

**All Saints'
Episcopal Church
Chelmsford, MA**



**2018 Annual Report
ALL SAINTS' PARISH ANNUAL MEETING
February 10, 2019**

Agenda

February 10, 2019

Gathering and Signing In

Call to Order Rector

Opening Prayer Rector

Approval of Annual Meeting Minutes 2017 Rector

Rector's Report

Senior Warden's Report

Junior Warden's Report

Ministry Reports:

Treasurer's Report	Laura Barry
Living Stones Financial Report:	Diane Olbert
Living Stones Team	Chris Mills, Frank Ouellette
Endowment	Jocelyn Bishop
Worship Commission:	Maggie Marshall
Church School Council:	Laura Marshall
Other?	

Thanks to Staff and other ministries: Rector

Motion to accept reports/place on file

Nominating Committee Report: Bob Camacho

Election Rector

Thanks to retiring vestry: Rector and Senior Warden

Announcements:

Closing Prayer Laura Barry

Adjournment

Table of Reports

All Saints' Church Annual Meeting Minutes	5
February 11, 2018	5
Rector's Annual Report	8
Deacon's Annual Report	9
Senior Warden Report	10
Junior Warden Report.....	11
Report from Ministries:.....	13
All Saints' Endowment Committee	13
Rector's Discretionary Fund.....	14
Living Stones Capital Campaign Team	15
Christian Education	16
Church School Report	16
Colors of Christ:.....	16
Godly Play:	17
The Weavers:	17
The Upper School:.....	17
The 9th & 10th Graders:	17
Summer Mystery Club:.....	18
Archive Project.....	18
Stewardship At All Saints'	18
Worship Commission	20
Acolyte Report	20
Greeters Program.....	20
Altar Guild	21
Liturgical Ministers.....	22
Music at All Saints'	22
Mission / Outreach	24
All Saints' Thrift Shop	24
Angel Tree	24
Parish Life Committee	25
Chelmsford Community Exchange Food Pantry	25
Homespun Holiday Fair	25
Habitat for Humanity	26
Food For Friends Program.....	26
West Virginia Workcamp	27
Penny Basket.....	28
Prison Ministry	28
Nominating Committee Report	29

All Saints' Church Annual Meeting Minutes

February 11, 2018

Present: 52 members of All Saints' Church

Call to Order: Rev. Bill Bradbury

Opening Prayer: Rev. Bill Bradbury

Approval of Annual Minutes: Rev. Bill Bradbury

Motion: "Motion to approve All Saints' Church Annual Meeting minutes, from February 19, 2017" made by Lois Freeman, seconded by Theresa Camacho.

Passed unanimously

Rector's Report: Rev. Bill Bradbury

Referred parishioners to the written report. Highlights of the past year included:

- 150th Anniversary Celebration
- Work by the Living Stones Committee including renovating the bathrooms, narthex wall, and kitchenette, as well as the parking lot paving and lighting projects.
- Finalizing our Parish Bylaws and Endowment Fund Guidelines
- Thank you to all those who gave their time and talents to the many ministries at ASC. Special thank you to Brian Hunter for editing and production of the annual report, history walk at the 150th anniversary, and organizing the archives; Trina Teele for her artistic creativity for creating the ASC logo and 150th anniversary banner.

Senior Warden's Report: Chris Mills

Chris summarized 2018 budget challenges and the vestry's response to these challenges. Key points included:

- Anticipated 2018 expenses jumped by about \$30,000; pledges received were lower than 2017. Both combined resulted in a deficit of nearly \$60,000.
- This deficit was balanced by increased pledging by parishioners as well as modifications to the budget by the vestry.
- The 2018 budget covers expense increases but does not advance new ministries.
- The 2018 budget continues to fund the preschool and level fund all other parish life line items.
- The 2018 budget funds a 3% wage increase, recommended by the dioceses, for all staff.
- Rector's sabbatical fund was not funded for the second year in a row.
- Facilities maintenance will be under funded, including reduced funding for the sexton.
- This budget relies too heavily on sources of revenues other than pledges (\$50,000.)
 - ex: special projects, thrift shop, rental revenue, investment distributions.
- The budget relies too heavily on the few largest pledges in the parish.
- Future planning should focus on growing pledge revenue.

Junior Warden's Report: Sally Warren

Sally thanked the vestry for the opportunity to work with many dedicated people. She felt it was a good experience and a productive year.

Ministry Reports:

Treasurer's Report: Chris Mills

Cynthia Bennett not present. Chris referred everyone to the written report.

Anne Ludlow thanked Chris for thoughtfully laying out the facts and truth of our budget issues. Kate Friesner asked how many new families joined this year. Rev. Bill unsure of exact number, but thought about 5-6. Frank Ouellette felt fundraisers need to be a priority including the July 4th booth; they are an important part of revenue. Fundraisers are a parish wide commitment and parishioners need to get involved. Specific fundraising projects need to be identified and followed up on by the vestry.

Living Stones Financial Report: Diane Olbert, 2017

Revenue: \$124,000.

Expenditures: \$115,000.

Ending Balance: \$132,000

Pledges:

27% made no payment or less than pledged

44% met pledge

22 % exceeded pledge

6% new pledges

Living Stones Implementation: Matt Hickcox

Matt referred parishioners to the full document and status report on the church website.

Highlights included: Outdoor lighting project, thanks to Bob Camacho for his work with the Historical Commission. Paving the parking lot, special thanks to Frank Ouellette. Replacing the kitchenette, special thanks to Tom Richert. Also re-built two bathrooms and waterproofed outside bathroom walls.

2018 plans: Reassess remaining projects, get price and cost estimates, work with the vestry to prioritize projects (ex: kitchen and parish hall AC)

Endowment Report: Jocelyn Bishop

Two major accomplishments included finalizing Endowment Policies and Procedures document, as well as increasing the parish's awareness of the Endowment's Legacy Society. Jocelyn thanked those who served on the endowment committee, but indicated they need additional people as Bud Chagnon moved to Newburyport. Jocelyn thanked Connie Pawelczak for her work publicizing the Legacy Society.

Investment Returns: Refer to the Treasurer's report. Highlights include:

-Provided \$10,500 to the 2017 budget.

-Investment returns for 2017 were up, increased in value by 13%.

-Endowment fund balance as of 12-31-18 was \$302,278. As a result, Endowment Committee is proposing a 4.5% payout from the Endowment Fund of \$12,150. for the 2018 budget

Worship Commission: Maggie Marshall

Maggie referred everyone to page 15 of written report.

Encouraged parishioners to consider getting involved in the many ministries available at ASC. All ministries could benefit from new members.

Church School Council: Laura Marshall

Laura Marshall is the new DRE. She thanked all those who teach and volunteer for the many church school programs. Laura referred parishioners to the annual report for information regarding details of each age group. She mentioned opportunities where the church school partnered with groups at All Saints' including the Halloween Party with the Parish Life Committee and the Cards for Inmates outreach project. She encouraged people to join and use their gifts and talents in this important ministry.

Thanks to Staff and other ministries: Rev. Bill Bradbury

Rev. Bill referred parishioners to read the complete list.

Special thanks to:

Laura Marshall for her creative and energetic work as the new DRE

Maggie Marshall: 33rd year as DM

Darlene Gossement for keeping the office and church running.

Bob Wilson for his many years of service as ASC sexton, who retired this year. Michael Stander was hired as ASC new sexton. He will be working 18 hours a week.

