



All Saints'
Episcopal Church

Chelmsford, MA

2006 Annual Report

February 11, 2007

**ALL SAINTS' PARISH ANNUAL MEETING
FEBRUARY 11, 2007**

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2006 ANNUAL MEETING MINUTES

January 22, 2006

A quorum of church members were present and Rev. Tom Barrington (Rector) called the Annual Meeting to order with a prayer.

Annual Report-Minutes for 2004 Report

The minutes for last year's annual meeting were reviewed accepted without objecting as printed in the 2005 Report.

2005 Report

The report was reviewed and the following corrections and comments were made. Clerk's note: the annual report contains narrative reports from all of the church committees.

- Sr. Warden's report – *no corrections or additions.*
- Jr. Warden's report – *no corrections or additions.*
- Finance commission – *no corrections.* Thank you to Norm Douglas who after 25 years of service hangs up his calculator.
- Endowment committee – As of Q4 the endowment has reached US\$ 211,000.
- Stewardship commission – *no corrections.* Steve Grillo noted that pledges are steadily increasing.
- Building committee – *no corrections or additions.*
- Space usage and rentals – *no corrections.* Karine asks the membership to please spread the word about ASC rentals.
- Building and grounds – *no corrections.* Rich Jerome tells us that in 2006 we will focus on rock recovery & clean up and energy audits. Rev. Tom Barrington invited people with a technical inclination to explore approaches to modifying the acoustic properties of the Parish Hall.
- Fellowship commission – *no corrections* Meredith and Paul McElroy will step down and want to help others transition into the role. A reminder that on Saturday, March 11 ASC will hold the 3d Annual St. Patrick's Day dinner. Please buy your tickets early and ahead of time.
- Greeters program – *no corrections or additions.*
- Coffee hour – *no corrections or additions.*
- Christian education – *no corrections.* Laura Marshall told the members that we need a coordinator for upper school. And invited everyone to bring energy and ideas to the Christian Ed program.
- Christian formation: lower school – *no corrections or additions.*
- Adult spiritual formation – *no corrections.* Amy Hunter tells us that the *via media* program has been an absolute success - many thanks!
- The learning team – *no corrections.* Anne Whitaker invites everyone to read the *Weaving the Threads* narrative in the annual report. It will be placed both into Saints Alive and on the web site.
- Youth group – *no corrections or additions.*
- Pastoral care – incorrectly titled "Worship commission" in the report.
- Worship commission – missing from the report. The text should read; This group meets several times throughout the year to plan practical things such as worship times for Holy Week services as well as to talk about bigger picture things that could enhance our weekly worship services. Our green pew inserts from the New Zealand Prayer Book and our Advent candle lighting prayers are recent examples of changes to our weekly liturgy that this group has made. If you have an interest in liturgy and would like to know more about this group, please contact either myself or Tom Barrington.
In Christ,
Maggie Marshall
- Acolytes – *no corrections or additions.*
- Altar guild – *no corrections or additions.*
- Music program – *no corrections.* Rev. Tom Barrington ask for a special appreciation for Maggie, Liz and the musicians, and invited everyone to look around the choir room to see the results of Matt Castle's Eagle Scout project. Special thank you to the Cannistraros and all who helped with this project.
- Outreach commission – *no corrections.* Dave Kuzara thanked everyone for all their help and invited folks to come and join in.
- Thrift shop – *no corrections.* Meredith McElroy asks that if you set switches in the Thrift shop, please set them back.
Tom reminds us that there is so much going on now that, "Whenever you do a project think about who else you will impact." Tom is available to help identify the web of connections.
- St. Paul's feeding program – *no corrections or additions.*
- Angel tree program – *no corrections.* Please come and read the letter from a prisoner whose family was served by this program.
- Parish office – *no corrections.* Many thanks to Darlene Gossement!
- SaintsAlive! – *no corrections.* Patrick Blumeris tried to apologize for some delays and the

membership rejected this and fiercely applauded all he has done instead.

- Nominating committee – corrections; spelling: Derick Gates for the Vestry, added: Deb Dutton as an alternate representative to Diocesan convention.

The new officers and members for the Vestry and representatives for Diocesan convention were proposed and approved with no objection.

Officers (1 year term):

Adrienne Spear – Sr. Warden

Ron Cannistraro – Jr. Warden

Melanie Hickox – Treasurer

Meredith McElroy – Clerk

Vestry (3 year term):

Derek Gates

Doug Hausler

David Cahill

Representatives to Diocesan Convention (1 year term):

Rich Jerome

Donata Pater

Lynn McSheehy (Alternate)

Deb Dutton (Alternate)

Representatives to the Deanery

Assemblies (1 year term):

Joe Sala

Gail Mulcahy

Elected members for the Nominating

Committee (1 year term):

Donata Pater

Pamela Landi

Deb Dutton

Environmental Stewardship – Harry Taplin reminded the membership that we would like to build momentum in becoming and environmentally friendly church. Please let Liz know if and as you have ideas.

Treasurer's report

Kevin Davis presented the 2005 Treasurer's Report. This included both an accounting of 2005 expenses and income and the 2006 budget. Both are summarized in the Treasurer's Report. We ended the year with an overall deficit of US \$11,573.02.

Vestry minutes - December 19, 2005

2006 budget

Kevin presented a balanced budget (based on projected income) that had been approved by the vestry.

Corrections:

- delete page 14, it was printed in error.
- page 7 "Special Projects Receipts" line item comment "need a breakdown" will be replaced.
- page 9 "Christian Education Supplies" line item should read "Supplies – lower school."
- page 11 "Instrument Maintenance (Tuning/Repair)" line item, the numbers are in the wrong columns.
- page 11 "Utilities" line item "Keep the chapel open" means Thrift shop Wednesday, Thursday and Saturday and the chapel on Wednesday and Sunday (3 hours).

The balance sheet keeps getting better each year. Kevin plans to help transition us to the new accounting software and that may help move us even further in 2006.

Thank yous and appreciation

Rev. Tom Barrington spoke about and thanked the vestry and gave a meaningful book to each outgoing member.

The meeting ended with a closing prayer.

Notes taken by Jeremy Ahouse, outgoing clerk of the vestry, 1/22/06, submitted 1/30/06.

Vestry minutes - December 19, 2005

RECTOR'S REPORT

All Saints' Church in Mission

I must begin this annual report with heart felt and profound thanks to you the members of All Saints' Church for letting me to take a sabbatical this past year. My trip to Kenya, as well as the time afterwards to think about what happened to me, was a wonderful gift. Your support and prayers gave me the confidence to let go of my role of Rector and fully enter into this new experience. Your enthusiasm and interest allowed me to bring back and wrestle with the questions of what it means to be a Christian and an Anglican, an American and a world citizen. I also appreciate your patience with me because I know that my time away has disoriented me. I feel like the same person but know that I have been changed. All of this makes me aware that God is at work, in me and in you, the people of All Saints' Church. This is an exciting, even if sometimes scary, realization.

As I look back on 2006 it has been a full year for All Saints' Church. The winter and spring was full of strategic planning by both the Learning Team and the Outreach & Mission Committee. We had a *Season of Mission* in Lent and Easter in which we explored how we might more fully join God in God's mission of reconciling all creation to God's self. We created banners and invited guest preachers to stir our imaginations. We learned about how God was working in Africa, Jamaica, West Virginia, the Gulf Coast after Hurricane Katrina as well as here in Chelmsford.

In May, the Learning Team finished its work and submitted the Strategic Plan to the Vestry and then to the parish as part of Bishop Shaw's visitation. In it, we committed to six points of growth. The first three points were to be started immediately and the second three to be more gradually developed. The first three are to:

- Become more mission focused as a parish
- Initiate leadership development and training
- Establish better administrative supports and financial controls

The second three are to:

- Establish more small group opportunities for spiritual growth and formation
- Expand and coordinate outreach and mission opportunities
- Building a culture to welcome and incorporate newcomers

As it usually does, things slowed down in the summer. The Rev. Ray Bronk was your priest while I was away. The wardens, staff and other leaders had to take up more of the day to day leadership. The summer did not, however, slow down the Outreach & Mission Committee. They held a parish wide forum on Pentecost and issued the *Outreach Charter for All Saints' Church*. The summer was also marked by the deaths of the parents of a disproportionate number of our members. My one great regret in being away was that I was not able to be with you during these times of grief. However, the strength and support you had for one another is a sign of the depth of Christ's love in this community. It is also a confirmation that ministry is never limited to the ordained.

The autumn and winter has been a time of welcoming me back as well as implementing the Strategic Plan and the Outreach Charter. I have thoroughly enjoyed sharing my stories and pictures with you. I have been excited by your interest in partnering with Enyahela Parish in Kenya. This fall we also heard the new and steady drumbeat of the Gingerbread Village. Born from talk of leadership and mission, the Gingerbread Village came out of a meeting called by Senior Warden Adrienne Spear to brainstorm about the annual Christmas Fair. I am still not sure who came up with the idea, but under the able leadership of Laura Marshall and many others the Gingerbread Village became a fundraiser for Habitat for Humanity rather than for us. After countless emails, conversations and meetings the Gingerbread Village was a great success. We brought together many people from the greater community, we raised over \$3,300 For Habitat for Humanity, we brought together members of our own parish, and we had a lot of fun.

This fall and winter has also seen the Vestry and other parish leaders meet with Bishop Shaw to explore how to be spiritual leaders. He is writing a book on the subject. After his visitation last spring he asked if we would read the manuscript and discuss it with him. Drawing on the models of leadership in the early church as found in the gospels and the letters of Paul, Bishop Shaw has challenged us to articulate how God is at work among us.

Meanwhile, behind the scenes we have implemented a number of things to strengthen the way things get done here. We now have monthly staff meetings not just for the paid staff but including lay leaders like the Wardens, Treasurer,

Church School directors, and the head of building and grounds. While the staff meetings are not to set policy, which is the role of the Vestry, the staff often are the ones who are getting things done. Our Treasurer, Melanie Hickcox, along with our Parish Administrator, Darlene Gossement, is working to get clearer financial reports and controls. We have increased Darlene's hours to better reflect the time she actually works. We have also brought in an accountant to advise and assist Melanie and Darlene in their work.

We do have challenges before us. The two that are forefront of my mind are recruiting directors for the church school and getting a coordinator for our youth programs. These areas of our corporate life are too important to let slide, but getting volunteers or figuring out how to raise the money to pay for professionals is a real challenge. We have a wonderful church school that needs to stay strong. We have great kids and youth. We have many dedicated teachers and leaders, and we need strong leadership at the top to coordinate and support these programs.

