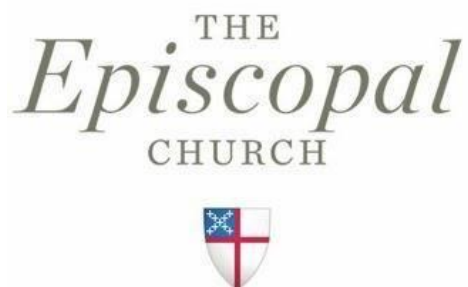




# ANNUAL REPORT

June 11, 2023

Parish Meeting



# 2023 ANNUAL MEETING AGENDA

June 11, 2023 at 12:30 PM

- |   |                                      |
|---|--------------------------------------|
| <b>1. Call to Order and Opening Prayer</b>          | Kevin LeGrand, Senior Warden         |
| <b>2. Introduction of Meeting Officials</b>         | Kevin LeGrand, Senior Warden         |
| Certification of Voters                             | Wardens & Vestry                     |
| Confirmation of Quorum                              | Check-in Captains                    |
| <b>3. Elections</b>                                 |                                      |
| Introduction of Candidates                          |                                      |
| ➤ Senior Warden: Embry Howell                       |                                      |
| ➤ General Members of the Vestry Class of 2026       |                                      |
| vEnessa Acham (second term)                         |                                      |
| Kurt Jacobs (first term)                            |                                      |
| Lisa Watson (first term)                            |                                      |
| <b>4. Church Officer Reports</b>                    |                                      |
| ➤ Treasurer Will Stewart                            | Summary of 2023 Budget & Financials  |
| ➤ Junior Warden Daniel Callis                       | Parish Transition / Rector Search    |
| ➤ Senior Warden Kevin LeGrand                       | Community and Parishioner Engagement |
|   | Building Matters                     |
| <b>5. Election Results</b> (incl. absentee ballots) | John Longstreth                      |
| <b>6. New Business</b>                              |                                      |
| Tending Our Soil                                    | Heidi Rasciner                       |
| Future Direction of All Souls                       | Daniel Callis                        |
| <b>7. Closing Prayer</b>                            | Kevin LeGrand                        |

## MEETING OFFICIALS

Meeting Chair	Kevin LeGrand, Senior Warden
Meeting Secretary	John Longstreth, Co-Registrar
Parliamentarian	Ryan Burwinkel, Vestry Member
Check-in Captains	vEnessa Acham and Art Warren, Vestry Members

## **ELECTIONS 2023**

### **Vestry Candidate Bios – Class of 2026**

#### **vEnessa Acham**

An All Souls member since 2012, vEnessa is standing for a second term as Vestry member. She is thankful to be a part of the All Souls Community where she has participated in meetings, workshops, and retreats tending to the sustainability and relevancy of our parish. She feels called to follow Christ in caring for self, loved ones, and neighbors in our backyard and across the globe. As Hospitality Committee lead, she hosts fellowship gatherings and engages others to also host. She is also an altar server, Bell Ringer Guild leader, and active participant in Adult Forums.

Personal Statement: I am thankful to GOD to be with all of you, the All Souls Parish, where we have worshiped, praised, and served together. I have the wonderful opportunity to serve alongside dynamic leaders and dedicated supporters. My prayer is to continue this journey as your advocate on the All Souls Vestry.

#### **Kurt Jacobs**

Kurt attends All Souls with husband Brian and daughter Emily. Kurt and Brian were married at All Souls in 2013, and Emily was baptized at All Souls in 2015. Kurt is an active member of the Outreach Committee and All Souls' EfM group and spearheads our efforts with Samaritan Ministry. Kurt has been active in leadership in Episcopal churches for many years, having served on vestries and as Warden. He is interested in the appropriate care of our beautiful building and gardens as well as the growth of All Souls with parishioners who are engaged in furthering its good works, sense of Christian community, and vitality.

