

# Grace & Holy Trinity Church

*an Episcopal parish on Monroe Park*



**Annual Report**  
**2023**





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## A Prayer for a Church Meeting

Almighty and everliving God, source of all wisdom and understanding, be present with those who take counsel in Grace & Holy Trinity's Annual Meeting for the renewal and mission of your Church. Teach us in all things to seek first your honor and glory. Guide us to perceive what is right, and grant us both the courage to pursue it and the grace to accomplish it; through Jesus Christ our Lord. *Amen.*

– *The Book of Common Prayer* (1979) p. 818



# Letter from the Senior Warden

Submitted by David Lewis

“Some natural tears they dropt, but wiped them soon;  
The world was all before them, where to choose  
Their place of rest, and Providence their guide:  
They, hand in hand, with wandering steps and slow,  
Through Eden took their solitary way.”

— *John Milton*

I have thought about the ending to John Milton’s epic more than once this past year, mostly because of my wandering steps. After an abrupt change in Grace and Holy Trinity’s ordained leadership, paths we once thought of as certain have been closed. Yet the work of the church continues, and as our shared journey in faith goes on, new paths have emerged. Staff roles have shifted. Your Vestry has taken a more active approach to parish leadership. A discernment committee to find a priest-in-charge, one who could be the next rector, is in place. Ministry leaders from all across the church have met to chart a course for the coming year. This parish is not standing still as it seeks a new clergyperson.

As I have thought about Milton’s last line, I am convinced that it does not describe Grace and Holy Trinity Church (GHTC). When two congregations decided a hundred years ago to follow Jesus together, their steps may well have been wandering and slow. But their way – and our way – is anything but solitary. We journey alongside each other, hand in hand, led by a Good Shepherd who calls each of us by name. The same God who saw Grace & Holy Trinity safely through its first century will surely guide our steps into the next one.

In Christ,



David Lewis, *Senior Warden*



# Worship



## Altar Guild

Submitted by Jean Jumet

The Altar Guild prepares the church for each service, including special services such as baptisms, weddings, and funerals. The members set the altar for communion, mark the lessons, and arrange flowers. They also maintain the pristine condition of the linens. Currently, the Altar Guild has about twenty members who serve on five active teams. The schedule is rotated yearly to make sure that each team gains experience with different types of services and celebrations. Jean Jumet is in charge of the altar preparation and lesson requirements, and Catherine Perrin is responsible for the flower arrangements on the altar and elsewhere in the church.

## Chalice Bearers

Submitted by Donna Campbell

A Chalice Bearer (Lay Eucharistic Minister) is a confirmed communicant, faithful in worship, who acts under the direction of a Priest or Deacon to serve the cup to communicants. It is a special and sacred privilege to be present as another receives the Blood of Christ.

## Greeters

Submitted by Lisa Dawson

The Sunday Greeter's Ministry welcomes everyone, both parishioners and parishioners-to-be, to church before the later service. We are warm and welcoming to all, affirming the friendliness of this parish, and offering newcomers an opportunity to be included in the church's email list. Most people volunteer once a month.



## Lectors

Submitted by Ann Norvell Gray

Lectors come up to read the Biblical lessons, and sometimes lead the Psalm and the Prayers of the People, in every service. When a month has a fifth Sunday, children and young people often do these readings. Their participation enriches not only the messages we hear, but also their developing understanding of the meaning of scripture.

We are deeply grateful for the commitment of these readers, and for the seriousness they bring to their preparation and delivery. The Diocese doesn't require lectors to be licensed. Anyone who values these texts and has a good, clear speaking voice can serve in this way. If you can read with understanding and humility, and will commit to reviewing your readings ahead of time, please consider serving with us. If you aren't sure, we'll provide a little coaching and some help with pronunciation.



# Music

Submitted by Dr. Elizabeth Melcher Davis

This year has been rich with worship services and special music programs. The Parish Choir presented Mozart's *Missa Brevis in G Major* on May 21st with a chamber ensemble. The choir also led the music at the February 12th Choral Evensong, which included *Five Mystical Songs* by Ralph Vaughan Williams. The third annual "Caroling in Monroe Park & Holiday Market" held on December 3rd was a huge success and featured the RVA Street Singers, the "Anointed Voices" from Hood Temple's Music Ministry, the Greater Richmond Children's Choir, Grace and Holy Trinity's vocal ensemble, and a brass quintet. On Christmas Eve, the Festival of Nine Lessons & Carols was led by the Parish Choir with a brass quintet.

The year's first Music for a Cause concert was "100 Years of Song" in January, benefiting St. Andrew's School. The second featured the Kyiv Symphony Orchestra & Chorus in September, and raised more than \$135,000 to help alleviate the suffering of the people of Ukraine.

In February, a Choral Evensong and Chapel Organ Dedication reflected our thanks to Cathy Saunders for her gift of the beautiful Allen Organ in the Chapel. In May, Sean McDonald and Beth Davis performed an organ concert on the new organ for the Parish Forum.

Ten fine new tower bells, a generous gift from an anonymous bequest, were installed, and then dedicated in December.

Special thanks to Stanley M. Baker, the Assistant Choirmaster and Organist; Abigail Stinnett, the Children's Choir Director; to all of the choirs and the Youth Orchestra, all for their excellent musical leadership. We are also grateful to the Concert Series Committee, staff, and congregation for their support of the music ministry.





# Shining Examples

Submitted by Dougie Erikson

The Shining Examples polish brass every Thursday morning from 9:00 a.m. to 11:00 a.m. The brass contributes so much to the beauty of the church, and we have a good time chatting while we work. You can contact a member of Shining Examples to pick up a list of what we polish. We think you will be surprised and will want to help!

# Ushers

Submitted by Clay Hilbert

Ushers welcome congregants to GHTC at the door of the nave for the 10:30 a.m. service, and pass out the bulletins. We keep track of the total number of congregants at each service for the church's attendance records and for those who are preparing communion. During the service, we collect offerings from the congregation and deposit them in the church's safe.



## Education

Easter Egg Hunt

# Children & Young Families

Submitted by Kate Given

Our Children's Ministry staff continues to be a backbone of the parish in the instruction of our youngest parishioners. Emily Illicete and Apple DeGeorge are both in the process of becoming trained Godly Play storytellers, and are supported by VCU student and prospective storyteller Chacona Stokes. The nursery is staffed by Annmarie Illicete, LoReesa Hobson, and Amber Kirk.

