

All Saints' Episcopal Church

Chelmsford, MA

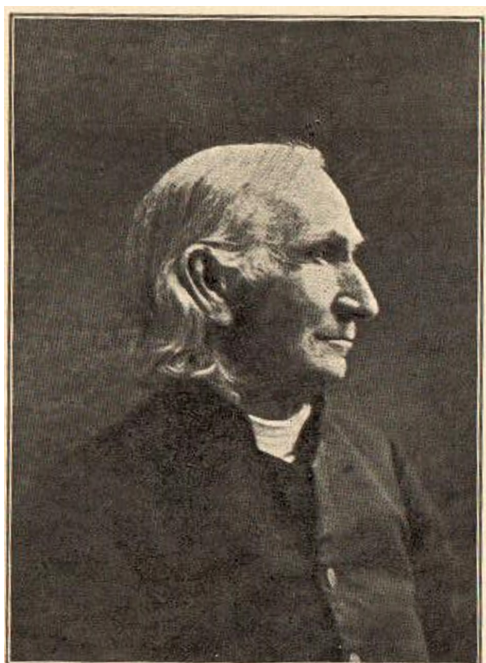


Celebrating 150 years!

2016 Annual Report

ALL SAINTS' PARISH ANNUAL MEETING

February 19, 2017



Theodore Edison

Agenda

Gathering and Signing In

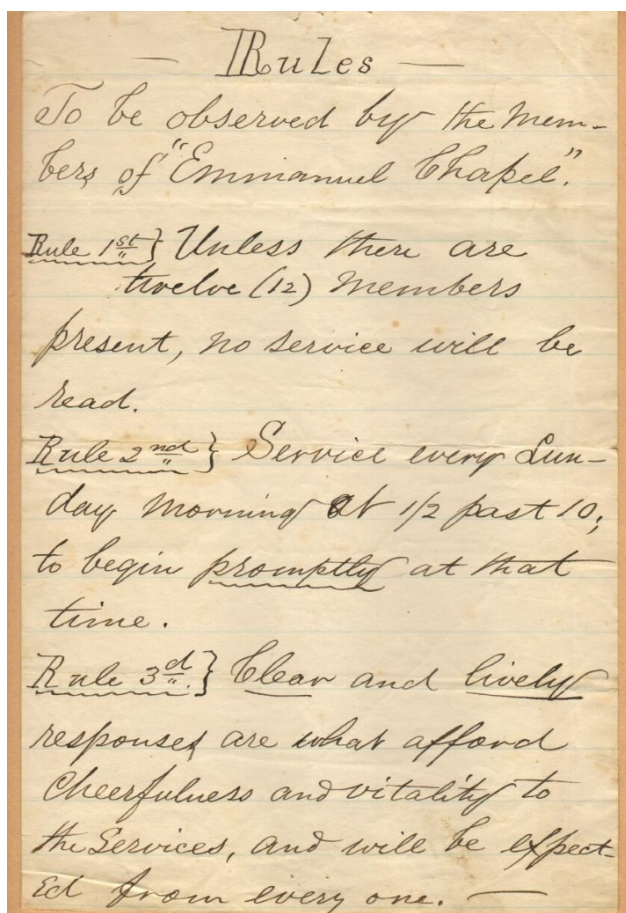
Call to Order Bill Bradbury

Opening Prayer Bill Bradbury

Approval of Minutes from 2016

Senior Warden: Chris Mills

Junior Warden: Frank Ouellette



Ministry Reports:

Treasurer's Report:	Madeline Anderson-Balmer
Endowment:	Jocelyn Bishop
Living Stones Implementation:	Matt Hickcox
Worship Commission:	Maggie Marshall
Church School Council:	Deb Forsberg

Thanks to Staff and other ministries: Bill Bradbury

Motion to accept reports as written and placed on file.

Nominating Committee Report: Laura Marshall

Election

Thanks to retiring vestry: Bill Bradbury

Announcements:

Closing Prayer

Adjournment

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All Saints' Church Annual Meeting Minutes, February 21, 2016

Following a reminder for members to sign the meeting book, the Rev William Bradbury (BB) called the meeting to order and led those gathered in the opening prayer.

MSC (Moved, Seconded, and Carried) to approve the minutes of last year's meeting.

Rector's Report (BB):

- The highlight of the year was the great fun and privilege of being Rector, and BB looks forward to the coming year.
- Our Parish Administrator, Darlene Gossement, had an appointment with her oncologist postponed because he was sick; she has low energy and plans to be in the office on a limited basis.
- We are richly blessed -- Maggie Marshall keeps office staffed and several folks come in regularly -- special thanks to several people:
 - Cynthia Bennett ("chief shredder") and her help with financial data -- Cynthia will be the new Assistant Treasurer.
 - Sharon West, Chris Baron, Diane Olbert, and Jesenia Tejada.
 - BB highlighted two interests for the coming year: 1) continued focus on Bible study -- he will work with folks to raise Biblical literacy; and 2) prison ministry.

Senior Warden Report (Chris Mills, CM):

Chris highlighted two items in the annual report with connections that are not likely to be obvious -- 1) formation of the Blue Ribbon Committee, and 2) funds borrowed from the Endowment for urgent needs (the Vestry authorized this action) -- these two items, as well as the fact that the by-laws do not conform to Diocesan guidelines, led the Vestry to realize work needs to be done. As a result, the Blue Ribbon Committee, led by Beth Anderson-Balmer, was formed. Everyone involved is working diligently, and with the help of the Holy Spirit the work will continue -- this evolution is truly evidence of God's unfailing grace.

Junior Warden Report (Frank Ouellette, FO):

Frank confessed that he is not happy speaking in front of people. However, he found it easy enough to recognize Norm Douglas for his major assistance with Buildings & Grounds. In addition, Frank will work alongside Matt Hickcox, the Chair of the Living Stones Implementation Committee. There likely will be other projects that pop up, and some may cause delay to planned projects for the Living Stones campaign.

Ministry Reports:

Treasurer Report (Melanie Hickcox, MH):

Melanie stressed that the printed report is preliminary because the parish books were not totally complete in time for the annual meeting. The printed report includes:

- A summary of the 2015 budget & actuals plus 2016 Budget; Noted items include:
 - Once again, there were 27 pay periods made, causing an apparent overage which will be made up this year.
 - Roof repairs which may be covered by the Living Stones campaign.
 - Income was reduced due to the lack of a yard sale (~\$2,500 less income).
- For the 2016 Budget, the loan pay-off and all line-items which relate to capital expenditures have been moved to the Living Stones Campaign.
- Page 5 shows restricted accounts, including Memorial, Outreach, and Furnace (MH noted that the Memorial and Endowment Funds are two different funds -- use of Memorial funds can be spent only at Vestry discretion.)
- Pg. 7 shows DIT investments -- Endowment & Rector Housing funds are there.
- Pg. 8 shows the Thrift Shop report.
- The last page shows incomplete Living Stones data; with regard to open items, the Stokes loan should be \$16.5K). With regard to the Living Stones Campaign, what's on hand and what's promised means we can go ahead with projects.
- Barbara Brodeur has been our Assistant Treasurer.
- Cynthia Bennett and Betsy Hurst have been extremely helpful in the financial realm.
- Questions from the floor:
 - **Q:** How does the Vestry decide how much to plan for B&G? (E Parekh) **R:** the Buildings & Grounds committee drives this.
 - **Q:** How are projects for Living Stones decided? (R Haberl) **R:** as an integral part of the campaign's planning, our consultant (Butcher & Briggs) gained inputs from the entire parish community, and the results were built into the documents associated with the campaign.

- **Q:** Are we still a Habitat church? I see no specific entry for them in the 2016 budget (S. Gates) **R:** See Pg. 4, under "community & church" -- this is where funding for outreach can be found. Whereas there is no outreach committee at this time, Laura Marshall and Sharon West are working with Habitat (see pg. 20 of the annual report).

Living Stones (Dave Kuzara, DK):

- For details on this campaign, see page 15 of the annual report, and note that not all activity was obvious.
- Our consultants, Butcher & Briggs, have prepared much paperwork which included inputs from members of the All Saints' community; they prepared the brochure and "quick facts" card, and they enabled the recruitment of people participating in the campaign.
- Chairs for all aspects of the campaign, except the lead for banquet, are in place
- Training for those going to visit people will start this week
- Overall, the campaign goes well -- contributions are planned over a five-year period.
- Matt Hickcox is heading up the implementation and disbursement committee, which will prioritize and plan projects.
- Matt Hickcox is putting together a timeline to make it more visible as to what gets done when.
- Note: last week's furnace failure and the elevator failure in Dec 2015 weren't planned.

