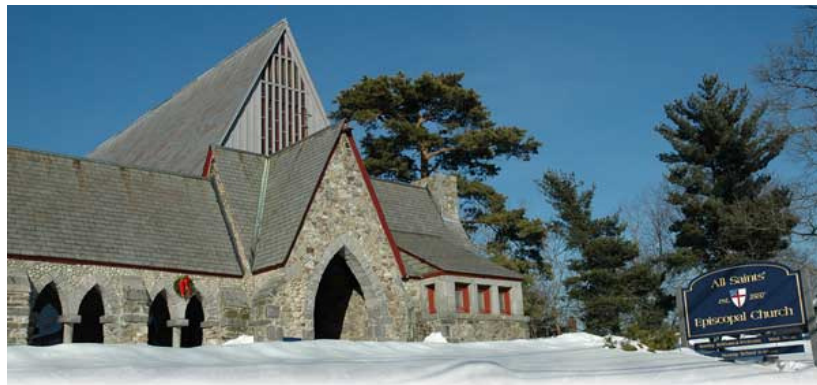


All Saints' Episcopal Church

Chelmsford, MA



2012 Annual Report

January 27, 2013

ALL SAINTS' PARISH ANNUAL MEETING
January 27, 2013

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ALL SAINTS' CHURCH ANNUAL MEETING MINUTES

January 29, 2012

Present: The Members of All Saints' Church

The meeting opened in prayer at 12:03pm, after a light lunch of soup & sandwiches that was served immediately following the 10:00am service. Scott Bempkins (SB), retiring Senior Warden, chaired the meeting.

The first order of business was the approval of the minutes of the previous annual meeting, held January 30, 2011. Lois Freeman (LF) moved that the minutes be accepted as written, & Esther Davenport (ED) seconded the motion; the motion passed unanimously.

The second order of business was to review the following reports, & to answer questions or make comments as necessary:

1. The Rector's Report
2. Senior Warden's Report
3. Junior Warden's Report
4. Finance Commission
5. Endowment Committee
6. Buildings & Grounds: SB remarked that after a year of challenges, Bob Bishop & Mike Thompson, who are stepping down from the Vestry, will be taking on a leadership role for this committee
7. Christian Education, with the following sub-reports:
 - a. Lower Church
 - b. Rite 13
 - c. Postulant/Discernment Committee
8. Worship Committee
9. Acolytes: David Kuzara (DK) recognized & thanked Clem Cole (CC) for his 20 years of service, & thanked Bob Andrews for stepping up to lead
10. Altar Guild: Laura Marshall (LM) recognized & thanked Liz Landers for her service, & thanked Sally Warren for stepping up to lead
11. Music Programs
12. Mission/Outreach: SB recognized & thanked David Kuzara for his service, & thanked Laura Marshall for stepping up to lead & also recognized Carol Cannistraro for her years of service. She also provided corrections to errors that were made in the financial reports that were submitted for the Annual Meeting.
13. Pastoral Care
14. All Saints' Feeding Ministry
15. Greeters' Program
16. Angel Tree
17. Bottle & Can: Norm Douglas requested that parishioners empty out bottles, & Dave Sneden added that they should be rinsed too
18. Penny Basket: SB recognized Barbara Willman for her years of service to this ministry
19. Prayer as First Resort
20. Parish Office: SB offered thanks to Darlene & the staff, & to the volunteers that help, especially Liz Landers, Maggie Marshall, & Margie Lane
21. Saints' Alive

SB then asked that a motion be made for the above reports to be accepted as written; Doug Andrews moved, Cina Barker (CB) seconded the motion, & the motion passed unanimously by voice vote.

The next order of business was the review & discussion of the Financial Reports from the interim Treasurer, Paul Belanger, who was not able to be at the meeting. SB spoke about how revenues are reported. DK pointed out the number of fundraisers in the budget, including an auction targeting raising \$8.5k; also that Rector Salary expense is not for a full time position for 2012, but will be for 2013, & that parishioners will need to step up & lead, organize, help, attend & support these events. SB discussed how funds raised from the Carl Clark estate sale will be distributed to the General Operating Fund, the Endowment Fund, & for the purchase of round tables for the Parish Hall. ED expressed frustration about the lack of acknowledgement of the work of the St. Paul's feeding program, & how it was not showing up in the financial reports. SB said that he would find out from PB about how the funds dedicated to that program were reported. Chris Mills (CM) then remarked that the proceeds from the Carl Clark estate sale were not budgeted, so that the actual deficit ASC incurred for 2011 was greater than the reports would indicate. How is ASC planning to deal with the financial

challenges going forward? SB agreed w/CM's observation, & said that the vestry chose to not cut back on staff; if that were done, it would be sending the wrong message & head ASC in the wrong direction. ASC staff had not received raises for two years, so the Vestry decided to give 2% raises across the board. Fundraisers are needed to help make up for the shortfall in funds. The Carl Clark estate sale took place & became a big fellowship event this year. As for rental income, ASC is looking to spruce up the Parish Hall, i.e. refurbish the floor, deal with acoustics, lighting, & fresh paint, & then look to increasing rental rates.

SB then said that while Rector Expense for 2012 was budgeted for an increase, it will be prorated, whereas Rector Expense for 2013 will increase by \$4k. Derick Gates (DG) then remarked that it is important for the parish to look at the budget, & to realize that while pledges are increasing, the rate of increase is not keeping pace with increasing expenses. If all pledging families increased their pledges by 5-10%, the church's financial situation would be settled & ASC would be on a solid financial footing. SB remarked that over the past year ASC experienced several losses due to death or relocation, & asked that we all prayerfully consider inviting friends & family to come to ASC. LM asked if ASC had a Rental Coordinator to manage rental of the Parish Hall, & SB said no, not yet. CC remarked that if ASC is going to market itself as a possible church/rental space, then we need to do a better job of advertising & selling our space to the community. What can we all do to make ASC more inviting? SB then asked if there were any more questions in regards to the treasurer's financial reports. He said that the vestry struggled with this budget, & that it is important to look for ways to increase funds. He also recognized Paul Belanger & Cynthia Bennett for their work as treasurer & interim treasurer.

SB then presented the Nominating Committee's report. He recognized the work that LF & the committee had done, & LF in turn thanked Harry Taplin for all his support. The Nominating Committee then presented the following:

For the Nominating Committee for 2012: Joy Chadwick, Deb Dutton, & Steve Sullivan

LF moved that the 3 nominees be accepted; BA seconded the motion, & the motion passed unanimously.

For the Endowment Committee: Paul Krenitsky, 3 yr. term; Scott Sanjurjo, 2 yr. term

DK moved that the nominees be accepted; Deb Forsberg (DF) seconded the motion, & the motion passed unanimously.

For Deanery Representatives: Paul Krenitsky, Dee Miller

Cina Barker (CB) moved that the nominees be accepted; BA seconded the motion & the motion passed unanimously.

For the Vestry: Barbara Lindberg 1yr term

Darren Collins	2yr term
Steve Marshall	3yr term
Rohini Pola	3yr term
Sean Seyffert	3yr term

Ann Gilbert moved that the nominees be accepted; BA seconded the motion & the motion passed unanimously.

For the Officers: David Kuzara	Senior Warden
Erik Forsberg	Junior Warden
Melanie Hickcox	Treasurer
Cina Barker	Clerk

Connie Pawelczak moved that the nominees be accepted, SM seconded the motion & the motion passed unanimously.

