



St. Stephen's Episcopal Church

Richmond, Virginia

Annual Reports for 2024

February 23, 2025 Annual Parish Meeting



St. Stephen's Episcopal Church

Annual Parish Meeting

Sunday, February 23, 2025 | 10:10 a.m.

Agenda

CALL TO ORDER AND OPENING PRAYER

The Rev. John D. Rohrs, *Rector*

THE YEAR IN REVIEW

A Video Montage

INTRODUCTION OF VESTRY SLATE AND ELECTION BY AFFIRMATION
Andy Luke and Brenda McDowell, *Nominating Committee Co-Chairs*

SENIOR WARDEN'S REPORT

Anne Pinion

VICAR'S REPORT

The Rev. William S. Stanley

TREASURER'S REPORT

Christopher Smith

EXECUTIVE DIRECTOR'S REPORT

Fred Staley

RECTOR'S REPORT

The Rev. John D. Rohrs

QUESTIONS

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



NOMINATING COMMITTEE REPORT

The vestry nominating committee was formed in the fall of 2024 and approved by the vestry on October 22, 2024. The committee consists of outgoing vestry members Jeff Johnson, Anne Pinion, Whitney Van Der Hyde, and co-chairs Andy Luke and Brenda McDowell, as well as five at-large members: Valerie Abbott, Allen Jamerson, Caroline Packard, John Sherman, and Sue Wootton.

The vestry nomination period was opened to the parish from October 23 to November 17, during which time parishioners were invited to submit names for consideration, including their own should they feel called to do so. Nominees were asked to complete a brief biographical form and confirm their willingness to serve should they be elected.

The resulting candidate pool was nothing short of remarkable. It is a sign of a healthy parish when so many capable people are eager to serve. Following the close of nominations, the committee met on three occasions, taking time to get to know the candidates and the many ways they serve our common life. Following thoughtful reflection grounded in the sacredness of our task, the nominating committee aligned on a slate of six candidates. We presented the slate to the vestry on December 17 and received its endorsement.

We are grateful to everyone who participated in this process, both those who submitted names for nomination and those whose names were put forward for consideration.

—ANDY LUKE AND BRENDA MCDOWELL, CO-CHAIRS

Current vestry members

Service concludes with annual meeting
Jeff Johnson, *junior warden*
Andy Luke
Brenda McDowell
Anne Pinion, *senior warden*
Whitney Van Der Hyde, *register*

Serving until 2/2026
Robert Birdsey
Kathy Brock
John Crowder
May Fox
Mary Ashburn Pearson
Christopher Smith, *treasurer*

Serving until 2/2027
Bill Davis
Katherine Farley
Greta Kidd
Nan O'Connell
Gayle Royals
Randy Seibert

Vestry slate to serve until the 2028 annual meeting



Molly Anderson has been a member of St. Stephen's Church since 2020. A retired lawyer, she currently serves on St. Stephen's racial healing commission and is a member of the flower guild. In the past she participated in Sacred Ground, the Universal Christ reflection group, an Emmaus group, and a book study group on racial healing meditations written by Catherine Meeks, where she was co-facilitator. Among other volunteer activities, Molly is on the board of Capital Trees and previously served on the vestry of St. James's Church and the board of the Steward School.



Jay Moore is a partner and senior advisor at Brown Advisory focusing on providing strategic, legal, and financial advice to individuals, families, endowments, and foundations. A member of St. Stephen's Church since 1958, he currently serves as an usher and lay reader. Previous roles include discernment committee co-chair, outreach committee chair, finance committee member, St. Stephen's endowment trustee, annual giving campaign co-chair, and vestry member.



Elizabeth Peay has been a member of St. Stephen's Church since 1978. She is currently a Senior Assistant Attorney General at the Office of the Attorney General. She is an active member of St. Stephen's, previously serving as Sunday school teacher and Ladies Night Out co-chair.



Joan Putney is a retired attorney who served in the Division of Legislative Services of the Commonwealth of Virginia. A member of St. Stephen's Church since 2015, she serves as a Women of St. Stephen's program committee member and Celtic setup team leader. She also regularly works in St. Stephen's food pantry and is a greeter as well as wedding guild and May Fair House volunteer. Previously she was active in St. Stephen's jail ministry and served as executive co-chair of the Women of St. Stephen's, May Fair House board chair and volunteer, Sacred Ground facilitator, vestry nominating committee, and Vacation Bible School volunteer.



Andrew Robertson is Director, Data Engineering, at Capital One and holds an MBA from the University of Virginia. A member of St. Stephen's Church since 2018, he is a chorister parent, active in Palmer Hall, and co-facilitator of Many Parents, One Vine. Having grown up in the Roman Catholic tradition, Andrew was formally received into the Episcopal Church in May 2024.



Brandon Spalding has been a member of St. Stephen's Church since 2002. An attorney and senior vice president and general counsel at VSC Fire & Security, Inc., Brandon serves on the family ministry guild and as a liturgy greeter and a youth usher captain. Past involvement includes serving as an annual giving campaign co-chair, a member of the vestry nominating committee (twice), and a member of a vocational discernment committee.

To complete a two-year term in February 2027



Katherine Farley was a commercial real estate attorney in the Atlanta offices of Kilpatrick Stockton and Troutman Sanders. She has been at St. Stephen's Church since her family moved to Richmond in 2017. She is a co-chair of the family ministry guild and a member of the outreach grants committee. She serves on the Palmer Hall altar guild, the Palmer Hall flower guild and as a Palmer Hall chalice bearer. She also volunteers in Catechesis of the Good Shepherd and has co-chaired the Live Nativity.

SENIOR WARDEN'S REPORT

The past year was a great one for St. Stephen's Church—wonderful small groups, new volunteer opportunities, stable finances, and a continuing sense of energy and optimism. The year began with excitement following the engagement announcements of three of our clergy: Cate Anthony, Will Stanley, and Bill Sachs. We'll host two parish-wide weddings later this year and celebrate our joy, excitement and love for Cate and her fiancé Emery Rivera, and Will and his fiancé Will Ferguson.

One measure of parish vitality is attendance. In fall 2023, Cate Anthony led the initiative to expand small group offerings. In fall 2024 over 150 people participated in one or more small groups. Average in-person weekly Sunday church attendance grew by nine percent, hitting a high mark of more than 2100 people attending Easter Day services. Virtual attendance is strong, with many out-of-area viewers watching regularly. With leadership from Cate and Abby Kocher, there is robust attendance in Palmer Hall; plans to expand seating capacity are moving forward.

Happenings at St. Stephen's

Dogwood Preschool returned to campus in September 2023 bringing fresh energy and joy. The preschool has full enrollment with a “bursting at the seams” waiting list. Construction of a remodeled playground will start this summer. We are also preparing to work with Dogwood to sign a long-term lease so that the preschool will be with us for years to come! We addressed parking concerns for staff and parishioners by signing a Memorandum of Understanding with St. Catherine's School, thereby creating a workable allocation of spaces and providing enough parking for parishioners when they attend activities during the week.

Our incredible staff has been hard at work this year on two major projects—the redesign of the parish website and the switch to Ministry Platform, the new church management system that launched in early fall. The new website is visually appealing with many beautiful videos and is easy to update to keep current and fresh! Spearheaded by Sarah Bartenstein, our communications director, and Fred Staley, executive director of church operations, these projects involved teams of staff working on different portions of the website and management system to create a unique platform for St. Stephen's that streamlines workflow for staff. It has been a huge undertaking because each part of the management system is customizable to fit our needs. This means that staff teams are working to build out various components of the system over time, which is why it will likely be the fall before we have a new church app on our phones or access to an online database or directory. Moving forward into 2025, John and the staff are working on hiring a director of outreach and engagement and a full-time administrative person, enabling us to expand our capabilities.

This year also found us participating in spiritually fulfilling events. April 2024 marked the 50th anniversary of the ordination of women as priests in the Episcopal Church. We screened the documentary *The Philadelphia 11* and invited female clergy who previously served at St. Stephen's to talk about this time and their personal journeys as ordained women. The second week of November, parishioners participated in outreach events as part of a Week of Compassion, a time to embody our shared mission and vision. Author, preacher and teacher Dr. Catherine Meeks visited our parish in December, emphasizing our shared commitment to racial healing within the Episcopal Church.

Behind the scenes, the vestry tackled a variety of projects. In April, we began work on the Mission, Vision and Core Values of St. Stephen's and approved them at our July 2024 meeting. Our mission and vision of being a community of hospitality will inform our focus in 2025 on hospitality. The vestry adopted a policy on tangible gifts and is working on a policy around monetary gifts to the church. Another important area of focus for the vestry is prioritizing the health and wellness of the staff. We adopted a new sabbatical policy for clergy, not only allowing for a period of respite for

them, but also making us competitive with other churches when hiring, as the Diocese of Virginia strongly recommends all clergy take regular sabbaticals. The personnel committee of the vestry allocated more financial resources for staff to participate in continuing education, implemented flex time for staff when participating in after-hours events, and is beginning conversations around closing the office Friday afternoons in the summer to allow for staff downtime during our slower months, a practice adopted by many churches in our area.

Finances

I am pleased to report that we finished 2024 with a modest budget surplus, our third in the last three years. Today, we are presenting a balanced budget for 2025, approved by the vestry during its January 2025 meeting. This budget represents the diligent efforts of so many, including Fred, treasurer Chris Smith, the finance committee and vestry. Please read Chris's report in this document for more information.

We have completed the active phase of our 2025 annual giving campaign in which we surpassed our financial goal and are close to meeting our participation goal, which we hope to achieve in the coming weeks. We are delighted that we received 136 new pledges, and 290 families increased their pledge from 2024. We are also blessed by such generosity from the young families in our parish. Not only did we receive 69 pledges from families attending Palmer Hall (well above our goal of 55), the children also individually raised approximately \$250, pledging this gift to the families harmed by Hurricane Helene. Personally, I was inspired during the campaign by the hard work of the stewardship committee, steered by Blair Nelsen, Debbie Dunlap and Marty Easton, and also by the thoughtfulness and love I experienced from the co-chairs of the campaign, Robert Birdsey, Liz Kastelberg, and Bernie Monroe. St. Stephen's brings so many people together, including retired school principal Bernie with his former student Liz...such a wonderful story that I hope you stop Bernie and/or Liz to find out how their church participation led to a wonderful reunion of past pals! We also owe Susan McNamara, Fred Staley, Sarah Bartenstein, Dillon Gwaltney, Kitty Ball, Mary Feldman, and Will Stanley many thanks for their efforts during the campaign—we need so much support, and you provide this to us every day! Thank you.

In 2023, we relaunched the Legacy Society for those who have made provision for the ongoing vitality of St. Stephen's Church in their estate planning. Growth of the Legacy Society will support the church's ministry far into the 21st century and beyond. Two weeks ago, we had the second annual Legacy Society luncheon to thank parishioners who have already made this provision in their will and to welcome new families who are considering these gifts as part of their estate planning. It is a wonderful opportunity to share time with many in our parish family who value the vitality of our wonderful community.

Special thanks

I am deeply grateful to the clergy and staff. They are tireless and treat us with such loving care. We are fortunate to have such a great team here at St. Stephen's. I am also awed by the many parishioners who give so generously of their time, energy and love—the 'EpiscoPals' bringing snacks to the church office to feed hungry staff and parishioners, gardeners planting flowers in the pollinator garden, greeters welcoming all who enter our church, volunteers helping with youth events. These are just a few examples, but these things do not go unnoticed. Thank you.

And finally, as a member of St. Stephen's for 53 years, I can think of no greater honor than to be able to see, up close, the flourishing of our church. May we continue to be a place of hospitality, healing and hope—a beacon in the dark. I believe this is just the beginning.

