



ALL SAINTS'

EPISCOPAL CHURCH

2023 Annual Report

January 1, 2022 - December 31, 2023

Founded in 1742

106 W. Church Street, Frederick, MD 21701

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www.allsaintsmd.org

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Last Year's Minutes 2023

Scarlett Gibb

Meeting open 11:27 AM

Opening Prayer - The Rev. Amy Richter

All are asked to complete their certification.

Appointments Secretary Scarlett Gibb

Parliamentarian Richard McCain

We certified we had more than 10 percent for a quorum.

Introduction of Head Teller Teri Reitfort also assisting Joan Hendricks and Rosie Russo

Interim Rector's address Amy Richter: (summary) Two things we do at the annual meeting is business of church and the history of our past. We receive with thanks the annual report of ministries and this sounds like business. Looking at our past to move forward. But a church is not a business and we will not be faithful if we look to the past for the way forward.

We meet today because God has entrusted gifts to ASEC and has called us to be an Episcopal church in Frederick Md. We are looking to lay leadership to use these gifts to do God's work. We elect vestry members for three responsibilities: Buildings and grounds, finances and to search for a rector. These three responsibilities are intentionally not given to clergy. If one part gives away their responsibility or seizes control, then it doesn't work.

Vestry and Clergy are both mandated to not make this church act like a business. We are not a business, we are the church; we hold up faithfulness not success. We have to look at the past to heal and to move on. One way in the Bible to go back is to go back to the heart and love and mind of God. Thank you for your presence.

Proposed By-Laws Changes: Mark Gibson

Last change to the bylaws was 2012. Since then changes have occurred in the world. We need to revisit our By-Laws. See the presentation.

Discussion: The number on the vestry discussion occurred. Some concern was voiced about reducing the vestry. Need to have more people reach out into the community. Respectful conversation and disagreement with the vestry number change.

Motion: Mark Gibson moved to reduce the number of vestry members from 12 to 9; seconded by Eric Percy

The Discussion included the below comments and suggestions:

Discussion with the amount of time it takes to lead the vestry and how reducing vestry may result in increasing the leadership, such as making a commitment to another committee.

A suggestion was made If we cannot find more vestry members would you be able to go ahead with fewer than 12? We have to vote to suspend the bylaws to go forward with reduction.

Is it not feasible that article be written as a percentage of membership?

It was suggested Bylaws are not meant to be changed periodically, but this won't work as well as we think it might. It is not a standard that churches have 12 members on their vestry. It seems better to have a number to settle on. Continuity and predictability, fluctuations are hard to calculate. We can change the number back if needed and membership rises again.

A comment was made that reducing the number of the vestry doesn't solve the issue. We need a mission change to allow us to improve the numbers.

Function of going to 9 leads to a nimbler vestry and easier to meet scheduling concerns and having more people on the vestry may lead to gridlock. Reducing the vestry leads to more nimbleness in the church.

Has the number of vestry members ever changed in modern history? No, we have had to suspend because of lack of interest.

Many ministries are not focused on in the vestry, other areas are lacking leadership and maybe some of the people on the slate will be available to lead other ministries. This allows them to do this.

Was there a difference between what we have now? Mark Walker and Jill B are Wardens, and they are also voting members.

Move to Vote: 2/3 majority was reached Motion was passed.

Motion: Harry Lawrence Motion is to approve the remainder of the bylaws changes as indicated IN the communications to the church on January 12th. Seconded by Don Orcutt

No discussion: Motion was passed.

Question do we still allow multiple members of the same household to serve on the vestry

Answer: That has not changed, it is not allowed.

Jill Browning gave instructions for marking the ballots.

Presentation of Parish Finances – Sharon O'Rear

See Presentation.

Financial information is online.

Question: Why did we take more from the endowment than we needed? We took the amount we needed to meet the commitments.

Question about the salary for Joe and Amy, did we prorate for their leaving? Yes

How much did the endowment return last year?

Expected return -15.75% our actual was -9.9% last year. From 2009 our returns have been slightly more than 10%. Specific endowment questions may be directed to Mark Gibson, Sharon O'Rear or Hunt Hendricks.

Vestry and officers' appreciation. Four rolling off vestry. Lorraine, Dan, Jill and Rosie.

The Executive Committee is formed via bylaws, the clergy nominate four officers at the first vestry meeting.

Motion was made to waive reading of the minutes by Eric Percy, John George seconded. The motion was approved.

The new vestry members elected are:

Rob Cramer – 3 year, Jody Deveney – 3 year, Leonora Laryea – 1 year

Thank you to everyone for attending.

Closing Prayer – The Rev. Joe Pagano

Reflections from the Priest-in-Charge
Rev. Catherine Thompson

This time last year, I was living in Arlington, Virginia, praying for God to lead me to the church where I was meant to serve. Here at All Saints', Rev. Amy and Rev. Joe were preparing to end their time with you as your interim clergy. The decision had been made to request a Priest-in-Charge rather than engage in a traditional search. And as God would have it, my phone call to the Rev. Stuart Wright would bring us together in God's perfect timing and bless us all in ways that we could not imagine.

Since my arrival on April 24, 2023, I want to share with you a few ways in which God has blessed us with abundant life and growth. First, we see it in the contributions to the ministry of our church. As you can see from the financial report, our budgeted income for 2023 was \$507,500. Our actual income was \$549,606, a difference of over \$42,000 for the year, and over \$70,000 above the income for 2022. I am so grateful to the members of All Saints for their generosity, and to our staff for working to meet the needs of outside groups who utilize our buildings.

