



Annual Report 2020

December 6, 2020

12:00 noon

**All Saints' Church
286-288 7th Ave.
Brooklyn, NY**

**Annual Meeting Agenda
December 6, 2020
Via Zoom**

- 11:30 Call to Order and Opening Prayer
- 11:35 Review of Minutes of 2019 Annual Meeting
- 11:40 Remembrance of Departed Members
Glenn Baptist
Mary Arnold
- 11:45 Presentation of Warden and Vestry Nominee Slate

Joy DeLancy (Warden, 2 years, 2nd term)
Anne Kelsey (Vestry, 3 years, 2nd term)
Milga Morales Nadal (Vestry, 3 years, 1st term)
Sharon Smith (Vestry, 3 years, 2nd term)
- 11:50 Nominations from the Floor and Opening of Polls
- 11:55 Recognition of outgoing Vestry member and former Warden Marva Griffith
- 12:00 Update on Abounding in Good Works Project
- 12:15 Ministry Reports
- 12:50 Closing of Polls and Announcement of Election Results
- 1:00 Doxology and Adjournment

2019 Annual Meeting Minutes

December 8, 2019

Meeting called to order at 12:06 p.m. by The Rev. Steven Paulikas who offered prayers, after which he welcome all. The Rev Paulikas then declared The Annual General Meeting opened and explained to congregation the order as to how the meeting would be held and then presented the members who were nominated for the year 2019.

Members nominated were as follow: Devin Robinson Warden 2 year 3rd Term, Tom Cannell Vestry 3 years 2nd Term, Maureen Selby-Cox Vestry 3 Years 2nd Term and Jaye Skinner Vestry 3 Years 1st Term.

The Rev. Paulikas asked Jaye Skinner to introduce her self and share her history at All Saints' Church. J. Skinner shared and was welcome by members. The Rev. Paulikas stated how appreciative we were for her acceptance to the nomination. The Rev. Paulikas presented slate of all nominated and ask if there were any other nominated from floor. There were none. The Paulikas asked for a motion to accept candidates nomination. Motion to accept all nominated was done by Lena Mullings and seconded by Valarie Turer. All in favor.

The Rev. Paulikas then stated that polls were open as of now 12:16 p.m. and will remain open until 1:16 p.m. after which polls will be close at 1:16p.m. with the clerk of vestry casting 1 vote and voting will be done. At 12:28 p.m. The Rev. Paulikas called members attention to the package that was distributed to all. Motion to accept minutes for 2019 Annual General Meeting was done by Denise Arnold and seconded by Glenda Smith.

Rector's Report: The Rev. Steven Paulikas shared in reference to Staff and who were now members of staff and what they have done. Printed report was submitted in package that members were able to follow along. The Rev. Paulikas continued in thanking all those who had a leading role while he was on sabbatical. Thanks to Priest, Warden and Vestry. L. Mullings asked if there would be any surprise as to that of last year. Answer was No.

Curate Report: The Rev. Spencer reported by sharing in detail his responsibilities for last year and when he began coming to All Saints' church. He also shared the things he was hoping to do going forward and stated to members in his conclusion, that All Saints is the best church , and he looks forward to coming here. The Rev. Spencer submitted a printed report which was available to read in package.

Warden Report: Devin Robinson shared by appealing to members that if they believe and have the ability as well as energy to do anything in the aspect of church, please feel free to step up. There was a printed reported submitted. The Rev. Paulikas pointed out how great it is to have Wardens in this church knowing how much responsibility there is.

Stewardship Report: Ann Kelsey was absent. The Rev. Steven Paulikas read on her behalf from printed report that was submitted. The Rev. Paulikas explained how the campaign for Abounding In Good Works is moving along and thanked members for their generosity.

Deacon's Report: Deacon Jennifer took the floor and opened with great thank you to acolyte and asked for individuals to the Eucharistic Ministries as she expressed how much the ministry is important and she is willing to meet with anyone who is concerned. Deacon Jennifer shared in reference to her new post as Clinical Pastoral Education and how much she appreciated prayers from all as she continued in that path. Deacon Jennifer thanked all especially those who she partnered with. Printed report submitted.

