



All Saints Church

2016 ANNUAL REPORT



*"For no one can lay a foundation other than that which is laid,
which is Jesus Christ.*

I Corinthians 3:11



From the **RECTOR**

“According to the grace of God given to me, like a skilled master builder I [Paul] laid a foundation, and someone else is building upon it. Let each one take care how he builds upon it. For no one can lay a foundation other than that which is laid, which is Jesus Christ.”

1 Corinthians 3:10 and 11

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The year 2016 was perhaps the most industrious twelve months in the history of All Saints Church. In addition to the mountain of faithful Gospel ministry described in the pages that follow, the parish was blessed by an almost completely redesigned, updated, and fortified administrative foundation for many years ahead. In many instances, systems and documentation were provided that never existed before, while others were updated after decades of neglect. All Saints is now poised to build great mission and ministry on top of these enormous and historic accomplishments.

The catalysts for all this work came in multiple forms:

- ⇒ Three months of in-office labor by Todd Miller who donated an entire law-firm sabbatical to the Lord’s work.
- ⇒ At least two months of in-office labor by Jayantha de Silva who donated his brilliant corporate consultant talents to the Lord.
- ⇒ A year-long effort by Jonathan Stroebel and our enthusiastic Stewardship Team who, by God’s grace, brought All Saints its most fruitful annual giving campaign ever—by more than \$100,000. God bless everyone who gave to His mission

- ⇒ Yet another year-long effort by Stuart McFarland who continues his role as our parish’s chief strategist and advisor to the Rector and Vestry.
- ⇒ The countless contributions of so many parishioners, our Vestry, and staff members, who serve as a mighty army for God!





Beyond all these accomplishments, here is a mere sampling of what was provided:

- ⇒ A new Parish Management and Operations System
- ⇒ A new Parish Endowment, replacing our antiquated Foundation
- ⇒ An update of our Parish Bylaws
- ⇒ All new Employee Contracts
- ⇒ All new Preschool Employee Contracts
- ⇒ A new Employee Manual
- ⇒ A new Preschool Employee Manual
- ⇒ A new Preschool Parents Manual
- ⇒ A new and less costly Employee Health Care Plan
- ⇒ A modernized Pension Plan for Lay Employees

- ⇒ A Building and Grounds Plan for a new roof and major renovations
- ⇒ The institution of sorely needed staff positions: a Parish Administrator, Communications Director, Communications I/T Specialist, and Youth Pastor.

We praise and thank our Lord for all these amazing and even historic provisions. Now, on to 2017 and the ministry and mission to be built upon such an extraordinary foundation!



THE REV. EDWARD T. KELAHER
RECTOR



All Saints Church

WORSHIP

In 2016, we were blessed to offer sacred worship in a variety of settings and styles that provided the opportunity of lay participation for all ages.

The acolyte ministry allowed boys and girls to live into their baptismal covenant by assisting with the Sacrament of Holy Eucharist and in other worship services. Acolytes had an opportunity for fellowship with other students and were provided with a chance to serve in a ministry with rich traditions.

Lay Eucharistic Ministers and readers also played an important role in worship services. Most of the readings took place at the principal services on Sunday; however,

there were also opportunities at mid-week services and major liturgical holidays.

Eucharistic ministers assisted the clergy by serving the chalice at all communion services and also took communion to home-bound parishioners.



**DAVID REEVE
VERGER**





All Saints Church

MUSIC

Mission statement: *The Music Ministry exists for the purpose of glorifying God and edifying his people through the offering of hymns, psalms, and spiritual songs in the worship of All Saints Church.*

To this end, we strive to enable the congregation to find its voice through leadership in hymns and service music, and to offer choral and instrumental music that further enriches worship.

To accomplish this, choir members met faithfully throughout the year to prepare for Sunday worship and special feast days, e.g. Christmas, Ash Wednesday, Holy Week, et al.

In addition to Sundays and feast days, the following also took place in 2016:

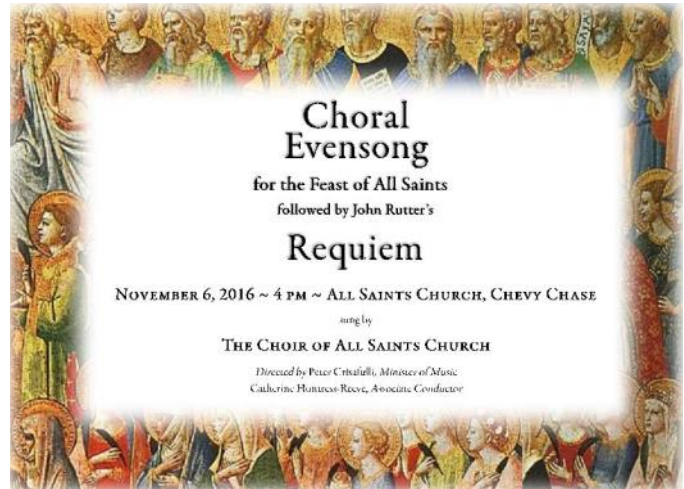
- ⇒ March – Lenten Choral Evensong with the combined choirs of All Saints and Faith United Methodist, Rockville, premiering Michael Wu’s Evening Canticles
- ⇒ May – Schubert’s Mass in G
- ⇒ November – All Saints Choral Evensong with John Rutter’s *Requiem*
- ⇒ December – Advent and Christmas Lessons and Carols

Further, we enjoyed rich times of fellowship through the annual 12th Night party in January and the annual Choir Banquet in June.

The adult choir continues to be robust. The children’s music ministry is challenged by conflicting activities and schedules. Pray for renewal in this vital ministry.



PETER CRISAFULLI
DIRECTOR OF MUSIC





All Saints Church



ALTAR GUILD

The Altar Guild is responsible for preparing the altar for Holy Eucharist each week. That includes caring for the silver, brass, linens, and insuring that supplies of bread and wine and candles are maintained. In addition, the guild assists with weddings and funerals, and provides support for special services such as Maundy Thursday and Ash Wednesday.

In 2016, the Altar Guild was chaired by Catherine Eshelman. Pam Key was in charge of weddings, and Judy Kelly was in charge of funerals. The 27-member guild was divided into three teams, one chaired by Pam Key, one by Debbie Cox, and one by Catherine Eshelman.



CATHERINE Eshelman
CHAIR, ALTAR GUILD

FLOWER GUILD

The All Saints' Flower Guild consists of three teams of varying sizes with a total membership of approximately 16, who rotate two-week assignments throughout the year. The teams arrange the flowers for the High Altar, St. Mary's Chapel, and elsewhere around the church prior to Sunday services. Any unused, healthy flowers are saved and re-purposed in small arrangements, either as gifts for sick or homebound parishioners, or for enhancing other events during the week.

The Guild is also pleased to volunteer to help with special events such as weddings and memorial services that mean so much to the All Saints' family. For holy days, especially Christmas and Easter, all three teams participate together to create an extravagant floral display throughout the church. They also organize other educational activities for families, exemplified by the Advent wreath-making workshop, which has become a tradition and was exceptionally well attended by all ages at the beginning of Advent in late 2016.