The Parents' Night Out series continues about six times a year, including successful "Parents' Night Outs" in March (we learned about St. Patrick), July (Susan Hankins of the Holy Strollers led the children on a walk to a

local playground), November (we celebrated Thanksgiving), and January (the children prepared important pieces of our Lenten observance). Last Easter we again celebrated with the flowering of the cross, a children's sermon, and an Easter egg hunt in Monroe Park.

Children and Youth Sunday also continued, in which our young people lead the parish in worship, and was accompanied by celebrations for May Day and Grace and Holy-Ween. The Christmas Pageant in 2023 was another success, in which children, families, and volunteers gathered to tell the story of Jesus's birth, to the enrichment of the whole community.





Children's Pageant

## Children & Youth Formation Committee: A Year of Transition

In 2023, the vestry appointed a subcommittee to be called the Children and Youth Formation Committee. Their charge is to make recommendations to the Vestry where change and improvement are needed. This committee met in November and again in January, and looks forward to continued meetings as we develop the best possible formation programming for the children and youth of our parish.

## Adult Education

Submitted by Kate Given

In Fall 2023, we introduced the Adult Forum. This series hosts a variety of presenters, including lay people, staff, and active and retired clergy to speak on a wide variety of topics ranging from Episcopal 101: Church History to a deep look at the 1979 *Book of Common Prayer* and our Baptismal Covenant. Vestry member Judy Carlson collaborates with Associate Rector Paul Evans and Director of Formation Kate Given to

organize these presenters. In the Adult Formation umbrella, the Sunday lectionary group led by Jack Sutor continues with a strong cohort each Sunday morning. Likewise, Beth McClelland leads a Lectio Divina group on Zoom each week. These offerings provide a variety of opportunities for parishioners to deepen their knowledge of the church and their spiritual lives.

## Lectio Divina

Submitted by Beth McClelland

This group started as a Bible study, and has shifted focus to reading and reflecting on the upcoming Sunday's gospel. The group is organized into "sessions" of approximately six weeks each, and is open to all at each session. We meet by Zoom on Wednesdays from 7:15 p.m. to 8:15 p.m. Anyone interested in joining for the upcoming session is welcome.

## Lectionary Group

Submitted by The Rev. Jack Sutor

The Rev. Jack Sutor leads a meeting on Sunday mornings at 9:30 a.m. in the parish library for a thoughtful and engaging discussion inspired by the lectionary texts for the morning services. All are welcome.



# Parish Life

## Breakfast Crew

Submitted by David Hetherington

“The Crew” provides nourishment to parishioners as they go about their Sunday morning spiritual activities. We cook and serve a traditional fare of eggs, biscuits, bacon, sausage, apples, grits, and potatoes most Sundays between Labor and Memorial Days, gathering at 7:30 a.m. We begin serving at 9:10 a.m., and finish up by 9:30 a.m.

## Foyer Groups

Submitted by Maurice & Debra Cole

These are informal gatherings for brunch, lunch, or dinner, either potluck or in a restaurant. They are opportunities to enjoy good conversations and excellent meals, and we hope you will join us.

## Holy Strollers

Submitted by Susan Hankins

The Holy Strollers’ ministry, now in its fourth year, offers fellowship and exercise outdoors, all while enjoying the beauty and history that surrounds us. Using our center-city location as the starting point for walks, destinations in 2023 included:

**Richmond Slave Trail**

**Belle Isle**

**Outdoor Art in Capitol Square**

**Springtime Excursion in Goochland County**

**Potterfield Bridge**

**Brown’s Island**

**Holiday Lights Walk along Monument Ave.**

Additionally, a walk for children was held in July during a Parents’ Night Out event. The group walked to the Holly Street Playground, then held an evening devotion at the Oregon Hill Overlook above the James River.





# Hospitality Committee

Submitted by Sandie Hale & Karin Walker

The Hospitality Committee is a vital group of volunteers who help create joyous Sunday receptions and picnics for the parish to enjoy. The members make and carry out plans for these events by providing menu items, setting up the Parish Hall or picnic space, serving during the event, and cleaning up afterwards. These wonderful volunteers find joy in the fun they have together as they work to provide the special occasions for our church family to enjoy food, fun, and fellowship.

# Men's Group

Submitted by Chuck Bleick

The Men's Group met monthly for Saturday morning coffee, casual conversation, and fellowship in a local coffee shop. This relatively new group provided all of us the opportunity to discuss various topics related to local, national, and international issues. Our monthly coffees have proved to be a valuable opportunity to be with other members of the parish for casual conversation and good times together. The number of parishioners in attendance increased throughout the year, and we are looking forward to welcoming new interested members for our informal get togethers in 2024.

# Spirited Readers Book Club

Submitted by Mary Ann Blankenship

The Spirited Readers Book Club is open to all GHTC members and their friends who like to read and discuss books. Among our choices in 2023 were Virginian Sally Mann's non fiction *Hold Still*, and works of fiction ranging from James Baldwin's 1953 classic *Go Tell it on the Mountain* to Barbara Kingsolver's *Demon Copperhead* and Geraldine Brooks's *Horse*, both published in 2022.

We meet at 4:00 one Monday of each month in a member's home for snacks and thoughtful conversation.

# Spirited Sisters

Submitted by Cathy Saunders

The Spirited Sisters are a group of women of the parish and their friends who meet once a month for dinner, drinks, conversation, and fellowship. We meet on the second Monday of each month at 5:30 p.m. and have been meeting every month for seven years. We usually meet at a convenient restaurant to enjoy a Dutch treat meal and beverage. There are more than forty members on the mailing list, and fifteen to twenty members attend each month. We always welcome new members at any time.

# Youth

Submitted by Kate Given

The culmination of our youth program in 2023 will be, God willing, the confirmation of our 13 youth confirmands (as well as two adult confirmands) at the Bishop's Visitation in the spring of 2024. Associate Rector Paul Evans has taken the helm in leading the confirmation retreats, continuing the four-retreat, two-year cycle which Kyle Bomar developed during his time on the staff. Preparation for confirmation is now joined by our weekly Sunday School for older elementary and middle school age children, taught by Lisa Dawson and Jodie Pully using the *Feasting on the Word* curriculum.

Our high school students, at the recommendation of the Children and Youth Formation Committee, have undertaken a series of mission projects led by Neely Dykshorn. So far, they have planted a garden at St. Andrews, helped serve at Red Door Ministry, and have many plans for such mission to our wider community. Finally, the youth continue to serve as acolytes in weekly Sunday worship, under the leadership of Dan McNamara and Alison Martin.



