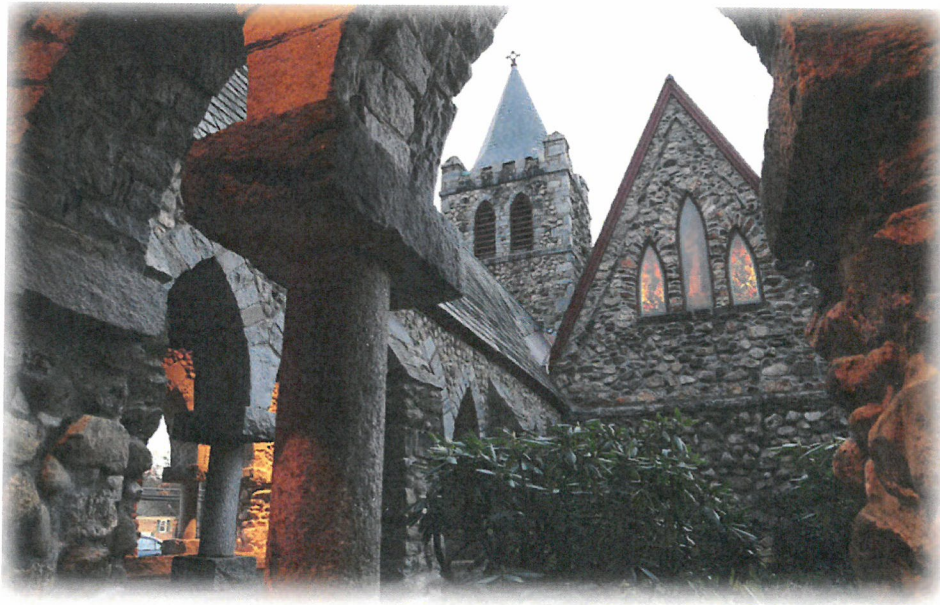


**All Saints'  
Episcopal Church**

**Chelmsford, MA**



**2014 Annual Report**

**ALL SAINTS' PARISH ANNUAL MEETING  
February 8, 2015**

## AGENDA

### *Gathering and Signing In*

Call to Order Priest-in-Charge

Opening Prayer Priest-in-Charge

### *Approval of Minutes from 2014*

Senior Warden: Dave Kuzara

Junior Warden: Erik Forsberg

Discernment Committee Report Matt Hickcox

### **Ministry Reports:**

Treasurer's Report: Melanie Hickcox

Endowment: Laura Geary (standing in for Scott SanJurjo)

Stewardship: Steve Grillo

Church School Council: Laura Marshall

Worship Commission: Maggie Marshall

Thanks to Staff and other ministries: Priest-in-Charge

### *Motion to accept reports as written and placed on file.*

Nominating Committee Report: Harry Taplin

### *Election*

Thanks to retiring vestry: Priest-in-Charge

### *Announcements:*

Closing Prayer Chris Mills

### *Adjournment*

*All photography by Ed Haynes*

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## All Saint's Church Annual Meeting Minutes, February 9, 2014

**Present:** The Members of All Saints' Church

The meeting was preceded by a light lunch of soup, sandwiches, and desserts. The meeting was opened at 11:55 am with a prayer by the Rev. Bill Bradbury (BB), who chaired the meeting.

The first order of business was the approval of the minutes of the previous annual meeting, held January 27, 2013. It was moved, seconded, and unanimously passed to accept the minutes.

Review of the following reports, with questions and comments as noted, was the next order of business (note that not all reports in the printed annual report were spoken to):

1. Junior Warden Report -- Erik Forsberg (EF) highlighted several activities from this past year, giving thanks to those involved in these efforts as he reported them:
  - a. Repair of window wells where there was extensive water damage; Frank Ouellette designed a solution, and it was implemented on a Saturday workday in August; at the same time, the siding on the east side of the Sanctuary was power-washed.
  - b. In late November, the furnace in the Chapel and Thrift Shop was repaired; this \$10,000 repair was financed through a gift from the Endowment Fund.
  - c. The acoustical panels in the Parish Hall were implemented; the estimated cost was \$14,000, and the actual came in at \$13,466. Susan Gates and Steve Grillo headed up the effort, did some quiet fund-raising, and accomplished the entire effort.
2. Senior Warden Report -- Dave Kuzara (DK) focused on the Priest-in-Charge process. The Rev. Bill Bradbury joined us in March 2012, so we are about to enter our third year together, and this will be our discernment year. A Priest-in-Charge has all the duties of a Rector, and can be called to be the Rector at the end of three years. (This process is different from an Interim and Search process, where the Interim has lesser duties and cannot be called to be the Rector.)

DK reminded us of our Appreciative Inquiry process in early 2012, which is part of the Diocesan "standard" Priest-in-Charge process. We are now due for the last steps in that process: the Discernment Year. If at the end of the discernment process no call is issued or a call is declined, the relationship with the Priest-in-Charge is ended, effective on the third anniversary of the start of the relationship.

The discernment process will include a period of the All Saints' community discerning who we are and what/where we want to be in five years. A Discernment Committee, consisting of a chairman and 5-6 people, will be formed. At the Vestry retreat on Feb 21-22, the Vestry and the Discernment Committee chair will meet with our Diocesan consultant for the discernment process.

**Question from the floor:** Will the overall community be involved in the process and voting? After the response, the questioner stated that the object of the question was to be as celebratory as possible in the process.

**Response:** Such involvement is not part of the defined process; however, the plan is to be as inclusive as possible -- there will be opportunities to present issues and concerns about any part of the process via the Discernment Committee.

**Question from the floor:** is the process limited to exactly twelve months?

**Response:** It can be shorter, as long as we've done due diligence; it cannot be longer.

The wardens have prepared a description of this process, and the plan is that the All Saints' community will be hearing from the Discernment Committee in March or so.



3. Reports from Ministries:

a. Finance Commission / Treasurer -- Melanie Hickcox (MH).

Highlights:

1. The 2013 ending balance (Line 23) shows a surplus of approximately \$5,000.
2. Rental Receipts (Line 5) increased significantly in 2013, and it is expected that there will be a further increase in 2014 due to rental price increases.
3. Pledges+Reg/Special Receipts (Line 3) for 2014 increased over 2013 and anticipated Plate Receipts (Line 2) is lower for 2014, which is good news, indicating more visitors and newcomers are becoming pledging members.

