



All Saints Parish

The 2018 Annual Report

Presented to the
Annual Meeting

January 27, 2019

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Please note that the 2018 Financial Report and the By-Laws of All Saints Parish are published separately.

WARRANT FOR ANNUAL MEETING

ALL SAINTS PARISH OF BROOKLINE

Pursuant to the provisions of the By-Laws of All Saints Parish of Brookline as voted on November 10, 2013, notice is hereby given that the Annual Meeting of the Parish will be held in the Parish House, 1773 Beacon Street, Brookline, Massachusetts, on Sunday, January 27, 2019, at 12 noon, for the following purposes:

1. To elect a Senior Warden, a Junior Warden, a Treasurer, and a Clerk, each to serve for one year; three members of the Vestry to serve for three years; two delegates and two alternates to the Diocesan Convention; four delegates and one alternate to the Deanery; and four members and one alternate to the Nominating Committee, each to serve one year.
2. To transact such other business as may properly come before the Meeting.

The Nominating Committee, consisting of Alan McLellan, Honor McClellan, Chris Newth (chair), Julia Speyer, Eileen Sweeney, and Kate Thibault, has submitted the following nominations:

Officers (1 year)

Senior Warden: Bradley MacDonald
Junior Warden: Wendy Wheeler
Treasurer: Ken Coleman
Clerk: Ted Sturr

Diocesan Convention Delegates (1 year)

James Besancon
Roberta Schnoor
Ethan Avery (alternate)
Carol Piñeiro (alternate)

Vestry Persons (3 years)

Russell Fenton
Phillip Haberkern
Kari Limmer

Deanery Delegates (1 year)

James Besancon
Margaret (Maggie) Hogan
Honor McClellan
Carol Piñeiro
Roberta Schnoor

2018 Nominating Committee (1 year)

Jim Daniell
Patricia Lowe
Kate Thibault
Rosalind Walter
Chris Newth (alternate)

The Wardens and Vestry of All Saints Parish of
Brookline

ATTEST: Ted K. Sturr, Clerk
January 10, 2019

ANNUAL MEETING OF ALL SAINTS PARISH

SUNDAY, JANUARY 27, 2019

AGENDA

12 Noon	Grace Luncheon in Parish House
12:30 p.m.	Declaration of Quorum Presentation of the Warrant Appointment of Parliamentarian Approval of Minutes of Last Annual Meeting – January 28, 2018
12:40 p.m.	State of the Parish Reports Rector Wardens Property Treasurer: 2018 Financial Report Assistant Treasurer: 2019 Budget Questions and Answers
1:40 p.m.	Report of the Nominating Committee
1:50 p.m.	Presentation of Yule Candle
2:00 p.m.	Litany of Thanksgiving Adjournment

2019 VESTRY CANDIDATES

Philip (Phil) Haberkern

Phil is a professor of history at Boston University, where he specializes in European history and teaches classes on the Renaissance and Reformation. Originally from North Carolina, he was raised in the Moravian Church. He and his wife (Danielle) have lived all up and down the East Coast, and have also lived in the Czech Republic and Scotland. They moved to Boston in 2011 and have been coming to All Saints with their children, Ellie (9) and Brendan (6) since 2012.

Phil has taught Godly Play with the preschoolers and served on the nominating committee. He looks forward to working further with our family ministries, and would like to get involved with adult learning opportunities.



Russell (Rusty) Fenton

Russell (Rusty) Fenton is an educational specialist, and professional coach. His immersion into Christianity began in a Baptist Church at the age of six and included earning a degree in Biblical Studies before leaving seminary to explore other ways of thinking, believing, and being in this world. Rusty's circuitous explorations eventually led him to the Episcopal Church, which he has been content to call spiritual home for the past two decades.

A member of All Saints for three years, Rusty and his wife, Nirupa, have enjoyed getting to know fellow parishioners, teaching Godly Play lessons, and watching their daughter, Zara, grow in confidence as a member of the small but mighty Cherub choir. Rusty looks forward to deepening his connection to the All Saints Community through service on the Vestry.

Rusty has been in education nearly his entire professional life, working in the field of adult education ever since his arrival to New England in 2005. He is currently an educational specialist within the Massachusetts Department of Elementary and Secondary Education's Office for Adult and Community Learning Services. He is developing Memory Span, a memory training program for personal and professional growth, and enjoys traveling with his family, binge watching Netflix episodes, and memorizing speeches by Abraham Lincoln.



Kari Limmer

Kari has been attending All Saints for three years, and is active in the Students & Young Professionals and All Saints Stitchers groups. Originally from Pittsburgh, Pennsylvania, she has lived in the Boston area for the past eight years. Prior to that Kari lived in a cabin on a mountain in the woods of New Hampshire and her heart is always caught somewhere between there, the city, and the ocean. Kari is a graduate of Dartmouth College and is currently a director in the MBA Program at Harvard Business School.



RECTOR'S LETTER

Beloved in Christ,

Living stones. What does it mean to be a living stone? A living stone is the kind of paradoxical image I love; for me it brings up images of strength combined with growth...of beauty revealed in the mundane...of courage blended with hope... To be a living stone is to embrace both the uncertainty and the promise of change...to discover both fortitude and flexibility within us...to be crafted by God's loving hands into an irreplaceable piece of the divine mosaic. Week by week here we strive to be, and to become, living stones. Finding strength both within us and with our community of fellow travelers. We support one another, challenge one another, learn from, laugh with, and sometimes cry with one another. We agree and we disagree. We make mistakes, learn, and forgive. And through this God builds us into a spiritual house, a holy priesthood. In the pages of this Annual Report you will read highlights of this holy process in 2018. Please note all the names in these pages...the people who prepare the Altar, who arrange the flowers, who teach in Sunday school, who organize outreach projects, sing in the choir, serve on vestry, etc., each one a vital and precious living stone in our spiritual house.

The image of living stones comes from 1 Peter 2:4-6, "Come to him a living stone, though rejected by mortals yet chosen and precious in God's sight, and let yourselves be built into a spiritual house, to be a holy priesthood, to offer spiritual sacrifices acceptable to God through Jesus Christ." This passage is a catena—a chain of texts from various source (Exodus, Isaiah, Hosea, Psalms) woven together to strengthen a central point. All Saints Parish is just like this—a chain of individual lives called by God and woven together into a community of faith. This chain extends both backward and forward in time. As living stones, we weave together the legacy of those who have gone before us with the necessity of shaping a path for those who come after us. In 2019, we will celebrate our 125th anniversary as a parish, and throughout the year you will learn more about our ancestors in the faith—living stones of their time—who erected these buildings and built this community to the glory of God. As inheritors of this legacy, the vestry, lay-leaders and I will be working to continue necessary repairs and upgrades of our physical space, setting aside reserves for the future. At the same time, we continue to make responsible investments in our music and family programs. We are expanding our reach with better and more consistent marketing, and we continue to engage opportunities to be in right relationship with one another and our wider community through new initiatives like the Lenten Liberating Ourselves from Racism program, and the Prophetic Listening Project, both of which you will hear more about in the coming months.

As you read through this report highlighting the many, many ministries here, I invite you to ask: where are your gifts needed? Where does your stone belong in this sacred construction? How might you open yourself to God's transforming power so that all of our lives will be better for it?

A handwritten signature in dark ink, appearing to read 'R. Burden', with a stylized, flowing script.

The Rev. Richard Burden, Rector

RECTOR'S REPORT

Worship is the heart of all we do here and is the primary way we become living stones. Liturgy is the work of the people, and here that is very evident, as it takes many, many people to create worship. I am tremendously grateful for all the dedicated work performed by the Altar & Flower Guilds, the Acolytes, Vergers, Chalciers, Lectors, Healing Ministers, Choir, Schola, Ushers, Greeters, youth and families, Anoma, David, Kathy, Stephan, Renato, Chris, and Jessica, and all who worked together this past year to make our liturgies special and meaningful for all who worship here. Our Sunday service is glorious and robust. We continue to experiment with the Saturday Celtic Liturgy, and I am very grateful to the leadership taken on by AnneMarie Ellis, Bruce Keary, and Jane Ross who helped first Corey de Tar, then Stephan and me rework the service into a new form. Under their guidance we are making the Saturday evening service more informal, community-led, and contemplative. Please come experience it, as we would welcome your feedback. We had seven Sunday evening services: our grand Lessons and Carols service, Evensongs in honor of Florence Li-tim Oi, Christiana Rosetti, John Henry Newman, Thurgood Marshall, and the Oxford Martyrs, and the Brookline Interfaith Thanksgiving service, a joyous event with representatives from a dozen different faith communities – Christian, Jewish and Muslim! We offered a special service on the Feast of St. Francis on the lawn for any seeking a pet blessing, 20 humans, 6 dogs, and 1 snake (in addition to the rabbits, chipmunks and birds that live in our garden) shared their blessings. Again this year we offered a healing service in Advent that remains an important service for many, as well as a Christmas Day service which is consistently attracting 20-30 people. Services with the largest attendance in 2018 in descending order were: 4:00 p.m. Christmas Eve (290), 9:00 a.m. Easter (220), All Saints (196), Palm Sunday (193), 11:00 a.m. Easter (174), and 11:00 p.m. Christmas Eve (124). Attendance overall was soft this year with averages down across all services. We had two baptisms: Melissa Boscho, and Margaret Marie (Maggie) Bourgault Smith, and three burials: Dorothy Sternberg, George Hansen, and Melissa Boscho. There were no marriages or confirmations.

