

ALL SAINTS' EPISCOPAL CHURCH

2023

ANNUAL PARISH MEETING

SUNDAY, FEBRUARY 12, 2023

11:15 AM

Founded in 1742

106 W. Church Street, Frederick, MD 21701

301-663-5625

www.allsaintsmd.org

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1. Last Year's Annual Meeting Minutes –Scarlett Gibb, Registrar

From the All Saints' Bylaws: "The Registrar shall record the minutes of all meetings of the Vestry and of the Voting Members and maintain those minutes and other appropriate documents of the meetings..."

ALL SAINTS' VESTRY MINUTES

Location: Zoom Meeting for All Saints' Episcopal Church
Date: February 27, 2022
12:00 P.M.
Chair: Mark Gibson, Senior Warden
Clergy: Fr. Ken Howard

Called to Order: 12:01 by Fr. Ken Howard

Opening Prayers – Fr. Ken Howard

Voting and Updates: Voting online with same tool as last year. Quorum is for voting more than half have already voted- Mark Gibson:

There were no minutes from the last meeting to approve

Several Leaders Jim, Leslie are running again but terms are over. Jody and Darin are stepping down for now

Mark's term as Sr. Warden is up and he will be leaving

Staff Changes: Rev. Ken Howard – walk us through discernment. Rev. Dr. Linda Kapurch to work with us also. Very fortunate to have them assist us. Between the 2 we have one fulltime minister. We will be onboarding a more permanent interim.

New Administrative Assistant – Vickie Burgee and we are excited to have her experience.

Reports:

Rev Ken Howard: Reported on his reasons for being at All Saints'; they are interim interims. Helping the church morn and look towards the future. Clarity, Transparencies, Direct communications and healthy boundaries.

We will return to congregational singing, masked.

Mark Gibson, Retiring Senior Warden: Reported on work done by Vestry in 2021. All may be found in the Annual Report

Sharon O'Rear, Treasurer: Changed categories and introduced new system. Also reported on Stewardship all are referenced Annual Report.

Mary Beth Coker, B&G: See the Annual Report

Hillary Pettigrew, Historic Church Renovation: Listening to groups from All Saints and start envisioning utility and become welcoming and inviting. Plan to start with necessary fixes, ex: paint work. Please continue to contact the committee.

Aimee Isaac, Truth and Reconciliation: Thanks to Brother Waymon Wright for his hard work to prepare the way for this committee to start planting the seeds. A project has taken place on grave markers and work in partnership with Asbury Methodist. Thanks to all who have sifted thought the paperwork.

Book conversations have taken place on "Waking up White" and a new book session will be coming up soon. (look up the book)

Questions:

is there any discussion of bringing back the contemporary music service like we had in the great hall before COVID? Still looking into this and seeing we need to hopefully bring in more resources. We hope Adam may be able to do this in the near future.

Thank you to everyone for showing up and being here.

Voting Results: Rachel Querry, Toni Serini, Angie Richards, Mark Walker

Closing Prayer: Fr. Ken Howard

Meeting ended 1:00 p.m.

Submitted by Scarlett Gibb, Registrar

2. Interim Clergy (The Rev. Dr. Amy Richter and the Rev. Dr. Joseph Pagano)

Since we are sharing responsibilities for the required tasks of interim ministry and those required to sustain the regular worship and work of a parish, this report summarizes the work of both of us.

We began our work as Interim Rector and Interim Associate Rector at All Saints' on August 1, 2022, following the planned departure of The Rev. Ken Howard and The Rev. Linda Kapurch, DMin., who served as part-time clergy at All Saints' beginning early in 2022 until June.

The required interim tasks are to help the parish address its Heritage (history), Leadership (staff and lay volunteers), Connections (relationships with the larger community), and Mission (the parish's sense of how it participates in the Mission of God). Interim clergy also help the leadership of the parish prepare for their selection and welcome of the next clergy who will serve in a parish (usually identified as Future).

Our work in each of these areas includes:

Heritage: Joe Pagano took primary responsibility in this area.

- Joe organized a series of adult forums that were held on Sundays and included the leadership of several parishioners to address various aspects of All Saints' history.

Leadership: Amy Richter has primary responsibility in this area.

- Work was done to bring the size, scope, and tasks of All Saints' staff into better alignment with the size (attendance in worship and involvement of parishioners in the parish), budget of All Saints' church, and stated goals of parishioners and parish leadership.
- Work was done to help facilitate more volunteer ministry in all areas of parish life and to help ministries become more robust following the dormancy of many ministries during earlier days of Covid-19.
- Work was done to help vestry focus on the primary canonical vestry responsibilities of fiscal matters, buildings and grounds, and selecting clergy for the parish. Vestry set the budget for 2023 in accordance with the staffing realignment. This realignment meant identifying that All Saints' cannot

currently afford having two full-time clergy people on staff and be able to meet other goals (hire a full-time music director, hire a half-time children and youth formation director; decrease reliance on All Saints' endowment funds for regular operating expenses). Further, if All Saints' parishioners continue to increase their involvement in appropriate lay leadership in the parish, it's not necessary to have two full-time priests on staff. Therefore, it was determined in conversation with the vestry and diocesan staff that we will end our time as interim clergy by July 1, 2023. Also, Vestry now provide a brief report during announcements at services on the Sunday following Vestry meetings.

