



Grace Episcopal Church Asheville, NC

2020 Annual Report

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2020 Vestry Members

Doug McClellan, Senior Warden
Jim Compton, Junior Warden
Pat Walters, Junior Warden ~ resigned
Larry Bowen
Jackie Schauer
Lorie Tola

Greg Townsend
Anne Jarema
Ben Scales
Scott McKenzie
Ron Sims

Rector's Report for 2020 **The Rev. Milly Morrow**

Dear Good People of Grace,

Happy New Year and Blessed Epiphany to you all. My prayer is that each of you are well and that your holidays were full of joy and connection. As we enter into the season of Epiphany and as we give reports of the past year, I must begin with my gratitude. As a new Rector and as a sister in Christ, I am in awe and humbled by the enormous support and steadfast love I have received from you as we have begun our journey together. When I first began to discern my call to be with you as your Rector, I never considered that I would be serving you during such a time as this. In my discernment, I imagined working with you and the staff at Grace to build on the good work you have been doing, to increase our visibility, renew our energy and grow our ministries together. I imagined creating relationships with each of you through fellowship and formation gatherings. I imagined connecting deeply during our first few months, you coming to know my family and me knowing yours. I imagined the laughter and hugs that would take place at community breakfast and the energy we might share through collective outreach opportunities. These were my hopes and dreams as I said "Yes!" to being your priest.

What I did not imagine was preaching to a large empty church. I did not imagine meeting you behind masks or in squares on a computer screen. I did not imagine any of this, nor did I imagine the world being thrown into a time of global crisis and the weight of that crisis on all of us. I did not imagine this, and yet, six months into my life with you, here we are. Called together exactly during this time and exactly for this time. This is what I know to be true. God knows what we need, and God provides us with all we need, to be and to do what God calls us to, in this world.

What I trust beyond any imagining is that I have been called to you for this moment and we have been given all we need to be about the work God needs us to be about, now and for the future.

Grace, as I write to you for our Annual Report of the year 2020, I cannot deny the grief I feel for not yet having worshiped with you in person. I cannot deny the longing I feel to be in your presence and to pray with you and sit with you unencumbered by face coverings. I cannot deny it because that would be a false report. And yet, I also cannot deny my deep gratitude for your support of me and of Grace and how your love has made God's love manifest in my life and work. I cannot deny that I am even more sure now that God has called me to Grace, to be with you as your Rector during exactly this time and in this moment.

Our work together has begun in unimaginable ways. And yet, it is undeniable that God is in it with us. Our work in 2021 will be to build the resiliency and faith to meet each other as co-workers in our collective ministry. Our work is to keep showing up and to trust that, as we gather a new vestry and

affirm the work of our many programs and our 2021 budget to support their efforts, God has given us all we need to make our visions for this place manifest.

Thank you, each of you, for the ways you have supported Grace during this time and for the ways you have welcomed me, had patience with me, and loved me. Thank you to our outgoing vestry members that have been the foundation of this place for the past year. Thank you to Valerie for her immeasurable support and kindness and her knowledge and love. Thank you to our growing Pastoral Care Committee and our Worship Committee and our Altar and Flower Guilds who have been faithful to their calls, while nothing has been as we expected. Thank you to our Outreach Committee for the discernment and commitment to the needs of the world and for stewarding our resources so wisely and compassionately. Thank you to our financial committees, Endowment and Stewardship, for being brave and strategic in your efforts to resource Grace. Thank you to each of you that have pledged your support to Grace for our 2021 budget. Your support is what will make all we have imagined possible in the year to come! The creativity and flexibility you have displayed and lived into has made our life here possible and abundant. My gratitude for you grows daily and as I imagine our future, the thought of being united with you in our beautiful church in the near future brings me ample Joy and Hope to guide me into each new day.

My prayer is that this same Joy and Hope and God's unfailing love will guide you as well to that day when we will worship together again in our beautiful Church. Together, we will see the fruit of all of our efforts as we raise our voices in prayer and song once again, in this new year. Praise be to God.

Peace and love,
Rev. Milly



Baptism in the garden.



Christmas Hymn Sing

Vestry Election – January 12, 2021

We would like to thank the persons rotating off the Vestry for faithful service rendered: Larry Bowen, Jackie Schauer, Lorie Tola and Greg Townsend. And we also extend a special thank you to Doug McClellan for his work as Senior Warden. We now introduce the four nominees for 2021.

Steve Birkhofer



Raised in the Episcopal Church by an Air Force family (eight children). Maine native (SAC).

Formative years (age of 10 to high school grad) were in central (middle) Georgia (Macon area in proximity to Robins Air Force Base).

Have lived in the Asheville area since the mid-1990's, and relationship as a member of Grace Episcopal church dates back to 1999-2000.

Previously served as Vestry Finance liaison from 2001-06.

Married to Maria Lisa Milner in 2012. Live in North

Asheville/Weaverville (Woodland Hills).

- Academic background, professional credentials include advanced degrees from Mercer University (MBA) and Western Carolina University (MAcc). North Carolina licensed, Certified Public Accountant (CPA). Several professional affiliations. At one time fluent in the German language (Goethe Institute language certificate, German as a second language).

Prior to coming to WNC, professionally I worked in the Telecom industry for five (5) years with Sprint (corporate division) and worked overseas as a contractor for approx. 2 years (Sprint-Deutsche Telecom partnership).

Since early 1999, employed by the state of North Carolina (UNC system), with most of this time assigned at UNC Asheville. Currently the Director of Special Funds Accounting, which principally encompasses grants & contracts, federal student accounts funding, endowed funds, revenue bonds, etc.

Currently privileged to serve as Grace Church's Endowment Committee Chair, I am a longtime member of the voice Choir and have been 'sometimes' active with the Men of the Church.