Questions and Responses:

1. What are the plans for the Director of Religious Education (DRE) (Line 50) replacement? Response: Payment to Andrea Bray, the Transition Administrator, is reflected in Line 51, Sunday School Support Staff. In the interim, the Christian Education Council is managing the administration and vision. This leaves flexibility for the permanent rector to have a say in defining the part-time assistant position.
2. Why is Staff Health Insurance (Line 58) reduced to zero? Response: This item is now included in the Parish Administrator Salary (Line 52).
3. What is behind the large increase in General Repairs (Line 133)? Response: The budget line includes the cost of the Chapel furnace that was replaced in December.
4. Rentals create wear and tear on our facility, especially the Parish Hall floor -- are their plans to save funds from Rentals for maintenance and upgrades? Response: our consulting accountant has recommended a Capital Fund for Capital Improvements which can address projects on an ongoing maintenance list (the Parish Hall floor, driveways, and other projects are on this list -- an updated list for 2014 is being developed, and the Vestry makes the final decisions on projects to be done).

**Suggestion:** Decide on a percentage of Rental Receipts (Line 5) be allocated to the Capital Fund. In addition, to ease fears at this time, the oak flooring in the Parish Hall will last several years before it needs refinishing.

5. Why is there no planned 2014 expenditure for Outreach Programs (Line 110)? Response: The Outreach Committee is rethinking and redirecting itself -- much outreach is found elsewhere in the budget. In addition, many parishioners do outreach without being a part of the Outreach Committee, and no budget is submitted for their projects.
  6. Why the large increase in our Diocesan Assessment (Line 109)? Response: the assessment is based on historical information reported in our annual Parochial Report. The reason 2014 is high is that the assessment for 2013 was unusually low due to a write-off of a capital expenditure of \$26,000 for repointing for the year the 2013 assessment is based on. Furthermore, the 2014 assessment is based on the year we had an additional staff member who was paid with a Diocesan grant.
  7. Returning to Maintenance issues, please note that the church needs to be painted. Response: This is included in the ongoing list of projects.
- b. Endowment Committee -- Scott SanJurjo (SSJ) highlighted the committee's work in revising their By-Laws to match the national church's guidelines. In the process, the committee revised the calculation for the amount available to the Vestry from a market-based formula, which made it difficult for planning, to a fixed-percentage basis. The gifts to the Vestry are not limited to maintenance but can be used for ministry projects. The committee meets monthly with the Treasurer and Vestry liaison. All gifts to the Endowment Fund receive a written thank you. SSJ also thanks all those who have given to the fund through the special offering opportunities during the year.
- c. Worship Commission -- Maggie Marshall (MM) reported that the commission looks at all aspects of our worship, and welcomes suggestions from the All Saints' community.
- d. Stewardship Committee -- Erik Forsberg (EF) reported on a successful stewardship drive, and he highlighted the following:
1. Thirteen new families began pledging financially in 2014
  2. Over forty of the approximately 130 pledging families increased their pledge for 2014

- e. Church School Council -- Laura Marshall (LM) reported that mission of the All Children and Youth (ACY) council grew to be far more than support for the Director of Religious Education. As a result, it has become the Church School Council (CSC), which is made up of volunteers who plan and develop the overall vision for the church school -- others are welcome to join the CSC. Andrea Bray was hired as Administrator through the current program year; she is responsible for such activities as scheduling and registration.
  - f. Parish Life Committee -- Liz Landers (LL) reported that this committee was initiated as a result of the 2011 Vestry retreat. She hopes people have enjoyed the events put on so far, and ideas for other programs are welcome.
4. Nominating Committee -- members of the committee are Connie Pawelczak, Linda Coles, Allen Thomas, and the chair, Harry Taplin.

**The 2014 Nominees are:**

<b>Senior Warden:</b>	<b>Dave Kuzara</b>
<b>Junior Warden:</b>	<b>Erik Forsberg</b>
<b>Clerk:</b>	<b>Cina Barker</b>
<b>Treasurer:</b>	<b>Melanie Hickcox</b>
<b>Vestry:</b>	<b>Linda Cahill, Camille O'Brien, Diane Olbert</b>
<b>Endowment Committee:</b>	<b>Laura Geary, Chris Baron, Jocelyn Bishop -- three-year term</b> <b>Scott SanJurjo -- one year to complete a three-year term</b> <b>Bud Chagnon -- two-year to fill vacancy left by Paul Krenitsky, currently being filled by Erik Forsberg</b>
<b>Convention Delegates:</b>	<b>Christopher Mills, Edith Parekh</b>
<b>Deanery Representatives:</b>	<b>Dee Miller, Deb Dutton</b>
<b>Nominating Committee:</b>	<b>Connie Pawelczak, Linda Coles, Allen Thomas, Harry Taplin, Chair</b>

- 5. Candidate Report -- Lynne Grillo (LG) reported for the Discernment Committee (members are Lynne McSheehy, Margie Lane, and Derick Gates) that Christen Mills is in her last year of seminary. She has applied for the transitional diaconate. If all goes according to plan, Christen will be ordained at the cathedral on Saturday, June 7, 2014, and on Sunday, June 8, 2014, Christen will participate in our worship and there will be a "bah" after the service. LG requested we all pray for things to unfold smoothly.
- 6. All Saints' Web Site -- Laura Marshal (LM) [reporting for Dave Shochat (DS)] reported that our new web site is very interactive and offers flexibility for maintaining the information displayed there. DS and his committee spent many hours creating and developing the site -- among other innovations, BB's sermons and be both heard and read on the site. DS can consult with and assist anyone who needs to add content to the site.
- 7. Priest-in-Charge Report -- BB gave thanks to several people:
  - a. The All Saints' staff -- Darlene Gossement, Bob Wilson, and Maggie Marshall -- for their on-going support to him and to the parish. He especially highlighted the talents and efforts of Maggie.
  - b. The out-going Vestry members, presenting each of them with a gift: Linda Cahill (ending a 1-year term), Darren Collins, and Frank Ouellette.
  - c. The Vestry members (and spouses) who prepared our lunch today -- Melanie Hickcox, Melissa Flewelling, Linda Cahill, Linda Ouellette, and Mary Woodward.
  - d. Patrick Blumeris for his many years of producing the Saints Alive newsletter.
  - e. Barbara Willman for her many years (1963-2013) of service in the Thrift Shop.
  - f. Steve Grillo and Susan Gates for the initiation, fund-raising, and implementation of the acoustical work in the Parish Hall.

There being no further business, it was moved and seconded that the meeting be adjourned. DK gave a closing prayer, and the meeting adjourned at 1:15 pm.

