



WELCOME TO

ALL SAINTS EPISCOPAL CHURCH

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DIocese of Southeast Florida

NO MATTER WHO YOU ARE, OR WHERE YOU ARE ON YOUR SPIRITUAL JOURNEY,
YOU ARE WELCOME HERE AT ALL SAINTS.

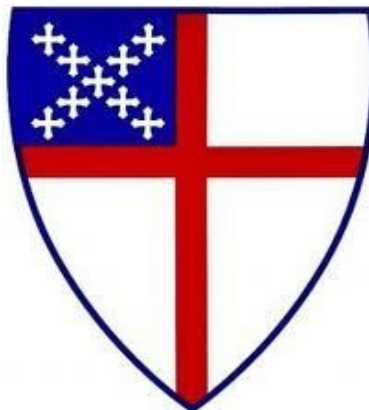
THE REVEREND LESLIE J. HAGUE, RECTOR • LESLIE@ALLSAINTSFL.ORG

ALL SAINTS EPISCOPAL CHURCH

2019 ANNUAL REPORT TO

THE PARISH

SUNDAY, JANUARY 27, 2019



ALL SAINTS EPISCOPAL CHURCH
2019 ANNUAL PARISH MEETING
Sunday, January 27, 2019
Holy Eucharist at 9:00 AM with Annual Meeting

1. Opening Prayer: *The Rev. Leslie J. Hague*
2. Call to Order and Remarks: *The Rev. Leslie J. Hague*
3. Approval of January 28, 2018 Minutes ASEC Annual Parish Meeting
4. Clarification of eligibility for voice and vote: *The Rev. Leslie J. Hague*
 - Full-Member Registered as confirmed member in good standing
 - 16+ years of age
 - Contributions of Record in 2018 and/or Recorded 2019 Pledge
 - Elector must be present to vote; no proxies will be accepted
 - Electors must have registered and received a voting package prior to the start of the meeting;
registration is in the Narthex before the 9:00AM service and during the break after communion
and the meeting being called to order..
5. Appointment and Approval of Recording Secretary for Annual Meeting and Election of Officials
6. Approval of Election Protocol: *The Rev. Leslie J. Hague*
 - Proposed Election Procedure as follows:
 - Nominees for office presented as a slate. There are 4 three year terms and 1 unexpired one year term to be elected.
 - Call for nominations from floor.
 - Nominations from floor must be made from those eligible for voice and vote.
 - Nominations from floor must have consent of their nominee and nominee must be present.
 - If there are qualified nominations from the floor electors will be instructed to add those names of those nominated to their ballot.
 - If there are no nominations from the floor, election will be by acclamation.
 - If there are nominations from the floor, voting will be taken by paper ballot, to be distributed to electors at time of voting.
 - An election will occur when five nominees receive the majority; i.e., more than 50% of the vote. If less than five are elected on the first ballot the voting will continue as follows:
 - On the second ballot, the names of any members elected on the first ballot will be removed, and the number of votes to cast on the second ballot will be reduced to the number of open positions.
 - The third ballot will follow the same procedure as the second ballot, except that on the third ballot, the nominee receiving the lowest number of votes on the second ballot will be removed from the list.
 - Subsequent ballots will follow the same procedure as for the third ballot.
7. Rector's motion to approve Election Protocol: *The Rev. Leslie J. Hague*
8. Call for nominations from the floor: *The Rev. Leslie J. Hague*
9. Call for vote: *The Rev. Leslie J. Hague*

10. Recognition of retiring 2018 Vestry and continuing Vestry members: *The Rev. Leslie J. Hague*
11. Financial Reports:
 - 2018 Profit and Loss Statement and Balance Sheet : *Alyson Hardin*
 - 2019 Operating Budget: *Alyson Hardin*
 - 2019 Stewardship Pledge Campaign status report: *Michael Gouge*
 - Permanent Endowment Trustee's & Legacy Society report: *Bob Daugherty*
 - Buildings and Grounds Report: *Terry Colli*
 - Outreach and Hope South Florida: *The Rev. Leslie J. Hague*
12. Senior Warden's Report: *Michael Gouge*
13. Rector's Report: *The Rev. Leslie J. Hague*
14. Announce election results (and re-ballot if necessary): *The Rev. Jon Owens*
13. Closing remarks by Rector: *The Rev. Leslie J. Hague*
14. Conclusion of Formal Meeting and call for adjournment

The Blessing
Concluding Hymn
The Dismissal

ALL SAINTS EPISCOPAL CHURCH

2018 ANNUAL PARISH MEETING

SUNDAY, JANUARY 28, 2018

HOLY EUCHARIST AT 9:00 A.M. AND ANNUAL MEETING

Opening Prayer, Call to Order and Remarks

The 105th Annual Meeting was convened in the nave of the church by the Rev. Leslie Hague, Rector, following the Eucharist. At 10:07 a.m., Mother Hague declared the meeting open and offered opening prayers and remarks. She noted that this year's meeting was designed to be integrated into the only service of the day, which began at 9:00 a.m., to better accommodate those attending both regular services, and it would conclude with the Dismissal of the service. She welcomed feedback on this meeting.

Approval of the Minutes of the 2017 Annual Parish Meeting: Upon a motion by Bob Adams, seconded by Nadia Cwiach, the Minutes were approved unanimously upon a voice vote.

Clarification of eligibility for voice and vote: Mother Hague reviewed the canonical requirements for those who are eligible to vote at the Annual Meeting as outlined in the Agenda for the meeting.

Appointment and Approval of Recording Secretary for Annual Meeting and Election of Officials: Rev Hague appointed Barbara Price as the Recording Secretary of this Annual Meeting.

Approval of Election Protocol: Mother Hague explained that a Vestry Nominating and Design Committee had been formed during the Fall, which had met several times to review and formulate recommendations to the Vestry regarding election protocol and the design of the annual meeting. She recognized the members of the Committee: Frank Asterita, Phyllis Barnes, Christopher Chouinard, Jack Gillis, Lane Hop, Kim Ouellette, Barbara Price, and Kerry Ross.

Mother Hague presented the slate of nominees to fill the four three-year Vestry seat terms, as well as one seat to complete the two-year unexpired term of resigning Vestry member Lynn McLaughlin. The nominees were Deb Greene, Yvonne Meyerson, Paddy Phillpotts, Julie Price, and Liz Hallford Ward. Julie Price is the nominee for the two-year term.

Rector's motion to approve Election Protocol: Upon the Rector's request for a motion to approve the election protocol, Bob Adams made a motion, seconded by Joan Van Ness, which was approved unanimously by a voice vote.

Call for Vestry nominations from the floor: Rev. Hague opened nominations from the floor. Upon seeing there were none, upon a motion was David Emert, seconded by Lane Hop, the nominations from the floor were closed.

Call for Vote: Upon a call by the Rector for a vote of affirmation, the slate of Vestry nominees as presented was approved unanimously by a voice vote.

Mother Hague continued to the business of nominations to the Diocesan Convention suggesting to continue with current delegate Bill Peters, adding Kathy Friend as second Delegate and Lou Strennen as the Alternate Delegate. Upon a call for nominations from the floor, there were none. Upon motion by Jim Demarest, seconded by Bob Adams, the nominations from the floor were closed and Delegates and Alternate Delegates to the Diocesan Convention were affirmed unanimously.

Mother Hague offered Tim Greene to serve on the Endowment Board of Trustees. She then opened the floor for other nominations; there were none. Upon a motion by Rick Vaughn, seconded by Bob Adams, nominations from the floor were closed. Tim Greene was elected to the Endowment Board of Trustees on a unanimous voice vote.