Mathes Mennell



Top Row (L to R): Mathes Mennell, Kim Winters
Bottom Row (L to R): Jonathan Mennell, Emma Winters,
James Mennell, Lilly Winters, Megan Mennell

The Episcopal Church has been a constant and important part of my life from early on as I was baptized, confirmed in my youth, and always enjoyed participating in EYC. My mother served on the Vestry and giving back to something that has so selflessly to me makes perfect sense. We have been so blessed to have Rev. Morrow in my life, beginning when I moved to Asheville in 2015. She married Kim and I and has been a steadfast partner in our family's spiritual journey.

Upon her moving to Grace, it was a natural transition for our family to join the Grace community as well. I feel very

strongly that we all need to participate where we are, and I look forward to finding ways to advance our community of Grace and am relishing the opportunity of serving as part of the Vestry. I look very much forward to helping/being part of the journey ahead as Grace navigates the challenging, yet bountiful opportunities ahead for us all.

Elaine Potter

I was born and raised in Asheville and have always gone to Grace church (with a break of about 20 years after college). It's been wonderful being back and able to come to church on my own terms (without my mom making me wear a hat or pinching me to be still). I've served in various capacities throughout the years (most of them I made up – Chief Coffee Hour Cookie Taster, First-in-line- breakfast buffet captain, etc.) I am married to Annika and we have two boys, named..... um..... Wayne, no.....,Walt, no.....,um, oh yeah, William and Nate! I am excited to help shepherd the church into this new era we are in.



Elaine Potter, Annika Brock
William, Nathaniel

Vicki Lovin Vest



Vicki Lovin Vest was born in Atlanta and raised in Cobb County, Georgia. A graduate of Young Harris College and The University of Georgia, she has been teaching kindergarten and 1st grade, currently at Weaverville Primary. Vicki and her husband Paul are long-time members of Grace, first worshipping here 1984-86, and returning in 1996 when Paul's YMCA career brought them back to Asheville. Vicki has served on vestries in Torrington, CT, in Virginia Beach, VA, and at Grace some years back.

Vicki and Paul raised two sons at Grace and find joy in grand-parenting three cherubs. Through the years, Vicki has been involved in Adult Christian Formation and has a passion for young families.

She's looking forward to a time when we can all come back together, worshipping, and singing in our beautiful space.

Grace vestry has four open seats and four nominees. Therefore, we will vote by acclamation in support of these four nominees. If you wish to oppose any candidate, you will need to voice your opposition in our zoom meeting this Sunday. We are grateful to our nominees and thank you, the congregation for your support.

Senior Warden's Report / Stewardship Report

"Evolve" (To develop gradually by a process of growth or change.)

2020 was a year of evolution at Grace.

We started the year living and worshipping as usual. We engaged ourselves in Bible and book studies, in-person worship services at church, Sunday breakfasts/forums, and events like the Pub Sing.

Also, we began utilizing our new a/v system for Fr. Gary's breakfasts, forums, and Adult Christian Education, including our introduction to Bishop Curry's "The Way of Love" video series.

Fr. Bob and Deacon Jeannette continued to lead and support a robust Monday Morning Bible Study group.

"Friday Night Lights on the Lawn" helped us connect, reflect, and have conversations, ranging from personal updates to current events.

By early spring, our personal lives and our world at Grace began to evolve.

As the COVID-19 pandemic began spreading, we complied with the Bishop's directives of limiting in-person worship service and adhered to CDC guidelines by regrettably closing our doors to the support groups meeting at Grace.



Advent book study ~ Love Is the Way

The use of Zoom became a way of living and staying together for virtual Sunday Worship Services, Coffee Hour, Monday Morning Bible Study, Nightly Compline, Centering Prayer, Advent book study, and also meetings by the Leadership Team, the Vestry, and other church groups.

We became adept and secure, too, in holding distanced meetings and inviting each other into our homes via PCs, Macs, smartphones, and other computing devices.

But our world at Grace evolved again as we experienced all of our clergy (Fr. Gary, Fr. Bob, and Deacon Jeannette) leaving Grace along with other changes in church personnel and in the Vestry as well.

However, we didn't let these changes stop us.

Instead, we stepped up our Pastoral Care efforts, keeping everyone connected through several phone campaigns by the new Shepherding Ministry and the Vestry.

Then by the Grace of God, a milestone event happened in the evolution of Grace.

After a diligent and faithful year-long process by our Discernment Committee and the Vestry, we celebrated the selection of the Rev. Milly Morrow as our new Rector!



Rev. Milly Morrow's First Sunday with Fr. Gary Coffey, Fr. Gary Butterworth, Fr. Bill Edwards & Elise Cassarino shown above. ~ August 9th, 2020

We began welcoming many new families and individuals to Grace and celebrating safe-distanced baptisms inside the Sanctuary and outside in the Garden. The Vestry also experienced an energizing retreat with Milly's leadership at Camp Kanuga.

The Outreach Committee began evolving as well, especially in the face of COVID-19, going beyond helping key agencies and ministries financially meet immediate needs in the community for food, clothing, and shelter, to being inspired to address the root causes collaboratively with longer-term, socially-just solutions.

Stewardship-wise, our pledges followed the usual pattern of having a great first response, and then having members of the Vestry following up with those we would still like to hear from. If you get a call from a Vestryperson, please remember that your pledge, along with everyone else's, is what keeps Grace alive as our church home.

Right now, we're readying ourselves for the Roof Campaign and bidding process, so that we can get Grace ready for the next generation and fulfill our shared call of loving and serving others, confidently and boldly.

And as we look expectantly to 2021, let us anticipate being back in church together— stronger, kinder, and bolder—as a growing church and as one body of Christ.

Brothers and Sisters, it's been my honor and privilege serving you as your Senior Warden this year. Thank you for your prayers, conversations, and serving faithfully as God's people.

