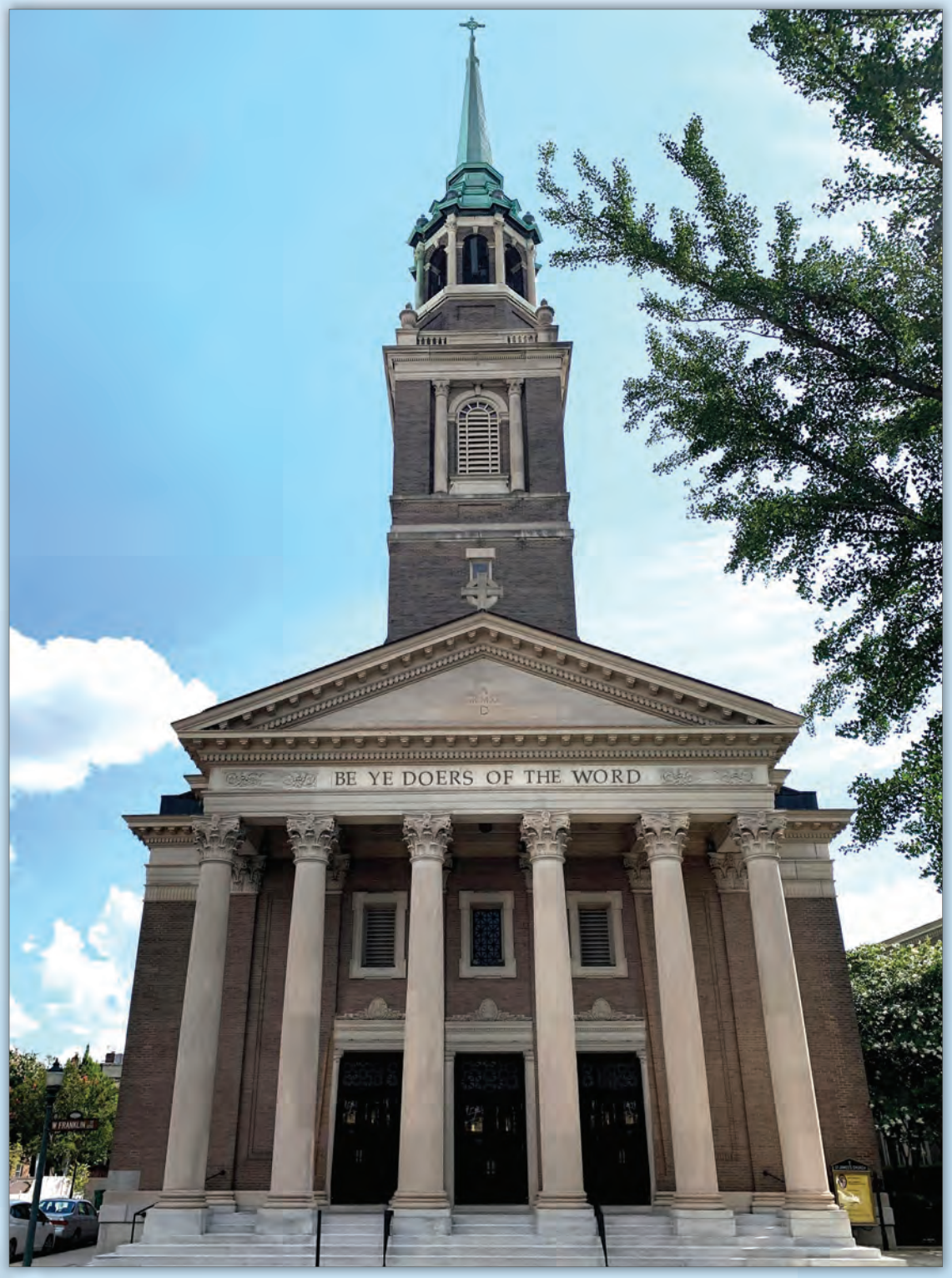
2020 Impact Report



St. James's Episcopal Church

Always doing.


















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At St. James's we are transforming lives through authentic relationships with God, with our neighbor, and with one another in these three areas of our work together:

- Community
- Discipleship
- Service

A Message from the Rector

Dear Fellow Doers of God's Word,



When I reflect back on the past year, it is humbling for me to realize how St. James's was able to carry forth an active and vibrant ministry even as we faced the challenges of the COVID pandemic. Not since the fire over twenty-five years ago has St. James's faced a crisis that caused our community to reinvent how we worship, how we care for others, and how we all stay connected as the Body of Christ.

