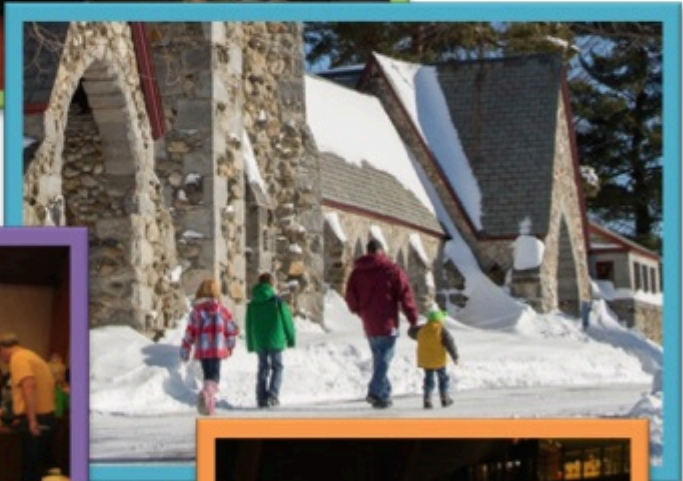


All Saints' Episcopal Church Chelmsford, MA



2015 Annual Report
ALL SAINTS' CHURCH ANNUAL MEETING
February 21, 2016

AGENDA

Gathering and Signing In

Call to Order Rector

Opening Prayer Rector

Approval of Minutes from 2015

Rector: Bill Bradbury

Senior Warden: Chris Mills

Junior Warden: Frank Ouellette

Ministry Reports:

Treasurer: Melanie Hickcox

Living Stones Campaign Mary Woodward and Dave Kuzara

Endowment: Scott Bempkins

Worship Commission: Maggie Marshall

Church School Council: Debra Forsberg

Thanks to Staff and other ministries: Rector

Motion to accept reports as written and placed on file.

Nominating Committee Report: Connie Pawelczak, chair, Laura Marshall, Adrienne Spear, Melissa Thompson, Mary Woodward, Matt Hickcox

Election

Thanks to retiring vestry: Rector and Senior Warden

Announcements

Closing Prayer Chris Mills

Adjournment

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All Saints' Church Annual Meeting Minutes, February 8, 2015

Gathering and Signing In:

As people gathered in the Parish Hall, they signed into the meeting, and they enjoyed a light lunch which was served by the Vestry.

Call to Order:

The Rev. Bill Bradbury called the meeting to order at 11:30 AM.

Opening Prayer:

Rev. Bradbury led the gathering with an opening prayer.

Approval of minutes from 2014:

It was moved, seconded, and unanimously approved to accept the minutes of the 2014 Annual Meeting as presented.

Senior Warden's Report:

To supplement his report, Dave Kuzara commented on two highlights of his time as senior warden: growth and extensive participation. In addition, he thanked the other officers, especially the clerk, treasurer, junior warden, and the Rev. Bill, as well as thanking Anne Ludlow, his wife, for her support.

Junior Warden's Report:

To supplement his report, Erik Forsberg highlighted the Discernment process and its excellent leadership -- it was both methodological and Spirit-driven. He gave thanks to the Discernment Committee and to all the people who participated in the process.

Discernment Committee Report:

Darren Collins, a member of the committee, gave an overview of the process and noted the summary report in the annual report. The focus was on objectivity, with the intent of enabling the community of All Saints' to understand ourselves -- two tools used to accomplish this were 1) several cottage meetings, and 2) interviews with natural groups within the parish. The ultimate goal was to understand who we are and where we want to go as community.

The committee made its recommendation to the vestry in December -- both the committee and the vestry unanimously called the Rev. Bradbury to be our next rector, and he accepted.

Dave Kuzara reported about the remaining steps: currently, a packet of documents (including the Parish Profile, Covenant of Ministry, and Mutual Ministry Review) is being put together for delivery to the Diocese. Thereafter, we expect to gain the Bishop's approval. A Diocesan representative will then work with us in our Celebration of a New Ministry.

The Rev. Bradbury then added his compliments to the creative leadership and work of the Discernment Committee. Their efforts freed us up to do our day-to-day work. The Celebration of a New Ministry will truly be a corporate celebration.

Ministry reports:

Treasurer's Report:

Melanie Hickcox presented highlights of 2014: giving was up by \$30k in last 2 yrs, and there is a deficit due to decreased rentals, increased utilities, and less special projects. If these trends continue, we will have more than we need for normal operations.

It is important to get a broader viewpoint and input to the budget and planning processes for All Saints' finances. Having a FinComm in place would be immeasurable help to the treasurer and the vestry. In addition, it would be prudent to have a capital expense fund to manage major repairs rather than relying on the General Fund for these major items. We want to be able to pursue ministries without having to scramble for the funds for major maintenance, such as replacing a furnace.

A question was raised as to plans for future special projects -- a committee will be formed in the early spring to explore possibilities and ideas.

Endowment Committee Report:

See the Annual Report. No one was available to make additional comments during the meeting.

Stewardship Report:

Steve Grillo reported that he, Erik Forsberg, and Scott Bempkins planned the 2014 stewardship campaign. Steve thanked Trina Teele for her creative art work which has brought great images to our stewardship campaigns.

Church School Council Report:

Laura Marshall reported that teachers, volunteers, and the Church School Administrator, Debbie Collins, are all coming from a place of abundance and their Baptismal covenant. They are exploring ways to invite all of us into that.

This past year was a great program year, and everyone who participated in the Church School Open House was thanked -- it helps a lot for the children to have us show our interest in their activities.

Worship Commission Report:

Maggie Marshall commented that the commission tries to mix things up to keep folks engaged, and more feedback from the congregation would be welcome.

Thanks to Staff and other ministries:

The Rev. Bradbury commented that, with the extensive snow we've had this winter, our Sexton, Bob Wilson, has worked very hard these last few weeks. He also commended and thanked Debbie Collins for the great job she has done with Christian Ed (with the help of her daughter, Addie).

Motion to accept reports as written and placed on file

It was moved, seconded, and unanimously passed to accept and maintain on file the reports as written and published on the All Saints' web site.

Nominating Committee Report:

Harry Taplin served as chair of the Nominating Committee; committee members were Linda Coles, Elizabeth Danieli, Steve Marshall, Connie Pawelczak, Rohini Pola, Sean Seyffert, Harry Taplin, and Allen Thomas.

There was a motion (and second) from the floor to elect Frank Ouellette as Junior Warden; he accepted this responsibility and was unanimously elected to the position.

Election:

Harry presented the slate for the coming year:

Senior Warden:	Christopher Mills
Junior Warden:	(per election from floor: Frank Ouellette)
Treasurer:	Melanie Hickcox
Clerk:	Cina Barker
Vestry Members:	Abbie Warren, and two additional members, TBD
Convention Delegates:	Christopher Mills, Edith Parekh
Deanery Delegates:	Deb Dutton, Dee Miller
Endowment Committee:	Bud Chagnon, Richard Coles
Nominating Committee:	Connie Pawelczak (recommend as chair), Adrienne Spear, Laura Marshall

Acceptance of the slate was moved, seconded, and carried unanimously.

Thanks to retiring Vestry:

The Rev. Bradbury reported that our wardens, Dave Kuzara and Erik Forsberg, have been a great team, and they will be greatly missed. He expressed gratitude for their tireless work for the past three years. The Rev. Bradbury also thanked the outgoing vestry members, Steve Marshall, Rohini Pola, and Sean Seyffert, for their years of service.