*Respectfully submitted,*  
Cina Barker, Clerk of the Vestry



## Priest-in-Charge's Report

This past March I began my third year as your Priest-in-Charge. While many of you participated in cottage meetings led by the Discernment Committee, under the superb leadership of Matt Hickcox, I entered my own time of discernment as I pondered my ministry at All Saints'. As you know I came to two conclusions: first, I have loved my three years with you, and second, I thought that, should you concur, the Spirit wanted our collaboration to continue with me as rector.

Fortunately, my discernment required no dark nights of the soul (I've had enough of those in the past), because this past year, like the two before it, has been filled with the joy of doing ministry with you. I continue to meet and get to know newcomers who show up on Sunday mornings just as I continue to visit those who are sick or grieving. Planning and leading Sunday worship with Maggie remains the foundation of everything else I do. The choirs, ushers, greeters, lectors, litanists, acolytes, and altar guild, along with Darlene Gossement, our parish administrator, and Bob Wilson, our sexton, provide the support necessary for the work of the people as we gather each week to thank God and offer ourselves to Father, Son, and Spirit for the other days of the week. Of course, without the near daily efforts of Norm Douglas and Frank Ouellette in maintaining our buildings and grounds we would have no place in which to gather. They have also done a good job of recruiting many others to repair and to paint.

Last year, under the leadership of Chris Mills and a group of leaders, we explored the possibility of offering a Bible study that would require preparation and perseverance over many weeks. We were surprised to find that over 20 members wanted to join our 14 week study of Genesis. We have just a few sessions left, yet the energy and enthusiasm remain high. I hope this is just the beginning of a parish-wide recovery of the importance of the Bible for our corporate and personal lives, so we can know and follow Christ as his disciples.

Many of us have also known the highs and lows of being part of that larger community of faith we call the diocese. We elected Bishop Gates in April and consecrated him at the Agannis Center at Boston University in September. Our bell choir, under the leadership of Debbie Psilopoulos, and the adult choir contributed to making that service an experience of worship.

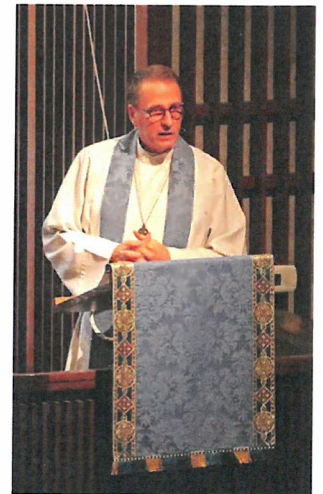
Of course, shortly after the consecration, the diocese gathered in mourning and thanksgiving for the life and leadership of Bishop Tom Shaw. Outside Trinity Church, Boston was windy and rainy, but inside was filled with the power of the Risen Christ who gave Tom to us and now abides with him face to face in glory.

It was also special for All Saints' to twice join with the diocese to ordain our own Christen Mills, first as deacon, then as priest. Under the leadership of Lynne Grillo and the parish committee, Christen was shepherded through the six years required for ordination. Many more of you were involved in her spiritual formation when she was a child growing up in the parish.

This spiritual formation of our children continues under the leadership of Laura Marshall and the Church School Council, supported by our Church School Administrator Debbie Collins who has been doing splendid work knitting together kids, parents, and teachers. They have even included the clergy by offering occasional "Munchkins with Bill" for our littlest disciples.

At a time yet to be determined by the bishop, you and I will celebrate a new relationship through a liturgy in the Book of Common Prayer called Celebration of a New Ministry. This is much more than an installation of a rector, because it commissions both priest and parish to the work God is calling us to do together.

During my three years with you we have all been supported by the wonderful leadership of Dave Kuzara, Senior Warden, Erik Forsberg, Junior Warden, Cina Barker, Clerk, and Melanie Hickcox, Treasurer. Cina and Melanie are serving for one more year, but Dave and Erik are retiring. We owe them a great debt of thanks for their inspiring faithfulness as they





supported priest, vestry, and parish during this difficult time of transition. I hope they will take a deep breath and then jump back in where the Spirit is calling them.

So, we soon will head out together in a new way. As we continue to seek the Father's will, under the leadership of Christ, in the communion of the Spirit, we will find new challenges that stretch us. I know they will call out of us a sacrifice which will be life and peace.

*Peace in Christ,*

*Bill*

### Senior Warden's Report

This past year was a truly important one in the life of All " Church, as it was the third year of the Rev. Bill Bradbury's time with us as priest-in-charge, making it a "discernment year". During the third year of a priest-in-charge's tenure, a parish moves through a process of self-evaluation with the ultimate goal of determining how well matched the parish and the priest-in-charge are. If the match is good, the parish may decide to call the priest-in-charge as their permanent rector. At the same time, the priest-in-charge is discerning whether staying at that parish as rector is the right thing for him/her to do. The process ends either with the priest-in-charge staying on as rector or deciding to move on, in which case, the parish begins a new search process.

All Saints' started its discernment year in March of 2014. The vestry met with a diocesan consultant to better understand the process and how to implement it. A Discernment Committee was formed, chaired by Matt Hickcox and including Emily Andrews, Kathryn Chamberlain, Darren Collins, Norm Douglas, Deb Forsberg and Liz Landers. After devising a plan, they held cottage meetings in August and September to survey parishioners on their feelings about and hopes for the parish. They also conducted separate surveys with various "natural groups" in the parish. They then interviewed the Rev. Bradbury to understand his perspective on the parish and what he perceives his interests and strengths to be. They next analyzed the results of the parish survey and the natural group surveys to assess the overall needs and direction of the church versus the strengths and interests of the Rev. Bradbury. In early December, they voted on what recommendation to make to the vestry and then compiled a report which was presented at that month's vestry meeting. They are currently preparing a Parish Profile, which should be completed and publicized soon. I'd like to thank the members of the Discernment Committee for their dedication, and for the many months of hard work that went into this process. Their insight was crucial in helping the vestry to make this pivotal decision for our congregation, and their efforts were much appreciated.

The unanimous recommendation of the Discernment Committee was to encourage the vestry to issue a call to the priest-in-charge to be All Saints' next rector. The vestry voted unanimously to make that call and the Rev. Bradbury immediately accepted. In all my time at All Saints', that was easily the most joyous vestry meeting I've ever been at! The wardens are now working with Rev. Bill and the diocese to finalize his letter of agreement and schedule a celebration of his new ministry as our new rector. The vestry will keep the congregation fully informed of the progress in these matters and they'll ensure that we properly celebrate this important event in the life of the parish.