Recognition of retiring 2017 Vestry and continuing Vestry Members: Rev Hague recognized the retiring Vestry members, Kathy Dean, Jack Gillis, Lane Hop, and Bill Peters, who were presented with gifts of appreciation. Also, Lynn McLaughlin, retiring after one year, was presented with a gift, as was Jack Gillis for his service this past year Senior Warden.

Financial Reports: The 2017 Profit and Loss Statement and Balance Sheet and 2018 Operating Budget were presented by Treasurer Alyson Hardin. The year ended with a net positive result due to some one-time events and structural changes as delineated in the written Treasurer's Report. Items contributing to the positive operating budget that occurred during the past year, included insurance premium savings through exclusive use the Church Insurance Corporation services; the Diocesan forgiving of two months of assessments following Hurricane Irma; and the prepayment of pledges in December, as well as the Vestry's decision to preserve bequests. However, Ms. Hardin predicted an operating budget deficit for 2018 and noted that every pledge will help to reduce the deficit. Regarding the Capital Campaign, Ms. Hardin reported that more than one-half way through the campaign, approximately one-half of the pledges have been collected. The largest use of the funds to date has been the payment of the Diocesan loan with \$121,000 being paid this year leaving a balance of \$78,000.

2018 Stewardship Pledge Campaign and status report: Michael Gouge reported that 152 pledges in the amount \$401,004 have been received as compared to 153 pledges in the amount of \$386,000 last year. The average pledge is an increase of 4% over the previous year.

Permanent Endowment Trustees and Legacy Society: Trustees Bob Daugherty provided the report and Frank Helsom was present to answer questions. Mr. Daugherty provided a brief history that over 20 years ago the Endowment Fund was established as an important and valuable asset for the future to provide expenses that are outside the operating expenses. He urged consideration that parishioners consider participation in the Endowment Fund and Legacy Society. Mr. Helsom answered questions related to the social responsibility of the investments, which is managed by the Episcopal Church Foundation, and the management fee.

Building and Grounds Report: Terry Colli, Junior Warden, thanked the Building and Grounds Committee and all volunteers. Citing the seawall repair as the biggest project, he noted that several trees have been removed from Brion Park in preparation thereof. He also summarized that the primary projects coming forward: the seawall; repair of leaks in back wall of the church building; parish house repairs; and replace air conditioning systems serving the Sacristy. Questions relating to property insurance cost and rebuilding were answered by Alyson Hardin and Jim Gross.

Outreach and Hope South Florida: Mother Hague acknowledged Jeff Miller and Joe Dietz for their past leadership and thank all volunteers who devote their time to numerous outreach projects. She reviewed the valuable and impactful programs in which All Saints has participated.

Organ Committee Report: Jim Demarest provided the report on behalf of the Organ Committee, which had been established by the Vestry. The Committee plans to formulate a concept and begin promotion for philanthropic opportunities to fund a new organ. It was noted that the Committee's report was not contained in the meeting program but would be available in the church office.

Senior Warden Report: Retiring Senior Warden Jack Gillis stated his appreciation for Mother Leslie and his colleagues and described the people of the parish as the biggest blessing for him.

Rector's Report: Beginning with Romans 1:12, "That we may be mutually encouraged by each other's faith, both yours and mine," Mother Leslie reviewed her written report. She asked that the congregation to help her by continuing to wear their nametags. She noted that the Rector's Report would serve as her closing remarks.

Conclusion of Formal Meeting and call for Adjournment: Upon motion by Lane Hop, seconded by Richard Clark, the meeting was adjourned at 11:29 a.m., followed by the closing hymn and Dismissal.

Barbara S. Price, Recording Secretary

2019 ANNUAL MEETING AND ELECTIONS

The Annual Meeting of All Saints Episcopal Church
Fort Lauderdale, FL
January 27, 2019

On the agenda will be the election of a vestry class of 2021, election of the Delegates to the Convention, election of the Endowment Board of Trustee (one member), presentation of the Annual Financial Reports, Transition Report, Endowment Report and other information of interest.

From the Constitution and Canons of the Episcopal Diocese of Southeast Florida;
CANON XIV Of Wardens, Vestry, and Electors:

ANNUAL MEETING OF ELECTORS

Section 1. In every congregation of this diocese there shall be an annual meeting of the electors. This meeting shall convene within sixty (60) days before or on, the thirty-first (31st) day of January. The congregation shall be placed on notice of the impending meeting no less than the fifteenth (15th) day before the meeting is scheduled. In the absence of the rector of the congregation, the senior warden shall preside over the meeting.

ELECTION OF A VESTRY

Section 2. At the annual meeting there shall be the election of a vestry by ballot of the electors present, provided there is a quorum of electors as set forth in the congregation's charter or by-laws. The vestry shall consist of no fewer than five (5) members and may number as many as may be fixed by the charter of the congregation. Those elected shall continue in office until their successors are elected and qualified. Nominations may be submitted to an appointed committee prior to the meeting and also may be made from the floor. No person may cast the ballot of an elector who is not present.

MAJORITY VOTE, WARDENS, TERMS

Section 3. In such election a majority of votes shall decide the choice of the persons so chosen. One shall be appointed senior warden by the rector and one shall be elected by the vestry to serve as junior warden. Nothing contained herein shall prevent a congregation from establishing terms of office from one to three years, provided the terms of at least one third of the members of the vestry shall expire each year. No member of a vestry shall be eligible for re-election until at least one year shall have elapsed since the last previous service.

QUALIFICATIONS OF ELECTORS ENTITLED TO VOICE AND VOTE

An elector is one who is:

1. Communicant [active] member(s) of the Parish who are at least sixteen (16) years of age.
2. Pledging (2018) members of record to the Parish or members who have made stated contributions of record to the Parish [within the past twelve (12) months].
3. Parishioners who are regular in their attendance at services.

Electors will be required to register and receive their ballot¹ prior to the call to order of the annual meeting. Registration tables will be located in the Narthex. Determination of qualification will be made based on the official membership and contribution records of the parish. Only qualified electors will receive a ballot.

ELECTIONS

A slate of qualified candidates has been prepared from nominations submitted to the vestry during December. Qualified Electors may also make nominations from the floor of the meeting. Persons nominated

¹ Voters will be given a voting voucher during the registration process. These vouchers will be exchanged for ballots at the 'Call for the Vote' by the Rector.

from the floor must be present and acknowledge their willingness to be considered a candidate. Electors will be directed to write the new nominee(s)' name on the ballot.

Nominations from the floor, by Voting Members of the Parish, shall be in order for all elected positions. The Parish Administrator shall ensure that nominated candidates meet the necessary requirements. Any nomination from the floor must be seconded by two voting Members of the Parish. Any person nominated from the floor for any Parish position must agree in writing to the statement: "I understand the responsibilities of the position of vestry person of All Saints' Parish and agree to have my name placed in nomination." Nominees will not be allowed to make personal statements during the annual meeting.

Balloting shall continue until the five (5) vacancies are filled by majority vote (>50% of the votes cast). Ballots must include votes for exactly five (5) candidates. Those ballots having less than 5 or greater than 5 votes will be considered void and not counted. If less than five of the candidates receive a majority vote, then additional rounds of voting will be conducted between those not receiving a majority until there are five candidates receiving a majority. The same process will be followed for the other categories.

