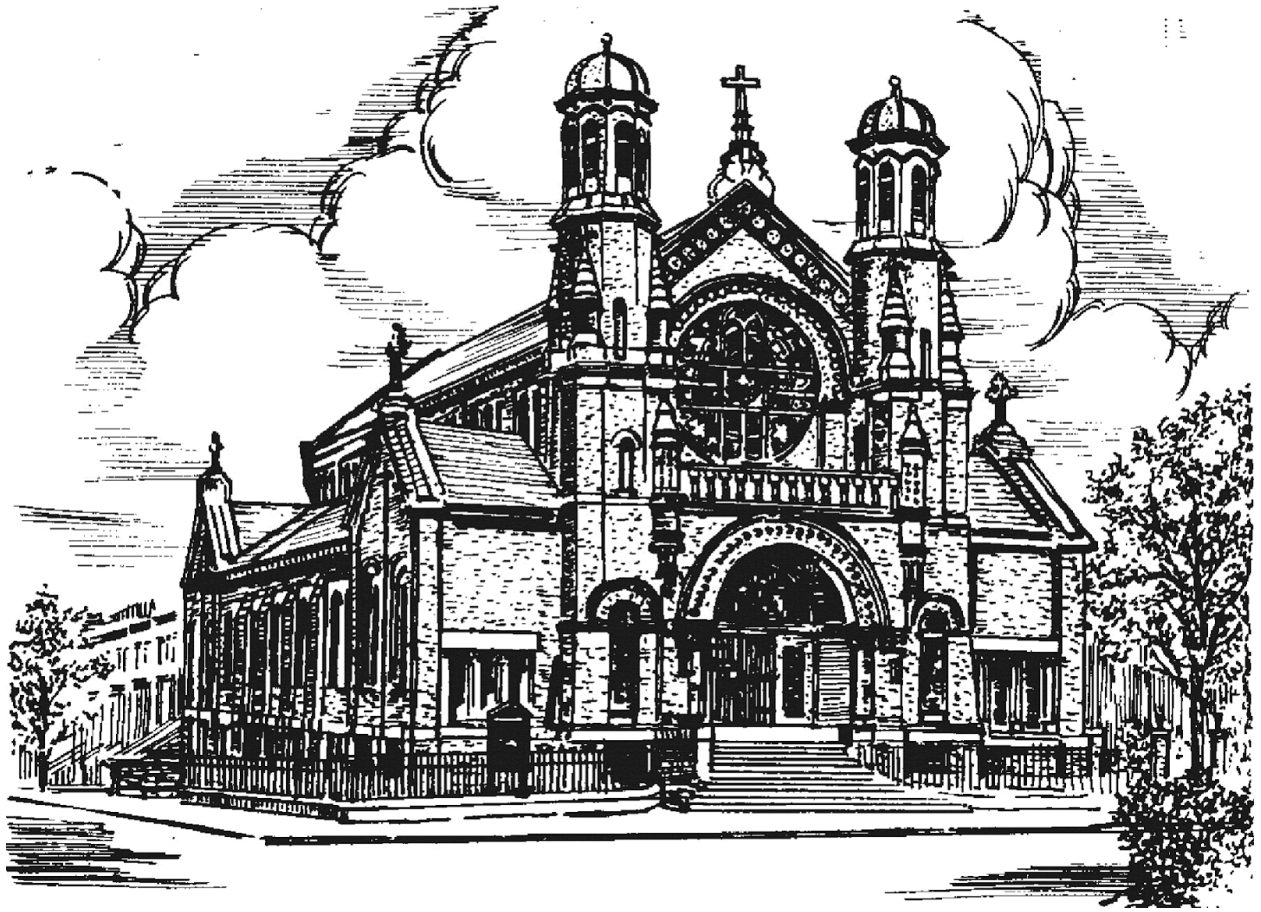


All Saints' Church Annual Report 2025



Annual Meeting
December 7, 2025
11:30 a.m.

Table of Contents

2024 Annual General Meeting Minutes

Rector's Report

Wardens' Report

Associate Rector's Report

Deacon's Report

Stewardship Committee Report

Music Ministry Report

Buildings and Grounds Report

All Saints' Racial Justice Initiative Report

Finance Committee Report

Audit Report for 2024

Women's Prayer Breakfast Report

Altar Guild Report

Kids' Faith Formation Report

Georgian Ministry Report

Hospitality Team Report

Brooklyn Neighbors for Refugees Report

Parish Survey Report

2024 Annual General Meeting Minutes

December 8, 2024

Call to Order and Opening Prayer

The Annual General Meeting was called to order within the church of All Saints' Park Slope, 286-88 7th Ave, Brooklyn, NY at 11:35 A.M. with prayer led by The Rev. Steven Paulikas.

Review of Minutes of 2023 Annual Meeting

The Rev. Paulikas welcomed all present and then asked members of the congregation if everyone had received and reviewed the minutes of the Annual General Meeting of December 2023. J. Skinner moved to accept the Minutes, and C. Escobar seconded.

Presentation of Warden and Nominee Slate:

The Rev. Paulikas noted that J. DeLancy's term had ended and L. Hurley will leave the Vestry to become a Warden, leaving a space to be filled. The Rev. Paulikas introduced B. Trueheart who accepted the position that became vacant. B. Trueheart shared his history with All Saints' Church. Members of the congregation thanked him.

The Rev. Paulikas announced the departure of L. Mullings from the Vestry. Members can attest to her role in the church and were saddened by her departure. She is to be replaced by Noah Ezell. The Rev. Paulikas called Noah to share his history at All Saints' Church. Noah did so and was welcomed by all present.

The Rev. Paulikas shared as to J. DeLancy leaving the seat of Warden and taking up the place of Vestry member. M. McGovern is stepping down, given her busy schedule, but will be present generally.

Warden and Vestry Nominee Slate:

Warden Candidate - Lori Hurley 2 years 1st term.

Vestry Candidates: Devin Robinson 3 years 2nd term, Joy DeLancy 3 years 1st term, Noah Ezell 3 years 1 term, Benjamin Trueheart (1 year unexpected term).

There were no nominations from the floor. Outgoing members of Vestry and the outgoing Warden were verbally recognized until a proper date. Polls were open at 11:44 AM for one hour.

Capitol Project Organ Report:

The Rev. Paulikas shared a detailed update and thanked all who humbly donated to the project. The organ should be ready for our festive celebration.

Rectory Renovation Project:

The Rev. Paulikas shared an in-depth update, stating that Sheryl, who led the renovation project for downstairs, has been instrumental in looking into bids (six bids to date) in order to carry on this work. Noted how housing is done for Rectors and Associates. The Rev. Paulikas walked members through the situation and updates for this essential project. The Rev. Paulikas thanked all, especially those working on the project.

