

## **Church of Saint Clement**

1701 N. Quaker Lane  
Alexandria, VA 22302

The Rev. Robin Razzino, Rector

### **Annual Report 2019**



Annual Parish Meeting  
Sunday, January 26, 2020

*All are welcome at the Lord's Holy Table*

## Rector's Report

The year began with the celebration of new ministry as we continue our time together— only now with me as the new Rector of Saint Clement! It was a wonderful celebration and a wonderful way to kick off the year in a positive and forward moving way. Thank you to everyone who helped make the service and reception so lively, reverent, beautiful and nourishing (for body, mind and soul).

I feel the same way about this community as I did about the service. You are all so lively, reverent, and beautiful and I am nourished in body, mind and soul through our ministry together. It has been wonderful year (read all about it in the report which follows!)

## Membership



Our church continues to grow. Right now, on Sunday morning, we can hope to see any number of the 134 folks who actively participate in our worship each year. Of these worshippers, 64 have joined the church in the last three years. Our average Sunday attendance has grown from 53 when I arrived to 74 last year. This year alone we welcomed eight new households into the congregation. Of course, we must also say goodbye to folks who leave our congregation. It was with great sadness for us (and joy for them) that we said goodbye to Larry Ridenhour and Ellen Berggren who moved back to Idaho in October.

One of the things we consistently hear from folks who visit the church is how warm our welcome feels. I think we do a great job of greeting each visitor with a smile. The vestry has been working this past year on ways we can even more fully welcome folks into the life of this community. We now have welcome bags for visitors (which include a snazzy new pamphlet, magnet and jar of “clementine” orange marmalade). All vestry members aim to actively seek out and engage new folks at Coffee Hour (we welcome EVERYONE’s help with this endeavor). The warmth of our welcome must continue to reach beyond the Sunday morning liturgy!

## Worship

Our worship continued to deepen over the last year as we incorporated new music into our liturgies. We were able to make these changes because of the talents of our new Director of Music, Artie Roach, and our slowly growing choir. Artie came on board in late 2018 as our Interim Director of Music to serve while we conducted a wider search for a permanent Director of Music.

## Church of Saint Clement 2019 Annual Report

At the beginning of 2019 we finalized the job description for this new Director of Music position and began sharing it throughout the church; we accepted applications throughout the summer. We received four inquiries, and conducted one interview. We ended up hiring Artie as our new Director of Music on a one-year contract beginning August 1, 2019. I am very grateful to Marybeth Sanders Wilson and Amy Westling for helping with the search.

Artie has been a great addition to our staff. You can read more about the music program in Artie's contribution to this report, but I have been especially grateful for the addition of the Taize chanting and the singing of the fraction anthem – two things we introduced this year as part of our regular worship. The fraction anthem has worked especially well. I hope we can continue singing that through the spring. In the summer we will return to speaking the fraction anthem (and singing the Lord's Prayer).

Our Holy Week and Easter services were wonderful. We had slightly fewer people attending this year, but I think that was largely due to Holy Week being so late this year. Thus, Spring Break for Alexandria and Arlington families was so warm; folks got out of town, even if just for a night or two a few hours away.

Our Christmas Eve family service began one hour earlier (at 4:00PM) this year to accommodate families who have to rush to make Christmas dinner following the service. Everyone seemed to respond positively to this change.

Earlier in the fall, we had seven people who were confirmed/received or reaffirmed their baptismal vows during Bishop David Jones' visitation on October 13th.

### Formation

Towards the end of the summer, The Rev. Patricia (Tricia) Lyons contacted me with an offer to help Saint Clement. Tricia had just left the Diocese of Washington for a job at Virginia Seminary. She no longer had Sunday morning responsibilities and wanted a place to serve. We talked about what a new relationship might look like between her and Saint Clement – what gifts she could offer, what needs we had, etc. In addition to her preaching and presiding, Tricia has been remarkably helpful and generous in lending her time to several formation opportunities introduced this year. The most interesting was the 30-Day Confirmation Challenge.



Though we were focused on providing an way for folks to continue to prepare for Confirmation in the church (after having done a series of Episcopal 101 classes last year), the Confirmation Challenge was open to everyone in the congregation and all were able to participate – at home

## Church of Saint Clement 2019 Annual Report

and on their own time. So, just as we returned to church from our summer vacations in early September, just as we launched our stewardship campaign, just as we welcomed our new seminarian and Sunday morning visitors, just as we began formation for all ages, we were immersed in reflection and celebration. The 30-Day Confirmation Challenge was a huge success. We had more than 20 people participate and grow in relationship with one another and with God. We practiced opening ourselves up to one another and talking about our spiritual lives. This isn't always easy, but it is always transformative.

In addition to the Confirmation Challenge, other formation opportunities/highlights included the following:

- During Lent, I led a five-week study of the book, *The Return of the Prodigal Son*, by Henri Nouwen. About 25 people participated in this series.
- During Holy Week, families went home with “Holy Week in a box” – a way to mark the week with children in an age appropriate way.
- We also joined with our friends from Resurrection for a five-part Lenten series on “The Way of Love,” which took place on Wednesday afternoons following the noon Eucharist. The Rev. Jo Belser organized this series.
- In July and August, our summer seminarian Amanda Bourne led a five-part series on the Book of Psalms.
- We held an Instructed Eucharist on October 6th. During worship, I walked folks through the service – inviting everyone to reflect on why we do the things we do throughout the liturgy. The Bulletin that day also included many notes of explanation and questions for further reflection.
- Later in the fall, I led an Altar Guild training for new and continuing altar guild members. Though it wasn’t open to the entire congregation this was important “formation” work. We talked together about *why* we do what we do on the Altar Guild. Through this important work, we prepare the sanctuary for the worship of God incarnate - God with us in prayer and Holy Communion. I spoke about the spiritual nature of this ministry, grounding our discussion in worship and scripture (the story of Mary and Martha) and Benedictine Spirituality.
- Tricia put together “Advent-to-Go” boxes for folks to bring home and use for the four weeks of Advent. Included were materials to make an Advent wreath, devotionals, scripture passages and other goodies.





## Church School



We welcomed two new Godly Play teachers this year: Ben Brown and Sara Kusiak and one new LEGO teacher, Meaghan Kent. I am sooo grateful for their help and leadership. And also grateful for Tom Greco and Christine Schelble who continued to teach the LEGO class this year and Savannah Ferster, Marybeth Sanders Wilson, Xiao Boynton, and Brian Razzino for teaching Godly Play.

I am also grateful for Ann Williams and Anna Dvorchik who periodically teach the children music during the Church School time and help to prepare the children for the annual Christmas pageant.

