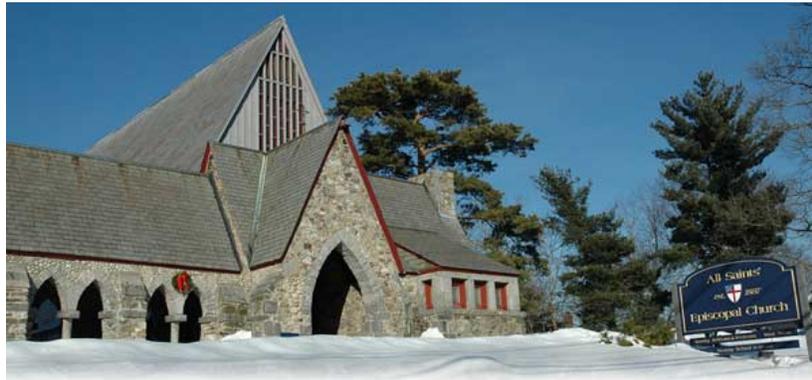


All Saints' Episcopal Church

Chelmsford, MA



2010 Annual Report

January 30, 2011

ALL SAINTS' PARISH ANNUAL MEETING
January 30, 2011

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ALL SAINTS' CHURCH ANNUAL MEETING MINUTES

All Saints' Church Annual Meeting
January 24th, 2010
Parish Hall
Rev. E. Tom Barrington, Presiding

Lunch was provided before the meeting, courtesy of Maggie Marshall, Linda Cahill, Laura Marshall, and Amy Hunter

A quorum of 47 attendees signed into the meeting.

Meeting called to order with a prayer at 12:00 pm by Rev. Barrington.

Tom asked each table to discuss three points made in his earlier sermon:

1. How to offer fuller hospitality to those who rent or in the future might rent space from us
2. How to offer fuller fellowship, both to those within the parish and those outside of the parish through our fundraising events
3. Things we could do to offer opportunities for spiritual growth to both members of and visitors to this congregation

Tom then proposed that the Vestry organize a summit to discuss the parish suggestions and these issues in more detail. He then asked for the more brilliant ideas:

Laurie Summers mentioned that their table thought that to increase Hospitality to renters; posting of ASC activities in the parish hall entry.

Acceptance of 2009 meeting minutes:

Ann Ludlow moved/Patrick Blumeris second – motion carried unanimously

Financial Report and Budget was presented by Scott Bempkins. Recognised Melanie Hickcox for past service and Cynthia as stepping up to help organize the finance systems. Scott Bempkins gave a report of the 2009 budget, which ended the year with a large deficit of \$14,205. He noted the lower income from rentals. Pledging has been going up in total amount over the years, and for 2010 was up 3% over 2009.

Connie asked about addition of the line item for admin supply \$1,350. This was explained by Cynthia as an attempt to allow Darlene to take vacation without getting behind in her work. It was noted that Laurie Summers volunteered this year to backfill for Darlene.

S. Grillo: B&G line item: Response from Scott: will use Chadwick funds to service organ and pianos.

Chris Mills lauded the attempts to keep the Rector's salary competitive.

Dave Kuzara questioned how last year's deficit would be handled. It was clarified that the deficit would be paid out of the savings account and each year starts fresh with no carry-over from the previous year.

Tom recognized that the Parish was glad to support Christin Mills as she goes to seminary (@ ~ 1% of total ASC budget).

Tom noted that the new finance system Cynthia has been setting up will allow organizations to get current numbers for what they have to spend from both budget and targeted donations.

Nominating Committee report was accepted with no further additions. Dave Kuzara proposed a motion to accept the Nominating Committee's recommendations for Vestry. Lois seconded. Passed unanimously.

Nominees for Convention Delegates, Deanery Representatives, and the 2010 Nominating Committee were put forward by the 2009 Nominating Committee. There were no new nominations.

Harry Taplin proposed to accept the nominees. Susan Gates seconded. Passed unanimously.

Tom led recognition of:

Melanie Hickcox for service as treasurer.

Barbara Wilman (stepping off Alter Guild) photo of church and flowers and card from Alter guild.

Lois Freeman as Senior Warden, auction, photo of ASC, gift certificate

Derick, Harry and Andrea Bray stepping down off Vestry.

Motion to close the meeting: Margie Lane proposed. Lois seconded. Passed

Meeting was closed at 12:54 PM



Derick Gates
2009 Clerk of the Vestry

THE RECTOR'S REPORT

One of the things that continue to impress me about All Saints' Church is the way we can rally together when we set our minds to it. At last year's Annual Meeting, we reported that our budget was over \$14,000 in the red. The vestry then challenged the congregation to figure out how we could cover the deficit through increasing rental income, fundraising and pledge income. In my address I suggested we look at the budget as a spiritual document inviting us to increase our hospitality, fellowship and spiritual growth. We set our minds to it, kept working at it, and ended the year with a \$12,689 surplus. In the process, I believe we took some significant steps toward being more intentional about the spiritual values that underlie our corporate life.

2010 was also a year in which we received some very generous gifts and drew on other funds to get the wonderful grand piano in memory of Liz Marshall. We undertook some much needed repairs on our stone walls. Pointing, slate roof work, replacing copper gullies, and reinforcing the cloister are all largely invisible repairs that are nevertheless critical to the long term viability of our buildings. The repairs cost over \$40,000. Through the hard work of Norm Douglas, we were able to get the best value for our money. We were able to pay for this work by drawing on some of our reserves and by taking a loan from our endowment fund. The vestry set this loan to be like a loan from a bank. It is a solution in which we use our resources creatively, while imposing on ourselves the discipline of good stewardship. We are paying back the endowment fund, with interest, every month. Finally, we overspent our budget when we decided to hire Rebecca Madden as the Director of Religious Education and Meghan Sweeney as Youth Minister. We knew that these two areas of our corporate life needed to be built up, so we acted.

I have been talking about money in my Rector's Annual Report because it serves as a pointer to our larger values. There is an old truism that if you want to understand your core values look at your check book. Our use of money shows that we are paying attention to our reality and that we are willing to take calculated risks if they are going to have long term benefits to the community and our ability to join God in God's mission. Accepting a deficit budget was an affirmation that we wanted to continue the course. It was also an acceptance of the responsibility of finding ways to cover it. For example, the piano has enriched our music in worship *as well as* our ability to host wonderful concerts such as the Westford Chorus that was here last night. Doing repairs on our buildings means that we will not be faced with crumbling infrastructure in the days ahead. Increasing our staff makes a strong statement that the formation of our children and

youth is about the present vitality of the church as well as its future. In each of these actions, we are saying that we trust in God and accept the responsibilities of being stewards of that which God has entrusted us.

What are the challenges facing us in 2011 and what are some of the spiritual resources we have to address these challenges? A set of numbers that has been worrisome to me is our average Sunday attendance. In 2010 our average Sunday attendance was 154. It is down from 158, a 2.5% decrease. This is part of a six year decline, as our average Sunday attendance in 2005 was 187. This is an 18% decrease over six years. Over the same six year our giving has gone up by about 20%. How are we to understand these numbers both organizationally and spiritually?

Organizationally, I am sure this is part of a wider trend of more competing activities on Sunday mornings. The busyness of our overscheduled lives is part of our reality. We get plenty of new people coming through our front doors. We work hard to welcome and include them into our fellowship. However, we also seem to be leaking people out the back door--- folks who were once fairly active but now seem to miss a few Sundays a month. We have a vague feeling that someone is missing but nobody can really identify who.

Spiritually, we need to develop in the area of fellowship. The Book of Acts describes the very early Christians in this way; "They devoted themselves to the apostles' teaching and fellowship, to the breaking of bread and the prayers." (Acts 2:42) This use of fellowship describes more than social activities and simply being together. It implies a relationship and partnership first with God through Christ, and because of that, with each other. One theologian describes fellowship as "first and foremost a *relationship*, rather than an *activity*. The principle is that any activity that follows should come out of the relationship." *

This means that if we are going to increase fellowship here it will be different than simply scheduling more activities. Good news because I do not know anyone who is craving more activities for their own sake. Rather, we are going to have to explore creative ways in which we can be more connected to each other in Christ within our lives. It is not clear how we are going to do this. I am not going to propose a new program. And although fellowship will be a major theme of our Vestry retreat in February, it is going to take more than some good ideas from the parish leadership. It will take all of us trying to be more intentional in how we interact with one another. It will take concerted effort to answer the question, "In what way is God present with me and with those around me at All Saints' Church?" This question is relevant whether we are in worship, at some grand church program, or having a chance meeting in the grocery store or on the ski slope.

