

St. Stephen's Church
Annual Parish Meeting

February 23, 2025

Welcome and Opening Prayer – John Rohrs



The year in review

Vestry Nominations – Andy Luke and Brenda McDowell

- Vestry Nominating Process
 - Vestry Nominees
 - Molly Anderson
 - Jay Moore
 - Elizabeth Peay
 - Joan Putney
 - Andrew Robertson
 - Brandon Spalding
- For a two-year term
- Katherine Farley



Senior Warden Report – Anne Pinion

- A Look Back
 - Dogwood
 - Special Programming
 - New website and introduction of Minister Platform
- Staff Wellness
 - Sabbatical policy
 - Increased funding for continuing education
 - Flex time/ summer office hours
- Finances
 - Annual giving and budget
 - Legacy Society
 - Audits



Markers of Parish Vitality – Will Stanley



Set of Markers: The Parish Register

- 63 Baptisms
- 57 Confirmations, Receptions, and Reaffirmations
- 10 Marriages
- 45 Burials
- 73 joined or transferred in
- 35 transferred out (8 to churches outside of Richmond)



Another Marker: Average Sunday Attendance (2023 vs. 2024)

2023: 748 in-person
+ 323 virtual = 1071

2024: *735 in-person
+ 355 virtual = 1090

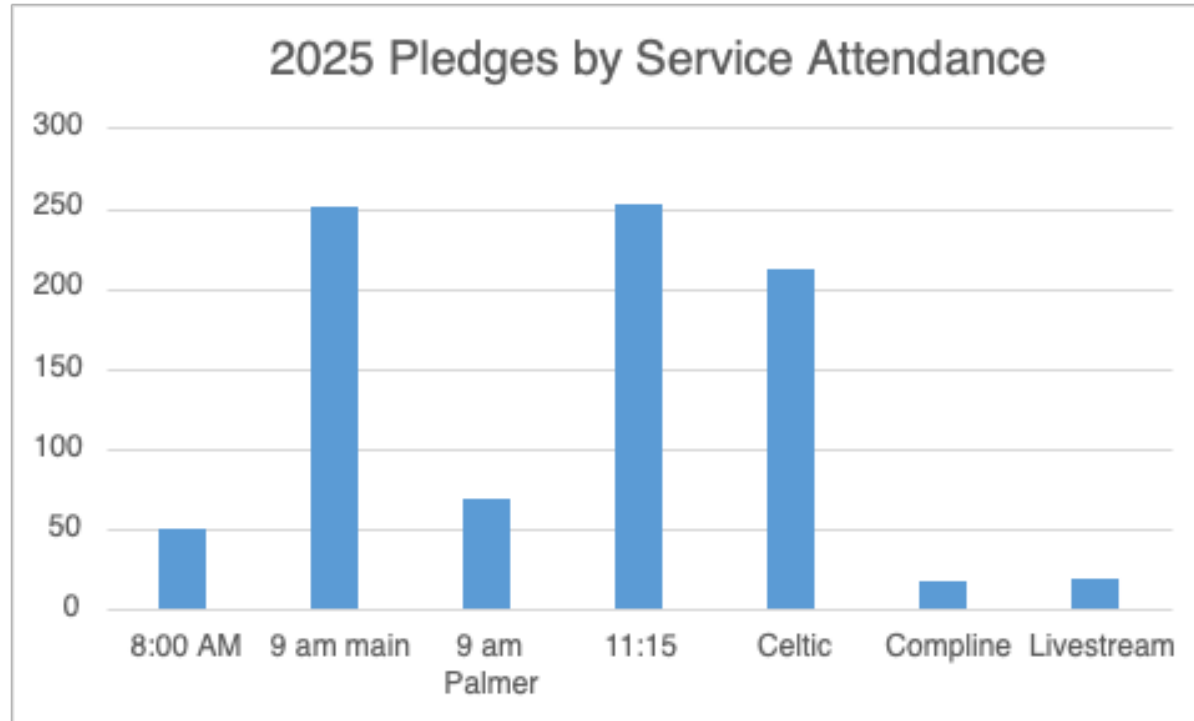


2025 Annual Giving

As of Tuesday, our “Love in Action” campaign has received 814 pledges for \$2,846,924!

- 292 were increases over 2024 (+\$244,565)
 - 316 were “steady” over 2024 (=\$951,130)
 - 65 were decreased over 2024 (-\$67,000)
 - 141 were NEW! (+\$313,204)
 - 135 folks pledged last year but have not yet this year and we have reason to believe we may still receive these (total of \$195,960).
- ▶ We have already raised 10 percent more than the total of the 2024 “One Body, One Spirit, One Hope” campaign.
- ▶ We exceeded our total amount pledged goal by ~\$100,000! We are still short 61 pledges towards our participation goal of 875.