I am also grateful for Marybeth and her help in training Ben and Sara to teach GP, cleaning and organizing the Godly Play materials, scheduling the lessons for the year, and helping us begin a new initiative of providing parent pages for families.

## Discernment

Speaking of Marybeth... Over the past year she officially discerned a call to ordained ministry! For several months this spring and summer she met with a group of Clementines to discuss her call. All involved thought it was a rich experience. After meetings with the diocese, Marybeth was recommended for Postulancy in October. This means she will begin Seminary in the fall and continue on her journey to become an Episcopal Priest. Marybeth joins a long list of folks from the Saint Clement community who have discerned a call to ordained ministry.



## Pastoral Care

I average about two to three lunch/visits/meetings/check-ins with parishioners each month.

I hosted a lunch get together at my home for Marion Treakle and Eve Mastromichaelas, two of our oldest (and wisest, kindest) parishioners, and with Marion Mangus and Mike and Linda Oliver (all three, also wise and kind!). I love being able to sit and meet with parishioners when we are not rushed and when no other commitments are pressing in on us.

I completed premarital preparation for former parishioner Don Robinson and his fiancé, Gio. They were married on July 6th in San Francisco, CA and came to worship with us on July 14th!!

We held two funerals this spring. The first was for Bruce Wright, Annabelle Wright's longtime companion who died in February. The second was for Naomi Gonyea, who was active in the parish in the 1990s.

## Church of Saint Clement 2019 Annual Report

In the fall, Sheila Kearney and Debbie Tatum Johnson started taking Communion to homebound parishioners. This is a HUGE help to me and also, I believe, a really welcomed opportunity for them as well. We hope more people will join this ministry in 2020.

### Fellowship

During the summer we gathered together for two parish-wide picnics (July 20th and August 17th), attended a Potomac Nationals game in June, and attended a DC United game in July. All of these summer events allowed us to reconnect with one another during a time in which we are often apart due to travel and vacations.

The September Parish weekend at Shrine Mont was a huge success – 37 people gathered including several folks new to the Shrine Mont experience!

The Halloween party was also great fun. Many thanks to the people who volunteered to help make it so Spooktacular! There were fewer people this year due to the World Series game, but nonetheless it was a joyful and chaotic gift to families with young children (especially those from the preschool community). Thanks to Joy Pochatila and Sara Kusiak for organizing.

### Mission/Outreach



In February, along with Debbie Tatum-Johnson and Kathy Keenoy, I met with Churches for Middle East Peace about their programs advocating for peace and justice in the Holy Land. There is a good possibility of using some of their curriculum for Adult Formation.

In late February, Virginia and I interviewed Mike and Linda Oliver about their work with ALIVE! We had hoped that when folks heard about this ministry from personal stories

someone would feel moved to be the next congregational rep. We are still waiting for someone to step up. Maybe YOU would like to help?

After receiving an invitation from Bob Malm, Rector of Grace, on March 19th I attended my first VOICE meeting at VTS. VOICE (Virginians Organized for Interfaith Community Engagement) is an advocacy organization in northern Virginia. I am interested in continuing to attend their meetings and events and continuing to learn more about their work.

Many Clementines gathered at the Wear Orange Rally at Market Square on June 7<sup>th</sup> – with Moms Demand Action and community organizations. Saint Clement joined with other areas

## Church of Saint Clement 2019 Annual Report

faith communities to be a community partner of this event (this did not include financial support).

Other outreach highlights (which you can read more about later in this report) include:

- Under the leadership of Mike and Linda Oliver we continue our partnership with ALIVE!
- The 2019 Hypothermia shelter was once again managed beautifully by Tom Greco.
- We continued under the leadership of Shelia Kearney and Ellen Rayner to provide sandwiches every six or seven weeks for the lunch ministry at Meade Memorial.
- We continued under the leadership of Noelle Williams to provide dinner at the Carpenter Shelter every third Sunday of the Month.
- Finally, through four different collection drives we were able to give away hundreds of pairs of socks for men, women and children; umbrellas for those in need; and carloads of new school supplies (in the fall) and new toys (during the holidays) for children in our community. These drives were once again led by Margaret Connor.

### Thrift Shop

This spring the Thrift Shop board and volunteers met with me and our senior warden, Monica Rusk, to discuss the future of this important ministry. We spent most of the first meeting talking about the purpose(s), strengths and weaknesses of this ministry and threats (from inside and outside) that may hamper its life and future. The meeting went well but there was a lot of anxiety about the possibility of closure. At later meetings, we discussed what the options were for the future of the Thrift Shop. We discussed four options over the course of our conversations – continue the thrift ministry as is, continue but by doing less, close immediately, or close in the fall or later. The “continue but by doing less” was the choice of those who volunteered to lead the effort.

We did not want to rush these conversations as they are so important; we need to provide a safe and prolonged space for folks to share their hopes, fears, opinions and commitments. We finalized our Thrift Shop meetings in early June and four parishioners volunteered to lead the Thrift Shop over the course of the next year – acknowledging that some of the same problems remain especially in regard to lack of “manpower.” The folks helping lead the shop this year are Linda Oliver, Marion Mangus, Ellen Rayner and Lauren Borden. I am so grateful for their faithful and hopeful leadership.

I do believe all who entered into conversations felt heard and validated. And I believe there is a recognition that the Thrift Shop is a ministry of Saint Clement church and not something that exists apart from the whole.

### Vestry

We recruited two outstanding vestry members for 2019: Monica Rusk (senior warden) and Rodney LeGrand (treasurer). We will elect four more at the upcoming Annual Meeting on January 26, 2020: Deirdre Brou, Kathy Keenoy, Christopher Kent, and Peggy Nigon (one-year term).

## Church of Saint Clement 2019 Annual Report

We are so grateful for those who have served the Church as vestry members the last three years: Martha Crawley (register), Diana McDonald, and Debbie Tatum Johnson. They will all rotate off the vestry at the January 2020 vestry meeting.

In February 2019, the vestry gathered at Virginia Seminary for the annual vestry retreat. We spent much of the time continuing to talk about our welcome and incorporation of new members into the life of the community. We also spent a good deal of time working on the 2019 budget – having realized just before the retreat there was a miscalculation in the budget presented to the parish at the Annual Meeting and we were quite short of the amount of money we needed to balance the budget for the year.

### Stewardship



The 2020 pledge campaign was completed during the fall of 2019. This year's theme was "Wonder in All" and comes from the prayer after Baptism, in which we pray that the newly baptized are given "an inquiring and discerning heart, the courage and will to persevere, a spirit to know and to love You, and the gift of joy and wonder in all Your works."

