

Priest in Charge: *The Rev. Ken Howard*

In the interests of time, I will not cover everything I've been doing and thinking about in the last two months, but here is a brief recap of the more important things.

- **My reason for being here:** The reason the bishop asked me to consider spending these six months with you is to help the vestry and congregation do the emotional, spiritual, and organizational work necessary to get ready to call an interim priest: Which means helping you process your grief over the loss of your rector, harvest learning from the experience, take a close look at your strengths, weakness, biases, and blind spots, and clarify your vision and mission.
- **Speaking of Vision and Mission:** I am currently guiding the vestry through an assessment of their strengths and weaknesses from the standpoint of the congregation's vitality and sustainability, which will be followed by an assessment of the opportunities and challenges in the neighborhoods you serve. The results of the former were telling: your strengths were worship and outreach, but your weaknesses were vision and mission, awareness of your community context, and change readiness.
- **My watch words for this congregation:** Clarity and transparency, direct communication, and healthy boundaries. The lack of these things contributed to your recent experience. Wringing these things out of the body of All Saints' will help you to become a vital, healthy, and growing congregation, and less likely to have the same problems in the future.
- **Returning to Congregational Sing:** By the time you read this you will have seen my recent eblast regarding the return to congregational singing: the reasons behind the decision and the timetable for the transition. It is almost literally right around the corner.
- **The Return of the Bulletin Prayer List:** By the time you read this you will have seen my recent eblast regarding the return of the prayer list to the Sunday bulletin. We are changing the procedure somewhat to make it more manageable for clergy and congregation.
- **Best Way to Reach Me:** Email me at khoward@allsaintsmd.org.

Senior Warden: *Mark Gibson*

It's hard not to define 2021 by the events of December. Nonetheless, our vestry has had several notable accomplishments and has done good work on leadership development and visioning. It is also notable that we spent the entire year in the grip of COVID. Here are the highlights.

- **Anti-Racism and Social Justice.** In November 2020, the Vestry agreed to ask the Outreach Ministry to begin working on recommendations to help us determine how to

participate in reparations efforts, including any participation with Diocesan reparations work and work in the Frederick area. Aimee Isaac, Waymon Wright, Jill Browning, and Leslie Skyrms have been leading the effort at All Saints' working as liaisons with Asbury United Methodist Church. The team provided regular reports to vestry.

- **Urbana New Episcopal Church (NEC) Plant.** Urbana is the fastest-growing community in Frederick County and currently has no communities of faith, including episcopal churches. The vestry committed to supporting the Urbana NEC exploratory efforts. This effort is currently on hold.
- **Vestry and Staff Workshop.** Vestry and staff met in June to begin strategic discussions around leadership. We worked on defining what matters most to All Saints', how we participate in the Frederick community, and needs. The workshop resulted in setting up a committee to develop a "Welcome Forward" event to celebrate coming fully back to church by September. However, COVID cases started rising again, which caused us to put the planning and the event on hold.
- **Seminarians.** All Saints' continues to generate new clergy. Vestry approved the following: Stuart Scarboro for Ordination to the Diaconate, Peter Vasquez for Ordination to the Priesthood, and Daniel Cantalano and Santana Bartoldus for Discerning Ordained Vocation.
- **Genesis II.** Jill Browning, Angie Richards, Michael King, Mother Adrien Dawson, Nick Wright and Randy Querry have been participating in Genesis II. Genesis II is an initiative within the national Episcopal Church of re-visioning and renewing. It has a particular focus on the practice of building relationships with fellow parishioners and with our wider community. The Genesis II team led the vestry through training of Generative Development. We plan for more of this work in 2022.
- **Resignation and departure.** December saw the resignation of our rector, and the departure of our associate rector to take a new call to be rector at St. Anne's Episcopal Church in Reston. The upheaval caused by these departures has been substantial. Vestry has had to concentrate much effort to address needs caused by these departures. This includes accepting the letter of resignation, discussions and work around next steps, and approving and on-boarding new clergy who will be with us until June.

God has presented us with another opportunity for an exciting journey to call a new rector. Much of the generative work the vestry has undertaken this year will help prepare us for that journey. We have much more work to do, but we will all navigate this together . . . with God's help.

Respectfully Submitted,
Mark Gibson, Sr. Warden

Treasurer:
Sharon O’Rear

I started as Treasurer after the annual meeting last year and we have accomplished much! Fortunately, as we have navigated an interesting year we were able to maintain a growing financial base. Thanks to everyone for their generosity!

Tithely became our giving platform and although it has had its ups and downs, we have been able to work through the system to correct the information and overcome the challenges of not being able to pass the plate. Thank you for taking the time to make us aware of inconsistency in the email communication generated from Tithely.