SB had one final comment on the clergy candidate that the vestry had interviewed; an offer is being put together & the final pieces are almost in place, with plans to make an announcement to the parish on Sunday, February 5th. SB then handed the gavel over to the new Senior Warden, DK. DK recognized those who were stepping down from the Vestry, including BB, MT, PB, & AL. He also recognized all the work that SB & LL have done over the past 2 years serving as wardens, & thanked them for their faithful service, especially during this time of transition. DK then said that it was time to adjourn; BA moved that the Annual Meeting be adjourned & DC seconded the motion, & the 2012 Annual Meeting was adjourned.

Respectfully submitted,

Anne Ludlow

Clerk of the Vestry, retired

PRIEST IN CHARGE'S REPORT

It was my privilege to begin work as your Priest in Charge March 11, 2012. This is a position new to me and the parish but one I felt we both entered into with energy and excitement. Shortly after arriving the vestry and I went on a two day retreat at St. Anne's, Lowell where we looked at the results of the Appreciative Inquiry completed in early 2012. The AI showed the parish is committed to and blessed by its music ministry, work with youth and children, and its outreach efforts. We decided to spend the coming year strengthening spiritual growth and leadership development.

In May I worked with the Stewardship Commission, under the leadership of Steve Grillo, to develop a program of cottage dinners in member's homes where I could meet the parish and begin a discussion of the joy of sharing our gifts. In the 9 dinners I attended I found the parish to be committed and caring. It is obvious to me All Saints' has a long history of being an engaged community in Christ. In addition to the Cottage Dinners I visited a number of members in their homes or at the Java Room to learn more about All Saints' leadership and history. I want to continue meeting with members, so if you are interested please feel free to ask me to meet at your home or at a coffee shop where we can share our stories.

I enjoyed working with Matt Hickcox to develop Sunday Forums that looked at a variety of issues. Many of these were led by parishioners. I enjoy engaging adults in questions of faith and want to continue to offer ways to deepen our commitment to Christ and his work.

I met almost every month with the Pastoral Care Committee, a faithful group of 4 women who take communion to our members who can no longer attend church. I went with two members to meet their members and slowly learned more about those who have been vital to the parish in years past. I began taking communion to Palm Manor and Chelmsford Crossing rotating with other protestant clergy. Also, I meet with all newcomers who want to know more about All Saints' and how they can join our parish. The Connect Course I am leading this winter is the place new members can learn what it means to be part of a Eucharistic community as they get to know one another in a small group setting.

I also connected with our two youth groups: Rite 13, especially at the dinner the night before the Manhood and Womanhood Service and J2A as they prepare for confirmation. Our teenagers have been well formed by All Saints' and are a joy to be with. They are welcoming, engaged, and humorous young men and women. The kids in Godly Play and the Weavers are being formed into just such young adults. I thank Rebecca Haberl and her teachers for leading these kids every week.

Worship is the center of our life together. We are blessed to have Maggie Marshall as our Music Minister and chief organizer. The adult choir is a large group of disciples who serve us all week by week who along with the children's choirs enrich our life in Christ. I also want to thank Debbie Psilopoulos and the bell choir for their efforts. They are by far the most talented bell choir I've ever known. The Altar Guild under Sally Warren, the Acolytes under Bob Andrews and the various greeters, ushers, Eucharistic ministers, lectors and litanists are also central players in our worship. I've also enjoyed our monthly Family Service, under the leadership of Katie LaRochelle, as we worship with our littlest members on Sunday afternoons at 4 PM.

All of the above is supported by the work of our Parish Administrator Darlene Gossement who has been a pleasure to work with. I am grateful to her for helping orient me to all that goes on in the parish. Bob Wilson, our sexton, works mostly under the cover of darkness, and creates the shiniest floors I've ever seen.

In 2013 I want to continue to learn the stories of All Saints' and to expand my work of preaching, teaching, caring, and leading. All Saints' is blessed with strong leaders and I hope my efforts serve their work. I hope we continue to raise up more folk who are willing to serve in leadership roles in education, worship, fellowship, and outreach. If you are interested in serving do not hesitate to let me or the other leaders know.

Lastly I want to acknowledge and thank our Vestry for their work this past year during a time of transition. Dave Kuzara, Sr. Warden, Erik Forsberg, Jr. Warden, Cina Barker, Clerk, and Melanie Hickcox, Treasurer, have been wonderful partners in ministry. All Saints' is blessed to have their gifts and I am deeply grateful for all they have done to make my first 10 months so enjoyable.

Grace and Peace,
Bill Bradbury
Priest in Charge

SENIOR WARDEN'S REPORT

This past year has been a very eventful one in the life of the parish with more than our normal share of change. The biggest change, by far, was our transition to new clergy leadership. Our previous rector of 12 years, Tom Barrington, celebrated his final service with us on January 8th. There was a sense of loss at this leave-taking but also a sense of expectation for new beginnings. On January 15th, the Rev. Cynthia Hubbard from the diocese held an "Appreciative Inquiry" session where she helped us discern the fundamental character of the parish and our vision for the future. On February 5th, Bishop Gayle Harris officiated at a single 9am service and met with the congregation and the vestry to discuss our transition process. During this time, parish life continued and services were celebrated by two familiar supply priests, the Rev. Mike Shirley and the Rev. Jon MacKenzie.

It was also during this period that we were introduced to the possibility of hiring a priest-in-charge which would lead to a different type of transition than if we hired an interim rector. The vestry met with the Rev. Bill Bradbury and decided to offer him the position of priest-in-charge. Although this was a new transition process that the parish had never been through before, the vestry felt that Bill was an exceptional fit for All Saints' and wanted to retain the ability to extend a call to him as rector in the future. Bill accepted and started his service to us on March 11th. We postponed our annual vestry retreat until April so that Bill could join us. When we had the retreat, it was very productive and it set the stage for a good working relationship between the vestry and the priest-in-charge.

Looking back on 2012, I believe that the calling of Rev. Bradbury to All Saints' has indeed provided the new beginning for the parish that Tom had hoped for. Bill has brought a wealth of experience in larger parishes which gives him a unique perspective on the challenges we face at All Saints'. Bill was very involved in a renewed Stewardship campaign which had great success this year. We have a re-invigorated Buildings and Grounds Committee and a newly-formed Parish Life Committee. We also have a Technical Committee that is looking into the technical needs of the parish including an update to our web site. The parish hall was repainted and new round tables were purchased to give us greater flexibility in using that space. We held a Beatles music concert, refocused the 4th of July booth and put on our second All Saints' Gala which we hope to make an annual affair. We also continued to hold some favorite fund-raising events like the Yard Sale, Pie Workshop, and Gingerbread Village.

All Saints' continues to be a dynamic and vibrant place with many things going on. Our music program is superb with three vocal choirs and a handbell choir supplemented by guest musicians and vocalists on special occasions. Our focus on Mission continues with such programs as the Thrift Shop, St. Paul's Feeding Program, Gingerbread Village, Angel Tree, and our West Virginia Workcamp and Downeast Maine youth mission trips. In the area of Christian Education, we continued our Godly Play and Adult Forum programs and Bill has started a Connect class, as well. Our Stewardship campaign was expanded this fall to include cottage dinners and parishioner testimonials which resulted in a 10% increase in pledges. Financially, we are holding our own, but just barely. We were able to close out 2012 with a balanced budget but it required spending half of the interest earned by the endowment fund. Many challenges remain such as urgent needs for a functioning Finance Committee, a rental coordinator, and some accounting expertise. We'd also like to get more parishioners involved in Christian Education.