Connections:

- The Rev. Ken Howard did a lot of work in this area with the vestry prior to our arrival to help vestry leadership understand more of the demographics of All Saints' immediate community.

Mission:

- Joe Pagano began work to plan for a series of forums on Mission to address such topics as, What do we mean by "mission," how do we understand and express God's mission, how do we as All Saints' Episcopal Church understand and identify All Saints' role within God's mission?

Future:

- The interim clergy have no input into whom the diocese offers and the vestry receives as Priest-in-Charge of All Saints' following our departure. However, we have worked with the bishop, diocesan staff, and vestry of All Saints' to provide information to the vestry as it made the determination that choosing a Priest-in-Charge rather than engage in a traditional search at this time is the best way forward at this time.

Other work for the ongoing life and ministry of the parish in 2022 included:

Adult Christian Formation:

- We led a study and discussion series on Forgiveness.
- Amy led a Bible study called Big Stories of the Bible.

Children's Christian Formation:

- With help from Lorraine Kituri, we offered a multi-generational experience on the first Sunday of the month in November (St. Francis Day celebration with the blessing of animals) and a visit with St. Nicholas in December (with help from Mark Walker)
- Got background checks and SafeChurch training up-to-date for our Children's Formation leaders and nursery workers.

Pastoral Care:

- Making pastoral visits and communion visits with members of the parish in their homes and in hospital.
- Joe worked with our Eucharistic Visitors and Pastoral Care committee members to plan on how to engage in ministry post-Covid shut-down.

Our thanks to Vestry Members, Executive Committee Members, All Saints' staff, and All Saints' parishioners for your work in supporting God's mission at All Saints' Church.

In Christ's love and service,

Amy Richter and Joe Pagano

3. Senior Warden - Jill Browning

From the All Saints' Bylaws: "The Senior Warden shall serve as lay consultant and advisor to the Rector and shall perform such other duties as may be assigned to the Senior Warden by the Rector or Vestry. The Senior Warden shall be the senior lay officer of the Church and shall preside over Vestry and congregational meetings in the absence of the Rector."

Below are highlights of what I worked on with the Vestry, Staff, Clergy and Executive committee:

- Transitioned into Senior Warden role in March, with much help and support from past Sr. Warden Mark Gibson

- Worked to keep things going, to include staff turnover, Interim/PIC and Assistant Priest advisement
- Continued work with clergy, vestry and staff on our parish direction, priorities, mission and vision.
- Listened to congregation's feelings of loss and grief, and worked with All Saints' and diocesan leadership to help our family cope and accept the loss, grief, sadness and betrayal felt by our parish family with the abrupt departure of our Rector, Mother Adrien, coupled with the planned departure of our Associate Rector, Rev. Jess.
- Completed leadership training, culminating in certification from the College for Congregational Development, to enhance my leadership at All Saints'
- Helped with transition of Amy+ and Joe+ as our Interim Rector and Associate Rector who started with us on August 1st
- Worked with the Historic Renovation Committee to complete and communicate the results of their hard work for consideration to take us forward on this important effort.
- Coordinated with church leaders to begin to resume more in person worship, bible studies, formation, and fellowship, in a new world continuing to cope with the Pandemic
- Worked with Vestry to resize our current size as a parish, and re-aligned the budget accordingly
- Formed a committee and provided them with guidelines on securing vestry nominees for the upcoming election at the annual meeting in February.
- Formed a committee and presented recommended church bylaw changes to Vestry for presentation to congregation for approval at the annual meeting in February

While 2022 had more challenges than we've felt in quite some time, I am always hopeful because God is with us, in us and among us, helping us along the way. The parish showed amazing resilience and grace during a very difficult time. I experienced so much love and kindness directly, indirectly and observed, among all of you. I am certain 2023 will be another year of challenges, but I am confident that together, we will work to listen to God's guidance to direct us towards what is best for the future.

4. Junior Warden – Mark Walker

From the All Saints' Bylaws: "The Junior Warden shall have general responsibility for the supervision and maintenance of all Church property, real and personal (other than securities and cash), and shall perform such other duties as may be assigned to the Junior Warden by the Rector or Vestry. In the absence of the Rector and Senior Warden, the Junior Warden shall preside over Vestry and congregational meetings."

Buildings & Grounds Committee

- Arranged for repair of masonry in St. Mary's wall
- Addressed multiple facilities inspections and repairs
- Adapted processes to function without a facilities manager

Audio Visual Ministry

- Provided the live streaming for our worship services
- Incorporated AV operator scheduling into the Ministry Scheduler
- Developed an instruction manual and training program for new AV operators
- Established relationship with the diocesan AV staff for further system development

5. Treasurer's Report

Submitted by Sharon O'Rear, Treasurer.