Several other important and (mostly) joyous events also occurred in 2014. Our own Christen Mills was ordained into the diaconate in June and into the priesthood a few weeks ago. September saw the installation of the Rev. Alan Gates as our new bishop. The installation ceremony was held in Boston at the Agganis Arena with a true "cast of thousands". Many All Saints' parishioners were in attendance and our vocal and handbell choirs were part of the musical program. Shortly thereafter, the diocese lost a leader and a dear friend when our former bishop, the Rev. Tom Shaw, passed away due to cancer.

At the parish level, many positive changes have occurred that indicate that we are a strong and growing parish. Attendance and pledges both continued to grow and several programs have shown new vitality. The Fourth of July fried dough booth was resurrected. The All Children and Youth Committee reformed itself into the Church School Council and began publishing a monthly newsletter. The entire exterior of the church and parish hall was painted in a single day by

an army of volunteers. A bible study on the book of Genesis was offered and it continues to have impressive attendance. Lastly, the calling of Bill Bradbury as our permanent rector represents a new beginning for the parish and I am confident that we will seize on this as an opportunity for change. Going forward, the Parish Profile will form the basis of a new Mission Statement and vision for the near-term future. We are working on a plan to create a fund for capital improvements and also to increase our operating cash, which you will hear more about in 2015. These changes are evidence that All Saints' truly is a vibrant and dynamic parish, and they will set us up for continued success in the future.

Finally, I am deeply grateful to Rev. Bill, Erik Forsberg our Junior Warden, the vestry, and all the parishioners who provided support, love and guidance to me during these very eventful times. It has been a privilege and a blessing to serve as your Senior Warden during the past three years. I have never been more excited and optimistic about the parish than I am today and I know that, with the grace of God, All Saints' will continue to grow and thrive.

*Yours in Christ,  
Dave Kuzara  
Senior Warden*

### **Junior Warden's Report**

As 2014 draws to a close, I look back on a year of significant growth and accomplishment at All Saints'. Most notable of our accomplishments last year was our discernment process in which we examined ourselves as a parish to decide whether or not to call Reverend Bill as our permanent Rector. The discernment process, prescribed by the Diocese, asked us to examine what the core values of our parish are and where God is calling our parish to go over the next several years and, finally, whether Reverend Bill is the right person to lead us there. Not only did our discernment process produce a clear conclusion, that Reverend Bill and our parish do indeed share a common sense of Christian ministry that in turn suggests that he is very much the right person to continue leading us, it also told us much about ourselves as a parish that we might not otherwise have learned. Much of this learning will be distilled into our Parish Profile document that will be a valuable resource to our parish for many years to come.

As I observed the progress of our Discernment Committee from my vantage point on the Vestry, I had the undeniable sense that it was being undertaken with methodical planning and meticulous care, but also with a profound sense of the Holy Spirit's guidance. As an engineer, I have a deep appreciation for how methodology and process can help us to reach our goals; yet I also realize that these techniques alone are incapable of setting those goals. A larger sense of our mission, which the Holy Spirit shows us when we open our hearts to it, is what we need to guide our efforts.

I don't believe our Discernment process was unique in benefiting from this uncommon synergy of methodology and faith in the Holy Spirit. I see this at All Saints' in many of the projects and ministries we undertake, from setting a budget to staging fellowship events, from replacing rotted siding on the east side of our sanctuary to planning mission trips. Each time we take on a new project for the parish or for our greater community, our conscientious planning and execution are grounded in prayer and guided throughout by the Holy Spirit.

As All Saints' celebrates Reverend Bill's installation as our permanent Rector and our continuing ministry together, it is my prayer that we continue our work for Christ with the same intentionality, the same methodology, and foremost the same faithfulness of heart that have brought us this far.

*In Faith,  
Erik Forsberg*



## Reports from Ministries:

### PRIEST-IN-CHARGE DISCERNMENT COMMITTEE

The Priest-in-Charge Discernment committee ("committee") was appointed by the Vestry in March 2014 and consists of Emily Andrews, Kathryn Chamberlain, Darren Collins, Norm Douglas, Deb Forsberg, Matt Hickcox, and Liz Landers, with the Rev. Bill Bradbury, Dave Kuzara (Sr. Warden), and Erik Forsberg (Jr. Warden) as ex-officio members. Matt Hickcox was asked to by the Vestry to be the chairperson. The committee was charged to develop a recommendation, based on the tasks and process described in the Priest –in-Charge Handbook (TBD version), as to whether the Vestry should offer the Rev. Bill Bradbury, our Priest-in-Charge ("PIC"), an offer for permanent Priest. The Vestry requested that the committee work with the Rev. Bruce Lomas, a diocesan consultant, as needed for guidance and advice.

The Rev. Bill Bradbury was brought in to lead the parish of All Saints' on March 12, 2012 for a period of 3 years. The objective of the discernment process when a congregation has engaged a priest-in-charge is to assess after two years whether the congregation believes the priest-in-charge is the right person to lead the congregation as permanent rector; whether the priest-in-charge wishes to continue to lead the parish; and in these respects, whether the congregation and priest-in-charge have a shared vision for the future.

The committee determined that to properly assess whether to call Bill as our permanent Rector, we would need to: survey the parish in order to paint a picture of its mission, core values, strengths, challenges, needs, and vision; survey "natural groups" within the parish in order to develop a sense of how different ministries can be shared; review how the parish has changed in the past 2.5 years under Bill's leadership; and review the tasks Bill was given in his Letter of Agreement. The outcomes of the discernment process are a parish profile, a list of mutual ministries, and a final report that includes a recommendation. The committee performed these tasks from March to November.

We concluded that the parish of All Saints' and the Rev. Bradbury do indeed share a mutual sense of mission, core values, and goals. As such, the Discernment Committee, at its meeting on November 8<sup>th</sup>, 2014 voted unanimously and with great enthusiasm to recommend to the Vestry that the Rev. Bradbury be called as next permanent Rector of All Saints' Church. A Discernment Committee Report and Recommendation, Areas of Mutual Ministries report, and supporting documents were presented to the Vestry on December 16th.

*Respectfully submitted,*

*Emily Andrews, Darren Collins, Norm Douglas, Deb Forsberg, Matt Hickcox, Liz Landers*

### ENDOWMENT COMMITTEE

2014 was a year of membership change for the Endowment Committee. Connie Pawelczak, Jean McCaffrey, Paul Krenitsky, and Derick Gates ended their tenure and we welcomed Jocelyn Bishop, Laura Geary, Chris Baron, and Bud Chagnon to the committee. Scott Bempkins and Benton Burgess have continued in their roles as Financial Secretary and Recording Secretary. We started the year by educating the new members of what the Endowment Fund consists of, its history, mission, and committee members' duties.