—ANNE PINION, SENIOR WARDEN

TREASURER'S REPORT

St. Stephen's Church experienced another year of God's blessing on its finances. Our parishioners gave generously and the church ended 2024 in a strong financial position and with a modest surplus compared to our budget. We enter 2025 with a balanced budget approved by the vestry that benefits from compelling levels of pledges to the annual fund and an exciting allocation of resources across our many vibrant ministries. We have the Lord, first and foremost, to thank for this favorable situation, as well as the generosity of our members and guests. But we are also grateful to St. Stephen's staff and vestries of the last few years who worked hard to guide our ministries, carefully preserve our resources, bolster the church's financial controls, and heighten our budgeting discipline. Highlights for 2024 and early 2025 are summarized here and supported by the charts and exhibits in the following pages.

2024 operating results

St. Stephen's entered the year with an anticipated budget surplus of \$10,736. We ended 2024 with an actual surplus of \$3,745. The overall income to the church exceeded the budget with annual fund pledge contributions coming in slightly less than committed, but with one of the exciting surprises being a record level of unpledged contributions. Expenses across the church narrowly exceeded budget by \$17,949, representing a less than 1 percent deviation from our original expectation. The vestry views this as a continued testament to the focus on budgeting, disciplined resource allocation, and expense monitoring on which John Rohrs, Fred Staley, and the staff continue to remain focused. Well done!

Additional material updates

The vestry, supported by the finance committee, spent significant time in 2024 considering the appropriate levels of operational and capital reserves for St. Stephen's Church. This work included (i) defining the uses for our reserves, and (ii) establishing long-term goals for each category. In our discussions, the vestry was—and remains—focused on finding the right balance between meaningfully investing in our wide range of ministries, and the ability to respond appropriately should we experience an unexpected crisis or emergency. Ultimately, the vestry set financial targets for both our operational and capital reserves that we believe will strike the right balance for years into the future.

- **Operational Reserves:** Operational reserves are funds designated to support and sustain the daily operations of the church for a sufficient amount of time in periods of financial duress or other unforeseen circumstances. These operational reserves will be used by the leadership and staff of St. Stephen's to fund operations while we obtain other more sustainable approaches to financially buttress the church. The vestry resolved that two months of St. Stephen's current annual operations budget—an amount of ~\$600,000—should be our target operational reserve. The vestry resolved to fund this target over a 10-year period through a variety of means. As of writing this report, we have \$204,197 designated to our operational reserves. In addition, any future receipt of Employee Retention Tax Credits (ERTC) funds (as discussed below) will be designated to our two-month target for the reserve.
- **Capital Reserves:** Capital reserves are funds designated to support and sustain the current annual and normal capital expenditure needs of the church, while providing additional reserves for a time of emergency, crisis, or other unforeseen circumstances that affect the physical footprint or infrastructure of St. Stephen's. The vestry resolved to set a minimum threshold for our capital reserves of \$1.3 million. As of writing this report, our capital reserves are slightly over this target amount, for which we are grateful.

As reported in last year's annual report, St. Stephen's filed a claim in 2023 with the Internal Revenue Service for Employee Retention Tax Credits (ERTC). The credits were made available under legislation passed by Congress to provide financial relief from hardships resulting from lockdowns imposed during the pandemic. In total, we expect to receive over \$600,000 from three separate credits when accounting for interest due to the church. The processing of these claims continues to delay as the IRS works through their large backlog, but we are happy to share that St. Stephen's received payment for the first claim in an amount of ~\$202,458. We will continue to make every effort to receive remittance for these claims. As resolved by the vestry, when we receive these claims we will designate them for our operational reserves.

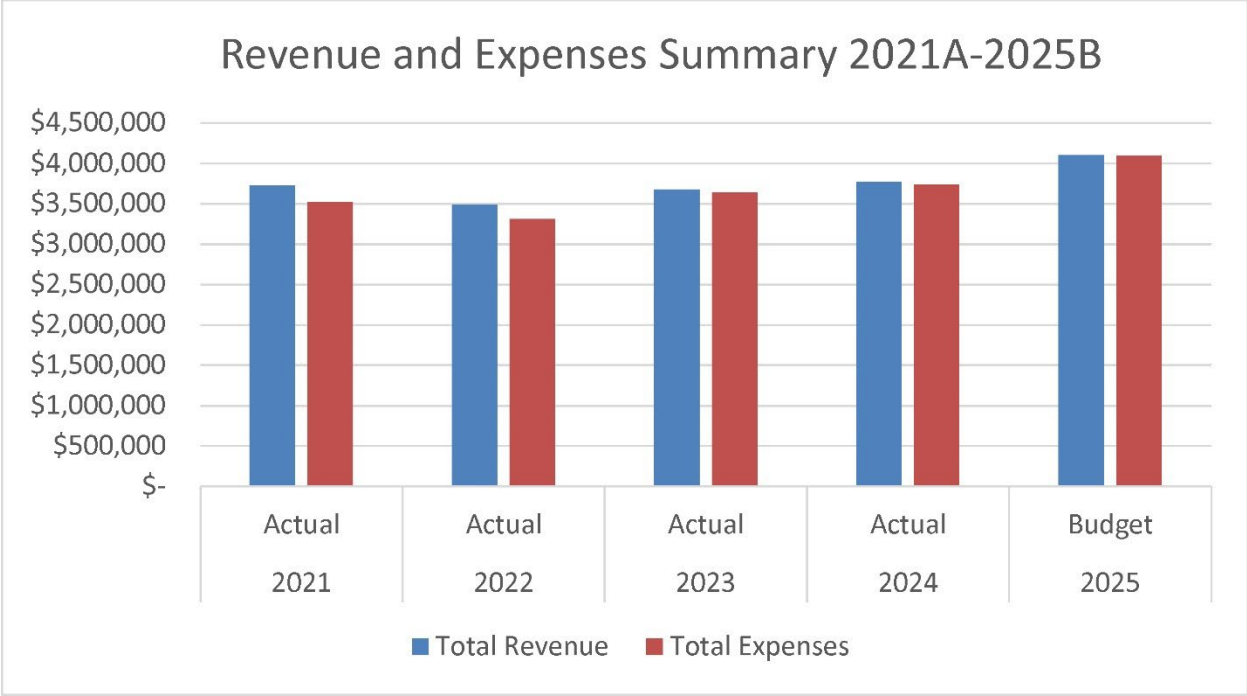
We continue the efforts to create financial reporting continuity for our church as we work through our historical audits. The work continues on our 2022 and 2023 audits with our reviewing accountants at Harris, Hardy & Johnstone. We aim to have these two historical years wrapped up by the summer, at which point we will begin work on our 2024 audit.

As we move into 2025, our focus remains on ensuring that our beautiful church and its remarkable ministries are fully supported. As part of the vestry's work on capital reserves, we resolved to undertake a comprehensive facilities assessment for the physical infrastructure of St. Stephen's. Church staff and leadership (to include the vestry and multiple supporting committees) will use the comprehensive facilities assessment to better understand both the near-term maintenance needs and the long-term capital expenditure requirements of our church.

2025 budget

At its January 2025 meeting, the vestry approved a 2025 budget predicated on total income of \$4,101,177 and total expenses of \$4,094,726, resulting in a small budgeted surplus. This is an increase of ~10 percent on both total income and total expenses from our 2024 actual results, but represents only a 4 percent annual increase in expenses since 2021. Based on the exciting results of our annual giving campaign, we are confident that this budget is both realistic and achievable. Most importantly, we believe that this growth budget will provide opportunities for the powerful effects of Christ's love across our wide-ranging ministries at St. Stephen's Church. Details of the budget categories are also provided on the following pages.

—CHRIS SMITH, TREASURER



**St. Stephen's Episcopal Church
Statement of Financial Position**

	12/31/2023	12/31/2024
	Actual	Actual
Assets		
Cash	1,171,796	1,155,650
Short Term Investments	584,445	
Other Current Assets	37,194	38,616
Property & Equipment	9,745,637	9,745,638
Brown Investments	0	7,077,853
TOTF Investments	7,375,447	1,756,593
Intercompany Receivable/Payable	0	(62)
Total Assets	18,914,519	19,774,288
Liabilities and Net Assets		
Liabilities	619,238	143,985
Net Assets		
Net Assets	17,219,257	18,869,589
Change In Net Assets	1,076,024	760,714
Total Net Assets	18,295,281	19,630,303
Total Liabilities and Net Assets	18,914,519	19,774,288

Church Operations
Statement of Activities - Actual vs Budget
 Snapshot Report

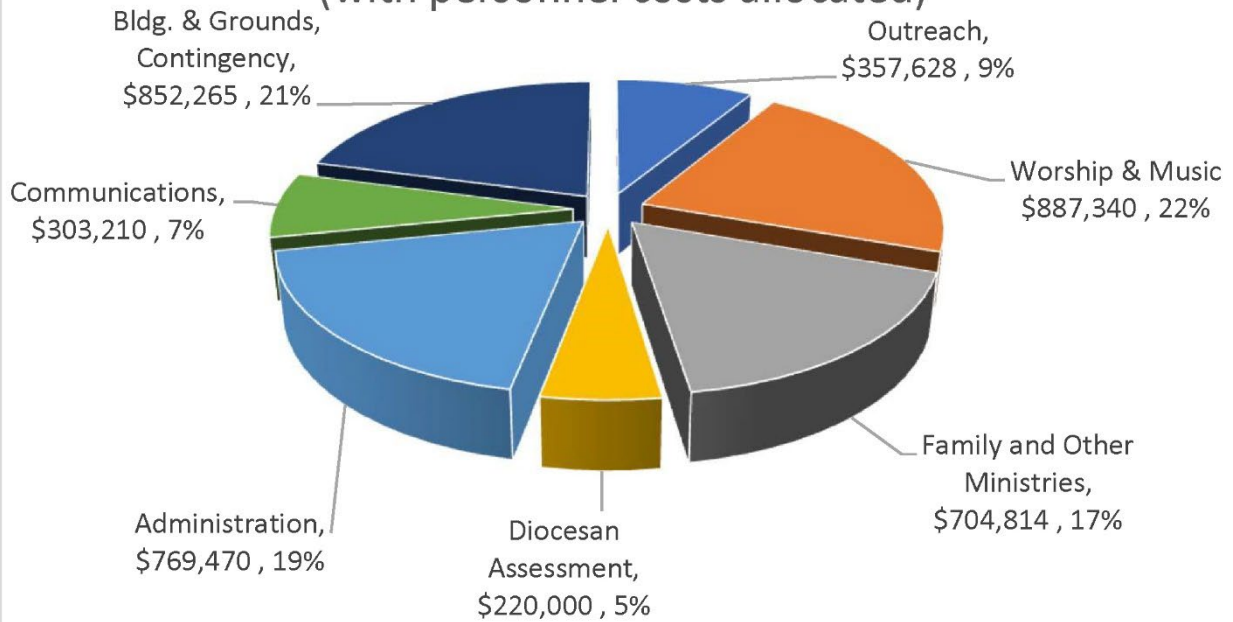
	2024			2025	2024A -2025B
	Actual	Budget	Variance	Budget	% change
Revenue					
Annual Fund	2,973,095	2,998,300	(25,205)	3,304,000	11%
Other Contributions	210,340	255,000	(44,660)	237,000	13%
Endowment and Trust Revenue	259,197	259,197	0	275,328	6%
Other Revenue	280,023	193,000	87,023	264,849	-5%
Funding Transfers	10,000	20,000	(10,000)	10,000	0%
Total Revenue	3,732,655	3,725,497	7,158	4,091,177	10%
Transfers & Allocations	(5,200)	0	(5,200)		
Expenses					
Personnel	2,298,533	2,325,692	27,159	2,523,441	10%
Giving	206,000	207,500	1,500	232,500	13%
Outreach & Missions	163,294	158,000	(5,294)	171,800	5%
Church Services & Events	257,517	219,855	(37,662)	291,919	13%
Christian Education	48,514	48,550	36	63,675	31%
Pastoral	863	3,500	2,637	3,500	306%
Parish Ministries/Groups	9,793	9,000	(793)	11,400	16%
Vestry	1,347	1,000	(347)	2,000	48%
Administrative & Support	299,892	332,314	32,422	341,249	14%
Facilities, Security and Vehicles	419,085	389,350	(29,735)	410,370	-2%
Capital Projects	20,000	20,000	0	35,000	75%
Debt Service	7,872	0	(7,872)	7,872	0%
Total Expenses	3,732,710	3,714,761	(17,949)	4,094,726	10%
Net Surplus (Deficit) from operations	(5,255)	10,736	(15,991)	(3,549)	
Nonoperating & Other Expenses	9,000	0	9,000	10,000	11%
Noncash & Adjustments	0	0	0	0	
Net Surplus (Deficit)	3,745	10,736	(6,991)	6,451	