I pray that in the coming months we may increase our fellowship here at All Saints' Church. It will take some effort and possibly changing the way we interact with each other. But the benefit will be that as we live our constantly busy lives, we can know that we are being helped by those who know us and care about us, just as God seeks to hold us. I would like to end with three quotes from this Sunday's readings just to put things in perspective.

- From Micah, "What does the Lord require of you but to do justice, and to love kindness, and to walk humbly with your God?"
- From 1 Corinthians: "God is the source of your life in Christ Jesus, who became for us wisdom from God."
- From Matthew: "Blessed are the poor in spirit, for theirs is the kingdom of heaven."

It's easy to think our being the Church is solely about how well we are organized and how well we do things. And there are things I hope we can do this year. Yet these passages remind us that, while we are to be good stewards, it is God who has formed us, sustained us and will bring us into the future. So let us rejoice and be glad that we are privileged to be a part of Christ's body here at All Saints' Church.

Respectfully submitted by the Rev. E. Tom Barrington, Jr., Rector

*"Christian Fellowship" a study by J. Hampton Keathley, III found at <http://bible.org/article/christian-fellowship>

SENIOR WARDENS' REPORT

It has been my honor, privilege and pleasure to serve All Saints' as the Senior Warden of the Vestry in 2010. I enjoyed working closely again this year with Reverend Tom, Junior Warden Liz Landers, and our 2010 Vestry members.

We started off the 2010 year with a financial budget challenge. Our Parish membership met this challenge with a special offering that addressed our projected deficit. And we actually met that number again throughout the year in increased pledges and giving, ending the year with a very good budget surplus. This is a significant achievement and one we should all be proud of!

While it may appear that I am somewhat preoccupied with our financial aspect as a Vestry, it is this very set of finances that fuels and enables our staffing, spiritual work, outreach, fellowship, and life as a Faith community. All Saints' Parish is a vibrant and significant presence in our lives and in the greater Chelmsford area.

I'm very proud of the 2010 Vestry as a working group. The group is focused and works hard at our monthly meetings and at a number of special additional meetings. The Vestry demonstrated numerous times the ability to discuss in a meaningful, sincere, and non-judgmental way a number of difficult decisions including how to deal with our 2010 projected deficit, how we might be able to purchase the grand piano for the sanctuary in memory of Liz Marshall, the need for and means to fund our pressing building maintenance needs this past fall, and the setting of the Parish budget for 2011.

We were privileged to have a youth member, Chantelle Somers, join the Vestry again this year to maintain a tradition of youth representation on the Vestry. We all really enjoyed Chantelle's presence and her willingness to speak up and actively take part in the activities of the Vestry. We truly thank and applaud Chantelle for her contributions and gifts of her time and inputs (and delicious meals and desserts, with additional thanks to Lauri)!

As a Parish, we continued to advance our mission-focus in all that we do as evidenced by the very successful International Gingerbread Village, our participation in the Lowell Feeding Program, and in continuing our partnership with Enyahera Parish in Kenya as we continue to support their feeding program which provides a weekly high protein meal and education to more than 300 orphans.

The year saw the farewell in June of our staff member, Amy Hunter and husband Brian, both of whom were knit into the very fabric of our community and lives. And while we miss them, fortunately, we were blessed to find new staff members Meghan Sweeney and Rebecca Madden to provide new focus and energy for our programs for our youth and children.

We were also blessed with a visit from Bishop Tom Shaw in late October. One very vivid memory and message I internalized personally from this visit was a point he made while meeting with the Vestry over lunch. We were discussing how we can continue to sustain the staffing level and all the programs All Saints' offers. Bishop Shaw had a simple suggestion: What if the Vestry committed to and challenged everyone in the Parish to invite 3 to 5 friends to come to visit our church over the next 6 to 12 months? Surely this would result in some new members of the Parish, and possibly even additional income. We DO need to increase our sources of income, including marketing and coordinating our space rentals, and continuing our efforts to involve the greater Chelmsford and neighboring communities in some of our events.

We need to continue the great work that Katie LaRochelle's greeters team has done in improving our welcoming and involving newcomers in the Parish. We need to further create a greater awareness of the Vestry's work and broaden our event leadership from among the Parish membership, beyond the Vestry. More involvement means less work for all!

In closing, I have told this story before, but I think it is significant enough to share again. I recall several years ago, at the start of the decade we just completed. I was a Vestry member at the time and we really struggled with the decision whether to take on the Parish Hall renovation project, which carried an estimated price tag of about \$750,000. With help, leadership, strong input and amazing organization from the Renovation Committee, we prayerfully made the decision to move forward despite the financial challenges. The end-result was an amazing success that everyone who was involved

takes great pride in. The success came only by the Blessings of and our Faith in our Lord God and through the Faith and spiritual leadership demonstrated by our Rector, Tom Barrington. (Tom's energy and enthusiasm never cease to amaze me).

I look forward to working with Rector Tom, the Vestry and all the members of All Saints' church in facing the challenges and opportunities in the year ahead. This past year has been bright and the future will be brighter in our lives within this Faith community and in our contributions through sharing with the broader community.

Respectfully submitted in Faith,
Scott Bempkins,
Senior Warden

JUNIOR WARDEN'S REPORT

It has been a privilege to serve the All Saints' community, working with Tom and Scott and all of our dedicated Vestry members. As you may recall, the year began with the passing of an unbalanced deficit budget at last year's annual meeting, something that the entire Vestry pledged to work to overcome. We were loath to make cuts to our programs which are vital to keeping our community strong both internally and through our outreach programs. Many in the congregation helped us brainstorm to come up with ways to raise the money that we needed to meet our budgetary needs.

It was with delight that I watched as people stepped forward to help offset our shortages, both in (hu)man power and in donations and we ended up in the black, even as we funded a relatively large (and overdue) building repair project and a grand piano in memory of Liz Marshall.

One of the responsibilities of the junior warden is to organize and schedule the teams that count the collection. It is a time-consuming, and sometimes frustrating, task but I want to thank every single person on the counting teams (which are a mix of Vestry members and non-Vestry members) for their dedication. They have made my task easy.

It has been a pleasure to work with our Vestry this past year; I am sorry to see Carl Clark and Connie Pawelczak and Chantelle Somers leave us. They have been true assets to the Vestry. I wish Chantelle every success as she graduates from high school and begins college; I know that she will go far and be a success in whatever path she decides to follow. She is an incredible young woman and we are blessed to have had her working with us on the Vestry and as one of our community's youth leaders.

Lastly, I feel very blessed to be a member of this parish community. I look forward with anticipation and excitement to the year ahead and the opportunity to work with new and "old" Vestry members, as well as Tom and Scott, as we help support our community and all our lives in Christ.

Respectfully submitted,
Liz Landers

FINANCE COMMISSION

The FinCom organized and conducted the audit of the 2009 finances, concluding in April 2010, with an audit report that was presented to and accepted by the Vestry. After soliciting budget requests from various Committee Chairs, the FinCom developed a draft budget for the year 2011, which was subsequently fine-tuned by the Vestry. Members who have served on the FinCom (including the Audit Committee) have included Cynthia Bennett, Connie Pawelczak, Paul Belanger, Melanie Hickcox, Bob Grimes, Liz Landers, Scott Sanjurjo, Susan Gates, Jean McCaffrey and Derick Gates. Darlene Gossement has provided superb support to the FinCom throughout the year, but especially during the audit. Her efforts are greatly appreciated.

Respectfully submitted,
Derick Gates
Interim Chair

ENDOWMENT COMMITTEE

The Endowment Committee continued to monitor the progress of the Endowment and track that progress on a spreadsheet so that the year-to-year progression could be graphed and analyzed. Based on this analysis, and the recovery of the stock market, in 2010 the Endowment Committee recommended to the Vestry no shift in the investment of the endowment from approximately 40% bonds and 60% stocks. The Vestry has agreed with these quarterly recommendations.

At the request of the Vestry, the Endowment was restructured at the end of June, 2010 to carve out \$10,000 into a separate Music Fund. This money had been combined with the Endowment when originally donated, and had been tracked separately as a notional account. This change was made to allow the tracking of these accounts easier given their different provenance and intent for use.

At the discretion of the Vestry, up to one half of any yearly increase in the endowment may be withdrawn for capital use, and the rest is to be re-invested. The increase for 2009 had been \$17,436.94, and in October, 2010 the Vestry voted to withdraw the maximum amount, \$8,718.47, to help pay for repairs to the Chapel and the Sanctuary.

Also in October of 2010, the Vestry decided to take an additional \$26,000 loan from the Endowment to help pay for these major repairs to the Chapel and the Sanctuary. An interest rate of 5% was agreed to by the Endowment Committee, and a monthly repayment schedule over a 5 year period was agreed to in writing. The monthly payments for November and December 2010 were sent by the Treasurer to the DIT at the end of the year.