This past year you have heard me talk a lot about mission, about joining God in God's mission. I have also had a lot of conversations about what that exactly means. Unfortunately, there is no formula. Rather, joining God in God's mission is more of an attitude, asking God every step of the way if we are with God in what we are doing. As we look over this past year many people in many ways have responded to this challenge in creative and unique ways. We can see it in the big outreach projects as well as the little things. I have been especially impressed with how the Church School teachers and kids have included mission in the core of their work.

Even with all of this great stuff, I know that I sometimes feel it just is not enough. I get hard on myself and on you. I can come off as grumpy if not downright judgmental. For this I beg your forgiveness. It has been helpful for me to re-read the beatitudes from the Gospel of Luke (6:17-26) that were read today. I have always liked them because of their activism and urgency. They are not cloaked in spiritual piety but are about real life. "Blessed are you poor, for yours is the kingdom of God. Blessed are you that hunger now, for you shall be satisfied..." More troubling are the woes, yet they are still clear and unambiguous. "Woe to you who are rich, for you have received your consolation, Woe to you that are full now, for you shall hunger."

Recently Amy Hunter pointed out to me the circular nature of the blessings and woes. The poor shall be made rich only to receive their consolation and to be made poor again. The hungry shall be fed but those who are full now shall be hungry. God is always going to call us back to the point of blessings. Sometimes in my activism I think that if we could just do this or that, the Kingdom of God would be upon us. I forget that it is God who makes God's Kingdom; it is God who invites us into God's Kingdom. Whether we are rich or poor God is with us, comforting us at one time and correcting us at another.

We here at All Saints' have been blessed with incredible blessings. I have been blessed by being able to be a part of this congregation. Even so, it is in inviting God to be among us, acknowledging God within us, that allows us to be blessed and beloved. Once we know God's grace it is our privilege to share it with others. In the concluding chapter of Bishop Shaw's manuscript on building up spiritual leaders, he includes the question, "How do you think your congregation communicates to others the reality of the risen presence of Christ?" Lord knows that we are not perfect, but I do believe that with God's help we are proclaiming the Good News more and more. Let us celebrate how God is working through us and be ready to communicate the reality of the risen presence of Christ to the world.

The Rev. E. Tom Barrington, JR

SENIOR WARDEN'S REPORT

Today is a day of celebration. The word celebrate has many definitions, most of which would pertain to this day. We have just come from celebrating the Eucharist together and have gathered here in the Parish Hall to celebrate at Annual Meeting the events and accomplishments of the year past. At the same time, we celebrate those who will take us into the coming year.

We celebrate Tom's sabbatical in Kenya and his safe return to us. We celebrate also Chrissie Mill's trip to Kenya and how she has come back inspired by what she saw and experienced. We pray for those who are working on a mission plan based in part on the experiences and inspirations of both Tom and Chrissie.

We will, of course, present the business of the church including the budget which the vestry worked hard on and passed. We will put before you a slate of new officers, vestry members, deanery and convention delegates and part of next year's nominating committee.

While Tom was on sabbatical, we were blessed by the ministry of Rev Ray Bronk. He shared his wit and wisdom and became forever a part of us. We can

JUNIOR WARDEN'S REPORT

Two thousand and six was an event-filled year for the parish and for me personally with the deaths of both my mother and father at 89 and 95 respectively. They were always there and it seemed as if they would always be there. For the parish it was event-filled with Tom away on his long anticipated sabbatical from mid-May until Labor Day and with Ray Bronk filling in as our interim priest. We anticipated Tom's departure with some apprehension, but as we have in the past, we pulled together and kept the parish functioning. Amy, Maggie, and Darlene did a great job keeping the day-to-day operations going. Planning went on for the fall programs. The buildings were maintained. The kids had their Mystery Club. Ray Bronk was a great pastor, teacher, and friend to all of us during the sabbatical period, and I might add, a great cook, as those of us who attended the Italian dinner he prepared for us will agree.

This year, the Learning Team completed its study and issued its report on who we are, to whom we are called to serve, and the direction we should be

celebrate his time among us and his teachings and inspirations.

The list of things to celebrate could go on and on as the many other reports will show. We celebrate all today, from the very successful First Annual Gingerbread Village and through the many activities and ministries that have gone on and continue daily at All Saints' Church.

At this point I would like to celebrate (def: to praise widely or to present to widespread and favorable public notice) all those who lead and participate in the many ministries, activities, commissions, and who volunteer where ever they see a need. I would especially like to thank and celebrate our staff, Tom, Amy, Maggie, Darlene and Bob.

One last point of celebration would be to take a quiet moment to celebrate in prayer the lives of those who left us this past year and the joy in the new members who have come into our lives.

God bless us and be with us all in the coming year.

Adrienne Spear
Senior Warden

heading. (The report can be found on the All Saints' web page and in the appendix of this report.) During the summer, a group began getting together and planned an event that raised several thousand dollars for Habitat for Humanity as a way to add to our parish's outreach efforts into the wider community. The resulting Gingerbread Village display that was held in December was a fantastic success.

But it was great to have Tom back in September to have his leadership and guidance once again and to learn about his experiences over the summer and how the Anglican Church functions in Kenya.

As I conclude my first tenure as junior warden, I again would like to express my pleasure in getting to better know members of the parish and especially members of the vestry.

Respectfully submitted,
Ron Cannistraro

REPORT FROM MINISTRIES:

FINANCE COMMISSION

The charter of the Finance Commission is to advise the Vestry and Treasurer on Financial issues, with the goal of helping All Saints' use its financial resources wisely. This breaks down into a number of tasks from auditing the books, looking at the current insurance profile, to our most visible job – production of a draft budget in the fall that becomes the basis for the Vestry-approved one in late December or early January.

Once again, it was a difficult year, but we made it! We ended 2006 with a balanced budget. A huge “thank you” needs to be sent out to our Melanie Hickcox our treasurer, as well as everyone else’s work. Rental income was one of the keys. The parish is getting much stronger in rentals and projecting \$27,000 in rental income for 2007, but to meet this we need a strong rental coordinator, as our long term plan is for rentals to help provide some stability income.

“We ended 2006 with a balanced budget”

The 2007 budget cycle is complete, and again we started with a shortfall and finished with one that the Vestry and Finance Commission believe the Parish can work within. Once again, kudos to the Stewardship team for helping to make this happen!

As reported last year, telecommunications was something we wanted to look into. A new addition for last year was adding a DSL circuit and a Voice Over

IP connection, improving communications in the office while keeping expenses low. Members of the telecommunications sub-team still have more work to do, but we hope we can decrease some of the telecommunications to something a better.

Sadly, we are behind some past audits. We need some help with folks to get these done. Please speak our Treasurer or any member of the Finance Commission if you think you can help.

The Vestry continues to ask for our advice as to how to improve the “Office of the Treasurer.” We have drafted a description of the different jobs within the office and are working to refine these. If any member of the parish has ideas about this task please feel free to express them to any member of the Finance Commission.

We meet the second Tuesday of each month at 7:30 PM. If you are interested in joining us, particularly if you can offer talents in the financial industries, please see me, Tom, or any other member of the commission.

Respectfully Submitted,
Clement T. Cole, for the team
Members: Mike Brodeur, Bud Chagnon, Clem Cole, Kevin Davis, Bob Grimes, Doug Hausler, Melanie Hickcox

STEWARDSHIP COMMISSION

The stewardship commission consists of a number of parishioners who have committed to multiple years of work in the stewardship group. We have the following goals:

- Educate parishioners about the broader meaning of “stewardship.” God gives each and every one of us gifts in different forms. We must discover those gifts, and then stewardship is our response, in using those gifts to His glory.
- Help people understand that the many ministries of All Saints’ impact us directly as parishioners.
- Find ways to draw newcomers into the life of the parish.

Stewardship is a response to God for the gifts He has given us. This year the parishioners of All Saints’ have responded to those gifts in many ways, with their time, their talents, and their financial resources. As a result, All Saints’ continues to grow as a place of community and of spiritually centered activities. We are working to become better stewards of what God gives us, as His mission in this place is moves forward.

This year we had measurable success, in particular with financial gifts to the parish. Although the number of people pledging is similar to last year, giving has increased significantly among those parishioners (Thank You!!!!):

The results of the pledge drive were positive, comparing 2005 to 2006 pledge drives (ended 12/31/06):

- Number of those pledging was similar (144 last year at this time, and 143 now)
- Total pledged amount up from \$207,812 last year at this time, to \$218,745
- The average pledged yearly amount went from \$1443 to \$1529 (this is a substantial increase)

The pledge drive continues to be more “focused” and non-intrusive (we believe). This year it was an astonishingly short 2 weeks long (with some up front and follow-up work of course). The parish seemed prepared, since once we started, the pledges came rolling in. Thank you to the entire parish!

Our group in particular however is in need of new people. Most of us have been on for 3 years now, and a number have rotated off to pursue other parish interests. In addition to creating group continuity, creativity, and energy, why is it important to add members to our group?

Among other things, one of our group’s major goals has not yet been met. This was to have an ongoing active educational component, where parishioners

learn about their gifts throughout the year. Gifts-discovery programs might be the right activity, or maybe something else might be appropriate. Unfortunately we haven’t made progress in this area.

*In Christ, and on behalf of the stewardship commission,
Steve Grillo*

The 2006 Stewardship Commission consists of the following parishioners:

- Esther Davenport (leaving this year - thanks for all your work Esther over the last 3 years!)
- Steve Marshall (leaving this year – thanks Steve your work in 2006!)
- Lois Freeman (leaving this year – thanks for 3 great years of work!)
- Tara Greaves (leaving this year – thanks for 3 great years of service!)
- Benton Burgess
- Bill Moreau
- Steve Grillo
- Laura Marshall (new for 2007! Thank you Laura!)

We have many opportunities to grow in God’s mission at All Saints’. With each of us using our gifts to His mission, we can move forward boldly, with Christ behind us and our fellow parishioners beside us.

BUILDING AND GROUNDS

On one level, “FIAT” (the old car joke, Fix It Again, Tony) could be a purpose of your Buildings and Grounds Commission. A better ‘Mission Statement’ might run along the lines of providing a safe, comfortable and flexible facility in which much of the Mission of All Saints’ to our community takes place. The statement should also include the ideas of revenue enhancement and education.

It’s actually an interesting exercise to look back at previous annual reports as a means to measure progress. And this isn’t just ‘happy talk’, facility usage and rentals are up sharply.

“I could hear God laughing and saying ‘Next time, call a plumber’”

We have made measurable progress on Energy Conservation, and this year we are aiming for more. The Energy Study group and the Environmental Stewardship folks are working together to learn ways to reduce our ‘footprint’ on the Earth, both for All Saints’ and in our own lives. This year, we will be

further examining inefficient heating. Thinking Green is not merely a pleasant concept; for us it is a financial imperative.