# Mission

## St. Andrew's School

Submitted by Shelley Thompson

St. Andrew's School is grateful for the generosity of GHTC. Your support enabled us to provide our holistic whole child programming to 96 elementary aged students in the City of Richmond during the 2022-2023 school year.

Despite the lingering academic and social effects caused by the pandemic, our St. Andrew's students are thriving. In Spring 2023, 65% of SAS students were reading on or above grade level. Consider this in comparison to 52% in Spring 2022, and 33% in Spring 2021 (Fountas & Pinnell Reading Assessment).

Thank you for your continued investment in helping to ensure families throughout the greater Richmond area have access to the educational opportunities provided by St. Andrew's School.

## Belize Mission Team

Submitted by Mary Cay Kolmansperger

Grace & Holy Trinity's Belize Mission Team gathers, trains, and supports members of GHTC's faith community as they work together to serve children in the Cayo District of Belize, along the Guatemalan border. Our church's work there over the last 15 years has included dental care and vision screening for children, service projects in the community, and a summer camp for children from ages five to twelve.

In March of 2023, the Vision Team screened 846 children and provided glasses for 72, the Dental Team screened 702 children and treated 192 in the clinic, and the Service Team painted and provided much-needed repairs to a local village preschool. We welcome parishioners of all ages and skill levels, including families.

## Campus Ministry

Submitted by Kate Given

Campus Ministry has been marked by several transitions over the course of the past year. Previous Youth and Campus Minister Kyle Bomar left behind a robust ministry with the Virginia Commonwealth University (VCU) community when he departed the church in early 2023. Following his excellent leadership, Director of Formation Kate Given and Communications Associate Kyle Reed, both VCU alumni, stepped in as provisional leaders with their Dinner Church series in fall of 2023. We are currently anticipating a new hire to fill the role of Campus Minister to revitalize the ministry and its connection with the wider parish. Amidst all this change, we are pleased to celebrate our greater connection to the Diocesan group of Campus Ministers. A highlight of last year's Campus Ministry is the covenantal relationship we have forged with the PACE Center, an ecumenical campus ministry located off of Monroe Park. This partnership will invigorate our parish and our Campus Ministry for years to come.

## Christmas Ministry

Submitted by Nancy Smith

The 2023 Christmas Ministry provided clothing, gifts, and grocery cards for the families of 27 children from Dumbarton Elementary School. The school clinic was restocked with underwear and deodorant for students through a gift from a generous parishioner. The Christmas Ministry was also able to provide teachers at Dumbarton with grocery gift cards to help with their Christmas meal or snacks for their classroom. These teachers were so appreciative of the generosity of GHTC. A total of 60 parishioners participated in the Christmas Ministry.



# Circles RVA

Submitted by Glenn Moore

Circles RVA fills an unmet need in Richmond by partnering with families on the fence between surviving and thriving economically. We do this by recruiting volunteer Allies, who serve as intentional friends to walk with Leaders, who are the people who have joined Circles RVA to move themselves and their families out of poverty. Volunteers also help with providing meals at the weekly gatherings on Tuesday evenings. In-kind donations for water, paper goods, and plastic ware are also welcome.

Leaders are also supported by volunteer Resource Teams that help with jobs and education, connecting them to community services, and addressing the subject of systemic barriers at Circles RVA Big View Night. With your help, whether once a week or once a month, you will empower Circles RVA families to break the cycle of generational poverty, and to move permanently toward economic stability.

# Prayer Shawls & Needlers

Submitted by Betsy Featherstone

The Prayer Shawl Ministry began early in 2003 when a group of women began meeting once a month at various homes to knit. Each shawl is wrapped in tissue paper and put into a bag printed

with the GHTC logo. One of three printed cards goes into each bag – one has a prayer for the bereaved, one for healing, or one for comfort. The shawls are given to anyone who asks, whether or not they are church members. Since we began, 265 shawls have been made and given away. We stopped meeting when COVID-19 intervened. Now that we can safely meet again, we encourage interested knitters to join us. We are working with the church to find a meeting place.

# Red Door Ministry

Submitted by Molly Howle

About thirty years ago, a group of women from this parish became concerned about the number of people who gathered in Monroe Park because they had nowhere else to go. Their determination to do something led to the first Friday lunches of bean soup and cornbread. The menu has grown and changed over the years, a clothes closet set up like a boutique appeared, and a noonday service was offered. The congregation's support for what is now the Red Door Ministry has been fantastic, and donations of money, food, warm clothes, toiletries, new underwear; even sleeping bags, tents, and other useful needed things pour in. The programs are staffed by VCU students seeking service assignments, parishioners who give their time, and other volunteers. All are welcome, and everything is given with open hearts, kindness, dignity, and without judgment, seeking and serving Christ in every person who knows "the church with the red door."





# Administration

## Minutes

Submitted by Mary Ann Blankenship

### Call to Order

At 9:42 a.m., The Rev. Duane Nettles, Rector, called the meeting to order and opened the meeting with a Prayer for Church Meetings.

### Appointment of Meeting Register

The Rector appointed Mary Ann Blankenship as register.

### Determination of Quorum and Adoption of Agenda

Ms. Blankenship reported that a quorum was present, including those in the nave or attending via Zoom. Upon a motion made and seconded, the agenda was adopted.

### Adoption of Vestry Election Procedures

Upon a motion made and seconded, the Vestry Election Procedures were adopted as presented.

### Vestry Nominating Committee Report

Bev Eggleston and Kathleen Thomas, chairs of the nominating committee, reported the names of members running as candidates for the Vestry: Chuck Bleick, Jane Carlson, Judy Carlson, Maurice Cole, Berkeley Horne, Harvey Martin, Mason New, Saint Pinckney and Frank Talbott IV. Ms. Thomas and Mr. Eggleston reported that 19 candidates were identified and nine agreed to run.

The Rector asked eligible voters to begin marking their ballots.

### Approval of Minutes

Upon a motion made and seconded, the minutes of the February 6th, 2022, meeting were approved.

### Finance Committee Report

Mike Joyce, treasurer and chair of the Finance Committee, referred participants to financial reports in the Annual Report. Mr. Joyce reported

that 2022 was a good year for the church's finances, which ended with a surplus. 2023 pledges are higher than 2022, enabling the Vestry to adopt a 2023 budget with a small deficit. The Rector expressed appreciation to the Finance Committee and especially to Mr. Joyce.

