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To watch a recording of the annual meeting, scan this code or go to
ststephensRVA.org/annual-meeting.





St. Stephen's Episcopal Church
Annual Parish Meeting
Sunday, February 5, 2023 | 10:10 a.m.

Agenda

CALL TO ORDER AND OPENING PRAYER

The Rev. John D. Rohrs, *Rector*

ELECTION OF VESTRY

Marie Carter, *Nominating Committee Chair*

SENIOR WARDEN'S REPORT

Richard M. Hamrick III, M.D.

TREASURER'S REPORT

Pendleton Rogers, *Treasurer*

EXECUTIVE DIRECTOR'S REPORT

Fred Staley

RECTOR'S REPORT

The Rev. John D. Rohrs

VICAR'S REPORT

The Rev. William S. Stanley

QUESTIONS

BENEDICTION

The Rev. Cate Anthony

NOMINATING COMMITTEE REPORT

St. Stephen's vestry appointed the nominating committee in the fall of 2022. It was composed of outgoing members of the vestry* and at-large members Marie Carter (chairperson), Debbie Dunlap, Ben Emerson, Wortie Ferrell II, Greta Kidd, and Brandon Spalding. After calling for and reviewing suggestions from parishioners, the committee presented the following slate in December. Thank you to all who participated in this process by suggesting parishioners to the committee and/or by allowing their names to be put forward.

Respectfully submitted,

Marie Carter, Chairperson

The slate

Robert Birdsey, a member of St. Stephen's Church since 2013, is co-founder and managing director at GreenFront Energy Partners. Robert served on the discernment committee during our recent search for a new rector, resulting in the call of the Rev. John Rohrs. He has tutored students at Fairfield Court Elementary School, one of our long-time outreach partners. He has also been a reflector at the Celtic service on several occasions.

Kathy Brock is a high school teacher who has been a member of St. Stephen's since 2006. She has served as a verger, a subdeacon, and a chalice bearer here. Her involvement also includes Emmaus groups, the prayer shawl ministry, the icon workshop, and Catechesis of the Good Shepherd.

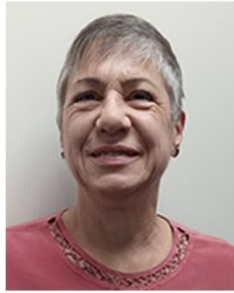
John Crowder has been at St. Stephen's since 1997. Now retired, his professional career was in investment banking and as a golf industry executive. He has served twice as co-chair of the annual giving campaign, including the current one, and chairs the endowment committee. He has previously served on the vestry and as chairman of the Legacy Society (planned giving). John was instrumental in expanding our food ministry by helping to establish our food pantry.

May Fox joined St. Stephen's in 2013. She retired after a 40-year career as a government relations consultant and has extensive experience on volunteer boards. At St. Stephen's, she has participated in study groups, in our food ministry, and on several parish committees. In past years she served on the vestry nominating committee.

Mary Ashburn Pearson is a project manager for an aviation consulting firm. She has been at St. Stephen's since 2010, and served on the discernment committee to seek our new rector. She has been part of an Emmaus group since 2015. For several years she has been a chalice bearer and an anointer at the Celtic service, where she has also served as a subdeacon in the past. *(continued)*

She participated in this year’s annual giving campaign by presenting a “giving moment” during the Celtic service, and giving a testimonial for our annual giving video series. Mary Ashburn has volunteered at the farmers market and assisted with youth confirmation preparation. Her children attend Catechesis of the Good Shepherd.

Christopher Smith is an investment banker who has been a member of St. Stephen’s since 2016. He serves in our ministry of hospitality as a Sunday morning usher captain. He has also been a member of a working group on St. Stephen’s youth program.



Robert Birdsey, Kathy Brock



John Crowder, May Fox



Mary Ashburn Pearson, Chris Smith

Current vestry members

**Service concludes with today’s annual meeting*

- Bill Armstrong
- Alison Fauls
- Barbara Massey, *register*
- Benita Miller
- Blair Nelsen
- Jim Price

Serving until 2/2024

- Richard Hamrick,
senior warden
- David Hodge
- Anne McElroy
- Penn Rogers, *treasurer*
- Martha Sherman
- Nancy Thompson

Serving until 2/2025

- Steven Dalle Mura
- Jeff Johnson
- Andy Luke, *junior warden*
- Brenda McDowell
- Anne Pinion
- Whitney Van Der Hyde

SENIOR WARDEN'S REPORT

February 4, 2023

What a difference a year can make!

A year ago the country and our city were gripped by the Omicron variant of COVID-19, and appropriate caution was abundant. We have moved over the year to a different place, and it is excellent news that recent waves of RSV and influenza are receding as is COVID-19, and some degree of realistic hope COVID will join the other more seasonal viruses we have long lived with.

St. Stephen's Church, along with all of society, has been changed by these last three years. As we emerge from these pandemic years and take stock of our situation, we are rediscovering who we are and assessing what our parish family looks like. There is enormous energy around the church with robust Sunday attendance. Nearly 2,000 people attended Christmas Eve services, and an additional 1,000 online. Youth participation is recovering nicely. We have observed virtual attendance is sustained and indeed expanding, reinforcing a change in the world of worship that we will need to be thoughtful about. The online world is growing, and we need to find the right balance of living with and thriving alongside it.

We welcomed our new rector, the Rev. John D. Rohrs, in September. He hit the ground running and has not stopped. The discernment committee charged with the search for John brought St. Stephen's a talented and thoughtful leader, and we are the better for it.

We are grateful for the work of our vicar, the Rev. Will Stanley, who invaluable led us during the transition period, including before and after the tenure of our interim rector.

We are especially thankful for the hard work of all our clergy and lay staff during this challenging time. Change is hard, and they have more than risen to the challenge.

Our music program is thriving, with superb offerings at services and in special concerts.

The Café @ St. Stephen's through adjustments in the operating model is now generally self-sustaining and enjoys a loyal following.

Another exceptional piece of news is the arrival of Dogwood Preschool at St. Stephen's this coming summer, with its enrollment of over 90 children and the room to grow with us. The positive reception from the parish has been overwhelming, and we all recognize the delivery of high-quality educational opportunities for young children strengthens our parish.

You can read about other thriving ministries in the reports made available at the annual meeting.

A year ago we let you know the church faced a degree of financial limitation. The vestry made necessary adjustments, and we are pleased to have ended the 2022 fiscal year with a

modest surplus. This was achieved by diligent expense management by the staff, coupled with your pledges and special gifts. We hope that you have felt a sense of transparency and communication around material details over the course of the year.

Our annual giving campaign, led by John Crowder and Whitney Van Der Hyde and supported by Blair Nelsen as stewardship committee chair, is close to wrapping up. While at this writing we did not meet our pledge goal in terms of participants, our pledge base seems to be stabilizing after several years of decline. We are heartened by 135 new pledges. Society is changing in the way pledges and annual commitments are received; we will need to understand these trends more deeply and find ways to meet people where they are in terms of stewardship.