We have continued to keep up with repair of our stonework, and are starting to reach the point where all the serious cracks and much of the loose stone have been reset.

Grounds are looking better with the removal of the large mostly dead trees in front of the Church, a beautiful Stone Wall bounding our meadow and walkway, and plantings along

an expanded driveway/parking area.

The trim molding all around the Church exterior has been repaired/ replaced and will hopefully last another hundred years, like the last one. Excellent woodworking has taken place in the Choir Loft.

All our classrooms are compliant with ‘Safe Classrooms’ with windows in all the doors.

Artwork and photos will begin to grace our Gallery walls.

We appreciate the many gifts small and large for those maintenance and beautification/ improvement items that are not funded by the general fund. This year we received nearly \$2000 of those, in addition to once again, needing to spend more than budgeted on repairs and inspections.

This year, maintenance contracts and those increased inspection fees were budgeted appropriately. With continued vigilance on energy and a mild winter plus getting and staying ‘ahead of the curve’ on ‘preventatives’, we should enjoy a good year.

I was trying to answer the question about “when....you were closest to God or doing God's work.” I think that when I broke a pipe trying to fix a toilet, and the water pressure blew me off my feet, I could hear God laughing, and saying “Next time, call a plumber”

B&G FAQ's

1) When will we refinish (sand and urethane coat) the floor in the Parish Hall?	After March 17, 2008, after the Irish Step Dancers perform on the old one.
2) Will we ever redo the banister posts and railings up to and including the Choir loft to be compliant with code? (The code now requires a separation of no greater than 4 inches so kids can't wriggle through)	A lot of thought is going into this, with a definite maybe for this summer.
3) Are we through with painting?	Right now, there is nothing urgent. We will need to do the high ‘barn board’ front of the Main Church within the next couple of years. Contractors, not us.
4) What about ceiling fans in the Main Church? They would bring the heating cost down and may make it more comfortable in the summer as well.	‘Ordinary’ household fans (like in the Parish Hall) may potentially not be effective in that high space. There are larger ‘industrial’ fans that would certainly fill that purpose. The Energy Study people need to look at these options for cost and effectiveness, and quietness.
5) Why is the Parish Hall so acoustically LOUD? Can something be done?	Acoustics is a complicated and somewhat expensive subject. It is generally believed that reverberation off the large end walls is the principal culprit. Some form of sound baffles may help. Commercially available products tend to be a little pricey. There are more than a few people interested in this subject; please join the conversation!

*Respectfully submitted,
Rich Jerome*

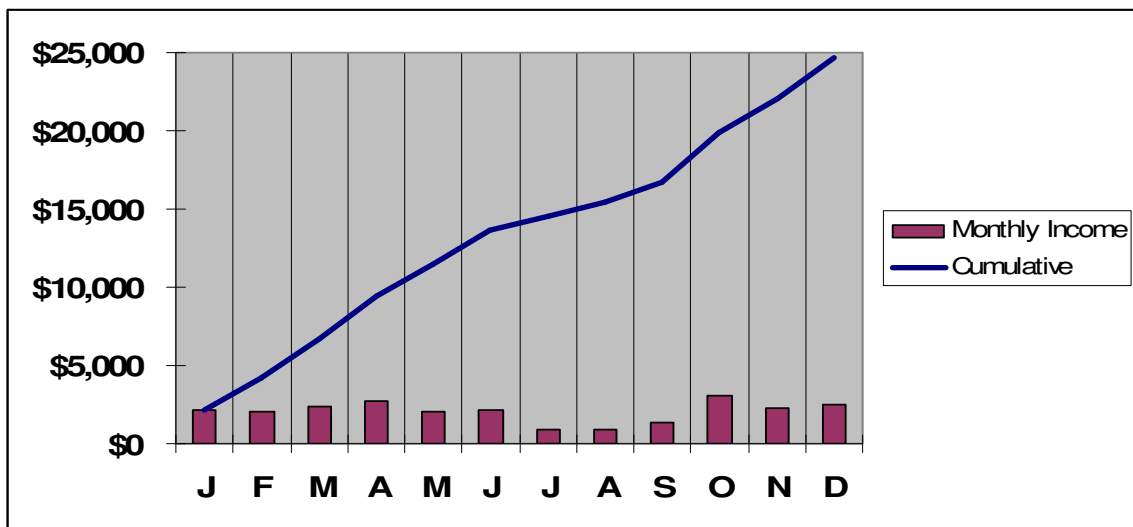
SPACE USAGE AND RENTALS

I have good news for all of you. The 2006 rental income totaled \$24,615., which is \$10,000 dollars more then last year, and almost \$6000.00 dollars more then the anticipated budget for year 2006.

It is important to know that we have great income potential by renting the Parish Hall and other rooms. All contracts from last year continued into this year, and we increased the rental rate a modest amount for year 2007.

It has been my pleasure to serve at All Saints Church as a rental coordinator for almost two years. I'm going to step down as soon as we find some one who will take my position. I'm hoping 2007 will bring more blessing to our congregation and we will have a happy and healthy year.

2006 RENTAL INCOME



Karine Marino
Rental Coordinator

HOSPITALITY

GREETERS PROGRAM

The Greeting Team's mission is to welcome parishioners, old and new, to All Saints' on Sunday mornings in the Narthex. Greeters have a *Guide to Your First Visit to All Saints'* pamphlet that they can give to first-time visitors. Whenever possible, greeters introduce themselves to new visitors, answering any questions they might have. Reconnecting with new visitors after the service is greatly encouraged.

I also create nametags for all parishioners to facilitate the learning of each others' names, which will hopefully create a greater feeling of family within the parish.

In the upcoming year, I hope that we can continue our important ministry and possibly even add some new greeters to our team. I hope that greeters will provide newcomers with a connection to All Saints' that makes them want to come back to visit again. I would love to see every parishioner wearing his or her nametag every Sunday.

Respectfully submitted,
Katie LaRochelle
Greeters Coordinator

COFFEE HOUR

The Coffee Hour ministry celebrates the fellowship of All Saints' members and guests with a weekly reception following the 10am service. This tradition relies on a steady stream of volunteer hosts who often contribute snacks or baked items to complement the church-supplied coffee, condiments, apple juice and animal crackers.

Volunteers are always needed...hosting one or two Sundays a year is a great way to celebrate birthdays, anniversaries, or the blessing of community. The sign-up sheet is posted in the kitchen and is maintained by Matt Hickcox. Guidelines for the simple hosting process are available on our web site, or ask Robb or Cindy Dussault for a kitchen tour.

As has been the case in the past several years, expenses continue to outpace receipts as the increased level of activity in our parish hall tends to consume more supplies. As a result, it's possible that funds could run out towards the end of 2007 or early 2008.

Beginning Balance:	\$412.00
Total inflows:	\$300.78
Total outflows:	\$-455.68
Ending Balance:	\$257.10

*Respectfully submitted,
Robb and Cindy Dussault*

PASTORAL CARE

The Pastoral Care members bring God's word and/or communion to people who are unable to attend church. Laura Marshall heads the meals program which brings food to people in time of need. We thank her for leading this important ministry.

Many people are visited on a regular basis. Others are visited after surgery or illness, or at the birth of a child. The people involved in this ministry are Tom Barrington, Joy Chadwick, Lois Freeman, Beatrice Iams, Ann Kirk, Barbara Lindberg, and Joe Sala. Lynne Grillo and Amy Hunter are also involved. We

also thank Norm and Carol Douglas, Ron and Carol Cannistraro, Joan Clement, and all others whose good deeds are unknown to us.

In the coming year we will continue our work and we hope that anyone interested in this type of ministry will contact Tom or a member of the committee. We would love to have more members. We meet the first Tuesday of the month at 7:30PM in the Blue Room.

*Respectfully submitted,
Ann Kirk and Lois Freeman*

CHRISTIAN EDUCATION

CHRISTIAN FORMATION: LOWER SCHOOL

This program serves children from the Nursery through the 6th grade.

This has been a great year so far. We have a wonderful group of volunteers teaching the children in the Lower School and we have great kids. There is energy and creativity in all levels of the school. In addition to the regular Sunday classes, there are a number of special events that we are running throughout the year. These events include: Fall Bulb Planting- close to 300 daffodil and tulip bulbs planted, the Christmas Eve Pageant, Chapel Services, and Church School Volunteer Appreciation Day (Strawberry Festival). Each class is

"It has been a gift to work with the children, parents, and staff at All Saints'"

also engaged in an outreach project that helps to teach how our faith is lived out in our communities.

In June and throughout the summer we pre-registered children for the church school. We did a parent orientation for the first week of school. We continue to communicate with parents through a weekly email newsletter. In the summer we held training sessions for our volunteers. We also had a contingent of 5 teachers attend Convocation this year and we came back with ideas and energy for building our program.

We have a Strategic Planning Meeting scheduled for Feb.11th from 9am-9:50 where we will discuss our

volunteer levels for 2007-2008, our student population, and the best programming we can design for the combination of teachers and students. We are also looking to form a Search Committee to call a new director for the church school. We have written a job description for the directorship and believe that there will be someone at All Saints' who will answer this call. We will report on the outcome of this meeting at the annual meeting.

We have all been directors and head teachers for the last few years and will be stepping down this spring as directors, though we will continue as head teachers. We hope to call a new director this spring and help with the transition. It has been a gift to work with the children, parents, and staff at All Saints'.

*Sincerely,
Laura Marshall
Michelle Thomas
Elizabeth Danieli*

Program Structure and Staff:

Nursery

Coordinator: Ashley Thomas

Located in the Parish Hall Nursery Room.

Offered at the 10am service. Ashley offers a safe, clean, and fun space for children up to the age of 3. She has had the help of parent volunteers and other nursery workers.

Level 1 Atrium: Catechesis of the Good Shepherd

Teachers: Laura Marshall, Linda Cahill, Tricia

Mescall and Rohini Pola

Located in Basement classrooms: space dedicated to the atrium.

Offered at 9:30 church school time. This class offers lessons in our Episcopal faith, worship and traditions for children aged 3-6yrs old. (preschool-kindergarten).

The Bridge: The Way of the Child

Teachers: Michelle Thomas, Ellen Twitchell, Linda Coles,

Located in the Meeting Room and classroom: shared space: modular set-up.

Offered at the 9:30 Church School Time- this program offers lessons in faith, tradition, and history as well as a time for community worship for children from 6-8 yrs. old (1st and 2nd grade).

