

ANNUAL REPORT

MEETING BOOKLET

GRACE & HOLY TRINITY
EPISCOPAL CHURCH

2021



Staying in. Stepping up.

COVID swept through the world and church doors closed during Lent. Change was underway and no one knew how many lives would be impacted by the unprecedented pandemic. It was a time of uncertainty for everyone. I think most of us underestimated the disruption the coronavirus would cause in our lives.

Connections changed...from mostly in-person to mostly virtual. Travel took on a different feel as planes and trains gave way to autos and RVs.

Church changed, too. Three services became stitched into one on Sunday, with an interim rector recording at home under guidance from the Diocese of Virginia. Who knew we would ever learn to watch so much YouTube?

Our shared sense of community was affected. Instead of gathering for holy communion and singing familiar hymns with the help of a choir, we dealt with economic uncertainty and social upheaval. Division—in politics, race relations, and even through technology—prevailed over inclusion.

Loneliness has been hard...for seniors and for students of all ages. Yet with two centuries of calamity in its past, the church kept going. God's people rallied, as did Grace and Holy Trinity Church.

Music found its way back into weekly worship. The Red Door evolved to a roadside ministry serving almost double the number of meals in 2020 compared to 2019. The Discernment Committee, buoyed by prayer and support, found a new Rector for the church. Vestry meetings moved to Zoom. Online meetings became our new normal.

We grieved the loss of our own parish family members with gratitude for their lives. People reached out to each other, supporting each other as best they could through countless cards and calls. Yet still, God's generosity was evident through the unwavering support of our church family.

As we enter 2021, consider the words of Paul in 2 Corinthians 12:9 as he quotes Jesus: "My power is made perfect in weakness." Christians suffer much yet they persevere—through faith and through God's grace.

Yes, it's been a hard year. Yet the future is bright, and the church will move ahead. I am committed to finding new and creative ways of gathering safely. We will begin live-streaming services when we can safely incorporate music. When infection rates decline, we will find ways to worship outdoors and then make our way back into the beautiful church. We will expand our small groups for prayer and Scripture. We will think creatively and strategically. We will take the best of our past and couple it together with a new and exciting future.

Faithfully,

The Rev. Duane J. Nettles, Rector



How can one reflect accurately on 2020? The Diocese of Virginia and Bishop Susan Goff provided guidance for parishes to care for one another and the community at large based on science, reason, and caution. Your vestry, clergy, and staff made decisions based on the Bishop's guidance and recommendations. This year has been challenging because of the "wicked" COVID-19 virus, as one parishioner called it.

Although our building on Laurel Street is still closed for public worship, we are still the church. Our love of God, our neighbors, and ourselves compels us to continue our fast from the sacrament of Holy Eucharist a while longer. Still, there is much to celebrate: we baptized babies and adults, married couples, and marked the end of earthly lives. We have continued to support community partners focusing on housing and health. We were exactly who we are called to be; we have shown what love looks like in the face of fear, doubt, and anxiety.

Spiritual support shifted to mental health needs due to social isolation and a need for self-care of body, mind and spirit. Calls, cards, letters, emails, texts, social media check-ins and more help provide support for one another in times of joy and sorrow as well as hope and despair. More than a dozen people have answered the call to assist with pastoral care as we continue to long for community—in the church, at the Red Door and through campus ministry.

We are forever changed. We are becoming better versions of our previous selves, and we are living the loving way which Bishop Michael Curry has set before us. The pandemic exposed the institutional failures of systems we relied upon. We know the only place where we can truly place our faith is in God: the creator, redeemer, and sustainer. God has given us the ability to follow Christ and to love one another.

Thank you for allowing me the grace to walk with you during this sixth year of my call at Grace and Holy Trinity Church.

The Rev. Kimberly "Mother Kim" Reinholz

Parish Records For 2020

Baptisms

Eloise Elizabeth Poston
Peter Burns Womack
Clarence James Womack

Transfers In

Brian Coffill
Caroline Coffill
Jane Coffill
Robert (Bobby) Coffill
Elizabeth (Betty) Grinnan

Transfers Out

Jennifer Moomaw Gregory
Thomas Denton Gregory
William Douglas Gregory
Colleen S. Hewitt
Joseph Arthur Krzyston
Bruce Bernard Nolte
JoAnne Lewis Nolte
David S. Norris
Ann King Norris
Robert L. Pratt
Wanda Pratt
James Edward Schoonover
Cynthia L. Schoonover

Burials

Barnwell Sams Dunlap III
Edwin Worth Higgins, Jr.
Carter B. Lankford
Joan Oates
David Dalrymple Owen
Mary Reisner
Marie Baker Selfe
Lisa A. Stassi
Nancy Harrold Thomas
Randolph Fowler Totten
Kay Puddephatt Williams
L. Brooks Zerke, Jr.



