



*Traditional Worship. Progressive Thinking.*

# 2026 ANNUAL REPORT



*The mission of All Souls Church is to be a Christ-centered sanctuary where a diverse and inclusive community worships and serves. We live this mission through faithful celebration of the Eucharist, Christian education, and loving nurture of both members and neighbors.*



[Three panels known as the All Souls Window] Jesus makes a gesture of welcome and acceptance, personifying the words "Come unto me, all ye that labor and are heavy laden, and I will give you rest." (Mt 11:28) All Souls Parish, since its founding, has sought to live into this vision, extending welcome and sanctuary to all who seek God. Enamel on opalescent glass, with stained glass.  
*Early work of Henry Lee Willet Studios of Philadelphia, PA.*

# ALL SOULS EPISCOPAL CHURCH: 2026 YEAR IN REVIEW

A comprehensive review of our spiritual vitality, community service, and mission-driven growth.

## GROWTH & SPIRITUAL LIFE

**140**

**Communicants**  
Thriving parish of active communicants.

**75%**

**Visitor Retention Rate**  
36 out of 48 visitors chose All Souls as their spiritual home.



### Investing in Education

23 attendees for "Episcopal 101" classes (Fall 2025 & Spring 2026).

### Rites of Passage



Celebrated 4 baptisms, 2 receptions, and 7 confirmations.

## OUTREACH & MISSION



**\$10,000**

**in Endowment Grants**  
Supported 8 different charities through significant financial support.

### 8 Major Outreach Activities



**Trash Cleanup Day**  
Rock Creek Park



**2 Community Work Days**  
Capital Area Community Food Bank



**Benefit Concert**  
Woodley House



**Giving Tree (50 Children)**  
Housing Up



**Christmas Lunch Donation**  
Episcopal Church in Cuba



**3 Carloads of Clothing**  
So Others Might Eat (SOME)



**Soup and Bread Lunch**  
Sustainable Villages Honduras



**Annual Fundraising Breakfast**  
Samaritan Ministries

## FELLOWSHIP & COMMUNITY



**2,500**

**Coffee Hour Participants**  
Gathered for fellowship over 52 Sundays in 2025.



**New Memorial Garden**  
Established in front of the Bell Tower by Sterrett family & friends.



**Active Volunteer Guilds**  
**Altar Guild** grew; currently seeking new members for the **Acolytes Guild**.



**Global and Local Impact**  
\$600 for Christmas lunch in Cuba and \$1,000 raised for Samaritan Ministries.

## STEWARDSHIP & OPERATIONS



**2026 Budget Goals Met**  
Successfully met financial targets during the 2025 pledge drive.



**Mission-Aligned Partnership**  
Now renting space to **Woodley House**, aligning with parish values.

# 2026 ANNUAL MEETING AGENDA

May 17, 2026, 12:15 pm, *in the Undercroft*

1. **Welcome, Call to Order, and Opening Prayer**, Mother Sara
2. **Introduction of Meeting Officials**, Lisa Watson, *Senior Warden*
  - a. Certification of Voters
  - b. Confirmation of Quorum
3. **Election**
  - a. Election of Junior Warden: Tara Mancini
  - b. Election of Vestry Members
    - i. Frederick “Rick” Taylor (to fulfill the remainder of Tara’s vestry term, should she move into the Junior Warden’s role)
    - ii. Sebastian Wellford (first term)
    - iii. vEnessa Acham (second term)
    - iv. Kurt Jacobs (second term)
4. **Verbal Reports**
  - a. **Rector:** Mother Sara Palmer
  - b. **Senior Warden:** Lisa Watson
  - c. **Junior Warden:** Jeff Wells
  - d. **Treasurer:** Will Stewart
  - e. **Tending Our Soil:** Heidi Rasciner
5. **Open Discussion**
6. **Closing Prayer**

## MEETING OFFICIALS:

Chair (Mother Sara Palmer)

Meeting Secretary (John Longstreth)

Parliamentarian (Daniel Callis)

Check-in Captains & Tellers (Al Muller, Elwood Gibson, Elizabeth Ellis)

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## Rector's Report

*Psalm 127:1. Unless the Lord builds the house, the laborers labor in vain.*

On Maundy Thursday I went into the church to pray before the special foot washing service, Holy Eucharist and the stripping of the altar. I felt moved to kneel and intercede that God would touch people's hearts during this moving service; that God would open our eyes to see Jesus in His humble and heartbreaking love for all of humanity. Ultimately, it is only God's Holy Spirit who can transform people's hearts and minds, to acknowledge our need of God. Prayer must therefore always come first as we strive to build God's kingdom here on earth, seeking God's glory not our own. It is only what God has built that will endure in the long term here at All Souls.

I am deeply thankful for you all who play an important part in our continued growth in both numbers and spiritual depth. Twenty-three newcomers and long-term parishioners have attended the fall 2025 and spring 2026 Episcopal 101 classes; you are beginning to invite friends and family to our services. Our engaging Forum classes during the school year have been attracting some new participants, which is lovely to see as we explore our Christian faith together. Twenty people signed up for, and have been attending, the John's Gospel Jesus' I AM sayings Bible class.

