

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



*So then you are no longer strangers and aliens, but you are citizens with the saints
and also members of the household of God,
built upon the foundation of the apostles and prophets,
with Christ Jesus himself as the cornerstone.
In him the whole structure is joined together and grows into a holy temple in the Lord;
in whom you also are built together spiritually into a dwelling place for God.
- Ephesians 2: 19- 22*

**2019 Annual Report
ALL SAINTS' PARISH ANNUAL MEETING
February 9, 2020**

Agenda

February 9, 2020

Gathering and Signing In

Call to Order

Laura Barry, Senior Warden

Opening Prayer

The Rev. Dr. Paul R. Kolbet

Approval of Annual Meeting Minutes 2018

Laura Barry, Senior Warden

Rector's Report

Senior Warden's Report

Junior Warden's Report

Ministry Reports:

Treasurer's Report

Cynthia Bennett

Living Stones Financial Report

Diane Olbert

Living Stones Team

Chris Mills, Frank Ouellette

Endowment

Steve Marshall

Worship Commission

Maggie Marshall

Church School Council

Laura Marshall

Thanks to Staff and other ministries:

Laura Barry, Senior Warden

Motion to accept reports/place on file

Nominating Committee Report:

Connie Pawelczak, Dan Wilson, Tom Richert,
Lois Freeman

Election

Laura Barry, Senior Warden

Thanks to retiring vestry:

Laura Barry, Senior Warden

Announcements:

Closing Prayer

The Rev. Dr. Paul R. Kolbet

Adjournment

Table of Reports

| | |
|--|-------|
| <u>All Saints' Church Annual Meeting Minutes</u> | - 5 - |
| <u>Rector's Annual Report/Sermon—Last</u> | 8 |
| <u>Deacon's Annual Report</u> | 10 |
| <u>Senior Warden Report</u> | 11 |
| <u>Junior Warden Report</u> | 13 |
| <u>Report from Ministries:</u> | 14 |
| <u>All Saints' Endowment Committee</u> | 14 |
| <u>Rector's Discretionary Fund 2019</u> | 15 |
| <u>Living Stones Capital Campaign Team</u> | 16 |
| <u>Christian Education</u> | 17 |
| <u>Church School Report</u> | 17 |
| <u>Parish History and Archives</u> | 18 |
| <u>Stewardship At All Saints'</u> | 19 |
| <u>Worship Commission</u> | 20 |
| <u>Acolyte Report</u> | 20 |
| <u>Greeters Program</u> | 21 |
| <u>Altar Guild</u> | 21 |
| <u>Liturgical Ministers</u> | 22 |
| <u>Music at All Saints'</u> | 22 |
| <u>Mission / Outreach</u> | 23 |
| <u>All Saints' Thrift Shop Final Report</u> | 23 |
| <u>Angel Tree</u> | 24 |
| <u>Homespun Holiday Fair</u> | 24 |
| <u>Chelmsford Community Exchange Food Pantry</u> | 24 |
| <u>Parish Life Committee</u> | 25 |
| <u>Food For Friends Program</u> | 25 |
| <u>West Virginia Workcamp</u> | 26 |
| <u>Penny Basket</u> | 27 |
| <u>Prison Ministry</u> | 27 |
| <u>Nominating Committee Report</u> | 28 |

All Saints' Church Annual Meeting Minutes

February 11, 2018

Present: 51 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 11, 2018" made by Lois Freeman, seconded by Adrienne Spear.
Passed unanimously.

Rector's Report: Rev. Bill Bradbury

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

- Vestry blessed with new leadership team of Laura Barry and Dave Kuzara. Under Laura's leadership, the Vestry identified their vision, which resulted in a team visiting a local mosque, a Muslim leader giving a presentation, the establishment of our Ministries Fair and the exploration of how to train the parish to tell our faith stories to others.
- Special thanks to Dave Kuzara who took charge of our rental program as well as transforming the position of Junior Warden into an overseer of buildings and grounds.
- Additional thanks to Cynthia Bennett who continues as Treasurer and "seems to find money we didn't know we had"; Maggie as Minister of Music: Laura Marshall, DRE; Margie Dissinger our new Parish Administrator, Mike Stander our Sexton; Bruce Nickerson our Deacon.
- Special thanks to all those that lead, organize and participate in our many ministries.

Senior Warden's Report: Laura Barry

Referred parishioners to the written report.

- Grateful for the vestry for identifying three major goals that resulted in action this past year. 1. Informing and inviting others to join us in ministry. 2. Increasing interfaith experiences. 3. Practicing and sharing our faith to improve spiritual growth.
- Budget and finances are in a better place this year for a number of reasons: Pledges are up. We have been able to split Rev. Bill's medical bills with Stephanie's church. We paid off our mortgage with Living Stones funds. We have included more realistic goals for general repairs. As a result, we look forward to being able to fund Rev. Bill's Sabbatical. That being said, we must continue to support our church through fundraising, rentals and pledges.
- The Living Stones Team has new leadership. There are new projects on the horizon.
- Much appreciation, gratitude and thanks was expressed to all who supported her and her family this past year.

Junior Warden's Report: Dave Kuzara

Referred Parishioners to the written report.

- Focus has been on understanding facilities issues and needs.
- Revised and formulated new policies and contracts for renters. Next year will focus on marketing our space. Looking for paid monitors for large parties as well as well as paid workers for set up and take down for renters and functions.

Ministry Reports:

Treasurer's Report: Laura Barry

Referred to the Treasurers Report for specifics.

Only change was an addition of \$3,000 from the Thrift Shop for 2018, which was received after the Annual Report publication. We were able to produce a balanced budget for 2019. Thank you to Margie Dissinger for her bookkeeping skills this past year. Thank you to the parish for their continued generosity.

Living Stones Team: Chris Mills

Referred to the Annual Report for Revenue and Expenditures.

Living Stones Celebration: February 24, 2019. This will highlight projects completed thus far.

Will install a Living Stones Communication Board in the back of the parish hall to keep parishioners informed about the teams' upcoming projects, schedules and progress.

New Living Stones Capital Campaign Team includes: Frank Ouellette (Co-Chair), Chris Mills

(Co-Chair), Diane Olbert (Treasurer), Linda Cahill, Robert Camacho, Darren Collins, Steve Grillo, Camille O'Brien, Melissa Thompson, Tom Richert.

Endowment Report: Jocelyn Bishop and Steve Marshall

Referred parishioners to the report for past year's achievements. An important accomplishment was increased communication with the Parish, Vestry and Treasurer.

Current members include Jocelyn Bishop (chair), Steve Marshall (Secretary and Rising Chair),

Benton Burgess, David Cahill, Richard Coles (Clerk), and Connie Pawelczak (Legacy Society).

Laura Geary is leaving to fill a seat on the Vestry. New members are welcome. A financial background is not needed. The Committee meets once a month.

Steve Marshall thanked Jocelyn for her years of leadership as the Committee Chair.

2018 Endowment payout to ASC budget: \$12,150.

2019 proposed Endowment payout: \$11,200.

