

# ALL SAINTS'

## EPISCOPAL CHURCH

2020

# Annual Report

Presented at the Annual Meeting

February 28, 2021

*Founded in 1742*

106 W. Church Street, Frederick MD 21701

301-663-5625 | [allsaintsmd.org](http://allsaintsmd.org)

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Welcome to the All Saints' Episcopal Church Annual Report for 2020. This has been an unusual year of ministry. Our bishop encouraged us all year, "Stay calm, stay connected, and stay church" in the midst of a global pandemic.

We hope this annual report helps to give you a picture of All Saints' journey over the past year. **Narratives from our staff and lay leaders** share an idea of the triumphs and trials of both our individual ministries and the Body as a whole. While this report is not exhaustive of all the ministries at All Saints', we requested reports from the ministries that have found energizing mission in the midst of the pandemic. The **Parochial Report** appendix gives a snapshot of the data the Diocese of Maryland and The Episcopal Church [compiles for each diocese](#) and the church worldwide. Our **financial reporting** shows the fiscal health of the parish, and how we hope to deploy our gifts in support of Christ's mission in 2021.

I'd like to thank all our staff, ministry leaders, vestry, and executive team for their contributions, and to Caroline Cole (Vestry Class of 2021) for compiling this year's annual report.

—Alyssia Turner, Parish Administrator

## Three Priorities for All Saints' 2021

Before you dive into the information about the past year, I want to share with you three priorities for the year ahead of us. These three priorities are guiding principles to help us steer our energy and our efforts in this constantly changing environment to share God's love and be God's healing people in the world. These priorities come from the lessons we have learned in the last year: Our church is not a building, we are a community of people knit together in the love of Christ. Our strength is found in our relationships with each other, the community of Frederick, and with God. We come alive and full of energy when we are called to serve others. Therefore:

1. We will develop our Gospel Presence on two campuses:  
106 W. Church St. & [www.allsaintsmd.org](http://www.allsaintsmd.org)
2. We will equip our community of faith by developing and deepening relationships.
3. We will serve the needs of the community around us, doing "what love requires."

When we allow these priorities to help us discern where to focus our energy, our resources, and our vision for the future - we will be aligned with the resilient strengths we have discovered during this Covid-tide journey. As you read on in our annual report, reflect on the year we have traveled, imagine how these priorities will help steer us through the coming year with faithfulness and trusting that God's mission is working through us.

— Mother Adrien, Rector

# Clergy, Wardens, and Staff Reports

## Rector's Report

### *A Guiding Piece of Scripture or Prayer*

Romans 8:18-25, "I consider that the sufferings of this present time are not worth comparing with the glory about to be revealed to us. For the creation waits with eager longing for the revealing of the children of God...We know that the whole creation has been groaning in labor pains until now; and not only the creation, but we ourselves, who have the first fruits of the Spirit, groan inwardly while we wait for adoption, the redemption of our bodies. For in hope we were saved. Now hope that is seen is not hope. For who hopes for what is seen? But if we hope for what we do not see, we wait for it with patience."

### *In the past year, how have you been called to offer leadership for All Saints'?*

I have been called to lead our congregation through this time of pandemic, racial protest, and political uncertainty by leaning into the limitations we face and engaging the creative and destructive complexity of this moment in time. I believe that God's Church exists for such a time as this. Despite the obstacles of our situation, the inability to gather in-person indoors, people need to know that God is very present and they are very beloved. People need to know that they are remembered and that, each day, they are members of the Body of Christ. People need to be empowered to live out their faith, building relationships, worshipping God, and serving others. I have been invited to lead through this uncertain time with an authentic and centered belief in God's love for us all.

### *I have taken these actions:*

I have sought the counsel of scientists, doctors, the church staff, and diocesan leadership to discern the best way to keep our community safe and connected. At times we have restricted all social interaction, at other times it has been safer to gather outdoors, and for a brief window in the fall, we met inside the worship space. I have encouraged the community to let go of our pre-pandemic expectations, and instead allow this time to be full of experiments, 90 day micro-strategies, and listening to the Holy Spirit. Instead of burning ourselves out propping up church programs, let's embrace a time of process and creativity.

I have invited our vestry, congregation, and the community of Frederick into weekly conversations about racial justice. We share the experience of racism and white supremacy as we each know it in our own lives. This sharing helps us know and trust each other for the hard work of dismantling racism in our community. All Saints' has taken the bold step of publicly claiming that Black Lives Matter from the front of our worship building and from the deep work of our hearts for ministry.

I have empowered our staff to engage the technology we need and recast our working structure to meet the challenges ahead. We have successfully worked remotely from the church office over the last year instituting new practices for communication, meeting, and organizing the work of the church. The pandemic has accelerated our rate of change because we have less friction in the system and we have greater need to upgrade our habits and practices. For example, because we cannot pass a 200-year-old silver plate to collect the offering, we must quickly invest in a technology that allows us to accept electronic payments. A decision that would have taken months of deliberation is accomplished in short order is put in place with the click of a button.

I have preached, taught, listened, and learned through screens and cameras, recognizing that the first Christians had to rely on letters to share their faith; we are doing the same thing with video. We are living through a transformative and tragic time. The opportunities for prayer and scripture are desperately needed, not just once a week, but every day. I have called a community of leaders from our church to gather us in morning and evening prayer and it has shaped us into a church praising God “seven whole days, not one in seven.”

*I have experienced these challenges:*

I am challenged to be a priest for a community I cannot touch and embrace, feed and be fed by, gaze upon your faces and see the face of Christ. It is exhausting to battle with technology failures and learning curves in order to overcome our distance. After a time, creativity runs thin and I simply want to collapse into the ease of doing something, anything, like we’ve done it before. I am challenged to communicate without the passive network of meeting in the hallway, scrubbing pots in the kitchen, crossing paths in the garden, and generally existing together. Now, every communication is an intentional effort to be scheduled, recorded, emailed, or zoomed. While these new practices and habits will serve us for years to come, they are also tiring and inefficient compared to the organic fabric of life we used to rely on.

I have learned these things about being church: I have learned that church is created in the intimacy of two or three, not gathering a crowd of hundreds. I have learned that the buildings and physical adornments of church are icons of our common life, but we do not need to make them idols necessary for our worship. I have learned to trust that we can let go of all kinds of stability and structure, wipe the slate clean of every status quo expectation, and rely on the commandment to love one another as guidance. I have seen people being church while walking through the park, making phone calls, gathering on Zoom, dropping food and encouragement on doorsteps. I have witnessed our church animated to gather on Thursday, make their offering of food and diapers in the parking lot to those in need and then receive the body of Christ, to be held in the sanctuary of their homes, until we consume the host together on Sunday. I have learned that I am not *the* good shepherd, all of my sheep are scattered and out in the pasture, and I must have faith that God is the good shepherd and knows where each one is and calls them by name.

*I have experienced these strengths and gifts in the community:*

The community of All Saints’ has come alive in this liminal time in ways that reveal the love and faithfulness of our community. I have been astounded by your ability to share pastoral care and love with each other and me: cards, drive by parties, text messages, gifts and all other evidence that we are beloved of each other. The staff of the church has stepped forward with courage and creativity to function beyond their job descriptions and figure out how to lead the church in a whole new frame of reference. The vestry of the church has been courageous with projects and funding to not shrink back in fear, but rather lead in faith. The congregation funded a new slate roof on our Historic Church in the midst of this pandemic, it is a witness to our faith that we will return from this exile and inhabit our buildings once again. It truly has been a time to witness our resilient faith as we journey through the wilderness - this is the resurrection story we are living.

*I am looking forward to these possibilities:*

I am looking forward to singing, hugging, sitting in your breathing space and just feeling the warmth of your physical presence. I am looking forward to the people we will become as we emerge with a deep appreciation for the privilege of being in community with each other, face to face. I am excited by the expanding possibilities of continuing to offer worship, formation, and prayer through the internet. We have two campuses, in person and online, and both are viable ways to share the Gospel of God’s love. I know that we are more deeply connected to each other, the community of Asbury United Methodist, the community of

Frederick, and the community of Hyderabad, India because we have “linked arms” during this pandemic and kept each other fed, clothed, beloved, and sheltered. This pandemic has reminded us that we are not an island of self-reliance, rather we are simply a part of Christ’s body reliant on every other part. This is the teaching of the Holy Spirit, a wisdom that we will carry with us from this time of wilderness into the future.

—the Rev. Adrien Dawson

## Associate Rector’s Report

### *A Guiding Piece of Scripture or Prayer*

*A Prayer in Time of Pandemic, Written by the Rev. Dr. Kate Sonderegger:* “This hour we turn to you, O Lord, in full knowledge of our frailty, our vulnerability, and our great need as your mortal creatures. We cry to you, as one human family, unsure of the path ahead, unequal to the unseen forces around us, frightened by the sickness and death that seem all too real to us now. Stir up your strength and visit us, O Lord; be our shield and rock and hiding place! Guide our leaders, our scientists, our nurses and doctors. Give them wisdom and fill their hearts with courage and determination. Make even this hour, O Lord, a season of blessing for us, that in fear we find you mighty to save, and in illness or death, we find the cross to be none other than the way of life. All this we ask in the name of the One who bore all our infirmities, even Jesus Christ our Risen and Victorious Lord. Amen.”

The above prayer is one written by a brilliant seminary professor of mine at VTS. I’ve prayed this prayer heavily throughout the past year, and altered as needed as time progressed and the pandemic has evolved.

I continue to hold dearly in prayer for God’s love to be embodied within and burst forth from our community, that we may be spiritually nourished, pastorally nurtured, remain interwoven within each other’s lives as we continue this pandemic journey.

### *In the past year, how have you been called to offer leadership for All Saints’?*

As one of your clergy, the call to lead during a time of pandemic, protests, and political unrest has been one of pivoting, learning, experimenting, creativity, pivoting again, pressing on, providing pastoral care, and much prayer. Together we’ve re-envisioned how to worship, pray, care for, serve, form, and simply be a faith community. We’ve mastered prerecorded worship, Zoom, Pop Up Church, Facebook Live, Instagram, YouTube, Google Drive (except the share settings), air hugs, parking lot ministry, drive by drop off/pick up, home bags, porch visits, and more! We’re still living into best practices of hybrid livestream worship, exploring and dreaming of ways to regather safely in person, and continuing to find new ways to do what love requires.

I’ve also been called to continue to foster our sacramental life together: celebrating weddings and marriage renewals, honoring the lives of loved ones by the graveside, and blessing and splashing new babes as we welcome them into the family of God.

### *I have taken these actions:*

In addition to the worship, pastoral, and sacramental side of ministry, I’ve led our stewardship campaign, grief ministry, welcoming newcomers (yes, we are still growing!), Instagram, Virtual VBS Camp, many children’s activity videos, children’s fellowship and formation zooms, youth group zooms, creation of a Family Formation Team, Virtual Christmas Pageant, Lenten Bags, and created seasonal domestic church videos, to name the highlights.

I have attended many webinars and participated in online courses to aid in creativity and exploration of how to be church in these complex times.

*I have experienced these challenges:*

Challenges, along with opportunities, have been abundant this year. Fatigue of many types and technology have been prominent challenges. Pandemic fatigue, Zoom fatigue, innovation fatigue, prerecording and videos fatigue, compassion fatigue, creative fatigue, and just plain "over it!" fatigue have all reared its exhausted head at one point or another throughout 2020. In the beginning of the pandemic and shut down, figuring out a new rhythm of life to embrace work-from-home while also caring for and 'teaching' my young girls was a huge challenge and learning curve-- a true practice of cultivating grace and tempering expectations. After three months, I was grateful for daycare to open and reestablish once again a modified rhythm.

Technology has been a huge blessing, as well as a headache when things don't seem to work and the "tech gremlins" take over. I've experienced the challenge of feeling our community disconnect from one another, and yearning so deeply to pull us all back together and help folks reengage.

*I have learned these things about being church:*

I have learned that church is resilient, flexible, and able to journey in the wilderness with grace. I've been reminded that God's love is bigger than any walls, masks, quarantine, or viruses that come our way. It's been affirmed that yes church can exist without walls, yet we still need a community home base-- whether a space, physical or virtual-- to gather as one Body.

*I have experienced these strengths and gifts in the community:*

I have experienced the life-giving strength of our community being grounded and centered with daily practices of communal prayer, and service to others. Our worship and outreach became once again central to the heartbeat of our church. I've experienced the gift of pastoral care, phone tree, sidewalk chalk blessings, drive-by well wishes, surprise gifts of love, cards, meals... the list goes on . . . all the ways I've seen you all care for one another! I've experienced the amazing gift of God's abundant presence, life-giving Spirit, creativity, guidance, patience, and resilience at All Saints'. Together our hearts have broken over saying goodbye to loved ones, our hearts have broken from the pain of racism, our hearts have broken over the political unrest and pandemic and underbelly of this world. And even still, we support each other, we engage in conversation, we pray together, we praise together, we celebrate sobriety anniversaries, we celebrate births, baptisms, weddings, even confirmations! We've experienced the depth of human reality this year, and these experiences have brought us together in new ways. The love of God that we embody overflows from our souls, within our community, out into the world. For which I'm grateful.

*I am looking forward to these possibilities:*

Oh the possibilities of the future!!! I'm looking forward to celebrating "Easter" in "proper" form with all the smells and bells whenever that day comes. I'm dreaming of camp in person, leading worship without a mask(!), gathering in person for grief support groups, hugging you fine people of faith, having a youth lock in, and the dream list goes on.

A more grounded dream for the nearer future is to have some type of modified in-person camp experience this summer, to reimagine Formation for All Ages into something new that will energize and feed our community, and to have our community reengage and reconnect. There is great need to develop our Invite, Welcome, and Connect teams so we can continue to embrace new souls on this journey and discover the gifts among our community gathered.

I look forward to seeing how Church unfolds as we 'make it to the promise land' of post pandemic. I wonder what Church will look like, how church will feel, and what creative ideas the Holy Spirit has in store for us.

—the Rev. Jessica Holthus

## Deacon's Report

### *A Guiding Piece of Scripture or Prayer*

[Love] bears all things, believes all things, hopes all things, endures all things. 1 Cor 13:7

### *In the past year, how have you been called to offer leadership for All Saints'?*

I became a part of the All Saints' leadership shortly after being ordained to the Sacred Order of Deacons on June 13, 2020. I am assigned as the Regional Deacon for Frederick County with All Saints' and Grace, Brunswick, as my anchor parishes. My first face-to-face meeting was with Linda Miller on a Wednesday evening after the Healing Service. Over an outside restaurant meal, she told me all of the amazing work that is already happening at All Saints' as we work as God's hands and feet to bring about the Kingdom. The next day, I was in the parking lot filling up my car with produce and dried beans for the community at Centro Hispano. While Linda was laid up after her foot surgery, I was able to be her feet and continue that ministry over the summer and into the fall. The drop-off times in the parking lot have become a place for me to meet some of the All Saints' family and come to know them and their heart for mission.

Through my liturgical presence I am a reminder to all of servant leadership. On the occasions when I preach I seek to remind all of us of our Baptismal Covenant and the call to that servant leadership. This reminder continues as I plan for the formation of those who desire Confirmation and reaffirm the covenant made at Baptism.

As a Regional Deacon I have worked to remind us all that we are One Body. The Beyond Shelter campaign to raise funds needed to build a permanent emergency family shelter through the Religious Campaign has brought many of the Episcopal churches in Frederick County together for this important goal.

### *I have taken these actions:*

Throughout the summer and into the fall, I served by collecting and delivering food to both Centro Hispano and the Frederick Community Action Agency. That ministry continues as I collect and deliver diapers to Centro Hispano. In November, I spearheaded the Frederick Region Episcopal Churches efforts to raise funds for the Beyond Shelter campaign. That effort started off modestly with a goal of \$10,000. That goal is now \$25,000 and we are well on our way. I serve liturgically as a deacon on the second Sunday of each month, preaching every other month. I also serve at the Wednesday evening Healing Services twice a month. At present, I am planning the formation classes for those desiring Confirmation.

### *I have experienced these challenges:*

In a word...COVID. My desire to have the opportunity to meet all of you, to know you as family and have you come to know me is extremely difficult. Learning new technology has been a challenge but accepting it as our reality has been even more trying as I am sure it has been for many of you. For me, pastoral care is a one-on-one, face-to-face, ministry of presence and I am challenged to flex different muscles to find my way forward.



As someone newly ordained, it is a pitfall to try to do too many things and not have the time to do any of them well. Over the last months, I have been learning the balance of family and ministry as well as what gifts I have that best serve this community.

*I have learned these things about being church:*

I have always known the church isn't the building, but it has been clear to me throughout the pandemic that being church does mean being a community. We had to find new ways to “gather” but it was imperative that we do so and continue to serve those outside our community in order to remain church.

*I have experienced these strengths and gifts in the community*

What a joy it has been to experience the gifts of vision and generosity within this community! You are sincere about caring for the “others” as well as caring for each other through your pastoral care and outreach. I am gladdened by the seriousness with which you take continued growth through book studies and conversations about challenges that face our community, our country, and the world.

*I am looking forward to these possibilities:*

I look forward most of all to meeting each of you, hearing your stories, and being present to you in your joys and sorrows. I continue to look for new ways to engage All Saints' and the other Episcopal churches in Frederick County in working together in mission and ministry. As our new Outreach Team forms and meets this spring, I look forward to the possibility of working together on outreach projects that bring us together with those we seek to serve, giving us an opportunity to be served and to hear new stories.

—the Rev. Kathleen Smith-Jones

## Music Director's Report

*A Guiding Piece of Scripture or Prayer*

Psalm 150

Hallelujah! Praise God in his holy temple; \*  
praise him in the firmament of his power.

Praise him for his mighty acts; \*  
praise him for his excellent greatness.

Praise him with the blast of the ram's-horn; \*  
praise him with lyre and harp.

Praise him with timbrel and dance; \*  
praise him with strings and pipe.

Praise him with resounding cymbals; \*  
praise him with loud-clanging cymbals.

Let everything that has breath \*  
praise the Lord. Hallelujah!

*In the past year, how have you been called to offer leadership for All Saints'?*

This past year was certainly an unusual first year on the job! Making music during Covid has had many challenges requiring new means to bring the beauty of music to our worship experience and community. In light of not being able to gather to make a joyful noise, maintaining community has become all the more important. Thanks to technology, we have been able to gather from the safety of our homes and when the weather is nice, in the Memorial Garden or Baker Park for fellowship. While we would all love to be singing, ringing, and making joyful noises, the opportunity to be present with one another has been a meaningful experience.

*I have taken these actions:*

During this past year I have learned how to create a virtual hymn, a virtual anthem, and how to navigate video conferencing platforms in an effort to provide hymns and other music for worship. Singing is not safe in a group setting right now and these means, while not optimal, do provide an opportunity to bring voices together in song. When it was safe we had the youth gather for drumming in the Memorial Garden and the All Saints' Ringers join for rehearsals and worship, all activities adhering to physical distancing guidelines. I have recorded music from the church utilizing the instruments we have in place and recorded pieces with our musicians and others all through the world of technology. We had the opportunity to engage our members and friends in "Hymnology 101" which brought 20 people together to discuss the history and story behind some favorite hymns. This was a wonderful four-week discussion concluded by a presentation from Dr. Wayne Wold. We were able to experience Advent Lessons and Carols in a different but meaningful way. Sean Dye joined us as our soloist and Mother Adrien lead us through the readings and prayers. Our Christmas Eve service was pre-recorded and we were able to include offerings of the All Saints' Ringers, Historic Church Choir and Matthew Fowle playing trumpet. A handbell quartet led us in our Christmas Lessons and Carols service on December 27th. On January 17th, we had a joint service with Asbury UMC and their musicians raised the roof! Another gift during this time has been my ability to participate in fellowship after our Sunday worship service. This has been a great opportunity to get to interact with those who participate in fellowship, as prior to Covid this would not have been possible.