All Saints' continues to be a vibrant community of faith that is participating in God's Mission. This past year has been very successful and our future is bright. My thanks to everyone who took part in parish life and who helped to welcome Rev. Bradbury into our midst. It has been an honor and a privilege to serve as your senior warden during this time of change.

Yours in Christ,
Dave Kuzara
Senior Warden

JUNIOR WARDEN'S REPORT

When I accepted the position of All Saints' junior warden, the year ahead promised much change for our parish. Reverend Tom had given notice of his resignation several months before so the first order of business for our vestry and wardens was our search for a replacement rector. I had never participated in a rector search so I was grateful for the opportunity to work with and learn from our off-going wardens, Scott and Liz, and our new senior warden, Dave.

As the parish is aware, we were blessed twice during our short search process: first, in finding the ideal candidate in the Reverend Bill Bradbury and second, in having the unusual opportunity to call Bill as our priest in charge. As the vestry and parish discussed extensively at the time, a priest in charge is normally named by the diocese; on the other hand, a parish can appoint its own interim priest but such an appointment is always temporary and cannot be extended. Clearly, calling Bill as our priest in charge was the best of both worlds!

Shortly after Bill's arrival at All Saints' in the middle of March, he and the vestry and wardens convened our annual vestry retreat at which we prioritized the results of the appreciative inquiry that the parish had undertaken in January. On the basis of this prioritization, we have since started executing several initiatives toward the strengthening of All Saints' parish. These include promoting and strengthening leadership development and nurturing spiritual growth. The latter of these has given rise to a newly formed Bible study group and several adult forums, the formation and facilitation of small group communities (including the cottage meetings that kicked off our recent stewardship campaign), and presenting new opportunities for more elemental worship experiences.

Many challenges confront All Saints' as we enter the new year. Our parish finances are tight as they were last year; however, as Steve Grillo has discussed elsewhere in this report, our recent stewardship campaign was a tremendous success. Our parish's newly reenergized and strengthened stewardship commitment should encourage us all and should remind us that All Saints' parishioners and leadership are up to any tasks and challenges that lie ahead.

I consider it an honor and a privilege to serve All Saints' as your junior warden and I look forward to working with our parishioners and leadership in the year ahead to support our parish and our communal life in Christ.

Respectfully submitted,
Erik Forsberg
Junior Warden

FINANCE COMMISSION

As of this writing, the FinCom has not yet finished the audit of the 2010 finances that was started in April, 2010. Additional assistance from the parish to complete this work would be welcome. After soliciting budget requests from various Committee Chairs, the FinCom developed a draft budget for the year 2013, which was subsequently fine-tuned by the Vestry. Members who have served on the FinCom (including the Audit Committee) have included Connie Pawelczak, Paul Belanger, Melanie Hickcox, Scott Sanjurjo and Derick Gates. Darlene Gossement has provided superb support to the FinCom throughout the year. Her efforts are greatly appreciated.

Respectfully submitted,
Derick Gates

ENDOWMENT COMMITTEE

The All Saints' Endowment Committee has two primary functions. One is that of monitoring the results of our endowment fund investments at the Diocesan Investment Trust. We review the status of the fund quarterly and may recommend to the Vestry changes to the allocation of stocks and bonds, depending on market conditions. We also then inform the Vestry of the funds that may be available for use at the end of the calendar year, depending on the income earned on the investments.

For the last several years, we have put a lot of effort into making the endowment fund and its purpose more visible to the parish. The endowment fund was established in 1999, begun with remaining funds from the 1997 Stone by Stone Capital Campaign as well as bequests from the estates of Eleanor Parkhurst and Barbara Conlogue. The fund's purpose is to preserve the heritage of All Saints' Parish by ensuring that our parish buildings and programs will be maintained for future generations. Since the fund was established, there has been an ongoing effort to raise parishioners' awareness of planned giving as a way of making a lasting gift for the future of All Saints' Church. Anna Eliza Hunt was a laywoman who was instrumental in the founding of All Saints' Church in the mid-19th century. The Anna Eliza Hunt Society recognizes those who have made bequests that will benefit the endowment fund and encourages others to do so. A brochure was created that provides information about the endowment fund and lists the names of those who have become members by making gifts to the fund.

We recently provided a new opportunity for remembrance giving to the endowment fund at Christmas and Easter, resulting in new gifts. An important point that we wish to emphasize is that outright gifts to the fund are always welcome and no gift is too small. Gifts to the endowment fund are acknowledged with note cards imprinted with a color photograph of the Hunt memorial window in the chapel.

The All Saints' Endowment Committee is currently comprised of the following members: Barbara Lindberg, Jean McCaffery, Derick Gates, Paul Krenitsky, Scott Sanjurjo, Carol Cannistraro, and Connie Pawelczak. Please feel free contact any of us if you have

questions or wish to inform us of a bequest intention or an outright gift. We welcome the opportunity to add your name to the membership of the Anna Eliza Hunt Society.

In Christ's name,
Connie Pawelczak, Endowment Committee Chair

ENDOWMENT COMMITTEE - FINANCES

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 2012 the Endowment Committee has recommended to the Vestry no shift in the investment of the endowment from approximately 40% bonds and 60% stocks. However, in response to stock market uncertainty, including the potential for downgrading of U.S. debt and the potential impact of the Congressional Supercommittee on the U.S. budget process, the Endowment Committee had suggested that the Vestry in 2011 change all new contributions and loan repayments to go exclusively to the Income (Bond) Fund until further notice. The Vestry agreed with these quarterly recommendations and sent these instructions to the administrator of the Diocesan Investment Trust (DIT). This policy was continued in 2012.

At the discretion of the Vestry, up to one half of any yearly increase in the endowment may be withdrawn for capital and maintenance use, and the rest is to be re-invested. There was a year-over-year decrease in the value of the Endowment Fund for 2011 of -\$1,082.24, and over the course of 2012 the Vestry was therefore unable to withdraw any money to help pay for various capital and maintenance projects. For 2012, the increase has been equal to \$23,870.10, which allows the Vestry to withdraw up to \$11,935.05 for capital and maintenance purposes.

The five-year, \$26,000 loan taken in 2010 from the Endowment to help pay for major repairs to the Chapel and the Sanctuary continues to be repaid on a monthly basis, at 5% interest. This loan has been a good investment return for the Endowment. A total of \$4,996.60 of principal has been repaid in 2012, together with \$891.26 in interest.

The value of the ASC Endowment began the year at \$190,608.79. At the end of 2012 the Endowment investments stood at \$228,712.04. These investments, when combined with the outstanding ASC loan balance (\$15,098.34 in principal still to be repaid), total \$243,810.38, representing a 15% increase in value over the course of 2012, due to both new donations, interest earned on the loan, and an increase in value due to a rising stock market.

Respectfully submitted,
Derick Gates

BUILDINGS AND GROUNDS

It has been a very busy year for B&G. We started off the year with the water heater failure in the parish kitchen. As has been All Saint's green approach, we opted to install a high efficiency tankless water heater. This required a completely new direct vent system, new gas piping, permits, inspections and many nights and weekends. A slow process to be sure, but under budget. Many thanks to Leary Mechanical of Winthrop. By the time that was done, mystery odors from the restrooms had returned. The issue had lingered since the prior year, and only appeared during rainy days, making it difficult to track down. Reviewing all the possibilities and expecting the worst, some free technical advice from Burlington Plumbing and Heating pointed us in the right direction. Several poorly installed \$2.50 wax toilet seals were to blame. An easy fix if not for the wall damage in the men's room. Norm Douglas and Frank Ouellette, the masters of mortar, continued the long process of repointing cracks in the cement in the bell tower, chapel and pastor's office. This work will continue come spring. They were also able to get a preliminary coat of patching on the surface of the HC ramp into the narthex along with replacing the hand rail. New roofing was installed on the side entry to the thrift shop using left over tar paper and donated materials. Rotted wood sills were replaced in the chapel. A donated light fixture and some refitting of another by Frank Thompson restored the night time lighting along the rear of the church while saving several hundred watts electricity. New oak rails were installed along the choir loft after some safety concerns were pointed out. Don't worry, you weren't supposed to notice. Thanks to Alexandra Thompson for helping to get that done. A new digital thermostat has been installed in the parish, replacing the 50 year old unit and the mechanical timer. We ended the year just as we started, with the water heater for the parish hall restrooms rotting out, leaking water down into the women's room. Being a couple days before Lessons and Carols and the lack of high voltage power or gas at that location, it was decided that a tankless unit was not cost efficient. The installation of the replacement was made the same day.