We also see growth in worship. Our Average Sunday attendance for January 2023 was 96. Our average Sunday attendance for the season of Advent was 136. Additionally, thanks to the efforts of our wonderful Eucharistic Visitors, we were able to take communion to 20 people who are sick or homebound once a month. We baptized eight new members into the family of God and are preparing twelve people to be confirmed or received when Bishop Sutton visits on February 18th.

We see growth in ministry to our members in several new and renewed ministries, including intergenerational opportunities like making Prayer Beads, baking galettes and creating Advent wreaths for our homes. We now offer Christian Formation for all ages every Sunday of the academic year and are thankful for the efforts of Rev. Angela and her team of dedicated lay leaders. We introduced Children's Chapel during the 10 am service, and a time of fellowship for our Formation leaders. We now have a fellowship hour between services. And the youth group is meeting every Sunday under the leadership of Megan Fowle. Additionally, our music program has grown under the leadership of Jesse Ratcliffe, both in the number of members in our choir, as well as in our programming, including our new Bach's Lunch music series during Advent.

We've seen continued commitment to outreach to our community, and an expanded team of leaders who faithfully call us to love our neighbors, especially the students of Bright Beginnings. We were grateful for the opportunity to host Monocacy Valley Montessori in their time of need, and to continue hosting a variety of community groups who meet on our campus, including Rotary of Carroll Creek, the Scouts, CORE, AA, NA, and Al-Anon. We are grateful for the efforts of our Truth and Reconciliation Committee who help us strengthen our relationship with Asbury United Methodist Church and call us to grow in our understanding of systemic racism and the ways in which we can fight against it.

We've seen signs of growth in administration, which includes our transition to a new bookkeeper, enlisting Intelice to provide professional IT support, and the creation of a new online directory for our members. Buildings and Grounds and the Over the Hill Gang have been busy making improvements to our campus, including new bottle fillers/water fountains, repairs to our sprinkler system, and improvements to our HVAC systems.

In the book of Revelation, chapter 7, John says of those who have been through a great ordeal that, “They will hunger no more and thirst no more; the sun will not strike them, nor any scorching heat, for the Lamb at the center of the throne will be their shepherd, and he will guide them to springs of the water of life, and God will wipe away every tear from their eyes.” All Saints’ has been through a challenging time, one might even call it an ordeal. But Jesus has led us to the springs of the water of life and the signs of new life are all around us. I am so grateful to God for this opportunity to serve among you, for your faithfulness, and for your willingness to answer God’s call to serve our community. I look forward to seeing the new growth that will surely come in the year ahead.

Reflections from Senior Warden
Jill Browning

As I reflect on the past 12 months, I feel joy, calm, and gratitude. The leaders of All Saints’ have carried this Parish family forward. We said goodbye to Amy+ and Joe+, who served us for the first 4 months of 2023, and then we were blessed with the gifts of Catherine+ as our Priest in Charge in late April, followed by Angela+ in early August. They each complement one another and bring us to a stable and spiritually rich place where we can worship our Lord, and continue to grow and learn how Jesus’ walk as one of us continues to teach us how to follow the love of God through Him and each other. As Senior Warden, my primary responsibilities lie in working with and advising Catherine+, to help us continue to be a place where all are welcome and all are loved, held in our Lord Jesus’ love and comfort.

We’ve weathered a lot in these past few years, and now we are again a stable and growing Episcopal church. I am truly thankful. There’s so much to look forward to at All Saints’. I’m glad each of you are a part of our All Saints’ family. **YOU** are what makes us whole.