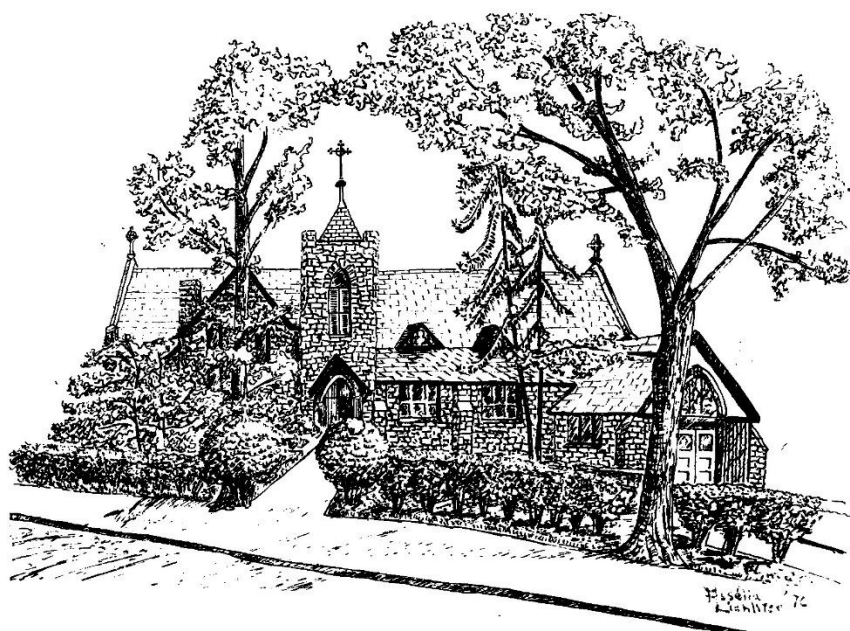
#### **Lisa Watson**

Lisa is standing for Vestry after completing Stephanie Vestal's term ending in 2023 following Stephanie's move to Arkansas. Lisa has been a member of All Souls since 2002, raising her two daughters there from Sunday School through college. Lisa's deepest passion at All Souls is the healing ministry, where she is regularly blessed by the connection with our congregation. She also frequently assists in the service as acolyte and has participated in other ministries over the years. Lisa believes the greatest immediate priority to ensure a bright future for our parish is the work to identify and call a full-time rector.

## Senior Warden Candidate Bio

### Embry Howell

Embry has been a member of All Souls since the late 1980s, along with her husband, Joe, and their children before they left home. She has been an alto member of the choir since that time. She has served on the Vestry and been a member of EfM. Currently she leads (with Jeff Wells) the All Soul efforts to settle an Afghan refugee family in partnership with two other parishes. She also has led efforts at All Souls to settle two other Afghan families over the past several years. She is a member of the Diocesan Reparations Committee. Professionally, Embry has a long career as a public health researcher, most recently with the Urban Institute. Currently she is mostly retired, but still works occasionally as a consultant doing evaluations of programs in Sub-Saharan Africa and other countries. She has close connections with the Cleveland Park and Woodley Park communities, where she and her family have lived for 50 years.



## **CHURCH OFFICER AND SPECIAL INITIATIVES REPORTS**

### **Treasurer's Report**

**Will Stewart**

With regard to this year's carefully crafted budget, we are in many areas ahead of where we need to be at this time, but we must continue to monitor both income and expenses to make sure we end the year in good stead and so as to minimize the projected deficit. I am keeping a close eye on expenses that I am asked to approve.

Two major upcoming expenses are the replacements of our roof and HVAC system. I have been working with members of the Vestry and Endowment Board to secure financing under very favorable terms. Significant changes in how we are approaching these much needed major repairs (which will be outlined in other reports) mean that we may not need to borrow to cover their costs; instead, we may draw on available funds and look to the congregation for additional support.

The Vestry has again engaged Michael Febrey, CPA, to perform the 2022 Financial Audit, which is necessary as we seek to engage the next rector for All Souls.

### **Junior Warden's Report**

**Daniel Callis**

We have had a memorable year at All Souls, navigating the end of the COVID emergency, physical plant challenges, new worship styles (and locations!), the loss of some long-term and still beloved members, and the welcoming of new faces filled with the possibilities of fresh perspectives and budding friendships. Our scout troop continues strong as our founding scoutmaster stepped aside to make way for new leadership. And, of course, we bid farewell to our interim rector, the Rev. Julianne Buenting, when the Vestry decided to launch a search for a permanent rector.

I was recently reminded of an old carnival ride, the swing carousel, on which the riders are placed into a chair, hoisted up, and swung around high in the air. It's terrifying, but we line up for the ride anyway because we have confidence that the tether will keep us safe. I saw the picture of the ride and thought of All Souls: here we go, another rector search.

That rector search will set the stage for an eventful year to come. We will go into that year ultimately strengthened by lessons learned and secure in the knowledge that the Holy Spirit's tether will help us do our work according to God's will. We can do our part by caring for each other, listening – really listening – to each other, forgiving each other and ourselves, and remembering that all we do here at All Souls is for the glory of God.

## Senior Warden's Report

Kevin LeGrand

### Initiating the Search for All Souls' Ninth Rector

As we enter the summer of 2023, the rector search process is a key issue for All Souls. The decision to initiate the search for our ninth permanent rector was reached in March by the Vestry after prayerful facilitated discernment. Subsequently, our much-appreciated interim rector, Rev. Julianne Buenting, resigned, which gave our search process new urgency and necessitated efforts to identify supply priests. Junior Warden Daniel Callis is leading the effort to compose our parish profile, which will be posted on the Office of Transition Ministries website as a key calling card for prospective rectors.

I am grateful to those who have expressed to me any concerns about All Souls transition. I've tried to share as openly as possible the differing viewpoints that exist across our parish, anonymously of course. Open sharing can help strengthen All Souls as we saw with the story telling sessions of our reconciliation process. Though I won't be in a position of leadership after today, I welcome conversations about any aspect of All Souls and hope we may all be open to hearing and honoring a diversity of perspectives across our parish family.

### Keeping Parishioners Connected

In her book, An Essential Guide to Aging Well, our own Katharine Bethell notes the important role of relationships in individual well-being and how forming a family of choice can be an effective way to build deep relationships. For many in our parish, our families of choice include people we've come to know through All Souls.

We are a community that shares in the joys of members and, perhaps more importantly, lends great comfort in times of heartache and loss. To help parishioners keep connected to All Souls and feel its support in their lives, we organized phone trees during the pandemic with multiple rounds of calls. I encourage every All Souls member to continue connecting with each other, which is especially important during this period without a rector.