2025 Pledges by Service Attendance



Treasurer's Report – Chris Smith

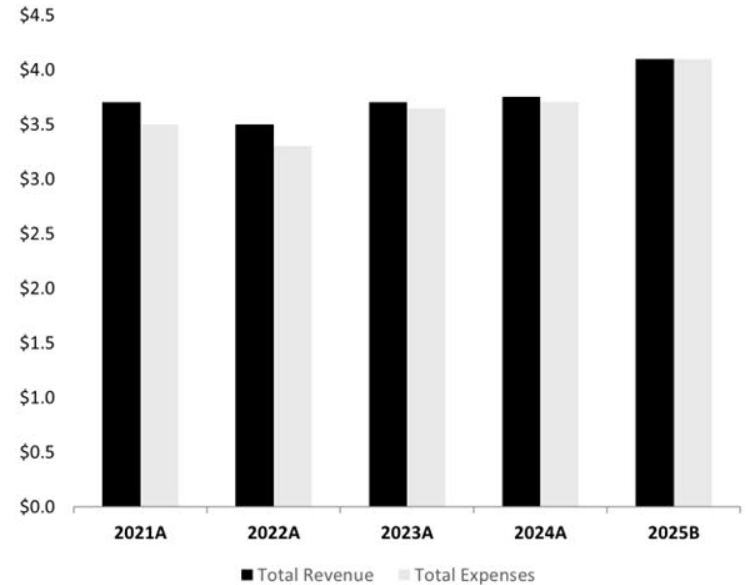
2024 Year-End Finances



2024 Year End Results / 2025 Budget

- Began 2024 with a balanced budget
- Ended 2024 with slight surplus (\$3,745)
- Strong overall financial position as we move into 2025
- 2024 Revenue
 - Annual fund ~\$25k behind
 - Unpledged contributions well exceeded expectations
- 2024 Expenses
 - Exceeded budget by 1%
 - Expense discipline and controls continue to improve
- 2025 Budget
 - Vestry approved a balanced budget in January
 - Growth budget - 10% increase over 2024
 - ~4% increase in expenses since 2021

Revenue and Expenses Summary
2021A - 2025B (\$ in millions)



Additional Material Updates

- Significant consideration and discussion around St. Stephen's financial reserves in 2024
 - Operational reserve: two months of current operational budget
 - Capital reserve: \$1.3M
- Update on Employee Retention Tax Credit
 - ~\$305,000 received to date
 - Designated by Vestry for operational reserves
- Continued focus and work on financial reporting and controls
- Forward focus on St. Stephens physical church structure and broader infrastructure
 - Comprehensive facilities assessment
 - Basis for better understanding near-term needs and long-term capital expenditures

St. Stephen's Church Designated Funds Report

As of December 31, 2024

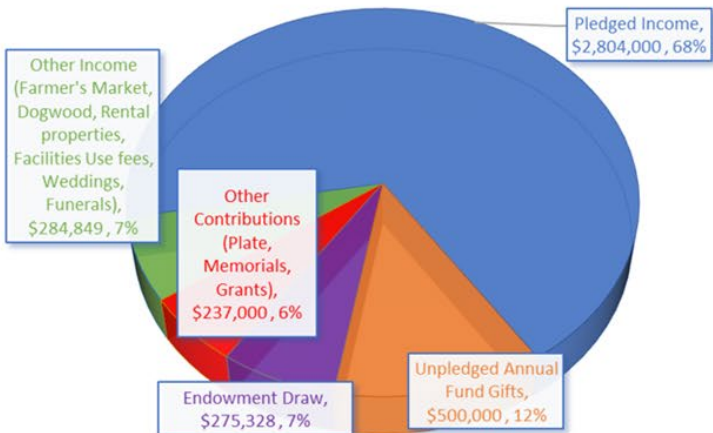
From January 1st

	Fund Balance (Beg of Year)	Fund Balance (End of Year)
Outreach Designated Funds	179,431	135,604
Parish Life Funds	157,486	90,495
Garden of the Holy Spirit	83,216	78,592
Discretionary Designated Funds	20,417	54,017
Preschool Funds	179,061	189,878
Operating Reserve	0	204,197
Capital Reserve Fund	1,314,286	1,353,306
Endowment Funds	6,559,492	6,963,364
All Designated Funds	8,493,389	9,069,453