Women's Prayer Breakfast: Joy DeLancy shared by reminding members that the group meets once per month and pointed out that anyone is welcome. Presently there is a husband who attends. J. DeLancy shared with the congregation the things that the group has done and continues to do after which she pointed out that they could read from the printed report submitted.

Glenda Smith was given a moment to share in reference to the ministry of Prayer Shall. She expressed her reason for sharing and asked members if they can find it anyway in their heart to join this ministry please come on board.

Sunday School: Joy DeLancy stated how pleasant it is to see and learn from the children and to see how they are growing in prayer and all other areas of spirituality. J. DeLancy asked members of the congregation present, to read the report submitted and if there be any interest in helping in any way possible it would be wonderful.

Finance Committee: V. Turer shared from the printed report prepared by Kathrine Slingloff who has been doing a wonderful job since she joined staff after her stepping down. V. Turer pointed out that she is available from what is printed if needed. The Rev. Paulikas thanked Valarie who has served us for years and stated to members of the congregation present, if there be any questions need to ask as to how money is spent, please feel free to ask.

2018 Audit Report: Juanita DeLancy reported by stating that with great help of Valarie Turer and Kathrine Slingloff, all is in order and the report was very early and ready to sign. Please refer to the printed report submitted. Thank You. The Rev. Paulikas shared and asked members, if there would be anyone who would like to join, please come on over.

Building & Grounds: Jennifer Kalb reported by pointing out that it seems like we are chasing prices but need to go forward. J. Kalb expressed how much they were feeling the loss of Harvey Turer and thanked all who are now on the Building and Grounds Committee. Again she pleaded to members for help in cleaning up and around church. J. Kalb continued her report from the printed report submitted and asked members to please read the report. She pointed out the work that is very necessary to be done in the sanctuary and that this is the most important thing that is being looked at in the building. There is one estimate for \$80,000. for this work, and there is a water test that is most necessary before work can go forward. On a final note J. Kalb stated that there is one thing most important and that is our Fire Safety. She shared.

Alter Guild: Marva Griffith Reported: M. Griffith stated that information is in the printed report. M. Griffith asked members if they are not involve in any other way in church, please consider themselves to join this group as she shared in detail to members what are the responsibility of the group. The Rev. Paulikas thanked M. Griffith for 30 years of service in this ministry.

Lena Mullings thanked all members who have step up this year in volunteering to do work in church.

Sylvia Smith pointed out that there is only 4 members on Prayer Team and she is asking members of congregation to please consider it all and know that we can talk to God in every aspect of life.

The Rev. Paulikas thanked all members for the ministries that they have taken on in the Parish.

The Rev. Paulikas pointed out the Ordination of Chris Lee from Parish and this is a huge accomplishment. Join us on January 25, 2020.

The Rev. Paulikas declared that polls were closed at 1:45 p.m. with one vote by Clerk of Vestry Althea Leslie. There was a moment of silence for all those who were no more with us including our very own Harvey Turer.

Meeting was adjourned at 1:48 p.m. as we closed out with the singing of the Doxology.

Respectfully submitted

Althea Leslie

Clerk of Vestry

Rector's Report

2020 Annual Report

In a year of superlatives, it is not an overstatement to say that 2020 has presented unprecedented challenges to our parish. Yet in the face of overwhelming adversity, we give thanks and praise to God, who has sustained our community and continues to give us hope.

Following a joyous Christmas 2019 featuring parishioner Arturo O'Farrill and the Afro Latin Jazz Orchestra, All Saints' for the first time hosted a festive Epiphany Eucharist and celebration for our entire deanery. A true highlight of the year was the ordination of parishioner Alan Christopher Lee to the Sacred Order of Deacons on January 20, the first ordination to take place at All Saints' in at least two generations. Bishop Provenzano preached and presided, and the ordination was followed by a lively reception in the undercroft. Many in attendance remarked that the presence of the Holy Spirit was palpable and powerful, and I personally would agree. More than \$3,100 was collected for Deacon Chris' discretionary fund.