Ministries Report

The Rector's Report was presented according to the details printed in the Annual Report Booklet. The Rev. Paulikas pointed out the kindness in the Georgian exchange church and how grateful we are to David who has been giving so much of his time in the church.

Morning Prayer

The Rev. Paulikas shared how much we appreciate this ministry and outlined what an experience it has been. Thanks to all who have stepped up and led in this ministry.

Presentation of Organ Repair Project and Music Ministry Report

The Rev. Paulikas shared the printed report on behalf of Adam Menninga, choir director, and Ellen Wright, organist, who both had to leave before the meeting.

Wardens' Report

J. DeLancy and Jaye Skinner reported and thanked all members of the Vestry for stepping up as needed. Special Thanks to C. Phillips and V. Turer for all their work. Thanks to the congregation for their continued support in making All Saints' Church what it is today. Message in the printed report reflects the dedication that members of the congregation have and continue to put in to support the operations and future of All Saints' Church. The Rev. Paulikas expressed how grateful he is to have the commitment and dedication of these members of the Vestry. Thanks expressed for the Wardens and members for all they do.

Associate Rector's Report

The Rev. Joseph Cundiff shared stating that the past year has been a busy one. He was asked by the rector to oversee numerous projects. These projects were all listed in the printed report. Fr. Joseph expressed special thanks to a few persons who have really stepped up in areas as necessary and worked hard. The printed report reflected all of these undertakings. Fr. Joseph thanked all for their efforts and encouraged others to feel free to step up as we continue to grow and be faithful in our service to God. The Rev. Paulikas thanked Fr. Joseph.

Deacon Report

Deacon Jennifer reflected bringing Grace and Peace from God. She shared the areas that she presently serves and the work she was sent out to do and will continue to do in ministry and mission for the glory of God and the welfare of God's people. Deacon Jennifer shared details in the printed report and she expressed her gratitude to the entire All Saints' family. The Rev. Paulikas thanked Deacon Jennifer for her role in the ministry of the church.

Stewardship Committee Report

The Stewardship Committee reported on the kickoff for the 2025 Stewardship Campaign, and how meaningful it was to sit with members of All Saints' at the luncheon in the Undercroft and hear the what All Saints' means to individuals and their families. The campaign ran for five weeks under the theme "May the Lord give you increase, you and your children." The Goal for 2025 was set at \$380,000.00. The Rev. Paulikas thanked Veronica Brown, Miranda Dennis, and Michelle McGovern for taking on leadership roles in the Stewardship Campaign.

Music Ministry Report

The Rev. Paulikas stated how much the music ministry has grown and how the organ repair project has been accommodated. Ellen and Adam have worked to make programs liturgically appropriate and meaningful for church services, and music was shifted to piano for worship during organ maintenance. The organ is expected to be ready for Advent. Thanks to Ellen, Adam, and the choir for their music ministry in the church.

Buildings and Grounds Committee Report

J. Kalb, Chair of the Building and Grounds Committee, presented a detailed report of all the work undertaken by the Committee. The Committee consists of Francis Arnold, Trent Skinner, Patrick George, Devin Robinson, and Jennifer Kalb. It was noted that the committee has received continued support from the Parish Administrator, Givens Parr, and her predecessor Katherine Slingluff, as well as Father Joseph Joseph. There were several activities including roof drainage issues and flooding, walk through for rectory renovation project, support for organ renovation project, Sanctuary slate roof maintenance and repair. A team led by D. Robinson organizes the annual decorating of the church for Christmas. Any person interested in the work of the Buildings and Grounds Committee can contact J. Kalb. The Rev. Paulikas thanked all members of the Committee for all they do in the upkeep of our church and said how much he appreciates their service.

Racial Justice Initiative Report

Carola Walton and Lena Mullings presented their report. They looked back on a busy year for the RJI. Introduction of diversity into the visual imagery of All Saints' continued. Valarie Turer designed and fabricated the wonderful *Holy, Holy, Holy* banner, which is displayed in the church. Father Joseph showcased the Icon of Korean Christ. Other Icons displayed include that of Barbara Harris, first woman and African American bishop in the United States, and Martin de Porres, the Roman

Catholic saint of mixed race people. We participated in a bi-lingual Eucharist with our sister parish, San Andres (based in Sunset Park). Fr. Joseph led a trip to the Metropolitan Museum exhibition, "The Harlem Renaissance and Transatlantic Modernism." Notes were provided by V. Turer, and G. Walton gave a lecture. The RJI visited the church founded by Absalom Jones, and Deacon Jennifer co-facilitated an educational workshop on women and cancer. L. Mullings and T. Marcellin were also involved in working on this topic. An oral history project was headed by M. Nadal. The group is researching the founders of All Saints' and their complicity in slavery. There were several other activities, all of which were detailed in the printed report. There was a time for sharing from the congregation. The Rev. Paulikas shared and thanked everyone who has been working for the Racial Justice Initiative.

Finance Committee Report

The Finance Committee made a presentation regarding the finances of our church. Financial details were printed in the Annual Report, noting categories of income and expense. Chris Phillips, with the help of our Parish Administrator Givens Parr, submitted a clear picture of our financial status. The Rev. Paulikas shared, and C. Escobar shared, after which The Rev. Paulikas responded and thanked both C. Phillips and G. Parr for their time in preparing the report.

Audit Report for 2023

A printed report was submitted by the Audit Committee. First the Committee extended a special thanks to Katherine Slingluff who worked to make sure that they had access to all documents needed to complete the audit. Thanks also to Vestry members. The committee confirmed all important documents and spot-checked that financial statements matched documents included in the printed report. Audit team members for 2024 were Juanita DeLancy, Trent Skinner, and Andrea Robinson. The Rev. Paulikas spoke about the importance of this Committee's work. Thanks to all three members, J. DeLancy, T. Skinner, and A. Robinson.

Women's Prayer Breakfast Annual Report 2024

V. Brown shared the work of this established ministry at All Saints' Church and its commitment to reaching out to the wider community. Learning from teachings in the Bible, praying for each other, and giving praise to God for all his wonderful blessings and answered prayers. Explanation of how things are done monthly as the Holy Spirit leads. September of 2024 was the 21st anniversary of this ministry and on September 28, 2024 celebrating with us was Reverend Sharon Downer. Her sermon was titled, "Christian Women Seizing the Moment." V. Brown pointed to other areas of ministry and work that the group has revitalized. She gave thanks to God for growth and support in the ministry attendance and leadership. All are welcome to join. The printed report was submitted by Veronica Browne, Joy DeLancy, Ann Dengler, Dr. Lena Mullings, and Deacon Jennifer VanCooten. The Rev. Paulakis expressed what a blessing it is to our church having this form of community gathering and support. Thanks to all who continue to carry on.