The value of the ASC Endowment began the year at \$ \$209,735.41, (this number does not include the \$10,000 designated for the Music Fund). At the end of 2010, after withdrawing the \$26,000 loan, and the \$8,718.47 allowed by the 2009 increase, the Endowment investments stood at \$198,947.41. Thus the investments when combined with the outstanding ASC loan commitment total \$224,947.41, representing a 7.25% increase in value over 2010.

Please see Connie Pawelczak if you wish to explore the possibility of providing a bequest to the ASC Endowment either in your will or more immediately.

The Endowment Committee has consisted of Connie Pawelczak, Cynthia Bennett, Paul Krenitsky, Jean McCaffrey, Barbara Lindberg, Bob Grimes and Derick Gates.

Respectfully submitted,
Derick Gates
Interim Chair

BUILDINGS AND GROUNDS

Exterior repairs

This past fall, we hired a contractor to perform a number of exterior repairs to our buildings. The repairs consisted of re-pointing, slate roof repair, and bracing the cloister walls. Eight contractors were contacted and 4 submitted bids. The low bid was from CCI from North Hampton, NH. A contract was struck with CCI and work was completed over the fall and early winter.

As defined in the contract, the specific areas of work were:

- . Re-point the wall behind the altar in the main church all the way up to and including the chimney.
- . Re-point the Chapel wall toward the parking lot and epoxy a major crack in the wall.

- . There were a series of slate roof repairs including the area outside the Rectors office, the sanctuary roof on both sides of the connecting roof to the Parish Hall, and various loose slates along the edges of the roofs.
- . There was a severe leak in the valley between the roofs of the Chapel and the Cloister. It was repaired with new copper sheeting.
- . The walls of the Cloister are leaning out toward the street and the Memorial Garden. The displacement of the top is about 4 inches on each side. Steel bars with turnbuckles were installed between the two walls to arrest the movement.
- . An area on the north wall outside the Rector's office had a leaking roof which was causing rotting of the molding and framing under the edge of the roof. The roof was repaired and all framing and molding replaced.
- . The Bell Tower had very severe problems with missing mortar joints, deteriorating cement and rotting of support beams. The contractor did the internal pointing of the second and third levels on the inside. Volunteers Bob Bishop, Frank Ouellette, and Norm Douglas pointed the inside of the first or lower level and much of the lower portion of the outside of the Bell Tower.
- . There were leaks along the valley between the Chapel leak and the entrance roof. New copper flashing was placed and loose shingles replaced or re-nailed.

In addition to the above, a leak was found along the chimney of the Chapel and two stained glass windows in the Bell Tower need to be rebuilt. A temporary repair has been made for the roof leak and a verbal agreement has been arranged with Craig Somers to repair the two windows.

A budget of \$42,000 was allowed for this effort and an amount of \$39,442.87 was actually spent with \$1000 committed to finish the initial effort bringing the project total to \$40,442.87.

CCI lived up to their end of the contract and, in fact, went beyond the items listed in the Scope of the contract. Specifically, they applied epoxy and pointed far more cracks in the back wall of the Chapel than specified in the contract. The same is true of the wall behind the altar in the sanctuary. Finally, they applied a temporary fix at no cost to the chimney area of the Chapel. In all regards, they were a quality vendor that we should consider in the future. They were also very free with recommendations for other repairs and free with advice as to how to do them. Specifically, they identified the following:

1. Slate Roofs
Major sections of our slate roofs were installed with galvanized nails rather than copper. This explains the rust streaks on the roof. The roofers said to expect slate to fall out of place over the coming years. A regular regimen of maintenance should be implemented.
2. Cloister roof
The builder recommended that wooden braces be put in place to assist the steel rods they installed. His suggestion was to come down about 1/3 of the way from the top and install 2X8s using plates and bolts.
3. Bell tower
The floor structure for the 2nd and 3rd floors is suspect. The contractor recommended a wooden structure inside the tower to hold up the floors. 4X4s running along each edge inside the tower held up by 4X4s should hold it. In addition, there is extensive pointing required on the outside of the Bell Tower and a roofing issue on the back side of the tower.
4. Stone walls
The entire outside stone structure should be cleaned and then sealed. The cleaning can be done with a power washer and the sealing with a hand sprayer.

5. Stained glass windows
All of the frames for the stained glass windows should be treated with water-proofing then painted.
6. Drainage should be put in along the front edge of the cloister and the front corner of the Chapel to prevent settling of the foundation.
7. The front wall of the Cloister needs pointing.
8. The upper two floors of the bell tower need pointing on the outside.
9. The roof area around the chimney to the Chapel should be replaced with copper flashing.

While none of these issues are critical at the moment, most of them will be if neglected.

The Buildings and Grounds Committee has also identified a few more projects for the upcoming year/s pending funding.

- 1) Sand and refinish the hardwood floors in the Parish Hall
- 2) Rotten Wood repair/replacement of siding on the right side of Church
- 3) Railing replacement on handicap ramp.

Respectfully Submitted,
Buildings and Grounds

CHRISTIAN EDUCATION

LOWER CHURCH SCHOOL

This year, All Saints' Church hired a part-time Director of Religious Education to oversee the Lower Church School, which serves children from age 3 to grade 6. The DRE started on August 18, 2010 and has been working 15 hours a week to improve the quality of the program.

Thirty-eight children are registered for Sunday School, but only about fourteen show up on a typical Sunday. We started with four classes (pre-K/K, 1/2, 3/4, 5/6) but have since switched to three classes (pre-K/K, 1-3, 4-6) due to low attendance. Rebecca Madden (DRE) has been teaching the pre-K/K, Edith Parekh has been teaching the 1-3 class, and the 4-6 class has been taught by Melissa Flewelling, Deb Forsberg, and Elizabeth Danieli.

I have many goals for the Lower Church School in the coming year. I would like to implement the *Godly Play* curriculum into our program for children up to the third grade. I would like to send potential teachers to be trained and to order the necessary *Godly Play* materials, an expense which amounts to approximately \$5,000. I would also like to help nurture the continued success of *Firelight II*, the curriculum being used for our older students (4th grade and up). We have a wonderful teaching team and I hope they feel supported and energized enough to continue their work.

The Rector and I will be offering a Communion class this coming Lent. We will do our research and prep work in order to offer the most enriching experience possible and we hope that we get at least a handful of families to participate. I will be requesting resources from Amy Cook, who is currently the head of Christian Education for the diocese of Massachusetts.

The last big event hosted by the Lower Church School was the Christmas Pageant and it was a resounding success. Participants attended all rehearsals with energy and passion. As the text was lifted directly from scripture, memorizing lines was a useful spiritual exercise. I worked to help students truly understand the words they were speaking; to this end, it would have been nice to have had four, instead of just three, rehearsals. I would also like to note that using a real baby to portray the infant Jesus added a lot to the experience.

I feel strongly that the staff and volunteers who put their time and energy into running an educational *and* formational Sunday School program are doing God's work here on earth. We are inviting children to come and know God in a safe place where it's okay to ask questions and okay to believe. We are continuing the two millennia-long project of passing down the values that Jesus taught us to live by.

Respectfully submitted,
Rebecca Madden

RITE-13

Rite-13 is a two-year program in which our young people embark on a journey of faith and self-discovery. Being 13 is difficult! Our hopes as their leaders are that through this program and journey we give them the foundation to know who they are, be comfortable in that place and to know that God knows and loves them as well. Our aim is to affirm their worth and their place in our church community and beyond.

January 2010 marked the 5th month into the first year of the two year program. Initially, to us leaders it felt like a slow start since we thought that by this time the group should have become a more cohesive group. What we learned is that we just needed to be patient, have faith and let this evolve into what it needed to be for the kids. Thankfully, with time, perseverance, and God's grace, by the Spring of 2010 we saw that group emerge.

During our first year, some of the activities that Rite-13 participated in were hosting Coffee Hour for the parish, assisting the High School Youth Group with the Shrove Tuesday Pancake Supper, an Overnight/Lock-In, and participating in the Environmental Sunday Cleanup in the Center. This Fall, we kicked off our second year with another Overnight/Lock-In, where Rev. Tom took the kids through the Labyrinth maze over at the Central Congregational Church. This event proved to be a great jump start to year two. We have also hosted Coffee Hour this fall and made our own Dream Houses for the Annual Gingerbread Display.

This September has also introduced us to Meghan Sweeney, our Youth Minister, who has been a great help to us administratively, providing us with plenty of background assistance, keeping us organized, on schedule, while giving us ample amounts of support and invaluable input. We meet on a regular basis, approximately once every 6 weeks to plan our teaching schedule, Sunday curriculum and social events. Many thanks to Meghan for keeping us on track!!