The beauty of the ordination launched All Saints' on what promised to be a tremendous year. Our Sound Bath Evensong program was featured in a globally-syndicated video and print package by the Associated Press in early March. Attendance at our 10am Eucharist was increasing, and our Lenten programs well-attended. Then, on March 13, the Bishop announced the closure of all church buildings until further notice due to the rising coronavirus infection rates. Sunday, March 15 was our first liturgy closed to the public and open only to the clergy. Among the many options available for online worship, we made the decision to livestream the 10am service of Holy Eucharist on Facebook live, a practice that has continued every Sunday since. A crew from Vice News was present at that first liturgy, and All Saints' appeared in a feature on religion's response to Covid-19.

It is difficult to put into words the profound shock the closure of our building has had on our community. In times of crisis, Christians gather to pray, sing, and comfort one another. Not only have we not been allowed this spiritual fellowship at a time we need it most, but the very absence of corporate worship is itself a trauma to most of us. I would like to offer my sincere and profound gratitude to our staff and lay leadership, who have exhibited poise, creativity, patience, and hard work throughout this year. In 48 hours, our ancient institution moved entirely online, inaugurating what will most likely be an enduring practice of hybrid in-person and online worship, learning, meeting, and pastoral care. We took stock of what assets we have and sought to deploy them for the good of our members and the wider community. The church garden has remained open for fellowship with dedicated clergy hours and served as a place of respite for countless health care workers who were attending to the unspeakable suffering at New York Presbyterian-Brooklyn Methodist Hospital across the street. The undercroft has been in constant daily use by Heights and Hills as a staging ground for meal deliveries to seniors who were unable to leave their homes. We offered financial support for meals for hospital employees and unemployed artists and musicians.

But for me an enduring symbol of what makes our parish special took place the night of March 14, when I sat down to call parishioners I thought would be at special risk; each person I called had already been contacted by someone from their parish family.

Holy week and Easter took place at the height of the Covid-19 crisis in New York City. Approximately 1,000 people were dying every day in the first two weeks of April. Many in our parish fell ill or realized that a mystery sickness they had had earlier in the year was indeed Covid-19. Our sole loss to the epidemic was that of our brother Glenn Baptist, may he rest in peace. In a sign of the times, Glenn's funeral was held on Zoom on May 17. Thanks be to God, our parish family was spared the brunt of the deaths, though far too many lost loved ones and friends.

As spring turned to summer, the Vestry formed a Covid-19 Response Committee staffed by Tom Cannell, Dr. Liat Applewhite, Dr. Lena Mullings, and Anne Kelsey. The committee continues to analyze public health data and provides key recommendations on in-person activities. With the committee's blessing, our first in-person service of worship took place in the form of Evening Prayer at 5pm on Sunday, June 28. Eight worshippers wearing masks gathered in the garden, and in-person worship has been held at 5pm every Sunday since. In addition, the church building has been open for prayer consistently every Tuesday and Thursday afternoon.

As mentioned, the efforts of our staff have been heroic. Sexton Calitho Roberts was on the front lines of the crisis in his full-time role at the emergency room of New York Presbyterian-Brooklyn Methodist Hospital. Parish Administrator Katherine Slingluff managed communications and financial operations remotely from Massachusetts. Organist Ellen Wright and Choir Director Adam Menninga patiently waited as worship music was suspended, then returned to offer music appropriate to our choirless online services—music that has literally set the tone of our online presence. And we were blessed to welcome the Rev. Spencer Cantrell as full-time Curate beginning July 1. With the help of support from the Diocese, All Saints' is now a parish with two full-time clergy for the first time in perhaps half a century. Fr. Spencer has been instrumental in creating and managing our online presence, connecting us to one another and to the world around us—all this in addition to his leads on ministry with newcomers, children and families, and newcomers.

The death of George Floyd and the subsequent public demonstrations in New York stirred the emotions of our diverse congregation and prompted us to have frank discussions about the role of race in our common life. We dedicated three Sunday Forum sessions in the summer to discussing the film *13th*, directed by Ava DuVernay and the book *Stand Your Ground* by the Very Rev. Kelly Brown Douglas, theologian and Dean of Episcopal Divinity School. The Vestry adopted a statement on racial justice (attached to this report) at an emergency meeting in July. I believe that healing the pain of racism is one of the unique charisms of All Saints' Church, and these actions are just the initial steps in broader efforts that will take place in 2021.