I look forward to continuing our evolution and traveling the Way of Love with you.

Let's see where it takes us!

Yours in Christ,

Doug McClellan

Junior Warden's Report / Buildings and Grounds Ministry

Rev. Milly asked me to step into this position in August after the departure of Pat Walters, whom I



would like to recognize and thank for all the good work he accomplished. Randy "Angel" Stoudt became our new Sexton who arrived shortly after, and we started in, learning our way around the buildings and grounds. With Angel's help I was able to figure out a way to get on top of the bell tower and fix that persistent leak. I also met Don Hawkins, whom I would like to recognize and thank for his work in the memorial garden, as well as completely rebuilding the labyrinth. This was not a small task. Most of my work time has been a cascade of little things. There is always something. But now on to some bigger things...

The replacement of the roof is currently in the bidding process. Mike Cox our architect, Jackie Schauer, and I met with contractors Dec 16 for a pre-bid meeting, and bidding closes January 13. The grounds and parking lot will be a construction site, but access and available parking will be maintained. And it will be that way for a while. My hope is by June or July, the workers will have long since departed, and the grounds will have completely recovered. I pray also that we have all recovered and joyful voices, singing and laughter again echo through Grace.

In the meanwhile, we plan on upgrading the lighting in the fellowship hall, and other improvements there as resources allow.

The large diseased oak on the lower corner will be removed over the winter. Then I foresee a project to improve the drainage and ground cover of the playground.

The "storage house," or 19 Irving St. is in the process of some structural shoring up. That house was gifted to us by Bill Warren and Jack Woodhouse years ago, so I see other improvements ahead, to keep and honor that gift.

I have special thanks for Valerie, who always seems to have the answers, and Jackie Schauer and Kathleen Griffin, who always seem to come up with ways to keep me busy.

Jim Compton
Junior Warden

Altar Guild Ministry

After Jackie Schauer contributed a tremendous amount as Altar Guild Ministry Leader and stepped down after serving for the first half of 2020, Shannon Townsend stepped forward to be the Altar Guild Leader for the second half of the year. Presently, our ministry has five folks who are taking care of setting up and cleaning up for our weekly and special services with many others waiting in the wings until Covid-19 has subsided. With having the one online service, most aspects of our ministry are on hold until we can gather again -- which we are all looking forward to, whenever the day comes; and when we do, we look forward to increasing our membership and deepening our participation in our ministry.

Respectfully submitted,

Shannon Townsend
Altar Guild Leader

Child Formation Ministry

We use a Montessori approach that allows a child to explore his or her individual spirituality within the sacramental structure of our faith. In the beginning of the year, 2020, we were serving the children who were with us on Sunday mornings. Level I had begun to work their way through the dioramas, prayer table, practical life works, and sacramental structures. This began in September 2019 until March 2020 when we ended meeting in person activities at Grace. In level II we have started having a community breakfast for the first portion of the Sunday school hour. This allows for community building. It is also the time in the developmental stage that the children start to form community. Seeing that the season of Advent is here, we have been exploring the Annunciation to Mary, Visitation to Elizabeth, Land of Israel (Geography), the Visitation of the Shepherds, and the Wisemen. We have also been looking at the Liturgical calendar, Gestures of the Eucharist, and Piratical life. Again, this began in September 2019 until March 2020. From March 2020 to present we have been in a holding pattern. Waiting to see what and how we are going proceeding as a church. Doing our best to keep all safe we have not been able to meet since March. There have been some communications about perhaps a virtual platform on which we can meet, maybe interact, or prerecord some works. As of now nothing has been decided. Should this change we will be sure to make you aware! Prayers for you all and your families.

Grace and Peace,
Mark Silvers
Catechist/Child Formation

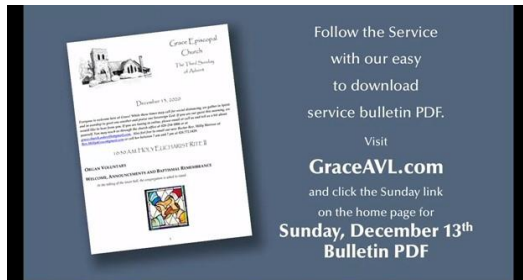
Communications Ministry

The communications ministry of Grace Church is a multi-faceted operation involving old and new media.

The Grace TEAM (To Each A Ministry) remains one of the anchors for the parish communications network providing a monthly collection of past event reporting and detailed future happenings. Kim Hayes works tirelessly to provide a concise summary of all things Grace. TEAM is available in printed form and downloadable PDF format from the church's web site at GraceAVL.com.

This Week at Grace . . . and More (TWAG) is a weekly e-mail blast compiled by Valerie Heavens.

This is the go-to source for all that is on for Grace in the coming week. In addition to event descriptions TWAG most importantly contains links to the web, up-coming ZOOM meetings, services, and information sources. TWAG is a subscription-based e-mail and can be found on the church's web site at GraceAVL.com.



The weekly Sunday service Bulletin, because of the pandemic, became available for the first time as an online PDF for viewing and downloading. In addition to providing the service rubrics, it has become an instrumental means of conveying parish news, events and links. Charlotte Chiott and Valerie Heavens work diligently each week to insure all that's necessary is included in the Bulletin for that week's service. Spanning from the upcoming meeting links to the most

current prayer requests our Bulletins have it all and are available on the church's web site at GraceAVL.com.

With the onset of the COVID pandemic, Grace, with Rev. Gary Butterworth's leadership, returned to its Facebook page to offer the evening office of Compline nightly (except Sunday). This 8 p.m. service is now lead by a dedicated group of lay readers on Monday - Becky & Bill Smith; Tuesday - Nancy Walters; Cliff Albertson; Wednesday - Kelly & Sydnor Thompson; Thursday - Elise & James Cassarino; Friday - Elaine Potter; Saturday - James Cannon. These services are often visited by viewers beyond our Grace community. Again, links are available on the church's web site at GraceAVL.com.