Motion to accept reports/place on file

Motion: "Motion to accept all written and oral reports of the committees and commissions" made by Cina Barker, seconded by Scott Bempkins, passed unanimously

Nominating Committee: Paige Flick

Senior Warden: Laura Barry

Junior Warden: Dave Kuzara

Clerk: Mary Cooney
Treasurer: Cynthia Bennett

Vestry Members for three-year term: Bob Friesner, Linda Coles, Liz Landers,
Vestry Member for one-year term: Linda Ouellette

Convention Delegates: Chris Mills, Lynne McSheehy
Convention Alternate: Laura Marshall

Deanery Representatives: Joan Thomas, Deb Forsberg, Dan Wilson

Nominating Committee 2019: Bob Camacho, Karen Kowalski, Linda Ouellette

Plus three to be appointed by the Rector: Tom Richert, Dan Wilson, Connie Pawelczak

Election: Rev. Bill Bradbury

Motion: "Motion to accept the slate as presented" moved by Rev. Bill Bradbury, seconded by Frank Ouellette and passed unanimously.

Thanks to retiring vestry: Rev. Bill Bradbury and Chris Mills

Rev. Bill thanked retiring vestry members: Tom Richert, Dan Wilson, Laura Barry, Norm Douglas (RIP)

Chris Mills thanked Sally for her year of service.

Rev. Bill thanked Chris for his term as Senior Warden

Announcements:

Pancake supper: February 13, 5:30pm \$5.00 per person with \$20. family cap.

Choir Festival: February 11, Gloucester

Ash Wednesday, February 14, 7:00pm, at Trinity Lutheran

Closing Prayer: Chris Mills

Adjournment

Motion: "Motion to adjourn" made by Bob Andrews, seconded by Adrienne Spear.

Passed unanimously.

Respectfully Submitted

Mary Cooney

Clerk

Rector's Annual Report

February 10, 2019

Let me start at the end. On Christmas Eve I found myself being deeply grateful for the staff of All Saints'. On one hand, there was nothing new here: pageant, music, candles, and bulletins. Yet, I couldn't help but marvel at the team that brought it all together. Maggie Marshall, Music Minister, had choirs upon choirs; Laura Marshall, Director of Religious Education, had a multitude of dancing angels, faithful shepherds, and behind the scenes a technical crew, in addition to the Holy Family, including Elizabeth, the cousin of Mother Mary, and all the other usual suspects. Mike Stander, Sexton, was on hand to bring up the many extra chairs needed and to clean-up afterwards. Margie Dissinger, our first year Parish Administrator, produced, well in advance, hundreds of bulletins, pageant librettos, and the memorial list of all those we hold so dear in our hearts at Christmas.



Of course, the staff accomplishes nothing without the altar guild, lectors, litanists, chalice bearers, acolytes, ushers, greeters, the choristers and accompanist, bell ringers and director, and numerous others who helped light the candles and dim the lights.

On Sundays the Church School, with over 80 enrolled, is led by teams of teachers and story tellers sharing the good news of the story of Jesus.

It is easy to take all these servants for granted because week after week they just do their job, that is, their ministry, for the glory of God and the building up of this community in Christ, which we are.

Much also happened on the other days of the week: groups met to study the Holy Spirit, the parables of Jesus, the book Boundless Compassion, and the teaching of Richard Rohr.

The Parish Life Committee worked hard presenting activities to draw us together as a parish.

Every second Tuesday a Food for Friends team went to Eliot Presbyterian Church in Lowell to share a meal with over a hundred hungry, grateful people. Every fifth Tuesday of the month, Maggie Marshall led a team to assist with the Table of Plenty dinners, now being held at the Senior Center. Every Sunday kids brought to the altar food for the food bank.

The Thrift Shop was open every Wednesday, Thursday, and Saturday offering good clothing at a great price and then supporting ministries with the income.

We continue to be blessed by our part-time deacon, Bruce Nickerson. Through his preaching and witness he helped facilitate, along with Janet Ceasar, a ministry of Christmas cards and gifts for inmates, which coincided with our yearly Angel Tree Ministry for the children of prisoners, led by Darren, Debbie, Addie, and Ben Collins.

Our vestry and parish were blessed by the new leadership team of Laura Barry, Senior Warden, and Dave Kuzara, Junior Warden. Cynthia Bennett signed on for another year as Treasurer extraordinaire, as did Mary Cooney, our faithful vestry scribe and clerk. Under Laura's leadership the vestry formed three teams that sought to flesh out our vision. One team visited a local synagogue and Mosque, another engaged our parishioners in a Ministry Fair, and the third is exploring how to train us to tell our faith story to others.

Dave transformed the position of Junior Warden into an overseer of grounds and buildings, filling a critical leadership role as the Living Stones Team ramps up for Phase 2, under the leadership of Chris Mills, Frank Ouellette and their expanded team. Phase 1, under the leadership of Matt Hickcox and team, gave us a resurfaced, newly lighted parking lot and wonderful new bathrooms, just to name two big improvements made possible by those who pledged to the Living Stones Capital Campaign three years ago, and continue to give still. We are deeply indebted to Diane Olbert, the Living Stones treasurer, who has been with the project from the beginning and gives hours every week keeping track of the Living Stones pledges and finances.

On a personal note, my family moved to Lowell, just three miles from the church, and enjoyed hosting an Open House in November. I continued to rotate with two teams in leading a Catholic Bible Study on Thursday nights and celebrating an Episcopal Mass on Thursday afternoons for the men at MCI-Concord. This remains a growing edge for me: on one hand, experiencing the deep faith, hope, and love of these inmates is liberating. On the other hand, going through security and entering the prison is always a challenge. Maybe we learn more from what is hard and unfamiliar, than from what is easy and old hat.

Please read the rest of this Annual Report to see all the other people and ministries that strengthen our life together and make a difference in the world. One word used often above is the word “team”. This isn’t a biblical word, but it is a biblical concept that describes a group of people filled with the Spirit of Christ working together for God’s kingdom. As they say in sports, there is no “I” in team.

It is a blessing to be part of such a team alive with the Spirit of the Risen Christ, whose presence is manifested in countless ways among us and through us.

*Peace in Christ,
Bill Bradbury, Rector*

Deacon’s Annual Report

“I was hungry, you fed me; thirsty, you gave me drink; a stranger, you welcomed me; naked, you clothed me; sick, you ministered to me; incarcerated, you visited me.” Matthew 25:35-36

Big news this year is the appointment of a new archdeacon. The Venerable Christiaan Beukman has succeeded Michael Hamilton in this important position. Michael was the diocesan staff person who helped me get started at All Saints’, and there is every indication that Christiaan will be an excellent successor to Michael. Christiaan visited All Saints’ on Advent 3 when I preached. We had lunch at Bertucci’s after the 10 o’clock service. His comments about All Saints’ and his reception at coffee hour were very complimentary.

I continue my ministry at Mass. Correctional Institute Concord (MCI Concord) convening a weekly faith oriented 12 step recovery group where we discuss the relationship between our recovery and our faith journeys. The group has about a dozen “regulars” of whom perhaps five attend each meeting. We talk very openly, in a freestyle manner, about how God, through Jesus, helps us in our recovery from our addictions, our experiences in dysfunctional families, crimes, and the many hurts we have received and given others. We end our meetings holding hands and praying the Lord’s Prayer. Most importantly, we come to know that God loves us all. All of us.

Some All Saint’s parishioners have visited MCI, and Don Van Dyne has started participating in a weekly Bible Study with the inmates. “The Guys” are very appreciative that someone “from outside” is interested enough in them that they take time to visit.

I continue to work closely with Deacon Tom Anthony, the Roman Catholic chaplain, and he appreciates the thrice monthly “mass” that Fr. Bill participates in monthly. He alternates with Rev. Judy Krumme, retired priest from Concord, as celebrants. Fr. Bill and Rev. Judy also lead Bible study groups. Rev. Chris Wendell, priest at St. Paul’s Episcopal Church in Bedford has joined the monthly Rota for the Eucharist.