Worship Commission: Maggie Marshall

Maggie referred everyone to page 20 of the written report. The Worship Commission includes Acolytes, Greeters, Altar Guild, Liturgical Ministers, and Music Programs.

This Commission is constantly exploring new ideas and working to make our services more meaningful and fresh.

Church School Council: Laura Marshall

Laura Marshall expressed gratitude to the parish families for their love and support for all the church school programs that were held this past year. (See full report for summary of classes, programs and activities.)

Approximately 100 children enrolled, 54 families registered, average Sunday attendance: 47

Boot Camp for Sunday School Volunteers will be held in the spring.

Thrift shop: Maggie Marshall

The Thrift Shop Financial Report is located on the last page of the Treasurer's Report.

The Thrift Shop will close permanently at the end of this season in June.

Maggie read the letter sent to volunteers.

The space will be available and has good potential for new programs or renters. It has been renovated in recent years with new heating system, paint and carpeting.

Motion to accept reports/place on file

Motion: "Motion to accept all written and oral reports of the committees and commissions" made by Bob Andrews, seconded by Anne Ludlow, passed unanimously

Nominating Committee: Bob Camacho

Bob recognized people on the nominating committee and read the names of the nominees.

Senior Warden: Laura Barry

Junior Warden: Dave Kuzara

Clerk: Mary Cooney

Treasurer: Cynthia Bennett

Vestry Members for three-year term: Donald Van Dyne, Linda Ouellette, Jennifer Dowd

Vestry Member for one-year term: Laura Geary

Convention Delegates: Chris Mills, Lynne McSheehy

Convention Alternate: Laura Marshall

Deanery Representatives: Joan Thomas, Deb Forsberg, Dan Wilson

Nominating Committee 2019: Connie Pawelczak, Dan Wilson, Tom Richert, Lois Freeman

Election: Rev. Bill Bradbury

MOTION: "Motion to accept the slate as presented." moved by Eric Forsberg, seconded by Dave Sneden and passed unanimously.

Thanks to retiring vestry: Rev. Bill Bradbury and Laura Barry

Rev. Bill thanked retiring vestry members: Bob Camacho for his contributions to Buildings and Grounds and Karen Kowalski as Outreach liaison.

Announcements:

Dave Sneden thanked Rev. Bill for his service. Dave also offered his services with rental set up.

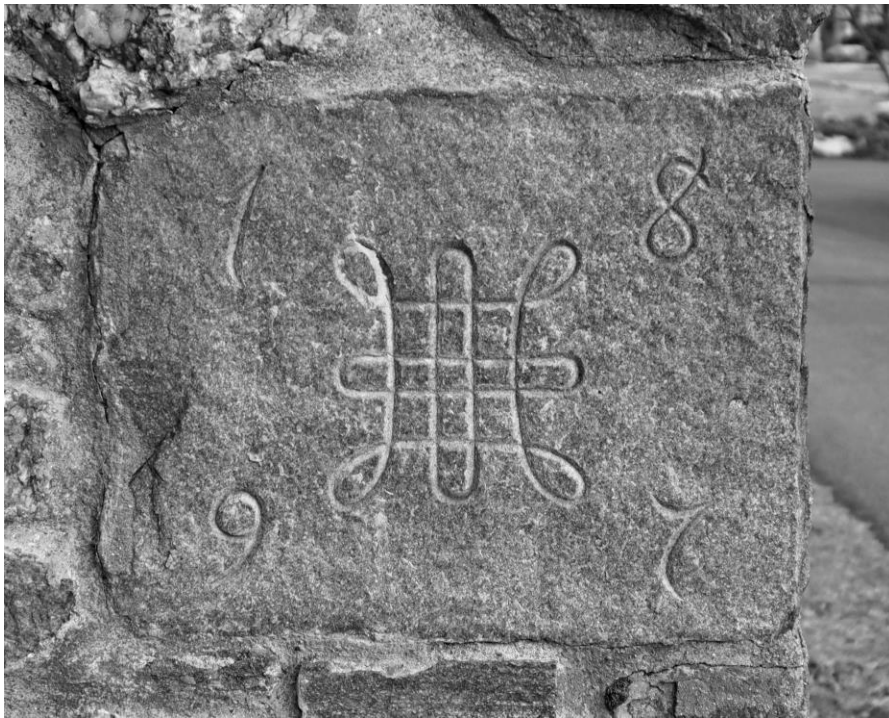
Closing Prayer: Laura Barry

Adjournment.

Respectfully Submitted

Mary Cooney

Clerk



Rector's Annual Report/Sermon—Last

January 26, 2020
William Bradbury

In the name of our ever-faithful God: Father, Son, and Holy Spirit!

Years ago, my daughter Katie—she is here today, along with her brother Andy, Stephanie and Duncan—she gave me a poster of “the Narrows”, in Zion National Park: you see the back of a woman as she walks up the middle of a narrow stream flanked by 40-foot rock walls. Up ahead the stream turns to the left but all she and we can see are the rock walls.

As I’ve said before, how we react to that picture depends on what frame we unconsciously put around it: If we put a negative frame, we may imagine there is a wall of water coming around the corner to sweep us away into oblivion. If, however, we put on a positive frame, we may imagine there is more beauty up ahead.

There are countless turns in the River of Life, so the frame we use to face them is crucial for our happiness and well-being.

Peter, Andrew, James, and John are doing hard work that sustains thousands of people. But then around the bend comes Jesus of Nazareth calling them to leave their good work and follow him into God’s work—God’s work of healing the sick, forgiving the guilty, and transforming violent humanity into the Peaceable Kingdom, of heaven on earth.

Under the impact of his call, the four young men leave the known and the safe to follow Jesus into God’s revolution for mercy, justice, and peace, so they can learn how to welcome others into the new life in God.

In the first months it seems they’ve made the right decision: massive crowds show up and the disciples bask in the glow of Jesus Christ Superstar.

But then comes another turn in the river and men with religious and political power violently sweep away Jesus and his idealistic “thy kingdom come, thy will be done, on earth as it is in heaven” movement.

Now it’s time for the disciples to hide, so they don’t end up buried next to their Master.

But then comes another bend in the river and Jesus is in the Upper Room breathing Resurrection Spirit into them, transforming everything.

In the Acts of the Apostles other surprises come, some good, some terrible, but they know they are walking now, not just in water, but in Spirit, with Christ by their side.

Now they know the violent and the powerful who destroy community and creation will fail, because Love wins. As Paul writes today, “For Christ sent me to proclaim the gospel, and not with eloquent wisdom, so that the cross of Christ might not be emptied of its power.”

Love wins!

Today you and I face another bend in the river. Christ is calling me, not into retirement, (I hate that word, as if I’m going to sit in a semi-dark room and stare out a window for the rest of my days,) but calling me to full-time writing with some teaching and preaching, and work with the men in the Catholic chapel at MCI-Concord. And, and more time with Stephanie, the four kids and four grandkids and, of course, University of Georgia football—Go Dawgs.