St. Stephen's Episcopal Church
Designated Funds Report

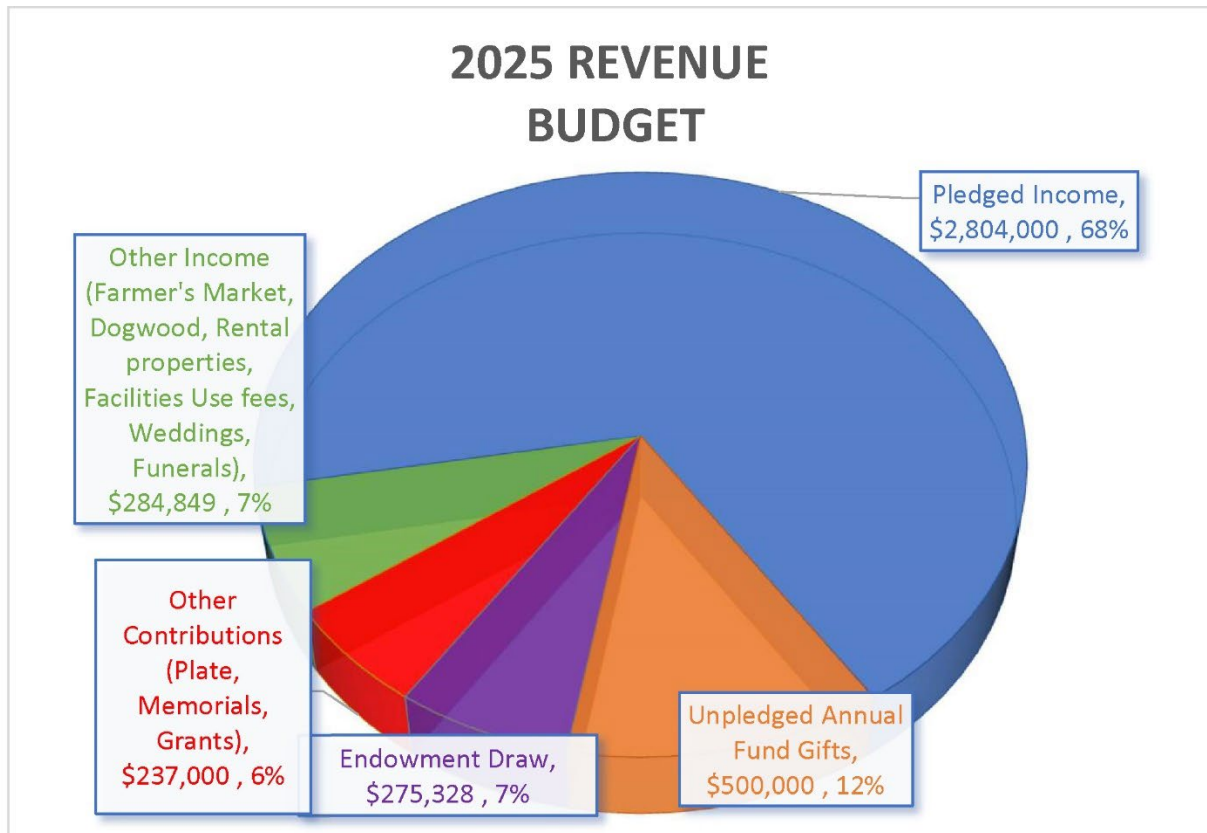
As of December 31, 2024
 From January 1st

	Fund Balance - Beg of Year	Fund Balance - End of Period
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	9,070,454

2025 Budget Expenses (with personnel costs allocated)



2025 REVENUE BUDGET



ST. STEPHEN'S ENDOWMENT FUND INC.

St. Stephen's Endowment was established in 1949 to support the financial well-being of St. Stephen's Church. The endowment makes quarterly distributions to support church programs and operational needs. Its board of trustees is comprised of five members—three elected and two appointed by the vestry—and church leadership is invited and encouraged to attend and participate in board meetings.

As of December 31, 2024, the total balance held was \$6,973,544, up from \$6,559,292 at the end of 2023. During the year, the endowment made distributions totaling \$259,959 to the church operating fund.

As part of our fiduciary responsibilities and periodic good practices, the endowment board, along with a few former board members and church leaders, conducted a review of the fund money manager for performance and suitability. After a careful review of the current manager and several possible candidates, we decided to make a change and hired Brown Advisory, effective March 31, 2024. Because of the wide interest in the process, we highlight the primary reasons for choosing Brown who has been managing money since 1998 and with \$134 billion currently under management.

- 1) Offices all over the world and with a local presence in Richmond.
- 2) Deep bench of experience, knowledge, and investment expertise. Best in class as compared to other options reviewed.
- 3) Individual account, not pooled with others or having to select from a limited set of predetermined models.
- 4) Consistently better performance than prior money manager over the last 3, 5, and 10 years.
- 5) Competitive fee, with discounts as the account grows in market value.
- 6) As fiduciaries of these important endowment assets, peace of mind and confidence that the funds are in excellent and experienced hands with a track record of long-term success.

With the hiring of Brown in mid-year, the performance is limited and does not include a full year yet. As of December 31, 2024, the year-to-date performance was 4.6 percent for the total account. The current allocation is 69 percent in stocks, 26 percent in fixed income, and 5 percent in cash.

St. Stephen's Endowment plays an integral role in supporting the operations and life of St. Stephen's Church. A long-term goal has been to continually grow the fund through investment returns and through gifts and bequests from parishioners to enable even higher annual contributions to the church. One way to support future growth is to join the Legacy Society, which was established years ago to encourage individuals and families to consider making bequests to the church as part of their estate planning.

Gifts and bequests are essential to the growth of the endowment and to ensure a growing stream of income to help keep the church financially strong and support its many ministries. Please reach out to a board member or the church office with any questions on the Legacy Society or other ways to provide support.

—BOBBY FAUNTLEROY, RICH DAGGER, ERIC VAN DER HYDE,
PENN ROGERS ,AND JOHN CROWDER

BUILDINGS AND GROUNDS

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

Key actions:

- Upgraded security system by adding additional security cameras to the parking lot entrance and Palmer Hall courtyard entrance.
- Began repainting the main hallway from the parking lot entrance at Somerset, past Palmer Hall, and to the main elevator. Painted all walls and trim. Installed new baseboards to match paint.
- For the summer, removed pews from the rear of the Chapel of the Good Shepherd to accommodate a family soft space area. Reinstalled pews at the end of the summer with anchor and bolt hardware to make future removal easier.
- LED flat panels installed in the main hallway ceiling lighting.
- Resolved lighting issues in church and reprogrammed Grafik Eye software (which controls all lighting settings) to adjust service lighting in the future. Trained all facilities staff to program Grafik Eye.
- Power washed and waterproofed the east wall of the church.
- Repaired slate tiles on sanctuary roof to eliminate water leak near the lectern.
- Worked with the executive director of church operations to prepare an initial draft of 20-year capital projects spreadsheet.
- As part of our continuing emergency response plan, conducted campus-wide fire drill in conjunction with Dogwood Preschool.
- Repaired masonry walkways around the campus.
- Repaired exterior lighting around campus, notably along walkways on the Grove Avenue side.
- Installed two additional marble memorial name plaque slabs in the Garden of the Holy Spirit.
- Water cut-off valves on all three floors of the Parish House were installed for use with normal maintenance operations.
- Continued routine maintenance throughout the year on painting, lighting, and plumbing items as part of our three-year maintenance cycle.

—JIM SNOWA, CHAIR

OUTREACH MINISTRY

In 2024, many St. Stephen's Church volunteers gave their time, talent and love to carry out St. Stephen's outreach mission to understand what is happening around us, recognize existing needs, and identify how we can use the gifts of this parish to accomplish God's work in the world.

Local partnerships

St. Stephen's commitment to students and families in the East End of Richmond remains our primary local initiative. Our major partners continue to be Fairfield Court Elementary School and Anna Julia Cooper School. St. Stephen's provides close to 25 weekly volunteers to these partners, helping students with math and reading, and serving as classroom assistants and mentors.

Our activities included:

- Tutoring and volunteering at Fairfield Court Elementary School and Anna Julia Cooper School.
- Lunch and Learn sessions at Anna Julia Cooper to introduce volunteers to these initiatives
- Weekly delivery of 40 backpack meals to Fairfield students.
- School supply drives for East End partners.
- Teacher appreciation lunch and graduation party for Fairfield Elementary School.
- Holiday meals ("Turkey Boxes") collected and distributed to our East End partner schools.
- Christmas shop for families of Fairfield and Anna Julia Cooper students.
- Weekly food parcel deliveries.

Fairfield Court Elementary School is part of Richmond Public Schools and is accredited in all areas of state and federal student achievement benchmarks. This was Fairfield's second year of starting the fall semester in late July as part of a pilot program to provide more instructional time to students.

Anna Julia Cooper School is an independent, faith-based school, providing full tuition scholarships to students in kindergarten through grade 8 who come from families with limited resources in Richmond's East End. St. Stephen's Church was a major contributor to the founding of the school and continues to provide important support.

As we've done for several years, in December 2024 St. Stephen's offered a Christmas shop at Fairfield Court Elementary School, through which hundreds of our parishioners provided items to stock this free "store." St. Stephen's parishioners delivered the items to the school, arranged them on tables. Parents with students from Fairfield and Anna Julia Cooper were invited to shop from a selection of books, games and toys, and gift wrap them, assisted by our volunteers. This year 80 families from Fairfield and 20 families from Anna Julia Cooper shopped.

Other local partners

ReWork Richmond: ReWork is a comprehensive employment support initiative founded by St. Stephen's in partnership with St. Peter's Episcopal Church, the City of Richmond, and Challenge Discovery. It assists adults in identifying and preparing for employment in fields offering opportunities for growth and advancement and family-sustaining compensation. Many St. Stephen's parishioners volunteer for ReWork regularly, providing assistance with resumes, coaching, and other services. ReWork holds Lunch and Learn sessions for prospective volunteers.

Rebuilding Together Richmond: In the spring and fall, more than 20 volunteers from St. Stephen's and its HANDS ministry (Hammers and Nails in Devoted Service) went to work repairing two homes. The group of volunteers repaired trim, cleaned up the yards, installed railings and doors, and painted.

The Healing Place (CARITAS): Twice in 2024, a group of volunteers worked in the church kitchen to prepare dinner for 60 women of the Healing Place, a long-term recovery program of CARITAS. The Healing Place provides a transitional sober living community for those recovering from substance abuse.

Food ministries

It was another busy year for our food ministries. Attendance at our Monday afternoon food pantry was up this year: in 2023 we expected about 24-40 families per week. By late 2024, we were serving 30-60 families per week. It is hard to say exactly what caused this shift, but we do tend to see more families at the end of the month. There are usually several new shoppers each week. A big change in the pantry was adopting a lottery system instead of first-come, first-served. When shoppers arrive they sign in and take a number, and then we call shoppers into the pantry in random order. This has relieved a great deal of the tension among some shoppers to get the best spots in line.