Brooklyn Neighbors for Refugees Report

Fr. Joseph shared that since he joined All Saints', he was asked to lead The Brooklyn Neighbors for Refugees. Fr. Joseph started with the recognition of volunteers to initiate a second resettlement. Presently, this group is in the middle of the training process. Once all necessary requirements are completed, the work will begin. With your support, we can again resettle a family of refugees. Details are in the printed report. The Rev. Paulikas made additional comments and thanked Fr. Joseph for his leadership.

Altar Guild Report:

Marva Griffith, Senior Chair of the Altar Guild Committee, reported that the Altar Guild is a group of men and women who serve God by preparing for worship, giving time and talents. This work goes on behind the scenes. The Altar Guild starts every Friday to prepare the Altar for Sunday worship. The Altar Guild carries on a wide range of responsibilities. We are pleased to have those who have stepped up to this work, but there is room for many others so no one gets burnt out. A. Leslie, a member of Altar Guild, shared. The Rev. Paulikas thanked members for all their work especially during special seasons and occasions in our church.

Sunday School Report:

Fr. Joseph shared a printed report regarding the success of the kids' faith formation ministry. Attendance numbers are increasing, and families are recognizing how valuable this ministry is in the Parish life and to their faith. There were many memorable moments this year, and the kids certainly look forward to the next step. Thanks to the Truehearts who continue to serve with great leadership. Fr. Joseph began spending the first Sunday of each month with kids downstairs in their space at the start of autumn. Fr. Joseph expressed that he truly believes it takes a village to do this work, and he gives thanks to all volunteer teachers giving their time to be with the kids. The Rev. Paulikas pointed out the many blessings received in this church with our youth's participation and that we must continue to support our children and prepare them as they move forward. Thanks to our Sunday School Team.

2024 Activities Report for The Georgian Ministry

The mission and purpose of the ministry were reported. Key activities and events were noted. Impact and achievement were listed and the challenges were shared. Thanks to All Saints' Church for their generous support. The ministry leaders look forward to the future plans as presented. The Rev. Paulikas shared how much he appreciated the wonderful relationship with our Georgian brothers and sisters in this congregation. Thanks to David for his leadership and participation at all times as well as all those who work with him.

Healing Prayer Report

The Healing Prayer report was submitted by J. DeLancy, S. Smith, S.Gaines, and M. Griffith who shared that they have just restarted this ministry for 2025 after the long pandemic pause. As mentioned in the report, they expressed that they are not healers but are in full support if there is need for a comforting word of prayer or consolation. Presently, they are looking for a few extra hands. The team does not discriminate. All are welcome. The Rev. Paulikas shared and expressed thanks to the team.

Hospitality Report

L. Mullings relayed how hospitality activities ran prior to the pandemic. Having the opportunity to observe the congregation grow and recognizing members' various needs, the leadership introduced Coffee Hour Express. Following the resumption of in-person worship, only Coffee Hour Express survived. Parishioners were encouraged to stop at Coffee Hour Express each week before heading out the door. The Rev. Paulikas stated how grateful he is to those who continue to step up to the weekly call; he thanked them for all their effort.

Closing of Polls

At 1:21 PM, The Rev. Paulikas closed the polls with one vote from the Clerk of the Vestry. The new slate was congratulated. Dr. Lena Mullings thanked The Rev. Paulikas.

The Doxology was sung by all and the meeting was adjourned.

Yours Respectfully,
Althea Leslie
Clerk of the Vestry

Rector's Report

The past twelve months at All Saints' Church have been a period of building—in both the literal and the spiritual senses. We give thanks to God for continuing to build this house for all God's people and look forward to the future with confidence and hope, even in a time of profound change around us.

The lovely three-story brownstone located at 463 7th Street has served as the home to the rectors of All Saints' since the church purchased it in 1928. Having lived there for over 14 years, I can attest to what a blessing the rectory is and what a privilege it is to call it home. At the same time, the rectory is a strategic asset of the church handed down to us by previous generations, and like all such assets, it must be maintained for the future. In the past few years, Jesse and I had become concerned about the state of the rectory. The third floor living area was of particular concern. The only full bathroom in the rectory is on the third floor. The bathroom was commodious, yet inconvenient and uncomfortable. The room was not insulated, meaning that on cold winter mornings we often could see our own breath as we got ready. The fixtures were old and leaky, and degradation of the century-old plumbing meant that the sink and shower never drained properly. The radiators on the top floor worked so poorly that space heaters were necessary in the winter, and poor air circulation made the rooms unbearably hot in the summer such that a/c window units on full blast still left the bedrooms sweltering. None of this was helped by the outdated and broken windows around the house.

Strategically, our concern was that, even if Jesse and I could weather these inconveniences, the church would most likely want to present a more comfortable space to a future rector. Of particular concern was the issue of the one full bathroom. The rectory has been occupied by either a single man or a couple for at least 60 years; if All Saints' were to call a rector with a larger family, the issue of a having only one bathroom could easily sway a future rector's decision about whether to accept a call here. Moreover, calling a new rector while managing an extensive home renovation would be an overwhelming task for a future Vestry. So in January 2024, I asked the Vestry to begin studying the condition of the rectory and exploring options. They agreed that major renovations were in the best interest of the church. In the spring of 2024, the Vestry hired an architect, who created plans for renovating both the third floor and the first floor kitchen, laundry room, and WC. Unfortunately, the estimated cost of renovating both floors was far beyond our budget, so we made the decision to focus on the third floor and have minor work done elsewhere. Demolition began in March 2025, at which time Jesse and I moved out of the rectory and began living in sublet apartments in Bedford-Stuyvesant. We moved back into the rectory on November 30, although the project is not complete.

The Vestry appointed a committee to oversee the project, and the Stewardship Committee began work on the Rectory Renovation Campaign to fund the work. To date, we have received over \$193,000 in contributions for the project, which is estimated to have a final cost of around \$320,000.

The remainder of the project has been financed by the church's existing accounts. I am profoundly grateful for the tremendous outpouring of generosity for this campaign and for the work of the renovation committee. While the work accomplished will not impact the experience of the vast majority of parishioners, I believe this project is a wise and necessary investment in the future of our parish, making All Saints' a highly attractive call for any priest and their family and restoring pride in one of the church's most important physical assets.