With all the various difficulties St James's faced, we remained a faithful and resilient community of Christians, actively Doing, worshipping, and giving generously to support the mission and ministry of our beloved Church.

You will see in this Impact Report some of the results of your generosity and gifts that have empowered the ministry of our church and made it possible for us to serve our church family as well as our neighbors in the larger communities of God's world.

Anne Lamott once wrote, "When you give up all hope, you are probably only giving up the hope of getting your own outcome to happen. A synonym for surrender is yield—which agriculturally speaking means to step aside and let something grow."

This year, our faith community was forced to rediscover what it means to live with a sense of hope that comes not from our own resources but from the love and grace of our Savior, Jesus Christ. This is what has sustained us and I give thanks to all those who have helped our church remain full of hope for the future.

And even while we are still struggling through this pandemic, I invite you in the coming year to dream about the St James's of tomorrow—a spirit-filled urban parish welcoming all those who come to us, and providing a place to raise our families, build faith-filled relationships, and connect to meaningful ministries that serve God, each other, and our neighbors.

Thank you again to all those who gave of themselves in the past year to support our mission and ministries at St. James's. As St. Paul writes in his epistle to the Romans, "May the God of all hope fill you with all joy and peace as you trust in him, so that you may overflow with hope by the power of the Holy Spirit."

Yours in Christ,

John McCard

Servant Ministry

Always doing something meaningful

Outreach Vestry Funding

- 22 agency recipients were given over $100,000.

"Thank you for believing and investing in our work! Together we are building a stronger community."

-The Daily Planet

"Thank you so much. We are so grateful for our partnership with St. James's."

-Greater Richmond SCAN

"Across the Richmond region, vulnerable families face challenges every day. Your generous gift provides us with a strong foundation to live our mission. Thank you! Thank you! Thank you!"

-Family Lifeline

Servant Ministry in a Pandemic

100+DOER volunteers responded to community need:

- Church members adopted a 2 bedroom apartment at the new CARITAS Center and volunteers purchased house-warming gifts and decorated the apartment
- DOER volunteers responded to some 25 community ministry needs
- Food Force team provided monthly wholesale delivered meals to the Salvation Army and Safe Harbor
- DOER volunteers worked with Underground Kitchen to package and deliver meals throughout the community
- "DOERS Doing in the Community" team provided toiletries, food, and new linens to residents of the REAL Life House, provided window blinds for the safety and security of residents of Safe Harbor; and provided Christmas meals for 10 Children's Center families, along with table decorations and utensils contributed from Ladies Bible study group
- Many bags of food delivered to FeedMore as part of the annual Thanksgiving Offering



CARITAS Volunteers work at
St. James's sponsored apartment



Nancy Warman and volunteers deliver food

Servant Ministry

Always doing something meaningful

Crisis Ministry Funding

- We addressed 57 emergency needs, embracing 100+ individuals and family members and provided over $25,000 in financial assistance

"I am still a work in progress but hope one day to be able to pay it forward to help someone else. I don't know if you know it or not but that is what you and the church do for all of us needing a helping hand. Thanks so much for the blessing."

-Nancy Warman client

Servant Sunday in a Pandemic (**September 27, 2020**)

Partnership with Beth Ahabah Congregation and St. Phillips Episcopal Church

- 111 volunteers were able to serve 17 community agencies
- 33 participants worked for Rise Against Hunger
- 52 participants filled 66+ agency slots for gifts and/or hands-on ministry
- 26 people gave blood at the St. Philip's Blood Drive (3 from St. James's, 8 from St Philip's, the remainder were not from either church)



RISE Against Hunger volunteers

Mask-Making Partnership with Beth Ahabah

- **100+ congregational volunteers joined forces to make 1400 masks, far exceeding our goal of 1000**

  Our volunteers washed and cut 94 yards of fabric (primarily manufactured in Ghana) and 47 yards of interfacing; skillfully stitched together the masks; packaged them with educational material; and picked-up/delivered materials between each step. Masks were delivered by volunteers to The Market at 25th, where they were distributed to customers who live in Church Hill North, Creighton Court, Fairmount, and Mosby neighborhoods.



Mask making volunteer

"We look forward to continuing to work together as faith-based partners, next door neighbors, and good friends."

-Beth Ahaba Member

Christmas Giving Tree

- 55 individuals or families participated, donating over $6,000 for gift cards to be distributed to 66 Peter Paul Development Center seniors and families

"Wow! That is incredible. Thank you so much for this extremely generous gift.