Evening worship moved back into the building on Founders Day, September 20, and the 10am service opened to in-person worship and distribution of Holy Communion on Sunday, November 1, our patronal feast day. The experience of worship is vastly different from pre-Covid-19 times; all participants must wear masks and remain in their pews, there is no congregational singing or passing

of the peace, and Communion is distributed in one kind only. Notably, the morning in-person attendance hovers around 20 brave souls.

Amid all this disruption, grief, and turmoil, the Vestry has bravely pushed forward with important long-term capital projects. The Vestry authorized the Wardens to engage contractor Andrew Maas to begin construction on our downstairs meeting areas at its November meeting, marking the next phase of our Abounding in Good Works campaign. By grace, this new space will provide an appropriate learning environment for our children and youth when our building eventually reopens and is part of a long-term strategy for congregational growth adopted by the Vestry in 2017.

The people of All Saints' have suffered and sacrificed in 2020. But we have also discovered a new depth of God's grace in our midst. Far from eroding our faith, I believe this year has ultimately strengthened it and increased our dedication to our mission to be the body of our Lord Jesus Christ in Park Slope and beyond. It is fair to say that church will never be the same after this pandemic, and we have yet to understand how our common life will be permanently transformed. Yet, by faith, we will step boldly into the new reality that awaits us in 2021.

Respectfully submitted,

The Rev. Steven D. Paulikas

Rector

Curate's Report

The Rev. Spencer Cantrell, SMMS

On January 1st of this year, following the festivities of New Year's Eve, I flew to Montreal with an old friend from back home in Tennessee for a post-Christmas getaway. How distant the world in which we were simply able to up and do such things—travel internationally, visit loved ones, even simply make holiday plans—now seems!

Yet for all the loss of predictability in life this year, one of the greatest constants in my own life has been the opportunity to continue to serve God's people as Curate at All Saints' Church—and, in particular, for this to grow into a full-time commitment beginning in July. I rejoice daily that God has called to me to minister in this place at this time, which such an absolutely amazing group of people, and with the mentorship of the Rector, Fr. Steve Paulikas. In the initial days of the rise of COVID-19 back in March, one thing was clear to all of us immediately: we had to figure out how to continue to be church together despite the pandemic. For my part, this meant stepping into a steep tech, livestreaming, and online platform learning curve which I was certainly never taught in seminary! But with patience, faithful tweaking, and determination to do better each time, online worship at All Saints' has gone from nonexistent to a growing audience on Facebook Live which now spans even an international audience. We have learned how to do everything from Good Friday and Pentecost to the 'Blessing of the Backpacks' online, and these opportunities to be church in new ways continue to develop and grow.

Since the beginning of this program year in September, I have continued forward with my parish life program areas for the most part in the ways they were initially imagined, but all with adaptive challenges (and opportunities!) due to COVID-19. Ministry with Children, Youth, and Families has transformed into several online and distance programs: a monthly Second Sunday "Children's Church" on Zoom; monthly Children's Ministry Care Packages being mailed out to a growing list of our kids; a Zoom Youth Confirmation course of ten (including Confirmands from other Deanery parishes); and an upcoming Zoom Christmas Pageant. We have continued our Newcomer Ministry with our growing online audience, as well as with a number of traditional newcomers to the parish especially via our Evensong program and our private prayer 'Open Hours' on Tuesdays and Thursdays (many of whom are in the 20s/30s category). To my delight, we have begun a new season of Racial Justice Ministry at All Saints' this year, as well as reimagining our Health & Healing Ministries, all of which speaks deeply to the heart of who we are as a church and who we want to continue to become.

I am thrilled to continue this and many other good works with you all into the new year, and for us to grow stronger together and bear even more fruit.

Brooklyn, New York

November 31, 2020

Feast of St. Andrew the Apostle

Wardens' Report

2020 was bananas, and at times painful, but also wonderful, and ultimately affirmed what it means to be part of Christ's family at All Saints.