Rite-13 has an enrolled membership of approximately 16 boys and girls, with an average Sunday attendance of 7-8 every week. The Leaders are Nancy March, Debbie Psilopoulos, Mike Thompson and Joan Thomas, and we all rotate leading and assisting classes every week. We meet every Sunday from 11:15AM – 12:00PM, leaving the service after receiving Communion. You may have noticed we sit together as a class during the service, which is important to the cohesiveness of our group. Our classes vary and cover a wide range of topics and we've had some wonderful, fun, serious, and silly times.

Moving forward into 2011, we have 6 months remaining in this two-year program. We will hold another Rite-13 ceremony in February for those who hadn't yet reached 13 last year. Our classes continue to meet weekly, covering the Rite-13 curriculum, and we plan to have another Overnight/Lock-in this Spring. We hope to end our 'year' in June with a big celebration as we send these kids off onto the next step in their faith journey.

Respectfully Submitted,
Debbie Psilopoulos
Rite-13 Leader

YOUTH MINISTER'S REPORT

I have been working part-time as youth minister at All Saints', Chelmsford and St. Mark's, Westford since August, 2010. One fourth of my time is spent with All Saints' ministries, and three fourths of my time with St. Mark's ministries. My primary responsibility at All Saints' has been coordinating and helping to lead the joint All Saints' / St. Mark's high

school youth group. I also help to coordinate the All Saints' Rite 13 program and the joint All Saints' / St. Mark's confirmation class. I have preached once at All Saints' and expect to do so once or twice more before June 2011, when my internship will end upon my anticipated ordination to the transitional diaconate and I begin work in a new parish setting. The Rev. Tom Barrington is my primary supervisor for my internship in both parishes, and at All Saints' I am also being supervised by a committee of three parishioners: Carl Clark, Maggie Marshall, and Adrienne Spear. The parish has been welcoming to, supportive, and encouraging of me, and I am grateful for your continued hospitality, confidence, and support in my ongoing formation for the priesthood.

I am grateful for the many ways that I've seen All Saints' actively encourage parish participation by its youth. In addition to the Christian Education Program, the Rite 13 Program, the High School Youth Group, Diocesan Youth Council, and the Confirmation Class, youth participate in the parish in many ways, for example as acolytes, crucifers, choir members and instrumentalists, hospitality hosts, facilities workers, worship leaders, and Vestry members. At All Saints', youth are encouraged to be involved and develop their spiritual and stewardship gifts and interests in almost every aspect of the life of the parish. This is indeed **good news** for the current and future life of All Saints' and the larger church.

Respectfully Submitted,
Meghan T. Sweeney

HIGH SCHOOL YOUTH GROUP

The purposes of the High School Youth Group are many: to develop an understanding in youth of the Christian faith and The Episcopal Church, to foster the development of fellowship and community among the youth, to help youth discover their spiritual gifts, and to awaken in the youth a sense of God's presence and to cultivate in them a relationship with God and the love of God made known in Jesus Christ. In effect, the High School Youth Group is a place for youth to grow and deepen their faith in a fun, thoughtful, and friendly environment. Attempting to build on the success of the 2009-2010 joint St. Mark's, Westford and All Saints', Chelmsford Confirmation Class, the High School Youth Groups from St. Mark's and All Saints' have come together for the 2010-2011 program year. This has presented significant opportunities as well as challenges for programming, logistics, and attendance. Meeting fortnightly (biweekly) for about two hours each meeting under the faithful and committed leadership of Adrienne Spear, Anne Ludlow, and Matt Castle of All Saints', and Jean Ellis and Chrissy Hemingway of St. Mark's, and Youth Minister Meghan Sweeney, the group meets at alternating parishes on alternating Sundays either right after church or in the evenings so as to enable a variety of youth to attend as their schedules permit. In spring, 2010 the youth group's focus was on service to the wider church, including hosting the Shrove Tuesday Pancake Supper. Since September 2010 the high school youth group has engaged in many different activities, all of which include a meal and prayer:

- ❖ Pepperoni Bread Making and Eating at All Saints'
- ❖ Cookout at St. Mark's
- ❖ Laser Tag in North Andover
- ❖ Watched and discussed the documentary "Briars in the Cottonpatch" at St. Mark's
- ❖ Lunch and playing games with a newly-arrived Refugee Family at All Saints'
- ❖ Watched and discussed the film "Whale Rider"
- ❖ Epiphany Party and Yankee Swap

We are excited and hopeful for the remainder of the program year. Among other activities, we expect to host the Shrove Tuesday Pancake Supper again, to help plan and participate in the Good Friday liturgy, and to assist at Ecclesia Ministries' Common Cathedral in the late spring.

Respectfully Submitted by:
Meghan T. Sweeney

POSTULANT REPORT

2010 was a year of big changes for me. I was accepted as a postulant to Holy Orders to the Priesthood in the Diocese of Massachusetts at the very end of 2009 and since that time it was requested of me to perform a year of missionary work. In March I applied and was accepted to the Young Adult Service Corps missionary program of the Episcopal Church and in June I left my two jobs and apartment in Cambridge, MA and began missionary training. On August 1st I moved to Nagoya, Japan where I have been living and working for the last 6 months. In December I completed my seminary applications and am anxious to see where I will be studying when I return to the states in August 2011.

In Japan I am blessed to take part in many different ministries in the Diocese of Chubu. Currently I am volunteering twice a week at a day center for the homeless, assisting the teachers of a Christian pre-school (in Japanese) three times a week, assistant teaching once a week in an afterschool English class for Japanese students and teaching English classes at a school for Pilipino students who are not able to attend Japanese public school. I also am taking a Japanese class at the Nagoya YWCA and I help wherever I can with special programs and events within the Diocese of Chubu.

I wanted to use this report to formally thank the congregation of All Saints' Church for their unwavering support and prayers over this past year. It was a year of much change but the steadfastness of support from everyone at All Saints' helped me through every step of the way. Thank you all so very much. Please know that All Saints' has been in and will continue to be in my prayers.

Peace in Christ,
Christen H. Mills
Postulant/YASC Missionary to Nagoya, Japan

DISCERNMENT COMMITTEE

During 2010, our parishioner, and now Postulant, Christen Mills, received the recommendation from the Bishops and the Diocesan Commission on Ministry to do one year of missionary work before beginning seminary. We celebrated at coffee hour in May the acceptance of Christen to the Young Adult Service Corps Missionary Program and her assignment to a year of missionary work in Nagoya, Japan.

In August, Christen began her work teaching pre-school children and also varied aged (and varied English experienced) children at the Ecumenical Learning Center. You are continuing to see letters and articles from Christen in the newsletter and the e-bulletins which give us some sense of her work and the excitement of this special missionary year. Christen's blog shares some of her creativity in teaching with photos of food and even Halloween costumes.
<http://christeninjapan.blogspot.com>.

As it is the custom in our Episcopal tradition, that priests are raised up from the individual parishes, All Saints' continues to have a very important role in supporting Christen. She expresses much gratitude for all the cards, e-mails, letters, prayers, contributions and effort that have helped her in this process and especially in this mission year.

Christen has completed her applications to seminary. She expects to begin her seminary classes in mid-August after she returns from Japan on August 1st.

The committee, including Margie Lane, Linda Barrington, Lynne McSheehy, Derick Gates and Lynne Grillo thank the Vestry and the parish for its support and promotion of Christen toward the living out of her call. We thank you for your continued prayerful, emotional and financial support as Christen continues her journey of discernment.

Prayer for Mission (from the Handbook for Parish Discernment Committees)

O gracious and loving God, you work everywhere reconciling, loving, and healing your people and your creation. In your Son and through the power of your Holy Spirit, you invite each of us to join you in your work. We, young and old, lay and ordained, ask you to form us more and more in your image and likeness, through our prayer and worship of you and through the study of your scripture, that our eyes will be fully opened to your mission to the world. Then, God, into

our communities, our nation, and the world, send us to serve with Christ, taking risks to give life and hope to all people and all of your creation. We ask this in Jesus' name. Amen.

In Christ,
Lynne Miner Grillo
Discernment Committee

WORSHIP COMMISSION

The Worship Commission is a small, but dedicated group of individuals that includes the Rector, myself, Christy Brodeur, Deb Forsberg, Liz Landers, Rebecca Madden, and David Shochat. We meet quarterly to plan our regular weekly worship services as well as services for special days like Easter and Christmas, and other occasional services. Our challenge is to provide liturgy in a format that is accessible to all, and in a way that does not become boring. Although this core group could be perceived as the “think tank” or as the choreographers of our weekly worship, we are not able to do all of the work ourselves. One of the challenges of this group is how to get others excited about worship, and how to get others to support worship services held at times other than Sunday morning, including services like Epiphany and the Holy week services. Our Sunday morning attendance has declined, and many of us are wondering what could be done to reverse this trend.