Counters for the balloting process have been selected by the Vestry and are: Bob Adams, Jack Landers, and Rick Vaughan. Jim Lovegren will serve as observer. No persons other than the counters and the support staff will be allowed in the counting room without the unanimous consent of the counters and the Sr. Warden.

No person may cast the ballot of an Elector who is not present. Balloting shall only be done at the Annual Meeting.

Announcement of the newly elected Vestry members, delegates to the Diocesan Convention, and Trustees of the Permanent Endowment Fund shall be made prior to the adjournment of the Annual Meeting.

** A short biography from each of the candidates nominated for election for the vestry class of 2021 is included in the program. Five vestry positions are to be filled in this election along with one Endowment Board Trustee, and one delegate and one alternate delegate to the convention (2 year term).*

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ALL SAINTS EPISCOPAL CHURCH

TREASURER'S REPORT 2019

m=,000; negative numbers in parentheses

I. 2018 FINANCIAL RESULTS

We projected a (91m) deficit in 2018 operations but ended with an annual result of (26m).

On the revenue side, annual pledge collections fell short of projections, but this is really a timing difference as parishioners accelerated 28m in 2018 pledge payments into the 4th quarter of 2017. Prior and future year payments are not new to us, but historically have been immaterial; with changes in the tax code, we expect the new pattern to continue as parishioners 'group' charitable contributions in alternate years. Accordingly, we have settled on an accounting method to match collections to the correct pledge year going forward.

The "Other Income" line on the income statement includes three items of note:

- 108m General Endowment Draw (offsetting 17% of Total Expenses);
- 9m in revenue from building use; and
- 15m transferred from reserves to operations.

As in prior years, we relied on reserves to offset our operating deficit. Without the transfer of 15m in reserve funds we would have failed to meet payroll and other obligations in November. We typically experience large pledge and plate collections at year-end; this "seasonality" compounds our calendar-year cash flow challenges. December 2018 conformed to the usual pattern; our cash position improved to a positive 60m at year-end, with 66m in current year pledges and 22m in plate collected. Excluding Easter and December, monthly pledge and plate revenue average 28m and 6m respectively.

Certain expense variances also contributed to our "less negative" operating result:

- Communications Director position planned from January and not filled;
- Nursery worker positions planned from January but not filled until later in the year;
- Diocesan forgiveness of December assessments for all parishes;
- Certain planned physical plant expenses paid with designated rather than operating funds; and
- Reductions and deferrals in the administrative, program ministry and music lines.

In 2016, All Saints received a major bequest from Marjorie and Jane Herrick dedicated to the maintenance and improvement of physical plant, equipment and grounds, and in 2017 we began realizing an annual draw from the Herrick Fund. Given the requisites of fund accounting, the Herrick Draw does not flow through the operating statement, however it impacts the operating statement by freeing up cash that would otherwise be absorbed by maintenance of our buildings and grounds.

II. BALANCE SHEET AND ENDOWMENT

The 12/31/2018 balance sheet reflects a ZERO balance for the now satisfied loan from the Diocese of Southeast Florida.

The Designated Checking and Designate Accounts lines represent the total of funds we have that are restricted to a specific purpose. Among the most familiar of these are balances “owned” by ECW, Altar Guild, TRUE Fund, Rector’s Discretionary Fund, and Friends of Music. Significant year-end balances include 204m in the Capital Campaign account and 14m in the Herrick Project and Maintenance Account.

The balance in our accumulated unrestricted bequests or “reserves” as of 12/31/2018 is 70m; we had ended 2017 with 113m. The bulk of the funds used accelerated the payoff of the Diocesan loan, and 15m funded our cash deficit. We have maintained these board-designated reserves for this very purpose, but we are cognizant of the fact that using reserves is a reduction in our total resources. Such transfers also represent a commitment of future cash flow, as unrestricted bequests used for operations form part of the calculation of our Diocesan assessment in subsequent years.

For 2018, the Vestry approved two total draws from endowment funds:

General Endowment	115m
Herrick Fund	61m

The draw from the General Endowment Fund was 5% of the average year-end balance for the prior 3 years (2015-2017). This formula has been applied consistently over time, although the Vestry can change the draw percentage in any year, up to the statutory maximum of 5%. Of this draw, 6.2% goes to the Jubilee Outreach Fund, and 93.8% to operations. The 2018 Herrick Draw was 5% of the average of year-end 2016 and 2017 fund balances; in subsequent years we will calculate the draw percentage against a rolling 3-year average as we do for the General Endowment Draw.

The total All Saints Endowment value at year-end 2018 was 3,634m, a decline of (36m) compared to 3,670m in 2017. The relatively flat point-to-point balance of (1%) is the *net* result of a gift of 500m to the endowment from the estate of Dean Egly combined with the draw distributions noted above and negative financial performance of some 330m.

The negative performance result is consistent with financial market results in 2018; accordingly both the Herrick Draw and General Endowment Draw will drop slightly for 2019 as they are calculated on rolling year-end balances. Net of the commitment to Jubilee, we will receive 106m from the General Endowment Fund for operations, and 58m from the Herrick Fund. The Egly Bequest is restricted to two purposes: (1) buildings and grounds; and (2) music and ministry. Our money manager has established two new sub-accounts from which the Vestry will approve draws to fund two designated accounts. Assuming a 5% draw, each of the designated purpose accounts will receive more than 11m against the year-end balances in the Egly Music & Ministry Fund and the Egly Buildings Fund.

Father Dave Jenkins made a bequest currently valued at 100m to the All Saints Endowment. The balance was not in hand at year-end, but we expect to receive funds shortly; Father Dave’s generous gift is restricted to the General Endowment Fund.

III. 2019 BUDGET

We project a deficit of (84m) in 2019. Notably, the total operating expense projected for 2019 is flat compared to the 2018 *budget*, with an increase of less than 1%. However, in addition to cost of living increases for clergy and staff, certain deferrals experienced in 2018 will catch up to us in the coming year, resulting in increased expenses compared to last year:

- We will have nursery workers for 12 months;
- We have a contract with Conceptual Communications;
- Our Diocesan assessment is increasing by 11m, or 13%; and
- Endowment revenue will drop due to the decline in balance at year-end.

Pledge cards “in hand” for 2019 total 401m versus the budgeted 410m. Additional pledges may yet be made; as of this report, there are a number of parishioners who made and fulfilled pledges in 2018 who have not turned in pledge cards for 2019. If the gap between budgeted and actual pledges is not closed, we will see a larger operating deficit than projected.

On the positive side, we no longer need devote cash flow to paying loan interest and principal, and our non-payroll fixed expenses are under control and projected flat for the coming year. Nevertheless, operating leverage (what it takes to “open the doors”) continues to be a challenge for us. We are fortunate that the Herrick Draw has allowed us to tackle massive deferred maintenance. The most definitive example is the 40m 2018/19 cost of replacing our elderly air conditioning units; without this resource, we would have had to make significant cuts in operations or otherwise raise funds. Herrick money has also paid for roof and window repairs, landscaping and landscape repairs, plumbing repairs, and other equipment and physical plant repairs and replacements.

We have begun 2019 with a cash balance of 60m. This will help offset the projected deficit, although we also anticipate invading our reserves again; the Finance Committee keeps a close eye on projected cash flow and anticipates a zero operating cash balance by August. Our cash reserves are the result of unrestricted bequests received since 2015. It is our stated preference *not* to spend these lovingly bestowed bequests on regular operations, but to commit them among the Endowment, program ministries and building reserves, in order to expand ministry or provide for future needs. Given our tenuous operations however, the Vestry has, with the exception of loan payments, opted to retain these reserves in idle, accessible accounts. Without a significant increase in pledge and plate it will be difficult to deploy them otherwise.