Pledges went up 30% from \$105,000 pledged in 2017 to over \$137,000 pledged for 2018 and then went up another 10% to over \$151,000 for 2019. However, when we realized that we had miscalculated our expenses, we had to ask the congregation to increase their pledge. The congregation did so in a generous fashion, and we ended up with about \$168,700 in pledges for 2019.

Our current pledge total for 2020 is \$182,680. We had five new pledging households this year; the average pledge increased from \$2815 to \$2995 per household.

We are continuing to strengthen our financial footing and our ability to care for the building and our ministries through the generosity of this parish.

### Building and Grounds

We were able to make some major improvements to our building and grounds this year.

Most significantly, we were able to replace the final sections of our roof that were in need of replacement. We now have a completely new roof over the entire parish hall and sanctuary. The money for this work came from the money left over from 2018 and put into our management reserve.

Also vastly improving our grounds, the parking lot was completely repaved. This was paid for by the Preschool. During the preparations for the paving, our old shed fell apart as it was being moved. The Preschool also replaced it with a new one. We are so grateful that they took the initiative to propose and fund this important work.



## Church of Saint Clement 2019 Annual Report

We also cleaned up some potential mold damage in several rooms downstairs including the Thrift Shop and storage rooms.

Outside we have several (ten) new trees planted by the fence on Dogwood. These were given to the church as a gift from a neighbor. As part of our new gift policy, the vestry voted to approve this gift at the end of the year. Several years ago, the vestry decided we did not want to keep accepting gifts and donations that were not in line with the needs and desires of parish leadership. Consequently, we adopted a policy that all major gifts needed to be approved by the vestry.

My big concern for 2020 and beyond is the HVAC. My hope is our current unit will last another two years while we save up enough money to replace it (+/-) \$30,000.

### Preschool

During the school year, I lead weekly chapels with the kids. I love this time with the children and I think, for the first time since I arrived at Saint Clement, the lessons for the year were already planned by the start of the school year in September. It took many hours a week my first couple of years to plan lessons and chapel services, but I think they are now very strong and run themselves!!!

In September, I attended the preschool picnic to welcome new and returning families. It was super poignant as it was the first time I was only there in an “official” capacity and not as a parent.

My commitment to the school is very strong. This is our mission field and it is a joy to reach out to new families.

Seven teachers and many preschool families attended the service on September 8th (backpack blessing) – swelling our ranks to almost 100 people in church!

Because of some interpersonal conflict between staff members, I did some community building work with them in early December. I hope to continue to work with them on building “team spirit” throughout this year.

We also need to address the school bylaws in 2020 so that we can have structures in place (like a Board) that are helpful for the Director and school in general.

### Final Thoughts

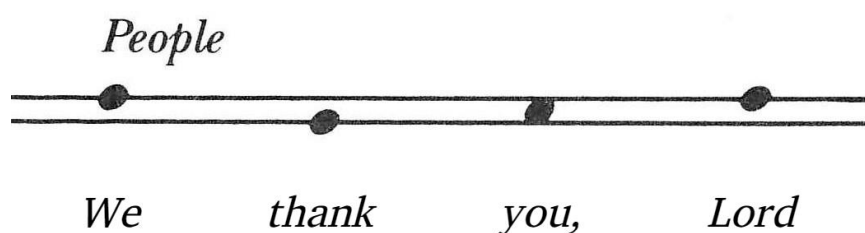
All in all, I feel blessed to have been able to serve this congregation again in 2019. I am continually inspired by the gifts each of you bring to this community. I am continually inspired by our God – who sustains and gifts this congregation with new people, ideas and life. I am so



grateful for all the help I received this year – especially from the wardens and vestry and our amazing staff: Virginia Insley, our Parish Administrator; Maryellen Tibbs, our Bookkeeper; and Artie Roach, our Director of Music. I am also so grateful for the support and friendship of The Rev's Leslie Steffensen and Tricia Lyons. Both give so much of their time, talent and treasure to this parish – and are not compensated in any way – other than by the trust you give to them and love you show. I cannot wait to see what we will all accomplish together in 2020.

*Faithfully submitted by Rev. Robin Razzino, Rector*

## 2019 Report on Finances



The final Statement of Income and Expenses by Account for 2019 will not be completed until the end of January as all billing for expenses for 2019 have not been received and paid.

In December 2018, the vestry passed a what we thought was a balanced budget for 2019; unfortunately this budget included a major miscalculation and a deficit of \$47,792 (the spreadsheet didn't calculate the staffing costs of our parish administrator and director of music). In order to balance the budget, we asked parishioners to raise their pledge and we made cuts to the proposed expenses. We ended up working with an amended budget for 2019 with a total income of \$296,040 and total expenditures of: \$301,202 for a deficit in the budget of \$5162.

We brought in just over \$301,000 and spent just over \$278,500 in 2019. Much of the difference in expenses came from the fact that we spent about \$16,000 less than we budgeted for maintenance and facility/improvements. We ended 2019 nearly \$22,500 in the black.

As of December 31, 2019, we had a balance of \$95,148 in our checking account. Of this \$53,780 is dedicated to certain ministries like outreach, music and our shelter ministry. This puts us in a less scary position of having about \$40,000 available in case of an emergency (such as our HVAC giving out sooner than expected).

Going into 2020, as a direct result of the generosity of the Saint Clement congregation, the vestry has passed a budget that continues to show growth and solid financial stewardship. Pledge numbers have increased again for 2020 - by about 9 percent – from \$168,340 in 2019 to \$182,680 for 2020 - indicating the parish's continued and increasing commitment to serving each other and the community. We completed our audit for 2018 and remain up-to-date with the Diocese.

*Faithfully submitted by Rev. Robin Razzino, Rector*

## Senior Warden's Report

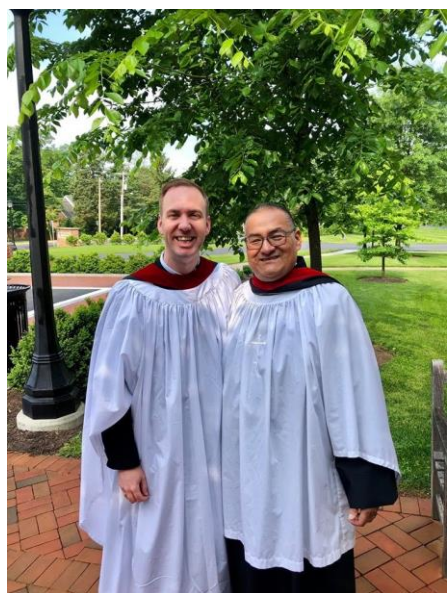


Happy New Year, Clementines!