Total Active Members 619

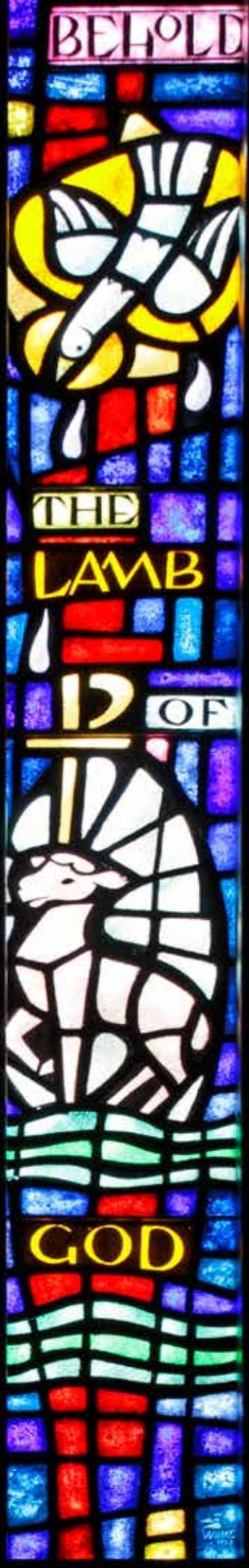
Worship Attendance Averages

7:45 Sundays	13
8:45 Sundays	43
11:00 Sundays	120
All Services Sundays	95
Red Door Fridays	29

Holy Days

Ash Wednesday	87
Maundy Thursday	80
Good Friday	80
Easter Sunday	300
Blessing of the Animals	14
Christmas Eve & Day	195

Submitted by Judy Bowman





Endowment Fund Report

The Grace and Holy Trinity Endowment was created in 1947 with funds from the sale of the church's rectory. The Endowment Fund exists solely for the purpose of supporting our church. At present, the Endowment comprises ten funds that are all professionally managed by Davenport Asset Management.

The trustees oversee the investment of three of these funds and determine amounts to be disbursed. The largest of the three is unrestricted. The two remaining funds are subject to restrictions specified by the donors. An example is the C. F. Patrick Scholarship Fund, which yearly provides educational scholarships for members of our parish. The seven remaining funds are financially managed by the trustees but are under the control of the Vestry. An example of this category is the Lucie Watkins Memorial Fund, named for church member Lucie Watkins. She and her husband were parishioners in the 1950s. When she died, she left the Endowment Fund \$50,000, which has grown to more than \$1,370,000.

The primary objective of the trustees is to preserve and grow capital in order to provide help when a major project or an unforeseen need arises and to provide funds each year to the Vestry for parish programs. Each year the trustees seek to distribute up to 4 percent of the three-year rolling average of unrestricted funds under our control. In 2020 we contributed \$366,000 to the church for its programs and committed \$20,000 for scholarship assistance to parishioners. This year we have pledged \$392,000 to the church and at least \$20,000 for scholarships. As of December 31, 2020, the total value of all ten funds was \$15,618,637, of which \$11,217,378 represented unrestricted endowment.

There are ten trustees. My colleagues are Taylor Benson, Carl Blackwell, Trigg Brown, Bill Derry, Pem Hall, Kinloch Nelson, Fielding Williams, Harold Williams, and Sara Jo Williams. Our emeritus trustees are Miles Cary, Rieman McNamara, George McVey, and Betsy Seaman. Of the current ten trustees, all have served on the Vestry, and five of us have served as junior and senior wardens. Three of our current members served on the Discernment Committee that called Duane Nettles as our new rector, and we all look forward to a great future for Grace and Holy Trinity under his leadership.

We are committed to continuing our leadership in the church by serving as trustees of the Endowment, working toward our mission of both providing current assistance while preserving capital for future needs. *Thank you!*

Submitted by Nelson D. Lankford

Finance Committee Report

Being generous changes us. Our generosity is an expression of gratitude for all that God has provided to us. When we give, we receive, and our spirits grow. By our generosity, we move toward a closer personal relationship with God and others.

