

**ANNUAL MEETING
GRACE & HOLY TRINITY CHURCH**



**FEBRUARY 3, 2019
9:45 A.M.**

FROM THE RECTOR

Sisters and Brothers in Christ,

I continue to be grateful for the opportunity to serve at Grace and Holy Trinity Church. There are too many people to name here—you will see many of our volunteers in the context of the reports contained herein—but I do want to thank and name the outgoing Vestry members. Chuck Bleick, Marcia Miller Hailey, Mary Lindert, and Woody Woodward have concluded their terms and have done wonderful work. I cannot thank them enough. And they all work, not only on the Vestry, but in many other important ministries of the Church. So while we say “goodbye” to their time on the Vestry, I am grateful that they will continue to offer their considerable gifts for the parish at large.

I want to offer a special word of thanks to Andrew Peacock, our Senior Warden, as he leaves the Vestry. Andrew has provided steady leadership and wise counsel. He has done this with both a deep spirituality and with a lively sense of humor. Let me also thank those continuing their terms on the Vestry, and those being elected at this Annual Meeting. We are blessed to have such a dedicated group of leaders.

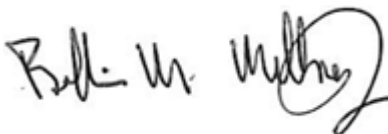
I am grateful for the wonderful staff of Grace and Holy Trinity Church. They are diligent, creative, and faithful people. They uphold the work, mission, and ministry of the entire parish. Be sure to give them a word of thanks when you next see them.

I will be addressing, in my remarks at the Annual Meeting, the challenges I see ahead for the church. But let me say here, by way of preface, that these challenges call us back to the essentials; essentials that are enshrined for us in the Baptismal Covenant. We pledge to be present, to continue in the apostles’ teaching and fellowship, in the breaking of the bread, and in the prayers. We promise to pursue personal holiness and also, to proclaim by word and example the Good News. We commit to loving our neighbors, and to striving for justice and peace among all people. It is upon this bedrock we stand, as we trust in God to lead us forward.

I want to highlight, that at the Adult Forum on February 10, 17, and 24, Vestry member Thomas Ewers will be leading a discussion around helping us all reach out, in new and ever more effective ways, to invite people to be part of this great congregation, to welcome folks into the community, and then to incorporate them into meaningful ministries. Please mark your calendar for 10:00 a.m. on those three Sundays and plan to be present and then to volunteer.

Thank you again for the opportunity to serve and for all you do. And as always, glory to God, whose power working in us can do infinitely more than we can ask or imagine.

In Christ,



The Rev. Bollin M. Millner, Jr.

FROM THE ASSOCIATE PRIEST

To the Parish of Grace and Holy Trinity Church,

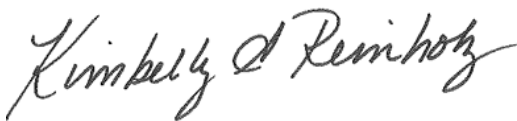
Greetings and God's peace to you. What a blessing it has been to serve with you last year. I am excited to review what 2018 has brought us to in service, sacrament, and siblinghood. I thank you for the opportunity to continue to teach, commune, break bread, pray, confess, repent, preach, and live, seek and serve Christ in one another, strive for justice and peace, and respect the dignity of all of God's beloved creation. Thank you for the opportunity to be a Christian with all of you.

In the reports for the Red Door and Episcopal Campus Ministries, I highlighted the great year of opportunity and adaptation for Grace and Holy Trinity Church. In addition to these opportunities to serve our neighbors on the streets and on campus, I have enjoyed the privilege of preaching the Good News alongside Bo and Sarah, and presiding over the table and other sacraments as I have been invited to do so. It has been amazing to witness the power of the Spirit in this place, and learn to know and love each of you with a glad and tender heart.

It may seem odd to say this, but this year has been absolutely normal. Pleasantly so—there were no major life events in my personal life to report. I was happy to add a brother to my clan through his marriage to my sister, Michelle. I was blessed to have the congregation praying for my mother and her sisters as they faced medical issues, which by God's grace, are on the way to resolution. My husband Andrew continues to serve at the Rector of The Church of the Epiphany and sends his sincerest regards. Audrey and Owen continue to grow and challenge us as parents. Our house is more or less unpacked and life is full. In 2019, Audrey will begin Kindergarten and we look forward to that milestone plus sharing in the new adventures of three-year-oldness with Owen.

It is a labor of love to work here, and I am grateful for the plethora of people I have gotten to know and love over the past nearly three years at Grace and Holy Trinity Church. I am excited to see where the spirit leads all of us in 2019. Let's keep walking in The Way of Love that Jesus has set before us.

Your Sister in Christ,

A handwritten signature in cursive script that reads "Kimberly Reinholz". The signature is written in black ink and is positioned above the printed name.

The Rev. Kimberly Reinholz

RED DOOR: MINISTRY OF HOSPITALITY, HEALING AND WHOLENESS

Submitted by: Kim Reinholz

Hospitality

In 2018 we served an average of 117 people a week. This number is based on the number of individuals who sign in upon entrance, not the number of servings provided during meals. This is an average increase of 55 people who we have fed since we started keeping records of attendance in 2014 (we averaged 62 people per week in 2014 excluding the month of August when we used to close the meal program).

The average cost per meal was approximately \$3.07 per person. In 2018, we shared in the harvest from Shalom Farms. We continued our partnership with VCU's Ram Pantry. We also "closed the kitchen" in August and partnered with five local restaurants to provide meals during that time, reducing our cost for the month of August to a mere \$0.44 per meal. Those restaurants were Shanes Rib Shack, Taziki's Mediterranean Deli, Camden's Dogtown Market, Hutch/Toast and the Virginia Baptist emergency response team. Our most expensive meal was the week of Hurricane Florence when we packed 150 lunches with the help of VCU students at an average cost per meal of \$6.56 (because we only gave out 15 meals that day). However, we have been able to have a "meal to go option" during the fall of 2018 for anyone who shows up and is hungry on a day other than Friday. This blessing was not reflected in our cost per meal. As of January 2019, we had distributed 130 of these simple shelf stable meals (tuna, crackers, and cookies) since September.

Our relationship with the nonprofit organization Hands on Greater Richmond continues to be a fruitful relationship in that they manage our volunteers from the community outside of the parish, both from VCU and the greater Richmond metro area. This partnership solves the problem of who will staff the kitchen when college is on break (December-January and May-August) and also is an amazing evangelism opportunity.

Healing

We had 124 requests for prescription assistance; the average request was approximately \$33.00. We continue to partner with Daily Planet, Crossover Ministries, and Brigade Health (formerly the Fan Free Clinic) to provide better solutions for our guests who need assistance outside of the MCV/VCC medical system.

On Friday afternoons at 12:30 p.m. we have a congregation who gathers for a Healing Service. It is an opportunity to pray for our own needs and those of others, both in the Red Door congregation and beyond. In 2018, we had an average Friday attendance of 25, including a joint service of all the congregations for Good Friday, when 53 people attended.

Wholeness

Red Door Ministry also includes under its umbrella the grants committee, which this year received requests from 14 organizations. We were able to provide grants totaling \$60,000 to these local organizations to help the greater Richmond community meet needs similar to those in our strategic plan. In 2017, we instituted guidelines for membership in the grants committee which outlined length of service (10 quarterly meetings), as well as other expectations: reaching out to grant recipients, building relationships within the community, and working to continue to institute the strategic plan.

EPISCOPAL CAMPUS MINISTRY

Submitted by: Kim Reinholz

Campus Ministry at Virginia Commonwealth University continues to evolve to meet the changing needs of students in the twenty-first century. Currently, there are four aspects to this ministry:

1. Sunday morning worship;
2. SeRVAnt lunches;
3. Service at Red Door; and
4. Chaplain's time at the Student Commons.

Let me say a bit more about these four aspects. For those students interested in Sunday worship, there is a preference for the regular morning services, rather than separate services. This has the benefit of connecting students more easily with the congregation. Student chaplains are present to facilitate the connection and welcome of folks from VCU.

SeRVAnt lunches take place on Wednesday. These conversation, fellowship, and service oriented events cover a wide variety of topics.

Many VCU students are involved with our Red Door Ministry on Fridays. This is a welcome development and involves a large number of students.