One of the major events of 2014 was a meeting with Richard Blakney and Jonathan (Dutch) Treat from the DIT (Diocesan Investment Trust)-who is our Investment Manager. The committee had a lot of questions regarding delayed reporting, why the lack of money market funds (liquid accounts), types of other investments offered, diversification, and market volatility. What we learned from that meeting was the following:

- Statements are available online by the 5<sup>th</sup> of the following month after quarter end. Monthly statements are not prepared in order to keep management fees to a minimum.
- The reason for the lack of liquid accounts is the DIT has 2 employees and the rest of the committee is made up of volunteers appointed by the Bishop.



- The 2 funds are what we are currently invested-a growth (stock) fund and an income (bond) fund. The recommended diversification is 70% in stocks and 30% in bonds. All Saints' average balances are at 60% and 40% respectively and all current contributions are made into the stock fund.

The mission of the DIT is in line with the National Episcopal Church and their investment strategy is on the conservative side-which helps protect us during volatile times. The knowledge and level of experience shared during the meeting made the committee very confident with their management of our investments.

We are also grateful for the contributions made during Easter and Christmas of 2014. Almost \$2,000 was donated "In Thanksgiving For" a loved one. There were also 2 gifts to the fund given in memory of Sue Gongloff and Shirley Dupee, former parishioners. In 2012 there were 29 members in the Anna Eliza Hunt Society. The number has now increased to 62 and for that we are thankful. Anyone who makes a gift to the Endowment Fund becomes a member of the Society.

The 2015 Endowment Allotment to the parish is approximately \$9,500. It is the committee's request that  $\frac{1}{2}$  of the money be used for a new furnace in the main church and the remainder to support the church's ministries. How the funds are used each year is decided by the vestry-the committee can only make a request or recommendation.

Along with a number of new members to the Endowment Committee, the committee also realizes the parish has a lot of new members that might not know what the purpose of the Endowment is and how one can contribute, and with the vestry's approval, Sunday March 1<sup>st</sup> has been dedicated to the Endowment and that Sunday's forum will be hosted by the Committee.

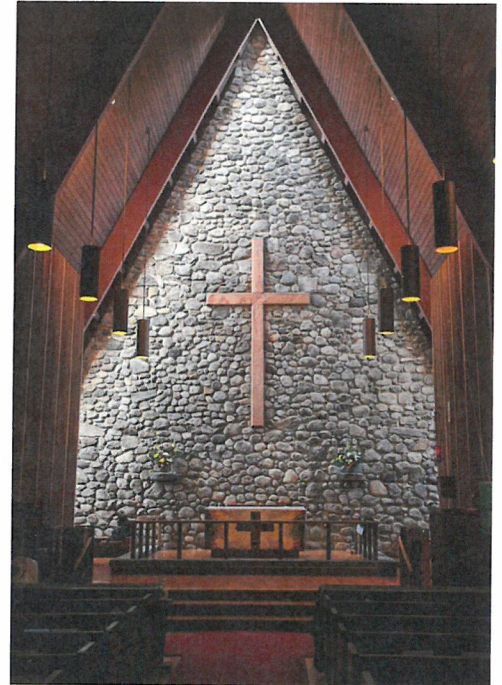
*Faithfully,*  
*Scott SanJurjo-2014 Endowment Chair*

### **BUILDING AND GROUNDS**

As with any aging building, our facilities required significant care. There have been plumbing, carpentry, electrical, floor refinishing, driveway and parking lot patching, and masonry work that have been successfully done. In addition, there was a very well attended and successful painting day for the exterior of the buildings. Thanks to all who participated! This does not include the effort of gardeners – both the Memorial Garden team and ad hoc efforts around the building. Thank you all!

However, there are significant issues that we have not been able to attack due to financial constraints. Specifically, the outside painting of the sanctuary peak behind the choir, trim painting of the bell tower, replacement of rotting windows in the Snuggery, slate roof repair, total resurfacing of the parking lot, repair of window between the Narthex and Memorial Garden, and most significantly, replacement of three outdated furnaces. The combination of the larger projects has caused the Vestry to start looking at a capital campaign.

*Norm Douglas*



**STEWARDSHIP COMMISSION**

A prayer for Gratitude:

*Gracious God, in the busyness of my day, I sometimes forget to stop to thank You for all that is good in my life. My blessings are many and my heart is filled with gratefulness for the gift of living, for the ability to love and be loved, for the opportunity to see the everyday wonders of creation, for sleep and water, for a mind that thinks and a body that feels. I thank You, too, for those things in my life that are less than I would hope them to be - Things that seem challenging, unfair, or difficult. When my heart feels stretched and empty and pools of tears form in my weary eyes, still I rejoice that You are as near to me as my next breath and that in the midst of turbulence, I am growing and learning. In the silence of my soul, I thank You most of all for your unconditional and eternal love. Amen. Copyright ©1999-2008 explorefaith.org*

This year the stewardship group focused on “Giving with Gratitude”. Although we all try to give, in time, talent, or treasure, sometimes we don’t give out of gratitude. It’s only human nature, of course. Sometimes we give out of guilt, or wanting to do what others are doing. Sometimes we give out of feeling powerless, not knowing how else to help in a difficult situation. Other times, our giving is simply because it’s “what we do”.

But giving from a place of being truly thankful is special, as it opens us up to the true gift of feeling blessed, and realizing the many gifts that are showered on us in our lives. When we feel blessed, we give from a more Christ-like perspective, we think.

The logo this year was a simple variation of the brilliant image that Trina Teele gave us last year. Here’s the variation:



Of course giving means many things, but much of “giving” is hard to quantify (how do you measure helping a friend out?). This year, however, there were some pretty wonderful and measurable ways of seeing the gifts (at least the financial ones!) we give to All Saints’, and I pray they were given in gratitude and thanks for God’s blessings on our lives:

Total pledged last year vs this	\$259,242	<b>\$272,552</b>
Total pledging families last year vs this	127	<b>130</b>
# of increased pledges		<b>42</b>

These numbers are wonderful. So thank you for all you do to support the ministries of All Saints’. And please, be thankful for your gifts, and continue to give back, in gratitude.

Peace,

Steve Grillo,

On behalf of the stewardship commission (Steve Grillo, Erik Forsberg, and Scott Bempkins)



## **CHRISTIAN EDUCATION**

Church School at All Saints' meets on Sundays during the program year (Sept-June). Children from pre-k to 6<sup>th</sup> grade meet from 9:45- 10:45 and the young adults in grades 7-10 meet after the service until noon. Young adults in grades 11 & 12 meet monthly after church. 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. There are currently 59 students registered for the 2014-2015 church school year (grades pre-k through 12). There are 17 volunteers teaching our children.