Endowment (Scott Bempkins, SB):

Scott voiced many thanks to Endowment Committee members (see page 10 of the Annual Report). The Endowment has grown significantly over the years, and it has benefitted the church, including a contribution to the new high efficiency furnace for the sanctuary and the loan of seed money for the Living Stones campaign. Gifts for Easter Lilies and Poinsettias are an easy way for parishioners to make gifts to the Endowment Fund.

Worship, Maggie Marshall (MM):

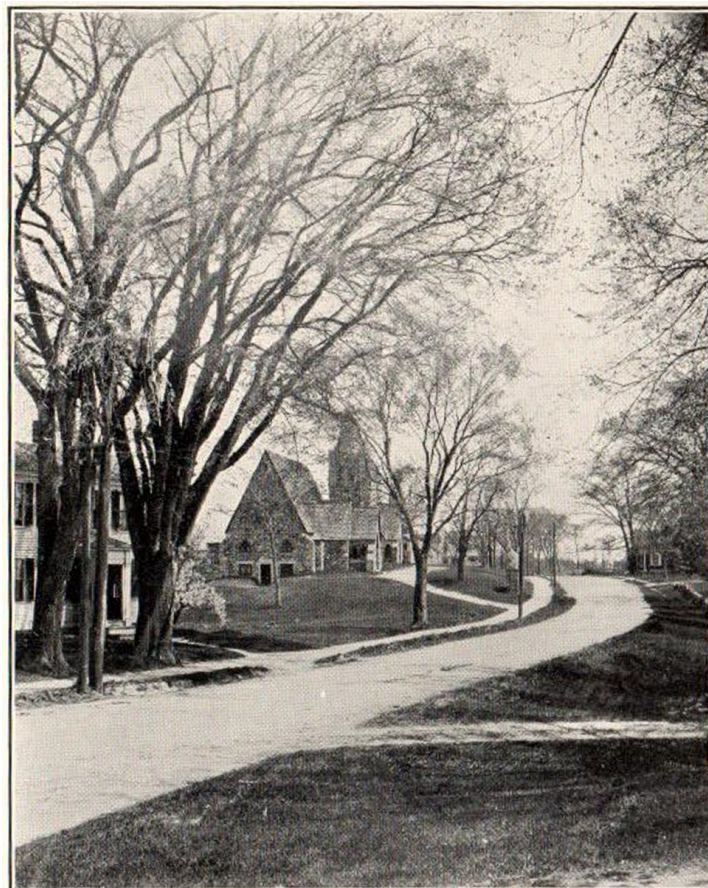
- The 3-year lectionary cycle of the Episcopal Church provides a framework for All Saints' worship planning.
- A general guideline in planning is to "be here to comfort afflicted and afflict the comforted."
- In recent years, a tri-fold bulletin was introduced to facilitate ease in following the service.
- All saints' is currently using a Eucharistic prayer from the Church of Wales which, despite recent issues, is still part of Anglican Communion.
- The committee tends to limit experimenting to short seasons; changing things up periodically keeps our liturgy fresh.
- components of lay leadership in worship include litanists, chalice bearers, lectors, and acolytes -- there is always room for servers, including adult acolytes.

Church School Council (CSC), Deb Forsberg (DF):

We have a great team of volunteers who help the Council's special events to run smoothly. Our teachers are universally committed to be sure each child knows they're important, safe, and loved unconditionally by God. The Church School Council works to provide meaningful experiences and celebrate prayer/intercession. Our Curriculum provides the framework, and relationship-building leads to the formation of faith.

Thanks to Staff and Other Ministries, Bill Bradbury (BB):

Our sexton provides us the best floors in the diocese. Darlene is amazing for all she does, even during her recovery from surgery. Many thanks to Brian and Amy Hunter for producing our annual meeting materials. Also, many thanks to Barbara Willman who is retiring from the penny basket ministry that she initiated 25 years ago.



THE RECTORY.

VIEW OF THE CHURCH FROM CENTRAL SQUARE.

Special Thanks to Melanie Hickcox, Chris Mills (CM):

During Melanie's six years as Treasurer, a range of financial challenges have arisen. The best evidence of when something is being done right is that, to the casual observer, everything seems pretty much OK. Behind that aura of OK-ness it's been a challenging and sometimes tumultuous several years in the financial life of All Saints' -- cash flow issues have caused persistent difficulties. Organizational issues have contributed stress. The recent absence of the Parish Administrator has presented new challenges.

Through it all, Melanie has maintained her commitment, her energy, and her creativity. It is no exaggeration to say that, because of Melanie's faithfulness to her work, this place enjoys a brighter and more exciting future than it otherwise would have. Because of Melanie's servant-hood as our Treasurer, we are now in a better position ourselves to be servants of Christ's Kingdom.

The Rector and Vestry symbolize our gratitude to Melanie with these gifts of recreation -- a few good books selected by yours truly, to enhance Melanie's summer reading during her well-earned rest. Please let us stand together and give our applause to Melanie for a job well done.

MSC to accept reports as written and place them on file. BB encourages members to read all of the reports to see the life of the Spirit in action here.

Nominating Committee, Connie Pawelczak (CP):

- Doing this job has been a real pleasure because it's an opportunity to get to know others in the parish community (many may run away from doing this).
- Thanks to those on the committee -- we completed our work quickly, efficiently, and ahead of schedule.
- Thanks to those who have agreed to serve in the coming year:

Senior Warden: Chris Mills

Junior Warden: Frank Ouellette

Clerk: Erik Forsberg

Treasurer: Madeline Anderson-Balmer

Assistant Treasurer: Cynthia Bennet

Vestry members for 3-year terms:

Laura Barry

Bob Camacho

Karen Kowalski

Diocesan Convention Delegates (1-year term): Chris Mills, Edith Parekh

Deanery Delegates (1-year term): Dee Miller, and one more

Endowment Committee Members (3-year terms):

Need replace Scott Bempkins, Benton Burgess, and Bud Chagnon

Next years' Nominating Committee:

Chair: Laura Marshall

Members: Linda Cahill, Diane Olbert, Camille O'Brien, Linda Coles,

Connie Pawelczak, and Lynne McSheehy

MSC that this slate be accepted.

Those retiring from Vestry this year are:

Cina Barker, Clerk

Paige Flick

Melanie Hickcox, Treasurer

Melissa Thompson

Mary Woodward

The meeting adjourned at approximately 12:35PM.

Respectfully submitted,

Cina Barker, Clerk of the Vestry

Rector's Annual Report 2016

We spent considerable time and energy in 2016 working to strengthen the foundation of our parish:

The Living Stones Campaign, under the leadership of Mary Woodward and Dave Kuzara, supported by our consultant Erich Briggs, worked with the parish to raise half a million dollars to make long needed improvements and repairs to our physical plant. In the fall Matt Hickcox formed the Implementation Committee to turn those dollars into renewed spaces and place.

Frank Ouellette, Norm Douglas and various volunteers, spent weeks repairing the foundation of the chapel which had suffered greatly from years of water leakage and roots from the tree on the corner. Without their tireless efforts the Thrift Shop would have been uninhabitable and the chapel itself unsafe to use. We owe Frank and Norm a huge debt of gratitude for their work!

The Blue Ribbon Committee, chaired by Beth Anderson-Balmer, worked all year to produce parish By-Laws and to lead the way in developing updated guidelines for the Endowment Fund. Both those projects are now in the final stages thanks to Beth, the BRC, the Endowment Committee, now being chaired by Jocelyn Bishop, and the wardens.

Through all this work All Saints has been faithfully and gracefully led by our Senior Warden, Chris Mills. Through hours of long meetings and difficult decisions Chris has helped us chart a joyful course into God's future.

While all this "foundation" work was going on, the parish continued the primary work of worship, fellowship, education, and outreach. I am deeply grateful to our altar guild, acolytes, greeters, litanists, lectors, Eucharistic ministers, and ushers, and their leaders, for making Sunday morning worship possible. Thanks to Maggie Marshall, our Minister of Music, along with Connie Pawelczak and Debbie Psilopoulos, our choirs assisted us in praising the Triune God with our minds, and hearts, and voices. Darlene, once she returned from her brain surgery, ran the office, kept the books, and produced wonderful bulletins for worship. Debbie Collins, Church School Administrator, supported the Church School Council under the leadership of Deb Forsberg. Bob Wilson, our sexton, continued to polish our floors and provide clean spaces for the many groups that are inside and outside All Saints. Now, Bob is recovering from a mild stroke but hopes to be back at work in a few weeks. Also, I want to thank our nursery staff person, Ali Waszak, for being so welcoming to our children. Lastly, we owe great thanks to our Parish Life Committee and Melissa Thompson, for bringing us together for fun and fellowship

We continued to reach out through the Food for Friends Program (formerly the Feeding Program) that provides a meal every month for around 130 homeless and hungry friends at Eliot Presbyterian in Lowell. Also, All Saints will be taking part in a Habitat build in Westford thanks to Laura Marshall and Sharon West. The Thrift Shop continues its faithful work throughout the year.