### Endowment Fund Report

Nelson Lankford, President of the Endowment Fund, referred participants to the endowment summary in the Annual Report, noting about \$14 million managed by the trustees. Mr. Lankford reminded participants of the fund's origins in 1947. The endowment manages ten funds, with expenditures from three controlled by the trustees and seven by the Vestry. Davenport Asset Management manages all endowment funds. The Rector thanked Mr. Lankford and the other trustees.

### Collection of the Ballots

The Rector asked members of the Vestry to collect ballots.

### Senior Warden's Remarks

Jodie Pully, Senior Warden, commented that when asked about our church she responds that "we are on fire" and invites everyone to join us. The Vestry voted to install a new audio system and Mrs. Pully thanked Martin Erb for taking the lead. She stated that we would receive the gift of bells and thanked Neely and Todd Dykshorn for their part in this. She highlighted 2022 accomplishments:

**Painting the Doors and Parish House in time for Caroling in Monroe Park**

**Termite Treatment**

**Parish Ministry Fair**

**More Children Attending**

**GHTC's New Tagline –  
"an Episcopal parish on Monroe Park"**







Mrs. Pully thanked Vestry members for their support and expressed gratitude to members for their positive response to the pledge drive. Mrs. Pully reminded us of the four pillars of our mission: Worship, Education, Parish Life, and Outreach. She thanked the parishioners and staff, but most of all thanked God and gave Him the glory.

### Rector's Remarks

The Rector rejoiced in his two years with the people of GHTC. He thanked Kyle Bomar, who is leaving to prepare for his ordination, for his work on confirmation preparation and campus ministry. The Rector thanked the staff who works to clear the path between parishioners and God and Senior Warden Pully for her unceasing work for the church.

### Questions & Answers

Catherine Perrin asked Mr. Lankford why there were so few women among the endowment trustees. Mr. Lankford replied that one of the new trustees is a woman and that they will consider any member to become a trustee. Mrs. Perrin asked about the requirements to become a trustee. Mr. Lankford and trustee Bill Shumadine reported that when vacancies occur, the trustees look for qualified people, especially those with expertise

in finance.

### Recess

The Rector recessed the meeting at 10:35 a.m.

### Election Results

At 11:28 a.m. the Rector reconvened the meeting to announce newly elected Vestry members Chuck Bleick, Jane Carlson, Judy Carlson, Maurice Cole, and Mason New.

### Adjournment

At 11:29 a.m., upon a motion made and seconded, the 2023 Annual Meeting of GHTC adjourned.

*Mary Ann Blankenship*

Mary Ann Blankenship, *Register*

## Endowment

Submitted by Carl Blackwell

The Grace & Holy Trinity Endowment Fund, Inc. is a corporation, and a distinct legal entity. It was created in 1947 and is separate from our church, and yet it exists to support the church. The objective of the Endowment Fund is to maximize total returns at a reasonable risk, so as to provide funds each year for parish causes and programs while preserving capital, and to be able to provide help when a major project or unforeseen need arises.

The trustees oversee the management of the funds with professional assistance from Davenport Asset Management. The fund is invested for total returns. There are separate funds within the total that are funds of the Church and are under the control of the Vestry.

Of the funds under the trustees' direct control, we seek to distribute 3% to 5% of principal each year. For 2023, we contributed \$471,400 to the church for various programs, \$100,000 towards the installation of the tower bells, and \$15,756 for the livestream/sound system upgrade. For 2024, we have pledged to provide the





church \$493,000 for its operations and scholarship assistance plus an additional \$175,000 for the HVAC replacement project.

These contributions exemplify how the trustees use the funds to fulfill the Endowment's mission of both providing current assistance and meeting special needs. As of December 31st, 2023, the total value of all funds under management was \$15,119,175. Of this, \$11,960,816 comprise the general endowment funds (both designated and non-designated).

The trustees are dedicated to the support of GHTC. We welcome and invite your support.

### **Trustees**

Carl F. Blackwell, Trigg Brown, Clay Hilbert, Bill Derry, Pem Hall, David Hetherington, Julie Joyce, Nelson Lankford, Kinloch Nelson, & Harold Williams.

### **Trustees Emeritus**

Taylor Benson, Rieman McNamara, George McVey, & Fielding Williams

## **Endowment Scholarships**

*Submitted by Billy McGuire*

The Endowment Fund makes funds available annually to the Scholarship Committee, which provides need-based assistance to active and involved church members for college, graduate school, and independent school tuition. In 2023, the committee received two applications for aid, both of which were funded, for a total of \$6,000.00. The committee also granted four scholarships from the Mason Memorial fund to students in the Church Schools of the Episcopal Diocese of Virginia totaling \$10,000.00.



# Parish Records

**667 Total Active Members**

## Average Worship Attendance

11 Sunday | 8:00 AM  
128 Sunday | 10:30 AM  
6 Sunday | 5:00/5:30 PM  
58 Choral Evensong

## Easter & Christmas Attendance

96 Easter Day | 9:00 AM  
390 Easter Day | 10:30 AM  
208 Christmas Eve | 3:00 PM  
218 Christmas Eve | 5:00 PM  
76 Christmas Eve | 11:00 PM  
18 Christmas Day | 10:00 AM

## Baptisms

Finn Clayton Thompson  
River Campbell Thompson  
Elliot Levi Rocha  
Chacona Shaunta Mecca Stokes  
James Henry Evans  
Parke Cornelius DeShazo Horne  
Thomas Scott Weir  
Sanders Sauer Genett

## Marriages

Lin Loranda Karam & Colin Patrick Burke  
Shannon Mae Springstead & Barclay Alexander Jenks Jumet  
George Douglass Teschner & Cara Winborne Wehman

## Burials

Elizabeth Rymond Warman Drake  
Emma Read Oppenheimer  
Aurelia Rutherford Brown  
Elizabeth Etheridge Duke Seaman  
Barbara Boyd Sauer

## Transfers In

Burgess Bradshaw  
Nancy Smithson  
Ken Forti  
Anne Gordon Curran

## Transfers Out

Peter L. Henderer  
William Henderer  
Anne Henderer  
Armistead Henderer  
Chip Hall III





Tower Bells Installation

## Property Committee

Submitted by Andrew Peacock

The roofs of the church and secular areas were inspected and repaired. This involved including the replacement of loose/missing slates, recaulking, and the reinstallation of the copper cross on the gable facing Monroe Park. Thanks to an anonymous bequest, a peal of ten bells was installed in the tower at the end of the year. In addition to striking the hours, they are equipped with Westminster chimes. The bells can be programmed to play various hymns or can be controlled directly from the organ console.