In the next year, the mortar repairs will continue. Window sills in the pastor's office will be addressed. There is a third water heater under the Narthex that is reaching its age limit and there are always leaky faucets and light bulbs needing replacement. Of high priority is removing the plexiglass covering the stained glass windows in the chapel and parish and hopefully repairing any damage. Then, at least, install new vented plexiglass to protect the glass from accidental damage. This is a low cost approach and the plexiglass would have to be replaced again in 5 to 10 years when it gets brown and cloudy. We also hope and pray that we can get a large turnout for a painting party this summer. All the exterior wood is in dire need, especially along the east side, that is showing wood rot. Some temporary repairs are planned for the floor in the Narthex, in hopes that we can get a couple more years out of it before it would have to be replaced. Seems like a lot but it is certainly possible with your help. Thank you to everyone who helped this year, especially for the things that just get done without asking. We will have a B&G breakfast next month to start planning; please consider attending to learn more. No experience required - only the desire keep this beautiful facility, even if you can only hold a ladder!

Sincerely,
Mike Thompson
Bob Bishop
Building and Grounds

CHRISTIAN EDUCATION

LOWER CHURCH SCHOOL

This past year was a decent one for the Lower Church School. Though we started off 2012 with Rev. Tom's departure, Church School remained largely unchanged in the months that followed. Katie LaRochelle, Debbie Collins, Lissie Bates-Haus, and Rebecca Haberl continued to teach the Godly Play class, which serves children in grades Pre-K to 2, in rotation. Deb Forsberg single-handedly taught the Firelight class, which for the remainder of the Church School year served children in grades 3 to 5. Attendance during the second half of the Church School year was about 15 on a typical Sunday.

We did not run a Communion Class during Lent in 2012 and decided that this class would only be run every *other* year. One of the projects that was worked on during this time was an updating of our Safe Church Policy. The process took many months, beginning with a meeting of the Church School leaders, then a presentation of the suggestions to the Vestry, and, when joined by Rev. Bill, him as well, and finally we posted the updated version to our website and physically in the Church. The changes were minor, but were made in order to recommit to upholding the entire policy faithfully. Speaking of our website, we also began the process of improving our web presence in early 2012. The Church School verbiage has been improved, but we still await the coming graphic design changes that will hopefully make our website more appealing and inviting.

By the end of the Church School year, every teacher had agreed to return in the Fall and we recruited two new teachers—Jen Dowd for Godly Play and Paige Flick for the Firelight class. Over the summer, Deb and Rebecca took a trip to the Christian Education Resource center at the Diocesan offices in Boston to research new curricula for the Firelight class. We looked through various options and settled on an Episcopal-specific curriculum called "Weaving God's Promises." We liked it because it was serious, not cartoony, and including a section called "The Episcopal Thread" which tied in that day's lesson to worship in the Episcopal Church. We also felt like the children needed a break from Firelight, especially because the current fifth graders would be staying in the class another year, per the Rite-13 bi-yearly schedule.

Over the summer, we put out calls for registration, both through postcards to families within the Parish and posts on Chelmsford CommonPlace and the Chelmsford Patch. It was decided over the summer, that our Director of Religious Education, Rebecca Haberl, would also oversee Rite-13 and J2A for the 2012-2013 Church School year. Unfortunately, we did not advertise Rite-13 and J2A registration in the summer, but plan to do so for the 2013-2014 year. For the Lower Church School, we had a very good response, with a vast majority of families registering their children online before our September start.

This fall, both the Weavers class and Godly Play saw an uptick in attendance. In addition, behavior in the Godly Play improved (though it was never too much of a problem), as the children became more aware of the class's routines and expectations. The level of engagement seems particularly high in the Weaver's class, which is great, as too often older children lose interest in Church. All in all, both classes are running nicely. We hope that attendance and involvement continue to be high, even in the months between Christmas and Easter.

Respectfully submitted,
Rebecca Haberl
Director of Religious Education

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. Our aim is to affirm their worth and their place in our church community and beyond.

January 2013 marks the fourth month in the second year of the two year program. This second year feels like old home week. The kids know each other pretty well and stick up and watch out for each other. We have three new kids who joined this year and they have melded in pretty well.

So far the Rite-13 group has participated in an Overnight/Lock-In to kick-off the program where Rev. Bill took the kids through a brief Eucharist service using his "traveling altar," participated in the collection for socks and gloves for a homeless shelter in Boston, helped with keeping little kids occupied with games during the Gingerbread event, planning to help with Shrove Tuesday pancake supper, put up directions signs for the Habitat for Humanity Walk, and took part in the Christmas pageant in 2011 and 2012. We do plan one other Overnight/Lock-In before the end of this program year. The overnight is a great way for the kids to connect and to build community and every single one of them attends! We also had one Rite 13 ceremony for those who reached 13 last year and will have the final one in May for the kids who reach 13 this year.

Rite-13 has an enrolled membership of approximately 16 boys and girls, with an average Sunday attendance of 7-8 every week. This group came from the Firelight group and has moved onto Rite 13. The Leaders are Mike Thompson and Joan Thomas, and we rotate leading the class every week. We also have part time help from Nikki (Dechane) Kehoe who participates when she is able and has always been there for the Rite 13 ceremonies and the overnights. 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 try to make it fun while slipping in God's love for them and everyone they encounter.

We need help desperately. We went from four leaders to two sometimes three. That means only one of us can be there for class because typically one of us is tied up with personal plans at least one Sunday a month. If we could get a few helpers, people who can just be another warm body in the class, even for one hour a month that would help. **This is a very important ministry and we need more help.** These kids are the future leaders of this church. It was so successful with the last Rite 13 group that they wanted to move on together as a group with the same leaders (which we were not able to do due to lack of volunteers) to J2A. That is a pretty good testimonial in our opinion. Also, we are not sure what will happen after this year. This group should move into J2A and Mike/Nikki/Joan should stay with the new Rite 13 group coming from Firelight. But, J2A will be double in size with three leaders, so if one of the Rite 13 leaders leaves to help with J2A, that will leave 1.5 leaders for every Sunday leading the new Rite 13 group.

Moving forward in 2013, we have five months remaining in this two-year program. We are in the process of planning a Rite-13 ceremony for the kids who reached 13 this year, and another Overnight/Lock-in this spring, hopefully one outreach event if we can get volunteers, and our classes continue to meet weekly, covering the Rite-13 curriculum.