If I'm reporting at length about the rectory renovation project, it's because it has occupied the lion's share of my attention this year—and dominated my own life as I juggled moves, finding sublets, communicating with the contractor, architect, committee, Vestry, and wider congregation, and assisting the Stewardship Committee in a major capital campaign. It's been no small amount of effort. But I hope that the congregation has nonetheless not seen any change in the quality and quantity of our spiritual programming. There have been many significant highlights, especially in expanded Sunday evening liturgies. This year for the Feast of the Presentation, we introduced a very well-attended Candlemas liturgy followed by a poetry reading. We reintroduced a Blessing of the Animals for the transferred Feast of St. Francis on October 5, hosting a dog and a cat shelter and welcoming over 100 attendees. Our All Souls Evensong—the first of its kind at the church—was a fitting solemn commemoration of the faithful departed. This was all in addition to the monthly Eucharists of the Georgian Episcopal Mission, which continues to grow. During Bishop Wolf's episcopal visitation on March 2, the Church received numerous members of the Georgian community. This fall, our monthly Sound Bath Evensong has been followed by a new centering prayer and meditation program. These liturgies are allowing All Saints' to minister to an ever-wider audience of people who would otherwise not have considered coming to church, which is the core of our mission of evangelism.

This summer, we conducted our first-ever summer survey of the congregation. We received over 50 responses to crucial questions about liturgy, communications, and parish engagement. The data received from this survey has been invaluable in understanding the mind and desires of our parishioners. Vestry member Chris Escobar compiled the data and presented it to the Vestry and at Sunday Forum in the fall, and the feedback we have received has already shaped decision making about stewardship, youth programming, and Sunday evening programming. We plan to conduct another survey in the spring of 2026 and to make this an annual tool of self-reflection for the congregation.

The staff, lay leadership, and volunteers of All Saints' are second to none. I would be remiss especially this year were I not to celebrate the accomplishments of our incredibly talented staff. In Fr. Joseph Cundiff, we have a dedicated associate rector who is the first point of contact with newcomers and is shepherding our youth, among countless other ministries. Givens Parr, our parish administrator, is a bright light who has embraced her ministry with unparalleled competence and gusto. Deacon Jennifer Webster is a beating heart of our common life who, in the true spirit of the diaconate, never fails to reach out to the sick and homebound. In September we welcomed Nick

Gordon as our seminarian; Nick has already become a beloved part of this parish family. These women and men of God are fully dedicated to the mission of All Saints' Church and make it all come alive. I am blessed to call them companions.

If I were to write about all the ways I have seen the Holy Spirit at work at All Saints' this past year, I would need to write a book. It remains my profound joy to be the rector of this church. I will celebrate 15 years as your rector this coming June. It is difficult to express my gratitude to God and to you for the privilege of being able to lead this life of prayer, mutual concern, and building up of Christ's holy Church. May God continue to bless All Saints' Church.

Respectfully submitted,
The Rev. Steven D. Paulikas
Rector

Wardens' Report

All Saints' Church had a productive year in 2025 as the Vestry proceeded to do its work overseeing church finances and planning for the future. We continue to give praise and thanks for the work that is being done and firmly place our trust in God as we look ahead to 2026.

Noah Ezell and Benjamin Trueheart were welcomed as new members to the Vestry at the onset of 2025. Noah is serving a first full three-year term. Benjamin has served on the Vestry for all of 2025, filling a one-year vacancy created by the election of a warden from the vestry membership. We are grateful for Benjamin's service as he leaves the Vestry this year, most especially his focus on youth engagement and education.

Much of the wardens' work this year was focused on the Rectory Renovation Project. Our ad hoc project committee, comprised of previous warden Joy De Lancy, Treasurer Chris Phillips, Jaye Skinner and Lori Hurley, facilitated an educational presentation at a Sunday Forum in February to the All Saints' congregation. We joined the Stewardship Committee in a subsequent presentation to church members at the onset of the Rectory Renovation fundraising campaign. Our ad hoc committee continued to meet and make multiple site visits to the construction site to monitor progress and address challenges.

We are thankful to serve in the capacity of wardens and look forward to further growth in a multitude of ways this coming year.

Respectfully submitted,
Lori Hurley and Jaye Skinner

Associate Rector's Report

From the Desk of the Associate Rector:

As we begin a new year and Advent opens, I am glad to report on the work I have been privileged to do this past year here at All Saints'. At the direction of the rector, I oversee kids and youth faith formation, 20s and 30s fellowship, Sunday worship lay ministries, Seekers and Returners, the welcoming and connecting of newcomers, the Racial Justice Initiative, and other duties as requested.

I have the joy of meeting most newcomers that connect with All Saints', having coffee chats with neighbors from around the corner and from around the world. The location of our parish and the life of this city offer us plenty of avenues to witness to the world, and the rector and I continue to imagine ways to invite, welcome, and connect all into our parish life. With the rector, I share in the responsibilities of our parish's sacramental life, regularly celebrating the Mass, guiding individuals and families through baptism, and presiding over funerals in addition to pastoral meetings and visits.

The 20s and 30s contingent of the congregation remains a solid portion of the parish and is mostly served through the welcoming of newcomers and the Seekers and Returners program. With two runs in 2024 and fewer interested newcomers in 2025, S&R took a break the past 12 months and will return soon to prepare persons for baptisms and confirmations and receptions.

Kids and youth formation continues to grow and play a vital part in the life of the church. The Truehearts completed several years of leading the kids Sunday school faith formation program, and Anna Dengler has joyfully and wonderfully stepped up to organize our faith formation time for kids each Sunday morning. Using StoryMakers, the kids are learning about and acting out the story of Joshua. I believe one mark of a healthy congregation with growing Christians is intergenerational relationships, and faith formation for kids offers a great opportunity for this. This year, with the leadership and encouragement of Anna, adults who don't have kids in the Sunday School have been volunteering their time and talents to lead faith formation time.

Our youth program, "Saints & Apostles," has grown tremendously. With more than 15 attending each month, some kids wish the youth gatherings happened every week. We continue our partnership with Holy Apostles, and I am working with their new ministry associate for youth, Allie Seynard. Our intern Nick Gordon also comes to the gatherings to learn about youth ministry.

All Saints' also maintains connections with our college-aged students by sending care packages each semester. Under the leadership of Tamika Marcellin and Doria Lavagnino, and with your generous contributions and support, we send our young adults snacks and love.

Sunday worship lay ministries are stable and sustaining the church with the generous gifts of time and talents. These roles include greeters and ushers, livestream operator, lay Eucharistic ministers, the Altar Guild, lectors, and acolytes. Coffee time in particular is handled by the faithful regulars of Andrea Robinson, Donna Lee, and Jennifer Kalb. With consistent and gracious service, all these leaders help make every Sunday morning warm and welcoming.