I am proud to welcome you to the new year as your Senior Warden. I am enjoying my tenure in the position, have much to reflect on, and much to look forward to as we continue our faith journey together.

Though I had hoped to keep meticulously well-organized files, alas, that doesn't appear to be my way. As such, I will reflect on the past year through the letters and emails I have written and received.

The year began with a spate of emails among the Vestry as we recognized and addressed the budget and the recognition that we miscalculated. The emails are full of optimism and faith. I was proud of the Vestry's calm ability to address the challenge and of the congregation's generous response. It was truly faith inspiring. We have managed the budget judiciously, received generous support from the school and thrift shop, and had a very successful tree sales fundraiser from which we are still reaping the spiritual benefits. Though we had some unexpected expenses related to fickle appliances and exhausted landscape, we still managed to reach our target of savings for capital improvements (aka a new HVAC in the next couple years).



I have numerous email exchanges with Leon, Andrew, Amanda, and Hailey. I'm reminded of the rich experience of walking alongside our seminarians. The gifts that these aspiring priests bring to our congregation are matched only by the thoughtful, gracious, and inspiring support and mentoring by the lay committees, Robin, Virginia, and all our Clementines.

I have a raft full of Sign-Up Genius reminders - shelter meals, Alive furniture delivery, hypothermia shelter hosting, holiday events, coffee hours, and of course the trees - to name a few. I am struck by the hours and hours of support gifted by all of you to our community and extra dedication of our ministry coordinators.

There are emails related to the Prodigal Son book study, the confirmation challenge, and the advent-in-a-box formation programs. The opportunities for adult and youth spiritual development were fun, diverse, thought provoking, and rewarding. I look forward to continuing and expanding our spiritual formation ministry. Tricia's enthusiasm in this arena has been a blessing for all of us.

I am wonderfully proud of the Thrift Shop committee's deep dive into their long standing ministry. Robin's expert facilitation guided the Thrift Shop committee through a comprehensive assessment of the health and mission of the ministry and set an intentional path. Other

## Church of Saint Clement 2019 Annual Report

ministries will conduct similar analyses this year, and I expect each will result in a similar spiritual awakening

There are letters of heartfelt welcome, good bye, and thank you. We've said hello to several new families. We've said good bye to others, including Larry and Ellen who embraced our community and both stepped into leadership roles at the church. I will miss their supportive and calm presence (having served with Larry on Vestry and Ellen on Leon's Lay Committee). I've been honored to write many thank you notes - to guest preachers, to the preschool for their generous gifting of the parking lot and shed, and to so many of you who pledged generously to support this exciting time in the life of St. Clement. I think I've written way more thank you notes in my head than I've put down on paper - I'm sure there are multiple thank you's to each of you that never made it to press - I hope I've at least managed to express my appreciation for your time, your care, your support, and your generosity.

And I've written letters of apology. I know I don't always get it right. I save copies of these notes to remind myself that we are all striving to be better versions of ourselves. I'm reminded daily to practice patience, humility, kindness, and grace and regularly reflect on the patience, kindness, humility, and grace so freely practiced by Clementines. Practice, practice, practice ... thank you all for practicing together and supporting each other as we humbly and hopefully and faithfully step into the new year.

Finally, I would be remiss if I didn't acknowledge the stacks of photos captured through the year. A picture really is worth a thousand words. I encourage everyone to regularly scroll the posting on the FaceBook page and Wonder in All that is St. Clement.

*Faithfully submitted by Monica Rusk, Senior Warden*



### Building and Grounds

Year-to-Date Property and Building Expenses as of 12/31/2019 was \$40,290. This amount includes our insurance (\$8,092), exterminator (\$1,830), cleaning services (\$12,569), building maintenance and repair (\$12,985), and grounds maintenance (\$4,814).

#### 2019 Summary of Building and Facility Activities

**January 2019:** We began a short and unsatisfying relationship with Rubicon Waste Services for trash and recycling removal (staff at the preschool encouraged us to find a replacement for Waste Management our current company at the time). Rubicon was very difficult to work with and we ended up going with another company, Republic Waste Services, beginning in April 2019.

HVAC troubles, due to a continually malfunctioning heat blower and motor belt, continued in the Sanctuary. H&M began a series of periodic visits to repair the issue.

## Church of Saint Clement 2019 Annual Report

The Church Office reviewed, and ultimately accepted, a proposal from EnviroGrow for lawn care and leaf removal services. EnviroGrow had provided snow and ice removal services, and did an excellent job.

**May 2019:** H&M completed an HVAC motor replacement. A broken motor caused the system to overpower and stall.

**August 2019:** Albert Electric came up with a work-around, as the turn-on/turn-off switch for the Sanctuary lights no longer works. This has to do with a complicated issue in the circuitry system. Permanent fix unknown.

MoldGone, LLC treated the lower corner basement room (used by Thrift & Gift) and the Library for mold and mildew.

**September 2019:** Blue Ridge Fire Protection completed annual inspection of the fire suppression system in our building. They recommended replacement of the entire suppression system, because our system is very outdated and no longer insurable. Blue Ridge provided a proposal offering a discounted rate for the system replacement, which we accepted and scheduled for November 2019. The project was covered by funds from our Building Maintenance budget.

Alexandria Roofing, Inc. completed the roof replacement over the Narthex / front of Sanctuary, which faces Oakcrest Dr. Funds to complete this project came from the Saint Clement Management Reserve Fund.

The MR Hall Kitchen Refrigerator failed unexpectedly. We replaced this piece using funds budgeted for Building Maintenance. We also purchased a 5-year warrantee guaranteeing repair services with no additional cost, parts, and/or total system replacement should the mechanism itself fail within 5-years. If the warranty is not used, it is rolled back into store credit, which Saint Clement can use at M and M appliance.

**November 2019:** Blue Ridge Fire Protection, Inc. replaced the MR Hall Kitchen fire suppression system. Blue Ridge was able to provide a deep discount on parts and labor to Saint Clement, making the system replacement more affordable. Work was completed and approved by an electrician, as of November 5th.

Kraemer & Sons completed the Fall inspection and tune-up of the boiler on November 6th. This service is covered in our annual contract with them; so there was no additional fee for this service.

H&M completed the Fall cleaning and tune-up of the Sanctuary and MR Hall HVAC Systems on November 7th.

