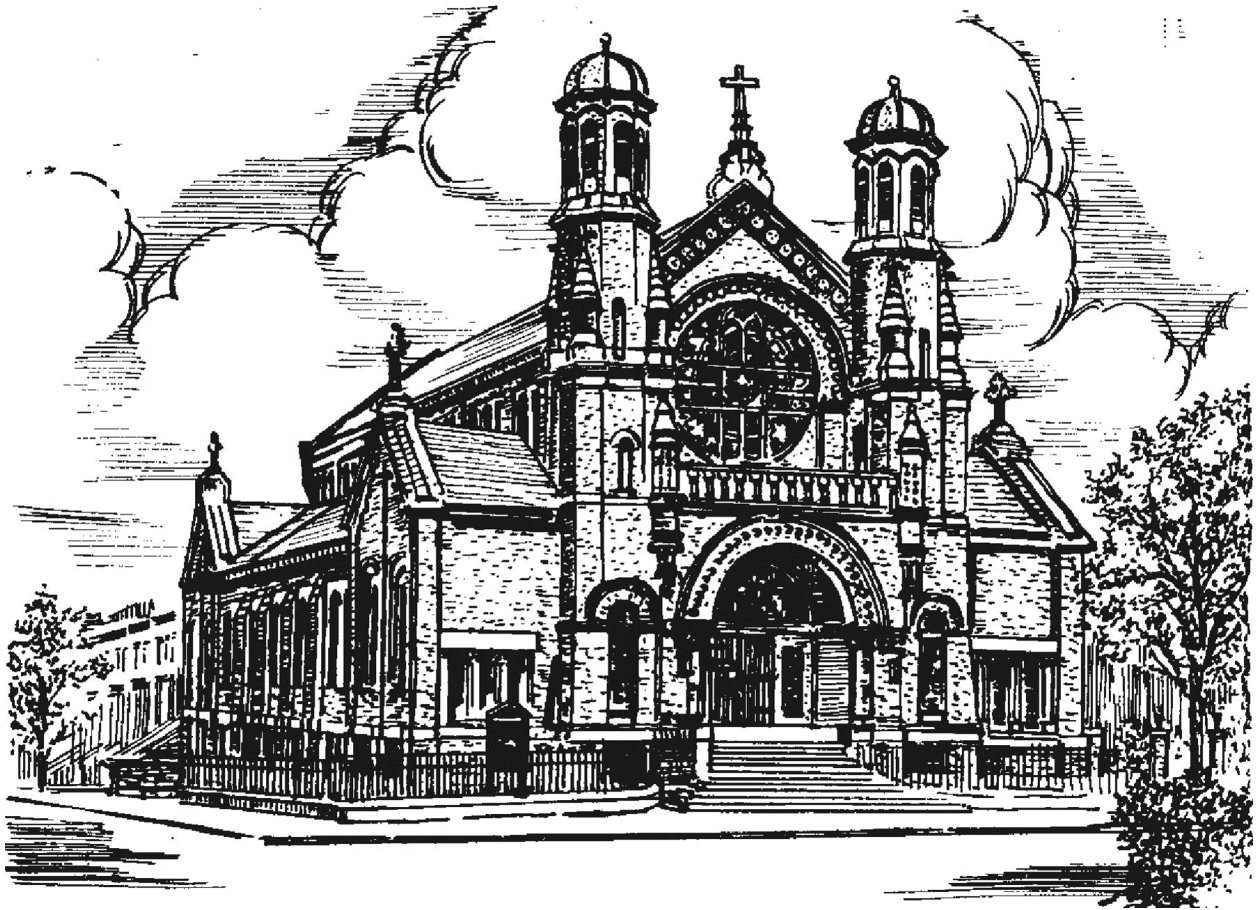


All Saints' Church Annual Report 2024



Annual Meeting
December 8, 2024
11:30 a.m.

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December 3, 2023

Call to Order and Opening Prayer

Annual General Meeting was called to order within the church of All Saints' Park Slope, 286-88 7th Ave, Brooklyn, NY 11215 at 11:36 AM, with prayer led by The Rev. Steven Paulikas.

Appointment of Provisional Clerk

The Rev. Paulikas appointed Vestry member Lori Hurley as the Provisional Clerk for the Annual Meeting in the absence of Clerk Althea Leslie.

Review of Minutes of 2022 Annual Meeting

The Rev. Paulikas welcomed all who gathered and then asked if the minutes for the Annual General meeting of December 4, 2022 had been reviewed by all. Guy Walton moved to adopt the 2022 minutes and Jaye Skinner seconded. All were in favor.

Presentation of Warden and Vestry Nominee Slate

The slate was presented by The Rev. Paulikas as follows:

Jaye Skinner for a second two-year term as Warden
Milga Morales Nadal for a second three-year full term on the Vestry
Christopher Escobar for a first three-year full term on the Vestry
Burton Frierson for a first three-year full term on the Vestry

Christopher Escobar and Burton Frierson each rose and introduced themselves briefly to meeting participants. The Rev. Paulikas asked if there were any questions for the nominees and if there were any other nominations from the floor. There were none. Joanne Clark moved to nominate the slate as presented and Glenda Smith seconded the motion. With no other nominations, at 11:46 AM, the Rev. Paulikas thanked all nominees and declared the polls open for a minimum of one hour.