Reflections from Junior Warden

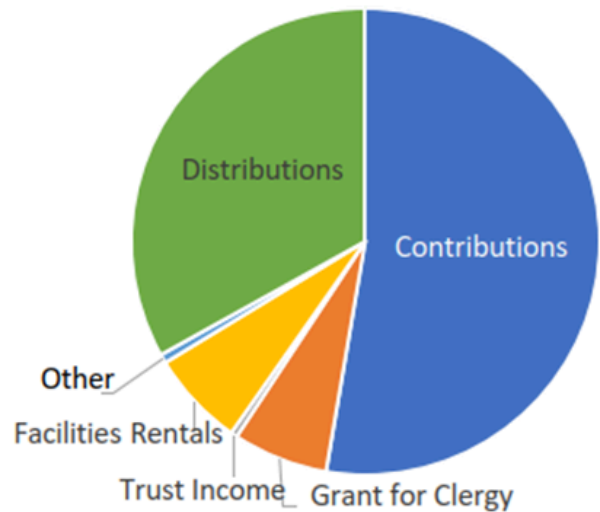
Mark Walker

- Arranged for S&K Roofing (the company that performed the most recent roof work) for repair of wind and rain damage to the Historic Church roof.
- Coordinated with Rotary regarding purchase of hearing assistance equipment for the Great Hall, and provided oversight and assisted the Audio Video Group technician while installing the Listen Technologies equipment
- Confirmed that repair by Ceresville Masonry of St. Mary's wall was completed, and advised St. Mary's Chapter to proceed with payment
- Provided AV support to the joint Asbury/ASEC viewing of the Story of Two Churches video in the Great Hall
- Interviewed representatives from four IT services providers, and evaluated these companies as candidates to meet ASEC IT needs, and selected one to perform the work, onboarded Intelice Solutions, contract now active
- Evaluated with Vickie three AED providers/suppliers, as candidates to replace Cintas for AED services
- Participated in the Crime Prevention Through Environmental Design (CPTED) Assessment with the Frederick Police, covering all parts of the ASEC building complex
- Addressed fire annunciator alarms, and associated sprinkler system issues
- Responded to a power outage on evening of Saturday, August 26, which affected the organ and left several areas on the ASEC campus without power
- Presented Junior Warden projects to the St. Mary's Chapter meeting on November 6
- Met with Marvin Ausherman of Rotary at his request, to discuss his proposal for a better projection system for the Great Hall
- Identified the technical capability to update the AV streaming pre-service slideshow as needed
- Submitted an Intent to Apply (ITA) to the Maryland Heritage Areas Authority (MHAA) FY25 grant program, for the ASEC physical security system
- Continuing development of the MHAA grant application

All Saints Episcopal Church 2023 Forecast and 2024 Budget

	2023 Actual	2024 Budget
Operating Income		
Contributions	433,722	479,000
Grant for Clergy	25,000	60,000
Trust Income	11,244	4,000
Facilities Rentals	56,950	60,000
Other	17,157	5,500
Total Revenues	544,074	608,500
Operating Expenditures		
Clergy Costs	307,936	257,315
Staff Costs	225,764	243,637
Buildings & Grounds	123,992	129,070
Administration	33,611	51,200
Outreach	131,926	140,415
Study & Learning	2,913	5,400
Life in Community	1,530	9,720
Worship	19,123	20,200
Other	2,391	-
Total Expenditures	849,186	856,957
Net operating deficit	(305,112)	(248,457)
Distribution from Endowment	375,981	300,745
% of Vestry Endowment	6.25%	5.00%
Net	70,868	52,288

2024 Budget Sources of Funds



2024 Budget Uses of Funds



% of operating income from endowment	2019	2021	2022	2023	2024
	34%	40%	52%	41%	33%
Return to pre-pandemic levels					

Acolytes, Altar Servers, Crucifers, Thurifers, Torchbearers - Five outstanding youth and young



adults deserve the highest accolades for their faithful service covering all these positions during our services with dignity and skill. A recruitment and training session was held early in the year. Sage Harris also demonstrated all aspects of the positions for a session of the Youth Group as a recruitment effort. The steadfastness of the longstanding acolytes is exemplary as they mentored three new young people. Recruiting more acolytes of all ages is crucial as three are currently in college or soon to graduate high school. Our lone torchbearer desperately needs a partner. Any child, youth or adult, who is interested in exploring one of these positions is enthusiastically invited to contact jodydeveney@gmail.com or at church after the 8 AM service. Report provided by Jody Deveney.

Adult Christian Formation - Adult Formation at All Saints welcomed a variety of opportunities for theological reflection, discernment, and development. We began our program year learning about first-generation women in the church like Sarah, Ruth, Hagar, Mary, and Martha. We then organized a similar series regarding men of the church, specifically the 12 Apostles. Two of our Adult Formation series focused upon Biblical languages, exploring the Lord's Prayer in Aramaic and select Psalms in Biblical Hebrew. Among our Adult Formation series, we arranged for a Creation Care unit to be offered by our Environmental Ministry leader. A significant amount of energy and effort this program year was placed upon social justice. As such, our Adult Formation calendar includes several guest speakers on Truth and Reconciliation in Frederick County. Topics include: the history of slavery in Frederick County, a showing of the documentary *Forged in Slavery*, and reparations efforts within Frederick County. Several collaborative intergenerational/family formation activities were also scheduled including a baking activity in collaboration with Hospitality, an intergenerational Epiphany walk in collaboration with the Environmental Ministry, and an intergenerational Valentine-making and supply gathering activity in support of a group in recovery that meets on our premises. Our program year will climax with an intergenerational dramatization of Pentecost that will be open to the public. Attendance at Adult Formation averages between five and ten participants. Report provided by Rev. Angela Furlong.

Altar Guild - Three teams of four to five members each have rotated the honor of setting the altar for Sunday morning services, weddings, special services, and funerals in the tradition of the Episcopal Church. We have cared for the sacred elements with all respect afforded to the body and blood of Christ and maintained the vessels and linens to reflect the dignity of their use in a Eucharist. Teams reset between the two services on Sunday mornings and after 10 AM service for the following week. On the first Saturday each month, several members accomplish tasks not required on a weekly basis. We have welcomed and trained new members to the ministry and they are embracing their role with enthusiasm supported by a mentor. A step-by-step illustrated manual guides each step. Pictures of

how the altar should look when fully set serves as a double check for the experienced and new members alike.

The Altar Guild supported the Eucharistic Visitor Ministry with consecrated elements and caring for their linens. We have supported the Music Ministry by setting up for Compline, and provided candles for the Flower Guild and Candlemas for St. Mary's Chapter. Women, men, and families are encouraged to become a part of this meaningful ministry. For further information contact jodydeveney@gmail.com or any Altar Guild member. Report provided by Jody Deveney.