Christ is calling you, All Saints’ Church, to keep growing in the wisdom and stature of Christ, as you welcome the stranger and reach out to those wounded by the system.

My time with you has been an incredible blessing. I couldn’t imagine I would end my full-time parish ministry in such a wonderful community, filled with so many loving people whom I love:

I have loved working with the faithful and talented leadership that has been part of your DNA since foundress Anna Eliza Hunt started an Episcopal Sunday School in Chelmsford 153 years ago.

I have loved the creative and committed staff—Maggie, Margie, Laura, and our sexton that builds community with 85 kids in Church School, 60 plus in the music program, with fabulous administrative leadership and care for the building. I will deeply miss the kids, the music, and the teamwork in Christ that makes it happen.

I've loved studying, writing, and preaching sermons to a congregation that actually listens.

And I've loved walking with the sick and the grieving on their journey into Love and Light. You have taught me so much about courage, compassion and the faithfulness of God.

We follow Christ because day by day Christ awakens in us the desire to follow him. As you've heard me say countless times: the good news is not about climbing some moral ladder to get to God, but God coming down to us in Jesus Christ: All the way down into our sin, sickness, and death to lead a jail break into the freedom to love those crushed by systemic racism, slaveholder religion, soulless consumerism, and narcissistic political visions that have neither merit nor mercy.

I've understood my work these past almost eight years to call attention to the New Life given by Jesus Christ: Today Jesus says, "Repent! For the kingdom of heaven is arriving".

As N T Wright puts it, "people have thought repent means feeling bad about yourself, it doesn't. It means 'change direction', 'turn around and go the other way'; or 'stop doing what you're doing, and do the opposite instead.'" Matthew for Everyone, page 29

Our social media which we consume and which consumes us, says life consists only of our stuff, and only if we have the best stuff, will we be happy. Beneath this claim is the frame of philosophical materialism that would have us believe that the world is only made up of subatomic particles, just idiot stuff, floating through a meaningless void.

Repentance means to reframe our experience with the vision of Christ that sees God's realm, God's Spirit, everywhere, thus freeing us to turn our attention away from ourselves and onto our neighbors, whoever they are, wherever they are on their journey of faith.

One of the many, many things I'll miss sharing with you, is the yearly Treble Choir Festival. This afternoon at our youth choirs go, without me!, to Andover to join with the choirs from St. John's, Gloucester, and Christ Church, Andover.

At the festival a number of years ago, I was deeply moved by the song, "The Call of Wisdom"—which our choirs will sing during communion today. The words are in your bulletin, so you can follow the haunting refrain that says: "I am here, I am with you, I have called, do you hear me?"

The song begins,

"Lord of Wisdom, Lord of truth, Lord of justice, Lord of mercy. Walk beside us down the years, till we see you in your glory... Silver is of passing worth, gold is not of constant value. Jewels sparkle for a while. What you long for is not lasting... I am here, I am with you, I have called, do you hear me?"

Even though we must soon part ways, so you can fall in love with your next rector, as is your custom, we will always be together in the heart of God.

And every morning we will hear the same Christ call us to see our lives, not framed with fear, but with the faithfulness of God:

- who is here,
- who is with us,
- who calls us to follow Jesus into that risky New Life, where we can say with the psalmist: "Surely goodness and mercy shall follow us all the days of our life, and we will dwell in the House of the Lord forever."

Amen

January 26, 2020

William Bradbury

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; in prison, you visited me.

This year I increased the time I spend at MCI Concord to a full day once a week, continuing to work closely with Deacon Tom Anthony, the Roman Catholic chaplain. The thrice monthly Episcopal "mass" that Fr. Bill, Rev. Judy Krumme, retired priest from Concord, and Chris Wendell, priest at St. Paul's Episcopal Church in Bedford conduct on a rotating basis as celebrants continues and draws about a dozen regular attendants. Don Van Dyne, an All Saints' parishioner, continues leading a Bible Study.

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. In Advent, 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.

This year, Janet Ceasar again spearheaded a Sunday School project (which included kids, teachers, and some adults at coffee hour) which produced: About 100 handmade cards, 60 pairs of socks, 20 deodorants, 24 bottles of shampoo and 15 tubes of toothpaste. All of us at MCI thank you.

Since the announcement of Rev. Bill's retirement, I have been asked by a few parishioners about my continued tenure at All Saints'. Typically a deacon is assigned to a parish for three years. Technically I am retired and have been at All Saints' only a few times a month, and then in a primarily liturgical role. My personal situation is in flux as my wife Joanna and I prepare to sell our house, move to a continuing care facility here in Bedford, and learn to live with Jo's Parkinson's disease. We will appreciate your prayers for our future. At present I am in conversation with the Venerable Christiaan Beukman, Archdeacon, and Laura Barry, Sr. Warden, to plan for my leaving All Saints'. It seem appropriate to plan to leave before the beginning of Lent, and Chris Beukman has suggested a simple leave taking liturgy could be incorporated into a regular Sunday Eucharist.

*In Christ,
Deacon Bruce Nickerson*

Senior Warden Report

*See, I am doing a new thing! Now it springs up; do you not perceive it?
I am making a way in the wilderness and streams in the wasteland.*
Isaiah 43:19

The year 2019 represents the beginning of change here at All Saints'. Change stirs up many beautiful emotions from mourning and sadness to celebration and excitement about the future. Each feeling is valid and important to recognize as we transition from this year into 2020 and beyond. I offer a simple reminder to 'Trust in the Lord with all your heart, and do not lean on your own understanding. In all your ways acknowledge him, and he will make straight your paths.' (Proverbs 3:5-6).

In October 2019, our rector, Reverend Bill Bradbury, announced his retirement. Many were surprised by this news, as we hoped for more wonderful sermons and peaceful moments with him. However, God is leading him to do new things, and we respect his decision to enter a new season in his life. Bill has brought his gifts from God to All Saints' for almost 8 years and we were truly blessed by his presence. We look forward to celebrating with him on January 26th.

Additionally, after over 50 years in operation, the All Saints' Thrift Shop closed its doors in June of 2019. Through the years, this institution served the community by offering discounted, gently-used clothing. It also afforded a wonderful way for members of All Saints' to work together and financially support other areas of our parish. However, as the Bible tells us, there is a season for everything and we respect the board's decision to close the shop and make way for something new. The space has been cleared out and repainted and now goes by the name 'the Grotto'. It happily houses the women's AA group and was turned into a gingerbread house for the Christmas Fair. In the fall Brian Hunter, with support from Amy Hunter and Lynne Grillo treated us to a historical look at all the ways the space has been used in the past, and we look forward to uncovering what the Spirit holds for it in the future.