We are generous givers of our time, talent, and financial resources to the mission of our Lord Jesus Christ, and to the mission of Grace and Holy Trinity (“GHTC”). We are generous in sharing our resources, both with those outside our walls, and for the care and nurture of our members and facilities. Thank you to everyone who contributes time, talent, and financial resources to GHTC.

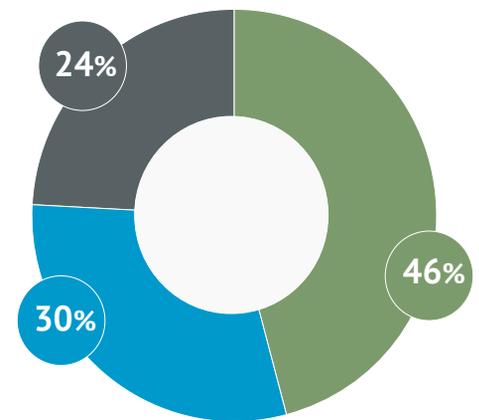
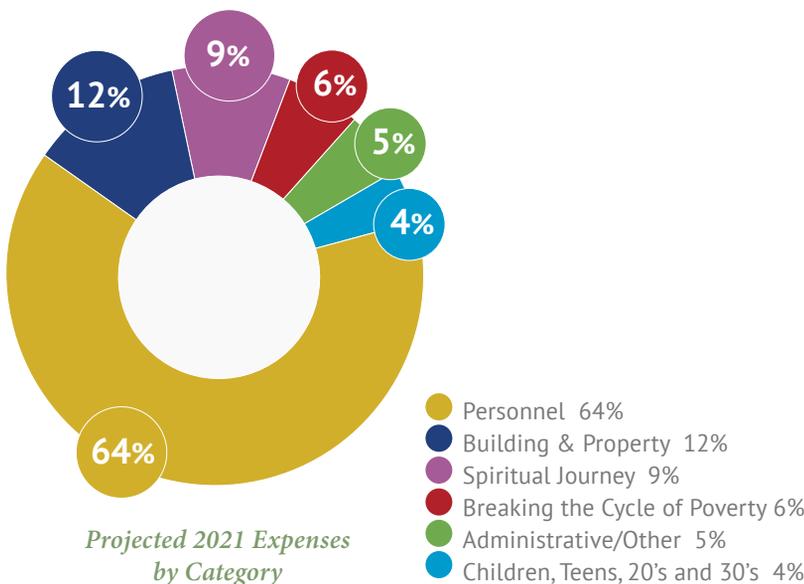
As reflected in the accompanying financial presentation, we recorded a small deficit of \$994 in 2020 versus a forecasted deficit of \$18,522. We are very fortunate to have this favorable variance against the 2020 budget in light of all the COVID – 19 disruption to our lives and worship. You will also see in the financial presentation that the Vestry approved a preliminary deficit budget of \$54,435 for 2021 in mid-January.

As shown in the financial presentation and the graph to the right, 2021 projected income of \$1,262,240 is forecasted to come from pledges (46%), the GHTC Endowment Fund (30%), and from other sources such as restricted funds, fundraisers, and other miscellaneous contributions (24%).

As of January 20, 2021, we had received 142 pledges to the 2021 Annual Giving Campaign, which represented 57% of the 247 households solicited. These pledges totaled \$579,625, which were reduced to \$575,000 in the budget to reflect a reserve for potentially unpaid pledges.

We would be grateful for additional pledges to reduce the projected deficit, and if you would like to make an adjustment to your pledged amount, or make a new pledge, please contact Judy Bowman jbowman@ghtc.org or 804-359-5628, ext. 14.

The graph below summarizes the distribution of GHTC’s budget by category.



Projected 2021 Sources of Income

- Pledges
- GHTC Endowment
- Other Sources

In our budget discussions with the Vestry, we observed a shared belief that GHTC is in a transition period emanating from the retirement of our long-time rector, and the search and arrival of his successor. Uncertainty is often difficult, and as we have learned from the Discernment Committee’s work, the journey through such a transition very often produces a temporary decline in pledges. The continued strength and dedication of GHTC’s staff and lay leadership, the arrival of our new Rector in January, the congregation’s ongoing generosity, and the long-term financial stability that the church enjoys through the resources of its endowed funds (i.e., the GHTC Endowment, the Lucy Watkins Fund, the 1618 Fund, and the new Disharoon Fund), give the Finance Committee and the Vestry the confidence that we will successfully navigate this transition, and return to surplus financial results in the near future.