Audio Visual Ministry - We are always looking for new ASEC members to be trained to operate the audio visual equipment in the Historic Church for worship services. If interested, please contact Mark Walker at marwalk@gmail.com. Report provided by Mark Walker.

- Added three new operators to the AV team: Leo Laryea, Mark Thompson, and Jamie Harris.
- Streamed funerals, weddings, and special services in addition to the 10 AM worship services.
- Minor upgrades and repairs to the Historic Church streaming computers.
- Added capability to update the pre-service streaming slideshow.

Bright Beginnings - Bright Beginnings Learning Center in Ponnur, India was founded in May 2021 by husband-and-wife team, Pastor John Vicliff and Sudha Rani. All Saints' has been a ministry partner and financial supporter of the learning center since its inception. There are currently 63 students coming to Bright Beginnings, with 20 students on the waiting list. The cost per student is \$27 a month. This provides children with a safe and loving place to gather and receive tutoring, a hot meal, and Christian formation. The bulk of monies supporting this program are generously provided by the parishioners of All Saints'. Funds also support VBS at Bright Beginnings and holiday gifts of much-needed shirts, blankets, and shoes. This summer children attending VBS at All Saints' made prayer bracelets for each Bright Beginnings' child. The bracelets were then sent to India and received with joy and excitement. Local artist and All Saints' parishioner, Cathy Rogers, held an art show of her beautiful pastels in September and graciously donated all of the proceeds to Bright Beginnings. Over \$4000 was raised! The money was used to purchase indoor and outdoor play equipment for the children. All Saints' was also able to support Bright Beginnings families after a severe storm flooded their homes and damaged their roofs. This is a life-giving and life-changing ministry. Children are growing in knowledge, confidence, health, and love. The Bright Beginnings community is very grateful for the support of All Saints'. They pray for us and are grateful for our prayers. We are currently planning our first mission trip to Bright Beginnings. Report provided by Linda Miller.



Buildings and Grounds Committee - Our committee meets usually the second Monday of the month in the Conference Room at 3 PM to discuss ASEC concerns and upcoming projects. We are always looking for new members to join; if interested please contact Mark Walker at marwalk@gmail.com. Report provided by Mark Walker.

- Established IT Support Contract
- Addressed HVAC and related structure items
- Prepared for planned physical security system

Centering Prayer Group - In 2023, the Centering Prayer Group met on Saturday mornings at 8:30 via Zoom. We held a meditative labyrinth walking event in the Parish Hall last summer. Group members participated in other Centering Prayer opportunities as well. These included the Sunday Evening virtual group hosted by Saint Katharine Drexel Catholic Church, groups held across the world on MeditationChapel.org, retreats and programming run by Contemplative Outreach of Maryland and Washington, and online events broadcast through the Contemplative Outreach and Twelve Step Outreach organizations.

The Diocesan website defines Centering Prayer as “a contemplative practice that will help you move beyond thoughts and emotions into quiet communion with God.” Christian contemplative gatherings like Centering Prayer groups provide supportive shared silence with God to first-time seekers and lifelong churchgoers exploring monastic practices alike.

Centering Prayer groups and connected contemplative practice communities experienced growth during the pandemic, as technology enabled many to share the prayer across geographic and mobility barriers. However, we have started to receive requests for in-person participation from those who find All Saints’ through the Contemplative Outreach of Maryland and Washington site. In 2024, the Centering Prayer Group is exploring holding one in-person/hybrid prayer session per month. As a small group, we also welcome opportunities to collaborate with other ministries, enabling us to share the prayer as part of indoor and outdoor events. We are also able to provide a ‘tool kit’ through Contemplative Outreach for community members who may wish to start Centering Prayer groups of their own at different times and in different contexts. Report provided by Colleen Gibney.

Chalichist Ministry - Chalichists have the honor of offering the Cup of Salvation to those who come to partake of the Eucharist during our services. Currently there are six chalichists who rotate serving at the 8 AM service and thirteen at the 10 AM. A recruiting and training session was held early in the year which brought a couple of dedicated parishioners into the ministry. There is a need to continue to grow the roster of those interested in serving in this way. Anyone interested in being a chalichist, please contact jodydeveney@gmail.com she would love to speak with you. Report provided by Jody Deveney.

Children's Christian Formation - 2023 saw the revival of Children's Chapel. A child-centered worship space was created for our youngest parishioners aged 2-4 years. It quickly became popular among older primary-aged children and is now well attended by children aged 2-8. Children's Chapel is immensely popular and we often have seven or more children along with their parents and two to four chapel leaders. Children's Chapel offers the Service of the Word (with music) on a more immediately accessible level for young minds and energies. It is designed to actively engage our youngest parishioners in traditional Episcopal liturgical practices as well as honor and affirm their visibility and agency within the congregation and the Church at-large. Children's Chapel occurs simultaneously with the Service of the Word during our 10am Sunday service. Our Christian Formation classes are held at 9am, between our 8am and 10am Sunday services. All Saints' has three Children's Formation classrooms: PreK-1st Grade, 2nd/3rd Grade, and 4th/5th Grade. Each classroom averages approximately five children and two teachers. Our teachers gather twice each month for fellowship. We plan to open our Vacation Bible School in collaboration with other nearby churches. This year's theme will be Creation Care. Report provided by Rev. Angela Furlong.