We have had four baptisms, two receptions, and seven confirmations since last May 2025! We now have about 40 people in the 20s and 30s group which has grown miraculously from two members since January 2024! One hundred and nine people are qualified to vote in this year's Annual Parish Meeting! God the Trinity is at work amongst us and in us, adding to our numbers and deepening our commitment. We hope to offer a parish-wide retreat in Spring 2027 after our very successful overnight at the Claggett Center in February of 2025. The fellowship, discussions, fun and learning opportunities on that retreat were a joy to all who attended.

We give thanks for all we have learned through the three-year Diocesan Tending Our Soil program which will finish at the end of May. This year, we have met with our cohort churches: Christ Church, Chaptico and Grace, Georgetown to brainstorm projects we have felt God leading us to accomplish. Our Tending Our Soil team has met this year; Heidi Rasciner, our TOS Chair and I have benefited from monthly coaching with Anne Tomkinson. This Spring, our team felt called to lead a Stewardship of Time and Talent five-week series of talks; our aim is to help everyone participate with their gifts of time and talent in the Body of Christ at All Souls. Since we grow as

Christians by serving, we have highlighted the opportunities to participate in various vital ministries at All Souls. We have encouraged everyone to fill in a pledge card to get involved in one or two ministries; we will continue to offer this new pledge drive annually. When every member of the Body of Christ plays a part, we experience joy and growth as we work together. We continue to reach out to the neighborhood, with processions on Palm Sunday and at Pentecost. We have now had three Earth Day free outdoor concerts with the Dave Palmer band; David Palmer and Sara Zhu are offering to give a second free piano and flute recital in the fall. Our organist Tom Andrews gave an organ recital. Jeff Wells has started offering periodic tours of our spectacular stained-glass windows which many find fascinating.

I am delighted to have been able to travel to attend two Episcopal Parish Network conferences, the last one taking place in Charlotte, North Carolina. It is a joy to represent All Souls and to make connections with clergy and laity all across the country. A special privilege to meet the former Bishop of Europe, the Right Reverend Pierre Whalon, whom I have wanted to be introduced to for years!

Sadly, we have experienced the deaths of three long-term beloved parishioners: Jane Woodall, Sybil de la Renaudiere and Nancy Aherne in the past year. We give thanks for these faithful Christians who gave so much of themselves, their time, and resources to All Souls. We acknowledge that life is short; we must therefore use our limited time on earth to be a blessing, as our former parishioners were.

We look forward to the future, trusting that God will continue to answer our daily prayers of bringing increasingly more people to All Souls who will then stay with us. We now have a beautiful nursery for babies and toddlers to use in the future; we pray for God to provide two Nursery workers who will be Safe Church trained. We trust God to help us meet the ongoing expenses of our aging building, and we give thanks for our new Woodley House tenants. In September, we will welcome our seminarian from Virginia Seminary who will work with us for her final year. Jennifer Mindek Beckham attended our recent Earth Day concert with her musical husband, Todd. Jennifer is a creative, gifted, pastoral, compassionate, and warm follower of Jesus Christ who will add much to our congregational life.

I have thoroughly enjoyed working with our new Administrator, Andrea Meier this past year. I am so thankful for her welcoming, open and warm personality which makes all the difference to the atmosphere of the office. Her creativity in communications has made the Thursday eblast a joy to look at; the banners, bulletins, postcards,

and pledge cards are all attractive to the eye and easy to understand. Reaching out to invite people to our events on Eventbrite as well as the neighborhood listservs was Andrea's inspired idea! Her organizational skills, faithful hard work, and prior experience in rentals are a blessing as we move forward into another year. God truly found me the right person for our new administrative position at All Souls.

And lastly, I am deeply thankful to our faithful and hard-working Senior Warden, Lisa Watson and our Junior Warden, Jeff Wells. It has been a joy to work with them this past year as a united team. Many thanks also to our active and caring Vestry for your diligence and support. And finally, my gratitude to each one of you in the All Souls family, for the love you share, the joy you bring, and for your commitment to grow ever closer to the God who loves us so dearly each one.



*Mother Sara Palmer, Rector*

## **Senior Warden's Report**

One part of the Senior Warden's job description for spring is compiling summaries from each of our committees and working groups so they can be shared with our parish at the annual meeting. I was mildly stunned and definitely humbled as the reports trickled in and I saw all this work in one place. You – our All Souls Members -- have accomplished so much over the year. I hope you'll take the time to read through each summary and that you will get a real sense of the dedication and love embedded in each of these ministries and services. When we're in the thick of it, it sometimes seems like a bit of a blur – we all move from service to meeting to event and back to service. But stepping back and taking it together, it is clear to me that we at All Souls are well on a revitalization path that should warm us, thrill us, and remind us to send up regular prayers of thank you for our incredible and growing community. As we go forward it will be critical that each of us identifies ways to give of our time, talents, and resources. It is only through this interdependency of working together – grounded in spiritual commitment – that we can ensure our parish will continue to be vibrant and nourishing to all who enter.

Over the summer, we'll be conducting a parish survey – the first in many years – to gain deeper understanding of you, our members, and to gain insights into ways to continue to make our programs and services rich, engaging and meaningful. You'll hear more about this in the days to come, and we hope you all will take a few minutes to complete the survey and make your voices heard!

