



ALL SAINTS'

EPISCOPAL CHURCH

2016

Annual Report

Presented at the Annual Meeting

February 12, 2017

Founded in 1742

106 W. Church Street, Frederick, MD 21701

301-663-5625

www.allsaintsmd.org

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Annual Meeting

Sunday, February 12, 2017, 10:00 a.m., Great Hall

The Welcome

Call for a Quorum • Certify the Meeting • Appoint a chancellor and secretary • Review last year's minutes

The Entrance Rite

Opening Hymn, Acclamation, and Collects • Introduction of candidates • Offer Prayer of Thanksgiving for the Candidates • First Ballot • Song of Praise • Collect for Mission

The Word of God being Spoken at All Saints'

Epistles from Pastoral Care, Formation, Worship • The Gospel • Table Conversation • Epistles from Stewardship, Buildings & Grounds, Budget & Finance, and the Rector • The Gospel • Table Conversation • Prayers of the People • The Peace

The Offertory

Give thanks for vestry members completing their term • Announce newly elected vestry members • Announce Executive Council Candidates for 2017

The Holy Communion

The Great Thanksgiving • The Lord's Prayer • The Invitation to Communion • Post Communion Prayer • The Blessing • The Dismissal

Please see your bulletin for full liturgy.

Minutes of All Saints' Annual Meeting, Feb 28, 2016

Call to Order and Opening Prayer

Fr. Earl opened the meeting at 9:20 with four prayers for the Church universal, All Saints' Parish, for young people, and for this meeting.

Appointments

There was a motion to accept the chancellor and registrar appointments for the meeting. Motion was seconded and approved

Call for Quorum

There was a call to establish a quorum and there is a quorum present.

Review of Minutes from 2015 Annual Meeting

Following a review of the minutes of last year's meeting, there were no questions or corrections. The minutes are accepted as presented.

Recognition of the Graduating Vestry Class of 2016

Fr. Earl recognized the outgoing vestry members: Kevin Hennessey, Mike Hull, Danielle Ippolito, and Louisa Potts.

Introduction of the Electoral Process

Fr. Earl recognized parishioners who were received or confirmed by Bishop Chilton at last Sunday's service. There was also recognition of parishioners who have begun attending All Saints' during the time Fr. Earl has served as Interim Rector, and further recognition for all parishioners who have attended based on their years of attendance.

The candidates were asked to introduce themselves and offer brief bios of their calling to All Saints'. The candidates for four positions include: Laura Clarke, Bruce Fleming, Joanna Gibb, Angie Mann, Sharon O'Rear, Scott Richardson, Gary Snyder, and Ellen Zaybekian. Bruce and Scott were unable to attend the meeting.

Mary Ann Wesselman, the Chief Teller, John Talley, Kevin Hennessey, assistant tellers, and Youth assistants distributed ballots. There was a question about youth candidates for vestry. The Youth Representative and voting member for 2016 is Calvin Barnhart. Fr. Earl recognized Autumn Caro who served as youth representative in 2015.

Reflections from the Interim Rector

Fr. Earl explained the nomination and election process and the rationale by which the nominating committee selected candidates for presentation. While ballots were counted, Fr. Earl noted the integration and team work that is needed for the leadership of vestry and budget and finance to function efficiently. He further recognized the Altar Guild, Flower Guild, the Worship Team, Children and Adult Formation, and Ellis Kitchen, Junior Warden, along with the Buildings and Grounds Committee for their work in overseeing the major projects currently underway. We have a New Events Coordinator, Hope Gravning, and a newly appointed Parish Administrator Alyssia Turner.

There was special recognition for Dunbar Ashbury, retiring Treasurer who faithfully served in that role for at least 15 years, and recognized by the diocesan treasurer as “the best treasurer in the diocese.” Marty Powers will be taking over as Treasurer, and will be assisted by Kim McCurdy.

Fr. Earl also recognized the outgoing Vestry Registrar, Gary Crump, and Senior Warden, Mark Gibson. The congregation recognized Mark’s leadership with a standing ovation. He will remain as Chair of Budget and Finance.

Our own Nancy Hennessey was recognized for her recent ordination as Deacon by Bishop Chilton.

Fr. Earl clarified the remaining time he will be with us. He will be leaving around May 1st to allow several weeks before the next rector is in place. He expressed his love for All Saints’ and his blessing for being called to this parish as his last parish before entering a well-deserved retirement.

Financial Report and 2016 Operating Budget

Mark presented an overview of the 2016 budget and the process undertaken to arrive at the new budget. Income was over budget due in large part to the highly successful fund raising budget. Expenses were under, so we had a carryover surplus of \$32,000 into 2016. We have 178 pledges to date and a pledge budget of \$463,000. There is a continued need to reduce the draw on the endowment from the current 5.5% to 5% or less. In prior years, we had drawn down 6% but even 5.5% is not fiscally responsible and is unsustainable over the long term.

We plan another fundraiser with a goal of raising \$15,000, but the focus should be not so much on fundraising but on good stewardship.

Mark recognized Harry Lawrence for his outstanding leadership and hard work that made last year’s fundraiser a great success. The overall budgeted income for the year is \$881,000.

