

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



*The Lord will guide you continually,
and satisfy your needs in parched places,
and make your bones strong;
and you shall be like a watered garden,
like a spring of water,
whose waters never fail.*

Isaiah 58: 11-14

**2021 Annual Report
ALL SAINTS' PARISH ANNUAL MEETING
February 13, 2022**

Agenda

February 13, 2022

Gathering and Signing In

Call to Order

Brian Hunter

Opening Prayer

The Rev. Dr. Paul Kolbet

Approval of Annual Meeting Minutes 2021

Brian Hunter

Rector's Report

The Rev. Dr. Paul Kolbet

Senior Warden's Report

Brian Hunter

Junior Warden's Report

Scott Bempkins

Search Committee Report

Connie Pawelczak

Ministry Reports:

Treasurer's Report

Cynthia Bennett

Living Stones Team

Chris Mills, Frank Ouellette

Church School Council

Laura Marshall

Thanks to Staff and other ministries:

Brian Hunter

Motion to accept reports/place on file

Brian Hunter

Nominating Committee Report:

Jennifer Dowd

Election

Brian Hunter

Thanks to retiring vestry:

Brian Hunter

Announcements:

Closing Prayer

The Rev. Dr. Paul Kolbet

Adjournment

Brian Hunter

Table of Reports

Annual Meeting Minutes for the Year 2020	4
Interim Rector's Annual Report	7
Rector's Discretionary Fund 2021	9
Senior Warden Report	10
Junior Warden Report.....	11
Rector Search Committee Report	12
Report from Ministries:.....	14
Pastoral Care	14
Prayer Ministry Team.....	15
Endowment Committee	15
Regathering Commission	16
Living Stones Capital Campaign Team	17
Church School Report	18
Stewardship	20
Worship at All Saints'	21
Music at All Saints'	21
Altar Guild	22
Acolyte Report	23
Greeters Program.....	23
Wednesday Morning Prayer Service.....	24
Liturgical Ministers.....	24
ASC Live-Stream Report	25
Stone Soup	26
Chelmsford Community Exchange Food Pantry	26
B-SAFE	26
Food for Friends 2021	26
The Return of the Annual Gingerbread Display!.....	26
Prison Ministries:	28
Angel Tree 2021	28
Holiday Cards and Gifts for Inmates 2021	28
Refugee Immigration Ministry (RIM)	29
West Virginia Workcamp	29
Nominating Committee Report	30
Financial Reports.....	31
2021 Budget, Actual Revenues and Expenses; and 2022 Proposed Budget.....	31
Statement of Financial Position	34
Endowment Parish Income	36
Key Financial Data	36

Annual Meeting Minutes for the Year 2020

February 7, 2021

Zoom Chat Announcements

- Welcome! Please type the names of the people in your household who are voting today. This chat will serve as the attendance record for today's meeting. Thank you!
- Please vote on each motion in the chat.

1 = For, 2 = Opposed, 3 = Abstain

Vote individually for the members of your household who have checked in (example: 1,1).

Present: 66 members of All Saints' Church. The list of attendees is in the attached attendee document.

Call to Order: Laura Barry (Sr. Warden)

Opening Prayer: The Rev. Dr. Paul Kolbet

Approval of Annual Minutes: Laura Barry

Motion: "Motion to approval All Saints' Church Annual report from minutes for the year 2019 with a correction to Jr. Warden last name spelling from Kazara to Kuzara and a correction to Living stones section from expense to expensive". Motion made by Maggie Marshall, seconded by Linda Cahill,

For: 56, Against: 0, Abstain: 2, PASSED.

Rector's Report: The Rev. Dr. Paul Kolbet

Referred parishioners to the written report. Highlights and additional items from last year:

- Special thanks to the staff
- All Saints' is doing very well and is in a good position. This is possible by everyone pulling together. Thanks to everyone's generosity this year.
- Our new rector search is starting. Looking for input from everyone. Will establish a diverse search committee.
- Regathering plan – Committee is established and we are going to continue to be careful to not spread the virus. We are encouraging everyone to be vaccinated against COVID-19 when eligible. Will plan for outdoor services in the Spring. Planning a creative Holy Week/Easter service similar to what was done for the Christmas Eve service. We will transition to in-person services when safe to do so and will also offer an online option.