*I have experienced these challenges:*

The past year has been one of constant reinvention. As we are all aware, life can and has been changed at a moment's notice and has required a great deal of flexibility, adaptation, understanding, and patience. Not being able to create music for worship in person is an incredible challenge. Music thrives on the breath and life of those creating it and so does our spirit, being present with one another is vital when making music. The challenge of engaging the community, building relationships, and learning many new aspects of technology have all been keenly present during the last year.

*I have learned these things about being church:*

While nothing can replace the joy of being able to gather as a community in one place at the same time, church is wherever we are, as long as we are there together.

*I have experienced these strengths and gifts in the community:*

All Saint's is a loving, caring, community that is resilient, supportive, and open to new experiences.

*I am looking forward to these possibilities:*

I am looking forward to the many ways we can gather the All Saint's and Frederick community in making music for worship, enrichment, and education. We can build upon the strong musical tradition of All Saints' by creating a space for musicians and artists of all levels and interests to brighten our world, broaden our horizons, and serve God, the church and one another.

—Adam Koch

## Parish Administrator's Report

*A Guiding Piece of Scripture or Prayer*

Mark 1:18, "They immediately they left their nets and followed him."

*In the past year, how have you been called to offer leadership for All Saints'?*

This year has been about resilience and adaptability. Can you just throw down your net? As I was preparing for my maternity leave, the staff made a fast swerve to all-online worship, and there was a lot of hard work to make sure that the community had a sustainable, safe way to worship as I stepped away to grow my family. I have enjoyed brainstorming the new ways we can be a church, no matter the size of the wave on the sea.

*I have taken these actions:*

It has been a delight to work with Jay Colley on our streaming system, and to work with Lee Emmons on our pending website redesign. I've implemented a new digital giving platform to continue our income stream in lieu of a plate, and have jokingly been called "the wizard behind the curtain" for our current online presence, maintaining our current website and blasts, and working with a great team on our social media and communications.

*I have experienced these challenges:*

What a question! The pandemic has made some things so much clearer, and other things so much more complex. Most of this year's challenges have been related to Covid: coordinating and cooperating virtually, making online worship as user-friendly as possible, creating digital platforms for parishioners and staff, keeping track of digital offerings and participants, and more. But I feel so grateful to be able to continue my work in a way that doesn't put people at risk and minimizes harm, and to work at a place that values safety. These sacrifices, these challenges are worth every bit of effort if they have even the smallest contribution to saving lives.

*I have experienced these strengths and gifts in the community:*

During the pandemic, it seems like each person has had to make a choice of what will truly feed them most -- because this is when we need manna. When we need to receive it, and when we need to give it. It has been a joy to see individuals commit, or recommit, to the ministries that truly nourish their soul.

*I am looking forward to these possibilities:*

Many life-changing events leave people questioning what's important. We're seeing more and more people proposing to their partners, or leaving unhealthy relationships. We've seen people declutter and clean house when they were stuck at home. While scary and vulnerable, this process for me is exciting and sacred. Questioning and reevaluating "what we've always done" gives beautiful room to choose which traditions are truly worth honoring, and what ways we can move and grow to serve and feed the world as it is today. I'm

seeing this process in the church in the ways we offer, the ways we gather, and the ways we give. And I can't wait to see what the post-covid church will become.

—Alyssia Turner

## Facility Manager's Report

### *2020 Facility Budget Snapshot*

- 2020 facility operation budget: \$132,100
  - Includes: Building repair/maintenance, IT infrastructure, utilities
- 2020 actual expenses: \$126,207.11
- ~ 4.5% under budget
- \*NOTE\* This does not account for capital expenses

### *IT Infrastructure*

- Two-year overhaul of the existing IT infrastructure facility wide
- December 2018 –December 2020
- ***Completed on time and under budget***
- All work was completed by facility manager
- Organization now has a professional, secure, reliable, and fully managed IT infrastructure

### *St. Paul's Chapel Renovation*

- Chapel was restored to provide a beautiful sacred worship space
- Project was made possible by a generous donor that provided 100% funding

### *Office Space Renovation*

- Full remodel of reception area provides an open inviting space
- All offices were repainted with new office furniture
- Hallways were repainted and picture rail added
- Conference room repainted, cabinets/counters added, new conference table/chairs, and new glass wipe boards
- Furniture was donated by Thermo-Fisher Scientific in Frederick
  - Unique opportunity for Frederick-area non-profits to choose from a selection of gently used office furniture
  - No cost to ASEC!

### *Thermostat Upgrade*

- 2020 project goal: Consolidate & provide remote access of the HVAC systems
- Historically: 15 separate thermostat makes and models in the facility
- Extensive research and cost analysis:
  - Emerson's –Sensi product line was chosen as the best fit for our facility
  - Able to monitor and adjust remotely
  - 23% projected energy savings
- Project completion: September 1st, 2020
- Excellent return on investment for the church

### *2020 –Year of the Roof*

- Slate roof over the historic church was in desperate need of replacement
- Multiple bids were collected:
  - Durable Restoration (Company that repaired Steeple) -\$500,000
  - Wagner Roofing -\$280,000
  - S&K Roofing -\$172,376
  - \*Similar roofing material, Del Carmen slate
- S&K Roofing was selected
- Project duration: August 2020-September 2020

### *AV-Streaming System*

- Prior to pandemic, ASEC was providing basic streaming for church services
- Pandemic provided an opportunity to expand streaming capabilities
  - Streaming available in Historic Church & Great Hall
  - High-quality and budget -friendly cameras that provide multiple views in each space
- Contractor bids were solicited
- After cost analysis, determined staff could conduct the work at a significantly reduced cost
- Work completed in-house by staff
- A big **THANK YOU** to **Mike Vaughn** for his help during installation
- In-house project completion: Overall project savings of **60%**

# Episcopal Community Farmer's Report

## *A Guiding Piece of Scripture or Prayer*

He told them still another parable: "The kingdom of heaven is like yeast that a woman took and mixed into about sixty pounds of flour until it worked all through the dough."

## *In the past year, how have we been called to offer leadership for All Saints'?*

A small group of us have been called to be the "critical yeast" in a bowl, set aside with warm water and sugar, to bubble and discern. A small group working together as "critical yeast" is a kind of creative leadership group. It's akin to the concept of "critical mass," or the idea that a threshold is reached with a certain minimum number of energy and numbers, which causes the reaction to go forward spontaneously. In the case of a "critical yeast," it is the idea that for some new initiative to get started, you need a small group of people to spend a season meeting, gathering information, walking together, and discerning to allow something creative to bubble up. We have been asking the question, "Are we being called to plant a New Episcopal Community (NEC) in Urbana, a thriving and diverse community in Frederick County?"

The Episcopal Church defines a New Episcopal Community as:

- **"New:** Distinct and different from existing churches and institutions: NECs are not programs of existing churches or dioceses or restarts. NECs have entrepreneurial leadership, a pioneering and creative spirit and seek to bring into being a ministry that was not there before."
- **"Episcopal:** Grounded in the faith, doctrine, and discipline of the Episcopal church: NECs are clearly, distinctly, and overtly Christian in character, approach, and identity. They can be churches, missional communities, or anything in between! While not all will have a worshipping aspect, NECs operate out of and give opportunities to know Jesus' love. NECs are under the oversight of the Bishop and governance of a diocese. They reflect the mission of their diocese and the Episcopal Church."
- **"Community:** Designed to be a place of encouragement, care, and accountability: NECs commit themselves to love one another in relationships of mutual care and accountability. Patterned after the life and teachings of Jesus, NECs seek to help people grow in faith and life. NECs are committed to long-term growth and sustainability. While not all will be able to become sustainable from the communities they serve, NECs intend to grow in leadership and financial support with proper stewardship, development, facilities, and accounting."

We have spent six months in this discernment process and are now ready to take the next step. We will see if what we have learned can leaven the flour and help a New Episcopal Community in Frederick grow.

## *We have taken these actions:*

- A small group composed of Marc DeOcampo, Laura Clarke, Linda Miller, Mother Adrien, and I started convening once a week for meetings.
- I identified and formed a relationship with a coach with extensive experience in missional development. We meet monthly.
- With the funds we received through a grant from the Episcopal Church, we hired a consultant, Ken Howard (<https://faithx.net/>), a priest and experienced missional developer.

- We convened monthly meetings with the diocesan staff and Bishop Ihloff. In these meetings, we clarified the diocese's role in supporting the effort and the role of All Saints' in sponsoring the NEC.
- We reported our work and plans to the vestry to gain their endorsement. We attended a training offered by the Episcopal Church Genesis Group, a national network of missional developers, diocesan staff, and Bishops.
- We planned several activities in Urbana, for example, the snow labyrinth activity, to explore the community, and to engage with people in Urbana in a worshipful way.
- We explored several demographic parameters in Urbana extensively using resources provided by Ken, our consultant. These parameters include:
  - Growth and Density: things that create change and opportunities to change.
  - Generational Balance: balancing those who will enable your future and who can enable your presence?.
  - Race/Ethnicity, and Diversity: differences that provide possibilities for something new.
  - Dominant Population Segment: the tapestry of peoples and neighborhoods.
- With the analysis of these data, our explorations of the neighborhoods, and the knowledge of Laura Clarke who lives in Urbana, we discerned a provisional vision for the New Episcopal Community in Urbana:
  - Vision: We are called to be a New Episcopal Community that is an open structure for belonging and a hub that connects people to themselves, each other, and God
  - Mission: Create a New Episcopal community in southern Frederick County that provides opportunities for connection, listening, and exploring and that supports the yearnings of the community. We will do this by offering an inclusive, open invitation to anyone hungering for a community of faith without barriers to belonging. We will provide communication channels to connect and transform, both individually and as a faith community, filling spiritual gaps that bring about unity.

*We have experienced these challenges:*

One significant challenge has been the limitations imposed on us by the pandemic. We have not been able to gather people in Urbana in a way that would foster deeper relationships. It's hard to get to know a community when you can't go to people's homes or places where people typically congregate and hang out.

*We have learned these things about being church:*

Church is not a building. The Church is the servant in the household of God and the household is the world.

*We have experienced these strengths and gifts in the community:*

All Saints' is a powerhouse for the work of discernment and allowing for the Holy Spirit to lead. I am very grateful for the faithful work of the team.

*We are looking forward to these possibilities:*

We also see this as potentially a vital contribution to the community of All Saints' spiritual life. The work of discernment that we have done has led us to a deeper awareness of how God works in the Frederick County community. We have witnessed the desire for connection--and a desire to be part of communities of diversity. We see an invitation to find where the common interests in the community lie. It offers gifts, possibilities, and creativity and could be a place for shared ministry.

We are applying for an additional grant from the Episcopal Church for the next phase of the work (our continuing work is not contingent on receiving the grant, as the diocese is committed to supporting this effort). As we continue to deepen our work in the household of God in Urbana we hope to hire a part-time administrative assistant and to schedule regular events in Urbana to build connections. In this NEC work, Tommy will also be doing his seminary field education internship.

—Tommy Turbyville

## Senior Warden's Report

*Vestry Highlights*

Last year started out like any other year. Then three months in, Covid presented us with a host of challenges like we've never experienced. We had to figure out how to do church without being present in person with each other. So, meetings were conducted on the Zoom platform. Worship went virtual. Clergy and staff continued working. And with God's help (and a lot of ingenuity) we've been able to find new and exciting ways to stay church. We ended the year realizing that we will never again be like the way we were when the year started.

*Here are vestry highlights for 2020:*

While our retreat in February was in-person, all of the meetings from March to December were conducted on Zoom. Fortunately, filters were turned off and no one showed up as a cat.

We spent a lot of the meetings in March and April trying to figure out logistics of conducting church business without being together in person. One of the early decisions we made was to ensure clergy and staff would be paid throughout the duration of the pandemic. We made the decision before we knew about the Payroll Protection Program. However, we did file to participate in the program and were given a loan to cover three months of everyone's salary. We have filed the paperwork to convert the loan into a grant.

In 2019, we embarked on a strategic visioning process that continued into 2020 with an external listening campaign with our neighbors in Frederick and community conversations. This completed in March with Zoom meetings with our consultant, Rachel Cornwell. While the work was extremely useful and we learned much about ourselves, we also realized that much of the continuing work within the church will have to wait until well after we're back together.

We started 2020 with our new Music Director, Adam Koch, who had fewer than two and a half months to learn about All Saints' before we went to Zoom worship. However, not to be daunted, Adam devised several ways to provide choral music during services throughout the year while Zooming or streaming live worship. His leadership has also kept the music program knit together with regular Zoom (and a few in-person and distanced) check-in sessions. We are truly blessed to have Adam as our Music Director.



All Saints' is a birthplace for seminarians. The vestry has supported Tommy Turbyville, Jen Mariano, Stuart Scarborough, and Angela Furlong as they work through the awesome process of discernment.

This summer presented new challenges, both local and nationwide, with the abhorrent specter of racism. The vestry held special meetings to discuss and decide what we're being called to do. Members shared personal feelings and insights and each vestry member made a personal statement regarding racism. We ultimately approved putting up Black Lives Matter banners on the entrances to All Saints'. We also vowed to deepen our relationship with Asbury United Methodist Church. Discussion of anti-racism activities is now a permanent vestry agenda item.

Realizing that All Saints' now needs to have a virtual presence, the vestry worked with Jay Colley, our Facilities Administrator, and Cathy Guzauskas, our Junior Warden, to approve camera and audio systems in both the Great Hall and Historic Church. These have been critical to live streaming our services and extending the reach of All Saints' beyond the walls of the church. It seems to be working as we have had participants from Australia for our live streamed services. Many thanks to Jay for his work and leadership on this project.

At our retreat in February, we heard from Canon Mary Sulerud, who is our diocesan Canon for Discernment and Congregational Vitality. Canon Mary is a certified "church planter," and she presented to us about the opportunity to plant a new church in the Urbana area. The vestry voted enthusiastically to help shape and support this new growth, both financially and by committing to leadership. Tommy Turbyville will lead this effort working within the diocese. This is an exciting opportunity to start a new church in an area that is experiencing substantial growth.

The vestry had a workshop in December to consider all we've learned over the last year including our visioning with Rachel Cornwell, our experience of the COVID-19 pandemic and how we've responded, our response to racism, and other experiences from a year of churching apart in today's environment. Among the many issues we discussed and deliberated, we agreed that we've been given enormous opportunities, capabilities, and resources to do what love requires.

Finally, I want to recognize the extraordinary efforts of our Executive Committee: Cathy Guzauskas, Junior Warden; Marie Greenbank, Treasurer; Tina Butcher, Secretary; and Mother. Adrien and Rev. Jess, our clergy. This team meets monthly to discuss and work on parish-wide issues and plan vestry activities. The challenges of 2020 called for creative leadership and this team certainly answered the call. Two members, Marie and Tina, will be ending their respective terms and I would like to thank them for their leadership, creativity, humor, and commitment. It has been a blessing to work with folks who are so gifted, warm, and committed.

It looks like 2021 is presenting some of the same challenges as 2020. However, given the lessons we've learned, we're so fortunate to have such a dedicated and talented group of leaders. I look forward to working with everyone on our journey of resilient faith.

—Mark Gibson

## Junior Warden's Report

### *A Guiding Piece of Scripture or Prayer*

“So now faith, hope, and love abide, these three; but the greatest of these is love.”

### *In the past year, how have you been called to offer leadership for All Saints'?*

I have taken on the role of Junior Warden.

### *I have taken these actions:*

Since assuming the position of Junior Warden, we have focused on projects that have long been neglected. With the incredible generosity of an anonymous donor and the generosity of the congregation, the slate roof over the Historic Church has been replaced. There are plans for several needed and important capital projects to be completed in 2021. As a result of the pandemic, we have been forced to worship remotely. We have been able to outfit both the Historic Church and the Great Hall with the equipment needed for live-streaming of services. Our focus will continue to be maintaining and upgrading the buildings and campus in preparation for the eventual re-opening of the church.

### *I have experienced these challenges:*

To no one's surprise, financial challenges continue to be an issue. There is much that needs to be accomplished in terms of the physical upkeep of the buildings and campus. Pledges are down and obviously we are not getting the same level of plate contributions with the church remaining closed. We will continue to be limited in how much we can accomplish in terms of maintenance and renovation without the necessary financial support.

### *I have learned these things about being church:*

The most positive lesson is that we can be church even when we cannot be in church. The level of effort and commitment to keep us in community with each other has been nothing short of amazing. Many of us have learned new ways of keeping connected with each other. The difficult lesson has been that for some in our congregation, technology cannot work for everyone. There are too many that do not have the experience or the equipment needed to stay connected.

### *I have experienced these strengths and gifts in the community:*

We are blessed to have clergy that have the energy, commitment, and vision needed to keep us being church in the past year. We are blessed to have so many in our congregation willing to give their time, talents, and treasure to keep us in community with each other and the wider community. We are fortunate to live in a time with so many technological possibilities.

### *I am looking forward to these possibilities:*

We have a large campus and it is full of possibilities. Currently, we have a great deal of unused space in our buildings. There are many many options we have for creatively using this space to allow for income streams for the church and for outreach programs that will benefit many in our community. What we need to move forward is a team of people with the time and willingness to help us bring dreams to fruition and financial support to help make these dreams reality.

—Catherine Guzauskas

## Recognizing our Outgoing Executive Team Members

We want to express our immense gratitude for the leadership and gifts of our Registrar and Treasurer who are stepping away from serving in this capacity.

**Tina Butcher** is a registrar whose notes rival closed captioning for the vestry meeting and her wisdom is miles deep. She is able to hold in tension many conflicting viewpoints and offer a via media that brilliantly honors, respects, and challenges the whole group.

**Marie Greenbank** is able to interpret data, create spread-sheets, slide shows, and narrative prose to joyfully enlighten us about the present financial moment and the future financial health we could embrace. If we come to the financial conversation with fear, Marie turns it into a playground where creativity and love cast out fear.

Both of these women have been an incredible joy to work with over the past years. I know we must let them go so that they can focus on their needs of family, work, and their own lives. And I know we will miss them both for their ability to lead us through very challenging and transformative times. We offer up our deepest gratitude for their faithful and committed leadership and participation on the Executive Committee. We are praying for Marie and Tina as they turn their attention and gaze towards their own priorities and say yes to God's call to love and serve in a renewed new way. Please, make sure to share your thanks and appreciation with them in the days and months to come. It always means a lot to learn who has been positively impacted by our passionate work.

—the Executive Committee of All Saints'

## Treasurer's Report

### *A Guiding Piece of Scripture or Prayer*

Timothy 6:18 : That they do good, that they be rich in good works, ready to distribute, willing to communicate.

### *In the past year, how have you been called to offer leadership for All Saints'?*

Budget & Finance to ensure good stewardship and flexibility to analyze and make recommendations on the best use of church resources. Implementing Tithely.

### *I have taken these actions:*

Integration of new technology to increase access for giving and information.

### *I have experienced these challenges:*

Experienced delays in receipt of mail which impacted cashflow during 2020.

### *I have learned these things about being church.:*

That the body of All Saints' is generous and dedicated to staying connected and filling the gap to meet the ever-changing needs of the church.

### *I have experienced these strengths and gifts in the community:*

Successful Raise the Roof Campaign.

*I am looking forward to these possibilities:*

New ways to give and communicate the financial health of the church.

—Marie Greenbank

*Editor's note: 2020 and 2021 financial reports can be found in Appendix A QQ*

## Ministry Reports: Worship & Prayer

### Daily Prayer: Morning and Evening

Submitted by Roseann Russo

*A Guiding Piece of Scripture or Prayer*

We use Mission St. Claire and the Book of Common Prayer for prayer service liturgy and reference, but also add other sources of prayer, poetry, visual art, and wisdom, i.e. Jan Richardson.