Though endings can challenge us, they also make way for growth and new beginnings. Here are a few highlights from 2019:

- In January, we held a successful Ministry Fair, allowing members new and old to connect with the many opportunities to get involved in God's work at All Saints'.
- Our adult spiritual growth has been bolstered by the success of the 'Way of Love' and 'Under the Learning Tree' programming. An exploration of 'The Remarkable Ordinary' by Frederick Buechner also generated wonderful discussion about finding God's love in everything.
- We welcomed and supported the Refugee Immigration Ministry. Parishioners offered the refugee family home goods, rides and financial support by donating funds from the 4th of July booth.
- Outreach remains a core value as we generously supported the Prison Ministries, Food Pantry and St. Paul's Soup kitchen through donations of time, food and gifts.
- Faith discussions were held with the local Muslim community during our fellowship hour. Mr. Hassan Jafri, the Board Chairman of the Greater Islamic Society of Lowell and the Daniar family, friends of Maggie Marshall were very open to sharing their Islamic experiences.
- Our youth programming underwent a reorganization of classes to support the growth in participation from every age. The upper school now has their own fellowship time to support their connection with one another. Legos were brought into the Godly Play classroom and the middle school enjoyed an overnight retreat. Oh, did you happen to see the Quidditch tournament? What fun for all!
- In May we successfully hosted the 3 choirs festival and celebrated 6 confirmands at All Saints' ...ALL in one weekend!
- Thanks to the hard work of the Living Stones team our kitchen is beautiful...and up to health codes! See the Junior Warden's report for more details regarding the many spaces here at All Saints'.
- We continue to be treated to wonderful music from each of our choirs. Lessons and Carols was, once again, a beautiful culmination of the year.
- Successful fundraising events including the Irish Dinner, Annual Pie Baking, Yard Sale and Christmas Fair not only supported the operations of the church, but provided excellent opportunities for our community to connect and share their gifts.
- Participation in worship has grown as we train new lectors, chalice bearers, litanists and acolytes. The unsung heroes of the Altar Guild make our worship beautiful with flowers and candles, while also ensuring we are ready to celebrate the Eucharist each week.

This is just a small example God's work here at All Saints'. God is good and the Spirit is present in all we do. So where do we go from here?

It's undeniable that change is upon us, but thankfully our lay leadership continues to thrive. This strength in leadership allows us to continue moving forward, even in the midst of transition. The future of All Saints' is built on the many who have come before us, but relies most heavily on those that are here now. We must continue to put our faith in God; we must show up and support one another.

The diocese offers support for us through this transition. Our Regional Canon, Martha Hubbard has already been in attendance for services and met with the Vestry. She is a wonderful resource and has made recommendations for both a Search Consultant and Interim Priest. The hired Search Consultant, Lucia Page, will guide the (not yet) appointed search committee through the search process. While we are in search for a full time rector, the Interim will support our worship and pastoral needs through the time of transition. The Wardens are currently undergoing the interview process for an interim and will seek vestry approval for the right candidate before he/she is hired.

A diocesan transition review is also just about complete. Gail Murphy, diocesan consultant, met with the wardens and Cynthia Bennett, our treasurer, to take an in-depth look at our overall financial picture. She feels our parish is well equipped to hire another full-time rector. Thanks to the hard work of Cynthia and Margie Dissinger (our Parish Administrator/Bookkeeper), our financial reports and documentation are all up to date and easily accessible. Another thanks to Betsy Hirst and the audit team for their work each year to keep us compliant.

For the year 2020 the vestry passed a deficit budget. We have done so out of a place of abundance for All Saints'. The diocese requires that we offer full family benefits for any interim. We have faith that God will provide us with either a candidate who does not require this full benefit OR that our parishioners will give beyond what they have pledged to support this vital work. We will closely monitor spending throughout the year to ensure we remain financially stable and reserve the right to make adjustments to the budget as needed. Once we have an interim in place, the budget will be readjusted to fit the needs. We will continue to keep the congregation informed of the status.

Throughout the next year, Stewardship will be crucial to our continued life together. It will be vital that we all give of our time and talents to keep All Saints' facilities and programs running. Equally as important, the offering of our treasure will assure that we can financially support the best possible future rector. We have all been blessed in many ways and sharing those blessings with one another is one way we can follow in the way of Jesus. He has brought us together, to share in the glory. We must continue to give thanks to God wherever, whenever and however we can.

2019 brought great change and 2020 promises to do the same, but if we are steadfast in our love of God and Jesus, all will be well.

"For I know the plans I have for you, declares the Lord, plans for welfare and not for evil, to give you a future and a hope." (Jeremiah 29:11)

*In peace and gratitude during this time of transition,
Laura L. Barry, Senior Warden*

*So again Jesus said to them,
"Very truly, I tell you, I am the gate for the sheep.
I am the gate.
Whoever enters by me will be saved,
and will come in and go out and find pasture."
- John 10: 7, 9*

Junior Warden Report

A lot happened at All Saints' in 2019! The biggest news is that our rector, Reverend Bill Bradbury, decided to retire, effective at the end of January 2020. I've enjoyed my time with Rev. Bill immensely and I know the parish will miss him greatly. Laura and I have been preparing for the transition with our diocesan consultant and we feel the parish will be well guided through the upcoming process. See the Senior Warden's report for more details on this.

As Junior Warden, my focus is on our facilities, and there were plenty of changes in that area, as well. The highlights are listed below:

- 1) In January, the vestry voted to use a small portion of the Rector's Housing Fund to establish the "All Souls Facilities Fund" dedicated to capital improvements. The intent is to grow the fund over time using money from endowment proceeds, memorial gifts and any remaining funds from the Living Stones effort. This will ensure that we have money already set aside for large repairs or capital improvements when they are needed, reducing our need to take out loans.
- 2) The Living Stones group was responsible for several major improvements to our facilities. (See the Living Stones Report elsewhere in this document for more details.)
 - a) The addition of aesthetic lighting in front of the church. This lights up our magnificent stonework and bell tower at night and gives us more visibility in the community.
 - b) Replacement of the floor in the Narthex.
 - c) Replacement of the exterior windows in the Snuggery with new custom wood windows.
 - d) A fantastic remodel of our kitchen, ably led by Frank Oullette. We now have a code-compliant seamless stainless-steel countertop and a new set of sinks (including a separate handwashing sink). The stove and dishwasher were also replaced. A small dividing wall was removed and a freezer added next to the existing refrigerator. Finally, the door to the outside was replaced and changed to open on the opposite side so the wind will no longer blow out the stove pilot lights when the door is opened.
 - e) A plan was put together and approved by the vestry to significantly remodel the church school spaces below the sanctuary. This plan will open up the spaces and give them additional natural lighting to make them more welcoming. Construction will start in the spring of 2020 pending final planning and securing agreements with the building contractors.
 - f) As we are winding down the Living Stones effort, it's important to keep sending in your pledged funds so we'll have enough on hand to complete our final projects. Please let the office know if you can't complete your pledge or have to amend it in any way so we can plan accordingly.
- 3) Roof repairs were begun, starting with the chapel. The vestry decided to address our roof issues in stages, starting with the most urgently needed repairs first. The full set of repairs will be done over several years and is no longer a part of the Living Stones effort. Instead, the money will come from other sources such as endowment proceeds and gifts to the All Souls Facilities Fund. The vestry also voted to include money for roof inspection and maintenance in our annual budgets starting with the 2020 budget. This will prevent small roof problems from being undiscovered or ignored until they turn into large roof problems.
- 4) The Thrift Shop closed after many decades of faithful service. Thanks to all who served on the board or volunteered over the years for this important ministry. After the Thrift Shop closed, a group of volunteers removed all the clothes racks, prepared and painted the walls, and installed new baseboards. The new space is now called "The Grotto" and is available for parish meetings or to be rented out.
- 5) Our Sexton, Mike Stander, resigned due to the time pressures of being a part-time Sexton as well as maintaining a full-time job. For the time being, we have decided not to replace him. Instead, we have arranged for cleaning services and will use volunteers for any minor repairs. Major repairs will be handled by outside contractors as we have always done.