One special note is the work done by the Discernment Committee, chaired by Bob Andrews, to assist Valerie Cowart in a work of mutual discernment as she pondered God's call to the diaconate. In late 2016 Valerie met with the bishops and Commission on Ministry to further discern her call. We are thrilled that they invited Valerie to enter the ordination process which will begin in 2017 and last a minimum of four years.

Of course, Maggie Marshall also coordinated the visit in February of the high school band and choir from Wolverhampton, England. Many in the parish participated by hosting these students and showing them the kind of hospitality that changes lives.

We continued to study the Bible on Wednesday nights and to seek new ways to lead the parish into an experiential and regular contact with the Bible. As Saint Ambrose reminded the Church in the 5th century: “To be ignorant of scripture is to be ignorant of Jesus.”

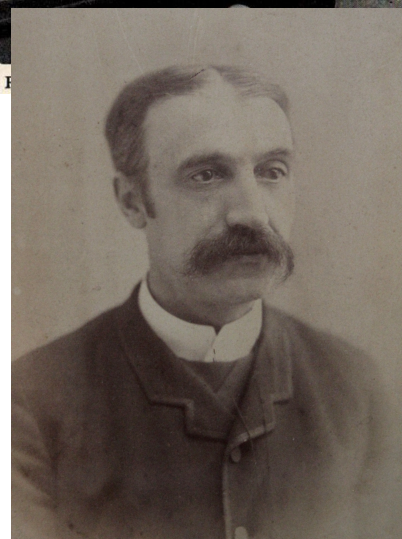
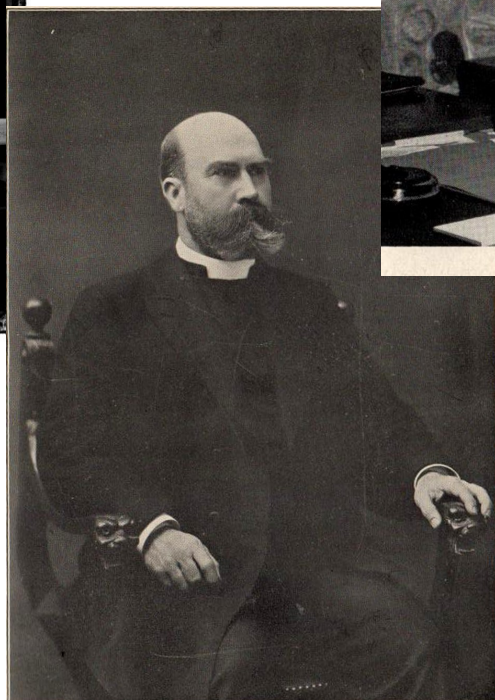
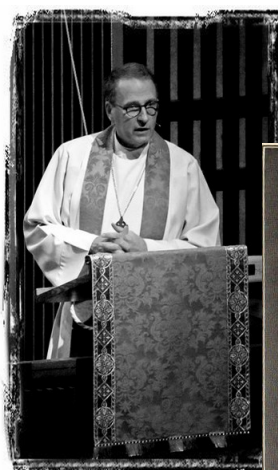
In late 2016 our task force to guide the celebration of our 150th birthday began its work. You will be noticing banners and activities, special events, and visits by our former rectors as we move toward the big celebration on All Saints’ Sunday weekend on November 4 and 5.

Also beginning at the end of 2016, I began meeting with Laura Barry and Dan Wilson to look for visible ways to reach out to those non-All Saints groups who use our space. Years ago All Saints became a welcoming parish. Now in 2017 I pray we grow in becoming an inviting parish.

On a personal note, I became one of three rotating teachers leading the Thursday night Catholic Bible Study at MCI-Concord. Also, I took on the role of convener for the local Chelmsford clergy group that meets every Wednesday for lunch.

Without doubt, I have not thanked all who should be thanked, so I hope you will make every effort to say thank you to those who have contributed to our life together. Shortly we will thank those who are retiring from the vestry and those who will be stepping into vestry leadership. I hope if you have not been involved in our parish life that you will consider doing so in 2017: Whoever you are, wherever you are on your journey of faith, you are invited to use your spiritual gifts for the building up of Christ’s body and serving the world he loves.

Bill Bradbury, Rector



Senior Warden Report

God is blessing All Saints with growth and vitality; God is challenging All Saints with growth and vitality. Stewardship of God's church in times like these puts unique strains upon the parish, even as we rejoice over what God is doing for us and with us. These strains come in three forms: financial support, engagement, and the processes by which things get done.

Financial Support:

We are a generous congregation with a history of responding to calls to give. Our Living Stones campaign received sufficient pledges to change the parish for the better for a generation to come. And yet in terms of annual stewardship pledges, each year we receive just what is minimally necessary to maintain services and balance the budget. As we grow there are numerous new demands for financial support, even as our outreach spending, commission budgets, and ability to be an equitable employer for our staff remain flat. Growing membership means more pledges, but by more pledges we do not gain ground against rising expenses. What is needed to advance what we can do in terms of ministry is for each one of us to incrementally challenge ourselves each year to respond to the call for sacrificial giving.

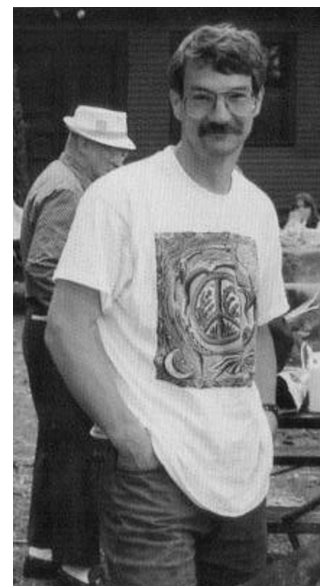
Engagement:

The many vibrant ministries being done at All Saints share one thing. They all depend upon a common pool of volunteers. As the parish grows, so too must the number of people directly engaged in commission ministry. The onset of multiple projects by the Living Stones campaign's Implementation Committee will accentuate this need. Obviously we are blessed with many hard-working members, but there is an urgent need for even more. If you are not serving on a commission or in a leadership role, then consider this: every volunteer among us who seems to be at the center of things and seems to know what she or he is doing, began as a neophyte. So take a step forward. All Saints needs your talents. You may be surprised at your success, at the support you will receive, and at the joys you will have.

Processes:

At All Saints we work with joy, devotion, and elbow grease, but we are sometimes hesitant to work differently. In this sense we have both challenges and successes to reflect upon. The lack of a facilities rental commission leaves a significant potential revenue stream untapped. We have relied too long upon the unsung heroism of our buildings and grounds stewards Norm Douglas and Frank Ouellette, and others. The time is urgently upon us to formalize a Buildings and Grounds commission. (See 'Engagement', above.) But we are making progress too. It was an important step forward when with the leadership of Bob Camacho we revitalized the Finance Committee. With the leadership of Madeline Anderson-Balmer we are revising the policies of employment for paid parish staff. With the leadership of Beth Anderson-Balmer and Doug Hausler we are revising the parish bylaws, which will be ready for a parish-wide vote this spring. With the leadership of Jocelyn Bishop and Scott Bempkins we are in the final review phase of a set of endowment fund management policies necessary for the future growth of that important ministry.

All Saints is blessed with an outstanding vestry. It is a group of creative, dedicated leaders. A warden cannot help but feel both gratitude and some intimidation to be tasked with leading such a team. We all owe a debt of warm thanks to the members going off this year. Diane Olbert, Linda Cahill, Erik Forsberg, and Camille O'Brien have all been examples of the excellence we have come to expect from our vestry.



After two years of exemplary service, Frank Ouellette is stepping down as Junior Warden. Frank's time in office has been characterized by his loving, vigilant care for our community and the buildings that house us. His advice, good sense and friendship have been valued gifts to me as we partnered in our endeavor to be faithful wardens. I am grateful to know that I lose none of these gifts as Frank steps down.

It is an honor to serve All Saints as Senior Warden. It nurtures my spiritual life. It gives me an inspiring panoramic view of how this Christian community manifests the Good News in Chelmsford. I invite you to join me in daily prayer, that God will grant all of us the wisdom we need to serve All Saints according to God's will.