Expenses –Fellowship and Hospitality was under budget by a significant amount last year, and more resources are needed to maintain a steady stream of new parishioners into the parish. This is key to continued growth and ministry. The Buildings and Grounds budget was increased to accommodate increasing day to day expenses associated with and the amount of utilization of the campus facilities. Two significant major capital expenses that will challenge us include major repairs to the steeple and repair or replacement of the organ in the Historic Church.

In the Personnel budget, the vestry approved a 2% Cost of Living Adjustment (COLA). We still have an open sexton position that resulted in a positive variance for the line item. That line item also includes money for expenses for the new rector beginning July 1st. There was also a budget of \$10,000 for the Search Committee expenses, of which only \$2,000 has been spent, so any moving expenses for the new rector should be covered by that.

This year we have a faith budget of \$4,500 compared to \$21,000 going into 2015. The budget breakdown shows that 32% comes from the draw on endowment, 57% pledge and plate, and the remainder is other income sources.

On the expenses side, 62% is for staff and clergy compensation; the diocesan pledge is \$103,000, but our return from the diocese for that pledge offers very good value in the resources available to us.

Following Mark's presentation, Fr. Earl further recognized the team that makes Gourmet Night and other special "meal events"—Harry Lawrence, Bob Fowle, and Dan Lajewski and the team that supports them. The Search Committee also received a shout-out for their tremendous work in the search for our next rector.

Finally, Fr. Earl recognized Linda Proctor and the Pastoral Care Teams that, in this parish, do unique work with hospital visits, prayers, and grief follow up; the Outreach Committee led by Peg McGreevy; the Youth and youth leaders; and the Daughters and Junior Daughters of the King that keeps us in constant prayer.

Affirmation of the Vestry Class of 2019

The vestry class of 2019 includes: Laura Clarke, Joanna Gibb, Scott Richardson, Ellen Zaybekian.

Closing Prayer and Adjournment

Following the closing prayer, the meeting adjourned at 10:40.

Respectfully submitted,

A handwritten signature in cursive script that reads "Gary E. Crump". The signature is written in black ink and is positioned above the printed name.

Gary E. Crump, Vestry Registrar

ALL SAINTS' CLERGY & STAFF REPORTS

Rector

A year ago, I could not have imagined where I would be living and working and experiencing the grace of God's love in January of 2017. January of 2016 was my introduction to the search committee and I was simply wondering about the nice folks who called me on the phone for a conversation about All Saints', Frederick. A lot has happened for all of us through the year, and I pray that it has been as faith-filled and spirit-led for you as it has been for me. I am grateful that the conversation began with the search committee, continues today with the rest of All Saints' as I am honored to serve as your rector.

I began work here on August 1st and immediately discovered the talent and commitment of the staff. I spent the first few months just feeling spoiled by the efficiency and competency of all who work here. I asked lots of questions, tried to do someone else's job, wondered where the paperclips were stored, and generally stumbled around. The staff are generous, helpful, and pointed me in the right direction. I spend the first three months of my time with two main tasks: to meet individually with all of the ministry leaders of the church and to meet with the staff to strengthen our relationships and leadership skills as a team. In October and November we had seven Cottage Meetings and I was able to build relationships with even more of the parish as you shared the sources of your joy and challenge in life today. I have been blessed to be part of six baptisms and four funerals this fall and winter. The pastoral ministry of being present with people at the crossroads of birth and death is a privilege that continues to humble and inspire me. I am grateful for your trust and the invitation into your lives at these intense moments of love, celebration, and grief.

Worship at All Saints' is clearly the central life-giving heart of this parish. I can feel the connections, the holy yearning, and the blessing of the community when we gather for worship. Whether it is in the Great Hall, the Historic Church, or Wednesday nights in the St. Paul's Chapel, all the saints are coming together to experience Christ's loving presence in the words, sacraments, and people who lift up their hearts in prayer. As we plan worship for the season, I am searching to learn the spirit of each community of worship and craft our liturgy to nurture the people gathered today *and* those who have yet to come and find their faith home at All Saints'. This is always a process of listening to the heart beat of the community *and* challenging us to make space for the others who will be drawn to Christ's light burning in us. I have been fulfilled by the experiences of preaching, receiving Rev. Jess's sermons, and the conversations you continue with us after we have left the church but the sermon keeps preaching in our lives. The gift of music in All Saints' worship is one that I receive with open-arm enthusiasm. Carroll and the choirs (ALL OF THEM!) are able to transport us into a holy space as they invite us to be surrounded and embraced by their music.

There is a yearning in the community of All Saints' for more fellowship and more outreach ministry. I heard it in the search process and I hear it loud and clear in my conversations with the community. At the moment, our Outreach ministry is being rejuvenated under the

leadership of Peg McGreevy. It is clear to me that once the energy of our community connects with the vision for outreach that we are developing, there is nothing to stop us from answering God's call to be servants of our brothers and sisters in need. Fellowship is an area of our community that still lacks leadership. The ministry of fellowship gives the people of All Saints' the time, space, and opportunity to nurture the relationships that knit us together. As a starting place, some of the members of the search committee have offered to lead three fellowship events over the coming year: at the close of our program year in May/June, at the start of our program year in Aug/Sept, and one in the winter. The desire is to have events that bring together All of the Saints and erase the demographic boundaries of "worship times" and age.