This year's annual giving campaign as of January 24 had yielded 748 pledges.

- 135 from new pledging households (23 more than last year)
- 248 for increased amounts (compared to 244 last year)
- 294 for the same amount as 2021
- Only 71 pledges were for decreased amounts (fewer than the 94 decreases last year)

Thus far 109 people who pledged in 2022 have not pledged in 2023, less than the 168 last year.

In May 2022 we wrote to you that \$115,000 in pledges made for 2021 had not been completed; the number for 2022 as we stand today is approximately \$147,000. This "shrinkage" is in part expected: people move; they complete their earthly journey; and, as was said in May, life happens and circumstances change. We of course need to understand this dynamic more granularly.

While a bit of a mixed picture, we believe the overall stewardship trend is favorable.

On January 24 the vestry approved a budget for 2023 supported in part by using a portion of our surplus from last year. It affords our staff modest compensation increases after none in 2022. The budget contemplates the active parish life we all value.

I'd like to thank the vestry for their efforts over the year, and the numerous parishioners who serve on various committees. There are too many to name.

We are grateful for the sustained efforts of all to support our common life at St. Stephen's.

Respectfully submitted,

Richard M. Hamrick III, MD, Senior Warden

TREASURER'S REPORT

St. Stephen's Church weathered remarkably well the many disruptions and challenges presented to the church in 2022, finishing the year with a small surplus. Considering the impact of the lingering effects of COVID-19, resulting reductions in pledge and operating income, personnel turnover, the bear market for investments and the transition to a new rector, this result is a testament to the dedication of the church's clergy and staff and the faithfulness of its parishioners.

As shown in the attached schedule, we ended 2022 with a surplus of \$184,326. While income from pledges, fundraisers and reimbursements from church ministries fell short of budgeted amounts, plate receipts and other income, including several unexpected gifts, more than made up the shortfall. Total revenue for the year was 4 percent higher than the budgeted amount.

Total budgeted expenses for 2022 were substantially less than actual 2021 expenses, with the most significant reductions coming from staff and clergy compensation, reflecting the staff reductions and turnovers we experienced during the year. Program and facility expenses generally were somewhat higher than budgeted, but total expenses nevertheless ended the year 1.5 percent below budget.

The vestry recently approved a budget for 2023 showing \$3,539,406 in income and \$3,539,129 in expenses, leaving a budgeted surplus of \$277. The surplus was achieved by applying the 2022 surplus to offset the deficit that would otherwise have resulted from the budget as drafted. Because the church did not need to draw on its line of credit in 2022, which has in the past often been repaid out of any surplus, this year the surplus could be applied to supplement income.

The income budget for 2023 is based on a budget for pledges of \$2,526,000, which is 2.7 percent higher than the pledge budget for 2022. While the current pledge campaign is ongoing, as of January 24, 2023, we have \$2,334,693 in pledges from 748 pledgers, or 92.4 percent of the budgeted amount. Based on giving trends and our 2022 results, the finance committee believes the budgeted number is achievable, particularly if we are able to reach our goal of 825 pledgers. To those who have submitted a pledge, a big thank you; to those who have not, we hope you will consider doing so.

The overall expense budget for 2023 reflects a small increase from 2022, primarily due to increased costs for most expense categories and cost of living adjustments and benefit improvements for our staff. In the current inflationary environment, upward pressure on expenses is likely, and we will make any adjustments as required.

At the end of 2022, our reserve fund for unexpected expenses (typically used for capital expenditures) totaled \$587,854. The finance committee considers this amount to be substantially less than it should be, and consequently recommended to the vestry that St. Stephen's establish separate capital and operating reserve funds, with targeted minimum balances of \$800,000 and \$500,000 respectively. The capital reserve will fund capital projects,

which for 2023 include a video conferencing room, new computers, security upgrades and lighting enhancements totaling \$65,000. The operating reserve will fund unanticipated revenue interruptions.

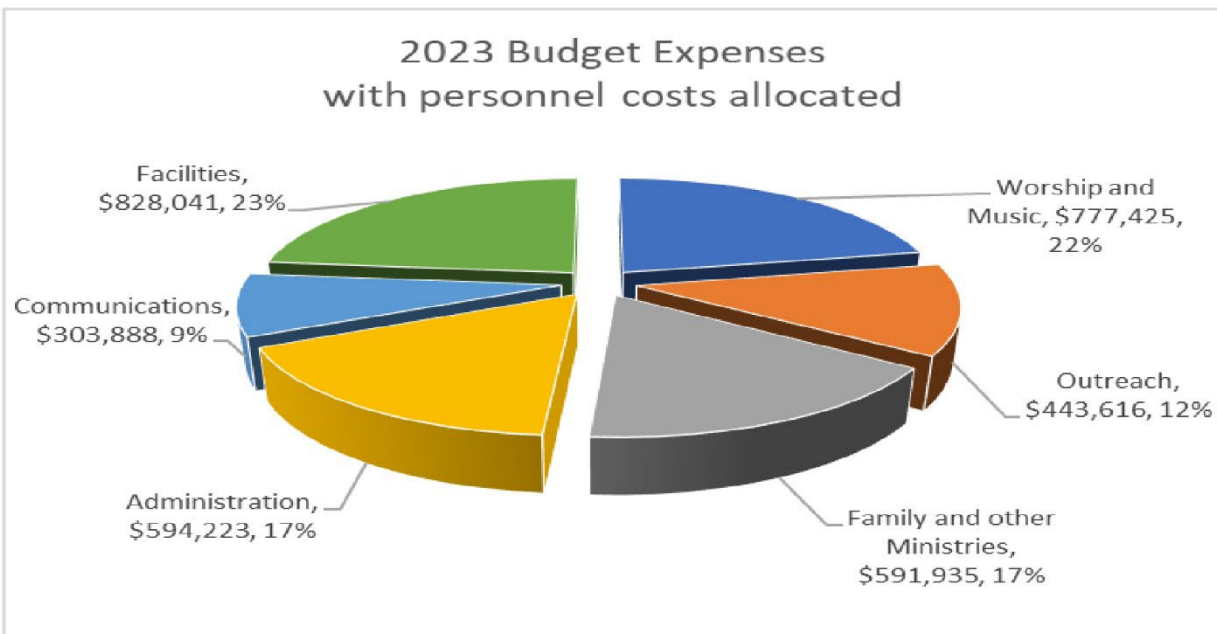
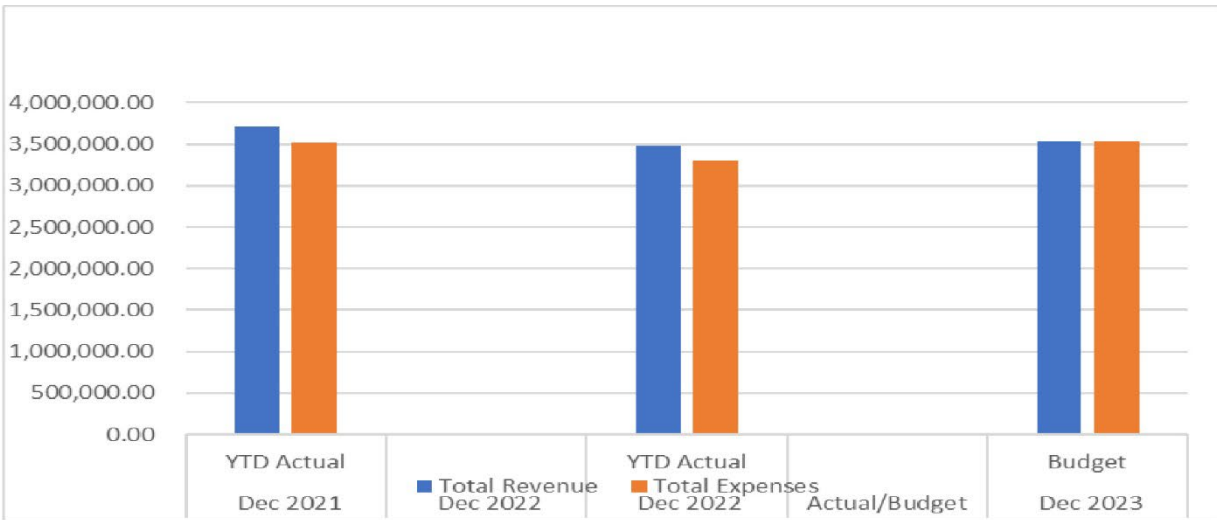
The finance committee believes that each reserve fund can be funded in 2023 from the existing reserve fund and anticipated federal tax refunds for Employee Retention Tax Credits, which we have applied for and anticipate receiving later this year. The committee will continue to work on guidelines for these reserve funds, including the creation of a capital budgeting process and continued funding to the reserves from the operating budget.