In early 2014, the All Children and Youth Committee disbanded and was replaced by the Church School Council (CSC). The job of the CSC, with help from the Church School Administrator, is to oversee and support all aspects of our Church School program, from registration and attendance to special programs to recruiting and scheduling volunteers. The monthly meetings are facilitated by our chairperson, Laura Marshall. The CSC will rotate our chairperson approximately every two years.

We were blessed to have Andie Bray work as our Transitional Administrator from January to June. She kept meticulous records, communicated with the parish, and checked in with volunteers on a regular basis. In August, Debbie Collins was hired as Church School Administrator (CSA). The job of the CSA is to make sure all things related to Church School run smoothly and efficiently. This is done by keeping up with registration and attendance, coordinating teaching and Safe Church Advocate schedules with volunteers, and constant communication with teachers, parents, students, and the parish as a whole. The CSA is also the contact person for any individual or group that has a request for the CSC.

Some of the special programs that have run with support from the CSC include Lenten Pretzel Making, Easter Egg Dyeing, Summer Mystery Club, Church School Sunday, and Munchkins with Bill.

### **Program Reports:**

#### **COLORS OF CHRIST**

Teachers: Emily Andrews, Emma Seyffert, Abby Warren

Number of Registered Students: 10

This is the second year we have offered Colors of Christ for our pre-K and Kindergarten students. The teachers provide a fun, high-energy environment full of stories, sing-a-longs, and ball play. We seek to create a warm and loving environment in order to ease separation anxiety and make every child's first Church School experience a success!

#### **GODLY PLAY**

Storytellers: Lissie Bates-Haus, Debbie Collins, Jennifer Dowd, Katie LaRochelle

Door People: Vicki Albright, Laura Barry

Number of Registered Students: 16

Godly Play is in its fourth year at All Saints'. This class is geared towards youth in grades 1 through 3. In our Godly Play classroom, we present sacred stories, parables, and liturgical actions of our faith in a way that encourages children to think and wonder about all things sacred. It is a very kinesthetic and sensory driven curriculum that allows children to respond creatively each week through artwork and hands-on play. We end each week with a prayer circle, where we thank God for being present as we worked on and wondered about our story for the week.

#### **JOURNEY TO ADULTHOOD (J2A)**

Teachers: Joan Thomas, Mike Thompson

Number of Registered Students: 10

This is the final year of the 9<sup>th</sup> and 10<sup>th</sup> graders "Journey to Adulthood." As these youth continue to grow and take on more responsibility, the goal of J2A is to 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!



In 2014, the J2A group participated in a couple of Overnight/Lock-ins, hosted the Shrove Tuesday Pancake Supper, and participated in various outreach programs. We are now beginning preparations for our confirmation this spring and are planning to take a pilgrimage trip together in order to deepen our relationships with one another and our Christian faith.

### **RITE 13**

Teachers: Debbie Psilopoulos, Denise Seyffert, Sean Seyffert

Number of Registered Students: 5

Our 7<sup>th</sup> and 8<sup>th</sup> graders are in the second year of the Rite-13 program. Rite-13 makes up the first two years of a four year "Journey to Adulthood." This group meets to learn about and discuss the Christian faith, as well as to plan service projects in the community. Among other things, the class deals with prayer, with the ways our youth 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.

In October, the group participated in a special ceremony, "Rite-13: A Celebration of Manhood and Womanhood," during the Sunday service. In this ceremony, the young people are charged with the task of using wisely the creative power within them as they begin to take on more responsibility. There is also a prayer for the parents, peers, and entire congregation as we watch and support our youth as they embark on the journey of transition from child to adult.

### **WEAVERS**

Teachers: Deb Forsberg, Paige Flick

Teacher Assistant: Lily Marshall

Number of Registered Students: 17

We are in the third year of The Weavers, which gets its name from a three year Episcopal Church school curriculum called "Weaving God's Promises." The Weavers is made up of a lively group of 4<sup>th</sup> through 6<sup>th</sup> graders, with a handful of 3<sup>rd</sup> graders included this year. In these unscripted sessions The Weavers connect Bible verses and wisdom with their own life experiences and spirituality. We consider the ways in which the stories of our faith connect us, weaving us together as members of God's family. 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.

### **YOUNG ADULTS IN CHURCH (YAC)**

Teacher: Debbie Psilopoulos, Denise Seyffert, Sean Seyffert

The YAC program is a wonderful work-in-progress! Although we have only one student officially registered, there are a handful of 11<sup>th</sup> and 12<sup>th</sup> graders who come together to take on adult responsibilities in all aspects of parish life and the community. This group meets once a month, but is challenged to do their "real work" outside of the classroom, by becoming good stewards of their time and talents. Many of these students serve the church in a variety of programs, including by singing in the choir, teaching church school, and volunteering as acolytes.

*Respectfully submitted,*  
*Debbie Collins*  
*Church School Administrator*

## **WORSHIP COMMISSION**

This dedicated group meets regularly throughout the year and acts as part choreographer, part think tank in terms of our weekly worship. We talk about what needs to be done in terms of pure logistics, and also brainstorm ways to keep our worship vibrant and meaningful. We explore the use of alternative approved liturgies for incorporation into our own weekly worship, and strive for a balance between newer forms of worship and those found in our current Book of Common Prayer. Serving on this commission are Bill Bradbury, Bob Andrews, Cina Barker, David Shochat, and Sally Warren. If you are interested in liturgy or how we design our weekly services, please consider joining this group.

*Respectfully submitted,*  
Maggie Marshall, [maggie@ccc.com](mailto:maggie@ccc.com)

## **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 21 members of the team with 1 first year acolyte (although she had acolyte experience before joining our corps). Of particular concern is the fact that we have FOUR graduating seniors this year, and coverage can get thin on vacation weeks. 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 two new cassocks and two new 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 3<sup>rd</sup> 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.

### ***List of Acolytes:***

Heather Anderson	Emily Andrews	Ethan Andrews	Ali Brodeur
Conner Cahill	Justin Charbonnier	Matt Cole	Quinn Cooney
Katie Danieli	Jenna Favreau	Rebecca Favreau	Skyla Garrigan
Jake Kepner	Amanda March	Luke March	Rachel March
Elizabeth Meinhardt	Sarah Meinhardt	Nate Psilopoulos	Noah Psilopoulos
Hannah Seyffert	Edith Parekh		

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



### MUSIC AT ALL SAINTS'

I am grateful to be in my 29<sup>th</sup> year as your Minister of Music. Through your support and active participation, the music ministry at All Saints' continues to be an integral part of our weekly worship. Over 50 volunteer musicians meet faithfully every Thursday for rehearsals in our Parish, B#, Disco Penguins, or Bell Choirs. More impressive than that is the fact that the combined years of musical service to these choirs exceeds 400 years! We are talking about an extremely faithful group of volunteers.

