



ALL SAINTS'

EPISCOPAL CHURCH & DAY SCHOOL

6300 North Central Avenue, Phoenix, Arizona | 602.279.5539 | AllSaintsOnCentral.org



A New Life of Grace

2023 Annual Parish Report
January 28, 2024

All Saints'  All Welcome



A New Life of Grace

*Sustained by
the Holy Spirit*

*An Inquiring
& Discerning Heart*

*The Courage to Will
& to Persevere*

*A Spirit to Know
and Love God*

*The Gift of Joy
& Wonder*

The 2023 Vestry of all Saints'

Tim Hyland, Senior Warden
Kevin Lentz, Junior Warden
Travys Harvey, Chancellor
Jeff Elish, Treasurer
Tim Daley, Clerk

Class of 2023

Anjali Abraham
Nancy Cotton
Brandi Haskins
Shauna Yoder

Class of 2022

Jill Eden
William Evans
Kevin Lentz
Irene Tseng

Class of 2021

Judith Allen
Tim Daley
Lucy Guernsey
Joyce Moderow

Parish Committees

Executive Committee
Finance Committee
Buildings & Grounds Committee
Diversity & Reconciliation Committee
Audit Committee
Governance Committee
Endowment Advisory Committee
Church/School Leadership Committee

Vestry Commendations

2010 Bill Verdini and Sue Kapp
2011 Evie Smith and George Mitchell
2012 Hal Hall and Marnie Kleindienst
2013 Tim Hyland
2014 Jill Eden
2015 Larry and Sara Soller
2016 Erin Oney, Lowell Adkins, Travys Harvey
2017 Anne Kleindienst
2018 Mary Alice Preston
2019 Tim Haskins and Sue Frome
2020 Nancy and Woody Spivey
2021 Beverly Thomas
2022 Lora Villasenor and Diane Peters
2023 Dawn Trueblood

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2023: THE YEAR IN NUMBERS

71,566

Sends of our Eblast were opened by **62%** of its recipients, of which **93%** opened on their desktops and clicked **2,320** times (**3%** click rate, compared to national average of 1% for our type of industry) All of these metrics surpassed our numbers in 2022.

1,410

Number of Facebook Page followers in 2023. **36,764** people saw “something” on our Facebook Page this year.

8,879

Number of views of our YouTube videos almost doubled in 2023—yielding **125,833** impressions from watching **1,660** hours of content. **394** subscribers to our All Saints’ Channel.

20 Funerals

18 Baptisms

2 Weddings

8 Confirmations /Receptions for the Class of 2023

537

Day School Students enrolled in 2023

3,343

Number of pages that the Book Discussion Group read this season. Now **40** years into its existence at All Saints’

488

“Person Touches” from **13** members of the Community of Hope Pastoral Care Team with pastoral visits, meetings, and training: **282** pastoral visits without communion this year, **199** Eucharistic visits. **73%** parishioner, **27%** non-parishioner **149** hours of administrative work, meetings, training, and preparation

86

Number of Maryland Gardens Residents who received gifts in December 2023

580

Hours of service by **29** children and youth of the parish who served as the SUMMER SERVICE CORPS, the week-long service program that is Vacation Bible School.

90

Angel Tree kids (of **31** families with incarcerated parents) received presents and Christmas meals/supplies from All Saints’ volunteers.

More than **80** parishioners participated in Prison Ministry in 2023 including providing backpacks and back-to-school supplies, card writing, cookie making (**90+** dozen cookies were made for Christmas 2023 gift delivery) and several other events throughout the year.

90

Hours of Service at Andre House, our downtown mission of care—done by the Young Adult “Peregrinos.”

28

People have gathered monthly as the “Peregrinos,” our Young Adult Group of 20’s and 30’s that was just 11 at the end of 2022

126

Blessing bags were made by Daughters of the King and Children’s Chapel and were distributed to street-dependent neighbors.

61

Newcomers cards (individuals, couples, or families) responded to with a personal email, note, or phone call welcoming them to the parish.

1

There is one Body and one Spirit. There is one hope in God’s call to us. One Lord, one Faith, one Baptism. One God and Father of all.



Rector's Report 2023

By The Rev. Dr. Perry Pauley

Heavenly Father, we thank you that by water and the Holy Spirit you have bestowed upon these your servants the forgiveness of sin, and have raised them to the new life of grace. Sustain them, O Lord, in your Holy Spirit. Give them an inquiring and discerning heart, the courage to will and to persevere, a spirit to know and to love you, and the gift of joy and wonder in all your works. Amen.

One of the rich aspects of our tradition—and coincidentally, one of the things I love most about being an Episcopal priest—is the richness of resources we have available to us in The Book of Common Prayer.

The particular prayer in the opening of this Annual Report—perhaps my favorite of all the prayers in the BCP—is arguably the oldest. This particular prayer, commonly called the “Prayer for the Sevenfold Gifts of the Holy Spirit,” first appeared in the fourth-century Ambrosian Rite as part of chrismation, the imposition of oil that occurs in conjunction with baptism (and later, confirmation). In our modern rite, this prayer is combined with the words “You are sealed by the Holy Spirit in baptism and marked as Christ’s own forever.” And as historic as this beautiful prayer is, the text from which it is derived—Isaiah chapter 11—is centuries older, meaning that faithful people from both Jewish and Christian traditions have reflected on these words for literally thousands of years.

In its Jewish context, this is a Messianic prophecy about the work of the shoot that will sprout from the stump of Jesse, the promise of a future Davidic king who will embody God’s anointing. For Christians who see these hopes fulfilled in the life and ministry of Jesus Christ, the presence of these words in the prayer for newly baptized believers is clear: They are a reminder that we, too, are called to live a life of faith that embodies God’s anointing. How? Through the gifts of inquiry, discernment, courage, perseverance, a wise and loving spirit, joy, and wonder.

It has been nearly a year since I joined you as your Rector (March 14th was my first official day in the office and March 19th was my first Sunday), and in that time, we have covered much ground together. When I reflect on 2023, here are some of the milestones that I will remember:

- Things started off with a bang...Palm Sunday was my third Sunday at All Saints’ and we dove headfirst into our observances of Holy Week. My first Triduum as a Rector was a deeply moving experience and I was grateful for all the members of this community who participated in those beautiful liturgies with passion and reverence.
- In May, we added a new Director of Finance to our staff, Christina Berligner. Christina has a wealth of experience in church accounting and has helped us get things back in order after the well-deserved retirement of Barbara Anderson in January.
- In June, Senior Warden Tim Hyland and I approached the congregation to ask for help funding two very specific needs: An associate clergy position and a new boiler. By the end of July, we met 100% of our fundraising goal and were able to fill both of these important needs. Which leads me to my next point...
- As the calendar turned from June to July, we were able to add The Rev. Erin Cox Oney to the clergy staff as our Priest Associate and School Chaplain. Erin has proven to be a wonderful colleague and an excellent addition to our team and we are grateful for her presence in our community.

- We also celebrated our community during our first “Joyful July,” a chance to combine our Sunday services and plan some fun community activities.
- Classes resumed at All Saints’ Episcopal Day School on August 16th and I was present for the Flag Raising Ceremony and first chapel of the school year for the first time as Rector!
- At the end of August, we thanked Dr. Craig Westendorf for his faithful service as Interim Director of Music and welcomed Dr. Tom Peterson as our new (permanent) Director of Music.
- In October, we unexpectedly said goodbye to our friend and longtime staff member, Gary Quamme. We mourned the loss of Gary as a community and I was touched by the ways we rallied together to support one another and Gary’s family in the process. We were also able to reconnect with a couple old friends, Lori Brooks and Scott Youngs, who stepped in to handle the administrative and musical roles Gary performed.
- In November, we commemorated All Saints’ Day at All Saints’. The month began with a Candlelight Vigil for the Faithful Departed in the Close, and four days later, we celebrated a high choral mass in the church on All Saints’ Sunday.
- In December, we continued our annual Angel Tree drives for the Prison Ministry and for our neighbors at Maryland Gardens, but we resumed the tradition of delivering gifts to Maryland Gardens with hot cocoa and Christmas carols. We also held a service of Advent Lessons and Carols to commemorate our 70th anniversary as a parish. And we had a couple services for Christmas too...

It has been a great year from my perspective, one filled with joy, wonder, courage, love, and at times, perseverance. And as we pause at this moment to look ahead to 2024, it is my hope that we will continue to experience the Spirit’s presence among us with even more evidence of these sevenfold gifts among us. We have some exciting things planned that will hopefully continue to push us to discern where God is calling us as a community while continuing to experience joy and wonder.



We will continue to make All Saints’ a place where people come to experience and to build meaningful relationships. This means, at least in part, that we will create more intentional opportunities for fun and fellowship. We will prepare for Lent with a new Shrove Tuesday dinner that includes chicken and waffles from Waffle Love and Heavenly Scent. We are planning a choir concert and reception in May. And we will once again experience a Joyful July with more fun and lighthearted activities on Sunday after church.

We are also going to make the ways that we learn and worship together an area of inquiry in the coming year. We've experimented with offering some Sunday afternoon (and even Sunday evening) classes and events, and we are likely to add more in the coming year. Deacon Patrice has had great success with The Deacon's Bible Study by offering two tracks: one that meets in person and one that meets online. We have discussed ways to use online technologies, including social media, to extend the formation of our congregation throughout the week.

Perhaps the biggest announcement for 2024 is related to our work in the broader community. When I started here at All Saints', my first priority was listening to the community and learning about All Saints' from the parishioners' perspectives. The Wardens and Vestry joined me in this project and we learned much about what makes All Saints' great alongside what we can do better. But in almost every one of these meetings, there was one ministry that parishioners consistently named as a point of pride and a unifying outreach activity: our ministry to the incarcerated women of Perryville Prison and their families.

Lora Villaseñor and I met earlier in the fall to discuss the future of prison ministry at All Saints' and began to dream about the things we might be able to do to assist this vulnerable population. We discussed the fact that the research on the subject is quite clear: When you help a mother who is in distress, you are more likely to see a long-term benefit within the entire family system. We discussed the opportunities for things that All Saints' might specifically be able to do to help women and their families break cycles of poverty, violence, and insecurity. And about three weeks after our conversation, a new opportunity was presented. The Diocese of Arizona is looking for a new convener for prison ministry, and All Saints' will be assuming that role in 2024. As we work to coordinate the activities of the other parishes in the Diocese, we will discern how we can expand our own work within the community, focusing our efforts on reentry and long-term recovery.

In conclusion, I would simply like to express how grateful I am to be with you, to be your Rector, and to journey with you. This next chapter of our life together will be filled with the Spirit's call to all of us to walk in courage and perseverance, to live generously and lovingly, and to experience the joy and wonder of God working among us. That is Good News indeed my friends, and I look forward to 2024 and beyond.