We partnered with Jay Boggs and his team at **Cornerstone** to outsource our bookkeeping processes. We have transitioned from our in-house Church Windows system to QuickBooks, which allows for remote work, and tightens up record keeping and reconciliation of assets. This has been a win-win for ASEC. Not only do we have timely accurate reporting of our financial transactions, we have the benefit of looking at our resources from a new perspective.

Financial Performance for 2021

2021 Income Revenue was over budget by \$15,388, and Expenses were under budget by \$57,285.00. A portion of the operating loss for 2021 was covered by the grant from the Paycheck Protection program ending with a loss of \$28,911.

2022 Budget Process began in November of last year. B&F and the Vestry combined work with Cornerstone to focus on– 5 focus areas • The “Big Picture” • Mission and Outreach • Music • Personnel • Buildings and Grounds. Attached is the 2022 Sources of funds and use of funds that was approved by the Vestry.

Thank you to all for your continued support as we journey forward. Please know that all financial information is available by contacting me or joining Budget and Finance.

Sharon O’Rear, Treasurer
treasurer@allsaintsmd.org or sgoj1027@aol.com

**All Saints Episcopal Church
Operating Budget**

2021 Actual Results and 2022 Budget

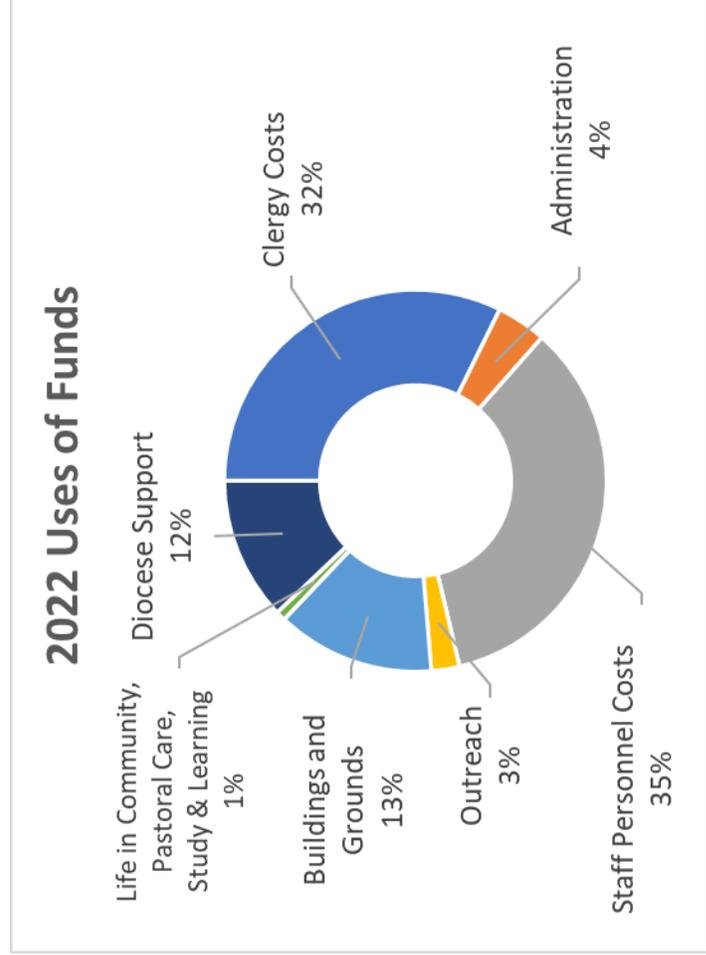
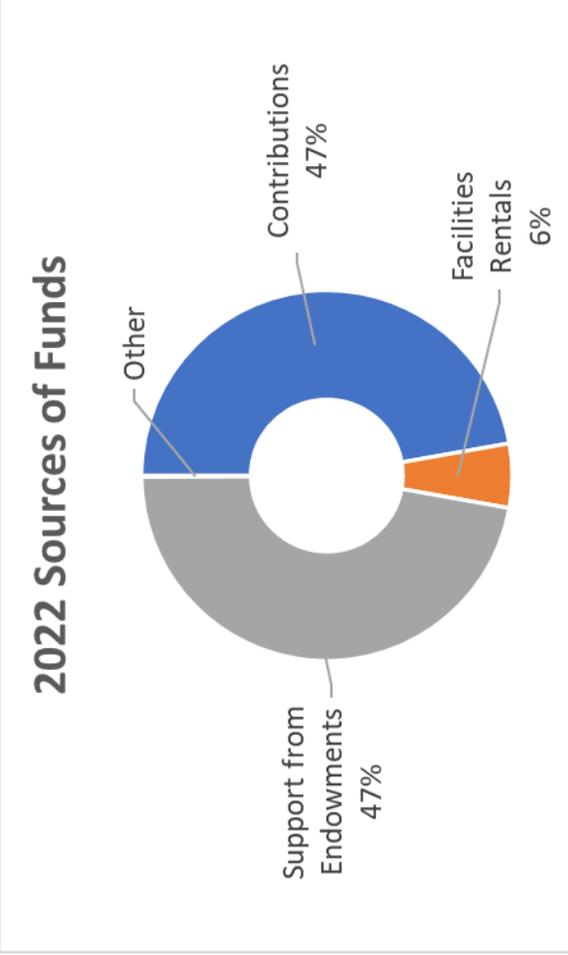
(updated 2/1/22 and rounded for presentation)