**December 2019:** Envirogrow continued excellent work with lawn maintenance, leaf removal, and gutter cleaning. Periodic repair of the HVAC heat blower and motor belt by H&M continued.

*Faithfully submitted by Virginia Insley, Parish Administrator*



## Music and Choral Program



Reviewing the year -- St. Clement's congregation is now singing the psalm appointed for the liturgy. We frequently sing Taize chants to support a prayerful environment during communion. We alternate service music during the seasons of the liturgical year. The choir has resumed Thursday evening rehearsals. In addition to rehearsing anthems, we rehearse that Sunday's hymns to provide strong support for the congregation. There is a consensus that the congregation's participation in singing hymns is

steadily improving.

The choir is small - 7 members; but each member has choral experience and can read music. Two of the new members are also instrumentalists who regularly add their talents to anthems and service music. In addition to the weekly Sunday service, the choir participated in Robin's installation, as well as Christmas, Palm Sunday, Holy Week, and Easter. Their mastering the complex Maundy Thursday liturgy was an important achievement.

Hymns and anthem choices are closely tied to the lectionary readings. I draw on the riches of the Hymnal 1982, as well as the LEVAS hymnal. In addition to familiar hymns, we have introduced others that are new to the congregation. A hymn is new only once. In other music, the choral repertoire extends from Gregorian chant, to the Classics, and more recent compositions.

Our organ isn't the best organ out there but it is adequate for playing hymns and using it on Sunday mornings has greatly enhanced the music offerings on Sunday. Unfortunately, it is difficult to service - but Michael Hart, our faithful organ technician, does what he can to keep it running.

I welcome and hope for new choir members. We are a choral ensemble requiring learning music, rehearsing it, and being present to perform it. Of course this requires time and commitment. But the rewards include satisfaction in a job well done and contributing to our worship at St. Clement's. I am so grateful for all who lend their voice and time to our choir.

*Faithfully submitted by Artie Roach, Director of Music*

## Outreach Programs

### *Winter Hypothermia Shelter*

Saint Clement's Winter Hypothermia Shelter hosted another successful season between January and March 2019 - approximately ten weeks. Our Winter Shelter operated Sunday evening at 7:00 PM through Wednesday morning at 6:00 AM, and served an average of ten guests per day – i.e. about 300 guests for the entire season. Tom Greco, who led the program, gathered a capable cadre of volunteer “openers” and overnight hosts.

Openers set out sleeping cots, readied a relaxation area, and prepared a homey refreshment cart with cookies, cakes, chips, hot beverages, and various treats for guests. Treats often came by way of donations from parishioners and community members.

Both Clementines and parishioners from other local churches volunteered as overnight hosts, taking ‘early’ (8:00 PM to 1:00 AM) and ‘late’ (1:00 AM to 6:00 AM) shifts, often both. Our local volunteers included members of Christ the King, Emmanuel Episcopal, Church of the Resurrection, Grace Episcopal, students of Virginia Seminary, and many others.

Other helping hands came from our facility users, such as Bethel Ethiopian Church and Boy Scout Troop 2005. Additionally, cozy socks donated to the Winter Sock Drive – led by the amazing Margaret Connor – made their way to Shelter Guests. As in previous years, this ministry has served an invaluable purpose to the community and beautifully woven together the work of many hands both in-house and beyond.

### *Carpenter's Shelter Dinner Program*

The Carpenter's Shelter Dinner Program continues to operate faithfully at the Landmark Mall: Macy's. Under the leadership of Noelle Williams, the Saint Clement crew contributes new and favorite dishes to serve guests using a variety of creative tools: crock pots, warming plates, and the new(ish) oven installed at Landmark. Saint Clement participates in this program the third Sunday of every month. Casseroles, desserts, and salads are among the items Clementines share with the guests.

Despite challenges posed by the facility moving in 2018, the shelter guests continue to be served well-loved and nutritious food. Volunteer participation continues to thrive with 1200+



## Church of Saint Clement 2019 Annual Report

contributors. An amazing accomplishment! Thank you, Clementines, as we look forward to another great year!

**ALIVE!**



ALIVE! (Alexandrians Involved Ecumenically) was established in 1969 by members of Saint Clement (and others).

Currently over 40 congregations help ALIVE! fulfill their mission to put faith and love into action for those in need. In 2019, St. Clement once again sponsored the annual Step Alive! fundraiser, collected non-perishable food, and supported the “Empty Bowls” fundraiser in November. Efforts to collect and move furniture and housewares continued at full speed.

Each of these meaningful activities were faithfully shepherded by our fearless leaders, Mike and Linda Oliver, who have served as congregational representatives to ALIVE! for more than 35 years. Thank you, Linda and Mike!

We are currently looking for a new ALIVE congregational representative(s) from Saint Clement. If you are interested in learning more,

please let us know. There are a multitude of ways to become involved and no way is too much or too little.

## ***Brown Bag Lunches***

Saint Clement is one of eight local churches that participate in Alexandria's Brown Bag Lunch Program for the hungry that is hosted at Meade Memorial Church. Eight weeks a year volunteers assemble nutritious lunches to be served at Meade. This ministry is sustained by a dedicated group of 24 preparers and servers. The members of this loyal and committed group of volunteers consist of regularly scheduled volunteers and others who substitute when a regular preparer or server has a scheduling problem.

In 2019, we prepared and served 1460 bag lunches.

Our goal is to continue to increase the number of volunteer preparers and servers so that others may have the opportunity to experience the rewards, as we prepare and serve meals in fellowship with each other. If you would like to learn more please contact Sheila Kearney ([saekks@aol.com](mailto:saekks@aol.com)) or Ellen Rayner ([erayner823@yahoo.com](mailto:erayner823@yahoo.com)).

*Faithfully submitted by Sheila Kearney and Ellen Rayner*



## Drives, Drives, Drives



### ***Back-to-School Drive***

The generous response to the toy drive prompted the Saint Clement organizers to keep the awareness of need ongoing. In 1991, the first Back-to-School donation drive occurred in which new school supplies were collected. This donation drive quickly spread. The same formula is used for collecting and distributing as the toy drive.

Alexandria City public school students, who otherwise would start school unprepared, gratefully receive these donations. In 2019, Saint Clement collected two carloads of new school supplies

### ***Christmas Toy Drive***

In 1988, homelessness was becoming a more heartbreakingly visible issue in Northern Virginia. Saint Clement was a forerunner in tackling this issue. For example, parishioners became actively involved with other area churches to create Carpenter's Shelter. It was apparent that many families were not able to receive Christmas toy donations for a variety of reasons. A core group of St. Clement parishioners spearheaded a toy donation, and 50 families were assisted. We created a format with Alexandria's Department of Social Services, all the school social workers, the Mayor and City Council, local businesses, and countless other organizations to create a list and compassionate form of distribution which is still used to this day.