All Saints' continues to be a vibrant place that offers many opportunities for spiritual growth, fellowship, and Christ-centered service. That has been true throughout its long history and will not change as we embark on the journey of calling a new rector to lead us. It's been a privilege to serve as Junior Warden these past two years, and I want to thank Reverend Bill and Laura Barry for all their support and encouragement during that time. I know the parish will be well served in 2020 by the incoming leadership team.

*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.

In the simplest terms, the Endowment Committee is a steward for the long-term well-being of the Parish. The Endowment helps develop ASC's ministries beyond what is possible through its annual operating funds. The Endowment Committee team for 2019 consisted of Steve Marshall (Chair), Jocelyn Bishop, Benton Burgess, David Cahill, and Connie Pawelczak (Legacy Society). Both Laura Geary and Richard Coles resigned from the committee during 2019, and we thank them for their dedicated service. In 2019, the Endowment Committee met roughly every other month to achieve its accomplishments, including:

- Hosted a coffee hour with an educational presentation about the Endowment Fund and Planned Giving
- Created a new version of the information pamphlet for the Endowment.
- Established a schedule for the Vestry to repay a loan from the Endowment for masonry work. Repayment had lapsed for several years. We expect this loan to be completely repaid in 2020.
- Designed and sent an email thank you note to all donors to the Endowment since the start of 2018. A huge thanks to Parish Administrator Margie Dissinger for figuring out how to implement the email campaign using Constant Contact. Constant Contact is the service used to send the e-Bulletins. The endowment thank you incurred no additional cost beyond our base subscription to this service.
- Increased the use of Google Drive as a way to organize information and documents for the Endowment.
- Investigated investment options with the Diocesan Investment Trust, including possible participation in the Fossil Fuel Free Fund.

The Endowment provided \$11,200 to the 2019 ASC budget. Please see detail at the end of the Treasurer's report as to how the Vestry spent such funds. The Endowment Committee has proposed a 4% payout from the Endowment of \$11,800 for the 2020 ASC budget. This is comparable to the amount provided in 2019.

The Endowment's 2019 investment returns are not fully known, since the 4th Quarter report for 2019 has not been published (as of Jan 12). However, as of the end of the 3rd Quarter, investment returns were up by more than 12%, excluding withdrawals and contributions. The corpus of the Endowment increased from \$272K at the end of 2018 to \$297K at the end of Q3 in 2019. Given the good performance of the market as whole in the 4th Quarter, we expect the final results for 2019 to be significantly better.

We are continuing initiatives around expansion of the Endowment's Anna Eliza Hunt Legacy Society in 2020. 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.

We are always looking for those interested in becoming new members. There are lots of reasons to get involved: if you like to take the long view on providing for the needs of All Saints' Church, or if you want a way to apply a background finance or non-profit organizations to your life at All Saints', or if you just want to work with an awesome group for the benefit of the parish, this is the Committee for you! Please contact Steve or any other Committee member for further information.

In Faith and Respectfully Submitted,
Steve Marshall, All Saints' Endowment Committee Chair

Rector's Discretionary Fund 2019

| | |
|------------------|------------|
| Opening Balance | \$2,683.78 |
| Deposits in 2019 | \$5,725.00 |
| Expenditures | \$3159.50 |
| ----- | |
| Closing Balance | \$5249.28 |

In January 2020 I closed the account and gave the proceeds to the church to use for assistance needs and to set up a new discretionary fund for the interim rector.

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

Respectfully Submitted,
The Reverend William J. Bradbury



Living Stones Capital Campaign Team

Following a year-long hiatus through 2018, the Living Stones team resumed its work full-throttle in 2019. Much was done to establish regular meetings with agendas and minutes, multiple forms of communications to the parish, and of course, to accomplish the campaign's project goals.

The team maintains a Plan of Record (POR) which definitively documents the scopes and timelines of all projects planned or under consideration. This document is viewable by the public, at https://docs.google.com/document/d/1eeURU07U_7324MQjj2gkQcqNuHdQJurAI83P9LKMOPM

During 2019, the team focused in the following projects:

- **Parish Hall Lighting:** The old incandescent light bulbs in the parish hall's hanging fixtures were replaced with high-efficiency LED devices. The parish hall is now brilliantly lit at a fraction of the cost for electricity.
- **Exterior Lighting:** High-efficiency, low-voltage exterior wash-lights were installed all along the front of the building, dramatically accenting its beauty at night. For anyone who hasn't seen it, it's worthwhile driving by the church at night.
- **Parish Hall Kitchen:** The main kitchen has been completely renovated, with new paint, a new floor, new appliances, and all modifications necessary for Board of Health approval. We now have a complete, certified facility for preparing food for public consumption. The project was completed within budget, and the place gleams!
- **Lower Level Area:** Last November we presented to the vestry our plan to renovate the lower level (the area beneath the main sanctuary). The plan has multiple components and is described in the POR in more detail than can be included here. Windows, doors, and walls will move to admit more daylight. A new open-space alcove will encourage new uses of space. New LED lighting throughout will make the rooms bright and welcoming. New floors and paint will shine. New accessories will modernize the classrooms. The vestry has approved this exciting project and construction will begin late winter or early spring.

All these projects and others from previous years are documented on the Living Stones wall in the parish hall. Check it regularly, because new information will be posted as progress continues.

This new year will be the final full year of pledge fulfillment for the campaign. The congregation has been wonderfully faithful in this. Please inspect the Living Stones financial report contained in the Annual Budget Report booklet. There you will find more detailed information about how your pledge money is being stewarded to meet the Living Stones transformational goals set forth at the inception of the campaign in 2015.