Announcements:

Edith Parekh gave grateful thanks for the Spirit having raised the desire for a service for Ebola victims, and she praised the meaningful service that Maggie Marshall and Bill Bradbury put together. (And for icing on the cake: that evening, her grandson was born.)

Closing Prayer: (Chris Mills)

Our new Senior Warden, Christopher Mills, led us in the closing prayer.

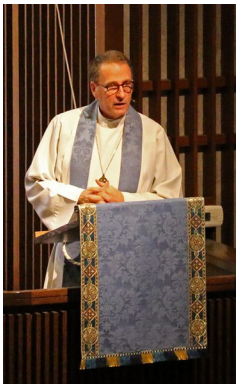
Amen!

Adjournment

The meeting adjourned at 12:13 PM.

Respectfully submitted,
Cina Barker, Clerk of the Vestry

Rector's Report



*William Bradbury,
February 21, 2016*

Following the Annual Meeting last February the vestry began to explore the possibility of having a capital campaign in order to remedy a number of longstanding issues that ideally would have been dealt with through the years. At the vestry retreat it was unanimously decided to begin such a program which today is known as the Living Stones Campaign.

In October of last year Bishop Gates made his first visit to All Saints' in order to lead us in worship of Triune God and in the Celebration of New Ministry, as we ended a year of discernment into God's will for our parish. It was a grand night that included a bat flying down the length of the church during the distribution of Holy Communion. I took it as a good sign!

Both the Living Stones Campaign and the Celebration of New Ministry are also good signs that we are a community in Christ and not just a collection of individuals on separate journeys.

We have been blessed once again with splendid leadership from our Wardens, Chris and Frank, who shepherded us to where we stand now on the brink of a great step forward as we enter the main part of the Living Stones Campaign. As our campaign volunteers visit each member in their homes we will find that the Spirit builds us up into a "spiritual house...a holy priesthood...acceptable to God through Jesus Christ." 1 Peter 2:5

As always I want to thank our vestry and especially those rotating off whom we will honor later in the meeting. I am most grateful for Melanie Hickcox, our Treasurer, and Cina Barker, our Clerk, who are both retiring from their positions after years of service. Each has been faithful and true, month after month, year after year. Without Melanie's leadership we would not be in nearly as good shape financially, nor would we have benefitted from her creativity and faithfulness during the lean years when it would have been easy to despair the lack of even a small surplus. Without Cina's faithful and prompt taking of vestry minutes we would not have such a clear record of what we've done and discussed over the years.

Several months ago our Parish Administrator, Darlene Gossement, discovered that she had a small tumor in her brain that would need to be removed. That surgery happened in January and since then she has been recovering at home. In her absence Maggie Marshall, who continues to do a phenomenal job of running our large music ministry, stepped in to coordinate a number of volunteers in staffing the office. Without her leadership our volunteers would not have accomplished nearly as much as they have. Great thanks goes to Sharon West, Chris Baron, and Jesenia Tejada-Perez who have done the lion's share of staffing the office.

Special thanks also goes to Diane Olbert who took up the weekly task of producing the e-bulletin, and the Sunday bulletins with inserts. Diane also agreed to work three days a week starting in February as a temporary supply for Darlene.

Cynthia Bennett stepped in to pick up the inputting of our weekly offerings and gifts, along with her regular volunteer work of shredding over six boxes of old financial records that are no longer needed.

Finally, in terms of the office, Margie Lane has continued without interruption folding every bulletin and insert for every service held at All Saints'. Together, all these folks have kept the office not only surviving, but thriving.

In the same way Debbie Collins has been a wonderful Church School Administrator, bringing new communication between teachers and parents as we seek to improve the involvement of all our families in the Church School. I am especially looking forward to having the classroom area renovated, along with those horrible bathrooms, as part of the Living Stones Campaign.

Our sexton, Bob Wilson, helped us survive the horrific winter we had last year and kept our floors the shiniest in the diocese.

In the past few months All Saints' has lost two long-time members who were contributing much to our common life. I think especially of Barbara Lindberg and Ann Kirk, who will be greatly missed by us all.

Space and time do not allow me to name all our ministries and ministers who are instruments of God's grace and mercy at All Saints'. Several groups, in addition to the vestry, deserve special mention this year: our Church School teachers/mentors who teach our kids the good news of God in Christ, choirs/ bell ringers who lead our praises of Triune God, and the altar guild, who perform their valuable service every time we worship at All Saints'.

As to my goals for the coming year: when we take our vestry retreat in a couple of months we will work together to discern God's call for our parish in 2016 and beyond. At this moment I personally am feeling called to find ways to offer folks a simple way to gain comfort in reading and studying the Bible. I am told that the biggest single indicator of parish vitality and growth is the number of members reading the Bible...at home. I realize there is much work for me to do when I see members, sometimes of longstanding, struggle to find their way around the Bible, including the gospels and the letters of Paul. As Saint Ambrose of Milan wrote in the 5th century: "To be ignorant of scripture is to be ignorant of Jesus." I have been greatly encouraged by the strong response of over 30 people to our Bible studies we offered on Genesis and the Lord's Prayer. There is a hunger here that shows the Spirit is working in our midst.

On a personal note, I have also felt the call of God to begin working with those in prison. As I write this I am preparing to attend my first two days of training in the Anti-Violence Project inside the Essex County jail in Middleton. Of course I beg the forgiveness of all those who I have not mentioned. Please know I am grateful to each of you who use your spiritual gifts for the building up of our common life. It remains a great privilege for me to be your rector!

*Peace in Christ,
Bill Bradbury*



Senior Warden's Report

The past year at All Saints' has been rich with growth, challenges, and evidence of God's grace in our midst. I doubt that any senior warden in our history has ever had to report otherwise. To be a part of this community and to labor on its behalf is its own reward. In the currency of Christ's Kingdom, we are rich and getting richer.

Your Annual Report is made up of reports from our many and diverse ministries. I will not duplicate those efforts here. Collectively these reports show that All Saints' programming continues to be strong, and to expand into new areas of discerned opportunity and need. If there is one aspect of this about which we might feel ambivalent, it is that the services we provide are bounded by our financial resources. In the currency of the secular world, we are meeting the challenges of rising expenses, but not much more.

In an eventful year I will highlight three accomplishments with far-reaching effects on our life together.

[1] In less than twelve months the Living Stones capital campaign went from an idea to implementation. The initial phases have been successful thanks to much hard work by many, and by the commitment and generosity of early pledge-makers. By now the goals of the campaign are familiar to us all: Capital renewal projects we could not otherwise afford; improved facilities to enable expanded services; and at last, after years of struggle, a stabilized and robust cash-flow. The main solicitation phase of the campaign is just getting started. When our visitors come to you for your pledge, remember the once-in-a-generation nature of these goals. Receive the call as an opportunity to make a direct individual contribution to transformational change at All Saints'.

[2] In October we celebrated our mutual ministry with the Reverend Bradbury. That joyful occasion marked the end of our priest-in-charge phase, and thus the end of the transition we embarked upon at the departure of the Reverend Barrington in 2012. This accomplishment has required us to define to the satisfaction of our diocese terms of employment with our rector that are mutually agreeable and sustainable. This is an underlying enabler that makes its significance felt when it is not done right. But we have done it right so we can now confidently turn our attention to our future ministries with the Reverend Bradbury.