In 2019, Saint Clement's generously collected new toys which helped to assist over 250 Alexandria City families, (450 children), to receive new toys.

### ***Sock Drive***

In 2015, St. Clement parishioners decided to collect new socks for our hypothermia overflow guests. In that year we collected close to 100 pairs of socks. The guests stated that these socks are the #1 prevention of becoming sick because their feet are warm. We have expanded the collection to include women and children. In 2016, 188 pairs of socks were donated; in 2017 over 450 pairs. In 2018, over 1,030; in 2019 again over 1,000 pairs of socks have been collected. Each Sunday, socks will be given to our shelter guests. The remaining socks will be distributed through local Department of Social Services and area shelters.



### ***New: April Showers Umbrella Drive***

For those struggling to pay for food and rent, an umbrella can be a luxury. A simple trip to the grocery store can be daunting when walking to the bus, pushing a stroller with a child, or for the elderly in the pouring rain. Without an umbrella people become sick. In 2019, to help assist these people, the first April Showers Umbrella Donation Drive was conducted. Generous contributions of over 100 umbrellas enabled us to help bring dignity to our neighbors. These donations were distributed to area shelters, and local social service agencies.

*Faithfully submitted by Margaret Connor*

## **Thrift and Gift Shop**



The Thrift & Gift Shop (T&G), as the oldest (1975) and one of Saint Clement's most active outreach programs, currently is having another brisk sales year. T&G was open 72 days during its fiscal year, September 2018 – May 2019, including Black Friday Weekend and December 20th and 21st, during which time, customers expressed gratitude for being able to shop at T&G.

At the end of the 2018-2019 fiscal year, T&G reorganized and established a four-person Thrift Shop Board that meets periodically, as needed. The Board moved the annual meeting for T&G to September at which time the following proceeds for fiscal year 2018-2019 were approved for distribution:

- \$4,000 to Church of Saint Clement
- \$6,000 to Church for Deficit Contribution
- \$1,000 to ALIVE! Child Development Center
- \$1,000 to ALIVE! House
- \$1,000 to Carpenter's Shelter
- \$500 to Goodwin House Fellowship Fund
- \$500 to Saint Clement Day School
- Scholarship Fund
- \$1,000 to Episcopal Relief & Development Fund

T&G pledged \$6,000 to the Church of Saint Clement for 2020. We hope T&G will award further funds to the church at the end of its current fiscal year. Specific distributions to charitable institutions will be determined at its annual meeting in September.

More than 25 people have volunteered their time and efforts during the year in various capacities. Some have given many hours each month to sort, price, and place/purge donations, keep financial records, photograph and market the shop, sell items through other venues, pack and transfer excess items to other charities, and create sales shop displays and designs. T&G continues to pass on any excess donations to other local charities, particularly to the Matthew



## Church of Saint Clement 2019 Annual Report

25 Shop at Our Lady Queen of Peace Catholic Church, which gives away essential items to the poor and disadvantaged four days a week.

We wish to thank all of our volunteers and the many people who generously donate their gently used goods.

*Faithfully submitted by Lauren Borden, Marion Mangus, Linda Oliver and Ellen Rayner*

### **Christmas Tree Sale: *The Wonder in All Trees***

For more than 30 years, St. Clement has sold Christmas trees. The activity not only helps fill our coffers, but provides a convenient service for our neighbors, opens a doorway into our faith community, challenges parishioners of all ages to engage in ministry, and helps us all get in the holiday spirit.

In the absence of a tree chairman for 2019, numerous tree sales veterans stepped up to fill key organizational roles:



Diana helped us fully transition to electronic accounting using Square. Diana's clear instructions, accessible training, and easily designed system vastly improved our check out process. The record gives us the ability to analyze sales to better manage next year's order and shift staffing. Diana produced the artwork and ordered signs to maximize our outreach throughout the community and on social media. She also organized the bake sale for Cheer Day. The bake sale continues to be an avenue for significant donations. Customers routinely grabbed a bag of cookies and donated \$10 or more in compensation.

Rudy organized the order and provided the Vestry a clear analysis of what each price point would mean for our net sales. This allowed us to confidently approve an order, set a new price for the year, and venture into wreath sales. Rudy also managed all the end of day closeouts, organizing the deposits and ensuring that the cashiers had the change needed and iPad ready to go.

Raymond took lead on set-up (and I assume tear-down) of the lot. He and Debbie brought all the tree stands up from the basement by themselves and ensured the lights worked so that set-up the week before delivery went quickly and efficiently with a small contingent of eager parishioners not afraid of heights or pinching fingers in tree stands. Raymond tirelessly raked and swept throughout the three weeks of sales to keep the property in superior shape and ensure our lawn has a fighting chance in the spring.



Rev. Robin was tenacious in her pursuit of volunteers to fill vital shift roles. Though Sign-Up Genius and paper sign-ups in MRH allowed individuals to sign up at their leisure, there really is no substitute for “the ask”. Without Robin’s efforts we would surely have been short-staffed for several key time blocks. Rev. Robin with Rev. Tricia’s help also organized the carol sing and other aspects of Cheer Day, including photos with Santa. Thanks go to Mike for making photos with Santa a continuing tradition.

Virginia, of course, worked quietly behind the scenes, coordinating with the tree farm and driver, producing signup sheets and other materials, pushing out weekly reminders, ordering supplies, and troubleshooting as needed.

There were dozens more volunteers including tree sales veterans, new families, other users of our space, and friends of parishioners. Without a doubt, this was the “year of the kids” - from unloading the truck, cleaning the lot, unwrapping and moving trees, decorating the photo station, and providing full customer support - the youth of St. Clement really stepped up and stepped in. Nathan, by example, was an inspiration interacting with customers. His growth this year illustrated the value of this ministry in teaching our children service, patience, initiative, and compassion.

#### **A few statistics:**

Thanksgiving fell late in 2019, so many people were ready for Christmas trees on the first weekend of sales. We began sales the same day as delivery, Saturday, November 30.

For the first weekend of tree sales, for which we were only open two days instead of three, we sold 148 trees. The second weekend, consisting of our usual Friday, Saturday, Sunday, we sold 211 trees. We sold our remaining 53 trees in our third weekend.