Alyson Hardin, Acting Treasurer

ALL SAINTS EPISCOPAL CHURCH
Summary Operating Statement
With Variance to Budget
December 31, 2018

	YTD: January - December 2018			
	2018 Ac- tual	2018 Budget	\$ Vari- ance	% Variance
Income				
Pledges	373,436	401,001	(27,565)	-7%
Contributions	112,285	116,000	(3,715)	-3%
Endowment Revenue	108,032	108,032	-	0%
Other Income	<u>25,769</u>	<u>13,400</u>	<u>12,369</u>	<u>92%</u>
Total Income	619,522	638,433	(18,911)	-3%
Expense				
Payroll Expenses	364,218	399,784	(35,566)	-9%
Diocesan Payments	6,913	8,160	(1,247)	-15%
Diocesan Assessment	62,887	68,607	(5,720)	-8%
Office Expenses	69,873	79,135	(9,262)	-12%
Insurance	50,311	51,934	(1,623)	-3%
Physical Plant Expense	46,980	62,455	(15,475)	-25%
Program Ministry Expense	25,680	33,500	(7,820)	-23%
Music Program Expense	<u>19,049</u>	<u>26,000</u>	<u>(6,951)</u>	<u>-27%</u>
Total Expense	<u>645,911</u>	<u>729,575</u>	<u>(83,664)</u>	<u>-11%</u>
Net Income	<u>(26,389)</u>	<u>(91,142)</u>	<u>64,753</u>	<u>-71%</u>

ALL SAINTS EPISCOPAL CHURCH
Balance Sheet by Class
December 31, 2018

	<u>ASEC Operating</u>	<u>Endowment Fund</u>	<u>TOTAL</u>
ASSETS			
Current Assets			
Checking/Savings			
Operating Checking	60,195	0	60,195
Designated Check-			
ing	393,335	0	393,335
Endowment Check-			
ing	5,604	3,634,190	3,639,794
Total Checking/Savings	<u>459,134</u>	<u>3,634,190</u>	<u>4,093,324</u>
Other Current Assets	196	0	196
Total Current Assets	<u>459,330</u>	<u>3,634,190</u>	<u>4,093,520</u>
Fixed Assets			
Plant & Facility	6,141,688	0	6,141,688
Real Estate	1,000,000	0	1,000,000
Total Fixed Assets	<u>7,141,688</u>	<u>0</u>	<u>7,141,688</u>
TOTAL ASSETS	<u>7,601,018</u>	<u>3,634,190</u>	<u>11,235,208</u>
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities	14,963	0	14,963
Long Term Liabilities	396,526	0	396,526
Total Liabilities	<u>411,489</u>	<u>0</u>	<u>411,489</u>
Equity	7,189,529	3,634,190	10,823,719
TOTAL LIABILITIES & EQUITY	<u>7,601,018</u>	<u>3,634,190</u>	<u>11,235,208</u>

ALL SAINTS EPISCOPAL CHURCH
2019 Operating Budget (with Variance to 2018)
Approved 1/22/2019

	2019	2018	VARIANCE	
	Budget	Actual	\$	%
Income				
Pledges				
4010 · Pledges	410,000	372,801	(37,199)	-10%
4040 · Contributions/Gifts/Plate	118,000	112,280	(5,720)	-5%
4050 · Endowment Return Rev	108,000	108,032	32	0%
4051 · Building Use	13,500	8,996	(4,504)	-50%
4121 · Other Income	-	1,767	1,767	100%
4122 · Transfers from reserves	-	15,000	15,000	100%
Total Income	649,500	618,876	(30,624)	-5%
Expense				
Payroll Expenses	398,107	364,218	33,889	9%
Diocesan Loan Payments	-	6,913	(6,913)	-100%
Diocesan Assessment	77,450	62,887	14,563	23%
Office Expenses	106,541	69,873	36,668	52%
Insurance	50,807	50,311	496	1%
Physical Plant Expense	59,670	46,980	12,690	27%
Program Ministry Expense	19,000	25,680	(6,680)	-26%
Music Program Expense	22,000	19,049	2,951	15%
Total Expense	733,575	645,911	87,664	14%
Net Income	(84,075)	(27,035)	(57,040)	211%

ALL SAINTS EPISCOPAL CHURCH PERMANENT ENDOWMENT FUND REPORT FOR 2019

2018 Annual Report

Since I was elected Trustee ten years ago, I have witnessed the Trustees being very active in initiating significant improvements in the Endowment Fund in terms of its size, investment management, operating management procedures, and the Legacy Society.

In 2009, the assets of the Endowment totaled a little more than \$2 million compared to \$3.6 million at the end of last year. In 2018, \$505,000 in New assets were contributed to the Endowment. Annually, the Endowment has also distributed 5% of the asset value to All Saints. In 2018, the distribution was \$115,172. These distributions were particularly important to bracing up our financial position several years ago.

About four years ago, the Trustees recommended to the Vestry and they approved the hiring of the Episcopal Church Foundation as the new investment manager. The annual investment costs of the ECF were about 15% less than the previous manager. Equally important, investment performance has progressed from well below average with the previous manager to above average with ECF.

The basic governing document of the Endowment was wisely made purposely vague in several areas to insure relevance and flexibility in the management of the Endowment. However, the Trustees decided that certain operating procedures should be developed to insure proper day to day management of the Endowment. The Trustees authored, approved and recommended adoption by the Vestry policy statements for investment policy, gift acceptance guidelines, spending rules, disposition of bequests, and donor designations. All were approved by the Vestry and are used regularly in the ongoing management of the Endowment.

The Legacy Society of All Saints Episcopal Church reflects the extraordinary generosity of our parishioners. Legacy Society members have, without revealing specific details, that they have made All Saints one of the beneficiaries in their estate plan. There are 53 members including 2 new members in 2018. Many Legacy Society members have a small gold shield on their name tag. If you see one and get the chance, take the opportunity to thank them for their generosity. Some Legacy Society members have also made contributions to the Endowment while they are still here in order to see the benefits of their gifts. Please let us know if you have included All Saints as one of the beneficiaries in your estate plan.

I want to thank the current independent Trustees, Bob Daugherty and Tim Greene, and Vestry representative Trustees Mother Leslie, Michael Gouge, and Greg Moore for their time, their efforts, their passion and their vision that they brought to their responsibility.

Frank Helsom

**ALL SAINTS EPISCOPAL CHURCH
2016 CAPITAL CAMPAIGN
CHAIRMAN'S REPORT FOR 2019**

"Living Our Faith, Strengthening Our Foundation, Preserving Our Future"

In 2016 the Vestry decided to pursue a Capital Campaign to address some specific needs of our physical plant and possible future wants and needs. The Committee established 5 specific goals for the Campaign:

- Sea Wall Repair / Rebuild
- Repayment of the Diocesan Loan
- Jenson Courtyard / Brion Park Renovation
- Music Worship Fund
- Capital Reserve

While the original goal of \$1.5 million dollars was not attained there was substantial participation from the Congregation and several extremely positive outcomes. The following is a summary accounting of pledges and funds received, use of funds to date and balances remaining. All expenditures were approved by the Vestry.