Over the coming year we are challenged to build ministry teams for Evangelism and Newcomers. I believe that these ministries are critical to the future of our church and they will help us discover who God is calling us to become. The church is a vital faith home for all who have found their way under our steeple, but for so many others who are searching, we are merely architecture on the horizon. It is our call to step out from under the steeple and carry Christ into the community. When we are clear about the ways that our faith is nurtured and our life resurrected through the experience of Jesus at All Saints', that message will resonate with so many others who need to be known and loved by God and by you.

We are a community with a developing sense of identity and vocation, but it is not yet defined. We are on a path to discern our mission—but of course, that process is on God's time, not ours. The vestry will be on retreat the weekend after Annual Meeting with the leadership of Listening Hearts Ministries. At the retreat, we will learn a process of discernment that I believe will continue to guide us as a parish listening for God's call to us. Ultimately, it is our identity and the mission God calls us to that will lead us in all that we do. The mission is the guiding principle for every ministry we undertake, and it challenges us to grow into the church that the Holy Spirit is yearning for. This aspect of church leadership is always exciting and energizing for me because when we let God be in control and we let go of our own anxieties and fears about what happens next, miracles break in, the impossible happens, people walk on water, the dead are raised, and 5,000 people are fed by a few loaves and fish. God's abundance is always more powerful than we ever have the faith to imagine.

I will be focusing on the vestry over the next four months to develop our leadership skills and a governance structure that will be able to craft the vision and policy we need to empower our ministry teams to take off and soar, moving together in a unified direction. The Rev. Elaine Prince has agreed to be part of this work to share the skills and best practices that will create effective leadership and congregational development. We are a church full of potential and opportunity. We have everything we need to answer God's call in this moment in history. I look forward to our faith-filled journey together!

A handwritten signature in black ink, appearing to read "Adrien", followed by a small plus sign.

Mother Adrien

Associate Rector

This past year has truly been one of transformation and new life. Between the birth of Emilia, living into my new call of parenthood, returning from maternity leave, saying farewell to Fr. Earl, sharing in ministry together over the summer, welcoming Mtr. Adrien, and continuing our renewed lives together, this has been one of the best years yet!

Thank you parish family for your outpouring of love and support throughout my maternity leave and as I transitioned back to work. In particular I am deeply grateful for one of our newest ministries, *Meals Ministry* chaired by Rebecca Couture. The bundle of dinners so generously prepared and delivered to us helped tremendously during those sleep-deprived whirlwind months! I know many have benefited from this fantastic new ministry. Whether put on pregnancy bed-rest, maternity leave, recovering from surgery, falling ill, or grieving the loss of a loved one, the Meals Ministry brings ease during a challenging time. Thank you Rebecca and all who participate in this fruitful ministry.

Each summer I share that we have had our best year yet at summer camp, and each year I truly mean it! In June we had our annual All Saints' Children's VBS Day Camp at the Bishop Claggett Center. Being the largest inter-generational event we host, Camp *is always* a major highlight of the year. This year was no exception. Our theme was *Cave Quest: Following Jesus, the Light of the World*. For our service project we held a book drive, and donated dozens of books to Frederick County Public School libraries. Camp is thriving and growing, and Camp Sunday is full of vitality. A huge "Thank You!" to Joanna Gibb for her leadership in coordinating camp.

In August we welcomed our amazing new rector, Mother Adrien Dawson. She has been an inspiration to collaborate and work with in ministry. I am overjoyed with where we are, and where we are headed, as a faith community. Mtr. Adrien brings fresh eyes, energized spirit, and a Christ-centered servants' heart. Together we have a renewed focus on fostering a sense of cohesive community, continually searching and acknowledging all the ways in which the Holy Spirit is living, moving, and guiding us to be one woven community.

In light of this renewed focus on community collaboration, I have invited various lay leaders to submit Formation reports. Thank you Joanna Gibb, Rixey Hoult, Tommy Turbyville, and Scott Richardson for sharing your insights about Nursery, Children Formation, Youth Formation, and Adult Formation! Please check out their submissions.

I look forward to our next season together as the Holy Spirit continues to guide and inspire us all.

In Christ,

A handwritten signature in black ink that reads "Rev. Jess". The signature is written in a cursive, flowing style.

Rev. Jessica Holthus

WARDEN REPORTS

Senior Warden

Your vestry and officers continue to build upon the faithful foundation of God's grace and love that IS All Saints' and accomplished so much over this past year. We prepared for a loving and healthy farewell to the Reverend Earl Mullins, our shepherd through a transformational interim period. Father Earl worked with us to prepare the way for our role in the search process and that way was one of pray, reflection, trust building and love—for one another, for our Lord, and for this community. Every meeting began and ended in prayer, every motion was thoughtfully, prayerfully considered and every vote resulted in consensus. We called the Reverend Adrien Dawson to become our rector and Mother Dawson answered that call with a resounding YES.

As good stewards of this building, one of the iconic clustered spires of this historic city, your vestry and officers worked in close consultation with your Budget and Finance Committee and approved essential repairs to the steeple. In addition, the purchase of a new digital organ was approved in order to assure that music will continue to enrich our worship and community outreach for years to come.

In the year ahead, your vestry will continue to oversee and conduct the business of the church, focusing on ways in which the community of All Saints' can not only model the love of God but more importantly, how we will share and realize that love more fully within the walls of this historic building and beyond. We continue to work to improve communication, facilitate ministry, and honor the great commandment to love the Lord our God with all our heart, all our soul, all our mind, and all our strength. And to love our neighbor as ourselves.