If you have any ideas about what would make our worship services more meaningful to you, please speak to any of us, or feel free to join us at a Worship Commission meeting. We'd love to hear from you!

Respectfully submitted,
Maggie Marshall
maggie@ccc.com

ACOLYTE REPORT

Goals:

Provide support to the celebrants during different services throughout the year, and help to lead the congregation during those services. We serve the parish on Sundays at the 8 and 10 AM services, as well as at other events such as Evensong, the recent service of *Lessons and Carols*, Epiphany, and all of the Christmas and Holy Week services.

Activities:

While we continue to have a solid participation by our young people in all grades, this year we increased to 22 members, but can always use more help. We are in need of all age groups but grades 4-6 in particular needs some new members. If your child is not part of this wonderful service and would like to be, please see the Rev. Tom or myself.

Dreams, Desires and Thoughts toward Next Year:

I offer my yearly appeal for the help with our wardrobe. The cassocks and cottas are quite expensive. We continue to send our thanks to Laura Geary, an 8 o'clock person that mysteriously seems to help clean, mend, and iron what we do have.

A special thank you to an anonymous donor who enabled us to reward each of our three-year Acolytes with a silver cross last year. We also give our first year Acolytes a wooden cross. I am still looking for someone with a solid woodshop to help replenish our wooden crosses cache. I am renewing that request: anyone that has a small jig or band saw and would be willing to make a number of them again for us – please see me. I may be able to get some Boy Scout service hour time to help if I can find an adult to lead the project.

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.

Respectfully Submitted,
Clement T. Cole, Acolyte Master

ALTAR GUILD

The altar guild is a group of parishioners who are responsible for the care and preparation of the altar spaces for all worship services, including baptisms, weddings and funerals.

I would like to personally thank all those who have helped to prepare the altars for services by performing this ministry over the past year: Chris Baron, Dora Carr, Esther Davenport, Carol Douglas, Nancy Firth, Melanie Hickcox, Marilyn Livingston, Jean Rainville, Denise Seyffert, Adrienne Spear, and Sally Warren. In addition I would like to also thank our three communion bread bakers, Clem Cole, Matt Hickcox and Jim Rainville, as well as many of the altar guild members in the above list.

Working together on altar guild to “set the table” for our many services is a rewarding and enriching activity as we strive to promote a meaningful worship experience for our community. I would encourage anyone who is interested in joining us, or learning more about what we do, to contact any member of the altar guild; also, please do not hesitate to volunteer for a single weekend if you would like to just try it or spend an hour seeing what we do. A sense of personal satisfaction can be had by serving in this simple way.

For those who are seeking a quiet way to serve our community, or for those who would like to help provide communion bread (usually once per quarter) by being part of our bread-baking team, please let me or one of the other altar guild members know. In the meantime, I thank everyone mentioned above for another wonderful year.

Respectfully submitted,
Liz Landers

MUSIC PROGRAM REPORT

The music ministry at All Saints’ continues to be a busy and vital one. Our Senior, Junior, Children’s, and Handbell Choirs rehearse weekly during the program year to provide music to support our weekly worship. Although I am the only paid musician, I am very ably assisted by Debbie Psilopoulos as handbell director, Connie Pawelczak as Junior Choir accompanist, and Leah Cole as Children’s Choir accompanist.

As many of you know, I completed twenty five years of service as your Minister of Music in 2010. I am proud to say that Betsy Eisenmann, Beth Lucas, Lynne McSheehy, and Linda Webb have been with me for this whole journey! I was indeed surprised by my wonderful party in the fall and very much appreciate all of the work that led up to that very special day. Although many hands were involved, Katie LaRochelle and Steve Grillo deserve special recognition for their planning and photography efforts. I am truly blessed to be part of such a wonderful community!

Perhaps the most satisfying part of my ministry is looking for ways to expand my musical horizons, as well as those of all of the choirs. Joining forces with other groups is mutually beneficial and enjoyable. In February, we opened our homes and hearts again to the concert band from St. Peter’s Collegiate School in Wolverhampton, England. It was a wonderful week of community building, music, snow, and making new friends, and I am grateful to all of you who hosted and helped.

In the spring, our Junior and Children’s Choir joined with the choirs from Christ Church, Andover and Grace Church, Salem for our annual “Three Choirs Festival.” This is a great opportunity for all of the youth to sing as part of a bigger choir, experience different directing styles, and visit other Episcopal churches.

I am a strong believer in continuing education, and my favorite spiritual and educational opportunity of the year is the annual Association of Anglican Musicians conference, which was in Hartford in June. It is a small conference, with approximately 200 attendees, but is a big conference in terms of quality of music and speakers. I always come back from this week with renewed energy. I have made many friends from within this group, also. In the fall, I resumed occasional organ lessons with AAM friend, Michael Smith, who is the organist/music teacher at Groton School, whom you may have heard play for me for several weeks in the summer. In addition to taking lessons on the beautiful organ in the chapel at

Groton, Michael also helped me “unlock” the mysteries of our own organ. He is a wizard at organ registration, and has been very patient in explaining to me how to better utilize the wonderful instrument that we have!

As recognition for my twenty five years of service, I was able to take the whole summer off from playing for Sunday services. While off, I began to search in earnest for a grand piano for our sanctuary. We had accumulated music funds and memorials that included funds in memory of my mother, Liz Marshall. Through Susan Gates, we stumbled upon a beautiful piano in Westford that we were able to acquire for a wonderful price. I thank Tom for his encouragement and the Vestry for their leap of faith that this was indeed a good idea. Perhaps my favorite “moment” of the year was the dedicatory recital in October. We are calling our piano Gertrude (*Steinway*) and she performed magnificently at this concert in memory of my mother. Many thanks to all who performed that night. I hope that you have all had an opportunity to hear Gertrude and that you understand how she has increased and enhanced our worship options.

Also in the fall, the handbell choir was once treated again to a workshop by local handbell clinician, Karen Leonard. Under Karen’s guidance, we reviewed the fall slate of handbell music, discussed techniques, highlighted potential pitfalls, and received other playing pointers.

Our Junior Choir is getting older. Many of these wonderful singers have been with me for years. In 2010, we said goodbye to graduating seniors Andrea Bray, Erin Ricard, and Nicole Sullivan. In 2011, we will say goodbye to Leah Cole and Chantelle Somers. Although these are all huge losses, we are blessed to have some talented younger singers coming up through the ranks.

I would like to end by thanking every single choir member for your dedication. *Bless, O Lord, us thy servants, who minister in thy Temple. Grant what we sing with our lips, we may believe in our hearts, and what we believe in our hearts, we may show forth in our lives, through Jesus Christ our Lord. Amen.* Royal School of Church Music Prayer.

Handbell Choir

Debbie Psilopoulos, Director
Mary Bray
Joy Chadwick
Elizabeth Danieli
Dave Kuzara
Dee Miller
Sean Seyffert
Steve Sullivan
Mike Thompson
Sally Warren

Children’s Choir

Leah Cole, Accompanist
Skyla Garrigan
Elizabeth Meinhardt
Sarah Meinhardt
Grace Mescall
Hannah Seyffert

Junior Choir

Connie Pawelczak, Accompanist
Patricia Blumeris
Kelly Bray
Leah Cole
Kathryne Danieli
Lily Marshall
Maggie Mescall
Emma Seyffert
Chantelle Somers
Abby Warren
Emily Warren

Senior Choir

Scott Bempkins
Ron Cannistraro
Kathryn Chamberlain
Betsy Eisenmann
Bud Flumerfelt
Eric Forsberg

Lois Freeman
Steve Grillo
Matt Hickcox
Melanie Hickcox
Liz Landers
Katie LaRochelle
Marilyn Livingston
Beth Lucas
Steve Marshall
Lynne McSheehy
Connie Pawelczak
David Shochat
Adrienne Spear
Sally Warren
Linda Webb

Respectively submitted,
Maggie Marshall
Minister of Music
Soli Deo Gloria!

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 parish 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/Outreach Events in 2010

The Mission/Outreach Team is charged with helping parishioners, both individually and collectively, to do God's work in the world around us. The primary role of the team is to coordinate with and support existing outreach programs and activities. We also educate All Saints' member about the parish's Mission and help those interested in starting new Outreach activities. Our efforts are focused mainly in the areas of Environment, International, and Housing. This report will give a brief overview of the Mission/Outreach activities put on or participated in by parishioners in 2010. Details of each program have been submitted by the volunteers involved and can be found in separate sections of this annual report.