Environmental Ministry - Monthly, the Environmental Ministry organizes a hike at a local park in MD, WV or PA. Hikes vary in challenge as we try to be inclusive and accessible to all ages. We share readings, prayer, history, traditions and celebrate saints to provide fellowship and enrich our spiritual journey. Report submitted by Randy Querry. *Following are highlights of activities we participated in 2023:*



- January 6th, we celebrated Epiphany under the full moon by walking through Baker Park. We read from the Gospel of Matthew reflecting on the arrival of the Magi, discussed their long 900-mile journey, and the fact that upon their arrival, the Christ child was likely a toddler. We considered the significance and symbolism of their gifts. We gathered afterwards for grilled cheese and tomato soup.
- February 18th, we visited the Underground Railroad Experience at Woodlawn Manor Cultural Park in Montgomery County. This included a moderate 3-4 mile hike through woodland and pastures with historical markings describing what enslaved people seeking freedom endured.
- On May 20th, we visited Worthington Farm at Monocacy National Battlefield to reflect on Rogation Days. 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". We did a land acknowledgement, where we acknowledge that the lands and water, now known as Frederick County, are the home of the first peoples, the Piscataway, Tuscarora and Susquehannock tribes. We did a people acknowledgement, to recognize and consider those who worked before us who weren't free. We noted that Glenn H. Worthington, (1858-1934) lived at Worthington Farm and as a child, witnessed the battle. He later became a judge serving in Frederick County and attended All Saints' and served on the vestry!

- On June 24th, we returned to the Monocacy Battlefield but this time at Thomas Farm. Here we learned of the history of the families that settled the farm, the civil war battle, and reflected on the Nativity of St. John the Baptist.
- On July 29th, we ventured to Hashawha Environmental Center and Bear Branch Nature Center in Carroll County. In addition to a moderate 3-4 mile hike, we observed the nature center personnel feeding injured raptors that are being nursed back to health.
- On October 28th, we supported local parks on National Public Lands Day by doing a park clean-up at Cunningham Falls State Park.
- On November 18th, the Environmental Ministry went hiking to Patapsco Valley State Park McKelden area for a great autumn hike along the Patapsco River!

Flower Guild - The Flower Guild Ministry comprises a dedicated group of parishioners utilizing their talents to craft altar arrangements for Sunday worship. They also provide arrangements for funerals and assist in preparing the church for Christmas and Easter celebrations.

The Flower Guild is supported by donations for altar flowers, offered in remembrance of loved ones or in thanksgiving for special anniversaries. Additionally, Christmas poinsettias and Easter lily donations assist in funding the guild.

We welcomed two new members this year and invite others to join our ministry. For inquiries or to learn more, please contact Jackie Gambill at jamgambill97@gmail.com. Report was provided by Jackie Gambill.

Garden Guild - The Garden Guild had a great season taking care of the gardens around All Saints!



We met on the 2nd and 4th Mondays from March to November (and several other days as needed) to do regular upkeep on the gardens and to get the gardens ready for The Behind the Garden Gates Garden Tour. We wish to offer a big thank you to the OTHG for their continued willingness to help us when we need some extra muscle!



The gardens at All Saints were one of the public gardens featured on Frederick's Beyond the Garden Gates Garden Tour. The tour was held Saturday, May 20th and Sunday, May 21st. It took a lot of hard work by all the Garden Guild members to get all the gardens in tip top shape for May, plus some mulch help from our friends in the Over the Hill Gang.



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. Report provided by Lisha Utt.

In addition to the regular upkeep, highlights of the major tasks we accomplished at All Saints' included:

- A significant pruning of the blue hydrangeas after a late cold snap in the spring. Because of the pruning, we didn't have any flowers last summer but the plants were reinvigorated by their new shape.
- In May we planted the containers in the Memorial Garden with a variety of summer annuals, our team kept them watered and looking beautiful until fall when we replaced them with pansies.
- We filled around the pond with two new shrubs, a Bobo Hydrangea and Cryptomeria Globosa. We also added flowering vinca for some extra summer color and thought it made a big difference.
- In the fall we were able to complete a long awaited hard prune of the Lilac tree in the corner near the side fence. We are looking forward to seeing the newly shaped tree leaf out in the spring.

Getting Ahead Program - The Getting Ahead program helps families move to self-sufficiency and improve their situations through education, self-assessment, mentoring and learning of life skills. The Investigators (participants) look at their current situation and develop a plan for their future, all while building relationships and setting goals to "get ahead".

This program is partnering with local organizations and churches to facilitate several 16-week sessions during the year. All Saints' supports this program by providing meals for the attendees, serving the meals, and packing up leftovers for the Investigators to take home with them.

All Saints' has had wonderful participation from many ministries, families, and various groups who coordinated together, to provide a meal.

The outpouring of this support from All Saints' to the Getting Ahead Program is greatly appreciated by the Investigators and the local non-profits running this program in Frederick. Many thanks to everyone! Report provided by Katy Ackland.

Gourmet Night - Gourmet Night had its first full season since the COVID cessation. We elevated it to a Chef's Menu with wine pairings format and are now butlering the meals thanks to some members of the vestry.



All evenings have been a sell out and the mix of parishioners and community has been wonderful. Report provided by Harry Lawrence.