-Peter Paul Development Center

Music Ministry

Always doing something beautiful

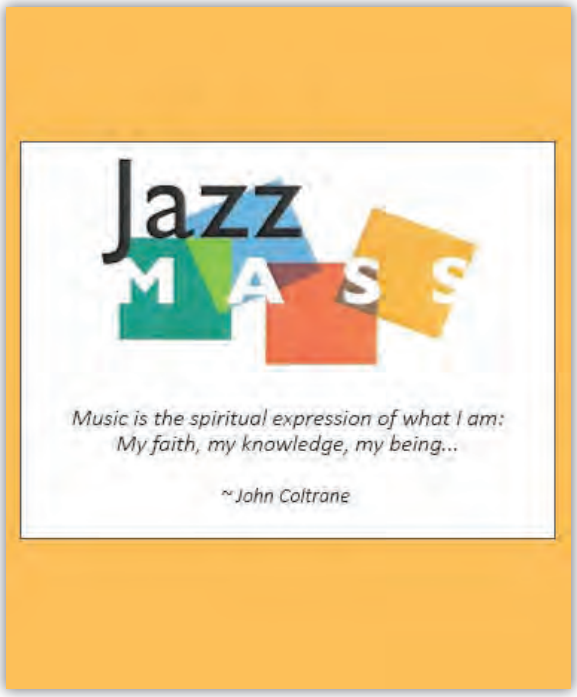
Even though we couldn't meet in person for most of the year, music continued to powerfully impact our worship and communal experience. Thanks to Mark and Virginia Whitmire and the talent and commitment of our multiple choirs, parishioners at St. James's and beyond were able to be inspired, moved, soothed, and dazzled by our musical programming.



Prior to the pandemic, the Music Program presented:

- Dr. Martin Luther King, Jr. Evensong (14th year)
- Corey's Gospel Hour
- Evensong with St. James's Youth Choir, and the Choirs of St. Catherine's and St. Christopher's





Music Ministry

Always doing something beautiful

During the pandemic the Music Staff prepared and presented music for:

- Opening Day live service at Rock Bottom
- 11 morning live services in St. Francis Open Air Chapel
- 11 evening live Jazz Mass services in St. Francis Open Air chapel
- 47 streaming Sunday morning services
- Our Christmas Hope service
- A Christmas Eve streaming service



Choir members at St. Francis Open Air Chapel Service



Christmas Eve Service

In addition, we created 6 Virtual Choirs, involving 50 parishioners and shared with the parish and the whole wide world via the web.

Here are a handful of the dozens of comments we received about the Dr. Martin Luther King, Jr. Day music video released in January:

"Thank so much! I greatly missed the annual service but this was a wonderful treat."

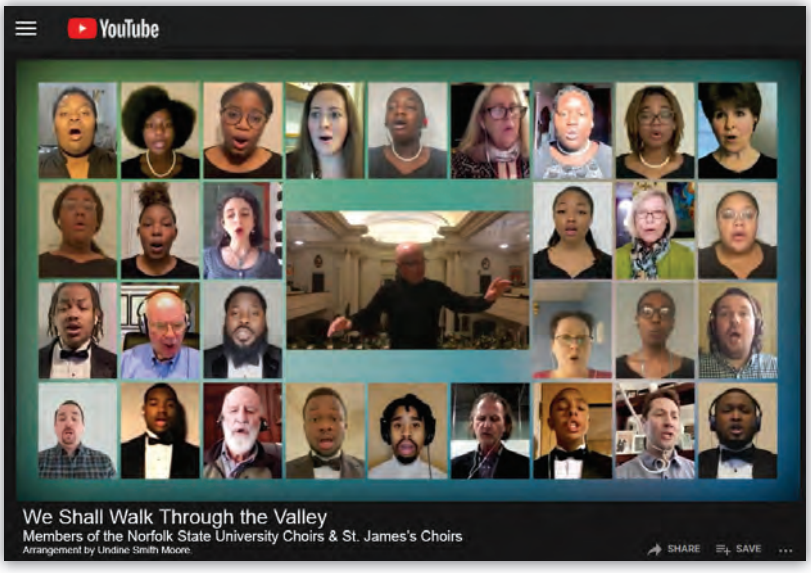
-Carol Hench Valentine

"So beautiful, and gifted voices you all are a blessing to the hearts of those whom are hearing this. Peace and blessings to you all."

-Itilla Avent

"Beautiful! I'm grateful!"