Clergy & Staff 2023

All Saints' Episcopal Church
Analysis of Revenues & Expenses - Detail
January to December 2023

Accounts	2023 Budget	2023 Actual	2024 Budget
Revenues			
Operating Income			
Pledged Income			
400000.00 - Pledge Payments	600,000.00	632,350.73	850,000.00
400010.00 - Pledge Pre-Payments	45,720.00	83,360.00	50,000.00
400020.00 - Prior Year Pledge Payments	12,000.00	10,878.00	12,000.00
Total Pledged Income	657,720.00	726,588.73	912,000.00
Plate Offerings			
401000.00 - Unpledged Checks	45,000.00	103,362.50	53,300.00
401010.00 - Church Plate Offerings	12,000.00	21,492.24	11,960.00
Total Plate Offerings	57,000.00	124,854.74	65,260.00
Special Days			
402000.00 - Ash Wednesday	750.00	130.00	250.00
402010.00 - Maundy Thursday	250.00	-	150.00
402020.00 - Good Friday	250.00	-	150.00
402030.00 - Easter	14,000.00	7,916.38	12,000.00
402040.00 - Thanksgiving	350.00	-	200.00
402050.00 - Christmas	25,000.00	18,103.83	25,000.00
402060.00 - Evensong	1,200.00	1,129.00	1,200.00
Total Special Days	41,800.00	27,279.21	38,950.00
Day School Reimbursement			
410000.00 - DS Monthly Reimbursement	260,000.00	261,315.18	254,254.00
Total Day School Reimbursement	260,000.00	261,315.18	254,254.00
Weddings/Funerals/Facilities			
403000.00 - Weddings	500.00	400.00	1,200.00
403010.00 - Facility Donations	3,500.00	3,589.31	3,000.00
403020.00 - Funerals	1,000.00	1,800.00	1,200.00
Total Weddings/Funerals/Facilities	5,000.00	5,789.31	5,400.00
Programmatic Income			
404010.00 - Family Ministries	11,000.00	2,617.00	-
404030.00 - Music	15,000.00	710.00	-
Total Programmatic Income	26,000.00	3,327.00	-
Miscellaneous Income			
403030.00 - Close Operating	6,000.00	2,000.00	3,000.00
404000.00 - Hospitality/Gatherings	200.00	269.68	270.00
404080.00 - Altar Flowers	5,000.00	5,558.55	4,200.00
420020.00 - Miscellaneous	400.00	8,428.83	-
Total Miscellaneous Income	11,600.00	16,257.06	7,470.00
Legacy/Endowment & Other Funds			
405000.00 - Legacy Funding	25,000.00	6,320.00	6,000.00
405010.00 - Special Gifts	500.00	1,250.00	500.00
Total Legacy/Endowment & Other Funds	25,500.00	7,570.00	6,500.00
Total Operating Income	1,084,620.00	1,172,981.23	1,289,834.00
Non Revenue Exchange			
405041.00 - Miscellaneous Income	-	10,207.81	-
410011.00 - Day School Income	-	9,812.55	-
Total Non Revenue Exchange	-	20,020.36	-

All Saints' Episcopal Church
Analysis of Revenues & Expenses - Detail
January to December 2023

Accounts	2023 Budget	2023 Actual	2024 Budget
Investment Income			
420000.00 - Bank Interest - Savings	20.00	226.72	12.00
420110.00 - Gain/Loss on Sale of Asset - Brokerag	-	415.71	
420130.00 - Interest Income - Brokerage	-	4.27	
Total Investment Income	20.00	646.70	12.00
Total Revenues	1,084,640.00	1,193,648.29	1,289,846.00
Expenses			
Operating Expenses			
Ministry			
Cash Compensation			
600000.00 - Clergy Salary	200,000.00	92,782.02	75,396.06
600010.00 - Social Security Compensation	7,500.00	2,250.00	-
600070.00 - Housing Allowance	-	40,500.00	75,096.06
Total Cash Compensation	207,500.00	135,532.02	150,492.12
Insurance			
601000.00 - Medical/Dental - Clergy	40,000.00	33,732.00	44,064.00
Total Insurance	40,000.00	33,732.00	44,064.00
Pension			
601010.00 - Pension - Clergy	36,000.00	14,580.00	26,820.00
Total Pension	36,000.00	14,580.00	26,820.00
Worker's Compensation			
604000.00 - Worker's Compensation - Clergy	1,126.00	760.17	480.00
Total Worker's Compensation	1,126.00	760.17	480.00
Clergy Continuing Education			
609000.00 - Associate I Contin Ed	1,500.00	-	1,500.00
609030.00 - Rector's Contin Ed	1,500.00	-	4,500.00
Total Clergy Continuing Education	3,000.00	-	6,000.00
Clergy Assistance/Other			
615000.00 - Special Guests	-	(0.18)	3,600.00
615010.00 - Professional Expense	250.00	987.19	-
615020.00 - Rector's Professional Expense	500.00	458.83	2,000.00
615030.00 - Associate I Professional Expense	500.00	-	-
615040.00 - Associate II/Curate Prof. Expense	500.00	-	-
618010.00 - Mileage Reimbursement	1,500.00	328.16	600.00
Total Clergy Assistance/Other	3,250.00	1,774.00	6,200.00
Ministry Support			
Cash Compensation			
600020.00 - Office salaries	337,000.00	253,671.10	276,336.00
600030.00 - Maintenance salaries	-	151,992.78	108,000.00
600060.00 - Funerals and Weddings	-	1,500.00	3,000.00
Total Cash Compensation	337,000.00	407,163.88	387,336.00
Insurance			
601020.00 - Medical/Dental	95,000.00	62,779.00	26,005.00
601030.00 - Life	216.00	186.00	216.00
Total Insurance	95,216.00	62,965.00	26,221.00
Pension			
601040.00 - Pension	30,000.00	24,578.08	16,200.00
Total Pension	30,000.00	24,578.08	16,200.00

All Saints' Episcopal Church
Analysis of Revenues & Expenses - Detail
January to December 2023

Accounts	2023 Budget	2023 Actual	2024 Budget
Worker's Compensation			
604010.00 - Office W/C	2,500.00	1,344.19	960.00
604020.00 - Maintenance W/C	3,500.00	3,775.16	2,160.00
Total Worker's Compensation	6,000.00	5,119.35	3,120.00
Ministry Support Contin Ed			
609020.00 - Music Contin. Ed	750.00	-	1,000.00
Total Ministry Support Contin Ed	750.00	-	1,000.00
Employer FICA			
603000.00 - Employer FICA	45,000.00	41,398.37	40,320.00
Total Employer FICA	45,000.00	41,398.37	40,320.00
Total Ministry Support	513,966.00	541,224.68	474,197.00
Total Ministry	804,842.00	727,602.87	708,253.12
Diocesan Expense			
608010.00 - Diocesan Assessment	125,000.00	140,192.46	150,000.00
Total Diocesan Expense	125,000.00	140,192.46	150,000.00
Altar Supplies			
617130.00 - Altar Supplies	3,000.00	2,877.34	3,240.00
617140.00 - Altar Flowers	2,000.00	8,346.47	5,500.00
Total Altar Supplies	5,000.00	11,223.81	8,740.00
Family Ministries/Christian Ed			
613000.00 - Church Meetings & Retreats	10,000.00	1,569.71	-
617000.00 - Family Ministries	4,000.00	4,979.02	4,000.00
617020.00 - Nursery	5,000.00	9,158.84	9,250.00
617030.00 - Publications/Christian Ed Materials	700.00	1,555.37	1,200.00
617040.00 - Adult Education/Formation	-	193.13	1,200.00
617060.00 - Mission Supplies	500.00	-	-
617070.00 - VBS	-	-	2,000.00
Total Family Ministries/Christian Ed	20,200.00	17,456.07	17,650.00
Hospitality			
617150.00 - Fellowship Events	4,000.00	8,548.08	4,000.00
617160.00 - Hospitality/Membership	1,500.00	3,584.67	1,500.00
Total Hospitality	5,500.00	12,132.75	5,500.00
Music Ministry			
600040.00 - Staff Singers	21,000.00	35,436.25	56,700.00
600050.00 - Instrumentalists	12,800.00	10,910.00	6,000.00
612020.00 - Licenses & Fees	4,400.00	130.00	1,200.00
616000.00 - Maintenance & Tuning	4,400.00	8,308.15	4,800.00
617090.00 - Music/Scores	1,800.00	1,715.57	1,800.00
617100.00 - Volunteer Celebration & Support	200.00	1,850.38	1,000.00
617110.00 - Music General Supplies	700.00	1,740.10	1,800.00
617120.00 - Choristers	-	-	3,800.00
Total Music Ministry	45,300.00	60,090.45	77,100.00
Advertising			
606000.00 - Church Advertising	500.00	2,280.59	500.00
606010.00 - Website	700.00	-	700.00
606020.00 - Signage	2,000.00	1,694.73	1,200.00
Total Advertising	3,200.00	3,975.32	2,400.00

All Saints' Episcopal Church
Analysis of Revenues & Expenses - Detail
January to December 2023

Accounts	2023 Budget	2023 Actual	2024 Budget
Audit			
607000.00 - Church Audit	20,000.00	6,217.50	40,000.00
Total Audit	20,000.00	6,217.50	40,000.00
Property/Liability Insurance			
610000.00 - Property/Liability Insurance	120,000.00	141,396.83	144,000.00
Total Property/Liability Insurance	120,000.00	141,396.83	144,000.00
Office Equip/Supply/Publicats			
611000.00 - Office Machine Lease	26,000.00	20,705.53	16,500.00
614000.00 - General Supplies	6,000.00	21,813.51	6,000.00
614010.00 - First Class Postage	1,500.00	603.58	2,000.00
614020.00 - Office Machines Supplies	6,000.00	6,424.15	4,000.00
614030.00 - Paper	9,000.00	6,642.36	7,000.00
614040.00 - Outside Printing	2,000.00	912.60	1,000.00
630000.00 - COVID - related	500.00	-	-
Total Office Equip/Supply/Publicats	51,000.00	57,101.73	36,500.00
Business Contract Expenses			
612030.00 - Fees	9,500.00	11,864.37	10,000.00
612040.00 - Software Licenses/Software	13,000.00	12,029.78	10,000.00
Total Business Contract Expenses	22,500.00	23,886.73	20,000.00
Buildings and Grounds			
616020.00 - Repairs/Improvements	20,000.00	46,054.35	20,000.00
616030.00 - Service Contracts	25,000.00	28,916.50	25,000.00
616040.00 - School Service Contract	-	-	24,000.00
617120.00 - Close Expenses	6,500.00	6,133.30	6,000.00
Total Buildings and Grounds	51,500.00	81,104.15	75,000.00
Utilities			
619000.00 - Telephone	1,800.00	1,638.96	1,200.00
619010.00 - Internet	7,300.00	6,659.51	7,320.00
620000.00 - Electric	30,000.00	40,517.72	35,000.00
620010.00 - Water	17,000.00	18,059.46	17,000.00
620020.00 - Gas	1,900.00	3,123.85	2,400.00
Total Utilities	58,000.00	69,999.50	62,920.00
Vehicle Maintenance			
616040.00 - Van	500.00	-	-
616050.00 - Trucks	500.00	-	-
616060.00 - Fuel	2,500.00	-	-
Total Vehicle Maintenance	3,500.00	-	-
Releases of Donor Restriction			
615060.00 - Rector Search	20,000.00	4,796.22	-
Total Releases of Donor Restriction	20,000.00	4,796.22	-
Total Operating Expenses	1,355,542.00	1,357,176.39	1,348,063.12
Other Expenses			
630020.00 - Day School Expenses	-	25,484.81	-
Total Other Expenses	-	25,484.81	-
Total Expenses	1,355,542.00	1,382,661.20	1,348,063.12
Net Total	(270,902.00)	(189,012.91)	(58,217.12)

For additional financial information about our church and our ministries, feel free to contact our Treasurer, Jeff Ellish.



Senior Warden's Report 2023

*As each has received a gift, employ it for another,
as good stewards of God's varied grace:
1 Peter 4:10*

What a difference a year makes! As we conclude our 70th year as a parish, there is a strong feeling of optimism and renewal. We are looking forward and not backward. We are a community being energized and transformed. There are new beginnings and evidence of revitalization in our community. We are All Saints', and we have turned the page on the past and are writing the next chapter of our story together.