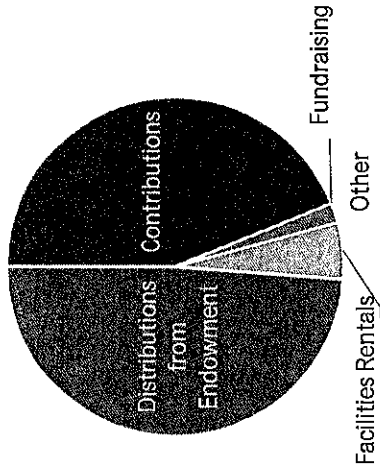
From the All Saints' Bylaws: "The Treasurer shall keep the financial records of the Church and shall have general custody of all Church funds, securities and related documents..."

**All Saints Episcopal Church
2022 Actual Results and 2023 Budget**

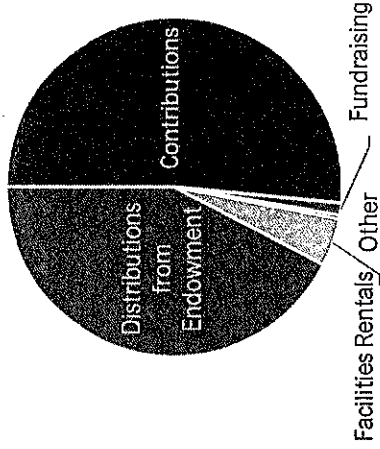
	2022 Actual	2023 Budget
Operating Income		
Contributions	410,977	454,000
Fundraising	10,000	10,000
Other	17,603	3,500
Facilities Rentals	50,455	40,000
Total Revenues	479,035	507,500
Operating Expenditures		
Clergy Costs	258,696	274,000
Staff Costs	325,316	253,000
Buildings & Grounds	131,088	151,000
Action & Outreach	120,975	128,000
Administration	30,437	45,000
Worship	19,090	21,200
Life in Community	2,831	1,500
Study and Learning	1,875	2,000
Total Expenditures	890,308	875,700
Net operating deficit	(411,273)	(368,200)
Distribution from Endowment	457,189	373,979
% of Vestry Endowment	8.00%	6.25%
Net	45,916	5,779

	2019	2021	2022	2023
% of operating income from endowment	34%	40%	49%	42%

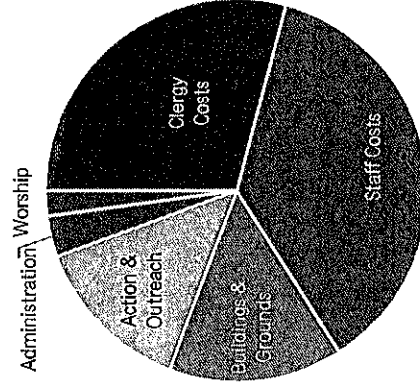
2022 Sources of Funds



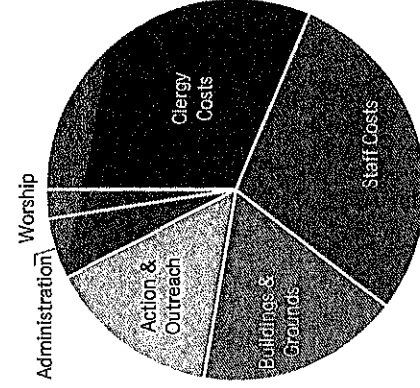
2023 Budget Sources of Funds



2022 Uses of Funds



2023 Budget Uses of Funds



Financial Package for Vestry

All Saints' Episcopal Church

For the period ended December 31, 2022



Prepared by
 **Cornerstone**
Franciscan Ministries
Building a Solid Foundation for Financial Health and Well-being

Submitted on
January 22, 2023

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Key Performance Indicators and Commentary