-Laura Inscoe



(click the image to play video)

Children's Ministry

Always doing something inspiring

Prior to the Pandemic, the Children's Ministry Provided:

- 7 Sunday school classes offered weekly in January and February
- Weekly Children's Chapel led by clergy at 9 a.m. service
- 8 baptism banners created
- 1 Parenting Forum led by Ashley Soukup, Licensed Clinical Marriage and Family Therapist "Supporting Your Teen's Mental Health"
- 2 New Baby packets were delivered
- 36 Birthday cards sent
- Nursery offered on Sunday mornings during worship and Wednesday evenings during programming



During the Pandemic, the Children's Ministry Provided:

- Development of online/distance format Sunday School programming with assistance from Ministry Architects consultants
- Creation and mailing of 55 origami butterflies to share the hope of Easter with parishioners living at Westminster Canterbury

"What a wonderfully hopeful message and fun, creative activity to reinforce it! She is so excited to make them today (the big decision will be WHICH butterfly to choose!!)"



Making origami butterflies

- A "Holy Peeps" contest that invited children and youth to create a diorama of a Bible story or liturgical action using Peeps and other craft materials - projects were posted on St. James's Instagram and parishioners voted for their favorites

"They are all so wonderful. Hard to choose. Thank you to all who made these and are bringing us joy."



"Holy Peeps" Easter Contest

- Creation of 5 clergy-led Children's Chapel videos that were posted on St. James's website
- Recording of 11 Godly Play videos - 4 posted on St. James's website
- 4 ZOOM gatherings for the combined 1st & 2nd grade students and 3rd & 4th grade students.

"*These kiddos are so precious. I can't tell you how special it was to hear Henry leading us in a closing prayer and thanking God that we can all be together. Here we are trying to keep their spirits high during this odd time and yet I left the Zoom feeling so uplifted from them!*"

Children's Ministry

Always doing something inspiring

- A slideshow to recognize graduating 5th grade students
- A virtual Vacation Bible School program that provided 31 children to-go packets with a CD, lessons, and craft materials

"Thank you for everything! We didn't make it through every single activity but the beauty is that now I have an extra activity for day's when we have nothing to do! This virtual VBS was well thought out and included so much."



Virtual Vacation Bible School

- Advent Fair To-Go Kits for 27 families with wreath supplies and devotional materials for children and adults

"We loved making the Advent wreaths and lighting the first candle."

- 20 Advent wreath kits for children participating in House Churches
- 55 Flat Jesus finger puppets were delivered to parish children
- 196 monthly postcards from August to December, and 304 birthday cards mailed to all Sunday School aged children

"We've really enjoyed getting real cards in the mail from you over the past few months. It's always fun to get mail, and we appreciate all you have done to keep in touch."



Flat Jesus Puppet

- 30 Godly Play "Feast to Go" kits for children age 3 to 1st Grade
- 230 Advent Miracle in the Manger books and activity guides sent to all Sunday school families
- Epiphany At Home Blessing materials sent to all Sunday School families
- 13 children baptized in the Memorial Garden with COVID safety protocols in place
- A Christmas Pageant video incorporating photos and music from pagents from 2002 -2019 that allowed children and families, and the whole parish, to connect with this beautiful holiday tradition.



Godly Play "Feast to Go" Kits

Children's Ministry Supported Parents & Sunday School Staff with:

- 12 weeks of on-line bible study for moms of preschool aged children
- 4 Zoom-based Parenting Forums on topics including mental health concerns and parenting challenges during the pandemic.
- Appreciation gifts delivered to 25 Sunday school teachers

"Thank you for the kind note and treats! Honestly the door to door delivery means the most!"



Christmas Pageant Video

- 4 New Baby packets with a note, book of prayers, and GrubHub gift cards

Youth Ministry

Always doing something inspiring

During the Pandemic, continued Youth Ministry activities included:

Church Virtual School (CVS)

The CVS program provided a space for 19 middle and high school students to find support, community and inspiration during the closure of their public and private schools. The program is held in the Michaux House and follows all CDC guidelines and protocols.



"We have been so grateful for Church Virtual School for our daughter. It has been a major emotional boost to her each week! THANK YOU! "

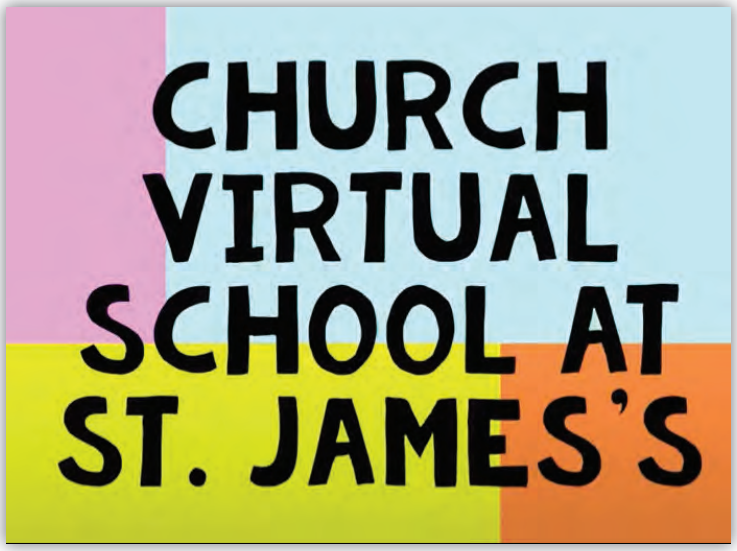
"I'm so incredibly grateful you have given our teens something to look forward to each day."