In last year's annual report, we shared with you three goals adopted by our Vestry at its April 2025 meeting. It's important to circle back with you for a status report. Goal One is that "All Souls will welcome and engage 36 new members (3 per month) in the life of the parish in the coming year." Good news here: Our parish has enjoyed 48 recorded visitors and added 36 new members (an impressive retention rate of 75%!) since May 2025. We thank Mother Sara for her unrelenting efforts to meet, follow up with, and engage all newcomers who walk through our doors. And we also thank each of you, both for inviting your friends to join us and for showing warmth, compassion, and respect to each of our guests, making All Souls a place to which they want to return. Goal Two states, "By 2027, All Souls will no longer rely on a draw from its endowment for its annual operating expenses, except to pay for the rector's housing allowance. All Souls will reduce the monthly draw from the Endowment by at least a third in 2026." Here, we still have work to do to align our pledges and giving with the costs of compensating our excellent parish staff, maintaining our building, and carrying out the important mission of All Souls. Though we met our 2026 budget goals in the 2025 pledge drive, we still depend on our endowment for a portion of our operating expenses. Our Stewardship Committee is already planning ways to ensure a successful campaign in the fall to help us close the gap between our expenses and our income, reducing dependence on the endowment. Goal Three calls for hiring a professional services firm for better understanding and more efficient future planning related to our building maintenance. Our vestry has not moved forward on this goal for several reasons. First, under the thoughtful and dedicated leadership of our junior warden and strong support of our vestry, we believe we have identified and/or addressed the most pressing building maintenance issues we face. As you will note in the junior warden and building committee reports (2025 and 2026), extensive work has been completed on our building in the last two years. Second, our junior warden has put together a "Junior Warden Bible" that will guide future leadership in ensuring maintenance schedules and actions to keep our building healthy. And third, given the cost of a professional plan development, we believe the endeavor is best undertaken in 2028.

I would like to offer deep thanks to each of our incredible vestry members, who time and time again have motivated me with their wisdom, encouragement, selflessness, and deep commitment to this parish. And I offer special thanks to our outgoing members: Jim Lewis, my dear mentor, and Jeff Wells, who has gently taught, patiently guided, and consistently encouraged me as I have worked to step into this role. We wish them the best as they depart their vestry responsibilities.

## Junior Warden's Report

This past year, our beautiful building continued to recover from long-deferred maintenance and repairs. We also launched a deeper partnership with Woodley House, a non-profit serving people with mental health disabilities across DC. As of April 1st of this year, Woodley House's administrative staff work in four formerly vacant classrooms in the first level of our administration wing. The newly renovated first floor hallway and classrooms of that wing provide more and better office space for them as well as a solid income stream for All Souls. Thanks to the many All Souls volunteers – too numerous to name here - who assisted multiple times this past year in sprucing up, moving furniture, and cleaning the building. They also helped make this Woodley House partnership happen! Finally, I would like to extend my sincere thanks to the members of the All Souls Building Committee who have guided, coached, overseen or helped all of the projects listed below. They are Joe Howell, Kevin LeGrand, Tara Mancini, Bill Stevens, and Rick Taylor. If you are interested in joining the building committee, please speak to Jeff Wells or to Tara Mancini. We'd welcome you help!

In addition to the renovations we completed to welcome Woodley House to our building, we also undertook the following projects since the May 2025 Annual Meeting:

- Installed/refurbished a new All Souls room for toddlers/young children.
- Reinspected and certified our elevator and fire alarm systems.
- Finalized and refined our new nave chiller and boiler installation and systems.
- Repaired our heating system for the administration wing so we no longer need to rely on space heaters which are tremendous energy hogs.
- Repaired/replaced multiple nave ceiling floods and spotlights.
- Installed and/or recertified water supply backflow prevention systems throughout the building complex. These protect our potable water and the public water system.
- Repaired/upgraded our irrigation system working with the Garden Guild.
- Replaced our old IT infrastructure with new equipment, cabling, and access points for better, more secure WIFI with backup power and greater flexibility.
- Established our first ever IT helpdesk and support contract for our IT infrastructure.
- Developed a parish membership database manual and standard operating procedures for basic database entry and operations.
- Developed a columbarium manual and procedures.

- Developed an All Souls building operations manual (aka “Junior Warden Bible”).
- Reviewed and increased our property and casualty insurance and added insurance coverage for our stained glass which was also appraised for the first time.
- Worked with outside legal counsel to develop a new space usage and parking lot usage short term contract to standardize and optimize use by individuals and groups as well as increase parish revenue.
- Started work on the repair of our failing alley retaining wall.
- Installed new carpet at the Mary Chapel and cleaned the carpets at the high altar and upper floor of the administration wing.
- Continued to fight an unfair water bill with DC Water and Sewer.

*Jeff Wells, Junior Warden*

## **Treasurer’s Report**

My role as Treasurer is to carefully monitor our expenses and income and to advise the vestry on how best to meet our obligations with the resources at our disposal. I also assist with the day-to-day financial operations, working with our bookkeeper and parish administrator to see to it that our bills are paid in a timely fashion. That work is greatly lightened thanks to our well-functioning Finance Committee and Endowment Board. And further thanks should go to our Stewardship Committee, who executed a successful Stewardship Campaign which allowed us to begin 2026 with a budget that aligns with projected expenses for the year. Even so, we continue to depend on a vestry-approved allocation from our Endowment to help bridge the gap between our expenses and the income we raise from pledge and plate donations. While our reserves are there and helping us get through difficult years, we cannot continue to draw on them indefinitely.