I learned much about individual parishioners and our communal culture as I hosted weekly Zoom gatherings from March 2020 to June 2021. That awareness led me to seek and obtain diocesan approval to host our first post-COVID in-person services. Knowing that many parishioners were uncomfortable returning to in-person worship, we strove to enhance our live streaming capabilities. We ran ethernet cable, and we continue to operate the camera and post content to social media and our website. Thanks to Stef and Amanda Vestal and to Ryan Burwinkel and Sarah Spencer for live streaming and social media postings.

### Lay Leadership

The health of a parish depends upon the caring efforts of many people beyond clergy and staff. Every member of the Vestry deserves our encouragement and support, as do all who help our All Souls community in whatever way they can: gardening, singing, live streaming, serving at Mass, leading a committee or outreach effort, ushering, assessing proposals, etc.

All Souls is known for outreach. I extend huge thanks to Sheila Arbury for chairing the Outreach Committee, which Kurt Jacobs will now co-chair, to those involved in the Afghan refugee ministry, and to all those who make our outreach possible.

Given the large capital expenditures forecast, the Finance Committee's work is vitally important. I'm grateful to Art Warren for chairing this committee and to Jim Solomon for recently stepping into this role. They, the Endowment Board (led by Jim Lewis), and Treasurer Will Stewart have been great allies to me as we've worked to complete multiple diocesan financial reviews and identify an appropriate lender should we choose to take a loan for capital expenses.

As of this winter, the Building Committee is led by Rick Taylor and Jeff Wells. It has been a great relief to witness their expertise and their love of All Souls in action and to share with them the needs of our splendid, but highly demanding, building.

I'm grateful to Larry Amon whose leadership of the Garden Guild brings his care and attention to our grounds, which are brighter due to his efforts and those of all who help in the gardens. Special thanks to Cynthia Evans who established and cares for the memorial garden.

All Souls participation in the "Tending Our Soil" initiative will be led by long-time parishioner Heidi Rasciner. I'm eager to see the fruits of this exciting program and urge you to consider joining the team or ardently supporting the team's work.

Thanks to Mark Hoffman for his above-and-beyond efforts as altar guild leader and most-frequent acolyte and thurifer as well as his ministry hosting the Wise & Mature lunches. Thanks to vEnessa for leading the Bell Guild and Hospitality Committee and to Lynn Crowley for her baptism anniversary card ministry.

### **Music Ministry**

All Souls is fortunate to have a stellar music program thanks to our Director of Music, Bobby Stubbs. I am deeply grateful for his talent and his devotion to All Souls and for that of each choir member.

### **Caring for our gem of a Building**

In recent years, no single topic has occupied more of my time and energy than our physical structure. Many ailments have been resolved: bird infiltrations, burst pipes, elevator outages, blocked condensate drain lines, malfunctioning drains and sump pumps, broken locks, a gas-leaking stove, faulty faucets, failing toilets, non-working emergency and exterior lighting, an alarm system that too often sent false alarms at 3:00 AM, and flooding. I thank parishioners and friends who helped remediate many of these issues, thus saving the parish money. Two major challenges remain, our roof and HVAC, which will be addressed in detail later. I'd like to highlight a roof item here. To help cover the cost to replace the roof, I contacted our insurer following a leak last February. Initially, the payout was to be about \$70,000. After persuasion, the insurer increased the settlement to over \$243,000. Was that the Holy Spirit in action?

### **My Hopes for the Future of All Souls**

Our future growth depends upon All Souls being relevant to the community and not solely to those who attend Mass. Our work to build up the community enriches Woodley Park and the neighborhoods from which we hail. It radiates outward to our diocese, this region, and the world as with our aid to our sister parish in Cuba and our help to refugee families. The work we do is important, as is our witness to the unfolding of a God-soaked universe. To increase the awareness of All Souls, I supported various groups who use our facilities such as our own BSA Troop 248 and Episcopal Men's Fellowship as well as outside groups such as Front Runners, Axios, Food & Friends' Slice of Life, Dignity, and Cleveland and Woodley Park Village (CWPV). We applied for a diocesan Congregational Growth Grant to fund dinners that would be held at All Souls and co-hosted with CWPV. I hope we continue and enlarge these types of efforts.

As my time on the Vestry and as a warden ends, I extend my heartfelt thanks to all of you who have shared your personal joys and sorrows with your parish family. By doing so, we are bonded more closely and better able to support one another.

Please continue to support our Junior Warden, Daniel Callis, a wise and engaged leader whose extensive knowledge of church and governance matters is a blessing to All Souls. Please welcome and support our incoming Senior Warden, Embry Howell, whose devotion to this parish goes back 35 years and is manifest in her work to prepare to lead All Souls now.

Elijah Mills' administrative skills are extraordinary and have kept All Souls operating smoothly. Please join me in expressing gratitude to him.

In closing, I ask that you seek opportunities to contribute in your own way. Perhaps you could join the altar guild, become an acolyte, host or help clean up after coffee hour, write content for our weekly email, organize a volunteer effort, lead a committee or guild, garden, or invite your friends and neighbors to join us.

### **Tending Our Soil**

**Heidi Rasciner**

We are delighted to share that All Souls has been selected to be among the third and final group of congregations in the Diocese of Washington to participate in the Tending Our Soil initiative that aims to transform congregations into greater vitality. You may recall that the Rev. Canon Anne-Marie Jeffery spoke with us about this initiative in our adult forum on Sunday, March 12.