In addition, our Rev. Milly Morrow has incorporated, with Facebook's live capability, services from the Urban Garden and socially distanced services on the front lawn. She and Valerie Heavens contribute regular updates to facebook.com/graceasheville and facebook.com/grace.church.718689/.

With the onset of the COVID pandemic and social distancing, physical attendance at Grace for services was no longer possible under the Diocesan guidelines. Blessed in 2019 by the foresight of Rev. Gary

Butterworth, the interim rector, and a receptive vestry, the installation of a state-of-the-art camera and streaming system was made. Included were interactive monitors in the Parish Hall and Edwards Library as well as viewing monitors in the foyer and downstairs conference room. Also included were upgrades to the sound systems in the Sanctuary and Parish Hall



All of these additions, though initially thought by some to be extravagant indulgences, have since proved to be providential. Grace now live

streams worship services each Sunday and for special feast days. During this difficult time, we have been able to provide memorial services that allow families to gather socially distanced and watch the service live in the Parish Hall and/or Library.

Following Rev. Gary Butterworth's suggestion, from his years of movie experience, Grace, in early Spring, just before the pandemic rush to install camera systems, was able to add an invaluable second 'static' camera to the sanctuary providing relief from the whiplash view changes. Our streaming is now much smoother, and our quality is excellent.



A live "Zoom Peace" on the 4th Sunday of Advent.

A dedicated team of 'streamers' - Elaine Potter, Ali Schaefer and James Cannon - are now able to ensure Grace services are available on the web each Sunday. Their latest accomplishments allow for incorporating pre-recorded video clips and, most recently, a live "ZOOM Peace" so more of the congregation are able to participate in Grace's worship. Again, all of the streaming and

YouTube offering links are available on the church's web site at GraceAVL.com.

Which brings us to the web site. GraceAVL.com was rolled out as a vehicle to facilitate the new rector search and make the Parish Profile widely available. All of that was resoundingly successful. Thank you, Kim Hayes, Lorie Tola, Valerie Heavens, James Cannon and Rev. Gray Butterworth. Through amazing foresight, the new web site has been able to provide a robust, user-friendly platform allowing the Grace family to be in touch during these days of social distancing. The site has facilitated on-line giving, so vital in these days of non-attendance; one-click links to newsletters; Grace YouTube services; ZOOM meetings; Service bulletin PDFs; Sermon recordings; Pumpkin Patch donations; a 2021 Pledging link; a 3D tour of the sanctuary; and so many more opportunities to stay connected with Grace.

With the overwhelming importance to Grace's communication network of being 'online' there is an ongoing effort by volunteers to help technologically challenged parishioners avail themselves of our many 'online' offerings. We continue to provide monthly mailings via regular mail to those not connected and have a strong Pastoral Care Team reaching out by phone.

Into 2021 we are always looking for more and better ways to continue and enhance the connection of Grace Church and our relationships within our worship community and beyond. Please come join our amazing communications team and share your skills or learn some new ones.

Respectively submitted by the Grace Communicators.

Discernment Committee Ministry

Needless to say, our work is done. Thanks be to God. We are blessed and excited to have the Reverend Milly Morrow as the rector of Grace Church.

We used the pre-pandemic period of January and February to review, visit and interview our final candidates in our search process. As a blessing in that process, we were able to present our final candidates to the vestry the first week of March. We recognized throughout our process that God had a hand in our work and gave us peace and guidance throughout our time together.

I am grateful and blessed, as the chair of our committee, to have worked with Cliff Albertson, Kim Hayes, Elaine Potter, Mark Silvers, Lorie Tola and Sally Withers. I personally, thank them for their ongoing commitment and efforts. This committee worked with hearts and minds full of love and desire to fulfill our commitment and covenant to Grace Church, its parishioners and the communities outside our church family who we desire to be touched by God's love. Thank you for your support as we worked through this inspiring process.

In Christ,

Paul Vest
Discernment Committee Chair

Endowment / Planned Giving Report

The Church endowment pool effectively grew from a January 1, 2019 position of \$565,668 to \$647,434 at December 31, 2019, or a net annual increase of 14.45%. The only significant withdrawal from the investment pool was \$12,500 in support of sustaining Ms. Jenna Sharrits' Youth Ministry leadership.

Brief analysis: While general parish contributions to the pool were less than \$1,000.00, broader market averages advanced favorably in 2019 (e.g. the Dow Jones Industrial Average was up 26% for 2019). Grace Church has maintained a well-diversified portfolio of equities (stocks), fixed income (bonds), and a very conservative 10% cash position (now 5% following a unanimous Endowment committee review). Equities were the major growth vehicle in 2019 (both domestic and international) with other portfolio components yielding comparatively soft returns. In reducing the cash position from 10% to 5%, the committee prompted Grace Church's investment manager to seek liquid cash investments that offered at least some nominal yield together with a AAA investment grade. Grace Church is fortunate to have Parsec Financial Management serve as its investment and advisory manager, and the portfolio's results for 2019 are testimony to Parsec's expertise.

Committee Stewardship: well managed endowment funds require discipline to ensure that they remain a sustainable funding source. Grace Church has moved forward to apply a 5% annual spending rate against the endowment pool (fund) based upon a rolling average of the most recent 12 quarters. Spending availability was potentially greater in 2019 (up to \$21K) but the determination was made to carry-forward any residual funds, beyond support for Jenna Sharrits, to help fund the 'Raise the Roof' campaign for 2020. The Endowment Committee believes it can responsibly endorse

up to \$50,000 in support of the roof replacement project by drawing from annual spending availability balances for 2019-2021.