<p style="text-align: center;">WATCH</p>	<p><u>Operating Fund - Actual Versus Budget</u></p> <p>Overall, actual results are ahead of budget. Contributions, as expected, were strong in December. Buildings and Grounds costs, again, were lower this month. Additional cost control measures were initiated this month.</p> <p>December: Revenues 170% (up 73%), Expenditures 93% (up 5%) to Budget Operating Revenues: \$72,876, Expenditures: \$77,554 Net Op Loss: \$4,678</p> <p>YTD: Revenues 91% (up 7%), Expenditures 91% (up 1%) to Budget Operating Revenues: \$479,034, Expenditures \$890,308</p> <p style="text-align: center;">Net Operating Loss: \$411,273 Funding from Investments: <u>\$457,189</u> \$ 45,916</p> <p>Expenses categories over budget: B&G Repairs & Maintenance (119% to budget or \$12,373 over budget)</p>										
<p style="text-align: center;">WATCH</p>	<p><u>Cash Position</u></p> <p>Sufficient cash in operating account to fund operations.</p> <p>Building fund: -\$34,443 due to Building Loan Payments</p>										
<p style="text-align: center;">WATCH</p>	<p><u>Church Contributions</u></p> <p>December pledge contributions were strong due to three larger payments received. 19 people made contributions in December for the first time in 2022.</p> <p>For 2022, 81% of the total pledged amount of \$339,852 was received. Of the 124 2022 pledges, 65 or 52% satisfied or exceeded their pledge. Eleven 2022 pledges totaling \$38,019 did not receive any contributions.</p> <p>As compared to 2022 budget: Pledge Contributions: December 95% Year to Date: 79% Contributions not to a Pledge: December 324% Year to Date: 124%</p>										
<p style="text-align: center;">WATCH</p>	<p><u>Investments</u></p> <table border="0" style="width: 100%;"> <tr> <td style="width: 60%;">Year to Date:</td> <td style="width: 40%;">Change from Last Month</td> </tr> <tr> <td>Value Change, market volatility: (\$764,620)</td> <td>-188,181 decrease</td> </tr> <tr> <td>Monthly Distributions: (\$462,339)</td> <td>-38,099 per month received</td> </tr> <tr> <td>Investment Income, reinvested: \$161,393</td> <td>+13,998 earned</td> </tr> <tr> <td>Fees: (\$47,832)</td> <td>-3,970 fees charged</td> </tr> </table>	Year to Date:	Change from Last Month	Value Change, market volatility: (\$764,620)	-188,181 decrease	Monthly Distributions: (\$462,339)	-38,099 per month received	Investment Income, reinvested: \$161,393	+13,998 earned	Fees: (\$47,832)	-3,970 fees charged
Year to Date:	Change from Last Month										
Value Change, market volatility: (\$764,620)	-188,181 decrease										
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Fees: (\$47,832)	-3,970 fees charged										
<p style="text-align: center;">WATCH</p>	<p><u>Payment of Accounts from Clients/Customers and to our Vendors</u></p> <p>Current on all accounts</p>										

Statement of Financial Position - Summary

As of December 31, 2022

	As of Dec 31, 2022	As of Dec 31, 2021 (PP)	Total
ASSETS			
Current Assets			
Bank & Investment Accounts			
Bank Accounts	327,969		293,633
Investment Accounts	5,764,142		6,877,541
Total Bank Accounts	6,092,111		7,171,174
Accounts Receivable	6,650		0
Pledge Receivable	924		3,125
Prepaid Expenditures	9,681		10,215
Total Other Current Assets	10,606		13,340
Total Current Assets	6,109,366		7,184,515
Fixed Assets			
Fixed Assets	10,225,601		10,225,601
Total Fixed Assets	10,225,601		10,225,601
Other Assets			
1501 Kolb Trust Assets	432,248		502,460
Total Other Assets	432,248		502,460
TOTAL ASSETS	\$16,767,216		\$17,912,576
LIABILITIES AND EQUITY			
Liabilities			
Current Liabilities			
2000 Accounts Payable	3,668		7,530
Credit Cards	1,785		8,609
2201 Payroll Tax Withholdings	3,108		34
2750 The 125 Company	5,000		5,884
2800 Facilities Security Deposits	3,950		275
2801 Advanced Pledges	0		14,676
2803 Due to Urbana NEC Project	0		28,340
Total Current Liabilities	17,511		65,348
Long-Term Liabilities			
2950 Mortgage Loan - PNC	134,936		181,066
Total Long-Term Liabilities	134,936		181,066
Total Liabilities	152,447		246,415
Equity			
Operating Fund - Beg of Year	-58,238		-58,238
Restricted Net Assets	2,432,642		2,827,125
Unrestricted Designated Net Assets	14,194,449		14,897,275
Net Revenue	45,916		
Total Equity	16,614,768		17,666,161
TOTAL LIABILITIES AND EQUITY	\$16,767,216		\$17,912,576

Actual vs Budget Summary - 2022 Operating Fund

January - December 2022

	Actual	Budget	over Budget	Total % of Budget
REVENUE				
Contributions	410,977	464,500	-53,523	88.00 %
Facilities Rentals	50,455	55,000	-4,545	92.00 %
Other Operating Income	17,603	7,000	10,603	251.00 %
Total Revenue	479,034	526,500	-47,466	91.00 %
GROSS PROFIT	479,034	526,500	-47,466	91.00 %
EXPENDITURES				
1. Action	120,975	137,580	-16,605	88.00 %
2. Worship	19,090	34,000	-14,910	56.00 %
3. Life in Community	2,831	2,200	631	129.00 %
4. Pastoral Care		700	-700	
5. Study and Learning	1,875	5,000	-3,125	38.00 %
6. Governance	614,449	677,091	-62,642	91.00 %
7. Buildings and Grounds	131,088	127,019	4,069	103.00 %
Total Expenditures	890,308	983,590	-93,283	91.00 %
NET OPERATING REVENUE	-411,273	-457,090	45,817	90.00 %
OTHER REVENUE				
Funding for Operating Budget	457,189	457,188	1	100.00 %
Total Other Revenue	457,189	457,188	1	100.00 %
NET OTHER REVENUE	457,189	457,188	1	100.00 %
NET REVENUE	\$45,916	\$98	\$45,818	46,997.00 %

6. Stewardship – Rachel Querry

Description: Our Stewardship efforts have recently focused on our fall campaign, which is when parishioners are asked to estimate their giving to All Saints' for the year ahead. We are all asked to give back in the form of sharing our time, talent and treasure. This financial information is essential for supporting our ministries and for budgeting purposes.