Respectfully submitted by the Living Stones Capital Campaign Team:

| | |
|----------------------------------|--|
| <i>Frank Oullette (Co-Chair)</i> | <i>Chris Mills (Co-Chair)</i> |
| <i>Diane Olbert (Treasurer)</i> | <i>Tracey Blanchet, Vestry Liaison</i> |
| <i>Linda Cahill, Member</i> | <i>Robert Camacho, Member</i> |
| <i>Darren Collins, Member</i> | <i>Steve Grillo, Member</i> |
| <i>Camille O'Brien, Member</i> | <i>Melissa Thompson, Member</i> |
| <i>Tom Richert, Member</i> | |

*Come to him, a living stone,
though rejected by mortals yet chosen and precious in God's sight,
and like living stones, let yourselves be built into a spiritual house,
to be a holy priesthood,
to offer spiritual sacrifices acceptable to God through Jesus Christ.*
- 1 Peter 2: 4-5

Christian Education

Church School Report

GENERAL OVERVIEW

The Church School at All Saints' is alive with energy and centered in faith. The Church School serves children and youth from pre-school to high school with weekly classes on Sunday mornings and special events during the year. We are staffed by dedicated volunteers who teach and lead and share their faith in God. Each classroom has at least one teacher who sits on the Church School Council which meets monthly to guide the program and work with the Director of Religious Education (DRE) to address concerns and support the experiences of our volunteers and families. The Church School Council has a yearly retreat where the events and goals for the coming year are discussed and planned.

Our Church School prioritizes the safety and well-being of every child by requiring all volunteers to be CORI checked and asking all leaders to complete Diocesan Safe Church Training. The parish Safe Church Policy is posted throughout the church and we adhere to all guidelines.

SPECIAL EVENTS

Along with our regularly scheduled classes, the Church School has participated in the following special programs in the past year: Lenten Bulb Planting, Lenten Pretzel Making, Shrove Tuesday Pancake Supper, Easter Banner Making, Children's Breakfast, All Saints' Quidditch, Strawberry Shortcake Sunday, Summer Mystery Club, Church School Volunteer Bootcamp Training, Welcome Back Tie-Dye, October FUN days, Kids Fall Carnival, Kids Halloween Party, Middle School Retreat, Classroom Advent Wreaths, 5th & 6th Grade Sleep Under, Upper School Christmas Party, Advent Food Drive and the Christmas Pageant. These programs and special events are made possible by the support and participation of the Parish- THANK YOU SO MUCH!

THE NUMBERS

For the 2019-2020 program year we currently have 51 families and 95 children and youth registered. We have over 30 volunteers running our programs; that number includes 10 of our youth who regularly lead or assisted in our classrooms. And for special events, that number goes way up as members of the parish join in the fun!

THE PEOPLE

Discover Class (Pre-school): Meghan Wynne*, Emily Strunk, Ginny Bevington, Jessica Terris, Abby LaRochelle, Addie Collins
Explorer's Class: (K-2nd) Skyla Garrigan, Christy Weller-Fahy*, Aly Moore, Justin Charbonnier, Jordan Kawalya, Rachel Moore, Christy McCusker, Emily Ward,
Wonder Class: (3rd-4th) Katie LaRochelle*, Debbie Collins*, Laura Barry*, Jen Dowd, Katelyn Conklin, Larisa Ducharme, Rose Felzani, Mirna Cunha
Weavers Class: (5th-6th) Deb Forsberg*, Joan Thomas*, Dan Wilson, Paige Flick
Connect Class: (7th-8th) Andrew Barry*, Steve Marshall
Journey Class: (High School) Debbie Psilopoulos*, Lynne McSheehy
Visiting Teachers: Mike Brodeur, Brian Hunter, Bill Bradbury, Sally Warren, Amy Hunter
Summer Mystery Club: Brian Hunter, Laura Marshall, Steve Grillo, Steve Marshall, Amy Hunter, Lynne Grillo, Abby LaRochelle, Addie Collins, Adam Weller-Fahy, Maya Barry, Will Meinhardt

*Church School Council member

OF NOTE

This fall saw the implementation of a reorganization of our Church School classes: the pre-school kids were given their own class helping to bridge the transition from the Nursery to the classroom setting. We are super grateful for the joy and leadership Meghan and her teachers bring to this new Discover class! The Colors of Christ became the Explorer Class and moved up in age to focus on K-2nd graders- who are better able to focus on the felt Bible stories and engage in the crafts and activities designed to support their understanding. And the Godly Play class became the Wonder Class, now serving the 3rd & 4th graders, who continue to work with the Godly Play curriculum, with the added materials of a new Lego curriculum to further wonder about the Bible stories.

Probably the biggest change was the Weavers Class changing to just the 5th & 6th grades and moving up to the Upper School class time, after the 10am service until noon. Along with the 7th & 8th graders in the Connect Class and the 9th-12th graders in the Journey Class, these young people have stepped up to bring renewed energy and leadership to our church- they join us in worship, they volunteer as acolytes, choir members and church school volunteers, as well as working in special events like the pageant and the carnival.

We look forward to the second half of our program year!

*In peace,
Laura Marshall
Director of Religious Education*



Parish History and Archives

Our goal is to keep the ongoing history of the church available and alive. Please bring any items you believe might be of interest to the office and put a "Archives" post-it on it. Now that many records and pictures are digital, please remember to email those files to the office with a note saying "for the archives." See Brian Hunter if you need a drop box or thumb drive to do so.

In 2019:

- | | |
|-----------|--|
| Found | One of the commemorative coins made for ASC's 40 th anniversary |
| Found | (Separately!) The metal punch used to make those coins |
| Found | A 4' x 4' stained glass window of Titian, an Italian painter during the Renaissance, considered the most important member of the 16th-century Venetian school. The window is thought to be part of Wilson Water's purchases at the Philadelphia 1926 World's Fair. |
| Archived | Sample items and files from the Thrift Shop at closing |
| Displayed | Thrift Shop, Women's Guild and other "Grotto" historical items for the Thrift Shop Recognition day |
| Displayed | A changing selection of historical items every few months in the Narthex |
| Lost | Wilson Waters' work table. It basically disintegrated while being moved. |

*Respectfully submitted,
Brian Hunter
Archivist*

Stewardship At All Saints'

Stewardship can be defined as 'the responsible overseeing and protection of something considered worth caring for and preserving.' As members of All Saints', we are each given the opportunity to care for our church, both the physical spaces and people within. By watching over one another and sharing out gifts, we joyously live in the grace of God.

Annually, the Stewardship Committee is responsible for the Pledge Campaign. This year the campaign focused on how we are all 'blessed to be a blessing' to one another. By sharing our gifts from God, we bless one another and our parish. For more details, ask the Parish Administrator to see the 'Senior Warden Stewardship Letter' for 2019.

Thanks to the work of the 2018 Stewardship team, the annual pledge campaign was able to utilize the same format for communication, distribution and collection of pledges. Some changes were made to use technology and deliver messaging electronically rather than by post. However they general guidelines and methodology stayed the same.

The Schedule for the Campaign was as follows:

| | |
|----------------|---|
| Late September | e-bulletin message by Donald Van Dyne to the parish announcing the campaign process. |
| 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, pledge card from Margie Dissinger, and outreach brochure from Janet Ceasar. These were inserted into white envelopes addressed to ASC with the pledging household as the return address. |
| Oct 13, 20, 27 | 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. Vestry volunteers manned the tables. |
| Oct 21 | The rector obtained written and oral testimonials from parishioners for the Sunday Services. |
| Oct 28 | e-bulletin postcard reminder that pledge Sunday was November 3rd. |
| Nov 3 | Mail pledge packets that were not picked up - this year we utilized a standard white envelope and standard postage stamps. |
| Nov 3 | Pledge Sunday – congregation put envelopes in collection baskets during communion. Baskets to Parish Administrator unopened for recording. |
| Nov 5 | Mail thank you cards by Laura Barry and Donald Van Dyne to all who pledged - continued by Margie Dissinger. |
| Dec 15 | Follow up email sent to parishioners who pledged the year before but have not yet been received. |

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, 2019, 116 pledges for 2020. The budget for the campaign was \$375, with the electronic outreach & smaller envelopes, we only spent \$169.