Pantry volunteers continue to send 45 to 50 bags of groceries each week to the residents of Virginia Supportive Housing. We also deliver groceries to about 12 to 15 people who cannot make it to the pantry because of lack of mobility or transportation. This was also a shift last year. DoorDash used to deliver the groceries for us. Now, our own volunteers deliver groceries to a smaller number of patrons. We no longer have to pay delivery fees to DoorDash and our volunteers and patrons get to meet and know each other, just as in the Monday afternoon pantry and our weekly fruit deliveries.

The fruit ministry is the oldest food outreach project at St. Stephen's Church. These parishioners deliver fresh apples, oranges, and bananas to seniors, most of whom live in the East End of the city. The fruit ministry regularly serves 278 people.

Grants and fundraising

Our grants committee carefully considered many requests from local organizations which serve the marginalized and vulnerable. This year, the outreach grants committee recommended to the vestry 23 applicants to receive \$125,000 and the vestry approved. Funding for these grants came from 2023 fundraising activities and your support of the 2024 parish budget.

The outreach committee hosted two fundraisers in 2024: "Gumbo for Good" in March and the annual golf tournament in October. In the spring, volunteers prepared gumbo and cornbread for sale, and we sold 185 quarts, netting roughly \$3,100. We held the annual golf tournament at Belmont Golf Course and 10 foursomes played. After the round, players gathered for prizes and hors d'oeuvres. It was a day of fun and fellowship, and it raised \$10,000. These proceeds will help fund grants in 2025.

International ministry

We continue to support Heidi Schmidt and Monica Vega, our missionaries who serve communities in a very poor, remote region of northern Argentina called Jujuy (pronounced hoo-HOO-ee). They work closely with women and children suffering from violence and addiction. Their work serves 430 people with direct assistance and 1,500 more with indirect assistance. Heidi and Monica visited St Stephen's Church in 2024 and shared stories of the people they serve and the work they do with our financial and prayer support.

Week of Compassion

In the fall we held a "Week of Compassion." Its purpose was twofold: to bring us together as a parish family and remind us of our common ground in mission, love, and service; and to celebrate our many outreach ministries and provide opportunities to open those ministries to new parishioners and community members.

The Week of Compassion was intentionally scheduled for the week after our local, state, and national elections. We who are many are one Body in Christ, for we all share in one faith and one hope.

Outreach events scheduled for the week included the following:

- Rebuilding Together Richmond
- A Sunday Forum with Deb Lawrence (ReWork) and Mike Maruca (Anna Julia Cooper School) and Heidi Schmidt and Monica Vega (St. Stephen's missionaries in Argentina) as panelists discussing their work. John Rohrs and Will Stanley were the moderators.
- A joint parent/child activity during the Sunday morning formation time for participants from Catechesis of the Good Shepherd, Youth Bible Study, and Many Parents One Vine. They assembled 50 winter break backpacks of supplies/provisions for students at Fairfield Court Elementary School and decorated cards for inclusion in the turkey boxes.
- A cooking day for LightHouse RVA; volunteers prepared and delivered lunch to the women and volunteers of LightHouse.
- A tour/information session at ReWork Richmond.
- A "Sacramental Citizenship" class offered by the Rev. Cate Anthony following the Wonderful Wednesdays supper; the class focused on post-election tools and strategies for civil discourse and living compassionately in divided political times.
- A Lunch and Learn tour/orientation at Anna Julia Cooper School.
- A presentation on self-compassion, managing stress and anger, and practicing forgiveness by Dr. Paul Hardy, founder and director of Recovery for Life, a leading substance abuse recovery program in Virginia Beach.
- A workday at the Sons and Daughters of Ham Cemetery; emancipated slaves are buried in this cemetery near St. Stephen's Church and the University of Richmond.
- Coffee hour hosted by the outreach committee.
- Orientation/tour of our food ministries for prospective volunteers.

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

Many thanks to all who supported St. Stephen's outreach ministries in 2024. You have shared your blessings to better the lives of those most vulnerable and needy. Thank you for spreading the love.

—DONNAN O'KEEFE, OUTREACH COMMITTEE CHAIR
ANNA JONES, FARMERS MARKET MANAGER AND OUTREACH STAFF

FAMILY MINISTRY

In many ways, 2024 was a transformational year in family ministry at St. Stephen's Church. After years of solid work to regather, reengage, and renew following the pandemic, this year was a time of strength for our ministries to children and young people, as well as their parents and families.

A fundamental reason for this success is the continued flourishing of our team approach, which we call the family ministry guild. This group of dedicated parishioners, staff, and clergy work in partnership to envision, plan, and execute ministry on all fronts. The guild has direct liaisons to the vestry and serves as one of the standing committees of congregational life and governance.

In 2024 the guild commissioned a survey to help evaluate and strengthen its capacity to meet the needs and desires of our families. The data and feedback it provided proved invaluable for programming decisions in the 2024-2025 academic year and the guild will continue this practice annually. The guild also sponsored a wonderfully successful "Welcome Back" pizza party outside on the Three Chopt lawn on Friday, September 13, 2024. With more than 125 people attending, it served as an excellent entry point for newer members of our St. Stephen's community, especially from Dogwood Preschool.

We are so grateful for the ministry, gifts, and talents of our guild, and we thank them for all they give to our common life:

Family Ministry Guild

Co-Chairs: Katherine Farley and Greta Kidd

Children's Ministry: Valerie Abbott, Lacy Briney, Adele Caputo, Dianne Del Bueno, Katherine Farley, Mary Lewis, Scott Mates

Youth Ministry: Tony Anthony, Greta Kidd, Brandy Singleton, Brandon Spalding, Ashley Tunner

Vestry Liaisons: Katherine Farley & Greta Kidd

Dogwood Preschool Liaison: Lacy Briney

Clergy and Staff Members: The Rev. Cate Anthony, Associate Rector; the Rev. Will Stanley, Vicar; Caroline Harris, Youth Ministry Coordinator; the Rev. Abby Kocher, Director of Children's Ministry; Diana Chou, Associate Director of Music, and Brent te Velde, Director of Music, *ex officio*

Children's ministry

Over the past year, children's ministry has continued to grow in breadth and depth. Building on the engagement of the previous year, **the Palmer Hall service** has grown in attendance and in its warm and welcoming spirit. Pledging from Palmer Hall households exceeded goals and expectations during the annual giving campaign, increasing from 55 to 69 pledges. The children also collected offerings in giving boxes during the annual campaign, totaling 44 boxes with \$214 raised. With a match from the church, we sent \$500 to Episcopal Relief and Development toward ongoing hurricane recovery efforts. The Palmer Hall acolyte ministry continues to offer nurturing and desirable roles for children to serve each week. We have added new families to expand the Palmer Hall altar guild, usher teams, and chalice bearer teams. Once a month, St. Stephen's Choristers sing in Palmer Hall, and it is a blessing to have their musical leadership. The "wondering" time continues to be a signature feature, inviting children to join the adult wonderer on the floor to think together about the scriptures for the day. One Sunday in the fall, choristers led the wondering as they reflected on their summer pilgrimage to England with the adult choir. On another Sunday, St. Stephen's missionary Heidi Schmidt shared her experience with the children in Argentina.

While the Palmer Hall service took its usual summer hiatus, the **soft space** moved from its location there to a space in the main church at the back of the Chapel of the Good Shepherd where it remained in June, July, and August. Many young families sat in or near that area, as children were

made to feel increasingly welcome in the soft space during all worship services in the main church. We saw higher summer attendance in the main church services due in part to the welcome felt by families in the soft space. During the program year, the soft space returned to Palmer Hall.

Our children continue to be formed through **Catechesis of the Good Shepherd**. Our dedicated catechists (adult guides) create a beautiful environment where children work, wonder, and reflect on God, the church, and the stories of the Bible, in specially prepared rooms called atria. We offer three age levels: ages 3-6, 6-9, and 9-12. These mixed age groups allowing children to learn from and with one another are a hallmark of the Montessori philosophy on which Catechesis of the Good Shepherd is based. The youngest group includes many children who are also Dogwood Preschool students, a lovely overlap. We have offered several sessions called “Come and See” as parent and volunteer formation opportunities, in preparation for being in the atria with children. The oldest group, from 4th-6th grade, has enjoyed new outreach opportunities as part of their formation time on Sunday mornings, such as creating gifts for parishioners who cannot attend church and taking on leadership for a food drive within the Palmer Hall community.

For the first time in many years, we offered **Solemn Communion** to elementary age children and their parents. We are offering it again in 2025 with a new name, **Deepening Grace: Sacraments for children and parents**, engaging first through third graders and their parents in conversations about the sacraments of Baptism and Eucharist along with the Rite of Reconciliation.

We also offered many seasonal events. During the summer, we hosted Vacation Bible School. The Advent and Christmas seasons brought robust participation in the Advent Fair and the Live Nativity. As a new opportunity in December, we included young children (ages PreK through 1st grade) in the traditional Christmas pageant in the main church. These children loved the opportunity to dress as animals with the final float depicting the manger scene, processing all the way down the aisle to take their place on the chancel steps.

We continue to cultivate the **nursery** as a safe, welcoming, and nurturing place for our youngest children. Last year we hired a new nursery coordinator and additional nursery staff. As our ministry with young families grows, we are looking for opportunities to offer more childcare during special seasonal worship services as well as meetings for parents. We recognize that trustworthy childcare is a key component of our ministry with whole families, especially with parents, and we are proud to have skilled and loving caregivers in the nursery.

Youth ministry

In 2024, youth ministry at St. Stephen’s Church continued to thrive as a place of spiritual formation, community building, and active participation in church life. The year brought renewed energy to our programs, from deepening engagement in liturgical leadership to strengthening our formation offerings and fostering meaningful connections among our youth. With a commitment to creating spaces where young people can explore their faith, serve their community, and grow in their spiritual journey, we celebrate the many ways youth have contributed to and been enriched by parish life.

We honor middle and high school youth as full participants in the life of the church, particularly our worship life, by including them in liturgical leadership roles. Eighty youth serve as ushers or acolytes on teams on a rotating schedule. This year, eight juniors and seniors took on the role of acolyte warden, leading and mentoring their teams. Their guidance is invaluable in supporting younger acolytes and fostering responsibility and community. We began reestablishing a cherished pre-pandemic tradition by scheduling youth readers at the 9 a.m. Sunday service in the main church. Twelve youth serve in this role, bringing their voices to our worship and deepening their engagement in the liturgy.

Our youth formation program remains rooted in deepening spiritual awareness, following the Episcopal Church's Journey to Adulthood model and curriculum alongside fellowship events. Our evening youth group gatherings, held on alternating Sundays, feature meals, engaging activities, worship, and age-based group discussions. With an average attendance of 20 to 25 participants, these gatherings provide an environment for meaningful conversations, group formation, and spiritual growth.

Recognizing the varied schedules of our families, we continue to offer a youth Bible Study group during the Sunday morning formation period. This group serves as a space for critical thinking, deep questioning, and developing the skills and confidence necessary for a personal relationship with the scriptures. Every Sunday, we gather in community and fellowship, enjoy some breakfast treats, and engage in a daily devotion written for youth and adults called D365. Each week follows a different theme, and the daily devotions follow five steps: Pause, Listen, Think, Pray, and Go.

For ninth graders preparing for the Rite of Confirmation, we offer a dedicated formation track that meets monthly from October through April, culminating in a day retreat. Grounded in the Rev. Jenifer Gamber's *My Faith, My Life*, this program guides youth on a meaningful journey of faith. In addition to monthly sessions, participants engage in a St. Stephen's ministry and meet with a mentor for personal reflection and support. Confirmation preparation provides a path for spiritual growth and maturity, fosters a sense of Christian community among peers and adults, and creates a safe space for honest and courageous conversations about faith.