In 2022, our accomplishments included:

- Working with Rev. Amy to develop the annual campaign theme and timeline.
- Developing pledge materials that enabled parishioners to share their intentions by paper or online.
- Hosting a potluck dinner with the Vestry to kick off the campaign.
- We have 124 pledges and \$362,238 pledged for 2023. To provide a comparison, for 2022 we had 126 pledges and \$343,312 pledged. Thank you to everyone for your generosity!

7. Altar Guild – Jody Deveney

The Altar Guild prepares the altar for all of our worship services and cares for all of the elements, vessels, and linens used in our worship services.

The 17 member Altar Guild continued to flourish with three new members welcomed this year. Setting up for 10 AM Sunday services was done following the 8 AM service and after the 10 AM for the following Sunday. Wednesday's Healing Eucharist was set up by Altar Guild members who regularly attend that service led by Lynn Gebrowsky. Three teams led by experienced members with newer members being mentored rotated the honor serving on Sundays for 2 weeks and off for 4. A step-by-step guide for each service with photographs served as a checklist to assure consistency.

8. The Eucharistic Visit (EV) Ministry – Lynn Gebrowsky

Eucharistic Visitors (sometimes called Lay Eucharistic Visitors in The Episcopal Church) are licensed by the bishop to bring communion to members of the parish who are not able to be present in worship in person. The bread and wine are consecrated during a worship service at All Saints' and then brought to the members in their home or the hospital.

- Eucharistic Visits continued at reduced numbers during 2022 due to COVID considerations and alternate resources available, such as "Communion to Go" and the sharing of Spiritual Communion via online services.
- The rate of visits was 5 per month on average for those who were unable to receive in any other manner.
- With the discontinuation of "Communion to Go," the Eucharistic Visit Ministry prepared to resume its previous level of visits:
 - All Eucharistic Visitors were re-licensed by the Diocese for their ministry in 2022. EV Licenses are valid for 5 years.
 - Visits have been re-initiated, beginning with joint Clergy-EV visits.
 - Persons newly in need of Eucharistic Visits were identified and placed in the EV roster for regular on-going visits.

9. **Chalichists – Jody Deveney**

Chalichists administer the chalice of the consecrated wine, the Blood of Christ, at our communion services. Another name for chalichist in the Episcopal Church is Lay Eucharistic Minister.

Revitalized this ministry post covid when we once again began offering the cup. One-on-one training or refresher is always available by contacting the ministry leader.

10. **Flower Guild - Jackie Gambill**

The Flower Guild Ministry is composed of several parishioners and is always ready to welcome new members. No professional design experience is necessary, just a love of flowers combined with care and thoughtfulness into the design of the altar arrangements. Flowers are purchased by the Flower Guild and placed in the flower guild room on Fridays for members to arrange there or at home and then placed on the altar on Saturday. Below is a recap of 2022.

Flower Guild Recap for 2022:

- Provided altar flowers for Sunday worship services and multiple funerals.
- Organized florals and plants for celebrations at Easter and Christmas.

11. **Lectoring Ministry 2022 – Erin Harris**

From our Ministry Guide: Lector is Latin for "one who reads." In church a lector is one who proclaims the Scripture readings used in the Liturgy of the Word.

- We had 29 active, trained lectors in 2022.
- Our lectors read Scripture and Prayers of the People at two services each Sunday of the year, as well as special occasions such as the Passion Gospel on Palm Sunday, Lenten services, Lessons & Carols, and Christmas Eve.
- Our lectors are dedicated and eager to serve as often as possible.
- We are beginning 2023 with one brand new lector and one returning from a leave of absence.

12. Truth and Reconciliation Committee - Joan Arnold, Tracy Boyd, Jill Browning, Sarah Heald, Rixey Hoult

Mission: To help All Saints' become more aware of African American history from the time of enslavement up to today; to become more aware of our own implicit biases; and to feel called into action to condemn racism and work toward a more inclusive and equitable church, community, and society.

- Held a series of Readings and Conversations, book club, since its inception October 2021: Waking Up White, Just Mercy, The Underground Railroad, Homegoing.
- Coordinated with VBS to visit Asbury Church, hold a potluck cookout with the Asbury community, and help with Juneteenth celebration at All Saints'.
- Hosted Juneteenth celebration 6/19/22 featuring a poster created by Tracy Boyd depicting Juneteenth history.
- Publicized within All Saints' and attended AARCH Society (African American Resources Cultural and Heritage Society) walking tour in Frederick City.
- This committee is finding ways to incorporate the mission with other ministry and community areas, such as adult formation and Love Thy Neighbor.
- Currently: Beginning 1/18/23, The Rev. Joseph S. Pagano, PhD is teaching a 10-week class for All Saints' parishioners on African American Theology and Ethics.