*In the past year, describe how this ministry has been called to serve the community of All Saints?*

We hope that it has offered a safe way for folks to keep connected to our church, maintain relationships and develop new ones during the pandemic, as well as to offer spiritual and emotional support during this challenging time.

*We have taken these actions:*

By posting the links to Facebook, Evening Prayer and the Morning Prayer conference call number on the church website, we have extended our church "beyond the walls" of the building, as Mother Adrien describes.

*We have experienced these challenges:*

Technical challenges for Evening Prayer when connection is weak and the signal is interrupted during the service. Not having face-to-face interaction is a frustration, but it is surprising how we have adapted and how we still feel a sense of community with those in attendance.

*We have learned these things about being church:*

Again, it is not confined to the walls of the church and we can serve those in our community and beyond who may have another religious faith or no particular religious faith. Church can serve a number of purposes and missions that are not confined to attending Sunday worship service. It can support and enrich spiritual practice and life in the community every day of the week.

*We have discovered these gifts and strengths:*

We as a church community are resilient and when we work together using all of our talents and gifts, we are a powerful presence and have much to offer our beloved community.

*We are looking forward to these possibilities:*

We hope to continue offering online and call-in services for those who are not able to get to our physical church due to a variety of reasons i.e. mobility issues, geography, personal choice.

# Altar Guild

Lay leader: Jody Deveney

## *A Guiding Piece of Scripture or Prayer*

Most gracious Father Who has called me Your child to serve in the preparation of Your Altar, so that it may be a suitable place for the offering of Your Body and Blood; Sanctify my life and consecrate my hands so that I may worthily handle those Sacred Gifts which are being offered to You. As I handle holy things, grant that my whole life may be illuminated and blessed by You, in whose honor I prepare them, and grant that the people who shall be blessed by their use, may find their lives drawn closer to Him Whose Body and Blood is our hope and our strength, Jesus Christ our Lord.

## *In the past year, describe how this ministry has been called to serve the community of All Saints'?*

The Altar Guild prepares the Lord's table for the Eucharist wherever that may be celebrated. Sunday mornings and Wednesday evenings continue much as before and we have been challenged to set the table in the park or in the Memorial Garden for in-person gatherings there. Additionally, it has been an honor to prepare consecrated wafers for families to take to their home altars to more fully experience the Eucharist.

## *We have taken these actions:*

The Altar Guild has structured our rotation of responsibility to respect those who need to step away from this ministry temporarily for health reasons. To minimize the exposure of those who are serving, we arrive after the service participants have left the area and then clean-up and immediately reset. This means that only two times a week one person comes into the building for about an hour.

## *We have experienced these challenges:*

The sacristy and altar areas do not allow for the recommended distancing. The Altar Guild has been blessed with a number of individuals who very capably prepare and handle the sacred vessels on their own. Being in community with one another without the opportunity to work in teams or with a partner has been sorely missed.

## *We have learned these things about being church:*

While maintaining our roots to the traditional Eucharist as celebrated at All Saints', it may look like the first century church now more than ever. We are sharing the Eucharist in our homes in close communion with those we love.

## *We have discovered these gifts and strengths:*

Although the tasks of the Altar Guild are very straightforward, we have discovered an ability to respond to the changing needs of the worshipping community as guidelines for safety have evolved.

## *We are looking forward to these possibilities:*

A revival of the energy and passion to prepare the Lord's table as we return to work and worship together. With so many families choosing to receive and handle consecrated wafers with the respect due to the Body of Christ, more believers will find the desire to prepare the bread and wine to bless the larger All Saints' family. We look forward to a vibrant and robust Altar Guild, excited to be back together and to welcome new members and even some former members.

## Flower Guild

Submitted by: Jackie Gambill

### *A Guiding Piece of Scripture or Prayer*

Galatians 5:22, "But the fruit of the Spirit is love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control."

### *In the past year, describe how this ministry has been called to serve the community of All Saints'?*

The flower guild has continued to do altar flowers to help celebrate worship services.

### *We have taken these actions:*

We continue to learn, become more creative, and embrace the miracle of nature and flowers.

### *We have experienced these challenges:*

Our guild has become smaller due to members moving from the area. Also, we grieve the passing of our beloved Neile Crutchley.

### *We have learned these things about being church:*

We have learned that being part of a ministry connects you through the trying times like we have experienced this year. Whether it's a quick check-in to see how someone is doing or an email to volunteer for a service. Ministries provide connections you may not have otherwise.

### *We have discovered these gifts and strengths:*

We have become more comfortable creating floral arrangements in any worship space (Baker Park, Historic Church or Great Hall).

### *We are looking forward to these possibilities:*

We look forward to gathering together and inviting parishioners to join the Flower Guild and enjoy the peaceful preparation of altar flowers for worship services.

## Re-Gathering Team

Submitted by: Eric Percy

### *A Guiding Piece of Scripture or Prayer*

Psalms 122:1, "I was glad when they said to me, "Let us go to the house of the Lord."

### *In the past year, describe how this ministry has been called to serve the community of All Saints'?*

After we left our worship spaces in the middle of Lent last year, the work of the Re-gathering Team has been to discern how we could re-enter building with a congregation present in the safest manner possible for those serving and attending worship.

### *We have taken these actions*

From the roster of Ushers, Vergers, and others expressing interest, we developed a list of parishioners that would be willing to participate as an Usher and/or cleaning. From the guidelines and protocols recommended by the Diocese, the CDC, and local government, along with the guidance of health and safety professions from within the Parish, we developed a plan to have in-person worship. Those protocols continued to be refined as the situation and manner of in-person worship changed from the summer and into the fall.

The first in-person service took place in the Memorial Garden with the interment of our dear friend Ray Pratt. This was followed at first with in-person services on Wednesdays in the Historic Church and, while the roof repairs were underway, in the Great Hall. We also supported the Pop-Up Services that were held in Baker Park and a wedding that was held in the Historic Church. Then with All Saints Day, we moved for a brief time to in-person services on Sundays until all in-person services were halted two weeks later due to rising Covid infection rates.

### *We have experienced these challenges:*

The biggest challenge, especially when we were moving to two in-person services a week, was having enough people able and comfortable with serving as Ushers and/or cleaners. Due to the protocols that we developed to maintain everyone's safety, it was imperative that each service had a minimum number of Ushers and cleaning staff at the church before we opened the doors to the congregation. So covering two services became a concern.

### *We have learned these things about being church:*

Presence is very important to everyone, and for the brief time from the late summer to the fall being together, while masked and socially distant, was in itself as important as being nourished by worship.

### *We have discovered these gifts and strengths:*

The main thing we have found was the willingness to adapt, learn, and to take on responsibilities that were much different from how ushering was done in the "before time." We were also open, respectful, and caring for the personal decisions we had to make on deciding whether there was a comfort level or ability to serve. Additionally, we found that those who attended as congregation were receptive to the protocols we put in place.

### *We are looking forward to these possibilities:*

As we all are, we are looking forward to returning to in-person worship with the hope that instead of gatekeepers we can be that warm smile as you return to our church home. We know this process will take time but we have learned a great deal on how to make in-person worship even with restrictions.

## Eucharistic Visitors

Submitted by: Lynn Gebrowsky

### *A Guiding Piece of Scripture or Prayer*

1 Corinthians 10:17, "For we being many are one bread, and one body: for we are all partakers of that one bread."

*In the past year, describe how this ministry has been called to serve the community of All Saints'?*

In the time of pandemic, we continued to conduct Eucharistic home visits through all means possible to us: telephone calls, emails, text messages, and teleconferences. Through November of 2020, we shared Spiritual Communion. Beginning in December, we distributed consecrated host to the visitors and those to be visited and shared the Eucharistic during a socially distanced (usually telephonic) service.

*We have taken these actions:*

In response to the constraints of the coronavirus and the inability of our visitors to go in person to those members of the congregation unable to otherwise participate in the life of All Saints'.

*We have experienced these challenges:*

As a realization of how many of the congregation we had not previously included and how many more need to be considered by this ministry even when things return to a more usual (although never the same as previous) way of life and church.

*We have learned these things about being church:*

This ministry has always been about the inclusion of all members of Christ's body. Our understanding has perhaps broadened as to what forms that inclusion may take; not simply the administration of the Eucharist, but all aspects of Pastoral Care.

*We have discovered these gifts and strengths:*

Resilience, perseverance, patience, innovation, creativity, empathy, an increase in love.

*We are looking forward to these possibilities:*

Expanding the ministry of shared one-on-one Eucharist to more receiving at home and more visitors/callers taking on this ministry as part of everyday church life.

## Ministry Reports: Life in Community

### Daughters of the King

Submitted by: June Miller

*A Guiding Piece of Scripture or Prayer*

Psalm 31:3, "Since you are my rock and my fortress, for the sake of your name lead and guide me, O Lord."

*In the past year, describe how this ministry has been called to serve the community of All Saints'?*

For the first 3 months of 2020, we were able to meet in person. That all changed and we have transitioned to Zoom meetings monthly. We have been called to stay connected to Daughters within our home church and have participated with our Daughters by connecting with members nationally and internationally. We have been called to lift up prayers for members of All Saints'. We have tried to live according to our vows of prayer, service, and evangelism by reaching out by mail, phone calls, text, or outside visits to the blessed people of All Saints'.



*We have taken these actions:*

Last January, we helped serve meals at the FCAA (Frederick Community Action Agency). Last March, we hosted Quiet Day, with Bishop Sutton leading us on a presentation on Intercessory Prayer. Angela Furlong led us through a Pew Labyrinth which she designed to resemble a tree. We hosted Stations of the Cross during Lent in person, then switched to a conference call SOC. Jen Mariano led Stations of the Resurrection virtually. In June, we participated in a book study of Pond, River, Ocean, Rain. We have taken part in several national meetings and one chapter meeting on racism, racial justice, and equality within our Order. June Miller facilitated a 52-day Nehemiah Prayer Vigil with daily emails of prayer, reflection, and music. In October, we had our service of rededication outside in the Memorial Garden. We organized and put together the 2021 Lenten Meditation Booklet. We will be hosting SOC again this Lent.

We receive prayer requests and send them out to our members.

We sponsor two students in Les Cayes, Haiti. We have made contributions to the following: FCAA, Clergy discretionary funds, All Saints' Seminarian Fund, Quiet Day food and materials, 4 Funds of the Order, Centro Hispano de Frederick, Clergy appreciation gifts, Education Equal Hope, Camp Mar Lu Ridge, Books for Chapter Book Study, Religious Coalition, funded the Lenten Meditation Booklet, donated meals for the Religious Coalition, Beyond Shelter, and Seminararians.

*We have experienced these challenges:*

Keeping our members connected that do not use technology. We have tried to keep everyone connected with cards, mailings, porch drop offs, and phone calls.

*We have learned these things about being church:*

The love and light of Christ has bonded us even stronger during the pandemic. Being Church is beyond the physical Church! Everyone is a child of God and worthy of His love and grace!

*We have discovered these gifts and strengths:*

We have learned how to embrace technology and invent new ways of continuing with Prayer, Service and Evangelism.

*We are looking forward to these possibilities:*

When we can gather in person and HUG and EMBRACE one another. Providing more in-person visits to our homebound members and volunteering at FCAA.

## Men's Group

Submitted by: Dan Huebner

*In the past year, describe how this ministry has been called to serve the community of All Saints'?*

The Men's Group has met every month on Zoom for breakfast, plus once for an outdoor firepit gathering. It provided an important connection for some of the men who otherwise would have been almost completely isolated. They seemed to appreciate the opportunity to engage with the community and this experience, I think, has kept them solidly in the All Saints' community.

## Phone Tree

Submitted by: Linda Miller

### *A Guiding Piece of Scripture or Prayer:*

1 Thessalonians 5:11, "Therefore encourage one another and build each other up, just as in fact you are doing."

### *In the past year, describe how this ministry has been called to serve the community of All Saints'?*

Early in the pandemic, clergy and lay leaders realized we needed an organized yet flexible way to reach out to folks and to help them feel connected and cared for. A phone tree was planted and the loving touches began.

### *We have taken these actions:*

A phone tree was created, consisting of 19 branch leaders. Leaders regularly reached out to folks on their team. "Touches" were made by text, email, and phone calls. Additionally, branch leaders and clergy participated in Zoom check-in gatherings.

### *We have experienced these challenges:*

It took a great deal of time to get the phone tree set up. Many phone calls needed to be made in a relatively short period of time. We needed to learn to care for others as we cared for others.

### *We have learned these things about being church:*

We have learned that even when we are not able to be in the church, we can still be church.

### *We have discovered these gifts and strengths:*

We practiced and honed our skill of deep listening. We also had the chance to (for some of us) get out of our comfort zones and to make pastoral call phone calls. Especially those initial calls to folks whom we did not know. We learned to discern when it was necessary to reach out to clergy for assistance.

### *We are looking forward to these possibilities:*

How is it that we may continue to develop skills and deepen relationships which formed during the pandemic?

## Raising Saints

Submitted by: Rebecca Couture

### *A Guiding Piece of Scripture or Prayer:*

This is how we end each weekly Mom Zoom: Let us pray. Dear God, thank you for the women here with us tonight. Thank you for their hearts, minds, voices and spirits. Bless us and fill us with your incredible peace, wisdom and love. Guide us forward everyday to teach, lead, love, forgive, listen and care for our families and our own selves in this strange time. May we each have the courage and integrity to ask for help when we need it and surround ourselves with life giving company and authentic encouragement to see this through to the end. In Jesus' name, Amen.

*In the past year, describe how this ministry has been called to serve the community of All Saints'?*

This ministry has been called to serve the community of All Saints' in the past year by consistently offering a variety of touch points to young families so that everyone feels seen and heard regularly. The goal is to stay connected as best as we can so that when we CAN regather, a sense of belonging still exists. For those who are not on Facebook, where this group virtually "gathers," emails are also sent.

*We have taken these actions:*

Initial outreach to every member was conducted on a regular basis for the first few months. A Wednesday night Mom Zoom was established and continues today. As for the actual social media platform, no topic has gone ignored - mental health, social/emotional well-being, friendship, youth formation, children's formation, worship opportunities, updates on church related activity, support for needed prayer, opportunities to celebrate successes, insight on virus activity, insight on educational options, participation opportunities related to worship, crowd sourcing best practices, books to recommend, camp!, educational support, liturgical calendar reminders, outreach, and more. We've even welcomed several (5+) new families and incorporated them into programming such as the Wednesday night Mom Zoom, the pageant, and weekly worship.

*We have experienced these challenges:*

Young families are intensely busy and that has not changed in the last year. We hear routinely from individuals who want to be more involved but just cannot fit in the Zoom or a good example is that even the pageant, for some, felt overwhelming. But to be honest, our overall participation has been fantastic. We had to create extra pageant parts to accommodate all those who wanted to partake. In terms of Mom Zoom, we have an average of 6-12 participants weekly. For some people, their participation, in comparison to pre-Covid, has increased dramatically, further strengthening the bond they have with All Saints'. Other challenges are kind of the obvious - cannot gather safely, no weekly in-person worship to see each other, no regular formation, etc.

*We have learned these things about being church:*

We have learned that being vulnerable, sharing our stories and stating our needs only draws us closer.

*We have discovered these gifts and strengths:*

Friendship, deep connection, and support are just easier when we start with the commonality of a shared value, such as our faith. So much that conflicts relationships and parenting is stripped away, when we can pray together and mean it. This year has had an enormous amount of community, racial, and political division and I feel comfortable in saying that our group has been a uniting force when we all needed it most.

*We are looking forward to these possibilities:*

We are looking forward to hugging each other because man, it's been a crazy year!

# Ministry Reports: Faith in Action

## Outreach

Submitted by: Linda Miller

### *A Guiding Piece of Scripture or Prayer*

Isaiah 58:6-8 Is not this the fast that I choose: to loose the bonds of injustice, to undo the thongs of the yoke, to let the oppressed go free, and to break every yoke? Is it not to share your bread with the hungry, and bring the homeless poor into your house; when you see the naked, to cover them, and not to hide yourself from your own kin? Then your light shall break forth like the dawn, and your healing shall spring up quickly; your vindicator shall go before you, the glory of the Lord shall be your rear guard.

### *In the past year, describe how this ministry has been called to serve the community of All Saints'?*

During the pandemic, local non-profits were stretched to the limit. Shelves at the food bank were sometimes bare and lines at food distribution sites were long. High school students living with housing insecurity did not have reliable access to the internet, making it difficult to participate in online school. Some senior citizens were homebound and did not have computers, exacerbating feelings of isolation. Families facing housing insecurity who had been staying in local churches, began to live at local camps.

Increased police violence against people of color and an increased awareness of systemic racism called us into deeper conversation, learning, prayer, and action.

In Hyderabad, India, many people did not even have money to buy food for themselves. A church near Hyderabad could not pay their pastor and was about to lose their place of worship.

### *We have taken these actions:*

- Participation in the Frederick March for Justice
- Helping to plan and participate in a multi-faith Racial Healing Prayer Walk
- Purchase of and display of Black Lives Matter banners as signs of welcome and ally-ship with our neighbors of color
- Weekly virtual racial justice conversations with Asbury and the broader Frederick community
- Multiple food drives to support the Frederick Community Action Agency and Centro Hispano
- Prepared dinners for folks in the Emergency Family Shelter and Beyond Shelter programs of the Religious Coalition
- In collaboration with SHIP and FCPS, created a Learning Hub at All Saints' providing physical space, volunteers, wifi access, breakfast, lunch, and snacks for SHIP's New Horizon students
- Diaper drives for the Centro Hispano community

- Donated craft items to homebound seniors in Frederick County
- Helped work alongside Asbury United Methodist Church at their Food Drops
- Donated holiday baskets of household items and non-perishable food to families at Centro Hispano
- Baked desserts for Gale House Recovery community at Thanksgiving and Christmas
- Raised funds on GoFundMe to help Pastor John Vicliff buy food for people in his community in Hyderabad
- Raised funds on GoFundMe to help save a church in Hyderabad

*We have experienced these challenges:*

- Early on in the pandemic, it took a little while for us to reconfigure outreach to become a parking lot ministry.
- Learning more about the hard truths of our white privilege and systemic racism (including within the Episcopal church).
- How is it that we can have conversations with people whose views and life experiences are very different than our own?

*We have learned these things about being church:*

A parking lot can be a great place to gather (physically distant) to help our neighbors and to see and reconnect with our "masked" friends. Outreach transforms everyone involved. Powerful things happen when in a brave, trusted space, stories are shared. Relationships develop. Beloved Community is born.

*We have discovered these gifts and strengths:*

We are listening to the longings in the local and global communities. Amazing things happen when one person sees a need and invites others along to help. We have a gift for feeding others!

*We are looking forward to these possibilities:*

- How is it that seeds planted today can bear the fruit of relationships?
- What lies ahead for us with the work of healing the wounds of systemic racism? How are we being invited and called to make reparations?
- How might we join with Pastor John in Hyderabad, India and serve in mission together? We are visioning a mission trip to Hyderabad.

# Stewardship

Submitted by: Scarlett Gibb

## *A Guiding Piece of Scripture or Prayer*

Micah 6:8, "He has told you, O mortal, what is good; and what does the Lord require of you but to do justice, and to love kindness, and to walk humbly with your God?"

## *In the past year, describe how this ministry has been called to serve the community of All Saints'?*

In the past year, the Stewardship ministry has been called to communicate to the community the various ways All Saints' has continued to follow their mission. The ways we pivoted to continue services virtually, outreach in a flexible manner and social justice through virtual conversations and actually participation. All the ways to feed and nourish the community, literally and figuratively. We then had our annual stewardship campaign to request the community help support these efforts through wealth, work and wisdom.