In addition to regular formation and liturgical offerings, we offered several community-building events, including team-building with Challenge Discovery to kick off the program year, bowling on Super Bowl Sunday, movie night, holiday lights tour, Epiphany party with a white elephant gift exchange, and a trip to Kings Dominion celebrating the end of the school year.

We held our 99th annual youth Christmas pageant, bringing together over 50 participants to share the Christmas story with our parish. This beloved tradition was enriched this year by a deeper collaboration between our children's and youth ministries. Choristers joined the choir, leading the congregation in hymns, while young children—dressed as farm animals and stars—brought an added sense of wonder to the final nativity scene. Planning for these new elements began in the fall as part of an intentional effort to foster intergenerational participation, strengthening the connection between younger children and older youth in our church community.

As we reflect on the achievements and growth of St. Stephen's youth ministry in 2024 we are grateful for the dedication of our youth, families, and volunteers. Together, we look forward to continuing this journey of faith, community, and spiritual formation in the coming year.

Ministry to parents

Many Parents, One Vine is St. Stephen's parenting-in-faith group which meets Sunday mornings during the formation hour. In 2024 this group was facilitated by a vibrant team of lay leaders who aided our family ministry team to plan formation for parents of all ages. Parents wrestled with questions of faith using podcasts, books, articles, and other content as a springboard for conversation. In the spring clergy led parents through the adult sessions of Solemn Communion, a Catechesis of the Good Shepherd sacrament contemplation program for children in elementary school. Many Parents also began to integrate some adult forum presentations into the schedule of to connect this group to the life and formation of the wider adult community. The group is open to all; no previous experience is necessary.

This year we also launched a young parents' small group designed for those raising children from birth through 1st grade. The group meetings include two different styles: adult-only meetings with

childcare provided, which allow for deep conversation and sharing; and family-friendly meetings centered around fellowship and which children may also attend. While this small group is still hitting its stride, the desire to support our youngest families remains strong among family ministry staff and lay leaders, and we welcome all input from that community and beyond.

—FAMILY MINISTRY TEAM

ADULT FORMATION

St. Stephen's Church offers a variety of opportunities for adult learning. We encompass an array of topics, formats, and meeting times. Formal presentations in one setting are balanced by small-group meetings in other gatherings. Regular attention to basic aspects of the Christian faith and the Episcopal Church accompanies discussion of spirituality and faithful living. In 2024, we covered more topics in greater depth with more participants than ever before.

The Sunday Forum regularly draws the largest number of attendees for presentations by various speakers. Topics at the forum are offered in multi-session clusters, usually of three successive Sunday mornings. In 2024, for example, we offered presentations on “Spiritual Practices” and “Pilgrimage,” on the “Holy Land” and on “Heaven and Hell.” “Religion in America” and “Racial Healing” occupied much of the fall's sessions.

Periodically members of the clergy form one-session, panel discussions of liturgies at certain seasons of the church's year, such as Lent. The clergy panels have proven to be useful interludes to thematic series of greater scope.

Apart from the Sunday Forum, the **Many Parents, One Vine** group meets on Sunday morning for discussions of parenting, while the **Trailheads** group meets on Sunday evenings for topical discussions related to the faith. Care of the creation has been one recent theme. At other times, there are **regular Bible studies on Thursday morning**, usually highlighting a particular biblical book. Inquirers classes (called “**Invitation to the Episcopal Church**”) for adult parallel Confirmation classes for young people, focusing on the Episcopal Church's distinctive identity.

We continued and expanded our Sunday evening adult formation offering between the Celtic service and Compline. Trailheads participants gather in the Café @ St. Stephen's or Palmer Hall to learn, share, and connect at the intersections of Christian life, practice, and faith. Those who experience St. Stephen's primarily through our Sunday evening community appreciate this opportunity to take part in adult formation.

On **Wednesday evenings** there often are series of as many as six parts. The Wednesday slot allows for presentation and discussion, a nice blend of formats. In 2024, the topics included “Grief,” “Sacramental Citizenship,” and “Christianity in the Middle East.”

During the 2023-2024 program year St. Stephen's expanded its longstanding **small group ministry**. Building on St. Stephen's long tradition of Emmaus groups, our expanded framework includes three types of small groups.

- Emmaus groups, which gather participants for prayer, fellowship, and spiritual connection
- Focus groups, which gather participants for shared study or faith practice
- *Being With* groups, which use the *Being With* curriculum designed by the Rev. Sam Wells to grow in relationship with Jesus and one another.

In 2024 we expanded our menu of small group offerings with a number of special groups in both the spring and the fall. Lay-led focus groups included a *Moby Dick* discussion group, multiple *Universal Christ* groups based on Richard Rohr's book of the same name, and racial healing book groups which read Dr. Catherine Meeks' *The Night is Long But Light Comes in the Morning: Meditations for Racial Healing*. We also added both a Westminster-Canterbury small group and a young parents' small group using the Emmaus format. Finally, our Being With groups enriched participants' faith lives and created lasting friendships between parishioners. Over the course of the year more than 150 participants experienced a small group and connected with other parishioners. Overall, small groups are thriving at St. Stephen's and we invite everyone to jump in!

Thursday morning Bible study continued in 2024 with clergy rotating responsibility for facilitating the group. This drop-in group is open to all and no registration is needed.

While the clergy often are catalysts for launching these offerings, the adult formation committee serves as a sounding board and helps to generate program ideas. We offer a smorgasbord of opportunities and welcome suggestions that would enhance our educational ministries.

—THE REV. WILLIAM L. SACH AND THE REV. CATE ANTHONY, ASSOCIATE RECTORS

RACIAL HEALING MINISTRY

In 2024 St. Stephen's Church launched a reimagined racial healing ministry, led by a joint commission of the adult formation committee and the outreach committee. The purpose of the racial healing commission is to further the reflection and engagement of the parishioners of St. Stephen's in relation to the vital work of racial justice. We believe this is both inner and outer work, comprised of learning, self-reflection, and study, as well as active engagement with partners in the community in efforts to build relationships and heal the wounds of systemic racism.

Racial healing took several forms at St. Stephen's in 2024. We offered another Sacred Ground circle in the winter; St. Stephen's has held Sacred Ground circles over the past several years, facilitating a powerful learning and discussion-based curriculum developed by the Episcopal Church. The racial healing commission was trained in the theology and praxis of this work by partners from the Southern Diocese of Virginia. Finally, we welcomed Dr. Catherine Meeks, founder of the Absalom Jones Center for Racial Healing, for a rich Sunday of preaching, conversation, and learning. The commission is now considering next steps and additional ways to deepen engagement in the work of racial healing. All are welcome to join this ministry—no previous experience or expertise required.

—THE REV. CATE ANTHONY, ASSOCIATE RECTOR

YOUNG ADULT MINISTRY

Young adults at St. Stephen's Church continued to build opportunities for connection, formation, and fellowship for those in their 20s, 30s, and 40s. A planning team of clergy and leaders worked in partnership to create a full schedule of fellowship and service events each season. From a well-attended gathering at Brambly Park, to a successful potluck in the Café @ St. Stephen's, to an upcoming bash at Hardywood West Creek, our larger gatherings have brought together new faces and familiar ones to get to know one another and learn more about what's happening at St. Stephen's. We continue the connection in smaller groups on a consistent basis with monthly fellowship dinners, a young adult book club, and a young adult small group.

—THE REV. WILLIAM S. STANLEY, VICAR

MUSIC MINISTRY

The past year was characteristically rich for the music staff; I am continually grateful for the opportunity to serve with Diana Chou, associate director of music; Chris Edwards, director of St. Stephen's Choir; Paul Honaker, director of the Handbell Choir; David Kim, Palmer Hall pianist; our staff singers; Celtic Evensong instrumentalists; and the many volunteers who make the wide spectrum of our music ministry possible week to week. St. Stephen's is a parish uniquely dedicated to its music, and we are deeply thankful for your support.

Making space for music in our young people's lives has continued to be of highest importance to us. The oldest members of **St. Stephen's Choristers** participated in a mountaintop experience, shared by St. Stephen's Choir and the choirs of River Road Church, Baptist, as we traveled to Bath, Exeter, Salisbury, and Wells, England for a choral pilgrimage. The choristers had been preparing for the pilgrimage since the choir's founding in 2022, as did the St. Stephen's Choir. The Rev. Cate Anthony traveled with us as our pilgrimage chaplain, alongside Daniel Glaze, senior pastor at River Road. Several of the pilgrimage participants joined me in sharing some of our experiences in the Sunday Forum in September, and we hope to share that presentation and more on our website in the near future. It was a transformative experience, lending energy, insight, and growth to our choirs, especially to the choristers.

The choristers continued their busy schedule of singing for services, including their first Christmas pageant. Second- and third-year choristers continued with weekly individual voice and music theory lessons with Diana and me, and we look forward to expanding this lesson schedule in the fall.

St. Stephen's Choir likewise kept an extended schedule to prepare for the pilgrimage, including singing for Evensong at River Road and Washington National Cathedral in June. This was in addition to their weekly service schedule and special services and concerts, such as Epiphany Lessons and Carols, pilgrimage fundraisers such as the Masterworks concert featuring music related to British royal occasions and the Spring Music Gala, as well as special services of Choral Eucharist. The high volume of music sung at St. Stephen's is also made possible through the help of our music library volunteers, Ruth Prevet, Becky Harper, and Ann Hyer. In the midst of St. Stephen's Choir's work, we strive also to keep time for fun and fellowship, including our spring and fall choir retreat days, caroling at the Christkindlmarket, and our Christmas cookie exchange.

Our **Handbell Choir** began a new chapter in 2024 with the skilled and dedicated leadership of Paul Honaker, who began as their director in September. Paul's decades of experience leading bell choirs has brought new energy and expertise to the choir's work, and we are thankful for their beautiful offerings in worship. **Sanctuary**, our Compline choir, made a new addition to our Holy Week offerings on Good Friday, singing Bach's cantata *Gottes Zeit ist die beste Zeit*, accompanied by period instruments. In addition to singing weekly for Compline, and for the Easter Vigil and Christmas Day, Sanctuary again offered a beautiful Winter Solstice Concert, which included music of comfort during the time of greatest darkness. Last but not least, music offered in our vibrant **Palmer Hall** community has been sustained through the leadership of David Kim, our Palmer Hall pianist. David's dedication to sacred music is apparent each week as he leads Palmer Hall's young people and their families in song.

Our music staff continues to diversify the repertoire at St. Stephen's musical services and concerts, incorporating voices denied fair due during their lifetimes such as Amy Beach (1867-1944), Vicente Lusitano (ca. 1520-1621), and Rafaella Aleotti (ca. 1575-1620). In addition, we are making efforts to amplify the voices of living women and musicians of color—including composers such as Joan Szymko (b. 1957), Kerensa Briggs (b. 1991), Maggie Burk (b. 1990), David Hurd (b. 1950), and Cecilia McDowall (b. 1951)—laying a foundation for a more diverse and inclusive musical practice.

As we reflect on the year past, we are excited for this year that is already well underway. Thank you for your support. We look forward to sharing much more beautiful music in the months ahead.

—BRENT TE VELDE, DIRECTOR OF MUSIC

FRONT PORCH MINISTRIES

The umbrella group known as St. Stephen’s “front porch ministries” includes the church’s outward facing (or “retail”) ministries, including the Farmers Market @ St. Stephen’s, the May Fair House, the Café @ St. Stephen’s, our art ministry, and Dogwood Preschool.

While the work of each is different, these ministries have much in common, including:

- having shared vision and mission
- fostering community and fellowship
- being places where the many communities of St. Stephen’s Church come together
- offering opportunity for connection and conversation in a world often characterized by isolation and division
- acting as entry points into the life of St. Stephen’s
- supporting the church’s operating budget and outreach ministry

Our purpose is to bring together staff leaders, at-large members, and representatives from these ministries to provide oversight, develop collaborative strategies, and promote resource-sharing in areas of marketing, accounting, and event planning—just to name a few. Much of our energy has been given to exploring how these ministries might support one another, identifying opportunities for cross-promotion and marketing, and brainstorming ways by which the new church website might enhance our common work.