Finally, I go to the Student Commons each week, stake out a table, using a re-useable coloring table cloth, and engage in conversation. These moments of connection are a blessing.

Here are some numbers for these four activities, as well as for some other periodic events:

January–May

- 5 Students (self-identified) came on Sunday mornings
- 37 Students attended our Wednesday SeRVAnt Lunches
- 30 (approx.) Students sat/colored/talked with the Chaplain on Thursdays
- 50 Students attended Red Door Ministry on Fridays either helping to cook, serve, or clean up the community meal
- 10 Students expressed interest in our club/organization through orientation materials/events
- 112 Students expressed interest in our club/organization during the Fall Student Organization Fair
- 3 students attended Hurricane Relief Spring Break in Texas (Partnered with JMU)

August–December


- 12 Students (self-identified) came on Sunday mornings
- 15 Students attended our Wednesday Lunch Program
- 44 Students sat/colored/talked with the Chaplain on Thursdays
- 185 Students attended Red Door Ministry on Fridays either helping to cook, serve, or clean up the community meal
- 10 Students expressed interest in our club/organization through orientation materials/events
- 50 Students expressed interest in our club/organization during the Fall Student Organization Fair
- 2 Students attended the Parish Retreat
- 2 Students attended VCU Fall Break Weekend
- 2 Students registered for the Spring Break Pilgrimage to New York City in March 2019

I also want to take this opportunity to express some of what I have been thinking and praying about as Campus Ministry continues to evolve. Over the last six months or so, I have been wondering how to talk about what Campus Ministry at GHTC in the Diocese of Virginia can be. This discernment started in the Spring of 2018 when I had the opportunity to gather with Campus Ministers, Chaplains, and Young Adult Ministry leaders for a retreat led by The Rev. Shannon Kelly, the Presiding Bishop's Officer for Young Adult and Campus Ministries, and The Rev. Sam Portaro, retired chaplain at The University of Chicago and author of *Inquiring and Discerning Hearts* a history of college/university ministry. According to Portaro's research, Campus Ministry as many of us know it (if we know it at all) started out when chaplains were hired and placed by mainline Protestant denominations at colleges and universities after World War II. Young men coming back from the service used their GI bills to go to college. They were used to having chaplains in the service and it made sense to continue this relationship for a few reasons: (1) for the student/veterans spiritual welfare and support, (2) for an opportunity to build community and to help young men re-acclimate into civilian life, and (3) it reinforced denominational affiliations and made sure that there was a bridge back into the pews after serving in the military.

Since the 1950s, support for full-time denominational chaplains from mainline Protestant denominations has decreased to the point that there are currently very few full-time chaplaincies in the Episcopal Church (as is true in many other mainline denominations). The reasons for this are complex and I do recommend if you are interested in reading about the ins and outs of changes in campus ministry, that you read Portaro's book which offers a thorough synopsis.

Today, as young adults become more likely to describe themselves as "spiritual and not religious," it would seem logical to meet them where they are, on campus, to provide similar support, community building and denominational connection for those who are seeking spiritual leadership. There isn't enough time for clergy who are in full time parish ministry to do this kind of work, since they are also worried about parish responsibilities. From the perspective of the Church, the funding and personnel are not available for full time campus ministers which means that students are very often not familiar with chaplaincy or chaplains and may even find them to be an odd presence on campus. There is a breakdown in the "campus-to-pew" pipeline.

The investment in Campus Ministry is about the larger church, primarily. Sometimes students do stay in Richmond but often their journeys take them elsewhere. Regardless, through the ministry here and at a critical time in their lives, we care for them and send them forth with the opportunity to be followers of Jesus. The central question remains: "What is the best way to do ministry *for, by, and with* college students?"

Looking at what we do, we have plenty of opportunities **for** ministry **by** students and **with** students. In the Fall of 2019, we had 185 VCU students volunteer at Red Door Ministry. They are doing work in the name of Jesus. Thanks be to God! We also offer opportunities **for by** the student leaders and members of the organization. Our Wednesday afternoon lunch program SerVant provides a space in which students create the content and invite friends and classmates to be part of the conversation about how we serve God and one another in our lives in different ways. But the aspects of ministry **for** college students appears to be where GHTC seems most wanting. Currently, we provide the physical location for students to gather and we have a few amazing individuals who give of their time, money, and talents to provide meals through the  Feed My Rams Ministry (Formerly Cooking with Jesus). This help and support is greatly appreciated.

There is an opportunity to serve students in different ways, as we look at our VCU neighbors. Perhaps, we can expand the supportive role of ministry **for** VCU students as we consider the increasing need amongst students as the cost of higher education rises. Hunger and homelessness on campus is a reality. There continues to be a need for the student food bank (Ram Pantry), which addresses hunger and

food insecurity on campus. We supported this program in its infancy with other faith based organizations, almost a decade ago, and it is now part of the university umbrella. Perhaps now is the time to look at the undiscussed and undisclosed number of students who are housing insecure. This includes students who sleep in cars, couch surf, stay up all night in the library and shower in the gym. In my role as chaplain, I have been asked to help no less than four students who have been homeless since arriving in 2016. While my experience is anecdotal there is a growing body of research that these instances and leads me to believe there are many more.

Dr. Sara Goldrick-Reb of Temple University in her book *Paying the Price: College Costs, Financial Aid, and the Betrayal of the American Dream* outlines how the higher education system has become increasingly burdensome to students, many of whom for personal, financial, and/or health-related reasons are unable to complete their studies. In an effort to continue our stated strategic plan goals of ministering to the VCU community, I would like to invite any and all members of the congregation of GHTC to engage in an intentional and prayerful conversation about how the future of Episcopal Campus Ministries at VCU might develop programs to support and advocate **for** these students.

Let us keep in mind these ideas as we look at what Campus Ministry will be in 2019 and beyond. There is no simple answer however the Holy Spirit will inspire us to continue doing ministry **for, by and with** students and their involvement, leadership and partnership in this unique time and place will certainly lead to more Jesus followers.

In closing, let me note that I have been acting as the president of the Interfaith Campus Ministers Association at VCU (the board of spiritual life). I continue to build relationships with other religious organizations on campus such as “The Well,” Ram Pantry, fraternities, sororities, and sports teams as well as other service based organizations such as LEAD and ASPIRE. I am grateful to The Rev. Deacon Sarah Kye Price for her role in establishing a relationship with the School of Social Work through which we have worked with one student doing her field education over the past two semesters. That student will graduate in May 2019. We will begin a new relationship with another Social Work Intern in January of 2019 as well. This placement will continue through May 2020. This provides another vital connection between GHTC and VCU.

DEACON'S REPORT

Submitted by: Sarah Kye Price

On November 10, 2018 I had the honor and privilege of being ordained to the Sacred Order of Deacons by Bishop Goff in a beautiful liturgy here at Grace and Holy Trinity Church. After having served as your seminarian and launching to complete my seminary studies this summer, I have been delighted to be welcomed back into this parish to serve during my transitional diaconate.

My official title is Deacon and Missioner to Monroe Park, which reflects the dual aspects of my role. As your Deacon, I serve each Sunday in liturgy in the 7:45, 8:45 and/or 11:00 worship services doing what deacons do: proclaiming the Gospel, calling us to prayer and confession, inviting us to bring our gifts to God, setting the table, assisting our priests with the sacraments of Holy Eucharist and Holy Baptism and then dismissing us to serve the world. It is a joy to serve this parish in these ways. I also preach in rotation with our other clergy, teach in adult forum, and am leading a five week Adult Inquirer's class for those considering confirmation, reception, or strengthening and renewing of their baptismal covenant.

As Missioner to Monroe Park, I live out my diaconal call during the weekdays by interpreting the needs of the world to the church and making known the love of the church to the world. This is in addition to me being a faculty member at VCU. Each weekday morning, I open the doors facing Laurel Street and pray for the needs of the church and the world. During Lent, I will invite others to join me for that time of Morning Prayer. Beginning in Advent, I invited both our parish community and my workplace community to partner in donating winter hats, gloves, scarves, and handwarmers which have been made freely available to anyone in need of warmth. The response has been beautiful, and I am grateful for everyone's generosity. I have heard the gratitude expressed by recipients: those who labor, walk, study, and pass our doors are coming to know the simple hospitality of giving and receiving where the church meets the world. As Missioner, I also work with people living with housing and food insecurity, those on the streets nearby with health and mental health challenges, those in need of service referrals, and those in spiritual distress. I listen, pray, connect, and counsel. I am present on Fridays at our Red Door Ministry. Throughout the week I can be found between my classes and faculty meetings walking through Monroe Park and the places on campus where I know those without a place to stay seek daytime shelter. I offer prayer, support, laughter, cups of coffee, bottles of water, bus passes, and mostly, love. It is a beautiful way to serve the world, simply and humbly.