As I stated last year, it is amazing to watch this community share and use the gifts we have received to do God's work. I am constantly in awe of how this parish finds ways to "Go in peace to love and serve the Lord." This has been a year of change and growth. There is no reason for uncertainty or fear, instead there is excitement and opportunity in all things. We have left anxiety behind and moved to gladness and joy. It is up to us to use the blessings which have flowed to us to serve God and a world in need.

This past year has seen many joyous changes at All Saints'. I will not try to list them all. A representative sampling includes:

- We have called the fifth Rector of All Saints'! We are so fortunate to have the Rev. Dr. Perry Pauley join us as our Rector. He is warm, caring, pastoral, an excellent preacher, and collaborative. Under his leadership, and your support, the future of All Saints' is limitless.
- We have a new School Chaplain and assistant clergyperson. We were extremely lucky to welcome back the Rev. Erin Cox Oney. She has a long history at All Saints' as a lay person and now we hope she has a long and wonderful ministry as a priest at All Saints'.
- We have the Rev. David Sheetz helping us in so many ways, as a priest, and as an organist.
- We have a new Director of Music, Dr. Tom Peterson. He has already shown his wonderful artistic talent and increased the participation in the Chorister program.
- We have a new Director of Finance, Christina Berlinger. She is helping us get our financial house in order, all with a friendly smile.
- We have a new Director of Operations, Lori Brooks. Lori helped our parish build and grow for over twenty years and now has returned to help us continue moving forward in this new era.
- Did you notice something in that list? There is not an "interim" to be seen. Isn't that wonderful. Sorry, I got distracted there.
- We raised the money to replace our boiler. We are no longer the church "who wears heavy coats and scarves."
- We started weekly education for youth in grades four through twelve for the first time in many years.

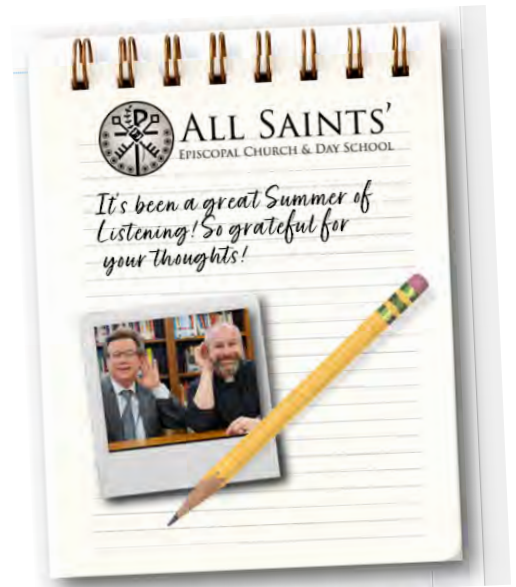
- Our Day School had a wonderful year and passed its ten-year accreditation with flying colors.
- The Vestry and Fr. Perry undertook a “Summer of Listening” to hear from everyone what makes All Saints’ special to them and where they would like to see God lead us. The Vestry is now hard at work on developing a Strategic Plan for All Saints’.

Our parish ministries are strong and becoming more active. There are many other things going on at All Saints’, our spiritual family and home. All Saints’ is truly a community of many blessings and fantastic people. The list above could go on and on. None of these things, however, would be possible without the time, talent and treasure of each of you. I want to thank everyone who made a pledge to support All Saints’ and its ministries.

I want to thank our clergy and staff for all their hard work and dedication this year on behalf of All Saints’. I particularly want to thank Fr. Perry for his leadership and for the hope he has brought to our community. I also want to thank Dr. Emma Whitman for her outstanding leadership at All Saints’ Episcopal Day School.

Finally, I want to thank the Junior Warden, Kevin Lentz, and the entire Vestry for their leadership, countless hours of time, patience, and good humor this year. They have worked so very hard all year on your behalf. A special thank you to the outgoing Vestry members, Judith Allen, Tim Daley, Lucy Guernsey, and Joyce Moderow, who have served this parish for the past three years and have done so with unending dedication and grace. Finally, thank you to the entire All Saints’ community for your work, your faith, and your love. I am humbled to walk with you where God leads us.

*For with God nothing will be impossible.
Luke 1:37*



Junior Warden's Report 2023

by Kevin Lentz



Dear All Saints Family,

It has been a great honor to serve as your Junior Warden this past year - and what a year 2023 was! Last year certainly was the culmination of much hard work and great patience of the previous three years, so I am truly blessed and privileged to have been a part of it.

During our Stewardship season, I spoke about the many plaques adorning our walls, commemorating the great work and generous donations of the past. I feel deep gratitude when I walk these halls. Thank God I don't have to build a church. Especially a beautiful one like this. I was a child 1500 miles away when the Parish added the Chapel, the choir room and the Saint Barbara room. Because of giants who came before us, our calling is to maintain that legacy, to honor our inheritance, and cultivate new life so that this amazing Parish carries on glorifying God for ALL people. Who could have known God's plan then? But it all seems clear now.

I ran for vestry in 2022 not even knowing what a Junior Warden was, being so newly Episcopalian. I didn't know where God would lead me, but I knew I had quickly come to love this church, that the pandemic had dealt us a terrible blow, and that I wanted to be a part of its future - a big part of which involved hiring the next Rector.

About that Rector: we finally did it, and it was worth the wait! Father Pauley and his family are truly a blessing to our church, and again a testament to God's hand in our lives. Who could have known that a man whose calling began here at All Saints would return so soon to lead us? This is such great news that my recap of 2023 could easily end here, but that isn't the whole story.

The kind of work we had to do last year isn't the kind of work that typically gets a plaque. I did not expect so many challenges when I joined the vestry: an historic budget shortfall, a broken boiler, a mysterious rain water leak, beloved staff moving on, just to name a few. Needless to say, I had my share of doubts that we would overcome.

From my vantage today, however, why did I ever worry? Did God not have a plan for us? Did the struggle not bring us closer together? Our achievement of following up the deficit of 2023 by raising a balanced budget for 2024, to give another year of service to God and to each other, has humbled me and changed me forever. We must always remember 2023 as a year when we did great things together, whether we get a plaque or not.

There will, of course, always be challenges, and I am sure 2024 will have its share. Those who came before us made great sacrifices so that we could have such a splendid church, and we must continue to sacrifice as well. But what could be better than the community we have together, even with all the challenges? We know that God has a plan for us, and we should delight as it unfolds.

Let's take this occasion of our annual meeting to honor where we've been, and to recommit to each other's future.

Treasurer's Report 2023

by Jeff Ellish



There were two themes for 2023—transition and progress. To go along with the installment of Father Pauley as our permanent Rector, we also welcomed Christina Berlinger as the Director of Finance to replace Barbara Anderson. Furthermore, longtime Treasurer Stacy Gibson stepped down and I was invited to serve as Stacy's replacement. Both Barbara and Stacy continue to show how committed they are to All Saints' by continuing to serve as members of the Finance Committee. Their experience and church knowledge is invaluable. I thank you both for your continued support and counsel. Without a doubt, through transition, the church has grown stronger.

Entering 2023, the parish continued to struggle with the number of pledges or pledge amounts. As a result, the parish entered the year with a significant projected deficit budget of approximately \$270,000. Although the parish finished 2023 at an operating deficit of just over \$200,000, the parish rallied under the direction of Father Pauley and the operating deficit was 25% less than anticipated. December of 2023 was a highlight month as many parishioners that had fallen behind in their pledged tithe rallied and the church exceeded December's budgeted pledge payments by almost \$125,000. This is progress!

Further signs of the parish responding to the transparency that was desired from church leadership was the mid-year call to action to raise funds for desperately needed physical repairs to the church and the addition of another full-time priest. The parish answered this call to action and, as a result, the church was able to pay for the necessary physical repairs (highlighted by a new boiler) and welcomed back Reverend Erin Oney as our new fulltime Priest and Chaplain. This is progress!

Nonetheless, our work isn't done. Even with an increase in pledging parishioners going into 2024, All Saints' is roughly 5% short of our pledge goal. As a result, another deficit budget has been submitted. Although this number (approximately \$64,000) is significantly less than 2023's deficit budget, it illustrates that we need continue pulling together financially as a parish community. We hope that if you have not yet pledged, you will do so as soon as possible. Please also consider utilizing the tax benefits associated with direct retirement plan distributions (called Qualified Charitable Distributions) if you are required to make annual minimum distributions from your retirement plans (such as IRAs or 401(k)s). Another popular tax planning tool to be aware of is donating appreciated stock to the church. If you have questions on either one of these strategies, Christina or I would be happy to chat with you.

The clergy and church staff is energized to serve in the most cost effective ways possible. That said, our beloved ministries require capital and operating costs continue to rise. We don't want to miss out on improving our existing ministries and adding others due to budget constraints. Thank you for your consideration and support. Together, we will make 2024 a success!

The Legacy Circle

The Legacy Circle of All Saints' is a way to continue your legacy by giving to All Saints' for generations to come. We encourage you to consider leaving a bequest to our church to ensure the future of our community. No gift is too small and all are greatly appreciated. For more information, call Lori Brooks, Director of Operations in the Church Office. Our Legacy Circle currently has 138 individual members. We received a bequest from Roger Dickey in 2023.



Building & Grounds Update

By Kevin Lentz

Here's a list of some Building and Grounds accomplishments for 2023, as well as some work that is still to be done - together.

- The original boiler, as old as the church, finally gave up, but we didn't. Generous gifts and a resourceful team are keeping us warm in the winter again.
- Original AC's in the expansion also gave up this year, and your giving to the boiler replacement was so overwhelming, it helped pay for replacements as well. Hopefully, they can last another 40 years.
- We installed new energy-efficient thermostats across the campus that will lower energy costs.
- A new water heater for the church office.

Work still to be done

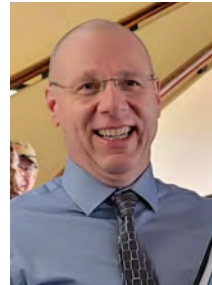
- We lost two trees in the Close from a storm. We are creating a comprehensive plan before replanting to keep the design consistent and beautiful.
- Upgrade or replace the benches in the Close.
- Repair or replace the iron gates and fence in the Close.
- Repair brick planters in the Close.
- More proactive preventative maintenance.
- Repair disintegrating curbs around the perimeter of the facilities.
- Repave and repaint the parking lot.
- Replace our Central Avenue Signage



Transitions

Goodbyes

The Rev. Dan Burner	Interim Rector through March 2023
Dr. Craig Westendorf	Interim Director of Music through September 2023
Gary Quamme	Director of Operations & Associate Director Music July 21, 1973 - October 18, 2023



Welcomes

The Rev. Dr. Perry Pauley	Rector, started March 2023
Christina Berlinger	Director of Finance, started May 2023
The Rev. Erin Cox Oney	Associate Priest, started July 2023
Dr. Tom Peterson	Director of Music, started August 2023
Lori Brooks	Director of Operations started in October 2023
Mary Brooks	Deacon Intern for 6 months from St. John the Baptist



Music Department Report 2023

by Dr. Tom Peterson
Director of Music

Arriving at All Saints' over the summer, I spent a lot of time in empty spaces. I prepared music for a choir I had met only briefly; I fretted over choosing music for choristers and students at the Day School I had not yet met (let alone hearing them sing); I puzzled over empty chairs in the choir loft, imagining different seating orientations.