The Racial Justice Initiative continues the work of integrating racial justice into every aspect of our common life, from a growing icon collection to the annual racial justice pilgrimage. A separate report on the activities of the RJI is included in the Annual Report.

Outside of the parish, I am glad to serve the wider church in a few different capacities. By appointment of Bishop Provenzano and with your supporting prayers, I continue to serve on the Diocese's Commission on Ministry, discerning vocations with aspirants and postulants discerning holy orders. Additionally, I serve as convener of The Episcopal Church's Korean Convocation and also as convener of the Diocese of Long Island's Episcopal Asiamerican Ministries convocation.

I wonder what God has in store for us here at All Saints' and I look forward to loving God and neighbors alongside you all in the year to come.

Yours in Christ,
The Rev. Joseph Cundiff

Deacon's Report

Giving thanks to God for the experiences of this year serving here at All Saints', at Parishes around the Diocese, and at Community events. It gives me great joy to reflect and share.

Serving each week at worship is a unique experience! In addition I give thanks to God for the Church's Planning Committee for offering creative ways to learn and grow spiritually, through Bible Studies, Sunday Forums and activities that prepare us for the liturgical seasons. Pastoral care is an ongoing ministry. I also serve with the Racial Justice Committee and the All Saints Women's Prayer Breakfast Group. At Bishop Wolf's Visitation in March I felt pleased to serve as deacon, and to sponsor Donna, Georgi, and Milga for Reception. In September I had the honor to serve for the first time with The Georgian Ministry at Evensong.

Events within the Diocese included attendance at the Absalom Jones Service. I was Deacon at the Table; the Juneteenth Celebration Service and distribution of Barbara Harris Scholarships to graduating high school seniors; I served with Bishop Franklin at The Church of the Holy Spirit in

September; and I attended the annual Episcopal Ministries of Long Island Celebration of Ministry Event in October, accompanied by Marva Griffith.

Community events allowed me to engage with diverse gatherings of people. During Women's History Month in March, New Zion Women's History Project invited me to be a panelist at their Annual Program and Luncheon. This was held at Bishop Walker Guest House in Garden City. St. Alban's Women's Health Day is an event that I've been attending annually over the past few years. The Girls Friendly Society (GFS) hosted its National Conference in the Diocese of New York this year. I was present at the closing Service at The Cathedral of St. John the Divine. GFS is an Anglican Organization that I've been part of since childhood. As part of my dedication to health care disparities, I continue to affiliate with New York Presbyterian/Brooklyn Methodist Hospital at breast cancer events.

Counting the blessings of the past year, I simply look forward to continuing God's Mission in this Ministry with you. I wish you all a "wonder-full" Christmas and holiday season, and prayers for God's fulfillment of your heart's desires as time moves on.

Respectfully submitted,
Deacon Jennifer VW

Stewardship Report

The 2026 All Saints' Stewardship Campaign kicked off on Sunday October 26, 2025 with testimonials, a dedicated Sunday Forum, and our Stewardship Luncheon, which was held in the Undercroft. Attending Parishioners enjoyed the food, fellowship and incredible curries!

The luncheon was preceded by a meaningful sermon by Father Paulikas and a Stewardship Talk by the co-chair Michelle McGovern. This year the campaign runs for 4 weeks.

This year's theme is taken from Philippians: "I am confident of this, that the one who began a good work among you will bring it to completion." Parishioners have been reminded that their pledges fund almost 67% of all the ministry of All Saints' Church, and that their pledges have a direct impact on the church. Pledges fund our children's and youth ministry, our music program, the feasts we enjoy throughout the year, and outreach to newcomers, including our Georgian ministry.

We have a 2026 stewardship goal of \$360,000. As of December 1, 2025 we have received \$235,809, with 75 pledges. For the 2025 campaign, the goal was \$380,000.00. We received pledge commitments for \$351,115 from 105 pledges, falling short of goal.

Respectfully Submitted,
Veronica Browne, Miranda Dennis, and Michelle McGovern

Music Ministry Report

The Music Department at All Saints' Church consists of Organist Ellen Wright and Choir Director Adam Menninga. Through the selection of meaningful and liturgically appropriate music for church services, the Music Department strives to center music as a vital element of worship at All Saints'. Working together, the Department selects hymns and service music for congregational singing. In addition, Ellen selects organ preludes and postludes, and Adam selects choir anthems for church services. The Department also helps plan and select music for several evening services throughout the year, including Lessons and Carols and various Evensong services. The recently restored organ is now functioning with increased capabilities. The all volunteer choir is now at its highest membership since Adam began as director in 2014. Through all this, the Music Department continues to strive to foster enriching worship through music for all who choose All Saints'.

Buildings and Grounds Committee Report

The Buildings and Grounds Committee stewards and supports the care of the All Saints' property and facilities, including repair and maintenance and major projects, as well as some seasonal activities, such as Christmas decoration. The committee currently includes Francis Arnold, Trent Skinner, Patrick George, Devin Robinson, and Jennifer Kalb, with additional volunteers supporting activities from time to time. Building related functions also receive support from our Parish Administrator, Givens Parr, as well as Father Joseph.

2025 activities involving the Committee included the following:

Roof Drainage Issues and Flooding – The Church continues to be challenged by drainage issues on its aging flat roofs, which have, in previous years, caused leakages and flooding. We have had several contractors evaluate the drainage system and believe that, while the roofs themselves are in acceptable shape, drain blockages caused by difficult access for maintenance has made the flooding damage from large storms worse. Early this year, we contracted with an Ironworker to add ladders to provide easier access to the parish house roofs. This enables more frequent cleaning of the roof drains and roof maintenance checks and repairs above the office and gym areas. We also contracted with plumbers to clear two drain lines that had been clogged with roof debris.

Slate Roof Maintenance – This fall, the Committee formed a new service partnership with a roofer for annual maintenance and repairs of the Sanctuary Slate Roof. As part of their maintenance work this fall, the roofer also replaced a leader line by the church entrance as well as the line closest to the Rectory.

Sunday School Floor – The Committee worked with a contractor to conduct a probe in the Sunday School room where the floor was warping and sinking. The contractor determined that an instance of flooding, which occurred after the floor's installation, had caused the supporting wood structure

under the floor surface to rot. We are negotiating terms for repair of the downstairs floor and are taking measures for prevention of future water damage.

Rectory Renovation Project – Committee members have participated in several walkthroughs of the rectory, including with the architect, in connection with renovation plans. Members continue to consult on the renovation plans as needed.

Christmas Decoration – A team led by Devin Robinson organizes the decking of the church for Christmas each year. If you are interested in helping put up our trees, hang wreaths, or set up candelabras and candles this year, please contact the Church Office (office@allsaintsparkslope.org) or Committee members.