Firelight: Most Certainly True! Living the Catechism

Teachers: Elizabeth Danieli, Denise Sullivan, Gail Laundry, Melissa Flewelling, Linda Cahill, Mike Cooney, Laura Marshall, Nancy March, Heather Goliber

Located in the Cranberry Room and downstairs classroom: shared space: modular set-up.

Offered at the 9:30 Church School Time- this program offers deeper learning of Biblical stories and faith traditions and practices in 4 week rotational segments for children in the following grades: 3rd & 4th :Firelight I and 5th & 6th grade: Firelight II.

Lower School Chapel Services

Coordinator: Elizabeth Danieli

Teachers: Mike Brodeur, Debbie Psilopoulous, Matt Hickcox

Located in the All Saints' Chapel.

Offered twice a year with Chapel service time being from 9:30 – 10:00 am

The service is a sharing of music, readings and prayers for the church school families and all others at All Saints' who want to join us. .

Lower School Outreach

Coordinator: Cindy Dussault

Participants are the entire Lower Church School.

This year the Atrium kids are collecting food for the Chelmsford Food Pantry

The Bridge kids are working on the Heifer Project

The Firelight kids will be working on a bike collection project for the group Bikes Not Bombs.

Summer Mystery Club

Co-conspirators: Brian Hunter and Laura Marshall

For all mystery lovers-meetings held in the Cranberry Room This is a summer 4 week program that is geared toward reading aged children- though all can join in the fun of hunting for clues each Sunday. This past summer the children learned about parables through the use of picture puzzles and solving questions based on the last three years of the mystery club. The summer of 2007 could be even more mysterious and might involve digging in the dirt????

Report submitted by the Lower Church School

Directors:

Laura Marshall

Michelle Thomas

Elizabeth Danieli

Rite 13

Goal of Rite-13

The Rite-13 group is meant to bring the early teens (12-14 year olds) of our church together to grow and learn about their faith and purpose in our church.

Significant activities in the past year include the Sunday lesson where we discuss faith and trust, prayer, compassion, and the Bible as it is understood by this tender age.

In this, our second year of a two-year program, the Rite 13ers have been to see *Jesus Christ Superstar*, joined the parish at the Spinners game, and played Laser Tag together. Closer to home, they have created mission banners that could be seen hanging in the church and built a gingerbread nativity for the Habitat for Humanity fundraiser. The heartier of the group braved the cold to hand out Gingerbread advertisements at the town tree lighting ceremony. The older members of the group have celebrated the passage into manhood and womanhood and the rest of

the class will join them in a Rite-13 ceremony this spring.

Goals, dreams for the coming year

In 2007 the teens have begun helping the All Saints' monthly groups with the feeding program in Lowell. They will play a bigger role this year in preparing and hosting the Shrove Tuesday Supper. They hope to have a lock-in at the church, a fast, and a fundraiser. Some of the group may attend the West Virginia trip in June or the Washington, D.C. trip planned for August.

The group is a strong group designed to provide support as they continue to grow in the spiritual and church environment.

Respectfully submitted,
by Laureen Burgess, Nancy March,
Sally Chagnon and Trina Teele.

ADULT SPIRITUAL FORMATION AND EDUCATION

This summer while Tom was on sabbatical I sought out several colleagues in the fields of formation, congregational development and Christian education. The most significant conversation I had was with the Rev John de Beer, a priest in this diocese and an acknowledged leader in Adult formation and Education in the Episcopal Church. John helped create the Education for Ministry program years ago and presently is working on an adult curriculum *Klesis* which I hope to use here at All Saints'. John's response to my description of the programs, planning and work we have been doing here was "What is the vision of the rector and the vestry? What does the leadership of this parish support?"

"What does the leadership of this parish support?"

That question has some easy and obvious answers. All Saints' is committed to adult spiritual formation, to the point of being one of the only parishes in the diocese to have a staff position that focuses on adult education rather than lumping it with education for children and youth. All Saints' supports self-examination and strategic planning, as evidenced by the work of the Learning Team and the Outreach Committee. We are a parish with a strong sense of social advocacy, community involvement and ministry with children. And we enjoy programs-- Sunday

morning adult class, Quiet Days, *via media*, training, learning about Tom's time in Kenya, book discussions, addressing current issues such as environmental change and how we might respond.

The growing edge for All Saints', I believe, is to build upon this strong core understanding of ourselves as people who can and should deepen in our knowledge of our Scriptures and traditions and who are called to action in our daily lives to live out our faith in the world. John's question sparked me to reflect on how we as a parish shy away from asking "what does it

mean to take action as a Christian, an Episcopalian and a parishioner at All Saints'?" The work of the Learning Team and the Outreach

Committee point up a crying need for articulated vision, purpose and identity here-- countered by our desire (and indeed strength) to support a multitude of projects and strong leaders, and by our lack of sureness about where that articulated vision should come from. Tom? The Vestry? Impassioned parishioners and groups?

As a poet, educator and woman with a passion for congregational development, I find these questions energizing. The Holy Spirit is very much at work

here, and I look forward to seeing what will continue to unfold here. I also await guidance from God, Tom, the vestry and the parish about where we are called to go and how we wish to respond to God's call and about how I can best support this work.

In the coming year I see the following priorities for Adult Formation:

- Continuing to work to implement the recommendations of the Strategic Plan, especially those addressing 1) a deepened and more intentional focus on Mission in the parish, 2) better equipping, education and empowering the leaders in our parish, whether on Vestry, in identified leadership roles in the life of the parish, or in unnamed ministries at All Saints' or in their daily lives, and 3) examining the infrastructure of this parish-- what our objectives are, how we operate, what we need structurewise and staffwise (paid and unpaid) to meet our objectives
- Developing an intentional and authentic relationship with a parish in Kenya; having this parish take advantage of the opportunity offered by Tom's sabbatical
- Continuing programs and activities that are working-- Sunday morning class; supporting parish groups offering educational opportunities for the parish; Quiet Days; book discussions; Inquirers' classes; preparation for baptism,

QUIET NIGHTS AND QUIET DAYS

A faithful group has consistently gathered once each month in quiet community to listen to God in our individual lives and the life of our church community. We believe it is a particular spiritual practice to listen, pray and be with God in silence together.

In both Lent and Advent, a "Quiet Day" was offered to provide a time and space for honoring God and our community in quiet reflection using Lenten and Advent themes. For a sense of our recent Advent Quiet day, here is an excerpt from Saints' Alive:

We had a lovely Advent Quiet Day on Saturday, December 9, 2006 where the theme of listening was shared throughout the day. We opened with the most beautiful Advent bidding prayer from the Book of Common Prayer and a wonderful poem by T.S. Eliot. The day was "chimed" on the hours for quiet time that was held for fifty minutes. The ten minutes before each hour were open for people coming in and out and for breaks

confirmation, and reception; programs along the lines of *via media*

- Strengthening Vestry members and other leaders in the sometimes daunting and even scary work of being spiritual leaders through training and community building
- Paying attention to both offering more teaching about the basics of the Christian Life-- Bible study, prayer, and personal spiritual practice-- and offering opportunities for those who want to dive more deeply and intentionally into their Christian spiritualities.
- I am in my seventh year as the Associate here. Last Lent I did the spiritual discipline of keeping track of the hours I work and found out that I generally work at least 20 hours. The parish pays me for 10 hours. In order to capitalize upon the work done and insight gained so far, All Saints' needs to use its time and resources, including me, well. I am hopeful that we have the leadership in Tom, especially as he continues to process his sabbatical time, and in the vestry to begin to articulate direction and identity for this parish.

*in Christ,
Amy B Hunter
Associate for Adult Christian Formation*

and snacks. We were blessed with about ten people throughout the day coming and going, some staying for just an hour or just for lunch or stopping in for a moment with friends and a little snack -- who can resist Amy's home-baked cranberry muffins? At noon we enjoyed a simple salad lunch and warm sharing and conversation (it's the break in the quiet day!). From 2-2:30 we closed the day and shared as any wished. It was concluded to be a restful day in the midst of a busy season. Many commented that it made a space for them that was helpful and a sense of contentment was evident at the end of our day.

In 2007, we are opening the monthly slot of quiet night (second Tuesdays starting in March) for some offerings around spiritual practices and will offer ideas and information about how one might incorporate spiritual practices in one's life. In fact, we anticipate a great opportunity for us to notice and

celebrate how we may already be engaged in spiritual practices but might not have known that was the name for it.

We also look forward to several seasonal “Quiet Days” as well.

LEARNING TEAM

Summer 2005 through Spring 2006

R to the Third Power: Ripeness, Readiness and Response

From the beginning of our work together as the Learning Team, it has been an important given that we are not assuming that ASC will grow numerically. Rather, we have methodically used the process for strategic planning that Alice Mann lays out in *Raising the Roof*

- Are we going to operate as a more simple, single-celled organism or as a more complex, multi-celled organization?
- Following Mann's process, the Learning Team identified barriers to becoming a more complex multi-celled organization
- Our discussions were not around numbers; rather, the words we used over and over again were *maturity, stability, yearnings and intentionality*.

The Learning Team is encouraged by the energy and liveliness radiating in the parish:

- the thriving Church School program,
- the attendance at *via media*
- the strategic planning of the Outreach Committee
- conversations about welcoming and retaining newcomers and
- conversations about becoming better equipped as leaders.

As a group, we are excited by the foundations ASC can build upon.

Out of the Learning Team's work comes a growing sense of:

- what possibilities are **ripe**,
- how the parish may be **ready** to take action,
- and what our **response** to God's call might be.

The areas of ripeness, readiness and response we see and present individually are:

- leadership development,
- meeting and keeping newcomers,
- mission focus, and
- offering opportunities for adults to live their faith and build community.

First: Leadership Development:

*In quiet peace,
The co-matrons of quiet, Lynne Grillo and Amy Hunter*

- New vestry members and Church School leaders are asking for training and preparation for their work as leaders.
- Questions have been raised in various settings and groups about what leadership at ASC means. These requests cry out for **response**.

Second: Meeting and Keeping Newcomers:

- New folks attend ASC weekly, but few become members.
- We lose others “out the back door.”
- We struggle to find a way of meeting, welcoming and drawing newcomers into parish life.
- Many members have tried different tactics – and yet the problem persists.

The team suggests that there is more happening here than meets the eye. There is **resistance** as well as ripeness, readiness and response.

Third: Mission Focus:

There is exciting energy here, demonstrated by

- the work of the revitalized Outreach Committee,
- the planning of the Learning Team
- and the excitement and awareness around Tom's upcoming sabbatical.

This area feels **ripe** for development.