If you have questions, please contact Mike Joyce, Chair of the Finance Committee, our Rector, the Rev. Duane Nettles, the Wardens, or members of the Vestry. *Thank you!*

INCOME

	2018 Actual	2019 Actual	2020 Budget	2020 Actual	2020 Variance	2021 Budget Adopted by Vestry	2021 Budget vs. 2020 Actual
Pledges-Current	\$782,197	\$672,201	\$660,000	\$669,481	\$9,481	\$575,000	\$(94,481)
Non-Pledged Gifts	47,852	39,039	45,000	32,122	(12,878)	28,000	(4,122)
Pledges-Prior	8,719	2,625	2,000	1,060	(940)	5,540	4,480
Fellowship	5,160	4,823	4,500	1,112	(3,388)	1,000	(112)
Sundry Income	14,260	16,046	18,000	4,332	(13,668)	6,000	1,668
Lucie Watkins Fund	60,000	60,000	60,000	60,000	-	60,000	-
Special Holidays Income	4,240	2,887	4,500	2,640	(1,860)	2,500	(140)
Endowment Fund	330,000	342,000	366,000	366,000	-	382,000	16,000
The Disharoon Fund	-	25,000	25,000	30,000	5,000	60,000	30,000
1618 Fund	20,000	20,000	20,000	20,000	-	20,000	-
Fund Raising/Special Gifts/Grants	72,416	31,272	47,250	26,338	(20,912)	42,900	16,562
Released from Other Restricted	90,834	111,495	85,930	72,330	(13,600)	79,300	6,970
TOTAL INCOME	1,435,678	1,327,388	1,338,180	1,285,415	(52,765)	1,262,240	(23,175)

EXPENSES**PROGRAM AREAS****THE SPIRITUAL JOURNEY**

Missions/Outreach: Diocese of Virginia	72,000	72,000	72,000	72,000	-	72,000	-
Worship: Altar Guild	2,622	1,285	2,250	1,300	(950)	1,500	200
Music Program: Music Supplies	4,887	4,880	5,000	4,661	(339)	5,000	339
Music Program: Instrument Maintenance	4,732	4,980	6,000	3,251	(2,749)	6,000	2,749
Music Program: Personnel	26,600	30,626	27,500	16,335	(11,165)	15,500	(835)
Music Program: Concert Series	11,855	12,391	10,500	4,858	(5,642)	5,500	642
Education: Adults	1,259	1,506	1,500	274	(1,226)	1,500	1,226
Evangelism: Supplies / Materials	708	1,221	1,600	1,370	(230)	1,465	95
Evangelism: Other	-	-	2,250	2,440	190	2,500	60
Parish Life: Parish Weekend	1,396	393	1,500	120	(1,380)	500	380
Parish Life: Sunday Breakfasts	7,486	7,958	7,000	1,943	(5,057)	2,000	57
Parish Life: Special Events	1,803	5,535	3,750	-	(3,750)	2,375	2,375
Parish Life: Hospitality	732	2,480	1,250	-	(1,250)	625	625
Parish Life: Boomers	293	61	275	-	(275)	-	-
Pastoral Care: Lay Pastoral Initiatives	-	-	300	-	(300)	300	300
Generosity:	3,458	3,791	5,000	4,046	(954)	5,000	954
Generosity: Legacy-Administrative Expenses	585	586	600	516	(84)	600	84
TOTAL - THE SPIRITUAL JOURNEY	140,416	149,693	148,275	113,114	(35,161)	122,365	9,251

CHILDREN, TEENS, 20's and 30's

Education: Christian Education Support	3,152	2,483	3,000	1,751	(1,249)	3,000	1,249
Education: Children's Ministry	295	1,151	1,500	681	(819)	1,500	819
Education: Youth Ministry	1,049	1,465	2,500	443	(2,057)	1,500	1,057
Education: Missions and Outreach	4,197	4,876	4,500	1,450	(3,050)	2,000	550
Education: Youth Scholarship Fund	350	-	1,500	-	(1,500)	1,000	1,000
Education: Personnel	19,389	15,117	15,000	12,753	(2,247)	7,500	(5,253)
Education: Family Ministries	1,781	1,105	1,500	406	(1,094)	1,500	1,094
Education: Christian Edu Training & Support	-	-	500	98	(402)	500	402
Missions/Outreach: Campus Ministries	17,661	16,573	20,000	16,852	(3,148)	35,400	18,548
Education: Children, Teens & Family	-	-	-	-	-	-	-
Parish Life: 20's - 30's	190	255	750	750	-	750	-
TOTAL - CHILDREN, TEENS & MILLENIALS	48,064	43,025	50,750	35,184	(15,566)	54,650	19,466

Comments: As you might expect our expenses were under budget due to the church being closed since March due to COVID-19. The one exception was Red Door, where the need was greater and we stretched to meet that need.