Recognition of outgoing Vestry Members

The Rev. Paulikas acknowledged Anne Kelsey and Sharon Smith, thanking them for their particular and valuable contributions during their years of service, as they end their vestry terms on December 31, 2023.

Ministry Reports

Rector's Report

The Reverend Paulikas reemphasized his gratitude to the people of All Saints' for their support during and after the 2022 Diocese of New York Bishop election. He noted how the use of Zoom to transmit Sunday services, necessitated by the COVID pandemic, has deepened our engagement to others. The summer of 2023 saw an increase in church participation approximating that of the

pre-COVID era. Of note, All Saints' began to welcome newcomers from the Georgian-American community, marking the onset of meaningful Georgian-American Fellowship activities at All Saints' and a visit to Tbilisi by The Rev. Paulikas. Finally, the rector recalled the serious damage caused by the September 29th rain storm, which added to the previous water damage in his office and elsewhere in the building, underscoring the need to address previous water damage and develop an actionable plan to steward the 286 lot.

Presentation on Organ Repair Project and Music Ministry Report

The Rev. Paulikas discussed our music ministry. Adam Menninga (Choir Director) and Ellen Wright (Organist) make up the All Saints' music department. Over the past year, the All Saints' Choir has built back to its pre-COVID levels of participation and continues to grow musically due to their efforts. The Rev. Paulikas acknowledged Ellen Wright's recent recovery from serious illness, and Ellen gave thanks to him for her pastoral care.

Ellen Wright gave a presentation on needed repairs for our pipe organ. She demonstrated how at times pressing a key will lead to a non-stop note due to a stuck valve. This is a cipher, and occurs randomly, interfering with the flow of service without warning. Our "Make a Joyful Noise!" fundraiser, which runs from Advent through the new year, is intended to raise funds to help complete the most urgently needed organ repairs. The repairs may take 2 weeks to complete.

Warden's Report

Joy De Lancy and Jaye Skinner noted with thanks the participation of our new 2023 Vestry members, as well as Chris Phillips' new role as treasurer, replacing former treasurer Steve Berrang. They drew attention to our successful fundraising efforts which have provided a strong base to fulfill our programmatic goals.

Associate Rector's Report

The Rev. Joseph Cundiff discussed projects under his purview, including the Racial Justice Initiative, the Sunday School, and All Saints' leadership role with Brooklyn Neighbors for Refugees. All Saints' will be working with CommonPoint Queens in 2024 to resettle a refugee or refugee family. The Racial Justice Committee will be exploring, with an expert, All Saints' history related to the U.S. slave trade.

Deacon's Report

Deacon Jennifer VanCooten Webster reflected on her activities this year, particularly related to health ministry and the Racial Justice Initiative. She invited members of the congregation to explore becoming trained and certified as Lay Eucharistic Visitors.

Stewardship Committee Report

Veronica Browne reported that this year we surpassed our \$250,000 Stewardship Campaign fundraising goal. She went on to describe the committee's 2024 campaign innovations, which included a mass mailing of a graphic budget breakdown, initiation of a direct texting system to facilitate pledges, and a four-week book discussion of *The Unjust Steward*, written by Miguel Escobar, a member of the congregation.

Buildings and Grounds Report

The Reverend Paulikas spoke on behalf of the committee, acknowledging the committee's ongoing efforts, and the goal to develop an actionable plan to protect the facility (rectory as well as the office and gym) from weather-related damage and develop the 286 lot.

Racial Justice Initiative Report

Carola Walton and Dr. Lena Mullings touched on the many activities of the committee this year, including the Oral History Project, community peer health educator training, the campaign to close Rikers, and our very well attended June 17 bus pilgrimage to the National Museum of African American History and Culture and tour of the National Cathedral.

Finance Committee Report

As Chris Phillips was unable to stay for the entire meeting, The Rev. Paulikas and Valerie Turer discussed how we made changes to our endowment to receive better returns. This change was made after many months of discussion and deliberation. As of November 2023, our finance report illustrates how we have turned around a deficit from last year of approximately \$75,000 to a small surplus.

Women's Prayer Breakfast Report

Dr. Lena Mullings noted that "no matter how you identify" all are welcome to the Women's Prayer Breakfast, which is held monthly on the last Saturday of the month from September through June.

Altar Guild Report

Marva Griffith and Denise Arnold noted the committee's success this year in recruiting men and women to this essential and "quiet" ministry, enlarging their membership to eight. All are welcome to join.

Parish-wide Discussion

In lieu of a larger discussion, which was limited by time, The Rev. Paulikas requested that all present prayerfully consider how we might best steward the future of the 286 lot.

Closing of Polls

At 1:13 PM, the Rev. Paulikas closed the polls with one vote from the provisional clerk of the Vestry. The new slate was congratulated. Dr. Lena Mullings thanked Rev. Paulikas.

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

Rector's Report

This past year has been a period of settling into the congregation God is calling us to be after the pandemic, the effects of which we continue to feel. Through hard work, perseverance, and faith, we have emerged this year as a beloved community that, I believe, is stronger and more robust than it was before the onset of the pandemic, and this was the first year when this new reality became visible.