*Respectfully submitted,
Chris Mills*

Junior Warden Report

It has been a pleasure to work with Reverend Bill and Chris Mills.

This is my final year on the vestry as Junior Warden. I believe we have accomplished a lot this year by raising funds for the Living Stones Campaign; this has allowed us to start work on much needed church repairs.

The roof has been repaired, the bell tower and the peak of the church have been painted, and the chimney liner replacement and the grading around the chapel have also been completed.

The grading will prevent water from getting into the Thrift Shop. The Thrift Shop musty smell is gone, and the interior has been completely renovated. There is still work to be done, and the Implementation Committee is continuing the work on future projects.

I also would like to thank Norm Douglas for all of his help in B&G and the Thrift Shop. I look forward this year to working with Matt Hickcox and the Implementation Committee. To complete all of the projects we have in front of us, we will need all your help doing parts of the jobs that we can do ourselves; this will allow the money for projects to stretch further and allow us to do more, instead of cutting back on some things we would like to do.

*Junior Warden
Frank Ouellette*



(E. V. Pierce: Very generous benefactor. Many gifts to furnish the Chapel including the pulpit, Saint Cecelia windows and more

Report from Ministries:

All Saints' Endowment Committee

The Endowment Committee for 2016 consisted of the following members: Chris Baron, Jocelyn Bishop, Benton Burgess, Bud Chagnon, Richard Coles, and Laura Geary, with Tom Richert as our Vestry liaison. This year, I was appointed Committee Chair “by default,” if you will, but the Committee’s work has very much been a group effort, and has at times also included mentors who have provided great guidance. I am honored to work with such a dedicated group possessing an awesome sense of humor. Who would have thought a bunch of numbers folks could be so funny?!

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

In 2016, the Endowment Committee additionally dedicated a significant amount of time to drafting a succinct article for ASC’s updated Bylaws referencing the existence of the Endowment Fund and the Endowment Committee. We continue to work on the Endowment Committee Policies and Guidelines, which are much more complex and detailed, and anticipate their completion in 2017. All of these efforts were substantially enhanced by the collaborative efforts between the Vestry, the Blue Ribbon Committee, and the Endowment Committee, and we are all pleased with the results to-date.

The Endowment Fund provided \$10,200 to the 2016 budget with a recommendation that this amount be used for those expenses that are consistent with the Endowment Guidelines (as follows):

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

Amounts that the Vestry previously allocated from the Endowment to other initiatives, including initial payment to the Living Stones Capital Campaign Consultant (\$10,000 in 2015) and supplemental payment for the purchase of the new high efficiency furnace for the sanctuary (\$5,000 in 2015), have been refunded to the Endowment at this time.

We are pleased to conclude in reporting that the Endowment Fund investment returns were up for 2016, increasing in value by over 6% overall, net of withdrawals and contributions. The balance of the Endowment Fund as of 12/31/16 was in excess of \$275,000. In the coming year, the Endowment Committee will be taking steps to grow the Endowment Fund through initiatives including planned giving discussions.

In Faith and Respectfully Submitted,
Jocelyn Bishop, All Saints' Endowment Committee Chair

Living Stones Implementation Team Annual Report

The Living Stones Implementation team was formed in March for the purpose of defining projects, determining cost, proposing priorities, and effecting work using both internal resources and outside vendors and contractors, all while managing expenses that are consistent with pledges.

The Living Stones Implementation Team consists of Frank Ouellette and Norm Douglas (overseeing B&G type projects), Tom Richert (rooms under the church, including restrooms), Bob Camacho (kitchen and parish hall, including restrooms), Steve Grillo (indoor and outdoor lighting and other technology topics), and Matt Hickcox (loan repayment and general coordination of projects and team leaders).

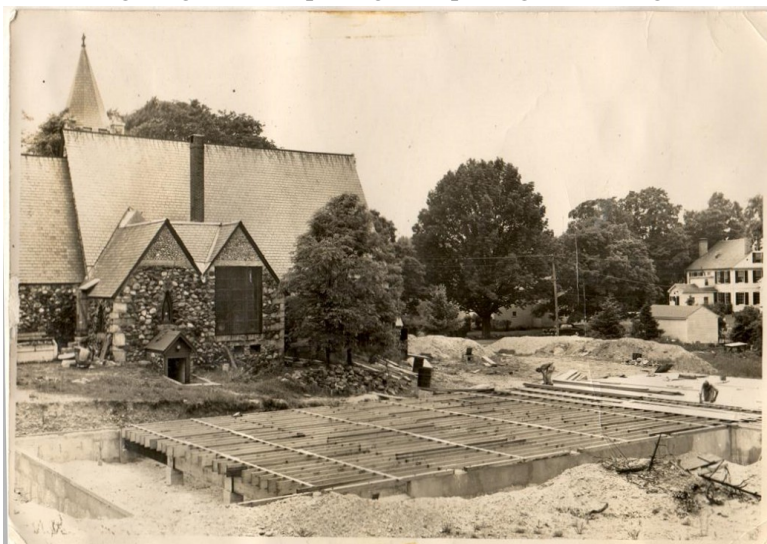
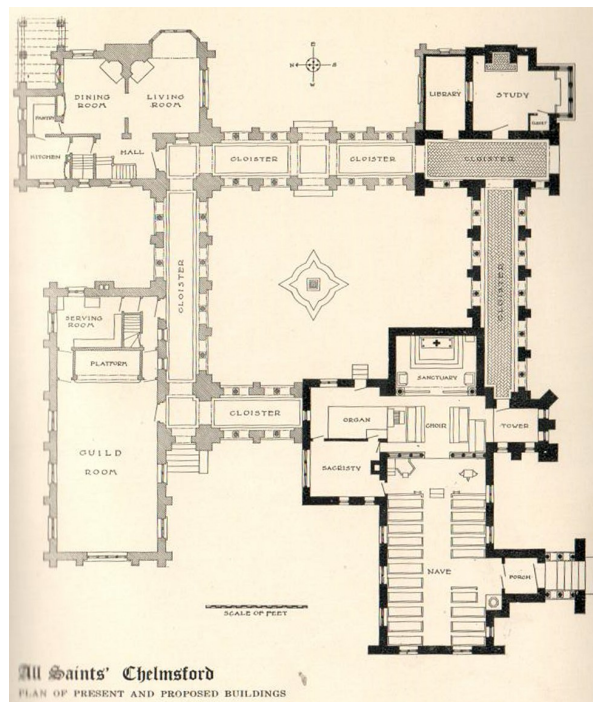
Our connection to the church is primarily through the Vestry. We regularly report our status to the Vestry, seek approval for projects that exceed a certain threshold in cost, work out priorities, and otherwise seek guidance when we feel that a larger body of parishioners needs to weigh in on ideas and plans. We hope to create a space, perhaps on the church web site, where we can fully communicate our plans, priorities, and cost estimates and actuals.

This summer and fall we began the process of defining needs and organizing projects. Knowing that identifying and pricing out all projects will run into 2017, but already having some donations to the capital campaign in hand, we decided to focus 2016 activities on smaller projects that address either major safety concerns or deterioration that will only cost more to repair the longer we wait. An example is re-grading the ground next to the chapel to stop the flow of water into the chapel during heavy rains.

We are currently planning out 5 years' worth of projects, aligning expenses with anticipated pledge income, making sure we always maintain a positive cash balance between the two. At present, we are also working through project dependencies, where an example would be our needing to lay electrical conduit under the driveway to support improved outdoor lighting before repaving, compelling us to design an outdoor lighting plan earlier than we originally thought necessary so that we can pave the driveway in the spring of 2017.

Lastly, we encourage parishioners to familiarize themselves with the goals for the Living Stones Campaign as advertised during the fundraising period, and to pass your comments and ideas for improvements to our church to the Implementation Team members.

Respectfully submitted,
Frank Ouellette, Norm Douglas, Tom Richert, Bob Camacho, Steve Grillo, Matt Hickcox





All Saints' Church, Chelmsford, Massachusetts

November 12, 1936

Dear Friends:

In the lives of staunch and loyal supporters like yourselves All Saints', Chelmsford, has a truly vital place. It is our hope, our goal, this year to bring into our group others of our community who have been too timid or too occupied with other matters to have sought out All Saints' Church.

With our simple, sincere, devotional services, our inspirational music, our restful Church edifice with its true architectural charm, with our straightforward social activities which offer genuine companionship, we believe All Saints' has much to offer.

Will you do your part by inviting to our services folk you think would like to come. See that the children know about Sunday School and the junior choir; that the women know about the sewing circle; that these people realize that the service provides for special prayers of intercession and special prayers of thanksgiving as well as special family communions on anniversaries.