[3] Disagreement between various stakeholders about parish financial bylaws and policies has for some time now been the source of conflict and its attendant anxieties. All parties involved are to be commended for remaining in the tension, so that what came out of it is the so-called "Blue Ribbon Committee". This is a small group of impartial volunteers who are executing a comprehensive review of the parish's bylaws. Their goal is to produce a revision of the same that meets the needs of the parish and passes muster with the Diocesan Standing Committee. The new bylaws will not become effective until voted upon both by the vestry and by the congregation at an Annual or Special Parish Meeting. This work is opaque to most members of the congregation. But make no mistake, it too is the kind of thing that can cause difficulties (as it has) when not done right.

Every year has its successes and challenges but each year is unique. In 2016 we can expect the pace of change to accelerate, driven by the confluence of congregational growth and the Living Stones campaign. The changes will be good and healthful, but they may also cause some anxiety. Change often has that effect. But we are a strong community of Christians and we will successfully surmount these challenges. We can help ourselves overcome our anxieties by acknowledging the changes ahead, both their inevitability and their desirability. They are evidence of our continued growth in our life together in Christ.

An on-going challenge in 2016 will be the recruiting of volunteers. A vital part of the Living Stones campaign will be the creation of teams to study and plan the projects the campaign will fund and this will require significant numbers of people. Existing ministries always have an appetite for new talent. Each year the Nominating Committee seeks new people to join the important leadership work of the vestry, deanery, and diocese. Our present recruiting efforts are ad hoc and probably will be insufficient to meet our needs in the year ahead. A key part of addressing this issue is finding an

effective way of drawing newcomers into the work of the parish instead of falling back on the same core group of volunteers.

I commend to you our vestry members. Since coming on board as a warden it has been a delight to work with them. As a group their deliberations are thoughtful and articulate. We can all be grateful for those who are going off, those who are staying on, and those who have made the generous commitment to join this excellent group of parish leaders.

I also commend to you Frank Ouellette, our Junior Warden. Frank is one of the saints among us. He goes quietly about performing many unsung tasks, doing God's work keeping the roof tight and speaking good sense at the meeting table. It is a privilege to partner with Frank as a warden. His willingness to continue on is a joy to me and a blessing to us all.

Melanie Hickcox is stepping down as our treasurer after six years of faithful and often arduous service. It is not possible in this space to enumerate her many contributions, nor to express adequate thanks for her service. Join me for that at Annual Meeting.

Being your Senior Warden has been a personally and spiritually enriching experience. It is exciting to have a leadership role in our community of greatly talented, committed, faithful Christians. Thank you for your trust last year and in the year ahead. I am striving to do my best. I welcome your feedback, particularly with respect to how I can serve you better.

*Yours in Christ,
Chris Mills
Senior Warden*

Junior Warden's Report

Over the past year we have taken a long look at our parish which led to a Capital Campaign. We have replaced the old furnace thanks to Dave Kuzara and the environmental stewardship committee and to Matt Hickcox replacing the thermostats with ones that can be set over the network. We have repaired the leaky roof, worked on the handicap ramp, and replaced rotten wood around the door and backside of the snuggery. More pointing was done around the retaining wall to the rear of the thrift shop. A door in the school room was added and other minor repairs throughout the church have been completed.

Now we look to prioritize what should be done next. The chimney to the chapel needs to be lined to stop the creosol from going into the Thrift Shop. The peak behind the choir loft needs painting. Then we will look at other projects such as grading around the chapel to stop the water issue so that we can work on the Thrift Shop. The elevator has problems, the kitchen needs a dishwasher, and the school area and bathrooms and other projects need updating.

These all need to be done but as the money grows from the Capital Campaign we will look to see what can be completed. These projects will not all be completed this coming year as the Capital Campaign is a five year commitment and the projects will be completed as the money allows over the next few years.

I look forward to working with Norm Douglas and many of our parishioners. As we work together, these smaller projects can be completed and we can stretch the Capital Campaign funds further. We will be looking towards professional help for some projects such as repaving the parking lot and installing lighting in the parking lot, as well as updating the school room area along with the bathrooms and other projects. I ask for your help and guidance as we go forward this year.

*Respectfully submitted,
Frank Ouellette
Junior Warden*

Reports from Ministries

STEWARDSHIP COMMISSION

All Saints' Stewardship Commission conducted our 2016 stewardship campaign this past fall. The theme of our campaign was Together In Christ, and through this theme we endeavored to remind ourselves that as a Christian community, we not only live Together In Christ, we work, build, and, most fundamentally, grow Together In Christ.

When we concluded our campaign a few weeks back, our final pledge total was \$272,482, an increase of 1.4% from our 2015 number. Aside from our total pledged income, it was gratifying to note that 32 families increased their stewardship pledge over 2015 and that we received 9 new pledges. While our total pledge income is essential to the Vestry as they prepare and approve our 2016 operating budget, our increased and new pledges give all of us reason to be optimistic as we support each other in our Christian lives and go out to do the work He has given us to do!

*In Faith,
Erik Forsberg, Scott Bempkins
All Saints' Stewardship Commission*

ENDOWMENT COMMITTEE

The Endowment Committee meets at least quarterly and sometimes more frequently throughout the calendar year to monitor the Endowment investments in the Diocesan Investment Trust, the performance of the investments, the receipt of new contributions to the Endowment Fund, and other related affairs.

The Committee for 2015 consisted of the following members:
Benton Burgess, Chris Baron, Laura Geary, Bud Chagnon, Richard Coles, Jocelyn Bishop and Scott Bempkins.

The Endowment provided \$9500 to the 2015 budget with a recommendation that this amount be used for those expenses that are consistent with the Endowment Guidelines (as follows):

The purpose of the Endowment Fund is to enable the Parish to fulfill its mission to encompass all ministries beyond what is possible through its annual operating funds. Distributions from the fund shall be limited to: (i) capital improvements of the Parish; (ii) outreach ministries and grants; (iii) seed money for new ministries and special one-time projects; and (iv) such other purposes as are specifically designated by donors to the Parish whose gifts are included in the Fund.

The Vestry chose to use additional amounts from the Endowment to contribute to the fall 2015 purchase of the new high efficiency furnace for the sanctuary (\$5,000 to round out the green grant from the Diocese), and the initial payment to the Living Stones Capital Campaign Consultant (\$10,000) with intent to return this amount back to the Endowment fund once the Campaign gets rolling in 2016.

The Endowment Committee also reviewed and submitted a set of revised guidelines for consideration and inclusion as an addendum to the Parish By-laws update work currently being done by the Blue Ribbon Committee. This Committee was appointed by the Vestry in the latter part of 2015. Scott Bempkins is a member of the Blue Ribbon Committee representing the Endowment Committee.

The Endowment fund investment returns were down, as the markets were for 2015, declining in value by about 1% overall, net of withdrawals and contributions.

*In Faith and Respectfully Submitted,
Scott Bempkins, All Saints' Endowment Fund Chair*

RECTOR’S DISCRETIONARY FUND 2015

Opening Balance	\$3199.77
Deposits in 2015	\$2300.00
Expenditures	\$2992.27

Closing Balance	\$2507.50

The Rector’s Discretionary Fund is an account created in accordance with the Canons of the National Church solely controlled by the Rector. It is funded by generous donations from the Thrift Shop, from honoraria for funerals, and gifts from individuals. The funds are used for people in need, both inside and outside the parish, outreach ministries, as well as scholarships for the Barbara C. Harris Summer Camp of the Diocese of Massachusetts. This fall it was also used to fund a nursery worker for Sunday mornings in hopes of creating an on-going nursery that would support our young families, many of whom are new to the parish.