13. St. Mary's Chapter – Betty Hedges

St. Mary's Chapter was formed in 1886 to: provide fellowship during daytime hours; help support special projects for the physical plant of the church; provide

financial support for groups within and outside of the church; and contribute to the spiritual life of the members through prayer, programs, and participation in projects.

St. Mary's Chapter is open to everyone who attends All Saints'. We meet once a month on a weekday, for lunch, fellowship and a short program or guest speaker. During 2022 Nick Brown of the Religious Coalition for Emergency Human Needs talked about the new Emergency Family Shelter that just opened, and Revs. Amy and Joe spoke about their life stories. The high point of the year was celebrating Caroline Price on her 100th birthday. In December the Joy Bells presented a concert of Christmas music. We sponsored a coffee hour and provided meals several times to the *Getting Ahead* program. We made financial donations to several charities in the Frederick area that support children and families in need. We also support needs at All Saints' with donations of time and treasure.

14. Men's Group – Dan Huebner

The All Saints Men's Group resumed meeting in person this Fall after approximately 18 months of Zoom Meetings. We meet on the first Saturday of each month for breakfast and discussion from 8:30 AM – 10:00. The pattern includes prayer, a check-in on what's happening for each of us, followed by discussion of a selected topic. Currently we are discussing a book by J.I. Packer called *Knowing God*.

For 2022 we supported the *Getting Ahead* program by preparing and serving meals. We are on the look-out for Church and Community activities we can support in 2023.

15. The Over The Hill Gang (OTHG) – Mike Vaughn

The Over the Hill Gang is a group of parishioners who meet weekly and lend their expertise to do repairs and assist with working on projects in our church building.

The Over The Hill Gang (OTHG) has had a very active year, meeting almost every Tuesday morning. Most of the 5 to 8 regular members meet Tuesday mornings at the Mountain View diner for breakfast at 7 AM. After breakfast, we work at All Saints for a few hours, performing routine maintenance on the building, grounds and aesthetics, as well as seasonal tasks. Some of the routine tasks include

replacing lights at ground to very elevated locations, minor construction and electrical work, hanging pictures, bulletin boards and banners, as well as updating and maintaining plumbing tasks throughout the buildings. We are always looking for new talent to support our efforts at All Saints. If you're interested, or you just see some maintenance item that needs to be done around the church please email us at: overthehillgang@allsaintsmd.org or call me at (301) 807-4693.

16. Outreach Ministry – Linda Miller

Why we reach out:

- To carry the Body of Christ out into the world
- To enter into relationship with our neighbors; near and far
- To transform and to be transformed

With whom and how we partner:

- Religious Coalition- Emergency Family Shelter
-monetary contribution
- Bright Beginnings Learning Center in Ponnur, India
-weekly Zoom check ins
-monthly financial contributions to support the learning center
-sharing of participation in Compassion Camp (Vacation Bible Camp)
- Getting Ahead
-preparing weekly dinners for “Investigators” (participants)
- Centro Hispano
-monthly diaper drives
-Christmas gifts to children
- Special Challenge Camp
-volunteering at the week-long camp
- Blessings in a Backpack at Butterfly Ridge Elementary School
-donation of funds
- Frederick Food Bank
-donation of funds

An invitation:

- Might you sponsor a Bright Beginnings Learning Center Child? For \$20 a month you can change the life of a child. 20 children are on the waiting list to join Bright Beginnings.
- Where is God calling you? Calling us?
- What suggestions/ideas do you have?

17. The Getting Ahead Program - Laura Hammond and Katy Ackland

The Getting Ahead program is partnering with local organizations and churches to facilitate a 16-week "kitchen table style" program to help people stabilize their situations and build resources to improve their lives. The goal for the participants (investigators) is self-sufficiency in all parts of their lives.

The Getting Ahead Program is managed by the ERUCC, supported by many organizations including All Saints' who prepare, serve meals and pack up leftovers for the investigators and children, to take home with them.

Approximately 25 volunteers and 3 ministries from All Saint's volunteered this last session. (with others wanting to be part of the next session).

A very conservative estimate for one entree, snacks, a salad or side and dessert is \$37 per session.

ERUCC says that they "are amazed and humbled that people are taking time out of their busy lives to do this for people they do not even know. We are grateful for the commitment of your members to helping these individuals improve their quality of life."

18. Children's Formation - Lorraine Kituri – Head of Children's Formation

I am happy to report that this year we have 14 registered children who regularly participate in children's formation. Children range in age from 4 to 13 years and are divided into 3 separate age/grade appropriate classes. We have nine wonderful and dedicated teachers (Rachel Becker, Kristian Collins, Erin and Jamie Harris, Becky Johnston, Leo Laryea, Sharon Pabon, Angie Richards, and Cathy Rogers), who rotate coverage for each of the classes.