Respectfully submitted,

Penn Rogers, Treasurer

2021 & 2022 ANNUAL OPERATING SUMMARY & 2023 BUDGET						
	Dec 2021	Dec 2022	Dec 2022	Actual/Budget	Dec 2023	22 Actual/23 Budget
	YTD Actual	YTD Budget	YTD Actual	2022 Variance	Budget	Variance
Revenue						
Pledged Income	2,672,751.00	2,458,580.00	2,314,160.00	(144,420.00)	2,526,000.00	211,840.00
Plate & Other Gifts	296,652.00	428,343.00	724,109.00	295,766.00	535,000.00	(189,109.00)
Endowment & Other Invest.	225,277.00	252,139.00	254,819.00	2,680.00	263,817.00	8,998.00
Gifts from Fundraisers	0.00	34,000.00	388.00	(33,612.00)	21,339.00	20,951.00
Reimb. from Church Ministries	100,951.00	96,900.00	85,975.00	(10,925.00)	67,250.00	(18,725.00)
Other Income	424,162.00	80,160.00	104,596.00	24,436.00	126,000.00	21,404.00
Total Revenue	3,719,793.00	3,350,122.00	3,484,047.00	133,925.00	3,539,406.00	55,359.00
Expenses						
Staff/Clergy Comp. & Benefits	2,354,377.00	2,187,136.00	2,126,833.00	(60,303.00)	2,211,459.00	84,626.00
Outreach	330,000.00	316,000.00	321,464.00	5,464.00	358,000.00	36,536.00
Worship & Music	152,180.00	144,982.00	162,141.00	17,159.00	174,335.00	12,194.00
Family and Other Ministries	102,565.00	100,646.00	62,334.00	(38,312.00)	78,635.00	16,301.00
Administration	116,602.00	124,272.00	113,641.00	(10,631.00)	207,000.00	93,359.00
Communications	65,443.00	50,787.00	66,935.00	16,148.00	65,400.00	(1,535.00)
Bldg. & Grounds, Contingency	399,724.00	434,947.00	455,021.00	20,074.00	444,300.00	(10,721.00)
Total Expenses	3,520,891.00	3,358,770.00	3,308,369.00	(50,401.00)	3,539,129.00	230,760.00
Surplus/Deficit	198,902.00	(8,648.00)	175,678.00	184,326.00	277.00	(175,401.00)
						Prepared 1/26/23

INVESTMENT SUMMARY		
	12/31/2021	12/31/2022
Reserve Fund	\$ 688,169	\$ 587,855
Preschool STAMP Fund	\$ 50,484	\$ 48,781
Preschool Investment Fund	\$ 66,962	\$ 56,213
Preschool - Pinckney Scholarship F	\$ 75,796	\$ 61,234
Total Preschool	\$ 193,242	\$ 166,228
Endowment Fund	\$ 6,911,965	\$ 4,873,733
Endowment Fund - All Equity	\$ -	\$ 715,422
Total Endowment	\$ 6,911,965	\$ 5,589,155
Centennial Fund		\$ 121,917
Other Funds		\$ 399,729
Total	\$ 7,793,376	\$ 6,343,238
		Prepared 1/26/23



ST. STEPHEN'S ENDOWMENT FUND INC.

In 1949, five parishioners established the St. Stephen's Endowment Fund to help insure the church's long-term financial well-being. As of December 31, 2022, the endowment's total asset value was \$5,588,164.66.

As of December 31, 2022, the endowment generated annual returns as follows:

1 year	-19.0%
5 years	2.6%
10 years	5.2%

The negative return on investment in the endowment's funds for 2022 is disappointing. However, it is generally reflective of overall equity market conditions during the year and generally comparable to returns seen in major investment indices.

The endowment's assets are invested with and managed by the Trustees of the Funds ("ToTF"), an elected board of Episcopal church members associated with the Diocese of Virginia. In 2022, those assets were held in two ToTF funds. \$4,872,742.83 was invested in the Balanced Fund whose asset allocation is 60% equities, 15% hedge funds, 15% bonds and 10% real estate. The balance of \$715,421.83 is invested in the All Equities Fund which, as the name implies, is 100% equities.

The St. Stephen's endowment plays an important role in financially supporting the operations and life of the church. In 2022 the endowment made unrestricted distributions totaling \$282,016 to the St. Stephens' operating fund. The distributions included \$38,096 received in 2022 from two funds held at the Community Foundation of Richmond of which the endowment is beneficiary.

It is strongly in St. Stephen's interests to increase the assets in the endowment through investment returns and, of equal importance, through gifts and bequests from parishioners. St. Stephen's has established the Legacy Society to encourage individuals and families to make a bequest to the church, and to recognize those who have done so. We encourage all parishioners to consider making a financial gift to the St. Stephens endowment or, in connection with your estate planning, a bequest to the Legacy Society.

The endowment fund's board is comprised of five trustees each of whom serve three-year terms. Two members of the board are appointed by the vestry of St. Stephen's from among its current members. The senior warden and rector also attend endowment fund meetings.