Cleaning and Maintenance – The Committee oversees building inspections, minor repairs, gardening, and cleanouts and supervises contractors working on the building. We thank Desiree Cassese, who manages the regular outdoor and indoor cleaning of our building in her capacity as Sexton. All Saints' also utilizes the services of Ronnie Bair for handyman work around the building.

Funding -- Our Building Fund, which is a restricted fund used for Capital Improvements, has increased with donor support this year, after being largely depleted by projects in 2019-2024. We encourage additional donations to the Building Fund so that major repairs and updates to our aging buildings can be undertaken as needed.

Volunteering -- If you are interested in participating in the work of the Buildings and Grounds Committee or have any concerns or ideas relating to our building, please contact the Church Office (office@allsaintsparkslope.org). We are eager to recruit more participants to this important work.

Respectfully,

Jennifer Kalb, Trent Skinner, Patrick George, Francis Arnold, Devin Robinson, and Givens Parr

Racial Justice Initiative Report

Our commitment to add to the visuals in our church to better reflect our diversity:

There is a new banner in the chapel, inspired by the Annunciation verse in St. Luke's Gospel. The banner uses fabric Lena Mullings brought from South Africa and the image of a dove descending. The image is taken from our stained glass window of St. Theresa of Avila. Thank you, Valerie Turer!

Our commitment to education on racial justice issues:

In July we made our 3rd annual Racial Justice Pilgrimage, this year to Baltimore, MD. In the morning we visited the Maryland Museum of History and Culture, where we had an informative guided gallery tour about the history of Baltimore pre-Civil War and the part played by African Americans. Our group was especially interested in an exhibition by St. James Episcopal Church, the first church for people of African descent to be founded below the Mason-Dixon line. In the afternoon we were

given a bus tour of Pennsylvania Avenue, a historically black neighborhood, ending up at the Billie Holiday monument.

In the fall, the RJI held its second Lime, Literature, and Libations churchwide book discussion in Kathy Ferrara's garden. There was a good discussion of the three books chosen.

Also in the fall, the RJI sponsored a forum led by Juana Cortes de Torres. An immigration rights attorney, Juana has recently become director of the new Immigrant Legal Rights Project of Rural Migration Ministry (RMM). She spoke about ongoing litigation and what we can expect in the future as efforts continue to deport migrants.

In November, the RJI sponsored a trip to Manhattan to see The Odets Project, a play put on by Act Out, a group that includes formerly incarcerated men. It was especially interesting and moving to hear them talk in the discussion afterwards about the theater and how it has changed them.

Finally, the RJI has discovered a new and valuable resource in the Center for Brooklyn History, which holds an ongoing series of speakers on Brooklyn history and racial justice issues. Members of the RJI have attended several panel discussions, one on immigration and one on the history of stigma and racism in our mental health system.

Our commitment to taking action:

All Saints' is part of several coalitions that seek to change the justice system. Following up on this, one of our members joined 40 other members of the Treatment Court Expansion Act Coalition on a bus trip to Albany to educate lawmakers about pending legislation to establish statewide access to supervised mental health treatment in lieu of incarceration for non-violent offenders with behavioral health disorders.

Some members of the congregation participated during the year in peaceful demonstrations raising awareness regarding immigration policies.

For the future:

We are planning a forum on black hymns for Black History Month and a few smaller trips in the spring. And we have already started talking about a destination for the summer Pilgrimage.

Respectfully submitted,

Lena Mullings, Co-Chair
Carola Walton, Co-Chair

Finance Committee Report

The Finance Committee comprises Valerie Turer, Miranda Dennis, Burton Frierson, Richard McPherson, Chris Phillips, and Fr. Steven Paulikas.

As of November 30, 2025, the assets of the parish are as follows:

Endowment Fund	\$433,048.12
Investment Fund	\$31,816.48
Operating Fund	\$77,522.01
Building Fund	\$62,195.41
Rector's Discretionary Fund	\$8,913.20
Money Market Fund	\$42,210.70
Total Assets	\$655,705.92

Income & Expenses of the parish from January 1, 2025 through November 30, 2025 are as follows

Operating Income

Unrestricted Income	\$422,335 (of which \$305,403 is Pledge)
Restricted Income	62,611
Total operating income	\$484,946

Operating Expenses

Parish Staff	\$340,017
Property Expenses	87,605
Parish Life	36,929
External Giving	30,141
Miscellaneous	3,836
Total Operating Expenses	\$498,528

Net Operating Income/Expenses	(\$13,582)
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Results for Other Income/Expenses:

Priest Discretionary Income	\$550
Afghan Refugee Sponsor Incom	0
Building Fund Income	56,001
Merrill Lynch (A) Endow int/div	12,937
Merrill Lynch (B) Invest int/div	3,180
Merrill Lynch (A) Unrealized Cap Gain	14,494
Merrill Lynch (B) Unrealized Cap Gain	3,294
Pipe Organ Renovation Income	0
Rectory Renovation Income	119,212
Total Other Income	\$209,668
Discretionary Fund Giving	\$1,905
Afghan Expense	246
Building Fund Expenses	4,978
Renovation 2019 Expense	1,487
Investment fees: ML A & B	4,341
Rectory Renovation Expenses	285,152
Pipe Organ Renovation Expenses	9,675
Total Other Expenses	\$307,785
Net Other Income/Expense	(\$98,117)
Net Income/Expense from all Operations	(\$111,699)

Respectfully submitted,
Chris Phillips, Treasurer, and Givens Parr, Parish Administrator

Audit Report for 2024

The audit of the church finances for fiscal year 2024 was completed on August 9th, 2025. Thanks to Givens Parr and Valerie Turer, who 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.

We confirmed the presence of important documents and spot-checked that financial statements matched documentation. A sample of confirmed documents includes:

- End-of-year statements
- Insurance paperwork
- Senior Center Lease
- Vestry minutes
- Audit guidelines
- Previous audit
- Weekly deposit slips
- Giving statements and deposits
- Profit and Loss
- Tax forms
- Reflections on last year's audit:
- No recommendations were listed last year.

Respectfully submitted,
Audit Team: Juanita Delancy, Trent Skinner, and Andrea Robinson

Women's Prayer Breakfast Annual Report

The All Saints' Women's Prayer Breakfast Group, commonly referred to as Women's Prayer Breakfast (WPB), completed a dynamic and impactful year in 2025, successfully fulfilling its commitment to fostering spiritual growth and deep fellowship. The year was marked by periods of focused Bible study, crucial community planning, and the launch of a vital new thematic series dedicated to mutual support. This ministry continues to be a cornerstone for seeking deeper faith and connection.