In 2018 we said farewell to staff members Christian Lane, Jessica Petrus Aird, Elizabeth Adams, and Corey de Tar, and welcomed Stephan Griffin, and Eddie Brantley. I am thankful to all of them for their gifts of time and talent. It is a joy to work with each of them. None of what we do here could be accomplished without the hundreds of hours of committed lay ministry. We are all so blessed by the faithful work of our Wardens, Brad MacDonald and Wendy Wheeler, the Executive Committee, the vestry, and the work of committee chairs, project leaders, Sunday school teachers, choristers, and so many volunteers. I am immensely grateful to all who have served, and all who have offered themselves to serve here in the coming year in whatever capacity. This is an amazing (sometimes overwhelming, but thoroughly grace-filled) place to minister. It is through our work together that the Holy Spirit moves and enlivens us to be more than we could ever be alone. It is our work together that molds us into the living stones that pave the way for God's grace to become manifest. It is my deep honor and privilege to serve as your priest, and I look forward to many more years together.

Richard+

WARDENS' REPORT

How lively are the shining stones that comprise the labyrinth that is life at All Saints Parish! From a myriad of origins and ages, these stones combine to create a thing of beauty. We have this year endeavored to discern the path and follow the ways it leads us, while working to perceive the greater design, preserve the structure and enhance the experience of all who join with us in paths of worship and ministry.

Discerning and Searching: In an effort to find the path forward, we laid out goals in early 2018. Our goal to create channels for collaborative dialogue is a work in progress. During the year, we heard from many of the committees and ministers whose reports follow in this Annual Report. We set up or reinvigorated groups to address personnel processes and procedures, parish activities around Richard's sabbatical, and emergency planning.

Perhaps the most exciting and inspiring development was our great fortune in finding Stephan Griffin, our Music Minister. We are deeply indebted to the work of the music search committee as we reassessed and reconfigured the various elements of our music ministry. We are so grateful for the spirit, joy and musicality that Stephan has brought to us.

Preserving and Enhancing: After extensive study and planning for changes to our heating system, we found that bids for the entire project were well beyond our means. We accomplished one part of that plan, installing new high efficiency boilers and remote control of our many heating zones, and obtained a diocesan Green Loan to fund those elements. Next on the parade of demands by our physical plant are sanctuary lighting and stopping water leaks, both under study at this time. Our goal of adopting a plan to fund our capital needs takes shape, in a practical sense, through our commitment to annually funding the building reserve and responsible borrowing for major projects. We have been working to find a balance in our space between the user groups and our needs, complicated by water damage in some of the classroom/office spaces in the undercroft.

Welcoming and Visibility: We applauded the stunning new look of our logo and print communications created by William Agush, in a project led by Wendy. Our website received a wonderful renovation, thanks to work by Monica and Richard Burden. Our presence on social media platforms has grown in size and quality. We have engaged a marketing communications contractor to assist in boosting our presence in many areas.

"Living Stones, A Prayer Journal for Fall 2018," was created by our Stewardship Committee. A remarkable, strikingly illustrated booklet, it contains reflections by parishioners on the various saints and witnesses. Our *Saints Alive* publications for 2018 beautifully and thoughtfully informed us of a broad range of developments in our parish community and beyond.

Planning: Led by Richard, we wrote a grant application for his sabbatical, which will occur during the months of May to September. This work included an extensive plan for his well-deserved refreshment and renewal, as well as an outline of how we as a parish will mark his departure, what we will accomplish during his absence, and how we will celebrate his return. In the fall of 2019 we expect to reflect on the 125th anniversary of the founding of our parish. It will be a time to recall the gifts of the past and prepare for giving to support the future, "letting ourselves be built into a spiritual house."

Finally, we are so very grateful for Richard's leadership, inspiration and undaunted spirit. His good humor is always a blessing, even at our weekly 8 a.m. meetings, when we face difficult challenges with the faith that the path will become clear.

Bradley MacDonald, Senior Warden and Wendy Wheeler, Junior Warden

2018 Vestry

Bradley MacDonald, Senior Warden; Wendy Wheeler, Junior Warden; Ken Coleman, Treasurer; Ted Sturr, Clerk; Rob Hillman, Assistant Treasurer; Chris Newth, Yvonne Schlaepi, Maggie Shirland, Margaret Harrison, Anne Sistler, Jennifer Giannini, Meg Bridge, Dan Jurayj.



ACOLYTES

The Acolyte Program offers the youth of our parish an additional, meaningful way to contribute to our collective worship and participate in the liturgy. Children in Grades 4 and above are eligible to participate and they have the opportunity for increased responsibilities as they get older. All Acolytes and Crucifers are trained and scheduled to serve in varied groupings on an average of 3-4 times per academic semester.

Although Meg Bridge schedules the Acolytes, the adult Altar Servers and Minsters of Ceremonies assist in training and oversight during services. When no youth are scheduled, the adults fill the roles. We are grateful for their service. Youth Acolytes 2018-2019: Miles Burden, Tamsin Burden, Josh Burfeind, Sam Burfeind, Zoe Carey, Luca Dalton, Tatyana Danahy-Moore, Jaden Denton, Duncan Jurayj, Riley Klaus, Tysen Klaus, Brandon Lowe, Christina Lowe, Sophia Lowe, David Perez, Avery Rea, Nora Rotti, Clara Thibault, Luke Thibault, Lucas Wardly, Theodore Yang

Meg Bridge, Acolyte Coordinator

ALTAR GUILD

The altar guild sets God's table for all Eucharist services and, along with the flower committee, helps to dress the church for holidays and feast days. We operate behind the scenes, creating a beautiful and holy

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environment in which our liturgy and music can thrive. Routine tasks include preparing the bread and wine, cleaning and polishing chalices and patens, filling the oil candlesticks, washing and ironing fair linen, and changing the altar hangings for each church season. During the church year, the altar guild polishes and cleans all of the altar silver, candlesticks, torches, and other brass accouterments on a regular basis, and oversees any long-term maintenance required of our hangings, vestments, linens, and metalware.

Three teams share altar guild responsibilities, two on alternating months for the Sunday service and one for the Saturday Celtic service. Susan Cleaver, Sue LeClaire, Janelle Mills, Bonnie Randall, and Rebecca Sheppard currently comprise one Sunday team. Members of the second Sunday team are Elinor Horner, Rebecca Mathews, Candy Petersen, and Doreen Vittori. The Celtic service is prepared by Ginny Adams, Mary Urban Keary, Kathleen O'Connor, Anne Sistler, and Joyce Spencer. Additionally, Candy Petersen and Doreen Vittori manage the washing of all the fair linen and Diane Powell orders the necessary supplies for our worship. Renato Dantas and his team help with many chores, such as installing candleholders on the pews for Christmas Eve and general cleanup in the sanctuary. We are grateful for everyone's contributions and welcome others who might want to join us in this ministry. Please contact either Sue LeClaire or Rebecca Mathews.

Sue LeClaire and Rebecca Mathews

MUSIC MINISTRY

The music ministry of All Saints is strong and continues to grow. As a community, we have much to celebrate and a strong foundation upon which to continue building for the future. One of the ways we sense the effectiveness of our music ministry is when people tell us how unexpectedly moved and inspired they have been by some musical aspect of a recent worship service. Such comments confirm, at some level, the unquantifiable truth that music is among the most mysterious and profound means through which humans may encounter the Divine.

When planning music for worship, I always hope that there will be something musical, somewhere in every service, which has the potential to inspire each person present. We also hope that people will listen and participate with open hearts, ears, and minds, because the ways in which the Holy Spirit can speak to us through music are limitless as we approach worship actively expecting to hear God speak.

The main function of our choirs is to provide strong liturgical leadership which shapes and colors a shared worship experience — in the same way clergy, organist, lectors, and others do within our shared liturgical life. The choirs continue to uphold the highest standards of musical excellence within the Anglican and American choral traditions in order to enhance our worship and communal life.

Additionally, the **Adult Choir** shares a weekly social period on Sunday mornings and has regular receptions and gatherings. Many choristers form and sustain strong interpersonal bonds through participation in choir. In 2018, the adult choir further strengthened its bonds — while also gaining skills — through the continuation of Saturday choir retreats. Offering opportunity to work with guest clinicians, retreats allow the ensemble to focus intensely on musicianship areas in which it can improve — vocal production, vowel unification, and intonation — while also providing additional rehearsal and social time.

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Singing in the Adult Choir is a considerable commitment and several members of the choir generously devote significant time behind the scenes to help keep things running smoothly. The choir rehearses for two hours weekly on Thursday evenings from September through late May or early June. In addition to preparing two anthems for Sunday mornings, this year the choir presented seven evensongs and five other liturgies (Ash Wednesday, Holy Week, etc.) which add up to over 125 different anthems. In the coming season (2019/2020), it is our hope to expand our sung evening liturgies by introducing monthly compline starting in the fall and transitioning evensong to every other month in order to lighten the demands on the choir's rehearsal time and resources.