"Can't thank you enough for this refuge in the storm that CVS provides, xoxo!"

"Prepare yourselves for a gushy mail. I cannot say enough about CVS – I literally tell everyone about it. In the midst of a pandemic you have created not just a safe space – but one that is eagerly anticipated. You are doing amazing things – and are making such a difference for our son."



CVS Coordinator Kilpy Singer



Click on the image to view a video tour of a day at St. James's CVS

Youth Ministry

Always doing something inspiring

Other activities engaging teens included:

- Weekly Zoom-based bible study sessions following the online church services
- Confirmation classes held on Zoom that reached that more than 100 students, teachers, parents and mentors
- A Saturday "Gleaning the Fields" event where young people and families gathered to pick vegetables that were delivered to local food banks
- Saturday work days providing clean up work at Evergreen Cemetery in Richmond
- A Zoom Christmas Party for teens and youth program leaders in the parish
- Blessing of the Keys, where 10th through 12th graders celebrated a moment in their lives of increased maturity, independence and responsibility
- Adopt A Senior, where parishioners are assigned a high school student to pray for and assemble a personalized gift to celebrate this special milestone

"Thank you so much for ALL that you and church are doing to keep our youth feeling loved and connected."
-Middle School parent

"I really enjoy confirmation so far and I love the effort and videos! Keep it up!"
-Confirmation student



Evergreen Cemetery clean up


Gleaning the Fields



Blessing of the Keys


ZOOM Youth Group Christmas Party

Other Ministries

Always doing something inventive

Staying connected. Remaining engaged. Keeping the faith. For obvious reasons, we were more focused on these things during 2020 than probably any other time in our history. One obvious solution was Zoom, which was a go-to resource in everything from our confirmation classes to our recent annual meeting. But undaunted, we created many other impactful (and often Zoom-free) ways to share our liturgy, enjoy each other's company and raise our hearts to our Creator.

Here are a few of the highlights:

- Advent House Churches (a ministry of presence we'll be seeing during Lent too)
- St. Francis Chapel—our open-air Sunday Morning services
- Weekly Jazz Mass
- Baptisms in the Memorial Garden
- Welcome Sunday--the open-air event at Rock Bottom that was the first time we gathered as a church since the pandemic began
- Advent Open House in our Sanctuary
- Our spectacular virtual Christmas Eve Service
- Los Posadas, where the nativity traveled from one parishioner's house to another and was chronicled on Instagram
- Sacred Ground—a powerful ten-part film and readings-based dialogue series focused on race, grounded in faith.

"Thank you for all everyone at St. James's is doing to help us through the pandemic. The Christmas Eve service was lovely—the music was beautiful and John's message was wonderful!"
-St. James's parishioner



House Church service



St. Francis Chapel service



Rock Bottom service

St. James's Children's Center

Always doing for Richmond's children and families

The St. James's Children Center has provided high quality early childhood education to deserving children in the larger Richmond community for more than 35 years.

During the Pandemic, the Center:

- Provided meaningful employment for 7 women as essential personnel
- Created a new Facilitated Learning Classroom in response to COVID-19
- Remained 100% healthy and happy since the June 15th reopening after COVID closure