As always, I trust that God will guide us and lead us to the resources we will need. If you have not yet made a pledge for 2026, it is never too late to do so – your financial support of God’s work in this parish will be most gratefully received.

*Will Stewart, Treasurer*

## **Acolytes**

The acolytes assist in our services as cross bearer for processions and gospel book bearer in procession and gospel readings. Acolytes assist the clergy in the Eucharist by placing the unconsecrated elements on the altar and removing the communion vessels from the altar afterwards. Our Bishop authorizes acolytes to administer the chalice. On special days, acolytes carry the incense thurible in procession and “cense” the participants in the Eucharist and the congregation.

The Acolytes Guild for several years has had only enough members to cover the basics of our services. Fortunately, we have been able to cover all services, but unexpected illness or absence can play havoc with the schedule. Anyone with an interest in this ministry is welcome to contact Mother Sara or Mike McGee for details. Your help is definitely needed!

*Mike McGee, Chair*

## **Altar Guild**

The Altar Guild prepares the Altar for services. The communion “set-up” you see on the Altar was prepared by a guild member along with the vessels and linens you see on the credence shelf under the crucifix to the right of the Altar. Guild members also assure the appropriate Altar, lectern, and pulpit hangings are used for the Church Year. After service, Guild members wash, dry and return the communion vessels to the storage cabinets in the Sacristy. Guild members also hand wash and iron the linens used in the service. The Guild monitors the supply of communion bread, wine, and candles, coordinating orders with the Parish Administrator. We have been using more of our large collection of altar hangings this year, including the green “ordinary time set” with red and gold accents.

We have been fortunate to welcome several new members into the guild this year and are able to limit assignments to one Sunday per month. If you are interested in learning more about this ministry, or just curious about the functions of chalices, ciborium, cruets, lavabo, lavabo towels, corporals, and purificators, please contact Mother Sara or Mike McGee.

*Mike McGee, Chair*

## **Archives Group**

The Archives Group ensures the records of our historic church are preserved and readily available. Anne Armstrong leads the effort to maintain physical documents and Kevin LeGrand organizes our electronic files. The works of our parish administrator, wardens, rector, registrar, and treasurer all contribute to the archival process.

New to the role this year, Anne Armstrong took a grand tour of the building as well as an in-depth evaluation of the Archives, both in content and disposition. Overall, the records are deemed in great shape, and the group has several short and longer-term suggestions going forward for consideration.

*Anne Armstrong and Kevin LeGrand, Co-chairs*

## **Bell Guild**

The Bell Guild rings the bells ahead of services to call people to worship and to mark the end of service. It is also a great way to remind the neighborhood of our presence. We currently have five members: JoAnn LaFon, Tara Mancini, Joe Neal, Helen Schmedtje, and our newest member, Peter Lom. If you feel called to join the ministry, or want to learn more, please reach out to Tara.

*Tara Mancini, Chair*

## **Christian Formation Committee**

Throughout the year from September to May, the Christian Formation Committee presents Sunday forums that are opportunities for deepening our faith within a conversational and inter generational framework in which questions are valued as much as answers. We hear of the spiritual journeys of fellow parishioners and marvel at the mysterious workings of Providence that brought us to this parish church, this community of faith in which we are called to be a “great cloud of witnesses.” We have supported that calling by offering forums related to biblical themes, liturgy and the arts, religion and science, ethical issues and politics, parish ministries, and Advent and Lenten book studies on spirituality. Committee members who have made this possible are Peter Laugesen (chair), vEnessa Acham, JJ Chung, Joe Howell, Joe Neal, and Sebastian Wellford, as well as Mother Sara, Jim Solomon, Tara Mancini, and David Palmer.

*Peter Laugesen, Chair*

## **Endowment Board**

Endowment Board members each serve a 5-year term. Current members are Jim Solomon (chair), Larry Amon, Kevin LeGrand, Dale Lewis, Art Warren and John Wiecking. Dale Lewis' term will end in May 2026. The Board manages the parish investments in a permanent fund (donor-restricted) and quasi fund (non-donor-restricted). Although not a part of the Endowment, the Board is also responsible for the management of a rectory fund, which is solely used to pay the rector's housing allowance. The Board meets quarterly to review investment performance. As for December 31, 2025, assets under management were: \$3.27M. The Board maintains a disciplined, long-term approach with a combination of fixed and equity investments. Holdings are diversified across a broad spectrum of both equity and fixed-income sectors.

Last year the Board recommended total grants of \$10,000 to (8) qualified charities. Recommendations were reviewed and approved by the Vestry. This year's recipients were: Washington School for Girls, Woodley House, Bishop Walker School for Boys, Cleveland & Woodley Park Village, Christ House, Anne's Place, Negotiation Works, and Family Youth Initiative. In addition, the Board has initiated a study for 2026 to increase its role in planned giving. The goal will be to help parishioners understand planned giving alternatives, and how this can result in maintaining the solvency of the Endowment for years to come.