The members of our Adult choir worked tirelessly throughout 2018 and deserve to be acknowledged by name in this report. They are as follows:

Soprano	Alto	Tenor	Bass
Margaret Bridge Sarah Brock Doris Coe Jessica Cooper+ Lisa Feltner Jean Knox + Julia Kornick * Barbara MacDonald Honor McClellan Lynne Montrose Mary Ricker + Emily Smith-Sturr Julia Speyer Elizabeth Swanson § Koreena Wagner * Rosalind Walter Yanxia Wang * Alyssa Weathersby *	Emerald Barbour § Denise Chew Maija Gray Kari Hannibal Margaret Harrison Suzanne McAllister Xixi Ni * Nancy Parr Rachel Scotch Maddie Studt * Sue Sturman Laura Vennard	Thomas Bridge Matthew Burfeind Jeremy Fisher * Jake Goz § Daniel Mahoney	Hal Adams Joseph Carey § Larry Coe Charles Evett Cornell Gray David Harrison Richard Knox + Alan McLellan Jack McLellan § Andrew Miller § Ethan Sagin * § <i>joined in 2018</i> * <i>departed in 2018</i> + <i>irregular member</i>

The Adult Choir currently includes six paid section leader/soloist positions within its ranks. The musical leadership provided by these compensated singers supports the efforts of our many volunteers, enabling increased efficiency in rehearsal and reliable musical strength in performance. The current choir section leaders are:

Elizabeth Swanson, soprano	Emerald Barbour, alto
Daniel Mahoney, tenor	Jake Goz, tenor
Andrew Miller, baritone	Charles Evett, bass

The **Schola and Cherub** programs continue to thrive as we're training a large number of relatively younger singers. Our choristers meet weekly to learn the fundamentals of vocal production and musicianship while developing other important attributes — dedication and commitment, ability to focus and analyze, etc. — that, we hope, will serve them throughout their lives. Given the current age distribution, starting in the fall we combined the junior and senior Schola rehearsals into one weekly rehearsal (5:30-6:30) on Thursdays and another 12-1pm roughly every other Sunday. The Cherubs now meet from 11:45-Noon on Sundays.

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In 2018, Schola provided music for approximately two Sunday morning worship services each month, and led the music at services on Maundy Thursday and Christmas Eve. The Cherub Choir sang at three services in 2018: Easter Sunday, All Saints Sunday, and Christmas Eve.

It is my understanding that this has been a rebuilding year for Schola; after losing a number of seniors, the group feels, on the whole, younger than it has in quite some time. However, this is not a bad thing. It has allowed the younger singers to step up and take charge both musically and socially, and it has been exciting for me to see the ensemble grow in skill and confidence over the past three months. As we continue to make plans for the future of Schola, I also hope to encourage young men to sing through their voice change. Not only is it crucial for their vocal development, it is also important to provide a musical home for them before they are ready to join an adult choir AND it opens the door to a wider repertoire for Schola.

I feel privileged to work with such brilliant, talented, and energetic young people each week. That said, I recognize that none of this would be possible without the parents who support and encourage their children's music ministry and on behalf of the entire All Saints community, I want to say a huge thank you to them. All of us at All Saints benefit enormously from hearing the voices and music of young people in worship.

2018 Schola Members (Fall 2018):

Cherubs: Marley Ames, Zara Fenton, Ella Gacioch, Brendan Haberkern, Eleanora Tron, Francesco Tron

Schola: Tamsin Burden, Josh Burfeind, Sam Burfeind, Zoe Carey, Stephen Carey, Nora Dalton, Jaden Denton, Ellie Haberkern, David Perez Carrasco, Luke Perez Carrasco, Avery Rea, Scarlett Rea, Nora Rotti, Charlotte Stokes, Theodore Stokes, Ben Thibault, Clara Thibault, Luke Thibault, Theodore Yang

We are incredibly fortunate and truly blessed to get to worship together as we do week by week. I consider it a sacred trust to oversee and guide the continued development of this extraordinary music ministry, which I hope will provide inspiration and glimpses of the Divine every time music sounds within these holy and historic walls. For the privilege of working with and ministering to each one of you, and the support and encouragement of such wonderful colleagues in the office – Richard, Anoma, Kathy, Renato, and David – I am deeply grateful.

Dr. Stephan Griffin, Music Minister

LECTORS & INTERCESSORS

The stones that build and sustain our faith come from the Bible. Since the revision of the Book of Common Prayer in 1979, Episcopalians hear more of the Bible through the year than do members of many other denominations – a passage from the Hebrew writings, one from the New Testament, and one from the Gospels are all read in the Eucharistic service. Other services include more selections from the Bible. Lay lectors are appointed to read these passages to the assembled congregation.

Lectors and intercessors serve as needed at services at All Saints Parish. This year, that has included the weekly Sunday Eucharist, five Evensong services, the Service of Solace & Hope, Lessons and Carols, Ash Wednesday and all services during Holy Week. They continue to serve through the summer.

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The lector's ministry is to present God's Word to the people by reading the appointed lessons and leading the Psalm if the choir is not present. The intercessor leads the Prayers of the People on behalf of the congregation. The present group of lectors and intercessors is an extraordinarily faithful group, able to fulfill this ministry with insight and feeling.

This year about 46 adults and 8 young people participated as lectors and intercessors. Young people read at various times throughout the year, notably the Rite 13 services and the family services at Christmas and Easter, as well as at special ceremonies such as the Advent wreath lighting litanies and Lessons and Carols. Older youth are now part of the regular rotation.

Early in the week that they are scheduled to read, assigned lectors receive a copy of the lesson and usually a commentary on the lesson, taken from the website of the Anglican Diocese of Montreal, Canada. New lectors and intercessors also receive a guide to reading in church.

At the 10:30 service on Palm Sunday, we once again presented the Passion Gospel as a dramatic reading, this year from the Gospel according to Mark. On Pentecost, the lesson from Acts was read simultaneously in different languages. In 2018, we had 9 languages besides English represented, including Mandarin and Lithuanian. The Evergreen congregation sent a representative to read in Korean.

Anyone interested in becoming a lector/intercessor should contact Marianne Evett.

Marianne Evett

MINISTERS OF CEREMONIES & CHALICERS

Lay Eucharistic Ministers assist the clergy as chalcers and ministers of ceremonies at most of the worship services at All Saints. These roles are challenging and rewarding, offering not only opportunities to serve the parish but also allowing individuals to explore new and different approaches to formal worship. During the past year, fifteen individuals have served as MCs and chalcers. Four of the Lay Eucharistic Ministers are vergers—another type of altar service. Vergers are laypeople who support the clergy in planning and preparing a church's liturgies with a focus on insuring the smooth conduct of services and creating a spirit of welcome for all who are present. We welcome, at any time, new members to our ministry. If you are interested in altar service, please speak with our rector.

Bonnie Randall

LAY MINISTERS OF HEALING

Every Sunday we offer the Laying on of Hands with prayers at the Langdon Chapel to provide healing prayers for those who desire a personal prayer for themselves or others. The Ministers of Healing meet regularly with Richard+ for mutual support and supervision. We welcome others who might feel a call to the ministry to speak with one of us, or one the clergy. Current Ministers of Healing are: AnneMarie Ellis, Bonnie Randall, Tom Nutt-Powell, Carol Pinero, Daniel John, Lucy Roosevelt, Jessica Cooper, and Mary Urban-Keary.

AnneMarie Ellis

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FLOWER COMMITTEE

A most important role for the members of the Flower Committee is to beautify the sanctuary with floral arrangements in hopes that the spiritual experience of worshippers will be lifted. We all try to keep this concept in our minds as we construct the arrangements. We try to draw the congregation forward and into the center of the sanctuary. We decorate the sanctuary and also other areas of the church with flowers, plants, and other materials for five special holidays of the church year: All Saints Day, Season of Advent, Christmas, Palm Sunday, and Easter. The Committee is also responsible for inscribing and displaying the Book of Remembrance during the celebration of three High Holidays (All Saints Day, Christmas, and Easter) so that members of the congregation have a way of remembering their loved ones who have passed on. As each of these holidays approach, parishioners are reminded that they may submit names to be inscribed in the Book and also make donations to the Flower Fund. There is also a list of names of deceased parishioners that are always inscribed in the Book at each holiday celebration. These particular parishioners played important roles in the history of the Parish. It is not a closed list and every so often a new name is added, such as Donald Teeters in 2015, long-time Choir Director and Organist of All Saints Parish. Often, large donations were made to the Flower Fund in their names. The Committee also makes special Sunday Service flower arrangements when requested by parishioners. These are for a variety of celebratory reasons (e.g. in memory of a loved-one, celebration of a birthday or anniversary). A member of the Flower Committee places the flower order and creates the arrangement according to the wishes of the parishioner, who then pays the florist's invoice directly.