As August gave way to September, and people began to flow into these empty spaces, what I found was an extraordinarily welcoming community of people, caring, dedicated, and incredibly generous in their time and gifts and commitments to each other. While we are blessed with a beautiful space in which to worship, it is the people of All Saints' that make it truly special.

It is not an exaggeration to say that each member of the choir is an inspiration to me. The fact that this many people want to make church music a part of their worship and a part of their lives is something that pushes me to do my best, to create a space in which their efforts can be maximized and lifted up.

A hearty thanks to Dr. Craig Westendorf, who as Interim Director of Music, tirelessly guided music in the parish with love and creativity.

Thanks also to Diane Peters, music librarian and longtime fixture in the choir, who has been incredibly generous with her time and was invaluable to me in finding my proverbial sea legs. (She also graced us with her beautiful solo handbell playing on the final Sunday of the year!)

In October, our music community endured a great tragedy. No words can express our sorrow at the loss of Gary Quamme, a familiar face around the parish for many years, whose role in the parish office was revised this summer so he could join the music team as Associate Director of Music and Organist. His playing on the bench reflected a deep faith and commitment to liturgy; his easy chuckle and wry smile made him instantly likable — and deeply missed.



In response to this tragedy, former Director of Music Scott Youngs reached out and has been on the organ bench once again. His legacy here is extraordinary, both in terms of what he was able to achieve, and the relationships he still maintains. His decision to jump in and help is an immense gift to all of us, and one more sign of how extraordinary the people at this parish are. I can't thank him enough.

Fr. David Sheetz has also offered his talents, playing organ at various services and advising on musical and liturgical matters. He has been a great help in both his broad experience as musician and priest, and his kind and sensible personality.

A common thread that connects all these people is a sense of selflessness, the idea that they are not pitching in for themselves but in order to create a place in which we might lift up praise to God together. I am humbled and grateful to be on such a team.

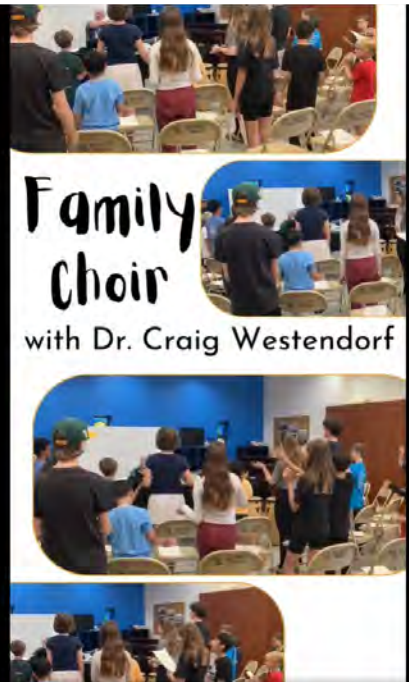
Special services are often lifted up with special music, and these services have been some of my favorite experiences during my five months here:

September 30th, Installation of the Rev. Dr. Perry Pauley as Rector of All Saints' — The Choristers of All Saints' sang their first service of the season at this festive installation that at once marked an important moment in the life of the church, and also celebrated the feast of St. Michael and All Angels.



October 1st, Choir Open House —

Dr. Westendorf's Family Choir offerings were well-received, and we wanted to build on that energy. Anyone who came to the 9 a.m. rehearsal was welcome to sing with the choir for the 10 a.m. service. We plan to offer these opportunities roughly once a semester going forward.



November 1st, Requiem in the Close — To mark All Saints' Day, the choir sang the Rheinberger Requiem outdoors in the Close as the names of departed loved ones were read aloud.

November 11th, Gary Quamme's memorial service — The Choir and many guests packed the church and choir loft to lift up Gary in a service filled with music. His longtime friend, Dr. Homer Ferguson played the organ for the service, and Dr. Kimberly Marshall began the prelude music with Bach's monumental Passacaglia and Fugue. It was a beautiful service and an important step towards grieving together as a community.

November 18th, Evensong commemorating St. Cecilia, patron saint of music — Choral Evensong is a tradition that I love. And while I recognize that tradition has taken different forms here in years past, my hope for Evensong is that it can be enjoyed and shared by the full choir on dates that are strategically chosen throughout the year.

December 10th, Advent Lessons & Carols celebrating 70 years as a parish — All Saints' became an independent parish in 1953, and so to mark the 70th anniversary, we held a Lessons and Carols service that brought together the adult choir and the Choristers (and harpist Lauren Arasim) in a joyful, hopeful evening of song and expectation.





December 13th, Carols & Cocoa — Coming out of the pandemic, something I often heard about various services or events was "Well, it's been done a number of ways..." This year, we gathered on the church patio to sing together before heading over to our neighbor, Maryland Gardens, where we sang carols with the residents and delivered gifts that had been collected by the church as a whole. This is the sort of event I want to do more of next year, bringing our music past our own walls and inviting everyone — devoted choir member, occasional churchgoer, or guest — to join in song together.

December 24th, Christmas Eve — In my view, there is no better night in the church year. The choir was joined by a chamber orchestra (and Dr. Kimberly Marshall on the organ bench) and sang beautifully — the main offerings were selections from part II of Bach's *Christmas Oratorio* — and shared in food and merriment together.



These special events, enjoyable and important as they are, should not detract from what a marvelous thing it is to present music of this caliber each and every week for worship; such an achievement would not be possible without the dedication and efforts of all our volunteer singers in the choir.

Looking forward, I will continue to ask questions and listen. I am excited about how the music and musicians here at All Saints' can continue to help nurture the new energy gathering in this place both because of the pandemic's thaw and the new leadership of Fr. Perry.

My heartfelt gratitude to Fr. Perry, to all the clergy and staff, choir and choristers and congregation, who make this place what it is.



Associate Priest's Report 2023

By The Rev. Erin Cox Oney

Returning to All Saints in 2023 has been such a wonderful homecoming. I feel a deep history with this place. I have served at both the church and the school, and I am delighted to be able to return as the school chaplain and associate priest.

In the six months since I took this job, I have participated in numerous funerals, weddings, baptisms, and classes. I work with the nursery and all the under-fives who attend this church. I teach religion classes to students from pre-kindergarten through Fifth Grade. I lead the chapel services with a Eucharist once a week at All School chapel and then lead Morning Prayer at each of the weekly Lower and Middle School services. I've been part of the Wednesday Healing services, the Eucharist services on Saturday evenings, and both Sunday services. I get to preach, teach, and celebrate. There are 537 students at our Day School. There are over 400 families at the church. I'm still learning names, but I already love the members of this community! Thanks for bringing me home!



Deacon's Report 2023

By The Rev. Patrice Al-Shatti Taylor

Thanks be to God, our beloved All Saints' has been growing and thriving in the last year under the leadership of our permanent Rector, Father Perry Pauley, and new additions to our clergy and staff team. You have a committed group working to give you a vibrant church in which to serve, connect, and learn.

Our pastoral care ministry, comprised of lay leaders in our pastoral care ministries, met almost every week to consider the needs of our community. We provided spiritual care visits, prayers through the Daughters of the King, and phone check ins through Community of Hope. The 12 volunteers of Meals of Mercy, under the leadership of Lois Frances, delivered 27 meals to 17 families struggling with illness, bereavement, and social distress. Community of Hope members provided emergency afterhours phone coverage to those calling in with urgent needs and eucharistic visits to those who couldn't get to church to join us on Sundays.

On a more personal note, I preached to the congregation every few months, provided pastoral counseling to individuals as requested, provided the sacrament of the sick to those facing acute illness or surgery, both for our congregation and the larger patient population at John C Lincoln Medical Center, spoke to the national conference of Episcopal Church Women about the loneliness epidemic in the US, provided leadership for a successful 2023 retreat for the deacons of our diocese, hosted a Lenten self-care series, started a bible study for the parish, both in-person and on Zoom, and brought All Saints' into the group of parishes that annually host a deacon in formation for his or her six month internship. Deacon intern Mary Brooks has been a delight to get to know and an asset to our community as her ministry with us unfolds.

As we move into 2024, I encourage you to actively look for ways to make All Saints' increasingly your home because our need for community has never been greater and societal structures to help us achieve it never thinner. To paraphrase writer Johann Hari, home meant more than the four walls we live behind for centuries. "It meant community—A dense web of people all around us, a tribe." Praying that God helps you find you place in the tribe of this loving, lifegiving community.



Director of Parish Life Report 2023

By Chesirae Valentine

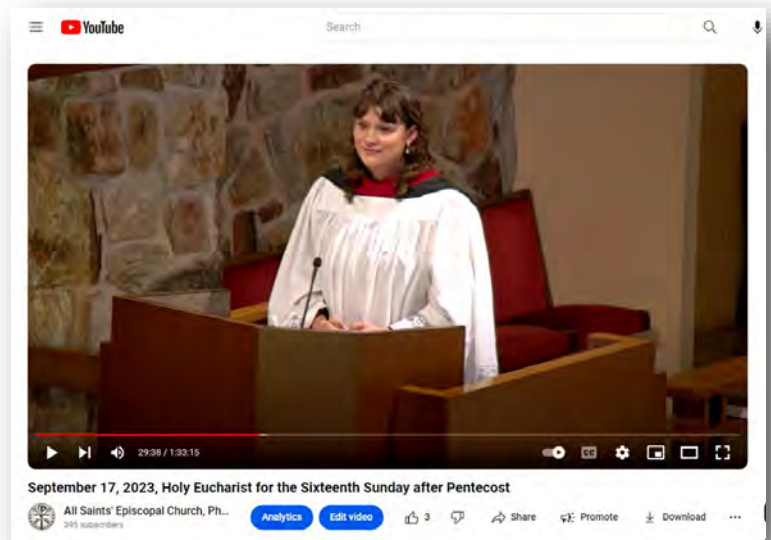
The Book of Common Prayer is very fond of the trinitarian formulation of Father-Son-Holy Spirit. It's a tried-and-true metaphor, one that fits well both the Pauline letters and Nicene Creed. It is, however, still a metaphor. I was recently reminded of this when I was re-reading St. Augustine's *Trinity*, researching for our new Youth Ed classes – there, Augustine names the Trinity Lover, Beloved, and Love-Between. Beautiful.

But then my research took me further: within a short, unpaginated series of images in Elizabeth Johnson's work on the Trinity, *She Who Is*, a postcard of a woman twisting thread together has written underneath it: "This is a wonderful image of God, no? I think we are neither in the raw cotton, nor the thread, but the twirling..." The note, written by Fr. Michael Siefert, seems to suggest that while the raw cotton is God, and the perfect, Christ incarnation of that cotton is the thread, the Spirit is somehow the twirling. What could it possibly mean – that we exist in the twirling?

Perhaps it means we are not only reflected in the source God (though we must recognize that we are made in the image of cotton), nor are we only to be found in the perfectly formed incarnation of the Source (though we must try to imitate the incarnation Jesus as we twirl; strong, even thread, no lumps). No, we are somehow best represented in the twirling; we are most ourselves when we act and move in the ways God continues to act and move, represented by the active Spirit of God.

Johnson presents the Spirit throughout *She Who Is* as a whirling dervish of laughter, liberation and life, a young woman lifting her song and wisdom amongst not only the Israelites, but the crossroads of all humanity (Proverbs 8:1-11, 22-36). We, also, resemble the Spirit most when we take up her way of twirling through the world, serving not only ourselves but others. What else has All Saints' been doing this year, besides seeking to find its spin again? The signs of service are all there: almost as many baptisms as funerals, two weddings filled with love (and a few more planned!), eight confirmands, and a thriving youth service program with twenty-nine participants throughout one week in the summer.