Respectfully submitted,
Joan Thomas
Mike Thompson
Nikki Kehoe
Rite-13 Leaders

J2-A

The J2A Program (Journey to Adulthood) is the second part, 2-year continuation of a four year program that begins with Rite-13. Our current J2A group consists of 7 very active, faithful, energetic teens in 9th and 10th grade who are now in their second and final year of J2A. Their 4-year Journey will culminate this spring when they are Confirmed in April, and later complete their pilgrimage (to a place of their choosing) in mid-late Spring. The J2A program is a journey of discovery where the members learn about themselves, explore their relationship with God and with each other, and establish a foundation to live a Faith-filled life.

You can find the J2A'ers every week in the front pews sitting and worshiping together, as well as Ushering, Acolyting, singing in the Youth Choir, and doing bigger projects such as leading the Halloween Celebration, running the entire Good Friday Stations of the

Cross Service on their own and hosting the Shrove Tuesday Pancake Breakfast. We meet on Sunday mornings, from 11AM to 12PM in their newly painted and decorated Youth Rooms downstairs. Come by and see our new space!

Respectfully submitted,
Debbie Psilopoulos

POSTULANT REPORT

2012 was another great year for me. I spent the first half of the year finishing up my first year at Virginia Theological Seminary. I took classes in Biblical Studies, Pastoral Care, Prophecy in the Qur'an, and Ancient Greek. I spent the month of January searching for and applying for Field-Education internship placements and was accepted to work at St. Columba's Episcopal Church in D.C. beginning in September 2012 for a two year seminarian position.

After finishing up my Junior (first) year, I moved back to New England to begin my summer working as the assistant Chaplain at the Barbara C. Harris Summer Camp in Greenfield, NH. As chaplain, I helped to organize, and coordinate with the visiting clergy chaplains who visited each week as well as providing hospitality and orientation once they arrived up at the camp. I also helped to plan and organize the twice-daily worship services and was a pastoral presence at the camp which meant that I spent a lot of my time hanging out with groups and counselors to get to know them and to talk about how God is working in their lives. I loved working at the camp and being a part of such an amazing and vibrant ministry of the Diocese.

Once camp was over for the season, I returned to VTS where I began my Middler year and my field-education internship. This fall I took Systematic Theology, Methods of Teaching Bible Study, Doctrinal Controversy in the Anglican Communion, and Homiletics (preaching). I also met with a required colleague colloquy group weekly for theological reflection.

January 2013 I will meet with the Bishops and Standing Committee of the Diocese to interview for Candidacy. Candidacy is the next step in the process towards ordination. I am on track to graduate from VTS in May 2014, to be ordained to the Diaconate in June 2014, and to be ordained to the priesthood January, 2015. Thank you all so much for all your prayers and support over the past year! I am so proud to be sponsored by All Saints' for ordination!

Peace in Christ,
Christen H. Mills
Postulant

WORSHIP COMMISSION

The Worship Commission is a dedicated group of individuals that meets quarterly to plan everything associated with our regular worship services. Members include myself, Bill Bradbury, Cina Barker, Christy Brodeur, Deb Forsberg, Rebecca Haberl, David Shochat, and Sally Warren. New members are always welcome. In addition to talking about the mechanics of worship – things like which Prayers of the People and Eucharistic Prayers to use, how many palms to order for Palm Sunday, and what should be the start time of our Ash Wednesday service, we also brainstorm to come up with different ways of enhancing our worship. Our Christmas 1 service is an example, as well as our alternative Epiphany service. One of our more recent topics was the redesign of our Sunday morning leaflet. As you may know, Episcopalians have a reputation for *pew aerobics* – *stand, sit, kneel*, and for *book juggling* – *BCP, Hymnal 82, LEVAS*. By printing most of the service in the bulletin, we are making it easier for newcomers to participate fully. We will be tweaking this format in the weeks to come. If you have any suggestions for enhancing our worship, please speak to any of us; we would 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:

We continue to have a solid participation by our young people in all grades, and this year we have 23 members of the team with 3 first year acolytes. Please remember that we can always use more help; 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 have requested three new cassocks and cottas this year. We continue to send our thanks to Laura Geary, our dedicated 8 o'clock person that helps to clean, mend, and iron the robes we do have, and we also send our thanks to Denise Seyffert who is also taking on this chore. Denise has also labeled each cotta and cassock, so each Acolyte can remember their cassock/cotta combination. I do need the team to help each other by remembering to hang the robes back up 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 last year 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.

Transitions:

Finally, and again, because gratitude happens so seldom these days, we offer both our thanks and our recognition to Clem Cole for his 20 + years of service in guiding and coaching our Acolyte Corps. We appreciate your service and wisdom!

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 and the completion of every service held in the church and chapel including all Sunday, Wednesday and evening services, baptisms, weddings and funerals.

I appreciate and personally thank all those who have participated in this ministry this past year: Dora Carr, Linda Coles, Esther Davenport, Carol Douglas, Melanie Hickcox, Liz Landers, Marilyn Livingston, Pam Meinhardt, Jean Rainville, Adrienne Spear and our bread bakers Clem Cole, Deb Forsberg and Matt Hickcox. We have a few "stealth" members whose help is invaluable and appreciated also!

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, four or five times each year. We all help prepare for Holy Week, Easter 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 observing, perhaps helping. You may find it as rewarding and enriching as I do. Heartfelt thanks to all former and current members and a warm invitation to any future members.

Respectfully submitted,
Sally Warren

MUSIC AT ALL SAINTS'

I have been writing annual reports as your Minister of Music since 1985, and I must admit to being out of fresh ways to express my gratitude. At the end of this report, you will find a list of almost fifty dedicated volunteers who rehearse faithfully on Thursday nights and attend regularly on Sunday mornings to lead all of you in worship. I am very grateful to all choir members for their service to God and All Saints'. Debbie Psilopoulos, Connie Pawelczak, and Kathryn Chamberlain deserve extra thanks and recognition. Debbie is our unpaid handbell choir director, and does a wonderful job bringing the best out of that group. Connie is our unpaid accompanist for both youth choirs. Sometimes, her "payment" is simply using the Linkletter principle of *kids say the darnedest things*. Kathryn often directs the Senior Choir on Sunday mornings which frees me up to accompany, and insures a more uniform vocal sound.

I'll share with you some of my personal high spots for worship at All Saints' in 2012. The first was our January 5 Early Epiphany/Service of Leave Taking for Tom Barrington. Bishop Gayle Harris was inspiring, the many glowing candles illuminated the

church in a magical way, the three *queens* stood in for the kings and sang the gospel, and it paid wonderful homage not only to the newborn child in the manger, but also to a wonderful rector, Tom.

Another great service was our Three Choirs Festival at Christ Church, Andover. Our Children's and Junior Choirs participated and did us proud. This year's Three Choirs Festival is just around the corner, and we will be hosting Christ Church and Grace Church, Salem on February 10 at 4p.m. We would love to see many of you there!

Our first "Blessing of the Animals" with Bill was another energy filled day. I am always amazed at how quickly this diverse group of pets is able to settle down and sit through the service.

December brings my favorite service of the year – Lessons and Carols. A new favorite of mine has evolved over the past few years, and that is our Christmas 1 service, with alternative readings and a chance to sing carols one more time. Our early Christmas Eve service not only featured our traditional pageant, but also included prelude music by our youth musicians, led by Leah Cole.

In addition to being grateful for the music these groups provide, I am constantly wowed by the individual talents of choir members. This summer, most Sundays featured music by choir members either playing different instruments, or singing songs of their own choosing. Our faithful outdoor worship leaders, Matt Hickcox and Scott Bempkins, once again provided a quality alternative music worship service.

God bless you, every one!