*Jim Solomon, Chair*

## **Finance Committee**

As in recent previous years, the Finance Committee has carried out its primary duties of assisting the parish's Treasurer in preparing the parish's annual budget, of reviewing the parish's financial audit, and of monitoring our income (primarily from parishioners' pledge and plate contributions, transfers from our rectory fund and endowment, and rental income) and expenses to ensure the best use of our various resources in meeting our financial obligations. Our budget for 2026 is balanced, although still reliant on a transfer of funds from the endowment to meet operational expenses; our most recent audit was "clean;" and, as of this writing, our 2026 income and expenses are consistent with our planned budget. One positive development affecting this year's budget, and future budgets as well, is the significant increase in rental income we are

now receiving as the result of Woodley House moving its administrative offices to the renovated ground floor of our administration wing, thanks primarily to the vision and unrelenting work of the Junior Warden. Present members of the committee are Art Warren, Larry Amon, and — serving ex officio—the Senior Warden, the Junior Warden, and the Treasurer. The committee also benefits immeasurably from the counsel of Jonathan Nicholas, who serves as Treasurer of the Diocese. We would welcome participation from any parishioner who feels called to learn more about the finances of the parish.

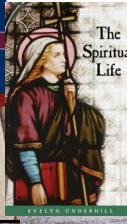
*Art Warren, Chair*

## **Garden Guild**

The overall goal of the Garden Guild is to create and maintain a church landscape that enhances our parishioners' spiritual experience as they come and go and provides a place for rest and reflection for our neighbors and passersby. Beyond the regular maintenance and improvements to the yard and gardens our major accomplishment has been the planning and installation of the Sterrett Family Garden. With contributions from the Sterrett family, descendants of the founding rector of All Souls, James McBride Sterrett, we were able to refresh a somewhat neglected area in front of the bell tower. The Sterrett Garden includes a new field stone patio with teak seating surrounded by heuchera, hostas, boxwood and dystillium plants and shrubs that echo existing elements in the rest of the church landscape. Many thanks to the Garden Guild members (JJ Chung, Cynthis Hammond, Kevin LeGrand, John Longstreth, Bill McKinley, Dee Snyder, Jack Strausman and Jeff Wells) for their hard work, dedication, and generosity this past year.

If you would like to join the Guild, please email Larry Amon at [ljamon@earthlink.net](mailto:ljamon@earthlink.net). The group meets every Saturday at 9:00 am from spring to fall, weather allowing. If you would like to support our work with a financial contribution, please contact Larry at the same email address.

*Larry Amon, Chair*



COFFEE HOUR & FELLOWSHIP



**AN AFTERNOON OF ARTS**  
SATURDAY, OCTOBER 25  
Stained Glass Arts Presentation  
2:30 - 3:30 pm  
followed by All Souls New Year 3:30-4:30 pm  
Piano and Flute Concert  
Sara Zhu, Flute & Daniel Palmer, Piano  
4:00 - 6:00 pm  
All are invited & welcomed! Both events are FREE to the public.  
@allsoils.org | 202-251-0544



**WOODLEY HOUSE DC**  
Homes for dignity and community since 1958



**Thank You!**

## **Healing Ministry**

The Healing Ministry continues to offer healing prayers for anyone who desires it on the first Sunday of each month in the Mary Chapel following communion; for much of the past church year, prayers were offered twice each month. Dr. Al Muller and Lisa Watson have served as healing ministers for many years, and this year Mother Sara has invited four additional parishioners to the team: vEnessa Acham, Vicky Drell, Elizabeth Ellis and Janelle Diller. Prayer requests range from the very specific to more general, for those who come forward as well as for their family and friends. The ministry offers prayers of encouragement and support, seeking to bring the “peace of Jesus” to those in our church community who may feel alone or anxious in a stressful world.

*Al Muller and Lisa Watson, Co-chairs*

## **Iconography and Art Work Group**

A small work group was formed in 2026 to explore the interest and potential for adding additional artwork to our All Souls building. The group agreed the goal of any future additions would be to further fulfill our mission to be a “Christ-centered sanctuary” where all can see themselves and enjoy an enriched worship experience with God. In addition, new art should reinforce our sense of caring and community, which extends to all who enter our sacred space.

Members of the work group are vEnessa Acham, Cynthia Evans, Nancy Morgan, Joe Neal and Lisa Watson.

*Lisa Watson, Chair*

## **In-Reach Ministry**

The InReach Ministry works to welcome, sustain, and strengthen the All Souls community by creating meaningful opportunities for connection, fellowship, and care. Over the past year, the ministry sponsored several festive gatherings led by dedicated team captains, including the Shrove Tuesday Pancake Supper and the Annual Parish Picnic (Elizabeth Ellis and Jimmy Matthews), the All Souls Remembrance Potluck (vEnessa Acham, Tara Mancini and Joe Neal), and the Thanksgiving Community Dinner (Dee Snyder and Kevin LaGrand). Important support also extends beyond church walls through thoughtful care cards prepared by Vicky Drell, baptism anniver-

sary cards faithfully sent by Lynn Crowley, and the helpful survey on Foyer Group Gatherings created by Don Albert.

In 2025, more than 2500 parishioners are estimated to have joined us for Coffee Hour Fellowship in the undercroft, where conversation and favorite treats continue to bring our community together. We are deeply grateful to the many InReach volunteers whose creativity and generosity make these gatherings possible: Owen Basil, Vicky Drell, Elizabeth Ellis, Embry and Joe Howell, Mary and Ted Hartz, Kevin LaGrand, Jimmy Matthews, Bill McKinley, Lisa Watson, and Jeff Wells. Our heartfelt thanks extend as well to Leiby Romero for her good cheer and steadfast leadership as reception lead. If you are interested in becoming involved in any of the InReach Ministry's activities, please contact either of us through the church office.