Twirling thread is a particularly compelling image for All Saints' right now because of the way all twirling must



happen. It's never an independent strand of string that is spun into thread, it is always multiple strands pulled and twisted together with pressure and weight. In the same way, we've seen newcomers pulled and intertwined into our community, finding weighty and meaningful work in our existing ministries to Perryville, André House, and Maryland Gardens. While the church sent out sixty-one emails, notes or calls this year welcoming strangers and new friends to our parish, they in turn found ways to introduce themselves through service, friendship, and study.

The return of Cocoa and Carols was a resounding success – we had nearly sixty people bring gifts and cheer to the residents of Maryland Gardens this Christmas; Children's Chapel made thirty-six care packages for their staff and volunteers. New ministries and formation experiences have begun, pulling in more community members with Rainbow Families, Youth Ed and the Deacon's Bible Study all making space for the blessed, difficult conversations and spiritual companionship. Our Peregrinos, started last year with nine members having a meal at our house, now welcome twenty-eight people on our mailing list.

If you still doubt the ways we are all pulling together into a whirling dance of laughter and grace, all you have to do is step out of the 10 AM service for a few moments – come watch our smallest saints celebrate and serve together in Children's Chapel. Whether they are playing, "Samuel, Samuel!" in the Close, or in St. Barbara putting together St. Francis bags for foster and street-dependent dogs, the All Saints' children have learned to twirl together across ages and experiences. Playing and praying have become intertwined, the call to act as ministers as common as the call "not it!" in the Close.

Children, Youth & Family Ministries

Sunday School through Grade 5

By Dawn Trueblood

Virginia Anders, Jen Sammon, and I are having a wonderful time in Sunday school!. We have 5 or 6 children who attend regularly and another 4 or 5 who attend occasionally. All of them are amazing, brilliant, and kind individuals.

We've spent the fall discussing the stories of the Old Testament. My favorite moment this year was when I asked the class to name one of the green growing things that God created. The children answered with grass, trees, etc., but Virginia answered with mold. Is it any wonder that we all love her?

We ended 2023 with our beautiful representation of the true meaning of Christmas through the Christmas pageant. A heartwarming event for all ages.

We will spend the spring discussing Jesus' life, the parables, Easter, and Pentecost.

A new feature this year has been the smALL SAINTS pew in the church, a wonderful place for the children to have a bird's eye view of the service. My favorite moment so far was when one of the children was coming back from Communion and asked, "Why does Jesus taste so good?"

If Sunday school is any indication, the future of All Saints' is very bright indeed!



All Saints' Acolytes

By Tim Hyland

The All Saints' Acolyte Corps. is a group of dedicated hard-working youth in grades four through twelve who provide a valuable service to the All Saints' community during the 10 am Sunday service, as well as multiple special services throughout the year. The acolytes serve with verve and fun in an essential ministry that helps make the liturgy a success for everyone. They are deeply involved in in all aspects of the service, and interact with the Clergy and other worship ministries like the Altar Guild, Eucharistic Ministers and Hospitality team.

The acolytes have two main jobs. First, they assist the Celebrant and other priests and deacons during the service in whatever manner and form they are needed. In general, they perform duties such as: carry the lead cross and clergy cross, light and extinguish candles, carry torches in the opening, gospel and retiring processions, and assist the deacon or priest in the preparation of the altar for communion. Second, they are an example to the congregation and serve as models for what the congregation should be doing during the service.

Acolytes receive training on their liturgical duties and learn a lot about the symbols and traditions in our weekly celebration of Christ's incarnation, ministry, death, and resurrection. They also get to hang out with their friends and peers. It is a great way to meet other All Saints' youth. Acolytes receive a weekly reflection and "quiz question" by email for their contemplation and discussion with their parents, friends or just themselves. Acolytes also receive leadership skills with the top acolytes becoming Head Acolytes who help train and mentor their younger colleagues.

Over the course of 2023, the active number of Acolytes ranged from 19 to 25. Currently, there are 6 Head Acolytes who lead the Acolyte Corps. During the past year, two of our Head Acolytes "aged out" of the program by graduating high school and moving on to college - Libby LaBianca [University of Maine] and Nolan Ellish [Sewanee]. We are always looking for new acolytes, come join us!



CLASP for Youth Grades 4-12 and Acolytes

By Tim Hyland

All Saints' acolytes participate in a special monthly formation program generally on the third Sunday of the month called C.L.A.S.P. [which basically stands for Pray, Learn, Serve, and Connect for Acolytes with the letters rearranged so it makes a recognizable word]. In this program they enjoy fun, fellowship and learning. They have classes and discussions regarding prayer, service and learn new things. The acolytes extend an invitation to all youth in grades four through twelve to join them in C.L.A.S.P.

In 2023, the acolytes explored items such as praying the rosary, learning about the role of incense and how to use the thurible, and exploring the Trinity through a three-leaf clover. They also discussed the Baptismal Covenant and debated whether it should be expanded to include a promise to protect and be good stewards of creation. Examples of the "service" items they have done in the past year include: cleaning and preparing the church for Easter services, and preparing college care packages for All Saints' youth away at school. They also sponsor fun "Connect" activities such as a "Christmas Breakfast" where former alumni acolytes are invited to come and re-connect.

C.L.A.S.P. is presently taught by a small group of adults who serve as mentors, role models and potentially confidants for the acolytes. However, the program is designed for 8 mentors so if you are interested in helping with this ministry, please let us know.



Youth Summer Service Corps. 2023





Confirmation & Bishop Visitation 2023



Class of 2023—Confirmed on May 14, 2023 by Bishop Jennifer Reddall





Education For All Ages Calendar 2023-2024

By Chesirae Valentine

Date	Youth Ed Topic	Adult Ed Topic: 9 AM	Adult Ed Topic: 10 AM	Sunday School
September 10th	No Class	Discerning Your Spiritual Calling, session 1	Lora Villasenor: Stories from Prison Ministry	Creation
September 17th	CLASP	Relational Theology		The Flood and the Ark
September 24th	What is the "one holy, catholic, and apostolic Church"?	Episcopal 303	Vestry Forum	The Great Family
October 1st	Holy Envy: Atheism	Discerning your Spiritual Calling, session 2		The Exodus
October 8th	Blessing of the Animals: No Education			
October 15th	CLASP	Historical Spiritual Classics	Chrysalis: Identify and Reporting Abuse	The 10 Best Ways
October 22nd	Holy Envy: Islam	Relational Theology		The Ark and the Tent
October 29th	ALL SAINTS' SERVICE DAY	Episcopal 303		ALL SAINTS' SERVICE DAY
November 5th	Holy Envy: Judaism	Jeff Ellish: Financial Planning		The Ark and the Temple
November 12th	Holy Questions: Can I argue with God?	Relational Theology		The Exile and the Return
November 19th	CLASP	Historical Spiritual Classics		The Circle of the Church Year
November 26th	Holy Questions: Why do bad things happen?	Reflections on the Incarnation		Advent 1-3
December 3rd	Holy Questions: Did Jesus have to die?	Reflections on the Incarnation	Advent Wreath Making	Advent 4 and Epiphany
December 10th	Pageant Rehearsal	Reflections on the Incarnation		Pageant Rehearsal
December 17th	CLASP	Reflections on the Incarnation		Pageant Rehearsal

Date	Youth Ed Topic	Adult Ed Topic: 9AM	Adult Ed Topic: 10AM	Sunday School
December 24th	Christmas Sunday: No Education			
December 31st	New Year's Eve: No Education			
January 7th	Everyone is tired still: No Education			
January 14th	CLASP	You, the Church, and Mental Illness w/ Deacon Intern Mary		Holy Baptism
January 21st	Holy Questions: Why do we read the Old Testament?	Vestry Forum Meeting		Parable of the Good Shepherd
January 28th	Annual Parish Meeting: No Youth Ed	Annual Parish Meeting		Parable of the Good Samaritan
February 4th	Holy Questions: What's the point of prayer?	Anglican Sacred Music: Origins and Development w/ Fr. David		Parable of the Great Pearl
February 11th	Holy Questions: What am I supposed to do now?	Depression and Suicide Risk Awareness w/ Deacon Patrice	Anglican Prayer Beads w/ Deacon Intern Mary	Parable of the Sower
February 18th	CLASP	Celebrating the Saints w/ Chaplain Erin	Evening Lenten Study w/ Fr. Perry	Parable of the Leaven
February 25th	Holy Voices: Desert Fathers and Mothers	Trauma informed Theology w/ Maggie Rafidi	Evening Lenten Study w/ Fr. Perry	Parable of the Mustard Seed
March 3rd	Holy Voices: Jane de Chantal and Dorothy Day	Vestry Forum	Instructed Service w/ Clergy Evening Lenten Study w/ Fr. Perry	Mystery of Easter The Faces of Easter 1
March 10th	Holy Voices: Thomas Merton and Jay Hulme, C.S. Lewis	Prison Ministry Documentary	Evening Lenten Study w/ Fr. Perry	The Faces of Easter 2 & 3

Date	Youth Ed Topic	Adult Ed Topic: 9AM	Adult Ed Topic: 10AM	Sunday School
March 17th	Holy Voices: St. Patrick Leader: Fr. Perry (in the Barbara Rooms!)	Celebrating the Saints with Fr. Perry St. Patrick	Evening Lenten Study w/ Fr. Perry	The Faces of Easter 4 & 5
March 24th	Palm Sunday: No Youth Ed	Celebrating the Saints w/ Fr. David	Evening Lenten Study w/ Fr. Perry	The Faces of Easter 6 & 7
March 31st	Easter Sunday: No Education			
April 7th	Second Sunday of Easter: No Education			
April 14th	Holy Voices: Ruth	Personal Prayer w/ Chaplain Erin		Easter Eggs
April 21st	CLASP	Anglican Sacred Music: Evensong Tradition w/ Fr. David		Jesus and the Twelve
April 28th	Holy Voices: Jonah	Incarnational Theology w/ Fr. Perry		The Good Shepherd and World Communion
May 5th	Holy Voices: Esther	Episcopal Show and Tell w/ Chaplain Erin		The Synagogue and the Upper Room
May 12th	Holy Voices: 1 Corinthians	The Christian Guide to Personal Happiness w/ Deacon Patrice		Circle of the Church Year
May 19th	CLASP	Episcopal Church Traditions: Gestures and Vestitures w/ Fr. David	Making Modern Icons w/ Chesirae Valentine	Pentecost
May 26th	Sundaes on Sunday Vestry Forum			



Education for adults takes many forms: from Vestry Forums and formational classes, to small group Bible Study, to even Young Adults gathering on the floor. The quest for knowledge and a deeper life in Christ is the common denominator.





State of the Day School Report 2023

by Dr. Emma Whitman,
Head of School

All Saints' Episcopal Day School's mission is to "educate children in the light of God—mind, body, and soul." We are proud to be an outreach ministry of All Saints' Episcopal Church. The Day School is thriving, and we are proud of our community, our growing programs, and the ideal educational environment we have created with our outstanding faculty and staff. Please read below for more information and recent updates!

- The Day School had a successful 2022–23 school year and launched 2023–24 with the opening of the new Shaver Learning Commons! After opening our new Christopher Ray Milisci Building in the fall of 2022, we completed our Capital Campaign construction in the summer of 2023. The Shaver Learning Commons includes outdoor classrooms, a garden, an orchard, a stage, and several other unique and innovative spaces. Though the Capital Campaign project has brought new spaces to campus, we preserved our original buildings, Amphitheatre, the Father Carl G. Carlozzi Gymnasium, the David John Watson Academic Building, and many other historical areas on campus. Our campus is a dream educational space for children, combining tradition and innovation in teaching and learning.