And Fourth: Offering Small Group Opportunities for Adults:

- A commitment demonstrated by hiring an associate for adult Christian formation 5+ years ago,
- the focus on formation beyond education and classes and
- the recent success of *via media*.

All of these point to the desire in the parish for opportunities for adults to learn about, safely discuss and explore their faith through smaller groups within the parish.

“The Holy Spirit decidedly is at work at All Saints”

The Learning Team has noted that staffing at ASC is a big issue.

- The parish is not staffed to build upon the growth it is experiencing in formation and mission or

- to address the needs around newcomers.
- Alice Mann prescribes that as Sunday attendance approaches 200, as ASC's is, there is a certain minimum number of staffing required
- All Saints' current staffing does not reach that level, and is more appropriate for a smaller pastoral size church.

We further noted that this area is one that the parish lacks readiness to address.

Reasons for lack of readiness may include:

- anxiety about finances,
- lack of awareness of how stretched the staff (paid and volunteer) is,
- and a heavy reliance on able and motivated individuals to step forward and take on tasks.

The staffing issue reflects how the parish is trying to operate in contradictory single-celled and multi-celled ways.

In terms of planning, the parish is in an ideal place to consider the complex needs of our parish life and the

Weaving the Threads of Our Parish:

A Historical and Spiritual Perspective on All Saints' Episcopal Church Chelmsford, Massachusetts

In the 1850's, Miss Anna Eliza Hunt wrote to the Rev. Theodore Edson, Rector of Saint Anne's Church in Lowell about the "enfeebled state of religion" in Chelmsford, and asked him to come to hold Episcopal services. Meanwhile Miss Hunt began a Sunday School for children. Her long term desire was to establish an Episcopal congregation in Chelmsford but she knew that would require many resources, a place to gather being foremost, clergy, and the money needed for the same. She spent the next 50 years methodically gathering the human and capital resources to establish a congregation. She had to rely on others, visiting clergy and generous patrons in order to have official services, to purchase property and build a church. Even so, she spent even more time and energy building a community of faith. She established a church school, organized prayer meetings, and oversaw fellowship events. All of this would grow into All Saints' Church.

In the 1860's to 1890's Chelmsford was a farming community that was slowly being transformed into a suburb of Lowell, a bustling textile mill city. The trolley that ran through Chelmsford Center to Lowell allowed the better-off workers to buy a home in Chelmsford and commute into the city. Chelmsford also became a vacation destination for those who could afford a home in the country. We believe Miss Hunt was in the latter group.

It is notable that the founders of All Saints' chose to locate their church in the center of the town and built a

attendant issues of oversight. The parish's actions will decide whether we build upon the energy that we are experiencing or let the parish operate in a more simplified manner.

The Holy Spirit decidedly is at work at All Saints'. While there are challenges and risks in our life as a parish, there is also amazing potential to respond to God's call to us and to deepen in our life as a faithful expression of the Body of Christ.

Respectfully submitted,

The Learning Team:

The Rev. E. Tom Barrington

Derick Gates

Melanie Hickcox

Amy Hunter

Lynne McSheehy

Anne Whitaker

church that was significantly different in appearance from the New England Meeting House architecture of the Unitarian, Baptist and Congregational churches also in the Center. The church the founders built had the permanence of stone and appearance of rural England. The Chapel was begun in 1879 and the small congregation spent the next 13 years struggling to pay for permanent clergy. Nonetheless, the work of raising children in the Episcopal Church and building up the church community continued. Our founding years established a tradition of self-reliance and lay leadership. In 1892 the arrival of the Rev. Wilson Waters, who served as Rector for almost 40 years, solidified All Saints' Church as a permanent and stable local institution. In the same way, "The Stone Church" became a landmark for all who passed by.

After World War II the town of Chelmsford grew from about 5,000 people to over 30,000. Chelmsford had been a small suburb and farming community outside of a depressed former mill city. The glory days of All Saints' Church were marked by the 23-year rectorship of the Rev. Paul Twelves, from 1954 to 1975. In those years it became a bedroom community for the growing high tech industry. Right before Rev. Twelves arrived, the parish began to address the fact that their facilities were woefully inadequate. Instead of building a new sanctuary, All Saints' built the Parish Hall, with a primary concern for serving the children and youth of the town. The gym and stage indeed became a social center. A church basketball league, plays, performances, dinners

and other social events helped All Saints' become a place where people, young and old gathered. In this time, All Saints' served as the center of many people's social lives.

In 1960 the new sanctuary was built. Strong lay leadership was behind both building projects. Money was never overly abundant, but they insisted on buildings of permanence and distinction. We are the grateful recipients of their foresight. In the 1960s, All Saints' was a vibrant and energetic congregation with a large church school and many social opportunities. It was also a church that engaged and wrestled with the great social issues of the day. Paul Twelves went to Selma, Alabama, to participate in civil rights protests. Not all members of the congregation supported this activity, yet continued to hold Paul in high esteem. In the early 1970's All Saints' tried to reach out to alienated and disaffected youth. There were periods when homeless youth lived with the Curate in the Rectory, to the chagrin of some. Nonetheless, a tradition of social outreach and political advocacy was established and grew.

In this new millennium, All Saints' is a solid presence--the stone church literally in the center of town, a spiritual and musical haven serving all of Chelmsford and surrounding areas. Our congregation strives to be friendly, inclusive and caring. We consist of many professionals working in the software, high tech and pharmaceutical industries. We are teachers, blue collar workers, artists and parents at home raising families. We are busy elders and retirees. We are many young couples and active families. One thing is for sure; most members are very busy, juggling work, family and other obligations and are pulled in many directions, reflective of the culture we live in.

Our church treasures and lives the traditions of the Episcopal Church, while at the same time, welcoming other ideas and reaching out a helping hand to many groups. We are hosting a new Korean church and are exploring joining with them in mission projects. We have reached out to the local Sierra Leone community to help them rebuild their war-torn land. We also participate in welcoming children from the Chernobyl region during the summer. We regularly staff a local

feeding program and provide Christmas gifts for children who have parents in jail. In our worship we include songs and prayers from different cultures. We long for diversity yet struggle with the fact that we remain relatively homogeneous. In 2002, after a period of prayerful deliberation, All Saints' adopted an inclusivity statement to welcome gays and lesbians as well as other marginalized groups into our common life. In these and many other ways we are trying to seek Christ in all persons.

Over the last few years we have introduced innovative education programs, for example, *Catechesis of the Good Shepherd* for children, *Journey to Adulthood* for youth, and *via media* for adults. These more open-ended programs challenge participants to be intentional about spiritual growth. The programs we offer are a strong support to our children, providing religious education and the opportunity to grow into leadership roles. We offer adult programs in discussion and prayer to provide a solid spiritual footing and growth. Our music program is a model and of such quality that people are drawn to our church because of it. Many dedicated lay leaders run our programs, change them over time and are empowered to develop new ones. They are the thread that hold the fabric of All Saints' together, weaving their ideas and creativity into one to make our church what it is today.

We have continued to improve our facility by refurbishing our Parish Hall, adding an elevator and ramps for handicap accessibility, and adding air conditioning. We did not raise enough money up-front to pay for this undertaking, but accomplished it all the same. We still struggle as generations before us, with the challenges of having enough financing. We are therefore creative in ways to raise money and we rely heavily on our volunteer and lay leadership. Many of us want to have a common identity and mission so that all of our programs will be united with singularity of purpose. We are intentionally studying our past and present to see what direction All Saints' will take from here.

The Learning Team
January, 2006

A Strategic Plan for All Saints' Episcopal Church, Chelmsford, MA

Prepared by the Learning Team – May 1, 2006

Introduction and Background

The following plan comes out of the work of the Learning Team using a model detailed by Alice Mann in her book *Raising the Roof*. In the spring of 2005, the Vestry charged Amy Hunter, Derick Gates, Anne Whitaker, Melanie Hickcox, Lynne McSheehy and Tom Barrington to use Alice Mann's technique to look at what it would take for All Saints' Church to grow. The Vestry wanted better to understand the factors that have kept All Saints' at the same size for at least the last dozen years. The Learning Team went through a process of answering the questions: 1. *Who are we?* 2. *Who is our neighbor?* 3. *What is our present vocation?* In this process we uncovered at All Saints' both a desire to grow so that we might more faithfully respond to God's call to us, as well as barriers that have effectively prevented us from growing. The following Strategic Plan is our recommendation of steps we can take to respond more fully to where God is calling us now and for our future.

Outcome Summary

In our work we have determined that growth, whether measured by Sunday attendance, participation in programs or size of our budget, is not our first concern. We believe that the following recommendations will allow us to live more faithfully as Christians and as a Christian community. We do believe that a byproduct of this growth in depth will be a sustainable growth in numbers because we will have responded to the needs of our people and will be communicating a clearer identity that will invite others to join us. We will be functioning as a multi-cell organization rather than a single-cell one. We also believe that if we are able to effect these changes we will be able to better retain our existing members.

We realize that what we are talking about is changing the culture of All Saints' Church. Even so we see these changes as developing out of existing trends and inclinations rather than a wholesale makeover. By spending the time understanding the history of the parish and our current realities, we have all deepened our appreciation of the faithfulness of the members of All Saints' Church. *This is a healthy and strong parish.* We have been blessed with incredible lay and clergy leadership; we have been empowered by the Holy Spirit working through us; and we have been the recipients of extraordinary grace and blessings. We feel that because of the strengths of this parish, we are ready to delve into a deeper, more intentional, and more faithful life with God and one another.

THE STRATEGIC PLAN FOR ALL SAINTS' CHURCH – MAY, 2006

Development Areas: The following are the areas we feel from our study are critical to the improved operation and growth in mission of All Saints' Church. There are current weakness areas to improve, and strength areas that are growing and already have momentum to build off of. We discovered and articulated these needs from a study of our history, our current story, and from input of All Saints' Church members at forums we conducted.

Six areas of need were determined, and for each of these six we asked the following questions:

- *. *Why is this important?* *. *What are the goals?*
- *. *What results do we expect?*

1. Mission Focus

***Importance:** **a.** Bedrock of all we are, do and say as followers of Jesus Christ; **b.** Embodies what God is about in this place; **c.** Unifies us around a central purpose

***Goals:** We realize that building a mission focus is an abstract concept which can be hard to quantify. The model of conversion, that is God's work of changing hearts, is more appropriate than measurable statistics like the number of people attending education programs. Even so the goals we suggest are intended as ways we can keep a mission focus before the congregation. We are also differentiating between having a mission focus and specific mission or outreach activities. A mission focus, along side our Baptismal Covenant offers the foundational concept of all we do. ~ ~ **a.** Introduce to the congregation the Anglican Communion's adapted "Five Marks of Mission;" **b.** Hold adult forums to learn and better understand the "Five Marks of Mission;" **c.** Ask every group and ministry of ASC to reflect upon mission in their annual report; **d.** Organize the Annual Meeting as a celebration of mission; **e.** Continue to invite guest preachers and lay testimonials to talk about mission.