Respectfully submitted,

John Crowder, Charlie Fox, Bobby Fauntleroy, Richard Hamrick, and Penn Rogers

BUILDINGS AND GROUNDS

The buildings and grounds committee completed numerous projects during the year, oversaw others, and took important steps to plan for future needs.

Key actions:

- Conducted evaluation of major systems, including primary boilers which passed inspection and chiller which was found to be in excellent condition.
- Completed an infra-red study of all roofs on campus, the first since 2012. Evaluation revealed several areas needing immediate attention, but no major problems. Life of flat roofs on parish house can be extended with annual maintenance at modest cost. Church nave roof is in good condition, with anticipated replacement starting in 2031 at the earliest.
- Installed new LED light fixtures in church nave ceiling for improved performance, efficiency, and life.
- Completed upgrade of church smoke detection system.
- Began upgrade of church and parish house audio-visual needs, including cameras and microphones for improved accessibility and enhanced livestreaming capability.
- Completed painting of exterior windows in parish house (i.e., large fellowship hall and courtyards).
- Began work on 20-year capital expenditure program to aid in financial planning and capital budgeting.
- Instituted routine maintenance schedule for painting, lights, plumbing, and floors to stay ahead of basic needs
- Oversaw design and installation of Memorial Garden Cross, a gift in memory of Dick Edmunds from his family.
- Transitioned to new landscaping contractor more committed to commercial properties.
- Completed roof repairs at church rental property located at 6003 York Avenue.

Respectfully submitted,
Jim Snowa, Chair

OUTREACH MINISTRIES

In 2022, many Stephen's Church volunteers gave their time, talent, and love to carry out the St. Stephen's outreach mission statement:

The outreach committee has a mission to understand what is happening around us, recognize existing needs, and identify how we can use the gifts of this parish to accomplish God's work in the world.

Local efforts

Initiatives in local outreach include the following:

- Tutoring and volunteering at Peter Paul, Fairfield Court Elementary, and Anna Julia Cooper School
- Weekly delivery of 60 Back Pack Snacks (weekend meals) to Fairfield Elementary students
- Back-to-school supply drive for our partners in the East End. Teacher appreciation lunch and graduation party for Fairfield Elementary
- Turkey Boxes distributed to our partnering schools in East End
- Weekly food parcels distributed
- Monday Food Pantry
- HANDS (Hammers and Nails in Devoted Services) ministry completed projects for parishioners and outreach partner organizations in their homes
- Special projects throughout the year

St. Stephen's food ministries continued to grow and thrive in 2022. The **food pantry** is open every Monday afternoon. Last year, 171 families made 957 visits to the pantry. They are always able to choose from a wide variety of non-perishables (canned fruits and vegetables, peanut butter, tuna, pasta sauce, etc.) as well as wonderful fresh produce, bread, soups, and more donated by our farmers market vendors. The non-perishable foods come primarily from generous parishioner donations and from FeedMore, the Central Virginia food bank. New this year, volunteers from the American Heart Association and the Greater Richmond Medical Reserve Corps have provided monthly blood pressure screenings for interested patrons. These screenings have been popular, and the volunteers can connect patrons to physicians for additional care.

Last summer ours became the first pantry to participate in an exciting partnership with FeedMore and Door Dash to deliver groceries free of charge to people who can't make it to the pantry. So far about 4 to 5 families receive groceries this way each Wednesday. Many of these patrons don't have cars, work during pantry hours, or have had recent surgeries that prevent them from leaving home. We pack the groceries and Door Dash delivers them, which provides a way to reach more people who need food the most.

We continue to send 190 bags of groceries to our partners at Virginia Supportive Housing each month. A dedicated group of parishioners pack these bags every Wednesday morning and deliver the groceries on Thursdays.

In November, we provided 192 **Thanksgiving bags** to students at Fairfield Court Elementary and Anna Julia Cooper schools. The bags included a turkey (or a gift card for a turkey), fresh sweet potatoes, onions, white potatoes, celery, and carrots, stuffing mix, dessert, and more: everything needed for a Thanksgiving feast. It was a true community effort, with dozens of parishioners either packing bags at home or gathering to pack them in the fellowship hall, shopping for supplies, and delivering groceries to the schools.

The fruit ministry, a 20-year-plus ministry, continues to serve an average of 145 seniors in housing facilities in Gilpin Court and Highland Park. Volunteers faithfully deliver much-needed fresh fruit weekly to residents at Highland Park, Shockoe Hill, The Rosa and this year added a fourth facility, Baker Street.

In April, as part of **Rebuilding Richmond Together**, more than 20 volunteers from our HANDS ministry went to work fixing up the home of an elderly veteran of the U.S. Navy living in the Belle Meade neighborhood. Volunteers completed power washing, landscaping, painting, clearing gutters, and adding light fixtures and a security camera.

St. Stephen's commitment to **students and families in the East End** of Richmond remains our primary local initiative, where our major partners continue to be Fairfield Elementary School, Peter Paul, and the Anna Julia Cooper School. Following two years of restrictions due to COVID, this year volunteers were eager to get back into the classrooms as reading buddies and mentors. St. Stephen's provides close to 50 weekly volunteers in the East End, and several school supply drives were held throughout the year to support these partners.

Fairfield Elementary School remains accredited in all areas of state and federal student achievement benchmarks. Each week St. Stephen's delivers backpacks from FeedMore to about 60 Fairfield School families.

We held our annual Christmas Store at Fairfield. Hundreds of parishioners donated gifts. The "store" provided an opportunity for parents to shop for their children and choose from a selection of books, games, toys, and clothing. Over 50 volunteers delivered gifts and helped families choose and wrap gifts for 180 students.

Anna Julia Cooper, an independent, faith-based school founded by St. Stephen's and other partners, added kindergarten and first grade and now has 178 students.

Peter Paul supports its neighbors in the East End, serves those families and provides an after-school program for 100 students in grade 2-12.

In January 2023, a group of volunteers worked in the church kitchen to prepare dinner for 60 women of **the Healing Place**, a long-term recovery program of CARITAS. The Healing Place provides a transitional sober living community for those suffering from substance abuse. This was such a popular event, we plan to continue preparing and delivering dinners monthly.

ReWork Richmond, the workforce development initiative born of St. Stephen's centennial capital campaign, continues its work with underemployed East End adults, helping them gain family-sustaining careers which will move them out of poverty. St. Stephen's provides financial support to ReWork along with volunteers who assist with interview preparation and soft skill training, serve as resume and financial coaches, and help make connections to employers. ReWork was launched in February 2019 and has enrolled 53 participants, (members), and seven members have achieved a living wage career. Performance data for members is very encouraging and demonstrates the validity of the program. For 2021, there was a cumulative 45 percent advancement in the areas of employment, income, education, housing, childcare and transportation for all members who had been enrolled for at least one year (2022 data will be available soon). ReWork's employer partner database is growing and includes well-known and respected regional businesses and corporations. ReWork's members are excited to be a part of the program and word of the non-profit is spreading throughout the community.