The major programmatic development of this year has been the establishment of our Georgian community at All Saints'. The Georgian-American Fellowship held monthly meetings on Sunday evenings featuring enrichment topics that also built community. For the second year, we held a festive Georgian Independence Day celebration on May 26, but on this date we also held the first celebration of Eucharist in the Georgian language, and there have been monthly Eucharists since that date. On September 29, the community held a memorial service for Kesaria Abramidze, a trans activist who was murdered in Tbilisi. Because no Georgian clergy would officiate a service, All Saints' held the only religious service honoring Kesaria, whose mother called in to the emotional liturgy. All Saints' hosted the only voter registration site for Georgian citizens prior to the parliamentary election in October, and we also welcomed leaders of the major opposition parties in a town hall session attended by 150 members of the community on October 13. The growth of this community is a great blessing to the wider All Saints' family, and I am grateful to the non-Georgian members of All Saints' who have supported our Georgian siblings in this spiritual journey.

I would also like to highlight a major spiritual development in our common life that took place this year. The 2024 Lenten Prayer Challenge set the goal of Morning and Evening Prayer being said in the church daily (except Saturdays) in Lent. Not only did we achieve this goal, but a spiritual community developed out of it, such that the Daily Office is still being said on a regular basis. All services were lay-led, giving All Saints' members a chance to exercise their spiritual and liturgical authority using the best of the Book of Common Prayer. This new community of prayer has deepened our common spiritual life. It has also situated the Eucharist in a wider liturgical context, giving it more meaning. I encourage anyone who has yet to experience the Daily Office to join.

We also give thanks for the abundance of resources that God has seen fit to put in our way this past year. Following a significant budget deficit in 2022, All Saints' recovered to a balanced budget in 2023. But a very strong stewardship campaign in that same year set us up for a particularly healthy financial year in 2024. Not only are we running a budget surplus, but we have received gifts that will enable crucial capital projects going forward.

Beyond these major developments, All Saints' enjoyed another year of spiritually uplifting programming, with participation levels roughly at those of pre-pandemic levels—a great accomplishment in itself. Arturo O'Farrill and the Afro Latin Jazz Orchestra once again joined us on Christmas Eve. We held our first-ever parish poetry reading on January 5, followed by our annual Deanery Epiphany Eucharist. As mentioned earlier, Lent was a time of particular devotion through the Lenten Prayer Challenge, renewing and invigorating our prayer and liturgical life. Holy Week and Easter felt as similar to their pre-pandemic iterations as at any time since 2019. The Racial Justice Initiative sponsored its second annual pilgrimage in June, this year to Philadelphia.

Katherine Slingluff, our beloved parish administrator of five years, departed in July. Katherine not only helped steer the parish through the pandemic, but she was the first dedicated hire to this position in over a generation. She organized and rationalized our records and procedures, managed communications, took on significant building management tasks, and became a fixture in the parish office. When Givens Parr became our new parish administrator in August, Katherine returned to train her, which is a testament to her dedication to the ministry of All Saints'.

The 2024-25 program year has been off to a fantastic start, beginning with our Founders Day celebration on September 15. Fr. Joseph taught a new Seekers and Returners fall edition on Wednesday evenings in October, part of our effort to welcome and form the large number of newcomers who have found their way to All Saints'. Our Sunday evenings continue to be alive with worship through our monthly Sound Bath Evensongs and Georgian Eucharists as well as other special liturgies.

The results of the election in November were a moral blow to many in our community. We prepared spiritually for the election on All Saints' Day, November 3, with a special Evensong for the Nation. The day after the election. November 6, we held a special service of Evening Prayer with a homily and a capella singing followed by an open forum attended by roughly 50 people. We have expedited our plans to resettle a second refugee family before the new administration takes office and refugee policy changes.

In such times as these, the ministry of All Saints' Church is more needed than ever. We will continue to be the community that God has called us to be while keeping our doors open to ever more newcomers and strangers. With God's blessing, 2025 will be a year of growth in spirit, courage, and love for us all.

Respectfully submitted,

The Rev. Steven Paulikas
Rector

Wardens' Annual Report 2024

All Saints' Church had another productive year in 2024 as the Vestry proceeded to do its work overseeing the finances and planning for the future. We continue to give God praise and thanks for the work that is being done and the successes of this year.

In January we welcomed two new members, Chris Escobar and Burton Frierson - active and dedicated congregants of All Saints'. Chris Phillips continued in the role as treasurer and chair of the Finance Committee. We are especially thankful for their willingness to serve this church with their time and talent. We are very grateful for the years of dedicated service of Lena Mullings whose term as a Vestry member comes to an end in December 2024. Lena has served in the capacities of Warden and Vestry member for many years and added invaluable guidance and steady leadership of All Saints'. We are thankful for the blessing of Lena's dedication in the many roles in which she continues to serve this church.

At the beginning of the calendar year, Fr. Paulikas and the Vestry worked on the goal of Vestry development by reading and discussing the book, Vestry Resource Guide. All members prepared by reading the assigned chapter and a presentation and discussion was led by a member. Some of the ongoing conversations focused on "The Mission-Focused Vestry", "The Ministry of the Vestry" and "Building Strong Leadership Teams". In September, the Vestry met for its annual half-day retreat to do a deep and focused examination of where we are, where we would like to be and set goals for the future of All Saints'. As we continue to plan for the future, we are thrilled to have had a budget to support the goals this year - helping to continue and provide a variety of programming to meet the needs of our church family and in the wider community.