Please know that the vestry that you have elected is guided not by personal interest, but by our faith and constant, collective discernment of God's will for our community of faith here at All Saints', in Frederick, Maryland.

*Respectfully submitted,
Niki Thrash*

Junior Warden

There were a number of major initiatives during 2016.

The Historic Church steeple was restored over a period of four months. Restoration included the replacement of all the slate and copper on both the main spire and the turret to the East side of the main spire. The failed brownstone on the steeple, around the main entrance and other areas of the exterior of the church, was repaired. This entailed removal of the failing elements, followed by replacement with material specifically formulated to match the remaining brownstone and a color-matched sealer to mirror the patina of the remaining original brownstone. The previously non-operating lightning arresting system was repaired. New finials

for both the steeple and turret were carved and installed. Bracing was installed internal to the steeple to prevent any further movement of the main support beams.

Following a year of analysis and study by the Organ Committee, and a competitive award process, Allen Organ Company received a contract to install a new digital organ consisting of a three-keyboard console and twenty-eight speakers. The installation will begin February 20th and conclude March 10th, 2017. A dedication concert is planned for March 26th, at 4 p.m.

The exterior doors at Saint Paul's Chapel were removed, repaired, painted to match the original color, and reinstalled. This was necessary to correct wood that had become damaged over the years.

The emergency fire escape at the East end of Great Hall had significant accumulated rust removed, new primer and exterior finish coats of paint applied.

The Over The Hill Gang, a volunteer group of retired parishioners, performed a wide variety of maintenance each week throughout the year. Typical work ranged from electrical repairs, painting the Church Street entrance and hand rails, installation of the new commercial grade stove in the Parish Hall, furniture repairs, new dutch door on the nursery, and etc. These gentlemen contributed about 1,200 hours of work.

All major contracts were re-competed to ensure we are getting the best value for the services rendered.

The computer network server and associated software were upgraded. Technical and manufacturer support for the system that was removed had ended about five years prior.

Record keeping was improved for both expense tracking and facilities rentals.

Major initiatives for 2017 include a new lighted sign for the Church Street entrance, installation of an epoxy floor coating in the Great Hall kitchen, repair of the collapsing stairwell wall at the Court Street building basement entrance, repair the sinking drainage area near the Bishop's Door, replace worn and broken tables, and complete installation of the new organ. These are the identified 2017 projects and will be completed as cost estimates and funding levels permit.

*Respectfully,
Ellis Kitchen
Junior Warden*

Parish Records

Baptisms: 7

Marriages: 14 (7 couples)

Confirmations/Receptions
/Reaffirmations: 22

Transfers In: 1

Burials: 10

Transfers Out: 6
(Formal 'Letters of Transfer')

PARISH MINISTRIES REPORTS

Administration

2015 was the year of 'change-on-the-horizon,' and 2016 has been the year of 'settling in.' As we wrapped up the search and welcomed Mother Adrien, the Administrative team began to form their relationship with her, and learn the ways we could best support her, as she supports YOU, in the church's mission.

Our communication efforts continued strong, with over 460 households subscribing to our newsletter, and over 300 individuals receiving our weekly emailing. With the direction and inspiration of some committed volunteers, we're also gently rolling out more of a Facebook presence; be sure to check us out at @allsaintsfredmd on Facebook as this ministry gets off the ground.

Our personnel committee have been diligently working on taking a fresh look at our Lay Employee Handbook, last updated in 2009, and making sure it reflects the current needs and values of our community. And, on a more personal note, our office volunteers and personnel team have been a strong support as I prepare for the birth of our newest 'staff addition,' Baby Turner, set to arrive in early March.

I have no doubt that 2017 will be a year of revitalization, as we build on the deep work we've done in the last few years in spiritual preparation for our new rector.

Alyssia Turner, Parish Administrator

Formation

Adult Formation:

Since the annual meeting in 2016, the Adult Formation Team has focused on diving deeper into subjects presented in 2015 and looking at new series for deepening our parish's spirituality. For the third year a *Lenten Challenge* was done, focusing on different prayer practices. It was not as successful as previous years. There were several factors that contributed to this. Rev. Jessica, who has always been the catalyst for this series by providing wonderful ideas and recruiting parishioners to participate, was on maternity leave. Also the series was not consecutive when a Sunday was missed with the rescheduled Bishop's visit. Our *Modern Faith Leaders in the World* series, which focused on different renowned religious figures, followed the Lenten challenge.

We discussed the leaders of the different faiths presented in 2015, such as Islam, Buddhism, and Roman Catholicism. This fall we focused on healthy and holy connections with ourselves, others, and God in our series *Wholly Relationships*. Our *Coloring Advent* series was a success and created small group discussions about Hope, Peace, Love, and Joy while creating a beautiful mural.

In addition to the Forum series the Early Birds group did many series: *Growing a Rule of Life* in Lent, *Reflections on the Psalms* in Easter, *Prophets of Old* in Pentecost, *Women of Faith* this past fall, and *Christmas Movies* in Advent. The class is very interactive with different members of the class leading the presentations.

We look forward to working with Mother Adrien and Rev. Jessica through the next year to see what the Holy Spirit has in store for us next.