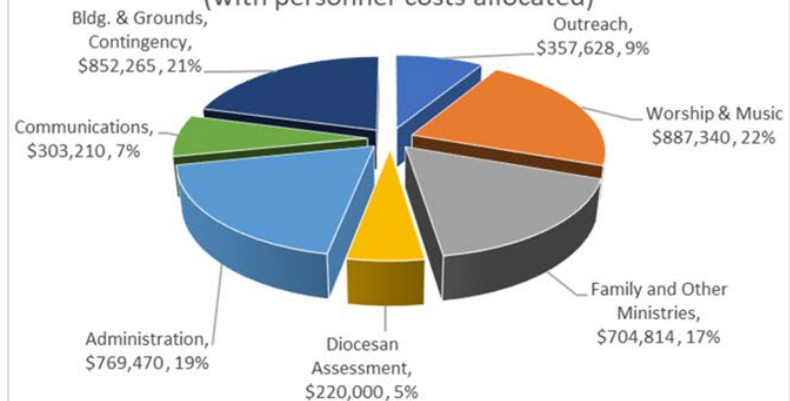
2024 Budget Overview - Fred Staley



2025 REVENUE BUDGET



2025 Budget Expenses (with personnel costs allocated)



Operational Updates - Fred Staley

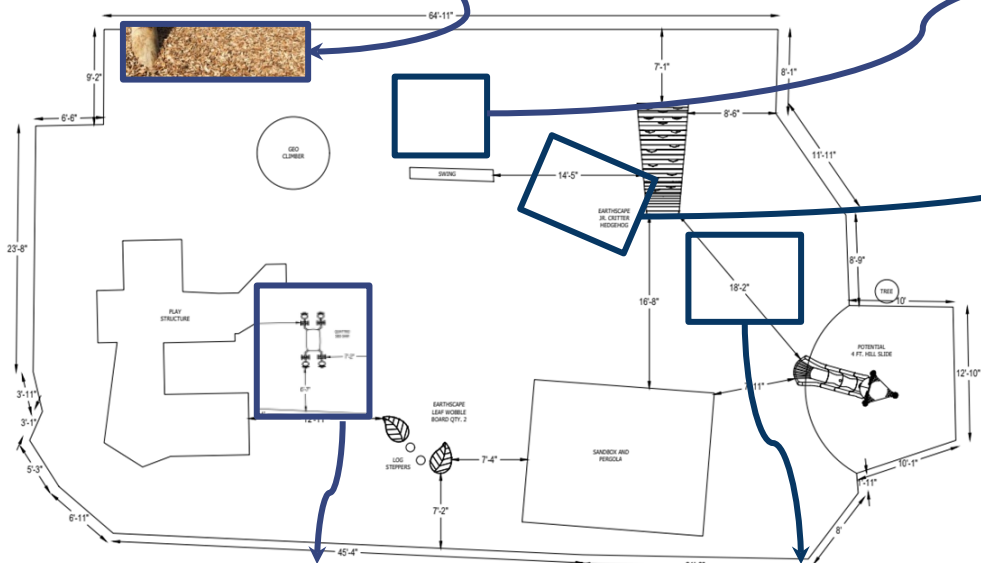
Improvements

- Ministry Platform
- Website
 - See Communications report, page 27
 - Calendar integration coming
- Operational and Capital Reserves
- New phone system

Still to come

- Calendar Software
- Palmer Hall expansion
- Facilities Assessment
- LED lighting upgrade building-wide
 - Dominion Energy rebate program
 - Estimated \$30k annual savings
- Pocket Platform app
- Playground

Playground surfacing would be mulch



playground Specialists Inc.
29 APPLE BUSH ROAD
THURMONT MD 21788
800-385-0075
WWW.PLAYSPEC.COM

EQUIPMENT SIZE:
X' x Y' x Z'

USE ZONE:
X' x Y'

AREA: 3877 SqFt. PERIMETER: 262 Ft.

FALL HEIGHT:
2 Ft.

USER CAPACITY: 12+ AGE GROUP: 2-12

- ✓ ASTM F1487-21
- ✓ CPSC #325



PROJECT NO:
P060524-1A

SCALE:
1/8"=1'-0"

DRAWN BY:
NRUANE

Paper Size

DATE:
06-JUNE-24

B

Dogwood Playground - St Stephen's Episcopal
Option 2



*PLAYGI





The unity rocker (or similar piece) would replace the broken seesaw removed in summer 2023.



The playhouse (or similar piece) will replace the imaginative fire truck.

The round form (or similar piece) will replace the climbing train.

The climbing platform on the hill will be removed and replaced with a slide and artificial turf that includes climbing functions on either side.



The other existing equipment will remain intact.

The playground will be dug out and leveled and the mulch will be refreshed. The sand will also be refreshed.



The playground is estimated to be closed for two weeks in the summer on or around June 30 (exact dates will be available mid May).

The playground is a joint venture between Dogwood Preschool and St. Stephen's Episcopal Church.

Playground Renovations 2025



Rector's Report – John Rohrs

- Words of gratitude
 - Vestry leadership, staff, and Fred Staley
- Other staff notes
 - Will Stanley's sabbatical and staff wellness
 - Director of Outreach and Engagement process
 - Ordination exploration and seminarian support
- Mission, vision, and core values
 - Week of Compassion, extended; we will continue to set tables
 - Hospitality workshops and newcomer welcome and integration
 - Focus on health/wellness, spirituality in aging, racial healing, and liturgy/music
- Set our hope on Christ