The Guild seeks to increase its membership in the near future and look forward to working with new members,



both men and women, who are fond of flowers and enjoy projects involving color and design. Middle- and high-schoolers (age 12 and up) who love flowers and want to learn more about flower arranging are especially invited to join the Guild.



JANE SAYER
CHAIR, FLOWER GUILD



PASTORAL CARE

All Saints is committed to caring for each other. Through his ministry of healing and his deep compassion for those who suffer, Jesus made it clear that God cares for our whole person. In 2016, our pastoral care leadership, in conjunction with committed lay ministers, supported those in the parish who were in spiritual and physical need through visits to the sick and infirm, prayer, meals, and other concerns as they arose.

In 2016, Linda Hall, RN, MS, our Parish Nurse, continued ably to lead both the Health and Wellness Ministry and the Visiting Ministry team to minister to those in need in our congregation.

Jonathan Rosnick, seminarian intern, joined the staff in 2016, and assisted the clergy and Linda Hall with pastoral care visits to hospitals and homes.

The goal of the Healing and Intercessory Prayer (HIP) Ministry is to follow Jesus' command to pray for others in need and to heal the sick. In 2016, this quiet, behind-the-scenes ministry interceded with God with prayers for others for their health and well-being, as well as held classes and Bible studies to further learn about healing.

GriefShare met Tuesday mornings throughout 2016 and was ably led, first by Tony Ortiz, and then Susan Tate. This support group provides resources to help individuals recover from loss. The Stephen Ministry, a one-to-one lay caring ministry, also offered supportive companionship to folks in the midst of a crisis or ongoing difficulties.

VISITING MINISTRY

The mission of the Visiting Ministry (VM) is to reach out to fellow parishioners as Jesus Christ's disciples to ensure that each person among us is known, loved, and cared for. This is especially true of those who, temporarily or for long periods, cannot get out to enjoy the church community.

In 2016, visiting ministry training was held twice to educate and prepare volunteer parishioners for the Visiting Ministry at All Saints. This training was also offered to other churches and the community at large.

The Visiting Ministry team met monthly to review, discuss, and coordinate activities. There were six active members of the team, and several who assisted as they were able.

HEALTH AND WELLNESS

The Health and Wellness ministry continued to thrive in 2016 under the strong leadership of Linda Hall, the parish nurse.

During 2016, All Saints hosted four successful blood drives through the American Red Cross. The donation of blood is a tangible way of expressing love and care for our neighbors. All Saints was recognized as meeting above expectations with units of blood donated.

In October, Maxim Healthcare provided clinical staff to administer flu vaccines. The number of parishioners participating has increased each year, with over 46 immunizations administered in 2016.

Linda Hall continued to be available to parishioners and staff for consultation related to health concerns for staff and family, and a "Caring Bridge Form" was developed with assistance from the office staff to document when someone calls the office to notify a change of status of parishioner.



The Visiting Ministry included a parishioner volunteer who sent cards to those who had lost someone and also worked with Women of All Saints card program to send birthday and get well greetings. Linda Hall, the VM director, is especially proud of the "Birthday Call" ministry when parishioners are called on or near their birthday and have "Happy Birthday" sung to them by Linda herself!

Several of the Visiting Ministry team members were able to take the Eucharist to parishioners at home or a facility when they were unable to come to the church. Last year there were 18 Eucharistic visits.



CHRISTIAN EDUCATION AND DISCIPLESHIP

2015 was a year of transition for our parish, and especially for Christian Education & Discipleship Programs. After sending two assistants to new posts in 2014, All Saints called the Rev. Nathaniel Jung-Chul Lee as Associate Rector in the Fall of 2015, with primary responsibilities for Adult Education.

The most immediate impact of this transition was the relaunching of the “Rector’s Forum” during Advent 2015. Through 2016, the Rector’s Forum became a dynamic space for lively discussions and presentations, led not only by clergy, but also by parishioners—such as then Senior Warden Richard Ranger’s “Churches: a Journey” series, and a series of “Parishioner Profiles”—as well as faculty from some of the most prestigious universities around the world, including—Cambridge University (UK), Duke University, Loyola University (MD), the University of Virginia, and General Theological Seminary. In November of 2016, the Rector’s Forum was especially pleased to host Luke Bretherton, Professor of Ethics at Duke University and Senior Fellow at the Kenan Institute for Ethics, for an “expanded” Rector’s Forum and mini-conference, co-hosted by the Diocese of Washington. Entitled “Healing Babylon: Hospitality, Common Life, and the Nature of Faithful Citizenship,” this mini-conference included lectures at both All Saints and St. Dunstan’s (Bethesda, MD), as well as a luncheon hosted by All Saints for Christian Education leaders from around the Diocese.

As a piece of the work to reenergize Christian Education & Discipleship Programs at All Saints, a Christian Education “survey” was also conducted during 2016. The results of this survey revealed that over two hundred parishioners were participating in over twenty “studies” conducted in various modalities across the parish, including—clergy-led Bible studies, parishioner-led Bible studies at the parish, parishioner-led Bible studies outside the parish, and various other groups led by clergy and parishioners meeting for connection, formation, and prayer. These groups have largely *ad hoc* roots, and very little connection to one another, having been started for a variety of reasons and purposes over the Parish’s long



history. At the close of 2016, one of the ongoing aims of Christian Education & Discipleship Programs at All Saints was to find ways to encourage and support these groups, while also integrating them into a larger vision for Christian Education in the parish, in the hopes of continuing to deepen and enrich what we offer for adult formation.

PILGRIMAGE COMMITTEE

The Pilgrimage Ministry at All Saints Church offers parishioners the opportunity to deepen their faith by entering the story of Christianity in various places, both abroad and close to home, so as to connect with the way God has been at work there.

In 2016, All Saints travelled to nearby Baltimore, Maryland. As the home to the very first Roman Catholic diocese in the United States—formed on November 6, 1789, under the leadership of John Carroll—Baltimore is often considered a “Catholic” city. Nevertheless, sojourners on this trip were able to see how rich and varied its history actually is, as visitors to places like Lovely Lane Methodist Church, the “Centennial Monument of American Methodism,” as well as a historic parish in our own tradition, “Memorial Episcopal Church” in Bolton.

2016 also saw the start of plans for a pilgrimage to Israel, currently scheduled for June 2018. Plans for a 2017 pilgrimage were suspended in lieu of the pilgrimage to Israel, which promises to be an event to remember in the life of our parish.



ON THE CIRCLE

In the Fall of 2016, All Saints Church launched “ON THE CIRCLE” as a fresh, innovative expansion of our life together. Through monthly all-parish gatherings on the first Wednesday of each month, parishioners experienced evenings full of art, celebration, hospitality, and music, highlighted by visits from nationally recognized speakers and teachers. Each evening began in fellowship, with lovely meals prepared by members of the parish. Worship through song—which ranged in style from bluegrass hymns, to modern contemporary, to Gospel music in the black church tradition—was augmented by poetry, drama, and (at least once) even stand-up comedy. Through the Fall, speakers—including, academics, pastors, and even the editor-in-chief of a popular journal—led us through a series outlining “The Gospel According to Romans.” With over a hundred gathered for each meeting, ON THE CIRCLE has quickly become a major fixture of parish life.