## *We have taken these actions:*

The Stewardship Committee has been pushing for a more electronic approach to pledging and then obligating funds to the pledge, for several years. The necessity to have less physical contact gave us the opportunity to approach pledging in an electronic way. We engaged a software, Tithely, to allow for electronic pledging and for electronic payment of the pledges, weekly, monthly, or one-time payment. A logo with a mask and theme "Doing What Love Requires" was created and materials were sent in a timely manner. We distributed logo'ed hand sanitizers at one of the outdoor services in Baker Park. Follow up communications and phone calls were made and thank you cards were written by vestry members and sent to pledging members.

## *We have experienced these challenges:*

The challenges we faced were not being able to physically kick off the pledging season. We still kicked it off with a service and virtually. We needed to continue to support those individuals that were not ready to convert to electronic pledging by printing and sending paper pledging materials. We still needed to physically stuff and send the materials and accommodations for the safety of the committee members needed to be made. We also faced all the challenges that come with only being able to meet remotely, connection issues, and interruptions from family and circumstances. Working through these was a part of life in pandemic.

## *We have discovered these gifts and strengths:*

We discovered that when needed virtual meetings, services and connections can happen. We discovered that we are capable of the flexibility to work with the resources we have while investigating and obtaining better resources. We discovered that keeping others healthy and safe was a priority and was part of doing what Love Requires. We discovered that even in times of pandemic we can still perform outreach to many organizations and support causes and learn through conversations.

## *We are looking forward to these possibilities:*

We are looking forward to celebrating in person our accomplishments but until then we will continue to celebrate virtually and support each other.

# Environmental Stewardship

Submitted by: Randy Query

## *A Guiding Piece of Scripture or Prayer*

NRSV Colossians 1: 16-17 for in Him all things in heaven and on earth were created, things visible and invisible, whether thrones or dominions or rulers or powers - all things have been created through him and for him. --When I read this I think of the web of life, the interconnections of species, the mutual reliance of life forms and the discoveries yet to be understood - Creation.

## *In the past year, describe how this ministry has been called to serve the community of All Saints'?*

The Environmental Ministry provided several opportunities for the All Saints' community to escape their homes to enjoy the outdoors and share fellowship with others. We hiked several parks on trails of varying levels of physical challenges. In January, we hiked Little Bennett Regional Park in Montgomery County. In February, we ventured to the Appalachian Trail and explored Annapolis Rocks looking westward into the Middletown Valley. Next we challenged ourselves by hiking Cat Rocks and Bob's Hill in the Catoctin Mountains. This was a vigorous hike of several hours. In early August, we ventured out of state to visit Cowan's Gap State Park in Pennsylvania and hiked and enjoyed a picnic adjacent to the lake. We also stayed closer to home to appreciate Monocacy Battlefield and study this Civil War battle as well as learn about the indigenous populations that lived there over time. Later in the fall, we hiked very close to All Saints' when we did the Trees of Frederick Walking Tour and recited Tree Prayers from Quiet Garden Movement. Finally we hiked the C&O Canal near the Monocacy Aqueduct to enjoy the trees and waterfowl prevalent in the area.

## *We have taken these actions:*

Many of the clean-up projects we planned to participate in were canceled this year because of the pandemic. Members did have the opportunity to participate in Interfaith Power and Light, a religious movement whose mission is to mobilize a religious response to climate change, by taking an Environmental Justice training course. This equipped the students with information, tactics and strategy sessions to help them in their own communities.

## *We have experienced these challenges:*

The pandemic has limited our ability to participate in projects with outside groups. We are hopeful that projects will resume later in 2021.

## *We have learned these things about being church:*

Because of this pandemic, people have an urge to get out in creation. State and federal parks have been experiencing more visitors now than during pre-pandemic times. We are not afraid of the dark as demonstrated in our firefly hikes and to witness the convergence of Jupiter and Saturn! We have several members in our midst who do amazing owl calls!

## *We have discovered these gifts and strengths:*

Our church members will hike any season — rain or shine. Expect all generations to be represented and several breeds of dogs! The desire to learn more, care more and love more.

*We are looking forward to these possibilities:*

Another picnic and hike at Cowan's Gap State Park this summer, monthly 4th Saturday hikes, a community or park clean-up project, consider solar options for the church, composting options, interfaith environmental outreach and local environmental justice initiatives.

## Invite Welcome Connect

Submitted by: Rev. Jess Holthus

*A Guiding Piece of Scripture or Prayer*

Romans 15:7, "Welcome one another, therefore, just as Christ has welcomed you, for the glory of God."

*In the past year, describe how this ministry has been called to serve the community of All Saints'?*

Invited to embrace new people and help them get connected into our All Saints' community.

*We have taken these actions:*

Created and maintained electronic Connect card (newcomer's google form). Reach out to people who complete the card and help them get plugged into current ministry opportunities. Attended webinars to learn and explore digital strategies for welcoming new people into virtual church. Attempted creation of Virtual Greeters team. Developed social media presence and joining of Instagram (@allsaintsfrederick).

*We have experienced these challenges:*

One challenge has been not knowing who all is new when joining us virtually. We now rely heavily on self-identification — they have to engage in the chat, or complete the Connect card, or contact Clergy/Staff, or sign up for something in order for us to know they're interested in participating in our faith community. There isn't a way to just track any new followers/viewers as social platforms don't track that information for privacy reasons.

On the Invite side, we used to focus on a presence at community events that aligned with our identity and mission. Yet, during the pandemic, large community events aren't happening (PRIDE, Children's Festival, etc). The Houses of Worship Tours did go virtual, and staff put together a video for such, but that wasn't an ability of the Invite team.

*We have learned these things about being church:*

It's challenging and different, but not impossible to grow church and connect new people into our community. People are just as spiritually hungry as ever, if not more so these days. We still have amazing connection points to invite new persons to participate in: Sunday fellowship Zoom, outreach, parking lot ministry, Raising Saints, Mom's Group, Mtr. Adrien's group studies, etc. We have welcomed new individuals and families into our community during the pandemic, and continue to do so! God is amazing, and the Spirit continues to draw us together to be nourished and sent out sharing the love of Christ with the world.

*We have discovered these gifts and strengths:*

There's deep blessing in the gift of social media, video, Zoom, livestream, etc. Technology in general has been a lifesaver during this pandemic. Through these electronic means we've been able to continue to connect and grow!



*We are looking forward to these possibilities:*

I long for the day we can gather and truly welcome in our new parishioners. To hold a New Member's Liturgy service and celebration. A virtual greeters team taking hold. Creation of an active Connect team, so new people are having contact from more than just clergy and care teams.

## Garden Ministry

Submitted by: Lisha Utt

*In the past year, describe how this ministry has been called to serve the community of All Saints'?*

We have worked to keep the gardens around the church looking nice including the Memorial Garden, the Boxwood Garden (front of the church) and the Court Street Garden.

*We have taken these actions:*

From April to November, we met twice a month on Monday mornings for an hour or two to work in the gardens.

*We have experienced these challenges:*

Having enough volunteers.

*We have learned these things about being church:*

Working in the garden made us feel more connected to each other and the church.

*We have discovered these gifts and strengths:*

You always feel better when your hands are in the soil.

*We are looking forward to these possibilities:*

What spring will bring and the opportunities to improve the gardens.

## Pastoral Care Team

Submitted by: Linda Miller

*A Guiding Piece of Scripture or Prayer*

Ephesians 1:15-16, I have heard of your faith in the Lord Jesus and your love toward all the saints, and for this reason I do not cease to give thanks for you as I remember you in my prayers.

*In the past year, describe how this ministry has been called to serve the community of All Saints'?*

During the pandemic, we have widened our pastoral care net.

*We have taken these actions:*

Each of the five Care Teams has sent cards to parishioners. Occasions range from birthday, thinking of you, get well, anniversary of death of a loved one, recognition and thanks, baptism, confirmation, new job, new home, etc. We have also made phone calls to people who may be feeling particularly isolated during the pandemic.

*We have experienced these challenges:*

In particular, as leader of the care team ministry, I have had difficulty getting the weekly assignments out to teams in a timely manner. This is mostly due to my leadership and participation in a host of other ministries.

*We have learned these things about being church:*

We already knew that All Saints' has a huge heart for pastoral care. This became even more evident during this pandemic year. In addition to Care Team members reaching out to folks, so many people reached out to check in on others, offered a listening ear and a helping hand. We have also come to realize and act on the belief that each of us is a pastor. It is not solely the responsibility and privilege of clergy.

*We have discovered these gifts and strengths:*

We have rediscovered how much it means to take the time to reach out to others, either in writing or by phone.

*We are looking forward to these possibilities:*

There is an invitation for a new person to take over the ministry of leading the pastoral care teams. There will be an opportunity to come alongside and "shadow" for a months before any transition would happen.

## Ministry Reports: Study & Learning

### Adult Formation

Submitted by: The Rev. Adrien Dawson

*A Guiding Piece of Scripture or Prayer*

Psalm 139: O Lord, you have searched me and known me. You know when I sit down and when I rise up; you discern my thoughts from far away. You search out my path and my lying down, and are acquainted with all my ways. Even before a word is on my tongue, O Lord, you know it completely. You hem me in, behind and before, and lay your hand upon me. Such knowledge is too wonderful for me; it is so high that I cannot attain it.

*In the past year, describe how this ministry has been called to serve the community of All Saints'?*

In January of 2020, the focus of Adult Formation turned towards the work of anti-racism and exploring the curriculum, "Sacred Ground," from The Episcopal Church. We dove deep into white supremacy and the history and complicity of our nation and our church to subjugate people of color for the economic and social benefit of the white community. We had planned to engage in this Sacred Ground study through the season of Lent - but the pandemic derailed our schedule. As we moved our worship online, adult formation transitioned to Zoom classes where we studied a variety of material from video series from the society of St. John the Evangelist, to book studies of Ibram Kendi and Bishop Michael Curry, to the scripture of lament, exile, and return.

The ministry of Adult Formation became a place where people could reliably connect with community as well as to find nurture for their faith. We made time to check in and share our lives as well as diving deep into the material we were studying. We looked for ways to grow deeper in our faith practices while struggling to live

through this pandemic time of isolation. The study and learning gave us lenses for understanding the experience of our lives and recognizing where God is in the midst of it.

*We have taken these actions:*

Each season we have offered resources for Adult Formation to engage the heart, mind, and body. The focus of each offering was chosen to help us understand and cope with the world we are living in and find God's love in the midst of our struggle. Racism, pandemic, and politics are creating enormous stress in people's lives, and we offered resources and small group gatherings to help us feel the holiness of God's love and find compassion for the brokenness of the world.

- Sacred Ground, a Study of Race and Faith
- Signs of Life (SSJE)
- Scripture Study: Lament, Exile, and Return
- How To Be an Anti-Racist, Ibram Kendi
- Waiting and Watching, Advent readings
- Love is the Way, Michael Curry

*We have experienced these challenges:*

The past year has been a time outside of time. Many of us were suddenly free from the need to commute and travel outside of the home and, at the same time, chained to our screens and technology to do our work. We were challenged to make Adult Formation a space of nurture and creativity and relief. We did not want people to feel like they were engaged in never ending work with Zoom fatigue and technology exhaustion.

We were also challenged to engage people who lacked confidence with their ability to use Zoom. The technology was our only portal to reach people since we were all restrained to home.

*We have learned these things about being church:*

The church community must gather together and share our struggle and our joy with one another. It is not enough to privately carry our burdens or to celebrate in isolation. We must have ways to put our lives into a context of God's love and keep saying, 'Yes' to God's invitation to grow and live. The study and learning that we experience together gives us a place to address the suffering of our lives and the world, and to gather with Jesus at the banquet table for a feast.

*We have discovered these gifts and strengths:*

There is an incredible hunger and resilience within our community. We can study hard things and not look away. We can share deep love and be transformed. We can recognize our own brokenness and be humble. It is a privilege to journey with a community like this.

*We are looking forward to these possibilities:*

I look forward to the ways that we will be able to offer Adult Formation in person and online. I am interested in discovering what material and texts will be our next adventure. For Lent, my sister and I will be

offering a shared journey through March engaging the holiness of nature and our own creative artistic spirit. Come and join us!

## Youth Formation

Submitted by: Rev. Jess Holthus

### *A Guiding Piece of Scripture or Prayer*

"For once you were darkness, but now in the Lord you are light. Live as children of light—for the fruit of the light is found in all that is good and right and true." Ephesians 5:8-9

God our Father, you see your children growing up in an unsteady and confusing world: Show them that your ways give more life than the ways of the world, and that following you is better than chasing after selfish goals. Help them to take failure, not as a measure of their worth, but as a chance for a new start. Give them strength to hold their faith in you, and to keep alive their joy in your creation; through Jesus Christ our Lord. Amen.

### *In the past year, describe how this ministry has been called to serve the community of All Saints'?*

This has been a heavy year, filled with very real "grown up" realities that our youth have so eloquently responded, risen to the occasion, adapted, sacrificed, spoken out, struggled, and developed resilience. The youth have come together for conversation, fun games, and support during these trying times.

### *We have taken these actions:*

Held weekly youth group Zooms from March to July. Held a prerecorded Youth-Led Service for Pentecost (amazing!). Many youth joined in virtual VBS Camp as junior counselors. The weekly Zooms took a break for summer, then laid fallow for fall in the midst of transition. In lieu of separate Children's and Youth formation, Rev. Jess created a Family Formation team which has meet regularly (often weekly) to provide family oriented spiritually formative seasonal offerings such as Advent Interactive Activity Calendar, Advent Wreath Making Activity, Advent Home Altar, Lenten Bags, Pancake & PJ party, Alleluia/Remember Banner activity, etc.

### *We have experienced these challenges . . .*

Pandemic Fatigue. Great ideas falling flat on family's exhaustion. Desire to connect and engage getting short circuited by lack of bandwidth (literal as well as time and energy wise). Lack of youth leaders to help provide more substantial youth offerings.

### *We have learned these things about being church:*

Youth are incredibly resilient and adaptive, AND still need community support and nourishment.

### *We have discovered these gifts and strengths:*

A core group of youth has emerged. We have such talented young people who bless our community with their gifts of voice, music, creativity, and presence.

*We are looking forward to these possibilities:*

Looking forward to weekly youth group zooms for the season of Lent. The Pancake & Pj Party zoom for Shrove Tuesday. Creating a Lenten Youth Led Service in March. I dream of gathering youth for a fun hike, another awesome Camp week, and in-person gatherings.

## Children's Formation

Submitted by: Rev. Jess Holthus

*A Guiding Piece of Scripture or Prayer*

Mark 10:14, "Jesus said, 'Let the little children come to me; do not stop them; for it is to such as these that the kingdom of God belongs.' Almighty God, heavenly Father, you have blessed us with the joy and care of children: Give us calm strength and patient wisdom as we bring them up, that we may teach them to love whatever is just and true and good, following the example of our Savior Jesus Christ. Amen."

*In the past year, describe how this ministry has been called to serve the community of All Saints'?*

Called to support children and families during this challenging year, and offer opportunities for spiritual growth and community connection.

*We have taken these actions:*

Rev. Jess created weekly children's activity videos from March to June. Adam and Rev. Jess led Holy Week at Home series to help families create their own child-friendly Home Altar and journey through Holy Week. Lorraine Kituri and Leslie Skryms lead monthly children formation Zooms from April to June. Camp Leaders Team created a first ever Virtual VBS camp week and home bags for a rich interactive camp experience for children and youth.

In the fall, in lieu of separate Children and Youth formation, a Family Formation Team was created to focus on providing family oriented spiritually nourishing opportunities such as: Advent interactive Activity Calendar, Advent Wreath Craft video, Advent Home Altar, Lenten Bags, Alleluia/Remember Banner activity, Pancake & PJ Zoom party, etc.

*We have experienced these challenges:*

Pandemic fatigue. Children and parents being Zoomed out and overloaded, yet wanting to connect without the bandwidth to do so.

*We have learned these things about being church:*

Faith begins in the home, then secondarily enriched at church/within community. If we're able to more effectively equip families to embrace a spirit filled life at home, children are brought up in a faith formative environment, creating spiritually nourishing memories.

*We have discovered these gifts and strengths:*

Children and parents are resilient and creative! With the gift of technology, creativity, out of the box thinking, and being a source of support for each other, we've embraced new ways of forming our young persons in our faith community.

*We are looking forward to these possibilities:*

Children's weekly Zooms in Lent. Another fantastic VBS Camp experience (currently in brainstorming phase for what's possible summer 2021). Longing to gather families and kiddos together for faith-filled fun in person!

## VBS Camp

Submitted by: Angie Richards

*A Guiding Piece of Scripture or Prayer*

"Your word is a lamp to my feet, and a light upon my path" (Ps. 119:105)

"Trust in the Lord with all your heart, do not depend on your own understanding" (Proverbs 3:5)

"...nothing in all creation will be able to separate us from the love of God..." (Romans 8:39)

*In the past year, describe how this ministry has been called to serve the community of All Saints'?*

In the past year, VBS camp has been called to serve the All Saints' community to cultivate relationships with one another and deepen our relationship with God. This ministry serves families and children of All Saints' by creating a safe and meaningful space for each child to grow in faith through scripture, music, games, art, and relationships.

*We have taken these actions:*

We took VBS to an online platform this year by using BOLT by Go! Curriculum and Zoom meetings. We created take-home bags full of crafts, games, recipe ingredients, and other activities for the families and children. We met on Zoom as a large group to do the scripture video, memory verse, origami, and games together. Then we went to smaller break-out groups by age for deeper engagement with the scripture and with each other. To build relationships similar to junior camp counselors in previous years, we paired up a junior counselor with a younger camp buddy to send letters and messages throughout the week and on Zoom.

*We have experienced these challenges:*

Many of the challenges we experienced were clearly due to the pandemic and the inability to have camp in person. We were challenged to create a meaningful space for kids through an online platform to grow in faith, find belonging, and have fun, while also avoiding screen fatigue after a full spring of virtual school. We worked through this by simplifying our VBS week to three days instead of five, creating exciting activities to do together on Zoom, remaining adaptable, and focusing on quality use of the time and space we were given.

To rise to the challenge of building relationships and connection in this new platform, we assigned camp buddies, invited families to record personal videos of themselves doing the games to use as instructions for the rest of the group, and participated in camp Sunday worship led by the kids and families who experienced camp. We also utilized the Raising Saints Facebook page to remain connected.

*We have learned these things about being church:*

We have learned that being church doesn't mean that things have to be done the same as prior years. We can adapt and still be church. While this change in VBS was not something we would have ever asked for, we were able to come together, worship together, and be church during VBS in this new way.

*We have discovered these gifts and strengths:*

We discovered creativity this year. We found ways to create an experience in families' homes and over Zoom that was fun, connected, and faith growing. We also discovered the kids' resilience while actively engaging, laughing, and adapting to this platform with us.

*We are looking forward to these possibilities:*

We are looking forward to dreaming, thinking even more outside the box, and preparing for new ways to connect and grow in VBS this summer. We look forward to having a few more options this year and more time to think, adapt, and work together to remain safe and also provide another fun and meaningful VBS experience.

## Discernment for Ordination

Submitted by: The Rev. Adrien Dawson

*A Guiding Piece of Scripture or Prayer*

"Here I am, Lord! Send me!"

*In the past year, describe how this ministry has been called to serve the community of All Saints'?*

In the past year, we have had two people in the midst of seminary, one person in deacon formation, one preparing for seminary in the fall of 2021, and one intern joined us for the fall/winter of 2020-2021. All Saints' has become a nurturing nest of discernment and vocational insight. We have two more members who have entered into the first phase of discernment, Exploring Baptismal Ministry, this January for the winter/spring process.