We ask too, your assistance in helping meet our budget. The amount is very modest; only \$2100.00 is necessary to provide for all our current expenses including salaries, heat and light, repairs, and incidentals. There are no wealthy patrons to contribute this for us. A pledge card is enclosed. Will you please signify on it how much you can give during the year for our own Parish and for the missionary work of the Church, and place it on the alms basin or mail it to the treasurer, Miss Frances Clark, Chelmsford.

Sincerely,

Wardens and Vestry
All Saints' Church, Chelmsford

Christian Education

Church School Report

The church school at All Saints offers our children from pre-school through senior high faith building education and community building programs.

Some of the programs that have run include the Strawberry Festival, Summer Mystery Club, Fall Flower Planting, Advent Wreath Making, Pretzel Making, Youth Led Service, Shrove Tuesday supper, and the Christmas Pageant. We currently have 61 children registered in the church school and around 15 unregistered participants between YAC and the church school.

Class	Enrollment
Colors of Christ	16
Godly Play	18
Weavers	13
Rite 13	8
J2A	5
YAC	13



The Church School Council is a leadership team including representatives from each of the class levels as well as a Vestry representative. Council members include: Debra Forsberg, Debbie Collins, Debbie Psilopolous, Laura Marshall, Katie LaRochelle, Joan Thomas, Laura Barry, and Andrea Bray. The church school council meets once a year for a half day school year planning retreat and monthly throughout the church school year to address issues, plan events, and support all of the volunteer teams in their efforts.

Colors of Christ

Teachers: Andrea Bray, Abby Warren, Skyla Garrigan, Grace Mescall

Colors of Christ is the newest section of the religious education program. It is focused on basic bible stories and the colors of the liturgical calendar for 3-6 year olds, using props such as a colored calendar wheel. We learn about bible stories using our brand new Beulah land curriculum! We read bible stories aloud and put up felt representations on the felt board. Each story is read twice, so the second week the children can help us put the story together. We supplement the felt board with puzzles, coloring pages and toy sets. The kids favorite thing by far is ball play. This is when they take large bouncy balls into the parish hall (avoiding chairs, tables, and coffee of course) and run around and play catch with each other and the teachers. This is a fantastic way for them to get rid of excess energy so they can sit still in church. Last, we use a felt board that the previous teachers made that associates symbols with the Lord's Prayer. The kids adore helping us put the pieces on and have done it so many times that they do it entirely on their own and say the words with us. We also end up doing it more than once, per enthusiastic request of the kids. They are such a blessing and pleasure to teach and we are so proud of their progress.

Godly Play

Storytellers: Vicki Albright, Laura Barry, Debbie Collins, Jennifer Dowd, Katie LaRochelle
Door Person: Larisa Ducharme

Godly Play is a Christian storytelling program that allows young children to explore the stories of God and the Bible. It uses beautiful, child-friendly materials and is based around the philosophy of Maria Montessori. Storytellers tell a new story each week using props to play out the story as the children sit in a circle looking on and listening. The story ends with an opportunity for the children to “wonder” about what they just heard and share any connections they have to the story. After Wondering we have Work, during which the students are able to look at books, do some sort of art project, or engage in a story of their choice. Godly Play concludes with a closing prayer circle, during which we say a short prayer and share something we are grateful for. The program is in its sixth year (2016 – 2017).

Weavers

Deb Forsberg, Paige Flick, Joan Thomas, and Dina Reichert teach the Weavers. Peggy West is our Safe Church Advocate and joins us on those Sundays when we do not have two teachers present.

We are in the second year of The Weavers. The Weavers is a three year Episcopal church school curriculum which begins in year one with, “Weaving God’s Promises” and continues in year two with, “Weaving the Family of God,” concluding in year three with, “Weaving the Community.” The Weaver classes combine structured and unstructured elements encouraging engagement and interaction. In these unscripted sessions, The Weavers connect bible verses and wisdom with their own life experiences and spirituality. Each Sunday is unique and many Sundays reveal unexpected insights. It is our hope that this class remains with the children beyond our Sunday session.

Rite 13

Rite-13 Leaders: Sean Seyffert and Debbie Psilopoulos
Assistant Karen Garrigan

Our class is in their second year of the two-year cycle of Rite-13. We sit together during the service and meet downstairs from 11:15AM - 12PM in the Rite-13 classroom. Our discussions cover a range of topics such as good decision making, relationship building, gender roles, prayer, spirituality, how to help others, politics, things they worry about, like homework, college, friendships, fitting in, etc. Anything and everything an adolescent can think of - we try to cover, and where God might fit into all of this and their lives. Our year will close with the Rite-13 Ceremony this spring as we celebrate their “graduation” onto J2A, the next leg of their Journey to Adulthood.

Journey to Adulthood (J2A)

J2A is led by Laura Marshall and Andrew Orndorff.

J2A has a fantastic group of young people who meet on Sunday nights to talk about faith and community. They are exceptional members of All Saints: Hannah Seyffert, Nate Psilopolous, Seneca Anderson, Grace Mescall, and Sarah Meinhardt. We feel lucky to be their guides on this Journey of Faith.

Young Adults in Church (YAC)

YAC leaders are: Joan Thomas, Mike Thompson, Deb Forsberg

The YAC did not meet during the first half of the 2016 school year but plans have emerged to reconvene the group and begin meeting monthly on Sunday evenings.

Director of Religious Ed

All Saints has been without our Director of Religious Ed (DRE) for several years now. Without a director, the Church School Council's energies are absorbed with the running of the existing programs and we are unable to expand and innovate in the ways we would like nor are we able to recruit and cultivate new church school leaders at the rate we believe we need. We are encouraged that the Vestry has taken up our request and is considering reinstating the position and we hope soon to address this challenge. Our church school programs not only provide enriching opportunities for our children to form meaningful relationships with each other as they learn the stories and traditions of our faith; our church school is the embodiment of our Baptismal Promise. We, the volunteers of the Church School Council believe that a DRE is essential to our continued success in offering enriching programs for our children and youth. The Church School Administrator function, which was initiated as a temporary measure, would be replaced by the DRE.

Summer Mystery Club (and Friends!)

Successful occasion! Welcoming everyone, having always diabolical lessons on theological subjects, our fact finders understood nicely. (Coded message included.)

*Mysteriously submitted,
Laura Marshall and Brian Hunter*



Worship Commission

This dedicated group, which is always open to new members, meets throughout the year to review, plan, and explore our corporate worship. We are part spiritual think tank, and part spiritual choreographers, with the hope of providing meaningful weekly worship for the church community. One example of a recent discussion centered around the fact that in 2017, Advent 4 and Christmas Eve are on the same day i.e. Christmas Eve falls on a Sunday. We talked about the number of morning services to have that day, the location of the morning service(s) given the Altar Guild's need to make a time consuming switch from Advent to Christmas, and other more peripheral factors. Represented on the committee are Altar Guild – Sally Warren and Liz Landers, Acolytes – Bob Andrews, Liturgists – Mike Brodeur, Church School – Deb Forsberg, Music – Maggie Marshall, the people in the pews – Cina Barker, and our Rector, Bill Bradbury. Please speak to any of these people if you would like to learn more.

*In Christ,
Maggie Marshall*

Acolyte Report 2016

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 13 members of the team with 2 first year acolytes. We lost FOUR graduating seniors in 2016, plus one acolyte stepped down, and we will have one senior graduate in 2017. We still need help identifying new members to take their places. We also have some acolytes that actually work on a seasonal basis, due to sports and other extracurricular activities. We also have a shortage of 8 AM acolytes, and Doug Hausler has graciously stepped up to take on the 8 AM service one Sunday per month. 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, Mrs. Marshall or Rev. Bill.

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 one new cassock this year and are in need of another cotta. We send our thanks to Laura Geary and Denise Seyffert for cleaning, mending, and ironing the robes we have. I continue to need the acolytes to help each other (especially the taller/older members) by remembering to hang the robes back up neatly after the service and not toss them to the bottom of the cabinet.

We offer a silver cross to our 3rd year Acolytes that was funded anonymously, and we give our first year Acolytes a wooden cross. We appreciate when our Acolytes remember to wear their crosses when they serve! I would like to thank all of the Acolytes and their families for their continued commitment in giving us their time and talents, since their service to us all so greatly enhances our parish life.

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

Altar Guild

The Altar Guild has the privilege of tending to the sacred spaces in which we worship. It is a quiet, peaceful, behind the scenes way of serving our community. It is our responsibility to tend to the preparation and the completion of every service held in the church and chapel, including all Sunday morning, Wednesday noon, baptisms, weddings and funerals as well as all special services, such as during Holy Week and any evening services.