- We started the 2023–24 school year with record enrollment. We currently have 537 students and 90 faculty and staff members. We are committed to our mission and our three core tenets of community, character cultivation, and academic excellence. We continue to maintain small class sizes and the community feel that makes us a thriving Episcopal Day School.

- We welcomed Father Perry Pauley, Dr. Tom Peterson, and Chaplain Erin Cox Oney. They all have a strong and collaborative presence at the Day School, and we are so thankful for their continued support. Chesirae Valentine and the rest of the Church staff also work to support the Day School and our relationship. We have an all-school chapel on Tuesday mornings and middle- and lower-school chapels on Thursday and Friday, respectively. In addition, Dr. Tom Peterson has had a positive impact, reinvigorating our Chorister Program and teaching fifth-grade choir. Chaplain Erin teaches religion to kindergarten through fifth grade and works closely with our middle school religion teacher.
- Recently, we have worked to have more collaboration focused on service, including creating bags for St. Vincent de Paul, crafting holiday cards for the residents at Maryland Gardens, and providing holiday gifts for Maryland Gardens residents. We also had a very successful shared food drive benefiting St. Mary's Food Bank and donated 24,000 meals!



- Our faculty is at the heart of what we do at All Saints'. At the end of the 2023–24 school year, we launched the Leo P. Dressel Faculty Excellence Award with an endowed fund made possible by an alumni family and church member. The Award was given to Jennifer Sprague, our beloved religion teacher, in May 2023. In addition, we started the Dr. Cathy Cohn and Ms. Carla Cotton Service Learning Endowed Fund. This endowed fund will pay tribute to Cathy and Carla's commitment to serving a world in need by supporting immersive student experiences rooted in service. We are so thankful for all our faculty gives to our school community daily.



- During the 2023–24 school year, the Board of Trustees is led by our Board Chair, Brian Rhodes. The other officers are Vice Chair Jennifer Karas, Secretary Paula Petrowski, and Treasurer Julia Ponce. These officers, Father Perry Pauley, and I serve on the Executive Committee. At the start of the 2023–24 year, we welcomed William Evans as a Vestry representative on the Day School Board. Vestry Representative Irene Tseng also continued for another year of service. The entire Board has 23 members. We have eight committees and two task forces on the Board. We are also preparing to launch a new Strategic Plan in 2024.
- This year, we have launched several other new and exciting initiatives! We have a new schedule in middle school with additional classes and Creative Concentrations, including Art, Band, Technology, and Theatre. We have hired a new theatre teacher, and we have a spring musical in April! We have also hired an additional counselor to support our lower-school program. Our new cheerleading program is in year two, and we started a more robust cross country program. We also launched a new [website](#) that we are continuing to grow. We hope you will explore it.




- We are proud to be the only ISAS pre-kindergarten to eighth-grade school and the only ISAS Episcopal School in Arizona. We are also part of SAES (the Southwestern Association of Episcopal Schools). ISAS and SAES are the top accrediting associations in the nation. In March 2023, we had our ten-year accreditation visit for ISAS and SAES. It was a huge success, and strengths were noted in the areas of faculty and staff, leadership, forward momentum, and community. They also applauded our partnership with The Challenge Foundation. We will use this information to launch our continued work and support our new Strategic Plan in the coming years.

- In the fall of 2022, we launched [Giving for ALL the SAINTS](#)—a philanthropic guide highlighting how the All Saints’ community can partner in the success of All Saints’ through engaging, volunteering, and giving. Volunteers are the heart of our community, and we are proud to boast a robust and vibrant parent association (ASPAs). ASPA hosts more than 30 events/programs through volunteer committees to build fellowship and enhance the All Saints’ community. This school year, the fundraising efforts of ASPA will specifically support our eighth-grade class trip and contribute to campus safety and security upgrades.
- Director of Advancement Wendy Granier and I serve as Arizona Episcopal Schools Foundations (AESF) Board members. AESF processes tuition tax credit contributions directed to the five Episcopal schools represented in the organization. We are incredibly grateful to parishioners who contribute to the Day School through this Program.
- The Admissions Department is giving tours on campus for interested families. If you know someone interested in exploring the Day School, please contact our Director of Enrollment Management, Dan Waage, at dwaage@allsaints.org. For a glance at our programming, please click [here](#). We also have a robust Indexed Tuition Program and welcome questions about financial support. We care deeply about inclusivity and working with families. More information can also be found on our [website](#).

We are proud of the relationship between the Church and the Day School. Please contact us if you would like to tour the School or learn more about our initiatives and programs. We are a community of All Saints’!





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COMMUNITY. CHARACTER CULTIVATION. ACADEMIC EXCELLENCE.
At All Saints', our three tenets guide our vision for success.

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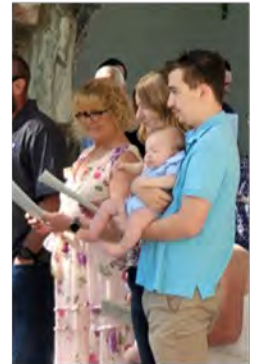
2023 The Year In Pictures

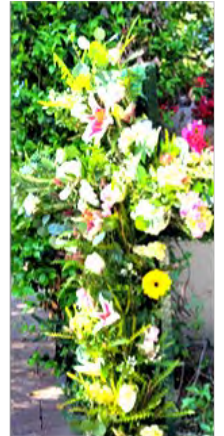
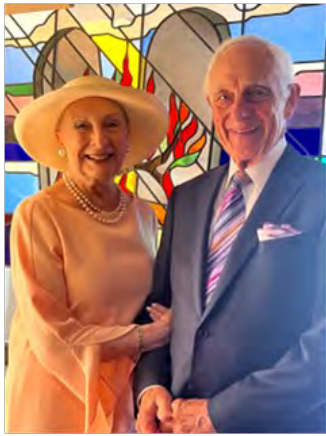


Lent & Holy Week



Easter Day 2023







Joyful July @ All Saints'



**Summer Special
Holy Eucharist
JULY ONLY!**

Saturday 5pm & Sunday 9am

The 9am Service: "Church-in-an-Hour"

Then at 10am: Special Fellowship EACH WEEK

Rosary Prayer at 8:30am in JUNE

SUNDAY, JULY 2: 4th of July Barbeque

Let's celebrate America's 247th Birthday with hot dogs & chips!

SUNDAY, JULY 9: Creating Cards for Our Prison Card Ministry

Help us create & decorate our cards for the women of Perryville Prison & we'll bring the snacks & fellowship.

**SUNDAY, JULY 16:
SUMMER BIRTHDAY PARTY**

To all of you who have summer birthdays that never were celebrated in your school classes, This one's for you: Unicorns, Race Cars, Platypuses & More PLUS BIRTHDAY CUPCAKES!

PLUS, 4PM ORGAN RECITAL BY DR. CRAIG

SUNDAY, JULY 23: Mimosa Potluck Brunch

We will bring the Champagne & Juice, You bring the brunchy food and drop off to St. Barbara before the service. And yes, water balloons and water pistols in the garden!

SUNDAY, JULY 30: Backpack Party

We will gather to assemble backpacks with school supplies for our Prison Ministry. And yes, we will feed you, too!



Joyful July 2023

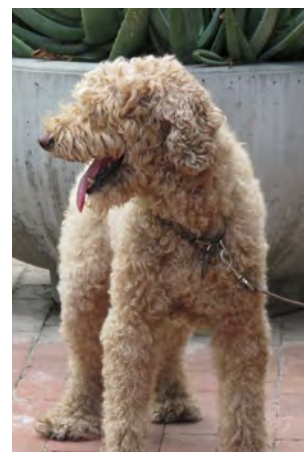


The Installation of 'The Rev. Dr. Perry Michael Pauley
September 30, 2023





The Annual Blessing of the Animals - October 8, 2023



Celebrating our Patronal Feast, All Saints' Day - November 6, 2023



Celebrating Seabury Sunday - November 19, 2023



Advent 2023



Christmas 2023







Spotlight on Ministry: All Saints' Prison Ministry

By Lora Villasenor

Thanks to the generosity of our community, the Prison Ministry had an active and productive 2023.

By the numbers:

50 Back-to-School backpacks filled with school supplies and uniforms for Angel Tree Kids

90 Angel Tree gifts for children

31 families received trays of cookies baked by our congregation

90 dozen cookies made by All Saints' parishioners

31 caregivers received \$1,700 worth of WalMart gift cards for Christmas

More than 1600 Birthday, Easter, Mother's Day and Christmas cards were sent to the women at Perryville

Car-loads of yarn collected for the women at Perryville

Lots more on the horizon with the appointment by The Diocese of Arizona to be the new convener for prison ministry. We will coordinate the activities of the other parishes in the Diocese, discern how we can expand our own work within the community, and add a focus to our efforts on reentry and long-term recovery.





Spotlight on Ministry: The Community of Hope

By Michael Graham and Sue Kapp

Community of Hope (COH) has 13 active members and 1 member on leave tending to family responsibilities. We lost 1 member who moved to North Carolina over the summer.

We made many visits, with and without Communion to those who could not come to church and made telephone calls to many others. One of our newest members, who is blind, is one of the most enthusiastic of us with her phone activities. At least one COH member attends the weekly Pastoral Care Committee meeting. This is to ensure that the church community does not miss serving anyone who has asked for care. We also send each week the Sunday church service bulletin to 10 homebound parishioners who do not have internet access. In May, COH presented the Sunday morning Adult Education Hour, explaining Community of Hope's purpose and mission at the class. We completed our study of "Flunking Sainthood" by Jana Riess, and now have begun meditations on the Psalms.

In 2023, COH made a combined total of 488 person touches (289 contacts and 199 communion participants) with 73% of those made to parishioners and 27% non-parishioners. There were 149 hours of administrative work like meetings, preparation, discussion with clergy, reporting, and coordination of training.





Spotlight on Ministry: The Funeral Ministry

By Sue Kapp

The Funeral Ministry is a responsibility of the Altar Guild. Once the family has made their arrangements with Nanette and the clergy, our part is to set up the vessels and linens for the service in the Church, the Chapel, or the Close as the family wished. We also take care of many extra things to help the services run smoothly. We greet the family, and help if they need items to set up mementos to display or placing floral arrangements, as well as greeting guests, handing out bulletins, with the guest book, and answering questions. At some services, we escort the family to their pews. We usher when there is communion. When it is over, we then put it all away.

In 2023 there were 20 funerals, most with interments here in our Close.



Spotlight on Ministry: All Saints' Livestream Team

By Nanette Towsley

Our foray into the real world of livestreaming our principle service began Trinity Sunday, June 12, 2022, when our new A/V system went live with 5 quality cameras around the church opening up a whole new world to share. Our original system developed during the haste and necessity of Covid was comprised of one \$200 camera on a decent tripod in the Choir Loft with poor lighting from our 50 year old lights in the nave. Now, with fresh lights and many ways to capture the worship experience, we have created a realistic way for people who cannot make it to church to feel they have "been to church." And more specifically, our church.

The ALL SAINTS' A/V TEAM at this time is still very small. One person. We are constantly on the prowl for others interested in this amazingly fun ministry. In 2023, our livestream videos (as opposed to our produced videos of the sermons or our recorded Rosary Prayer services which both also provide even a different look at our worship) received some 8,879 views. That's 81% more than 2022. All Saints' YouTube Channel was watched for over 1,700 hours, which is 58% more than 2022, by some 397 subscribers. We had 66 more subscribers in 2023, making a 164% increase over 2022. Add this to Facebook views, Vimeo's 2,258 views of our sermons yielding 13,100 impression by 593 unique viewers, it is fair to say, All Saints' has significantly grown our online worship presence.