	2018 Actual	2019 Actual	2020 Budget	2020 Actual	2020 Variance	2021 Budget Adopted by Vestry	2021 Budget vs. 2020 Actual
BREAKING THE CYCLE OF POVERTY							
Missions/Outreach: Outreach Grants	60,000	35,000	30,000	30,000	-	30,000	-
Missions/Outreach: Prescription Assistance	2,000	2,147	2,500	2,500	-	3,000	500
Missions/Outreach: Other Service Proj. Red Door	3,380	1,938	4,000	1,024	(2,976)	3,000	1,976
Missions/Outreach: Red Door Ministry	20,479	27,767	15,000	26,841	11,841	25,480	(1,361)
Missions/Outreach: Missionary Society	89,306	43,633	28,350	25,913	(2,437)	-	(25,913)
Missions/Outreach: Shrine Mont Cap/Disc Fund	2,000	2,000	2,000	2,000	-	3,000	1,000
Missions/Outreach: Circles	10,000	25,000	12,500	12,500	-	10,000	(2,500)
TOTAL-BREAKING THE CYCLE OF POVERTY	187,165	137,485	94,350	100,778	6,428	74,480	(26,298)
TOTAL PROGRAMS	375,645	330,203	293,375	249,076	(44,299)	251,495	2,419
ADMINISTRATION AND SUPPORT							
PERSONNEL							
Salaries/Allowances	536,510	558,470	569,813	591,801	21,988	584,300	(7,501)
Employers Social Security	38,130	40,680	43,170	41,995	(1,175)	44,300	2,305
Benefits	92,871	94,950	116,971	111,256	(5,715)	118,300	7,044
Pension Premiums	67,816	71,568	74,923	74,177	(746)	79,925	5,748
Continuing Education	1,335	3,499	3,000	358	(2,642)	3,000	2,642
Payroll Fees	2,177	2,248	2,500	1,843	(657)	2,500	657
Mileage	2,206	1,392	1,800	535	(1,265)	1,800	1,265
Other Personnel Expenses	470	1,297	-	-	-	8,000	8,000
TOTAL PERSONNEL	741,515	774,104	812,177	821,965	9,788	842,125	20,160
BUILDING AND PROPERTY							
Property Insurance	39,001	39,131	41,600	42,889	1,289	44,950	2,061
Fuel/Water	9,109	7,787	7,900	7,423	(477)	7,900	477
Electricity	35,827	36,222	36,500	25,697	(10,803)	30,000	4,303
Telephones	7,217	6,601	7,000	5,860	(1,140)	6,000	140
House Expenses	10,453	10,812	11,000	7,899	(3,101)	10,000	2,101
Property Upkeep	43,195	39,827	39,000	35,952	(3,048)	42,000	6,048
Major Repairs	53,262	25,450	35,000	34,070	(930)	15,300	(18,770)
Church Bus	1,519	822	800	135	(665)	-	(135)
TOTAL BUILDING AND PROPERTY	199,583	166,652	178,800	159,925	(18,875)	156,150	(3,775)
ADMINISTRATIVE/OTHER							
Office Expense	23,359	23,486	24,000	19,072	(4,928)	21,445	2,373
Bulletin/Newsletter	3,953	2,848	3,250	724	(2,526)	2,600	1,876
Advertising	154	560	1,000	221	(779)	1,000	779
Computer Service/Repair	11,032	12,927	17,100	15,410	(1,690)	14,360	(1,050)
Web Site / Other Digital Media	2,066	8,014	7,500	6,419	(1,081)	8,000	1,581
Audit/Accounting	12,500	12,000	12,000	9,000	(3,000)	12,000	3,000
Vestry Retreat	236	-	-	-	-	1,000	1,000
Annual Convention Meeting	892	2,656	2,500	825	(1,675)	2,500	1,675
Bank Fees	4,280	4,521	5,000	3,772	(1,228)	4,000	228
TOTAL ADMINISTRATIVE / OTHER	58,472	67,012	72,350	55,443	(16,907)	66,905	11,462
TOTAL ADMIN. AND SUPPORT	999,570	1,007,768	1,063,327	1,037,333	(25,994)	1,065,180	27,847
TOTAL EXPENSES	1,375,215	1,337,971	1,356,702	1,286,409	(70,293)	1,316,675	30,266
TOTAL INCOME OVER / (UNDER) EXPENSE	60,463	(10,583)	(18,522)	(994)	17,528	(54,435)	(53,441)

PERSONNEL INFORMATION: Personnel numbers are based on 1 part time employees, Aaron Davis, and 8 full time employees.