Tending Our Soil is a part of the Thriving Congregations Initiative and is made possible by a \$1 million grant from the Lilly Endowment. It seeks to cultivate the soil of our congregation so that God's love might grow more fully right here, right now within our congregation and in our neighborhood. Rooted in the belief that thriving congregations recognize their changing social and cultural contexts, exhibit clarity of values and mission, and cultivate Christian practices, the initiative leads congregations through a process of deep reflection, strategic goal setting, and experimentation. Congregations clarify their mission and vision, listen to where the Holy Spirit



is calling them, and grow in their understanding of how best to contribute to the flourishing of their communities and the world.

Over a three year period our congregation will (1) listen to God, one another, and our neighbors; (2) reconnect to God's dream for our congregation; (3) discern new or refreshed ministries; (4) cultivate leadership and resources needed for those ministries; and finally (5) celebrate learnings and successes.

A first step will be to gather 4-6 volunteers to serve together as a team and take the lead in the Tending Our Soil process. Teams commit to attending four learning labs a year (Saturdays, 9:00 am-3:00 pm: September 16 and November 18, 2023, February 10 and May 4, 2024), coordinating and leading congregational activities between learning labs, including facilitating congregational discernment about mission, vision and values and launching new or refreshed ministry initiatives. Teams generally meet two or three times a month on their own for team building, prayer, and planning; these meetings will typically last about an hour and may include a mix of in-person and Zoom gatherings. We will need to submit the names and email addresses to the Diocese no later than June 15, so please contact Heidi Rasciner before that if you would like to be part of our team.

As with the first two classes in the Tending Our Soil initiative, coaches will accompany the final class on their journey of congregational revitalization. The coaching process provides space for each parish team to identify learnings, expand possibilities, name action items, experiment, gain support, and build accountability.

As we begin this initiative, Bishop Mariann sent us her prayers and thanks for "taking this courageous step to walk with prayerful intention toward God's preferred future for you and your communities."

## **BOARD, COMMITTEE, and GUILD REPORTS**

### **Bell Guild**

**vEnessa Acham**

All Souls impressive bell tower houses three bells, a tenor, alto, and soprano. Tall, arched openings with louvered openings allow the rich tones of the bells to carry long distances. Volunteers of the Bell Guild are dedicated to this integral ministry for All Souls. They announce to the community that worship services will begin soon. After services, the bells are all rung to send parishioners forth to go among our neighbors near and far and share the good news of Christ. A special striker for the tenor bell allows us to toll that bell for solemn observances.

Our continued gratitude to dedicated bell ringers over this past year: vEnessa Acham, JoAnn Lafon, Kevin LeGrand, and Bill Miller. If you are interested in bell ringing, please contact vEnessa Acham.

## Building Committee

**Kevin LeGrand, Rick Taylor, Jeff Wells**

The Building Committee is led by Rick Taylor and Jeff Wells. Members include Larry Amon, Jow Howell, Kurt Jacobs, Kevin LeGrand, Dale Lewis, Bill Miller, and Bill Stevens.

**Roof:** The roofs over the original All Souls structure are 109 years old, and the roofs over the expansion completed 10 years later are 99 years old. That's a lot of life to have gotten out of the Bangor slate that was used, which is considered a soft slate with a life expectancy of 50 years. It is no wonder that in recent years, leaks have increased, and repairs in one area sometimes led to damaging nearby areas. Significant concerns include corroded flashing, broken or fallen slates, and damaged decking.

We recently signed a contract with Wagner Roofing to replace the slate roofs except those over the administration and accessibility wings. Members of the Building Committee met with Wagner and our architect on May 31 for project launch. DC's Department of Buildings has issued permits and Wagner is eager to commence the work. We have reviewed several slate options and are in the process of finalizing our selection. Slate replacement, which Wagner anticipates will take approximately 13-14 weeks, can commence after the slate is delivered, which will depend upon the lead time for the slate we ultimately choose. Meanwhile, expect to see scaffolding start to go up next week as Wagner commences wood replacement work.

**HVAC:** The HVAC system is not as straightforward. A little history: in the summer of 2021, the air conditioning system repeatedly failed requiring frequent calls to our maintenance firm. It was determined that a complete overhaul of the chiller to plug leaks would be needed after the cooling season of 2021. Then in October, the boiler supplying heat to the nave and undercroft was declared dead.

Confronted with both a failed heating and a failed air conditioning system, the Vestry and Building Committee decided to explore a wholesale HVAC renovation of the nave and undercroft. The advantages of doing this, rather than a "like for like" replacement were:

- Longer lasting - replacing everything with an entirely new system (including new piping, etc.) would give us 25+ years of use without regular major repairs
- Higher energy efficiency - better for the environment
- Use of electricity rather than fossil fuel - better for the environment
- Introduction of outside air - better indoor air quality but may offset efficiency
- Better temperature control, more comfortable
- Less worry and trouble for staff and Vestry (see first bullet above)
- Lower operating cost

The disadvantages were cost and the need to cut openings through some exterior walls and the floor of the nave for outside air distribution. Nevertheless, the Building Committee pursued this based on the assumption, and initial estimates from our contractors, architects, and advisors,

that the cost would be about \$800,000 - \$1.2M. We engaged a mechanical engineering firm last February but had concerns about the design developed. Following a peer review, the Building Committee recommended engaging a highly regarded architectural firm to lead the development of a new design. The Vestry agreed and that engagement commenced in August. Biddable construction documents were completed this February and permitting commenced. In March, we received an estimated total cost of \$1.286M and estimated completion of November this year. Unfortunately, five weeks later, we received the construction proposal with a total construction cost of \$1.726M and lead times of some critical components of 48-50 weeks.