*Respectfully Submitted,
The Reverend William J. Bradbury*

BUILDING AND GROUNDS

2015 was a very active year for the repair and preservation of our facility. We have been able to repair a host of items. The most significant is the installation of two new high efficiency furnaces for the sanctuary. There have also been a number of other important repairs. We have had the slate roofs repaired on all section of the facility; the exterior of our buildings have all been painted (with a few areas still to go); the pot holes in the parking lot have been filled (with a complete resurfacing needed); there have been some plumbing problems fixed; rotting wood in the Snuggery and Narthex have been patched; the stone wall pointing continues; the retaining walls for the rear entrance to the Thrift Shop have been repaired; the handicap ramp has been patched; and window covers installed in all basement windows. We have enlisted a great crew of volunteers for the exterior painting and the raking of leaves.

There are still a number of projects remaining that we hope can be funded by the Capital Campaign since our budget for the year is \$2000, which includes all janitorial materials. We need the parking lot resurfaced, new light covers in the meeting room and class rooms in the lower hall, weather stripping of exterior doors, choir room painting, Thrift Shop waterproofing, re-plastering of the men’s room in the lower hall, exterior painting of the stained glass window framing behind the choir (which will need to be done professionally due to difficulty of reaching the window). Since we get very good use out of our facilities, there will certainly be more projects to come.

We would like to thank all those who came out for work days and saved the church thousands of dollars! There will be other work days to come so please continue to help out!

With the advent of the Capital Campaign, there are a number of projects anticipated for the coming year. Between this document and the Junior Warden’s report, we hope you can visualize what the plan is. The timing for specific projects will depend on the financial flow of the Capital Campaign. We are prioritizing items where additional damage would be encountered if they were delayed. The need to paint the frame of the stained glass window behind the choir is a top priority and the chimney to the Chapel and Thrift Shop needs to be lined to prevent creosote from draining into the Thrift Shop.

*Norm Douglas
Frank Ouellette*

CHRISTIAN EDUCATION

Church School Report

Church School at All Saints' meets on Sundays during the program year (Sept-June). Children from pre-k to 5th grade meet from 9:45- 10:45 and the young adults in grades 6-9 meet after the service until noon. Young adults in grades 10-12 meet monthly after church. Some of our young adults also serve as Sunday School teachers. We at All Saints' are committed to "do all in our power to support these persons in their life in Christ." Our Church School Ministry is one of the ways we do that.

Some of the special programs that have run in this time include the Strawberry Festival, Summer Mystery Club, Fall Flower Planting, Advent Wreath Making and the Christmas Pageant.

The church school (ages 3 through high school) has 59 registered students and 8 unregistered students who have all attended in the last year. We have 25 volunteers teaching our children.

The Church School Council is a leadership team including representatives from each of the class levels and a Vestry representation. Council members are: Debra Forsberg; Debbie Collins; Debbie Psilopoulos; Denise Seyffert; Laura Marshall; Katie LaRochelle; Katy Belanger; Joan Thomas; Melissa Thompson; and Emma Seyffert.

Program Reports

Colors of Christ

Teachers: Emily Andrews, Emma Seyffert, Abby Warren, Skyla Garrigan

Musicians: Adrienne Spear, Matt Hickcox, Colin Haberl

Colors of Christ is the newest section of the religious education program. It is focused on basic bible stories and the colors of the liturgical calendar for 3-6 year olds. Every week we decorate a shape that corresponds with the color of the calendar and put it on the tree. Leaves for growing period, snowflakes for Christmas, flowers for Lent, raindrops and bluebirds for Advent. In addition to adding to our tree, we learn about bible stories using our brand new *Beulah Land* curriculum! We are currently focused on Noah's ark but will be moving on to the story of Creation and the story of Easter. We supplement the felt board with puzzles, coloring pages and toy sets. The kids' favorite thing by far is ball play. This is when they take large bouncy balls into the parish hall (avoiding chairs, tables, and coffee of course) and run around and play catch with each other and the teachers. This is a fantastic way for them to get rid of excess energy so they can sit still in church. Last, we use a felt board that Abby and I made that associates symbols with the Lord's Prayer. The kids adore helping us put the pieces on and have done it so many times that they do it entirely on their own and say the words with us. We also end up doing it more than once, per enthusiastic request of the kids. They are such a blessing and pleasure to teach and we are so proud of their progress.

*Sincerely,
Emily Andrews*

Godly Play

Storytellers: Vicki Albright, Laura Barry, Debbie Collins, Jennifer Dowd, Katie LaRochelle

Godly Play is a Christian storytelling program that allows young children to explore the stories of God and the Bible. It uses beautiful, child-friendly materials and is based around the philosophy of Maria Montessori. Storytellers tell a new story each week using props to play out the story as the children sit in a circle looking on and listening. The story ends with an opportunity for the children to “wonder.” After Wondering we have Work, during which the students are able to look at books, do some sort of art project, or engage in a story of their choice. Godly Play concludes with a closing prayer circle, encouraging the children to say a short prayer and share something they are grateful for. The program is in its fifth year (2015 – 2016).

*Respectfully,
Katie LaRochelle*

Weavers

The Weavers is taught by a team of Deb Forsberg, Paige Flick, Joan Thomas, Dina Richert, and Lily Marshall. Peggy West is our Safe Church Advocate and joins us on those Sundays when we do not have two teachers present. We are in the first year of The Weavers. The Weavers is a three year Episcopal church school curriculum which begins in year one with, “Weaving God’s Promises” and continues in year two with, “Weaving the Family of God,” concluding in year three with, “Weaving the Community.” We have four boxes which we use to guide the instruction each week. The first box is entitled “The Message” and refers us to scripture that is central to the day’s lesson. The second box, “The Weaving” points us to scripture which reflects upon how our life and experiences and observations might be woven or connected to the Message. The third box, “The Thread,” ties The Message and Weavings to Episcopal themes and traditions. In these unscripted sessions, The Weavers connect bible verses and wisdom with their own life experiences and spirituality. Each Sunday is unique and most Sundays capture precious and deep insights. The Weavers alternate between interactive experiences like visiting the chapel, craft projects, and activities which involve movement and interpretation to help enrich their church school experience. This year we plan a movie afternoon/early evening, creating blessing bags, and hosting a coffee hour. The fourth, and perhaps favorite box, is “The TakeAway.” Each week the children are invited to bring something from the TakeAway box home with them in remembrance of the day’s lesson. It is our hope that this class is with the children beyond our Sunday session. A couple of our Weavers have shared that they talk about their lessons in school and with their friends. Very nice testament!

*In gratitude,
The Weaver team*

All Saints’ Mystery Club

The club continues to have fun discovering the deeper meanings of Christian symbols, our community life and Church traditions and history. It is truly amazing how many puzzles and treasure hunts have been left for the club to work on. We think there is a reason for this, but we haven't figured it out yet. Maybe this year?