I will continue to serve with Grace and Holy Trinity this spring until (God willing!) I am ordained as priest in May. What happens after that is a call which I am still discerning, and I invite your prayers as I continue to live into this ministry while opening to where the Holy Spirit is leading me into the next chapter. Thank you for your support, love and prayers.

Grace and Peace,

The Rev. Sarah Kye Price
Deacon and Missioner to Monroe Park

ADULT EDUCATION AT GHTC

Submitted by: Judith Carlson

Sunday Adult Forums 2018 - a key part of GHTC's Christian educational and spiritual offerings

Church Year and Worship

- Intergenerational Advent wreath making
- Practicing Lent in the Home (with Aaron Davis)
- Keeping a Holy Lent: Prayer, Fasting, Reading—with Bo Millner
- “Everything (Mostly) About Our Hymnal”—with Judy Carlson
- Intergenerational Palm Sunday stations
- Intergenerational Stations of the Resurrection
- Pet blessing to commemorate St. Francis day in October
- Liturgy & Worship—Today and Tomorrow with Bo Millner & Kim Reinholz
- “Mary on Mother's Day” with Elaine Quinn
- “What is the Holy Spirit?” with Bo Millner
- Forum led by the Rt. Rev. Susan Goff

The Episcopal Church

- “Being the Church Together” –The Rev. Sarah Kye Price on General Convention 2018

Contemporary Cultural Issues And Christian Life

- Michael Quinn—“Substance Use/Abuse in Homes of Faith”
- Dr. Karen Marie Youst, Union Presbyterian Seminary—“Christian Formation in the Digital Age”
- “Why I'm Still in the Game”—Adult Faith with Nick Sollog, Jodie Pulley, and Brad Wilson

Holy Scripture

- Baptism, Messianic Prophecy: OT themes in the NT - 4 Sundays with Dr. Mark Biddle, BTSR
- Dr. Sarah Teets , UVA Classics Department, on “Josephus: An Amazing Life”
- Two week Bible Study on “Book of Jonah” with Beth McClelland
- “The Least You Need to Know about the Bible” with Bo Millner
- “Slaying Giants, Walking on Water, & Loving the Bible Again”—Kim Reinholz, Judy Carlson & Elaine Quinn (2 sessions)

GHTC Parish Life

- Three Sundays by GHTC's International Missionary Society
- A presentation by Barb Dodd & Nick Sollog on the work of our Generosity Committee
- Dr. Lara Wulff “Introducing Family Focus Forums” & Christian Formation for Youth

Cancelled Because Of Weather - “Witness in the Book of Revelation” with Dr. Brian Blount, Union Presbyterian Seminary President

2018 Wednesday Evening Lenten Programs at GHTC: “Cracking Open the Gospel: Three Outstanding Preachers Today” (Dinner, Worship, Program and Discussion)

- Dr. Richard Lischer—February 21
James T. and Alice Mead Cleland Professor Emeritus of Preaching, Duke University
- The Right Rev. Eugene Taylor Sutton, Episcopal Bishop of Maryland—February 28
- The Rev. Dr. Barbara Brown Taylor—March 7
Episcopal priest, Author of 13 books, *Time* Magazine's 100 most influential People-2014

BOOMERS AND BETTER

Submitted by: Charles Bleick

The focus of the 2018 activities for the Boomers and Better group was to continue offering opportunities for fellowship and service for GHTC members 55 years of age and older. The 10-member steering committee met at the church bi-monthly.

Mailing List

A list of email and mailing addresses for members over the age of 55 was updated. This list of about 300 individuals was used to distribute announcements about community and church activities of particular interest to the members of this age group.

Partnership with St Mark's Church

In a meeting with the Director of Lay Ministry & Formation at St Mark's, we discussed opportunities to jointly sponsor activities for the boomer populations in both of our churches. Adopting the name of our group, the Boomers group at St Mark's is called *Boomers and Better Boulevard*. Our first joint activity was a prayer service and dinner at Richmond Hill in May 2018.

Support for the GHTC Music Series

We created a special mailer for the GHTC *In Love with Music* concert on February 10 and sent them to all the individuals on our mailing list. The mailer invited the members needing transportation to the concert to contact us.

ICA Special Tour

The Boomers and Better group hosted a special guided tour of the recently opened VCU Institute of Contemporary Art after the 11:00 a.m. service on December 2. The tour was led by a VCU School of the Arts student focused on the *Hedges, Edges, Dirt* exhibition considering the ways we relate to our surroundings. Following the tour, several of the participants had lunch together in the institute's café.

Future Plans – Mentoring in Area Schools

Charles Bleick, chair of the steering committee, attended two meetings this year sponsored by Micah–Faith Communities in partnership with Richmond Public Schools, regarding mentorship opportunities in Richmond area schools. We learned that the Communities in Schools Richmond nonprofit organization provides volunteer training and support for volunteers in selected area schools. While GHTC provides grant support to Micah and opportunities to volunteer at Belmont Elementary School in Church Hill, we hope to expand this service opportunity for the Boomers and other interested church members to other schools beginning in fall 2019.

CHILDREN, YOUTH, & FAMILY MINISTRIES

Submitted by: Aaron Davis

This past year was one of transition and change for Children, Youth, and Family Ministries at GHTC as we adjust to shifting trends in church attendance and participation. St. Matthew's gospel tells us that wherever two or three are gathered in Christ's name, he is there with them (Matt. 18:20). To that end we have labored in the following ways this past year to bring children and youth together in Christ's name, emphasizing connections and relationships with each other and with God:

Sunday School

This year we launched GHTC's new Sunday School program, The Upper Room. The Upper Room is an inter-age program that reaches children and youth from PreK through 12th grade. The Upper Room functions on a large-group/small-group model where all ages meet together at the beginning of the Christian Ed hour for the introduction of the story for the day, breaks into small groups for activities and discussion, and reconvenes at the end for reflection. This large-group/small-group model is used intentionally to foster connections between different age groups and to allow flexibility to accommodate changing attendance patterns. The Upper Room uses The Episcopal Church's *Weaving God's Promises* curriculum to walk people through the overarching narrative of Scripture through a three-year cycle. So far this new program has served children and youth from approximately 20 families with an average Sunday attendance of 8.

Confirmation Classes & Retreat

Once each month (and every Sunday during Lent) the Youth small group is led by Paul Evans (Youth Ministry Assistant) in Confirmation Classes. These classes culminate in a Confirmation Retreat on April 13-14, 2019 and attendance at no fewer than four of the classes is required to go on the retreat. The emphasis of the Confirmation Classes and Retreat is to prepare those who intend to be confirmed to make an informed, adult affirmation of faith to the bishop. This is accomplished through group activities and discussion oriented around the catechism of the Book of Common Prayer. Our current cohort consists of nine youth that we hope to present to the bishop for Confirmation in April.

Godly Play

Godly play is a Montessori-based teaching method and curriculum which uses Bible story-telling developed by Jerome Berryman, including parable, sacred stories, and liturgical lessons. Godly Play is offered in a short session in the chapel during the sermon of the CrossRoads service, and in a long session during the whole of the Classic service. It is lead each week by Emily Bennet (Godly Play Assistant) and is used to help children embrace their spirituality and faith through place and wonder. This program has reached children from approximately 10 families with an average Sunday attendance of 7.

Family Focus Forum (F3)

This year we launched a contemporary to the Adult Forum called the Family Focus Forum (F3). The F3 is designed to bring in speakers who will address topics of particular relevance to parents and those helping to rear children so that we can better involve families in adult education at GHTC. So far we have covered topics such as "Faith & Sexuality" and "Substance Use & Abuse in Homes of Faith." During 2019 we plan to host speakers on topics such as college admissions and post-secondary planning, children's spirituality, and Christian education in the home.