Your Endowment Committee includes: Ms. Anne Jarema (Secretary and Associate Coordinator), Mr. Larry Harris, Mr. Stephen Jones, Mr. John Chastain, and Steve Birkhofer (Lead Coordinator/Chair). Your Committee meets quarterly (typically the second Monday or Tuesday eve following the end of each calendar quarter). All Parish members are welcome to attend and contribute to these meetings.

Peace to All,

Steve Birkhofer

Episcopal Church Women

ECW held only one meeting this year on November 7, 2020. Nine women (including our officers: Cheryl Aull, President; Jeanne Sims, Vice-President; Anne Jarema, Secretary; and Mary Ann Warren, Treasurer) attended our socially distanced meeting held in the church courtyard. Our officers agreed to continue serving until our spring Derby Day meeting which will be held on May 1, 2021, when new officers will be elected.



Topics of discussion included how ECW could best assist with church projects and funding. All of ECW's funding is provided by our annual rummage sale. Since our last rummage sale was held in the fall of 2019, we are limited in our ability to provide financial assistance until we are able to schedule our next one. However, since our 2019 sale was successful, we were able to help in several areas. In the spring of 2020, ECW contributed \$2000 to the Outreach Committee of Grace. This money helped to provide funds for local agencies such as Manna and Room in the Inn to assist those in need due to the

Covid 19 pandemic. We also contributed \$1500 to Outreach to be used for projects helping children (such as the Angel Tree, Back to School Supplies Drive and Manna's Backpacker program.) Each year we set aside funding to assist children/youth of Grace to attend Camp Henry. In 2021 we will provide partial scholarships of \$235 per child as long as funding remains available. We also voted to provide \$1500 for the Grace Garden Guild. In addition to monetary funding, we voted to allow agencies providing for those in need to have items from the storage house prior to the rummage sale.

We would like to thank all parishioners of Grace for contributing items and your time to our annual rummage sales. Without your support we would be unable to provide the assistance described above. Those of us who physically help set up and manage the sale missed the camaraderie and fellowship! We'll keep our fingers crossed that we are able to meet in person for our annual Derby Day luncheon.

Cheryl Aull
President

Finance Ministry—Year to Date, November 30, 2020

After the first eleven months of 2020 income from **all sources** totaled \$379,254 and exceeded our projections by \$27,917. Pledged income for this period totaled \$308,500 and exceeded expected pledges by \$37,870.

Our projected pledge and plate income was insufficient this year to meet the projected needs of routine operations and the vestry sought funding from other sources to supplement our anticipated funds. Our positive income variance is largely due to the receipt of a Paycheck Protection Loan acquired through First Citizens Bank and the Small Business Authority in May 2020. The loan in the amount of \$34,900 was coupled with several one-time contributions to provide additional income in the amount of almost \$48,000.

Operational, personnel, program and outreach expenses at the end of November 2020 totaled \$330,542 and were \$25,285 less than budgeted amounts. These savings coupled with our surplus in income resulted in an overall budget surplus of \$53,202. When this budget surplus is reduced by the approved deficit of \$4490, we still have an actual surplus of \$48,712. With this knowledge, the vestry will be voting in December to restore the Diocesan pledge to its original amount (the vestry voted to reduce the pledge this past spring as Covid-19 closures and restrictions were imposed). With the restoration of the pledge, we should still safely end the year with a small surplus.

Our pledges in 2020 totaled \$302,408 compared to \$342,174 in 2019. Our pledging numbers in 2020 also declined from the 2019 level from 105 to 94. On a positive note, at this stage, we have already exceeded our annual pledged income approximately \$6,000. We are hopeful that with renewed energy and an effective stewardship program we can see a substantial increase in numbers of parishioners pledging to support growth in programs and outreach in 2021.

Last year's approval of approximately \$50,000 from a parishioner's bequest for upgrades to the Parish's technology and audio-visual capabilities was fortuitous. Changes included redesign of our website, acquisition of computer and networking hardware, improvement of sound systems, networking and Wi-Fi enhancements, audio-visual streaming, and interactive video capabilities. These changes and enhancements have enabled us to stream our services, conduct parish activities and worship, and provide operational continuity with remote meetings.

We are grateful for the steadfast assistance of a number of volunteers throughout the year. The handling of receipts and the oversight of pledges are critical and sensitive functions of church finances.

Anne Simmons has long been involved with both functions. For many years she has received and posted pledges and has provided quarterly updates to parishioners on the status of their pledges. Additionally, she has provided oversight for those counting and depositing receipts each week. This July, she stepped down and we shall truly miss her steady and faithful presence.

Additionally, we wish to thank those who have faithfully fulfilled the necessary tasks of counting funds (Steve Birkhofer, Martha Boyette, Georgi Bruce, and Sally Withers) and making weekly deposits (Steve Birkhofer, Judy Bohan, James Cannon, Chal Vaughn, and Hugh Vaughn). These individuals have worked diligently to ensure that funds were accurately tabulated and deposited in a timely fashion and credited to the proper accounts. Their invaluable volunteer work and tireless efforts are deeply appreciated by the Parish. Please take the time to thank these folks for their devoted service as you have the opportunity.