Environment

- ◆ All Saints' has an Environmental Stewardship group which meets monthly. The focus of this group is to help parishioners be better stewards of God's creation. They offer tools such as a recycling drop-off for compact fluorescent light bulbs and devices to evaluate the energy efficiency of your home.
- ◆ All Saints' sponsors parish cleanup days twice a year. This year, we also took part in the town-wide cleanup day.
- ◆ The parish held a Creation Sunday liturgy and fair on Oct. 3 which included information on environmental stewardship as well as the planting of trees on the grounds.

International

- ◆ We hosted a "Kenyan Day" event in March to celebrate our parish partnership with the Enyahera Subparish and our support of the Mothers Union Feeding Program, both in Kenya. This featured a dinner of Kenyan food, a slide show by Dr. Christina Russ as well as activities for children such as writing letters to Kenyan students and making African rolled-paper necklaces.
- ◆ Reverend Tom visited Kenya for several weeks in November. While there, he brought our best wishes, monetary support and a book of photos, drawings and letters to Enyahera subparish.
- ◆ All Saints' supported the Mothers Union Orphan Feeding Program for another year at one parish in Kenya.
- ◆ Parishioners volunteer at the "Celebration of Life" food booth at the Lowell Folk festival. This raises money for Mustard Seed International which runs orphanages in the Caribbean, Africa, and South America. The parish also gives direct financial support to Mustard Seed.
- ◆ All Saints' worked with the Chelmsford/Lowell chapter of Refugee Immigration Ministry (RIM) to help resettle an African family in the Lowell area.

Housing

- ◆ All Saints' has been very involved with the Greater Lowell chapter of Habitat for Humanity. Among the ways we were involved with Habitat are:
 - We send a representative to the monthly meeting of the chapters Interfaith Committee.
 - Reverend Tom was selected this year to serve on the chapter's board of directors.
 - Several parishioners participated in the annual Hike for Humanity to the top of Mt. Monadnock. This years proceeds went to help the people of Haiti and Chile.
 - The church held its fifth annual Gingerbread Village to benefit the Lowell chapter of Habitat for Humanity. This event was put on in close cooperation with the local Habitat affiliate and had involvement from many of its covenant churches.
- ◆ In partnership with Central Congregational Church, we sent a group of high school youth and adults to the Cabbell-Lincoln Workcamp in Huntington, WV to help repair homes.

- ◆ Also in partnership with Central Congregational Church, All Saints' sent youth and adults on a mission trip to repair homes in northern Maine.

Other

- ◆ We celebrated particular Outreach programs through periodic articles in Saints' Alive and by recognizing programs and volunteers in the worship service.
- ◆ All Saints' collected Christmas presents for the children of prisoners through the Angel Tree Ministry.
- ◆ We collected food for the Chelmsford food pantry.
- ◆ The parish supplied meals to the needy in Lowell through the Eliot Church feeding program. We now have an All Saints' parishioner on the board of the feeding program.
- ◆ The Penny Basket effort raised money to support the Eliot Church feeding program.
- ◆ The All Saints' Thrift shop donates much of their proceeds to parish and community outreach programs. In addition, it provides a valuable community service by offering extremely affordable quality clothing.

Mission/Outreach Team

Dave Kuzara
David Shochat
Carl Clark
Lois Freeman
Edie Parekh
Laura Marshall

WEST VIRGINIA WORKCAMP

Every year, over 250 youth and adults from various states and denominations gather at camp Asbury Woods outside of Huntington, WV to participate in the "Cabell-Lincoln Workcamp". The workcamp's goal is to make the homes of needy people in the Huntington WV area warm, safe and dry. Typical workcamp projects include repairing and replacing roofs, walls, windows, and floors, painting homes and adding skirting to trailers. Each year, All Saints' Church and Central Congregational Church rent vans and bring youth (ages high school and above) from both parishes to this event.

All Saints' and Central Congregational Churches sent 22 people to the WV Workcamp during June 19 - 26 2010. Of these, 3 adults and 5 youth were from All Saints'. Prior to going, the group held a variety of fundraisers to help defray the cost. There was a dinner in Feb, a "Dining to Donate" event at Applebees in March, a car wash in April and a talent show in May. The group also sold "Workcamp Shares" as a way of soliciting donations. Once we got to West Virginia, we joined other groups and were broken up into 28 different work crews of 4 - 6 people each. Each work crew went to a different site to help homeowners with tasks such as painting, building decks, roofing, re-skirting trailers, and re-building rotted floors. We arrived back in Chelmsford late Saturday night after driving all day. The next day, Sunday, we spoke at services at both churches to describe our experience to both parishes.

Thanks so much to everyone who supported this effort. Your help was greatly appreciated.

Respectfully submitted,
Dave Kuzara
Mission/Outreach Team

HABITAT FOR HUMANITY OF GREATER LOWELL

The mission of Habitat for Humanity of Greater Lowell (HFHGL) is to *strengthen families and communities through home ownership*. In 2010, All Saints' has continued to support HFHGL at the Covenant Relationship level, meaning that the mission of HFHGL aligns with that of All Saints' mission and outreach to such an extent that we have entered into a long-term relationship. The renewal of this commitment will take place in the Spring at our annual recovenanting. Specific ways in which we have lived out this commitment during the past year are:

- The Gingerbread Village took place December 3-5 and, with wide community support, raised close to \$3000 for HFHGL.
- An All Saints' team participated in the Hike for Humanity to the summit of Mt. Monadnock (and back down!), and ended up as the event's top fund-raising team.
- HFHGL acquired a new member for its Board of Directors: Tom Barrington!
- I have enjoyed representing All Saints' on the *Interfaith Committee*, a group of parishioners from a number of area Churches. This year, the committee is hoping to get started on a build project sponsored by the Interfaith Committee itself (and member Churches).

Respectfully submitted,
David Shochat

GINGERBREAD VILLAGE

The 5th Annual Gingerbread Village Display to Support Habitat was a wonderful success! The theme this year was, "Build a Dream House to Help Habitat Build Dreams" and we had 84 entries. Participants joined us from Chelmsford, Billerica, Carlisle, Westford, Tyngsboro, Concord, Lowell, Tewksbury, Burlington, Bedford, and Somerville! We had individual builders, corporate sponsored teams, scouting troops, adult care facilities, schools and local businesses all join in! We drew record crowds on both days and highlighted not only holiday fun and creativity, but also the important work of Habitat for Humanity of Greater Lowell.

With our very modest donation request of \$5 a family- and letting in all who come regardless of their ability to donate- and selling raffle tickets for the houses, we raised close to three thousand dollars for Habitat. That's approximately 600 donations of \$5 each. With the hard work and culinary/baking skills of our parishioners, we also raised close to two thousand dollars for All Saints' with the proceeds from the Kitchen, Cookie Walk, and Gingerbread Man Decorating (as well as some ornament and craft sales.)

The most amazing thing about this event when you are there is the incredible community spirit it generates- this is a way we as a parish connect to hundreds of people outside of our church and share our commitment to just and affordable housing through our long time covenant with Habitat for Humanity of Greater Lowell.

So many people make this event happen- from all the bakers of cookies to the many parishioner gingerbread house makers- this is truly a parish event. There were some leaders I would like to be sure to mention: Lois Freeman, Carl Clark, Dee Miller, Frank and Linda Ouellette, Leslie Stafford, Joyce Youngberg, Linda Coles, Linda, David and Connor Cahill, Mary Woodward, Lissie Bates-Haus, Laura Geary, Karen Garrigan, Tricia Mescall, Ron Cannistraro, Rohini Pola, Becky, Paul, Paul and Sam Malone, Susan Gates, Amy and Brian Hunter, Jen and Tom Barrington, Martin Kepner, Jim Rainville, Denise Seyffert, Margie Lane, Mary Cooney, Barbara Willman, Harry Taplin and Paul Krenitsky.

I want to thank all of you that COME to the event, planning your lunch or fun with a friend around the event! I had people tell me that coming to the Gingerbread Village is their family's favorite tradition to start the Holiday Season. I had Girl Scout Troop Leaders tell me that their girls have been building houses for all 5 years, and what started out as milk carton/graham cracker structures have grown into multi-level, gingerbread palaces- that the girls themselves see the growth each year and it is amazing. It also gives them a fun platform to talk about the very important work of Habitat and their emphasis on community outreach.

Thank you to the All Saints' Vestry and community for supporting this event.

Respectfully submitted,
Laura Marshall

REFUGEE IMMIGRATION MINISTRY (RIM)

The Chelmsford / Lowell / Billerica Cluster of RIM consists of about 6 congregations, including All Saints' Church. RIM is a faith based social service agency that sponsors refugees and asylum seekers. They are based in Malden,

Massachusetts. The RIM office provides administrative, case work and logistical support while the Clusters work with the clients.