Last Advent season I again participated in a day long retreat for inmates structured around meditations on the meanings of the Advent Candles.

I continue as a member of the Concord Prison Outreach (CPO) Advisory Council. Last December I again played Santa Claus during a family visiting day (see All Saints’ E-bulletin January 14, 2018) in an annual CPO sponsored activity. I helped facilitate a short eight week course in “Fool Proofing Your Life,” organized by Dn. Tom.

Last year, Janet Ceasar spearheaded a Sunday School project (which included kids, teachers, and some adults at coffee hour) which produced 138 handmade Christmas cards and 50 pounds of toiletries, and was much appreciated by CPO and inmates. All of us at MCI thank you.

Late fall, Janet asked me at coffee hour when All Saints’ would begin preparations for the 2018 Christmas gift and card project! She again did a dynamite job, producing 144 cards, and three cartloads of toiletries. I get comments from the weekly group I meet with about their appreciation for these cards and gifts.

A deacon's "job" is to enable parishes to minister outside the walls of the church building. When I began participating at All Saints' as your deacon, I became aware of your appreciation of ministry. Adding more to your missionary platter with your response to jail ministry has been a great joy to me. My diaconal journey at All Saints' which began as a way to keep me active "behind the altar" in a part time role, while allowing me to sit in a pew next to my wife on alternate Sundays, has allowed me to appreciate the sacrament on both sides of the altar. All Saint's has enabled me to experience the fullness of Eucharist in a way not possible for me otherwise. Thank you.

*Thank you,
Deacon Bruce Nickerson*

Senior Warden Report

Reflecting on the year 2018, I am more convinced than ever that the Holy Spirit is alive and thriving at All Saints'. The way in which we care for one another, for our sacred space and for our community is a testament to the faith of our parish. This year the world experienced hatred and divide, suffering and anger. Throughout the year some of us were struck by serious illness, loss of loved ones and fear of the unknown. There were so many reasons to run, hide or give up.

Yet here, at All Saints', we find support for the suffering and hope for the future. In the name of Jesus, we come together to worship, work and share our stories with one another. There is an abundance of faith in the parishioners of All Saints'. We may differ in many ways, but we come together in love, and appreciate one another under the kingdom of God. A bright light shines through these stones; I'm sure of it.

In 2018, the vestry took that light and began the work of setting a future direction. During a wonderfully thoughtful and meaningful vestry retreat we developed a vision and goals that would guide us through the year. Since these goals were based on the rich history of All Saints', the foundation was already set; we simply set out to intentionally continue the work.

Vision: The vision of All Saints' Episcopal Church is to be a welcoming and diverse, Spirit-filled community of Christ that engages the world to bring unity and peace.

Goals (with highlights from the year):

Informing and inviting others to join us in ministry

- A high level of attendance, but more specifically engagement, in our church school. The Fall Carnival invited our local community to a fun, family friendly event and 50 children in the pageant must be a record!
- Continued engagement in the feeding programs (Food for Friends & food pantry collections) with a wonderful turnout to our advent bag project.
- Our prison ministries provided cards to the inmates and gifts to more families than ever before in the Angel tree program.
- We raised funds for the Merrimack Valley Relief Fund by holding 'Dancing with the Saints.' We learned to swing dance and were treated to the music of 'The Usual Suspects Band'.
- A ministry fair is planned for January to showcase our many ministries and invite others to join in. New Year, New Ministry!

Increasing interfaith experiences

- Small groups of parishioners attended a local Muslim prayer service in November and the solidarity Shabbat at Congregation Shalom in the wake of the Pittsburgh temple shootings.
- The Skylark Vocal group sang in support of the interfaith Habitat for Humanity build.
- We, once again, participated in the Boston Pride Parade showing our investment and support of a diverse community.

Practice and share our faith to improve spiritual growth

- During Lent we studied the Parables of Jesus and also had a discussion of the Psalms.
- Book groups were led around Lenten scriptures and how compassion can be boundless.
- Our Music and Acolyte ministries are strong and growing; they continue to add beauty to our services along with the wonderful work of the Altar Guild.

In 2019 we look forward to more opportunities to share our faith stories, we plan to welcome the Muslim board member to visit All Saints' and we remain committed to inviting others into our ministries.

This year was also marked by additions to staff. Margie Dissinger is quickly getting acquainted with the Office Administrator role. Her calm demeanor and bookkeeping skills have brought a sense of security to the office. The new Sexton, Mike Stander, continues to keep our buildings and grounds clean and safe; we are forever grateful. He's not new, but it goes without saying that Reverend Bill is a blessing to All Saints' with his grace and thoughtfulness. And the (unrelated) ladies Marshall – Maggie and Laura - are a true testament to what it means to be passionate about your job. Their talents and willingness to jump in when needed have blessed us all.

A review of our finances shows a healthy and active parish. Our stewardship efforts allowed us to produce a balanced budget for 2019 in December; it's no small effort! Our Treasurer, Cynthia Bennett, has worked tirelessly to manage our finances in a way that ensures we account for every penny – yes, I said penny. In 2018 we paid off the outstanding mortgage with funds from the Living Stones Capital Campaign. This is a welcome relief to the budget, but options for future funding will be carefully evaluated as we strive to coordinate and execute the remaining projects. The Living Stones Team is buzzing with new membership and prepared to make a transformational impact on our space for the future of our Parish.

As we enter 2019, it will be imperative that we remember the importance of sacrificial giving in God's work. His presence is apparent here at All Saints' as each of us gives of our time, talent and treasure for that greater than ourselves. The work we do here at All Saints' is good, the connections we make are immeasurable and the impact we have beyond these stone walls is meaningful. I'm excited about what lies ahead and to uncover where the Holy Spirit is leading us. I hope you will join me in that enthusiasm, no matter how big or small.

Lastly, I want to thank each and every one of you for your support of my family over this last year. The outpouring of love that we experienced upon my diagnosis was something I truly couldn't have imagined. From dinners and gift cards, to help with the kids, heartfelt hugs and thoughtful notes sent, we are genuinely blessed to be a part of such a caring community. There are not enough words or thanks for all you have done for us, but THANK YOU from the bottom of our hearts.

*In faith and gratitude,
Laura Barry, Senior Warden*

Junior Warden Report

Every year brings new changes to All Saints' and 2018 was no exception. We brought on board a new sexton, Mike Stander, and a new Parish Administrator, Margie Dissinger. Both Mike and Margie came up to speed quickly and proved to be valuable additions to our staff. We also redefined the role of Junior Warden, giving him/her overall responsibility for the facilities. That includes overseeing the budget, maintenance, repair and rental of our buildings.

Since I was the first Junior Warden after the change, I got the opportunity to define the details of the new role. As before, the Sexton, Parish Administrator, and Buildings and Grounds team continue to deal with the facilities on a day-to-day basis. The Junior Warden approves expenditures, sets rental policies and, in consultation with the Rector, Senior Warden, staff, and vestry, creates a long-term strategy for the maintenance, use and rental of the facilities. I spent a lot of time, at first, understanding the current operations, policies and rental situation. For rentals, I created an advisory group that helped me to revise the rental policies and contracts and put together a plan to, over time, increase rental revenue. In addition, there were many repairs that were overseen or carried out by the Sexton and B&G group. These included elevator repairs, fixing of a broken damper in the Rector's office, repair of the roof and water damage in the room off the parish hall to name just a few. The downstairs meeting room was converted into a preschool room and is used by the Colors of Christ Sunday School class as well as by a summer preschool program. In early 2019, I began discussing with the vestry a plan to put in place a Capital Budget which will help us to save for unexpected capital expenditures.