In addition to livestreaming our services, we will soon use footage from these, augmented with additional footage, for upcoming marketing and promotional videos for both our web redesign and social media. This system unlocks a whole new opportunity to share our mission and ministry with the world. It has been both a great joy and a humbling honor to be able to do so.



Spotlight on Ministry: The Daughters of the King

This was a very active year for the Daughters of the King. Five new members. Two successful potlucks (June Tropical Potluck Dinner and Octoberfest Potluck). 126 Blessing Bags for street dependent neighbors. Lots of prayers. More prayers. Service wherever possible. Prayers again. If you are interested in joining this amazing group of women for prayer and service, please contact Virginia Anders.



Spotlight on Ministry: Caring Crafters

By Sharron Luther

We continue to meet once a month, for a bite to eat and collection of finished items. Twenty-one quilted lap/baby blankets, 17 sewn and 4 knitted were donated to Ukraine, along with 33 knit caps and 5 scarves. A few knitted caps for preemies were donated to a local hospital. Twenty knitted caps and 13 scarves, were donated to Trinity Cathedral. As 2024 begins, we look forward to making more items of comfort, and meeting every third Thursday each month.





Spotlight on Ministry: Book Discussion Group

By Grant Washburn

The Book Discussion Group meets on the first Wednesday of the month at 7:00pm in the Urbano Library in the Church Office building. Everyone who is interested is welcome to attend. So far, we have read “Sapiens: A Brief History of Humankind” by Yuval Noah Harari; “American Nations” by Colin Woodard; “The Island of Lost Maps” by Miles Harvey; “Freeing Jesus” by Diana Butler Bass; “While Time Remains” by Yeonmi Park. For February 7 we will read “Galileo’s Daughter” by Dava Sobel; for March 6 we will read “The Dine Reader: An anthology of Navajo Literature” edited by Esther Belin et al, and for April 3 we will read “Demon Copperhead” by Barbara Kingsolver. Members who read all our selections for this year will have read 3,343 pages! If you have any questions or comments contact me at gwashburn2@cox.net.



Spotlight on Ministry: The Urbano Library

By Sue Kapp



The Urbano Library completed sorting the three cartons of clippings, photos, and other notes and programs that had been donated over the years. We have quite a bit of material for our approaching 70th parish anniversary, but much of it is about the early years of All Saints'. If you have items from the Carlozzi, Walsh, or early Reed years, we would like to copy and return them to you. We have also received a number of donated books, and have gotten 12 of them on our shelves, and are working on another 19 that were given recently. In addition to those, the Rev. Emilie Finn graciously left a large carton of children's books that we will sort through next to add to our collection.



Spotlight on Ministry: Vergers

By Tim Hyland

The Vergers of All Saints' are a dedicated group of individuals who serve the church in a ministry of welcome and preparation. The general duties of a vergers are to coordinate and instruct the various ministry groups and oversee all the logistical aspects of the service. The vergers act as the “eyes and ears” of the Celebrant to make sure that everything is in place and ready to go for each worship service. In essence, the vergers serve as the Master of Ceremonies of the liturgy. We are always available to respond to any question or inquiry about the upcoming service, church facilities, or assist a parishioner in any way to enhance their worship.



There are presently five vergers. They are: Anjali Abraham, Will Evans, Brandi Haskins, Matt Sammon, and Tim Hyland. We are very glad to welcome Anjali and Matt to the vergers ministry. We also want to recognize that in 2023 our long-time Head Verger, Lowell Adkins, left Arizona to move to North Carolina. We will miss Lowell and his outstanding service. The vergers wish to thank the other liturgical ministries, namely the Altar Guild, the acolytes, the Eucharistic ministers, the lectors, the intercessors and the hospitality group for all they do every Sunday. We sincerely hope that you will allow us to assist you in anything you need to make your worship experience more fulfilling and meaningful.





Spotlight on Ministry: Front Line Ministry

By Jill Eden

All Saints' Front Line Ministry is a group of 13 parish volunteers who assist in the church office by greeting visitors, answering phones, providing answers to questions about parish life, and helping with a variety of office administrative needs. Volunteers must be willing to learn the office phone system and become familiar with the various activities and services that All Saints' offers. Eleven Front Line Ministry volunteers work a regularly scheduled three and a half hour shift once a week. This includes one pair of sisters who work together. Substitute volunteers are also needed occasionally to fill in. Although most of the volunteers are women, we welcome both men and women to participate, and we have welcomed a gentleman to our ranks this year! The entire roster of volunteers meets two or three times a year for lunch, training updates, and fellowship. We are often joined by members of the clergy and staff at these meetings. This included a beautiful Christmas luncheon with clergy and staff this year.

The Front Line Ministry volunteers project the image of All Saints' as a welcoming place. The warm smile upon your arrival in the office or the friendly voice on the phone says to both parishioners and visitors that All Saints' is a community to be part of. This past year has been a year of change with Fr. Pauley becoming our rector and new staff joining the office. The Front Line has risen to the occasion and made a difference in keeping the office running smoothly. The Front Line Ministry is always recruiting volunteers who are interested in committing to a weekly or substitute assignment. Volunteers must be willing to train in the office with a current Front Line member before being put on the roster. (Jill Eden is the director of the ministry. She may be reached at 480-948-0959/602-818-3515 or jilleden745@msn.com.)





Spotlight on Ministry: Rainbow Families

By Cori & Jeremy Veatch

Rainbow Families had a wonderful fall—17 people participated in our small group Bible Study meetings where we shared resources and conversation about how to love and support our LGBTQ family members.

We even had a Christmas Party for our first year that was well attended with many friends.

We will have some events in the Spring as well and will let you know once we get those scheduled!





Spotlight on Ministry: Coffee Hour Ambassadors

By Irene Tseng

There are five parishioners who serve as Coffee Ambassadors this year. Four of them serve at the Sunday, 10 am service. One ambassador serves at the Sunday 8:00 am service. At the 10:00 am service, snacks provided by the church or donated are plated before the service begins, set out in the narthex after the service has ended, and replenished as needed. Our sexton brews the coffee on Sunday morning but the ambassadors do all the setting up and cleaning up.

The ambassadors communicate by text each week to confirm if they are able to help and sign up for set up and/or clean up duty. Usually, there is enough coverage for each Coffee Hour but at times, we are short handed. But we have been lucky that our wonderful parishioners often offer or can be called on to help. It will be great if we have more ambassadors on our team.

Evensong Reception does not have a core of regular ambassadors/volunteers. Kim Hartleroad is our wine purveyor and has generously provided the wines and tended the bar for the receptions this year. Two volunteers have helped with setting up the room and preparing the snacks. It will be great to have more help with the setting up and the cleaning up for these receptions.



Spotlight on Ministry: Hospitality – Greeters/Ushers

By Bill Verdini



Greeters and ushers are the “Directors of First Impressions” at All Saints’. We play a crucial role in the fulfillment of our byline, “All Saints’, All Welcome.” We also ensure the safety and well-being of our parishioners and visitors during services.

We have 17 volunteers who regularly serve as Greeters/Ushers at Saturday and Sunday Services.

Greeters and Ushers are expected to familiarize themselves with the hospitality protocols, guidelines, and safety procedures and equipment that are available in the church narthex.

Prior to the 2020 pandemic, Hospitality ministers were self-scheduled using the Ministry Scheduler application. This practice was halted during the pandemic and when in-person services were ramped up in 2022, all ministry assignments were scheduled manually and continue to be scheduled manually.

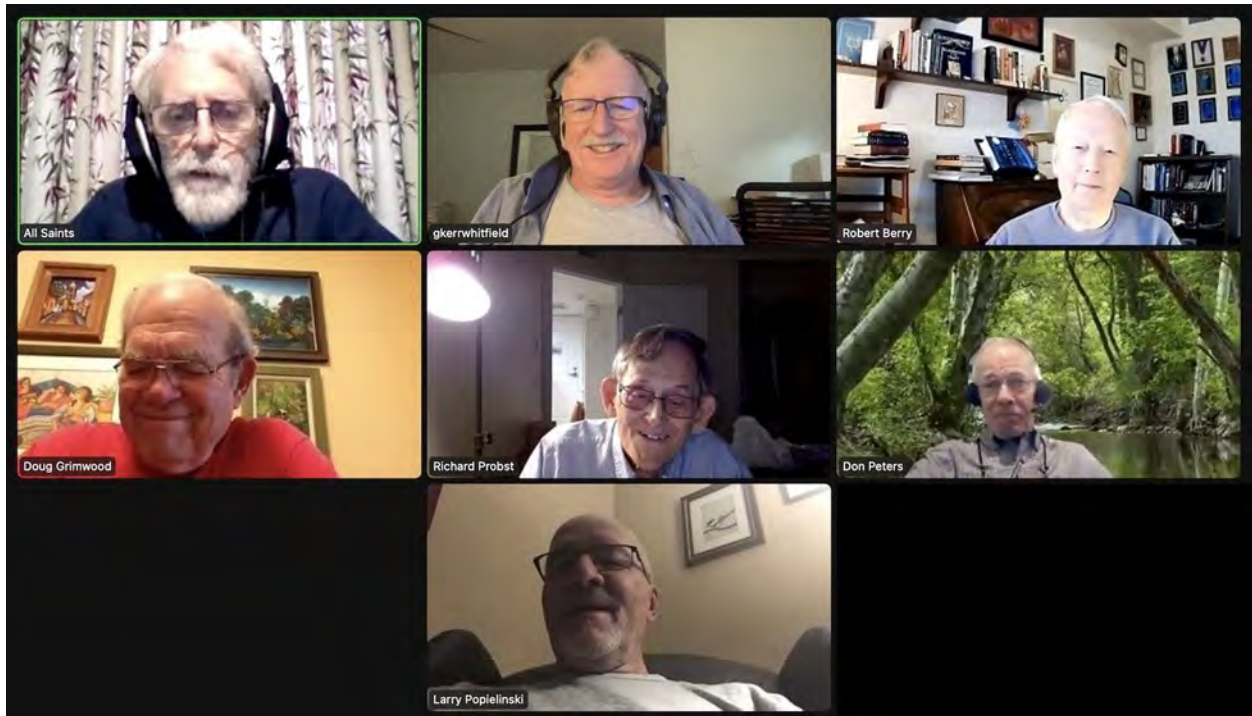




Spotlight on Ministry: Men's Breakfast Group

By Tom Walker

The All Saints' Virtual Men's Breakfast is a group of parish men who meet for fellowship every Thursday morning from 8:00-9:00AM via Zoom. Before the pandemic, the group met on Thursday mornings at 8:00 for breakfast at Scott's Generations deli. Since the pandemic, we have been meeting via Zoom, still on Thursday mornings at 8:00. The Zoom calls have worked out well for the group, and it looks like we will carry on this way for the foreseeable future. We have a small but dedicated core group of guys, but there's always room for more. Admission is free and our meetings are casual - wear your PJs if you feel like it. It's a great opportunity for us to get to know some of our fellow All Saints' men a little better. Our conversations cover a wide range of topics, from books we're reading to current affairs to news of family and friends, but always centered in the parish life of All Saints'. Please join us for an hour of casual conversation on Thursday mornings.