Scott Richardson

Youth Formation

“Ask and it will be given to you; seek and you will find; knock and the door will be opened to you.”
—Matthew 7:7

Youth Formation consists of two Sunday morning formation classes at 10 a.m. and monthly youth events. The Jr. High class is composed of seventh through ninth graders and is led by Dan Lajewski, Amanda Miller, and Tommy Turbyville. The Sr. High class is tenth through twelfth graders and is led by Scarlett Gibb, Joanna Gibb, Joanna Hughes, and Nicole Prorock.

Youth face a lot of transitions—physical, spiritual, social, cognitive, and psychological. One dominant theme with this age group are questions and concerns around identity and peer group relationships. Within the context of Christian Formation, we strive to accompany them on this journey, and provide them with support and Christian tools as they navigate these transitions. This takes the shape of the adults providing an engaged, listening, and affirming presence during the formation hour, while attempting to connect the youth’s experiences and questions to the teachings of Christ and the Church. Another role the Youth Formation Hour plays is to provide kids with concrete information, knowledge and understanding about the Episcopal Church.

For Youth Events, we have found youth are most deeply fed when engaged in outreach projects, doing productive and constructive things in the larger community, as a whole group. One outreach activity they did before summer break was make sandwiches for the homeless shelter. During the Lock-In, they painted rocks of encouragement to be placed around town as part of the Frederick Rock movement. They have many ideas for future outreach opportunities.

For the youth-led worship service this Advent, the Senior High class used their discussions from the Formation Hour to compose a sermon for the service, and the Junior High class composed the Prayers of the People from the prayers left in Dan’s prayer box during the Great Hall Advent services. This resulted in a beautiful connection for the youth between their activities and conversations in formation hour with their participation as leaders of the congregation during worship.

These activities provide them with visibility within the community, and are a vehicle for them to express their forming identities and receive affirmation from the community. This has a huge impact on a young person on many levels, and, in a very real sense, has an impact on the future of the Church.

We look forward to this next year, hoping to embrace the many ideas our youth create and engage with groups of varying ages within and outside of our community.

Tommy Turbyville and Youth Leaders

Children Formation:

The goal of the Children's Christian Formation program is for children age 3 through 6th grade to acquire a basic working knowledge of scripture appropriate to their age level. Moreover, the aim of this program is to nurture each child's relationship with God and one another.

- 50 children are registered for Sunday school, grades pre-k through 6th.
- There are 5 children's formation classes: pre-k (ages 3 & 4); kindergarten; 1st/2nd grade; 3rd grade; 4th/5th/6th grade.
- The average Sunday morning attendance is 30 children.
- There is a dedicated volunteer staff of 15 children's formation teachers and 6 members of the children's classroom guild, who support the teachers by tidying up the classrooms after formation each Sunday.
- *Godly Play* is an experiential religious education program and is used in grades pre-k through 2nd.
- 3rd through 6th graders use the *Weaving God's Promises* curriculum and are currently in Year 3.

Rixey Hoult

Nursery:

Nursery Care has continued to be a blessing to All Saints! It is available during all Sunday morning services for children aged 0-6 and during formation hour for children aged 0-3. The nursery is also open and available during special events, such as Gourmet Nights. Childcare is also provided in the nursery for specific other special services, such as Holy Week and Christmas Eve.

Joanna Gibb, Stacey Jones, Rachel Carballo, and Chris Wright work together in teams of two to provide care for the children of All Saints'. Jackie Zaybekian and Mark Amberg also serve as substitute caregivers. This is a joyous and comfortable way for parents to worship in church while knowing their children are cared for.

Joanna Gibb

Hospitality and Fellowship

In 2016, the Coffee Hour ministry of Hospitality and Fellowship had several families and church ministries volunteer various Sundays to help set up coffee, tea and supplies, and/or clean up after the Sunday worship services. Others have donated delicious goodies to serve. A special "Thank You" to Cris Rattay and Jane Alexander for their dedication to set up and brew the first cups of coffee each week.

During the summer, Coffee Hour was replaced with Lemonade Hour, served in the Memorial Garden by a different host ministry each week. A special "Thanks" to each ministry that participated and donated their time and talents. All who stopped by appreciated the variety of goodies and cold drinks on those hot summer days.

The Coffee Hour ministry continues to look for new volunteers. We have opportunities to volunteer food/snack donations, and teams to set up and clean up. Our goal is to have various teams, so that we can provide rotational coverage. Additionally in 2017, we look to expand the team to include a group to manage special receptions, such as funeral, baptismal, and special events as needed. If you have an interest and feel called to volunteer on the Hospitality and Fellowship Committee, or have any questions, please contact Cathy Guzauskas, June Miller, or Christine Harris. We can be reached at:

Cathy: (301)748-5581 or cathy0927@verizon.net

June: (301)418-0820 or iluv2_labs@verizon.net

Christine: (301)639-4735 or CLCH68@msn.com

Cathy Guzauskas, June Miller and Christine Harris

Pastoral Care

The pastoral care program continues to provide support for members of the All Saints' Episcopal Church family in the following ways:

- Pastoral Care Teams – Five teams of 4-6 members rotate on a weekly basis, carrying out an assignment that may include celebration of marriage, baptism, significant birthdays and anniversaries as well as notes to those who have had a death in the family, are having surgery, are in the hospital, or having health issues. Visits, calls and cards are completed and tracked in support of the life of the church.
- Healing Ministry – 6-8 people who take turns offering anointing and prayer during the communion service. They generally stand in the back of the worship space. (Coordinated by Niki Thrash)
- Eucharistic Visitors – a group of trained EV's who are assigned to take communion to those who are unable to attend church. It is generally once a month. (Coordinated by Cynthia Currier)
- Meals Ministry – A group of volunteers who faithfully prepare and deliver meals to families with new babies or health challenges. We have had two group gatherings and have been able to keep meals in the freezer, ready to go when the need arises. (Rebecca Couture has taken a lead role.)
- Prayer Shawl Ministry – The members of this group meet on the first Saturday of the month to create soft, warm, beautiful blankets of prayer that can be wrapped around a member who needs extra support during challenging times. (Coordinated by Sue Fowle)
- Prayer list – Prayer cards are gathered after services each week along with messages through email or phone calls to compile an ongoing prayer list. The list is included in the weekly bulletins and includes those who are serving in the military as well as recent deaths. These names are read individually during the weekly healing service on Wednesdays at 5:30. (Coordinated by Dottie Pratt.)

Linda Procter, Pastoral Care Coordinator

Stewardship

The Stewardship campaign for this year involved additional levels of complexity, as we added a request for funding to rebuild our endowment after removing funds for the repair of the steeple and replacement of the organ. We are blessed to have that reserve fund for major repairs, but we recognize the need to replenish those funds, since we also rely on them to fund our operating expenses every month.

So in addition to asking parishioners to pledge their time, talent and treasure to the efforts of All Saints' in 2017, we also asked people to make a commitment to paying for the steeple and organ projects during this year's campaign.

Many parishioners responded generously, and as of mid-January, we've received pledges of \$458,150 to the 2017 operating fund and almost \$120,000 to replace endowment funds to cover the cost of the steeple and organ projects. While we are so grateful for that generosity, that amount is well short of the costs of those projects, which will mean that we will have a reduced endowment and less investment income to fund operating expenses and to address future needs.

A total of 173 pledges have been submitted as of mid-January. Last year's campaign resulted in 181 pledges and we have been on a downward trend in the number of pledges for a few years. This is disappointing news because our attendance numbers are high and the vibrancy in our parish is evident at every turn. If everyone who can gives what they're able, with God's help and grace, we will be able to meet our budget shortfall.

If you feel called to help work towards encouraging and enabling members of the parish to be good stewards, the Stewardship Committee is seeking new members. We work to plan and execute programs to encourage and enable financial gifts to the church, and would love to be doing more in the areas of online giving, mobile giving, planned giving, and nurturing the time and talent of our wonderful parishioners.

So many people do so much work in a wide variety of areas. There is something here for everyone. If you feel called to help people find the right ministry for them, or if you are interested in helping us secure a strong financial future for All Saints', please consider joining the Stewardship Committee.

It is truly a blessing to help reveal the generosity of our parish community and to help imagine what we could do if we could cover the expenses needed to fund ministries, support our clergy and staff in their roles as professional ministers in our midst, and maintain our historic buildings.

*Respectfully submitted,
Rachel Querry*

Outreach

In 2016, our Outreach efforts focused on supporting local organizations and initiatives such as Advocates for Homeless Families, Blessings in a Backpack, the Bettie Jane Cancer Foundation, Community Living, Hospice, Religious Coalition, and Special Challenge Week. In addition, our Outreach Leadership team conducted a parish-wide survey to help identify where to focus our 2017 Outreach efforts. The results highlighted the parish's passion for supporting the local community with special emphasis towards children/youth, poverty/hunger, homelessness/affordable housing, and the senior population (listed in order of priority).

Parishioners shared their interest in continuing both supply drives as well as project-based programs.

Our Outreach Leadership team is actively planning upcoming activities and programs that align with the parish's desire to involve our youth, narrow our focus, improve communication, and partner with local organizations to combine efforts (as opposed to reinventing the wheel or duplicating efforts). In planning the upcoming calendar year, the team is studying the philosophies promoted in Toxic Charity, a book that promotes the concept of moving from betterment to development. The team looks forward to sharing this concept as part of the Lenten Adult Formation series, and the team welcomes your energy and enthusiasm in making 2017 an incredible year!

Peg McGreevy

Worship

Worship Team Accomplishments in 2016:

- Successfully lived out our Mission Statement by creating sacred space for worship each week.
- Successfully completed a full worship year begun with interim Rector, continued with Associate Rector, and concluded under a new Rector.
- Inspirational Installation of New Ministry Service for the Rector with the Bishop as celebrant and former Associate Rector as preacher. Family, diocesan clergy, and parishioners were present to support the Rector's new ministry at All Saints'.
- Continued the training and recruitment of acolytes, lectors, chalice bearers and new worship coordinators.
- Memorial services held for parishioners and family members who have died, and wedding celebrations.
- A Special Thank You to all those who have served including a:
 - Thank you to members of the Altar Guild.
 - Thank you to Jackie Gambill and members of the Flower Guild.
 - Thank you to Niki Thrash and members of the Healing Prayer Ministry.
 - Thank you to the Daughters of the King and Junior Daughters for their assistance with memorial services.