Inspired Chapter, Daughters of the King® - The Order of the Daughters of the King® is an order for women who are communicants of the Episcopal Church, churches in communion with it, or churches in the historic episcopate but not in communion with it. DOK membership currently includes women in the Anglican, Episcopal, Lutheran (ELCA), and Roman Catholic churches. The InSpired Chapter of the Daughters of the King® was founded at All Saints' in 1988 and continues to have a lively and spiritual connection with the church. There are 44 Daughters in the Chapter, most of whom are, or were, members at All Saints'. Report provided by Lynn Gebrowsky.



As Daughters, we strive to carry out our Rule of Life, which incorporates a Rule of Prayer and Rule of Service. In 2023, as relates to All Saints', members of the InSpired Chapter:

- Faithfully served across all ministries of ASEC;
- Led Stations of the Cross in the Historic Church during Lent;
- Organized the Maundy Thursday Night Watch in St. Paul's Chapel;
- Produced a Lenten Meditation book;
- Made regular financial contributions to ASEC ministries;
- Sponsored a student in Haiti, through Education = Hope;
- Sponsored two students in India, through Bright Beginnings;
- Steadfastly and devotedly lifted up prayers sent to the Order.

Lay Eucharistic Visit Ministry - When our fellow congregants at All Saints' are not able to attend church in person due to limited mobility, illness or other issues, the church brings the Lord's table to them. While for short-term or emergency circumstances, visits are usually made by clergy, our Lay Eucharistic Ministers (LEMs) visit monthly with those with more long-standing needs.



The Eucharistic visitor brings a basket containing consecrated bread, wine and items needed to set up a small Altar. On the third Sunday of every month, the LEMs come forward at the close of the 10:00 service to collect their baskets and receive the blessing of the priest and congregation and from there to be sent out on their ministry.

There are ten LEMs at All Saints' who have been trained in this ministry and licensed by the Diocese of Maryland. In 2023 on average, 22 people received Home Eucharist each month. Report provided by Lynn Gebrowsky.

Lectoring Ministry - Report provided by Jamie Harris.

- We had 30 active, trained lectors in 2023, plus two subs.
- 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 have ten lectors going into 2024 who have recently joined the ministry or are returning from a leave of absence.

Men's Group - The All Saints Men's Group has continued to provide an environment where the men of the church can support each other on their spiritual path this year. Gathering each month for breakfast, sharing our experience of life has been enjoyable and beneficial. With the realization that Saturday mornings were not practical for all men who would like to connect, we decided to add an evening gathering option and that has been well attended. We continue to search for ways we can support each other, as well as the community as a whole including the church and people outside the walls of the church. The success of the chili cook-off points the way towards other activities we can undertake in this effort.

The year ahead presents great possibilities and we look forward to advancing the Jesus message in our own lives, within the church and in the world around us. Report provided by Dan Huebner.

Monday Evening Bible Study (Zoom) - We are a zoom Bible Study established in response to Covid. We gather to reflect on the previous Sunday's Sermon, to pray the Collect for the upcoming Sunday, lifting up in prayer those whom we know to be in need and to study the Gospel for the upcoming Sunday. We have met weekly in 2023, with the exception of Christmas Day and New Year's Day- sometimes our regulars zoom in on laptops, phones, and occasionally from such locations as their cars or even from a hospital room! We are 9 regulars who welcome one-timers or sometimers who have joined us. The Rev. Elaine Prince is our facilitator and our zoom host is Lynn Gebrowsky. Our study includes exploring the Gospel by seeing slides of where the Gospel has taken place and of icons and paintings which depict the events and people in the Gospel passage; learning more about the use of words, theology etc. in the passage; and finally, applying it to our lives and our time. We invite anyone who wants to see what our Bible Study is like to join us; we know that people's schedules are busy so we welcome those who wish to join us one time or occasionally. Our motto is "no pressure" as we include any and all who are moved by the Holy Spirit to zoom in! Feel free to contact either Elaine+ or Lynn to get the link or to go to the weekly Eblast to find it in our weekly update. Report provided by Rev. Elaine+.

Music Ministry - Report provided by Jesse Ratcliffe, Music Director. Membership has approximately 30 members in the following:

- **Adult Choir**

The adult choir has maintained a healthy membership of at least 16 members throughout the year. Since February 2023, four members have been added to the roster. Choristers are challenged with new music, learn the historical background of the pieces, coached to use healthy vocal technique, and develop a keen sense of musical expression. The choir has settled into a rhythm of presenting Evensong or Compline and offering “Join the Choir Sundays” each month. The summer of 2023 was the first in which the choir actively participated in worship, albeit presenting only one choral anthem per month – the community bond strengthened throughout the summer rather than pausing until the fall. The purchase of a new digital piano and storage cabinet has increased the footprint of the choir and made rehearsals more efficient and enjoyable.

- **Handbells**

All Saints’ Ringers is a musically robust group of eight dedicated members. In the fall of 2023, the choir began to reorganize itself to accommodate two open spots in the choir. With gusto, the ringers have accepted this as a new musical challenge. The ringers actively seek to attune their musical abilities as they learn new music. The handbells are heard at least once a month during the prelude, as an accompaniment to the processional hymn, and during communion, and occasionally as an accompaniment to the choir. The much-needed refurbishment of the bells has been a tremendous asset to the bell choir.