Immediate areas of opportunity include joint ministry events to broaden engagement, leveraging social media to drive awareness, and creating a common calendar to improve visibility to upcoming events. Brief overviews of each ministry follow.

The Farmers Market @ St. Stephen’s

Our farmers market, established in 2009, has been voted one of the best in Richmond by readers of Style Weekly, Richmond magazine and Virginia Living for several years in a row. Each week local purveyors offer seasonal vegetables, fruit, eggs, poultry, beef, pork, flowers, bread, cheese, pasta, and other foods in addition to the work of local artisans (jewelry, soaps, stationery, etc.). In December the market hosted its fourth annual Christkindlmarket—like the Christmas markets held in many European cities—with art, crafts, and other gifts, as well as food, hot beverages, and music and caroling by St. Stephen’s Choristers, adult choirs, and bell choir. The May Fair House was also open for the Christkindlmarket, in an example of front porch ministry cooperation.

In 2024, the market averaged 840 customers per week. This ranged from as high as 1,215 in the summer to as low as 560 in the winter. We averaged 36 vendors per week. The market is in its second year of accepting SNAP benefits as payment, and customers spent \$3,626 in SNAP and Virginia Fresh Match funds throughout the year. Virginia Fresh Match is a state-run program which doubles the value of a customer’s SNAP benefits for the purchase of fruits and vegetables. We are proud to offer both programs at our market. This extends our food ministry by helping those of limited means enjoy fresh, nutritious, local food.

May Fair House

Carrying on work begun over 100 years ago by dedicated women of St. Stephen’s Church, the May Fair House—now in its 47th year—is an outreach ministry of the Women of St. Stephen’s. In

support of the front porch ministry the May Fair House piloted opening on Saturdays in the summer months when it has typically been closed. This proved to be very successful and profitable. See the Women of St. Stephen's report for additional information on the ministry's work and impact in the community.

The Café @ St. Stephen's

The Café @ St. Stephen's is open six mornings a week and offers guests a welcoming and relaxing setting for fellowship and connection. Along with parishioners and their guests, regular customers include exercise groups, the community of St. Bridget Roman Catholic Church and school, residents of the surrounding neighborhood, farmers market shoppers, and various other groups. Baristas continue to see new faces every week. Monday through Friday, the space remains open after the counter closes for anyone to enjoy a quiet place to sit. The café also hosts small groups and events (e.g., Trailheads, our Sunday evening formation offering; featured speakers and artists) and as such plays an important role in supporting adult formation, youth, and outreach ministries, among others.

The café continues to be self-sustaining.

Art ministry

This year, the art committee strove to create continuity for art in all spaces. Just like the May Fair House, St. Stephen's now takes direct payments for all art sold. Art in the Gallery and the Café can be purchased through the Café. This allows us to have better records and provides a little money to host art receptions and student field trips.

The past year gave us a combination of exhibits that included artists/groups who've adorned our walls many times before as well as some new artists, art from the students at Anna Julia Cooper School and Dogwood Preschool, and the non-profit Art for the Journey.

Dogwood Preschool

Dogwood Preschool is a Christian, play-based program focusing on providing rich choices to encourage learning while meeting children where they are in their development. Dogwood is in its second year at St. Stephen's Church. Currently the preschool serves 107 students from 16 months to 5 years old. Preschool students have participated in the children's ministry picnic, the Live Nativity, the pageant, Sunday school, and Palmer Hall to name a few. Preschool families are active in different areas of the church including the family ministry guild.

Dogwood is a half-day program that meets from 9 a.m. to noon, Labor Day to Memorial Day. Children are exposed to Catechesis of the Good Shepherd weekly throughout the school year. This year, children in older classrooms are using the Sunday school classrooms for Catechesis. Older children are also receiving music weekly in Palmer Hall. In January 2025, Dogwood extended offers for students to enroll in fall 2025, its our third year at St. Stephen's.

—LAURA WILKINSON, CHAIR

PARISH COMMUNICATION

For many years St. Stephen's Church has placed great importance on effective communication within and beyond the parish. In 2024, that emphasis continued.

Last summer we launched our **new website**, the culmination of a process that began with a survey of the parish in 2023 and continued into 2024 during numerous sessions with staff and parish leaders to digest the findings and articulate what we wanted in our new site. An RFP process resulted in our choosing Landslide Creative, a Nashville-based agency whose portfolio includes a range of mission-driven organizations, including churches and dioceses. We sought a partner to help create a site which would communicate our mission and ministry without looking like a "typical"

Episcopal Church website; be welcoming to those not already part of our community; make best use of our growing video ministry; provide more intuitive navigation; and other goals. Landslide worked with us to design a user experience to satisfy various kind of visitors: “skimmers, swimmers, divers.”

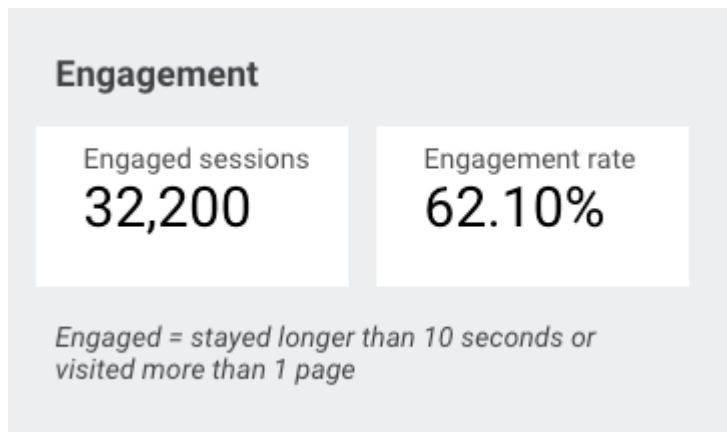
When we launched the new site, we offered several ways for people to get acclimated, including a FAQs page on the site and printed in the **Spirit**; a video tour; and three hands-on sessions for staff to show users the site and answer their questions. To our surprise, no one took us up on the in-person sessions!

Built using WordPress, the site is easier for staff to use and update than our previous proprietary content management system, and since it is an industry standard, we are not tied to one company should we ever decide to make a change in hosting or technical support. Monthly fees are lower, too.

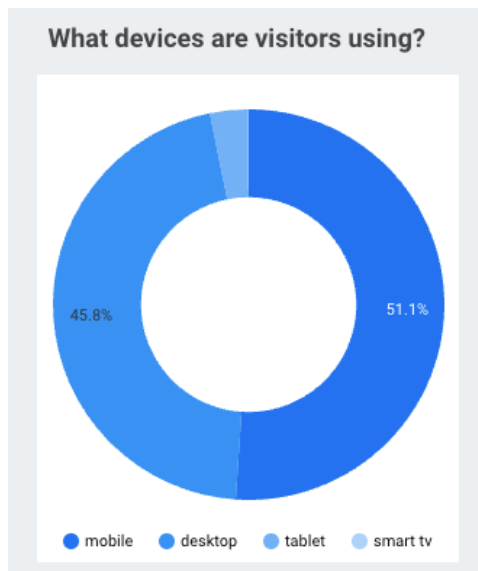
Additional features to come: As staff continue to learn how to use Ministry Platform, our new church management software, our goal is to offer password-protected member access from the website to an online parish directory and to individual profile (your own). Our new app will also be built by Ministry Platform with graphics compatible with the website’s. Integration of a new calendar platform is also anticipated.

Website metrics

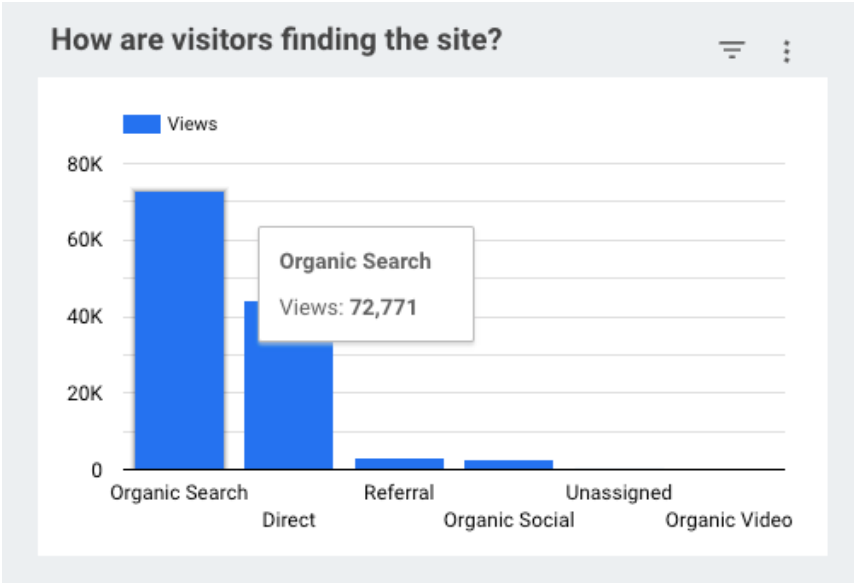
(August through December 2024)



Well over half our visitors are “engaged.”



Since more than half our visitors are using mobile devices, a major priority for the new site was a responsive design and mobile-friendly user experience.



The majority of our views come from organic search, which indicates effective search engine optimization and reaching people who are searching for related content.

StStephensRVA.org is ranking highly in organic search results for the terms below, where people are searching for Episcopal churches in Richmond. These are “unbranded” (they don’t include St. Stephen’s, so these are not people who already know us). We believe we are being discovered by new people looking for a church in our area.

Keyword	Position	SERP Features	Volume
episcopal richmond va		📍 🔍 🌐 ⭐ 📧 +3	170
episcopal richmond va	1	📍 🔍 🌐 ⭐ 📧 +3	170
richmond va episcopal church		📍 🔍 🌐 ⭐ 📧 +3	170
richmond va episcopal church	1	📍 🔍 🌐 ⭐ 📧 +3	170
episcopal church richmond va		📍 🔍 🌐 ⭐ 📧 +2	260

Other communications methods

We continued to use the following communications vehicles in 2024:

- Livestreams of Sunday services and the Sunday Forum on our website (ststephensRVA.org/This-Sunday), Facebook, and YouTube
- Weekly **Spirit** (printed newsletter distributed at Sunday services)
- **eSpirit** email newsletter sent Thursday mornings to 2,858 subscribers
- Targeted emails to audiences such as family ministry (1,021 subscribers), the Women of St. Stephen’s (821), young adults (464), farmers market vendors and patrons (4,703), daily Advent meditations (1,515), and others

- Social media channels for the church, Compline, the Café @ St. Stephen’s, May Fair House, and Young Adults on Facebook and/or Instagram
- Weekly videos of sermons, reflections, the Sunday Forum, and “Sundays on Grove,” all embedded in the **eSpirit**; services, sermons, and reflections are also available on our website. All our videos are also available on our Vimeo channel.
- Ministry Update (magazine)
- Special videos such as annual giving messages, highlights of particular ministries, seasonal videos (Lent, Holy Week, Easter, Christmas), and interviews
- Visitor guides, updated regularly and placed in kiosks around the campus
- Brochures and flyers
- Information Central, the large table and computer screen just outside the parish office.

In this large parish, members can miss learning that someone they know has died. In 2024, in response to several requests, we began offering parishioners an option to sign up to receive an email whenever a member dies. The email also includes information about memorial service plans for the deceased. More than 500 people have subscribed.