Full time members of the committee are Liz Beattie, Lynne Montross, Nancy Snudden, and Peter Stringham. Members who help on holidays and also make themselves available at other times are Hal Adams, Tom DeLong, Denise Chew, Kari Hannibal, Rick Montross, and Candy Petersen.

Members are always encouraged to contribute creative ideas to the arrangement of the plants and flowers. Those who would like to join the committee are always welcome and experience is not necessary. Contact Peter Stringham or Lynne Montross if you would like training.

Lynne Montross



LEARN

ADULT LEARNING PROGRAMS

Adult learning programs support the faith journeys of parishioners as “living stones” coming together to build their beloved spiritual home. Adult learning programs used a variety of resources including scripture, books, essays, poems, art works, and films in a variety of gatherings like the women’s and men’s book discussion groups; Geographies of Grace and the Faith Exploration Circle small group ministries; a Bible study group focusing on Mark’s Gospel; individual and group visits to black heritage sites to learn about the history of racism in our area; and presenting a three part documentary series on racism. A well-attended and lively discussion about *Waking Up White*, the parish summer read, was the first in a series of activities focusing on racism and its effects in and around us.

Last June, the Adult Learning Committee thanked two members who were leaving the Committee: Harold Peterson for his many contributions to the Committee’s work, and Mary Urban Keary for her leadership of the Committee for the past three years. Looking forward, the Committee will offer new opportunities for supporting our fellow congregants’ “faith seeking understanding,” including a Lenten workshop with facilitators helping participants to increase awareness of racial inequities. The Committee will continue to develop programs, connecting with other parish ministries such as mission, family and music, as we invite parishioners to build a foundation based on learning about our rich spiritual tradition of creative thought and faith-deepening practice.

Jonas Barciauskas, Chair

WOMEN’S BOOK GROUP

The Women's Book Group is grateful for our collaborative learning in a lively, respectful environment of discussing works of literature, religion, and nonfiction. We hope that more members will attend our monthly sessions, which are on the second Saturday afternoon of the month. We welcome a "drop in" visit for one book only, or more! Upcoming months’ books are posted on the bulletin board.

Some of the excellent books we read this year are Karen Armstrong's *The Bible: A Biography*; Nicholas Kristof and Sheryl WuDunn's *A Path Appears: Transforming Lives, Creating Opportunities*; James Baldwin's *Notes of a Native Son*; and Alan Paton’s *Cry The Beloved Country*.

Please come to a meeting and take part!

Katherine Kominis

MEN’S READING GROUP

The Men’s Reading Group had a memorable year in 2018. We continued our coverage of issues of race, diversity, and plural influences in our pitifully unaware society. We followed the parish’s lead into these areas last winter with the bestseller *Between the World and Me* by Ta-Nehisi Coates. Then we updated our admiration for Frederick Douglass with his second autobiography, *Life and Times ...*, published in 1881.

Colin Stokes alerted us to a panel on Douglass offered by Discovering Justice at the U.S. District Court on Valentine’s Day, celebrating his 200th birthday. It included a compelling talk by John Stauffer, whose book, *Giants*, we added to our reading list. We followed up later in the year with other public events on race, slavery and the underground railway, including a fascinating walking tour of Brookline Village and Pill Hill sponsored by Historic Brookline. We reread two epic works by black prophets of the 1960s with Eldridge Cleaver’s *Soul on Ice* and *The Autobiography of Malcolm X*.

LEARN

We read a fascinating account of what one fertile mind can contribute to his community, creating innovative ways for urban young people to escape from gang life and poverty, in Bill Strickland's *Making the Impossible Possible*. By then it was time for our summertime independent read of the parish choice, *Waking Up White*, by Debby Irving.

When we reconvened, we tried digging deeper into *Waking Up White*, simultaneously absorbing *Eunice, the Kennedy Who Changed the World*, by Eileen McNamara. We then reached back into our Douglass bookshelf for another comparison unit, this time reading John Stauffer's *Giants, the Parallel Lives of Frederick Douglass and Abraham Lincoln* alongside the classic *Uncle Tom's Cabin*, by Harriet Beecher Stowe, which Lincoln himself said "started this great (Civil) war."

But the read that made perhaps the greatest impression on us this year was the astonishing publication of a memoir by our own stalwart, Harold Petersen: *56 Years: Two Journeys - How a Lutheran became Ignatian in his Years at Boston College and how Boston College stayed Ignatian as it Grew*. Fascinating, professorial and highly personal. We urge you all to get your personally inscribed copy from Harold this winter.

Alan McLellan and Bruce Keary

DAUGHTERS OF THE KING

Daughters of the King supports women as living stones by upholding their commitment to pray daily and to serve the spiritual growth of the parish as we build our spiritual house. This year our chapter inducted two new members, AnneMarie Ellis and Ann Lacey. Our intercessory prayers are informed by submissions to the prayer list through the website, prayer cards, and the prayer loom, and we are learning to write Prayers of the People. We host Centering Prayer on Thursday evenings, with regular participation by non-members. We also hosted a contemplative prayer walk in May, a bicycle trip in June, and a Quiet Day in Advent.

In 2019 we will hold Quiet Days in Lent and Advent. We hope new living stones will join us in the form of a Junior DOK chapter, through the mortar of activities and study created by directresses Jessica Cooper and Mary Urban Keary. We are also preparing a discernment series for five or six women interested in joining our Senior chapter.

We are connected with the larger body of the DOK, as four of our members participated in the Province 1 (New England area) retreat in October, and two members attended the National Triennial Convention in Austin in June. Monica Burden has become Province 1 President, a National Council position of three years.

To discover how prayer can help you be a living stone, you may participate in any of our events or reach out to any DOK or contact 2018-2019 chapter president Rachel Scotch.

Monica Burden, 2017-2018 chapter president

LEARN

FAMILY MINISTRY - How to Raise a Living Stone

Inspired by this year's conversations about stewardship and by Presiding Bishop, Michael Curry's invitation to explore "The Way of Love," we have explored the notion of becoming a living stone. This is a blueprint sketching out a way of following Jesus and therefore becoming the foundation, the living stones of the church, building our faith. We know as adults that we can choose to spend time daily, weekly, engaging in these spiritual disciplines. So for Family Ministries, the overarching question is, how does one *raise* a living stone? Here are a few things we've been doing this past year to encourage this.

In 2018, our congregation included 71 children from birth through high school who were actively engaged in the life of the parish. Our children worshiped in Youth Chapel and the sanctuary, used the Nursery, attended Church School, youth group meetings, and Nightwatch; sang with Schola; served as liturgical leaders (acolytes, readers, ushers); and helped in the Church School or with church-sponsored service projects. For reports on Schola, Cherubs, Acolytes and Mission activities of our youth, please see the separate submissions from those building blocks in the foundation of our Parish life supporting our efforts to form young living stones.

NURSERY

Our Nursery offers a special ministry of hospitality and care for our youngest members. On Sunday mornings during the school year it is open for three hours, staffed by a dedicated crew of paid childcare providers. In the summer the Nursery is open, but unstaffed. We are grateful to the Corner Co-op Nursery School for use of all their wonderful toys and equipment on Sunday mornings.

2018 Nursery staff: Ravina Wadhwani, Samantha Curley, Samantha Stafford and Grace Hannibal.

CHERUBS (ages 3 to 6 years): Godly Play

Cherubs participate in a full hour each Sunday exploring the Godly Play story, art expression, snack (which is like a small communion re-creation) and spend time "*wondering*" about where God is in the story and in their lives. They love their music and stories and teachers. It is our first opportunity to help our young ones understand about the community and family they have at All Saints. We have an active cohort of between 3-5 children in Godly Play each week.

2018 Godly Play teachers: Phil Haberkern, Danielle Dong, Heatherlyn Ames, Sara O'Brien, Stephanie Guseh, Nirupa Matthan, Rusty Fenton

GRADES 2 to 5: Church School

Our largest group of children is in these grades—24 registered students with an average of 8-12 present on any given week. In the spring they met weekly for Youth Chapel at 10:30 where they shared the collect for the day, prayers, the Gospel reading and a period of reflection followed by a short lesson or outreach project. This fall we have shifted to a large gathering around the altar at 10:15 with Richard, and then a full hour of church school. In the fall, we introduced Family Chapel, a once a month morning prayer service which allows intergenerational learning. Richard and Anoma assist with this.

2018 Church School teachers and helpers: Chiara Buono, Dylan Dalton, Jennifer Giannini, Rob Hillman, Mary Ann Neary, Patricia Lowe, Patricia Rea, Chris McGroddy and Chris Rotti, Kate Thibault, Jeff Thibault, Jessica Stokes, Colin Stokes, Maggie Shirland, AnneMarie Ellis, David Gacioch, and Chad Landrum.

LEARN

GRADES 6 to 12

We have 17 middle school students and 16 high school students on the books. Activities for this youth group are scheduled to allow them to attend and participate in the 10:30 service in the sanctuary. BaseCamp, a monthly one-hour meeting at noon on Sundays for teens and adult mentors, includes lunch, conversation, and time for group support. Attendance is between 7 and 15. It is designed to help kids and adults connect Sunday worship with the realities of their lives during the week.