Collections (as of 12/31/2018)

1) Unrestricted Pledges and other gifts	\$290,275
2) Restricted Pledges and other gifts	\$119,262
3) Herrick Bequest	<u>\$270,965</u>
Total	\$680,502

Expenditures

1) Campaign Administrative Costs and Fees	\$74,569
2) Grounds and Lighting Restoration	\$53,258
3) Seawall Repair / Rebuild	\$234,720
4) Diocesan Loan Repayment	<u>\$113,010</u>
Total	\$475,557

Undistributed Funds Remaining

1) Current Restricted/Unrestricted Funds	\$205,045
2) Pledged Balance Outstanding	<u>\$97,810</u>
Total	\$302,855

We hope this report is helpful and are of course available to answer any questions. Most importantly, we are extremely grateful to all our Membership that participated in the Campaign.

In varying amounts, gifts may have been restricted to Music Worship, Jensen Courtyard, Seawall and Diocesan Loan; certain gifts were made to the Diocese of Southeast Florida on our behalf.

20% of the Herrick Bequest designated by the Vestry and restricted to any stated purpose of the Capital Campaign other than repayment of the Diocesan Loan.

Total pledged balance of \$122,810 net of \$25,000 estimated uncollectible due to death, transfer or nonpayment.

Respectfully submitted,
Tim Greene

A REPORT FROM THE STEWARDSHIP COMMITTEE 2019

We began planning for a Stewardship Campaign in August 2018 and implemented it October 2018 with “Transforming Generosity”. As part of that process we gathered and surveyed all of the ways the members of All Saints Episcopal Church contribute their Time, Talent and Treasure. We also discussed the model of a year-round Stewardship program that could emphasize all that we do. Another topic of discussion was the importance of our parish family becoming contributors of record so we can accurately predict a working budget for our church.

The challenges facing the Stewardship committee was how to convey to the parish the importance of pledging, and how it would assist us in planning for programs that the parish and Vestry hoped was important to achieve in the next three years. We provided materials in the bulletin and parishioners gave witness to their journey at All Saints during services in October and November 2018.

The ingathering was celebrated at a picnic style meal on December 2, 2018.

The Stewardship Committee kept their message as an integral part of the Rector’s forums that we held twice in 2018 and once in January 2019. Each meeting was well attended and gave parishioners the ability to ask questions or voice concerns. At each session the importance of pledging was reiterated and pledge cards were made available via mail, office, in the narthex and at the forums. The Vestry goals of adding an Assistant Rector to build family and youth programs and to assist with pastoral needs was discussed, and the need to raise pledges and obtain new were emphasized. To date we have received 157 pledges up from 153 in 2018. We received 30 new pledges and many people increased their giving. Sadly, we are still going to have to deal with a deficit budget and our goal of obtaining an Associate Rector will probably not be fulfilled for 2019.

Pledge/Gift Comparison for 2019 versus 2018 Pledge for Operating Account ASEC

	Count	2019	2018
No Change	54	\$133,830	\$133,830
Decrease	19	\$53,620	\$81,720
Increase	50	\$168,865	\$138,874
New	30	\$42,842	0
Follow Up Needed	34	0	\$50,830
Total	187	\$399,157	\$405,254

Pledge Breakdown Comparison for 2019 versus 2018

Amounts	2019	2018
Lowest	\$50.00	\$100.00
Highest	\$15,600.00	\$15,000.00
Total Pledging Number	153	157
Average Amount	\$2,608.87	\$2,581.24

Faithfully submitted by,

Patricia Drives Phillpotts, Michael Gouge, Walter Sherman, Patricia Brown, Mother Leslie Hague, and Nadia Cwiach.

RECTOR'S REPORT 2019

Jesus said, "Whoever welcomes you welcomes me, and whoever welcomes me welcomes the one who sent me." Matthew 10:40

"No Matter Who You Are, or Where You Are On Your Spiritual Journey,
YOU ARE WELCOME HERE AT ALL SAINTS."

This banner appears on our bulletin masthead each Sunday morning, and I often wonder how well we live into those powerful words. There can be a profound difference between being friendly and being welcoming. Being friendly is often a surface greeting. Welcoming involves being glad to receive someone into your life situation. We are called at All Saints to welcome, to be glad to receive anyone into our midst and allow them to be a part of the Body of Christ. When we welcome the stranger, we welcome the Christ. When we welcome the Christ, we welcome the one who sent him.

We want to make sure everything about All Saints is welcoming, from our worship space to our ministries to our outreach to our website and publications. Late fall saw the beginning of our partnership with Conceptual Communications, our new PR firm that is working behind the scenes to help us tell our story of welcome and inclusion. Very soon you will see a survey from them as we seek your input to shape our communications to each other and to the wider community.

Part of welcoming all includes welcoming young people into our midst. This year we opened a nursery which is allowing our youngest parishioners and their families to fully engage in the life of the church. Thank you to Sarah Greene and Lauren Donaldson who work in our nursery! Our next step will be having a children's chapel for older children in our church.

This year has been one of significant accomplishment. We completed the seawall project, an incredible journey to preserve our wonderful place here on the New River. I cannot thank our Junior Warden, Terry Colli, enough for his tremendous effort in bringing this project – and many others! – to fruition. Within this report, you can read of the next phase as a working group headed by Jim Demerest discerns the best path forward to make Brion Park a wonderful, multi-use space for parking, worship, and fellowship.

Another accomplishment, made possible by the generosity of many people, is the complete repayment of the long held diocesan loan. In two years, we paid off the \$225,000 loan balance and now can move forward in faith without that debt obligation impacting our financial resources. Thank you to everyone who contributed to this effort!

We have all been well-served by our Senior Warden, the inimitable Michael Gouge, who has been a tremendous partner in ministry for me and for your Vestry. I am grateful to all the Vestry members, especially those who are completing their terms: Bob Adams, Michael Gouge, Jack Landers, and Rick Vaughn. Thank you for your service! Our thanks also go to Greg Moore who steps down from the Vestry after two very effective years to head up the vision of expanded welcoming through inreach to our parish members.

I am surrounded by partners in ministry who make my vocation not only rewarding but also fun! The Rev. Carl Beasley, Priest Associate, is an essential partner in ministry. While Fr. Carl is often away serving in other parishes on Sunday, he is a frequent presence at All Saints as he leads the Wednesday worship and

participates in the wide range of ministry going on at All Saints. The Rev. Jon Owens, our Deacon, is taking on expanded duties this year heading up our outreach as well as his various liturgical and fellowship ministries. He is newly resident in the Diocese of Southeast Florida and is taking on leadership roles within the diocese. The Rev. Todd Hoover and the Rev. Clark Powers also have preached and celebrated this year, for which I am very grateful. These clergy make our common life more full and varied, and I am grateful to them all.

I would like to say a heartfelt thanks for the life and ministry of the Rev. David Jenkins. He continues to give to All Saints even after his passing as he left the church a bequest to our endowment that will support our ministry for all the years to come. Another very faithful and generous bequest from Dean Egly also added to our endowment. These legacy gifts are an important part in the ongoing life of the church and mean many more people will be welcomed through their ministry of transforming generosity.

The staff of All Saints has been through some transition this year. Our beloved sexton, Jack Fitzgerald, passed away after a battle with cancer. We miss him with all our hearts. Our former Sunday morning coffee steward, Jaime Alvarez left as he pursued treatment for cancer. He remains in our prayers as he is continuing care. Our new sexton, Richard Fraser, has settled in very well and is an incredibly dedicated worker. I hope you've gotten to meet this wonderful man. I cannot begin to give enough thanks to Michael Lee, our Parish Administrator, and Lou Strennen, the Assistant to the Rector, for the many ways they go beyond and above the call of duty.