Handbell Choir

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

Children's Choir

Connie Pawelczak, Accompanist
 Skyla Garrigan
 Elizabeth Meinhardt
 Sarah Meinhardt
 Raj Pola
 Elizabeth Sandoval

Junior Choir

Connie Pawelczak, Accompanist
 Katie Haynes
 Lizzy Haynes
 Lily Marshall
 Sarah Meinhardt
 Grace Mescall
 Maggie Mescall
 Sakhi Pola
 Emma Seyffert
 Abby Warren
 Emily Warren

Maggie Marshall, Minister of Music
 Soli Deo Gloria!

Senior Choir

Scott Bempkins
 Kathryn Chamberlain
 Betsy Eisenmann
 Bud Flumerfelt
 Erik Forsberg
 Lois Freeman
 Steve Grillo
 Matt Hickcox
 Melanie Hickcox
 Liz Landers
 Katie LaRochelle
 Marilyn Livingston
 Beth Lucas
 Steve Marshall
 Lynne McSheehy
 Beth Pariseau
 Connie Pawelczak
 David Shochat
 Adrienne Spear
 Sally Warren
 Linda Webb

Seasonal Singers

Jen Barrington
 Leah Cole
 Matt Cole
 Melissa Eisenmann
 Deb Forsberg
 Erika Forsberg
 Scott Sanjurjo

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

Outreach is the name given to parish's mission to reach out to the surrounding community. Our members are active in many programs, and we give financial contributions to several organizations.

Ministries

All Saints' outreach ministries include, but are not limited to:

- Habitat for Humanity
- West VA Workcamp
- Maine Mission Trip
- All Saints' Thrift Shop
- Feeding Program
- Penny Basket for the Feeding Program
- Merrimack Valley Housing Project
- B Safe Program
- Angel Tree Program

Committee Work

The Mission/Outreach Team spent much of the beginning of the year sorting through the implications of the departure of Rev. Tom Barrington, who was very invested in the work of the Outreach Commission- in particular with the Parish Partnership with Enyahera Parish in Maseno, Kenya. After attempts to fill Tom's leadership position in the work did not provide us with a leader, we began a process of discernment on whether we, as a Parish, were called to continue this work. After seeking community input, prayer and discussion, it became clear that we would need to end this work. A letter to the Rev. Okumbu was sent explaining our situation, and a similar letter was distributed to the All Saints Community as well. Some of the other work that was done this year:

- The Outreach Commission hosted a Lenten Series focusing on the work that parishioners do to Feed, Clothe, Shelter and Nurture our Neighbors. Individuals involved in these aspects of outreach shared personal reflections as part of an Evening Prayer Service.
- The Outreach Commission organized an "activities" fair, encouraging groups to set up tables with their activities during coffee hour and we hosted an Ice Cream Sunday- you traveled to the different activities to get your toppings and learned what people are doing for Outreach in the Parish.
- Along with being a Covenant Church and hosting a buy-a-board fundraiser, members of All Saints hosted the 7th Annual Gingerbread Village Display which raised \$2,900.00 for Habitat, and our members of J2A and Rite 13 assisted with the first Annual Walk for Faith hosted by Habitat in Lowell. Two members of All Saints, Laura Marshall and David Shochat, sit on the Interfaith Committee.
- We again sent a group of youth and adults, led by Anne Ludlow and Dave Kuzara, to join with the Central Congregational group to attend the Cabbell-Lincoln Workcamp in Huntington, WV to help repair homes.

There was also a group, led by Mike Thompson, which joined with Central Congregational Church, in sending youth and adults on a mission trip to repair homes in northern Maine.

- Many activities, like the Feeding Program or the Angel Tree Program, will have their own reports. Please look for them and read their entries.

Financially, the Outreach Commission was the recipient of a \$500 check from Edith Parekh’s charitable foundation, to use in our Mission, as well as \$2000 budgeted by the Vestry. We are very grateful for these gifts and made the following contributions:

- | | |
|--|-------|
| • Habitat for Humanity of Greater Lowell | \$500 |
| • Sandy Disaster Relief- (through the Diocese) | \$500 |
| • B-Safe Program 2013 | \$500 |
| • Merrimack Valley Housing Project | \$200 |
| • Enyahera Parish Women’s Feeding Program | \$500 |
| • All Saints Environmental Stewardship Fund for 2013 | \$300 |

In the coming year, The Mission/Outreach Committee is planning a revival of the Environmental Stewardship Committee. We are an open committee and invite any and all parishioners who are interested to join us. We meet regularly at 7:30pm on the third Tuesday of the month at the church. Please see the parish calendar to confirm meeting times.

Respectfully submitted,
 The Outreach/Mission Team
 Laura Marshall
 David Shochat
 Lois Freeman
 Edie Parekh
 Dave Kuzara

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. Work crews repair the homes of those who cannot afford or are not able (due to age or disability) to make repairs themselves. 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 16 - 23 2012. Of these, 5 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 February, a “Dining to Donate” event at Applebee’s and a car wash in April and a talent show in May. The group also sold “Workcamp Shares” as a way of soliciting donations. Thanks so much to everyone who supported this effort. Your help was greatly appreciated.

Once we got to West Virginia, we joined other groups and were broken up into 25 different work crews of 3 – 11 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. My work crew found a **very** large snake under the trailer we were working on - something I’ll never forget (try as I might). There was also a performance by “The Chelmsford Singers” at the Wednesday night talent show. 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.

Respectfully submitted,
 Dave Kuzara
 for the Mission/Outreach Team

DOWN EAST MAINE MISSION TRIP

This past August a small group of parishioners went on the Down East Maine Mission trip in Jonesport, Maine for a week. This was the 7th year of this mission. This year there were a group of 45 committed youth and adults in a joint effort with the Central Congregational Church, Chelmsford and The United Church of Christ, Harvard. Our successful trip included rebuilding a dangerous deck and stairs for an elderly lady, building a deck and stairs to replace old stairs that moved away from a house, building skirting and insulating a mobile home for a young family, and building a 50 foot long handicap ramp for an American veteran. Thank you to so many of you that made donations to support this wonderful mission.

This August we will be returning and we would like to have a larger group from All Saint's. Of the 45 people on last year's trip only 4 of us were from All Saint's. Please consider joining this important mission. Participants are mainly young people 14 yrs. old or older (13 and under are welcome if accompanied by a parent). The workers each pay for their own housing cost for the week. All of the work we do is funded by donations from the family and friends of the work campers. Please see me if you would like more information. Special thanks to Alexander, Frank and Alexandra, the All Saint's teenagers who worked so hard the year to help others.

Respectfully submitted,
Mike Thompson

GINGERBREAD VILLAGE

For our 7th year we had another magical display on the Theme: "Winter in The Mill City: Lowell in Gingerbread. " The event is possible only because of the tremendous hard work of so many people here at All Saints and all the builders in the community at large. We had large crowds this year on both Saturday and Sunday – even with the Patriots playing. With the generous donations of the many visitors we were able to raise \$2,900.00 for Habitat for Humanity of Greater Lowell. All Saints Church Outreach Committee also donated \$500 bringing the total to \$3,400.00. That money will go directly into the construction of a house on Rock St. in Lowell. The event also raised \$1,800.00 for All Saints General Fund from the hard work of the Gingerbread Café, Decorate the Gingerbread Cookie, Cookie Walk and Holiday Table.

Our theme for next year has something to do with *snowmen*.....curious? We invite anyone interested in working on this event next year to contact Laura Marshall, 978-256-1460. We are always happy to share the fun!