Because the first two-and-half months of this year were not subject to pandemic and shutdown, let's spend a short paragraph enjoying the highlights of January and February 2020. First, we celebrated the ordination of Chris Lee to the Diaconate. Father Chris was recently ordained to the priesthood and has begun serving at Grace Church in Brooklyn. Also, the Associated Press visited our church on a Sunday evening and wrote a story about our Sound Bath Evensong.

When we received word from the diocese to shut down, we sadly closed the church to in-person worship. We quickly transitioned to services over the Internet. Father Steve and Father Spencer became television producers and digital media experts. Special thanks to Corey Arena, Jake Brown, and Alex Sullivan for their instrumental help in this effort. Our lay leadership stepped in to assist in church business. We applied for and received a PPP loan, which helped us cover payroll for several weeks.

We worshipped from home and adapted to seeing our friends mostly on screen. We missed our family but did not lose connection with each other. Everyone continued to give to the church and even increased their contributions. Our new Internet-based service reached new and distant people. Our family grew.

It would have been easy and perhaps understandable for the church to contract and for us to decrease our efforts. Instead, we persisted and even progressed. We continued to worship every Sunday morning and evening in our new format. Our Tuesday Bible study continued to meet. Our Vestry and committees met regularly. We selected a plan for the renovation of our undercroft and have been soliciting bids. We felt the joy of Easter and celebrated the diversity of Pentecost. Father Spencer became our curate full time. We responded to the need to speak out for racial justice and have committed to making racial justice part of the way we show God's love.

After much deliberation and discussion, we limitedly opened the church in July for prayer. We recently opened the church at reduced capacity for Sunday morning and evening services. It has been amazing to see so many of you again. As the winter approaches, we continue to monitor the state of the Covid virus and look forward to all of us being together again.

We, the wardens, along with the vestry, are thankful to be of service here at All Saints.

Respectfully submitted:

Joy De Lancy and Devin Robinson

Stewardship Report

For during a severe ordeal of affliction, their abundant joy and their extreme poverty have overflowed in a wealth of generosity on their part: 2 Corinthians 8:2

2020 has been a year of unforeseen and unpredictable circumstances. In the midst of all this All Saints Church was thriving due to the generosity and selflessness of our parishioners.

This stewardship season saw a new way of having our stewardship talks within service prior to the 10 am service and shorter versions aired on YouTube. Our pledge cards are now online only. Currently 66 pledges totaling \$181,688 were already submitted.

Our financial goal for 2021 is \$240,000.00. We know that with these funds All Saints will continue to thrive and grow in bigger and newer areas. With “a wealth of generosity on their part”; we are looking forward to a renewed 2021 with God’s help.

Respectfully submitted

Father Paulikas

Veronica Browne

Anne Kelsey

Music Report

The year 2020 has brought about many challenges for the Music Department at All Saints, however the Department continues to play an integral role in weekly worship. Since returning to All Saints for worship services this summer, Ellen Wright has worked to select varied Preludes, Postludes, hymns and services music, initially on piano throughout the summer, and currently on piano and organ. Adam Menninga returned at the start of our current program year to serve as Cantor and to work with Ellen on selecting liturgically appropriate hymns and other service music. The music department works with the clergy and other staff to adjust to both the needs of digital and in-person worship. Though the All Saints Choir remains on hold as a result of the pandemic, we eagerly look forward to the time when it is safe for the choir to return to morning worship at All Saints. While remaining flexible to the changing environment at All Saints, the Music Department is dedicated to elevating our congregation's worship experience through music.

Respectfully submitted,
Adam Menninga
Choir Director

Ellen Wright
Organist

Deacon's Report

Dear All Saints Family,

Grace to you, and Peace from God, our Father, and from the Lord, Jesus Christ!

It is indeed a blessing to share this time with you. We come together to tell of and listen to the unique ways in which each one has contributed to God's mission and ministry here at All Saints. My report is aimed to present a snapshot of what God has enabled me to do. I feel honored to be in this fold with you, and to serve with such exceptional Clergy colleagues, with the support of Katherine. Thank GOD for **everyone** of you!!!