Clarence Harper and Jody Deveney, co-chairs

ALL SAINTS' EPISCOPAL PARISH
SUMMARY OF CHANGES IN NET OPERATING ASSETS
TREASURER'S REPORT FOR 2014-2016
TENTATIVE BUDGET FOR 2017

	2017 BUDGET	2016 ACTUAL	2015 ACTUAL	2014 ACTUAL
INCREASES IN NET OPERATING ASSETS				
PLEDGE & PLATE OFFERINGS	\$ 507,900	\$ 502,950	\$ 527,756	\$ 491,913
OTHER OFFERINGS	25,460	19,684	26,831	27,702
INVESTMENT INCOME	277,830	277,920	286,133	268,545
USE OF FACILITIES	42,000	39,003	44,350	41,415
FUNDRAISING EVENT	25,000	-	25,051	13,235
OTHER	4,300	25,684	850	1,200
TOTAL INCREASES IN NET OPERATING ASSETS	\$ 882,490	\$ 865,241	\$ 910,971	\$ 844,010
DECREASES IN NET OPERATING ASSETS				
MINISTRIES, DIOCESE & REGION				
OUTREACH	\$ 7,500	\$ 7,500	\$ 9,492	\$ 9,492
DIOCESE & REGION	110,975	107,858	103,873	110,424
FELLOWSHIP	2,000	3,708	725	1,896
HOSPITALITY	300	334	0	0
WORSHIP	24,950	24,226	19,164	17,514
PASTORAL CARE	125	-	0	(19)
STEWARDSHIP	2,100	1,785	1,357	1,948
CHRISTIAN FORMATION	3,400	2,818	4,370	2,876
TOTAL MINISTRIES, DIOCESE & REGION	\$ 151,350	\$ 148,228	\$ 138,980	\$ 144,131
OPERATIONAL				
OFFICE, POSTAGE, COPIER, PAPER	\$ 20,900	\$ 22,489	\$ 22,035	\$ 21,200
TELEPHONE	4,400	4,270	4,710	4,684
NETWORK COMPUTER IT	8,000	15,575	8,602	7,324
UTILITIES	42,000	37,915	41,232	45,410
PARISH COMMUNICATIONS	2,400	2,400	1,626	1,434
BUILDING & GROUNDS	75,000	73,730	72,272	47,583
GENERAL INSURANCE	22,500	22,122	18,442	17,610
CAPITAL ADDITIONS & IMPROVEMENTS	5,000	9,996	9,996	10,000
INTEREST ON LOANS	14,668	15,993	18,417	21,820
OTHER	2,508	2,947	2,446	2,681
TOTAL OPERATIONAL	\$ 197,376	\$ 207,437	\$ 199,777	\$ 179,745
PERSONNEL				
SALARIES & HOUSING	\$ 411,852	\$ 366,571	\$ 379,994	\$ 379,588
EMPLOYEE BENEFITS	135,004	124,376	147,149	128,459
OTHER PERSONNEL EXPENSES	11,900	26,992	13,932	9,645
TOTAL PERSONNEL	\$ 558,756	\$ 517,939	\$ 541,075	\$ 517,692
TOTAL ADMINISTRATION	\$ 756,132	\$ 725,376	\$ 740,852	\$ 697,437
TOTAL DECREASES IN NET OPERATING ASSETS	\$ 907,482	\$ 873,604	\$ 879,832	\$ 841,568
INCREASE (DECREASE) IN NET OPERATING ASSETS	\$ (24,992)	\$ (8,363)	\$ 31,139	\$ 2,441
BEGINNING NET OPERATING ASSETS	39,495	39,495	8,356	5,915
ENDING NET OPERATING ASSETS	\$ 14,503	\$ 31,132	\$ 39,495	\$ 8,356