Red Door Ministry



Preparing 9,000 meals was unexpected in 2020, although we continue to greet guests every Friday with a smile (behind masks for now). We have been open every week and distributed gift cards for Christmas and New Years' since both holidays fell on Friday in 2020.

As a ministry of healing, hospitality, and wholeness, the Red Door faced numerous challenges during the pandemic. Because of our dedicated Kitchen Coordinator Amber Weaver and our Episcopal Campus Ministry staff members Isaiah King and Jasmine Novell, the Red Door pivoted throughout public health restrictions, weather, and rapidly increasing expenses.

Before COVID-19 closed the doors of the church in March of 2020, more than 120 guests enjoyed salad, seasonal fresh produce, a hot entrée made from scratch and dessert every Friday. In 2019, more than 5,000 people walked through the doors where tables were set for 8 in the parish hall.



In March 2020, meals shifted to contactless brown bag lunches including sandwiches, fruit and bottled water. Rain or shine, hot or cold, people continued to come every Friday for lunch. Pop-up tents provided shade and a brief respite from the elements during bad weather; hygiene items, seasonal clothing and face masks were distributed alongside food. Any leftover to-go meals were refrigerated overnight and distributed on Saturday with extras delivered to a South Richmond mission site to feed the hungry.

Red Door costs increased in 2020 as volunteer help plummeted when students and seniors went into lockdown. Pre-packaged snacks, lunch meat for sandwiches and other menu changes increased costs while strict social distancing required new protocols.



Thank you to the dedicated parish members who comprise the Red Door steering committee: Andrew Peacock, Bill Perkins, Betsy Featherstone, Molly Howle, Glenn Moore, Robin Telfian, and Gene Barham. This group continues to help plan and discuss future approaches as the Red Door remains resilient in its ministry to Richmonders who face hunger, housing insecurity and health challenges.

Submitted by The Rev. Kimberly Reinholz



Children, Youth, and Family Ministries

Changes and cancellations were part of Christian formation during 2020. We have continued to press towards our mission of making disciples of all people (Matt. 28:19), even finding some new opportunities along the way. From March 2020 through December 2020 dozens of children's homilies were shared with the parish (including a special series on the Sacraments and Sacramental Rites), and since August 2020 our digital Children's Chapel and Sunday School offerings have served eight families.

A high point in 2020 was the chance to try something brand new with our annual Christmas Pageant. The digital pageant showed us all the creativity of our parish families—this virtual event has been enjoyed over 250 times on our church's YouTube channel.

As we look forward to 2021, more opportunities are emerging through the seasons of Lent and Eastertide including a renewed Sunday formation format. Opportunities for parish kids to enjoy online fellowship and play while prayerfully connecting GHTC families will continue while we are physically apart.

My prayer for 2021 is that, whatever this year may hold for us, we may be guided by the Holy Spirit in confidence of God's care for each of us and the ministry of the church.

Submitted by Aaron Davis

CirclesRVA

Grace and Holy Trinity Church is a founder of CirclesRVA and continues to provide volunteers, financial support, and use of church facilities. By supporting CirclesRVA, a chapter of Circles USA, Grace and Holy Trinity is helping to fill an unmet need in Richmond by partnering with families on the fence between surviving and thriving economically. CirclesRVA empowers families to break the cycle of generational poverty and permanently move towards economic stability.

Participants, aka Circle Leaders, work with CirclesRVA to directly address immediate needs while also taking significant steps forward in their own ability to provide for themselves and their families. Circle Leaders in Richmond have reported increased income levels, decreased debt, and growth in support systems. Volunteer Allies, who befriend Circle Leaders, report change as well. Their understanding of the complexities of poverty expands and they sometimes gain a newfound interest in larger scale advocacy.



CirclesRVA meets weekly to offer community-building opportunities and educational programming. Tuesday evening gatherings are currently virtual, but we look forward to the day when they can return to meeting in person at Grace and Holy Trinity Church.