We began the year waiting for a refugee family from Iraq. We had agreed to sponsor them in the summer of 2009 but they keep being delayed. In the spring of 2010 we helped furnish an apartment for another family from Iraq who settled in Lawrence. All Saints' furnished the kitchen. Our cluster did not continue with this family because they were moving in with relatives. Meanwhile, the summer came and went with no word on our family. Finally, the director of RIM contacted us in mid-October to say that it did not look like the Iraqi family was going to come. However, she had another family, a mom with seven children from the Central African Republic who needed sponsorship. She also told us that they were arriving at Logan Airport in two weeks and they did not speak any English. (The arrival of refugee families is controlled by the United Nations and the US State Department; local agencies usually have very little notice.) Our Cluster said we would sponsor them.

Angeline Sambella and her family arrived at Logan Airport on October 27, 2010. The children's names and ages are: Peter- 19, Hubert - 14, Jacques - 12, Nation - 9, Valle & Reny - 6, Romy - 3. (All boys except Reny & Romy) A group of cluster members from 4 different churches met and brought them to Trinity Lutheran Church. Volunteers from another church had dinner waiting for us. The family was housed in a two bedroom apartment in the back of Trinity Church for the first two weeks. We then found them an apartment on Westford Street in Lowell. All Saints' provided fresh food for their arrival, furnished the bathroom, provided bedding and cleaning supplies, as well as assorted furniture. Clothing for the family was sorted out by the Thrift Shop and they have been able to select anything they wanted.

The children are now all in school and learning English and about their new home, including the phenomenon of winter. Mom and the youngest, Romy, go to special English as a second language classes.

Special thanks to all those who have assisted with this life saving work.

Respectfully submitted,
Tom Barrington

PARISH PARTNERSHIP AND THE MISSION TRIP TO KENYA

For the past four years, All Saints' has been partnered with Enyahera Parish in the Diocese of Maseno North in Kenya. This partnership has been facilitated by Jubilee Ministries of the Diocese of Massachusetts. (Please note the spelling of Enyahera Parish has changed. We were using a spelling that came for the Maseno North web site but this spelling is what is used by the members of the parish.)

All Saints' has been sending and receiving notes, drawing, and other gifts. In the summer of 2010 we were able to send \$1,000 through an individual traveling from here to there to support the Mother Union Orphan Feeding Program. We have also been supporting them through Jubilee. We have sent \$610 to Jubilee in 2010.

For the last two years we have been attempting to organize a mission trip to visit them. This has not worked out for various logistical and financial reasons. In the fall of 2010, I decided to travel alone to Maseno, Kenya. Besides visiting Enyahera Parish I was representing Jubilee Ministries visiting other projects and Bishop Simon Oketch of the Diocese of Maseno North. I serve on the Jubilee Executive Committee. I also visited Juliet Wambani, the widow of Elphas Wambani who had visited All Saints' a number of times while he was studying in the US. He died tragically of a heart attack in the summer of 2009.

I was able to bring 50 copies of a calendar made from drawings by the children and youth of Enyahera Parish. Special thanks to Trina Teele who designed the calendar. Emily Andrews made a photo album/scrapbook of life at All Saints' that I was able to present to them. They were delighted with both. Members of All Saints' donated \$2080 for my trip. The money was split amongst Enyahera Parish, the Wambanis, and to support the work of Nancy and Gerry Hardison, the missionaries who hosted me. I paid all of my travel, room, board, and other personal costs myself. Special thanks also to Bishop Tom Shaw who paid for supply priest to cover services at All Saints' for the two weeks I was away.

It was a wonderful trip. The bonds of affection and prayerful support between All Saints' and Enyahera Parish are strong and vital. They truly appreciate our support and continually keep us in their prayers. The Rev. James Mwuara and Phanice Otenyi, Chairlady of the Orphan Feeding Program send us their greetings and love on behalf of the whole congregation.

Respectfully submitted,
Rev. Tom Barrington

ENVIRONMENTAL STERWARDSHIP

In 2010, the Environmental Stewardship Group led two active cleanups 'in the field' with members of the church volunteering. Altogether, we collected a whole container full of garbage from the public areas of Chelmsford, including a car door.

In addition, the group planned education events for the congregation, including a visit with the 5th and 6th graders in church school to talk about the '3 R's' (Reduce, Reuse, Recycle), the making of a 'trash tree' with the kids, and the LED bulbs Recycle Box in the narthex.

On Creation Sunday we had an 'open house' with tables for local presenters at the coffee hour following the service, which had loads of food, conversation, and hope that we, as people of God, will do the right things to maintain the earth.

For 2011, we will begin a new program utilizing the electronic meter appliances that were donated to the church, and which are free to any member of the congregation to use to check their home for 'lost' electricity and heat. We will set up classroom time after services to train anyone interested in their proper use.

We also will keep up for 2011 our 2010 initiatives on education, cleanups, and energy savings.

Respectfully submitted,
Bill Moreau

ALL SAINTS' THRIFT SHOP

The original mission of the Thrift Shop was to support Christian education and youth programs in the parish. We continue to support the Sunday School Programs and have expanded our mission to include community outreach, and capital improvements to the Church property. All clothing that is not sold is donated to a local charity on a monthly basis.

Church Programs Supported:

- All Saints' Church General Fund - \$3,000.00
- Memorial Fund - \$25.00
- Rector's Discretionary Fund - \$500.00
- All Saints' Feeding Program - \$1,500.00
- Sunday School Program - \$150.00
- All Saints' Outreach Trip to Maine - \$100.00
- RIM (Refugee Immigration Ministry) – \$291.50
- Thrift Shop Repairs (Thermostat) - \$452.00

Community Outreach Supported:

- Camp Paul, Chelmsford - \$100.00
- Alternative House, Lowell - \$200.00
- Salvation Army, Greater Lowell - \$100.00
- Chelmsford Community Exchange - \$200.00
- House of Hope, Lowell - \$100.00

- Life Links, Greater Lowell - \$200.00
- Lowell Sun Santa Fund - \$150.00

The outreach money is 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 2011.

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
Cynthia Bennett, Treasurer

PASTORAL CARE

Pastoral Care is a group of parishioners who visit and share Communion with those who are unable to attend church. Many visits are on a regular basis and some are on a short term basis as the need arises. We meet monthly with Tom to discuss the needs and concerns of the members. Sixty-one home Communions were administered this year.

Many thanks to Deb Forsberg, who started the Prayer Shawl Ministry. It is a group who prayerfully knit or crochet shawls, which are then blessed at a Sunday Service. Due to their endeavor we and other parishioners have been able to distribute them to many individuals.

Pastoral Care is a small group and we would welcome anyone interested to join us. We meet on the first Tuesday of each month at 7:30 pm in the Blue Room.

Our group includes Tom Barrington, Carl Clark, Joan Dechane, Lois Freeman, and Ann Kirk.

Respectfully submitted,
Ann Kirk

ALL SAINTS' FEEDING MINISTRY

For the past year, four teams from All Saints' have provided meals at the Eliot Church for what is still called the Saint Paul's Food Ministry. We have been a part of this ministry since its inception about eleven years ago. Since that time the ministry has moved from Saint Paul's Methodist Church to Eliot Presbyterian Church and has a Board of Directors (our representative is Melanie Hickcox) to oversee the work of the many groups from area churches who participate to make the ministry possible.

The All Saints' teams cover the evening meals on the second Wednesday of each month. We have about 25 individuals who meet at our church to prepare a nourishing meal. We then leave at about 4:30 to serve the food at Eliot Church in Lowell for a 5 o'clock meal.

At this time we are supported financially by the Thrift Shop and by Penny Basket contributions. The Thrift Shop donates \$750 two times each year. The Penny Basket also donates whatever it receives to this ministry. Without these donations it would be a financial burden for those who make up the four teams. We are very grateful for the generosity that helps us to continue our ministry. Contributions are always welcomed.

All Saints' also has to make a contribution toward the rental of Eliot Church and for all of the supplies that are needed in the Eliot Church kitchen and dining room. Our contribution sent in December 2010 was \$1500.

Respectively submitted,
Esther Davenport

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 *Welcome to All Saints' Church* pamphlet to give to first-time visitors. The pamphlet gives an overview of the church history, as well as current offerings and logistical information to facilitate newcomers' visits. Whenever possible, greeters introduce themselves to new visitors, answering any questions they might have and introducing them to Tom. Reconnecting with new visitors after the service is greatly encouraged.