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

Respectfully submitted,
Joy De Lancy and Jaye Skinner

Associate Rector's Report

From the Associate Rector's Desk:

The past calendar year has been a busy one for me as the associate rector. The rector has asked me to oversee:

- Kids and youth faith formation;
- 20s/30s activities;
- Lay ministries;
- Seekers & Returners;
- Welcoming and connecting newcomers;
- Directing Brooklyn Neighbors for Refugees;
- Co-leading the Racial Justice Initiative, and;
- Other duties as requested.

Thanks to the tremendous leadership of Ben Trueheart, faith formation for kids has taken on great shape and life, continuing on the excellent work of his wife Michelle who helped build up this vital ministry. As the kids explore their story in God's story through the popular StoryMakers program, I see them growing closer to all the volunteer teachers and the church. I am able to spend more time with the kids and families by spending time in the faith space the first Sunday of each month and many of the kids show such great excitement, constantly asking when they can be an acolyte to put their faith into practice.

With the co-rectors of Holy Apostles Windsor Terrace - Mothers Kimberlee and Sarah - we have launched a youth group focused on fellowship. "Saints & Apostles" is growing to be a monthly space for youth to be youth together as we have some food and fun.

Leading independent book groups and participating in the various Sunday worship ministries are some of the ways our 20s/30s parishioners are so vitally involved in the life of our parish. Fellowship events over the past year included a Pentecost Picnic and a movie night. I also oversee the organization of our lay worship ministries. With a ministry fair at the beginning of the program year and a stewardship campaign in November, we saw many leaders continue with ministries and we identified new leaders. From coffee hour to altar guild, dozens are needed each work to ensure to make our worship so meaningful to so many in the pews and across the livestream. The work of identifying leaders in all the ministries is an on-going effort.

Overseeing the welcome of newcomers, I have had lots of email exchanges and coffee chats with visitors from other countries to new members from around the corner. The location of our parish and the life of this city offer us plenty of avenues to witness to the world, and the rector and I continue to imagine ways to invite, welcome, and connect all into our parish life. Since joining All Saints', I have been asked to lead Brooklyn Neighbors for Refugees. I submit a separate report for this in the annual report.

Additionally, I have co-lead the parish's Racial Justice Initiative with Carola Walton and

Dr. Lena Mullings. Their report is also submitted under separate cover.

With the rector, I share in the responsibilities of our parish's sacramental life, regularly celebrating the Mass, guiding individuals and families through baptism, and presiding over funerals.

With the support and assistance of lay leaders, I have led cleaning and organizing much of the stuff we have laying around or stuffed in closets. The gym had much of the junk cleaned out this summer.

By election of diocesan convention last year, I continue to serve on board of directors for The George Mercer, Jr. School of Theology. By appointment of Bishop Provenzano, I continue to serve on the diocese's Commission on Ministry, discerning vocations with aspirants and postulants, particularly those seeking holy orders.

This year, I have been asked to serve as a co-convener of The Episcopal Church's Korean Convocation and the Diocese of Long Island's convener of Asiamerican Ministries.

Respectfully submitted,

Fr. Joseph

Deacon's Report for December 2024

Dear All Saints Family,

“Grace to you and peace from God, our Father and the Lord, Jesus Christ.”

It is with joy that I join with you to reflect on another year of life in ministry and mission. Being part of this loving community, being able to enjoy times of worship and fellowship and being able to engage in mission-related activities are blessings which I cannot measure. As deacon I welcome this opportunity to share some of the things I've done.

On occasion, I am *sent out* to share in worship and fellowship in other communities. I had the pleasure of joining St. Alban's Episcopal Church in Canarsie, Brooklyn, and Church of St. John, The Evangelist in Queens for Women's Day Services. I preached there also. During Breast Cancer awareness month, this October, I did a presentation at Pleasant Grove Tabernacle in Brooklyn. Indeed, like the Psalm says: *how good and pleasant it is for us to dwell together in unity!* I'm reminded of these words whether physically present at All Saints or away. And I feel delighted to convey greetings from our church family to others in this spirit of godly love and unity.

Pastoral visits remain a loving part and priority in my role as deacon. I visit individuals from All Saints and from the wider community. My observation of many of them is how much they enjoy receiving bulletins and other information about “what's happening in church.” Many also love to sing hymns and say prayers, or just experience the ministry of presence.

Whereas the before-mentioned information speaks to some of the things I've done, I'd like to make mention of my collaborations with the following groups:

- All Saints Women Prayer Breakfast.
- All Saints Racial Justice Initiative.
- Episcopal Ministries of Long Island.
- Long Island Episcopal Cursillo Ministry.

My sincere gratitude to Fr. Steve and Fr. Joseph for the Christ-like relationship that I experience as a colleague. Fr. Blunt I join with everyone in praying for you. Congratulations on your years in ministry.

And my sincere gratitude to the entire All Saints Family for all times of sharing. Your inspiration, dedication, and companionship motivate and keep me going!!!

Once again, thank you all for the warm way in which you celebrated me on the 10th anniversary of my Ordination.

With *faith*, godly *hope*, and unconditional *love* I look forward to being among you as we continue in ministry and mission for the *Glory of God and the welfare of God's People*.