ALL SAINTS' EPISCOPAL PARISH
STATEMENTS OF FINANCIAL POSITION
DECEMBER 31, 2016, 2015, 2014, & 2013

	<u>2016</u>	<u>2015</u>	<u>2014</u>	<u>2013</u>
ASSETS				
CURRENT ASSETS				
CASH - CHECKING	\$ 254,835	\$ 153,215	\$ 119,472	\$ 84,951
ACCOUNTS RECEIVABLE	18,145	20,664	22,406	3,179
PREPAID EXPENSES	12,679	20,174	22,518	21,180
TOTAL CURRENT ASSETS	<u>\$ 285,659</u>	<u>\$ 194,053</u>	<u>\$ 164,397</u>	<u>\$ 109,310</u>
INVESTMENTS				
ENDOWMENTS	\$ 4,419,324	\$ 5,109,974	\$ 5,433,348	\$ 5,221,730
OPERATING	63,749	51,565	56,217	21,611
BUILDING FUND	30,509	5,467	25,465	20,619
KOLB TRUST	420,267	413,527	426,365	417,001
OTHER INVESTMENTS	91,049	101,278	77,991	96,180
TOTAL INVESTMENTS	<u>\$ 5,024,899</u>	<u>\$ 5,681,811</u>	<u>\$ 6,019,386</u>	<u>\$ 5,777,141</u>
PLANT ASSETS				
LAND	\$ 815,700.00	\$ 815,700	\$ 815,700	\$ 815,700
BUILDINGS, GROUNDS & IMPROVEMENTS	7,811,456	7,048,029	7,037,994	7,011,800
FURNITURE & EQUIPMENT	1,188,222	1,028,222	1,018,965	1,016,261
TOTAL PLANT ASSETS	<u>\$ 9,815,379</u>	<u>\$ 8,891,952</u>	<u>\$ 8,872,659</u>	<u>\$ 8,843,761</u>
TOTAL ASSETS	<u>\$ 15,125,936</u>	<u>\$ 14,767,816</u>	<u>\$ 15,056,442</u>	<u>\$ 14,730,212</u>
LIABILITIES AND NET ASSETS				
CURRENT LIABILITIES				
ACCOUNTS PAYABLE	\$ 26,838	\$ 33,535	\$ 18,389	\$ 11,006
ADVANCED PLEDGES	14,225	14,300	31,480	330
OTHER CURRENT LIABILITIES	110,442	34,634	31,726	24,421
TOTAL CURRENT LIABILITIES	<u>\$ 151,505</u>	<u>\$ 82,469</u>	<u>\$ 81,595</u>	<u>\$ 35,757</u>
LONG TERM LIABILITIES				
MIDDENDORF LOAN	\$ 90,715	\$ 90,715	\$ 165,986	\$ 239,036
MORTGAGE PAYABLE	380,554	418,686	455,622	491,377
PAYABLE TO ENDOWMENT	18,145	18,145	18,145	-
TOTAL LONG TERM LIABILITIES	<u>\$ 489,414</u>	<u>\$ 527,545</u>	<u>\$ 639,753</u>	<u>\$ 730,413</u>
TOTAL LIABILITIES	<u>\$ 640,919</u>	<u>\$ 610,014</u>	<u>\$ 721,348</u>	<u>\$ 766,170</u>
NET ASSETS				
UNRESTRICTED NET ASSETS				
NET PLANT ASSETS	\$ 9,416,680	\$ 8,455,121	\$ 8,398,892	\$ 8,352,384
NET OPERATING ASSETS	22,517	39,495	8,357	5,915
TOTAL UNRESTRICTED NET ASSETS	<u>\$ 9,439,197</u>	<u>\$ 8,494,616</u>	<u>\$ 8,407,249</u>	<u>\$ 8,358,299</u>
TEMPORARILY RESTRICTED NET ASSETS				
NET ENDOWMENT ASSETS - VESTRY DESIGNATED	\$ 2,957,589	\$ 3,712,397	\$ 3,986,559	\$ 3,845,203
NET BUILDING FUND ASSETS	(33,458)	(63,786)	(125,267)	(172,786)
NET ST. MARY'S CHAPTER ASSETS	52,347	66,044	55,595	60,815
NET OTHER ASSETS	118,048	72,294	71,201	31,286
TOTAL TEMPORARILY RESTRICTED NET ASSETS	<u>\$ 3,094,526</u>	<u>\$ 3,786,949</u>	<u>\$ 3,988,089</u>	<u>\$ 3,764,518</u>
PERMANENTLY RESTRICTED NET ASSETS				
NET ENDOWMENT ASSETS - DONOR RESTRICTED	\$ 1,479,880	\$ 1,415,721	\$ 1,464,934	\$ 1,376,527
NET ST. MARY'S KOLB TRUST ASSETS	210,134	206,764	213,182	208,500
NET VESTRY KOLB TRUST ASSETS	210,134	206,764	213,182	208,500
NET OTHER PERMANENTLY RESTRICTED ASSETS	51,147	46,987	48,458	47,698
TOTAL PERMANENTLY RESTRICTED NET ASSETS	<u>\$ 1,951,294</u>	<u>\$ 1,876,236</u>	<u>\$ 1,939,756</u>	<u>\$ 1,841,225</u>
TOTAL NET ASSETS	<u>\$ 14,485,017</u>	<u>\$ 14,157,801</u>	<u>\$ 14,335,094</u>	<u>\$ 13,964,042</u>
TOTAL LIABILITIES AND NET ASSETS	<u>\$ 15,125,936</u>	<u>\$ 14,767,816</u>	<u>\$ 15,056,442</u>	<u>\$ 14,730,212</u>

2011 Capital Campaign Projects

Primary Goals for Campaign	Expected Cost During Campaign	Approved by Vestry from Campaign Pledges	Actual Cost paid from Building Fund	Not paid from Campaign Funds		
				Memorial Fund	St. Mary's Chapter	Preservation Maryland Grant
Drainage & Foundation Repairs to church	\$150,000					
Replace Heating/AC in Historic Church	\$300,000					
Two Approved Campaign Projects	\$450,000	\$465,000	\$460,517			
Campaign Expenses	\$150,000	\$102,000	\$101,428			
Outreach allocation - after Expenses	10% pledges	6% pledges	\$37,354			
Debt Reduction - after Expenses	\$750,000	25% pledges	remainder after construction & Outreach			
Organ Repair	\$50,000	0	0			
Handicap Access through Garden - St. Mary's Memorial Walkway	\$150,000			\$12,000	\$15,000	
Court St. Bldg. Exterior Repairs	\$42,000				\$71,997	\$3,000

Funds Received for 2011 Capital Campaign Projects

	Passed thru Building Fund	Paid direct to Contractors
Parishioners' Contributions to Campaign through 6/30/16 (252 Parishioners +DOK)	\$733,966	
St. Mary's Chapter		\$86,997
ASEC Memorial fund		\$12,000
Randall Charitable Trust Grant	\$13,500	
Preservation Maryland Grant		\$3,000

ALL SAINTS'
EPISCOPAL CHURCH