Work continues on HVAC replacement for the first-floor secular areas. The previous system comprised a single unit that provided conditioned air to the whole area. It is being replaced with multiple individual units, so that if one fails, it will not affect the whole area.

Following inspection of the church buildings for new termite damage (none was found), monthly termite inspections and treatment will continue.

We organized parish workdays in the spring and fall. Among the tasks were a deep cleaning of the kitchen, replacing of missing buttons on pew cushions, cleaning the parking lot, refreshing the parking lines, and applying white paint to make parking bumpers more visible.

The primary function of the Property Committee is to provide recommendations to the Vestry regarding the physical components of GHTC. We provide a proposed budget for the Major Repairs and Property Upkeep components of the overall financial budget. We meet monthly to discuss current issues regarding the building and physical plant. We also organize spring and fall work days to involve parishioners in preparation for Easter and Advent.





Hope for Ukraine Concert

## Vestry Report

Submitted by Mary Ann Blankenship

Your 2023 Vestry proceeded faithfully and prayerfully to help our community of faith navigate the changes GHTC confronted. We met nineteen times, in regular business sessions and in special meetings. The Vestry made most decisions by consensus after deep discussion of relevant facts, creative exploration of options, and openness to others' views.

Between meetings, members worked to build on the momentum we'd begun to generate in the last three years by serving as liaisons to ministries, drafting policies, communicating with parishioners, and attending to the parish's business. Highlights of this year's Vestry actions included:

1. Strengthening the relationship between GHTC and St. Andrew's School
2. Supporting the Hope for Ukraine Concert, through which more than \$135,000 was raised
3. Establishing the Centennial Committee, Children & Youth Formation Committee, Personnel Committee, Stewardship Committee, and Mission Committee
4. Improving our physical plant through roof repairs, installation of new bells, resetting the cross on the roof, and replacement of part of the heating and air conditioning system
5. Accepting with deep regret the resignation of the Rector, and providing him with a severance package
6. Hiring The Rev. Gregory Bezilla as Priest Locum Tenens, and The Rev. Stephen McGehee as Priest Associate for Pastoral Care
7. Recognizing Choirmaster and Organist Dr. Elizabeth Melcher Davis for her outstanding service over 20 years
8. Deciding to hire our next spiritual leader through the Priest-in-Charge process, and appointing the Discernment Committee to guide that process
9. Resuming Sunday Breakfasts for the congregation
10. Establishing a covenant partnership with the ecumenical PACE Center at VCU
11. Vestry, ministry leaders, and staff met to draft a mission year calendar on January 10th.

We give special thanks to Vestry members whose terms end this year; they are Brad Davenport, Mike Hale, Terry Hathaway, Clay Hilbert, and Senior Warden David Lewis.

*Mary Ann Blankenship*  
Mary Ann Blankenship, Register



# Finance Committee Report

Submitted by Mike Joyce

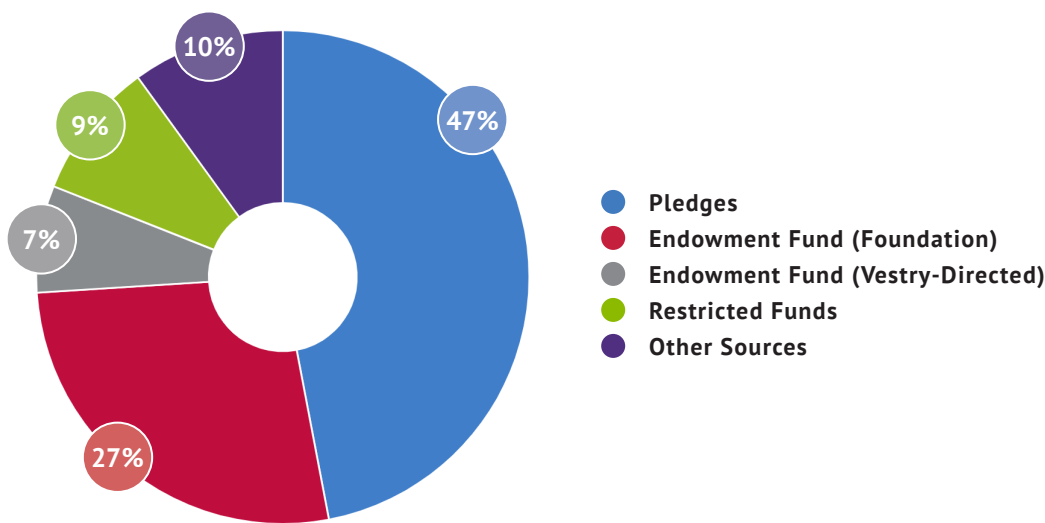
Being generous changes us. Our generosity is an expression of gratitude for all that God has provided to us. When we give, we receive, and our spirits grow. By our generosity, we move toward a closer personal relationship with God and others.

We are generous givers of our time, talent, and financial resources to the mission of our Lord Jesus Christ, and to the mission of GHTC. We are generous in sharing our resources, both with

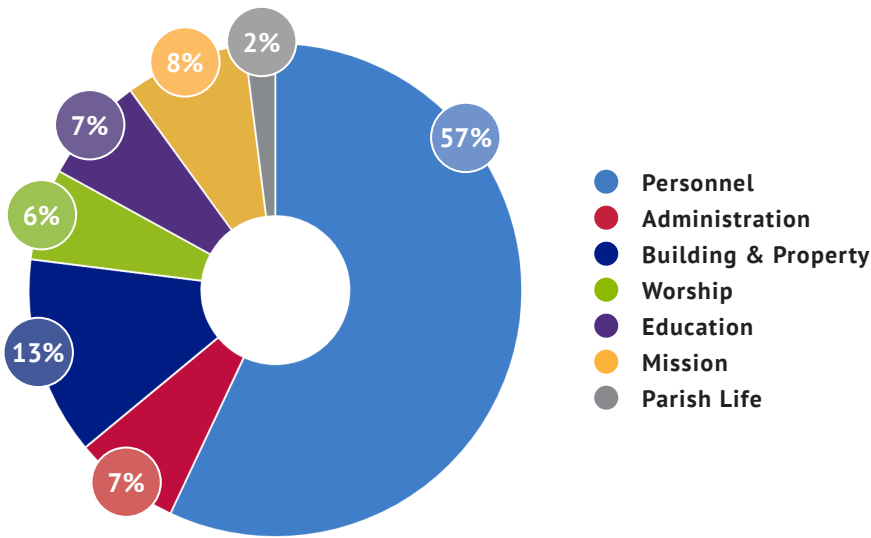
those outside our walls, and toward the care and nurture of our members and facilities. Thank you to everyone who contributes time, talent, and financial resources to GHTC.