In addition to BaseCamp, we started a monthly gathering of Grade 2-5 (Elementary Youth Group) and a bi-monthly gathering of Grade 6-8 (Deanery's "Big Middle School Group"). The meetings offer opportunities for mission work, community service and spiritual development. We began a Confirmation Class this fall with a small group and we anticipate a spring Confirmation service at the Cathedral of St Paul.

2018 BaseCamp mentors: Sarah Brock, Richard Burden, Denise Chew and Rob Hillman.

FAMILY MINISTRY HIGHLIGHTS AND PROJECTS FOR 2018:

- Participated in City Reach in May (including used clothing and food drive) and preached about their experiences there.
- Supported B-SAFE Summer program at St. Augustine and St. Martin Church in Lower Roxbury including partner parish week with B-SAFE (July)
- Dunkin Donuts gift card drive that resulted in 120 cards for Common Cathedral's street ministry (Lent)
- Kindness Rock Garden Project
- Hosted Charles River Deanery Pie Making, partnering with neighboring Episcopal churches and other Brookline congregations to make and deliver 100 apple pies for Thanksgiving distribution at the Brookline Food Pantry (November)
- Supported "Gifts of Hope" alternative gift fair to benefit the B-READY Holiday party, providing 40 books, with participation in the B-READY Holiday Party.
- Assembled Blessing Bags distributed to MANNA friends
- Provided a Lessons and Carols Kids' dinner and activities during the service
- Family Devotional booklets for use at home (Lent, Advent)



SPECIAL WORSHIP WITH YOUTH & FAMILIES IN 2018

- Monthly Family Chapel services
- Ash Wednesday Children's Service
- Nightwatch 2018: Young people and adults participated in our annual overnight retreat on Maundy Thursday and Good Friday. We walked the Stations of the Cross, reflecting on the theme, "A Joy in the Journey"
- Blessing of backpacks
- Blessing of Animals honoring the Christian witness of Francis of Assisi
- Worshiped with Common Cathedral

LEARN

SPECIAL INTER-GENERATIONAL EVENTS IN 2018

- 3 Magi Epiphany celebration
- Shrove Tuesday Pancake Supper
- Hosted several Social Hours
- Parish picnic
- Advent wreath making
- Caroling

As I begin the second half of my second year at All Saints, I am most grateful to all our parents, mentors, and volunteers who have been most generous with their support and prayer. This is a warm and thoughtful parish and the devotion to the faith formation of its families inspires me. We invite all parishioners to share their gifts and talents with our families: Teach Church School, pray for us, mentor a teen, join us at B-SAFE and B-READY. Share with our children and youth why All Saints is such an important part of your life and help them to start to tell their own stories about their family at All Saints Parish. *How do we raise living stones?* To raise living stones we must *be* living stones ourselves. Our parishioners are the greatest example in our children's lives, in the lives of your neighborhood children, your grandchildren, the children and youth in the parish. Remember that those young souls are watching. They are looking for people they trust, who have proven themselves trustworthy, who speak respectfully to them, who listen to their words, who care about their opinions and beliefs. Do that for a young person and one day they will do this for another, continuing the foundation of the church for generations to come.

Peace and joy to you all,

Kathleen O'Donoghue, MDiv, MEd Family Minister



CONNECT AND SERVE

WELCOME AND EVANGELISM COMMITTEE

The Welcome and Evangelism Committee works to support All Saints by spreading the good word of our church and making sure that anyone who enters the church's buildings feels welcomed. The members of the committee this year included Ethan Avery, Susan Cleaver, Mary Dunlap, AnneMarie Ellis, Margaret Hogan, Chad Landrum, Kari Limmer, Brad MacDonald, Janelle Mills, Kathleen O'Connor, Roberta Schnoor, and Susan Wheeler.

A major part of welcoming revolves around the teams of ushers who provide bulletins, give directions, and help insure the smooth running of Sunday morning services, evensongs, and other special services. Ushers this year included Aidan Briney, Kendrew Caporal, Susan Cleaver, Ken Coleman, Dorothea Hass, Rob Hillman, Margaret Hogan, Henry Kettell, Jimmy LaCroix, Kari Limmer, Brad MacDonald, Corey Mathews, Chuck McVinney, Janelle Mills, Ted Sturr, and Susan Wheeler. We particularly want to acknowledge the longtime contribution of Jimmy LaCroix, who is no longer able to usher regularly. From his smiling welcome on Sunday mornings to his enthusiastic "Thanks be to God!" at the end of each service, Jimmy has been an important presence, and we are grateful for all he has brought to All Saints.

Besides the ushers, welcome ministers greet people at the doors of the church and are available to offer information for newcomers afterward or introduce people around at social hours. Welcome ministers this year included Ethan Avery, AnneMarie Ellis, Margaret Hogan, Chad Landrum, and Roberta Schnoor.

The Celtic service continues to offer a robust welcome to all newcomers, who are greeted and welcomed at the door as they enter the Guild Room for services each Saturday. Members of the Celtic service who participate in this ministry include Ginny Adams, AnneMarie Ellis, Kathleen O'Connor, Anne Sistler, Joyce Spencer, and Mary Urban Keary. Newcomers are also welcomed during the exchange of the peace and are invited to attend the popular monthly potluck socials.

The welcome committee provides information and gifts (an All Saints mug) to people who are attending services for the first time or are relatively new to the parish. Sue Poon coordinates the production of our information packets, and David Bliss assists in the ordering of Forward Movement pamphlets and the like for our information table—a resource open to all who pass through our sanctuary. The committee also regularly hosts newcomer coffees at the Rectory throughout the year.

The committee sees *welcome* as central to the continuing growth and vitality of our church. We are thankful for everyone who assists in these efforts and strongly encourage anyone interested to consider joining us.

Margaret Hogan and Kathleen O'Connor

SOCIAL HOUR

As a core group of 10 social hour hosts who rotate from September through June, we are among the living stones that comprise the foundation of our church. Hosting social hour where people can gather with one another after the service nearly every Sunday is one of the most important ministries in the Parish. It brings together an ever-changing group of individuals; this then encourages the interconnectedness that strengthens our foundation as a parish. Barbara MacDonald coordinates Social Hour. She buys all the supplies throughout the year and manages the schedule of social hour hosts. Thanks to those who served in 2018: Hugh and Mary Dunlap, Barbara and Bradley MacDonald, Lynne and Rick Montross, Candy and Harold Petersen, Julia Speyer and Jim Besancon, Charlie Rigg and Nancy Snudden, Emily Smith-Sturr and Ted Sturr, with contributions from George and Carolyn Rousseau. This small but unwaveringly consistent (and reliable!) team of social hour hosts keeps this important ministry

CONNECT AND SERVE

viable and strong. A special thank you goes to Kathleen O'Donoghue, who hosted both social hours after the Easter services as well as other social hours honoring the children in our parish. And thanks also to Page Evett, who continues to host our delicious spring Strawberry Festival. In addition to the core group, many thanks go to members of the Outreach Committee, Welcome Committee, Stewardship, Adult Learning, Daughters of the King, and Vestry members who volunteered a Sunday to serve; a huge thank you also goes to those who hosted during the summer months. Please thank these hosts for their generosity and commitment to serving others.

We would love new volunteers to serve once every two months! It is a very fulfilling ministry (and one of the most appreciated foundation blocks of our parish life).

Barbara S. MacDonald

CARING TEAM

The Caring Team epitomizes the importance of stones: large, flat river stones in a rushing stream, not touching but close enough together to move from one to another without fear of falling or getting wet; each of us on our own stone, yet close enough to be connected to each other. When a parishioner on a river stone requests assistance (a ride to a doctor's appointment, meals after surgery or an illness, running an errand, etc.) a member of our team standing on a nearby stone reaches out and responds to the need. When a community member on another stone has suffered a loss, an illness, the birth of a child, a member of our team, standing on a nearby stone, bears witness to the member's experience, joy-filled or grief-stricken, and assures that individual of the prayers, love, and support from all of All Saints.

Some of our stone-dwellers are in different streams: out-of-town or in nursing homes. The Caring Team stays in contact with these members of our beloved community, reminding them that, no matter their geographical distance, they remain a part of the All Saints community through thought and prayer. Our hope for the year to come is that All Saints stone-dwellers become increasingly comfortable reaching out to member of our team who consider it a humbling privilege to reach out to our brothers and sisters in need.

Mary Urban Keary

ART COMMITTEE

The Art Committee engages parishioners, their relatives and local artists in displays in the Guild Room and provides a way of sharing and cementing the stones of All Saints as we build a beautiful, connected and reflective community. Participation in this work is a learning experience. Please contact Honor to join in and help out.

Displays in 2018 were:

January

Ten colorful, historic posters which were part of a consciousness-raising effort on the effects of racism by All Saints in 1968 were displayed. The posters have been preserved by Harold Petersen and originally appeared on the MBTA Green and Red lines. The messages on the posters remain timely and provocative and sparked a lively discussion at the luncheon honoring those who produced the posters fifty years ago: Harold and Candy Petersen, The Rev. Louis Pitt, The Rev. Don Thompson and his wife Susan, and Dr. Robert Sharpley and his wife Vicki.