*Elusively Submitted,
Laura Marshall, Brian Hunter and the ACME Detective Agency*

Rite 13

Rite 13 is the first year of a program called *Journey to Adulthood*. Young teens in the 6th and 7th grade enter this portion of the program for two years before moving along to the next step (J2A). Leaders are: Karen Garrigan, Debbie Psilopoulos, and Sean Seyffert

The two years of Rite 13 are fun - games are played, they laugh a lot, and they learn a lot. Matters are treated in a light-hearted way, but that does not mean that serious matters are avoided. Much time is devoted to the great stories of "Holy Scripture and their validity in our day." Such scripture as: Lord, you have searched me out and known me (Psalm 139); Human beings created equal and co-creators with God (Genesis 1:26-31); the boy Jesus in the temple (Luke 2:42-52); and the parables of the talents (Matthew 25:14-30).

Among other things, the class deals with prayer, with the ways they see and encounter God, with possessions and their importance in our lives, with trust in God in a faith journey together. Every effort is made to keep the process experiential, with a hands-on and "hearts-on" focus. Perhaps more than anything else, all activities are geared to build community among Rite 13 participants, to establish trust and safety, to remind young people again and again that this is their church, and that they are safe and welcome within it.

Rite 13 is structured to build a foundation of principles and memories. Memories are important in structuring a community. The Christian faith, like any other religious tradition, is rooted in a heritage of shared memories. Rite 13 provides a balance between physical activities and a slow and steady exploration of the development of personality and faith.

*Thanks,
Sean*

J2A

This year's class is led by Laura Marshall and Brian Hunter.

Last year's large J2A class moved up to YAC at the end of the church school year. This year, we have 5 great students starting the 2-year program. We've spent a few months getting organized, getting to know each other, coordinating the Christmas Pageant and planning. We are beginning to discuss faith and journey and are exploring the idea of pilgrimage. Many thanks to the kids and parents that were in and supported the pageant effort!

*Submitted by,
Brian Hunter and Laura Marshall*

Young Adults in Church (YAC)

Teachers: Katy Belanger, Denise Seyffert, Mike Thomas, Sally Warren

Meets twice per month in third small classroom downstairs.

YAC stands for "Young Adults in Church" and is the final step in our curriculum of "Journey to Adulthood." YAC encourages older youth to take on adult responsibilities in all aspects of parish life and the community. They are challenged to become good stewards of their time and talents. Mentored by adult advisers, the YAC members are guided to continue in their journey of faith.

LIVING STONES CAMPAIGN ANNUAL REPORT

In late 2014, the vestry decided to put together a capital campaign to resolve some of the long-standing capital and financial issues of the parish. The intent was raise money to address large repairs, capital improvements, and debt retirement which the church had not been able to finance out of the annual budget. Last year, the vestry retained Butcher and Briggs, a firm that specializes in these types of campaigns, to help us. An advisory committee was formed and they worked with Erich Briggs, our consultant, to define the program. Erich interviewed 22 parishioners to gauge the level of support and compiled a report. Mary Woodward and Dave Kuzara were named as co-chairs.



Beginning in the fall, Erich, Mary and Dave began to put together a detailed plan of action and campaign materials. A goal of \$700,000 was targeted and the name “Living Stones” was chosen for the campaign. Other church members were recruited to join the team and take charge of different aspects of the campaign. Pledges were solicited from the campaign members, the vestry, and a small number of early donors. On January 31, 2016, the major phase of the campaign was kicked off at the 8:00am and 10:00am services. The current status of the campaign is shown below:

Committee Members:

- Mary Woodward and Dave Kuzara - Co-Chairs
- Connie Pawelczak - Major Gifts Chair
- Diane Olbert - Administrative Chair
- Deb Forsberg - Spiritual Emphasis Chair
- Laura Marshall - Memorials Chair
- Matt Hickcox - Implementation Committee Chair

Financial Info:

Pledge goal:	\$700,000
Pledges to date:	\$240,000
Receipts to date:	\$49,242
Expenses to Date:	\$15,942

More financial details can be found in the treasurer’s report. Going forward, we will be keeping the parish informed of our progress in the Sunday leaflet, e-bulletin and on the website. There is also a large progress chart in the narthex that we will update periodically with the pledge totals. In the next few weeks, we will begin calling church members to schedule a time when we can get together with you and this will continue until everyone has been given a chance to hear more about the campaign's plans and has been asked to participate.

The Living Stones Campaign is an effort to be good stewards of our marvelous community and to ensure its continued health into the future. If you attended the celebration of Bill’s new ministry with us in the fall, you’ll remember that Bishop Gates remarked on the beauty and symbolism of past parishioners bringing stones from their backyards to build the massive stone wall in our sanctuary. This is our chance to rebuild the parish, not with stones but with pledges – to be “built into a spiritual house, like Living Stones”. We appreciate your enthusiasm and goodwill as the campaign proceeds and we look forward to your help and active participation to enable the parish to reach its goal.

Dave Kuzara & Mary Woodward
Living Stones Co-chairs

WORSHIP COMMISSION

This small, but dedicated group meets throughout the year to plan our weekly and special worship services. We talk about liturgy and how to keep our services meaningful, as well as logistics to help insure that our services run smoothly. The Book of Common Prayer provides a wonderful worship framework for our journey with Christ, and we strive for a balance between traditional and newer alternative approved liturgies. We said goodbye to David Shochat, one of our faithful members, who moved to Oregon. Other members of the committee include Bill Bradbury, Cina Barker, Bob Andrews, Mike Brodeur, Sally Warren, Liz Landers, and Laura Marshall. New members are always welcome, and can join by reaching out to any of these members.

*In Christ,
Maggie Marshall*

Acolyte Report

Goals:

Acolytes provide support to the celebrants and lay Eucharistic ministers during services throughout the year, and help lead the congregation during those services. We serve on Sundays at the 8 and 10 AM services, as well as at other events such as Evensong, Lessons and Carols, Epiphany, and all of the Christmas and Holy Week services, along with the occasional wedding and funeral.

Activities:

We continue to have a great participation by our young people in all grades, and this year we have 18 members of the team with 2 first year acolytes. Of particular concern is the fact that we again have FOUR graduating seniors this year, and we will need help identifying new members to take their places. We also have some acolytes that actually work on a seasonal basis, due to sports and other extracurricular activities. We also have a shortage of 8 AM acolytes. Please remember that we can always use more help, and new members are very welcome; we are in need of all age groups, but of grades 4-6 in particular. If your child is not part of this wonderful service and would like to be or would like to learn more, please see Mr. Andrews.

Dreams, Desires and Thoughts toward Next Year:

We offer our yearly appeal for the help with our wardrobe. The cassocks and cottas are quite expensive. We purchased three new cassocks and cottas this year. We continue to send our thanks to Laura Geary and Denise Seyffert for cleaning, mending, and ironing the robes we have. I continue to need the acolytes to help each other (especially the taller/older members) by remembering to hang the robes back up neatly after the service and not toss them to the bottom of the cabinet.

We offer a silver cross to our 3rd year Acolytes that was funded anonymously, and we give our first year Acolytes a wooden cross. We appreciate when our Acolytes remember to wear their crosses when they serve!

I would like to thank all of the Acolytes and their families for their continued commitment in giving us their time and talents, since their service to us all so greatly enhances our parish life.