As reflected in the accompanying financial presentation, we recorded a deficit of \$33,809 in 2023 versus a forecasted deficit of \$21,625, a \$12,184 variance. While total expenses were \$35,309 below budget, total revenue was \$47,493 below budget. The revenue shortfall was driven by actual pledges, parking revenue, and restricted fund releases coming in below budget. With all the uncertainty and change that occurred in 2023, we are very fortunate to have this relatively small variance against the 2023 budget.

## Projected 2024 Sources of Income (Figure 1)



## Projected 2024 Expenses by Category (Figure 2)





Turning to 2024, you will see that the Vestry approved a deficit budget of \$44,250 for 2024. As shown in the financial presentation and Figure 1 (page 18), 2024 projected income of \$1,643,350 is forecasted to come from pledges (47%), the GHTC Endowment Fund (27%), the Vestry Directed Endowment Funds (7%), Restricted Funds (9%) and from other sources such as fundraisers and other miscellaneous contributions (10%).

As of January 23, 2024, we had received 170 pledges to the 2024 Annual Giving Campaign, totaling \$794,775. In 2023 we had 189 pledges totaling \$822,915. The budget does not show the full \$794,775, because a reserve for potential unpaid pledges is applied, reducing the total to \$775,000.

The \$775,000 represents a decrease of \$12,842 from the actual pledges paid in 2023. For 2024 we had 76 increased pledges, 19 decreases, 61 that stayed the same, and 14 new pledges.

We are pleased with the results of the 2024 pledge drive, and we would be grateful for additional pledges to reduce the projected deficit.

Figure 2 (page 18) summarizes the distribution of GHTC's budgeted expenses by category.

In budget discussions with the Vestry, there was a shared belief that GHTC is in a transition period. The continued strength and dedication of GHTC's staff and lay leadership, the congregation's ongoing generosity, and the long-term financial stability that the church enjoys through the resources of its endowed funds, give the Finance Committee and the Vestry the confidence that we will successfully navigate this transition, and return to a balanced budget in the future.

*J Michael Joyce*

Mike Joyce, *Finance Committee Chair*





# Finance Report

Submitted by Mike Joyce

	2020 Actual	2021 Actual	2022 Actual	2023 Actual	2023 Budget	2023 Variance	2024 Budget Adopted by Vestry	2024 Budget vs. 2023 Actual
<b>Income</b>								
Pledges-Current	669,481	619,120	765,656	787,842	814,000	(26,158)	775,000	(12,842)
Non-Pledged Gifts	32,122	47,222	47,324	41,961	40,000	1,961	46,000	4,039
Pledges-Prior	1,060	8,804	1,275	15,625	10,000	5,625	50,000	34,375
Loose Plate	981	8,194	11,257	12,255	8,500	3,755	10,500	(1,755)
Sundry Income (1)	7,103	11,231	29,575	14,794	30,000	(15,206)	11,000	(3,794)
Endowment Fund - Vestry Directed	94,000	94,000	115,000	93,000	93,000	-	118,000	25,000
Endowed Pledges	30,000	45,000	25,750	30,000	30,000	-	31,000	1,000
Endowment Fund - Foundation Directed	366,000	382,000	420,000	425,000	425,000	-	440,000	15,000
Missions and Outreach	14,486	4,823	2,098	10,000	5,000	5,000	5,000	(5,000)
Special Gifts	-	5,000	6,550	5,000	5,000	-	2,500	(2,500)
Released from Other Restricted (2)	70,182	134,275	122,042	159,355	181,825	(22,470)	154,350	(5,005)
<b>Total - Income</b>	<b>1,285,415</b>	<b>1,359,669</b>	<b>1,546,527</b>	<b>1,594,832</b>	<b>1,642,325</b>	<b>(47,493)</b>	<b>1,643,350</b>	<b>48,518</b>
<b>Expenses - Programs</b>								
<b>Worship</b>								
Altar Guild	1,300	2,745	3,208	5,371	4,000	1,371	6,000	629
Music Supplies	4,661	4,838	7,193	6,516	6,000	516	6,750	234
Instrument Maintenance	3,251	5,175	10,784	6,550	7,000	(450)	8,000	1,450
Concert Series	4,858	3,200	1,872	2,475	2,500	(25)	3,500	1,025
Music Program: Personnel (3)	16,335	33,818	74,808	85,008	85,000	8	87,000	1,992
<b>Total - Worship</b>	<b>30,405</b>	<b>49,776</b>	<b>97,865</b>	<b>105,920</b>	<b>104,500</b>	<b>1,420</b>	<b>111,250</b>	<b>5,330</b>
<i>% of Total Expenses</i>	<i>2.36%</i>	<i>3.66%</i>	<i>6.40%</i>	<i>6.50%</i>	<i>6.28%</i>		<i>6.59%</i>	
<b>Education</b>								
Education: Children & Young Families Ministry	2,838	10,712	12,531	11,131	10,000	1,131	10,200	(931)
Education: Youth Ministry	443	2,588	5,610	11,150	14,500	(3,350)	7,000	(4,150)
Campus Ministries	16,852	29,021	26,480	24,410	30,000	(5,590)	70,500	46,090
Education: Adults	1,144	802	1,673	502	1,500	(998)	1,500	998
Education: Formation Training and Support	98	340	2,423	682	3,000	(2,318)	2,000	1,318
Education: Personnel (4)	12,753	6,578	14,772	16,398	19,400	(3,002)	26,150	9,752
<b>Total - Education</b>	<b>34,128</b>	<b>50,041</b>	<b>63,489</b>	<b>64,273</b>	<b>78,400</b>	<b>(14,127)</b>	<b>117,350</b>	<b>53,077</b>
<i>% of Total Expenses</i>	<i>2.65%</i>	<i>3.68%</i>	<i>4.15%</i>	<i>3.95%</i>	<i>4.71%</i>		<i>6.95%</i>	
<b>Mission</b>								
Diocese of Virginia	72,000	72,000	72,000	57,000	57,000	-	67,700	10,700
Outreach Grants	44,940	24,876	17,916	16,831	25,000	(8,169)	17,500	669
Seminarian Support	-	410	3,316	90	5,000	(4,910)	-	(90)
Red Door Ministry	30,365	29,905	35,670	23,601	25,000	(1,399)	35,000	11,399
Missionary Society	25,913	-	2,824	61,010	35,000	26,010	10,000	(51,010)
Youth Missions and Outreach	1,450	120	-	-	-	-	-	-
Discretionary Fund - Rector	2,000	3,000	5,000	5,000	5,000	-	5,000	-
Discretionary Fund - Associates	-	-	-	3,750	3,750	-	3,750	-
Discretionary Fund - Staff	-	-	2,500	1,250	1,250	-	1,250	-
<b>Total - Mission</b>	<b>176,668</b>	<b>130,311</b>	<b>139,226</b>	<b>168,532</b>	<b>157,000</b>	<b>11,532</b>	<b>140,200</b>	<b>(28,332)</b>
<i>% of Total Expenses</i>	<i>13.73%</i>	<i>9.57%</i>	<i>9.10%</i>	<i>10.35%</i>	<i>9.44%</i>		<i>8.31%</i>	
<b>Parish Life</b>								
Sunday Breakfasts	1,943	3,234	10,552	11,222	9,000	2,222	10,000	(1,222)
Special Events	-	1,064	8,054	10,674	8,000	2,674	18,000	7,326
<b>Total - Parish Life</b>	<b>1,943</b>	<b>4,298</b>	<b>18,606</b>	<b>21,896</b>	<b>17,000</b>	<b>4,896</b>	<b>28,000</b>	<b>6,104</b>
<i>% of Total Expenses</i>	<i>0.15%</i>	<i>0.32%</i>	<i>1.22%</i>	<i>1.34%</i>	<i>1.02%</i>		<i>1.66%</i>	
<b>Total - Programs</b>	<b>243,144</b>	<b>234,426</b>	<b>319,186</b>	<b>360,621</b>	<b>356,900</b>	<b>3,721</b>	<b>396,800</b>	<b>36,179</b>
<i>% of Total Expenses</i>	<i>18.90%</i>	<i>17.22%</i>	<i>20.86%</i>	<i>22.14%</i>	<i>21.45%</i>		<i>23.51%</i>	