We appreciate and personally thank all those who have participated in this ministry this past year: Valerie Anderson, Linda Coles, Carol Douglas, Melanie Hickcox, Karen Kowalski, Diane Olbert, Adrienne Spear, Emily Warren and our bread bakers Valerie Anderson, Clem Cole, Deb Forsberg and Matt Hickcox.

As you can see, we are low in numbers and are quite in need of new members. If you think you might be interested in giving us a try (no commitment needed until after you have tried it a few times), we would be thrilled to add you to an existing group for training and experience and to see if it is a ministry you would be interested in joining. We currently have 4 teams and would love to see our numbers increase to 6 or 8 teams. Many hands DO make light work!

Our tasks include 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 team has responsibility for a two-week rotation, a few times each year. We all gather as a group to help prepare for Holy Week, Easter and Advent 1, and Christmas. The preparations are done reverently and prayerfully so that all services may proceed in reverence and beauty to the glory of God.

If you are seeking a quiet way to serve our community, please consider at least observing a team so that you can decide whether you are called to this ministry. You may find it as rewarding and enriching as we do. We are grateful to all former and current members and offer a warm invitation to any future members. We offer heartfelt thanks to the current members for another year of dedicated service.

*Respectfully submitted,
Sally Warren and Liz Landers*



(Note the old rood screen and gas lights!)

Greeters Program

The Greeting Team's mission is to welcome parishioners, old and new, as they enter church prior to the 10am service. Beyond just a warm and welcoming smile, greeters provide a Welcome to All Saints' Church pamphlet to first-time visitors. The pamphlet gives an overview of the church history, as well as current offerings and logistical information to facilitate newcomers' visits. We also have a separate handout that describes the rich programs being offered for our youth, from birth through high school. Whenever possible, greeters introduce themselves to new visitors, answering any questions they might have and introducing them to Reverend Bill. Reconnecting with new visitors after the service is greatly encouraged.

Our current team includes veteran greeters Bruce Bray, Linda Cahill, Midge Wilson, Margie Lane, Peggy West, Lynne McSheehy, Adrienne Spear, Andrew Orndorff, and Tracey and Craig Blanchet. Pam Meinhardt, Lynne Grillo, and Sharon West served as alternate greeters when our regularly scheduled greeters were unable to be at church. Larisa Ducharme and Linda Masiello ended their turns as scheduled greeters but are staying on as substitutes, for which we are very grateful.

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*

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 2016.

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

Over this year, we most often used the office of Compline. We have come to enjoy these very special prayers for the end of the day. Aligning with Rev. Bill's (Annual Meeting 2016) suggestion to read the Bible more, we adopted the practice of Lectio Divina in our prayer time, inviting us to reflect and more deeply engage in the scripture reading of the day.

Our group will not continue meeting in this format going forward, however we hope to offer some other opportunities for prayer and deepening prayer practices.

We are thankful to the members of Prayer as First Resort and their participation over the many years of this group's journey. We have considered it a privilege to pray together with and for each other, our parish, our community, and our world. It has been a rich ministry to and with you.

*Prayerfully,
Lynne Grillo and Deb Dutton*

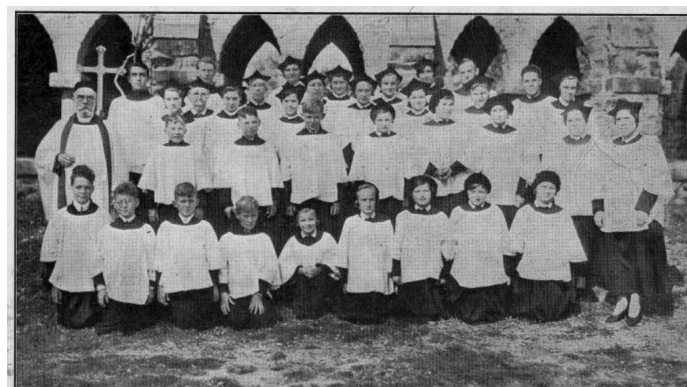
Music at All Saints'

When you have been writing this annual report for over 30 years, it is hard to put a fresh “spin” on things. I’ll start by sharing a poem that has been sung by many people over the years, and whose original words were attributed to American Baptist minister Robert Lowry (1826-1899).

How Can I Keep from Singing?

*My life goes on in endless song
Above earth's lamentations,
I hear the real, though far-off hymn
That hails a new creation.*

*Through all the tumult and the strife
I hear its music ringing,
It sounds an echo in my soul.
How can I keep from singing?*



CHOIR OF ALL SAINTS' CHURCH, CHELMSFORD, MASS.
The Rector's 40th Anniversary, All Saints' Day, November 1, 1932.

*While though the tempest loudly roars,
I hear the truth, it liveth.
And though the darkness 'round me close,
Songs in the night it giveth.*

*No storm can shake my inmost calm,
While to that rock I'm clinging.
Since love is lord of heaven and earth
How can I keep from singing?
When tyrants tremble in their fear
And hear their death knell ringing,
When friends rejoice both far and near
How can I keep from singing?*

*In prison cell and dungeon vile
Our thoughts to them are winging,
When friends by shame are undefiled
How can I keep from singing?*

Music builds hope. Making music builds community. Making music at All Saints', either as a singer or a ringer, contributes to our spiritual life as a faith community. Each Thursday night over 45 faithful choir members get together to ring, sing, or do both. In addition to learning the music for our weekly worship services, we manage to have fun along the way, and friendships develop, and often a deepening involvement with All Saints' occurs, too. All choirs – Disco Penguins, B#, Handbells, and Parish Choir always welcome new members.

Our Handbell Choir, under the faithful volunteer direction of Debbie Psilopoulos, said goodbye to long time member, Joy Chadwick, and hello to new member Adrienne Spear, as well as returning pinch hitter, Anne Ludlow.

Connie Pawelczak continues as my valuable, volunteer accompanist for both youth choirs, and has been doing so for over 10 years. We are in our last year with seniors Lily Marshall, Maggie Mescall, and Emily Warren, and will be very sorry to see them go.

Our Parish Choir said good-bye to Beth Lucas, choir member for over 30 years, who moved closer to children and grandchildren. We welcomed Theresa Camacho, Deb Forsberg, and Anne Ludlow. Another huge thanks goes to Steve Grillo, who has grown into a very able conductor, which frees me up to play.

Three brief highlights of 2016 included our fifth British invasion from our Wolverhampton friends. There was great music, and many wonderful friendships were made. I am grateful to all who hosted and helped to make this a huge success. The youth choirs held their annual Three Choirs Festival in May, and we welcomed the choirs of Andover and Gloucester to our church. Our festival this year will be at 4pm on May 7 in Gloucester, and we hope that many of you will make it an afternoon and include some seafood or a walk along the beach. The Parish Choir had its first ever vocal performance workshop, hosted by Jay Lane, and this half-day workshop was enjoyed and appreciated by all.

I attended the annual conference of the Association of Anglican Musicians in Connecticut, as well as several other workshops. I am on the AAM Conference Committee for AAM 2019 in Boston. AAM 2017 is in Winchester, England, and I am looking forward to that.

I am grateful to all of you for your continued support as we join in making music for the Lord.

*In Christ,
Maggie Marshall*

Liturgical Ministers

The Liturgical Ministers are the group of people who serve as Lectors, Chalice Bearers and Litanists at worship services throughout the year. This ministry is open to all parishioners of high school age and older, and anyone who is interested in serving is invited and encouraged to speak with the Rector or with the Director, Mike Brodeur.

This year there were twenty-five people who regularly participated in this ministry, eight at the 8:00 AM service and seventeen at the 10:00 AM service. This is fewer people than we had in 2016. At the 8:00 AM service we had 5 Lector/Litanists, and 4 Chalice Bearers. At the 10:00 AM service we had 14 Lectors, 9 Chalice Bearers and 4 Litanists. Several people serve in more than one capacity.

We are happy to have welcomed several new members to the ministry this past year.

I would like to thank everyone who participates in this ministry. I appreciate the time you put in for preparation, your dedication to the ministry, and most especially your patience with my scheduling glitches and my need to have you predict your schedules months in advance.

*Respectfully submitted,
Michael Brodeur,
Director of Liturgical Ministers*

Mission / Outreach

All Saints Thrift Shop

Your small, but mighty Thrift Shop has been in continuous existence since the late 1950's. Open on Wednesdays, Thursdays, and Saturdays from 10-3, and staffed completely by volunteers, we raise funds to support the church, and the community at large. A complete accounting of FY 2016 appears in the All Saints' Treasurer's Report.