*Respectfully Submitted,
Robert G. Andrews, Jr.
Acolyte Master*

Altar Guild

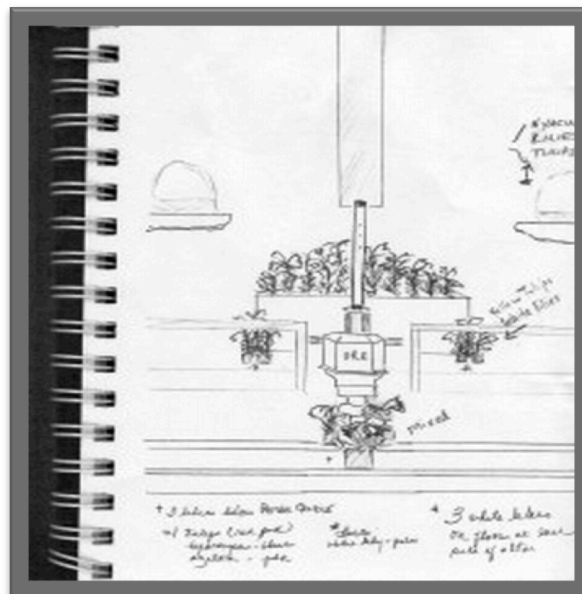
The Altar Guild has the privilege of tending to the sacred spaces in which we worship. We are responsible for the preparation for and the completion of every service held in the church and chapel including all Sunday morning, Wednesday noon, baptism, wedding and funeral services as well as all special services, such as during Holy Week and any evening services.

We appreciate and personally thank all those who have participated in this ministry this past year: Linda Coles, Esther Davenport, Carol Douglas, Melanie Hickcox, Karen Kowalski, Marilyn Livingston, Diane Olbert, Adrienne Spear and our bread bakers Clem Cole, Deb Forsberg, and Matt Hickcox. We also have a few “stealth” members whose help is invaluable and is greatly appreciated also, especially since our ranks are low right now.

We are a group of dedicated parishioners who work behind the scenes caring for the sacred vessels and linens, securing the necessary articles to be used at any service, and cleaning the altar areas. Each Altar Guild member is part of a team which has responsibility for a two-week rotation, a few times each year. We all gather as a group to help prepare for Holy Week, Easter, Advent, and Christmas. The preparations are done reverently and prayerfully so that all services may proceed in reverence and beauty to the glory of God.

If you are seeking a quiet way to serve our community, please consider at least observing a team so that you can decide whether you are called to this ministry. You may find it as rewarding and enriching as we do. We are grateful to all former and current members and offer a warm invitation to any future members. We are going to especially miss Esther Davenport and Marilyn Livingston who stepped down at the end of 2015. We offer heartfelt thanks for their many, many years of dedicated service.

*Respectfully submitted,
Sally Warren and Liz Landers*



Music at All Saints'

2015 was a milestone year for me, since I completed my 30th year of service as your Minister of Music. I was totally surprised by a wonderful party given by the parish on Memorial Day weekend, and was very grateful that my immediate and extended family could be here, too. I have played for over 1,300 Sunday services and work hard to make each service unique and appropriate to the day. Another milestone occurred this year, with my first time having three generations singing at the same time – Lynne McSheehy, Katie LaRoche, and Abby LaRoche.

It takes a village to keep this music program going, and my two most valuable “villagers” are Debbie Psilopoulos, our handbell director, and Connie Pawelczak, our youth choirs’ accompanist. They have donated hundreds of hours of time and talent, and are a great enhancement to our program.

Two faithful Parish Choir members, Kathryn Chamberlain and David Shochat, moved away and will be missed sorely. We are grateful to them for their many years of service. I am grateful to all choir members (and to the parents of non-driving singers) for their faithfulness.



Another milestone is having the largest group ever of young singers. You have heard our five small, but mighty Disco Penguins, and there are eighteen B# choristers. New, also this year, was a shift in their choir rehearsal times to include one half hour of overlap, which has resulted in some wonderful mentoring, and is joint time for them to learn Treble Choir Festival music. Their continued involvement with our Treble Choir Festival (with Christ Church, Andover and St. John’s, Gloucester) helps to shape our musical year and stretches us musically. We will host this year’s festival on May 1, 2016 at 4pm and encourage all of you to join us.

We began preparing, in earnest, in the fall for our 5th visit from the musicians of St. Peter’s Collegiate School, in Wolverhampton, England. Our first visit was 20 years ago, and many lasting friendships have formed as part of these visits.

Staff support and encouragement from Bill and Darlene make my life easier, as does the great amount of collegial support I have from fellow musicians, both far and wide.

It continues to be an honor to serve you as Minister of Music, and I appreciate the support you show our music program on an ongoing basis.

*Faithfully yours,
Maggie Marshall, Minister of Music*

Greeters Program

The Greeting Team's mission is to welcome parishioners, old and new, to All Saints' on Sunday. Beyond just a warm and welcoming smile, greeters provide a Welcome to All Saints' Church pamphlet 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. We also have a separate handout that describes the rich programs being offered for our youth, from birth through high school. Whenever possible, greeters introduce themselves to new visitors, answering any questions they might have and introducing them to the Reverend Bill. Reconnecting with new visitors after the service is greatly encouraged.

Our current team includes veteran greeters Bruce Bray, Linda Cahill, Midge Wilson, Margie Lane, Peggy West, Linda Masiello, and Larisa Ducharme. We also welcomed back Lynne McSheehy, who joined new greeters Adrienne Spear, Andrew Orndorff, and Tracey and Craig Blanchet. Pam Meinhardt, Lynne Grillo, and Sharon West served as alternate greeters when our regularly scheduled greeters were unable to be at church. We said goodbye to Dave Ducharme, Anne Ludlow, Kristin Everett, and Ricky Puorro, with many thanks for their service. And with heavy hearts, we mourned the loss of longtime greeter Barbra Lindberg after her stroke and eventual passing. She will be missed as one of our most faithful greeters.

As part of the Greeters 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. I continue to customize nametags, using a symbol that represents a favorite ministry at All Saints' or a personal hobby. I hope to extend this ministry until every parishioner wears a tag every Sunday.

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*

PRAYER AS FIRST RESORT

Instead of using prayer as a last resort, we turn to prayer as our FIRST RESORT. This is the principal behind this small group of All Saints' members who continued to meet (on second Tuesdays 7:30-8:45 pm) during 2015.

Our group's main focus and goal is to come together to PRAY.

Over this year, we most often used the office of Compline. We have come to enjoy these very special prayers for the end of the day. We had a most wonderful offering for one of our sessions by Rev. Bill in teaching and praying the Jesus Prayer with "a twist." We spent a session praying and learning about St. Teresa of Avila and did one session around Anglican prayer beads and the beauty of this form of prayer.

We consider it a privilege to pray together with and for each other, our parish, our community and our world. We consider as we pray that this is our ministry to and with you.

*Prayerfully,
Lynne Grillo and Deb Dutton*

MISSION/OUTREACH

ALL SAINTS' THRIFT SHOP

The All Saints' Thrift Shop is located in the lower level of the Chapel. The Thrift Shop is open 3 days per week, Wednesdays, Thursdays and Saturdays from 10 o'clock to 3 o'clock from September until June. We raise money by selling gently used clothing on consignment and from donations. All clothing that is not sold is donated to a local charity on a monthly basis.

A volunteer commitment to work in the Thrift Shop is for one two and a half hour shift once a month—consider joining our ranks! It's fun and thrifty!