REV. NATHANIEL JUNG-CHUL LEE
ASSOCIATE RECTOR





FAMILY MINISTRY

In 2016, the scope of Family Ministry included Children’s Ministry, Student Ministry, the All Saints Preschool, Women’s and Men’s ministries, the weekly Family Forum, and the annual Alpha program, parish retreat, and mission trips for teens and adults. Many of the program highlights of these ministries are included in the pages of this report.

Most importantly, however, the All Saints Family Ministry was not limited only to program and events. The Family Ministry team, Gary Wieder, Liz McReady, Katie Freer, and Jonathan Rosnick partnered with families to strengthen marriages, deepen faith, and encourage through every stage of life.



GARY WIEDER
FAMILY PASTOR

FAMILY FORUM

Each Sunday morning in Memorial Hall throughout the 2016 school year, All Saints provided a forum for anyone who had an interest in strengthening the families of our community.

Family Ministry team members, Gary Wieder, Liz McReady, and Katie Freer, along with some very talented and special committee members, Sarah Boone, Gerard and Roberta Martin, Beret Moyer, Kevin Wrege, Jane Ingalls, and Wendy Lunde, created an environment to connect people around topics about raising children, building marriages, and living out faith in the “real world” based on Biblical truths. Some of the topics addressed were: “Gospel in Life” by Tim Keller, “God as our Anchor,” “What I Wish I Knew Then!”, “What God is Teaching Me... I Think!”

This forum was not limited to parents of young kids—it was an ongoing, interactive, informative, Scripture-based setting designed to bless, encourage, and strengthen our church body.



All Saints Church



CHILDREN'S MINISTRY

Children's Ministry in 2016 was under the experienced leadership of Liz McReady, Children's and Women's Pastor, and Katie Freer, Assistant Children's Pastor. Both regular programming and occasional family-friendly events enabled All Saints to answer Jesus' call to, "Let the little children come to me, the Kingdom of Heaven belongs to such as these."

The children's program would not be possible without the help of myriad volunteers. Throughout the year, over 37 adult volunteers disciplined children in the weekly Sunday School and Kid's Church programs. An additional 50 volunteers assisted with a successful annual Vacation Bible School that brought the news of "Jesus, the Light of the World."

Other opportunities included the annual Epiphany and Advent festivals, parents' nights out, and the children's Christmas pageant.



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VACATION BIBLE SCHOOL

Each morning, from June 20—24, 188 preschool to 5th graders filled the halls and meeting rooms at All Saints to participate in "Cave Quest" Vacation Bible School (VBS). The church was converted into cave-like spaces and children explored the theme of "Jesus, the Light of the World." VBS was led by more than 50 middle school, high school, and fearless adult volunteers. All spent the week making new friends, having fun, helping others, and learning from the Bible. This annual event continues to bless those who attend and those who lead.





All Saints Church

STUDENT MINISTRY

HIGH SCHOOL MINISTRY

High School can be the greatest years of your life (or so a lot of adults say). It also can be pretty stressful with school work, relationship drama, sports, church, college decisions, etc. All Saints strives to be a place where students can come to find answers, healing, and hope. Students have a lot to offer—not just “down the road”—but TODAY! The journey can be long and difficult . . . but also true and worth our attention and efforts. We believe “When a student embraces the cross, the repercussions can be felt throughout the church.”

Each Sunday during the program year in 2016, high schoolers met with Jonathan Rosnick, seminarian intern, to study God’s Word, hang out, laugh, pray, and discuss what was on their hearts and minds.

In 2016 we covered:

- ⇒ A book study on the Book of Romans
- ⇒ A book study of *Prodigal God* by Tim Keller
- ⇒ An Advent study on “Preparation, Love, Joy, Hope, and Peace”

MIDDLE SCHOOL MINISTRY

It’s no secret that the middle school years can be a tough time for students, but it is also the perfect time for them to

get serious about their faith. All Saints desires to help students understand the role God wants to play in their lives as they transition into the teen years. Our hope is that during the middle school years, our students will develop a firm foundation in the love and truth of the Gospel.

In 2016, through corporate worship, small group discussion, teaching, service projects, and retreats, our students were met daily by the work of God in their lives.

In 2016 we covered:

- ⇒ A book study of Galatians
- ⇒ A book study of 1 Peter
- ⇒ A study on the topic of faith
- ⇒ A study on the person of Jesus Christ, the problem of sin, and the solution in the cross of Christ
- ⇒ An Advent study on “Preparation, Love, Joy, Hope, and Peace

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GARY WIEDER
FAMILY PASTOR





PITTSBURGH PROJECT

In July 2016, All Saints took 18 middle school students, along with Gary Wieder, Daniel Freer, and Linda Hall, to the North Side of Pittsburgh for a week-long urban work project at "The Pittsburgh Project."

This was a week of service that was meaningful, memorable, and fun. They heard and saw the message of God's transforming love throughout the week as they joined 200 other participants from around the country, building relationships and, most importantly, upholding the dignity of vulnerable homeowners through hands-on work throughout the City of Pittsburgh.

It was incredibly meaningful for everyone involved.





All Saints Church

ALPHA

The Alpha program at All Saints was revived in 2015 after more than a seven-year hiatus. In the winter of 2016, Alpha was run again to tremendous success through the incredible effort of 40+ volunteers helping with decorations, dinner service, clean-up, and small group leadership. Fifty to sixty-five guests met in the Great Hall on Sunday evenings for dinner provided by Chef Glenn Jahnsen, a video talk by Nicky Gumbel, and six small groups for discussion during the eight-week course. Rheta Kasmer, Sandra McFarland, and Tom West formed the core leadership and volunteer recruitment and organization team. Approximately 25 All Saints Alpha folks attended the Alpha Weekend at Meadowkirk in Middleburg, Virginia, in February hosted by Holy Trinity Church, McLean, Virginia, with live talks by Jamie Haith and discussion on the topic of the Holy Spirit.



FALL FESTIVAL

The 2016 All Saints Fall Festival was reborn as the Wild West Fall Fest under the leadership of the All Saints Preschool. While many old favorite features remained, there were new family-friendly attractions, as well. Some of the special features included: a petting zoo with a tea cup pig, a 25-pound rabbit, chickens, and guinea pigs; a red barn wagon wheel "selfie booth," a wild west moon bounce, an inflatable obstacle course, face painting, fire and rescue personnel and vehicles, pumpkin picking, a country band, and the upscale Thrift Shop Boutique. A silent auction was sponsored also by the Preschool. Hungry appetites were quelled with Texas barbeque, traditional Tea Room fare, the Preschool bake sale, popcorn, snow cones, and s'mores and hot chocolate.