Anne Jarema, Vestry Finance Chair / Joe Aull, Treasurer

**Statement of Activities - Grace Church
Year to Date - November 2020**

	Actual	Budget	Variance
Income:			
Pledges	308,500	270,630	37,870
Open Offerings	14,156	18,953	(4,797)
Interest	79	69	9
Misc.	56,519	61,685	(5,165)
Total Income:	379,254	351,337	27,917
 Expenses:			
Outreach/Mission	35,254	39,004	(3,750)
Parish Programs	9,547	13,593	(4,046)
Operations	67,097	78,365	(11,268)
Personnel	218,644	224,865	(6,221)
Total Expenses:	330,542	355,827	(25,285)
Income Less Expenses:	48,712	(4490)*	53,202

- Vestry approved a deficit of \$4490 in budget year 2019

Flower Guild Ministry



Happily, the Grace Church Flower Guild has continued to function effectively albeit in a different way during the very unique year of 2020. We have continued our ministry by adorning the chancel area shelves with either flowers or greenery throughout the year, also, we are currently working on a program of carrying unused flowers to the ill within the congregation and to residents in this areas' nursing homes (please let us know of anyone who would enjoy this service), because of our current limitations we put together packets for individual Advent Wreaths which were made available to 30 church members in addition to the creation to our large one for the altar area, needless to say, we had no weddings

at our church this year; but let us keep our fingers crossed for 2021!

My heartfelt thanks to our annual donors in addition to our suppliers: John at Clements Florists, the staff at Coward's Floral Supply, and for purveyors of local plant materials. We are blessed with our new staff members, the Rev. Milly Morrow our priest who has offered much support as has Angel Stoudt our part time sexton. Additionally, much appreciation goes to Valerie Heavens our office coordinator and Charlotte Chiott our guild treasurer for keeping me on my toes and doing a great job with our schedules and finances.

Please call me at 230-1396 if you would like to be a donor or a volunteer in any capacity. As ever, we rejoice in Flowers to the Glory of God.

Humbly submitted,
Marzy Israel

Garden Guild Ministry

With a \$500 donation from the ECW, we were able to set up a compost bin near the upper parking lot for collecting leaves, garden and flower waste from the church grounds. We purchased two garden carts for hauling mulch and waste. (The carts also were used at the pumpkin patch). We were also given some long-handled garden tools from the rummage sale donations.

We have developed a plan for new plantings in the courtyard. The ECW has given us another \$1000 to use in 2021 for purchasing plants and mulch for this project. We have begun replacing the grass on the slope side with groundcover plantings and will continue adding to that during the coming year. Kathleen Griffin has donated the first plantings from her garden and will have more for us to receive next spring. In this way we hope to stretch our dollars for maximum effect.

When the courtyard is completed, we will turn our efforts to the upper parking lot, adding some more shrubbery and giving the area a thorough clean up. We are also looking for a spot where a flower cutting garden can be created for the flower guild's use.

Watch for announcements of garden workdays in the next few months. We will need more volunteers to help spread mulch and do general clean up. It is far too much work for the two of us to accomplish on our own. We thank you in advance for your help.

Respectfully submitted,

Jackie Schauer and Kathleen Griffin
Garden Guild Coordinators

Healing Prayer Ministry

In a "normal" year, the Grace Healing Prayer Team is available each Sunday at the 10:30am service, either after receiving communion or after the services. Grace also hosts other healing services. There was a Taizé service held on the third Sunday of each month with Healing Prayer Ministers available and a Eucharist and Litany for Healing every Wednesday at 12:15 p.m. with laying on of hands and prayer at the altar rail by the celebrating priest.

This past year some of our Grace Healing Prayer Team members attended the Healing Winds Conference virtually. We were privileged to hear Rev. Dr. Sharon Lewis who addressed us on the subject of “Lighting the Fire in Your Soul”

Many thanks and blessings to all the Grace Healing Prayer Ministers who include Karen Compton, Pat Davis, Brenda Haller, Trisha Hargrove, Marzy Israel, Shari Lane, Sonny Rawls, Ann Robinson, Corinne Spencer, Louise Wernicke, Jane Whitman, Joan Aldrich and Allyn Aldrich.

Jeanne Robertson
Chair of Grace Healing Prayer Ministers

Men of the Church

Last year’s Men of the Church report stated we were looking forward to a transition into a broader, more encompassing group. That is still the plan; it is just that the timetable has been set back. So this report is more about 2021 than 2020.

General MacArthur gave a speech at West Point where he talked about “the long grey line”. He imagined a line of cadets stretching from the age’s bygone, to the graduating class he addressed, to future men and women who would wear the West Point gray.

We currently have twenty-two men on our roster. Some of these guys have done a lot for this church, and some still have more to do. This is a reminder that of stand on the shoulders of those who came before us. By their labors, we were reaping comfort and rewards. And the good works shall continue, and comfort and rewards will flow anew.

Your Men of the Church, in no particular order are:

Bill Warren	John Woodson	Oscar Starnes
Bob Turner	Pat Walters	Don Lewis
Bill Coward	Jack Frue	Ed Woeckener
George Davis	Ron Sims	Bill Smith
Gary Coffey	Rusty Herman	Doug McClellan
John Rigsby	Steve Birkhofer	Thorsten Path
Larry Harris	David Withers	Jim Compton

Our group did fulfill a donation request to Outreach last spring as the needs were rising. Thank you, Kim. Men of the Church Zoom meetings, however, that never happened; or rather I never tried it. That’s all on me.

Like us all we are holding our ground and waiting this thing out. While all of us have been through a lot; we think and pray for others that have been through a whole lot more. The end now appears to be in sight, thanks be to God. We pray for wisdom and strength for all to see us to see this through.

I leave you with this from the “Certificate of Incorporation of Men’s Club of Grace Memorial Episcopal Church, Inc.”, dated April of 1956. Cited in the articles therein were provisions to, among others:

further religious training,
increase fellowship,
serve and assist in any and all charitable and religious purposes,
assist in all church services, stimulate interest, and
increase membership in the church.

Sixty-five year later, these are words for all of us today. Give us to courage to do it.

All are welcome to join the line, and no worries, a military bearing is not required.

All one needs is a heart that seeks to help.