*vEnessa Acham and Dee Snyder, Co-chairs*

## **Lectors**

The Lectors' Ministry at All Souls provides lector volunteers to read the first and second lessons, the Prayers of the People, and, for unsung Masses (when the choir is not present), 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 as requested by the rector. He also accommodates guest lectors, such as on Scout Sunday, when the Scouts provide the lectors. In addition to coordinating the schedule of readers and rotating the lesson, psalm, and Prayers of the People assignments among them, the Chair also offers gentle instruction to new lectors, as well as refreshers, tips, and advice to those already admitted to the ministry. We wish to thank everyone who participates in this important ministry of our church. If you think this may be an area in which you can serve, please speak to Will at church, email him at [lectors@allsoulsdc.org](mailto:lectors@allsoulsdc.org), or call him at 703-527-8069.

*Will Stewart, Chair*

## **Live Streaming Team**

Responding speedily to the COVID pandemic six years ago, All Souls provided worship and prayer services online via both recorded Masses (complete with choir music) and real-time prayer and fellowship. Continuing to embrace our community wherever they may be on a Sunday morning, we now livestream Mass to both Facebook and YouTube. Additionally, the recorded Mass is available for later viewing. Recent upgrades to All Souls Wi-Fi and to our camera and software have improved our video quality and simplified the pre-Mass set up. Please contact Kevin LeGrand if you'd like to be a part of this ministry of connection. Thanks to live streamers Alex Hardee, Samuel Littauer, Joe Neal, and Samuel Willis.

*Kevin LeGrand, Chair*

## **Membership Committee**

During the past year as Chairman of the Membership Committee, Stefan Lopatkiewicz supported preparations for the 2025 annual meeting of the Parish by helping develop and finalize the Parish voting rolls. Stefan also worked with the Junior Warden and Parish Administrator in their simplification and update of the Church's Realm database of Parish members, former members and visitors. Stefan also prepared and processed several letters of transfer for parishioners joining or leaving the All Souls community.

This is an opportunity to remind fellow parishioners that, if you have recently transferred into All Souls from another Episcopalian parish, we can formalize the transfer of your records through the letter transfer process.

*Stefan Lopatkiewicz, Chair*

## **Men's Fellowship**

The Episcopal Men's Fellowship of All Souls Church will be celebrating its 25<sup>th</sup> anniversary in 2027. The intent of the group is to foster a sense of community and belonging for the men who attend All Soul's Church, and it meets bi-monthly. Our events consist of a fellowship hour, a home-cooked meal prepared by one or more of our members, both concluding with either a short presentation by a member or — for gatherings near holidays — a group singalong. For more information on the group please email Ike Brannon at [chiefdeputyusher@gmail.com](mailto:chiefdeputyusher@gmail.com).

*Ike Brannon, Chair*

## Music

All Souls continues to have an outstanding music program, as it has for the 114 years of its existence. A choir consisting of both volunteer and paid singers perform a wide variety of Anglican church music, including psalms, anthems, spirituals, and choral responses. The relatively new Walker organ is a fine instrument, providing excellent accompaniment in the Episcopal tradition for every Sunday service, and for other special services throughout the year. The volunteer Choristers—all active members of the parish—are Judy Andrew, Daniel Callis, Cynthia Evans, Mary Hartz, Ted Hartz, Embry Howell, John Longstreth, David Palmer, Rick Taylor, Donald Snyder, Will Stewart, and John Wiecking. An outstanding staff of paid choristers supports the choir. There are two new singers this year, as former singers Rob Henderson and Sam Scarrow left us to pursue other venues for their talents – Rob in the United States Army Field Band, and Sam at an Episcopal church in the Philadelphia area. The paid choristers, who lead the sections and perform solos are: Sopranos, Brianna Galligan and Heather MacDonald; Alto, Elizabeth Barnes; Tenor, Teo Nouve; and Bass, Kevin Slade. We are incredibly grateful for all of our musicians who contribute so much to the choir and to the spiritual life of All Souls.

As hard as it is to believe, my time at All Souls is drawing to close this coming August, when Bobby Stubbs returns after pursuing his master's degree in Choral Conducting. I have enjoyed my time as Director of Music and Organist immensely, and the All Souls choir and congregation have received Judy and me warmly during our brief time among you. Thank you for giving me the opportunity to serve you with my musical gifts and to be a part of your congregational life. Judy and I wish for you all the best things in life for the future. Soli Deo Gloria!

*Tom Andrew, (Interim) Director of Music and Organist*

## Outreach Committee

The Outreach Committee's purpose is to schedule activities and events as part of and to benefit our local community, the city, and social service organizations! It has been a very busy year! The committee began the fall season on September 20 when All Souls volunteers performed a trash clean-up of a section of Rock Creek Park under the direction of Sebastian Wellford. On October 4, about 30 parishioners and friends packed food boxes for distribution at the Capital Area Food Bank. David Palmer,

piano, and Sara Zhu, flutist, presented a recital at All Souls on October 18 with a free will donation to support Woodley House. On Halloween, the Outreach Committee dressed in costume and distributed candy to area children in our parking lot. In December, we set up the Giving Tree which collected gifts for 50 children of families served by the social service organization Housing Up. Also in December, we raised \$600 to provide a Christmas lunch for the Episcopal church in Santa Clara, Cuba. Throughout the year we have collected food for Woodley House. Starting in 2026, we held a January warm clothes collection and donated three carloads of clothes to SOME. In February, we had a soup and bread luncheon to benefit Sustainable Villages Honduras and raised \$541. March was the Samaritan Ministries Next Step Breakfast attended and supported by the committee. On Easter, we hid eggs for children in the front lawn. On April 25, David Palmer's band returned for another highly enjoyable and well-attended concert at the church. May 2 was a volunteer Saturday afternoon for parishioners and friends to work at the Capital Area Food Bank. A Rock Creek Park clean-up day is planned for a Saturday in June.