The Preschool is already planning for the 2017 Fall Festival and is excited to keep this All Saints tradition alive.



LISA HOLLINGSWORTH
ALL SAINTS PRESCHOOL DIRECTOR

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ALL-PARISH RETREAT

"Last year's retreat [2016] was a pinnacle moment in the life of our Parish. Friendships were forged and deepened, meals and laughter were shared, and most importantly, our collective faith in our Lord Jesus Christ blossomed. We grew in myriad ways as the body of Christ as the Holy Spirit blessed us moment by moment." ~ Edward Kelaher, Rector

2015 saw the launch of a new All Saints Parish Retreat through the untiring efforts of Sarah Boone and her Retreat Committee. The first theme was "Strong Roots, New Branches." In 2016, 207 people headed to Sandy Cove in North East, Maryland, January 15—17, to "Gather and Grow" and enjoy great fellowship, delicious food, fun activities, and wonderful worship time together. The committee was led by Sarah Boone and Amy Hartman, and R-J Heijman served as our guest speaker with three insightful talks followed by small group discussion. Mark Miller joined us as our fantastic worship music leader, and new friendships and a fun time were had by everyone from the youngest children in the nursery to the longest standing parishioners.



KATIE FREER
ASSOCIATE CHILDREN'S PASTOR





ALL SAINTS PRESCHOOL

It has been a wonderful year at All Saints Preschool. Under the leadership of Lisa Hollingsworth, Director, and the Preschool Board, the School witnessed so much growth and development—from the younger children adjusting to school for the first time, learning to follow directions, and sharing with their peers to the older ones learning their letters, writing their names, and forming strong friendships. It was a joy to watch the students develop throughout the year while making new discoveries and becoming more thoughtful and kind citizens.

It was a fun-filled year of events, too, that brought the community of families and teachers closer together—from Grandparents' and Special Friends Day, Parents' Day, and our graduation ceremony/end of year picnic in the spring semester of 2016 to the Fall Festival, Halloween parade, and Christmas Pageant in the fall semester. This was the first year that the Preschool took charge of the Fall Festival which proved to be a big success.

We are so thankful to all the families who put their trust in the school leadership, especially the amazing teachers who pour their hearts, energy, and creative minds into each and every day with the children.

Lesli Drewry (Dragonflies)

Paula Schulman and Vanessa Ortega (Monkeys)

Julie Wieder and Fernie Eustache (Owls)

Kristi Teems and Erin Samahon (Bumblebees)

Ms. Kristin (Music Teacher)

Katie Freer and Liz McReady (Preschool Chaplains)



SARA TOBIN

ALL SAINTS PRESCHOOL ADMINISTRATOR





All Saints Church

WOMEN'S MINISTRY

The Women's Ministry under the direction of Liz McReady, Women's Pastor, was comprised of the Women of All Saints and several vibrant women's Bible studies: the Mother's (Mom's) Bible Study, the Women's Wednesday Bible Study, and the Women's Wednesday Evening Bible Study. In addition, All Saints hosted the Chevy Chase Women's Bible Study which met on Thursday mornings. All of these groups ministered to women in all life stages and provided opportunities for spiritual growth, fellowship, and service.

MEN'S MINISTRY

We believe that men have a calling from God to step up, set an example, and lead in our families, our church, and our community. We want to equip men for this and please God in all these areas.

In 2016, the Tuesday Morning Men's Bible study, open to all men in all ages and stages of faith, continued strong in its seventh year, meeting in the Library at 7 a.m.

The inaugural Men's "Spring Training" Breakfast Series covered the topics of friendship, discipleship, fear, the Holy Spirit, and shame. Speakers included Os Guinness, Curt Thompson, Rome Hartman, Gerard Martin, Andrew Umhau, Howard Schafferman, Lincoln Murdoch, Tom West, and Ed Kelaher.

In April, a group from the Men's Ministry participated in Rebuilding Together, an organization which transforms the lives of low-income homeowners by improving the safety and health of their homes.

A Men's Great Steakout dinner was held on November 7 in the Great Hall and included a time of fellowship, a steak dinner, and a talk by Dr. Scott Redd on "The Greatest Commandment."



GARY WIEDER
FAMILY PASTOR

MOM'S BIBLE STUDY

A great group of moms met Wednesday mornings in the Youth Room to catch up with old friends and introduce new ones and most importantly—to read, listen, discuss, and learn through the Bible, video studies, books, and guest speakers about God and life.

Study topics ranged from God's Word and Jesus' words and actions to Marriage and a study of David. Some of our leaders included Beret Moyer, Katie Freer, Father Ed, and Father Nate. The nursery was open to provide childcare, so moms could enjoy time together. Several purely social events were hosted in the evenings and throughout the summer.

The support for one another during celebrations and tough times is part of what makes this group so special.



KATIE FREER
ASSOCIATE CHILDREN'S PASTOR

THRIFT SHOP

The Women of All Saints through the Thrift Shop raised funds that were dispersed to the church and local charities. Twenty-five volunteers ran the Shop which was open daily Tuesday—Saturday.

The income was distributed by the Women of All Saints. Half of the funds were provided to the ministries of All Saints Church and discretionary money for the clergy and other staff, and the other half went to local charities.

Church members and friends provided donations that ranged from clothes and shoes to household items and books. Customers included a wide range of people in the area, and many sent their purchase to relatives and friends who live nearby or in foreign countries.



SALLY GRIFFIN
THRIFT SHOP MANAGER



All Saints Church



WOMEN OF ALL SAINTS

Since the 1950s, the Women of All Saints (WAS) has been a rich source of women's fellowship and has supplemented the Church budget with funds supplied by the Thrift Shop. It also has supported local charities geared to the welfare of women and children.

In 2016, WAS held luncheons on the fourth Tuesdays in March, April, May, September, and October, along with an early December concert and luncheon. The vice-president, Abbie Smith, spearheaded the choice of speaker or activity presented at the luncheons.

March 15—Victoria A. Harden, Ph.D., Founding Director, Office of NIH History and Stetten Museum, National

Institutes of Health—"The History of the Impact of Christianity and Medicine on Our Health"

April 26—Holly Shimizu, nationally recognized horticulturist, previous executive director of the U.S. Botanic Garden and host of the *Victory Garden* PBS television show—"Biblical Plants"

May 24—End-of-Year Luncheon at DeCarlos Ristorante

September 27—Baby shower for Fr. Nate and Janna Lee

October 26—Jonathan Rosnick, new seminarian intern

December 13—Concert featuring Peter and Linda Crisafulli, Ann Gordon, and Nancy Mulholland

Officers elected for service beginning in the fall of 2016 were: Mary Fondersmith, President; Abbie Smith, Vice-president; Sue Stanley, Treasurer; Rheta Kasmer, Assistant Treasurer; Debbie Cox, Recording Secretary; Beverley Monroe, Corresponding Secretary; and Kathy Unger, Chaplain.