Grants and fundraising

The outreach committee planned and hosted three fundraisers to raise money for outreach grants. The first, Gumbo for Good, was held in February in conjunction with Mardi Gras. Volunteers prepared gumbo and cornbread, selling more than 160 quarts. Gumbo for Good raised \$2,100. Plans are underway for another sale this February.

We held "The Bash" in the church parking lot in late September. This was a new take on the Bluegrass Bash from previous years. The popular Bart Chucker Band played under the stars. Three food trucks were on hand to provide dinner. We also offered activities and games for children at this family-friendly event. The Bash did not raise a significant amount financially, but the evening provided lots of fellowship and fun.

We held the annual St. Stephen's golf tournament at Belmont Golf Course. Fifteen foursomes played. After the round, players gathered under a tent for prizes and hors d'oeuvres. It was a day of good times and fellowship, and the event raised close to \$15,000.

Our grants committee carefully considered 27 requests and with the vestry's approval allocated the outreach committee's budget to local organizations which serve the marginalized and vulnerable. This year St. Stephen's awarded \$122,500 to 22 organizations. This included the funds allocated by the vestry for outreach grants, augmented by proceeds from our fundraisers.

International efforts

We continue to support our missionaries, Heidi Schmidt and Monica Vega, as they serve communities in a very poor, remote region of northern Argentina called Jujuy. They are working closely with women and children who are suffering from violence and addiction. This year their program distributed 1,125 food parcels reaching 5,423 individuals in 15 communities. Their summer program provides a safe and secure environment for women and children while offering activities that focus on creating a respectful and cooperative atmosphere. Heidi and Monica visited St. Stephen's twice this year and shared their stories.

Not everyone in our congregation is able to take part in the “hands-on” aspects of our outreach ministries. However, it is important to recognize that we all participate through our support of St. Stephen’s Church. Our annual pledges fund the organization and coordination of hundreds of volunteer hours, hands-on ministries, and outreach grants.

Many thanks to all who supported St Stephen’s outreach ministries in 2022. You have shared your blessings to better the lives of the “least of these” in our community and beyond. Thank you for spreading the love.

Respectfully submitted,

Nancy Thompson
Outreach Committee Chair

Anna Jones
Farmers Market Manager
Assistant Director of Outreach

FAMILY MINISTRY

Ministry to parents

This year, Many Parents One Vine—the parents’ formation group offered at St. Stephen’s Church—began meeting in person again during the morning formation period between the 9 and 11:15 a.m. services. Led most often by a member of St. Stephen’s clergy, the group offers a container for parents to reflect together on the blessings and challenges of caring for children. So far this year, we’ve talked about current events, prayer practices for the whole family, the question of Santa, and more. As we move forward, we hope to empower parents to lead group discussion. Most importantly, we hope that MPOV will continue to foster deep friendships between the parents of St. Stephen’s.

Family ministry guild

Established in August 2022, the guild is a group of 10 parents who collaborate with the staff to offer advice, build trust, and support ministries for children, youth, and parents. They have a growing focus on long-range and strategic planning to build sustainable and stable ministries. The guild meets monthly.

Children’s ministry

There is really only one word to describe the energy of our children’s ministries these days: *joyful*. After many years apart from one another due to the COVID-19 pandemic (and its disproportional impact on families with young children), our community is simply overjoyed at being able to gather together once again.

One of our primary gathering spaces is **Palmer Hall**. The Sunday service takes the shape of a classic Book of Common Prayer Eucharist, and this year we’ve expanded the pool of resources we are using to fill that shape. We’ve used communion liturgies from Anglican communities in England, as well as prayers written by our ecumenical siblings in other Christian denominations. We incorporate music from Catechesis of the Good Shepherd and embody principles from Catechesis in our “wondering” time each week. Most significantly, this year has brought back new versions of two beloved features of Palmer Hall: the St. Stephen’s Junior Choristers and Palmer Hall acolytes. Overall, Palmer Hall is back in a big way, and we are so excited to see how the community and worship continue to grow.

Our children continue to be formed using **Catechesis of the Good Shepherd**. Our dedicated catechists create a safe environment for children to work, wonder, and reflect on God, the church, and the stories of the Bible. We were especially delighted this year to open a Level III atrium (classroom) for the first time, serving children ages 9-12. As we continue forward, a big priority for Catechesis will be growing our base of volunteers and catechists, to ensure the atria can remain open.

Our year has also been marked by special seasonal offerings, including our Live Nativity, a holiday playground meet-up, and Vacation Bible School.

Youth Ministry

Followed by several years of transition and pandemic life, youth ministry at St. Stephen's in 2022 has seen substantial renewal, growth and energy. We have methodically strengthened both the sustainability and infrastructure of pre-pandemic traditions (such as our youth Christmas pageant and acolyte programs) and continued to develop and implement new offerings and frameworks to meet the changing needs of our adolescent community.

At St. Stephen's we honor middle and upper school youth as full participants in the life of the church, particularly our worship life, by incorporating them into liturgical leadership roles. Seventy-seven youth serve either as **ushers** or **acolytes** on a rotating basis, 35 of whom were new participants in 2022.

Youth formation continues to deepen spiritual awareness following the Episcopal Church's **Journey to Adulthood** model and curriculum. However, in September we unified our primary formation time with a new **Sunday evening youth group**. The different time and setting better foster the conversations and group formation that we desire for youth. With an average of 25-30 participants, the gatherings take place on alternating Sunday evenings and consist of full community meals, activities, worship, as well as time spent in age divided groups. To support those families who are unable to attend Sunday evenings, we continue to offer a **youth Bible Study** group during the morning formation period. This group has been a place where youth are encouraged to think critically, question deeply and courageously, and thereby develop the skills and confidence necessary for their personal relationship with the Scriptures.

Ninth graders who are ready to prepare themselves for the Rite of Confirmation have participated in additional an additional track of formation that meets about once a month. **Our Confirmation program** this year is shaped around The Rev. Jennifer Gamber's *My Faith, My Life*.

In addition to regular formation and liturgical offerings for youth, we have hosted a range of fun-filled community-building events including a **whitewater rafting trip** to launch the program year, trips to **Shalom Farms** to help harvest food, **laser tag**, an **"almost" lock-in** and a **Christmas Holiday Lights Tour**. Our annual **youth pageant** in December involved over 60 participants, many of whom experienced this beloved parish tradition for the first time.

Respectfully submitted,

The Rev. Cate Anthony
Associate Priest: Children

The Rev. John Jenkins
Associate Priest: Youth

Ethan White
Assistant for Family Ministries

MUSIC MINISTRY

Last year was one of significant growth for the music program at St. Stephen's. With the support of St. Stephen's staff and vestry, we added a second full-time position, associate director of music, providing for a far more sustainable music ministry. Diana Chou arrived in August to fill this role. Diana is a *summa cum laude* graduate of Amherst College and has a master's degree from the Yale School of Music and master's and doctoral degrees from Indiana University Jacobs School of Music. Diana has served in several churches as an organist, choir director, and accompanist.