*We have taken these actions:*

Over the last year we have supported Tommy Turbyville and Jen Mariano in their postulancy and welcomed Becki Tibaldi for her internship with us. Tommy entered into seminary with distance learning at Central Divinity School of the Pacific (CDSP). Peter Vazquez Schmitt and Stu Scarborough are finishing their classes to graduation in the summer of 2021.

Becki's internship during a time of pandemic was extremely different and creatively challenging to arrange. In the last months of her time with us, we developed a parish lay committee to form and meet with her on a regular basis.

*We have learned these things about being church:*

Discernment is extremely beneficial for the church community, as well as the person who is actively discerning their own call to a vocation. Many members of the parish lay committees are learning to exercise the muscle of discernment in their own lives. This is impacting our church leadership in positive ways.

*We have discovered these gifts and strengths:*

An incredible capacity for Love.

*We are looking forward to these possibilities:*

Continuing to journey with Santana Bartoldus and Daniel Catalano as they explore their call in "Exploring Baptismal Ministry" with the Diocese of Maryland.

**All Saints' Episcopal Church - Frederick MD**  
**Balance Sheet as of December 31, 2020**

**Thursday,**

Account #	Account Name	YTD Balance	Previous Year Balance
<b>ASSETS</b>			
1.010.00	Cash - Checking - PNC	216,850.23	138,084.10
1.015.00	PNC Payroll Account	25,114.43	9,439.75
1.020.00	Cash Checking -Building Fund	1,488.42	1,686.32
1.030.00	Cash - Checking - St. Mary's	17,679.13	34,156.21
1.040.00	Rector's Discretionary Fund	9,649.01	9,428.73
1.045.00	Assoc. Rector Discretionary Fund	2,529.80	5,052.80
1.050.00	Daughters of the King - Cking	5,106.74	4,505.72
	<b>Cash Checking</b>	<b>\$278,417.76</b>	<b>\$202,353.63</b>
1.215.00	Accounts Receivable-	0.00	219.98
1.216.00	AR - Endowment - Vestry	18,145.00	18,145.00
1.230.00	Prepaid Expenses	2,100.00	1,465.00
	<b>Other Current Assets</b>	<b>\$20,245.00</b>	<b>\$19,829.98</b>
	<b>TOTAL CURRENT ASSETS</b>	<b>\$298,662.76</b>	<b>\$222,183.61</b>
1.401.00	Endowment - Donor Restricted - MS	2,004,985.02	1,930,038.72
1.403.00	Endowment - Vestry Designated - MS	4,087,077.02	3,955,369.78
1.405.00	Winebrenner/Ashbury HC Music - MS	85,940.13	82,596.57
1.410.00	Ashbury Memorial - MS	19,728.86	17,848.63
1.415.00	Delaplaine Memorial - MS	0.00	9,690.85
1.420.00	Memorial Account - MS	8,037.39	7,374.98
1.425.00	Operating Account - MS	46,326.09	36,319.48
1.435.00	St Mary's - MS	28,338.24	25,592.79
1.440.00	Building Fund - MS	3,381.75	3,381.20
1.501.00	Kolb Trust Assets	474,040.16	439,460.90
	<b>TOTAL INVESTMENTS</b>	<b>\$6,757,854.66</b>	<b>\$6,507,673.90</b>
1.800.00	Land	815,700.00	815,700.00
1.820.00	Buildings, Grounds, & Improvements	8,056,921.17	7,842,646.18
1.843.00	Furniture and Equipment	1,344,258.30	1,307,681.80
	<b>TOTAL PLANT ASSETS</b>	<b>\$10,216,879.47</b>	<b>\$9,966,027.98</b>
	<b>TOTAL ASSETS</b>	<b>\$17,273,396.89</b>	<b>\$16,695,885.49</b>
<b>LIABILITIES</b>			
2.000.00	Accounts Payable/Vendors	15,970.19	35,148.13
2.001.00	Accounts Payable	89.54	1,400.00
	<b>Total Accounts Payable</b>	<b>\$16,059.73</b>	<b>\$36,548.13</b>
2.750.00	The 125 Company	5,763.06	6,131.41
	<b>PAYROLL ITEMS PAYABLE</b>	<b>\$5,763.06</b>	<b>\$6,131.41</b>
2.790.00	Exchange	43,876.38	91,482.05
2.800.00	Facilities Rental Deposits	75.00	575.00
2.801.00	Advanced Pledges	0.00	750.00
	<b>Other Current Liabilities</b>	<b>\$43,951.38</b>	<b>\$92,807.05</b>
	<b>TOTAL CURRENT LIABILITIES</b>	<b>\$65,774.17</b>	<b>\$135,486.59</b>
2.940.00	PPP Loan	96,100.00	N/A
2.950.00	Mortgage Payable - PNC	224,592.79	265,294.37
2.960.00	Payable to Endowment	18,145.00	18,145.00
	<b>TOTAL LONG TERM LIABILITIES</b>	<b>\$338,837.79</b>	<b>\$283,439.37</b>
	<b>TOTAL LIABILITIES</b>	<b>\$404,611.96</b>	<b>\$418,925.96</b>
<b>NET ASSETS</b>			
3.050.00	Net Plant Assets	9,974,141.68	9,682,588.61
3.100.00	Net Operating Assets	(74,497.20)	(31,818.93)
	<b>UNRESTRICTED NET ASSETS</b>	<b>\$9,899,644.48</b>	<b>\$9,650,769.68</b>
3.110.00	Net Endow. Assets - Vestry Designated	4,105,222.02	3,973,514.78
3.130.00	Net Discretionary Assets	12,178.81	14,481.53



3.150.00	Net Building Fund Assets	1,395.49	5,067.52
3.200.00	Net St. Mary's Assets	46,017.37	59,749.00
3.250.00	Net Memorials Assets	27,710.79	26,953.38
3.300.00	Net Capital Improvement Assets	130,530.58	(185.06)
3.340.00	Net Seminarian Assets	(29.78)	(1,104.78)
3.420.00	Net Youth Events Assets	1,522.81	1,522.81
3.430.00	Net Clergy Sabbatical	12,992.97	11,992.97
3.450.00	Net Organ Repair Assets	22,573.32	22,573.32
3.460.00	Net Daugh. of the King Assets	5,106.74	4,505.72
3.470.00	Net Children Formation Assets	5,239.75	5,239.75
3.600.00	Net Columbarium Assets	13,985.41	25,702.24
	<b>TEMP. RESTRICTED NET ASSETS</b>	<b>\$4,384,446.28</b>	<b>\$4,150,013.18</b>
3.630.00	Net Endowment Assets - Donor Restricted	2,004,985.02	1,930,038.72
3.650.00	Net Winebrenner/Ashbury HC Music Assets	85,940.13	82,596.57
3.700.00	Net Ashbury Assets	19,728.86	17,848.63
3.750.00	Net Delaplaine Assets	0.00	6,231.85
3.800.00	Net St. Mary's-Kolb Tr. Assets	237,020.08	219,730.45
3.850.00	Net Vestry - Kolb Trust Assets	237,020.08	219,730.45
	<b>PERM. RESTRICTED NET ASSETS</b>	<b>\$2,584,694.17</b>	<b>\$2,476,176.67</b>
	<b>TOTAL NET ASSETS</b>	<b>\$16,868,784.93</b>	<b>\$16,276,959.53</b>
	<b>Total LIABILITIES and NET ASSETS</b>	<b>\$17,273,396.89</b>	<b>\$16,695,885.49</b>

If the accounts in the subtotals have changed or if ledger (marked with "\*") and subsidiary account attributes have changed, Previous YTD totals may not represent a valid comparison.

**All Saints' Episcopal Church - Frederick MD**  
**Treasurer's Report as of December 2020 for GENERAL - UNRESTRICTED**

Thursday, February 11, 2021 8:33 PM

Account #	Account Name	Period Activity	Monthly Budget	Previous YTD	YTD Balance	Budget YTD	Over/Under YTD+(-)	Annual Budget	Annual Budget Remaining
<b>INCOME</b>									
4.000.00	Plate Offerings	6,802.00	5,000.00	60,956.77	52,191.71	60,000.00	(7,808.29)	60,000.00	7,808.29
4.010.00	Pledge Payments	49,989.73	41,681.00	459,144.02	429,251.17	500,128.00	(70,876.83)	500,128.00	70,876.83
4.020.00	Church School	0.00	12.00	108.30	16.82	155.00	(138.18)	155.00	138.18
4.030.00	Flowers	50.00	2,000.00	6,862.00	1,240.00	12,000.00	(10,760.00)	12,000.00	10,760.00
4.040.00	Initial Giving	0.00	0.00	265.00	366.00	423.00	(57.00)	423.00	57.00
4.050.00	Holiday Giving	455.00	7,000.00	10,799.00	845.00	12,000.00	(11,155.00)	12,000.00	11,155.00
4.060.00	Investment Income - Operating	26,077.17	26,076.00	299,452.72	312,917.61	312,911.00	6.61	312,911.00	(6.61)
4.064.00	Value Change -SB Operating	0.00	0.00	(11.00)	0.00	0.00	0.00	0.00	0.00
4.065.00	Income From Trusts	0.00	663.00	6,484.44	3,753.92	4,363.00	(609.08)	4,363.00	609.08
4.070.00	Use of Church Facilities- Rentals	500.00	2,375.00	29,966.75	16,550.50	28,500.00	(11,949.50)	28,500.00	11,949.50
4.072.00	Weddings	0.00	413.00	0.00	675.00	5,000.00	(4,325.00)	5,000.00	4,325.00
4.073.00	Funerals	0.00	38.00	0.00	500.00	500.00	0.00	500.00	0.00
4.080.00	Gourmet Night	0.00	209.00	4,363.94	(2,150.17)	2,097.00	(4,247.17)	2,097.00	4,247.17
4.105.00	Fundraising Event	0.00	413.00	5,347.01	0.00	5,000.00	(5,000.00)	5,000.00	5,000.00
4.120.00	Miscellaneous Operating Income PPP Loan	0.00	38.00	335.18	0.00	500.00	(500.00)	500.00	500.00
	<b>TOTAL INCOME</b>	<b>\$83,873.90</b>	<b>\$85,918.00</b>	<b>\$884,074.13</b>	<b>\$ 912,257.56</b>	<b>\$943,577.00</b>	<b>(\$127,419.44)</b>	<b>\$943,577.00</b>	<b>\$127,419.44</b>
<b>EXPENSES</b>									
5.010.00	Outreach	1,696.00	500.00	5,139.33	5,201.57	6,000.00	(798.43)	6,000.00	798.43
5.050.00	Clergy Discretionary Fund	166.00	174.00	2,000.00	1,992.00	2,000.00	(8.00)	2,000.00	8.00
5.072.00	Diocesan Pledge	12,692.68	9,758.00	117,153.96	105,445.30	117,162.00	(11,716.70)	117,162.00	11,716.70
	<b>OUTREACH</b>	<b>\$14,554.68</b>	<b>\$10,432.00</b>	<b>\$124,293.29</b>	<b>\$112,638.87</b>	<b>\$125,162.00</b>	<b>(\$12,523.13)</b>	<b>\$125,162.00</b>	<b>\$12,523.13</b>
5.101.00	Social/Hospit.-Parties & Recep	0.00	87.00	1,521.82	719.57	1,000.00	(280.43)	1,000.00	280.43
5.102.00	Kitchen Supplies	0.00	87.00	1,274.21	550.07	1,000.00	(449.93)	1,000.00	449.93
5.140.00	Raising Saints	0.00	12.00	402.11	0.00	100.00	(100.00)	100.00	100.00
5.160.00	Men's Activities/Retreat	0.00	19.00	0.00	0.00	250.00	(250.00)	250.00	250.00
5.185.00	Special Events	0.00	87.00	1,058.61	0.00	1,000.00	(1,000.00)	1,000.00	1,000.00
5.189.00	Sunday Coffee Hour	0.00	150.00	64.92	0.00	1,800.00	(1,800.00)	1,800.00	1,800.00
	<b>FELLOWSHIP</b>	<b>\$0.00</b>	<b>\$442.00</b>	<b>\$4,321.67</b>	<b>\$1,269.64</b>	<b>\$5,150.00</b>	<b>(\$3,880.36)</b>	<b>\$5,150.00</b>	<b>\$3,880.36</b>
5.187.00	Newcomers	0.00	163.00	576.92	329.09	2,000.00	(1,670.91)	2,000.00	1,670.91
5.188.00	Evangelism	(195.00)	125.00	1,299.66	(195.00)	1,500.00	(1,695.00)	1,500.00	1,695.00
	<b>HOSPITALITY</b>	<b>(\$195.00)</b>	<b>\$288.00</b>	<b>\$1,876.58</b>	<b>\$134.09</b>	<b>\$3,500.00</b>	<b>(\$3,365.91)</b>	<b>\$3,500.00</b>	<b>\$3,365.91</b>
5.201.00	Altar Guild	0.00	38.00	113.83	180.44	500.00	(319.56)	500.00	319.56
5.205.00	Daily Office	0.00	8.00	0.00	0.00	140.00	(140.00)	140.00	140.00
5.210.00	Candles, Wine, Wafers	0.00	125.00	875.24	858.68	1,500.00	(641.32)	1,500.00	641.32
5.220.00	Music - Historic Church	506.35	788.00	8,468.27	5,799.45	9,500.00	(3,700.55)	9,500.00	3,700.55

**Treasurer's Report as of December 2020 for GENERAL - UNRESTRICTED**

Thursday, February 11, 2021 8:33 PM

Account #	Account Name	Period Activity	Monthly Budget	Previous YTD	YTD Balance	Budget YTD	Over/Under YTD+(-)	Annual Budget	Annual Budget Remaining
5.230.00	Music - Great Hall	0.00	212.00	2,554.73	1,087.00	2,500.00	(1,413.00)	2,500.00	1,413.00
5.240.00	Flowers Exp.	346.00	875.00	6,619.29	2,056.00	10,500.00	(8,444.00)	10,500.00	8,444.00
5.250.00	Visiting Clergy	0.00	250.00	2,900.00	0.00	3,000.00	(3,000.00)	3,000.00	3,000.00
5.260.00	Acolyte Corp	0.00	42.00	91.70	0.00	460.00	(460.00)	460.00	460.00
5.270.00	Worship: Materials, Books, Supplies	0.00	62.00	686.43	750.72	810.00	(59.28)	810.00	59.28
	<b>WORSHIP</b>	<b>\$852.35</b>	<b>\$2,400.00</b>	<b>\$22,309.49</b>	<b>\$10,732.29</b>	<b>\$28,910.00</b>	<b>(\$18,177.71)</b>	<b>\$28,910.00</b>	<b>\$18,177.71</b>
5.304.00	Mourner's Path	0.00	38.00	(300.00)	466.66	500.00	(33.34)	500.00	33.34
5.308.00	Eucharistic Visitors	0.00	19.00	0.00	0.00	294.00	(294.00)	294.00	294.00
	<b>PASTORAL CARE</b>	<b>\$0.00</b>	<b>\$57.00</b>	<b>(\$300.00)</b>	<b>\$466.66</b>	<b>\$794.00</b>	<b>(\$327.34)</b>	<b>\$794.00</b>	<b>\$327.34</b>
5.405.00	Stewardship	387.69	100.00	1,735.63	686.43	1,200.00	(513.57)	1,200.00	513.57
5.412.00	Archivist	0.00		0.00	284.01				
5.414.00	Vestry	0.00	263.00	10,429.89	2,746.44	3,200.00	(453.56)	3,200.00	453.56
	<b>STEWARDSHIP</b>	<b>\$387.69</b>	<b>\$363.00</b>	<b>\$12,165.52</b>	<b>\$3,716.88</b>	<b>\$4,400.00</b>	<b>(\$967.13)</b>	<b>\$4,400.00</b>	<b>\$967.13</b>
5.501.00	Youth - Curriculum & Supplies	0.00	62.00	792.52	284.75	700.00	(415.25)	700.00	415.25
5.502.00	Youth - Special Events	0.00	100.00	1,603.44	(553.72)	1,200.00	(1,753.72)	1,200.00	1,753.72
5.531.00	Adult - Curriculum & Supplies	0.00	38.00	(44.38)	645.56	500.00	145.56	500.00	(145.56)
5.561.00	Child - Curriculum & Supplies	0.00	100.00	438.26	543.49	1,200.00	(656.51)	1,200.00	656.51
5.565.00	Children - Special Events	0.00	19.00	(719.62)	(596.14)	250.00	(846.14)	250.00	846.14
5.567.00	Child - Nursery Sup. & Equip.	0.00	12.00	11.11	18.49	100.00	(81.51)	100.00	81.51
5.580.00	Formation: Training & Education	0.00	212.00	2,701.00	1,311.00	2,500.00	(1,189.00)	2,500.00	1,189.00
	<b>FORMATION</b>	<b>\$0.00</b>	<b>\$543.00</b>	<b>\$4,782.33</b>	<b>\$1,653.43</b>	<b>\$6,450.00</b>	<b>(\$4,796.57)</b>	<b>\$6,450.00</b>	<b>\$4,796.57</b>
5.601.00	Office	164.42	350.00	2,790.14	2,390.80	4,200.00	(1,809.20)	4,200.00	1,809.20
5.605.00	Misc Administrative Exp	36.21	57.00	672.00	733.67	750.00	(16.33)	750.00	16.33
5.610.00	Postage	202.75	213.00	3,006.16	1,717.61	2,600.00	(882.39)	2,600.00	882.39
5.620.00	Copier Expenses	601.40	750.00	11,588.67	9,594.69	9,000.00	594.69	9,000.00	(594.69)
5.630.00	Paper Expense	0.00	213.00	2,617.02	776.97	2,600.00	(1,823.03)	2,600.00	1,823.03
5.635.00	Network-Computer Technical IT	604.00	500.00	5,186.56	7,596.31	6,000.00	1,596.31	6,000.00	(1,596.31)
5.640.00	Small Equipment	0.00	38.00	462.96	429.90	500.00	(70.10)	500.00	70.10
5.650.00	Utilities	3,281.65	3,000.00	33,785.88	30,100.02	36,000.00	(5,899.98)	36,000.00	5,899.98
5.665.00	Parish Communications	0.00	125.00	1,134.62	1,176.54	1,500.00	(323.46)	1,500.00	323.46
5.680.00	Telephone & Internet	650.78	500.00	5,639.26	5,731.16	6,000.00	(268.84)	6,000.00	268.84
5.690.00	Building & Grounds - R & M	1,087.88	3,337.00	36,699.48	35,349.08	40,000.00	(4,650.92)	40,000.00	4,650.92
5.691.00	Building & Grounds - Contracts	1,796.87	1,788.00	23,763.07	21,457.65	21,500.00	(42.35)	21,500.00	42.35
5.695.00	Environmental Ministry	0.00	10.00	0.00	0.00	175.00	(175.00)	175.00	175.00