The other major undertaking related to our facilities was the continuation of the Living Stones program. Living Stones is a capital campaign that we kicked off in 2015 to fund capital improvements that had been long neglected. Pledges were solicited in 2016 and projects were started in 2017 using the money that began to come in. Additional projects were completed in 2018. Projects included Thrift Shop and Chapel repairs, lighting and paving of the parking lot, loan repayments, renovation of the meeting room kitchen, and rehab of the lower level bathrooms. (Details can be found in the Living Stones Report elsewhere in this document.) In January, we held a celebration of all we've accomplished and a look at our plans for the future. I'd like to thank Diane Olbert for her management of the Living Stones finances and Matt Hickcox and his team for managing the projects completed so far. I'd also like to thank Chris Mills and Frank Oullette for putting together a team to plan and manage the future projects to be done as part of the Living Stones program. Finally, I'd like to thank all those who pledged or contributed to the campaign. Without your dedication and sacrifice, none of this would have been possible.

Much else also happened which will be detailed in other reports. In April, the vestry held their annual retreat and identified three exciting goals for the parish to work toward: 1) Increase interfaith experiences, 2) Invite others to join us in ministry and 3) Improve our spiritual growth. Vestry sub-committees have been working to make these goals a reality. In November, we held a "Dancing with the Saints" fundraiser to benefit the Merrimack Valley Relief fund. Our Church School and Music programs continue to be areas of strength for the parish thanks to the outstanding efforts of Laura Marshall, our Director of Religious Education, and Maggie Marshall, our Minister of Music. I continue to see new faces and, in particular, new children's faces each week, which is a testament to the continued vitality of All Saints². Thanks to all of you who make this a welcoming, affirming, and loving community of God.

*Yours in Christ,
Dave Kuzara
Junior Warden*



Report from Ministries:

All Saints' Endowment Committee

The Endowment Committee is pleased to provide the All Saints' community with this update. It has been another year of achievements and camaraderie for the Committee, as we continue to work hard to ensure the All Saints' Endowment is growing, both monetarily and in parish-awareness.

The Endowment helps develop ASC's ministries beyond what is possible through its annual operating funds, and, in its most simple terms, the Endowment Committee is a steward for the long-term well-being of the Parish. The Endowment Committee team for 2018 consisted of Jocelyn Bishop (Chair), Benton Burgess, David Cahill, Richard Coles (Clerk), Laura Geary, Stephen Marshall (Financial Secretary and Rising Chair), and Connie Pawelczak (Legacy Society). We were pleased to welcome Dave and Steve to the Committee this year, and are always looking for those interested in becoming new members. If you have a background in finance, financials, or just want to work with an awesome group, this is the Committee for you! Please contact Steve or any other Committee member for further information.

In 2018, the Endowment Committee met monthly to achieve its accomplishments, which included:

- Increased communication – with the Parish, Vestry, and the Treasurer.
 - Parish – We continued our ASC Cornerstone publications in the bulletins, which described various aspects of the Endowment. We sponsored a coffee hour and recently made a presentation to the Parish about the Endowment and Legacy Society. We increased the Endowment Committee's presence on the ASC website (see: www.allsaintschelmsford.org/endowment/) and participated in the recent Ministry Fair.
 - Vestry – Representatives of the Endowment Committee met quarterly with Vestry. We arranged a meeting including Diocesan Investment Trust representatives and Vestry to discuss the Endowment's investments. We provided Vestry guidance as to annual distributions for outreach, new ministries, and buildings and grounds as directed in our Policies and Procedures.
 - Treasurer – The Treasurer attended Endowment Committee meetings, and the Endowment Committee was in constant communication with the Treasurer as questions arose and guidance was needed (going both ways).
- Officially finalized the Endowment Committee's Policies and Procedures.
- Increased structure around the Committee's accessibility to Endowment Committee documents and, therefore knowledge, through a Google Drive. This ensures no lost organizational knowledge when leadership changes.
- Actively monitored the Endowment funds, including researching a Fossil Fuel Free Fund and rebalancing the allocation between stocks and bonds.
- Established a Quasi Endowment Fund, in addition to the True Endowment Fund, to follow the original donor and Vestry intentions for the funds.

The Endowment provided \$12,150 to the 2018 ASC budget. Please see detail at the end of the Treasurer's report as to how the Vestry spent such funds. The Endowment's 2018 investment returns were down by approximately 6%, excluding withdrawals and contributions, and overall the Endowment decreased to \$272,790 from \$302,278 at the end of 2017.

We have proposed a 4% payout from the Endowment of \$11,200 for the 2019 ASC budget. This is less than 2018 because we do not currently see, nor do we anticipate, investment returns trending upward into the near future.

We are continuing initiatives around expansion of the Endowment's Anna Eliza Hunt Legacy Society in 2019. The Legacy Society consists of individuals who have included All Saints' Church in their will to receive a bequest. If you would like to learn more or be included as a Legacy Society member, please contact Connie or any other current Committee member.

Finally, please allow me a brief note of gratitude as I end my stint as Endowment Committee Chair and turn it over to the extremely capable Steve Marshall. The Endowment Committee has made some tremendous accomplishments over the past few years, and I am grateful to have worked with such a fun, dedicated, and hard-working group to get it done!

In Faith and Respectfully Submitted,
Jocelyn Bishop, Former (through 2018) All Saints' Endowment Committee Chair

Rector's Discretionary Fund

Opening Balance	\$480.00
Deposits in 2018	\$5,725.00
Expenditures	\$3521.22

Closing Balance	\$2,683.78

The Rector's Discretionary Fund is an account created in accordance with the Canons of the National Church solely controlled by the Rector. It is funded by generous donations from the Thrift Shop, from honoraria for funerals, and gifts from individuals. The funds are used for people in need, both inside and outside the parish, outreach ministries, the nursery, as well as scholarships for the Barbara C. Harris Summer Camp of the Diocese of Massachusetts.

Respectfully Submitted,
The Reverend William J. Bradbury



Living Stones Capital Campaign Team

Formerly known as the Living Stones Implementation Committee, we have renamed ourselves to be the Living Stones Capital Campaign Team, to more clearly express the transformational nature of our work.

The mission of the Living Stones Capital Campaign Team is to:

1. Identify, scope, cost, and prioritize capital improvement projects
2. Propose and seek approval by the vestry for the execution of projects
3. Advise the vestry in the matter of non-project disbursements of Living Stones funds, such as the retirement of debt
4. Maintain a consistent, impactful program of communications to the parish

The year 2018 has been a hiatus year for the committee. The only notable work performed was ceiling and floor repair and painting in the former Colors of Christ room, and floor repair in the elevator. Significant disbursements in 2018 shown in the campaign treasurer's report were in payment for work performed in 2017.

The parish's mortgage balance of \$81K was retired by the vestry using Living Stones money. As described in a parish-wide letter from the Senior Warden, based in the merits of proposals made by the Living Stones Capital Campaign Team, the vestry will consider restoring some or all of the \$81K to capital projects through a low-interest diocesan loan.

The team now maintains a Plan of Record (POR) which definitively documents the scopes and timelines of all projects planned or under consideration. Future project proposals to the vestry will be expressed in terms of "Lowest-Cost", "Middle-of-the-Road", and "Full-Vision" variants. Taken together, these two aspects of our planning process will enable the vestry to consider specific projects within an integrated context.

Following such a lengthy hiatus, the team believes that a fresh look at requirements for some major projects are in order, notably for the church school area and the parish hall and kitchen. To this end, we will be announcing meetings and other opportunities for parishioners to submit ideas. The team will consider all received input in the revisioning of the POR. Going forward, the POR, schedules, budgets, and status reports will all be incorporated into a campaign of communications that will keep the parish apprised of the team's progress, and aware of the transformational nature of the work being done. Look for these in the church, in the E-Bulletin, and in a variety of other avenues.