CirclesRVA continues to grow and solidify its reputation, even amidst the challenges ushered in by the pandemic. The organization currently supports 20 participants, aka Circle Leaders, and their family members, totaling an additional 40 people. CirclesRVA intends to accept its sixth cohort of participants in 2021. This expanding impact is a direct result of Grace and Holy Trinity's investment and leadership. We invite everyone to sit in on CirclesRVA's calls/meetings to experience life changing relationships.

Episcopal Campus Ministry at VCU



Shown left to right are Ad Lester, Anise Johnson, Chase Helein, Sahana Tharakan, Anne Penrod, Alexa Lushetsky and Molly Bryant's cat.

A welcoming community, ECM at VCU has three staff members: Isaiah King, Jasmine Novell, and Julia Terhune. Their varied backgrounds, life experiences, and familiarity with the Episcopal Church represent the broad spectrum of this ministry.

Like everyone else in 2020, our students adjusted expectations, plans, and realities. They have shown up, made masks for Red Door, engaged in individual spiritual practices, and entered into discernment about who they are and what God is calling them to do and be. They have supported one another, prayed for one another, and become an extended family in this time of physical distancing.

These beloved children of God impress and inspire me.

Submitted by The Rev. Kimberly Reinholz



Music Ministry

A year has passed since we gathered in the Parish Hall to enjoy a piano concert by Richard Becker. Creativity has flourished for our musicians as we adapted to virtual musical offerings.

Utilizing the Grace and Holy Trinity Music YouTube channel, there are now almost 100 offerings and 20,000+ hits. Playlists feature the Adult Choir, Advent Lessons and Carols, organ music, and more. Thanks to Norman Hyde who manages our music channel.

Our Christmas Eve online worship service featured two virtual choir musical offerings: “Still, Still, Still” by John Rutter presented by the Amazing Grace Choir and “Silent Night” presented by the Adult Choir. Together, these two choir offerings took about 50 hours to produce. Thanks to Jim Brodeur who produced the Amazing Grace Choir video and Norman Hyde who produced the Adult Choir video, including 24 choir members. It was wonderful to see and hear them singing together for our celebration of Christ’s birth.

Talented singers in the Adult Choir, Amazing Grace Choir, Grace and Holy Angels Choir (grades four through eight), and Lightshine Choir (pre-K through grade three) comprise our musical outreach. I truly appreciate their gifts of time, talent, and faithful leadership.

Thank you to the members of the Music Ministry Team for their outstanding leadership with our annual concert series: Jack Blackwell, Mary Ann Blankenship, John Davis, Jim and Betsy Featherstone, Molly Howle, Patti Martin, Robert and Catherine Perrin, George and Milly Pugh, Mary Sabra Monroe, and Stanley Stillman.

Special thanks to the wonderful staff and congregation at Grace and Holy Trinity for their support. I especially thank Lawrence Heath, Assistant Organist, who concluded his music ministry in June; Mark Koontz, Assistant Organist, who began his music ministry with us in September, Hope Armstrong Erb, Pianist; and Abigail Stinnett, Grace and Holy Angels and Lightshine Choir Director. I look forward to glorifying God with you in our beautiful church in 2021!

Submitted by Dr. Elizabeth Melcher Davis

Vestry Election & Voter Eligibility

The Vestry of Grace and Holy Trinity Church is typically a 15 member body that sets the course for mission and conducts the business of the church. Vestry members serve three-year terms, so normally five new Vestry members are elected at the Annual Meeting each year. This year, because there is a vacancy on the Vestry, six new members will be elected. One of those elected will be chosen by lot to fill a one-year unexpired term. That person will then be able to stand for re-election to a full three-year term in 2022.

In order to stand for election to the Vestry, a candidate must be at least 16 years of age and have his or her baptism and confirmation (or reception) registered at Grace and Holy Trinity. Candidates must be members in good standing, meaning that unless for good cause shown, he or she has been a regular participant in the corporate worship of the church and in working, praying, and giving for the spread of the kingdom of God over the prior year. It is an additional expectation of Grace and Holy Trinity Church that all Vestry members will have made a personally meaningful and strong financial pledge to the general operating budget of the church for at least the year prior to the election and are current in his or her pledge payments.

All adult (over the age of 16) communicants in good standing, as described above, who are registered at Grace and Holy Trinity, are entitled to vote at the election of Vestry members. Voting must be done by ballot in person at the Annual Meeting. This year the meeting will be held on Zoom and ballots will be cast by email using the program “Election Runner.” Specific and detailed instructions for voting will be outlined in the eNews before the meeting as well as at the beginning of the meeting itself.