CONNECT AND SERVE

April

Modern, primarily acrylic paintings by Rozsi Moser, a friend of Emily Smith-Sturr, were extremely well received, as was her visit during social hour. Several works were sold.

June

A variety of watercolors by Ruth Rea, mother of parishioner Patricia Rea, included exotic pieces depicting African animals and scenes painted while she was visiting Patricia who was interning there.

August

Varied and colorful modern paintings by Thomas Ward, a Brookline Police Detective; at social hour, he described his work as a reflection of the need to express both volatility and tranquility.

September

Needlepoint reflections of classic paintings done by Theresa Bonnano's mother. Appearing to many as though they were paintings, they were well received and provided a unique setting for the Guild Room. Contact Honor to purchase a needlepoint.

December

Samples of art from some favorite artists from previous displays, offered for purchase as Christmas presents, with many artists wishing to give some or all of the proceeds to the church.

Please provide your feedback on our effectiveness in accomplishing our goals of offering beauty and connections between parishioners, art and artists to Honor McClellan, Art Committee.

Honor McClellan



CONNECT AND SERVE

OUTREACH COMMITTEE

The Outreach Committee provides the mortar to connect parishioners as living stones to use their time, talent, and treasure to build, grow and connect in areas beyond All Saints Parish. With the help of the Spirit, we are addressing human need locally, regionally, and around the world.

In 2018 we also undertook a listening project designed to help us understand what outreach means at All Saints and where God might be calling us. A team of seven interviewed over 20 parishioners ranging from teenagers to octogenarians, both people deeply involved in the parish and those very tangentially involved. What we learned was that people desired to be more intentional about being in right relationship with one another both in the parish and with those outside our walls. We heard a specific concern about issues of racism and economic inequality. We are interested in working with other committees and individuals in fostering conversations around these topics as we seek to build relationships across difference both at All Saints and in the wider community.

We are proud of the intentional, experiential, and relational work we do—when we gather to make pies, or a meal for MANNA, we're not simply making a meal, we're building relationships with each other. With these strong relationships we go out and build relationships with others. This is how we become living stones, and below is a reflection of what we did in 2018.

Locally:

B-READY (St. Stephen's afterschool program)

We hosted a December holiday party for the children and staff at the B-READY site at St. Augustine & St. Martin. The party included arts and crafts projects, singing, a storybook for each child, and a meal for the children, their families and the B-READY staff. Special thanks to Kathleen O'Donoghue and the living stones of the parish who helped with this event and thanks to all who purchased books for the children at the Gifts of Hope Fair!

B-SAFE (St. Stephen's summer activity program)

For over 10 years, All Saints has been a partner parish for B-SAFE. For one week in July 2018, we partnered with another parish to provide lunches for the children and staff at the St. Augustine & St. Martin location in Lower Roxbury. Special thanks to Kathleen O'Donoghue, Eileen Sweeney, Carolyn Cogswell, and all the living stones of the parish who helped with this event.

Brookline Emergency Food Pantry

During 2018 the parish maintained its commitment to the community, working to feed our hungry neighbors through support of the Brookline Food Pantry. Each week parishioners brought nonperishable food and personal care items with them when they came for worship. A crew of volunteers regularly delivered these items to the Food Pantry. Special thanks to Tom Nutt-Powell who manages our work with the food pantry during the year.

Crossroads Family Center

All Saints continues its 22-year partnership with Crossroads Family Center in East Boston. We provide start-up kitchen baskets to all families when they begin to live on their own. We also give Christmas presents to all the children and gift cards to the adults in the shelter. The work of helping the 35 families living in the shelter and temporary apartments move to permanent housing is demanding, and our support for the staff and families means a lot. Special thanks to Peter Stringham who has been the liaison for many years between Crossroads and the parish.

CONNECT AND SERVE

Habitat for Humanity

We participated as actual living stones in a Habitat for Humanity build on August 4, 2018 at 15 Balma Place in Dorchester, the third time we've built at this location. We saw our last project completed and occupied by a new owner. This time we helped with the foundation of a new building, scheduled to be completed in 2019. Volunteers were Johanna Barbour, Ryan and Alexandra Harmon, Carol Pineiro, Yvonne Schlaeppli, and Chris Newth (team leader).

MANNA Community Meals and Worship

Since 1997 All Saints has participated with other faith-based organizations in providing meals with the homeless and those living on the margins in the Boston area. In 2016, we began joining for lunch and worship on the 4th Monday of every other month with the MANNA Lunch community, led by a leadership team of homeless men and women, and directed by the Cathedral Church of St. Paul. We served nearly 800 guests over the year, averaging 130 guests per meal. An average of 26 parishioners participate in making each meal happen. Over the full year, 82 dedicated members of our parish have joined together in different ways—to donate funds and meal ingredients, shop, cook, assemble, transport and/or serve our MANNA meals.



Globally:

Creation Care

Among the leading congregations supporting Creation Care, and an initial member of Massachusetts Interfaith Power & Light (MIP&L), All Saints has taken practical actions on the use of energy and reducing our carbon footprint. Our active role connected to our Diocese resulted in iracing this effort, including the creation of Green Grant and Green Loan programs. We continue to evaluate and upgrade the means and methods for environmental stewardship, mainly through the Property Committee. A key 2018 action was the installation of new, high-efficiency gas-fired boilers and controls, a significant improvement over the boilers installed in 1989.

Gifts of Hope Fair

The Gifts of Hope Fair was held on the second Sunday of Advent after the service. Parishioners learned about outreach activities and talked with those involved. Contributions totaling **\$3,159** were made to buy books for B-READY, kitchen baskets for the Crossroads Family Center, food for the MANNA program, exam prep books for Holy Cross Hegongo High School in Tanga, and supplies for the schools at El Hogar.

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Mission Reserve Fund Summary 2018

Thanks to an additional Together Now donation, the generosity of parishioners who donated through the Gifts of Hope fair and direct donations to the Mission Fund, combined with lower than expected expenses, the Mission Fund ended 2018 with a healthy balance. We expect 2019 spending to remain at or near the same level as 2018. This will allow us to continue the important work of the parish, reaching out in fellowship to those in need of assistance.

CONNECT AND SERVE

Summary	2018
Starting balance	\$19,650
Together Now	\$6,701
Grants	\$0
Donations	\$2,400
Christmas Gift Fair	\$3,169
Total expenditures	(\$7,572)
Ending balance	\$24,348

Outreach Expense Summaries 2018

Ministry	Expenses	Comments
Brookline Food pantry	(\$150)	Donation
MANNA Meals	(\$1,871)	Meal expenses
Crossroads Family Shelter	(\$499)	Kitchen sets
Habitat for Humanity	(\$750)	One build
Tanzania	(\$625)	Donation
El Hogar, Honduras	(\$200)	Donation
B-SAFE	(\$1,091)	Meals for 3 days
B-READY	(\$1,136)	Books and Christmas party
Gifts and Donations	(\$1,250)	Mass. Interfaith Power & Light membership, Rector's Discretionary fund

Committee members in 2018: Carol Pineiro (co-chair), Emily Smith-Sturr (co-chair), Ginny Adams, Peter Stringham, Tom Nutt-Powell, Kathleen O'Donoghue, Eileen Sweeney, Rob Hillman (vestry liaison), Rev. Richard Burden (ex officio).

SPIRITUALITY & JUSTICE AWARD

The 21st All Saints Spirituality and Justice Award will be presented on April 28, 2019 to the Reverend David A. Killian, former rector at All Saints, renowned and tireless advocate for justice and spiritual leader. Please plan to join us for an uplifting service and a celebratory luncheon.

For a full list of previous award recipients, please visit the All Saints website.

STEWARDSHIP

PROPERTY COMMITTEE

The property committee is tasked with looking after the actual stones that surround us every time we gather in our buildings. The maintenance of all aspects of these beloved stone buildings requires constant care and considerable financial investment. The committee meets one evening a month, reviews the state of our buildings and grounds, and then recommends needed maintenance or improvements. This year, we accomplished the replacement of four 30-year-old gas boilers with two new high-efficiency boilers. We began to identify the causes of various leaks in the building that became most evident during the extreme rain we experienced in the fall.

TWO MAIN AREAS OF FOCUS FOR 2019

- Make repairs to the outside “envelope” of the Sanctuary to prevent water intrusion, with repairs to gutters, downspouts, and roof, and re-pointing of joints of stone walls and buttresses.
- Resolve the issues with our outdated sanctuary lighting system that causes flickering and other malfunction.

RECTORY

In addition to providing a home for the Rector and his family, we have 3 rental apartments in the Rectory:

- 2nd floor studio apartment, 500 square feet, renting for \$1,650/month
- 3rd floor 2-bedroom apartment, 1,200 square feet, renting for \$2,700/month
- Garden level 2-bedroom apartment, 850 square feet, renting for \$2,600/month

We are happy to report that the tenants are all quiet, considerate and pay their rent on time.