When this year started, I was half the way through an Extended Unit of Clinical Pastoral Care (CPE) at Mount Sinai Hospital. The training was progressing very well. I *counted it all a blessing* to meet medical staff, administrators, patients and their loved ones. And I also met three lovely classmates who, to date, still keep in touch with me. Learning and serving in the hospital environment has been an indescribable experience. And I carry in my heart, many of the memories encountering God's people. I feel better able to interact with others especially in their time of adversity. Although the pandemic and resulting shut down caused a sudden end to the patient care aspect of the training, instruction was done online, enabling my classmates and me to complete the Unit successfully.

This year, like most of you, my attendance at in-person worship has been minimal. I do join and enjoy worship online. This past Lent I was happy to offer one of the meditations for Good Friday. And I also welcomed the opportunity to read the Gospel in English for Pentecost Sunday. I have also been participating in Tuesday's Bible Study, and appreciate the ongoing formation that everything affords, even in our altered ways of worship and fellowship.

Barbara Brown Taylor's book: *An Altar in the World* enhanced my learning during CPE and impacted my day to day being, as I felt called to live into serving as a deacon. I became aware of this as the pandemic challenged us to love our neighbor while sheltering in place, instead of our traditional ways of fellowship. The All Saints Women's Prayer Breakfast Group encouraged reading and discussion of Taylor's book. And earlier in February I had the pleasure of facilitating an activity for that session.

My role in God's mission has continued in service to the educational needs of young adults who come from all walks of life.

Before closing, I'd like to mention that I have been elected at our recent Diocesan Convention, to serve on the Board of Episcopal Ministries of Long Island. Do keep me in your prayers as I pledge to keep you all in mine.

May your journey through Advent to Christmas be filled with new and beautiful discoveries about God's providence and strengthened by the Gifts of God's Grace.

Have a wonderful Christmas and Holiday Season,

Sincerely,

Rev. Jennifer VanCooten-Webster, Deacon

Women's Prayer Breakfast

The Women's Prayer Breakfast Group is committed to continued spiritual growth – individually and as a group and continues to seek ways to develop for a changing world.

We began the year with a continued study of readings from *An Altar in the World* by Barbara Brown Taylor. Though the book was read individually, several members of the group volunteered to prepare presentations and lead the teachings and discussions on a chapter of choice over the course of a few months. We are discovering the many ways to develop spiritually through engagement with others and find God in small daily occurrences.

Guest speakers this year included our own Deacon Jennifer Webster whose discussion focused on *The Practice of Encountering Others* from, *An Altar in the World* at the first meeting of 2020.

In March we were forced to respond to the pandemic and make a quick pivot to Zoom gatherings. We were thankful to have not missed a beat in our month gatherings and were even more determined to walk a path of faith and trust in God despite new challenges.

Two months later, we were again forced to respond to the racial unrest happening across the nation and began to examine how the women in our group can be part of the social justice change that needs to happen. To support this new focus, we invited Cheryl Williams, Esq. of Lenox Road Baptist Church to be our guest in June. Ms. Williams' theme for her presentation and discussion was entitled *Engaging Women in the Movement for Social Justice: A Ten Step Primer*. We explored ways to participate effectively to strengthen our communities and facilitate a better future for present and future generations.

As a result of all that has happened in the first half of the year and continues today, we are focused on how we can be a part of the social justice movement. We are reading *The Fig Tree Revolution: Unleashing Local Churches into the Mission of Justice* by Bill Mefford. Coupled with the book reading, is a focus on Queen Esther of the Book of Esther.

Though we cannot meet in person because of the pandemic, we continue to meet online for rich discussions, teaching, prayer, praise and worship.

All are welcome to join the Women's Prayer Breakfast Group on the last Saturday of each month from September to June.

Respectfully submitted by,

Veronica Browne, Joy De Lancy and Dr. Lena C. Mullings

Sunday School

The Sunday School ministry serves children from ages 5-11 years old. During in-church worship at the beginning of the year, instruction took place in our classrooms immediately following communion until the end of the adult forum discussion. Sunday School students develop and grow in their knowledge about Jesus' ministry through prayer, bible readings from the gospels which are expanded and supported with age-appropriate discussions and related fun activities, singing, arts and crafts, games and organic discussions of issues that impact their lives and our world. The curriculum of Children's Bulletin which uses gospel readings and bible texts to teach children about Jesus through discussions and activities is used for instruction.