Rec Room

This year we opened a new space for fun and community upstairs, the GHTC Rec Room. The Rec Room features board and card games, a ping-pong table, video games, and more. It is designed to provide a space for children and youth to simply play and have fun together to foster friendships and community. It is open each week from the end of the CrossRoads service until the beginning of Sunday School at 10:00 a.m.

Nursery

On Sundays GHTC's professionally staffed nursery provides a safe, fun space for children preschool aged and younger while their parents and any older siblings attend worship services and Christian education. Our nursery staff are highly qualified and feature credentials such as CPR & AED certification, children's first aid certification, and school counseling licensure. So far this year the nursery has served children from approximately 13 families with an average Sunday attendance of 7.

Through these programs we are working to inspire lifelong faith in Jesus Christ among all children, youth, and families who attend at GHTC. We are incredibly grateful to all who contribute their time and talents to make the programs of Children, Youth, and Family Ministries happen. In particular we offer our thanks for:

Emily Bennett (Godly Play Assistant)
Ashton Bohannon (Nursery Staff)
Lee Drummond (Sunday School Teacher)
Neely Dykshorn (Sunday School Teacher)
Paul Evans (Youth Ministry Assistant)
Tamsen Kingry (Sunday School Teacher)
Maia Maitland (Nursery Staff)
Alison Martin (Sunday School Teacher)
Lara Wulff (Sunday School Teacher)

We look forward to finishing this Christian education year strong and to continuing to walk the faithful path with you all!

20s & 30s

Submitted by: Thomas Ewers

Chair:

Lee Williams Drummond

Planning Committee Members:

Emily Jumet Horne

Nick Sollog III

Accomplishments 2018:

- Maintained a Facebook page to facilitate communication with members of the group. The closed site, which features regular postings from a variety of people, was established in the spring of 2016 and has 37 members.
- Acknowledged milestones (births, baptisms, and marriages) in the lives of group members, as well as those in this age bracket who are not engaged in the group, by sending congratulatory cards and providing meals when appropriate.
- Held a Bible study, led by Bo Millner, which was conducted through email and one in-person meeting.
- Hosted one social event in 2018—an after church brunch.

Plans for 2019:

- Plan quarterly events which may include: bowling, social gathering at a home, apple picking and brunch.
- Continue to promote and host social events and volunteer projects with the goal of increasing the membership of the group and church (use this as a recruiting tool).
- Continue the 20s and 30s email Bible study and have at least quarterly in-person meetings as well.

Respectfully submitted,

Thomas H. Ewers
Vestry Representative

MUSIC MINISTRY

Submitted by: Beth Melcher Davis

It is exciting to be a part of the wonderful music ministry at Grace & Holy Trinity Church. This church is blessed with a tradition of excellent music. It is a joy to serve in such a dynamic and caring spiritual community.

Music Ministry Highlights 2018

- 'In Love with Music' Revisited: Thrilling Arias and Duets from Opera featuring Caroline Whisnant, Soprano, and Tracey Welborn, Tenor, February 2018
- Pro Arte and Cavalieri Choirs from the Greater Richmond Children's Choir, March 2018
- John Rutter's "Requiem" presented by Grace & Holy Trinity's Adult Choir and Chamber Ensemble, April 2018
- An Afternoon of Cabaret with Buck Dietz and Hope Armstrong Erb, May 2018
- Virginia Commonwealth University Vocal Ensembles, November 2018
- Concert Choir from the Greater Richmond Children's Choir, November 2018
- Festival of Advent Lessons and Carols presented by Grace & Holy Trinity's Adult Choir, December 2018

Grace & Holy Trinity Church is sponsoring its fifteenth concert series, "Music at Grace & Holy Trinity," in 2018-2019. This series includes a variety of special worship services and concerts. The concert series provides a rich diversity of musical experiences, and is a wonderful opportunity for evangelism and outreach within the Richmond community.

The church is the rehearsal venue for one of Richmond's finest choirs, the Greater Richmond Children's Choir. This choir presents special music at Grace & Holy Trinity throughout the year, including the Thanksgiving worship service. We are excited to host this wonderful choral ensemble at GHTC.

Thank you to the members of the Music Ministry Team for their outstanding leadership, and for helping to organize and plan our annual concert series: Kate Bishop-Pevsner, Jack Blackwell, Mary Ann Blankenship, John Davis, Jim and Betsy Featherstone, Patti Martin, Robert and Catherine Perrin, Nancy Perrins, George and Milly Pugh, Wyman and Kathy Rolph, and Stanley Stillman.

Thank you to the members of the Adult Choir Team for their outstanding leadership: Donna Campbell, Marcia Miller Hailey, Mary Lietman, Catherine Perrin, and Leslie Winn.

Thank you to the members of our wonderful Adult Choir, Amazing Grace Choir, Grace & Holy Angels Choir (grades three through eight), and Lightshine Choir (pre-K through second grade). These choir members serve a tremendous music ministry in our church, and in the Richmond community. I truly appreciate their gifts of time, talent, and faithful leadership.

Thanks to the wonderful staff and congregation at GHTC for their support. I especially thank Lawrence Heath, our Assistant Organist; Hope Armstrong Erb, Pianist; and Abigail Stinnett, Grace & Holy Angels and Lightshine Choir Director. I look forward to glorifying God with you in 2019!

Respectfully submitted,

Elizabeth Melcher Davis
Associate to the Rector for Music Ministries

CIRCLES RVA AND BREAKING THE CYCLE OF POVERTY IN RICHMOND

Submitted by: Bill Perkins & Mary Lindert

The Grace & Holy Trinity Church Strategic Plan states:

“Breaking the Cycle of Poverty: Twenty-five percent of people in Richmond live below the poverty level. Poverty surrounds us, and as disciples of Christ, we cannot turn our backs on those in need. We will become the vanguard for breaking the cycle of poverty. For people who want to move out of poverty, we will walk with them through that journey. In doing so, we will transform their lives and our own.”

In June, Circles RVA became the 70th chapter of Circles USA, a national nonprofit organization dedicated to building community to end poverty. Circles RVA is a public charity under the laws of the Commonwealth of Virginia and a 501(c)(3) under U.S. Internal Revenue Code.

Circles RVA launched the first cohort of Circle “Leaders” in August 2018. Despite attrition, eight Circle Leaders (who just happened to be women) and more than 20 children met weekly for dinner and then split into Leader training and a children’s program. Some of the training topics were setting SMART¹ goals, managing mental health, financial literacy and cultural awareness. Leaders graduated in November and presented their vision boards at the ceremony. Each vision board summarized the Leader’s goals to reach economic stability.

Circle Allies, volunteers who commit to befriending, supporting and coaching the Leaders, also met for weekly training sessions through fall and early winter.

The Allies joined with the Leaders for a poverty simulation in December. The Allies were families who had to manage a month of too much outgo with too little income. Circle Leaders represented community institutions and social services. One Ally, who was so frustrated by how hard it was to get the service she needed, was horrified to find she had left her “child” at the bank.

During the match process, each Circle Leader was matched with two Allies who will walk with the Circle Leader as she meets her goals for economic stability.

Concurrent to the adult programs, children participate in the children’s program. One Circle Leader said that children love the programming. It’s fun and they make friends. Another Leader said that the positive encouragement her daughter received for being a “big sister” to other children is something they celebrated later at home.

This entire Circles approach is driven by volunteer Resource Teams and supported by staff of the nonprofit. Resource Teams organize the Tuesday meal, develop lists of available social services, implement the children’s curriculum and bring in outside speakers and resources for financial planning, education and jobs. All these Resource Teams are designed to broaden social networks and knowledge of available resources.

By providing programming for adults who want to change from surviving economically to thriving and for children which address similar topics in an age appropriate manner, Circles RVA is building an intergenerational community to break the cycle of poverty through empowerment and transformation.

Grace & Holy Trinity Church is one of the founding visionaries of Circles RVA. GHTC sustains Circles RVA through financial support, volunteers, and use of church facilities. The Circles RVA community is deeply grateful for the continued support and leadership provided by GHTC.

Going forward, Circles RVA plans to launch its next Leader cohort in March, followed by another cohort in August. These new Leaders will need Allies, so the next set of Allies will be in place by April and then by September. In addition, Circles RVA is hiring a part time Community Coordinator. Finally, as Circles continues to establish its performance track record, Circles will build relationships with philanthropic foundations for ongoing financial support.