Respectfully submitted,
Laura Marshall

PRAYER SHAWL MINISTRY

2012 has been another productive year for the All Saints Episcopal Prayer Shawl Ministry team. In addition to the prayer shawls we have begun creating baby baptism blankets and winter scarves. We are also considering making chemo caps. In addition to the ten new shawls that are on hand waiting to be blessed by Rev Bill and our community, we have several in inventory. At present our inventory includes 6 adult shawls, 4 children's shawls, 7 baptism blankets, and 3 winter scarves.

While the Prayer Shawl Ministry has twenty four members signed up, a typical Prayer Shawl Ministry meeting includes two to five members. In 2012 we added a Sunday morning session to our meeting cadence. The ministry team now meets monthly on the fourth Wednesday Evening of the month at 7:30 pm in the Blue Room and the first Sunday of the month after the second service, also in the Blue Room.

We placed twenty prayer shawls this year with grateful recipients. Thank you to our prayer shawl ministry team, our pastoral care team, Rev Bill, and our entire community for your efforts and prayers!

Submitted in gratitude,
Deb Forsberg

ALL SAINTS' THRIFT SHOP

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 outreach money is raised from the profits generated 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.

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.

A successful new event for the Thrift Shop in 2012 has been "Parishioner Hours" on select Sundays after church. Parishioners are invited to shop at sale prices. The Thrift Shop Board is pleased to welcome new board member Linda Cahill, and is grateful to Linda Webb for assisting with posting.

The Thrift Shop is open 3 days per week: Wednesdays, Thursdays, and Saturdays from 10 o'clock to 3 o'clock from September to June. A volunteer commitment is for one two and a half hour shift *once a month* – consider joining our ranks! It's fun and thrifty!

Respectfully submitted,
 Laura Marshall and Becky Malone, Co-Chairs
 Maggie Marshall, Treasurer

2012 Giving for Thrift Shop:

Granted to the All Saints Community:	
All Saints General fund	\$4,500
All Saints feeding program	\$2,000
Rector's Discretionary fund	\$1,000

Total given to ASC	\$7,500

Granted to the Greater Chelmsford Community	
Community Exchange	\$400
Table of Plenty	\$400

Total given to the community	\$800

2013 Thrift Shop Board Members

Carol Douglas, Carol Cannistraro, Barbara Willman, Vi Flumerfelt, Margie Lane, Linda Cahill, Laura Marshall, Becky Malone, Maggie Marshall

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 the Priest-in-Charge to discuss the needs and concerns of the members. Seventy-three home Communion were administered this year.

Many thanks to Deb Forsberg and her group for continuing to make the Prayer Shawls that are blessed at a Sunday Service. Due to their endeavor we and other parishioners have been able to distribute them to many individuals.

Pastoral Care's goals for 2013 are to:

- Continue to take care of those we are visiting 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 Prayer Shall Ministry
- Communicate with Laura Marshall about those receiving meals
- Have the Priest-in-Charge visit the people we visit twice a year
- Recruit and train more visitors

Pastoral Care is a small group and we welcome anyone interested to join us. Presently we meet on the first Tuesday of the month at 6:30 pm in the Blue Room. Our meeting dates are included in the monthly church calendar in Saints Alive. Our group includes Rev. Bill Bradbury, Cina Barker, Lois Freeman, Ann Gilbert, and Ann Kirk.

Respectfully submitted,
 Ann Kirk

ALL SAINTS' FEEDING MINISTRY

The year has gone smoothly with the four teams from All Saints' continuing to provide meals on the second Wednesday of each month. We are now feeding about 120 people at each of these meals as opposed to the 30 we could expect when we started helping twelve years ago. Four new members, Vi Flumerfelt, Sue Lavoie, Karen Kowalski, and Diane Olbert, have been added to our volunteers. For this we give thanks. We are also grateful to all of the many people who continue to serve on this ministry: Beverly Cancelli, Carol and Ron Cannistraro, Linda Cahill, Dora Carr, Joy Chadwick, Elizabeth Connally, Deb Dutton, Peg Hebert, Melanie Hickcox, Ann Kirk, Paul Krenitski, Liz Landers, Margie Lane, Marilyn Livingston, Maggie Marshall, Dee Miller, Connie Moreau, Scott Sanjurjo, Barbara Willman, and Midge Wilson.

Barbara Lindberg has resigned as leader of team one, but will continue to help if needed. She has faithfully served for the twelve years we have been involved in this ministry. We give thanks for her service. We also give thanks to Karen Kowalski for taking on the leadership.

Our main financial support still comes from the generous donations from the Thrift Shop. They have increased their twice yearly contribution. We also receive money from the refunds of bottles and cans and from the Penny Basket. We are very thankful for these donations as the cost of food has risen drastically and the increased number of people needing to be fed has added greatly to our costs. Thank you Thrift Shop Board of Directors, Carol Douglas (bottles and cans) and Barbara Willman (Penny Basket) for contributing to our treasury.

Respectfully submitted,
Esther Davenport

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. Whenever possible, greeters introduce themselves to new visitors, answering any questions they might have and introducing them to the Rector. Reconnecting with new visitors after the service is greatly encouraged.

Our current team includes Lynne McSheehy, Bruce Bray, Pam Meinhardt, Barbara Lindberg, Kathryn Chamberlain, Carol Cannistraro, Linda Cahill, Midge Wilson, Anne Ludlow, and our newest greeter, Margie Lane. Thank you all for your continued commitment to our greeting team!

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, Greeters Program Coordinator

ANGEL TREE PROGRAM

As part of our outreach ministry, each Christmas season for many years All Saints' has participated in the national Prison Fellowship Angel Tree program. Parishioners purchase gifts for children in our area who have a parent in prison. We contact their families in advance to get gift requests. The gifts are given in the name of the absent parent, so this helps to heal and strengthen the bond between the child and the parent. It is also a help to the children's caregiver, usually a parent or other relative, who may be struggling financially.

In 2012 All Saints served 24 children in 10 families. The kids ranged from toddlers to teenagers. All families receive an invitation to join us in worship at any time and some age-appropriate religious booklets for the children and the caregiver. We send greetings to the incarcerated parents and let them know about what we have delivered to their children. Even as we are enjoying shopping for these gifts, attaching personalized messages from the absent parent and imagining the children's joy in receiving them we are bearing special witness to God's love for all families. Special thanks to those who provided extra help in gift preparation and delivery: Ann Gilbert, Jesenia Tejada, Melissa Flewelling, Mike Thompson, the Reverend Bill Bradbury and Kevin Ackert.

Respectfully submitted,
Stephanie Ackert

BOTTLES AND CANS REPORT

The collection of bottles and cans for their refund value has been an on-going program at All Saints. For the year 2012, we collected enough cans to net \$154.80. That's 3096 bottles and cans. Thanks to all who contributed. For the past 15 years, we have netted

\$3,182.40. This program helps fund St. Paul's feeding program, one of our regular outreach efforts. Rinsed refundable bottles and cans may be left in the closet outside the kitchen of the Parish Hall.

Thanks for your support,
Carol Douglas

PENNY BASKET REPORT

2012 was not our banner year for donations, but realizing all the financial problems of the year and the increased cost of everything, we did a good job! Those who bring their pennies and silver to the little white basket in the Narthex contributed \$152.00 this year, a thankful addition to the St. Paul's Feeding Program.

Over the years, since 1990, \$3689.50 has been donated to the Feeding Program, only from your pennies and silver. I invite everyone to continue to fill the little white basket in the Narthex with your pennies and loose change each week. Your coins are treasured and definitely help subsidize the feeding program for so many needy people.

Thank you to everyone who remembers to empty their change purse, banks, coffee cans, whatever, to drop even a few cents into the basket. Little by little we'll make a difference.