Dr. Daniel Copher and the All Saints choir are outstanding partners in ministry, and they do so much to make our worship welcoming and uplifting. Our deepest thanks to Daniel and all of our musicians! Everyone should look forward to hearing more soon about a new vision for an outstanding organ to expand and support our congregational music and new level concert quality music!

Well into my third year at All Saints, Katie and I continue to feel so welcomed and knit into the life of All Saints. On a personal note, on April 17, 2019 I will celebrate 20 years as a priest. It's been a marvelous 20 years, and I look forward to 20 more in my goal of 40 years of active ordained ministry.

All are truly welcome at All Saints!

Blessings,

Leslie Hague+

SENIOR WARDEN'S REPORT
ALL SAINTS EPISCOPAL CHURCH, FORT LAUDERDALE
January 27, 2019

This year's stewardship theme was "Transforming Generosity". Transformation is a powerful concept. We often think of it as a sudden event, like the miracle at Cana when Jesus transformed water into wine. But it can be as subtle as the transformation of our faith as our lives progress, or as quiet as a seed planted deep in the earth waiting for the right season to emerge.

As we enter the third year of ministry with Mother Leslie, I believe that we are steadily making a transformation into a renewed All Saints. Her spiritual, temporal and pastoral leadership are extraordinary and exactly what we need right now in the life our parish.

We made some remarkable progress this year at All Saints. Perhaps the most visible and vast of those accomplishments has been the raising of our seawall, the re-grading of Brion Park and the beginning of a new future for this beautiful riverfront section of our grounds. Second only in size (but not in importance) was the replacement of the large air conditioning systems for the main sanctuary.

These projects and many others were only able to be completed because of stewardship in all three of its forms. Stewardship in the form of time and talent is exemplified by the hard work and perseverance of your Junior Warden, Terry Colli, whose diligence and effort has been massive. Along with our incredible Building and Grounds team of volunteers, Terry has "moved mountains", both literally and figuratively. And of course, through Stewardship in the form of treasure, by your participation in our Capital Campaign, fundraisers, and major bequests from the Herrick sisters and others.

Plus, we finally paid off that Diocesan loan. Once again, credit goes to your stewardship and to those who remembered All Saints in their estates.

We are beginning to return our focus onto our youngest members by opening a nursery for worshipers with infants and toddlers. Feedback received from you throughout recent years has told us that attracting families with children should be among our highest priorities. This is an important first step in that transformation.

Our outreach programs continue to thrive; Beds around the Altar, Jubilee Center food gifts, St. Laurence Chapel, and more. I would run out of time if I acknowledged each of the volunteer programs that have continued to grow and serve our community.

Internally we have begun the important work of building a communication plan, so that we can better witness to each other and the greater Fort Lauderdale community.

But there are even more exciting ministries and projects in our future. Your Rector and Vestry are clearly focused on the transformations that are before us. I urge you to continue to support them and pray for them in their efforts.

On a personal note, the experiences of working closely with Mother Leslie, the Vestry, staff and so many volunteers were a transforming experience for me. Thank you!

Respectfully submitted,

Michael Gouge

**JUNIOR WARDEN
BUILDING & GROUNDS ANNUAL REPORT 2019**

We want to express our gratitude to the many volunteers who have served on the Committee and/or helped with the maintenance of our building and its grounds, including on Parish Work Days. An especial round of thanks goes to our Becky's Garden Caretaker - Dan Dailey.

Top Completed Projects in 2018:

1. Raised the seawall by 18 inches; regraded Brion Park for proper drainage; replaced the fence along the canal with a black vinyl-coated chain link. New lighting for the Park is on order and will be installed once the permit is issued.
2. Replaced two 38-year old, 10-ton air conditioning units that cool the Narthex and the rear of the Church. This has been an arduous project complicated by i) the need to fire the first contractor owing to non-performance; ii) the challenges of introducing modern equipment and technology into a 70-year old building; and iii) modern code requirements. We are almost finished with these two units.
3. Apart from the A/C project above, we also had to replace compressor motors for the system in the Parish House as well as one of the major units that cools around the altar.
4. Completed nursery construction.
5. Summer rains resulted in water leaks in the roof and around windows. As a result, the roof over the bell tower was repaired and caulking installed around all of the stained glass windows, as well as all the Neaverson Chapel and River Room windows.

Building & Ground Operations Expenses in 2018:

Property Insurance
Utilities (Water, Sewer, Electric)
Building Repairs
Equipment Repairs
Cleaning Supplies
Grounds Repairs
Pest Control and Fire Alarm
Landscaping

Proposed Projects for 2019:

1. Replace a third 38-year old, ten ton A/C unit that cools the front section of the Church.
2. Complete installation of new lighting in Brion Park.
3. Landscape Brion Park.
4. Replace the rotting All Saints Sign at the entrance to the parking lot.
5. Repair the walls of Neaverson and the River Room where the stucco is separating from the concrete blocks to prevent water leaks.
6. Determine the possibility of providing impact protection for our stained glass windows

Respectfully submitted,
Terry Colli, Junior Warden

REPORT OF BRION PARK WORKGROUP

A workgroup met on January 3, 2019 to begin creation of a vision for the redevelopment of Brion Park. Brion Park is one of All Saint's most valuable resources and the reconstruction of the seawall and regrading presents the opportunity to design the space to maximize its contribution to our ministries and vision. The Workgroup feels that this opportunity is significant enough to apply some consideration of the design rather than just rush into a solution.

In general the workgroup feels it is important to have the space demonstrate that the people of All Saints are spiritually sensitive to the beauty of the place, grateful for the gift of this wonderful resource and thoughtful of the practical considerations needed to make the most use of the location for ministries.

The group began by identifying and prioritizing the current and future uses of Brion Park:

1. Parking
2. Worship Space for weddings and other observances
3. Parish-wide events such as the Boat Parade Fundraiser
4. Spiritual/community use by adding a labyrinth
5. Community Events for partner non-profits (such as Jubilee Center)
6. Green space that welcomes neighbors with consideration of the problems created with an uncontrolled dog-park.

The work group understands that bringing the space back into service is critical and will move swiftly to provide a plan to bring Brion Park back into full service as quickly as possible. Note that parking is "priority one" and will be the first use restored. Other parts of the plan will come in order of priority as quickly as possible. Note that in dry weather the area is available for parking in its current state.

The Workgroup will seek some preliminary funding from the Vestry for development of a plan. We are reaching out to the FIU Landscape Architecture program to see if we can attract student project interest to perhaps save on design costs. Once a plan takes shape further funding plans will need to be developed. The Workgroup will report regularly to the parish through Rector/Vestry forums and other communications.

Workgroup:

Leslie Hague, Rector

Liz Hallford Ward

Kerry Ross

Alex McCrosen

Conrad Akers

Dan Dailey

Jim Demarest, Instigator

ALL SAINTS OUTREACH REPORT FOR 2019

All Saints has been very active in our outreach program this past year serving a selected number of organizations that have requested assistance. Many thanks to the many volunteers who gave of their time to serve this ministry.

BEDS AROUND THE ALTAR

Approximately four times a year, working with Hope South Florida, All Saints functions as an overflow emergency shelter for homeless families during a one-week period. In 2018, 35+ volunteers provided dinners and/or chaperoned, \$317 was donated to cover incidental expenses for our families and over 500 volunteer hours were donated over the four weeks to support 16 families in this ministry. 2019 dates are the weeks of Jan 28, April 22, July 15, Oct 14. Look in the Sunday bulletins as these dates approach for more information on how to participate.