Additional metrics

- Average Sunday livestream viewership: **355 (down 9 percent)**
- Peak concurrent livestream viewership (the number of people who are watching a stream or content at the same time): **4,919 (up 60 percent)**
- 2024 Holy Week total viewership: **1,451 (up 34 percent)**
- 2024 Christmas total viewership: **606 (down 49 percent)**
- Total Facebook reach (unique viewers to Facebook page): **68k (up 9 percent)**
- Total Facebook content interactions: **6k (down 15 percent)**

We were grateful to receive awards from Episcopal Communicators, an international organization of Episcopal and Anglican communications professionals, at its annual conference in 2024, including the Award of Excellence in the Short-Form Video category for “Praying with Brushes,” about our annual icon workshop, and the Award of Excellence in the Best Campaign category for our annual giving campaign.

—SARAH BARTENSTEIN, DIRECTOR OF COMMUNICATIONS
DILLON GWALTNEY, COMMUNICATIONS ASSOCIATE AND VIDEOGRAPHER

PASTORAL CARE

The pastoral needs of St. Stephen’s Church encompass prayer requests, pastoral responses to emergencies and ongoing needs, health and wellness support, recovery groups, and attention to special needs including grief ministry and end of life planning.

A variety of parish groups attend to these needs. Their ministries complement the pastoral ministries of our clergy which cover various personal needs and life transitions. These groups include:

Lay pastoral visitors give special attention to home-bound parishioners. This group meets monthly to consider how best to serve our parish in coordination with the clergy.

Lay eucharistic visitors bring Holy Communion to homebound parishioners. The weekly visitor is sent forth from one of the Sunday morning services.

The prayer shawl ministry crafts shawls and lap quilts for distribution to those in our parish to whom we wish to give a tangible expression of our love and prayers. Clergy and lay pastoral visitors offer shawls to those who are sick, those who are isolated at home, new parents and infants, and others.

Daughters of the King offer intercessory prayers for parishioners who are ill or otherwise in need. The names of those for whom prayers are offered are held in confidence.

Gracious Gourmets prepare delicious meals for families who have recently experienced the birth of a child or the death of a loved one.

The pastoral needs of our parish are varied and ongoing. We are fortunate to have dedicated lay people extending the care we offer.

The list of pastoral offerings can be found at ststephensRVA.org/pastoralcare.

—THE REV. WILLIAM L. SACHS, ASSOCIATE RECTOR

HOSPITALITY

The hospitality committee, a standing committee of St. Stephen's vestry formed in 2023, embodies our mission to be a community of hospitality, healing and hope, sharing the love of Christ. Working with clergy, staff leaders and key parish volunteers, its purpose is to foster a culture of hospitality and inclusion that helps our members, visitors, and newcomers feel welcome and at home, and helps them connect to the life of St. Stephen's Church in meaningful ways.

In 2024, the committee supported the clergy and staff with three newcomer receptions, one each in January, April, and September, welcoming more than 80 people attending these receptions. Following each reception, parishioners followed up with those who attended, supplementing the efforts of clergy and lay staff. In addition to making newcomers and guests feel welcome, these contacts assist in connecting them to outreach opportunities, small groups, service ministries, and other forms of connection which align with their interests and schedules.

In early summer, committee members began a new type effort, serving as hospitality greeters at receptions and events, seeking out those who are not yet known to them and helping each person feel a part of our community.

To sustain and nurture the spirit of hospitality at the heart of our community life, the committee worked with clergy and lay staff to plan and host a hospitality workshop to take place February 9, 2025.

With some 100 people registered for that workshop, and a large number of people indicating interest in a future workshop, we plan to offer more of these events, as well as other opportunities to strengthen our church's atmosphere of welcome, warmth and inclusion.

—MARY VIRGINIA SCOTT, CHAIRPERSON

ST. STEPHEN'S NEEDLEPOINT GUILD

The needlepoint guild greatly appreciates the support of all the donors and skilled stitchers who have contributed to the project to cover all the kneelers in the church with hand-stitched canvases. The guild launched the final phase of the project last fall for the 60 kneelers behind the baptismal font, and 10 of these have been donated. The project covers 244 kneelers, with 56 in the Chapel of the Holy Spirit, 62 in the Chapel of the Good Shepherd, and 126 in the nave. Each kneeler honors or remembers a loved one.

Throughout the project, the guild has stayed within its budget and has extra funds available for additional smaller projects. We recently partnered with the altar guild to create hand-stitched “reserved” pew signs for use at funerals, weddings, and other events.

Guild members are grateful to have had the opportunity to provide information about the project during the recent Sunday Forum series on the art and architecture of St. Stephen’s Church. Artist Jessica Tongel, who painted the canvases for Good Shepherd, and Anne Pennypacker, who paints the canvases for the nave, explained the inspiration for the colors and themes used for the kneeler images, including the Diocese of Virginia kneelers in the first pews of Good Shepherd that depict historical churches and landmarks across Virginia. Each kneeler in the nave has a scripture verse selected by the donor and art inspired by the verse. As Anne explained, each square inch of canvas on the kneelers has taken about an hour or two to stitch. When treated with care, the kneelers are expected to last for centuries. A directory with the location, name of the donor and stitcher for each kneeler is available in the church office.

In addition to Jessica and Anne, guild members include Marie Carter, Robin Kay, Sally Lester, and Helen Sarrett. The guild greatly appreciates the support of all the donors and skilled stitchers who have contributed to this project. Additional information is available on the church website.

—MARIE CARTER, CHAIRPERSON

THE WOMEN OF ST. STEPHEN’S

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

Although the Women of St. Stephen’s are not known by the traditional name used in most parishes—the Episcopal Church Women or ECW—we are united in ministry with parish ECW chapters in our area, our diocese, and throughout the Episcopal Church. Since 1911 our purpose has been faithfully supporting the work of the parish, assisting our clergy, staff, and vestry; raising money for ministries helping women and children; and providing fellowship and service through our educational and volunteer opportunities.

The Women of St Stephen’s provide programs, award grants, and manage the May Fair House. From October through May, we host a range of programs. While they are planned and hosted by the Women of St. Stephen’s, they are designed for all: women and men, parishioners as well as those who attend other churches (or none). Our programs are listed at ststephensRVA.org/woss, on social media, and in emails sent to any woman wishing to be on the distribution list. A printed brochure with program information, grant recipients and current ministry chairs is available at Information Central.

Programs in 2024 included two presentations from the director of education for the Virginia War Memorial; a Lenten prayer presentation; a session on icons and creating prayers; a presentation by the executive director of Virginia Housing; a service of Holy Eucharist in the Bishop’s Chapel at Roslyn followed by lunch; and a program of Advent music provided by Brent te Velde, St. Stephen’s director of music; Abby Outlaw, St. Stephen’s staff singer; and the 3rd grade chorus from Anna Julia Cooper School.

In keeping with our purpose to follow the program of the church and make Christ known through service and gifts in the parish, community and our diocese, we award grants, carry out outreach projects, deliver food through “Gracious Gourmets,” and remain responsive to the needs around us. In 2024, we also served as hostesses for receptions following evening music events.

Grants

A goal of the Women of St. Stephen's is to support women and children in need. A grants committee carefully reviews proposals and selects recipients in the fall. Grant funds come from your support of May Fair House and other revenue sources, including gifts to the Women of St. Stephen's and proceeds from activities. In 2024 we were able to increase the dollar amount of grants awarded due to several factors. We completed the transition to using the calendar year—January through December—for our grant funding. This enabled both the Women of St. Stephen's and May Fair House to increase their contributions over the 2023 amount. In addition, we received several generous donations from parishioners. In November, we provided grants of \$42,000 to 27 organizations in the Richmond area and \$1,000 to the fruit and food pantry ministries at St. Stephen's. May Fair House provided \$30,000 towards this total, and the Women of St. Stephen's contributed \$12,000.

In addition to these grants, the Women of St. Stephen's gave donations to fund multiple ministries of the Episcopal Church Women of the Diocese of Virginia and gifts to the Salvation Army and three Christmas Mother programs. A list of grant recipients is available at ststephensRVA.org/woss and posted in the May Fair House. More details about May Fair House are at ststephensRVA.org/mayfair and on Facebook and Instagram.

May Fair House was established by the Women of St. Stephen's Church to foster fellowship among parishioners and raise funds for the community. As a successor to the "May Fair," a one-day fundraising event begun in 1949, the shop was established in 1978 and was initially housed in the parish's former rectory. It features merchandise comparable to what is sold in local specialty and gift shops and offers delicious casseroles and other foods prepared by volunteers in the parish kitchen and frozen for the convenience of our customers. Our efforts are powered by more than 100 women and men who provide customer service in the shop and prepare foods for sale using tried-and-true recipes. We piloted being open on Saturdays during the summer months in 2024 and this proved to be very successful and profitable, so we will repeat this in 2025.

The Art Annex, added in 2022, continues to showcase work by local artists. Artists share a 25 percent commission with May Fair House.

The shop is open Tuesday through Friday 10 a.m.–3 p.m., Saturdays 9 a.m.–noon during the farmers market, and most Sunday mornings, 10 a.m.–1 p.m. The shop is closed on Sundays and weekdays in the summer, but as mentioned above, now opens summer Saturdays, 9 a.m.–noon, to welcome farmers market shoppers. Follow us on Facebook and Instagram, [@mayfairhouse6000](https://www.instagram.com/mayfairhouse6000).

Outreach

In addition to grant recipients and year-end gifts to the diocesan ECW, our members provided a Christmas party for Elijah House, a Christian school in the city. We collected cleaning supplies and quilts for Housing Families First, a non-profit organization providing rapid rehousing and support services for Richmond families. We also collected diapers and baby items for Little Hands, an agency that distributes items to children and families in need. In addition, we collected toiletry and hygiene supplies for LightHouse RVA, which provides a safe community space for women in recovery, and for Doorways, which provides lodging for those receiving treatment at VCU Health and for their families. Members also provided on-site assistance at several agencies.

Receptions

In the fall, we shifted from our traditional pattern of coordinating volunteers to provide the reception that follows the 11:15 a.m. service. The Women of St. Stephen's now provide refreshments one Sunday per month. This change was a joint decision by the clergy and the Women

of St. Stephen's to share responsibility for this task among groups in the parish and some staff. In addition to the Sunday receptions, we help with special receptions throughout the year.

Gracious Gourmets

A team of volunteers provide TLC to families experiencing joy at the arrival of a child or grief over the loss of a family member. We offer a meal or goodie bags at these times, tangible expressions of love and support.

Additional board ministries

Our corresponding secretary writes condolence notes to families whose have suffered the loss of a member of the Women of St. Stephen's (a female parishioner). The names of the deceased are inscribed in the Book of Remembrance maintained by the Diocese of Virginia. Deceased female parishioners are honored by a memorial donation in their name to the diocesan ECW scholarship fund.