The Living Stones Capital Campaign Team begins 2019 with new leadership, new membership, and revamped planning and communication processes. The team held its kickoff meeting for this new phase of our work on January 9th. We are always keen to have feedback from the parish. We are back in action, preparing God's church for use by future generations.

REVENUE

Beginning Balance from 12/31/17	\$132,161.37	
Revenues from pledges	\$92,559.00	
Bank Interest	\$45.48	
TOTAL REVENUE		\$224,765.85

EXPENDITURES

Building & Grounds

Classroom Repair (water damage)	\$7,110.00
Flooring for Classroom and Elevator	\$3,632.28
Meeting Room Kitchen & Handicapped	\$21,025.00
Baths (final pymts from work begun in 2017)	
Exterior Lighting Fixtures (final pymts from work begun in 2017)	\$30,993.00
Bathroom Lighting Fixtures	\$493.60

Financial

Mortgage Payoff	\$81,745.09	
TOTAL EXPENDITURES		\$144,998.97

Respectfully submitted by the Living Stones Capital Campaign Team:

Frank Oullette (Co-Chair), Chris Mills (Co-Chair), Diane Olbert (Treasurer)

Linda Cahill, Robert Camacho, Darren Collins, Steve Grillo, Camille O'Brien, Melissa Thompson, Tom Richert

Christian Education

Church School Report

The Big Picture

The big picture for the Church School this year is WELCOMING!

We were welcomed into a newly renovated space off the Parish Hall. Thank you Living Stones!

We have welcomed new and returning families back into our program with joy and gratitude. Along with this new energy, we have been growing in the spirit and expanding our work. We kicked the year off with a fun Tie-Dye party at the Parish Picnic, followed that with October Fun-day Sundays, culminating in our first annual Fall Festival. This was a fantastic first event- with an amazing collaboration with the Parish Life Committee— between the skull-shaped pizzas, cotton candy, games of chance and skill, fabulous photo booth, and the big tent inside the hall, we had a wonderful time having fun with each other and with kids from the wider community. And who knew we had TWO jugglers in our midst! ;-)

We also enjoyed collaborating with Outreach activities like card making for prisoners, donating Raffle Baskets to the Holiday Fair, and sponsoring a food drive with our Reverse Advent Grocery Bags. We look forward to more ways to work with ministries at church.

Our Christmas pageant this year was our biggest ever. Fifty children participated— as cast, directing, crew, musicians and dancers— it was a wonderful event. As we look into the second half of our program year, we are planning more opportunities for our children and youth to engage with the Holy Spirit, each other, and the community at large.

The Numbers

For all of you out there who like to look at data here is some for you!

Families Registered: 51

Kids enrolled: 95

Average Sunday Attendance: 47

The Details:

Colors of Christ:

We have a new larger location in the space Godly Play used to be. We run a classroom for 3yr- K which focus on telling the stories of our faith through colorful felt storyboards and the use of art and play to build a loving, safe community.

The Colors of Christ Team:

The teachers:

Skyla G.

Grace M.

Aly M.

Assistant: Jordan K.

The adult volunteers:

Christy McCusker

Emily Ward

Meghan Wynne



Godly Play:

Godly Play is thriving. Joining our team of Katie LaRochelle, Laura Barry, Jen Dowd, Debbie Collins, and Katelyn Conklin, we have a new Storyteller, Larisa Ducharme, who had previously served as a Door Person. We also have two new Door People, Mirna Cunha and Rose Felzani. We have a record number of students, which has led to some lively and spirited Wondering, and we LOVE having so much energy in our classroom! We're enjoying our newly renovated space and look forward to many more happy times together.

The Godly Play Team:

Katie LaRochelle
Debbie Collins
Laura Barry
Jen Dowd
Katelyn Conklin
Larisa Ducharme
Rose Felzani
Mirna Cunha

The Weavers:

This classroom serves children from grades 4-6. This is an important shift for our youth, as they begin to examine the stories of our faith within the context of their own world, and to wonder about how they can relate these stories to their day-to-day lives. This is an amazing program lead with the vision of Deb Forsberg and shared by the dedicated teachers in this ministry. The Weaver team bases the year's lessons on the *Weaving God's Promises* curriculum, and augments it with service projects, contemporary books, videos, and hands-on bible study. There are 20 students registered for this class, but they also have regular visitors as students are welcome to bring their friends to the Weavers.

The Weavers Team:

Deb Forsberg
Joan Thomas
Dan Wilson
Paige Flick

The Upper School:

The Upper School is organized into two classes: 7th & 8th Graders and 9th & 10th Graders. They meet after the 10am service from 11:20-noon. During Advent and Lent they have special course offerings which bring them together as a school.

7th & 8th Graders:

This class is lead by Adam Felzani, assisted by Steve Marshall. They utilize *Living the Good News* for some curriculum, but are focused on community building and faith formation. The students are looking for ways to engage in the community here and at large. They have had specialists visit their class to teach them lessons and assisting in meeting their goals.

The 9th & 10th Graders:

This class is lead by Debbie Psilopolous, assisted by Lynne McSheehy. They use curriculum from *Our Faith Our Lives*. The focus of this program is to learn about more deeply about the Episcopal Faith as students become adults in their journey of faith and consider Confirmation. They have had specialists visit their class to teach about the Bible and the role of being a lector in the service. This spring they will be focusing on making choices as young adults in their faith.



*Bulbs, eventually flowers,
symbolizing preparation and
waiting at Advent*

Summer Mystery Club:

This summer a mystery arrived by zipline! The Summer Mystery Club was split into 2 teams of detectives. We had so many clues to solve as we discovered church seasons and symbols. We solved puzzles that led us to finding a “Season Stick” a treasure map and the Pentecost Light (laser pointer). We found a secret spot in the old Prodigal Son window where when you attach the map to the stick, put it in just the right place we could shine the light to reveal a spot on the map. That spot led us to actual buried treasure! A stone with the ancient symbol that was buried who knows when...

We had many kids and the help of two ACME Detectives (played by Hannah Seyffert and Lily Marshall). With 2 teams, all the Mystery Club elders helped lead teams. Steve Grillo again captured some wonderful pics.

*Submitted mysteriously by,
Laura and Steve Marshall
Amy and Brian Hunter
Steve and Lynne Grillo*

Archive Project

This “Project” is turning into an ongoing activity. This year I collected all the archive documents from the office file room closet, and continue to categorize and file. Tasks remaining:

1. Digitizing the oldest and key documents - In process with Amy's assistance
2. Creating an index of all historical items in the archives and elsewhere. - Not started
3. Help develop practices to maintain organization - Not started, but I have asked to be included in annual file rotation

I also plan to do a collection of historical write-ups to expand upon the index. I mentioned this last year, but this year I'll try harder!

*Respectfully Submitted,
Brian Hunter*

Stewardship At All Saints'

Stewardship is the opportunity for parishioners to express their thanks for what the parish has done in the past and what they hope the parish will do in the future to advance the work of God in the areas of worship, fellowship, education, outreach, pastoral care and spiritual advancement in the parish, the community and the world.

Specifically, the Stewardship Committee is responsible for the annual Pledge Campaign traditionally done in the Fall for the following calendar year. The goals are to provide the Vestry with an accurate picture what parishioners will pledge to give to the church during the year, to increase the total amount pledged and to increase the number of people who pledge. The results should allow your elected Vestry to support the programs of the parish.