Given that dramatic increase in cost and the prospect of no heat this winter, the Building Committee decided it was prudent to make a U-turn and examine the costs of “like-for-like” replacement, i.e., replace the boiler, the chiller, and the cooling tower with components of similar inputs and capacities. With this approach, some parts of the current HVAC system, e.g., fan coil units and the undercroft AC, would remain for now and would need to be replaced in the future. We solicited bids from three firms and thus far have received one estimate of under \$300,000. The other two firms are actively working on their proposals. All three firms would be able to provide heat by winter and AC by next summer.

**Flooding:** We experienced flooding in the lower level of the admin wing four times in the past year with the first occurrence on July 3<sup>rd</sup>. During heavy rains, water came in through the double doors at the south end of the hallway and found its way into the nearby Sunday School room and the choir room. The problem seemed to be that muck (decaying leaf matter and dirt) had gotten into the crock below the drain outside the doors preventing the rainwater from escaping. This was cleared out and will need to be cleared again every several years.

**Miscellaneous:** The huge and ancient Vulcan stove in the kitchen was replaced with a new stove that allows us to shut off the gas when not in use. The faucet at the smaller sink in the kitchen was also replaced. Exterior lights were repaired or replaced.

## **Endowment Board**

**Jim Lewis, Chair**

The Permanent Endowment, the Quasi Endowment and the Rectory Funds are overseen by an Endowment Board which is composed of a chairperson and four other members of the parish. The Board meets quarterly. Current members are Jim Lewis, chair; Jim Solomon; Robert Gibbs; John Wiecking; and Dale Lewis. The Senior Warden, Junior Warden, and the Rector are ex-officio members. Rita Zener and John Wiecking are members of the EB’s Grants Committee.

The mission of the Board is to exercise due diligence and its fiduciary responsibility for the investment and disbursement of the various funds. The Board maintains a long-term, disciplined approach, which includes investments in both equities and fixed income. The Board’s strategy is to rebalance the portfolios when market conditions warrant. The Board does not time the market. The current investment mix is approximately 60 percent equities and 40 percent fixed income.

Equity holdings are well diversified with positions in mutual funds and ETFs across many sectors including energy, financials, technology, home building, and international. Fixed income investments are composed mainly of high-quality bonds, CDs, and Treasuries with varying maturity dates. The fiscal year runs from October 1 to September 30. The Board makes an annual recommendation to the Vestry for withdrawals following the end of the fiscal year.

As of June 5, 2023, the value of the Permanent Fund was \$1,759,604; the Quasi Fund, \$1,203,253; and the Rectory Fund, \$488,735. The total value was \$3,451,592. The returns for fiscal-year-to-date were 12.36 percent, Permanent Fund; 12.01 percent, Quasi Fund; and 10.66 for the more conservative Rectory Fund.

The EB's Grants Committee recommended outreach grants for 2023 amounting to a combined total of approximately \$10,000. They were awarded to the Cleveland and Woodley Park Village; Christ House; St. Mary's Court; Anne Frank House; Samaritan Ministries; Washington School for Girls; and Feed the Family.

## **Finance Committee**

## **Jim Solomon, Chair**

Jim Solomon has assumed the role of Committee Chair for the upcoming year. The parish is deeply grateful to Art Warren for chairing the Finance Committee since it was re-established two years ago. The current regular members of the Finance Committee are Larry Amon, Jim Lewis, Jonathan Nicholas, Art Warren, Jeff Wells, and John Wiecking; ex-officio members are Treasurer Will Stewart and the Wardens.

The purposes of the Committee are to:

- Oversee the budget process in coordination with All Souls' accountant.
- Make recommendations regarding any proposed changes to allocated funds.
- Coordinate with the Endowment Board regarding the uses of available assets for capital improvement and budgetary needs.
- Assist the Vestry and the rector as needed regarding spending recommendations.

The Committee has these goals:

- Strategically use and monitor available assets to maintain a strong financial position.
- Thoroughly evaluate current immediate issues, e.g., HVAC and Roof replacement/repair.
- Discuss and recommend options for financing the above, e.g., cash or loan or combination.
- Maintain an attractive financial package for a new rector.
- Help promote and encourage members to support the church financially.

Preliminary discussions for financing the HVAC/Roof have already been held. Once final costs have been determined, recommendations for financing can be provided to the Vestry.

We expect to meet later this summer to review the budget for upcoming major capital expenditures and recommend the sources of funds, e.g., if endowment accounts are to be used, what amounts should be drawn from each.