¹ S(specific), M(measurable), A(actionable), R(realistic), T(timely)

MISSIONARY SOCIETY

Submitted by: Lisa Dawson

The Missionary Society continued its tradition of service to the children of Belize with two trips in 2018. Forty-one people participated on the trips to Belize and most reported a deepening of their own faith as a result of the experience.

Spring Trip 2018

The Dental Team provided exams, prophylaxis and fluoride treatments to over 198 children many of whom had never been to a dentist before. The team also provided sealants, restorations, extractions, and full mouth debridement where needed. All children were given oral hygiene instruction as well as toothbrushes, toothpaste and floss for the whole family.

On the Dental Team were four VCU Dental School students and our own Dr. David Abbott led the team. Students found the work challenging but rewarding. Our relationship with the VCU Dental school is a source of pride for the Missionary Society as not every potential mission trip is approved by the school.

The Vision Team provided eye screening for over 900 children in local primary schools. Fifty-seven children were given eyeglasses. The Missionary Society works with the Belizean government to screen children and provide eyeglasses at a quarter of the cost.

Summer Trip 2018

The Summer camp offered a week of fun activities including sports, arts & crafts, music and games. A lot of ice cream was consumed by all. Eighty Belizean children participated in the camp.

The Summer Trip leader partnered with young people who had attended the Grace and Holy Trinity Church mission camp in the past but who had aged out. These young people were invited to come back as counselors and many gratefully served their younger peers along with the Mission Trip participants. The Belizean youth counselors were “compensated” by donations to their high school scholarships. High school in Belize must be paid for by the student’s family so this assistance was gratefully received.

Finances

Both trips came in under budget. As always, roughly half of the Missionary Society’s budget was raised to support the mission work. In preparation for each trip, a considerable amount of the cost was mitigated by donations of cash and in-kind donations. In fact, when donations are added to the total cost of the Spring trip Grace and Holy Trinity’s contribution is just over 18% of the total expenses. On both trips, great importance is placed on working with the Belizean people. For the Spring Trip, relationships with the local professional dental community and the Belize Commission for the Visually Impaired allow the Missionary Society to have a greater impact. On the Summer Trip “employing” the aged out past campers was a win-win for all. Grace and Holy Trinity Church youth worked side by side with their Belizean counterparts.

CONVENTION

Submitted by: Sara Jo Williams

Highlights from the 224th Annual Convention of the Diocese of Virginia

- More than 330 lay and clerical delegates from across the Diocese gathered at the Richmond Marriott November 1-3 for the 224th Annual Convention of the Diocese of Virginia.
- It was the final Convention to be led by the Rt. Rev. Shannon Johnston, Bishop of Virginia, who announced his retirement August 3. At the conclusion of Friday's proceedings, he passed presiding duties to the Rt. Rev. Susan Goff, Bishop Suffragan.
- In her address on the final day of Convention, Bishop Goff said, "As I begin this period as ecclesiastical authority of the Diocese of Virginia, I commit myself again to life in community with you...We are a community for one another and for the love for the world."
- Bishop Goff announced that she will host a series of Listening Sessions around the Diocese before Christmas to "hear your concerns, your frustrations, your joys and your hopes about our life as a diocese."
- The Convention passed a resolution that would authorize the Bishop Suffragan, in consultation with the Standing Committee, to hire an Assistant Bishop when and if needed.
- In his final pastoral address, Bishop Johnston thanked the people of the diocese for "keeping the main thing, the main thing," during the years when the Diocese was in litigation with breakaway congregations.
- He spoke about his commitment to the inclusion of LGBTQ Christians into "the fullness of our community." He applauded our growing willingness to "engage issues in the public square as people of faith.... Our call has never intended to be partisan: our only bias is Jesus."
- He celebrated the deepening partnership with the Dioceses of Liverpool, UK, and Kumasi, Ghana—the Triangle of Hope. Bishop Paul Bayes of Liverpool and Archbishop Daniel Sarfo of West Africa were among his special guests at the Convention.
- Passing two additional resolutions: one condemning the recent violence against the Tree of Life synagogue in Pittsburgh; the other commending the Way of Love/Rule of Life endorsed by Presiding Bishop Michael Curry.
- Celebrating the transition of Trinity Church, Charlottesville, from mission status to full parish status.
- Approving a budget totaling \$4,946,087. The budget featured increased funding for college chaplaincies, a new ministry for the hearing impaired, and continued support growing ministries across the Diocese.

THE VESTRY

The Vestry is a 15 member body elected by the adult, confirmed communicants in good standing of the parish. They are responsible for setting the course for mission, and for the business of the congregation. This group typically meets once a month and members also serve in one of the areas of the strategic plan.

I am deeply grateful to the class of 2019—Chuck Bleick, Marcia Miller Hailey, Mary Lindert, and Andrew Peacock.. I offer a special word of thanks to Andrew, who has served as Senior Warden for the past year. Woody Woodward, class of 2020, left the vestry in 2018 taking “early retirement.”

We are also blessed with a superb slate of candidates for Vestry this year and there is a hand out at this meeting with pictures and brief biographies. In addition, we could not ask for better leadership than we find in the class the class of 2020—Darrell Alexander, Debra Cole, Neely Dykshorn, and Betsy Featherstone, and the class of 2021—Lisa Dawson, Thomas Ewers, David Hetherington, Bill Perkins, Rosalie West, and Lara Wulff. When you see them this morning please thank them all for their service.

—*The Rev. Bollin M. Millner, Jr.*

Expectations of Vestry members

The position of Vestry member is a critical role in the church, and it is a serious commitment of time and talent. In order to be considered you must be at least 16 years of age and have your baptism and confirmation (or reception) registered at this parish. Candidates should be members in good standing, meaning that unless for good cause prevented, they have been faithful in the corporate worship of the church and in working, praying and giving for the spread of the kingdom of God. It is the expectation of Grace and Holy Trinity Church that all Vestry members will make a personally meaningful and strong financial pledge to the general operating budget of the church. The duties and expectations of Vestry members, as well as bylaws for the conduct of its meetings, are fully outlined on our website at <https://ghtc.org/about/church-vestry/>.

Voter Eligibility

“All adult communicants in good standing (*All baptized members of the reporting congregation, 16 years of age and older who “have received Holy Communion at least three times during the preceding year” and are faithful “in corporate worship, unless for good cause prevented,” and “in working, praying, and giving for the spread of the Kingdom of God”*) registered in the particular Church in which they offer to vote, shall be entitled to vote at the election of Vestry members. The voting shall be by ballot in person and, unless otherwise provided by the meeting, a majority of the votes cast shall be necessary to a choice. There shall be no voting by proxy. But no election shall be valid, unless the participating qualified voters number at least ten percent of the number of active communicants qualified to vote reported for the previous year.” (Diocese of Virginia, Canon 11, section 5)

Quorum

There shall be at least 75 voters present to constitute a quorum.

PARISH RECORDS FOR 2018

Submitted by: Judy Bowman

Baptisms

Ann Campbell Drummond
William Alexander Eford IV
Charlotte Louise Horne
Lucy Boulware Lamb
Violet Grae Leffler
Saint George Richard Pinckney
Bowen Robert Reynier Shields
Maddox Murphy Sprinkel
Liam Jose Hernandez Webb
Jackson Cary Williamson

Confirmations/Reception/Reaffirmations

The Bishops have moved to an every other year visitation schedule. GHTC will be visited in April 2019.

Marriages

Lindsay Seale and John Davenport Blackwell III
Madison Rose and Stephen Warwick Davenport
Alyssa Lauren and Alexander Coke Hall, Jr.
Carter B. and Nelson Douglas Lankford
Mary and Justin Watkins
Catherine Ross and Juan Saaedra

Transfers In

Michael Hale
Sandie Hale
Alison Gillespie Martin
Eric Blaine Martin
Harold Kress Gillespie Martin
James Brock MacPherson Martin
Reynold Vake Blaine Martin

Burials

Edmund L. Benson IV
Grace Whitehead Broaddus
Beverley Patton Browne
Huntley Gibson Davenport
Richardson Grinnan
John Stewart Markham
Hunter Holmes McGuire, Jr.
Joan Purvis
Harold J. Williams, Jr.
Virginia Tyree Woodward

Total Active Members

755

NARRATIVE OF THE 2019 GENERAL OPERATING BUDGET

Submitted by: Judy Bowman

Grace and Holy Trinity Church has a rich history of generosity. We are generous givers of our time, talent, and financial resources to the mission of our Lord Jesus Christ, and to the mission of this church. We are generous in sharing our resources with those outside our walls, and for the care and nurture of our own members and facilities. Thank you to everyone who contributes time, talent, and financial resources to the mission of this church.