***Results:** **a.** To be aware of how we are joining God's mission; **b.** To be visibly intentional about our mission.

2. Leadership Development and Training

***Importance:** **a.** To develop leaders grounded in understanding of what it means to be spiritual leaders; **b.** To provide continuity, longevity, and quality in our programs and activities; **c.** To meet the need of developing a cadre of individuals who are trained and

supported to lead activities of church; **d.** to provide ongoing development to train the next-in-line leaders.

***Goals:** **a.** Build and expand the opportunities for leadership development and formation; **b.** Hire workshop leaders and guest teachers; **c.** Seek leadership training for vestry members and other leadership so they will be better equipped to serve as leaders; **d.** Increase participation in area learning opportunities; **e.** Facilitate getting the information of education/training/formation to those who might be interested; **f.** Pay the Associate better to compensate for the hours worked; **g.** Foster increased support and awareness of formation; **h.** Establish a gift discernment program specifically for leadership development and formation.

***Results:** **a.** Better and more robust programs; **b.** Succession of leadership; **c.** Leadership having the knowledge and skills to handle more complex systems; **d.** An increase of competence as spiritual leaders; **e.** Individuals feeling more empowered and capable to do the ministries to which they have been called; **f.** Leaders who are refreshed and renewed and not feeling burned-out.

3. Administration and Finances

***Importance:** **a.** To have proper infrastructure to support our existing activities; **b.** To lessen bottlenecks and roadblocks as we move forward in joining God's mission for All Saints'; **c.** Stewardship of resources and people.

***Goals:** **a.** Use of outside expertise to help us learn how to do this; **b.** A concerted effort to evaluate and bolster the administrative and financial controls of the parish; **c.** Evaluate and establish appropriate staffing of office; **d.** Continue to work with Treasurer to create better finance recording and reporting systems; **e.** Better flow of membership and finance information to those who need it; **f.** Unified central calendar; **g.** Better administration of activities; **h.** Better use of technology

***Results:** **a.** Working on areas currently neglected; **b.** Lessen frustration of not having tools to do the work we are trying to do.

4. Small Group Opportunities

***Importance:** **a.** To build on existing ASC momentum; **b.** To create opportunities for new spiritual growth and formation; **c.** To connect people to each other.

***Goals:** **a.** Build understanding that our expressions of prayer and service often will happen in the context of small groups; **b.** Use trained leadership to intentionally lead groups; **c.** Provide sanity and sanctuary as a standard for all of our groups; **d.** Especially encourage groups that will lead to Christian formation and mission; **e.** Provide avenues for people to join God's mission; **f.** Provide avenues for

the ending of small groups or ministries; **g.** Educate our members about using scripture, reason and tradition.

***Results:** **a.** A deepening of individual and corporate faith; **b.** Better retention and involvement of our members because they are doing things that energize them and matter to them.

5. Outreach/Mission Opportunities

***Importance:** The Outreach Team is working on strategic planning in the area of mission. We agreed to let them define the goals and objectives in this area. This part of the plan is about providing specific outreach and mission opportunities. This is building upon creating a mission focus, trained leadership and administrative support.

***Goals:** **a.** Develop a parish partnership withing the diocese and overseas; **b.** Provide mission and outreach opportunities for everyone in the congregation; **c.** Support and train our members participating in outreach and mission; **d.** Explore possible larger mission projects.

***Results:** **a.** A focus on mission; **b.** Involvement of the whole parish in mission

6. Building a Culture to Welcome and Incorporate Newcomers

We acknowledge that this has been identified many times and we still are not able to do very effectively. We believe that as we can develop a wider sense of hospitality and with it an openness to newcomers we will also be a community that more easily provides welcome for events and is the base of mission. This area will also rely on success in having a mission focus, trained leaders and members and administrative resources to do the work.

***Importance:** **a.** What we have is good and we want to share it; **b.** People are coming and we want to respond by seeking and serving Christ in all persons.

***Goals:** **a.** Provide follow-up after greeters meet newcomers; **b.** Become more attuned to meeting the spiritual and emotional needs of those who visit All Saints; **c.** Be able to steer newcomers into small groups that fill their interests and calling.

***Results:** **a.** Better retention of newcomers; **b.** Better understanding of how God is calling us as we seek and serve Christ in those who come through our doors.

Next Steps: We are charging the Vestry with implementing the recommended Strategic Plan.

The next step is for the Vestry, after discerning this information, and meeting with the Learning Team, to then take this plan and move it forward with more detailed and specific accomplishments expected, dates, and people assigned to each area.

Our prayer is that as we give to the vestry and the parish this plan, it will stir the imagination of all so that it will continue to develop as it is tried, tested and implemented. We are all grateful for having had the opportunity to work with each other, to have our own

faith nurtured and deepened. We hope that all those at All Saints' Church might have similar opportunities to grow in their faith and service.

The Learning Team, ASC, May, 2006

WORSHIP COMMISSION

The mission of this group is to create worship services that provide a meaningful way to praise God. There are many human components to a service – a leader (usually the rector in our case), assistants which can include people to read lessons, lead prayers, and help to distribute communion, musicians, the altar guild, ushers, and greeters. There are many written components to a service, and the worship commission reviews alternatives to those provided in our hymnals and prayer book. There is a lot of coordination between all of those involved to try to provide services that speak to all of us.

Our desires for the coming year are twofold: 1) to increase membership in this group and 2) to create worship opportunities that excite and enthuse more people.

If you have feedback or questions at any time, Amy Hunter, Ellen Jewart, Liz Landers, Laura Marshall, Scott SanJurjo, Tom Barrington, and I would love to hear from you!

*Respectfully submitted,
Maggie Marshall*

ACOLYTE REPORT

Goals:

Provide support to the celebrants during difference services throughout the year, and help to lead the congregation during those services. As we have before, we serve the parish on Sundays at the 8 and 10 AM services. We also serve as well at other events such as the recent service of *Lessons and Carols*, Evensong, all of the Christmas and Holy Week services, and sometimes at events that celebrate life (such as the occasional wedding or funeral).

Dreams, Desires and Thoughts toward Next Year:

We will graduate another large block this spring, so we will look forward to adding another set of new members to our ranks in the fall.

Activities:

In the fall of 2005 we had 28 Acolytes on the roles. Due to graduations and families moving away from the area, by fall of 2006 the ranks fell to 24. With generous support from the Thrift Shop, we continue to reward our first year Acolytes with a wooden cross and our three-year Acolytes with a silver cross.

As always our wardrobe is an issue. The cassocks and cottas are quite expensive. We are still looking for a “sewing pattern” for same, but have not yet found a suitable one. This past year Ellen Jewart came forward with her wonderful sewing skills, and is helping us try to find a means to maintain and improve our current wardrobe. We all thank her for her past help and look forward to her aid in the future. We continue to need enough money to help pay for more robes and replace some of the ones that are irreparable.

Also, we would like to have enough money to repeat the Festival in 2008.

While cost and time constraints prohibit participation every year, the biggest activity outside of the parish was our traveling to Washington, DC and taking part in the Acolyte Festival at the National Cathedral. We got a chance to part of something special, interact with a large number of other young people, represent all of the Diocese of Mass and have fun. This trip was made possible by an extremely generous anonymous gift to help cover our transportation costs, plus housing support made possible through Doug Barrington’s parish, Good Shepherd Episcopal Church, Silver Spring, Maryland. Further, we had time and driving provided by Cindy Dussault and Dave Kuzara.

Thank You:

As a final note, I would like to continue to thank all of the Acolytes and their families for their commitment in giving us their time and talents, since their service to us all so greatly enhances our parish life. As always, if you or someone you know is interested in joining us, please speak to Tom or me.

*Respectfully Submitted,
Clement T. Cole
Acolyte Master*

ALTAR GUILD

The altar guild continues in its tradition of quiet, dedicated service in preparing the worship spaces in both the church and the chapel for all of the Sunday services, Wednesday noon services, as well as any extra services: weddings, funerals, evensong, etc. The altar guild currently consists of 6 teams, each of whom cover two consecutive weeks on a rotating schedule throughout the year, or approximately 9 weekends each. I would like to thank each of the members of the altar guild for their energy and dedication to serving the All Saints' community in this way. In addition to the regular members Dora Carr, Joan Clement, Esther Davenport, Aline Davis, Carol Douglas, Nancy Firth, Melanie Hickcox, Liz Landers, Marilyn Livingston, Jean Rainville, Michelle Thomas, Peggy Vogler and Barbara Willman, I would also like to thank our "extra" Eucharistic bread bakers, Amy Hunter and Clem Cole, for their help.

At the end of 2006, Michelle Thomas stepped down from the altar guild to focus her energy in other

directions. We will miss her and wish her every success in her new endeavors. Happily, we have gained 3 new members beginning in 2007, Adrienne Spear, Sally Warren and Chris Baron; we are thrilled to have them join us as well as anyone else who might be interested in becoming part of our quiet and meaningful fellowship/ministry. We always welcome new members and provide all of the necessary training by having them join an experienced team for the first year. We are also seeking anyone who might be interested in baking Eucharistic bread approximately once per quarter.

In the coming year, it is my plan to add more home communion kits and new linens to our dwindling collection of both.

*Respectfully submitted,
Liz Landers*

MUSIC PROGRAM REPORT

The music program at All Saints' has several missions. The most obvious mission is to provide music for worship services. Using our three vocal choirs and our handbell choir, we offer musical leadership for the congregation and experience the word of God through music written over hundreds of years and from a variety of cultures.

Another mission of the program is to expose and involve children to music. For most of the children in the two youth choirs, this is their first group singing experience. In addition to learning to sing as a group, they are exposed to basic music principles, which helps to build their musical foundation.

A third mission is to involve as many parishioners as possible in our programs. Although we are not quite

"cradle to grave," our current members begin at seven and end in the 70's! Our choirs are dedicated, and the Senior Choir alone has over 300 years of combined years of service at All Saints'! The Handbell Choir also has a number of years under its belt. Many of these choir members extend their service beyond the choir and can be seen assisting at the altar, serving on the vestry, or taking leadership roles in other areas.

The quality and success of the music program is greatly enhanced by the volunteer services of Liz

Marshall, longtime handbell director, Connie Pawelczak, Junior Choir accompanist, and Leah Cole, Children's Choir accompanist.

Our only extracurricular activities in 2006 were involvement with the Indian Hill production of *Amahl and the Night Visitors* and providing much of the talent for our second Cabaret night.