Choirs for young people returned in September in the form of St. Stephen's Choristers, resuming music for young people as a vital part of our music ministry. Brent te Velde and Diana Chou work with these young people.

Also in 2022, our choirs were invited to join those of River Road Church, Baptist on a 2024 pilgrimage to southwestern England. The concerts offered in 2022 began our fundraising initiative to make this pilgrimage possible. We look forward to sharing more information about this wonderful opportunity in 2023!

Over the course of several concerts in 2022, the complete organ works of César Franck were performed in celebration of his 200th birth year. The annual Masterworks concert was also a tribute to Franck's musical legacy, with choral works by Louis Vierne and Gabriel Fauré, and the Prelude, Fugue and Variation by Franck.

In June, Richmond hosted the biannual Association of Anglican Musicians Conference. St. Stephen's participated in or hosted several events during the conference, including the Celtic service and Compline on June 19, which conference participants attended; the opening Eucharist on June 20 which featured the combined choirs of St. Paul's and St. Stephen's at St. Paul's; and a piano and organ recital by Daniel Stipe on June 22 at St. Stephen's.

In October, St. Stephen's held a concert billed "Renaissance at St. Stephen's," to celebrate the arrival of our new rector, the Rev. John Rohrs, and Diana Chou. Diana played Rachel Laurin's Epilogue on Genevan Psalm 42, and the choirs sang Giovanni Pierluigi da Palestrina's *Missa Papae Marcelli*; Vicente Lusitano's *Inviolata, integra et casta es*; and Ola Gjeilo's Sunrise Mass.

In late November and December, St. Stephen's Choir, St. Stephen's Choristers, and the handbell choir enjoyed offering music at our annual Christmas markets, called Christkindlmarkets.

Sanctuary gave its annual Winter Solstice concert on December 21 with guest musicians Peter Greydanus, cello, and Anastasia Jellison, harp. This has become a popular Advent tradition and it was very well attended.

St. Stephen's enjoys a wonderful variety of talented and dedicated musicians: St. Stephen's Choristers mentioned above; the outstanding St. Stephen's Choir, directed by Chris Edwards, who sing for Sunday morning worship, concerts, and occasions such as Christmas Eve and Holy Week services; Sanctuary, our exquisite *a cappella* ensemble who sing at Compline each Sunday night and for concerts and other events, directed by Brent te Velde. We're also grateful to our Hymn Choir, a "drop-in" choir that sings once a month at a Sunday morning service. The instrumentalists and cantors for the Sunday evening Celtic service set the tone for this contemplative service with

their beautiful music. Our dedicated volunteer Handbell Choir offers music in services several times throughout the program year

Respectfully submitted,

Brente te Velde
Director of Music

ST. STEPHEN'S NEEDLEPOINT GUILD

St. Stephen's Needlepoint Guild is pleased to report that the first phase of the project to complete needlepoint covers for the 64 kneelers in the pews in the forward portion of the nave is nearing completion. Thirty-four kneelers have been completed and installed and five will be installed in the next few weeks. Sixteen more are in process, and nine are still available to be donated. The next and final phase of the project for kneelers in the pews behind the baptismal font will be launched later this year.

The guild greatly appreciates the support of all the donors and skilled stitchers who have contributed to this project. Additional information about the project and how to participate is available on the church website at ststephensRVA.org/needlepoint.

Respectfully submitted,

Marie Carter, Chairperson

THE WOMEN OF ST. STEPHEN'S

Almighty God, we pray that You will bless our work in mission and ministry in the world. Help us pray fervently, labor diligently and give liberally to make known the power of your love given through your Son Jesus Christ. Let us not forget the lessons from the past nor fear the challenges of the future. Anoint us with your grace and shine in our hearts as we reflect your light throughout the world. Amen.

Prayer of the national Episcopal Church Women

Since 1911, the purpose of the Women of St. Stephen's has been supporting the work of the parish: assisting our clergy, vestry and staff; raising money for ministries helping women and children; and providing fellowship through our educational and volunteer opportunities. Like similar groups in other Episcopal parishes (often known as "Episcopal Church Women" or ECW), we are united in ministry locally and nationally.

Working together in prayer and faith, the Women of St Stephen's provide programs, make grants, and manage the May Fair House. From October through May, diverse and inclusive programs are offered monthly and are open to all. Details about these programs are available on St. Stephen's website (ststephensRVA.org/woss), on Facebook, and in emails sent to any woman wishing to be on the distribution list. A printed brochure with program information, grant recipients, and current ministry chairs is available at Information Central. We end the program year in May nourished by a service of Holy Eucharist in the Bishop's Chapel at Roslyn, followed by lunch.

In keeping with our purpose to follow the program of the church and make Christ known through service and gifts in the parish, community and our diocese, we award grants, complete projects for community outreach, deliver meals or snacks through Gracious Gourmets and oversee our part of the United Thank offering, a global ministry of the Episcopal Church.

Continuing our mission, outreach by the Women of St. Stephen's seeks to minister to women and children in need. Our leaders carefully reviewed grant proposals and choose recipients each fall. Grant funds come from your support of May Fair House and other revenue sources, such as proceeds from our activities. In November 2022, we provided grants of \$37,500 to two ministries at St. Stephen's and 21 organizations in the Richmond area. Funds included \$33,000 from May Fair House sales and \$4,500 from the Women of St. Stephen's. In addition to the formal grants awarded each fall, the Women of St. Stephen's gave \$1,420 to help fund multiple ministries of the Episcopal Church Women of the Diocese of Virginia and gifts to three Christmas Mother ingatherings. A list of grant recipients is available at ststephensRVA.org/woss and posted in the May Fair House. Visit the May Fair House page of the parish website at ststephensRVA.org/mayfair.

Working diligently, the Women of St Stephen's serve our community in many ways.

May Fair House: Volunteers staff every aspect of the May Fair House, from merchandising to sales to cooking. More than 125 men and women serving on cooking teams work together from October through May to prepare the food specialties available at

May Fair House. This year we added an “Art Annex” showcasing the work of local artists. Featured artists share a 25 percent commission on work sold in May Fair House. We sponsored the Bon Air Artist Association juried show from November to January with commissions benefitting May Fair House and St. Stephen’s. The shop hours are Tuesday through Friday (10 a.m.–3 p.m.), Saturday mornings during the Farmers Market @ St. Stephen’s (9 a.m.-noon) and most Sunday mornings (10 a.m.-1 p.m.).

We donated a needlepoint kneeler to celebrate the ministry of the Rev. Claudia Merritt. The kneeler will join the collection of beautifully designed and stitched kneelers in both chapels and our nave.

Outreach: In addition to grant recipients and year-end gifts to the diocesan ECW partnerships, we responded to requests from Elijah House Academy, Housing Families First, and Night to Shine (providing prom-like experience for special needs teens and adults).