## **Garden Guild**

**Larry Amon, Chair**

The Garden Guild has been busy this past spring weeding, mulching, trimming and other seasonal maintenance tasks and our lawn and garden beds look as good as ever. We have a dedicated group of gardeners to thank including our most recent active members: J.J. Chung, Cynthia Evans, Kevin LeGrand, John Longstreth, Bill McKinley, Donald Snyder, Jack Strausman, and Jeff Wells. Of course, we also have to thank Guild members over the past number of years for their planning, planting and maintenance that has made our gardens an attractive and welcoming addition to the neighborhood.

As with all gardens there is always ongoing maintenance and improvements needed so if you'd like to join up and dig in, please contact Larry Amon at 202-550-7365 or [ljamon@earthlink.net](mailto:ljamon@earthlink.net) to be added to the gardening season weekly email notice. Our usual time to garden is on Saturday mornings from 9:00 a.m. to noon, weather permitting. There are always fresh coffee and snacks for sustenance, too.

## **Hospitality Committee**

**vEnessa Acham**

*Rather, one must be hospitable, one who loves what is good,  
who is self-controlled, upright, holy and disciplined. Titus 1:8*

Hospitality is an integral ministry of our All Souls Parish. The Fellowship Hour after Sunday Mass is hospitality in action. It is a time and space to deepen connections, share reflections, and solidify plans. Thank you to those who set-up: from placing a plate to setting a platter; for those who clean-up: from sweeping the floor to loading the dishwasher; for conversations: for those who reminisce about social gatherings to sharing words of welcome to our visitors. Gratitude to everyone's active and lively participation. See you at next week's Fellowship Hour. Please contact vEnessa Acham about being a valued member of All Souls Hospitality.

## **Outreach Committee**

**Sheila Arbury, Chair**

The Outreach Committee appreciates the All Souls Parish's prayers, generosity, and care. The committee warmly welcomes new volunteers for 2023-2024 initiatives – join this exciting ministry! Activities of the Outreach Committee since the 2022 All Souls Annual Meeting have included the following:

**Food & Friends:** An All Souls tradition is the Food & Friends pie sale every November. All Souls volunteers take orders for several varieties of holiday pies and sell them at the church the week before Thanksgiving. In November 2022 All Souls sold 116 pies earning \$4264 for Food & Friends. Food & Friends provides home-delivered, medically tailored meals for persons living

with cancer, HIV/AIDS, and other serious illnesses. On November 19, 2022, about 25 All Souls volunteers worked at Food & Friends packing food for distribution.

**Capital Area Food Bank:** The second Sunday of the month is the day designated for the All Souls Parish to bring in non-perishable food for the Capital Area Food Bank. Thank you, All Souls parishioners, for filling the food bins located in the church Undercroft.

**Christ House:** Three members of All Souls are long- term volunteers at this organization in Adams Morgan which provides care for homeless men with acute medical needs as well as assistance programs and a residential community. Current All Souls volunteers prepare and serve breakfast and wash dishes afterward on Wednesday mornings. Additional volunteers for other days and meals are always welcome.

**Samaritan Ministry of Greater Washington:** All Souls continued its support of Samaritan Ministry over the past year with financial support given by individual parishioners and a grant from the parish. All Souls also participated in donations of men's and women's business clothes. Samaritan Ministry provides programs to assist individuals with housing, employment, and education goals.

**Housing Up:** Housing Up develops affordable housing and offers support services to homeless and low income families. For the past several holiday seasons, All Souls has collected Christmas gifts for children of the families that Housing Up serves. This is a meaningful part of All Souls' Christmas observance with its Giving Tree decorated with tags with names of children from the Housing Up list. In December 2022, All Souls parishioners generously contributed 35 gifts, carefully chosen and beautifully wrapped, to this holiday campaign.

**Anne Frank House DC:** All Souls started a new partnership with Anne Frank House, a local non-profit that provides permanent, supportive housing to individuals with chronic mental illness or other disabilities who would otherwise be homeless. On an occasional basis, members of All Souls provide home-cooked meals to Anne Frank House clients along with a note of support. So far, meals have been provided by Daniel Callis, Mark Hoffman, and Lisa Watson.

### **Final Report from the Afghan Ministry Project**

In the wake of the American evacuation from Afghanistan and travesty of Afghan refugees it created, in November, 2021 Embry Howell with support from others at All Souls launched the Afghan Ministry Project with two other Episcopal parishes in the Washington metropolitan area: St. John's Lafayette Square and St. Mary's parish in Arlington, Virginia. Gathering under the name of the Tri-Parish Refugee Support Circle and working with Episcopal Migration Ministries, the three parishes raised \$50,710 and received an Afghan family who arrived on February 15, 2022 with a father, mother and three children. The Support Circle covered every aspect of the family's needs. They:

- Raised funds
- Rented an apartment and furnished it with donated items they solicited

- Addressed longstanding and ongoing medical needs of the family once they arrived
- Enrolled the children in school and assisted with language instruction for the mother
- Found and bought a used car
- Assisted in helping the father find employment
- Identified and procured immigration and legal support services to start the journey to U.S. citizenship
- Connected the family with social services including Medicaid, Temporary Assistance to Needy Families, and other local and state government resources.

Last month, the Sponsor Circle held a small gathering at a member's home with Afghan Family to celebrate the success of this wonderful work, the family's success in their new homeland, and the closure of the formal part of the project. The family's road ahead won't be easy; the Sponsor Circle has held some funding in reserve to assist where necessary. But while it won't be easy, the family is surely on its way now in the United States with the father now looking for a better job with higher paying wages while the mother is learning English and the children are enjoying their new school and friends.