TRUE FUND

The TRUE Fund (Towards the Relief of Urgent Emergencies), provides emergency grants of up to \$100 for utility bills, emergency housing, children's clothing, medicine, medical and dental bills, etc. Phyllis Barnes leads this ministry and works with various local charitable organizations to vet the many requests we receive each week. There are still many needy families in our area that the T.R.U.E. Fund helps. Each person/family only receives one check per year. The most requests for assistance are for help with FPL power bills. In 2018, you contributed \$8,434 toward this ministry. 100% of your dollars went to help 79 individuals in a time of true distress.

JUBILEE SOUP KITCHEN

The 2nd Annual Cabaret Evening at Larry Jackson's home to support the Walk for Hunger raised \$7,200.00. Jubilee Center upgraded the air conditioning for their dining area with this money. All Saints also bought a table (\$1,000 donation from our outreach fund) at their annual fund raiser which was attended by some of our parishioners who do volunteer work at the center. Each week, the food donations that are brought to ASEC are taken to Jubilee Soup Kitchen for distribution to needy families. Jubilee is also a recipient of distribution from the Jubilee Fund. Thanks to David Pearce who collects this food and delivers it to the center each week.

ST LAURENCE CHAPEL

The overnight shelter housing up to 30 adults has started. The clients receive a snack Bag (PB&J sandwich, chips, piece of fruit, cookie and a bottle of water) on Mondays and Tuesdays. Wednesday - Friday the Holy Grill from St Nicholas Episcopal is at the chapel to serve a hot meal. The clients stay overnight and have a hot shower in the morning. All Saints offers support through the Jubilee Fund, Advent Underwear Drive and Bus Passes and periodic donation of lunch bags.

EMPTY PILL BOTTLE MINISTRY

A special thanks to Frank and Roberta Helsom for the empty pill bottle collection. We have collected literally thousands of pill bottles that are recycled and used to distribute medications in underprivileged communities both in the US and abroad.

2018 OTHER EMERGENCY RELIEF

\$3,950.00 distributed from the Rector's Discretionary Fund

\$1,259.00 donated to Episcopal Charities

THANKSGIVING FOOD DRIVE

All Saints along with other churches in the area provided food for over 500 families. We collected more than 100 full brown shopping bags of food and donated over \$500 in gift cards to buy turkeys.

UTO UPDATE - The Unite Thank Offering collected \$5,409.23 for 2018.

ADVENT DRIVE

Undies for Sundays and diapers donated to Jubilee, St. Laurence and Hope House. Over a thousand pairs of underwear, diapers, sock and baby wipes were collected during our Advent season.

Angels for Bus passes – We collected \$625 for bus passes that will be distributed to Jubilee, St. Laurence & ASEC.

2018 ENDOWMENT JUBILEE FUND DISTRIBUTION

\$ 7,140.68

(distributed equally among Jubilee Kitchen, St. Laurence, & Hope South Florida)

EPISCOPAL CHURCH WOMEN (ECW) ANNUAL REPORT 2019

Toward the end of 2017, the leadership of ECW polled the women of All Saints to determine where we are and what we hoped to become. We did an honest appraisal of why only a handful of women attended meetings and events and sought input on what sorts of activities would interest greater numbers of women. Throughout 2018, we began to put those ideas into action!

We routinely send out a Newsletter and eblasts which reach over 150 women connected to All Saints;

In April, we held our Annual Luncheon at the beautiful Coral Ridge Yacht Club with an astonishing 68 women in attendance, far eclipsing previous attendance records;

In June, we held a wonderfully received “wine and cheese” early evening social at the lovely home of Sally Handley which was attended by over 40 women;

We revived our book reviews which are open to men and women alike. In November, ECW member Dr. Gloria Kline led an interesting and probing review of Dan Brown’s “Origin”. The review was well-attended and provided attendees with a stimulating discussion of faith versus science;

ECW’s Marj Lyons will lead our next book review in January, 2019 on the deeply moving, troubling and inspiring non-fiction debut work by Tara Westover: “Educated: A Memoir”;

ECW will once again hold its annual Women-only luncheon at the Coral Ridge Yacht Club. We have reserved a larger space, with room for cocktails on the veranda before an outstanding lunch, the awarding of honors, and an address by our featured speaker. This is our most popular event of the year. Please save the date: April 27, 2019. Details will be announced shortly.

In March, ECW will hold a women-only two day offsite Spiritual Lenten Retreat at the Duncan Center in Delray Beach. It is sure to be a time of prayer, meditation, spirituality and friendship. All women are invited. Please contact ecw@allsaintsfl.net if you are interested in reserving a room and attending this powerful event.

ECW ended the year with \$724.88 in the Showcase account and \$3221.96 in the ECW account.

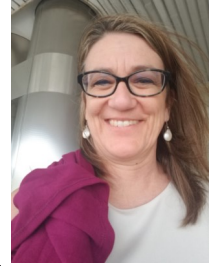
Episcopal Church Women is open to all the Women of All Saints. Please come and see what we’re about!

Respectfully submitted,
Kerry Ross

ALL SAINTS EPISCOPAL CHURCH VESTRY NOMINATIONS FOR 2019

Lisa Dye, for Vestry class of 2021

My name is Lisa McLellan Dye and I am a fairly new parishioner to All Saints, where I sing alto in the choir. I had wanted to move to South Florida for several years and spent a lot of time researching my future parish home. As I was moving alone, I wanted to have a place that was welcoming, friendly, and socially relevant. I visited All Saints twice on this journey and was truly delighted each time by the genuine warmth of the parish. Each time I visited, and again after I joined, different parishioners spent time asking my name, talking to me and making me feel welcome.



I was raised in the Pentecostal church and found the Episcopal Church in my 30s. I was confirmed in the Episcopal Church in 2007 at All Souls' Point Loma in San Diego, CA. I later served there as Clerk and as Senior Warden for two years. During my tenure at Senior Warden, our Rector retired, and I was in charge of the business of the church during that transition. I moved to Washington D.C. for work in 2013, where I attended Christ Church Alexandria, VA, volunteered in the Church Office, and sang in the choir.

I currently work full time for Customs and Border Protection as a Branch Chief for Facilities at Miami International Airport and PortMiami, and live in South Broward County with my cats and fish.

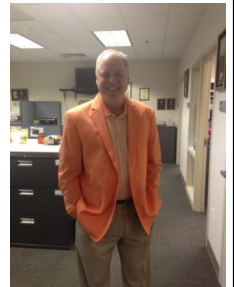
I am happy to be at All Saints, and would be honored to serve on the vestry. I have extensive experience, both personally and professionally, at working to reach consensus across disparate groups. I believe that the church should be a place where all are heard, and that diversity adds value. I care very much about our outreach to the community at large, and believe that our assistance programs, such as Beds Around the Altar and our support for the Jubilee Center, are a wonderful way to show Christ's light in the world to others. I also appreciate the opportunity to participate in, and augment, our worship services through music, which is very important to me. Finally I would be interested in working with others to develop a more robust contemplative prayer practice, to deepen our individual relationships with God, and to provide a

Pete Nissen, for Vestry class of 2021

I have lived in South Florida for 30+ years and have worked for FDOT for that time. As an engineer, I have been involved in highway design, maintenance and construction of highway projects; I have managed the construction program for Florida's Turnpike for the past five years.