Sincerely,

Deacon Jennifer

Stewardship Committee Report

The 2025 All Saints Stewardship Campaign kicked off on Sunday October 27, 2024 with our first ever Stewardship Luncheon, which was held in the Undercroft. Attending Parishioners were randomly seated at the tables and had the opportunity to share what worshipping at All Saints' means to them. Great feedback by parishioners who felt it was enlightening to hear each other's views. Also great food. Thanks to everyone who contributed and assisted with the luncheon. The luncheon was preceded by a meaningful sermon by Father Paulikas and a Stewardship Talk by the newest co-chair Miranda Dennis. This year the campaign runs for 5 weeks giving more time to appeal to the church members.

This year's theme is Psalm 115, vs 14: "May the Lord give you increase, you and your children." At All Saints' this theme is meaningful. For the past few years, our campaign goal has been increased, attained and surpassed. Thank God for the generosity, dedication and love of the parishioners to the Church.

For the 2024 campaign, the goal was \$300,000.00. Our final pledge amount was \$338,321.00 with 105 pledgers.

The 2025 goal is \$380,000.00. As of Tuesday, Dec. 3, 2024, we have \$289,490 pledged from 73 pledgers.

Respectfully Submitted

Veronica Browne, Miranda Dennis, Michelle McGovern

Music Ministry Report

The Music Department at All Saints' Church continues to grow and evolve in the midst of exciting new changes, including a significant growth in choir membership and improvements and repairs to the All Saints organ, which are currently underway. Throughout these changes Organist, Ellen Wright, and Choir Director, Adam Menninga, work to program liturgically appropriate and meaningful music for church services. The department works together to select hymns and service music for congregational singing, as well as organ preludes and postludes, and choir selections. With the All Saints organ currently under repair, the Music Department has shifted to piano worship and is working to make this transition period as seamless as possible, while eagerly awaiting the new and improved All Saints' organ. At the start of the current program year in September 2024, the All Saints' choir grew significantly and the Music Department and choir members are excited to provide worshipful choir anthems and support for congregational singing. Throughout this period of growth and change, the All Saints' Music Department will continue to select and present music of varied styles to enhance worship at All Saints' Church.

Buildings and Grounds Committee Report 2024

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

2024 activities involving the Committee included the following:

Roof Drainage Issues and Flooding. – The Church continues to be challenged by drainage issues on its aging flat roofs, which cause flooding in the Parish House Gym and Office from time to time. We have had several contractors evaluate the drainage system and believe that while the roofs themselves are in acceptable shape, drain blockages caused by difficult access for maintenance has made the flooding damage from large storms worse. We will shortly sign a contract with an Ironworker to add ladders to provide easier access to the parish house roofs. This will enable more frequent cleaning of the roof drains and roof maintenance checks and repairs above the office and gym areas.

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

Organ Renovation – Members of the Committee have supported this project and contacted and supervised the electrical contractor and carpenter needed to execute the project, in coordination with the organ technician, Kevin Cartwright.

Slate Roof Maintenance. The Committee is currently negotiating with a new Roofer to handle the annual maintenance and repair of the Sanctuary Slate Roof.

Christmas Decoration – A Committee team led by Devin Robinson organizes the decking of the church for Christmas each year. If you are interested in helping put up our trees, hanging wreaths, or putting up candelabra and candles this year, please contact the Church Office or committee members.

The committee also supports the cleaning of the building, performs building inspections, minor repairs, gardening and cleanouts and supervises contractors working on the building. We thank our Administrator Givens Parr for her increased role in scheduling and supervision of much of this activity, and Desiree Casesse, who has taken over the outdoor and indoor cleaning of our building. All Saints also utilizes the services of Ronnie Bair for handyman work around the building.

Our Building Fund, which is a restricted fund used for Capital Improvements, has been largely used up by projects in 2019-2024. We invite donations to the Building Fund by members and others, so that major repairs and updates to our aging buildings can be undertaken as needed.

If you are interested in participating in the work of the Buildings and Grounds Committee or have any concerns or ideas relating to our building, please contact Jennifer Kalb or the Church Office. We are eager to recruit more participants to this important work.

Respectfully, Jennifer Kalb, Chair

2024 Report on the All Saints Racial Justice Initiative

Looking back on the year, the Racial Justice Initiative has been busy doing many things.

The work on introducing more diversity into the visual imagery of All Saints has continued, thanks to Valerie Turer, who designed and fabricated the wonderful Holy, Holy, Holy banner which stands in the church. For Asian Pacific American Heritage Month, Fr. Joseph loaned the church his personal icon of the Korean Christ. Thanks to Valerie, we now have an icon of Barbara Harris, the first woman (and African American) bishop in the US and an icon of Martin de Porres, the Roman Catholic saint of mixed race peoples and “those seeking racial harmony.” That icon was displayed to honor Hispanic Heritage Month in November. A bi-lingual Eucharist was also held in October with our sister parish of San Andres in Sunset Park.

Fr. Joseph led a trip to the Metropolitan Museum to see the exhibition, The Harlem Renaissance and Transatlantic Modernism. Valerie T. provided notes for this and Guy Walton gave an introductory lecture preceding the trip.

Building on last year’s successful racial justice pilgrimage to Washington, this year the RJI sponsored a trip to Philadelphia, where we visited the church founded by Absalom Jones, the African Episcopal Church of St. Thomas. There we were met by the church historian who gave us a tour. Sitting in the pews, we had the opportunity to hear the choir rehearse and to contemplate the stained glass windows commemorating moments in black history. Our after lunch visit was to the Eastern State Penitentiary. No longer in use, the penitentiary, which we toured, was designed with rehabilitation in mind. Labeled the “Pennsylvania system,” it called for solitary confinement and individual learning of a trade, as opposed to the “New York system,” where inmates worked together, the prevailing prison system today.