Stewardship

Always doing something generous

Our Generosity Sustains Us

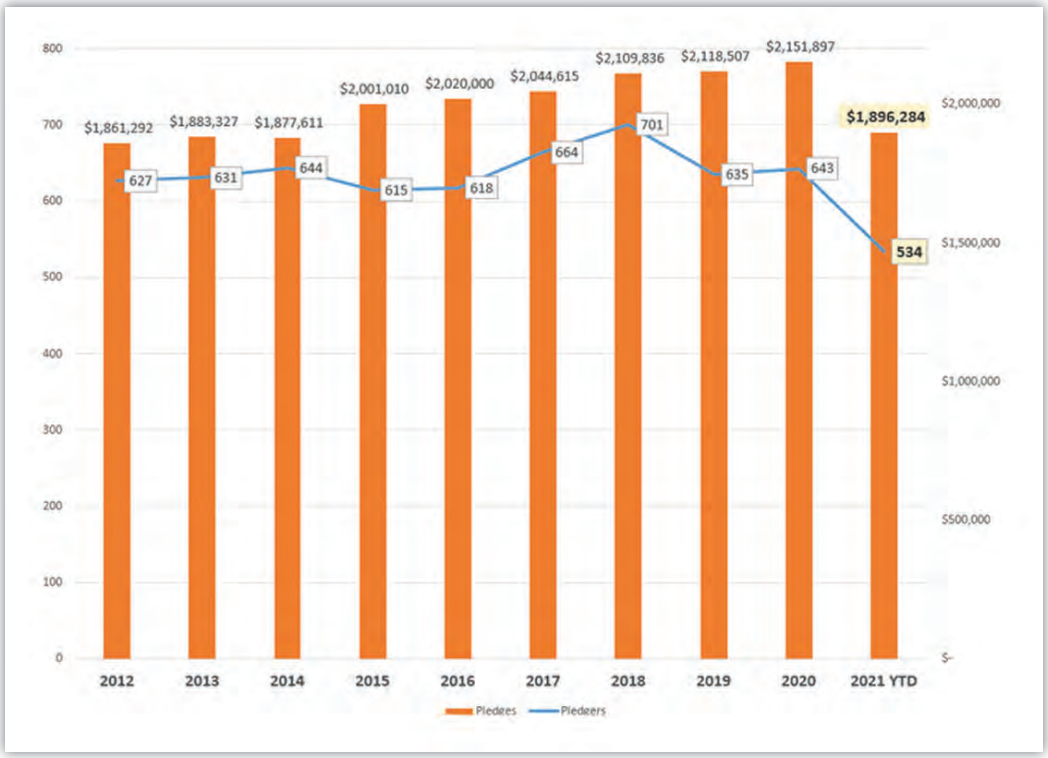
Despite all the challenges of 2020, St. James's once again proved that we are a powerful faith community that's committed to sustaining our mission and ministries. Even with the distance between us—and the lack of in-person contact—our parish has remained steadfast in our love of each other and committed to preparing our church for the brighter future ahead.

Our continuing generosity has shown how we see this extraordinary church not as just a lifeline to our members, but as a source of comfort, support and love to the many communities we serve beyond our parish.

In a year of unprecedented peril, unrest and anxiety, you have shown just how much our faith grounds us. And we await the glorious Sunday when we can again worship together in our beautiful sanctuary.

Through it All and Over the Years - We are The Church

(2021 pledges received through February 4, 2021)



Stewardship

Always doing something generous

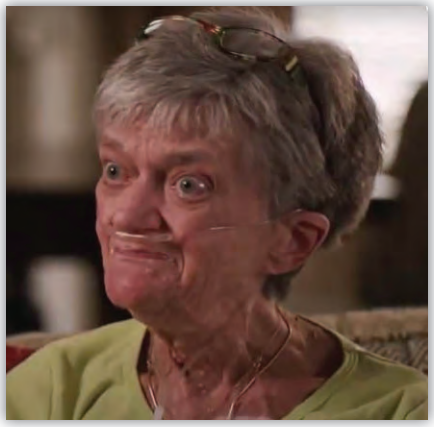
Our Life-Changing Church

Each Sunday since the beginning of the pandemic, John McCard shared a story about a person whose life has been impacted by St. James's. Since then we have been inspired by more than ten months of stories. One of those stories featured Anastasia Redmond, who shared that from working in the nursery on Franklin Street to mission friendships an ocean away, her church has influenced her vision for her life path, and she is grateful for it. Each story is unique. Click on the images below to learn about some of the ways the Holy Spirit moves among us at St. James's.

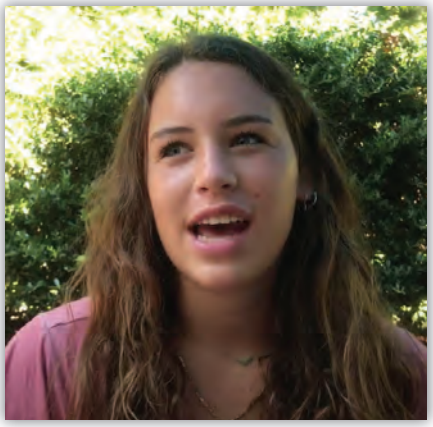
We are dependent on your generosity to enable our church to shape lives and inspire us in these, and countless other ways. Thank you.