We have had some sad passings of beloved Thrift Shop Volunteers, Janet Macentee, Barbara Lindberg and Ann Kirk. Our prayers are with their families. Janet, Barbara and Ann were all faithful and dedicated volunteers at the Thrift Shop; we will miss them very much.

We also ask for your prayers for Beverly Parker. Bev is not a member of All Saints', but a neighbor of Carol Douglas. She worked multiple shifts for many years. Everyone who has had the pleasure of working with Bev feels lucky to have been in her company. She had to stop working this year due to health concerns and our thoughts are with her.

The original mission of the Thrift Shop was to support Christian education and youth programs in the parish. While we continue to support the youth of ASC, we have expanded our mission to include community outreach, and capital improvements to the Church property. 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. As members of the board we prayerfully consider all requests for funds. Please contact the Board Co-chairs if you would like to learn more about the giving process. You can email Laura or Becky: laura.marshall@comcast.net or malone44@comcast.net

*Respectively submitted,
Laura Marshall, Becky Malone, and Maggie Marshall
Chairs of the Board*

2015-2016 Thrift Shop Board

Carol Cannistraro, Carol Douglas, Margie Lane, Theresa Camacho, Diane Olbert, Laura Marshall, Maggie Marshall, and Becky Malone

Treasurer: Amy Hunter

HABITAT FOR HUMANITY- ALL SAINTS'

All Saints' has been invited to participate in an Interfaith Build scheduled to begin in October of 2016. The house will be built in Westford, MA. The AS Habitat Committee was represented by Laura Marshall and Sharon West at the kick-off meeting in January. This is an exciting group of congregations drawn from area towns. Each congregation sets their own fiscal goal for involvement- ranging from \$100 to \$10,000—we at All Saints' should prayerfully consider how we might be involved. Laura and Sharon will be working to educate the All Saints' parishioners about the project and invite all interested members to get involved. Please feel free to contact us with your questions- at laura.marshall@comcast.net

*Respectfully submitted,
Laura Marshall, Sharon West*

ANGEL TREE PROGRAM

As part of outreach ministry, All Saints' continued its participation in the national Angel Tree Program affiliated with Prison Fellowships. Beginning in August, incarcerated mothers and fathers applied through their prison chaplains to have their children receive Christmas gifts through Angel Tree. In October we received our list of assigned children and we began contacting the caregivers for permission for the children to participate and for gift suggestions. All Saints' parishioners did all the personalized shopping for and wrapping of the requested gifts with obvious love, enthusiasm and generosity. Gifts were delivered with personalized written messages the parents in prison had requested. It is easy to imagine that the deeds of the parents have created sorrow and strain in the lives of their children and the children's caregivers. Angel Tree may seem like a small gesture on the part of the prisoners, but sometimes it is the breakthrough that begins the rebuilding of family relationships. I learned that two of the fathers were recently released, and I think they are enjoying reuniting with their families.

In 2015 All Saints' served 19 children ranging from 1 to 16 years old in 11 families. All families received an invitation to join us in worship at any time and some age-appropriate Gospel booklets for the children and the caregiver. Sincere thanks to all who purchased gifts, and a special appreciation to parishioners who provided extra help in gift preparation and delivery: Darren and Debbie Collins, Melissa and Mike Thompson, Valerie Anderson, Betsy Hirst and Kevin Ackert.

As always, we appreciate the logistical support and guidance from Parish Administrator Darlene Gossement and the Reverend Bill Bradbury.

*Respectfully submitted,
Stephanie Ackert
Angel Tree Coordinator*

PENNY BASKET REPORT

It is time to say Goodbye! After 25 years of the little white Penny Basket living in the Narthex, we have completed our task. Many, many thanks to all that provided pennies and silver in bags, jars, boxes, all for the extra support of the Feeding Program.

In 2015 we collected \$58.59, the lowest year so far – but over the 25 year period, the total was \$4033.89, with an average of \$161.36 each year. That is so excellent and much appreciated by the Feeding Program. A great return aided by so many people. From Barbara Waldron who wrapped all the pennies, to Barbara Lindberg, who has now passed away, who would gather any pennies in the basket when she could help. We miss her already!!

If you have pennies, I would love to have you cash them in and mark a special envelope for the Feeding Program—every little bit helps for this worthy project. If there is anyone who would like to continue this project, let me know, I still have the basket!! Maybe someone would love this ministry and could help in this small way.

In the meantime, thank you EVERYONE for 25 years in support of this program to add to the money available to the Feeding Program.

*Goodbye and God's special love to you all,
Barbara Willman*

WEST VIRGINIA WORKCAMP

The West Virginia workcamp mission saw another successful year in 2015. The “Chelmsford” Group consisted of 28 youth and adults from All Saints’ and Central Congregational Church in Chelmsford and Mount Vernon Congregational Church in Mount Vernon, NH. We had 8 adults, 9 college students, and 11 high school youth. Our group joined up with other churches from up and down the east coast to repair homes in the hills and hollers surrounding Salt Rock West Virginia. There were many long time workcampers and many there for the first time.

On June 20th we had a 5 mini-van caravan down to Salt Rock. We then spent a week building walls, siding and painting homes, building decks and handicap ramps, working on roofs, fixing bathrooms and kitchens, and doing many other jobs for needy people. In the evenings we enjoyed worship and fellowship with our fellow workcampers. At Friday night dinner and worship we had more homeowner families joining us than ever before – a sign of how grateful they were to have people who cared come from so far away to lend them a hand. Then we returned home and told our story at the service on Sunday at Central Congregational and All Saints’. In the fall we again told our story at Mont Vernon.

As with any group that goes on for close to 50 years there have been changes. The camp director Rick Wilson has been diagnosed with Parkinson’s disease. Rick gave it his all, but transition will be coming. Bob Bondurant the founder of the workcamp has remarried. And James Enoch’s successor (a very large set of shoes to fill), Harry, did excellent work leading the construction work. Harry has now retired from the role and God has blessed the workcamp with a new chief (in training), Steve Perry. Many changes, but we trust that the magic will continue.

The 2015 workcampers were:

Caroline Steenhoek	Luke March	Alyssa Leonard	Aaron Velez
Jessica Holmes	Nicole Barrett	Emily Norman	Emily Andrews
Rachel March	Becca Dean	Kelly Bray	Amanda March
Anna Obendorf	Zack Ladd	Erika Forsberg	Shannon Lutig
Andrew Baker	Kyle Chagnon	Molly Obendorf	Katie St. Onge
Bruce Bray	Ian Herrick	Mindy Dean	Derek White
Joe March	Dave Kuzara	Bryan Norman	Geoff Bryant

It is an honor to serve the people of West Virginia in this mission and to see our group grow. Making this possible were a number of fundraising events and very generous donations from our congregations, families, and friends. Thank you for your generosity makes this remarkable experience possible.

*Respectfully submitted,
Dave Kuzara*

BOTTLES AND CANS REPORT

Sometime in the early 90’s All Saints’ started to collect bottles and cans for recycling and redemption. This effort has been on-going since then, with records being kept since 1998. Since that date, we have earned \$3,517.40. While not a life changing amount, it has been a consistent income for the Church and now for the feeding program.

This year’s income was \$72.50 or 1,550 cans and bottles. In addition to the funds, there are that many bottles and cans that have been recycled rather than ending up in the land-fills.

If you haven’t been contributing your cans and bottles to the church, please consider it. It’s easy, saves you time and is a very worthwhile effort for our Outreach program. Last year the funding went to the Saint Paul’s Feeding Program. Bottles and cans can be left in the closet in the Parish Hall next to the kitchen.