2016 was a year of huge transformation for the Thrift Shop, with many upgrades done to both the exterior and interior. For years, the Thrift Shop has been susceptible to moisture issues, so the last two phases of exterior regrading and re-routing of drains was completed by Rowsell Brothers. Our interior renovation gave new meaning to the term opening up Pandora's Box. We will be forever indebted to Frank Ouellette and Norm Douglas for dealing with all of the surprises that opening this "box" presented. Not only were the lower halves of the walls completely repointed, but also, the top halves of the walls were completely replaced. Found behind the cracks in the stone walls were extensive tree roots, and a very old, empty liquor bottle! We had several work parties where Thrift Shop volunteers and parishioners came together to hang a new suspended ceiling and completely purge and clean the back storage space. We also have new carpeting, a new paint job, and a new high rise toilet. The chimney had a new liner installed, so we no longer have creosote issues in the Thrift Shop, either. To everyone who helped in any way: THANK YOU! It took a village, and the village really banded together.

We welcome all of your gently used, in-season clothes. We are a consignment shop, and share 50% of all sales with the consignors.

Two people who go above and beyond are our bookkeeper, Amy Hunter, and our caller, Carol Gilchrist. I am also very grateful to our group of volunteers who give their time and talent for this ongoing service to both the church and the community.

If you are interested in becoming involved with this vital ministry, please contact me or any of the board members.

Respectfully submitted,

Maggie Marshall, Thrift Shop Chair

2016 Thrift Shop Board

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

Bookkeeper: Amy Hunter



Angel Tree 2016

As part of the outreach ministry, All Saints' continued its participation in the National Angel Tree Program (affiliated with Prison Fellowships). Beginning in August, incarcerated mothers and fathers, with support from their prison chaplains, applied to have their children receive Christmas gifts. In October, All Saints' list of assigned children was received and all caregivers were contacted to confirm their willingness to participate in the program and for gift suggestions for the children. While the prisoner provides suggested gift ideas, many times the caregiver has a better idea of what is most appropriate or needed.

All Saints' requested (25) children, as in past years, with the plan for three gifts to be purchased for each child. The children's ages varied from (2) to (17) and all families except two agreed to participate. Thanks to the generosity of the congregation, a total of 69 gifts were provided to 23 children and each family also received at least \$50 in grocery store gift cards (some received \$75). All families also received an invitation to join us in worship at any time and some age-appropriate Gospel booklets for the Children and the caregiver.

Sincere thanks to all who purchased gifts and a special thank you to those parishioners who provided extra help in gift preparation and delivery including: Mike & Melissa Thompson; Betsy Hirst; Jen & Allie Dowd; Lois Freeman; Ann Ludlow; Valerie, Seneca, and Heather Anderson; Cynthia Bennett & Dana Bennett-Jeffreys. Thank you to Vicki Albright for her assistance contacting our Spanish speaking families. As always, we appreciate the logistical support and guidance from Parish Administrator, Darlene Gossement, and our Pastor, Reverend Bill Bradbury.

*Respectfully submitted,
Darren & Debbie Collins,
Angel Tree Coordinators*

Parish Life Committee

Our mission is to plan and organize a variety of fun events that enable the members of the parish community to come together to get to know one another better. In 2016, the Parish Life Committee continued to plan and host several get-togethers. We started off the New Year with our 4th Annual Breakfast Between Services in January, an event that everyone appreciates and looks forward to. The beginning of February we planned a "Coloring" event for adults and young adults. Adult coloring books and clubs are the latest hot trend and this mid-week evening event provided the opportunity to get together with friends, old and new, to relax and tap into the child within each of us. The outdoor service provided us with the opportunity to host "Lemonade on the Lawn." The weather cooperated and allowed for this family event to play several lawn games and decorate the parking lot with artwork using sidewalk chalk. Flavored iced teas/lemonades along with cookies/brownies and fruit were served during coffee hour. We organized and planned the Welcome Back Cookout in September. The middle of October we hosted a French Themed Pot Luck Supper that was a real hit. Parishioners provided a wide range of wonderful and delicious foods and desserts with a nod to French cuisine. We wrapped up our year by participating in the Christmas Fair.

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

*Respectfully submitted,
Melissa Thompson*

Chelmsford Community Exchange Food

Pantry

All Saints Church has been a contributor to the Chelmsford Community Exchange Food Pantry for a very long time. The members of the parish make weekly donations of food and money to support this very worthy cause. The Weavers class and their families were an integral part of this ministry this year. They provided Blessing Bags, earmarked especially for the children of the families that utilized the pantry and organized a month long weekly themed food drive. The children and youth in the parish play a role in carrying the food to the altar with the bread, wine and offerings just before communion. The food collected is delivered every Thursday evening and is always appreciated. The food pantry will mark its 24th year on March 25th, 2017. Sandy Donovan, the food pantry director, says, "The recession may be fading in to the past but the damage still lingers. The demographics have not changed, but the numbers have increased greatly. What I used to do in a week—35 to 40 families – we could have 35 to 40 families in a day. How wonderful that the members of All Saints are able to support those in our community in need of assistance."

*Respectfully submitted,
Melissa Thompson*

Homespun Holiday Fair

Many churches and congregations in the town of Chelmsford hold their annual Christmas holiday fairs the first weekend in December. 2016 marked the second year (after a long break) that All Saints Church participated. The fair took place on Saturday, December 3rd, from 9 AM to 2 PM. The many ministries within our church provided the items for sale. There were knitted/crocheted/quilted items, food gifts, raffle baskets, gently used Christmas decorations, jewelry and cookies, cookies, cookies! We had a cafe selling breakfast and light lunch fare. We even had a special guest in our midst - Santa made an appearance and spent time taking pictures and mingling with the kids and shoppers. People selflessly donated their time and talents to, once again, make this a successful event. Due to the collective effort of all our parishioners, we took in over \$3,200.00. Planning committee members were Linda Cahill, Paige Flick, Camille O'Brien, Linda Ouellette and Edith Parekh.

*Respectfully submitted,
Melissa Thompson*

ARRANGEMENT OF SERVICES			
IN			
Emmanuel Chapel, Chelmsford,			
For the Sundays of the Year of Our Lord 1872.			
MORNING PRAYER WILL BEGIN AT 11 O'CLOCK.			
When there is a second service, whether the celebration of the Holy Communion or the ordinary afternoon service, the hour will be 1 o'clock: whereof notice will be given at the morning service, and if possible on the previous Sunday.			
JANUARY	7. FRED. TAYLOR,	JULY	7. F. P. COGGESHALL,
"	" REV. THEO. EDSON,	"	" REV. THEO. EDSON,
"	14. I. W. BEARD,	"	14. CHAS. EASTMAN,
"	21. A. GILMAN,	"	21. H. A. KITTREDGE,
"	28. CHAS. EASTMAN.	"	28. GEO. W. WIGGIN.
FEBRUARY	4. H. A. KITTREDGE,	AUGUST	4. HENRY J. FAY,
"	" REV. D. C. ROBERTS,	"	" REV. D. C. ROBERTS,
"	11. GEO. W. WIGGIN,	"	11. JAMES S. RUSSELL,
"	18. HENRY T. FAY.	"	18. FRED. FAY,
"	25. JAMES S. RUSSELL.	"	25. RUSSELL KITCHEN.
MARCH	3. FRED. FAY,	SEPTEMBER	1. EDGAR L. FAY,
"	" REV. THEO. EDSON,	"	" REV. THEO. EDSON,
"	10. RUSSELL KITCHEN,	"	" 8. H. P. WEBBER,
"	17. EDGAR L. FAY.	"	15. FRED. TAYLOR,
"	24. HENRY P. WEBBER,	"	22. I. W. BEARD,
"	31. FRED. TAYLOR.	"	29. A. GILMAN.
APRIL	7. I. W. BEARD,	OCTOBER	6. CHAS. EASTMAN,
"	" REV. D. C. ROBERTS,	"	" REV. D. C. ROBERTS,
"	14. A. GILMAN,	"	13. H. A. KITTREDGE,
"	21. CHAS. EASTMAN,	"	20. GEO. W. WIGGIN,
"	28. GEO. W. WIGGIN.	"	27. HENRY J. FAY.
MAY	7. HENRY J. FAY,	NOVEMBER	3. JAMES S. RUSSELL,
"	" REV. THEO. EDSON,	"	" REV. THEO. EDSON,
"	14. JAMES S. RUSSELL,	"	10. FRED. FAY.
"	21. FRED. FAY,	"	17. RUSSELL KITCHEN,
"	28. RUSSELL KITCHEN.	"	24. EDGAR L. FAY.
JUNE	2. EDGAR L. FAY,	DECEMBER	1. H. P. WEBBER,
"	" REV. D. C. ROBERTS,	"	" REV. D. C. ROBERTS,
"	9. H. P. WEBBER,	"	8. FRED. TAYLOR,
"	16. FRED. TAYLOR,	"	15. I. W. BEARD,
"	23. I. W. BEARD,	"	22. A. GILMAN,
"	30. A. GILMAN.	"	29. CHAS. EASTMAN.