Our greeting team changed several times this year, and I'd like to thank our current and former greeters. Our current team includes Lynne McSheehy, Bruce Bray, Deb Dutton, Barbra Lindberg, Kathryn Chamberlain, Carol Cannistraro, and our two newest greeters Linda Cahill and Midge Wilson. This year, we said goodbye to Robb Dussault, Tara Greaves, Joy Chadwick, Denise Sullivan, and Karen Garrigan. Thank you all for your commitment to our greeting team and for your flexibility as our teams waxed and waned!

As part of the Greeting Program, I create nametags for parishioners to facilitate the learning of each other's names, which will hopefully create a greater feeling of family within the parish. This year, I began customizing nametags for all parishioners like I do for the choir, using a symbol that represents a ministry they participate in at All Saints' or a favorite hobby. I think it's been a huge success and some very creative name tags can be seen on any given Sunday. I noticed that more young people asked for name tags once they were personalized, and I hope to extend this ministry until every parishioner wears a tag every Sunday!

In the upcoming year, I hope that we can continue our important ministry and add some new greeters to our team as we did this year. Please contact me if you'd like to know more about becoming a greeter. I hope that greeters will provide newcomers with a connection to All Saints' that makes them want to keep coming back.

Respectfully submitted,
Katie LaRochelle
Greeters Program Coordinator

ANGEL TREE PROGRAM

Prayers of Joy

"I thank my God every time I remember you. In my prayers for all of you, I always pray with joy." This passage from Philippians 1:3-4 seems applicable to so many aspects of Angel Tree, the national program that matches churches with families of incarcerated parents who have applied to participate through their prison chaplains. I am very appreciative of the Prison Fellowship linkages that make it possible for us to serve local families whether their loved one is in prison in Massachusetts or far away. I am so grateful for the beautiful, generous gifts All Saints' parishioners have provided for 20 children for Christmas 2010. I know that at this busy time of year, these are gifts of your precious time and effort as well as tangible purchases. It was a real pleasure to see all the lovingly selected toys, books, games and clothing, and to know that every gift carried the potential of strengthening the bond between a child and the parent in prison. Special thanks to the faithful helpers who made the 2010 program such a success – Melissa Flewelling, Mike Thompson and Kevin Ackert for sorting and delivering, to Denise Sullivan for writing to the prisoners, and to Darlene Gossement at "communications central."

I feel joyful that the families we are able to serve are open to this demonstration of God's love for them. Many families of prisoners feel shame and embarrassment because of the prisoner and sometimes because of their own financial circumstances. Children sometimes also feel guilt that they are in some way responsible for the parent's leaving. Sometimes there is confusion when children don't know where the parent is or when he or she will return. It is joyful that when participating prisoners apply for the program months ahead of the season of Jesus' birth they are thinking about how to make their children's Christmas happier. Reverend Tom's Christmas Eve sermon illustrated how the birth of Jesus brings people together, even when they may not expect it and indeed may have taken some paths that led away before turning back toward the center.

This year, there were two interactions that especially touched me. One mother of a young teenage boy was so delighted that his father had reached out through Angel Tree, requesting art supplies for his son. She felt this might be the beginning of reconciliation between father and son, and spoke of plans to send some of the boy's artwork to his dad in prison. In making a delivery to a toddler's aunt at her place of work, to my surprise I found myself warmly welcomed by the woman's coworkers and embraced by the young woman who shared with me how thrilled her sister in prison was to be able to participate.

Of course at the heart of Angel Tree is "the greatest gift of all," God's son sent to share in our humanity and to pay the ultimate price for the sins of the world.

With thanks and joy,
Stephanie Ackert
Angel Tree Coordinator
978-663-5188 sackert1@comcast.net

BOTTLES AND CANS REPORT

As of the end of the year, we have managed to redeem \$202.20 which will go to the feeding program. The total for the last 12 years has been \$2,836.75. This amount means we have redeemed 4044 cans and bottles this year!

Please keep them coming! CLEAN bottles and cans (not from New Hampshire) can be left in the closet just outside the kitchen door in the Parish Hall. I'll take it from there.

Respectfully submitted,
Carol Douglas

PENNY BASKET REPORT

What has happened to our "penny people?" During the year 2010, we collected only \$92.00 in pennies and silver in the Penny Basket in the Narthex. As you may know, all these pennies are deposited in the St. Paul's Feeding Program to supplement the monies for the food to be purchased each month. I understand that the St. Paul's fund was a little short this year. If collectively we had given a few more pennies, the shortfall would have been covered. Please try to bring in your pennies on a regular basis for this worthwhile program.

For those who are new, in the Narthex on the Tract Rack you will find a little white basket with a tag on it explaining that all the pennies donated go directly to the St. Paul's Feeding Program. As you probably know, there are teams of workers that go to the program once a month to serve a hot meal, sometimes to as many as 125 people. This is such a wonderful outreach program for All Saints', and they need all the help possible from us all. Please bring in your loose change and put in the basket, where it will be collected and wrapped by Barbara Waldron. Then it is deposited to the St. Paul's account whenever there is a little bit of money to help subsidize this program. We all hope for a much healthier and productive year in 2011.

With many and grateful thanks for those pennies received,
Barbara Willman

DIOCESAN CONVENTION LAY DELEGATE'S REPORT

St. Stephen's Memorial Church, Lynn on November 6, 2010

The Rev. Tom Barrington, Lois Freeman, and Lynne McSheehy attended the Convention, which was held on one day this year instead of two. We three were among approximately 650 people who attended. The convention was planned to be extremely compact and efficient, and that goal was reached without the loss of any spiritual depth or understanding of mission.

With huge credit given to those who contributed to the summary of the Convention on the Diocesan web site, I will try to give the people of All Saints' a picture of the day:

Bishop Tom Shaw's meditation pointed out that "All of today, the resolutions, the budget, the elections, the reports – all of it is about our common life, our life together."

The theme of the Convention was "Answering God's Urgent Call." The day's reports reflected on the many ways and the many places where we can do that – individually and corporately. Young people shared stories of transformed lives. (Life Together young adult program) Those who have had opportunities to share time at the Barbara C. Harris Camp and Conference Center shared their testimonies. (Remember when that was just a wonderful dream?) Bishop Bud Cederholm said, "We are God's partners, sometimes called God's stewards, and God is depending upon us to maintain and heal this fragile earth, our island home." Exploration of the Genesis Covenant, adopted by the General Convention in 2009, was approved. Support for the Green Grants Initiative was approved. Reduction of greenhouse gas emissions by 50 percent by 2020 will be encouraged. Bishop Gayle Harris reported on ministry needs of Anglican Christians in Israel and Palestine, having spent three weeks there on a mission trip. Special longtime Diocesan contributors were honored and their gifts were celebrated. One special group honored was the sisters of the Order of St. Anne – Bethany as they celebrated their order's centennial anniversary. The Diocesan budget was reduced; canonical changes were approved; closed churches were remembered; and many other areas were covered in a wonderfully well-run day. More can be read on www.diomass.org where there is a link to the information about the Convention.

And don't forget that the Diocese even has a Facebook page! You can see pictures from the Convention and other Diocesan events – maybe it will inspire you to become more active at the Diocesan level. There is much need!

It's always a pleasure and a privilege to gather with our brothers and sisters of the Diocese to worship and learn and expand our own missions.

Respectfully submitted,
Lynne McSheehy

NOMINATING COMMITTEE REPORT

The Nominating Committee is pleased to present the following nominations to the parish of All Saints' for its consideration at Annual Meeting:

Sr. Warden	Scott Bempkins ¹
Jr. Warden	Liz Landers ¹
Treasurer	Cynthia Bennett ¹
Clerk	Anne Ludlow
3-year Vestry	Frank Ouellette
3-year Vestry	Erik Forsberg
3-year Vestry	Matt Castle ²
Convention delegate	Lois Freeman ¹
Convention delegate	Dave Kuzara
Convention delegate alternate	Chris Mills
Deanery Representative	Lois Freeman ¹
Deanery Representative	Carl Clark ¹
Deanery Representative	Dee Miller
Deanery Representative	Paul Krenitsky
3-year Endowment Committee	Derick Gates
3-year Endowment Committee	Connie Pawelczak
3-year Endowment Committee	Jean McCaffrey
2-year Endowment Committee	Carol Cannistraro
2-year Endowment Committee	Barbara Lindberg
1-year Endowment Committee	Paul Krenitsky
1-year Endowment Committee	Scott Sanjurjo
2011 Nominating Committee	Harry Taplin
2011 Nominating Committee	Paul Krenitsky
2011 Nominating Committee	Carl Clark

¹ Indicates a continuation of service.

² This seat has historically been filled with a younger member of the parish, often for just a year at a time

Respectfully submitted:

Linda Cahill
Carl Clark
Lois Freeman
Matt Hickcox

Paul Krenitsky
Connie Pawelczak
Chantelle Somers
Harry Taplin