From Our Parishioners: We are The Church

(click to play videos)



Mary Harrison



Anastasia Redmond



Mark Shuford



Jennifer Pollard

Financial Summary

Always doing more with God's grace

From the Treasurer: 2020 Financial Review & Endowment Summary

Dear Friends,

I am pleased to report that, despite the challenges presented by the pandemic, St. James's ended 2020 with a net surplus of $410,000. This remarkable success is attributable to the staff and clergy's commitment to control expenses, the vigilance of a strong vestry, and, most importantly, the extraordinary generosity of our parishioners.

Pledge payments were under budget and less than 2019 payments, reflecting the financial challenges some of us face and the lack of connection others feel to their church in a time when we cannot be together to worship, enjoy fellowship and better understand and appreciate different viewpoints. However, this shortfall was offset by gifts received from parishioners who lovingly give year after year over and above their pledge, as well as by a $254,000 PPP loan that was forgiven in full and is treated as a grant. 2020 total revenues were $249,000 over budget.

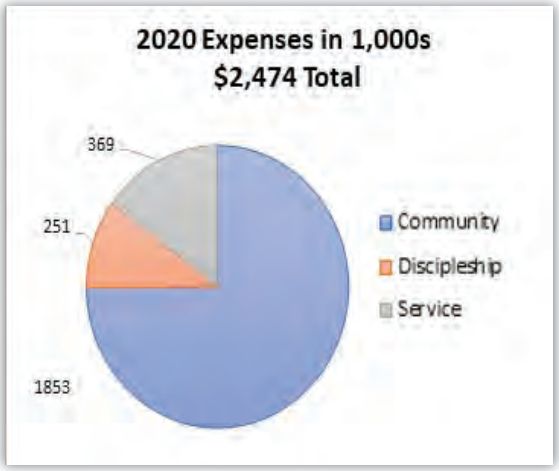
Expenses were $161,000 under budget. While we regret our church could not open its doors, the closure did offer cost savings which were amplified by careful expense control.

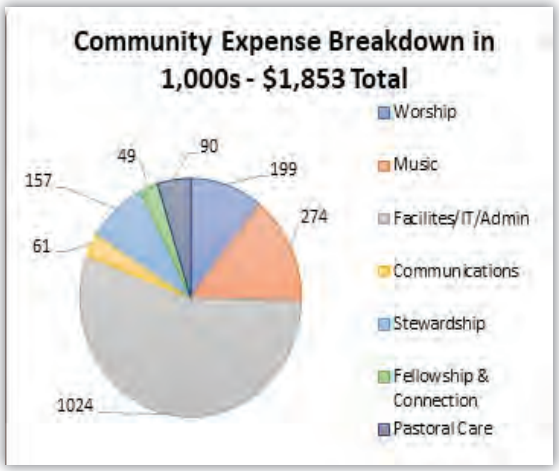
At its January 2021 meeting, the vestry voted to designate the surplus funds to substantially increase the church's cash reserve, to be used to meet future expenses, including 2021 expenses not covered by anticipated 2021 revenues.

Thank you for sharing your gifts with St. James's and may God continue to bless you and your families in the coming year.

Blessings and peace,

Susan C. Coogan
Treasurer and Chair, Vestry Finance Committee





St. James's Endowment

Management:

- 10 Trustees: Rector, Wardens & former Vestry members
- 64 years of service
- $ 9.5M in Endowment Assets

Church Support:

- $ 17,500 Capital Campaign Study
- $ 9,300 Church Loan Interest
- $ 163,000 Church Salaries and Maintenance Contracts
- $ 53,500 Outreach
- $ 30,000 Parking Deck & Stuart Circle Parking