In the beginning of the academic year, our children and youth participated in the Afghan Project, a pen pal project directed by Carola Walton. In this project, students learned about shared and individual identities with their Afghan friends. Along with their letters, the children and youth made small gifts to send to their friends along with a picture of themselves. Similar gifts were received by our children as well. The children were excited to be able to communicate through letter writing with someone who lives so far away and yet has much in common with them. It was rewarding to explore these paths to friendship.

The ministry faced some challenges to continue when the pandemic happened as in-church worship pivoted to online worship. Therefore, Sunday School went on hiatus for the last three months of the academic year. However, in this new program year, we are finding our footing and have moved to virtual Sunday School on the second Sunday of each month. With the direction of Fr. Spencer Cantrell, children and families receive monthly mailings of the Children's Bulletin activities to continue learning about Jesus at home and for participation in virtual Sunday School each month.

As we look forward to our Zoom Christmas Pageant, we are also hopeful to continue through the academic year in any forum that supports our learning and growth.

Respectfully submitted by,

Joy De Lancy

Tamika Marcellin

Finance Committee

The Finance Committee is currently at work on preparing a budget for FY 2021. It will be finalized when the results of the Stewardship Campaign are announced, and will go to the Vestry for approval.

As of November 30, 2020, the assets of the parish are as follows:

Endowment Fund)	\$356,823.61
Operating Fund	\$91,408.31
Building Fund	\$34,705.80
Rector's Discretionary Fund	\$8,057.81
Renovation Fund	\$113,304.30
Money Market Fund	\$186,910.37
Total Assets	\$791,210.20

The Ordinary Operating Income & Expenses of the parish from January 1, 2020 through November 30, 2020 are as follows

Unrestricted Income	\$299,721 (of which \$182,881 is Pledge)
Restricted Income	42,835
Total operating income	370,101
Parish Staff	208,391
Property Expenses	61,700
Parish Life	24,081
External Giving	34,521
Miscellaneous	4,365
Total Operating Expenses	333,058
Net Operating Income	\$37,043

Results for Other Income/Expenses:

Renovation Income	\$14,150
Investment Income	5,532
Building Fund Income	1,190
Unrealized gain @ investments	(3,422)
Capital Project Expenses	(48,158)
Investment fee	(300)
Net Other Income	\$-11,473

Respectfully submitted,

Stephen Berrang, Treasurer, and Katherine Slingluff Parish Administrator

2019 Audit Report

To: The Rector, Wardens and Vestry
All Saints Episcopal Church

From: The Audit Team

The audit of the church financials for fiscal year 2019 was completed in September 2020.

Thanks to Valerie Turer, who provided training to audit members and worked to ensure that we had access to all of the documentation that we needed to complete this audit.

Thanks also to the vestry members.

Reflections on last year's audit::

As there were no suggestions for last year's audit, we have no reflections to name.

Questions that remain are:

On reading the senior center lease, there was a typo that indicated that the lease was for three years, but the detail on the lease covers two years. Our only suggestion is to update this if **necessary**.

Recommendations:

All **observed documentation was in order; no recommendations** at this time.

Please let us know If you **have any questions** or would like further information.

Respectfully submitted,

Audit Team September 2020

Juanita De lancy

Andrea Robinson

Trent Skinner

Buildings and Grounds

The most significant building related development in 2020 was the repair (substantively the replacement) of the Church's 27 year old steam boiler in April. In addition, the thermostatic control unit for the separate rectory hot water boiler was replaced in September. These capital expenses totalled nearly \$50,000, funded from the Church's Building Fund.

In addition, a repair to the fire sprinkler alarm system in the undercroft area was made this fall. Other activities included continuing repairs of our storage areas by our handyman, Ronnie Bair, supporting the bidding process for the renovation of the Sunday School area, and negotiating a new reduced bid for the tower renovation project.

Due to the coronavirus, most non-essential building projects and committee activities have been deferred for 2020.