The renovation of the Rectory was made possible by funds from the Together Now capital campaign as well as a loan from the All Saints Endowment. The rental income, after expenses, repays the Endowment loan. For more detail on the Rental Income and Expense, please see the Treasurer’s Report.

We continue to be grateful for our excellent Sexton, Renato Dantas, who for 16 years has been on the job diligently carrying out and overseeing repairs and keeping our buildings clean.

Property Committee Members: Richard Burden, Bruce Keary, Brad MacDonald, Alan McLellan, Charles Moo, Tom Nutt-Powell, Charlie Rigg, Susan Wheeler, Wendy Wheeler (chair)

GARDEN COMMITTEE

This year the gardens of All Saints showed the benefits of the foundations laid during past years' work. The new peonies in the garden by the Parish House door were particularly cheerful, a lovely deep pink. The roses were tended by Alan McLellan and Janelle Mills, with springtime assistance from Daniel John and Brad MacDonald. The rose bushes produced season-long pleasure for all who passed by. Candy and Harold Petersen decorated the pots with festive holiday greens, adding to the beauty and welcoming spirit of the Christmas season. Renato and his crew did fill-in work when no one was available; all the mulching was thanks to them. The rabbits did continue to eat the coneflowers. We also harvested a pumpkin (a really small one) from the garden by the sign, an offshoot from a seed left by a decorative pumpkin the year before. Just never know what is going to grow in God’s garden. We also fill the pots by the front and side doors, changing them to reflect the seasons. This can be a fun and rewarding project for anyone who wants to get their hands a little dirty but not take on a huge commitment.

Help in the gardens is appreciated (and needed), so please feel free to call or email Nancy Snudden.

Nancy Snudden

STEWARDSHIP

FACILITY USE REPORT

Every day of every week our Parish Hall and Sanctuary provide a valued venue for a variety of community, arts and religious groups and organizations. Actively sharing our space with us, these groups are living stones that extend the foundation laid by our worshipping community out into the Brookline and greater Boston community. The Facility Use Committee is charged with ensuring good stewardship of the relationships between All Saints and our various users. We regularly review requests for use of our spaces in order to see that the use is compatible with the basic mission of our facility: to witness God's love through support groups, choral and orchestral groups, visual arts and programs nurturing children.

Our long-time, valued users include Corner Coop (47 years), Boston Cecilia (50 years), Boston Camera Club (22 years), Boston Musica Viva, Metropolitan Chorale, Brookline Symphony, Korean Evergreen Presbyterian Church, Cantata Singers and Chorus Boston. All agreed in 2018 to annual donation increases of approximately 3% to help defray the costs of heat, light, maintenance and security. The parish also hosts eleven addiction support and recovery groups which meet weekly at All Saints and make modest monetary donations. The Parish Hall is fully scheduled for evening use. We continue to accept applications for occasional events such as weddings, celebrations, group meetings, classes, retreats, lectures and concerts. *Despite our relatively full schedule, we encourage parishioners to consider All Saints as a welcoming meeting place for ministries with which they are affiliated.*

All Saints has long considered the provision of hospitality to outside user groups to be part of our mission. Do we want to want to venture further into evaluating the mortar between these groups and our church community, considering explicitly whether there might be some other dimensions, small or greater, to the welcome we offer them and their members?

Our committee consists of lay members Charlie Rigg and Roberta Schnoor. The Rector participates in discussions, meetings and deliberations on new proposed users. The Vestry considers and votes on the negotiated annual agreements. The Parish Administrator, the Evening Office Manager, and security staff work hard to manage the applications for use and the schedule, and the parish security staff oversees evenings and weekend use of the facilities.

Roberta K. Schnoor

MEMORIAL FUND

The purposes of the All Saints Memorial Fund are to receive contributions given in memory of loved ones and to make expenditures from those funds from time to time for tangible, permanent items of use to the parish or for other purposes which would serve as fitting memorials for those in whose memory the contributions were given. The Memorial Fund began 2018 with a balance of \$11,772. The fund received \$3,715 in donations in 2018 from several memorial services. The only purchase from the fund in 2018 was \$1,115 for a defibrillator for the sanctuary. This item was covered by an offsetting donation. The balance in the fund was \$14,372 on December 31, 2018.

Ken Coleman, Treasurer

STEWARDSHIP

STEWARDSHIP COMMITTEE

“Come to him, a living stone, though rejected by mortals yet chosen and precious in God’s sight, and like living stones, let yourselves be built into a spiritual house.” This verse from 1 Peter 2:5 inspired the theme for the 2019 Stewardship campaign. The Stewardship Committee shines a light on our collective responsibility to care for our church and help each other, as living stones, in allowing ourselves to be built into spiritual houses.

The Vestry set the 2019 Stewardship goal for \$415,000. The Committee is thrilled to report that we have received 119 pledges totaling \$410,014, reaching 99% of our goal. We are very thankful for the 10 families that are new pledgers to All Saints, as well as the many families who have renewed their commitment to All Saints by pledging again in 2019.

We rejoice in the generosity of our blessed community. We have faith that God and this community will continue to provide the resources to meet this parish’s needs as we practice our faith and serve our local and global communities moving forward.

We would like to thank Ann Lacey, Hayden Schmidt and Sue Sturman for their Stewardship testimonials in October.

Our dedicated committee showed great teamwork. We continue to be enriched by the experience, commitment and perspective each person brings to the table.

Committee Members: Richard Burden, Kari Hannibal, Margaret Harrison, Henry Kettell, Janelle Mills (interim chair), Jeff Thibault, Wendy Wheeler



Ceremonial Silver Trowel Inscribed: Corner Stone of All Saints Church, Brookline -- Laid November 1st, 1898

STEWARDSHIP

Our joyous thanks to the 119 individuals and households listed here who have made a pledge for 2019.

Anoma & Rohan Abeyaratne	Margaret & Reza Hakimian	Carol Pineiro
Ginny Adams & Joyce Spencer	Kari Hannibal	Steve & Diane Powell
Harold Adams & Thomas DeLong	David Harrison & Lisa Feltner	Bonnie Randall
Marylène Altieri and Keith Glavash	Nathaniel & Margaret Harrison	Patricia Rea
Heatherlyn & Tom Ames	Joe & Anne Harzbecker	Barbara Reade
Ethan Avery	Dorothea Hass & Joseph Carey	Kristin Reinke
Johanna Barbour	Marsha Helmstadter	Margaret Rhodes
Jonas Barciauskas & Katie Lee Crane	Barbara & Aldo Hernandez	Charlie Rigg & Nancy Snudden
Liz & Kirk Beattie	Rob Hillman & Jim Mitchell	Timothy Roach
Jim Besançon & Julia Speyer	Margaret Hogan	Lucy Roosevelt
AmyBeth Bourgault	Elinor Horner	Jane Ross
Meg & Tom Bridge	Daniel John	Christopher Rotti & Christine McGroddy
Sarah Brock	Bruce & Georgia Johnson	Nora Rotti
Chiara Buono	Dan Jurayj & Kate Silbaugh	George Russo & Carolyn Cogswell
Richard & Monica Burden	Bruce Keary & Mary Urban-Keary	Yvonne Schlaepfi
Tamsin Burden	Henry Kettell	Hayden Schmidt & Gail Zhuang
Joshua Burfeind	Jennifer Klaus	Roberta Schnoor
Matthew Burfeind & Jennifer Giannini	Katherine Kominis	Rachel Scotch
Samuel Burfeind	Ann & Patrick Lacey	Jonathan & Maggie Shirland
Kendrew Caporal	Melissa Langa & Jeffrey Wulfson	Anne Sistler
Denise Chew	Sarah & Robert Leinbach	Sharon Siwec & Don Foxworthy
Susan Cleaver	Kari Limmer	Tom Stambaugh
Larry & Doris Coe	Travis & Patricia Lowe	Jessica & Colin Stokes
Ken Coleman & Sue Morelli	John & Kim Lutz	Peter & Jean Stringham
Jessica Cooper	Bradley & Barbara MacDonald	Ted Sturr & Emily Smith-Sturr
Jim Daniell & Sue LeClaire	Bruce Maltzman	Eileen Sweeney
Danielle Dong & Phillip Haberkern	Corey & Rebecca Mathews	Barbara Sykes
Hugh & Mary Dunlap	Suzanne McAllister & Ralph Engstrom	Jeffrey & Kate Thibault
Eileen & Edward Edmondson	Honor McClellan	Margaret Thornton
AnneMarie Ellis	Alan McLellan	Lia & Roberto Tron
Charlie & Page Evett	Jack McLellan	Pam Trosino
Marianne Evett	Janelle Mills	Laura Vennard & Tom Mahony
Paula Ewenstein	Lynne & Richard Montross	Doreen Vittori
David & Allisa Fencsik	Marie Narcisse	Rosalind Walter
Russell Fenton & Nirupa Mattan	Chris Newth	Susan Wheeler & Christine Westphal
David Gacioch	Tom Nutt-Powell	Wendy Wheeler & Ian Reid
Tom Gauger	Kathleen O'Connor	Donald Wilhelm
Cornell & Maija Gray	Nancy Parr	Matthew Yellis
Katherine Gressle	Harold & Candy Petersen	Robert Young
Stephanie & Sawalla Gusch	Ted & Josie Petersen	

2019 pledges to date total \$410,014, against a financial goal of \$415,000. If you have not done so, we ask you to prayerfully consider making a pledge to allow us to meet our financial obligations. You can go to <http://allsaintsbrookline.org/giving/> or simply email your pledge to pledge@allsaintsbrookline.org.