	2020 Actual	2021 Actual	2022 Actual	2023 Actual	2023 Budget	2023 Variance	2024 Budget Adopted by Vestry	2024 Budget vs. 2023 Actual
<b>Expenses - Administration &amp; More</b>								
<b>Personnel</b>								
Salaries	591,801	615,180	596,697	687,653	670,900	16,753	696,300	8,647
Employers Social Security	41,995	46,132	41,885	49,466	50,900	(1,434)	52,800	3,334
Benefits	111,256	116,377	96,851	82,717	106,400	(23,683)	111,600	28,883
Pension Premiums	74,177	81,160	68,434	69,681	88,250	(18,569)	79,000	9,319
Mileage	535	-	1,763	361	2,000	(1,639)	2,000	1,639
Other Personnel Expenses (5)	-	7,642	23,838	23,739	25,000	(1,261)	12,000	(11,739)
Continuing Education	358	251	3,401	500	5,000	(4,500)	5,000	4,500
<b>Total - Personnel</b>	<b>820,122</b>	<b>866,742</b>	<b>832,869</b>	<b>914,117</b>	<b>948,450</b>	<b>(34,333)</b>	<b>958,700</b>	<b>44,583</b>
<b>% of Total Expenses</b>	<b>63.75%</b>	<b>63.67%</b>	<b>54.43%</b>	<b>56.13%</b>	<b>57.00%</b>		<b>56.81%</b>	
<b>Administration</b>								
Accounting and Banking	14,615	22,949	22,976	24,921	23,500	1,421	25,500	579
Vestry Expense	-	-	403	440	1,000	(560)	7,500	7,060
Diocesan Annual Convention	825	1,400	4,792	2,391	3,600	(1,209)	3,600	1,209
Communication	12,572	22,941	21,653	21,586	25,000	(3,414)	25,000	3,414
Office Expense	41,066	45,855	56,915	62,138	60,000	2,138	55,000	(7,138)
<b>Total - Administration</b>	<b>69,078</b>	<b>93,145</b>	<b>106,739</b>	<b>111,476</b>	<b>113,100</b>	<b>(1,624)</b>	<b>116,600</b>	<b>5,124</b>
<b>% of Total Expenses</b>	<b>5.37%</b>	<b>6.84%</b>	<b>6.98%</b>	<b>6.84%</b>	<b>6.80%</b>		<b>6.91%</b>	
<b>Building &amp; Property</b>								
Property and Liability Insurance	42,889	44,465	47,276	49,029	50,000	(971)	53,000	3,971
Fuel/Water	7,423	8,000	12,275	10,240	10,000	240	10,000	(240)
Electricity	25,697	33,204	41,808	43,658	41,500	2,158	41,500	(2,158)
Janitorial Expenses	7,899	6,316	13,959	9,936	16,000	(6,064)	16,000	6,064
Maintenance and Repair (6)	36,087	56,007	110,236	110,135	100,000	10,135	85,000	(25,135)
Capital Improvements (Major Repairs) (7)	34,070	19,024	45,835	19,429	28,000	(8,571)	10,000	(9,429)
<b>Total - Building &amp; Property</b>	<b>154,065</b>	<b>167,016</b>	<b>271,389</b>	<b>242,427</b>	<b>245,500</b>	<b>(3,073)</b>	<b>215,500</b>	<b>(26,927)</b>
<b>% of Total Expenses</b>	<b>11.98%</b>	<b>12.27%</b>	<b>17.74%</b>	<b>14.89%</b>	<b>14.75%</b>		<b>12.77%</b>	
<b>Total - Administration &amp; More</b>	<b>1,043,265</b>	<b>1,126,903</b>	<b>1,210,997</b>	<b>1,268,020</b>	<b>1,307,050</b>	<b>(39,030)</b>	<b>1,290,800</b>	<b>22,780</b>
	81.10%	82.78%	79.14%	77.86%	78.55%		76.49%	
<b>Total Expenses</b>	<b>1,286,409</b>	<b>1,361,329</b>	<b>1,530,183</b>	<b>1,628,641</b>	<b>1,663,950</b>	<b>(35,309)</b>	<b>1,687,600</b>	<b>58,959</b>
<b>Total Operating Income Over / (Under) Expense</b>	<b>(994)</b>	<b>(1,660)</b>	<b>16,344</b>	<b>(33,809)</b>	<b>(21,625)</b>	<b>(12,184)</b>	<b>(44,250)</b>	<b>(10,441)</b>