Jim Compton

Office Ministry / Grace Nursery

The Office Ministry has been ongoing here at Grace for many years. I am very grateful to all who contribute so much to what needs to be done to keep the office at Grace running smoothly. I couldn't do all that is required without their help. Let me acknowledge a few people for their contributions. So many people who support the office are intricately involved in other ministries, and what we do in the office supports these ministries.

With input from our rector and music director, *Charlotte Chiott* faithfully puts together our Sunday bulletins each week. Before the church was largely closed due to the pandemic, *Carole McClellan* came in every Thursday morning to print bulletins and prepare them for Sunday service, helping with numerous tasks like proofreading, putting up postings, shredding, preparing the Grace TEAM to mail out, and so much more. *Kim Hayes* not only creates the Grace TEAM newsletter and helps with our monthly planning as part of the Communications Ministry, she also covers for me in the office when I go on vacation. *Cliff Albertson* now remotely monitors and sets thermostats throughout the building. *Scott McKenzie* has been exploring ways to help with data base management, and we are also looking for additional volunteers to help with keeping our data up-to-date and helping with a new format for our Church Directory.

The Grace Nursery: Our Grace Nursery Assistants, *Jayne Bowersox* and *Tess Carter*, have been available before the church closure to look after the children in the nursery on Sunday mornings. Due to *Joe Aull*, our Treasurer, securing additional funds through the Payroll Protection Program, we have been able to keep our Nursery Assistants employed during this time, and look forward to a time they can return to look after our nursery children once again.

Thank you to each one of you, and to those who I failed to mention, for your ongoing contributions to making Grace a vibrant engaged community, filled with opportunities for worship, learning and giving our gifts in service to the Lord.

Valerie Heavens
Office Manager

Outreach Ministry

This has been a year of firsts. In January 2020, the Grace Outreach Committee was poised to embark on an adventure of rediscovery. We were ready to reinvent our approach to outreach with new focus on projects and activities that not only helped immediate needs, but also advocated for lasting societal change. In the first two months of 2020, Grace Outreach initiated or continued several projects thanks to the support of our parishioners:

- Heart and Soles: the drive to collect shoes for the homeless in cooperation with Church of the Advocate; the project concluded prior to COVID; we were able to donate 60 pairs of shoes and 60 pairs of socks.
- ABCCM Quarterly Food Drive: this began just as the pandemic forced closures and was concluded by asking parishioners to make cash donations directly to the ABCCM pantry.
- YMCA Mobile Market: this project has continued without interruption on first Wednesdays during the pandemic; an effort has been made to publicize it on the UNCA campus.



- Episcopal Campus Ministry: prior to the pandemic, progress was made in creating a relationship with UNCA students (dinners, coffee on the quad, etc.); we hope to continue.
- Gifts to GO: the Lenten GO box project began March 1 with boxes in the pews but redirected to solicitation of donations when we were no longer able to worship in the church; in spite of COVID, almost \$1000 was raised in support of the ABCCM medical ministry.
- Backpackers: this project continued as usual – about 50 bags packed and delivered to Jones Elementary twice a week – until in-person learning was canceled, and schools were closed.
- Steadfast House: cook teams provided monthly meals until COVID and then continued to help out (mostly take-out type meals) during the pandemic; they anticipate changes when residents move to Transformation Village; cook team support may look different but will still be needed and valuable.



In the first quarter of 2020, we were only beginning to grasp the scope of a global pandemic and the dire consequences it would inflict on so many. It was a first for all of us. In those early weeks of COVID, we watched people losing their jobs and homes, closing their businesses, getting infected and sick, even dying. We wanted to help, but we were faced with the stark realization that hands-on involvement with and for the people most in need had become potentially life-threatening, for them and for us.

As we sought ways to be more nimble in response to COVID, helping agencies were doing the same. They were coming up with creative ways to address increases in food insecurity and homelessness, but they needed resources. If nothing else, *that* was a way for us to safely help not only the agencies we traditionally support, but new ones, as well. And so, in a year of unexpected pandemic firsts, with *unprecedented* support from the entire parish, we went to work with what we had. Through the remainder of 2020, the following projects were initiated:

- Backpackers, under the guidance of Stephanie Cochran, diverted from providing bags to Jones Elementary to taking bags to the Asheville City Schools Family Resource Center at Isaac Dickson Elementary. We also helped by purchasing baby supplies. This has continued year round; no summer break. Most recently, we funded after-school snacks for POD learning centers, donated to Jones for holiday bags filled with art supplies, books, etc., and added bags of food for each of those Jones students.
- Room in the Inn, originally scheduled to be hosted at Grace in the spring and again in the fall of 2020, was canceled due to the pandemic. Their parent organization, Homeward Bound, established longer term housing for the women in the RITI program as well as their other homeless clients, and Grace contributed to their needs with in-kind and cash donations. Currently, several gift registries (Target and Amazon) are available for individual donations.
- As food-insecurity began to reach crisis levels, focus turned to support of organizations addressing that need. Disbursements were made to MANNA Food Bank, ABCCM, Southside Kitchen/Give a Share and Church of the Advocate.
- A “Match a Month” program in which Outreach matched donations from parishioners, was able to raise funds for 12 Baskets Café (\$500) and the Back-to-School program to purchase school supplies for local foster children (\$1085) in June and July.



- It was decided to move forward with the annual Pumpkin Patch in support of Consider Haiti. Being an outdoor event, it was felt that, with safety precautions, it would be good for Consider Haiti (it's their biggest fundraiser of the year) and for Grace Church (something our community looks forward to). We sold out by October 18, and Consider Haiti netted a record \$12,681, \$2681 more than our \$10,000 goal.
- The Angel Tree for 70 local foster children, coordinated by Courtney Booth and Cheryl Deyton, has generated support as parishioners have stepped up to either sponsor children or donate cash for Outreach shoppers to spend on their behalf. As of this report, the Angel Tree project is still underway. All children will receive gifts.
- A contribution of \$1000 was made to Episcopal Relief and Development and was doubled by other generous donors; individual donations to Grace Outreach for ERD will be sent in by year's end and will also be matched.
- Disbursements to Pisgah Legal Services (\$500) and Habitat for Humanity (\$1500) were also made and matched by other supporters of those agencies.
- With needs increasing, it was decided to make some additional year-end disbursements: ABCCM (\$2000), MANNA (\$1000), Pisgah Legal Services (\$1000 – which will be matched), Asheville Strong (\$500 – which will be matched) and We Give a Share (\$500).