	2021		2022	
	Actual	% of Total	Budget	% of Total
Revenue				
Contributions	\$ 449,248	55%	\$ 464,500	47%
Facilities Rentals	26,782	3%	55,000	6%
Funding for Operating Budget	338,647	41%	463,188	47%
Other Operating Income	4,343	1%	1,000	0%
Total Revenue	\$ 819,020		\$ 983,688	

Expenditures

1. Action	115,629	13%	\$ 137,580	14%
2. Worship	14,609	2%	34,000	3%
3. Life in Community	527	0%	2,200	0%
4. Pastoral Care	55	0%	700	0%
5. Study and Learning	867	0%	5,000	1%
6. Governance	636,927	71%	677,090	69%
7. Buildings and Grounds	128,095	14%	127,019	13%
Total Expenditures	\$ 896,709		\$ 983,589	
Net Operating Revenue	\$ (77,689)		\$ 99	

For 2021: A portion of the operating loss for 2021 was covered by the grant from the Paycheck Protection Program. The loss for 2021, after applying the grant was ~\$26,000



Stewardship Team Report

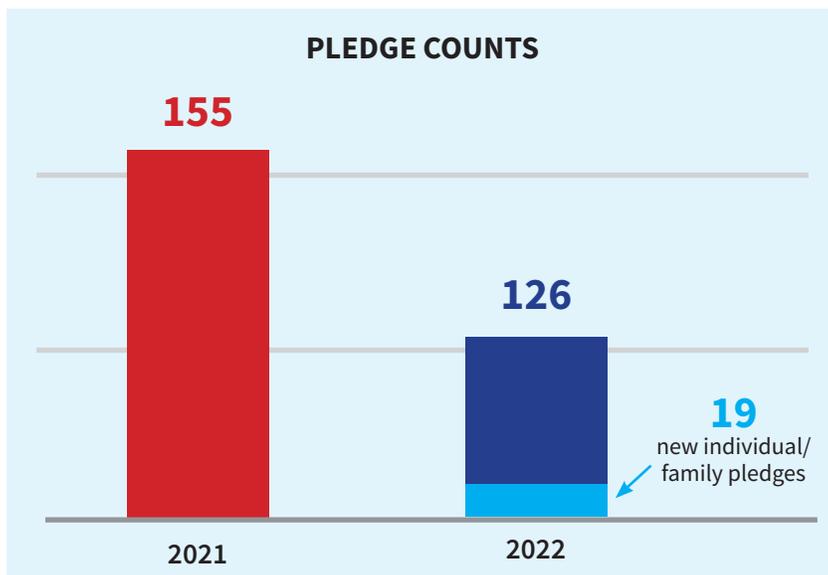
We give thanks for the generosity of our parishioners. We live in a time and a geographic area of prosperity. Even during a pandemic and all of the turmoil in the world, you have been faithful stewards and continue to do **what love requires**.



A **pledge** is your best estimate of how much you can share of your financial wealth with the church. The tradition in the Episcopal church is for all members of the parish to pledge and to renew that pledge every year. By pledging, you are helping the church budget with a greater degree of confidence for the year ahead.

Pledge Updates

- Pledge commitments are down—126 in 2022 compared to 155 in 2021.
- 19 new individual or family pledges have a positive impact for 2022 counts
- Average pledge amount increases \$215 per pledge from \$2,510 in 2021 to \$2,725 in 2022
- Increase in plate offerings



If you haven't pledged, there's still time! To fulfill your pledge, visit the church website. You can arrange for automatic withdrawals from your checking account, set-up a recurring charge for your credit card or send a check to the church office—either in person or by mail. Our systems are built to accommodate the method that works best for you, whether you fulfill your pledge in one large gift or divided throughout the year.

AVERAGE PLEDGE AMOUNT



Embracing the changes of how we share our wealth, wisdom and work, we need to develop new methods for reaching parishioners. We have a great opportunity to shape the future of stewardship and to develop systems that will serve us in the years to come.

We're blessed to have a great team of parishioners working on stewardship. We encourage anyone who feels called to be a part of discerning the ways members of our Parish share their gifts to join us. Please contact Rachel Query at rachel.query@gmail.com or call/text to 301-346-7887 with any questions or if you're interested in joining the team!