2019 marks the seventh year of our integrated general operating budget. By looking at this one document we can now see all sources of income and expenditure. 2019 also marks the fourth year of the general operating budget aligned with our 2015 strategic plan.

For 2019, income is derived from a number of sources. 50% of income is from pledges and giving by you; 24% (\$340,000) is from the GHTC Endowment Fund; the remaining 26% from other sources such as restricted funds, fundraisers, and other member contributions or payments such as Sunday breakfast. Together these sources, which are detailed on the full financial report, give us a projected 2019 income of \$1,390,457. A break even budget of \$54 was adopted by the Vestry on January 15, 2019, and is presented to the parish today.

Data for the Annual Giving Campaign as of January 29, 2019:

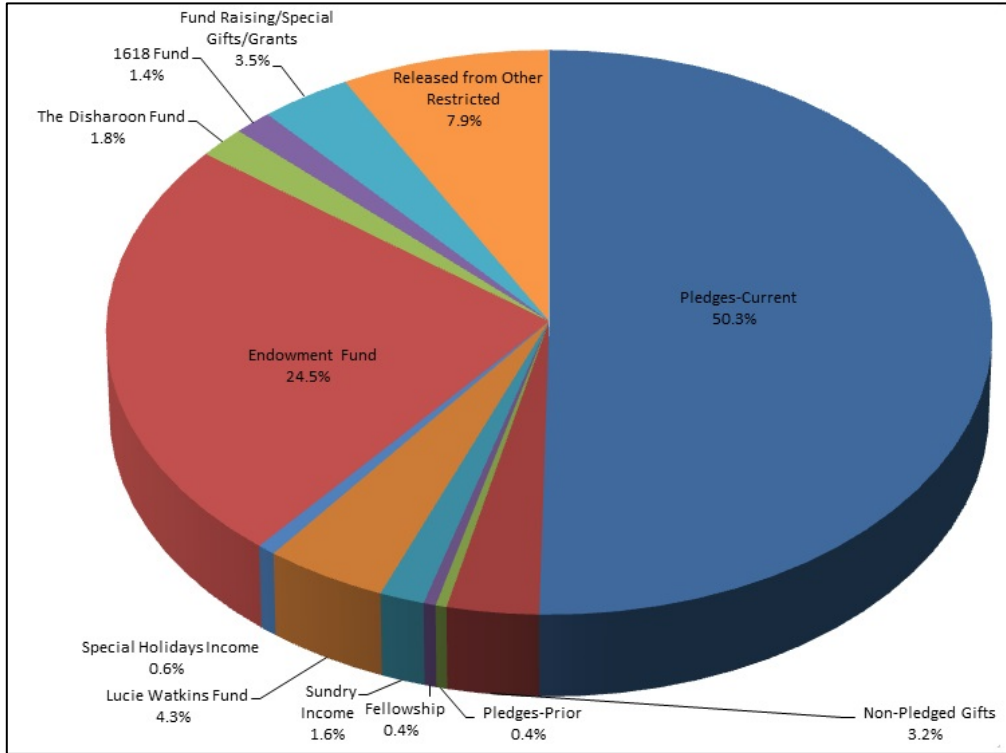
1. We have received 174 pledges to the 2019 Annual Giving Campaign. This is 62% of those solicited and is on target with previous years.
2. Annual pledges for 2019 are projected at \$700,000. As of January 29, 2019, \$636,219 has been pledged, leaving outstanding pledges needed in the amount of \$63,781 to be raised over the course of the calendar year. If you would like to make an adjustment to your pledged amount, or make a new pledge, please speak to Judy Bowman in the church office.

The graphs below show the distribution of our budget by category. On the expenditures graph, the figures in the three Strategic Plan program areas (Spiritual Journey; Children, Teens, 20's-30's; and Breaking the Cycle of Poverty) include clergy and program staff leadership.

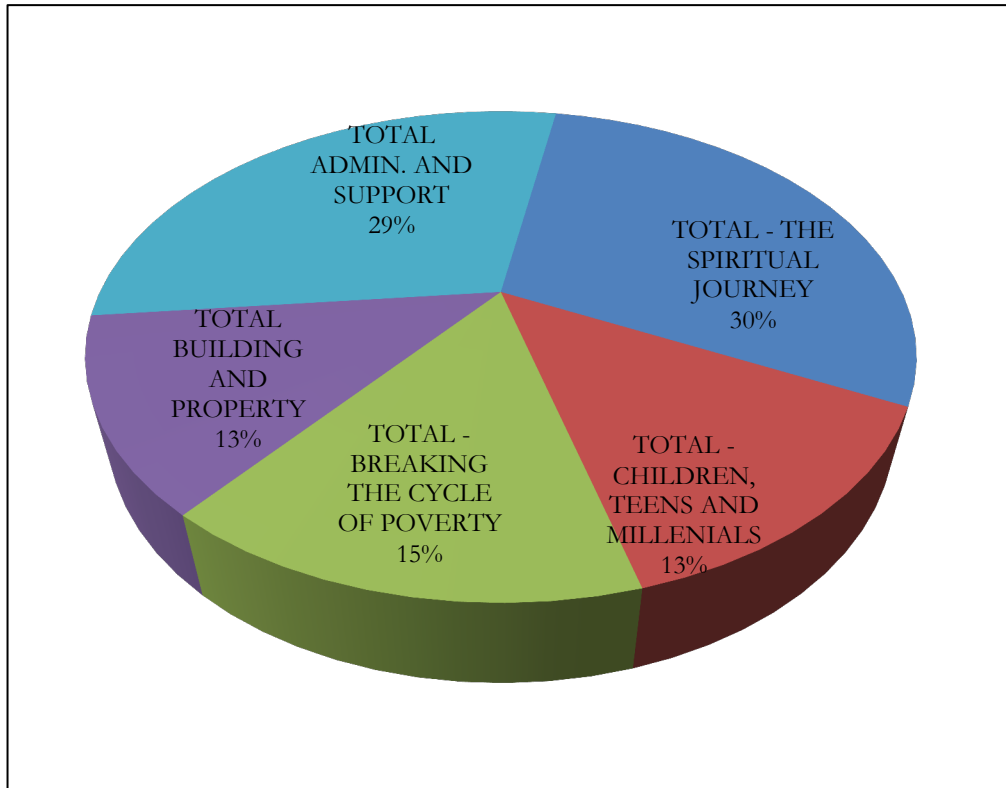
Generosity is a way of life. We give of our time, talents, and financial resources in gratitude for all that God has given to us. Being generous changes us—our generosity turns around and blesses us. When we give, we receive. When we give, our spirits grow. By our generosity, we move toward a closer personal relationship with God and others.

If you have questions, contact Mike Joyce, Chair of the Finance Committee; the Rev. Bo Millner; the wardens or members of the Vestry, or Judy Bowman. Thank you!