In 2021, even as we hopefully begin our recovery from COVID, there will still be great need. Thanks to the generosity of the people of Grace, we will be able to continue addressing that need financially.

In addition, 2021 will be a year of self-discovery for Grace Outreach as we begin asking ourselves the question: How can we balance charity (writing checks) with advocacy (finding and addressing the root causes of hunger, racism, poverty, etc.)? As we have said on the Grace website:

“Social justice is the step we take from short-term crisis intervention to long-term solutions, from responses solely of the heart to responses of both heart and mind. The Grace Church outreach committee is working toward projects and activities that help and advocate – for safe and affordable housing; for enough food for everyone; for affordable and adequate healthcare; for sanctuary for those living in fear; and for respect and equity for all.”

We have said it. Now, with God's help and yours, we need to do it!

A special thank you to ALL who have contributed to outreach this year. We also want to thank Valerie Heavens for her role in helping us keep everyone informed, to James Cannon and Joe Aull for enabling our electronic giving option on the Grace website and to ECW for their open-handed, caring generosity. For more information about Grace Outreach, please contact Kim Hayes, kimbys53@gmail.com or any of the Grace Outreach Committee members:

Carol Booth	Cheryl Deyton	Gael Paschall
Courtney Booth	Kim Hayes	Mary Stair
Lucy and Larry Bowen	Katherine Kaderabek	Pam Stein
James Cannon	Doug and Carole McClellan	Nancy and Pat Walters
Stephanie Cochran	Joyce and Walt Noble	Don Wills

Respectfully submitted,
Kim Hayes, Grace Outreach Coordinator

Pastoral Care Ministry

The Pastoral Care Ministry supports the sick, homebound, bereaved and lonely of Grace Parish and is defined by our mission statement:

The mission of the Pastoral Care Team at Grace Episcopal Church is making the compassionate presence of Christ known through intentional connection and through the physical and spiritual care of those in need.

Some of our efforts in this mission include:

Feed My Sheep – arrange for food to be available in the freezer at Grace for those who are ill, recovering from surgery or otherwise unable to prepare food for themselves.

Friends in Christ – visit homebound or hospitalized parish members and take Holy Eucharist to those who desire. Also taking Christmas cookies and Easter Baskets to the same members,

Cards and Calls – sending cards to parishioners and making calls to parishioners on their birthdays. Also make contact with those who are ill or in need of support and works with clergy to stay in touch with those on the prayer list.

Our new rector, Rev. Milly Morrow, has provided guidance and leadership to Pastoral Care and in addition to Rev. Milly our team includes Cliff Albertson, Karen Compton, James Cannon, Pat Davis, Kim Hayes, Sonny Rawls, Sydnor Thompson, and Lorie Tola.

We meet weekly and our discussions center on updating the prayer list, what resources are available for those in need and how we can connect those in need to those resources. We make calls to those on the prayer list.

To contact the Pastoral Care Team, please contact any of the members or send an_email to the team at Pastoralcare4grace@gmail.com

Although the pandemic has prevented us from making physical contact with most of those in need, we remain committed to ensuring that we are faithful to our mission.

Cliff Albertson
Pastoral Care Chair

PubSing!

PubSing, the monthly sing-along of hymns, old-time gospel and Americana inspirational music, completed its seventh year. Like most public gatherings PubSing was thrown a curve this year. Just as we were preparing to move to our seasonal outside venue, Zillicoa Brewing, covid-19 reared its ugly head.

As a result, we did not meet for the last 9 months of 2020. We are hoping that 2021 will usher in much joy in the form of loud singing. Keep apprised of the Grace Team newsletter. We hope to post a new opening date, perhaps in late spring. Until then stay safe and continue to sing, if only in the shower.

Monty Wooten
Organizer

Verger Ministry

Prior to the pandemic, along with the departure of 3 clergy and the introduction of our new Rector the following applied to the Verger Ministry. Continue reading to see where we might go from here.

The Verger Ministry at Grace Church began in 2018 to provide additional support to the clergy during our time of transition. The Vergers were appointed by the clergy and primarily relieve the clergy of looking after liturgical and setup details, so our priests and our deacon could concentrate on their duties to preach the Gospel and administer the Sacraments. Lorie Tola, Chip Coon and James Cannon served as verger's for Grace Church until March when the church closed due to the pandemic.

The Vergers worked closely with the Altar Guild and would meet with the clergy quarterly and attend the monthly Worship Committee meeting so we could stay abreast of changes from one liturgical season to the next.

Now that we are in the full force of Covid-19, we have one priest, one cantor, organist and verger. We are not gathering in person to celebrate the Eucharist and will not likely gather in the foreseeable future.

At the present time Lorie Tola is serving as verger/acolyte and is a member of the Altar guild. James Cannon runs our streaming services each Sunday. Chip Coon had to step back due to his job and has accepted a position as Dir of located in Raleigh so Chip will be relocating in January.

Respectfully submitted.

Lorie Tola
Verger Ministry of Grace Church

Weddings Ministry

Due to the Covid Pandemic we had to cancel most of the weddings scheduled for 2020. Hopefully in 2021 we will be able to welcome more couples to hold their sacred ceremonies at our church.

Respectfully,
Cheri Potter and Elaine Potter



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