Program Highlights: January - June – "Christian Women Seizing the Moment"

The first half of the calendar year focused on the theme, "Christian Women Seizing the Moment." This theme encouraged participants to actively embrace their faith and influence in their daily lives.

We engaged in foundational spiritual practice, learning, and planning, ensuring our community remained rooted in scripture and ready for the year ahead. Our monthly gatherings provided spaces for both serious reflection and joyful connection.

Key Activities and Speakers:

- Deep Bible Study: Dedicated sessions fostered open discussion and deeper scriptural understanding.
- Interactive Learning: Engaging Bible Trivia games, expertly led by Anna Dengler, provided a fun way to test and expand Biblical knowledge.
- Spiritual Practice: Sessions led by Deacon Jennifer Webster focused on leading discussions and exercises around gratitude, helping participants focus on thankfulness and mindfulness.
- The Book of Ruth: Miranda Dennis presented on "The Book of Ruth: Seizing the Moment to Create Community," highlighting themes of loyalty, courage, and building relationships based on faith.
- Spirituality and Mental Health: Brittany Roswell offered an insightful session exploring the intersection of spirituality and mental health, focusing on how grace and resiliency support us in the face of stress, grief, and adversity.
- Planning and Feedback: Our mid-year program review gathered essential feedback for shaping the future calendar and priorities.

Fall Theme Launch: "Women Encouraging Each Other"

The highlight of our program year was the successful launch of our new thematic series: "Women Encouraging Each Other: Themed Reflections for Traumatic Times." This series was designed to equip our community with spiritual resilience and practical tools for mutual support.

- Dcn. Jennifer Webster led a significant session, offering Themed Reflections for Traumatic Times. This essential discussion provided compassionate and scripture-based guidance for navigating life's challenges, reinforcing our belief that in Christ, we find the strength and community needed to support one another through all seasons.
- Dr. Cheryl Tugman, a dedicated healthcare professional, presented on "Caring for those who care for others." This topic addressed the vital need for self-care and support for women in caregiving roles, ensuring they remain spiritually and emotionally resilient while serving others.

We are profoundly grateful for the dedication and participation of everyone who contributed their time, presence, and input to the success of the 2025 program year. We will carry the momentum of mutual encouragement into 2026, continuing to expand our opportunities for service, learning, and prayer. All are invited and welcome to join these free-to-attend gatherings, which take place at 10:30am on the last Saturday of each month.

Respectfully submitted by: Veronica Browne, Anna Dengler, Joy De Lancy, Dr. Lena Mullings, and Deacon Jennifer Webster

Altar Guild Report

The Altar Guild ministry is a group of men and women who serve God by preparing and tending where Episcopalians worship. The work they do together is an offering of time and many talents and is a ministry of love undertaken in the name of Christ.

Altar Guild work goes on behind the scenes. The work often goes unnoticed; in normal circumstances, worshipers don't pay attention to the particulars of the scene in front of them as long as it is familiar. As you enter the church on Sunday mornings, the altar is already beautifully adorned for the worship service. Our team starts every Friday to prepare the Altar for the Sunday worship.

The Altar Guild shoulders a wide range of responsibilities such as ordering and purchasing linens, candles, wine, wafers, and flowers and laundering the linens and cleaning up after the services.

At present we are blessed with 9 members of the Altar Guild, 7 women and 2 men, and there is room for others. We would love to have you serve with us.

Respectfully submitted,
Denise Robinson-Arnold and Althea Leslie

Kids' Faith Formation Report

From the Desk of the Associate Rector:

One of the most joyful parts of my ministry is serving our kids and youth programs, an area of our parish life that is so important and cherished yet not so easily seen. I am glad to report an eventful year that has been for our kids and youth programming.

This year, Ben and Michelle Trueheart completed several years of service leading and organizing the faith formation program, and Anna Dengler and Andrea Robinson answered God's call to organize the curriculum and adult volunteers. Faith formation for our kids continues to focus on the StoryMakers curriculum, a series of activity books that focus on allowing the kids to imagine themselves in God's story by acting out some of the main stories in the Bible. By engaging kids physically and emotionally, we try to equip the kids with the ability to see themselves in God's story today.

I continue to spend one Sunday a month downstairs with the kids to assist the adults and to help build the connection between the kids and the rest of the congregation. I believe this relationship is essential to any healthy congregation and it is growing at All Saints'. With her encouragement and

organization, Anna has been able to recruit lots of adults who don't have kids in the Sunday School program to spend a Sunday downstairs with the kids during faith formation.

Our youth involvement has also grown in many ways this past year. Penny, Dylan, and Gabbie regularly serve as acolytes on Sunday mornings, and occasionally Kylie joins too. Penny and Dylan also represented All Saints' by attending the annual Diocesan Convention. They gathered with youth from across the Diocese a month prior to the Diocesan Convention to draft and submit resolutions for the Diocese to vote on. At convention, they presented the resolutions before the entire convention. They witnessed the business of the wider church handled at Diocesan Convention and they even got to experience the banquet. Many thanks to their moms, Dorena and Michelle, for taking time out of their lives and being with Dylan and Penny for the Friday and Saturday of the convention. Lastly, the "Saints & Apostles" youth program in partnership with Holy Apostles (Windsor Terrace) has grown to more than 15 youth at our gatherings, a monthly gathering that the youth and their families look forward to.

With so much energy around the life of our kids, youth, and families, I hope you are as excited as I am to look forward to all that God has in store for this part of the life of our parish.

Yours in Christ,
The Rev. Joseph Cundiff

Georgian Ministry Report

The Georgian Ministry, established in 2023 as a new ethnic ministry in our diocese, serves a growing community of Georgian-speaking migrants who have found a spiritual home at All Saints'. Through worship in their native language, pastoral care, and cultural fellowship, the ministry provides a vital connection to faith and community for those navigating life far from home.

Georgian Language Liturgy

The Georgian language liturgy was offered nine times this year on the last Sunday of each month, with breaks during the summer and Christmas seasons. These services remain a cornerstone of worship and community life for Georgian speakers at All Saints', providing a space where language, tradition, and Anglican spirituality meet.

Catechesis and Formation

Six individuals completed catechesis and were received into the Episcopal Church in 2025. Sessions covered Scripture, the sacraments, Episcopal identity, and Christian ethics. These receptions marked an important milestone in the ministry's life and in the spiritual journeys of these new Episcopalians.

Lenten Evening Prayers

Weekly Georgian evening prayer was offered throughout Lent. These gatherings provided a simple, contemplative rhythm of prayer and reflection during the season, drawing participants into the discipline and beauty of the liturgical calendar.