- **Children’s Music Formation**

The fall of 2023 witnessed the development of Children’s Chapel which included music. Children that participated in chapel learned a child-friendly hymn that’s appropriate for the season. The director of music visited the chapel once-per-month to introduce the new hymn as well as plant the seeds for musical formation. This will be the springboard for developing a parish children’s choir - the director of music will be attending chapel twice a month during Lent 2024, then every Sunday in Eastertide of 2024.

- **Musical Outreach**

Music is often mentioned as one of the reasons a newcomer visits a church. At several of the musically-driven events this year, many non-parishoners attended—some of which commented that it was their first time in this space despite being a longtime Frederick resident. Additionally, the music ministry has begun a vital and energetic collaboration with other parishes in downtown Frederick. Both the collaboration and continued special liturgies will help provide a safe space for visitors to engage with this parish community.

Newcomer's Committee - Our Purpose is 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. Report provided by Rixey Hoult.

- The NC committee (Joan Arnold, Jill Browning, Rixey Hoult, Hilary Pettigrew, and Linda Procter) meets monthly with the clergy and has a system of identifying newcomers, making initial contacts, inviting NC to All Saints' events and activities, and connecting them to ministries.
- The NC committee hosts a NC orientation quarterly alternating with a NC liturgy quarterly. The NC orientation is an informational luncheon with ministry leaders and clergy present who provide details about ministries and answer newcomers' questions. The NC liturgy takes place during worship and is our way of welcoming new members and introducing them to the larger congregation in the presence of God. This system of alternating NC orientations and liturgies allows newcomers to become more acquainted with All Saints' before they commit to becoming members.
- The NC committee welcomes you to join the team! We have fun!

Nursery - All Saints' nursery has three paid staff-members. Keeping the nursery staffed with two caregivers every Sunday has been challenging for a variety of reasons. As such, much energy has been devoted toward staffing the nursery sufficiently while simultaneously looking for more caregivers. We have had a few potential new-hires who have fallen through due to unforeseen life circumstances. As we continue to search for caregivers, we will also begin streaming services into the nursery for parents and hired caregivers so that they will not suffer the loss of worship time while in that space. We have had several new young families express appreciation for the availability of a nursery. It remains a priority as a ministry. Report provided by Rev. Angela Furlong.

Outreach Ministry - This year, we are focusing on a single effort for each calendar month, each led by a volunteer or group of volunteers. Going forward, we would much appreciate your new ideas, and of course, your help! Feel free to contact Hilary Pettigrew at hilarypetti@gmail.com. Report provided by Hilary Pettigrew.

So far these have included:

- Frederick Community College Food Lockers (Betty Briesse-Ludwig)
- The Religious Coalition for Emergency Human Needs (Randy Hemp)
- Frederick Community Table (Dorothy Kitt)
- Centro Hispano (Jeanne Cassin and Toni Kellinger)
- Blessings in a Backpack (MaryAlice Self, Arch O'Brien, Leo Laryea and Rixey Hoult)
- Advocates for Homeless Families (Dan Huebner and Tom Koerner)

And still to come:

- Catoctin Furnace Historical Society, Heritage at work, Teaching trade skills to incarcerated students. (Susie Kelly and Cathy Rogers)
- Children's Advocacy Center (Jody Deveney and Lisa Caro)
- Frederick County Senior Services (Jody Deveney and Teri Rietfort)
- Bright Beginnings (Linda Miller and Rev. Angela Furlong)
- Special Challenge Camp at Claggett Center (June Miller and Cathy Gusauskas)

Over-The-Hill-Gang (OTHG) - has had another 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 ASEC 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, rehanging 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 Mike Vaughn at (301) 807-4693. Report provided by Mike Vaughn.

St. Marys Chapter - President Sara Gibson, 1st VP Linda Procter, 2nd VP June Miller, Treasurer Betty Hedges, Secretary Mac Pittinger, Past Pres. Darlene Aulls. Report provided by Sara Gibson.



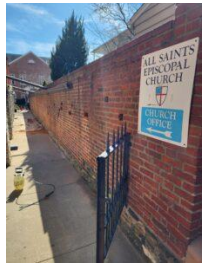
St. Mary's Chapter was formed as a women's group in 1886 by the Rev. Osborne Ingle to assist him in parish work. More than 100 years later it clarified its role at All Saints' to: provide daytime fellowship for members regardless of gender; support the physical plant of the church; provide financial support for groups within and outside of the church; and support members through prayer, programs, and participation in projects.

St. Mary's Chapter is open to all parishioners. We meet most months on the first Monday for a luncheon meeting that usually features a short program or guest speaker. One of the most interesting programs in 2022 was given by the Diocesan Reparations Committee. There are currently about 24 active members and 10 honorary members.

In 2023 St. Mary's Chapter updated its Bylaws for the first time since 2006 and began deliberations on updating the role of the Chapter with intent to form new goals and vision for the future. Many members were lost during the Covid epidemic, and we are still in a "rebuilding" mode.



In February, St. Mary's worked in partnership with the Worship Ministry to create the first Candlemas Festival, a new parish-wide event celebrated the first Saturday in February. The festival coincides with the most popular downtown event, the Fire In Ice Festival. Food was sold in the Great Hall to raise funds, events happened all over the campus, we had our own ice sculpture in front of the church, and the crowning activity was an evening Choral Candlemas Service in which all participants held lit candles. The chapter made \$1345 in profit, but the biggest payoff of the festival was in the beauty of the service, the joy of the fellowship over tasty food, and the satisfaction of bringing together a diverse team in the creation of a new event.