During the first weekend of sales (when selection was greatest), 7 and 7.5 ft trees were our biggest seller. We sold 75 trees in the 7 ft range, making up 50% of all tree sales that weekend. We sold 31 trees in the 6 ft range, 15 trees in the 5 ft range, 8 trees in the 4 ft range, and 9 tabletop trees. We sold a smattering of our larger trees. Revising the order for 2020 to include more trees in the 7 ft range and fewer trees in the 6 ft range may allow us to sell out in just two weekends instead of three.

The trees were remarkably fresh, and there were only four trees with split trunks and none with large gaps or excessive broken branches. Cardinal Tree Farm remains a valued partner in our tree sales.

This was our first year selling wreaths. The wreaths we received were fairly dry and not particularly lush for the high prices we had to charge for them, though sales required little

## Church of Saint Clement 2019 Annual Report

effort. We should explore other options for wreath sourcing. A half dozen or so door swags, made from tree clippings, sold quickly and provided 100% profit to us.

This was our first year where all transactions - cash, check, and credit - were entered into Square, making it easy to track transactions. Most customers did not object to a \$3 surcharge for credit card transactions, and those that did chose a different form of payment. Forty percent of our customers paid with cash, 36% paid with credit card, and 24% with check. We learned the importance of maintaining an internet connection for processing credit card transactions

We raised prices this year to \$11 per foot, up from \$10 per foot in previous years. Most customers were unfazed by the price increase. We heard a number of reports of dramatically higher prices at Greenstreet Gardens and Fairlington UMC. Given the forecasted tree shortage for next year, we should anticipate a higher wholesale price which could translate to a higher resale price.

We collected an extra \$1,004.75 through bake sale and general donations. We are appreciative of everyone who took the time to make something. To maximize profits and minimize parishioner fatigue, we should consider consolidating the sale to a single weekend.

In all, we ordered a total of 415 trees and 24 wreaths at a wholesale cost of \$15,686. After accounting for Square fees (\$293) and trees donated by the church to itself and others, we netted \$29,053.34, for a grand total profit to the church of \$13,367.34. Please note that a final accounting incorporating the cost of shipping and discounts may modify this total. Our target profit for the year was \$13,000.

Thank you to everyone who participated.

*Faithfully submitted by, Monica Rusk and Diana McDonald*

## Saint Clement Episcopal School Annual Report, 2019



### Class Size/Structure

We have 76 children enrolled in the program.

We have 7 classrooms; two for 2 ½ year olds (15 students), three for three year olds (23 students), two younger four year old classes (18 students), an older four year old class (12 students), and a Junior Kindergarten (8 students). Note that two of the classrooms are mixed age groups (older twos, younger threes, and older threes, younger fours). Our students represent a diverse student body,

## Church of Saint Clement 2019 Annual Report

with six children of Asian or Middle Eastern descent, three African American children, and three children of Hispanic descent. Our parents come from at least 6 different nations (Palestine, Finland, India, South Africa, Thailand, and Croatia). One of our children is from a single parent household. We have four sets of twins. We have four Parish children, and a total of 69 families. One family receives financial assistance. We have a number of children with allergies, including some that are life threatening (the school supplies a snack twice daily, which means that each staff member must read all ingredients before providing snack, and Ms. Nikki must consider all allergies when constructing lesson plans/recipes for her cooking class). We have one special needs student with an IEP, and five who receive speech/language support. Of our 79 children, 41 are boys!

We have 7 classroom teachers, and 7 assistant teachers. We welcomed Ms. Susie back. We have two enrichment teachers, one a Saint Clement parishioner, Ms. Ann Williams, who teaches music, and Ms. Nikki Fielder, who teaches our Library class and cooking. Students attend each of these three enrichment classes once a week. We hired an additional afternoon playground assistant, Ms. Mary, and then another, Ms. Colette (who will help support classroom staff for working breaks as well as playground supervision).

We have begun our In-House Registration Jan. 6 for Church members, currently enrolled students and their siblings. Church members may download an application from the school website, or pick up an application in the school office. The majority of the school population intends to return, and we are conducting school tours for potential families for the fall.

### **Enrichment Activities**

Children attend Chapel weekly with Ms. Robin. Children attend music, cooking and library weekly.

A Family picnic was held in June for the end of the academic year. All in-coming families were invited to attend, and many did. The children have walked to Convergence twice to attend Arts on the Horizon theater productions (Dec. and May).

The school enjoys a PTO lunch once a month (usually the last Friday of the month), and the children are encouraged to wear their school provided tie-dyed tee shirts.

The photos of the children are displayed on a rotating basis in the frames in the school stairwell.

The classrooms planted the planters in the “outdoor classroom”. (June)

The school library continues to grow. The re-cataloguing of our library is complete, and we have updated our materials.

The school donated approximately 200 books, purchased with “Scholastic Dollars” earned from the Book Fair, to InspireLit, which puts books in the hands of children who have no books at home. The children created bookmarks to go with the books. (Jan.)

The school had a free family movie night (Jan.) to watch a movie on the “big screen”.

All of the 3, 4, and 5 year olds had their vision screened. (Jan.) Five children were identified as needing further evaluation, and three of those children needed glasses.

## Church of Saint Clement 2019 Annual Report

The school celebrated Valentine's Day with parties. The school provided Chinese food for lunch on Chinese New Year, and had a Dragon parade. (Feb.)

The school held our fourth annual Grandparents and Special Friends Day. We were able to invite Grandparents and Special Friends to join us for Chapel, snack, and activities at school. It was well attended, with over 70 guests. (May)

The children prepared special "Breakfast bags" for their parents, with a pastry and fruit, and the school provided coffee. (June)

We had an end of the year program in June.

We had a Family Picnic in September, with face painting, and a pot luck dinner.

The school initiated a new policy in which children are required to bring a water bottle to school daily, for use during snack and lunch time. This has/will result in a dramatically reduced amount of paper resources being consumed; we estimate that we will save over 31, 600 cups per academic year.

We had a school-wide Fall Festival (held at St. Clement), with a pumpkin patch, story time, pony rides, cooking, moon bounce, and multiple other activities. (Oct)

The school had a Halloween parade, with the children trick or treating at school in their costumes, culminating in a parade around MR Hall. Many school families enjoyed the Church Halloween party. (Oct)

School photos were taken. (Oct.)

The PTO sponsored a Scholastic Book Fair in Nov. and one in May.

The Green Room conducted its' annual outerwear drive in November. Donated items (new and gently used hats, coats, scarves, mittens and gloves) were brought to ASPAN. The Green Room will conduct its' annual school wide food drive in the spring. Last year we collected over 400 lbs. of non-perishable food, our best collection yet.