In 2018, the committee was composed of 5 people, including the Senior Warden, plus the rector as an ex-officio member. We met five times beginning in about July and the meetings lasted about one hour. Communication was generally done via email. Depending on the talents and time availability of the members, I would say that, in addition to meetings, the members put in between 10 and 30 hours. The chair put in about 60 hours – primarily creating schedules and agendas from scratch. If a similar plan is used next year, much less time will be needed. This year we created a completely new campaign with many new materials, so it took more time. I will say that the materials created were very, very good and all committee members were committed and produced quality materials.

We discussed various ideas about how to conduct the campaign, decided on one idea, and then discarded it and came up with the one that was presented to the parish. The Schedule for the Campaign was as follows:

Sept 24-28	Mail a letter by Bob Friesner to the parish announcing the campaign process and schedule.
Sept 27	Mail Merge Appeal Letters for Senior Warden to sign.
October 1-12	Print and Assemble Pledge Packets, which included: Appeal Letter from Senior Warden Laura Barry, double sided graphs of pledge numbers/amounts and budget breakdown from Don Van Dyne and Bob Friesner, pledge card from Don Van Dyne, and outreach brochure from Janet Ceasar. These were inserted into white envelopes addressed to ASC with the pledging household as the return address.
Oct 14, 21,28	Parishioners pick up pledge packets at tables in Narthex and coffee hour with pledge envelopes sorted, and with church directories, ministries brochure, church school information, Endowment information, etc. The rector obtained written and oral testimonials from parishioners for the Sunday Services.
Oct 22	Mail postcard reminder by Tracey Blanchet to parish that Pledge Sunday is Nov 4.
Oct 29	Mail pledge packets that were not picked up - put into larger brown envelopes and mailed at \$0.71 each.
Nov 4	Pledge Sunday – congregation put envelopes in collection baskets during communion. Baskets to Parish Administrator unopened for recording.
Nov 5	Vestry organizes calling those who pledged in the past but not received this time.
Nov 5	Mail thank you cards by Kate Friesner inserted in envelopes to those who pledged.

All the materials as well as envelopes and stamps needed to be purchased, prepared, printed. The Parish Administrator did most of the printing on the church's printer. All committee members did folding and stuffing and stamping and mailing. The charts in color were printed on a member's home printer because the quoted cost at a print shop was much too high.

As of December 31, 2018, 127 pledges for 2019 were received as compared to a total of 129 pledges for 2018. The budget for the campaign was \$350, and that is what was spent.

*Yours in Christ,
Bob Friesner*



Worship Commission

One of the most faithful and collegial collaborations at All Saints' is its Worship Commission. This group, representing all facets of our weekly worship, gathers throughout the year to review our corporate worship experience and to explore different approaches to keep our weekly worship meaningful and fresh, while remaining within the liturgical guidelines of the Episcopal Church. In addition to Bill and myself, members of this "think tank" include Laura Marshall, Director of Religious Education, Katie LaRochelle, Greeters and Church School Council, Bob Andrews, Acolyte Master, Steve Sullivan, Ushers, Mike Brodeur, Liturgists, Sally Warren and Liz Landers, Altar Guild, and Cina Barker, person from the pews. Please speak to any of these people if you would like to become involved in any aspect of our weekly worship. New members are always welcome on this commission, too.

*In Christ,
Maggie Marshall, Minister of Music*

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 14 regular youth members, 2 adult members, including 3 first year acolytes. We graduated three seniors in 2018 (Heather Anderson, Ethan Andrews, and Jenna Favreau), and we will have two seniors graduate in 2019 (Sarah Meinhardt and Nate Psilopoulos). This has actually somewhat reversed the trend of graduating, or losing, more members that join as new acolytes that has occurred each of the past several years, which is great news! We still need help identifying new members. We also have some acolytes that serve on a seasonal basis, due to sports and other extracurricular activities. We also have a shortage of 8 AM acolytes, and Doug Hausler continues to serve at the 8 AM service two Sundays 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 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 are in need of two new cassocks and cottas this year. We send our thanks to Laura Geary 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 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*

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, and Steve and Lynne Grillo. We welcomed new greeter Alison Sandoval and said goodbye to Virginia Jengo. Harry

Taplin, Tracey Blanchet, Pam Meinhardt, Sharon West, Larisa Ducharme and Linda Masiello served as alternate greeters when our regularly scheduled greeters were unable to be at church. Because we have such a large and faithful team, we rarely have a Sunday that isn't covered. I am so grateful to work with such a dedicated group!

As part of the Greeters Program, I create name tags 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 name tags, using a symbol that represents a favorite ministry at All Saints' or a personal hobby. Members of the Vestry wear blue tags, identifying themselves as part of our parish leadership. I hope to extend this ministry until every parishioner wears a tag every Sunday.

I hope that greeters will provide newcomers with a connection to All Saints' that makes them want to keep coming back. I feel blessed to be part of this ministry, and I welcome anyone who is curious about serving to talk to me or one of the other greeters.

*Respectfully submitted,
Katie LaRochelle
Greeters Program Coordinator*

Altar Guild

Serving as a member of the Altar Guild is a quiet, peaceful, behind the scenes way of serving our community. It is our privilege and responsibility to tend to the sacred spaces in which we worship, ensuring that the church and chapel are ready for worship for all services, including Sunday mornings, Wednesdays at 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 Cahill, Linda Coles, Carol Douglas, Beth Anne Economou, Bob and Kate Friesner, Melanie Hickcox, Karen Kowalski, Liz Landers, Adrienne Spear, Sally Warren and our bread bakers: Valerie Anderson, Clem Cole, Deb Forsberg, Miranda Garrigan, Matt Hickcox and David Kercher.

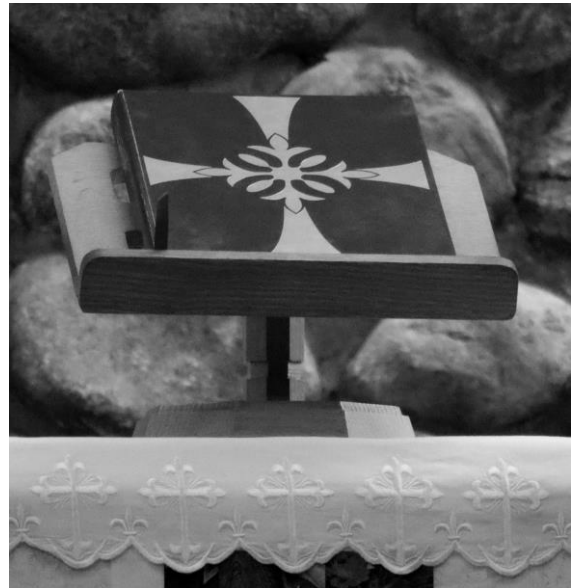
We are always in need of new members and welcome all who are interested to give it a try. We could match you up with an existing team just to see how things are done (no commitment needed until after you have tried it a few times), and if you decide this is the ministry for you, we would be thrilled to add you to an existing group for training and experience. We currently have 5 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.

We would especially like to give a heartfelt thank you to both Melanie and Matt Hickcox for their years of helpful service with the Altar Guild. We will miss them tremendously!

*Respectfully submitted,
Sally Warren and Liz Landers*



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. 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-four people who regularly participated in this ministry, eight at the 8:00 AM service and sixteen at the 10:00 AM service. This is about the same number that 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, 7 Chalice Bearers and 4 Litanists. Several people serve in more than one capacity.

We are currently looking for people to serve at both services. The area of greatest need is for additional Chalice Bearers, but Lectors are also always welcome.