Outreach Committee members are: Sheila Arbury, Kurt Jacobs, Daniel Callis, Carolyn Kulisheck, Cindy Shaughnessy, Tom Durham, Embry Howell, and Julia O'Hanlon. We encourage other parishioners to join us. Lisa Watson as Senior Warden, and Mother Sara, as Rector, have been part of our monthly Zoom meetings.

*Sheila Arbury and Kurt Jacobs, Co-chairs*

## **Scouts**

As we draw near to another fabulous program year end, below are some updates from BSA (formerly Boy Scouts of America) Troop 248 for Girls, which is thrilled and grateful to call All Souls home.

- Two Saturdays every month, the troop gathers in the Undercroft. During meetings we learn Scout skills like first aid, fire building, knot tying, and this month, back-packing. We also plan campouts, play games, and learn about how to live into both our Duty to God and our responsibility as good citizens.
- Ten scouts and three adults will head once again to Goshen Scout Reservation in SW Virginia this coming June. There they will enjoy swimming, boating, archery, climbing and many other of the activities that have marked Scouting for more than 100 years.

- For our high adventure this year, we have a group headed to sea kayaking in Maine. They will pack up kayaks with gear and food, and camp on coastal islands. Sun, sea, sand - and lots of sunscreen and sore muscles!
- Campouts this year ranged from adventures like sleeping under the stars (sans tents) to cabin camping (during a blizzard). We also participated in two DC District Camporees, which are outings where multiple troops gather to learn and work together, as well as compete.
- Troop 248 is especially acclaimed for our troop songs, which have become Camporee tradition.
- In February, Scout Sunday was a great success. The Scouts and their families were honored to join with the parish, serving as ushers, readers, congregants, and coffee hour hosts.
- Community service remains one of the hallmarks of scouting. In November, the scouts participated in Scouting for Food, collecting 450 pounds of food and over \$750 cash for the NW Food Bank. In December, they prepared over 30 family size dinners to stock the freezer for a local emergency pantry. In June, we will round out the year with a sandwich making event for Martha's Table.
- Continuing our way-above-average production of Eagle Scouts, this year we welcomed five young women into those ranks. This brings the Troop 248 total to 18. Consider the fact the troop has only existed for seven years, and due to the minimum length of time required to earn the rank, the first Eagle was not inducted until year three!
- Just as older girls earn their Eagles and graduate and depart for college, the troop continues to attract new younger members. Six scouts joined us this March as they crossed over from Webelos (the highest rank of Cub Scouts, grade 5) to become BSA Scouts. We also welcomed five other girls via word of mouth, as scouts talk about the fun and value of the troop and recruit their friends.

On behalf of the scouts of Troop 248, their families, and adult leaders of the troop, we remain so appreciative of the support of the All Souls Parish.

*Marilyn Nowalk, Scoutmaster, Troop 248*

## Stewardship

The Stewardship Committee got off to an early start with an initial meeting in August followed by more intensive sessions beginning in mid-September. By mid-October we launched our effort. Mailings were dispatched, talks delivered from the lectern, email and telephone follow-ups ensued. The end result was that we garnered 71 pledges totaling \$405,000 or 95% of our stretch target of \$425,000. Thirty-seven of our returning pledgers increased their contributions, though a few folks decreased theirs, yielding a net increase of some \$20,000. We were pleased to receive 10 new pledges this year but, alas, these were largely offset by eleven departures. All in all, the number of pledging households held steady with an increase in the total pledged. Of course, we're already thinking about this year's stewardship drive. One of our priorities will be to continue growing the membership while encouraging everyone who pledges to reflect sincerely on the importance of their spiritual life and to make a financial commitment commensurate with that importance.

*Jonathan Nicholas, Chair*

## 20's and 30's / Young Adults Group

While last year was about solidifying our foundation, this past year has been about watching the structure truly take shape. Our Young Adults Group has focused on maintaining consistent membership while simultaneously increasing our visibility and engagement within the parish and the broader community. Our "organic approach" to community—prioritizing natural bonding over a rigid, over-scheduled calendar—has paid off in dividends. By maintaining a low-pressure environment, we have created a space centered on genuine fellowship rather than just "checking a box." The result is a group where people truly want to spend their time.

The numbers tell an incredible story of this success:

- **Core Growth:** Last year, we were thrilled to grow from 8 to 21 members. That momentum has only increased; our core group now stands at 31 active members, with an average of 15 joining us every Sunday.
- **The Big Picture:** Our total roster now sits at 44 members, signaling a significant increase in interest and engagement among young adults in the area.
- **Diocesan Recognition:** Beyond the numbers, we have had the privilege of growing our reputation within the wider Diocese. We are no longer just a "small local

group” —we are becoming a visible, vibrant part of the regional young adult community.