Carol Douglas

PARISH LIFE COMMITTEE

Our mission is to plan and organize a variety of fun events that enable the members of the Parish community to come together to get to know one another better. In 2015, the Parish Life Committee continued to plan and host several get-togethers. We started off the New Year with our 3rd Annual Breakfast Between Services in January, an event that everyone appreciates and looks forward to. The month of February had a Friday the 13th date and we took advantage! We planned a family movie/game night showing the movie "Freaky Friday", shared a variety of superstitions and served refreshments with a nod to the holiday. Many people enjoyed the past Birthday Sunday event so we held it again in April with a little bit of a twist, organizing the birthday months from the opposite ends of the year. This event is always fun as it really allows people to share something in common and easy conversation. A family hike was planned to take place the end of June but was cancelled on account of inclement weather. The Committee typically takes a break in the summer with our thoughts going toward planning the Welcome Back Cookout for September. We had a very busy fall and wrapped up our year by planning for our participation in the Christmas Fair.

Our members include Linda Cahill, Carol Cannistraro, Liz Landers, Anne Ludlow, Trisha MacFarland, Tricia Mescall, Laurie Mills, Adrienne Spear, Melissa Thompson, and Linda Ouellette. We have been having a great time and are always open to new ideas and suggestions. Feel free to share with any member of the committee. If you haven't had an opportunity to participate, please keep an eye out for announcements. We love to see new faces!

*Respectfully submitted,
Melissa Thompson*

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 bi-monthly with the Rector to discuss the needs and concerns of members of our community.

Many thanks to Deb Forsberg and her group for continuing to make the Prayer Shawls which are blessed at a Sunday service. Pastoral Care and other parishioners have been able to distribute these shawls to many individuals.

Pastoral Care has the following goals for 2016:

- Continue to take care of those we visit regularly.
- Take better care of those who may need visits for a short time.
- Find out who else needs to be visited.
- Continue to work with the Prayer Shawl ministry.
- Work with All Saints' Cooks On Call, led by Valerie Cowart, to learn who is receiving meals and may like a visit from a Pastoral Care team member.
- For those we call on regularly, the Rector will visit them twice a year.
- Recruit and train more visitors for this team.

Our group is small, and we welcome anyone who is interested to join us. We are presently meeting over a bite of lunch on Wednesdays after the noon Eucharist, and our meeting dates are generally included in the e-bulletin.

Group members are: The Rev. Bill Bradbury, Deb Dutton, Ann Gilbert, Diane Olbert, and Cina Barker

*Respectfully submitted,
Cina Barker*

SAINT PAUL'S FEEDING PROGRAM

The Saint Paul's Feeding Program continues to be a vital ministry, with the number of people being fed by our team members averaging 100 each month. We have been blessed with four very dedicated teams, led once again this past year by talented and devoted team leaders Carol Cannistraro, Esther Davenport, Melanie Hickcox, and Karen Kowalski & Diane Olbert.

The team leaders continue to do an outstanding job of creatively stretching the funds to provide nutritious, delicious meals on a limited budget. Our dedicated team members, numbering over 25, help with cooking, transporting, serving, and clean-up for the many homeless and disadvantaged people who look forward to the hot meals at St. Paul's Soup Kitchen in Lowell.

This year, we particularly honor long-time team leader Esther Davenport, who is stepping down in that role in 2016, though we are fortunate that she will continue to serve as a team member. Edith Parekh has graciously agreed to step in as team leader for this group.

We continue to be supported by the Thrift Shop, the Penny Basket, and the returns from bottles and cans. Many thanks to those who are involved in these ministries.

We are extremely thankful for all the amazingly dedicated team leaders and members who faithfully serve in this important ministry.

*Respectfully submitted,
Linda Masiello and Deb Dutton*

CHELMSFORD COMMUNITY EXCHANGE FOOD PANTRY

All Saints' Church has been a contributor to the Chelmsford Community Exchange Food Pantry for a very long time. The members of the parish make weekly donations of food and money to support this very worthy cause. In addition to weekly donations, holiday inspired food drives at Thanksgiving and Easter have also been organized. The children and youth in the parish also play a role in carrying the food to the altar with the bread, wine and offerings just before communion.

The food collected is delivered every Thursday evening and is always appreciated. The food pantry will mark its 23rd year on March 25th, 2016. Sandy Donovan, the food pantry director, says, "The recession may be fading in to the past but the damage still lingers. The demographics have not changed, but the numbers have increased greatly. What I used to do in a week—35 to 40 families – we could have 35 to 40 families in a day. How wonderful that the members of All Saints' are able to support those in our community in need of assistance."

*Respectfully submitted,
Melissa Thompson*

PRAYER SHAWL MINISTRY

All Saints' Shawl Ministry team is a group of faithful crafters who apply their gifts of knitting, crocheting, and prayer to create beautiful shawls, scarves, and blankets on behalf of the congregation. Each creation is prayed over while it is being woven, prayed over by the Shawl Ministry team, and then blessed by the entire All Saints' congregation during one of our morning services. Each shawl, scarf, and blanket is unique, patiently woven together with loving intentions, and offered as a gift to some not yet known recipient. We trust in our hearts that each will find their intended recipient when the time is right. Our tradition of giving newly baptized children a blanket as a symbol of our communal welcome has continued.

Each Sunday we offer prayers of the people and the entire community comes together in prayer over the names of those who need them (named and unnamed). Like those prayers our prayer shawls and blankets offer our parishioners a way to respond to need by calling forth the prayers of the entire community in aid of someone they know and love. These creations are a tangible expression of our faith and Christ's healing love binding us together like strands of yarn, connecting us to each other and to those in need, and reminding us all that God is ever with us.

The Prayer Shawl Ministry is chaired by Deb Forsberg. We have many faithful crafters including Linda, Cynthia, Karen, Peggy, Lois, Eve, Lauri, Carol, Cina, Dora, and others whose names I do not recall but who have either made something themselves or delivered a blanket or shawl to the ministry made by one of their loved ones.

We often get notes of gratitude from prayer shawl recipients and time and again those notes reflect an awe in the amount of time and effort a virtual stranger put in on their behalf. That's the power of God's love, enlivened through this ministry, to touch someone (in this case through the soft threads of the yarn) with evidence of God's attentiveness, of awareness of another's need, and of a calling to fill that need in prayer and compassion.

Faithfully submitted,
Deb Forsberg



NOMINATING COMMITTEE REPORT

Nominees for 2016

Senior Warden: Chris Mills

Junior Warden: Frank Ouellette

Clerk: Erik Forsberg

Treasurer: Madeleine Anderson-Balmer

Assistant Treasurer – Cynthia Bennett

Vestry Members:

Bob Camacho confirmed – 3 year term

Laura Barry confirmed – 3 year term

David Moore confirmed - 2 year term

Karen Kowalski confirmed – 3 year term

Convention Delegates, 1 year term: Chris Mills and Edith Parekh

Deanery Reps, 1 year term: Dee Miller and Joan Thomas

Nominating Committee members for next year: Laura Marshall, chair, Connie Pawelczak, and Linda Coles

Nominating Committee Members: Connie Pawelczak, chair, Laura Marshall, Adrienne Spear, Melissa Thompson, Mary Woodward, Matt Hickcox

Respectfully Submitted,

Connie Pawelczak