2019 BUDGETED INCOME



2019 BUDGETED EXPENDITURES



2019 BUDGET ADOPTED BY THE VESTRY

	2016 Actual	2017 Actual	2018 Budget	2018 Actual	2018 Variance	2019 Budget Adopted by Vestry	2019 Budget vs. 2018 Actual
INCOME							
Pledges-Current	838,810	831,522	790,000	782,197	(7,803)	700,000	(82,197)
Non-Pledged Gifts	45,424	42,674	42,000	47,852	5,852	45,000	(2,852)
Pledges-Prior	6,026	9,585	8,000	8,719	719	5,400	(3,319)
Fellowship	5,870	6,117	6,000	5,160	(840)	6,000	840
Sundry Income	24,325	22,564	22,000	14,260	(7,740)	22,000	7,740
Lucie Watkins Fund	55,500	55,500	60,000	60,000	-	60,000	-
Special Holidays Income	9,317	8,694	9,000	4,240	(4,760)	9,000	4,760
Endowment Fund	288,000	300,000	330,000	330,000	-	340,000	10,000
The Disharoon Fund						25,000	25,000
1618 Fund	20,000	20,000	20,000	20,000	-	20,000	-
Fund Raising/Special Gifts/Grants	102,710	98,972	106,300	72,416	(33,884)	48,050	(24,366)
Released from Other Restricted	67,519	74,322	94,750	90,834	(3,916)	110,007	19,173
TOTAL INCOME	1,463,501	1,469,950	1,488,050	1,435,678	(52,372)	1,390,457	(45,221)
EXPENSES							
PROGRAM AREAS							
THE SPIRITUAL JOURNEY							
Missions/Outreach: Diocese of Virginia	70,000	70,000	72,000	72,000	-	72,000	-
Worship: Altar Guild	3,213	3,527	3,100	2,622	(478)	2,300	(322)
Worship: Other	-	-	-	-	-	-	-
Music Program: Music Supplies	5,794	6,336	5,000	4,887	(113)	5,000	113
Music Program: Instrument Maintenance	4,590	4,410	5,000	4,732	(268)	5,000	268
Music Program: Personnel	21,560	28,755	26,250	26,600	350	27,500	900
Music Program: Concert Series	13,241	15,425	12,500	11,855	(645)	11,500	(355)
Education: Adults	1,011	1,729	2,200	1,259	(941)	1,500	241
Evangelism: Supplies / Materials	843	481	700	708	8	1,200	492
Evangelism: Other	-	-	-	-	-	-	-
Parish Life: Parish Weekend (1)	3,866	2,967	7,400	1,396	(6,004)	1,500	104
Parish Life: Sunday Breakfasts	8,400	8,042	9,000	7,486	(1,514)	8,000	514
Parish Life: Special Events	370	1,161	1,800	1,803	3	1,800	(3)
Parish Life: Hospitality	1,767	1,442	1,250	732	(518)	1,250	518
Parish Life: Boomers		190	500	293	(207)	500	207
Pastoral Care: Lay Pastoral Initiatives	649	994	750	-	(750)	300	300
Generosity: (2)	5,405	5,404	6,000	3,458	(2,542)	5,000	1,542
Generosity: Program Development & Education	509	-	-	-	-	-	-
Generosity: Other Legacy Society Administrative Expens	3,592	1,263	1,200	585	(615)	600	15
TOTAL - THE SPIRITUAL JOURNEY	144,810	152,126	154,650	140,416	(14,234)	144,950	4,534
CHILDREN, TEENS, 20's and 30's							
Education: Christian Education Support	2,513	1,758	4,000	3,152	(848)	4,000	848
Education: Children's Ministry	1,381	512	1,500	295	(1,205)	1,500	1,205
Education: Youth Ministry	22,632	1,580	2,000	1,049	(951)	2,000	951
Education: Missions and Outreach (3)	-	27,234	12,000	4,197	(7,803)	8,000	3,803
Education: Youth Scholarship Fund	1,843	525	2,500	350	(2,150)	2,500	2,150
Education: Personnel (4)	25,028	24,754	26,000	19,389	(6,611)	22,000	2,611
Education: Family Ministries	2,322	849	2,000	1,781	(219)	2,000	219
Education: Christian Education Training & Support		323	-	-	-	-	-
Education: Day of Service	-	-	-	-	-	-	-
Missions/Outreach: Campus Ministries (5)	42,275	30,758	37,400	17,661	(19,739)	34,685	17,024
Education: Children, Teens & Family (6)	-	-	1,500	-	(1,500)	-	-
Parish Life: 20's - 30's	48	294	750	190	(560)	750	560
TOTAL - CHILDREN, TEENS AND MILLENIALS	98,042	88,587	89,650	48,064	(41,586)	77,435	29,371
BREAKING THE CYCLE OF POVERTY							
Missions/Outreach: Outreach Grants	61,500	65,000	60,000	60,000	-	35,000	(25,000)
Missions/Outreach: Prescription Assistance (7)	20,100	10,440	6,000	2,000	(4,000)	3,000	1,000
Missions/Outreach: Other Service Proj. Red Door Minist	2,864	593	6,900	3,380	(3,520)	5,500	2,120
Missions/Outreach: Red Door Ministry	12,104	18,525	18,920	20,479	1,559	23,000	2,521
Missions/Outreach: Missionary Society (9)	103,864	86,882	102,960	89,306	(13,654)	34,200	(55,106)
Missions/Outreach: Shrine Mont Capital Campaign	23,318	4,000	2,000	2,000	-	2,000	-
Missions/Outreach: Circles		5,000	10,000	10,000	-	25,000	15,000
TOTAL - BREAKING THE CYCLE OF POVERTY	223,750	190,440	206,780	187,165	(19,615)	127,700	(59,465)
TOTAL PROGRAMS	\$ 466,602	\$ 431,153	\$ 451,080	\$ 375,645	\$ (75,435)	\$ 350,085	\$ (25,560)

	2016 Actual	2017 Actual	2018 Budget	2018 Actual	2018 Variance	2019 Budget Adopted by Vestry	2019 Budget vs. 2018 Actual
ADMINISTRATION AND SUPPORT							
PERSONNEL							
Salaries/Allowances	534,315	546,745	537,000	536,510	(490)	567,600	31,090
Employers Social Security (10)	39,128	40,801	40,300	38,130	(2,170)	42,400	4,270
Benefits (11)	90,534	91,611	96,200	92,871	(3,329)	99,600	6,729
Pension Premiums (12)	65,149	69,970	64,200	67,816	3,616	70,500	2,684
Continuing Education (13)	1,990	998	4,000	1,335	(2,665)	4,000	2,665
Non Benefit Personnel	-	-	-	-	-	-	-
Payroll Fees	2,740	2,485	2,500	2,177	(323)	2,500	323
Mileage	743	1,446	2,500	2,206	(294)	2,500	294
Other Personnel Expenses	17,240	285	-	470	470	-	(470)
TOTAL PERSONNEL	751,839	754,341	746,700	741,515	(5,185)	789,100	47,585
BUILDING AND PROPERTY							
Property Insurance	36,955	25,371	39,000	39,001	1	40,000	999
Fuel/Water (14)	6,792	6,681	7,500	9,109	1,609	7,900	(1,209)
Electricity (15)	36,418	36,212	37,000	35,827	(1,173)	37,000	1,173
Telephones	6,694	7,042	7,500	7,217	(283)	7,600	383
House Expenses (16)	9,018	12,440	13,025	10,453	(2,572)	13,000	2,547
Property Upkeep (17)	37,688	31,956	37,813	43,195	5,382	38,368	(4,827)
Major Repairs (18)	13,616	43,625	51,450	53,262	1,812	30,000	(23,262)
Church Bus (19)	1,585	424	750	1,519	769	750	(769)
TOTAL BUILDING AND PROPERTY	148,766	163,751	194,038	199,583	5,545	174,618	(24,965)
ADMINISTRATIVE/OTHER							
Office Expense (20)	25,449	26,318	26,825	23,359	(3,466)	25,000	1,641
Bulletin/Newsletter (21)	4,715	3,387	5,900	3,953	(1,947)	5,400	1,447
Advertising	772	461	500	154	(346)	1,000	846
Computer Service/Repair (22)	15,229	11,624	12,500	11,032	(1,468)	12,500	1,468
Web Site Other Digital Media	2,347	2,213	2,970	2,066	(904)	7,500	5,434
Audit/Accounting	12,300	12,500	12,500	12,500	-	12,000	(500)
Vestry Retreat / Strategic Planning (23)	1,939	212	4,000	236	(3,764)	4,000	3,764
Annual Convention Meeting (24)	1,345	3,235	2,600	892	(1,708)	4,200	3,308
Bank Fees (25)	6,551	6,250	5,400	4,280	(1,120)	5,000	720
TOTAL ADMINISTRATIVE/OTHER	70,647	66,200	73,195	58,472	(14,723)	76,600	18,128
TOTAL ADMIN. AND SUPPORT	971,252	984,292	1,013,933	999,570	(14,363)	1,040,318	40,748
TOTAL EXPENSES	1,437,854	1,415,445	1,465,013	1,375,215	(89,798)	1,390,403	15,188
TOTAL INCOME OVER / (UNDER) EXPENSE	25,647	54,505	23,037	60,463	37,426	54	(60,409)
FOOTNOTES:							
(1) Parish Weekend - Number of participants was less than budgeted in 2018							
(2) Generosity - 2018 budget included end of campaign event that did not occur							
(3) Missions and Outreach - 2018 budget included mission trip that did not occur							
(4) Christian Education Personnel - Lower due to new staffing configuration and lower rates							
(5) Campus Ministry - Spring trip had fewer participants than budgeted.							
(6) Teens and Family - No scheduled events were planned for 2018							
(7) Prescription Assistance - Due to change in procedures for intake and only filling perscriptions at MCV, requests and cost for prescriptions decreased							
(8) Other Projects/Red Door - Security was not used for Red Door, preaching was done by students, and no training session for 2018							
(9) Missionary Society - Expenses for spring and summer trip for 2018 were less than budgeted							
(10) Employer Social Security - One staff person is out on leave without pay							
(11) Staff Benefits - New staffing for only partial year							
(12) Staff Pensions - Rates were higher than budgeted							
(13) Continuing Education - Fewer requests from staff							
(14) Fuel/Water - Facility usage was higher than expected, and water usage was higher due to repairs on the water tower and cooling system.							
(15) Electricity - Additional emphasis on conservation							
(16) House Expense - Security was not used for 2018, and supply usage was closely monitored							
(17) Property Upkeep- Extra repairs to HVAC system were required							
(18) Major Repairs - Arch repairs were higher than budgeted							
(19) Church Bus - Bus repairs were higher than budgeted for 2018							
(20) Office Expense - One equipment lease was paid off resulting in lower expenses							
(21) Bulletin/Paper - Published fewer newsletters than budgeted, and ordered less paper							
(22) Computer - No equipment replacement, and fewer service calls							
(23) Vestry Retreat / Strategic Planning - Vestry retreat was at GHTC, and no outside speaker was engaged							
(24) Annual Convention - The convention was in Richmond							
(25) Bank Fees - Fewer stock gifts were received in 2018							
PERSONNEL INFORMATION:							
Personnel numbers are based on 3 part time employees (Barbara Hobson-Simpson, Aaron Davis, and Shelby Scattergood), and 7 full time employees.							