High points of the year included my first ever organ recital to commemorate the 10<sup>th</sup> anniversary of my colleague, Wayne Ashford's, death. This was to prove, also, that I have truly conquered my performance anxiety. Shortly after, I reprised one of these pieces at a Members' Recital of the Merrimack Valley AGO Chapter.

Our youth choirs participated again in the Four Choirs Festival, which is a great opportunity for them to sing with a larger group. This annual event is with our Andover, Gloucester, and Salem colleagues.

I attended the annual conference of the Association of Anglican Musicians in Washington DC, and concluded my two year term as Secretary of that organization. These yearly conferences include worship in many different venues, and the chance to be with colleagues and worship with such a musical group is very energizing.

Parish choir members had the opportunity to sing with a larger group at Christen Mills' ordination to the diaconate, and later at the ordination of Bishop Alan Gates. Our own bell choir had the honor of being the sole bell choir to play at the Bishop's ordination, and they made us proud!

All choirs are open to new members. Our Parish Choir, especially, is looking for new singers for all voice parts, but would give a very warm welcome to sopranos, since we lost several key singers this past year.

I would be lost without the volunteer leadership of our bell choir director, Debbie Psilopoulos, and our youth choir's accompanist, Connie Pawelczak. Both of them are faithful, tireless, patient, and accomplished. THANK YOU!

I thank all of my choir members, also, for their faithfulness, and to choir parents who are so wonderful about getting their kids to rehearsal and to church week after week. It takes a village, and our village is a strong one, indeed.

I am grateful to my co-workers, Bill, and Darlene, for their support and encouragement. We meet regularly to solve all of the world's problems (we still have some work to do), and have a deep mutual respect for each other.

Thanks to you, the congregation, for your singing, and willingness to try new things. I look forward to more new opportunities with all of you!

*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. This year, we have a separate handout to offer visitors 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 Reverend Bill. Reconnecting with new visitors after the service is greatly encouraged.

In order to be more available for our Godly Play classroom, I took myself out of the scheduled greeting rotation, and we also said goodbye to Kathryn Chamberlain, Carol Cannistraro, and Lissie Bates-Haus. Our current team includes veteran greeters Bruce Bray, Barbra Lindberg, Linda Cahill, Midge Wilson, Anne Ludlow, Margie Lane, Kristin Everett, and Ricky Puorro. We also welcomed new greeters Linda Masiello, Peggy West, and Larisa and Dave Ducharme. Pam Meinhardt, Lynne McSheehy, and I joined Lynne Grillo and Sharon West as alternate greeters who help out when our regularly scheduled greeters are unable to be at church. 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*

**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*- join our ranks! It's easy and fun!

We have had a busy fall due to some excellent work- a great story in the Lowell Sun and some outreach work with the Parish- we hosted a fashion show coffee hour and have run special store hours on some Sundays after the 10am service. Last month we passed the 100 count for consignors- which hasn't happened in years! A huge thank you to all our volunteers who make running the shop possible.

In terms of challenges, The Thrift Shop has had to deal with more flooding- a seasonal problem that has made it difficult to keep the shop well maintained. The Board, in cooperation with B&G, looked into the causes, and it has been determined that we need to address the pointing of the stones and the landscaping of the grounds to move run-off water away from the building. The Thrift Shop Board will be working with B&G and the Vestry to enact the repairs needed.

We also have some new changes to the board- Maggie Marshall stepped down as the Treasurer and joined the Board and Amy Hunter has joined us as our new Treasurer. Thank you to both women! Also we say a fond thank you to Vi Flumerfelt, who has stepped off the board after many years of service!

Please see our giving decisions for the past year in our financial report. The Thrift Shop Board looks to the Rector and the Wardens to advise them when and where there are needs, either within the Church or in the community. We also received direct requests in written form to the co-chairs of the board. 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](mailto:Laura.marshall@comcast.net) or [malone44@comcast.net](mailto:malone44@comcast.net)

***2014 Giving by All Saints' Thrift Shop***

ASC General Fund	\$1,500.00
ASC Feeding Program	\$ 600.00
Materials for Religious Ed	\$ 491.10
Memorial Gifts	\$ 112.63
Merrimack Valley Housing Partnership	\$ 500.00

In January 2015, the Thrift Shop gave \$1500.00 to the ASC General Fund and \$500 to the Rector's Discretionary Fund to fulfill those 2014 commitments. The commitment to be paid in 2015 is \$3000.00 to the General Fund and \$500 to the Rector's Discretionary Fund; those are in addition to the January payments.

**ANGEL TREE PROGRAM**

Continuing our outreach tradition of many years, part of All Saints' Christmas celebration involved participation in the national Angel Tree Program affiliated with Prison Fellowships. Many months in advance, incarcerated parents applied through their prison chaplains to have their children receive Christmas gifts through Angel Tree. After we received our assigned family list in October, we contacted the children's caregivers for permission for the children to participate and for gift suggestions. Parishioners went over and above expectations in fulfilling the requests. Some items were unusual or difficult to find, but we ended up with a wonderland of lovingly purchased, beautifully wrapped presents for children in our area who have a parent in prison. Sometimes these gifts, all packaged with a personalized message provided by the prisoner, represent one of the few ways these parents communicate with their children in the strained atmosphere created by the parents' past actions. Many thanks for your generous and joyous involvement in this important work.



In 2014 All Saints, served 19 children ranging from infants to teenagers in 9 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. Very special thanks this year to the J2A class and Joan Thomas for taking on the task of writing to the parents in prison to give them our greetings and to let them know what we are delivering for their families. Much appreciation to parishioners who provided extra help in gift preparation and delivery: Margie Lane, Melissa and Mike Thompson, Debbie and Addison Collins, Lynne Grillo, Connie Moreau and Kevin Ackert.

As always, we appreciate the gracious moral and practical support from Darlene Gossement and the Reverend Bill Bradbury.

*Respectfully submitted,  
Stephanie Ackert  
Angel Tree Coordinator*

### **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 \$3444.90. 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 \$130.10 or 2,602 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 the church's feeding program. They can be left in the closet in the Parish Hall next to the kitchen.