On behalf of the entire parish, the Vestry extends its sincere and deepest thanks to the many, many individuals at All Souls who made this success possible, whether through financial contributions, help on moving day with the apartment, help identifying or donating household items to give the family, assistance to the family with errands or medical appointments and transportation, legal support, or many other tasks. THANK YOU ALL SOULS!



*Members of the Tri-Parish Refugee Support Circle on Apartment Set Up Day, Feb 12, 2022*

## **Stewardship Committee**

## **Art Warren and Sheila Arbury, Co-Chairs**

Thanks to the stellar efforts of the Stewardship Committee and the fantastic talks given by our stewardship speakers, All Souls nearly met its goal of \$350,000 for the 2023 Stewardship Campaign. This accomplishment was aided by a Challenge Grant put forth in January that brought in over \$18,000. We are, of course, deeply grateful for the generosity of All Souls parishioners and the wider community. Thanks to that generosity, All Souls has set a path toward a bright future together.

We appreciate 2022-2023 committee members Embry Howell, Daniel Callis, Rev. Julianne, and Kevin LeGrand, and we are grateful to past Chair, Ryan Burwinkel, who established an excellent playbook and campaign calendar to guide the committee's efforts. We look forward to his return to the committee this year.

## **Worship and Education Ministries**

### **Altar Guild**

The devoted attention and caring ministry of the members of the altar guild make our liturgy possible, yet, because this ministry is not carried out in a public way, it can be under-appreciated. According to Patrick Malloy, Canon for Liturgy and the Arts at the Cathedral Church of St. John the Divine, NY, "the liturgy is far more than words. It is an event, and it is the altar guild that sets the stage on which the event unfolds."

All Souls is grateful indeed to Mark Hoffman, who has mostly single-handedly prepared the vessels, linens, and related materials for Mass each week. We thank Stef and Amanda Vestal who joined the altar guild prior to their temporary move out of the area, and we thank Sarah Spencer and vEnessa Acham for taking up this ministry. We welcome others who would be willing to participate in a quiet, behind-the-scenes but essential ministry for our Sunday Masses. If you are interested in this role, please contact Mark or Sarah.

### **Servers and Thurifers**

Those who attend the altar as acolytes (servers) and thurifers greatly enrich our liturgical services. Currently, All Souls has a relatively small group of persons who fulfill these roles; we would welcome others who would be willing to help at the altar or would like to learn to swing a thurible (that metal purse from which clouds of incense are generated). The parish is deeply grateful to Mark Hoffman as our most frequent server and thurifer and to vEnessa Acham, Kevin LeGrand, Heidi Rasciner, and Lisa Watson. Please reach out to Mark or one of the Wardens if you'd like to join this important ministry supporting our Sunday worship.

### **Lectors**

The Lectors' Ministry at All Souls provides lector volunteers to read the lessons, the Prayers of the People, and, for unsung Masses, the psalm. Our dedicated Lector Coordinator, Will Stewart, ensures we have readers at our Masses on Sundays and at special Masses for Advent,



Christmas, Ash Wednesday, Holy Week and on other special occasions. He also accommodates guest lectors, such as on Scout Sunday, when the scouts provide the lectors.

We are grateful to Will for not only managing the schedule of readers and rotating the lesson, psalm, and Prayers of the People assignments among them, but also providing gentle instruction to new lectors, as well as refreshers, tips, and advice to those already admitted to the ministry.

We wish to thank the following persons for offering their service as lectors in the past year:

- |                  |                       |                  |
|------------------|-----------------------|------------------|
| • vEnessa Acham  | • John Patrick Groark | • Dee Snyder     |
| • Terry Adlhock  | • Mark Hoffman        | • Jim Solomon    |
| • Anne Armstrong | • Embry Howell        | • Will Stewart   |
| • Mark Bublitz   | • Joe Howell          | • Ric Taylor     |
| • Ryan Burwinkle | • Peter Laugesen      | • Jules Vandever |
| • Daniel Callis  | • Kevin LeGrand       | • Jeff Wells     |
| • Pat Dresser    | • Josie Martin        | • John Wiecking  |
| • Cynthia Evans  | • Bill McKinley       | • Rita Zener     |
| • Elwood Gibson  | • Heidi Rasciner      | • Calvin Zon     |

Should you wish to join this important ministry of proclaiming God's word at All Souls, please contact Will Stewart, Lector Coordinator, at [lectors@allsoulsdc.org](mailto:lectors@allsoulsdc.org), at [wrstewart1009@yahoo.com](mailto:wrstewart1009@yahoo.com), call him at 703-527-8069, or speak to him at church. We are always looking for additional lectors.

### **Healing Prayer Ministers**

Al Muller and Lisa Watson have served faithfully to offer healing prayer after communion on the first Sundays of each month. This ministry allows parishioners the opportunity for individualized prayers, reaffirming God's presence and strength during times of health and other challenges.