CYNTHIA SHEA
PRESIDENT, WOMEN OF ALL SAINTS
2014—2016





All Saints Church

LOCAL MISSION

The purpose of the Local Mission of All Saints Church is to equip, prepare, and encourage parishioners of all ages to demonstrate God's love to individuals in our local community by meeting their fundamental needs. To do this, the Local Mission Committee promotes volunteer participation in, and material support for, the efforts of the parish and its partner organizations. The outreach assistance is primarily in the areas of food, clothing, shelter, and community.

Outreach activities based at All Saints in 2016 included the All Saints Thrift Shop and the Bag Lunch Program. The Thrift Shop gave away clothing to those in need who have been referred by a priest, social service agency, or recognized charitable organization. The Bag Lunch Program provided nutritious, balanced, ready-to-eat lunches to walk-in visitors in need of food. In 2016, over 550 lunches were distributed.

The Local Missions Committee members worked with local service organizations to provide tutoring, the making and serving of meals, clothing and money, as well as home repairs.

2016 LOCAL MISSION DISBURSEMENTS

Bishop Walker School	\$2,000
Central Union Mission	\$6,000
Christ House	\$6,000
Friendship Place	\$6,000
Rebuilding Together	\$4,500
Samaritan Ministry of Greater Washington	\$2,000
Seabury Resources for Aging	\$2,000
All Saints Bag Lunch Program	\$3,470





REBUILDING TOGETHER

Rebuilding Together is a ministry which transforms the lives of low-income homeowners by improving the safety and health of their homes.

In 2016, All Saints parishioners worked at the home of Shirley Gaither. Together the volunteers cleared trash, trimmed a mature/overreaching tree, built a new fence, repaired and painted a deck, corrected backyard drainage, painted the second floor hallway and bathroom, repaired the second floor bathroom (new floor tiling and access panel), and re-established the water supply for the basement bathroom.



MARK PAPE
CHAIR, LOCAL MISSION COMMITTEE

FEED 1,000+

In 2016, the annual Feed 1,000+ (Turkey Drive) project received \$3,145 from generous All Saints parishioners. With this money, they were able to:

- ⇒ Buy 109 frozen turkeys for donation to Friendship Place, Central Union Mission, and Martha's Table
- ⇒ Buy \$366 of food requested by Martha's Table
- ⇒ Buy 200 Thanksgiving dinners prepared by Central Union Mission
- ⇒ Donate \$250 to the community food service organization, DC Central Kitchen
- ⇒ Still have \$292.75 left over (which was directed to other charities)

In addition to the purchases made with that money, All Saints parishioners provided:

- ⇒ 17 cooked turkeys to Martha's Table
- ⇒ 31 frozen turkeys to Nourish Now for the Montgomery County Holiday Giving Project

All Saints parishioner Toni Gage, working with Timothy Chan in Rockville, raised \$1,665 for the purchase of 108 turkeys which were donated directly to DC Central Kitchen.

The Rotary Clubs of Bethesda (as a spinoff of our Feed 1,000+) raised \$3,200 with which they purchased and distributed 168 frozen turkeys plus 145 meal fixings to families in need in Bethesda and Montgomery County via the Montgomery County Holiday Giving Project.

Overall, it was an amazing outpouring of love and charity.





All Saints Church

GLOBAL OUTREACH

All Saints Global Outreach ministry seeks to edify and equip God’s people with the Gospel of Christ to reach out, in word and deed, to those who do not know Christ as Savior, have never heard, or have lost their way. In 2016, Global Outreach supported ministries committed to the Great Commission of Jesus Christ and acts of mercy and justice in his name.

UGANDA CHRISTIAN UNIVERSITY

Through its American arm, Uganda Partners, Uganda Christian University (UCU) has been an All Saints Global Outreach partner for over a decade. Our first contact with UCU was through the Nursing School, where the parish contributes to scholarship funding. When the law school qualified for the Jessup Moot Court Competition, held annually here in DC, we were invited by Uganda Partners to meet the student team. It was the start of a rewarding relationship with the many UCU law students who have participated in the international “moots” in the ensuing years. As a consequence of those contacts, we increased our support of UCU by contributing to the Law School, and to Brian Dennison, an American missionary who taught there. In keeping with its Christian origin and mission, UCU law students work with International Justice Mission, helping to provide legal assistance to widows whose property has been stolen. The Law School has also recently partnered with the Urban Morgan Institute for Human Rights at the University of Cincinnati to develop model legislation controlling the sale of battery acid, which is a common weapon in domestic violence attacks in Uganda.

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CATHERINE RANGER
MEMBER, GLOBAL OUTREACH
COMMITTEE

2016 GLOBAL OUTREACH DISBURSEMENTS

Unreached People Groups

Frontiers—Support of missionaries \$2,000

Refugees/Migrants

FRRME America \$3,000

Province de L’Eglise Anglican du Congo \$5,500

Sociedad Lucas—Dominican Republic \$1,000

Other Mission Support

Mustard Seed Project

Sonrise School \$2,000

Muhabura Polytechnic School \$2,750

Bishop Mbanda: Shyria Diocese \$3,000

Pastor Deo Street Kids \$2,000

New Wineskins \$2,000

Uganda Christian University \$6,500

Nursing School \$3,250

Law School \$3,250





REFUGEE CARE

Through our long-term partners who are engaged in ministry both to unreached people groups and in areas of extreme conflict and strife, All Saints Global Outreach provided necessary assistance to people who were forced to flee their homes.

Using money provided by the Vestry in All Saint's annual budget, Global Outreach underwrote aid to refugees in the Middle East through grants to Anglican Frontier Missions and the Foundation for Relief and Reconciliation in the Middle East (FRRME), and in the Eastern Congo through the Rev. Bisoke Balikenga. Parishioners' pledges made a difference and provided a Christian witness to people in need of both physical and spiritual comfort. With our pledges we said to those who feel abandoned and forgotten that we, here on the circle in Maryland and DC, know of your troubles and are here for you with prayer and physical resources.



DOMINICAN REPUBLIC MISSION TRIP

A group of fourteen adults and teenagers from All Saints traveled to the Dominican Republic in July 2016 to help Dr. Silvia Martinez continue to answer her calling to use her God-given gifts to give back to her community in Santo Domingo. These All Saints missionaries helped refurbish a school in El Cacique and built latrines for impoverished families in the Bateyes. They also helped continue to renovate and update the hospital founded by Dr. Silvia—the only hospital available to the people living in and near Hato Nuevo.

Trip participants included Jim Calderwood, Sr., Ellie Dura, Alexandra Huntress-Reeve, Mallory Mical, Christina Mullenix, Schuyler Mullenix, Sterling Mullenix, Dean Payne, Donna Payne, David Reeve, Christopher Ribaudó, Drew Skilton, Chan Smith, and Gary Wieder.



ENDOWMENT AND INVESTMENT FUND COMMITTEE

The Vestry established the All Saints Foundation, Inc., a Maryland corporation, in 1957 to manage the investment of gifts and bequests made to the Church. In light of the complexities of maintaining and operating a separate corporation, the Foundation was dissolved in 2016 and it transferred its funds to The Endowment and Investment Fund which is directly owned by the Church.