Those who went on the trip were left to think about the question of reform in today’s prison system, and in October, RJI sponsored a Sunday Forum at which we had a speaker, Ashley Conrad, from the Close Rikers Campaign. Her talk on conditions at Rikers was accompanied by the opportunity for people to sign postcards to Mayor Adams asking him to close Rikers. The postcards will be delivered to the Mayor’s Office on December 10, International Human Rights Day.

Following up on the issue of racial health inequalities, in June Deacon Jennifer co-facilitated an educational workshop at All Saints on the subject of women’s cancers. Also involved were Lena Mullings and Tamika Marcellin.

Ongoing projects include the oral history project, headed by Milga Nadal, and the group that is researching the founders of All Saints and their complicity in slavery (or more positive connection). Both of these projects need more volunteers.

For the first time, RJI shared a summer reading list with members of the congregation. The books were: How to Fight Racism by Jemar Tisby; Born A Crime by Trevor Noah; and On Earth We Are Briefly Gorgeous by Ocean Vuong. On September 9 a substantial group met in the garden of RJI member, Emily Hodgkins, for Literature, Lime and Libations, a chance for all of us to discuss the books we had read. We are hoping to do this again next year.

Respectfully submitted,
Carola Walton
Lena Mullings

Finance Committee Report

Finance Committee 2024

As of November 29, 2024, the assets of the parish are as follows:

Endowment Fund	\$415,116.93
Investment Fund	\$179,947.13
Operating Fund	\$68,703.44
Building Fund	\$8,135.08
Rector's Discretionary Fund	\$11,568.20
Renovation Fund	\$1,487.04
Money Market Fund	\$52,508.64
 Total Assets	 \$737,466.46

Income & Expenses of the parish from January 1, 2024 through November 29, 2024 are as follows

Operating Income

Unrestricted Income	\$445,298 (of which \$276,379 is Pledge)
Restricted Income	82,884
Total operating income	\$528,183

Operating Expenses

Parish Staff	\$328,782
Property Expenses	110,645
Parish Life	36,061
External Giving	27,158
Miscellaneous	6,688
Total Operating Expenses	\$509,334

Net Operating Income/Expenses	\$18,849
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Results for Other Income/Expenses:

Priest Discretionary Income	\$7,306
Afghan Refugee Sponsor INCOME	200
Building Fund Income	12,985
Merrill Lynch (A) Endow int/div	12,719
Merrill Lynch (B) Invest int/div	5,327
Merrill Lynch (A) Unrealized Cap Gain	11,508

Merrill Lynch (B) Unrealized Cap Gain	2,632
Pipe Organ Renovation Income	35,775
Rectory Renovation Income	30,000
Total Other Income	\$118,453
Discretionary Fund Giving	\$8,344
Afghan Expense	66
Building Fund Expenses	2,338
Renovation 2019 Expense	1,623
Unrealized gain ML A	7,655
Investment fees: ML A & B	4,878
Rectory Renovation Expenses	16,500
Pipe Organ Renovation Expenses	26,960
Total Other Expenses	\$60,710
Net Other Income/Expense	\$57,743
Net Income/Expense from all Operations	\$76,592

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

Audit Report for 2023

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

From: The Audit Team

The audit of the church finances for fiscal year 2023 was completed on August 25th, 2024.

Thanks to Katherine Slingluff, who worked to ensure that we had access to all of the documentation that we needed to complete this audit.

Thanks also to the vestry members.

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

- Budget Report
- Insurance paperwork
- Profit and Loss
- Senior Center Lease
- Tax forms
- Vestry minutes
- Weekly deposit slips

Reflections on last year's audit:

- No recommendations were listed last year.

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

Respectfully submitted,

Audit Team
September 2024

Juanita Delancy
Trent Skinner
Andrea Robinson

Women's Prayer Breakfast Annual Report 2024

The Women's Prayer Breakfast Group is an established ministry at All Saints' and through commitment, continues to thrive as a space for members of our church and the wider community to learn from teachings in the bible, pray for each other and praise God for our many blessings and answered prayers.

The monthly gatherings are focused on spiritual development and being in community with each other. The Breakfast with the Holy Spirit series was a year-long focus (started in September 2023), from January to June. Spiritually-connecting readings, discussions and activities helped participants continue to question, learn and grow spiritually. The 2024-2025 Program Year kicked off our 21st ministry anniversary on September 28th with special guest speaker, Reverend Sharon Downer of Lenox Road Baptist Church with a sermon titled, *Christian Women Seizing the Moment*. The sermon was the launch of our theme, Christian Women Leaders. Many members of All Saints' joined in the anniversary celebration which included live music and singing by Ronald Lashly and Oneika Webster, setting the tone for the exciting year ahead for this ministry.

We are also excited to have revitalized support of the Women's Prison Ministry, an organization that guides women in their successful transition from the justice system to independent living. We heard about WPA about three years ago and responded to their ongoing mission by sending a donation of gift cards. They reached out to us recently asking for support for a new initiative and we again collected and hand-delivered gift cards from members of this ministry. This organization is close to our hearts and our Prayer Breakfast Group discussed being more engaged in addressing social issues.