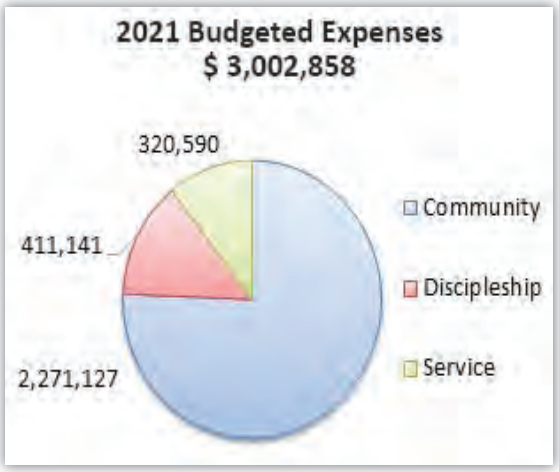
Financial Summary

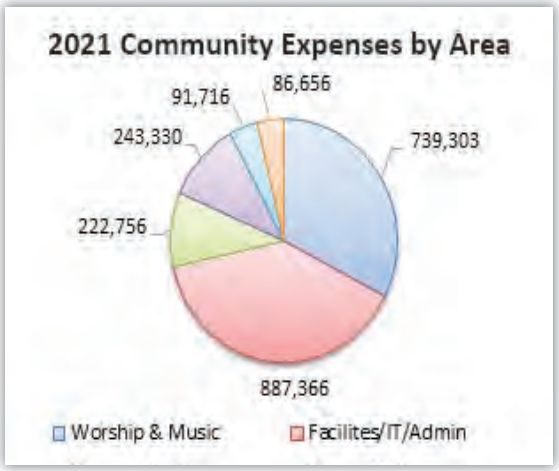
Always doing more with God's grace

From the Treasurer: 2021 Budget & Projected Expenditures

Dear Friends:

St. James's finished 2020 on sound financial footing. While 2020 pledge payments were lower than budgeted and 2021 pledges declined to their lowest level in the past five years, we enter 2021 with a substantial cash reserve. The vestry believe this reserve, together with other resources including the generous support so many of you provide, will be adequate to fund the church's operations and our efforts to build God's kingdom, until such time as we can gather in-person again as a church community and our pledges rebound.





The 2021 budget approved by the vestry is the result of a comprehensive process that involved almost every member of the clergy and staff, and is presented in a new format. The new budget process and format will ensure proper vestry oversight of all disbursements and offers more transparency for parishioners. Most importantly, the 2021 budget better represents the work we do together and our investment in our ministries.

For 2021, our total budgeted revenue is $3,003,000. Stewardship revenue is projected to be lower than in 2020. We can all be grateful for the generous support of the church Endowment Fund, in the form of grants and loans, which represents 11% of total revenue. In addition, several revenue sources not readily apparent in prior budgets, such as funding for our missions, the fees paid by those of us who participate in various activities, and support provided by our fundraisers, are included in the 2021 budget.

On behalf of the vestry, I am presenting a balanced budget for 2021. The vestry concluded the drop in Stewardship revenue is temporary and will recover to prior levels. Based on this conclusion, the vestry chose to balance the budget by cutting ministry and department expenses across the board by $65,500 and transferring $60,500 from cash reserves.

I wish to thank our very able clergy and staff for their commitment to developing the 2021 budget and to the vestry for their support throughout the process.

Blessings and peace,

Susan Coogan

Susan C. Coogan
Treasurer and Chair, Vestry Finance Committee

What will you do in 2021?

So many ways to make an impact. Or be impacted by St. James's.

Something musical:

- Parish Choir
- Cherub Choir
- Youth Choir
- West Gallery Choir
- Children's Choir
- Singing Lessons

Something magical:

- Godly Play
- Children's Chapel
- Christmas Pageant
- Advent for all Ages
- Nursery
- Baptismal Banner
- Vacation Bible School
- Growth in Faith Rotation Model

Something liturgical:

- Altar Guild
- Lectors
- Video Ministry
- Acolyte Ministry
- Lay Eucharistic Ministry
- Flower Guild
- Ushers
- Wheels Ministry
- House Churches

Something youthful:

- Junior Youth Fellowship
- Senior Youth Fellowship
- Youth Confirmation Class
- Ministry Weekend

Something welcoming:

- Greeters
- Music Hospitality
- Welcome Ambassadors
- Fellowship & Connection Team
- Parish House Volunteers

Something educational:

- Tuesday Men's Bible Study
- Living Faith Bible Study
- Vacation Bible School
- Sisters of the Word
- Sunday Adult Forum
- Baptismal Guides
- Wednesday Night Study
- Newcomers Class
- The Tuesday Readers
- Education for Ministry
- Women's Bible Wisdom
- Lectionary Ladies
- Self Starters
- Thursday Men's Bible Study
- Intentional Spirituality Group
- Baptism Orientation
- Adult Confirmation
- Rector's Book Study
- Brown Bag Group

Something ministerial:

- ACTS Advocacy Team
- St. James's Children's Center
- Caritas Shelter Week
- REAL Advocacy Team
- Doers in the Community
- project:HOMES
- Stewards of the Earth
- Ministry & Mentoring in City Schools
- Ministry Care Teams
- RE: Work Richmond
- Safe Harbor
- Circle RVA DAN Ministry
- The Giving Tree
- McGuire Veterans Ministry
- RVA Rapid Transit Advocacy Team
- Food Force Ministry
- Men's Cooking Team

To learn more, contact Donna Horizon at dhorizon@doers.org