Food For Friends Program

The Food for Friends program (formerly known as Feeding Program) continues to be a vital ministry, with the number of people being fed by our team members averaging 100 each month. We have been blessed with four very dedicated teams, lead once again this past year by talented and devoted team leaders Carol Cannistraro, Edith Parekh, Melanie Hickcox, and co-team leaders Karen Kowalski & Diane Olbert. The team leaders continue to do an outstanding job of creatively stretching the funds to provide nutritional, delicious meals on a limited budget. Our dedicated team members, numbering over 25, help with cooking, transporting, serving, and clean-up for the many homeless and disadvantaged people who look forward to the hot meals at St. Paul's Soup Kitchen in Lowell.

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

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

*Respectfully submitted,
Linda Masiello and Deb Dutton*

Cooks On Call

Cooks On Call served several meals this past church year to parishioners. This ministry seeks to bring comfort to any parishioner experiencing personal crisis, illness, or grief. Currently, we have four cooks on record and would like to enlist the service of more.

Please do not hesitate to contact Valerie Cowart for more information. (603)897-0073 or taratara76@hotmail.com

*Respectfully Submitted,
Valerie Cowart*

Prayer Shawl Ministry

All Saints' Shawl Ministry team is a group of faithful crafters who apply their gifts of knitting, crocheting, and prayer to create beautiful shawls, scarves, and blankets on behalf of the congregation. Each creation is prayed over while it is being woven, prayed over by the Shawl Ministry team, and then blessed by the entire All Saints congregation during one of our morning services. We trust in our hearts that each item will find its intended recipient when the time is right. Our new tradition of giving away a blanket at baptism as a symbol of our communal welcome has continued.

Each Sunday we offer prayers of the people and the entire community comes together in prayer over the names of those who need them (named and unnamed). Like those prayers, our prayer shawls and blankets offer our parishioners a way to respond to need by calling forth the prayers of the entire community in aid of someone they know and love.

The shawls and blankets that are woven are a tangible expression of our faith and Christ's healing love binding us together like strands of yarn, connecting us to each other and to those in need, and reminding us all that God is ever with us.

The Prayer Shawl Ministry is chaired by Deb Forsberg. We have many faithful crafters including Linda, Cynthia, Karen, Peggy, Lois, Eve, Lauri, Carol, Cina, Dora, and others whose names I do not recall but who have either made something themselves or delivered a blanket or shawl to the ministry made by one of their loved ones. The shawl ministry, one small way we are able to be Christ in this world enables our community to touch someone (in this case through the soft threads of the yarn) with evidence of God's attentiveness, of awareness of another's need, and of a calling to fill that need in prayer and compassion.

West Virginia Workcamp - 2016

I can't believe that this was my 15th year of West Virginia Workcamp and the 12th annual report I find myself writing for our "Chelmsford" churches. WV workcamp is a powerful experience that I have found I can't walk away from. Many things about it remain fairly constant and I'm sure sound similar in these reports and when we speak during the WV services, but it doesn't get old. Every year there are amazing people joining together in this mission. Every year the long term friendships remain and new ones form. Every year about 175 to 200 of us help 20-30 families. Every year those families are so grateful for the repairs to their homes and for the fact that someone cared enough to help them. Every year we get a boost of faith. It never fails.

2016 was no exception. Sadly we had 2 workcampers who had to drop at the last minute for work related reasons, Dave and Mer Kuzara. Dave has been the leader of the All Saints WV group for over 10 years and he was truly missed. And Derek White, who has been for 13 years, also had to miss this year and was also missed. I'm sure they will be back. This left us with 27 workcampers: 3 first timers and 3 with 10 or more years. We had 8 adults, 9 young adult college students, and 10 high school youth. This marked the 4th year of Mont Vernon Congregational Church participating with Central Congregational Church and All Saints Episcopal Church.

On June 18th we left with a caravan of 5 minivans, driving 500 miles to LaVale MD. The next day we drove the final 300 miles to camp in Salt Rock WV, our base of operations for the week. On Sunday, we were formed into crews with our fellow workcampers from Florida to Maine. On Monday through Friday we set out to work in mostly good weather. We did see some rain, occasionally downpours, but with much work to do and a definite Friday deadline we got it all done. On Saturday we drove the 800 miles back and then shared our story at our home churches.

As an example of the work done, my crew built a 75 foot long handicap ramp for Miss Tammy. Miss Tammy lives on the second floor of her home and has one leg amputated at the knee. She gets around on a scooter with help from family members. She used to go out the back door and ride on the grass of her neighbor's yard to get to the street. Sadly, her neighbor put up a fence. Because of the hill the house is on, she had to now come out the front of the house – bumping herself down a flight of stairs inside the house, and almost a full flight of cement steps outside. No lift. Nothing to cushion her. Building the ramp was a challenge with the length needed to drop about 15 feet of elevation, even as we used a 10 degree drop instead of the standard 5 degree. But we got it done – finishing in a downpour, but that's what happens when it's Friday. It was a great joy to see Miss Tammy ride her scooter out of the house and down to her driveway. It was a greater joy to read a note from her to our crew a couple of months later saying "her heart bubbles with joy every time she comes down the ramp."

There were changes again. Rick Wilson's Parkinson's disease is progressing, but he served as director again, but with much help. Most important, there is a new construction leader replacing Harry who replaced the unreplaceable James. The new leader Steve somehow filled their shoes and fills them well. Workcamp looked like it could actually come to an end without new leaders, but with Steve firmly in place, we can look forward to many more years of WV workcamp.

Of course we can't do this without help from our friends and our churches. The real cost of workcamp is about \$600 per workcamper. To make that affordable we did several fundraisers and many people once again gave generously. Thank you to all who participated and to all those supporting us.

The 2016 workcampers were:

Jake Kepner
Alyssa Leonard
Nicole Barrett
Rachel March
Amanda March
Zack Ladd
Joe Bray
Katie St. Onge
Joe March

Caroline Steenhoek
Aaron Velez
Emily Norman
Becca Dean
Anna Obendorf
Eiika Forsberg
Andrew Baker
Bruce Bray
Bryan Norman

Luke March
Jessica Holmes
Emily Andrews
Kelly Bray
Alex Dyer
Shannon Lutig
Kyle Chagnon
Mindy Dean
Geoff Bryant

It is an honor to serve the people of West Virginia in this mission and to see our group succeed in mission another year.

*Respectfully submitted,
Geoff Bryant*

Bottle and Can Update:

I am pleased to report a year end total of \$81.70 for the bottle and can redemption program. This is not our banner year but the total from 1998 to now is \$3,599.10. This money goes to St. Paul's feeding program in Lowell.

*Respectfully submitted,
Carol Douglas*

Penny Basket

Many thanks to all who have contributed pennies and change to the support of the Feeding Program.

In 2016 we collected \$174.05.

The white Penny Basket is located in the Narthex on the shelf of the wall cabinet.

*Respectfully Submitted,
Carol Bilsbury*



Nominating Committee Report

It was a pleasure serving in this capacity- it gave a chance to have wonderful conversations about All Saints and faith with so many people. Our spirit gets renewed by the generous response of others- whether they said no or yes, every person offered their time and understanding in such a gracious way.

Here is the slate:

Senior Warden	Chris Mills	Confirmed
Junior Warden	Sally Warren	Confirmed
Clerk	Mary Cooney	Confirmed
Treasurer	Madeleine	Confirmed
Assistant Treasurer	Cynthia Bennett	Confirmed
Vestry Member 3 year term	Eric Johnson	Confirmed
Vestry Member 3 year term	Nico Charbonnier	Confirmed
Vestry Member 3 year term	Tracey Blanchet	Confirmed
Vestry Member 1 year term	Norm Douglas	Confirmed
Convention Delegate 1 year term	Chris Mills	Confirmed
Convention Delegate 1 year term	Edith Parekh	Confirmed
Deanery Rep 1 year term	Joan Thomas	Confirmed
2 Convention Alternates	Lynne McSheehy and Laura Marshall	
Nominating Committee for next year	Darren Collins, Lynne McSheehy, Laura Marshall	

Respectfully Submitted,

Nominating Committee, Laura Marshall Chair, Lynne McSheehy, Linda Coles, Linda Cahill, Camille O'Brien, Connie Pawelczak, and Diane Olbert