*Yours in Christ,
Donald Van Dyne, Stewardship Chair*

Worship Commission

Your Worship Commission completed another year of collaboration and planning. This group, representing all facets of our weekly worship, meets 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 group 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 15 regular youth members, and 2 adult members, including 5 first year acolytes. We graduated two seniors in 2019 (Sarah Meinhardt and Nate Psilopoulos) and don't expect any graduations this year. This has actually somewhat reversed the trend of graduating, or losing, more members than join as new acolytes which has occurred each of the past several years, which is great news! We still need help identifying new members. We 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 or Mrs. Marshall.

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.

Finally, I have come to the point where I would like to train and hand off the Acolyte Master duties to a new Acolyte Master. No experience is required but understanding Acolyte duties and roles in the service is helpful. It does not need to be single person, and a couple, or a team could work just as well. If you know someone or would yourself like to take on this rewarding role, please let me know!

*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 the rector or interim. Reconnecting with new visitors after the service is greatly encouraged.

Our current team is smaller than we've been in recent years. It includes veteran greeters Bruce Bray, Linda Cahill, Midge Wilson, Margie Lane, Peggy West, Lynne McSheehy, as well as Harry Taplin who moved from a substitute to a scheduled greeter. After four years, Adrienne Spear stepped down and we're so grateful for her faithful service to our greeting ministry. Lynne Grillo moved back into a substitute greeting position, joining Pam Meinhardt, Sharon West, Larisa Ducharme and Linda Masiello. These greeters filled in 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 the All Saints' community as a member of the Altar Guild is a privilege, and carries with it a 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 occasional evensong services.

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.

We would ask everyone to consider this as a ministry you might be interested in joining. It is a quiet but powerful way to serve the community. We are always in need of new members and welcome all who are interested to give it a try.

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, Karen Kowalski, Liz Landers, Adrienne Spear, Sally Warren and our bread bakers: Valerie Anderson, Clem Cole, Deb Forsberg, Miranda Garrigan.

If you are seeking a behind the scenes way to serve our community, please consider observing a team to help you 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 Carol Douglas, Adrienne Spear and Karen Kowalski for their years of helpful service with the altar guild. We will miss them all tremendously!

*Respectfully submitted,
Liz Landers and Sally Warren*

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 Director, Mike Brodeur.

This year there were thirty people who regularly participated in this ministry, six at the 8:00 AM service and twenty four at the 10:00 AM service. We have lost several people at both services, and are fortunate to have had several new volunteers at the 10:00 AM service.

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.

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.

*Michael Brodeur,
Director of Liturgical Ministers*

Music at All Saints'

Year 36 as your Minister of Music is now in the books. Thursday nights continue to be full of music, with youth and adults singing downstairs while bells rehearse in the sanctuary. Ann Dean and Laura Barry have joined the handbell choir to augment the core group ably led by volunteer director Debbie Psilopoulos.

Our youth roster includes 22 singers ranging from Kindergarten – grade 11. They continue to surprise me and Connie Pawelczak, faithful volunteer accompanist, with their ability and enthusiasm. They are a good group and are very kind to each other, which is a wonderful thing to experience.

Our Parish Choir is a small, but mighty group. We give thanks for the ministry of Melanie Hickcox, Matt Hickcox, and Adrienne Spear, as their journeys take them elsewhere. We are deeply saddened at the recent death of former choir member, Bud Flumerfelt, who sang with the choir for over 25 years. We are also grateful for the seasonal singers who swell our ranks at Easter and Christmas. As always, the choir room door is open to new members.

My AAM conference this year was in Boston, and I was on the conference committee, which met for 3 years prior to the event. We broke attendance records, the weather cooperated, and a good time was had by all. One of the many by-products of my involvement was developing some strong collegial relationships with musicians throughout the diocese.

I remain grateful to all of our singers, ringers, and the support group that enables us to make music for the glory of God.

*In Christ,
Maggie Marshall
Minister of Music*

*In all your ways acknowledge God,
and God will make straight your paths.
- Proverbs 3: 6*

Mission / Outreach

All Saints' Thrift Shop Final Report

As you probably know, our Thrift Shop closed permanently in June 2019. Here is what I wrote to the Thrift Shop Board prior to its closing:

Ecclesiastes 3:1-8 The Message (MSG)

There's a Right Time for Everything

There's an opportune time to do things, a right time for everything on the earth:

*A right time for birth and another for death,
A right time to plant and another to reap,
A right time to kill and another to heal,
A right time to destroy and another to construct,
A right time to cry and another to laugh,
A right time to lament and another to cheer,
A right time to make love and another to abstain,
A right time to embrace and another to part,
A right time to search and another to count your losses,
A right time to hold on and another to let go,
A right time to rip out and another to mend,
A right time to shut up and another to speak up,
A right time to love and another to hate,
A right time to wage war and another to make peace.*

Our little Thrift Shop that could was born in the late 1950's, and has chugged along faithfully and steadily for 60 years. It was conceived at a time when the majority of women did not work outside of the home, and that model no longer exists; this has resulted in a crippling lack of volunteers. When the Thrift Shop came into existence, there were not many other options for buying inexpensive or gently used clothing, and that has also changed radically over the years. Our number of consignors has dropped from the good old days of 200ish to our current total of less than 70, so our inventory of clothes has also gone down, and individuals are using other readily available means to pass on their clothing.

The Thrift Shop was an integral part of both the parish and wider communities for many years. Many thousands of dollars benefited projects within the parish and other local agencies. The final Thrift Shop financial report is included in the 2019 Treasurer's Report.

It took a village to keep the Thrift Shop running for so many years, and we are grateful for all who played a part.

Maggie Marshall, on behalf of the former Thrift Shop Board: Theresa Camacho, Carol Cannistraro, Carol Douglas, Becky Malone, Laura Marshall, Diane Olbert, and bookkeeper, Amy Hunter.