At the beginning of the school year, to ensure compliance with Diocesan requirements, we all successfully completed criminal background checks, reference checks, and Safe Church training.

Formation lessons are provided in a variety of formats. The first Sunday of the month is a multigenerational lesson led by Rev. Amy and Rev. Joe in the Parish Hall, the last Sunday is an emailed lesson, and the remaining middle Sundays are in-person classes.

Events this year have included, the Easter Egg Hunt, Tongues of Fire Pentecost Procession/Birthday of the Church party, and the Christmas Pageant.

If you would like more information about Children's Formation, please contact me at lkituri05@yahoo.com. Registration is open year-round, so if you would like to register your child(ren), please scan the QR code.



19. All Saints' VBS (Vacation Bible School) Summer Camp **Ministry – Angie Richards**

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 continues to serve families and children of All Saints' and the community by creating a safe and meaningful space for each child to grow in faith through scripture, music, games, art, and relationships. Camp was held June 13-17 at our (All Saints' Episcopal Church) ASEC campus. Our theme was *Compassion Camp: Changing the World with Lovingkindness*, which was rooted in the exploration of people in the Bible (Miriam, Elijah, the Samaritan, etc.) and the action of deeper connections with our community. We had about **45 Campers and Junior Counselors** and **20+ volunteers** from planning to execution.

Highlights included:

- Connecting with Bright Beginnings Learning Center, working through the curriculum together, and making a deeper bond of love and relationship with our friends there.
- Filling bags for Blessings in a Backpack, making cookies and friendship bracelets, and taking a field trip to Asbury.

- ASEC VBS camp wouldn't quite be camp without fishing, so we had fun fishing in Baker Park.
- What cannot be emphasized in words this year was the way we all powerfully experienced the Holy Spirit bring an overwhelming sense of life, light, hope, and joy to our volunteers, to our campers, to our ASEC home, and to our community.

Looking forward:

We are engaging in discussions about what we learned from this year, and planning for the location, theme, and community connections for the next VBS. More importantly, we were able to gather valuable information about the trends in ages of the children/campers to better guide us in focus and planning for children's formation and young family events at All Saints' year-round.

20. Personnel Committee Ministry-- Christine Harris

The Personnel Committee exists to provide oversight to the Parish employment relationships of prospective and current staff members. In consultation with the Rector, the Personnel Committee's responsibilities consist of:

- Serves as an advisory board to the Rector on personnel related matters;
- Propose employment policies and procedures;
- Review employee handbook and make updates, as necessary;
- Make compensation recommendations;
- Work with Rector on job descriptions, and recruitment efforts as requested;
- Act as an arbitrator on staff issues, and witness during disciplinary conversations as requested.

The Personnel Committee meets monthly with the Rector; and the current members are: Jill Browning, Christine Harris, Lorraine Kituri, and Ron McCurdy.

In 2022, key accomplishments of the Personnel Committee were:

- Updated Employee Lay Handbook and distributed to church staff
- Support recruitment efforts for positions:
 - Part-time Administrative Assistant
 - Audio / Video Technician

- Child Formation Coordinator
- Worked with Rev. Amy Richter as she joined All Saints' Church

21. Newcomers Committee--Katy Ackland, Joan Arnold, Jill Browning, Rixey Hoult, Hilary Pettigrew, Linda Procter

Purpose: To welcome newcomers to All Saints' and to connect newcomers with other parishioners and church ministries so that they may become integrated in the All Saints' community.

- After a hiatus from newcomers (NC) events because of Covid, and at the direction of Jill Browning (senior warden), Rixey Hoult, and Linda Procter, a NC reception was held on June 4, 2022, followed by a NC liturgy June 5, 2022. Approximately 7 newcomers attended the reception and/or liturgy.
- A NC committee was reestablished 7/2022 with a system of identifying newcomers, making initial contacts, inviting NC to All Saints' events and activities, and connecting them to ministries.
- A NC reception was held November 12, 2022, in the Parish Hall from 4-6 p.m. Event included mingling, refreshments, self-introductions, ministry descriptions, and a tour of the All Saints' campus. Nine newcomers attended as well as 11 vestry members and ministry leaders.
- Going forward: NC committee will host a NC reception quarterly alternating with a NC liturgy quarterly. For example, a NC liturgy was held 1/8/23, following the 11/12/22 reception. The next NC reception will be 3/4/23 followed by a NC liturgy 4/23/23. This system will allow newcomers to become more acquainted with All Saints' before they commit to becoming members.

22. Garden Guild—Lisha Utt

The Garden Guild with our small but mighty team, had another great season taking care of the gardens around All Saints. Here are some highlights:

*We changed our name from the Garden Committee to the Garden Guild to better reflect the permanency and importance of the group's work.