Thanksgiving Lunch is always a special treat; the children prepared the food in cooking class, and the whole school at lunch together at one enormous table in MR Hall. (Nov.)

The school celebrated the Feast of St. Clement, with traditional foods from 1st Century Alexandria, Egypt (hummus, grapes, pita, honey, and the ever traditional chicken nuggets!). The children wear togas, and eat on the floor. (Dec.)

Our Christmas program was well attended by school families. (Dec.)

### **PTO Activities**

The PTO meets monthly. There are two co-chairs for the 19-20 school year.

This past year, they:

Organized the Family picnic, organized and staffed two Scholastic Book Fairs, provided volunteers for the Thanksgiving Lunch and the Feast of St. Clement, provided volunteers for school photos, provided volunteers who prepared and served the school lunch, collected funds for a Christmas gift for the staff, organized and provided volunteers for a Rocknocos concert



## Church of Saint Clement 2019 Annual Report

as a fundraiser for the school. The PTO also provided volunteers for the school Open House, organized the Silent Auction, and established the school FaceBook group.

### **Physical Plant**

The school contributed funds to pave the church/school parking lot and have it re-striped. The school purchased a new shed for Church use when the old one was unable to be moved for the paving.

The school had new air conditioning units installed in some of the classrooms, and new blinds installed in the Red Room.

After a minor fire in the oven, the school determined the old oven was no longer able to be used, and purchased a new gas range for the church kitchen.

### **Administrative**

Carole Stover continues as the School Administrator, and Dory Herman-Sample continues as the Director.

The school introduced a new payment processing system with automatic withdrawal. Currently, all but three families use the automatic payment system.

Registration for the public begins on Jan. 31. The 2020-2021 academic year will run from Sept. through mid-June.

The school has purchased and is using a new communication system (OneCall), that allows the school to notify all families instantly if there is timely information to convey (early closing, closure, emergencies, etc.).

Staff must attend continuing education classes; each staff member is required to have a minimum of 16 hours of continuing education each year (enrichment teachers need fewer hours).

The school received a grant from the Rotary Club to provide free Parent Education evenings for parents and staff on topics relevant to Early Childhood Development. The grant also provides for free childcare and dinner during the event, as well as the opportunity for a \$500 credit on April tuition (based on a drawing of tickets given out to attendees). All staff members have had CPR/First Aid training. All staff have had or renewed their Child Sexual Abuse and Misconduct Training from the Diocese. New regulations require visits from the Dept. of Social Services to conduct "courtesy inspections" of all Religious Exempt programs. The school had our first visit this fall, and passed easily.

Weekly newsletters are sent home electronically, as well as a Facebook account used by the PTO.

### **Budget**

The school budget is in good shape, with income exceeding expenses at the moment. The school was able to contribute funds to our management reserve, as well as provide end of the year bonuses to staff.

## Church of Saint Clement 2019 Annual Report

Our Summer program provided a small profit this year.

The school offers Health Insurance and retirement benefits to staff members as mandated by the Episcopal Church. This is a significant part of our school budget.

The school very gratefully received a donation from the Thrift and Gift Shop. Funds were used to offset the cost of vision screening, conducted by the Society for the Prevention of Blindness. The Thrift and Gift Shop has been very generous in allowing the school the opportunity to have items that can be used by the school from the shop at no cost.

At Christmas, the staff received a generous cash gift from the school parents; the school also gave Christmas bonuses to staff members.

### **Fundraising**

The Silent Auction raised approximately \$20000 for the school. Those funds were used to help purchase infrastructure items for classrooms, purchase a new digital piano for the Children's Chapel, purchased new safety nets for the parking lot entrances, a tri-pod sign board for outdoor use, purchase toys for the school playground, fund two school picnics and the Fall Festival, and more.

The school co-sponsored a "Rocknoceros" concert at Agudas Achim; we made a profit of approximately \$100.

We held two Scholastic Book Fairs; we take our profits in "Scholastic Dollars", and use them to purchase new books for the library, as well as purchase books to donate to the Reading Connection.

School photos were taken by Splendid Portraits. We received a commission check of approximately \$400.

The school participated in an "Original Works" art program, in which childrens' art is transferred onto objects. The school netted approximately \$400.

### **Community Involvement**

The school participated in the organization of the Kindergarten Fair, designed to give parents an introduction to the public, private, and parochial Kindergarten options.

The Director is a member and Secretary of the Alexandria Preschool Director's Association.

The school donated 200 books to the Reading Connection.

The school donated our old piano to MusicLinkFoundation.org, which provides instruments for children who could otherwise not afford them.

The school participated in the Disney "Points of Light" Volunteer program; over 70 people contributed a minimum of three hours each to a volunteer activity organized by the school, resulting in Disney donating 20 free tickets to be auctioned off at the school auction. The school donated more than 400 sandwiches to Martha's Table, and over 200 bags of trail mix to a Veteran's center.

The school donated outerwear collected via a drive conducted by the Green Room.

## Church of Saint Clement 2019 Annual Report

The Silver Room created holiday decorations for Goodwin House.

The Blue Room prepares sandwiches monthly for the Brown Bag program.

The School Director helped organize the Mid-Atlantic Episcopal Schools Association Annual Early Childhood Conference, held at St. Stephen's and St. Agnes.

The School hosted a multi-school conference on school safety/Alice training with City of Alexandria Police Officer Kammy Stern. The City of Alexandria has adopted the "ALICE" approach to planning for an armed intruder in a school setting. The Director met privately with Officer Stern to consider adaptations of the ALICE training for a more appropriate response in our school, in our location, with our age group.

The school received an Honorable Mention for a nationwide program in the 2019 Leading for Children Innovation Ideas Awards. The Green Room was honored for their development of a yoga class first thing in the morning to help the children center, regulate, and prepare for their day.

### **Professional Affiliations**

The school belongs to the Mid-Atlantic Association of Episcopal Schools.

The Director is a member of NAEYC and the Alexandria Preschool Director's Association.

### **Long Term Goals**

Our primary goal is to continue to provide nurturing, professional Early Childhood education to the children entrusted to us. To do so, we continue to educate our staff in best practices in field. This assures our parents that they are getting the best possible experience for their child and their family. We continue to offer in-service workshops, both internal and through outside experts. The staff is strongly encouraged to join NAEYC.

We continue to focus on serving as an introduction, and pathway, to the Church of St. Clement.

### **Long Term Needs**

Our physical plant needs are those typical of older buildings.

We continue to be vigilant about pests; while we have no recent rodent activity, we must, as a community, commit to being sure there is no food left out to attract them.

*Faithfully submitted by Dory Herman-Sample, Director*