The Vestry appoints the members of the Committee which oversees the management of the invested funds and monitors distributions from the Fund in accordance with guidelines adopted by the Vestry on October 18, 2016. The funds are currently managed by Marshfield Associates and amount to approximately \$2 million. Approximately 70% of the funds are true endowment funds, meaning that the corpus of the funds are to be held in perpetuity and only the income from those funds may be used for designated Church activities.

The Committee members are Robert Johnston, Bob O’Connell, Todd Miller, Nancy Wilkinson, and Cabell Williams.



TODD MILLER
CHAIR, ENDOWMENT AND INVESTMENT FUND COMMITTEE

GENEROUS GIVING

The mission of the Generous Giving Committee is to inspire the parish to give of their time, talents, and treasure to the Church. Our campaign, “All Saints All In” ran from September 18 to November 6, 2016, and had the goal of inspiring 100% participation from the parish in the annual pledge drive. We were successful in increasing the total dollar amount of pledges by \$107,705 and increasing the participation rate of the parish to 44% from 41%. We are gearing up for our 2018 campaign and are looking to grow our committee!

Thank you to all the committee members who have served in in 2016 and continue to serve: Hugh Cole, Catherine Dunlop, Andrew Eshelman, Catherine Eshelman, Sam Goldstein, Ed Hayes, Eleanor Nading, and Meghan Stroebel.



JON STROEBEL
CHAIR, GENEROUS GIVING COMMITTEE

2016 PLEDGES

Signed Pledge Cards:	282
Total Dollar Amount Pledged:	\$1,356,214



MEMORIAL COLUMBARIUM

The Memorial Columbarium at All Saints Church was built as part of the church's continuing ministry to both the living and the dead, and to fulfill the desire of many parishioners to have their earthly remains inurned in an appropriate and dignified resting place at the church. Departed members now have this consecrated courtyard, which will always be cared for by loving hands, sheltered by the walls and garden of our Church and bound forever to the parish family. Those whose earthly remains are inurned in the Columbarium are memorialized annually through publication of their names in the service bulletin and reading aloud of their names during regular church services on the Sunday closest to All Saints Day.

During 2016, inurnment rights to an additional four niches were sold, and an additional nine inurnments took place. The Columbarium Committee consisted of Tom Parker, Bonnie Barnes, and David Stanley.

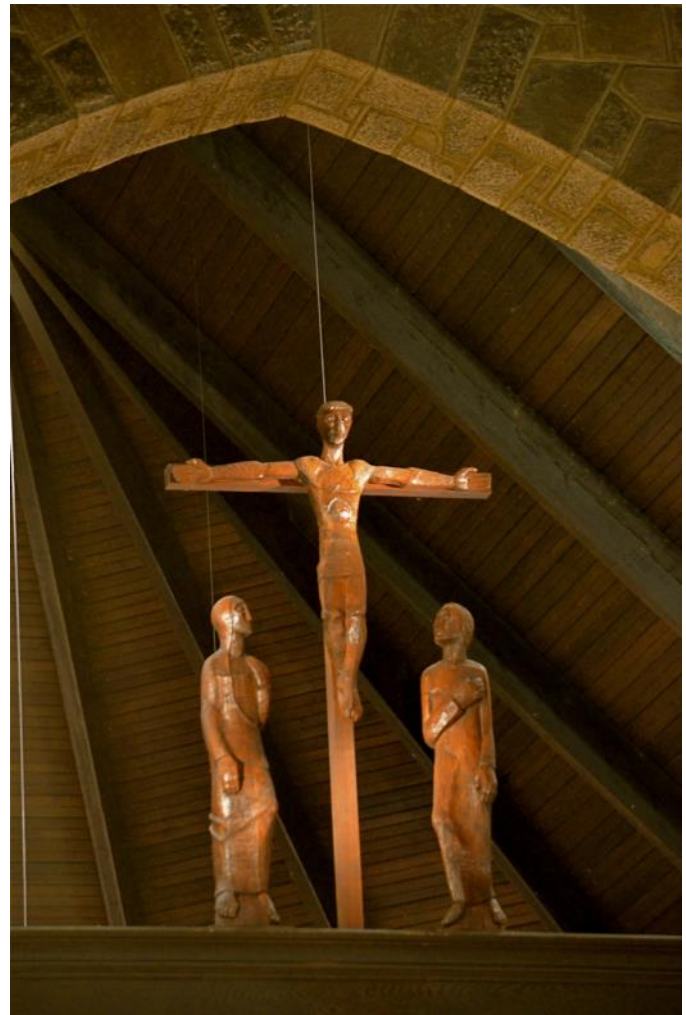


TOM PARKER
CHAIR, MEMORIAL COLUMBARIUM
COMMITTEE



2016 COLUMBARIUM INURNMENTS

Gloria Becker	February 26, 2016
Carol Lujan	November 4, 2016
Scott G. McConnell	November 18, 2016
Margaret G. Northam	August 24, 2016
Lisa Sharon	October 24, 2016
Ruth Ann Corsini Sharon	June 17, 2016
Maisie W. H. Wade	September 9, 2016
George C. Williams, Jr.	December 24, 2016
Leita Laws Williams	December 24, 2016





BUILDING AND GROUNDS

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Our beautiful church building and grounds are the means by which we carry out our ministry of bold and vibrant witness of the Gospel to Washington and its surrounding communities.

In 2015, All Saints launched a Building and Grounds Campaign headed by Stuart McFarland and Bill Garner, Facilities Manager. The response of the congregation was heartening, and we were able to accomplish the following improvements in 2016:

- ⇒ Refurbishment of the Youth Room walls, flooring, and window treatments
- ⇒ Installation of gas and electrical efficiency controls on the boilers
- ⇒ Repair of the roof above the Sacristy and Bride's Room
- ⇒ Improvement and additional engineering of Nave sound system
- ⇒ Conversion of Nave lighting to energy efficient and brighter LED bulbs
- ⇒ Renovation of the Bride's Room, including new lighting, furniture, paint, and décor
- ⇒ Substitution of more energy efficient LED for CFL lighting and digital switches in Memorial Hall
- ⇒ Mapping and institution of a common numbering system for all electric panels and breakers
- ⇒ Infrared scoping of every electric circuit for safety problems

- ⇒ Repaving of the easterly Narthex entry walkway and the Church landing area on Western Avenue
- ⇒ Replacement of rotten roof sheathing, soffit, and fascia around the void space outside St. Mary's Chapel
- ⇒ Replacement of copper sheathing on the Memorial Hall fireplace chimney, where leaks found their way into the old men's bathroom

November and December 2016 brought a flurry of activity to the second floor of the Parish House. Renovation of the church offices and Sunday School classrooms began on this space that was untouched since its construction in the mid-1950s. Completion of this renovation is projected for early 2017.

The bidding process for the replacement of the church's slate roof began in late 2016 with the project completion anticipated by Fall 2017.