**Treasurer's Report as of December 2020 for GENERAL - UNRESTRICTED**

Thursday, February 11, 2021 8:33 PM

Account #	Account Name	Period Activity	Monthly Budget	Previous YTD	YTD Balance	Budget YTD	Over/Under YTD+(-)	Annual Budget	Annual Budget Remaining
5.700.00	General Insurance	0.00	1,250.00	16,098.34	16,840.00	15,000.00	1,840.00	15,000.00	(1,840.00)
5.720.00	PNC Loan Interest	808.89	3,803.00	12,354.39	10,701.26	20,403.00	(9,701.74)	20,403.00	9,701.74
5.730.00	Dioc. Conv & Conf - Clergy	0.00	0.00	500.00	73.01	500.00	(426.99)	500.00	426.99
5.731.00	Dioc. Conv - Lay	0.00	0.00	735.00	(75.00)	500.00	(575.00)	500.00	575.00
5.740.00	Capital Addition & Improvement	413.00	413.00	5,000.00	5,000.00	5,000.00	0.00	5,000.00	0.00
5.760.00	Fees: licenses & clubs	200.00	175.00	3,247.19	3,702.99	2,100.00	1,602.99	2,100.00	(1,602.99)
5.797.00	Operating-Expense-Bank Fees	196.08	87.00	1,414.63	1,960.88	1,000.00	960.88	1,000.00	(960.88)
5.798.00	Late Payment Charges & Fees	0.00	0.00	74.38	0.00	0.00	0.00	0.00	0.00
	<b>Operational</b>	<b>\$10,043.93</b>	<b>\$16,609.00</b>	<b>\$166,769.75</b>	<b>\$155,257.54</b>	<b>\$175,328.00</b>	<b>(\$20,070.46)</b>	<b>\$175,328.00</b>	<b>\$20,070.46</b>
5.800.00	Clergy & Staff Salary	110,235.09	30,506.00	351,252.03	351,481.45	366,039.00	(14,557.55)	366,039.00	14,557.55
5.801.00	Contract Support	997.50	1,163.00	12,502.50	29,711.25	14,000.00	15,711.25	14,000.00	(15,711.25)
5.820.00	Pension Premiums	10,993.13	3,891.00	45,737.88	43,519.08	46,725.00	(3,205.92)	46,725.00	3,205.92
5.825.00	125 Plan Expenditures	165.00	0.00	660.00	660.00	660.00	0.00	660.00	0.00
5.830.00	Insurance - Health & Life	10,844.50	3,659.00	46,103.00	45,603.00	43,908.00	1,695.00	43,908.00	(1,695.00)
5.840.00	FICA - Employer	3,974.85	1,510.00	17,145.04	16,699.42	18,076.00	(1,376.58)	18,076.00	1,376.58
5.850.00	Prof. Education- Rector	0.00	125.00	1,305.00	480.00	1,500.00	(1,020.00)	1,500.00	1,020.00
5.852.00	Prof. Education- Associate	276.61	125.00	4,245.37	1,717.71	1,500.00	217.71	1,500.00	(217.71)
5.855.00	Staff Training & Retreats	1,092.51	87.00	0.00	1,092.51	1,000.00	92.51	1,000.00	(92.51)
5.860.00	Housing Allowance	6,333.34	6,337.00	75,000.00	76,000.08	76,000.00	0.08	76,000.00	(0.08)
5.867.00	Auto Allowance- Associate	45.31	138.00	928.79	985.52	1,700.00	(714.48)	1,700.00	714.48
5.868.00	Auto Allowance- Rector	0.00	138.00	0.00	111.85	1,700.00	(1,588.15)	1,700.00	1,588.15
5.869.00	Auto Allowance - Other	213.30		0.00	213.30				
5.871.00	Parking Expense	255.00	207.00	3,373.50	3,060.00	2,550.00	510.00	2,550.00	(510.00)
5.874.00	Clergy Prof. Exps- Associate	12.72	62.00	1,011.91	189.77	700.00	(510.23)	700.00	510.23
5.875.00	Clergy Prof. Exps- Rector	0.00	87.00	1,307.06	441.49	1,000.00	(558.51)	1,000.00	558.51
5.878.00	Clergy Sabbatical expense	0.00	0.00	5,000.00	1,000.00	1,000.00	0.00	1,000.00	0.00
	<b>Personnel</b>	<b>\$145,438.86</b>	<b>\$48,035.00</b>	<b>\$565,572.08</b>	<b>\$572,966.43</b>	<b>\$578,058.00</b>	<b>(\$5,304.87)</b>	<b>\$578,058.00</b>	<b>\$5,304.87</b>
	<b>ADMINISTRATION</b>	<b>\$155,482.79</b>	<b>\$64,644.00</b>	<b>\$732,341.83</b>	<b>\$728,223.97</b>	<b>\$753,386.00</b>	<b>(\$25,375.33)</b>	<b>\$753,386.00</b>	<b>\$25,375.33</b>
	<b>TOTAL EXPENSES</b>	<b>\$171,082.51</b>	<b>\$79,169.00</b>	<b>\$901,790.71</b>	<b>\$858,835.83</b>	<b>\$927,752.00</b>	<b>(\$69,413.48)</b>	<b>\$927,752.00</b>	<b>\$69,413.48</b>
	<b>Difference</b>	<b>(\$87,208.61)</b>	<b>\$6,749.00</b>	<b>(\$17,716.58)</b>	<b>\$ 53,421.73</b>	<b>\$15,825.00</b>		<b>\$15,825.00</b>	

If the accounts in the subtotals have changed or if ledger and subsidiary account attributes have changed, Previous YTD totals may not represent a valid comparison.

**All Saints' Episcopal Church - Frederick MD**  
**2021 Budget Worksheet**  
**Rev. 1.19.21**

		Q1	Q2	Q3	Q4	TOTAL
<b>INCOME</b>						
4.000.00	Plate Offerings	\$13,048.00	\$13,048.00	\$13,048.00	\$13,048.00	\$52,192.00
4.010.00	Pledge Payments	\$96,477.86	\$96,477.86	\$96,477.86	\$96,477.86	\$385,911.44
4.020.00	Church School	\$0.00	\$0.00	\$0.00	\$160.00	\$160.00
4.030.00	Flowers	\$0.00	\$0.00	\$3,000.00	\$3,000.00	\$6,000.00
4.040.00	Initial Giving	\$109.00	\$109.00	\$109.00	\$109.00	\$436.00
4.050.00	Holiday Giving	\$0.00	\$3,000.00	\$0.00	\$3,000.00	\$6,000.00
4.060.00	Investment Income- Operating	\$81,520.75	\$81,520.75	\$81,520.75	\$81,520.75	\$326,083.00
4.064.00	Value Change- SB Operating	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
4.065.00	Income From Trusts	\$1,090.75	\$1,090.75	\$1,090.75	\$1,090.75	\$4,363.00
4.070.00	Use of Church Facilities					
4.071.00	Rentals	\$0.00	\$0.00	\$7,125.00	\$7,125.00	\$14,250.00
4.072.00	Weddings	\$0.00	\$0.00	\$2,500.00	\$2,500.00	\$5,000.00
4.073.00	Funerals	\$125.00	\$125.00	\$125.00	\$125.00	\$500.00
4.080.00	Gourmet Night	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
4.100.00	Special Gifts	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
4.105.00	Fundraising Event	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
4.120.00	Miscellaneous Operating Income	\$125.00	\$125.00	\$125.00	\$125.00	\$500.00
	2020 Carry Over	\$38,226.03	\$17,075.71	\$0.00	\$0.00	\$55,301.74
<b>TOTAL INCOME</b>		<b>\$230,722.39</b>	<b>\$212,572.07</b>	<b>\$247,798.10</b>	<b>\$208,281.36</b>	<b>\$856,697.18</b>
<b>EXPENSE</b>						
5.010.00	Outreach Projects	\$750.00	\$750.00	\$2,250.00	\$2,250.00	\$6,000.00
5.050.00	Clergy Discretionary Fund	\$500.00	\$500.00	\$500.00	\$500.00	\$2,000.00
5.072.00	Diocesan Pledge	\$28,169.88	\$28,169.88	\$28,169.88		\$84,509.64
	<b>OUTREACH</b>	<b>\$29,419.88</b>	<b>\$29,419.88</b>	<b>\$30,919.88</b>	<b>\$2,750.00</b>	<b>\$92,509.64</b>
5.101.00	Social/Hospit. - Parties & Recep	\$0.00	\$0.00	\$0.00	\$250.00	\$250.00
5.102.00	Kitchen Supplies	\$0.00	\$0.00	\$250.00	\$250.00	\$500.00
5.140.00	Raising Saints	\$0.00	\$0.00	\$0.00	\$100.00	\$100.00
5.160.00	Men's Activities/Retreat	\$0.00	\$0.00	\$100.00	\$100.00	\$200.00
5.185.00	Special Events	\$0.00	\$0.00	\$250.00	\$250.00	\$500.00
5.189.00	Sunday Coffee Hour	\$0.00	\$0.00	\$150.00	\$450.00	\$600.00
	<b>FELLOWSHIP</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$750.00</b>	<b>\$1,400.00</b>	<b>\$2,150.00</b>
5.187.00	New Comers	\$0.00	\$0.00	\$600.00	\$200.00	\$800.00

		Q1	Q2	Q3	Q4	TOTAL
5.188.00	Evangelism	\$1,500.00	\$0.00	\$1,500.00	\$0.00	\$3,000.00
	<b>HOSPITALITY</b>	<b>\$1,500.00</b>	<b>\$0.00</b>	<b>\$2,100.00</b>	<b>\$200.00</b>	<b>\$3,800.00</b>
5.201.00	Alter Guild	\$0.00	\$0.00	\$125.00	\$125.00	\$250.00
5.210.00	Candles, Wine, Wafers	\$0.00	\$250.00	\$375.00	\$375.00	\$1,000.00
	Music	\$1,000.00	\$1,000.00	\$4,000.00	\$6,000.00	\$12,000.00
5.240.00	Flowers Exp.	\$0.00	\$0.00	\$2,625.00	\$2,625.00	\$5,250.00
5.250.00	Visiting Clergy	\$0.00	\$0.00	\$5,000.00	\$0.00	\$5,000.00
5.260.00	Acolyte Corp	\$0.00	\$0.00	\$460.00	\$0.00	\$460.00
5.270.00	Materials, Books, Supplies	\$0.00	\$0.00	\$200.00	\$0.00	\$200.00
	<b>WORSHIP</b>	<b>\$1,000.00</b>	<b>\$1,250.00</b>	<b>\$12,785.00</b>	<b>\$9,125.00</b>	<b>\$24,160.00</b>
5.304.00	Mourner's Path	\$0.00	\$400.00	\$0.00	\$0.00	\$400.00
5.308.00	Eucharistic Visitors	\$0.00	\$0.00	\$150.00	\$150.00	\$300.00
	<b>PASTORAL CARE</b>	<b>\$0.00</b>	<b>\$400.00</b>	<b>\$150.00</b>	<b>\$150.00</b>	<b>\$700.00</b>
5.405.00	Stewardship Activities	\$0.00	\$0.00	\$2,500.00	\$1,000.00	\$3,500.00
5.414.00	Vestry	\$500.00	\$0.00	\$250.00	\$0.00	\$750.00
	<b>STEWARDSHIP</b>	<b>\$500.00</b>	<b>\$0.00</b>	<b>\$2,750.00</b>	<b>\$1,000.00</b>	<b>\$4,250.00</b>
5.501.00	Youth-Curriculum & Supplies	\$0.00	\$0.00	\$100.00	\$0.00	\$100.00
5.502.00	Youth- SPecial Events	\$0.00	\$100.00	\$900.00	\$0.00	\$1,000.00
5.504.00	Youth Retreat	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
5.531.00	Adult - Curriculum & Supplies	\$100.00	\$100.00	\$300.00	\$0.00	\$500.00
5.561.00	Child - Curriculum & Supplies	\$100.00	\$0.00	\$700.00	\$0.00	\$800.00
5.565.00	Children- Special Events	\$0.00	\$0.00	\$100.00	\$0.00	\$100.00
5.567.00	Child- Nursery Sup. & Equip.	\$0.00	\$0.00	\$100.00	\$0.00	\$100.00
5.580.00	Training & Education	\$0.00	\$2,500.00	\$0.00	\$0.00	\$2,500.00
	<b>FORMATION</b>	<b>\$200.00</b>	<b>\$2,700.00</b>	<b>\$2,200.00</b>	<b>\$0.00</b>	<b>\$5,100.00</b>
5.601.00	Office	\$1,050.00	\$1,050.00	\$1,050.00	\$1,050.00	\$4,200.00
5.605.00	Misc Adminstative Exp	\$187.50	\$187.50	\$187.50	\$187.50	\$750.00
5.610.00	Postage	\$500.00	\$500.00	\$500.00	\$500.00	\$2,000.00
5.620.00	Copier Expenses	\$2,250.00	\$2,250.00	\$2,250.00	\$2,250.00	
5.630.00	Paper Expense	\$500.00	\$500.00	\$500.00	\$500.00	\$2,000.00
5.635.00	Network-Computer Technical IT	\$1,545.00	\$1,545.00	\$1,545.00	\$1,545.00	\$6,180.00
5.640.00	Small Equipment	\$128.75	\$128.75	\$128.75	\$128.75	\$515.00
5.650.00	Utilities	\$8,270.00	\$8,270.00	\$8,270.00	\$8,270.00	\$33,080.00
5.665.00	Parish Communication	\$400.00	\$400.00	\$400.00	\$400.00	\$1,600.00
5.638.00	Communications: Contracts & Subscriptions	\$625.00	\$625.00	\$625.00	\$625.00	\$2,500.00
5.680.00	Telephone	\$1,545.00	\$1,545.00	\$1,545.00	\$1,545.00	\$6,180.00
5.690.00	Buildings & Grounds - R & M	\$10,300.00	\$10,300.00	\$10,300.00	\$10,300.00	\$41,200.00
5.691.00	Buildings & Grounds - Contracts	\$5,536.25	\$5,536.25	\$5,536.25	\$5,536.25	\$22,145.00
5.700.00	General Insurance	\$3,862.50	\$3,862.25	\$3,862.25	\$3,862.25	\$15,449.25
5.720.00	PNC Loan Interest	\$2,260.35	\$2,260.35	\$2,260.35	\$2,260.35	\$9,041.40
	PNC Mortgage	\$5,553.22	\$5,553.22	\$5,553.22	\$5,553.22	\$22,212.88

		<b>Q1</b>	<b>Q2</b>	<b>Q3</b>	<b>Q4</b>	<b>TOTAL</b>
5.730.00	Dioc. Conv & Conf - Clergy	\$0.00	\$0.00	\$0.00	\$500.00	\$500.00
5.731.00	Dioc. Conv & Conf - Lay	\$0.00	\$0.00	\$0.00	\$500.00	\$500.00
5.740.00	Capital Addition & Improvement	\$1,375.00	\$1,375.00	\$1,375.00	\$1,375.00	\$5,500.00
5.760.00	Fees: Licenses & Clubs	\$540.75	\$540.75	\$540.75	\$540.75	\$2,163.00
5.797.00	Operating- Expense- Bank Fees	\$625.00	\$625.00	\$625.00	\$625.00	\$2,500.00
5.798.00	Late Payment Charges & Fees	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	<b>OPERATIONAL</b>	<b><u>\$47,054.32</u></b>	<b><u>\$47,054.07</u></b>	<b><u>\$47,054.07</u></b>	<b><u>\$48,054.07</u></b>	<b><u>\$189,216.53</u></b>
SUMMARIZED	<b>PERSONNEL</b>	<b><u>\$151,048.19</u></b>	<b><u>\$148,191.36</u></b>	<b><u>\$152,265.08</u></b>	<b><u>\$158,930.33</u></b>	<b><u>\$610,434.96</u></b>
	<b>TOTAL EXPENSES</b>	<b><u>\$230,722.39</u></b>	<b><u>\$229,015.31</u></b>	<b><u>\$250,974.03</u></b>	<b><u>\$221,609.40</u></b>	<b><u>\$932,321.13</u></b>
Difference		\$0.00	-\$16,443.24	-\$3,175.93	-\$13,328.04	-\$75,623.95

**THE 2020 SPECIAL REPORT OF EPISCOPAL CONGREGATIONS AND MISSIONS  
ACCORDING TO CANONS I.6, I.7, AND I.17  
(OTHERWISE KNOWN AS THE PAROCHIAL REPORT)**



Name of Congregation <b>All Saints Church</b>		Diocese <b>Maryland</b>	
Street Address 1 <b>106 W Church St</b>		City <b>Frederick</b>	State <b>MD</b>
Street Address 2		Zip + 4 <b>21701-5411</b>	County <b>Frederick</b>
Mailing Address 1 <b>106 W Church St</b>		City <b>Frederick</b>	State <b>MD</b>
Mailing Address 2		Zip + 4 <b>21701-5411</b>	Phone # <b>301-663-5625</b>
Federal Tax ID # <b>52-0610441</b>	Congregation's Email address <b>churchoffice@allsaintsmd.org</b>	Congregation's Web Address <b>www.allsaintsmd.org</b>	

**Report Preparation**

Page 2 Prepared by ( <i>Print or type name</i> ) <b>Alyssia Turner</b>	Daytime Phone <b>3016635625</b>	Email Address <b>churchoffice@allsaintsmd.org</b>
Page 3 Prepared by ( <i>Print or type name</i> ) <b>Marie Greenbank</b>	Daytime Phone <b>3016635625</b>	Email Address <b>treasurer@allsaintsmd.org</b>

**Certified by the Clerk of the Vestry**

Certified by ( <i>Print or type name</i> ) <b>Tina Butcher</b>	
Signature	Date <b>02/16/2021</b>

**Certified by Treasurer/Financial Officer**

Certified by ( <i>Print or type name</i> ) <b>Marie Greenbank</b>	
Signature	Date <b>02/15/2021</b>

**Certified by Rector/Vicar/Person in Charge**

Certified by ( <i>Print or type name</i> ) <b>Adrien Dawson</b>	Daytime Phone <b>4438654938</b>	Email Address <b>adawson@allsaintsmd.org</b>
Signature	Date <b>02/16/2020</b>	

**Vestry Approval**

Indicate date that your 2020 Parochial Report was approved by the Vestry or Bishop's Committee (Canon I.6.1)	Date <b>02/16/2021</b>
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**Parochial Report Completion**

How many people participated in completing this parochial report?	<b>5</b>
Please identify the roles of those who participated in completing this parochial report (Not including vestry members who only voted to approve it):	<b>Rector/Vicar, Wardens, Vestry Member, Treasurer, Staff Member</b>



**Membership, Attendance and Services of the Reporting Congregation**

<b>Using Last Year's Report:</b>		Using the 2019 Parochial Report, record the Number of Baptized Members Reported as of December 31, 2019. (See your 2019 Parochial Report, Box M19)	
Active Baptized Members of the Reporting Congregation Reported Last Year	Members Reported Last Year = M19.	1,263	

**Using the Register of Church Membership and Rites:**

During the Report Year <b>Increases in Membership</b>	1. <b>Increases during year:</b> All members added to the baptized members section of your congregation's Membership Register during 2020 by: baptism, confirmation/reception, or transfer; and those persons restored from inactive status, or not counted in last year's membership count.	Total Increases = 1.	13
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Decreases in Membership	2. <b>Decreases during year:</b> All baptized members lost by death, transferred to another congregation, removed to inactive status in the Register of Church Membership and Rites, removed for other reasons, or not removed from last year's membership count.	Total Decreases = 2.	17
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Active Baptized Members of the Reporting Congregation At Year-End	M20: Add the increases entered in Box 1 to Box M19. Then subtract the decreases entered in Box 2 for the total active membership as of December 31, 2020	Total Active Baptized Members (end of report year) = M20.	1,259
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Communicants in Good Standing of the Reporting Congregation	<b>Communicants in good standing:</b> All baptized members of the reporting congregation, who "have received Holy Communion at least three times during the preceding year" and are faithful "in corporate worship, unless for good cause prevented," and "in working, praying, and giving for the spread of the Kingdom of God."		
Adults	3. Adult communicants in good standing (age 16 and over) =	3.	950
Youth	4. Youth communicants in good standing (under age 16) =	4.	150
Others Active	5. Total communicants in good standing (3 + 4) =	5.	1,100
	6. Others who are active whose baptisms are not recorded in the Parish Register, or in another Episcopal congregation.	Others = 6.	0

**Using the Service Register:**

Average Sunday Attendance for 2020	7. <b>Sunday (&amp; Saturday Evening) Attendance:</b> Divide total attendance by the total number of Sundays when services were held. For 2020, calculate Average Sunday Attendance for January 1 through	Average Sunday Attendance = 7.	239
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	8. Average Principal Worship Service Attendance on a Weekday (in congregations without Sunday or Saturday evening services)	= 8.	0
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Easter Attendance in 2020	9. Easter Sunday Attendance	(9)	n/a
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**Sacraments & Services:**

Provide information for in-person and online separately. Count in-person worship that was also streamed as in-person worship.		<b>In-person</b>	<b>Online</b>
Number of Holy Eucharists Celebrated During 2020	10. Total Sunday & Saturday Evening Eucharists	(10) 42	41
	11. Total Weekday Eucharists	(11) 12	45
	12. Total Private Eucharists	(12) 36	0
Daily Offices and Other Services Held During 2020	13. Daily Offices Held on Sunday	(13) 0	0
	14. Daily Offices Held on Weekdays	(14) 50	429
	15. Marriages conducted in 2020	(15) 3	0
	16. Burials conducted in 2020	(16) 10	0

**Using the Register of Church Membership and Rites:**

Baptisms in 2020	17. Baptisms 16 years and older	(17)	0
	18. Baptisms under 16 years of age	(18)	7
Confirmations in 2020	19. Confirmations 16 years and older	(19)	0
	20. Confirmations under 16 years of age	(20)	0
Received in 2020	21. Received by a bishop	(21)	0

**Education:**

Children and Youth	22. Total Church School Students Enrolled	(22)	n/a	
Adult Education	23. Regular Sunday or weekday adult education programs held?		Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
	24a. Number of adults engaged in religious education or spiritual formation		65	
	24b. Number of children and youth engaged in religious education or spiritual formation		34	

Congregation

City

Diocese

**24c.** What was the impact of the pandemic on participation of children and youth in religious education or spiritual formation?