*Carol Douglas*

### **PARISH LIFE COMMITTEE**

In 2014, the Parish Life Committee continued to plan and host several fun events, some well attended and some not so well attended. The most important thing is that we had lots of fun and so did all those who joined us! Our mission is to provide fun gatherings as an opportunity for members of our parish community, both new and "old", to come together and enjoy getting to know each other better. This past year some of our most enjoyable events were the parish wide breakfast one Sunday morning in January, an Italian pot luck dinner, a special reception to celebrate Christen Mills' ordination to the diaconate, the welcome back cookout in the fall and a campfire at the Ludlow/Kuzara's house complete with s'mores and campfire songs. We have welcomed a couple of new members to our group and hope to continue to offer more fun and fellowship with our events. We already have several things planned for the coming year and welcome any suggestions from our community -- please feel free to speak to any one of us if you have ideas for events.

Our current membership includes Adrienne Spear, Anne Ludlow, Carol Cannistraro, Karen Garrigan, Laurie Mills, Linda Cahill, Linda Ouellette, Liz Landers, Melissa Thompson, Tricia Mescall and Trisha MacFarland. I want to thank everyone on the committee for their tremendous ideas, energy, enthusiasm and hard work and hope to see you all at some of our events happening in the upcoming year. I would also like to extend a thank you to one of our consultants who has come forward with some great suggestions for events and for publicity, Cole Garrigan.

*Respectfully submitted,  
Liz Landers*

## **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 Priest-in-Charge to discuss the needs and concerns of the members. Fifty-six home Communion were administered this year.

Many thanks to Deb Forsberg and her group for continuing to make the Prayer Shawls which 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 2015 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 Shawl 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 alternating months starting in February at 6:30 pm in the Blue Room. Our meeting dates are included in the e-Bulletin.

Our group includes the Rev. Bill Bradbury, Cina Barker, Deb Dutton, Lois Freeman, Ann Gilbert, Ann Kirk and Diane Olbert.

*Respectfully submitted,*  
*Ann Kirk*

## **PENNY BASKET REPORT**

Our 24th year almost ended with a bang!! After saving our pennies for 24 years, we have \$3975 collected during this time period. Wonderful intake!! I know that with your help, we will surpass the \$4000.00 mark during our banner year of 25 years collecting pennies. Our best year during this time was 1998 with \$327.00 collected. Can we top that?

As many of you know, the penny basket is a little white basket that lives in the Narthex by the Tract Rack. It has been a fixture for 25 years. Barbara Lindberg and I collect your pennies and loose change and Barbara Waldron wraps them all. These pennies go directly to the St. Paul's Feeding Program fund to supplement the budget of the teams that feed the people less fortunate. Your pennies are so appreciated. Thanks you to the two Barbara's and to you all for remembering to bring your pennies on Sunday morning. Little by little we can make a difference. I'm looking forward to a banner year for our 25th.

*With grateful thanks,*  
*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 principal behind this small group of All Saints' members who continued to meet (on second Tuesdays 7:30-8:45 pm) during 2014.

Over this year, our faithful group has been gathering together to.... pray. Using the format of Evening Prayer, we have had the opportunity to celebrate and "meet" several saints whose feast dates coincided with our meetings. We had the privilege of guest presenter Amy Hunter who brought us two sessions helping grow our awareness of the interplay of personal prayer, community and action. We also enjoyed a guest presentation by Rev. Bill about praying with icons which was a lovely group experience.



We value and are grateful for the opportunity to join together regularly to pray with/for each other, for the members, leaders and ministries of All Saints' Church, along with issues and needs of our world.

*Prayerfully,  
Lynne Grillo and Deb Dutton*

### **PRAYER SHAWL MINISTRY**

The prayer shawl ministry team has continued to craft scarves, shawls, and blankets throughout the year. The new tradition of bestowing a blanket upon the newly baptized has taken hold and symbolizes the spiritual warmth being part of the All Saints' community brings. Prayer Shawl blessings are organized at the 10:00am service when we have enough new and unblest shawls to drape the altar rail and prayer shawl ministry meetings have been moved from Wednesday evenings to Sunday mornings once monthly. At our monthly meetings we support each other, pray over shawls, and maintain our yarn and shawl inventory. We're grateful for the blessings of this ministry and for the support of the All Saints' community. We are especially grateful for the generous donations of yarn. Thank you!

*Debra Forsberg*

### **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 over 100 each month (reaching 150 on a few occasions this year.) The four teams – lead by talented and devoted team leaders Carol Cannistraro, Esther Davenport, Melanie Hickcox, and Karen Kowalski & Diane Olbert - continue to do an outstanding job of creatively stretching the funds to provide nutritional, delicious meals on a limited budget.

I am extremely thankful for all the amazingly dedicated team leaders and members who faithfully serve; some of them having done so for many years. We were blessed to have several new members enthusiastically joined our ranks this year as well, and for that I am also grateful. 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.

I give thanks for all of the support I have received as coordinator, and am particularly appreciative of the steadfast assistance of the wonderful Deb Dutton, who is my right-hand person and can always be counted on to pitch in wherever needed.

*Respectfully submitted,  
Linda Masiello*

### **WEST VIRGINIA WORKCAMP**

Like the previous year, the 2014 West Virginia Workcamp group from "Chelmsford" actually consisted of youth and adults from 4 different churches in 2 states. The churches represented were Central Congregational Church and All Saints' Episcopal Church from Chelmsford, Pilgrim Congregational Church from Nashua, NH and Mount Vernon Congregational Church from Mount Vernon, NH. We had 30 workcampers which equaled last year for the largest group ever.

For this mission, we joined up with other workcampers from West Virginia, Florida, Pembroke MA, Natick MA, Georgia, North Carolina, Ohio, and other places for the week of June 15 at the Cabell Lincoln Workcamp. At workcamp, we made the homes of needy people warm, safe, and dry. There were 169 people working in 23 crews at a number of homes and trailers in the Huntington, WV area. We built handicap ramps, fixed numerous roofs, replaced doors and windows, repaired floors and bathrooms, underpinned trailers, painted, insulated, sided, repaired plumbing, drywalled, and did many other tasks on people's homes. In the evenings we enjoyed worship and fellowship. And of course we built relationships with our homeowners who give so much back to us.

It is a blessing to serve the people of West Virginia in this mission and to join workcampers from around the country in doing the Lord's work. This is a meaningful and transformative experience for all which keeps many volunteers coming back year after year. Thank you to everyone who participated in our fundraising events and who gave generous donations to make this remarkable experience possible.

*Respectfully submitted,*  
*Dave Kuzara*

## **Nominating Committee Report**

### **2015 NOMINEES**