The congregation's continued support of the ongoing building and grounds needs is greatly appreciated.



BILL GARNER
FACILITIES MANAGER



2016 PARISH RECORDS

OFFICIAL ACTS

Baptisms	23
Confirmations	0*
Reaffirmations/Receptions	0*
Marriages	12
Burials	21
Services	160

**Due to the illness of Bishop Salmon, confirmations, reaffirmations, and receptions were postponed until the episcopal visit in 2017.*

WORSHIP SERVICES ATTENDANCE

All Services	30,443
Average Weekly Attendance	585
Average Sunday Attendance	385
Easter Vigil and Easter Day	1,300
Christmas Eve and Christmas Day	1,403

THE CONGREGATION

Households	619
Total Membership	1,801
Total Confirmed Members	1,402





All Saints Church

2016 VESTRY

OUTGOING CLASS OF 2016 (*term expired May 2016*)

- George Cox
- Richard Ranger (Sr. Warden, until May 2016)
- David Stanley (Treasurer, until May 2016)
- Jonathan Stroebel (one-year term)

CLASS OF 2017

- BJ Buracker
- Theresa de Silva
- Mark Pape (Jr. Warden)
- Colleen Shepard

CLASS OF 2018

- Paul Bradley (Assistant Jr. Warden)
- Stacey Halota (Treasurer, after May 2016)
- Richard Miles (Sr. Warden, after May 2016)
- Elizabeth Stuckle (Clerk)

CLASS OF 2019 (*term began May 2016*)

- Daniel Battle
- Susan Billington
- Luther (Bill) Gray, Jr.
- Jonathan Stroebel

ASSOCIATE VESTRY MEMBER

- John Hazard, Chancellor





2016 VESTRY COMMITTEES AND CONSULTANTS

AUDIT COMMITTEE

Dan Dever, Chair
Lisbeth Bagnold

Kathleen Dillon

BUILDING AND GROUNDS

Mark Pape, Jr. Warden
Paul Bradley, Asst. Jr. Warden
Bill Garner, Facilities Manager/Roof Replacement Team Co-Chair
Dan Buckingham, Roof Replacement Team Co-Chair
John Cartland, Security and Safety Team Chair

Stuart McFarland, Building and Grounds Campaign Chair
Daniel Freer
Ed Joyeusez
Laura Mical
David Reeve, Sr.
Tad Tatem

COLUMBARIUM COMMITTEE

Tom Parker, Chair
Bonnie Barnes

David Stanley

COMMUNICATIONS COMMITTEE

Catherine Ranger, Chair
Alice Maguire

Melissa Ortiz
Elizabeth Stuckle

FOUNDATION BOARD

Todd Miller, Chair
Robert Johnston
Bob McConnell

Nancy Wilkinson
Cabell Williams

HUMAN RESOURCE CONSULTANTS

Katharine Beckman
Julie Goodall Dever

Beryl Scott

INSURANCE COMMITTEE

Lou Kelaher
Dick West

Dick West

ALL SAINTS PRESCHOOL BOARD

Katrina Kimpel, Chair
Hilah Gaba
Meredith Mason

Blaire Massa

Alison Ottenbreit

SECURITY AND SAFETY TASK FORCE

John Cartland, Chair
BJ Buracker
Liz McReady

Laura Mical
Tom Nicholson
David Reeve

STEWARDSHIP COMMITTEE

Jonathan Stroebel, Chair
Hugh Cole
Catherine Dunlop
Andrew Eshelman
Catherine Eshelman

Sam Goldstein
Ed Hayes
Eleanor Nading
Meghan Stroebel

STRATEGIC PLANNING COMMITTEE

Stuart McFarland, Chair
Dan Dever

Richard Miles

SPECIAL CONSULTANTS

Todd Miller, former Senior Warden and 40+ year parishioner, elected to use a three-month sabbatical from his law firm to work as an executive volunteer in the church office. Todd's expertise was essential in the institution and reinforcement of fundamental operating policies and procedures.

Jayantha de Silva, All Saints' parishioner and international management consultant, volunteered for several months at the end of 2016 to engage the staff in a corporate strategic planning process. His invaluable coaching bolstered staff efficiency and organization. Jayantha will continue to assist with this process over the next several years.

Together with the Rector, Todd and Jayantha helped establish a business model for our excellence going forward.



All Saints Church

LOOKING BACK AND LOOKING FORWARD



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We remember the passing of our dear All Saints family member and Bishop, Edward L. Salmon, Jr., on June 29, 2016, and rejoice in his life and the light he shone on us and all who knew him; we celebrated five years with another wonderful Ed, our Rector Ed Kelaher, on September 11, 2016. We also look to the future of our ministries, parish, and All Saints Family as a whole.

All Saints has been on an amazing journey over the past decade. Bishop Salmon was varyingly our pilot, our navigator, and our travel companion. Even now it is hard to be at All Saints without seeing evidence of his love, direction, and support. As our rector for two years, Bishop Salmon had seemingly boundless energy; he preached at all three services, would lead the Rector's forum, and then return to celebrate at the 5:30 evening liturgy. This limitless energy imbued every corner of the

church and invigorated many of his initiatives to continue long past when his time as our Rector ended.

Bishop Salmon's commitment to welcoming newcomers can still be seen with how all our ministries approach Sunday mornings and everything they do. He instilled a drive toward bettering our stewardship of the paid and volunteer resources at All Saints, better allocating them and holding them accountable while also teaching them to hold themselves accountable. Bishop Salmon's abiding love of our parish family gave him the ability to bring disparate voices together and help us to develop a vision, keep the vision in focus, and support each other through our love of Christ and through trust and mutual accountability. He laid the foundation for a Kingdom Church, a foundation on which Father Ed has built with great gusto and vigor. Bishop Salmon inspired us to have the courage to try, to take a risk, which is exactly what led us, five years ago, to welcome Ed Kelaher into the parish family.

Six years ago, a guest preacher named Ed Kelaher visited All Saints and delivered an exceptional sermon on stewardship. Just before he began his sermon, he was leaning on the pulpit looking dreamily at the choir as they were finishing the Gospel hymn. Then he turned to the congregation and said, "Do you realize what a gift you have to listen to this every Sunday?"

Who knew that not a year later that man who already loved so much about All Saints would become our rector? Thinking back on how well received Father Ed was as our guest, and Bishop Salmon's conviction that Ed would be a great fit for us, it seems clear that the Lord gave us a choice of one. Bishop Salmon once said, "You can never eliminate risk as a disciple of Jesus Christ,

STAFF WHO CAME—2016

Brad Record, Communications Specialist

Alex Huntress-Reeve, Front Office Coordinator

Jonathan Rosnick, Seminarian Intern

Rheta Thola, Communications Assistant

STAFF WHO LEFT—2016

Karen Christian, Office Administrator

Glenn Jahnsen, Kitchen Manager

Beverley Kennedy, Director, Welcoming Ministry



All Saints Church

especially in relationships. But taking a risk is not the same thing as gambling. A gamble is a sign of misplaced trust.” Going along with what is felt as the only option is a risk, but our relationship with our new Rector was a risk worth taking, because we put our trust where it belonged, in the Lord. Ed and Patty were extremely happy in South Carolina; and yet he felt God calling him to come to All Saints. In one of his first sermons as rector, Ed relayed how he had counted 26 strong messages from the Lord that he belonged at All Saints. When he had relayed this to his Vestry in South Carolina, they told Ed that he would not be the man they had come to love and respect if he did not accept God’s clear message to accept the call to be at All Saints.