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

—LYNN BURGESS AND CAROL JAMERSON, EXECUTIVE CO-CHAIRS
CLARICE DIBBLE, COMMUNITY AND SOCIAL OUTREACH CHAIR

THE PARISH REGISTER 2024

Baptisms

Allison Cabell Ackerly, child of Mary Burns Ackerly
John Paul Lawrence Blunt, child of Stephen and Madeleine Blunt
Emma Frost Bowden, child of Edward and Catharine Bowden
Hollis Elizabeth Bracey, child of James "Mac" Bracey and Amy Broderick
Wade Charles Bracey, child of James "Mac" Bracey and Amy Broderick
Wesley Alexander Brinkley, child of Scott and Katherine Brinkley
Anderson Smith Brown, child of Ryan and Erika Brown
Harrison Gregory Brown, child of Alexander and Kaleigh Brown
Graham Adrian Bullock, child of Robert and Katherine Bullock
Julia Danette Connole, child of Patrick and Julia Connole
Annabel Hart Corey, child of Kane and Taylor Corey
Joanna Moncure Cosentino, child of Charles and Elizabeth Cosentino
Edgar Hatcher Crenshaw V, child of Edgar and Elizabeth Crenshaw
Nancy Caroline Crenshaw, child of Edgar and Elizabeth Crenshaw
Clark Andrew Crenshaw, child of Thomas and Alexa Crenshaw
Edward Irby Deane, child of Marshall and Jesse Deane
Dorothea Holland Fisher, child of Walter and Elizabeth Fisher
William Brent Carleton Gallalee, child of Kathryn and Hunter Gallalee
Elisabeth Rose Gram, child of Woody and Emma Gram
Emma Weiss Gram
Clark William Halladay III, child of Clark and Kristine Halladay
Mary Blair Harrell, child of Jeffreys and Anne Hunter Harrell

Mary Virginia Hoffman, child of James and Ellen Hoffman
Henry Boushall Holzbach, child of Grant and Eliza Holzbach
Grace Covington Irby, child of William and Lauren Irby
Henry James Irby, child of Christopher and Ashley Irby
Lauren Grace Irby
Harry Deringer Jackson, child of Wittney and Reed Jackson
Louis Stokley Jesse, child of Zachary and Elizabeth Jesse
Anne Roslyn Jones, child of William Henry and Rebecca Jones
Basil Quinerly Jones, child of Basil and Virginia Jones
Newton Pryor Jones, child of Lewis and Natalie Jones
Ellen Frances Louise Kegan, child of Stuart and Melissa Kegan
Alexander Voltz Kenerson, child of John Michael and Kathryn Kenerson
Tillman Roy Klein, child of Andrew and Sarah Klein
Ann Elizabeth Larkin, child of Robert and Katherine Larkin
Mads Michael Marundé, child of Michael and Elizabeth Marundé
Malcolm Martin Marundé, child of Michael and Elizabeth Marundé
Marsden David Marundé, child of Michael and Elizabeth Marundé
Theodore Frye Carleton McRobert, child of Jack and Elizabeth Carleton McRobert
Delilah S. Medina
Marietta Alaia Moats, child of Rudyard Moats and Hilah Barbot
Frances Lynne Moore, child of Thomas and Julia Moore
William Felix Mullery, child of Daniel and Jessica Mullery
Frances Nunnelee Peak, child of Latham and Paige Peak
William Randolph Rand, child of Remington and Anne Randolph Rand
Parker Charles Reitinger, child of Andrew and Elizabeth Reitinger
Alice Kingsbery Riddle, child of Colin and Charlotte Riddle
Quinn Leigh Roberson, child of Matthew and Dana Roberson
Anne Helen Russell, child of Matthew and Sarah Russell
Sawyer Everett Sheehan, child of Adam and Katherine Sheehan
John Edward Speight, child of Lee and Jenny Speight
Lee Colyer Speight, Jr., child of Lee and Jenny Speight
Jane Branch Stephenson, child of George and Kathryn Stephenson
James Alexander Sweeney, child of Michael Sweeney and Briget Ganske
James Chapman Thacker, child of Steven and Meghan Thacker
Annabelle Dolly Travis, child of Sterling and Alexandra Travis
Briggs Boushall Valentine, child of Thomas and Elizabeth Valentine
Charles Dallas Wagner, child of Seth and Cassandra Wagner
Collin Benjamin Weis
Charlotte Norris Williams, child of Bradford and Megan Williams
Theodore Robert Wynne, child of Robert and Tsvetelina Wynne
Adaline Grace Zahnd, child of Wade and Jessica Zahnd

Confirmed, received, or reaffirmed

Paul Amrhein	James McConnel
Charles Ayers IV	Towles Melton
Frances Birdsey	Herny Mulholland
Thomas Bowen-Rees	Douglas Whitfield Mullins
Alice Branch	Lucille Oakey
Cora Coulbourn	Courtenay Palmer
Hatcher Cox	Mary Peramas
Clarke Dillard	John Purcell IV
Martha Easton	Alexander Reed
Serpell Edmunds	Pierce Rempe
Andrew Everett	Andrew Robertson
Joanne Falk	Elizabeth Scholder
Katherine Farley	Jerry Scholder
Madeleine Faugot	Emily Sheppard
David Fonville III	Mary Gay Shields
Mary Greene	Virginia Smith
Claiborne Hall	Frances Smith
Luke Hudson	Elizabeth Spalding
Carolyn Hyatt	Madeline Taliaferro
Julianna King	Meghan Thacker
Eleanor Klim	Steven Thacker
Marcus Lewis	Katherine Thompson
Edwin Lucas	Lilly Thurmond
Kenneth Lucas III	Lillian Walker
Kenneth Lucas IV	Robert Walker
Rebecca Lucas	Collin Weis
Elizabeth Mathews	Catharine Williams
Lillian Mayer	Jacquelin Holt Williams
Catherine McConnel	

Marriages

Elizabeth Ann Dupont and Richard Wallace Nuckols, April 20, 2024
Sara Charles Moir and Jason Price Bohrer, Jr., April 27, 2024
Ann Elizabeth O'Hagan and Graham Hudson Pergande, June 1, 2024
Mary Elizabeth Moore and Kenneth Michael Kurzendoerfer, August 10, 2024
Melinda Culvahouse Hardy and Dwight Edward Tarwater, August 24, 2024
Elizabeth Richmond Wallace and Charles Joseph Baker IV, September 21, 2024
Ann Tyler Smith and Samuel Connor Wilson, October 5, 2024
Arden Brooks Locher and Gabriel Decol Hauari, October 12, 2024
Carlee Carroll Pennypacker and Robert Donald Rhoton, October 19, 2024
Ellen Kingsley Forrest and Benjamin Todd Garner, November 23, 2024

Burials

Burials conducted in 2024; date listed is date of death

Lemuel Vick, December 14, 2023
Nancy Vick, December 18, 2023
Mary Gail Horsley, January 6, 2024
Jackson Lee Blanton, January 7, 2024
Lucy Anne Vaughan Stockdell, January 17, 2024
Dusty Gillenwater, February 10, 2024
Sandy Fitch Suskind, February 29, 2024
Malcolm Wellington Bates, March 15, 2024
Ann Lipscomb Parrish, April 5, 2024
Thomas Bryan Walker, April 21, 2024
Nancy Edmunds Morris, April 27, 2024
Nancy Long Bruni, April 19, 2024
Anne Heath Hardage, April 30, 2024
Nancy Burton Davis, May 1, 2024
Anne Moore Stephenson, May 6, 2024
William “Will” Douglas Selden VI, June 1, 2024
Marcia Carmichael Frazier, June 1, 2023
Dorothy W. Harshbarger, August 25, 2023
Anne Cockrell Buchanan, May 30, 2024
Ann Page Lowry, May 31, 2024
Susan Reid Powell-Parket, June 2, 2024
Carolyn Kalk Snow, June 5, 2024
Elizabeth Lee, June 21, 2024
The Rev. Alwin Reiners, Jr., July 17, 2024
Lawrence Fuccella, July 26, 2024
William Michaux Buchanan, July 27, 2024
Mary Alice Dibble, July 31, 2024
Henry M. Massie, Jr., August 13, 2024
Carole Leonard Hebb, August 16, 2024
Dorothy Swan Horne, August 27, 2024
James Stephen Buis, August 29, 2024
Marion Douglas Hargrove, Jr., September 9, 2024
John Bain, Jr., September 12, 2024
Wilda Ferguson, September 17, 2024
John Davis Evans, Jr., September 25, 2024
Cathy White, October 1, 2024
Reed Russell Henderson, October 7, 2024
Sandra “Sandy” Farley Graves, October 14, 2024
Marcia Ann Ballem Tabb, October 24, 2024
Adam Djibril Nimaga, October 31, 2024

James Merrill Lee, November 7, 2024
Louise Pretlow Kopecky, November 8, 2024
Gay Fraser, December 4, 2024
William Hewlett Stith, Jr., December 16, 2024
Courtney Spencer, December 22, 2024

Joined or transferred in

Marshall Acuff from St. James's Episcopal Church, Richmond
Paul Amrhein and Lynn Faugot
Katherine Barrett Baker from Grace Episcopal Church, Goochland
Linda Bennett
Linda Beres
Laura Bland from St. Matthew's Episcopal Church, Richmond
Madeleine and Stephen Blunt
Alisa Booze Troetschel from St. James' Episcopal Church, Warrenton
Amy Broderick and Mac Bracey
Daniel Brower from St. Mark's Episcopal Church, Palo Alto, CA
Martha and Jim Easton
David and Katie Elsasser from Christ Episcopal Church, Charlotte, NC
Joanne Falk
Patricia "Pat" Garris from St. Andrew's Episcopal Church, Norfolk
Craig and Samantha Hairfield
Jessica and Zachary Harris
Catherine Haven
Carolyn Hyatt from Christ the King-Epiphany, Wilbraham, MA
Melissa and Stuart Kegan
Roberta Keller
Cathy Lanford and Lucy Memmo
Marcus Lewis
Kenny and Becky Lucas from All Saints' Episcopal Church, Richmond
Michael Maguire
Elizabeth and Michael Marundé from St. Andrew's Episcopal Church, Richmond
Katie and Jim McConnel
Delilah Medina
Keith Newton Miller from Christ Church Parish, Saluda
Chris and Whitney Montgomery
Lindsay and Gray Nexsen
Kerrigan and Briggs O'Malley
Stephanie Peramas from Grace Episcopal Church, Chattanooga, TN
Mary Peramas
Diane Powers from Christ the King Episcopal Church, Santa Rosa Beach, FL
Lyn Presson from St. James's Episcopal Church, Richmond
Elizabeth and Jerry Scholder

Fran Smith
Andrea Stillman
Janet and Paul Stuhlreyer from Christ and St. Luke's Episcopal Church, Norfolk
Meghan and Steven Thacker
Steve and Bobbie Thomas from Emmanuel Episcopal Church, Greenwood
Kate Thompson
Tiffany and John Voorhees
Harry and Claiborne Warner from St. James's Episcopal Church, Richmond
Susan Wilkes from St. Martin's Episcopal Church, Houston, TX
Laurel and Marc Wise
Elizabeth and Ryan Witt from Christ Church, Georgetown
Clare Woodley from St. John's Episcopal Church, Kissimmee, FL

Transferred out

Elizabeth Harper Vaughan Anderson to St. Mary's, Goochland
Adam and Elly Bacigalupo to St. John's Episcopal Church, Tampa, FL
Olivia Elizabeth Baker to the Cathedral of St. Philip, Atlanta, GA
Kathleen and Jeffrey Burden to St. John's Episcopal Church, Richmond
Margaret Tucker Cardon to St. Paul's Episcopal Church, Alexandria
Langdon and Jane Christian to All Saints' Episcopal Church, Richmond
Harrison and Elizabeth Graham to the Church of the Advent, Boston, MA
Elizabeth Garnett Hester and Virginia Garnett Hester to Vauter's Episcopal Church, Loretto
Bert and Lisa Hopgood to All Saints' Episcopal Church, Richmond
Allison and Wyatt Loflin to St. Mary's Episcopal Church, Goochland
Marcos and Clare Huerta to All Saints' Episcopal Church, Richmond
Elizabeth "Tay" Kemp Pherson to St. Paul's Episcopal Church, Richmond
Margaret Mackinnon to St. Peter's Episcopal Church, Richmond
Linda Merrick and David O'Connor to Grace Episcopal Church, Lexington
Sharon Moody to St. Mary's Episcopal Church, Goochland
Lorena Katherine Oliver and Aaron Olson to St. James's Episcopal Church, Richmond
Ronald and Karen Phillips to St. Mary's Episcopal Church, Goochland
Anthony and Holly Vinson to St. Mary's Episcopal Church, Goochland
William and Mary Kay Widhelm to Ware Episcopal Church, Gloucester
Bob Williams to Galilee Episcopal Church, Virginia Beach
William and Patricia Young to All Saints' Episcopal Church, Richmond



St. Stephen's Episcopal Church | 6000 Grove Avenue | Richmond, VA 23226
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