Select one  Significantly less    Less    About the same    Slightly more    Significantly more

**24d.** What was the impact of the pandemic on participation of adults in religious education or spiritual formation?

Select one  Significantly less    Less    About the same    Slightly more    Significantly more

**Languages in which Worship is conducted:**

**25.** English    Spanish    French    Other

**26.** Other (please list) \_\_\_\_\_

**2020 worship during the Pandemic:**

1.	Did you offer online worship prior to the pandemic?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
2.	Did you offer online worship during the pandemic?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
	<b>2a.</b> If you answered yes, was worship		
	<input checked="" type="checkbox"/> produced solely by your congregation?		
	<input type="checkbox"/> produced in collaboration with other congregations or the diocese?		
	<b>2b.</b> If you answered no, did you direct the congregation to online worship by other congregations?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
3.	What platforms did you use for worship? Facebook, Zoom Meeting, YouTube, Vimeo, etc., Conference Call		
4.	Was your online worship primarily livestreamed or prerecorded?		
	<input type="checkbox"/> Livestreamed <input type="checkbox"/> Prerecorded <input checked="" type="checkbox"/> Both		
5.	If livestreaming services was new to your congregation during the pandemic, do you plan to continue streaming services after restrictions are lifted?		
	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A		
6.	Where did you record or stream virtual services? Combo		
7.	Did you return to in-person worship in 2020?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
8.	What metrics or analytics are you tracking for online worship? Total Views, Unique views, Viewed live vs. viewed recording later		
9.	Does most of your congregation have access to broadband internet and devices to view online worship?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No

**Racial Justice and Reconciliation:**

**10.** Our congregation is actively addressing and working toward racial justice and reconciliation  Yes    No

**11.** Working toward racial justice and reconciliation is a priority for our congregation

Strongly Disagree    Disagree    Neutral    Agree    Strongly Agree

To be answered by the Vestry/Bishop's Committee **12.** The Vestry/Bishop's Committee is committed to working toward racial justice and reconciliation

Strongly Disagree    Disagree    Neutral    Agree    Strongly Agree

To be answered by the Rector/Vicar **13.** The Rector/Vicar/Clergy are committed to working toward racial justice and reconciliation

Strongly Disagree    Disagree    Neutral    Agree    Strongly Agree

**Stewardship and Financial Information of the Reporting Congregation****Giving Information for 2020 :**

<b>Number of Pledges</b>	1.	Number of signed pledge cards for 2020-report year	(1)	<u>185</u>
<b>Total \$ Pledged</b>	2.	Total dollar amount pledges for 2020-report year	(2)	<u>\$444,348</u>

**Report of Revenues and Expenses for 2020 :**

<b>Operating Revenues</b>	3.	Plate offerings, pledge payments & regular support	(3)	<u>\$483,912</u>
	4.	Money from investments used for operations in 2020	(4)	<u>\$316,672</u>
	5.	Other operating income, including unrestricted gifts & restricted gifts used for operations, & contributions from congregation's organizations • Include your Paycheck Protection Program (PPP) loan in line 5 only if it has been converted to a grant. • Enter the amount of your PPP loan on the next page (line 22) whether or not it was converted.	(5)	<u>\$15,575</u>
	6.	Unrestricted bequests used for operations	(6)	<u>\$0</u>
<b>Subtotal Normal Operating Income (3 + 4 + 5 + 6) = A</b>				<b>\$816,159</b>

	7.	Assistance from diocese for operating budget	(7)	<u>\$0</u>
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<b>Total Operating Revenues (A + 7) = B</b>				<b>\$816,159</b>
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<b>Non-Operating Revenues</b>	8.	Funds received for capital projects	(8)	<u>\$373,313</u>
	9.	Additions to endowment, & other investment funds	(9)	<u>\$95</u>
	10.	Contributions & grants for congregation based outreach & mission programs	(10)	<u>\$12,234</u>
	11.	Funds for transmittal to other organizations	(11)	<u>\$12,868</u>

<b>Subtotal Non-Operating Revenues (8 + 9 + 10 + 11) = C</b>				<b>\$398,510</b>
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<b>Total All Revenues (B + C) = D</b>				<b>\$1,214,669</b>
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<b>Operating Expenses</b>	12.	To diocese for assessment, apportionment, or fair share	(12)	<u>\$105,445</u>
	13.	Outreach from operating budget	(13)	<u>\$7,194</u>
	14.	All other operating expenses	(14)	<u>\$740,197</u>

<b>Subtotal Operating Expenses (12 + 13 + 14) = E</b>				<b>\$852,836</b>
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<b>Non-Operating Expenses</b>	15.	Major improvements & capital expenditures	(15)	<u>\$332,000</u>
	16.	Expense for congregation's outreach & mission	(16)	<u>\$26,075</u>
	17.	Funds contributed to Episcopal seminaries	(17)	<u>\$0</u>
	18.	Funds transmitted to other organizations	(18)	<u>\$12,735</u>

<b>Subtotal Non-Operating Expenses (15 + 16 + 17 + 18) = F</b>				<b>\$370,810</b>
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<b>Total All Expenses (E + F) = G</b>				<b>\$1,223,646</b>
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**At Year-End:**

<b>As of December 31, 2020</b>	19.	Total cash in all checking & savings accounts	(19)	<u>\$278,418</u>
	20.	Total investment at market value (not including cash reported in line 19)	(20)	<u>\$6,757,855</u>

**Continuing Stewardship and Financial Information of the Reporting Congregation****Information for 2020:**

21. Did your congregation apply for Paycheck Protection Program ( CARES Act) loan?  Yes  No

22. Did your congregation receive a Paycheck Protection Program loan?  Yes  No

If yes, how much did your congregation receive? \_\_\_\_\_ **96,100**

23. Has the loan been forgiven?

Yes  No  In process  Have not applied yet

24. Please provide an estimate of additional expenses your congregation incurred due to the pandemic (equipment for broadcasting services, Zoom and other subscriptions, personal protective equipment, sanitizing supplies, additional liturgical expenses, etc.).

\_\_\_\_\_ **45,000**

25. Did you change your approach to stewardship/fundraising in light of the pandemic?  Yes  No

If yes, please explain:

We took a predominantly virtual approach. Stewardship team attended a stewardship webinar to learn different ideas for these unique circumstances. The webinar was offered by Epsicopal Diocese of Washington DC, and they provided materials that we used and made our own. We invested resources in creating a professional campaign video, and utilized social media campaigns. We switched to an online pledging platform, Tithely, and encouraged online pledging and donating.

26. If you have an endowment or reserve funds, how did usage of those funds in 2020 change compared to 2019?

Increased  Decreased  Same

27. How significant is the negative impact of the pandemic on your congregation's finances for 2021?

Very significant  Somewhat significant  Neutral  Somewhat insignificant  Very insignificant

Comments:

We made the deliberate decision to continue worship every week, through whatever means necessary, and made a significant financial investment to be able to do so. We added digital communications staff, online giving platforms, and upgraded our streaming equipment, while collecting less donations "from the pews." A PPP loan in 2020 helped to offset losses; we hope to collect more online donations in 2021, and more in-person donations in Q3&4.

Narrative Questions

Clergy, Vestry and Staff are encouraged to participate in answering these questions .

1. What were the primary opportunities, innovations and challenges in conducting worship during the pandemic? What did you learn?

When the pandemic began we chose to move out of the worship building entirely and create pre-recorded worship for Sunday morning. We felt that if our parishioners had to be restricted to home, we would support these loving limitations by moving all of our worship into people's homes. We also decided to use pre-recorded video because it increased the number of people who could participate and the quality of the music offered. Zoom did not offer a good transmission of music and doing things live on Sunday morning would limit how many people could participate. We settled into a rhythm of watching worship on YouTube or Facebook as a premiere at 10am and then gathered for fellowship conversation after worship. This pattern worked for us through the summer months until we had constructed an AV system in the worship spaces that would allow us to livestream worship with some level of camera intimacy and quality.

We also decided that people needed daily opportunities to 'check in' and pray with each other. We already had a pattern of weekday morning prayer that continued on a conference call line during the pandemic. We added evening prayer at 5:30 pm on Facebook Live and different members of the lay community signed up to lead for a series of months. The daily office has become an even more important part of our community of prayer.

When we began to have in-person worship again, we started with our weekday healing service because it would be smaller, less pressure, and a good testing ground to iron out the kinks before we began Sunday worship in-person. We live-streamed worship on Wednesday nights from the church on a cellphone for many weeks learning how difficult it is to get good audio from a distance and other complications of live-streaming with a phone. We played with microphones and a speaker system and struggled to lead liturgy with the tangle of equipment.

One liturgy/technology issue that I noticed was the tendency to use the "on camera" and "off camera" time as a start and end for liturgical worship. When the person managing the phone said, "We are live" - that became the beginning of worship. And when the person pushed the "finished" button on the screen and we heard the sound of live-streaming shutting down, we all broke from our liturgical leadership postures and worship was over. This was very distressing to me - the AV cues were becoming liturgical cues. Instead of the AV being a passive participant, a witness to the act of worship, it was controlling the shape of our worshipping community. I encouraged the team leading worship to begin our worship with prayer and end with prayer, even if we did not process or have the other liturgical cues of a normal service with a physically present congregation. Worship extended beyond the borders of AV broadcasting. This seemed to help.

We have also learned many things about the complexity of AV equipment that I will not bore you with here... except to say that the level of quality of production requires money and people to run it. There is a point where we had to make choices about "good enough" because we cannot create a system that requires more than one trained person to run it.

Hybrid worship is rather complicated for people leading worship. Are we focused on the people physically present? Are we looking toward the camera to connect with the people who are participating from home? Are we trying to merge the two communities through prayers of the people or sharing the peace? There are many moments in the flow of liturgy where a choice will need to be made by the worship leadership planning and thus mapping out a new rhythm and pattern for liturgy.

Choral music has been another area of struggle for our newly hired music director. Since singing is not allowed without great distance between the vocalist and any other member of the worshipping community we have not had a choir for an entire year. The handbells have become a safer option for music during worship. Other musicians from the congregation have been invited to join in duets and our music

director has been incredibly creative and open to new ideas. When the congregation begins to return, we believe that singing will still be off limits, so our practice of hymnody and liturgical music will be very limited until more restrictions are lifted. All of this is an opportunity for creativity... and we are getting tired. There are miles to go and at this point, the leadership of the church is weary.

2. What are the primary opportunities and challenges your church is facing as it plans for the future?

In so many ways, the pandemic has wiped the slate clean and removed the self-populating clutter of church activities from our calendar. Everything that we do for the last year has to be intentional, planned, and communicated to the congregation in a way that is recast into new forms of engagement: online or outdoors. Any ministry that was on its last legs or struggling to revive - has been either buried or resurrected as a new creation in this pandemic environment. In one way, this is a tremendously freeing moment because we are not perpetuating any aspects of church that are backwards looking or status quo. Everything that we are doing is essential or entrepreneurial. Everything we do must have energy behind it and the willingness to create something holy with God's help or let it fail spectacularly and move on. We cannot get paralyzed or nostalgic or worried about who we will offend.

The rector and the vestry have invested in a commitment to TEC process Genesis II: Re-vision, Re-new. We are convinced that this is the perfect time to do the redevelopment work with our community so that as we emerge from the isolation of this pandemic we will have relationships and spiritual practices and mission focus already weaving us together for the future. During the pandemic we have experienced a resurgence of energy around outreach and mission in the community. We were able to focus our leadership and many members on the work of anti-racism and Black Lives Matter. We have discovered a core of our community who practice daily prayer, centering prayer, and other rules of life that have been nurturing and sustaining us through this wilderness time. This has been a beautiful blessing.

We are challenged to stay connected with the members of our community who do not access technology easily. This is primarily a generational problem that we have not been able to solve easily. It requires an intense effort at maintaining relationship with those who are isolated from technology - and this is primarily through parishioners reaching out and staying connected with each other. Some older members have felt a deepening of relationships because of this intentionality. One 90 year old who is always on Facebook and joins every zoom class said that this pandemic has been a blessing because now everyone is homebound and she feels deeply connected to people because we are all in the same boat.

Our financial stability is also challenged at this time as we do not have a strong sense of how people will contribute to the church. Pledging is down by about 20%. We have made a switch to use an electronic giving and pledging platform - but the financial culture of the church is still planted in Sunday offering and passing a plate. This practice is not sustainable and we need to transform the way people give to the church so we have a more predictable stream of income. We also cannot currently rent out our building space, so that income stream is also limited until pandemic precautions begin to change. Luckily we have an endowment that can financially stabilize us at this time. But it is a challenge to figure out how to transform the habits and practices of our giving community.

Finally, we are discovering that new people finding the church because of our online presence. The clergy may not know who is attending worship because we cannot see them in the pews, but people near and far are connecting with us in worship in ways we never expected. It is very disconcerting to not know where "the flock" is for such a long period of time. The inability to gather causes me to wonder if the church is just a figment of my imagination. The fragility of our organization and commitment to each other comes into focus. And at the very same time, new people are showing up for church, never having come through the doors of the worshipping building. But they have come to church and discovered us online. We have two campuses, now. That will never change.

3. What three things have changed the most in how the church conducts its ministry?

1. Meeting on zoom:

Positive - People are able to meet more regularly and with a broader group of the church because they can gather on zoom easily.

Negative - We are missing seeing many people who do not join the zoom gatherings for meeting or fellowship or formation. The physical intimacy of the group is diminished.

2. Moving anti-racism, outreach, and social justice work from the small group to the center of our leadership

Positive - We are talking about the violence and injustice of racism in our vestry leadership and beyond. The awareness of racism and our complicity is permeating the whole community and together we will be able to act. We are mobilized to care for those who are experiencing extreme vulnerability and trauma in our world. Our affluent blindness has been pierced to some extent and we can see the suffering and harm.

Negative - We are still a predominately white church and we are in danger of having conversations about racism without a deeper relationship with the violence racism does to people we know and love. We are coming together to help those in need, but we are limited in the relationships we can build. We are in danger of developing an attitude of "toxic charity" because we cannot come to know the people we help and honor their humanity and dignity.

3. Lack of physical incarnate presence with each other.

Positive - we have not contributed to the spread of COVID in our community and our ability to stay physically apart has kept people safe while looking for other ways to connect.

Negative - we are starved for each other's affection and comfort. We are like infants in the NICU who have not been hugged enough - it affects our ability to thrive and we are growing weary with the lack of physical contact.

**Priest(s) Serving this Congregation**

Last name of Rector, Vicar, Dean, Priest-in-charge or interim <b>1. Dawson</b>	First Name <b>Adrien</b>	Middle Name <b>Portia</b>
Title of position <b>Rector</b>	Year Ordained <b>2002</b>	Diocese of canonical residence <b>Maryland</b>
Employment status at this congregation: <input checked="" type="checkbox"/> Full time <input type="checkbox"/> Part time <input type="checkbox"/> Non-stipendiary	Year called to this congregation: <b>2016</b>	Church Pension Status <input checked="" type="checkbox"/> Active <input type="checkbox"/> Retiree <input type="checkbox"/> Non-active

Last name of associate priest, assisting priest or curate <b>2. Holthus</b>	First Name <b>Jessica</b>	Middle Name <b>Trout</b>
Title of position <b>Associate Rector</b>	Year Ordained <b>2011</b>	Diocese of canonical residence <b>Maryland</b>
Employment status at this congregation: <input checked="" type="checkbox"/> Full time <input type="checkbox"/> Part time <input type="checkbox"/> Non-stipendiary	Year called to this congregation: <b>2010</b>	Church Pension Status <input checked="" type="checkbox"/> Active <input type="checkbox"/> Retiree <input type="checkbox"/> Non-active

Last name of associate, assisting or other priest <b>3. Prince</b>	First Name <b>Elaine</b>	Middle Name
Title of position <b>Assisting Priest</b>	Year Ordained <b>1987</b>	Diocese of canonical residence <b>Maryland</b>
Employment status at this congregation: <input type="checkbox"/> Full time <input type="checkbox"/> Part time <input checked="" type="checkbox"/> Non-stipendiary	Year called to this congregation: <b>0</b>	Church Pension Status <input type="checkbox"/> Active <input checked="" type="checkbox"/> Retiree <input type="checkbox"/> Non-active

Last name of associate, assisting or other priest	First Name	Middle Name
Title of position	Year Ordained	Diocese of canonical residence
Employment status at this congregation: <input type="checkbox"/> Full time <input type="checkbox"/> Part time <input type="checkbox"/> Non-stipendiary	Year called to this congregation:	Church Pension Status <input type="checkbox"/> Active <input type="checkbox"/> Retiree <input type="checkbox"/> Non-active

If you have more than 4 priests who serve this congregation on a regular basis, complete this form online (where additional blanks will be generated) or attach a page to this paper form.

If you have no priest at present, who leads Sunday worship services? (check all that apply)

Supply priest     Deacon     Lay Leader     Other \_\_\_\_\_  
 A long-term supply priest: \_\_\_\_\_ (Give full name of long-term supply)

**Deacon(s) Serving this Congregation**

Last name of Deacon <b>1. Smith-Jones</b>	First Name <b>Kathleen</b>	Middle Name
<input checked="" type="checkbox"/> Deacon (Vocational) <input type="checkbox"/> Transitional Deacon	Year Ordained <b>2020</b>	+

Last name of Deacon	First Name	Middle Name
<input type="checkbox"/> Deacon (Vocational) <input type="checkbox"/> Transitional Deacon	Year Ordained	+

**Name(s) of other congregation(s) currently served by these priests (if any)**

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**Explanation of Unique or Unusual Clergy Situation:**

--



**Outreach Ministries and Volunteer Activity of this Congregation**

Using the checkboxes below, please indicate whether your congregation provided any of the following community service or outreach ministries during **2020**. If yes, indicate how many volunteers were involved.