My personal goal is to never become complacent. Having been in this job for over twenty years, it could be boiled down to a formula and applied easily. Through my involvement in the American Guild of Organists (currently Dean of the Merrimack Valley Chapter) and the Association of Anglican Musicians, I

am exposed to new ideas constantly. I also get many new ideas and collegial support through my work as a volunteer staff member for Diocesan Choir

Camp. All Saints', once again, had the highest number of kids attending choir camp of any other church in the diocese!

All of the choirs continue to grow musically. They are a dedicated, caring, and talented group who faithfully serves All Saints' and the glory of God through their music. It is a privilege to continue as your Minister of Music.

*Respectfully submitted,
Maggie Marshall*

"All of the choirs continue to grow musically"

MISSION/OUTREACH TEAM

All Saints' Mission Prayer

Lord, Help All Saints' Church to do your will in the wider world around us. Strengthen us in your efforts to help those who are poor or vulnerable and to remember that "Whatever you do for the least of these, you do for Me." We ask that you give the Mission/Outreach Team the wisdom and courage to help the parish discern, define and act upon our mission to be Christ's representatives to all nations. We ask this in Christ's name. Amen

Mission Events in 2006

The Mission/Outreach Team is charged with empowering parishioners, both individually and collectively, to do God's work in the world outside our doors. For us, 2006 was a year of mission education and events, listening to the parish and discerning the way forward. There were an amazing number of different mission activities that took place in 2006. Many of these were put on by the Mission/Outreach team based on the planning and preparation we did in 2005. Others were the result of groups or individual parishioners who came up with their own mission-focused events which was wonderful to see. Some of these activities were:

- ◆ Mission Sunday in February with a sermon focusing on the Mission of All Saints'.
- ◆ Designation of Lent as "Mission Season" this year with several related events:
 - Mission talks by various speakers during the service. The Hardisons spoke on their work in Kenya and Maggie Gellar described her work with the Diocesan Jubilee Committee. In addition several parishioners shared their personal experience of Mission with the parish.
 - The making of Mission banners by various groups including a contest to come up with a symbol for our main Mission banner. These banners were displayed during the Lenten Mission Season.
 - A Church School "Cookies for Cows" fundraising event for the Heifer Project.
 - A Lenten study program entitled "Trek: The Journey to Enough" which was well attended.
 - A Lenten Quiet Day with a focus on Mission.
 - A Mission Season "debriefing" event on Pentecost. This was a chance for parishioners to reflect on and react to the events of the Mission Season and to share

"We must include programs of local, national and global scope"

- ◆ their thoughts on Mission with the Mission/Outreach team.
- ◆ Throughout the year, All Saints' sent members to several meetings and conferences:
 - A Global Mission Event co-sponsored by the Lutheran and Episcopal churches
 - A Mission conference given by the Episcopal City Mission
 - Mission workshops sponsored by the Merrimack Valley Deanery
 - The Diocesan Convention which had a focus on Mission this year
- ◆ In August, many parish members helped out serving food at the Mustard Seed Communities booth during the Lowell Folk Festival.
- ◆ In October, Ted Gaiser preached on developing international parish partnerships.
 - ◆ Our rector Tom held a series of meetings in November to discuss his sabbatical in Kenya and explore how this might become part of our Mission at All Saints'.
- ◆ In December, All Saints' put on a very successful Gingerbread Village fundraiser for Greater Lowell Habitat for Humanity.
- ◆ In January 2007, Christen Mills visited Kenya and brought greetings from All Saints' to Enyahera parish
- ◆ In January 2007, we presented a screening of the film "An Inconvenient Truth" followed a week later by a discussion of how we can act locally to help protect the environment.

2006 Expenditures

Organization or Project	Amount Spent
Habitat for Humanity of Lowell	\$1000
Merrimack Valley Project	\$1000
Lowell Folk Festival booth fee for Mustard Seed Communities	\$500
Elliot Church Feeding Program	\$200
Merrimack Valley Housing Project	\$200
Refugee Immigration Ministry	\$200
Lowell Chaplaincy	\$200
Total	\$3300

Learnings from 2006

While it's impossible to include everything we've learned from the Mission activities in 2006, the main themes can be summarized as follows:

Community

- ◆ Community is very important to members of All Saints' and our Mission activities should help to strengthen our sense of community. Communication is a crucial element of this sense of community.
- ◆ The parish also needs to feel connected to the larger world around us. This involves inviting our local community to participate in programs as well as connecting to other communities in the country and the world.

Youth

- ◆ We have a passion around children and they must be included in our Mission.
- ◆ The youth of the parish can bring energy, vitality and creativity to our projects. This was demonstrated last year by their enthusiastic creation of Mission banners, gingerbread houses and their support for the Heifer Project.

Education & Support

- ◆ A primary role of the Mission/Outreach Team should be to help parishioners educate themselves on issues surrounding Mission. This can be accomplished via speakers, presentations, group study and providing access to resources.
- ◆ The Mission/Outreach Team should support members in whatever Mission-related activities they are engaged in. We must help them bring a Mission focus to the places where they live and work and play. We should empower them to do Mission work in those areas where they have genuine passion.

Programs

- ◆ We must include programs of local, national and global scope as part of a comprehensive Mission focus.
- ◆ We should strive to have some programs that are widely supported by a large portion of parishioners. At the same time, we must not lose the diversity of programs that we have traditionally offered.
- ◆ We should have hands-on projects that allow people to get involved in different ways and to have direct face-to-face contact with those we're trying to help.
- ◆ We should choose programs that make use of the various skill sets at All Saints' – particularly the technical expertise we have here.
- ◆ The parish seems to have the most energy around the areas of Housing, Environment and International Mission.

Looking Forward

After the Learning Team presented its strategic plan, the Vestry commissioned a Vestry Mission Team (VMT) to investigate how to encourage the increased Mission focus described in the plan. This team consists of members from the Learning Team and members from the Vestry. In November, this team began meeting with the Mission/Outreach Team (MOT) to plan some next steps in the development of Mission/Outreach at All Saints' Church.

As noted above, Mission/Outreach is alive and well at All Saints'. However, both the VMT and the MOT believe that the time is ripe to take a limited number of Mission/Outreach activities to another level involving visibly increased activity, increased parish involvement, and increased commitment. While not abandoning other current Mission/Outreach activities, the goal would be to identify 3 to 4 areas of focus where All Saints' would coordinate and annually sustain parish-wide initiatives that would take participation in these Missions outside of the All-Saints' community and drive public awareness and involvement. For each initiative there would be:

- Theological reflection providing spiritual growth and formation.
- Scheduled incorporation of the Mission-focus into liturgy, visiting speakers, post-service meetings/luncheons, adult formation, youth activities, church school curricula and public forums.
- A major annual fundraiser for each Mission-focus organized by All Saints' 6 months in advance. The goal of the fundraiser would be to raise public awareness and provide a conduit for public financial and participatory contributions to the particular Mission.
- A line item in the Mission/Outreach budget providing a yearly commitment of parish funding for each Mission-focus.
- A trained leadership team with rotating membership for proper institutional memory and succession planning.

The VMT and the MOT believe that, based on activity at All Saints' to date, there are three areas that are ripe for such Mission/Outreach focus:

- **International relief programs** (i.e. Enyahera parish in Kenya and the Mustard Seed project in Jamaica)
- **Housing for the poor** (i.e. Habitat for Humanity)
- **Environmental conservation** (e.g. involvement in town-wide clean-up,

energy/CO₂ conservation and recycling initiatives)

Many other Mission/Outreach programs exist at All Saints', and some may be able to "ripen" soon. For this reason the VMT and the MOT would like to develop the "next level" concept beginning in 2007 to act as a model for how Mission/Outreach activities can mature and grow at All Saints'. An important goal for each Mission-focus would be participation by

a wide cross-section of All Saints' parishioners, and to provide a platform for All Saints' to provide faith-based leadership to the greater community.

<u>Mission/Outreach Team</u>	<u>Vestry Mission Team</u>
Dave Kuzara	Derick Gates
Liz Marshall	Steve Grillo
David Shochat	Deb Dutton
Pamela Landi	Beth Anne Economou

ALL SAINTS' THRIFT SHOP

The mission of the Thrift Shop is to support Christian education and youth programs in the parish. Our mission has expanded to include community outreach, and capitol improvements to the Church property. This year, we made some sorely needed cosmetic upgrades to the Shop, including new paint and a brand new carpet at a cost of \$2,065.00. **The Thrift Shop Board voted unanimously at our December meeting to commit \$200.00 per year to the Sunday School Program. This is to be used at their discretion for supplies, materials, training, etc.** All clothing that is not sold is donated to a local charity on a monthly basis. We are currently turning our clothing over to Zoots Cleaners for redistribution to local charities.

- Camp Paul, Chelmsford - \$100.00
- Alternative House, Lowell - \$50.00
- Salvation Army, Greater Lowell - \$150.00
- Chelmsford Community Exchange - \$200.00
- House of Hope, Lowell - \$100.00
- Life Links, Greater Lowell - \$100.00
- Lowell Sun Santa Fund - \$100.00

The funds for the above are raised from the profits generated by selling gently used clothing on consignment and from donations. The Thrift Shop Board looks to the Rector and the Wardens to advise them when and where there are needs, either within the Church or in the community. We look forward to serving All Saints' in 2007.

In 2006 we supported the following Church programs:

- Thrift Shop heat - \$4,000.00 (\$1,000 owed from 2005)
- Thrift Shop water- \$36.00
- Rector's Sabbatical - \$1,000.00
- Rector's Discretionary Fund - \$500.00
- All Saints' Food Ministry - \$1,200.00
- Sunday School Program - \$200.00

The Thrift Shop is open 3 days per week, Wednesdays, Thursdays and Saturdays from 10 o'clock to 3 o'clock. There are two shifts per day; 10AM to 12:30PM and 12:30PM to 3PM. We are always looking for volunteers to join our teams.

*Respectively submitted,
Carol Cannistraro, Chair
Meredith McElroy, Treasurer*

Outreach to the community was as follows:

SAINT PAUL'S FEEDING PROGRAM

We continue to provide one meal each month on the second Wednesday at Eliot Presbyterian Church in Lowell for the group of elderly and working poor who count on these meals each Monday and Wednesday to supplement their diets. A group of people from All Saints' has been participating in this program for the last six years. Four teams take turns cooking and serving the meals. Typically we meet at All

Saints' on our appointed Wednesday, cook a nourishing meal, and then bring the food to Eliot

"A group of people from All Saints' has been participating in this program for the last six years"

Church to serve the meal by 5 p.m. When it is possible the Rector joins us to lead us in a blessing and then helps to serve the food. We encourage all who participate in this program to sit down and enjoy the

fellowship of food and interaction with the participants. Our goal is to not only feed them a

nourishing meal, but to lend a sympathetic ear to what they have to say.