We have been pledging members of All Saints for more than 26 years, this is easy for me to remember as our daughter Christina is 26 years old and was baptized at All Saints. I was confirmed in the Episcopal Church at All Saints about than 15 years ago. I have been involved in a number of ministries at All Saints over the years and I believe serving on the vestry is the next step in my being a positive contributing member of our congregation. The specific qualities I will bring to the Vestry are that I am optimistic and positive by nature and believe in looking forward rather than backward. I am also an engineer by training and use a fact-based approach to decision making. My technical background can also be useful, most recently I spent time discussing the bulkhead with Terry Colli and I felt I was able to assist him with that.

I am also interested in reviving our tradition of 'culinary events' as a way to bring people together. My goal is to have regular events several times a year (like the Fish Fry) as a way to promote togetherness and social interaction.



Daniel Lindblade, for Vestry class of 2021



Bio: Dan has over three decades of award-winning organizational management experience at national, state and local levels. He is in charge of vision for the Chamber, leading the executive management team and volunteers in Fort Lauderdale. He lobbies on behalf of business issues and interests and focuses on inspiring prosperity. Lindblade is a Certified Association Executive (CAE), serves as a Housing Commissioner for the Fort Lauderdale Housing Authority, is on the Orange Bowl Committee, the Greater Fort Lauderdale Alliance Board of Directors, the Broward Business Council on Homeless, Winterfest Boat Parade's Executive Committee and Board, Florida Restaurant and Lodging Association's South Florida Chapter's Board of Directors, the Florida Association of Chamber Professionals Board and numerous other groups. Dan has held positions of President & CEO, executive vice president, director of government affairs and public relations at organizations in Madison, WI, Orlando, Albuquerque, Fort Lauderdale and Lexington, KY. Dan and Sharon Rollins Lindblade have been married for 30 years. They have one daughter, Allie.

Vestry nomination statement: My Christian journey continues with an opportunity to bring my faith and business experience to the Vestry. If selected to serve, I would use my background in 34 years or organizational management to assist in the areas of communications, accounting, strategic planning, fundraising, and most any other area consistent with my certification and experience. As the Chamber president for the past 12 years, and a passionate Episcopalian, I would do my best to serve God and our Church. In the past I have been a member of the choir at Good Shepherd Episcopal Church in Lexington, KY. Being on the Vestry would be an honor.

Zule Mesa-Zevallos, for Vestry class of 2021



Hello! My name is Zule Mesa-Zevallos and have been attending All Saints Episcopal Church since 2015. I am a graduate from both Nova Southeastern University and University of Miami and currently enjoy helping people achieve their goals in real estate as a Realtor as well as their goals in health as a Fitness Instructor. I married my husband, Jimmy Mesa, in 2016 here at ASEC and currently a mother of 3 amazing dogs which we rescued from local shelters.

What interests me in serving in the Vestry is the opportunity in becoming actively involved with the church and its members. I believe that serving in the Vestry requires great understanding of what the church's mission and goals are while providing good works to our fellow brothers and sisters under our Lord's guidance. I felt a warm welcoming and sense of acceptance when I first attended ASEC and hope to further spread the same gestures to non-members by sharing the Gospels as our Lord, Jesus Christ, has taught us.

Richard Markiewicz, for Vestry class of 2019 – for one year unexpired term

In 2015, my husband Ralph “Rick” Ritacco and I moved from Worcester, MA; where we belonged to All Saints Church there. After visiting many churches in the surrounding area we felt very welcomed and joined All Saints in Fort Lauderdale. We are both grateful to be part of a wonderful and welcoming faith community.



My spiritual journey has been and continues to be a vital part of my life. I was born, baptized and confirmed in the Roman Catholic Church. Following extensive discernment, I was received into the Episcopal church in 2005. I have always been very active in both churches. I began as a Lector (Reader of the Word) in the Roman Church 40 years ago, led a Children’s Youth group for 5 + years, taught CCD for several years and served on the Parish council for 4 years. After joining All Saints Episcopal Church in Worcester, I served as a Eucharistic Minister, Lector and was active in The Alliance, our diocesan LGBT Outreach group. There I worked in various positions, including as committee chair. In 2014 I chaired an LGBT training event for over 250 diocesan attendees at which we hosted +Gene Robinson for a full day visit, which included 8 LGBT training sessions followed by Eucharist. This event was open to the diocese and greater community. From 2013 - 2015, I served on the All Saints Worcester vestry and from 2013 - 2014 I served on the Rector Search Committee, which resulted in our calling a new priest. In 2014, I also worked on the Planning Committee which oversaw our Rectory Renovation with a budget of \$200k.

Since joining All Saints here, I have enrolled in Education for Ministry (EFM) and recently started in the January 2019 class. I also joined the recently formed Communications team and am now getting actively involved in our Coffee Hour ministry. I recently retired following a Human Resources management career of over 25 years where I had been involved in many HR levels and disciplines, including as an organizational Director. I particularly enjoy Training & Development with a focus on Diversity initiatives, which speaks to my continued focus on social justice. I am a Certified Life and Executive Coach and am now focused on building a small business concentrated on helping individuals facing health related issues.

I am honored to now be called to work with our Vestry, especially to explore new opportunities at All Saints as we grow into the future. I am very interested in working to find ways for All Saints to expand its membership, particularly by becoming more welcoming to families and children. I believe that my skills and abilities can be utilized in various ways that will enable that continued growth. Most importantly, I want to continually explore how we, as a vibrant faith community, can continue to best bring Jesus to a constantly changing and fractured world. I want to be able to utilize my coaching and collaboration skills in order to help us move beyond the polarization that limits us in so many ways, so that we can instead focus on what unites us and enables us to move forward.



ALL SAINTS EPISCOPAL CHURCH

333 Tarpon Drive
 Fort Lauderdale, FL 33301
 Phone: 954-467-6496
 Fax: 954-467-2668
 Email: office@allsaintsfl.org



www.allsaintsfl.org

WORSHIP SERVICES

Sunday: 8:00 a.m., Holy Eucharist 10:30 a.m., Choral Holy Eucharist
 Wednesday: 12:05 p.m., Healing Eucharist, St. Luke’s Chapel
 Thursday: 6:30 p.m., Vespers (Evening Prayer), St. Luke’s Chapel

CLERGY

The Rev. Leslie J. Hague, x1103 leslie@allsaintsfl.org

ADJUNCT CLERGY

The Rev. Carl H. Beasley, Priest Associate carl@allsaintsfl.org

The Rev. Todd Hoover, Priest Associate

The Rev. Jon Owens, Deacon jon@allsaintsfl.org

STAFF

Organist/Choirmaster – Daniel Copher, Ph.D., danielcopher@mac.com

Administrator – Michael Lee, x1102 michael@allsaintsfl.org

Assistant to the Rector – Lou Strennen, x1104 lou@allsaintsfl.org

Sexton – Richard Fraser

ALL SAINTS VESTRY

Michael Gouge (2018) Senior Warden	Bob Adams (2018)	Julie Price (2019)
Terry Colli (2019) Junior Warden	Jack Landers (2018)	Deb Greene (2020)
Jim Lovegren Chancellor	Rick Vaughan (2018)	Yvonne Meyerson (2020)
Walter Sherman Clerk	Greg Moore (2019)	Paddy Phillpotts (2020)
Alyson Hardin Treasurer	Alex McCrosen (2019)	Liz Halford Ward (2020)

LAY LEADERSHIP

Youth Ministry – Yvonne Meyerson

ECW (Episcopal Church Women) – Kerry Ross, Marge McClain

Endowment Board of Trustees – Bob Daugherty, Tim Greene, Frank Helsom, Greg Moore (Vestry),
 Michael Gouge (Sr. Warden)