Community Events

The ministry hosted several gatherings throughout the year that strengthened bonds within the Georgian community:

- **Monthly Georgian community meetings** continued with regular participation
- **Georgian Eucharist with Khinkali fellowship** (January) combined worship with traditional Georgian hospitality
- **Summer picnic and beach day** brought community members together for recreation and connection
- **Third annual Georgian Independence Day celebration** (May) honored cultural heritage and national identity
- **Second Pre-Thanksgiving gathering** offered fellowship and gratitude for those far from home during the American holiday season

Educational and Cultural Programs

Educational work in 2025 focused on translation and liturgical adaptation. Several Episcopal hymns were translated into Georgian, and traditional Georgian polyphonic chants were adapted for use in worship at All Saints'. This work preserves the Georgian musical tradition while integrating it into Anglican liturgy. The Georgian language book collection also remained available for community use and spiritual formation.

Pastoral Support

One-to-one pastoral support remained an essential part of the ministry. Individuals sought guidance around immigration-related stress, questions about past church experiences, and discernment of spiritual questions. The ministry continued to provide a safe and welcoming environment for those seeking stability, understanding, and connection during times of transition.

Mission Development

The Georgian Ministry received increased visibility during the year, including an interview with *The Living Church* that shared the story and ongoing work of the Georgian community at All Saints'. Interest in the ministry continues to grow, both from within the Georgian diaspora and from the broader church community. Participation at gatherings remained consistent, and inquiries about the ministry increased throughout the year.

Plans for 2026

In the coming year, the ministry hopes to:

- Begin a Georgian language Bible study
- Continue catechesis for new candidates
- Develop a Georgian polyphonic music ministry for regular incorporation into worship
- Deepen outreach to Georgian-speaking migrants in the wider area
- Expand the Georgian language library with additional spiritual and theological resources
- Continue providing pastoral support to individuals and families
- Prepare Georgian translations of lectionary readings and key liturgical texts

Looking Ahead

The Georgian Ministry is still in its early years, but the foundation being built is significant. As the community grows and pastoral relationships deepen, the ministry is beginning to reveal needs that will require additional support. Dedicated clergy presence—ideally a priest who speaks Georgian or can minister effectively within the Georgian-speaking community—would provide the sacramental and pastoral continuity needed as this young ministry continues to develop.

We are grateful for the support All Saints' has provided thus far and look forward to discerning together how best to serve this emerging community in the years ahead.

Submitted by the Georgian Ministry Team: Dana Fenton, David M Shubladze, and Giorgi Stephnadze

Hospitality Report

Hospitality Hour at All Saints' continues to be a vibrant and essential part of our church life. It remains a time for fellowship, connection, and community-building after our worship services. This year, we are delighted to highlight several traditions and new developments that have enriched our gatherings.

Hospitality Hour Offerings

- Coffee Hour Express
- Lunch on Special Occasions
- Carnival Celebration in February
- Barbecue in June to thank our amazing volunteer choir led by Adam Menninga and organist, Ellen Wright, and to mark the end of the Program Year
- Barbecue in September to celebrate Founders' Day and the start of the Program Year
- Stewardship Lunch in October (formerly All Saints' Lunch in November)
- Ham and Cookies Lunch in December
- Harvest Lunch in November. This year the Georgian group hosted a Harvest Dinner as well that was enthusiastically supported by All Saints'.

Participation and Volunteers

This year has seen increased participation in Coffee Hour, reflecting our community's growing enthusiasm for fellowship and connection. The Coffee Hour Express Hosts continue to rely on the dedication of volunteers who help host, prepare food, and ensure every event runs smoothly. We are grateful for our dedicated Coffee Hour Express hosts: Miranda Dennis, Andrea Robinson, and Donna Lee. Their consistent efforts make every Sunday a welcoming experience. Our heartfelt thanks extend to all who contribute delicious dishes for special lunches, handle the grilling at barbecues, shop for food, and set up and clean after each event. Your generosity and spirit are the backbone of our hospitality ministry. This year we want to say special thanks to Althea Leslie, our event space decorator and set up lead coordinator. Her dedication to this task is exceptional.

Volunteer Needs

As our programs grow, so does the need for volunteers. We invite more members to consider becoming Coffee Hour Express hosts or coordinators for our special lunch events. If you have not yet joined us for Coffee Hour Express, we encourage you to stop by, connect with others, and experience the warmth of our community. Joining us for barbecues and special lunches in the Undercroft is a wonderful way to build new friendships and enjoy good food and company.

Thank you to everyone who makes Hospitality Hour at All Saints' possible. With your continued support, we look forward to another year of joyful gatherings and meaningful connections.

Respectfully submitted by:

Lena Mullings, Hospitality Coordinator

Brooklyn Neighbors for Refugees

Brooklyn Neighbors for Refugees spent the autumn of 2024 preparing to resettle a new refugee family. We were planning to begin the process by notifying Common Point Queens, our resettlement partner, of our readiness in January 2025. In one of the first acts of the new presidential administration, all refugee admissions to the United States were halted that same month. In May, the government announced it would resettle a population of white South Africans, and in response, Presiding Bishop Sean Rowe suspended the resettlement work of Episcopal Migration Ministries.

All Saints' and Brooklyn Neighbors for Refugees will continue to monitor the US's refugee policy, but we do not expect an opportunity to arise for resettlement until at least 2029. In the meantime, we pray for all refugees in this country and those who continue to search for a safe home.

Respectfully submitted,

The Rev. Steven D. Paulikas

Parish Survey Report

Over the past ten years, the All Saints' Church community has more than tripled in size. This is a notable contrast to the trend seen in many Episcopal parishes across the United States. To better understand this growth and support the continued development of our ministries, Fr. Paulikas and Fr. Joseph created a parish survey for the Vestry to incorporate into their leadership. Approximately fifty parishioners participated, offering valuable feedback and insights.

Several key themes emerged:

1. Personal invitations are the most effective path to membership.

Thirty percent of new members joined after receiving a personal invitation or recommendation from someone connected to the parish. This approach far outperforms other outreach methods, including social media and electronic communication.

2. Community and fellowship are the primary reasons people come to All Saints'.

Respondents consistently cited the welcoming sense of community as their main motivation for attending. Sermons and Service liturgy are also cited as important factors.

3. Outreach and Justice programs offer the greatest opportunity for deeper engagement.

Parishioners expressed strong interest in becoming more involved through Outreach and Justice initiatives. Issue-focused small groups, volunteer opportunities, and ministry activities were also highly ranked as meaningful ways to connect more fully with parish life.

We hope to enhance the survey questions and increase participation in a variety of ways for the next round which will occur before next summer.

Suggestions :

- * Include some basic demographic information (age group, neighborhood, etc.)
- * Conduct the next survey in the spring before people leave for summer vacation

Submitted by Chris Escobar