Coffee Hour: Each Sunday, October through May, the community worshipping at the 11:15 service enjoys a light reception after the service. This hospitality is coordinated by two busy co-chairs and we thank all of the groups at St. Stephen’s who take turns hosting. Please let us know if your group would be willing to help host a Sunday coffee hour. In addition to the popular Sunday coffee hour, we help with special receptions throughout the year.

Gracious Gourmets: Volunteers provide TLC to families experiencing joy at the birth of a child or grief at a family member’s death. We offer a meal or goodie bags at these times, representing our love for each other.

United Thank Offering: This ministry of the Episcopal Church is supported by parishes throughout the church. UTO Blue Boxes and envelopes symbolize our gratitude for daily blessings. Our gift is added to the nationwide offering to fund grants.

Additional board ministries and activities

Our corresponding secretary writes condolence notes to families whose have suffered the loss of a loved one who was a member of the Women of St. Stephen’s. Their names are inscribed in the Book of Remembrance maintained by the Diocese of Virginia, and they are honored by a memorial donation in their name to the diocesan scholarship fund.

St. Stephen’s past, present, and future.

The Women of St. Stephen’s work faithfully within and beyond the physical presence of St. Stephen’s. The fellowship activities and volunteer opportunities are many and varied. All are encouraged and welcomed to join us on our journey. Together, our past, present, and future ministries are shaped by and in faith. It is the heart of our story.

Gratefully submitted,

Marilyn Kirkpatrick
Executive Co-Chair

Clarice Dibble
Community and Social Outreach Co-Chair

ST. STEPHEN'S EPISCOPAL CHURCH 2022 PARISH REGISTER

Baptisms at St. Stephen's

Austin Thomas Alexander (Brad and Sharon Alexander)
William Traynham Anderson (Matt and Marcella Anderson)
Gabrielle Graham Anderson-Kamnang (Gallimard Kamnang and Lucy Anderson)
Williams Mason Ash (William and Halsey Ash)
George Quarles Briney (John and Lacy Briney)
Elizabeth Ann Grace Buchanan (Matt and Amanda Buchanan)
Jane Elizabeth Bullock (Robert and Katherine Bullock)
William Michael Casey (Ted and Jessica Casey)
Lewis Edward Corey (Sam and Erin Corey)
Finn Vinagro Coulter (Andrew Coulter and Kristin Vinagro)
Charles Bradford Dietz (Adam and Betsy Dietz)
Caleb Owen Eanes
Eric Spencer Eanes
Dawes Alexander Edwards (Michael and Christina Edwards)
Elizabeth Abercrombie Epley (John and Maria Epley)
William West Fisher (Michael and Elizabeth Fisher)
Graham Rosser Flynn (Padraic and Lauren Flynn)
William Otto Foege (Adam and Amanda Foege)
Elizabeth Clarke French (Marshall and Pearson French)
William Jack Freshwater (Will and Kate Freshwater)
James Pierce Teaford Gallalee (Hunter and Katie Gallalee)
Rowan Parish Godbey (Kyle and Carrie Godbey)
Sorelle Louise Godbey (Kyle and Carrie Godbey)
Harrison Lamar Graham, Jr. (Harrison and Elizabeth Graham)
Palmer Gibson Grymes (Alex and Meg Grymes)
Pierce Caroline Hardy (William and Spencer Hardy)
Kathleen Harper Hardy (Alex and Kathleen Hardy)
Robert Lewis Hester (Clay and Elizabeth Hester)
Lucy Maura Kearny Hill (Matt and Karen Hill)
Lillian Davis Hirth (Chris and Sarah Hirth)
Emma Jean Hixon (Michael Hixon and Katherine Groover)
Caroline Reese Hogsed (Christopher and Lucy Hogsed)
Emerson Louise Hollingsworth (Cooper and Margaret Hollingsworth)
Thomas Valentine Holzbach (Grant and Eliza Holzbach)
Robert Clarke Hunter (Rob and Anna Hunter)
Helen Brailsford Jones (Hamill and Susanna Jones)
Justin Anthony Jones-Nickerson (Deborah Nickerson)
William Addison Jones (Ben and Taylor Jones)
Anne Lovett Kempe (Frasher and Meredith Kempe)
Frances Lynn Kempe (Frasher and Meredith Kempe)
Russell James Kenerson (Mike and Katie Kenerson)
Mary Turner Lancaster (Robert and Shelby Lancaster)
James Whittle Larkin (Robert and Katherine Larkin)
Elizabeth Perrin Lewis (Catesby and Mary Lewis)
Charlotte Rolston Loflin (Wyatt and Allie Loflin)
Mallie Oliver Meadows (Jimmy and Stephanie Meadows)
John Philip Miller (Jackson and Alexandra Miller)
Charlotte Marie Miller (Jackson and Alexandra Miller)
Reade Scott Mills (Brian and Laura Mills)
James Phillip Moore (Quentin and Bryn Moore)
Elizabeth Layton Moran

Blair Aubrey Morris (Andrew and Emily Morris)
 Adelaide Felicity Mullery (Daniel and Jessica Mullery)
 Adela Grace Nette (Alex Nette and Jane Tingley)
 Landon Robert Nichols (Chris and Mary Newman)
 Ashley Nickerson (Deborah Nickerson)
 Ronald Clyde Nickerson (Deborah Nickerson)
 Catherine Miller Parrish (John and Carrington Parrish)
 Henley Graves Patterson (Craig and Sarah Patterson)
 Theodore James Patterson (Andrew Patterson and Nancy King)
 Oliver George Patterson (Andrew Patterson and Nancy King)
 Charlotte Fray Riddle (Colin and Augusta Riddle)
 Luke Scott Roberson (Matthew and Dana Roberson)
 Emma Roane Robins (Spotty and Anne Carey Robins)
 Dabney Keane Robins (Rand and Lucy Robins)
 Evelyn Isabella Schmidt (Cole and Sydney Schmidt)
 Lucas Emery Schmidt
 Michael David Schmidt
 Sadie Harris Sheehan (Adam and Katherine Sheehan)
 William Wyatt Singleton (Michael and Laura Singleton)
 Blanton Archer Smith (Joseph and Julianne Smith)
 Anne Hunter Sowers (Pinky and Elizabeth Sowers)
 James Theodore Stephenson (George and Kate Stephenson)
 Caroline Darden Strader (Paul and Anne Strader)
 Madeleine Roberta Suttle (Matt and Kristine Suttle)
 Anna Louise te Velde (Brent and Jenny te Velde)
 Charlotte Shull Teden (Andrew and Caitlin Teden)
 Grady Luke Thomas (William and Whitney Thomas)
 John Hayes Thompson (Matthew and Anne-Sims Thompson)
 Sarah A. Thurman
 Lila Doubleday Valentine (Thomas and Elizabeth Valentine)
 Mary Elizabeth Steele Voulgarakis (Michael and Elizabeth Voulgarakis)
 Mary Collins Wall (Sandy and Britt Wall)
 Caroline MacQueen Pollard Ward (Quentin and Amanda Ward)
 William Elliott Warren, Jr. (William Warren and Danielle Miller)
 Noah Dennis Welsh (Joe and Kristen Welsh)
 Bradford Duane Williams (Brad and Megan Williams)
 Rada Rose Wynne (Robert and Tsveti Wynne)