REPORT OF GRACE AND HOLY TRINITY ENDOWMENT FUND, INC.

Submitted by: Sara Jo Williams

The Grace and Holy Trinity Endowment is a corporation, a distinct legal entity whose operations are overseen by a board of ten Trustees. Created in 1947, the Endowment exists to support our church. Its primary objective is to provide funds each year for parish causes and programs while preserving capital in order to be able to provide help when a major project or unforeseen need arises.

The Endowment both oversees the investment of, and determines amounts to be disbursed from three funds. The largest of these three is unrestricted as to its use. Amounts to be expended from the other two funds or the purposes for which such amounts may be used are subject to some restrictions specified by the donors. The Trustees also oversee the financial management of seven other funds which are controlled by the Vestry. All funds are professionally managed by Davenport Asset Management.

Each year the Trustees seek to distribute 3% to 5% of average fund balances. For 2018, we contributed \$330,000 to the church for various programs plus an additional \$25,000 for scholarship assistance for parishioners. Also in 2018, we made a \$50,000 grant to be used for major repairs to the church. For 2019, the sum of \$342,000 plus the \$25,000 for scholarship assistance has been pledged to the church. These contributions exemplify how the Trustees use the unrestricted funds under their control to fulfill the Endowment's mission of both providing current assistance and meeting special needs, both small and large.

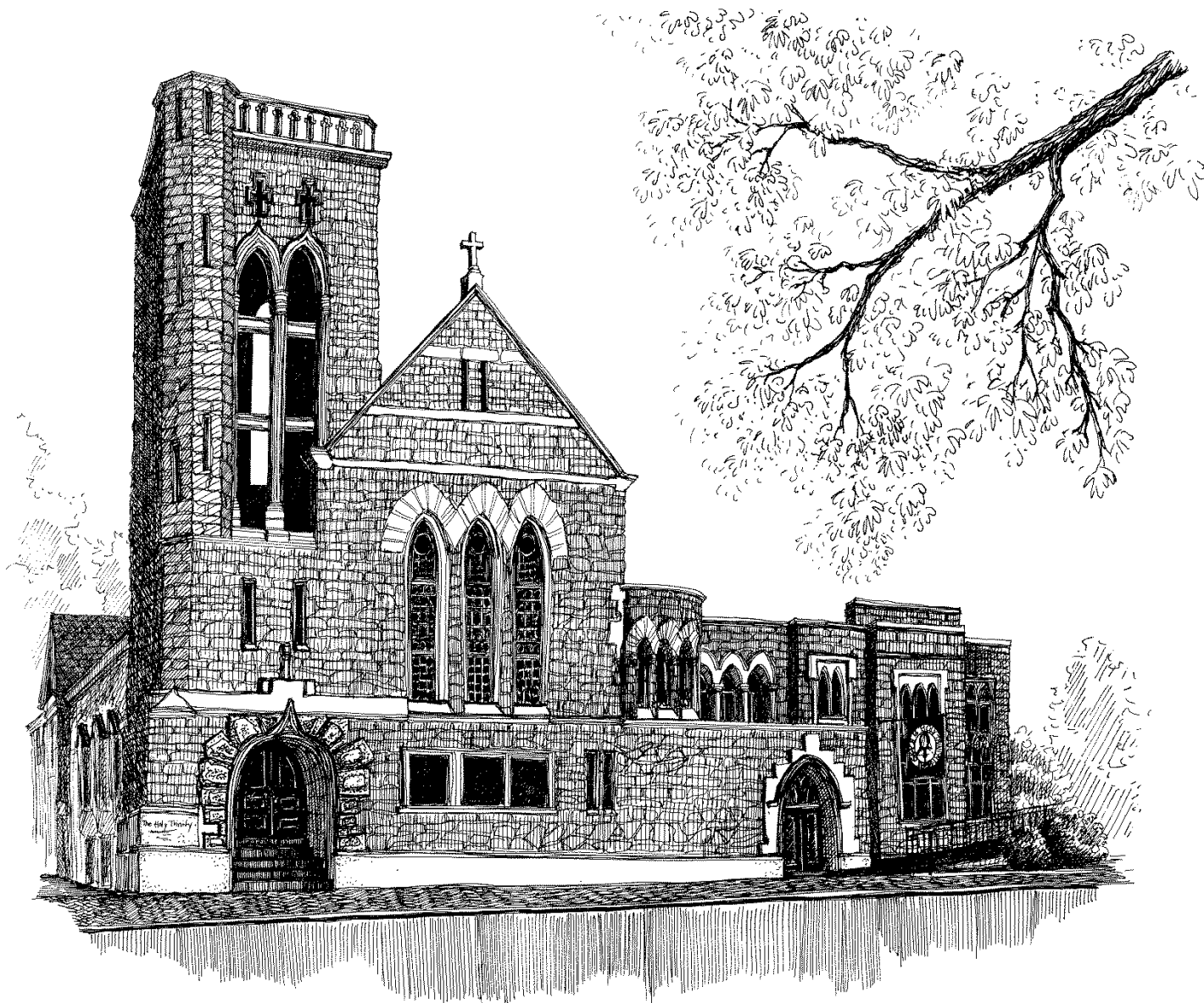
As of December 31, 2018, the total value of all ten funds was \$11,434,089. Of this, \$8,422, 896 comprised the unrestricted endowment fund.

Trustee membership is limited to ten parishioners who may serve until they reach the age of eighty, at which time they become Trustees Emeritus. When a vacancy on the Endowment occurs, the remaining members elect the person to fill that vacancy.

The Endowment Fund Trustees are dedicated to supporting Grace and Holy Trinity not only currently but, as stated in the corporation's charter, in perpetuity. We welcome and invite your support.

Trustees: Taylor Benson, Carl Blackwell, Trigg Brown, Bill Derry, Pem Hall,
Nelson Lankford, George McVey, Kinloch Nelson, Fielding Williams,
Sara Jo Williams

Trustees Emeritus: Miles Cary, Rieman McNamara, Betsy Seaman



Grace and Holy Trinity
Episcopal Church

Aliza B. O'Brien 1996