Spotlight on Ministry: Women's Breakfast Group By Joyce Moderow

The All Saints' (and friends) Women's Breakfast Group has been providing a connection to the community of All Saints since 2018. We meet monthly for in-person breakfasts where we share coffee and conversation with pancakes and bacon thrown in! The meeting places rotate between our favorite breakfast spots near the Central Avenue Corridor: Scott's Generations, Joe's Diner', First Watch at Park Central, and Moon Valley Café. As we find more, we give them a try.

When the Pandemic changed all our lives, we opted to meet weekly on Zoom which became such a big part of our Friday mornings, we continue to catch up every week at 9:30. A group of regulars at both gatherings have become a close knit group of friends.

Join us. Our meeting dates are in the eBlast and there is always room for another chair!





Spotlight on Ministry: Altar Guild

By Jacque Griffith

The Altar Guild of All Saints' exists to properly prepare the Lord's Altar for each service, to assist the clergy as requested, and to reverently care for the vessels, linens, candles and elements used in worship in this parish church. The Altar Guild is an essential devoted ministry of about 17 members who care for the holy things associated with the Eucharist. EVERY eucharist service at All Saints' is prepared by a member of the Altar Guild. We "set the table" by laying out the linens on the credence table and altar. We put out the vessels-the chalices, the ciboria, the cruets. We ensure that there is enough wine and host for each service. After each service, the Altar Guild washes the vessels, stores the consecrated host, carefully discards the unconsumed wine, and refills the candles. Many times this is done with a team of members. Other times only one member completes these tasks.



During the week when the church is empty, one or two members of one of our three committees clean the church and Holy Innocents Chapel. Dusting the altar rails, sweeping the floors, replacing used votive candles in the racks, and washing and refilling the stoups with blessed water are just some of our tasks. We even fill the candles and candle lighters!

A committee within Altar Guild cares for the linens. These members wash and iron the linens so that they are clean and beautiful for each service. The donation of new linens for the seasons of Nativity, Pentecost, and Resurrection was a highlight this year. Some of our older linens were damaged when there was a leak in our sacristy. It was a wonderful gift to receive these replacement linens, and we are very grateful to the donors.

Altar Guild is also responsible for the cleaning of the pastoral care kits which members of our Community of Hope take to parishioners who are unable to come to church. Our consecrated wine and host from the service are used to fill these kits so all members are able to partake of communion.

Altar Guild currently operates with three committees and has about 17 members. The commitment for service is every three weeks. Each committee member chooses which service she would like to cover during the week. Sometimes there are other services such as funerals and weddings which include communion. Holy Week and Christmas services are "all hands on deck" for Altar Guild.

The truth is that we need more members. There is plenty of work to go around! We would like to get back to having four or five committees as we have had in the past. We would be happy to train you. And we don't discriminate. Currently, Altar Guild is an all-female group, but we have had male members in the past and would welcome them again. Both Fr. David and Fr. Perry have served in this ministry.

And it is a Ministry. There is great joy in serving in Altar Guild. It is a ministry of faith and devotion. We care for holy things. We enjoy fellowship together both at church and at gatherings. We set the table for the Great Feast. What a blessing that is!



Spotlight on Ministry: Rosary Prayer

By Ken Mosesian

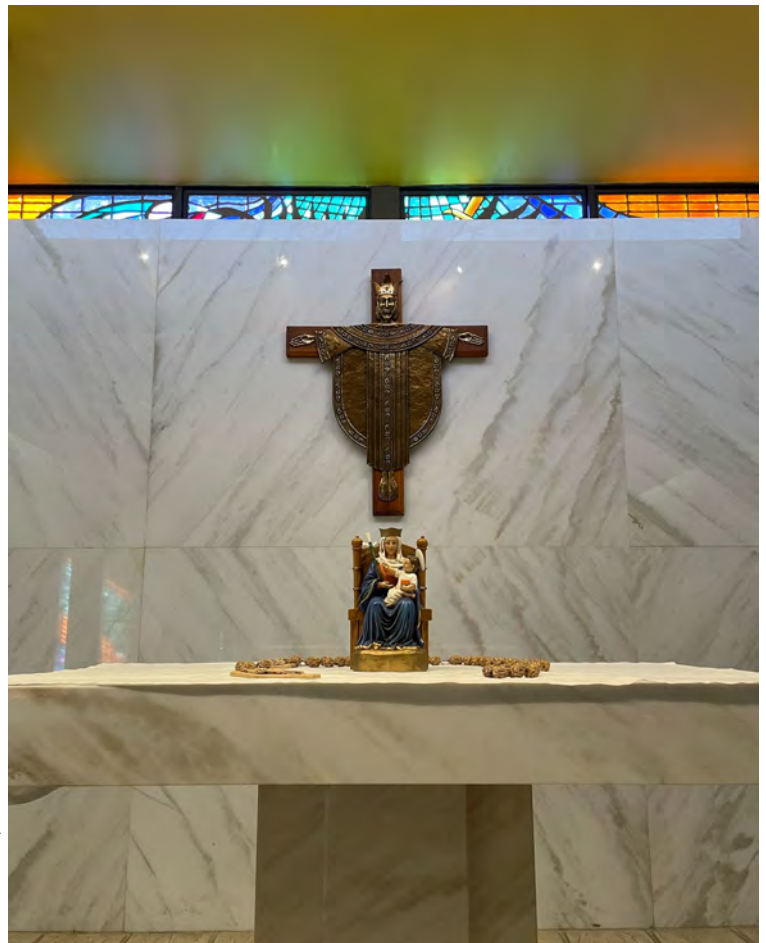
All are welcome. It's that simple.

No matter your familiarity with this devotion, all are truly welcome. We provide the Rosary prayer beads and we provide a service booklet to guide you.

Praying the Rosary lasts about 20 - 25 minutes, and there is nothing that calms and centers me as much as this form of prayer, and I know it will do the same for you.

Depending on the season of the church year, we reflect on the Joyful Mysteries, focusing on the birth of Jesus; the Sorrowful Mysteries, focusing on the passion of Jesus; or the Glorious Mysteries, focusing on the resurrection of Jesus.

The Holy Rosary continues to be prayed online, as we've done since the outset of the pandemic. Views range from 20 - 120 people! We also meet in person every Sunday morning at 9 AM, conveniently timed between the 8 AM and 10 AM Masses. There are four of us who regularly pray together.

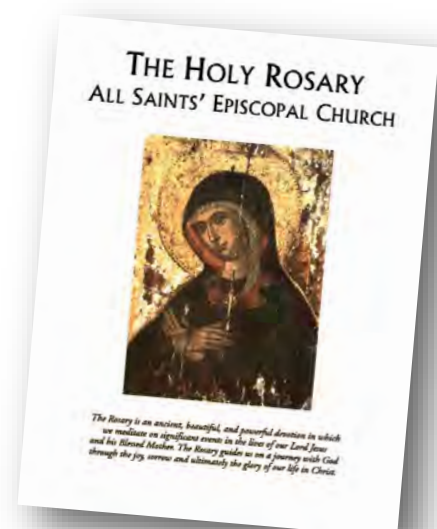


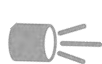
Something wonderful is happening that I can only attribute to the movement of the Holy Spirit.

People are stopping in, sometimes only once, sometimes a few times, to acquaint or reacquaint themselves with this ancient form of prayer. One person had not prayed the Rosary for years but felt called to be present on the anniversary of the death of a relative; another person called their grandmother and put her on speakerphone so she could hear us pray; yet another was visiting from out of town, and, as a Roman Catholic was delighted to find that we prayed the Rosary weekly, more frequently than at her own parish!

This is one of the many things that makes All Saints' so special: we simultaneously embrace the richness of being both Catholic and Reformed.

I look forward to welcoming you in person or online.





Spotlight on Ministry:

The All Saints' / PACC-911 Pet Adopt-a-thon By Nanette Towsley

PACC-911 (Phoenix Animal Care Coalition 911) brings together over 100 animal welfare organizations throughout Arizona to provide opportunities for its partners to work together for the benefit of the animals, and assists animal welfare partners in fundraising, adoption events, education, a food bank, and medical aid. All Saints' hosted our Eight Annual PACC-911 Phoenix Pet Adopt-a-thon on Saturday, December 2, 2023, from 10am to 3pm. 31 dogs were adopted at the event including a few to parishioners, and as always, more pending approvals the following weeks. Fr. Perry and Chaplain Erin blessed a plethora of pups! This ministry connects people and pets for lasting relationships that provide comfort and care for all of God's creatures.



The All Saints' Community









Ministry Leadership

WORSHIP MINISTRIES

Acolytes (Youth)

Tim Hyland, 602-322-4078, thyland@cavanaghlaw.com

Altar Guild

Jacque Griffith, 602-228-5374, ggriff1218@aol.com

Centering Prayer

Robin Wright, 602-863-2762, rbnrit@cox.net

Eucharistic Ministers

Don Peters, 602-300-5193, cornflakeaz@gmail.com

Evensong

Tim Hyland, 602-322-4078, thyland@cavanaghlaw.com

Lectors & Intercessors

Bill Verdini, 602-327-7505, verdini@asu.edu

Rosary Prayer Service

Ken Mosesian, 602-595-2552, kenmosesian@gmail.com

Vergers

Tim Hyland, 602-322-4078, thyland@cavanaghlaw.com

MUSIC

Choir and Music Ministries

Tom Peterson, 602-279-5539 x128, tpeterson@allsaintsoncentral.org

EDUCATIONS & FORMATION MINISTRIES

Book Discussion Group

Grant Washburn, 623-215-7849, gwashburn2@cox.net

Sunday Morning Adult Education

Chesirae Valentine, 602-279-5539 x114, cvalentine@allsaintsoncentral.org

Children's Sunday School

Dawn Trueblood, 480-341-8077, dtrueblood@pvschools.net

CLASP Acolyte Formation

Tim Hyland, 602-322-4078, thyland@cavanaghlaw.com

Youth Ministry and Youth Confirmation

Chesirae Valentine, 602-279-5539 x114, cvalentine@allsaintsoncentral.org

All Saints' Episcopal Day School

Dan Waage, Director of Admissions, 602-274-4866, dwaage@allsaints.org

OUTREACH TO THE COMMUNITY

André House, Nourish Phoenix, Maryland Gardens Nursing Home Ministry

Chesirae Valentine, 602-279-5539 x114, cvalentine@allsaintsoncentral.org

Duet

Robin Wright, 602-359-1067, rbnrit@cox.net

Prison Ministry

Lora Villaseñor, 602-999-5238, lmvillaseñor@msn.com

PACC-911 Phoenix Animal Care Coalition

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PASTORAL CARE

Pastoral Care Ministry Team

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The Community of Hope including Eucharistic Visitors

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Order of the Daughters of the King: All Saints' Chapter

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Caring Crafters

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Walking the Mourner's Path

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CHURCH OPERATIONS

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Vestry

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All Saints' AV & Livestream

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FELLOWSHIP MINISTRIES

Men's Breakfast

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Women's Breakfast

Joyce Moderow, 602-957-3211, jamoderow@gmail.com

Peregrino's Young Adults

Chesirae Valentine, 602-279-5539 x114, cvalentine@allsaintsoncentral.org

Rainbow Families

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HOSPITALITY

Coffee & Conversation: Sunday Morning Ambassadors

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Irene Tseng, 602-541-1422, tsengw425@gmail.com

Hospitality Ministers

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THE EPISCOPAL DIOCESE OF ARIZONA

The Rt. Rev. Jennifer Reddall, Bishop



ALL SAINTS'
EPISCOPAL CHURCH & DAY SCHOOL

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The Rev. David Allan Sheetz, Assisting Priest
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