MINUTES OF THE ANNUAL MEETING OF ALL SAINTS PARISH

SUNDAY, JANUARY 28, 2018

The Annual Meeting of All Saints Parish was held in the Parish House Dining Room at 12:30 p.m. on Sunday, January 28, 2018. The Rev. Richard Burden and Janelle Mills, Senior Warden, presided.

Lunch was served. Rev. Burden gave a blessing and led the meeting in prayer. Rev. Burden introduced the clerk, Ted Sturr, who certified the presence of a quorum. Rev. Burden introduced a motion to waive the reading of the warrant, which was passed unanimously on a voice vote. He appointed Tom Bridge to be this year's parliamentarian.

It was moved and voted to waive the reading of the Minutes of the 2017 Annual Meeting, held on January 29, 2017, as presented on page 46 of the Annual Report. A motion to approve the minutes was passed unanimously on a voice vote.

State of the Parish Reports.

Report of the Rector. Rev. Burden invited the parish to read his report on pages 4 and 5 of the Annual Report. The slide show and the recent sermons from the last few weeks reflect his view on the state of the parish. Richard then brought attention to the leadership changes and the staff changes that have occurred over the past year. It has been a pleasure to welcome Kathy and Jessica to the staff this Fall. They are bringing fresh energy and joy. Richard reported that Chris Lane would be leaving us this coming summer. A search committee made up of Meg Bridge, Alan McLellan, Maija Gray, Matthew Burfeind, and Mary Urban Keary will be actively searching for a new Music Director. Maggie Hogan will be stepping down as the head of the Altar Guild after a number of years of service. Sue LeClaire and Rebecca Mathews will be taking on the responsibility for the coordination of the Altar Guild. The final change Richard highlighted regarded the Memorial Fund. After a number of years serving on the committee, Larry Coe and Doreen Vittori will be stepping down from the Memorial Fund Committee. The executive committee has taken over the role of making recommendations to the vestry for expenditures out of the Memorial Fund.

Stewardship: Janelle Mills, the Senior Warden reported that this year the committee began meeting in May. There were different ideas thrown out regarding a theme for this year and they landed on "Our Place in God's Story". The committee thought about how the building has seen many people's stories, and there are many groups we do not always see. Along with those stories, there are the individual members' stories, and on Saturday and Sunday we all gather to hear God's story. We continue to live God's story day in and day out. The stewardship goal for this year was \$400,000. It was set in consideration of property concerns, administrative costs, and program concerns. Right now we are at 97% of our goal. Total pledges for this year are \$389,747. This is just about what we received last year, so we appear to be on track. Janelle expressed a huge thank you for all that was given, not only in financial commitments, but also for the commitments of time.

A. Report of the Senior Warden Janelle Mills:

Full Warden's report is on page 6 of the 2017 Annual Report. Janelle reflected on her journey from when she was first asked to become Senior Warden to today. She reflected on how her time as Senior Warden has allowed her to see the big picture. She reminded us that we are all tied together in our faith, our doubts, our actions, and in our care for this community.

B. Property Committee. Wendy Wheeler, Junior Warden and chair of the Property Committee, introduced the new online directory that All Saints has begun using. Only members will have access to the directory. Members are encouraged to update their profiles. Secondly, she mentioned the new look for the church's literature. William Agush, a friend of Wendy's and a brand consultant worked with

Appendix: MINUTES OF THE ANNUAL MEETING OF ALL SAINTS PARISH 2017

the Warden's and Rector to develop a new consistent font and branding to use for the church's publications. To celebrate the new logo, Wendy handed out to the members a new mug. On page 46 is the property committee report. In the report Wendy highlighted the potential replacement of the air handlers in the sanctuary. The committee is kicking off the initial phase for the heating system update starting this week. There was a question about the heating in the music room. The men's reading group performed some work on this to make modifications to improve the heating radiation. We will be asking the engineer their thoughts on ways to improve the music room, even though it is not currently in scope.

- C. Youth and Family Ministry. Kathleen O'Donoghue presented her report on Family Ministry to the parish. Becky Taylor retired in June, and Kathy started mid-year. Kathy reflected on how despite being left incredibly detailed records and notes by Becky Taylor (for which she was very grateful), there was still a great deal of church life that is not written down, and her first months have been living into this. This is a challenge but also a gift – because it enables us to ask: what do we want to keep from the past, what do we value in the present and where we want to go forward? She discussed how the children today are facing many challenges and that she wants this place to become a church home for our children.
- D. Finances. Ken Coleman reported on the parish's finances. Ken started by informing the parish that he has put together a Finance and Accounting Handbook, covering our accounting policies and financial controls. Another example of how we take our finances seriously and strive to make our practices transparent. Ken then referred to the materials in the Annual Report beginning on page 33. The format of the budget is new this year. Expenses are placed into five categories: Diocesan assessment (money that goes to the Diocese), Personnel (staff), Programs (Music, Family, Adult Ed, etc.), Property, and Administration. In prior years, salaries, pension, and health insurance costs were scattered throughout the budget making it impossible to see the total cost of our staff, or to compare the programs irrespective of staff costs. In 2017 our unrestricted income was \$619,362. In 2017 our total operating expenses were \$582,869. The balance of \$36,493 are funds we have reserved for the rector's sabbatical, property projects, and organ and instrument maintenance. 2017 highlights: Unrestricted Income was higher than forecast, while expenses came in just slightly over budget; the diocesan assessment was lower than previous years; building repairs was also below budget; personnel expenses were higher than budget; Gifts for Facility Use were higher than expected, all of which resulted in the very positive result of being able to set aside unrestricted reserve funds for future projects.

2018 Budget: Ken reminded us that income does not always grow as fast as expenses; this budget reflects that. We are committed to setting money aside in the building reserve fund. the 2018 budget reflects a 3% salary increase, and a music program spending increase of <5%. We anticipate applying for a diocesan Green loan to help fund the heating system upgrade.

There followed a question and answer period relating to the rental properties and other related financial matters. Ken then explained the difference between restricted and unrestricted funds. On page 39 there is a chart that shows the balances for each of these funds.

- E. Nominating Committee. Chris Newth introduced the slate of candidates who were listed on page 2 of the report and asked all present to stand as their name was called.

Upon motion duly made and seconded, the slate was approved by acclamation.

Rev. Burden also thanked outgoing Vestry members and the outgoing Senior Warden. Richard

Appendix: MINUTES OF THE ANNUAL MEETING OF ALL SAINTS PARISH 2017

presented Jeff Thibault and Charlie Rigg with “The Book of Joy,” by Archbishop Desmond Tutu and the Dali Lama, and “Awed to Heaven, Rooted in Earth: Prayers of Walter Brueggemann”.

Rev. Burden thanked Janelle Mills for all that she has done as senior warden. He gave Janelle the following gifts: “The Book of Joy” and “Women’s Uncommon Prayers”.

- F. Presentation of the Yule Candle. Richard then presented the Yule Candle to Sharon Siwiec. Sharon has been a driving force at All Saints for decades: everything from teaching Sunday School, to the Bistro Dinners to the Spirituality and Justice Award, which she has worked on for several years; she is a MANNA stalwart and leader, has served on the vestry, is a Daughter of the King, and helped form the Centering Prayer group. There is practically no ministry in this parish that she has not had some part in, and for her we give thanks to God.

Rev. Burden thanked everyone who set up and served.

Rev. Abeyaratne led the Litany of Thanksgiving.

The motion to adjourn was approved and Rev. Burden gave the closing prayer.

Respectfully submitted,

Ted K. Sturr

Clerk

A LITANY OF THANKSGIVING FOR ALL SAINTS PARISH

For the men and women who first saw the need for a parish in this community.

We give you thanks, O Lord our God.

For their courage and enthusiasm which attracted others to join them, culminating in the organization of All Saints Parish on November 1st, 1894.

We give you thanks, O Lord our God.

For the steadfast faith of our founders as they worked to get funds to build a church in a time of financial stress,

We give you thanks, O Lord our God.

For the realization of their dream to erect a beautiful building suitable for the service and worship of Almighty God,

We give you thanks, O Lord our God.

For all that has been done here under the guidance of the Holy Spirit, and for the dedicated men and women who have worked and given of their substance to accomplish it,

We give you thanks, O Lord our God.

For the hope that we, as members of All Saints Parish, may receive the Lord Jesus Christ more and more into our hearts, and for the hope that he may use us as channels of his love and his grace in this Parish, in this Diocese, and in the world,

We give you thanks, O Lord our God.

*This litany was composed by
Helen Johnson, former Parish Historian*

Concluding Collect:

Eternal God, the heaven of the heavens cannot contain you, much less the walls of temples made with hands. Graciously receive our thanks for this place, and accept the work of our hands, offered to your honor and glory.