We are thankful for the growth in this ministry's monthly attendance and leadership team with new ideas and approaches to answering God's call.

All are welcome to join this free-to-attend, Women's Prayer Breakfast Group-sponsored event at 10:30 am on the last Saturday of each month during the program year from September to June. Please see our planned events for the rest of the program year below and join us.

1.25.25 - (Program change) - Attending the Clergy Ordination in Long Island
2.22.25 - Bible Study
3.29.25 - Women's HerStory Month
4.26.25 - Bible Trivia and more
5.31.25 - Bible Study
6.28.25 - Program Year End - Feedback, Planning & Prayer

Respectfully submitted by,

Veronica Browne, Joy De Lancy, Anna Dengler, Dr. Lena C. Mullings and Deacon Jennifer VanCooten.

Brooklyn Neighbors for Refugees Report

From the Associate Rector's Desk:

Since joining All Saints', I have been asked to lead the Brooklyn Neighbors for Refugees, a refugee resettlement effort started by All Saints' and Christ Church in Cobble Hill. After learning much about the first go resettlement effort, I began to reorganize volunteers to initiate a second resettlement. I experienced difficulty in securing the necessary commitments to ensure a smooth resettlement process as dozens of volunteers with a variety of talents and time commitments are required to make this all happen.

With rounding up some new volunteers, reenergizing some of the experienced volunteers, and seeing more interest in this work in the wake of political and societal shifts, we are currently in the middle of the training process with CommonPoint Queens. Once completed, CommonPoint will coordinate the arrival of a family with HIAS and then contact us if they are a good match. Once the match is confirmed, we immediately begin the work of resettlement: securing housing, making an apartment welcoming, picking up the family and setting them up with food, etc.

With your support, we can again soon resettle a family of refugees seeking safety from persecution due to race, religion, nationality, political opinion, or membership in a particular social group in their home country. I look forward to working with you all over the coming months in this good work.

Respectfully submitted,

Fr. Joseph

Altar Guild Report 2024

The Altar Guild ministry is a group of men and women who serve God by preparing and tending where Episcopalians worship.

The work they do together is an offering of time and many talents and a ministry of love undertaken in the name of Christ.

Altar Guild work goes on behind the scenes, the work is often not noticed because in normal circumstances the average worshippers don't think about or notice the familiar scene in front of them as long as it is familiar. As you enter the church on Sunday mornings you may notice that the altar is already beautifully adorned for worship service. Our team starts every Friday to prepare the Altar for the Sunday worship.

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

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

Respectfully submitted
Marva Griffith

Sunday School Report

From the Associate Rector's Desk:

By all measures, the past year of faith formation for kids' can be deemed a success.

With more kids and more consistent attendance, kids and families are clearly finding this part of our parish life to be one of great value to their faith life.

Each week the kids' engage with some of the great and memorable moments in the Bible, learning about how God's story and their own stories are intertwined. With some book learning using the StoryMakers curriculum, some custom-created lessons by Mr. Ben, and some hands-on activities, the faith space for kids' formation continues to grow in ways our youngest members engage with God. Many of the kids look forward to taking next steps in the life of the parish by serving as acolytes, a sign they actively desire to be part of the life of the parish.

The Truehearts continue great service and leadership in this ministry, this year with Mr. Ben taking the reins. This autumn, I began to spend the first Sunday of each month downstairs in the kids' faith formation space. This has allowed me to see firsthand some of the great happenings in kids' formation time. It truly takes a village, though, and none of this would be possible without all the volunteer teachers who graciously and faithfully give their time to be with the kids during the first part of the service on Sunday mornings. For all the volunteers, we are very grateful.

I am glad to report such a solid year, and I am excited for what God has in store for our youngest members.

Respectfully submitted,

Fr. Joseph

2024 Activities Report for the Georgian Ministry

Mission and Purpose

Focusing on building community and connections, preserving cultural heritage, and offering both spiritual and community support, aligned with our church's mission of fellowship and service.

Key Activities and Events

- **Monthly Liturgy in Georgian Language:** We introduced a monthly liturgy in Georgian, (first ever in the history of Anglican Communion) providing a familiar worship experience for our Georgian-speaking community members. This has enriched the spiritual lives of attendees and strengthened their connection to the Episcopal Church.
- **Weekly Evening Prayers During Lent:** During the Lenten season, we offered evening prayers in Georgian language once a week. These sessions provided a space for reflection and spiritual renewal, helping participants deepen their faith.
- **Monthly non-sectarian Gatherings:** Our regular gatherings, with an average of 25 attendees, have offered a supportive space for community members to connect, share resources, and engage in cultural exchange, and mutual spiritual support. We held a total of 12 meetings.
- **Georgian Independence Day Celebration 2024:** Our Second major Georgian Independence Day event drew close to one hundred attendees. This celebration fostered cultural pride, brought together individuals and families, and raised awareness of our community's heritage within the broader church community.
- **Library Initiative:** We launched a small Georgian book library with 200+ titles available. This initiative has helped preserve and share Georgian culture, giving community members access to literature in their native language.
- **Meetings with Georgian Opposition Party Representatives:** Our ministry facilitated meetings between Georgian opposition party representatives and migrant community members, hosted at All Saints Church. These meetings provided a vital forum for migrants to engage in current discussions about their homeland. In total, we hosted 2 such meetings, with a total of over 1000 attendees.
- **Georgian Electoral Registration for Parliamentary Election:** Our church hosted Georgian electoral registration for a major parliamentary election, offering space for community members to learn how to exercise their electoral civic duties.