At least 28 qualified voters present at the meeting will constitute a quorum.



The Vestry

The COVID pandemic shaped much of 2020 for the Vestry as well as for the larger church. Despite not being able to meet in person or worship together in our beautiful building, the Vestry worked diligently to keep the church on an even keel until we are able to re-gather again safely. The Vestry adapted well to the new normal, conducting the business of the church by Zoom and email.

First and foremost, we affirmed the outstanding work of the Discernment Committee and called a new rector, The Reverend Duane Nettles, who began his work with us on January 4, 2021. He has hit the ground running and we are confident that he will work with us to revitalize our worship and programs and to guide us through the pandemic and beyond. The Vestry has created a 13-member Transition Committee to help him acclimate to Grace and Holy Trinity and to Richmond as well as to be a sounding board to discuss important areas of focus for the next 18 to 24 months.

The protests and civil unrest over the summer led the Vestry to spend much time discussing appropriate and effective responses to these events. The congregation was invited to participate in two town hall listening sessions and to submit suggestions and opinions by email. In response, the Vestry has formed the Next Steps Committee to work with the Rector to explore what we can do as individuals and as a church to address issues of racial injustice. The Vestry has also authorized the creation of a banner to be hung on the front of the church that echoes the words of the baptismal covenant: "Will you strive for justice and peace among all people, and respect the dignity of every human being? We will, with God's help."

Under the Denominational Health Plan adopted by the national Episcopal Church, every diocese is required to establish a standard for parity among all employees who are eligible for health insurance so that all employees, lay and clerical, receive the same level of funding. In order to bring Grace and Holy Trinity into compliance with this directive, the Vestry had to make the difficult decision to change the previous benefit policy and move toward a cost-sharing plan under which all employees pay an equal share of their health insurance premiums. The Finance Committee and the Wardens worked on this issue for over six months and recommended a plan structure to the Vestry that was approved. The Vestry did not make this decision lightly and, along with our Rector, has asked the Finance Committee to look into funding a church-run plan that will help offset some of the new cost burden to employees.

Vestry members have conducted three separate calling campaigns since March. These were intended to reach every parishioner by telephone, email, or regular mail to check in with everyone throughout the months we have been closed.

We would like to thank all of you who have been faithful with your support of the work of the church throughout 2020.

The Vestry has also worked on better communication with parishioners. After every Vestry meeting a Vestry member records a brief summary of the meeting that is included in the online service. In addition, the minutes of every meeting are made available on the church website. Finally, every Vestry member is available by telephone or email and will be happy to answer any questions or discuss any issues parishioners may have.

*Submitted by Thomas H. Ewers, Senior Warden,
and Barbara T. Derry, Junior Warden*

Vestry Members

Class of 2021

Lisa Dawson

Thomas H. Ewers, Senior Warden

David Hetherington

Bill Perkins

Rosalie West

Lara Wulff

Class of 2022

Barbara T. Derry, Junior Warden

Glenn Moore

Todd Pawson

Nancy Trego

Class of 2023

Carl Blackwell

Bev Eggleston

Martin Erb

Jodie Pully

Kathleen Thomas



Staff

The Rev. Duane J. Nettles, Rector

The Rev. Kimberly Reinholz, Associate for Service, Campus Ministry and Pastoral Care

Dr. Elizabeth Melcher Davis, Associate for Music Ministries

Peter J. Knecht, Office and Facilities Manager

Barb Dodd, Associate for Generosity, Discipleship and Communications

Aaron Davis, Coordinator of Children's, Youth and Family Ministries

Judy Bowman, Financial Secretary

Shelby Scattergood, Administrative Assistant

Roland Boone, Sexton

Amber Weaver, Kitchen Coordinator

Turner Allen, Tech Support

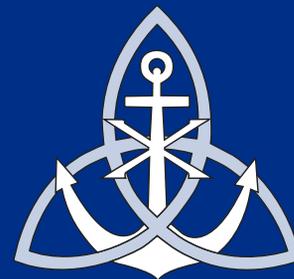
Mark Koontz, Assistant Organist

Isaiah King, Volunteer Coordinator for Red Door Ministry

Jasmine Novell, Red Door Ministry

Julia Terhune, Episcopal Campus Ministry

Mattison Payne, VCU Social Work Intern 2020-21



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