It is our hope that the committee can resume meeting in the New Year and work to prioritize work going forward, including working to develop a long capital plan to identify projects to address the needs of our aging facility, as well as ways of funding these projects, which are currently substantially beyond our resources.

The B&G committee in 2020 included as members Francis Arnold, Pam Smith, Jennifer Kalb, Gilbert Sainsbury, Chris Escobar, Trent Skinner, Guy Walton and Devin Robinson.

Covid Committee 2020

In June, as Father Paulikas and the vestry considered what it would take to safely reopen the church for worship, a Covid Response Committee was formed to assess the current state of the coronavirus pandemic in our city and neighborhood and make recommendations about opening (and, as needed, closing) church functions to safeguard the health of the congregation. The committee developed a set of guidelines that supported the reopening of public worship at the end of the summer, and has continued to communicate with the congregation about the risks of the coronavirus

Tom Cannell & Liat Applewhite

Midday Prayer Group

When socially distancing and staying and/or working from home began in March 2020, a daily prayer group was formed, meeting via “Zoom.” In addition to reflecting upon God’s Word for the day, this weekday worship opportunity allows for gathering socially, albeit through the use of technology. Customarily, the format follows the “Noonday Office” from *The Book of Common Prayer* along with bible passages and psalter selection from Episcopal Church and Anglican monastic online resources. (On Bible Study mornings, the group gathers later that day for “Evening Prayer.”) Participants take turns preparing and officiating at the services. Biblical themes, church seasons, and saints have been celebrated with art, music, and discussion through the use of shared screens. During the prayers, we include intercessions and thanksgivings for the congregation. We were pleased to host the parish celebration of Ascension Day in May, with Fr. Paulikas offering a reflection. As guidelines for in-person gatherings change, we continue to modify the daily schedule in order to connect with the larger community of All Saints.

Peace+good!
Rob Zappulla

All Saints' Response to Racial and Social Injustice

Over the summer All Saints responded to the issues of racial and social injustice in the society in a variety of ways:

- Members of the congregation offered their own reflections on racial injustice which were published in our newsletter
- We read and discussed in our Sunday forums Kelly Brown Douglas' book "Stand your Ground".
- Some members of the congregation participated in Black Lives Matter Demonstrations
- The Vestry commissioned a committee to develop a statement reflecting All Saints' position on Racial Justice that is now a permanent part of our website.

Next Steps

Our vision is that All Saints' will be a church where people can have hard conversations about race with dignity and love, where everyone has a seat at the table, including youth, where the full diversity of the church is immediately apparent--in the people present, in the images in the church, and in liturgy- where we are seen as being an action-oriented congregation with respect to racial justice and other disparities in the society. Our vision is that every person will be able to see themselves in what we do.

Father Paulikas has appointed Lena Mullings and Carola Walton as co-chairs of a committee, yet to be formed, that will continue to work on implementing this vision.

Respectfully submitted,

Lena Mullings

Carola Walton

Official Racial Justice Statement

Written July 2020

All Saints' is proud to stand as an inclusive community that embraces and celebrates our diversity in response to biblical teaching: *"The Lord God has told us what is right and what He demands: "See that justice is done, let mercy be your first concern, and humbly obey your God - Micah 6:8 (CEV).* We reject hate and injustice in all forms. We are committed to examining the history of the Church, identifying racial inequities, developing inclusive programming, promoting culturally diverse leadership, and creating mentoring opportunities for youth. We provide a safe space that ensures our actions foster racial equality and social justice. We pledge to support organizations that are social justice focused and welcome all voices from our community and beyond to share their lived experiences.

We promote and solidify our anti-racist and social equity platform by educating and challenging our community to work, grow and create through:

- Forums, book/film discussions for adults and youth addressing areas of systemic racism and social inequity (i.e. police brutality, discriminatory practices)
- Participating in social justice events
- A relaunch of the Health Ministry with a focus on racial health disparities
- Recommitting to participation in civic coalitions (e.g. criminal justice reform; Black Lives Matter movement)

We seek to ensure a fair and inclusive future by:

- Examination of racial integration at All Saints' with a commitment to intentionally participate in our cultural activities
- Celebration of exemplary figures by holding up their witness and adding religious icons of color to our space (e.g. Absalom Jones)