*We met the 2nd and 4th Mondays from March to November (and a few other days as needed) to do regular upkeep on the gardens. Highlights included hard pruning and reshaping the blue holly, pruning and shaping the rhododendrons, planting a ruby slipper hydrangea in our effort to improve the garden bed with the

lilac tree and planting the vinca flowers in front of the columbariums and throughout the Memorial Garden.

*In May we planted the containers in the Memorial Garden with a variety of summer annuals and our team kept them watered and looking beautiful until fall when we replaced them with pansies

*We continued to work with Bartlett Tree and Shrub Service to maintain the health of our beautiful boxwood garden in the front of the church and to prevent and treat diseases and pests in other shrubs and trees as needed.

*Finally a big thank you to the OTHG that helped us mulch last spring. We really appreciated it!

23. All Saints Environmental Ministry – Randy Querry

Monthly, the Environmental Ministry organizes a hike at a local park in MD, WV or PA. These hikes vary in challenge as we try to be inclusive to all and open to all ages.

We share readings, prayer, history and traditions to provide fellowship and enrich our spiritual journey. Following is a summary of sites and activities we did in 2022.

February 19th All Saints' Environmental Ministry joined our friends at Asbury UM and other attendees of the Community Conversations about Race, to hike, enjoy the outdoors and learn about the history at the Murphy-Chambers Farm in Harpers Ferry, WV. From Civil War to Civil Rights / Battle of Harpers Ferry Historical Marker

On **March 26th** we explored Foggy Hollow Trail in Little Bennett Regional Park. Here is the link to the trail: Froggy Hollow Trail Hiking Trail, Clarksburg, Maryland

On **April 22 and 23** the All Saints' Environmental Ministry supported the Chesapeake Bay Foundation on Earth Day by planting trees in the headwaters of the Monocacy River Watershed on a farm in Harbaugh Valley of the Catoctin Mountains in Frederick County. 1600 trees were planted that weekend!

May 28th we observed Rogation Days and hike at Monocacy Battlefield Worthington Farm Worthington Farm - Monocacy National Battlefield (U.S. National Park Service)

What is Rogation Sunday? It occurs on the sixth Sunday of Eastertide. Rogation Days are a lost tradition for most Anglicans. It is four days set aside in the Anglican

Calendar to pray for God's blessing and protection over the land in the fields themselves. Rogation Days call "Christians beyond the church and sanctuary to bless the good earth God has given". Worthington Farm provide a wonderful setting for a moderate, short hike through pastureland and woods where we learn more about the tradition of Rogation Days.

September 3, we hiked at Gambrill State Park. This was a rocky hike around the High Knob area.

<https://dnr.maryland.gov/publiclands/Pages/western/Gambrill/Trails-and-Trail-Maps.aspx>

September 10 we supported the Lutheran Delaware-Maryland Synod who was hosting an event in Baltimore "Connected in God's Creation. We participating in a session "Energy Stewardship at Home and in Church.

National Public Lands Day was Saturday, **September 24th** and a lot of the local parks provided volunteer activities. We returned to Gambrill State Park and helped remove invasive species and plant native trees.

November 26, we were back at Little Bennett Regional Park where we hiked Kingsley Trail, Pine Grove Trail and Sidewinder.

<https://montgomeryparks.org/parks-and-trails/little-bennett-regional-park/>

Watch the All Saints E-blast for future Environmental Ministry Events in 2023!

24.Centering Prayer Group—Colleen Gibney

The Centering Prayer Group meets Saturdays from 8:30 a.m. to 9:30 a.m. via Zoom. We meet to practice, "a receptive method of Christian silent prayer which deepens our relationship with God, the Indwelling Presence (ContemplativeOutreach.org)" together.

There are four guidelines, or movements, to practicing Centering Prayer:

1) Choose a sacred word as the symbol of your intention to consent to God's presence and action within.

2) Sitting comfortably and with eyes closed, settle briefly and silently introduce

the sacred word as the symbol of your consent to God's presence and action within.

3) When engaged with your thoughts, return ever-so-gently to the sacred word.

4) At the end of the prayer period, remain in silence with eyes closed for a couple of minutes.

This past year, the Centering Prayer Group continued meeting virtually in 2022. Prior to the pandemic, the group met virtually at All Saints', but we have since found that more participants are able to join consistently through Zoom. In early spring 2022, we held a well-attended walking meditation event at Antietam Battlefield, though the bitter wind kept our practice and fellowship brief that day. Three regular participants attended an overnight facilitator training in Bethesda in May 2022 hosted by our regional chapter, Contemplative Outreach of Maryland and Washington. As a result of what we learned, we modified our meeting format. Our current weekly structure starts with twenty minutes of Centering Prayer, moves into a brief Lectio Divina reading and reflection, and then closes with a second twenty minutes of silence for Centering Prayer.

If you would like more information, to receive the Zoom link, or to be added to the Centering Prayer mailing list for links and announcements, please email Colleen Gibney at centeringprayerfrederickmd@gmail.com or visit our Facebook site, "Centering Prayer - Frederick, MD at ASEC".

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