Sometimes when a new person comes in, they start a revolution and institute lots of drastic changes, but with Father Ed, it was an evolution, a continuation of what Bishop Salmon had started; in some ways it felt as if he had always been here. Father Ed is building our Kingdom Church on the foundation laid by Bishop Salmon; his vision is to make All Saints Church a place where you can come to worship and come to learn. It prepares us to go out into the world with the Gospel in our hearts and on our tongues instead of bringing the world into our church. We have people from two states, the District of Columbia, and all over the world, but we come together through our

love of the Gospel and of the Lord.

Through Ed, our mission focus has increased dramatically; we now have mission trips to Pittsburgh, the Dominican Republic, and Rwanda. We were organized under Bishop Salmon, but Ed has gone even farther. We are not just doing, but also planning, and thinking about our future and how we can improve. As Bishop Salmon used to say, “Nothing is as good as it can be.” We are a big fan of the future and people are big fans of *our* future. In September 2016, our new, monthly intergenerational worship service, *On the Circle*, debuted. The number of ministry involvement opportunities has increased beyond counting and, with the help of the Stewardship Committee, Father Ed intends to fill key staff positions to provide an even more robust support system for those ministries. Through the success of the Building and Grounds campaign, we are continuing to respect and care for our physical building in a way that would make Bishop Salmon proud.

These past five years and all the years to come would not have been possible without the legacy started by Bishop Salmon.

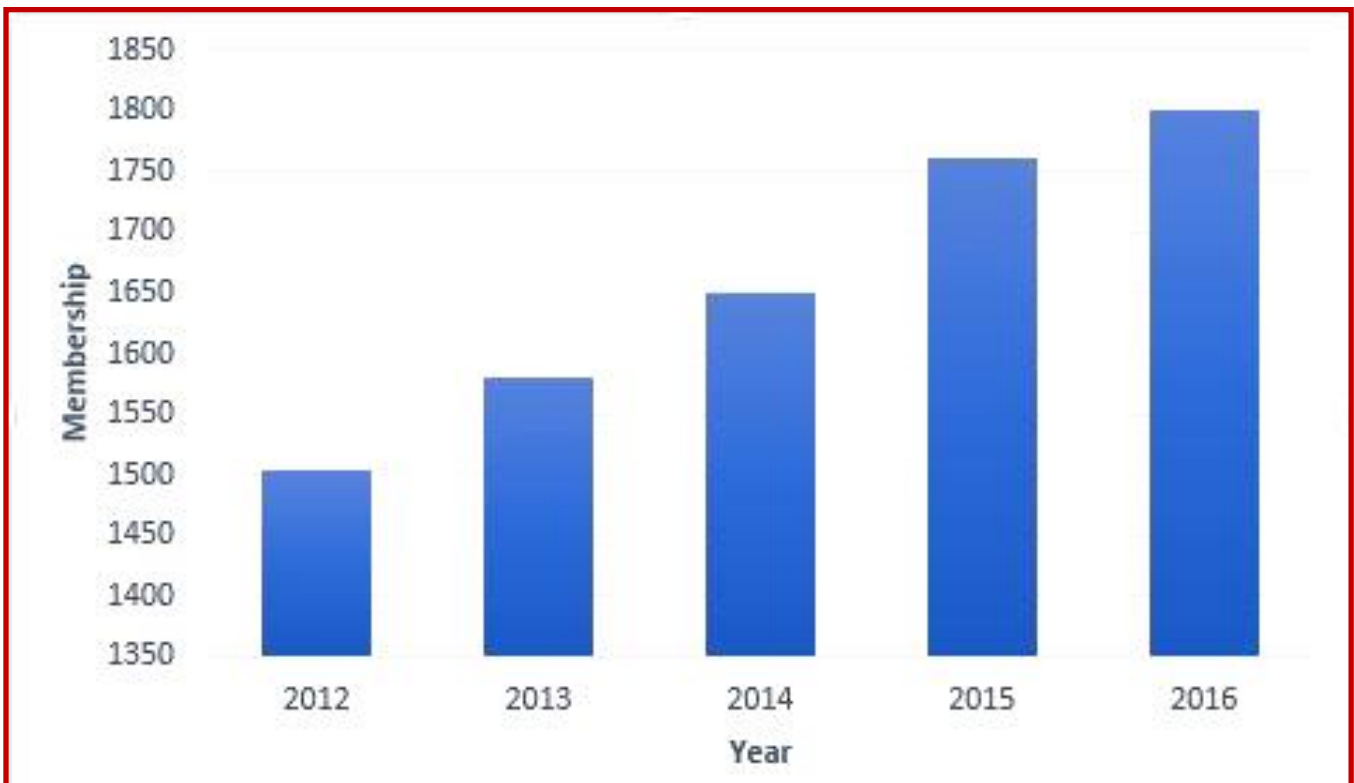


ALEX HUNTRESS-REEVE
FRONT OFFICE COORDINATOR
EDITOR, *FULL CIRCLE*, NEWSLETTER





MEMBERSHIP GROWTH





BECAUSE OF YOUR GIFTS

Ordinary Income/Expense

Income

Total FROM INDIVIDUAL CONTRIBUTIONS	1,658,717
Total FROM PARISH PROGRAMS	65,780
Total FROM MINISTRIES	46,408
Total FROM OUTREACH ACCOUNTS	7,959
Total FROM FUNDRAISING EFFORTS	12,543
Total FROM RENTAL INCOME	550
Total FROM OTHER REVENUE SOURCES	7,200
Total Income	<u>1,799,157</u>

Expense

Total PARISH PROGRAMS	138,982
Total MINISTRIES	54,383
Total OUTREACH ACCOUNTS	133,694
Total ADMINISTRATION	166,710
Total PLANT, PROPERTY & EQUIPMENT	331,145
Total PERSONNEL	1,115,767
Total Expense	<u>1,940,681</u>
Net Ordinary Income	<u>(141,524)</u>



From the VESTRY TREASURER

As your Treasurer this past year, I was able to observe first hand the tremendous faithfulness and care the clergy and staff take in being excellent stewards with the money that is given by the congregation. They agonize over decisions such as putting the best roof on the church so that will last generations, and how to lower expenses. They all put in extra time and also contribute a very large amount of our budget through their tithing—despite only getting raises three out of the past ten years. Theirs is truly a labor of love.

I have seen the tremendous benefits that come from your tithing; people's lives are changed, not just locally but in other countries. Thank you for your generosity and God bless you.



STACEY HALOTA
TREASURER