Altar Guild: *Jody Deveney*

- Three teams of 4-5 members have been rotating the honor of setting the altar for Sunday morning services, special occasions, and funerals. Confidence and reassurance are gained by setting the altar in much the same way as has been the church's tradition across time and leadership.
- We welcomed three new members to the ministry who have been trained and are embracing their role with passion, supported by a mentor.
- The work has all been done by individuals or pairs between the 8 and 10 AM services and any time after the 10 AM when the building is nearly empty, allowing for varying degrees of comfort in the face of Covid.
- Women, men, and families are encouraged to become a part of this meaningful ministry. A step-by-step illustrated manual guides you along the way. Pictures of how the altar should look when fully set serves as a double check for the experienced and new members alike.
- For further information or to get involved, contact Jody Deveney at jodydeveney@gmail.com.

Truth and Reconciliation: *Aimee Isaac*

T & R's accomplishments and growth, 2021:

- Grave Marker Project
- Readings and Conversations Program Re: Antiracism
- Hosted the Rev. Canon Chris McCloud, Diocesan Canon for Ministries, as guest speaker
- Personal Responsibility in Education: Several attended workshop with Canon Chris- "Becoming Beloved Community" at Claggett in the Spring of 2021. Many on the team also attended "Sacred Ground" training with the Virginia Theological Seminary.

Buildings and Grounds: *Mary Beth Coker*

The Building and Grounds Committee resumed meeting in September after a pause of about 1 ½ years because of the pandemic.

- **Who are we?** Jay Colley (Facilities Manager), Randy Wixom, Don Orcutt, John Aulls, Mike Vaughn, Mary Beth Coker (Chair).
- **What do we do?** B & G, like the Budget & Finance Committee, is a committee of the Vestry that makes recommendations to the Vestry on issues and projects concerning the management, upkeep, repairs, and renovation of ASEC's buildings and grounds.

- What are the currently known/projected **large Capital Expenditures** for B & G for 2022?
 - **Replacement/Repair of the Office lower level (Jr./Sr. Conference Room area) twin HVAC system and ERV.** The cost of this project to date has been **\$42,715**. This work is in process and awaiting parts to be completed.
 - **Nursery HVAC replacement.** The cost of replacing the unit is approximately **\$10,000**.
 - If the nursery HVAC is deferred, the **staff and streaming PCs** is our next priority. The estimated cost of upgrading the system is **\$10,000**.
 - Next on our priority list is the creation of additional **storage in the Great Hall**. The estimated cost of building the storage closet in the Great Hall is **\$12,000**.
 - Next would be the **St. Mary's brick wall**. This project has been deferred for many years and the wall is now in bad shape. The repairs are estimated to cost **\$20,000**.
 - Add low-voltage **lighting in the Memorial Garden area and pond**. The project is estimated to cost **\$5,000**.
- **Other items of note:**
 - We designated a Liaison to coordinate the activities and recommendations of the Historic Church Renovation Committee with B & G.
 - With representatives of the Over the Hill Gang, Jay created an email address for the OTHG to use for submitting items that the group can work on, so that this work can be coordinated with other maintenance work.
 - We are working with the Vestry and Budget & Finance to create a clear description of the approval process for Capital projects.

Historic Church Renovation Committee: ***Steve Crum and Hilary Pettigrew***

- We have evaluated extensive input from our meeting with the congregation, from your emails, and from meetings with many groups including the choir, youth group, clergy, staff, St. Mary's Chapter, and Daughters of the King.
- We have decided to plan in two separate stages.
- First would include paint, plasterwork, lighting, A/V improvement, and undercroft bathrooms and storage.
- Second would include flooring, consideration of reconfiguring the positioning of the altar and communion rail and placement of the organ to facilitate choir direction.
- We are grateful for all the interest that has been shown. You may continue to contact Steve Crum and Hilary Pettigrew at secrum91@gmail.com and hilarypetti@gmail.com.

St. Mary's Chapter:
Betty Hedges

St. Mary's Chapter is a long-standing organization within All Saints' Church, open to all members and attenders of the church. Our mission is to support the church and clergy in any way needed, and to provide fellowship and guest speakers for our members. We meet once a month in the daytime and usually have a luncheon, guest speaker or program, and short business meeting, however we have adjusted our schedule due to covid.

In our last fiscal year we donated \$1,200 to the Rector's Discretionary Fund and Seminarian Fund, and \$15,000 for the new roof and audio systems. We also donated \$2,600 to charities that help families and children in Frederick, including the Religious Coalition and Advocates for the Homeless.

In past years St.Mary's Chapter has financially supported many capital improvements and special projects of the church, including equipping the Great Hall kitchen, repairs to the steeple, the walkway from Church St. to the office doors to allow handicap access, and preservation of the stained glass windows in the Historic Church.

For more information about St. Mary's Chapter please contact Betty Hedges, St. Mary's Chapter President, at 703-999-2580.