*He has told you,
O mortal, what is good; and what does the Lord require of you but to do justice,
and to love kindness, and to walk humbly with your God?
- Micah 6: 8*

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 (40) children, an increase from the requested (35) in 2018 and (28) in 2017, with the plan for three gifts to be purchased for each child. We were provided with (40) children based upon the participants within our requested area. The children's ages varied from 1 to 18 years representing 20 families. 17 families, representing 32 children, agreed to participate. Thanks to the generosity of the congregation, a total of 101 gifts were provided and grocery store gift cards totaling \$800 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 who is vital to our success each year through her willingness to help with any task needed. 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*

Homespun Holiday Fair

All Saints' held a Holiday Fair for the 5th year and participated in the Chelmsford Center Village Holiday Stroll event and was listed on the tour map. The event was held on December 7th from 9 AM to 2 PM and was listed as a Facebook event linked to the church's page. Many parishioners and a few friends provided the items for sale. There were knitted/crocheted/ quilted items, food gifts, raffle baskets, Christmas decorations, jewelry, poinsettias, wreaths, cookies and a raffle to win Celtic tickets. We had a cafe selling breakfast and light lunch fare. Folks generously donated their time and talent as both individuals and as part of the many ministries within our church which made both an enjoyable and successful event. This year the event made approximately \$4,000.

*Respectfully Submitted,
Linda Coles, Rohini Pola and Laura Barry*

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. This past year I've been fortunate to have Danielle Wigmore join me in coordinating ALL efforts, both on Sundays and with weekly delivery on Thursday nights.

ADVENT – the season of giving food donation event happened again for 2019! Safe to say this is now something we will do annually. Under the leadership of Laura Marshall and Danielle, the Church School invited all parishioners to participate. 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. I'm happy to report that this resulted another successful and generous outpouring. Many thanks to the members of All Saints' that continue to support this very important ministry.

*Respectfully submitted,
Melissa Thompson*

*Jesus said,
"I am the way, and the truth, and the life."
- John 14: 6*

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 2019, the Parish Life Committee continued to plan and host several get-togethers. We started off 2019 with our 7th Annual Breakfast Between Services in February, on Super Bowl Sunday! Our next event took place on a cold Saturday evening, the beginning of March – Family Game Night. There were refreshment and a variety of games to play but all agreed that the I SCREAM (YUM YUM) game the Barry family brought, was the most fun! Two events were organized for the month of August. In the beginning of the month, in conjunction with the Summer Mystery Club, we once again hosted Lemonade on the Lawn and enjoyed fresh fruit, cookies and brownies for a snack. At the end of the month we organized “Blessing of the Back Packs and School Supply Collection”. We invited children, young adults headed off to higher education, older adults working toward a degree and educators to bring their backpacks to church on Sunday, August 25th for a special blessing. In conjunction, we teamed up with The Wish Project to collect school supplies for distribution to homeless and very poor children in Lowell and Lawrence, MA. 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.

Our members include Linda Cahill, Carol Cannistraro, Linda Coles, Karen Kowalski, 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*

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, Diane Olbert, and Edith Parekh - 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 have been blessed by several new members choosing to join us this year.

We are supported in part by 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? Well, it's a lot of driving and a lot of hard work in the hot sun. It's also a tremendously rewarding week with new and old friends fixing the homes of people in need.

This year, we had 16 workcampers from All Saint's Episcopal Church, Central Congregational Church, and Mont Vernon Congregational Church who went as a group 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. We spent 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 some ice cream at Frostop, we arrived at the camp. (We do indeed have fun in addition to the work.)

This year's workcamp had 122 volunteers from 6 different states and the surrounding area. We divided into 17 work crews of 6 to 8 adults and youth each and headed 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 on 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, my work crew of 2 adults and 5 youth went to the home of Rose Rakes in Hamlin, WV. Rose's husband had died and she was left by herself in a well-maintained one-story house. Rose's health was deteriorating, however, and she would eventually be wheelchair-bound. So our task was to build a small deck off of her front porch and then build a wheelchair ramp coming off the deck. The ramp had to be 26 feet long, so it was no small task! We also removed a window from a bedroom on the side of her house and replaced it with a door. We then added a small landing outside the door and a set of steps leading from the landing to the ground. This was done to give the house a second exit in case of a fire, which is mandated by modern fire codes. We had good weather all week (except for a little rain) and were able to finish all our tasks. As is traditional, we worked a half-day on Wednesday, and we took the group to lunch at Hillbilly Hot Dogs. (This is a local institution that has to be seen to be believed.) We even got a chance to squeeze in a visit to Blenko Glass Works and see the glassblowers in action!



Alas, the week ended and on Saturday we drove home to Chelmsford. On Sunday, the group attended church services at both All Saints' and Central Congregational to share our experiences. Then we could finally go home to catch up on lost sleep.

This is a rewarding week and I encourage anyone in our church to join. There is work for all ages from high school to, well, older folks. If you want to hear more about this, you can talk to one of the people who went about their experience. The week at workcamp is hard to capture in words, but there's something about it that keeps bringing us back year after year.

The 2019 workcampers were:

Genevieve Steenhoek
Luke March
Bruce Bray
Geoff Bryant
Sarah Norman
Pat Steenhoek

Kelsey Hartigan
Andrew Baker
Dave Kuzara
Joe March
Emily Norman

Caroline Steenhoek
Mindy Dean
Bryan Norman
Emma Hartigan
Aidan McNeal

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 coins to the support of the Feeding Program.
In 2019 we collected \$112.00.

Please keep remembering this important outreach by saving your pennies. 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

For the third year the All Saints' congregation participated in holiday card making and providing gifts for the men in the Concord prison. Many people sat down with their coffee and snacks during the fellowship hour for two weeks and drew, traced and colored nearly 100 greeting cards. There were fewer cards this year since church school classes were taking place at this time, but the younger children worked enthusiastically along with the adults.

The number of gifts (socks and toiletries) was larger this year and Deacon Bruce took them all to Trinity Episcopal Church in Concord for packaging and delivery. He played Santa to a number of inmates, families and children and so had the pleasure of delivering some of them.

A few people have expressed interest in further involvement with the Prison Ministry so it is hoped that by next year's report there will be additional news.

*Respectfully submitted,
Janet Ceasar*



Nominating Committee Report

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 | Scott Bempkins | Confirmed |
| Clerk | Linda Coles | Confirmed |
| Treasurer | Cynthia Bennett | Confirmed |

| | | |
|---------------------------|------------------|-----------|
| Vestry Member 3 year term | Danielle Wigmore | Confirmed |
| Vestry Member 3 year term | Tricia Mescall | Confirmed |
| Vestry Member 3 year term | Dave Weller-Fahy | Confirmed |
| Vestry Member 1 year term | Lois Freeman | Confirmed |

| | | |
|---------------------------------|----------------|-----------|
| Convention Delegate 1 year term | Dave Kuzara | 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 | Andrew Barry | Confirmed |
| Deanery Representative 1 year term | Dan Wilson | Confirmed |

Nominating Committee for next year: Dan Wilson, Bob Andrews, Unconfirmed

Current Vestry

Through 2020: Bob Friesner, Linda Coles, Liz Landers

Through 2021: Linda Ouellette, Donald Van Dyne, Jennifer Dowd

Respectfully Submitted,

Nominating Committee, Connie Pawelczak – Chair, Tom Richert, Dan Wilson, Laura Geary, Nico Charbonnier, Tracey Blanchet, Lois Freeman, Laura Barry, Dave Kuzara, Rev. Bill Bradbury