### **Ushers**

Our welcoming and helpful band of ushers contribute mightily to the smooth operation of our worship services. They continue to show remarkable adaptability with changes of venue for Mass due to heat or cold. Well done, good and faithful servants! We thank those who have served as ushers in the past year: Al Muller, Ryan Burwinkel, Sarah Spencer, Mark Porter, Jonathan Nicholas, Kevin LeGrand, Elwood Gibson, Vicky Drell, JoAnn LaFon, Kathleen Scholl, Tony Domenico, Joe Howell, and Stefanie Vestal. If you would like to serve as an usher, please contact Al Muller at [g2mdal@aol.com](mailto:g2mdal@aol.com).

### **Education for Ministry**

All Souls hosted another program year of Education for Ministry, with three of the seven participants members of our congregation: Daniel Callis, Nancy Morgan (as co-mentor), and Kurt Jacobs.

## STAFF REPORTS

### From Bobby Stubbs, Director of Music

I want to begin by expressing my appreciation for all that Rev. Julianne did for our parish these past two years as our interim rector. Working alongside her was truly a privilege for me.

Including today, our choir sang for 38 Masses this program year. Since last September, their Anglican chant singing has made several breakthroughs. I couldn't be more proud of their commitment to the text and to this centuries old tradition for bringing the Psalms to life. They also learned 27 anthems that they had not sung since I came to All Souls in September of 2017. Many of those anthems were new to the entire group. One of these was based on a shape note hymn, and another was based on Gregorian chant. Repertoire highlights from this church year included standard Anglican repertoire composers like Tallis, Bainton, Mendelssohn, Vaughan Williams, Howells, Willan, Stainer, Jackson, and Elgar. Our fantastic organ enabled us to offer a movement from the Duruflé Requiem. We featured women composers, including Joanna Forbes L'Estrange and Judith Weir, and African American composers, including William Grant Still, David Hurd, Glenn Burleigh, and Richard Smallwood. Those last two composers took us into the Gospel tradition, which we collectively find deeply fulfilling.

In our commitment to keeping one another safe, we have consistently sung in masks since returning to in-person rehearsals and services. Whenever a choir member has tested positive for Covid, there has been zero evidence of Covid spreading during choir itself. We have never needed to cancel a choir for a Mass. While masked singing is far from ideal for taking grounded singer breaths, it is way more fulfilling than staying home and recording videos for virtual choir, which we did successfully for over a year out of necessity. I am considering making masks optional when we return after Labor Day, and that will depend on whether there are more surges of Covid cases between now and then.

The Walker organ, which we installed two years ago, continues to be an absolute privilege for me to play. As I mentioned last year, it has every resource for which I could ever hope in a church organ! This includes but is not limited to, trumpets, clarinets, an oboe, warm foundation tone, lots of strings, and a comfortable console. It has opened doors for choir pieces that were previously not workable at All Souls as well as a wider variety of solo organ music. I am now able to use more of the skills I learned in school and as Organ Scholar at a large Episcopal parish in San Antonio to support congregational hymn singing. This is because our new instrument both has a broad pallet of sounds and is custom designed to optimally serve the All Souls' acoustic.

I have been in communication with Sarah Spencer and Sheila Arbury, who have graciously agreed to coordinate a "meet the organ" event for our parishioners and neighbors. I will play some organ music and talk about what I affectionately refer to as the many "toys" our organ

has, demonstrating various sounds and effects, one at a time. There will be an opportunity for attendees to ask questions. Since we are still without air conditioning in the nave, Sarah, Sheila, and I decided to postpone this event to the fall, and the date is still to be determined.

I also want to reiterate from last year's music report my thanks to all who gave to the new organ fund. I believe this instrument will enliven worship at All Souls for many decades to come. Thank you to all the members of the Organ Committee, especially Daniel Callis for leading it. The presence each of you brought to our discussions made the process feel more organic than I thought was possible.

Thank you, Choir, for another year of wholehearted commitment to leading our congregation in worship through song. Thank you, staff singers: Heather MacDonald, Elizebeth Barnes Clarke, Mark Bublitz, and Rob Henderson. Thank you, volunteer singers: Sheila Arbury, Daniel Callis, Jan Clayberg, Mary and Ted Hartz, Embry Howell, John Longstreth, Ann Matheson, Donald Snyder, Will Stewart, Rick Taylor, John Wiecking, Jane and Roy Woodall, and Rita Zener.

## **From Elijah C. Mills, Parish Administrator**

After having settled in over the past year and now hitting major feasts of the Church for a second time, there are fewer surprises and more efficiencies that I've been able to manage. The day-to-day operation of the building and the parish has, in some ways, very little in common with a Sunday. Most of the week is spent oscillating between parishioner concerns, bookkeeping & gift management, contractor maintenance, fielding inquiries from outside the parish, and assisting with rentals at the church.

One notable successful use of our building has been agreeing to share the space for music lessons and dance lessons. Aside from their generous donations for the space, it is great to see the building being more fully used outside of Sunday activities. Our corporate worship on Sunday might be the point of the church, but I find it heartening that we can be of value to our community during the week as well.

The other major project that has been undertaken recently was a complete rehaul of the website. Without dipping into technical details, we are changing where and how it is hosted to run it through Realm. The website address will remain the same and all you should notice is that it looks cleaner and works better, but from an administrative perspective, it is much easier to edit and manage content, as well as add parishioners as content managers so they can also update items. You should see that go live imminently, and I think you'll all be pleased – I certainly am.

As always, if you have any questions or suggestions, please don't hesitate to email me.