For **2020**, please estimate in the space provided approximately how many people were new volunteers this year.

Please also estimate in the space provided approximately how many people were helped or served each month by the ministry.

And, for **2020**, using the checkboxes below, please indicate whether this is a new ministry for your congregation this year.

	Ministry of the Congregation	Is this a new ministry in 2020?	Estimated number of volunteers involved	Estimated number of new volunteers	Estimated number of people served
			<i>(Provide a total figure only. No symbols or text.)</i>		
1. Food pantry, soup kitchen, or meal projects	<input checked="" type="checkbox"/>	<input type="checkbox"/>	105	86	3,337
2. Sustainable food garden/cooperative (such as "Farm to Tray")	<input type="checkbox"/>	<input type="checkbox"/>	0	0	0
3. Cash, vouchers, or help with rent/utilities	<input checked="" type="checkbox"/>	<input type="checkbox"/>	2	0	10
4. Day care, preschool, before- or after-school programs	<input type="checkbox"/>	<input type="checkbox"/>	0	0	0
5. Tutoring or literacy programs	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	5	5	4
6. Health programs (parish nurse, clinics, health education, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	0	0	0
7. Community organizing, organized social issue advocacy	<input checked="" type="checkbox"/>	<input type="checkbox"/>	10	0	16
8. Job placement, job training, employment counseling	<input type="checkbox"/>	<input type="checkbox"/>	0	0	0
9. Building projects (such as Habitat for Humanity)	<input type="checkbox"/>	<input type="checkbox"/>	0	0	0
10. Support groups (bereavement, divorce, job loss, 12-step, etc.)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	11	0	300
11. Programs for the elderly and homebound persons	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	20	3	50
12. Clothes closet, thrift store	<input type="checkbox"/>	<input type="checkbox"/>	0	0	0
13. Homeless or no-freeze shelter	<input type="checkbox"/>	<input type="checkbox"/>	0	0	0
14. Overseas sponsorships, microloans, Heifer Project, Haiti relief	<input type="checkbox"/>	<input type="checkbox"/>	0	0	0
15. Other, not listed	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	23	6	300

**Centro Hispano Food & Diaper Drives**

**We are a community campus center for the Frederick area, which serves many paid and unpaid events and groups.**

**All Saints' Episcopal Church  
Annual Meeting  
February 8, 2020  
Minutes**

**Welcome and Call to Order**

The Reverend Jessica Holthus opened the annual meeting at 9:06 with a welcome to the congregation.

**Appointments**

Reverend Jess proposed a Chancellor, Ellis Kitchen, and Registrar, Tina Butcher for the meeting and those present agreed.

**Call for Quorum**

There was a call for a quorum, with 95 voting members in attendance. This represents at least the required 10% of the 880 recorded Members in Good Standing as of the 2018 parochial report, which represents the necessary number for a quorum. Thus, a quorum was declared present and the meeting was certified to be in order.

**Review of Minutes from the 2019 Annual Meeting**

Mother Adrien asked for a review of the minutes and, after no questions or corrections were noted, called for a motion to approve. A motion was made by Judy Haines to accept the minutes and seconded by Angie Mann. The motion was unanimously approved via voice vote with no abstentions.

**Introduction and Election of Vestry Candidates**

Mother Adrien noted there are five vacancies to fill. This includes four Vestry members who have completed their three-year terms of service and one Vestry member who had to step down from her position. Mother Adrien introduced the following slate of candidates.

- Jill Browning
- Nikole Brundick
- Stephen Crum
- Dan Huebner
- Joanna Hughes
- Lorraine Kituri
- Rosie Russo

Mother Adrien asked each candidate to share a personal reflection about their call to serve as a Vestry member. After hearing the reflections, Mother Adrien thanked all of the candidates for their willingness to step forward and run.

Mother Adrien reviewed the voting process and called for the first ballot. The first ballot was distributed to voting members, with instructions to vote for five candidates; the ballots were collected

by outgoing vestry members, Angie Mann, Randy Querry, and Steve Nichols along with other volunteers. There were 19 absentee ballots received for the Vestry election.

## **Recognition and Thanks**

During the counting of the first ballot, the meeting continued with recognition of multiple teams who have been diligently working to produce our financials and proposed future direction. This included the following teams:

- Budget & Finance Committee
- Buildings and Grounds Committee
- Stewardship Committee
- Visioning Team

Reverend Jess asked for a round of applause for these individuals, noting there were other team members who were unable to be in attendance today. She commented on the amount of hard work and effort that these individuals put into their respective committees.

## **Meeting Overview**

Mother Adrien announced we will continue the meeting in two main areas. The first is on financial reports and information

Like tuning a piano. When a tuner comes in and tunes a piano, they ring a tuning fork and play a note. If the two match up, together they make a nice sound. If they are off, there is a vibrating noise signaling the pitch is off and adjustments are needed. We are in the same type of process where we are ringing a note and asking our parish community to respond. We are trying to ensure the two resonate and, if not, will make adjustments until we ensure that our direction is in tune with the community. We will be asking you to share information on questions around money and vision. Keep listening for the resonance and determine what you hear. We need to find where adjustments are needed.

## **Financial Report – Marie Greenbank**

After briefly sharing her history with All Saints and background, Treasurer, Marie Greenbank provided a financial report, beginning with a presentation of the 2019 financials, including actual income and expenses and an overall summary of 2019. Highlights are shown below.

***Income.*** Total income for 2019 was \$884,074.13, including: Pledge and Plate (\$520,100.79); Use of Facilities (\$29,966.75); Other Offerings (\$18,034.20); Investment Income (\$305,937); Fundraising (\$5,347); and Other Income (\$4,699.12).

***Expenses:*** Total expenses for 2019 were: \$901,790.70, including, Diocesan Pledge (\$117,154); Ministries (\$52,294.92); Operating (\$166,769.75); and Personnel (\$565,572.08).

**General:** Marie also reviewed personnel costs relative to support of key ministry areas. She noted “Personnel” is the largest cost to the church. Thus, it is important to understand where the effort of the staff is focused as it relates to our ministry areas. It is important to remember that staff expense does not equate to 100% of our administrative expenses.

**2019 Summary.** Overall, we fell short of our goal in 2019 by approximately \$7,500. Capital improvement projects completed in 2019 were covered by bequests, individual contributions, and fundraising by St. Mary’s Chapter. The Vestry was charged to carry out a \$30,000 fundraiser; however, did not complete a fundraiser.

Following Marie’s presentation of the 2019 financials, attendees broke into small groups for discussion around challenges parishioners see in 2019. The following question was posed for discussion:

- What do you notice in the financial report of 2019 that is either an affirmation or a challenge for our community?

Following these small group discussions, Marie continued her presentation, providing an overview of the 2020 Budget and a 5-year financial and stewardship plan. Marie observed ASEC’s endowment has done well, but that can always change. If our draw on the Endowment continues at the current level and the market isn’t as favorable, that can lead to problems. Thus, our goal is to reduce the reliance on the Endowment as a regular source of funding. We want to reduce our debt and pay off our obligations. Marie also observed that we have three buildings, including some that are hundreds of years old. We need to be willing and able to increase what we are contributing to capital improvement funds so funds can be set aside for future capital expenses. These expenses include costs for maintaining our buildings, which has been estimated to be over \$350,000. Thus, we need to create a sustainable source of income.

From the results of the table discussions at this meeting, Marie observed it appears parishioners present agree with this goal. This leaves us with the question of how we are going to accomplish those goals. Marie shared a 5-year plan for reducing the endowment.

Key highlights of that 5-year plan include:

Pledge and Plate:	Increase by \$260,000
Reduce the Endowment Draw:	From 6% to 4.5%
Liabilities:	Paid down PNC as scheduled; Anticipated payoff 11/2025
Capital Improvement Fund:	Cover anticipated expenses over the next 5 years and setting aside additional monies for future capital improvement expenses.
Balanced Budget:	Balance the operating budget in 2020; balance Deficit Carry Forward by 2022.

Marie also shared a spreadsheet identifying dollar values for specific line items under both Operating and Capital income and expenses for each of the five years.

Marie also shared plans to ensure continued transparency in ASEC's financial status, including:

- Weekly pledge updates
- Quarterly financial reports
- Quarterly Executive Teas with members to allow for sharing of questions, concerns, and hopes for ASEC.

Attendees once again broke into groups to discuss the following questions, led by a Vestry member at each table:

- What are your thoughts about specific elements of the plan we are proposing?
  - Increasing Stewardship by \$50,000 each year
  - Using a mixture of grant, endowment, and contributions to cover capital expenses
  - Paying off the mortgage debt in one year
  - In the next five years, reducing our reliance on endowment money for operating expenses
  - Building up money through the endowment interest to cover capital expenses
- What are your feelings about the overall plan we are proposing?
- What observations do you have that we have not asked about?
- Does this financial plan feel faithful to you?

Results of the group discussions are included in Appendix A to this report.

### **Junior Warden's Report - Loving Our Home – Cathy Guzauskas**

Junior Warden, Cathy Guzauskas reviewed current buildings and grounds projects. Updates on the chapel are nearly complete, including painting, flooring, and beautiful stone facing around the columns.

Looking into the coming year, the roof over the Historic Church will be replaced. Cathy shared pictures of the roof taken from a drone. We are applying for a grant of \$90K to help offset the cost of the roof. Cathy believes we have put together a really good grant application but need everyone's prayers it will be successful.

Our entrance foyer will have a makeover and our office entrance will be painted and made more inviting. We are also looking at ways we can help increase access for people with disabilities.

We are looking at plans to put capital improvement fund into place, creating a seed fund and begin growing the fund so we can be proactive rather than reactive. We need to move away from an approach where our maintenance largely consists of "putting out fires."

Cathy shared she is excited to be in this new role as Junior Warden and thanked Mother Adrien and Senior Warden Mark Gibson for putting her in this role.

## **Rector's and Senior Warden's Reflections**

Mother Adrien Dawson and Senior Warden Mark Gibson shared brief reflections on the year, though time did not permit detailed discussion.

Mother Adrien shared we are in a discernment process as a parish. We began this process over the past year with the work of the Visioning Team; a process in which many parishioners actively supported and participated. She reviewed a series of “next steps” we will undertake as a parish, noting our discernment process includes: cultivating stillness; framing the issues; grounding ourselves in faith and values; shedding our ego; listening for the spirit; exploring options; weighing options; choosing a direction; and testing it in stillness. These steps are included as Appendix B to these minutes. She also shared guidance on how we can each cultivate a sense of stillness by setting aside a few minutes each day and following a practice of centering prayer. Handouts were distributed with specific guidance. This document, titled “Cultivate Stillness: A Centering Prayer Practice” is included in Appendix C to these minutes.

## **Thanks to Outgoing Vestry, Counters, Chancellor**

Before announcing the results of the election Reverend Jessica Holthus recognized and gave thanks to the four outgoing Vestry members listed below who have so generously and prayerfully given of their time and talent during their service to All Saints' as Vestry members; Vestry members who stepped into fill unexpired terms of Vestry members who unexpectedly left the Vestry during the year; and to the Counters and Chancellor for their work during this Annual Meeting:

### **The Vestry Class of 2020:**

- Angie Mann
- Steve Nichols (appointed mid-year by Vestry vote to serve the remainder of Monique Abner's term)
- Randy Querry
- Annette Tinder (elected in 2019 to serve the remainder of Peter Vazquez's term)

### **Vestry Members who Stepped Down in 2019:**

- Alison Cox (Moved and replaced by Linda Proctor by vote of the Vestry)
- Chris Caro (Personal Reasons)

### **Youth Representatives to the Vestry:**

- Dylan Gibb
- Jack Kiley

### **Counters:**

- Angie Mann
- Steve Nichols
- Randy Querry

**Chancellor:**

- Ellis Kitchen

**Affirmation of the Vestry Class of 2023, Executive Committee**

There were 98 ballots counted, including 19 absentee ballots, with no invalid ballots. The Vestry class of 2023 includes, in order of highest to lowest votes tallied:

- Lorraine Kituri
- Jill Browning
- Dan Huebner
- Rosie Russo

Elected to fill the two-year Vestry Slot vacated by Chris Caro (2022):

- Steve Crum

After announcing the results of the ballots, members were asked for affirmation of the Executive Committee Representatives shown in the summary below. These representatives were affirmed by the congregation.

**Introduction of the Current Vestry and Executive Committee:**

Class of 2021	Class of 2022	Class of 2023
<ul style="list-style-type: none"> <li>• Linda Miller</li> <li>• Don Orcutt</li> <li>• Linda Proctor</li> <li>• Caroline Cole</li> </ul>	<ul style="list-style-type: none"> <li>• Steve Crum</li> <li>• Jody Deveney</li> <li>• Trevor Ellis</li> <li>• Darryn Naylin</li> </ul>	<ul style="list-style-type: none"> <li>• Jill Browning</li> <li>• Dan Huebner</li> <li>• Lorraine Kituri</li> <li>• Rosie Russo</li> </ul>
Executive Committee		Youth Representatives
<ul style="list-style-type: none"> <li>• Senior Warden: Mark Gibson</li> <li>• Junior Warden: Cathy Guzauskas</li> <li>• Treasurers: Marie Greenbank Jeanne Lawrence Kay Kitchen</li> <li>• Registrar: Tina Butcher</li> </ul>		<ul style="list-style-type: none"> <li>• There are presently no youth representatives designated to serve.</li> </ul>

**Closing Prayer**

The meeting was closed with “A Mid-Day Prayer” from *Always We Begin Again: The Benedictine Way of Living* by John McQuiston II.

Respectfully Submitted,



Tina G. Butcher, Registrar

## **Appendix A**

### **Compiled Comments from Index Cards from Table Conversations on the 2020 and 5-year Plan**

#### **Budget - General**

- Seemed like a faithful effort on the budget.
- Liked the presentation of a contingency plan to accompany main plan
- Budget was well-presented; presentation was understandable
- Like detail of ministry areas
- Plan is ambitious, but realistic; hopeful with everyone's buy-in
- Idealistic vs. realistic goals
- 5-year plan is great and like that there is now Vestry buy-in
- In the past, the Treasurer had a plan, but there was not Vestry buy-in
- Can't predict the future; so 5-year goals should stay as goals, but the path may be different than planned.
- We liked seeing both plans.
- Need to be proactive in facilities maintenance
- Need to identify concrete steps to accomplish plans
- Need a better understanding of the Pastoral Care area and what this money is used for
- Need a more balanced personnel budget (however, others at the table noted ours is to

#### **Generating Income - General**

- Need to be flexible
- Need to continue innovating ideas for generating revenue
- Focusing on pledge and plate is the way to go
- Facilities rental is a scapegoat for income
- Need to figure out how to promote rentals

#### **Generating Income - Fundraising**

- Fundraising goal hides stewardship – people may think they'll be [???
- Stop starting at square one
- Consider smaller, ongoing events as sources of fundraising; bake sale
- Need more buy-in from Vestry and parishioners
- Keep innovating ideas for revenue generating within these five years

#### **Theology of Money**

- Need to look more carefully at how we spend what we take in
- Other Episcopal churches do not consider the Diocesan pledge as “Outreach,” but we do

#### **Plan for Increasing Pledges**

- 50K is not a big ask if you spread it out; 50K per year is a big ask
- Pledging is aggressive – need a lot of buy-in
- Depending so heavily on such a significant increase in pledges is problematic
- Increasing dependence on aging congregation who has limited income sources is not a good model)



- Breakdown of sample pledge amounts was helpful
- We liked the “every little bit helps” message.
- Can always add more even if you auto deduct
- What specific things are we going to do to get additional pledges and carry out elements in the plan
- Need more youth to bring in parents
- Living people are not giving enough to keep the church running in perpetuity
- Does printing income in Saints Alive help?
  - Not really; makes me anxious
  - Need more information
- Concerns living within means
- Transparency will lead to more ownership by the parish

### **Lost Pledges**

- Need to research WHY we are losing pledgers and members; is there a systemic issue?
  - What happened to past pledgers who left
  - What happened to past pledgers who reduced their amounts or didn't pledge at all
- Need to determine there is a systemic issue(s)\
- Reach out by letter to those who do not pledge.
- Need to include building repairs in the budget
- Paying off the mortgage no matter what is great

### **Endowment - General**

- The Endowment may be used as an “excuse” to not pledge very much.
- Is there a broad understanding in the parish of the Endowment?

### **Payment of the Mortgage and Draw on the Endowment**

- Understand emotion around carrying debt, but why pay off the 3% mortgage with Endowment money that was growing at a rate of 8%
- What is the delta between the return on the Endowment and the cost of the mortgage?
- Concerns over the idea of paying off the debt with the Endowment
- Why reduce Endowment draw to only 4%? To 4% (not sure about why)?
- Question whether there is a broad understanding of the Endowment

### **Grants and Bequests**

- Good use of grant and bequest.
- Good to pay off the debt
- What is the grant?

### **Communication**

- Communication is key – need to ensure transparency
- Transparency encourages ownership [by the parish]
- Members don't always know where the money goes

### **Other**

- Development work – is that something to [resource] us

## **Appendix B**

### **Our Next Steps: A Community of Discernment**

Our discernment process includes: cultivating stillness; framing the issues; grounding ourselves in faith and values; shedding our ego; listening for the spirit; exploring options; weighing options; choosing a direction; and testing it in stillness.

- ❖ **Annual Meeting (Feb. 8)** will include a report on our visioning process so far and an opportunity to share your responses to what we are hearing and seeing.
  
- ❖ **Cultivating Stillness (Ongoing)**
  - ❖ Parishioners begin a centering prayer practice to help us be open to God's dream for us. (See reverse for details!)
  
- ❖ **New Vestry Retreat (Feb 21-22)**
  - ❖ Consider annual meeting comments and observations and incorporate them into the vision emerging from our collective ongoing conversations.
  
- ❖ **External Listening Campaign with Our Neighbors in Frederick (Underway in Feb)**
  - ❖ To discover:
    - Who are our natural partners in ministry?
    - What relationships need tending?
    - Who have we not yet met?
    - What is God's vision for our ministry in the neighborhood?
  
- ❖ **Community Conversations (March and April)**
  - ❖ We will have a series of community conversations on Wednesday nights from 6:30-8pm to further clarify our vision according to the different ministry areas in our church.
    - March 18:      Worship and Prayer, Study and Learning
    - March 25:      Life in Community, Pastoral Care
    - April 1:         Action and Service, Governance
    - April 22:        Report on the External Listening Campaign
  
- ❖ **Draft Strategic Vision Plan Considered by Vestry for Approval or Revision - May 19**

## **Appendix C**

### **Cultivate Stillness: A Centering Prayer Practice**

Every member of the congregation is invited to take at least two minutes each day to sit in silence and reflect on this unfinished statement. “I imagine God’s dream for All Saints’ is…” Open yourself up to God’s dream for us. Make space for God’s vision to appear in your heart. Maybe this awareness will develop in the silence of your prayer – or maybe you will get a glimpse of God’s dream while you are going about your day. This contemplative practice will help us prepare ourselves to receive God’s dream and begin to give it shape in our life at All Saints’. When you conclude your time in silence, close your prayer with this collect of Self-Dedication.

*Almighty and eternal God, so draw our hearts to you, so guide our minds, so fill our imaginations, so control our wills, that we may be wholly yours, utterly dedicated to you; and then use us, we pray, as you will, and always to your glory and the welfare of your people; through our Lord and Savior Jesus Christ. Amen.*

#### A Process for Community Discernment

- *cultivate stillness*
- *framing the issues*
- *grounding in faith and values*
- *shedding our ego*
- *listening for the spirit*
- *exploring options*
- *weighing options*
- *choosing a direction*
- *testing it in stillness.*