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

This year we started creating the Sunday Service Schedules in a more distributed, cooperative way. As director of the Liturgists, I create the schedule framework including the weekly readings and schedule the Lectors, Litanists and Chalice Bearers. Then the directors of the Acolytes, Ushers, Counters, Greeters and Altar Guild all fill in their pieces. The process is being refined continuously as we strive to make the scheduling job easier and more reliable.

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*

Music at All Saints'

After 35 years of serving as your Minister of Music, perhaps a quick distillation for reporting purposes could be, to paraphrase Art Linkletter, "Kids say the darndest things; adults do the darndest things."

The musicians of All Saints' are a very dedicated group, and you will see many serving in many leadership roles in the church. For many, involvement in a choir is the springboard to many other activities at church. If we look at just the Parish and Handbell Choirs, we are looking at over 500 years of service to our parish. I remarked on December 30, when we were blessed with music by former youth choir members Leah Cole, Lily Marshall, Maggie Mescall, and Abby Warren that these four alone had almost 50 years of involvement with music at All Saints', which is made more amazing when one sees that the oldest of them is only 25.

It is never too late to jump on the music train. In addition to serving God through music, we build community and have fun in the process. Ysaye Barnwell, a musicologist and former member of Sweet Honey in the Rock, relates the Zimbabwean proverb *If you can talk you can sing and if you can walk you can dance*, which assumes and expects that all can and will DO.



My volunteer partners in music making include Connie Pawelczak, youth choir accompanist since 2003, Debbie Psilopoulos, bell choir director, and Steve Grillo, assisting choir conductor; I couldn't do it without you. I am also grateful to all of the choir parents who get their children to rehearsal and to church so faithfully!

In the wider music community, I continue to be very active in the Association of Anglican Musicians, and attended their annual conference in San Antonio, TX. Boston is hosting the 2019 AAM conference, and I have been very involved with that conference planning. I am also active in the Merrimack Valley Chapter of the American Guild of Organists, which has monthly meetings/workshops throughout the year. I have met many wonderful musicians over the years and have great collegial support. I also went to a conference on Liturgy, Music, and the Arts at St. Olaf College in Minnesota this past summer, which expanded my horizons and was extremely energizing. As an adjunct to my work at All Saints', I am in my fourth year as the chapel musician at Esperanza Academy in Lawrence, a "tuition-free, independent middle school in the Episcopal tradition which welcomes girls of diverse faiths, races, and cultures."

I am grateful to the All Saints' community for its continued support. It is an honor to make music with you on a weekly basis.

*In Christ,
Maggie Marshall, Minister of Music*



Mission / Outreach

All Saints' Thrift Shop

The Thrift Shop at All Saints' has been in existence for over 50 years! Housed in the lower level of the chapel, this consignment shop has provided affordable clothing for the community at large, and has been able to return all of its profits to efforts within the church, as well as options close to home. In addition to donating to the church's General Fund and to the Rector's Discretionary Fund, the board has chosen to make feeding others a priority by underwriting the church's Food for Friends and B-Safe programs, as well as the local food pantry. The Thrift Shop's annual financial report is included in the 2018 Treasurer's Report.

The Thrift Shop is run entirely by volunteers, many of whom have served for decades. Those who go above and beyond include our bookkeeper, Amy Hunter, caller, Carol Gilchrist, Joan Clement and Carol Douglas, pricers, and Linda Webb, who posts all sales.

This volunteer opportunity is open to all, and our hours open are Wednesday, Thursday, and Saturday from 10-3. We are closed in the summer.

Respectfully submitted
Maggie Marshall, Thrift Shop Chair

2018 Thrift Shop Board: Theresa Camacho, Carol Cannistraro, Carol Douglas, Becky Malone, Laura Marshall, Maggie Marshall, Diane Olbert.
Bookkeeper: Amy Hunter

Angel Tree

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 (35) children, an increase from the (28) requested in in past years, with the plan for three gifts to be purchased for each child. We were provided with (35) children based upon the participants within our requested area. The children's ages varied from 10 months to 17 years representing 22 families. 17 families, representing 24 children, agreed to participate. Thanks to the generosity of the congregation, a total of 80 gifts were provided and 40 grocery store gift cards (totaling nearly \$1,000) were divided among the families. 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.

A special thank you to Betsy Hirst and Vicki Albright for making phone calls to caregivers to confirm participation in the program. Thank you to all who purchased gifts/gift cards or helped in gift preparation and delivery. As always, we appreciate the logistical support and guidance from Parish Administrator, Margie Dissinger, and our Pastor, Reverend Bill Bradbury.

Respectfully submitted,
The Collins Family
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 2018, the Parish Life Committee continued to plan and host several get-togethers. We started off 2018 with our 6th Annual Breakfast Between Services in February, with a football themed twist, as the Patriots were in the Super Bowl! Our next event took place on a sunny Saturday afternoon in May. We held a Family Tea for friends and family to attend and enjoy a variety of tea sandwiches, sweet treats, hot and cold tea and lemonade. There was also an opportunity to purchase donated jewelry, scarfs and pocket books from our special boutique. At the beginning of August, in conjunction with the Summer Mystery Club, we had Lemonade on the Lawn and enjoyed fresh fruit, cookies and brownies for a snack. September provided us with an end of Summer chance to catch up with many of our friends. We kicked-off the start of the Church School year by organizing our annual Welcome Back Picnic. The end of October brought us the opportunity to work with members of The Church School Council. They organized a Fall Kids Carnival that was open to the public. PLC provided the staffing and refreshments for sale during the event. We wrapped up our year, once again, by providing kitchen staffing as well as creating a variety of goods to be sold at our “Elfin Entertaining” shop the Christmas Fair.

Our members include Linda Cahill, Carol Cannistraro, Linda Coles, Liz Landers, 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 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. A particularly fun and creative event took place during Advent this year. Under the leadership of Laura Marshall and Danielle Wigmore, the Church School invited parishioners to participate in a special food drive titled, ADVENT – the season of giving. Reusable shopping bags were made available, with the request to pick a day of the week where you add a non-perishable food item to your grocery bag. All were asked to bring the filled bags to church on Epiphany Sunday. The food collected would be delivered to the Food Pantry. What a successful and generous food drive and it is certainly one that will take place for many years in the future!! Any food collected on a weekly basis is delivery every Thursday evening is always appreciated. Many thanks to the members of All Saints’ that continue to support this very important ministry.

*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. 2018 marked the fourth year that All Saints’ Church participated. The fair took place on Saturday, December 1st, from 9 AM to 3 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. People selflessly donated their time and talents to, once again, make this a successful event which resulted in us making a little over \$3,100.00. After 4 years of organizing this terrific fund raiser, I’ve decided it’s time to take a rest. If you feel called to take this on, please feel free to reach out and I’d be happy to share my experience. Perhaps you have an alternative idea for a fundraiser to bring in much needed funds for the church! If so, please speak with our Sr. Warden, Laura Barry, or any member of the Vestry.

*Respectfully submitted,
Melissa Thompson*

Habitat for Humanity

All Saints' Church is a covenant church with Habitat for Humanity of Greater Lowell. We have been for over twenty years. This means that we donate to their work every year from our parish.

This year the Interfaith House was built in Westford, and was celebrated with representatives from All Saints' as well as members from the following congregations:

Aldersgate United Methodist Church, Chelmsford
First Parish Church United of Westford
Islamic Society of Greater Lowell, Chelmsford
St. Catherine's Church, Westford
Trinity Lutheran Church, Chelmsford
United Methodist Church of Westford

We had a wonderful fundraiser with the Skylark Singers sponsored by the Gates family this past Spring which helped us to meet our fundraising goals for this build. The Interfaith Committee at Habitat has been undergoing some re-organization and leadership changes, and we look to see what ways we might be involved in this ministry in the year to come.