St. Mary's Chapter fully funded repairs to the wall bordering St. Mary's Memorial Walkway at an expense of \$17,560. We provided \$3348 to refurbish the ASEC handbells in the calendar year 2023. Outreach to non-profits in the community in SMC's FY 22-23 totaled \$4784. These funds were generated from current and previous years' fund-raising activities and interest income. Members provided meals for the Getting Ahead program in March, May, and December.

Stewardship Committee - The Stewardship Team is a small and mighty one. This year we worked closely with Catherine+ to plan, organize and run our Stewardship campaign – Rooted in Abundance.

We worked with Tracy Boyd who designed our materials and with Vickie and office volunteers on this year's mailing. Bob Fowle made sure parishioners could submit their pledge through our website.

A huge thank you to the Vestry and to Vickie and Nancy for their support and help with our Celebration Sunday event. A catered breakfast/brunch was a great opportunity to thank the entire parish for their contributions of time, talent and treasure. We had a great turn out in the Great Hall and a wonderful fellowship opportunity.

The accounting support team set up the pledge module in Tithe.ly and provided weekly reports so we could track progress. We coordinated announcements, a follow up mailing and follow up calls and emails. The team also coordinated with the Vestry to send thank you notes to people who have pledged.

We had a successful campaign with more than 120 people pledging to give apx. \$370,000 in 2024. Thank you to everyone who pledged and to so many people for their help, support and prayers. Report provided by Rachel Querry.

Truth and Reconciliation Committee - Our Mission is 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. This committee is finding ways to incorporate its mission with other ministry and community areas such as Adult Formation, Buildings & Grounds, The Rice Bowl, and Love Thy Neighbor. Our committee currently consists of: Joan A, Tracy B, Jill B, Sarah H, Rixey H, Toni S. and we are always looking for more people to join the team! Report provided by Rixey Hoult.

- In January – March 2023, The Rev. Joseph S. Pagano, PhD taught a 10-week class for All Saints' parishioners on African American Theology and Ethics.
- Hosted luncheon and viewing of A Story of Two Churches with Asbury UMC on 3/12/23.
- Hosted Juneteenth celebrations on 6/18/23 after the worship services.
- Ongoing collaboration with the Diocesan T & R committee to plan events and find ways to educate Episcopalians in the Maryland Diocese about the past and present truths regarding slavery and racial issues. Helped plan and advertise the Diocesan Trail of Souls held on 11/04/23.
- Held two Readings and Conversations (book club) meetings: *The Cross and the Lynching Tree* by James Cone (in May) and *How the Word is Passed: A Reckoning with the History of Slavery Across America* by Clint Smith (in November). Also attended Clint Smith's presentation at the Weinberg on 11/1/23. There will be a second discussion of Clint Smith's book in the Parish Hall after the 10:00 service on 2/04/24.

Usher Ministry - Ushers serve our Lord by welcoming our parishioners and guests, distributing bulletins and service programs, collecting the tithes and offerings, and facilitating an orderly procession for the distribution of Holy Communion by directing people in each row or pew to stand and take a place in line to approach communion stations. Opening and closing the church after services. Ushers also administer emergency procedures and handle any disturbances.

The usher procedures have evolved during the past year to accommodate changes in our service (e.g., adding Children's Chapel) as well as addressing health concerns. Flexibility has been imperative.

The current ministry has 27 active volunteers, 7 of which are dedicated to the 8 a.m. Sunday service, and 20 dedicated to 10 a.m. Sunday service. Volunteers also serve for funerals and special services (ex: Candlemas, services during Advent, Christmas, Lent, and Easter). This year we held an usher training session that was well attended and received. We are grateful for the dedication of our usher team volunteers. Thank you for all you do. Report was provided by Scarlett Gibb and Teri Rietfort.

Youth Group - The Youth Group has been revitalized this past year! We began in the Spring, meeting on a monthly basis, and after summer break, moved to meeting weekly. Over the summer, while our incredible Youth were supporting VBS as Junior Counselors, the Youth Leaders redesigned the Youth Group room, adding a new mural and some colorful furniture, to make the space more inviting and welcoming.

Our curriculum this year has focused on Mission and Ministry. Various All Saints' leaders have visited each week to introduce their ministry and discuss the goals and work their ministry takes part in, visitations we hope will continue this Spring. Additionally, we have studied and discussed the idea of "mission," and have explored the stories of the early biblical missionaries.

The Youth Group has also been focusing on fellowship, and rebuilding our community. Each meeting we share a meal together (lovingly prepared by a member of the Church), and spend time in conversation to build bonds. Out of the conversations came a common love of Dungeons and Dragons, and now a group of Youth meet monthly to play together. And finally, we shared in the love of sweets and baking to help prepare cookies for the Historic House of Worship tour during our Holiday celebration before winter break. Finally, we celebrated a wonderful Youth Sunday. The Youth were able to share their incredible leadership with both services, by acting as lectors, ushers, acolytes, greeters, musicians, and even running the A/V system. We are so proud of our Youth, and can't wait to see what the new year brings! Report provided by Megan Fowle.



Fire In Ice Event - February 3, 2024

All Saints' Episcopal Church | 106 West Church Street | Frederick, MD 21701

301-663-5625 | allsaintsmd.org