## Footnotes for 2023 Actual

1. Less parking revenue than budgeted
2. Includes \$37K released from restricted funds, \$19K in fundraising, \$5K in gifts and \$61K released from cumulative Missionary Society funds for the 2023 trip
3. Assistant Choirmaster & Organist, section leaders and instrumentalists
4. Childcare Staff
5. Includes \$13K for tuition, \$8K for education and counseling and \$2.7K for supply clergy
6. Includes HVAC work of \$32.6K, \$57.1K painting and repairs, \$10.1K for electrical work and \$10.3K for security
7. Includes roof repairs of \$19.4K

## Personnel Information

2024 Personnel numbers are based on 1 part time employee, Barbara Hobson-Simpson, and 9 full time employees.



## Contacts

Acolytes	Dan McNamara
Adult Education	The Rev. Paul Evans, <i>Associate Rector</i>
Altar Guild	Jean Jumet   Altar Preparation & Lesson Requirements Catherine Perrin   Flower Arrangements for the Church
Belize Mission Team	Mary Cay Kolmansperger
Breakfast Crew	David Hetherington
Campus Ministry	The Rev. Paul Evans, <i>Associate Rector</i>
Caroling in Monroe Park	Meredith McGuire
Chalice Bearers	Donna Campbell
Children & Youth Formation	Kate Given, <i>Director of Formation</i>
Children's Choir	Abigail Stinnett, <i>Children's Choir Director</i>
Christmas Ministry	Nancy Smith
Circles RVA	Glenn Moore
Communications	The Rev. Paul Evans, <i>Associate Rector</i>
Foyer Groups	Maurice Cole & Debra Cole
Greeters	Lisa Dawson
Holy Strollers	Susan Hankins
Hospitality Committee	Karin Walker Sandie Hale
Lectio Divina	Beth McClelland
Lectionary Group	The Rev. Jack Sutor
Lectors	Ann Norvell Gray   10:30 a.m. Worship



<b>Lectors</b> <i>(continued)</i>	<b>Andrew Peacock</b>   8:00 a.m. Worship
<b>Men's Group</b>	<b>Chuck Bleick</b>
<b>Mission Committee</b>	<b>The Rev. Gregory Bezilla, <i>Priest Locum Tenens (Interim)</i></b>
<b>Music</b>	<b>Dr. Elizabeth Melcher Davis, <i>Choirmaster &amp; Organist</i></b>
<b>Parish Records &amp; Property</b>	<b>Lauren Frazier, <i>Parish Administrator</i></b>
<b>Pastoral Care</b>	<b>The Rev. Stephen Y. McGehee, <i>Priest Associate for Pastoral Care</i></b>
<b>Paying Your Pledge</b>	<b>Judy Bowman, <i>Financial Secretary</i></b>
<b>Prayer Shawls &amp; Needlers</b>	<b>Betsy Featherstone</b>
<b>Red Door Ministry</b>	<b>Molly Howle</b>
<b>Shining Examples</b>	<b>Dougie Erikson</b>
<b>Spirited Readers Book Club</b>	<b>Mary Ann Blankenship</b>
<b>Spirited Sisters</b>	<b>Cathy Saunders</b>
<b>St. Andrew's School</b>	<b>Shelley Thompson</b>
<b>Ushers</b>	<b>Kathy Wommack</b>
<b>Worship</b>	<b>The Rev. Gregory Bezilla, <i>Priest Locum Tenens (Interim)</i></b>
<b>Youth Orchestra</b>	<b>Stanley M. Baker, <i>Assistant Choirmaster &amp; Organist</i></b>

## Staff

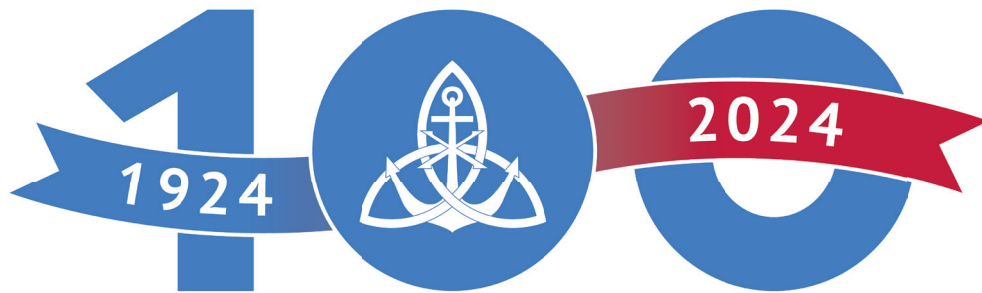
The Rev. Gregory Bezilla, *Priest Locum Tenens (Interim)*  
The Rev. Paul Evans, *Associate Rector*  
The Rev. Stephen Y. McGehee, *Priest Associate for Pastoral Care*  
Stanley M. Baker, *Assistant Choirmaster & Organist*  
Roland Boone, *Sexton*  
Judy Bowman, *Financial Secretary*  
Tyler Brady, *Communications Associate*  
Dr. Elizabeth Melcher Davis, *Choirmaster & Organist*  
Lauren Frazier, *Parish Administrator*  
Kate Given, *Director of Formation*  
Barbara Hobson-Simpson, *Receptionist*  
Kyle Reed, *Communications Associate*  
Abigail Stinnett, *Children's Choir Director*

## Vestry

David Lewis, *Senior Warden*  
Meredith McGuire, *Junior Warden*  
Mary Ann Blankenship, *Register*  
Chuck Bleick, Jane Carlson, Judy Carlson  
Maurice Cole, Brad Davenport, Mike Hale  
Terry Hathaway, Clay Hilbert, Dan McNamara  
Mason New, and Fielding Williams



Grace & Holy Trinity Church



*Joy Rings Out Over Richmond*

# Save the Date

## Centennial Celebration

### June 2, 2024

Worship begins at 10:30 AM\*  
(Choral | Church)

\*One Service Only

## Call for Photos

Please submit your ready-to-hang photos from weddings, baptisms, and confirmations in the Sanctuary, from Sunday, April 7th through Sunday, May 12th to display at our Centennial Celebration. During the weekdays, please drop off your photos at the Communications Office on the second floor of the Parish House. On Sundays, you may drop off your photos with a Centennial Committee Member collecting them in the Parish Hall. You may also submit digital photos of other ministry moments by sending them to **[communications@ghtc.org](mailto:communications@ghtc.org)**.

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[ghtc.org](http://ghtc.org)