*Respectfully submitted,
Laura Marshall and Sharon West*

Food For Friends Program

The Food for Friends program (supporting St. Paul's Soup Kitchen in Lowell) continues to be a vital ministry, with the number of people being fed by our team members averaging about 110 each month. The four teams – lead by talented and devoted team leaders - Melanie Hickcox, Maggie Marshall, Edith Parekh, and co-leaders Karen Kowalski & Diane Olbert - continue to do an outstanding job of creatively stretching the funds to provide nutritional, delicious meals on a very limited budget.

We are extremely thankful for all the amazingly dedicated team leaders and members who faithfully serve; some of them having done so for many years. We will be actively recruiting new team members this year, as several long-time participants have decided to step down. We have been blessed by their service and loyalty.

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.

*Respectfully submitted,
Linda Masiello and Deb Dutton*



West Virginia Workcamp



What is West Virginia Workcamp? It's a lot of driving. It's a lot of work in the hot sun. It's a tremendously rewarding week with new and old friends fixing the homes of people in need.

This year, All Saint's Episcopal Church, Central Congregational Church, and Mont Vernon Congregational Church joined up again to head to the Cabell Lincoln Workcamp in Salt Rock West Virginia. We spent months raising funds through share sales, noisy change offerings, dining-out nights and online gifts from friends, co-workers, and family.

And then we're off. We spend a day driving to Maryland and then half a day driving the final leg to southwestern West Virginia. After a stop at Fat Pattys in Huntington for a late lunch and a trip to Frostop, we arrive at the camp. We do indeed have fun in addition to the work.

At the camp, we're joined by over 100 other volunteers from many different states (as well as some from the local area). During the week, we divide into work crews of about 6 adults and youth to head out to our work sites. Some crews were in Huntington, either at homes or at the homeless shelter, but most went into the hills and hollers to work at family homes. The goal, as always, is to repair the homes of folks who can't afford to do it themselves and to make those homes "Warm, Safe and Dry".

This year I had the pleasure of returning to the same job site I had been to the previous year. In 2017, we had replaced several rotted floor sections in their trailer and built a small porch and back steps. In the intervening year, the homeowners' health had deteriorated markedly. The husband had been placed in a nursing home and the wife, Charlotte, was still living in the trailer but was no longer capable of walking. So, our primary task in 2018 was to build her a new front deck with a handicapped ramp. To meet code, the ramp had to be almost 30 feet long, so it was a big job. We also replaced a window and an exterior door, and added metal underpinning around the base of the entire trailer. Our crew of 2 adults and five youth worked through heat and rain and were able to get all the jobs done. Along the way, we had the company of Charlotte's dog, two cats and her two young granddaughters. Needless to say, we were kept well entertained.

Alas, the week ends and we drive home to church services in Chelmsford and then to catch up on lost sleep.

This is a rewarding week and I encourage anyone in our churches to join. There is work for all ages from high school to, well, older folks. I encourage you to talk to one of the people who went about their experience. It's hard to capture in words, but it's something that brings us back year after year.

The 2018 workcampers were:

Genevieve Steenhoek
Luke March
Bruce Bray
Geoff Bryant

Kelsey Hartigan
Andrew Baker
Dave Kuzara
Pastor Rich Knight

Caroline Steenhoek
Molly Obendorf
Bryan Norman

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,
Dave Kuzara*

Penny Basket

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

In 2018 we collected \$86.00.

Please keep remembering this important outreach by saving your coins. The Penny Basket is located in the Narthex on the wall cabinet shelf right next to the entrance door.

*Respectfully Submitted
Carol Bilsbury*

Prison Ministry

Jesus said, "I was in prison and you visited me..."

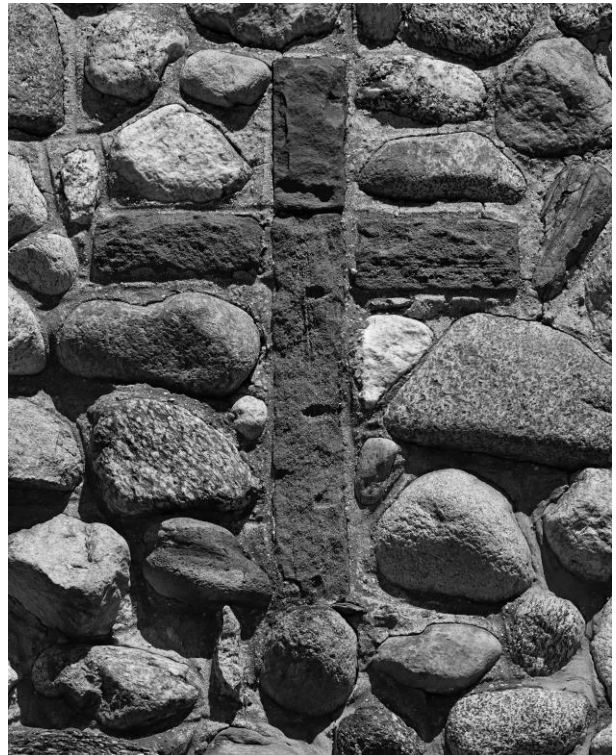
The Holiday Greeting Cards and Gift bag program was again enthusiastically embraced by the congregation for the second year. Parishioners and church school members participated in making greeting cards during two coffee hours in November. Many delightful cards were drawn freehand, especially those by younger members, and for those of us artistically challenged there were templates of holiday themes to assist us. Over 150 cards were made.

The prison has strict guidelines as to what may be donated for the holiday gift bags, mostly toiletries in specific sizes, and also writing paper, envelopes and crew socks. Shopping lists with exact details as to items helped parishioners find just the right things and over two boxes of gifts were donated.

Cards and gifts were delivered to the volunteer organization at the prison by our Deacon, Bruce Nickerson, at the beginning of December where they were combined with cards and gifts from other churches, organizations and individuals and made up into gift bags for the inmates. Nine hundred gift bags were made up by the volunteer organization and delivered at Christmas. For some inmates these were the only things they received at Christmas. How easy for us to do and what a blessing for them.

Questions? Ask Janet Ceasar, or e-mail janetceasar@msn.com or call 603 508-6303.

*Respectfully submitted,
Janet Ceasar*



Nominating Committee Report

Report of the Nominating Committee to the Annual Meeting of the Parish of All Saints for February 10, 2019. The nominating committee would like to thank all of those who faithfully considered participating in these important roles when asked. We are grateful for those whom felt called to serve.

The slate for confirmation is as follows:

Senior Warden	Laura Barry	Confirmed
Junior Warden	David Kuzara	Confirmed
Clerk	Mary Cooney	Confirmed
Treasurer	Cynthia Bennett	Confirmed
Vestry Member 3 year term	Donald Van Dyne	Confirmed
Vestry Member 3 year term	Linda Ouellette	Confirmed
Vestry Member 3 year term	Unconfirmed at print time	
Vestry Member 1 year term	Laura Geary	Confirmed
Convention Delegate 1 year term	Chris Mills	Confirmed
Convention Delegate 1 year term	Lynne McSheehy	Confirmed
Convention Delegate Alternate	Laura Marshall	Confirmed
Deanery Representative 1 year term	Joan Thomas	Confirmed
Deanery Representative 1 year term	Deb Forsberg	Confirmed
Deanery Representative 1 year term	Dan Wilson	Confirmed

Nominating Committee for next year: Connie Pawelczak, Dan Wilson, Tom Richert, Lois Freeman

Respectfully Submitted,

Nominating Committee, Bob Camacho – Chair, Karen Kowalski, Tom Richert, Dan Wilson, Linda Ouellette, Connie Pawelczak, Laura Barry, Dave Kuzara, Rev. Bill Bradbury