A very special THANK YOU to my "penny people,"
Barbara Willman

PRAYER AS FIRST RESORT

Instead of using prayer as a last resort, we turn to prayer as our FIRST RESORT. This is the principle behind this small group of All Saints' members who continued to meet (on second Tuesdays at 7:30 pm) during 2012.

In order to be in the practice of considering how prayer can be the first resort rather than the last resort, we looked at a prayer style from St. Ignatius, some evening prayer opportunities together, we learned about Bethlehem and some new things to know about "the star." We spent some time looking at some ways to "build" prayers, and we spent a session creating our own personal prayer for something meaningful in our lives to use in Advent and the upcoming new year.

We value this opportunity to meet together regularly to grow in our own personal prayer lives and to share with one another and to be an intentional people praying for the parish. We welcome and invite you who feel called to join us.

In Peace,
Lynne Grillo and Deb Dutton

PARISH LIFE COMMITTEE

The Parish Life Committee is a relatively new committee, formed in 2012. The idea for this committee came out of the vestry retreat in the winter of 2011, where a need for greater attention to fellowship, hospitality and welcoming was identified and discussed. The mission of the Parish Life Committee is to provide fun gatherings/events as an opportunity for members of our parish community, both new members and longtime members, to come together and enjoy getting to know each other better.

Our current team includes Adrienne Spear, Barbara Willman, Carol and Ron Cannistraro, Karen Garrigan, Linda Cahill, Linda Ouellette, Liz Landers, Melissa Flewelling and Tricia Mescall. The committee members hosted a few events in 2012 including a Halloween-themed coffee hour with the youth of the parish leading a costume parade and fun games for the young children, and a dessert and coffee evening Thanksgiving weekend. I want to thank everyone on the committee for their tremendous ideas, energy, enthusiasm and hard work and hope to see more fun events happening in the upcoming year.

Respectfully submitted,
Liz Landers

STEWARDSHIP COMMISSION

Stewardship is many things, from a Christian perspective. It's the recognition that God provides gifts to us, in lots of different ways. And we "give back" in thanks, also in many ways. It could be through our time spent on certain activities to benefit others. It could be through using one or more of our gifts to provide joy to others. Or through offering our financial blessings, to benefit those in need, or to provide a place where folks can come and celebrate God's presence in our lives.

This year the stewardship group focused its energy around the following logo. Once the stewardship group came up with the idea, it was brilliantly created by one of our parishioners, Trina Teele. The idea behind the logo was to have us think about gifts, and where they come from, and what they "mean". It was purposely designed to be ambiguous, but to encourage various ways of thinking about gifts. Here it is:



Over the summer, "Cottage dinners" were held at almost a dozen parishioners' homes, and over 100 people attended these dinners. Reverend Bill attended every single one of them. In addition to being a great way to get to know Reverend Bill, it was also a great way to get to know each other over a meal. Following the meals, the logos were handed out, and brief open-ended discussion followed. One dinner was at the church, and children participated. They ranged in age from 4 to 11, and had the same "gifts" discussion as the adults – I was with them in that discussion and it was fascinating to be able to have the SAME discussion with children as was occurring simultaneously between their parents and other adults. Kind of remarkable, actually.

The year culminated with the annual pledge drive, which was designed to follow the various "gift" messages presented earlier in the year. And YOU responded. Here are a few key results:

- Total pledged amount increased over last year.
- 50 families increased their pledges over last year. WOW.
- Here's the biggest blessing – 23 new families are pledging this year. This is remarkable.
- The average pledge amount increased.

This is wonderful, and I personally am thankful for being part of this parish, and am also thankful for each of you for the variety of gifts you offer.

Thank you!

Steve Grillo, on behalf of the 2012 stewardship commission (Steve Grillo, Erik Forsberg, Melanie Hickcox, Matt Hickcox, Scott Bempkins, and Rev. Bill Bradbury)

SAINTSALIVE!

SaintsAlive is the All Saints' Parish's monthly newsletter. It is used to circulate news of the parish among parish members and to interested parties too far away to stay in touch in person. Sometimes, we hear from people who've moved away from Chelmsford but want to stay in touch. The newsletter is compiled with valuable editorial help from Maggie Marshall (and Rebecca Haberl when Maggie is out) and Darlene Gossement, and just as valuable printing-and-mailing help from Darlene Gossement and Margie Lane.

This review covers the 2012 issues.

In **January 2012**, the Rector's article was a final goodbye from Tom Barrington. There were articles about Epiphany and about Ezra's earlier dedication of the rebuilt temple.

In anticipation of a long period with no rector, I contacted the newly ordained rector in Emunyenyi (in Kenya), who described in the normal rector's column for **February**, the recent building efforts at Enyahera and St Paul's.

In **March**, however, we were able to announce that Bill Bradbury would be our new Priest-in-Charge, so there was some cause for joy as we prepared for Lent!

The news of our parish's new helmsman was in **April** placed in contrast to the many changes happening at higher levels in our diocese, in the Anglican Church where it had been announced that the Archbishop of Canterbury would be retiring, and in Egypt where the Pope of the Coptic Church had died and would be replaced in due course. I noted in an editorial article that change seemed to be all around us.

In **May**, there was a review of Lent, with a hairy slant: Matt Cole had chosen to be shaven bald in order to raise funds for charity. Elsewhere, I noted, people had grown their hair long, or shaved it off, for various purposes. One of these purposes had been a mark of respect for the victims and their families in Zimbabwe, as AIDS took its toll in that country.

In the midst of **June** graduation season, we continued to remind our parish community that the poor are still with us, and we need to feed them. There was a call to the Maine Mission camp program

The **July-August** issue included a review of a busy summer from Christen Mills, who was starting work at the Barbara Harris summer camp, where Christy Brodeur was planning to work as a lifeguard.

For the **September** issue, I included articles on Saint Cyprian, bishop in Carthage (died Sept 13, 258) and Henry Martyn who served as a missionary in India and Iran (and died October 16, 1812, with a feast-day on the 19th October). The early notice seemed appropriate for a 200-year anniversary.

Also in **September**, Maggie Marshall submitted an initial "Thank You" article; and in **October** I sought to update the article with news from the submitted October articles.

In **November**, which is noted for including Thanksgiving, there were notices about pies and eating and so on, but the new "Thank You" column was missing. This was odd for a Thanksgiving issue, but the articles of November, full as they were of details about what was coming up, proved not to include much in the way of what we had just done as a parish. Or else I found myself lacking in imagination to create the list of thanks! The "**Thank You**" column is a great idea, but it may need to be carried less frequently than every month!

The **December** issue included a Diocesan Convention delegates' report, in which Lois Freeman and Chris Mills reported that the Episcopal Church in Massachusetts is alive and well, and full of the Holy Spirit.

During the year, Tom Barrington brought to my attention an e-mail message from Kenya that had come from a Moslem-sounding name. The message had been consigned to my spam folder (but Tom had received and opened his copy). This message from our Kenyan partners served to remind us that we needed to formalize a new relationship with them, or make a formal break. When there was no person in the parish to take on an active coordination role, we chose to end the relationship, which allowed the Diocese of Massachusetts to find a more willing partner parish for them.

A spam folder later began to eat my messages from the Bill Bradbury, our Priest-in-Charge; the moral of the story seemed to be that sometimes the "discard piles" of our inboxes sometimes contain valuable communiqués, so we need to trawl through them from time to time!

Respectfully submitted
Patrick Blumeris (editor, SaintsAlive)

NOMINATING COMMITTEE REPORT