Impact and Achievements

- ***Spiritual Enrichment:*** The Georgian liturgies and weekly Lenten prayers have been essential for spiritual support, deepening attendees' faith and connecting them to worship in their native language.
- ***Community Building:*** Through gatherings, events, and movie screenings, we've created a strong support network, especially beneficial for newcomers.
- ***Cultural Preservation:*** The Independence Day celebration, library, and movie screenings have reinforced cultural pride and offered the community a way to stay connected to Georgian traditions and heritage.
- ***Increased Visibility:*** These activities have raised awareness of the Georgian Episcopal community among Georgian religious and unchurched migrants, for fostering greater understanding and solidarity from the Episcopal Church.

Challenges.

This year brought challenges in securing consistent funding. However, through the dedication of our volunteers and the generous support of the All Saints' Church, we continued all planned programs, ensuring that essential gatherings and activities remained accessible and consistent.

Future Plans.

In the upcoming year, we plan to:

- Increase the frequency of community gatherings and Service in Georgian Language.
- Introduce Bible study group in Georgian language,
- Prepare and offer catechism classes for new Georgian Episcopalians desiring to be received in the church.
- Expand the book library to include more Georgian books,
- Host additional Spiritual, Cultural and Educational events to deepen community ties and engagement.

Healing Prayer Report

The Healing Prayer Team has been non-existent since the Pandemic, but we have just begun again for the new church year 2025. Since we are no longer in social distancing and total masking, we are looking forward to seeing parishioners coming to the chapel for some form of prayer during the communion period. We are not healers, but we are a presence if you need a comforting word of prayer or consolation.

Presently, we are looking for a few extra hands on a rotation basis so that we will always have someone available to help on any given Sunday.

We do not discriminate, so please feel free to join our team for the new year.

All are welcome.

Respectfully submitted,

Juanita DeLancy,

Sylvia Smith,

Sara Gaines

Marva Griffith

Hospitality Report

Hospitality Hour is an important aspect of All Saints' Parish Life. It is here that we attract and welcome new members, encourage on-going bonding and a sense of belonging, and stimulate growth. It is a genuine way we show love for each other.

History at All Saints'

Hospitality Hour has gone by several names at All Saints'. It was first called Coffee Hour.

Initially, volunteers were grouped into teams that were responsible for providing coffee and cake after church. Visitors were invited by members to the undercroft for a friendly gathering. Over the years coffee hour evolved into Fellowship Hour and became a literal hour with a full-blown lunch. Volunteer groups continued to provide delicious meals that were enjoyed by all. Again, visitors and members spent time with each other, committees had impromptu meetings, and families even planned their vacations.

As the congregation grew, we recognized that our members had varying needs. Some people, especially newcomers, were intimidated by the lunch in the undercroft where everyone seemed to know each other, and there were others who could not commit to the time for lunch in the undercroft.

The Leadership introduced Coffee Hour Express. Some people were willing to stay back for a few minutes, grab a cup of coffee and a slice of cake and engage in conversation with someone new in a non-threatening environment. Coffee Hour Express thrived alongside the usual Sunday Lunch in the Undercroft.

However, everything came to an end in 2020 with the onset of COVID and the pausing of in-person worship.

Initially, when we resumed in person worship only Coffee Hour Express survived.

Current State

Today, Hospitality Hour at All Saints consists of:

Coffee Hour Express

Lunch on Special Occasions

- Barbecue in September to celebrate Founders' Day and the start of the Program year
- Barbecue in June to thank our amazing volunteer choir led by Adam Menninga and organist, Ellen Wright, and to mark the end of the Program Year
- All Saints' Lunch in November has been switched to Stewardship Lunch in October
- In December we have our unique Ham and Cookies lunch.

This year we added two lunch events, namely, Lunch with San Andres congregation and Harvest Lunch in November.

Volunteers

Hospitality Hour continues to be staffed by volunteers.

We are thankful for the current Coffee Hour Express hosts - Miranda Dennis, Andrea Robinson, Donna Lee, and Michelle Melendez.

Thanks to everyone who contributes delicious dishes for the special lunches, does the grilling at the barbecues, decorates the undercroft, shops for food items, and sets up and cleans after each event.

As you can see, we are in constant need of volunteers. We need more Coffee Hour Express Hosts and Special Lunch events co-ordinators.

Finally, if you have never stopped for Coffee Hour Express before heading to the door, take a few moments and do so. We need to get a chance to get to know you and you will learn even more about All Saints'. Join us for one of our barbecues and special lunches in the undercroft. You will have a fun time.

Respectfully submitted by:

Lena Mullings



Worship Sundays at 10 a.m. & 5 p.m.
Children and Youth Programs
Adult Education
Chances to Serve and Grow Year-Round

The Rt. Rev. Lawrence C. Provenzano, Bishop of Long Island

The Rev. Steven D. Paulikas, Rector

The Rev. Joseph Cundiff, Associate Rector

The Rev. Howard E. Blunt, Priest Associate

The Rev. Jennifer Webster, Deacon

Adam Menninga, Choir Director

Ellen Wright, Organist

Givens Parr, Parish Administrator

Jennifer von Graevenitz, Children's Christian Educator

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