The Board of Directors meets regularly once each month. We need someone who would be able to attend these meetings as I find it difficult to drive to Lowell alone at night.

Pastor Cho and one of his parishioners have been going with us to serve the meals with the idea that their small congregation may become one of the contributing churches. In the meantime they have been contributing \$50 a month to help with our ministry to the feeding program. This has enabled us to make a significant contribution toward the rental of Eliot Church and toward the purchase of utensils, plates, and cups and any other expenses associated with the opening of Eliot Church for these meals.

PENNY BASKET

Did you know that since 1990 we have been collecting pennies and any other cash in the little white basket in the Narthex? We use these monies for the feeding program at Eliot Presbyterian Church where we have a team that cooks an evening meal once a month. This year we hope to increase the monies we give to the host church for their paper products, a huge portion of their budget.

This past year 2006, from the generous few, we collected \$125.00, just \$1.00 short of last year. Then a donation of \$1.00 came in to make it the same collection as 2005. I think we can do better. In 1998 we collected an amazing \$327.00 in our basket. You know everything goes up year after year; can we also

We are grateful to the Thrift Shop for their financial contribution of \$600 twice each year. The penny basket found in the narthex makes a significant donation to this ministry as well, and individual parishioners have made financial contributions. All money that is donated to this ministry goes through the treasury so that it can be seen as part of our outreach program. Each meal, on average costs about \$125 to feed the 50/60 people who attend. Without the financial support of the Thrift Shop and the Parish it would be a hardship for the small group of people who make up the four teams.

This is a very rewarding ministry. Thanks to everyone who has served so faithfully.

*Respectfully submitted,
Esther Davenport*

increase our pennies? We're waiting to count, wrap and take the pennies to the bank. Please drop off your pennies in the white basket in the Narthex.

We have been collecting pennies since 1990, sixteen years, to date 282,200 pennies and coins for a total of \$2,822.00. That's a lot of pennies. It is a positive way for everyone in the whole congregation, young and old, to help a great cause, a few pennies at a time. Please help us along to a wonderful 2007.

*Thankfully,
Barbara Willman and Barbara Waldron*

ANGEL TREE PROGRAM

Angel Tree is a national program that connects churches with families of incarcerated men and women, in order to provide Christmas gifts for the children, who often suffer financially, emotionally and in many other ways because of the difficult family situation. The gifts are given in the name of the absent parent to strengthen the child-parent bond. For Christmas 2006, All Saints' parishioners assisted 11 families with a total of 22 children, and we were able to include grocery gift certificates for all. Warmest thanks to the many parishioners who generously fulfilled the gift requests and more. Those who sorted, tagged and wrapped gifts as needed on December 10 and those who made home deliveries to the families are very much appreciated. Among these are Esther Davenport, Connie Pawelczak, Mike Thompson, Melissa Flewelling, Karen Braunschweiger, Carol and Dave Sneden, Linda

Ouellette and Kevin Ackert. Please forgive me (and remind me!) if I have omitted anyone. Special thanks to Frank Reaney for delivery assistance and especially for making initial calls to the families, which often required persistence in the face of outdated contact information and tact in sensitive family situations.

We seek to improve our participation in Angel Tree qualitatively, logistically or in any other way, and are always open to ideas on how we might do that.

It is my personal hope that we can find some other ways to aid prisoners and their families in the coming year.

*Respectfully submitted,
Stephanie Ackert
Angel Tree Coordinator*

ADMINISTRATION

PARISH OFFICE

2006 proved to be a year of challenge and change. That we survived last summer with its many personal tragedies for some of our parishioners and myself, all while being without Tom, is a testimony to how our All Saints' family supports each other in the love of Christ. Thanks to the staff, Maggie, Amy, Bob, the wardens, the vestry, and the Rev. Bronk for helping to keep our spirits up and the operations of the church running smoothly during Tom's sabbatical.

The parish office computer and the rector's computer are both now using DSL, thanks to Matt Hickcox, for our online connections. This has freed up the phone lines and hopefully made it easier to reach the church office or Tom.

New financial software has been installed and Melanie Hickcox and I have been diligently working to input all the data needed to get it up and running. This will

be a time saver when it is fully operational, as it ties into the database software we are currently using. We will be able to perform accounting functions more quickly and efficiently.

Thank you to all of you who support me in my work in the office and especially Margie Lane. Kudos once again Brian and Amy Hunter who complied, formatted and edited this Annual Report.

I look forward to working with the Learning Team in accomplishing their Administration and Finances goals this next year and with the parish as a whole to support you in whatever way is needed as you strive to grow as a congregation, spiritually and in being a part of God's mission.

*Darlene Gossement
Parish Administrator*

SAINTSALIVE!

SaintsAlive is the All Saints' Parish's monthly newsletter. It is used to circulate news of the parish among parish members and to interested parties too far away to stay in touch in person. The newsletter is compiled with valuable editorial help from Amy Hunter and Darlene

Gossement, and just as valuable printing-and-mailing help from Darlene Gossement and Margie Lane.

The newsletter itself is an easy way to reflect on the past year. In March 2006, I wrote about Sun Shin, a Korean translator whom I had met in Zimbabwe. He bade me "Good Friday" one Maundy Thursday, in a real effort to fit in in a society run largely by an Anglican calendar. I included a list of the Stations of the Cross, a list that I found in only one reference at home, after some hunting.

In June, I tried to draw attention to the parishes we are asked to remember in our prayers, and which are named in a regular feature. I prepared a quiz on one page, with answers in the listings of dates and parishes. This set me thinking about patronal festivals in general, and it was not until November, in a conversation with one of the rectors at Convention, that I was struck with the quandary that besets a "Christchurch" parish. In hindsight, we all aim, not always with this vision in mind, to be parts of Christ's body on Earth: would All Saints' Day be appropriate? In June, there was an African focus, arising from a commemoration of the Martyrs of Uganda, the feast of Bernard Mizeki, and Tom Barrington's imminent departure to Kenya.

The July/August summer issue recalled the births of Rachael and Hope Davis. There was the happy coincidence of Pluto's second and third moons being officially named just a day after the Davis twins were born; I also noted the fatal Fall River fire sparked accidentally by a celebration of Pentecost. Several parishioners died in the Portuguese-speaking Roman Catholic parish. ECUSA had on June 18 elected a new Presiding Bishop Katherine Schori. Tom Barrington had written to the parish, with news of a wide community with people and parishes that are very poor, served by clergy who are few in numbers and so are kept very busy. Hope and faith, however, were widespread.

In September, the news from the summer included the fatal accident in the new "Big Dig" tunnel, an earthquake in Indonesia; the then-recent 33-day war in Lebanon. There was a "changing of the guard" as Ray

Bronk, who had served as our rector during for Tom's sabbatical, left us, with memories of being fed both physically and spiritually.

"The newsletter itself is an easy way to reflect on the past year"

It felt important during Tom's absence to create continuity, to write down for the record what happened, for his benefit either

during his absence or on his return.

In the October issue there was news of new school endeavors in an article on Epiphany School in Dorchester and, closer to home, Esperanza Academy in Lawrence.

The November issue was memorable for having garnered a number of congratulatory e-mails. These included thanks for Bill Moreau's article on how a recent spell in hospital had so refocused him that he was now working to clean the canal system in Lowell, and winning awards while doing it!

I wrote an article on "Other" people, in which I pointed out that being different ought not to make people the objects of derision or scorn or hate or exclusion. It was an angry article, written in response to a sense of superciliousness seen not in graffiti or even the "more respectable" medium of a bumper sticker, but in a hurtful vanity number plate clearly belonging to an ardent apologist for the German National Socialist party. Knowing something of exclusion, I intended the article to convey my sense of outrage at more than just racial discrimination, since bullying happens for a wide range of reasons. It isn't easy to see how you are stepping on other people's toes, and I pointed out that attempting to correct wrong behavior is likely to open us up to charges of hypocrisy, but that we need to try.

The January issue included an article from Lily Marshall, the youngest correspondent to submit an article while I've been the editor. She listed 10 great things we should all know about All Saints' Church.

In February, there was (or will be) a theme that we are a single body, even if we sometimes feel disconnected from THE CHURCH.

"Fitting in" seems to have been a recurring theme over the year.

Another recurring theme since the summer has been the "Missing Officers." All Saints' has been in need of directors for fellowship, endowment, the youth group, and United Thank Offering.

Throughout the year, I have taken articles from the parish at large, on issues that will be reported elsewhere in the annual report. There have been blank spaces that I've filled with words from various sources: a prayer book given to me by the headmistress of the girls' school my sisters once attended; a hymnal that we used in the boys' school I attended at the same time; a tattered New English Bible that I have used since high school; e-mails I've received from family in Philadelphia.

I must acknowledge mistakes in the written record.

- Hope and Rachael Davis were born on the 20th of June, not the 21st.
- Liz Marshall has submitted at least one article that I did not pick up from the office. I am becoming extremely accustomed to working with e-mail inputs only, an

exclusionary habit I need to break. If you can't send an e-mail, that should not mean you can't submit a notice to SaintsAlive. Just ask Lily Marshall!

- Maggie Marshall pointed out how hard it was to find her announcement concerning service times and choir rehearsal times in the run-up to Christmas. For a week after that, I believed it had been completely removed from the issue, until I started making changes for the NEXT issue...
- The cast of Kurt and Cherry were called in the January 2007 issue, to rehearsals in January 2006. The date of the Kurt and Cherry performance was postponed from January 6 to **February 20th**, not the 27th.

Patrick Blumeris, Editor, SaintsAlive January 2007

NOMINATING COMMITTEE REPORT

Nominating Committee 2007 Slate

Officer Nominations

Derick Gates – Sr Warden
Lois Freeman – Jr Warden
Melanie Hickcox - Treasurer
Kevin Myers - Clerk

Vestry Nominations

Rebecca Ricard – 1 yr term
Rich Jerome – 2yr term
Tom Decker – 3 yr term
Harry Taplin – 3 yr term
Open Position – 3yr term

The Present Vestry members are as follows:

Current Vestry Members

David Cahill
Deb Dutton
Beth-Anne Economou
Doug Hausler

Deanery Delegates Nominations

Pamela Landi
Liz Landers
Lynne McSheehy

Convention Delegates

Lynne McSheehy
Rich Jerome

Nominating Committee

Adrienne Spear
Steve Sullivan
Lynne McSheehy