From random meet-ups outings to shared meals, the efforts to foster connections have resulted in a group that is ready to move from “finding its footing” to “making an impact.” Now that our foundation is rock-solid, we are looking outward. We believe community outreach is an area where we can truly flourish. In addition to participating in All Souls’ parish-wide outreach, we took part in a Rock Creek Park cleanup headed by Sebastian Wellford. These events highlight our desire to use our combined energy to live the mission of the Gospels and serve our neighbors.

While we will always protect the “naturally driven” gatherings that made us successful, we are excited to add more intentional service and social dates to the calendar. Upcoming highlights include “The Great Scavenger Hunt” (a collaborative effort hosted by our All Souls Young Adults and the Diocese DC Fellowship), serving meals at Grace Table in Georgetown and thereby providing vital support to the community as the local student population matriculates back home, and more frequent events as the weather warms and new faces join us.

We have spent the last year growing deep roots; this coming year is all about the branches. We are incredibly optimistic about our trajectory and look forward to seeing this ministry continue to climb!

*Joe Neal and Helen Schmedtje, Co-chairs*

## **Tending Our Soil**

At the time of the last Annual Parish Meeting report, we were just finishing up the second year of the Diocesan Tending Our Soil (TOS) program, a year of learning to “Equip and Plan.” Like year one, year two featured “learning labs” where we gathered with other parishes to learn from speakers arranged for by the Diocese. We hosted the final year two learning lab here at All Souls and heard from Rev. Peter Ackerman, Rector of Christ Church, Chaptico, MD, about adaptive leadership. As Tara Mancini noted in her article for the weekly bulletin, we learned that adaptive leadership requires unlearning and a willingness to let go of past successes (i.e. what worked five years ago, won’t necessarily work now); adaptive leaders expect and work through resistance, rather than avoiding it—and remain in relationship with all. (i.e. view situations of resistance as a circle, rather than as opposing sides of an issue); and adaptive

leadership is a continuous process of learning, experimenting, and growing with others (i.e. we give ourselves the grace to fail and the freedom to try).

We are now nearing the end of the third and final year of TOS. a year focused on putting into practice what we have learned over the previous two years. This year has featured cohort labs, where we gather with the two other parishes in our cohort to discuss challenges we are facing and brainstorm ideas for projects we are planning. Christ Church, Chaptico, hosted the first cohort lab in October 2025, we hosted the next one in March 2026, and Grace Church, Georgetown, will host the final cohort lab at the beginning of May 2026. At the cohort lab we hosted, we discussed our plan for a Stewardship Campaign focused on Time and Talent; our fellow parishes helped us talk through some issues and gave us some great ideas to enhance our inaugural campaign, which will conclude on Sunday, May 10.

Throughout the past year of TOS, we have continued to have monthly team meetings, and Mother Sara and I have continued to have monthly coaching sessions with a coach provided by the Diocese to guide us. The TOS program will formally conclude with a graduation ceremony on May 30, where we will hear from Bishop Budde, reflect on what we've learned from TOS, and engage in a "café conversation" as our final "learning lab" of the TOS program.

The Tending Our Soil team includes John Longstreth, Tara Mancini, Al Muller, and Donald (Dee) Snyder. Mother Sara is also a critical member of the team.

*Heidi Rasciner, Chair*

## **Usher Ministry**

As the "front door" of All Souls, the Usher Ministry provides the first smile and warm welcome to everyone who enters our sanctuary. While this past year has been a season of significant transition, our team's steadfast dedication has ensured that our spirit of hospitality remains unchanged. After 12 years of dedicated service and steady leadership, Al Muller has passed the baton as head of the Usher Ministry. We owe Al a tremendous debt of gratitude for his over a decade of commitment to ensuring our services run smoothly. Taking up the mantle is Joe Neal, who has stepped into the leadership role with enthusiasm and a vision for keeping our hospitality as vibrant as ever. We are thrilled to have two of our long-standing team members return from their well-deserved sabbaticals. Their experience is a cornerstone of our ministry. We also

officially welcome Peter Lom and Aurora Sherman to the ushering team! You've likely already seen their friendly faces at the back of the nave. As we move through our Time and Treasure push here at All Souls, we are actively exploring ways to bring even more new faces into this ministry.

Ushering is a wonderful way to meet your fellow parishioners and serve the church with a relatively small-time commitment. Whether you have been at All Souls for decades or are a newcomer yourself, we would love to have you join us. Many hands make light work, and a few more smiles at the door are always welcome! We look forward to another year of hospitality and service, ensuring that everyone who walks through our doors feels the warmth of the All Souls community.

*Joe Neal, chair*



(above) The 2025-2026 All Souls Welcome Banner on the corner of Woodley Place and Cathedral Avenue near the new Sterrett Garden.





## **Staff**

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## **All Souls Vestry, *vestry@allsoulsdc.org***

vEnessa Acham (2026)

Kurt Jacobs (2026)

James Lewis (2026)

John Longstreth (2027)

Tara Mancini (2028)

Nancy Morgan (2027)

Joe Neal (2028)

Will Stewart (2028)

Arthur Warren (2027)

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## **For Vestry Minutes and Parish Documents**

*www.allsoulsdc.org/governance*



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