Marriages at St. Stephen's

Mary Josephine Long and David James Weimer, Jr., January 22, 2022
 Lia Mai Gayle and Dominic Lewis Capocelli, February 5, 2022
 Stephanie Renee Uzel and Rowland Braxton Hill IV, February 19, 2022
 Kristen Luke and William Glasstetter, April 23, 2022
 Emily Harcourt Vaeth and Ross Stewart Stolle, April 30, 2022
 Olivia Chapin Hardy and Matthew William Coats, May 7, 2022
 Andrea Jill Joel and Brandon James Kennedy, May 6, 2022
 Catherine Linden Buie and Philip Andrew Heard, May 14, 2022
 Turid Elisabeth Kroppan Sanger and Lucius Tyler Chapin, May 21, 2022
 Anne Ralston Burris Brooke and James Riley O'Shea, June 4, 2022
 Elizabeth Grace Davis and Richard Edward Barrett, Jr., June 4, 2022
 Kelley Lindsey Berman and John Trimborn Jessee, Jr., June 11, 2022
 Stephanie Marcella Graham and Scott Howard Sheble, July 3, 2022
 Jane Constance Nelson and Robert Joseph Wallace, October 1, 2022
 Nicole Katherine Powers and Allen Denny Tate, October 22, 2022

Victoria Anne Lasecki and William Christopher Douthat, November 19, 2022
Sarah Thornton Smith and William MacKay Clough, December 17, 2022

Confirmed or Received

Iffet Araniti-Davis
Adriana Elizabeth Bailey
Ruth Noble Bean
Patteson Tyler Branch
Elizabeth Marshall Burke
Fairfax Randolph Campbell
Margaret Wallace Cary
Riley Fitzsimmons Clary
Elizabeth Whitten Cochran
Elizabeth Lee Collier
Gloria Cooper
Zachary Alexander Davila
Ashley Claiborne Dillard
Isabelle Whiteley Dillard
Caroline Lewis Douthat
James Fielding Douthat
Everett Powell Faulkner
Giles Ferrell
Alton David Fonville
Daniel Dulany Fonville
Harrison Patrick Fuller
Amelia Anne Gilmer
Patrick Ryan Githens

William Alan Gray
John Farinholt Hopper
Crystal Elaine Hull
James Calvert Everall Kirby
Madigan Brooks Lucas
Andrew Beauford Mathews
Alexandra Burr Miller
Harrison Webb Miller
Jackson Garland Miller
Mary Carrington Miller
Kathryn Edmunds Monfalcone
Wiley Laurenson Mulholland
Walter Selden Nickerson
Deborah Kaye Nickerson
Ronald Nickerson
Lucy Coulbourn Ottley
Mary Grace Parks
Elizabeth Custis Shield
Charlotte Allen Smith
Kimberley Van Huss
John Bradford Wallace
Mary McKee Williams

Transferred in or joined

Caroline Avolese from Church of the Nativity, Huntsville, AL
Christian Avolese from Church of the Nativity, Huntsville, AL
Cynthia Avolese from Church of the Nativity, Huntsville, AL
Louise Bates from St. Mary's, Goochland
Max and Holland Bent from St. John's, Washington, CT
Bryan Bonham from Christ Church, Charlottesville
Erika Brown and Ryan Brown from St. Barnabas, North Chesterfield
Gwen Burroughs
Hank and Paula Chambers from Christ Church, Glen Allen
Stephanie Uzel Hill from St. Matthias, Midlothian
Forrest Hodge from St. Paul's, Millers Tavern
Margaret Hutchison from St. Paul's, Richmond
Tom and Julie Imeson from St. Andrew's-by-the-Sea, Nags Head, NC
Jordan McConnel and Andrew Lambert
Susan Moore from St. Paul's, Richmond
John and Rosemarie O'Dell
Natalie and David Powers from St. Andrew's, Richmond
Tyler Smith from Trinity, Portsmouth
Paul and Anne Strader from Christ Church, Charlottesville
J. Kristen Tepper from All Saints, Richmond
Nancy Uzel from St. Matthias, Midlothian
Deborah Waters from St. Paul's, Millers Tavern

Transferred out

John and Maeve Bayarski to Episcopal Church of the Redeemer, Midlothian
James and Penny Rich Dorschel to St. Paul's, Ivy
Danny and Paula Dukes to the Church of the Cross, Bluffton, SC
William and Alice Goodwin to St. Mary's, Goochland
Riggan and Blair Hart to Bruton Parish, Williamsburg
Reed Henderson to All Saints, Richmond
Crawley F. Joyner to St. Mary's, Goochland
Tyler and Erin Klink to Westover Church, Charles City
Stephen and Georganne Long to St. James's, Richmond
Douglas Palais and Hazel Buys to St. Thomas, Richmond
Stephen Richardson and Bert Butler to Christ and St. Luke's, Norfolk
Elizabeth Carr Stevenson to Grace and Holy Trinity, Richmond
Zachery Turnbow to St. Paul's, Richmond

Burials from St. Stephen's

Curtis Gordon Keesee, Jr., January 16, 2022
Garland Stone Flippen, January 18, 2022
William Astor Stanley, January 19, 2022
Bruce Wilborn Evans, January 28, 2022
Sarah "Sally" Place Carter, February 9, 2022
Anne Bliss Whitehead Buford, March 10, 2022
Nancy Roche Beall, March 19, 2022
Harriet Brown Fitzgerald, April 6, 2022
David Lee Sarrett, April 25, 2022
The Rev. Dr. E. Allen Coffey, June 9, 2022
David Cone, June 10, 2022
Peter Frey, June 9, 2022
Jack Hicklin, June 21, 2022
Terry Parsley, July 22, 2022
Alice Flowers, July 31, 2022
Brenda Reid, August 1, 2022
Lacey Tadlock, August 4, 2022
Patteson Branch, Jr., August 7, 2022
Elsie Dickinson Hovis, August 18, 2022
John "Jack" Miller, September 1, 2022
John Lester, September 2, 2022
Donald Brennan, September 11, 2022
Anne Cockrell, September 19, 2022
Charlotte Ivey, September 21, 2022
Timothy Rose, September 26, 2022
Lara Teague Curry, October 9, 2022
Joseph Brockman, Sr., October 11, 2022
Betsy Saunders, October 15, 2022
Karin Klenke, November 19, 2022
Charles H. "Chip" Robertson, Jr., November 20, 2022
Robert Thomas White, November 18, 2022
Janet Wiethoff Price, December 8, 2022
Elizabeth Fleet Wallace, December 19, 2022