Senior Warden's Report: Laura Barry

Referred parishioners to the written report. Highlights and additional items from last year:

- The Holy Spirit is alive and thriving at All Saints'. Gratitude and thanks to the staff for their monumental efforts. Thanks to the dedicated vestry – meeting frequently.
- Even with physical separation, we had the opportunity to gather online in many ways: Service, children's classes, morning prayer, coffee hour, etc.
- Rector search is a great way to participate to help select a new Rector. We need input/representatives from all aspects of our church.
- Pledge receipts in 2020 were higher than we expected. We had three more pledges this year than last year.
- Expressed gratitude for the Pastoral Care team and overall care for one another.
- Thanks for the last 3 years as I step down from the Sr. Warden position. Special thanks to Rev. Bill and Rev. Paul, Laura Marshall, Carl Klein, Maggie Marshall, and Margie Dissinger. Thanks to Brian Hunter for stepping up to be Sr. Warden.

Junior Warden's Report: Scott Bempkins

Referred parishioners to the written report. Highlights and additional items from last year:

- Thanks to everyone who helped take care of the outside of the facility.
- Thanks to Mirna and Margie who helped keep track of the facility.
- The renovation of the lower level was completed.
- Thanks to Laura Barry for her wonderful leadership over the last three years. Looking forward to working with Brian Hunter and Rev. Paul.

Ministry Reports:

Treasurer's Report: Cynthia Bennett

Referred parishioners to the written report for specifics.

- We had a good year in 2020 and ended with \$8,000 in the black.
- We have \$30,000 in prepaid pledges for 2021.
- The long-time masonry load was repaid.
- The PPP loan forgiveness is planned and we are actively working with Enterprise Bank. This is expected to be complete by March 1st.
- The vestry cast an initial deficient budget for 2021. We have \$50,000 in savings to cover the shortfall so are in good shape.

Living Stones Team: Diane Olbert (treasurer) and Chris Mills. Frank Ouellette (co-chair)
Refer to the Annual Report for Revenue and Expenditures.

Chris Mills

- 2020 accomplished the renovation of the lower level.
- Thanks to the vestry support, to many individual efforts, and the Holy Spirit.

Frank Ouellette

- Window well coverings will be completed in the Spring.
- Special thanks to Diane Olbert who has worked for the campaign each week.
- Acknowledgment of Steve Grillo's work on the lower level lighting.

Diane Olbert (treasurer)

- Reported expenditures of \$107,000 for the lower level project with a \$31,000 balance. 18 donors are outstanding. We expect to receive an additional \$25,000 over the next 3 to 4 years.
- Looking to renovate the handicap ramp as a future project.

Presented a video tour of the beautifully renovated lower level.

Church School: Laura Marshall

Refer to the written report.

- Laura was invited to join with other Director of Religious Educators within the dioceses, which was a great sharing experience.
- Thankful for the wonderfully supportive community at All Saints' Church.
- New this year was the summer school program. Brian Hunter led the Summer Mystery Club. Other highlights were the Halloween packets and the Christmas pageant.
- The Christmas pageant had extra efforts from Laura Barry for video editing and parental support for participants. The giant outdoor screen suspension by Brian Hunter, Andrew Barry, and Steve Sullivan and others.
- It was a difficult year with the loss of Jordan Kawalya and Steve Grillo and we were blessed for having them in our lives,

Thanks to the staff and other ministries: The Rev. Dr. Paul Kolbet

- Thank you for the staff and vestry for supporting the staff.
- Thank you for the vestry for approving the lower level project and support of children.
- Thank you for Sr. Warden, Laura Barry – refer to the written report.
- Thank you to Laura Marshall.
- Thank you to Maggie Marshall and the establishment of the Marshall Family music fund.
- Thank you to finding Carl Klein as our new music director. Especially grateful to welcome Carl and his newfound skill editing songs and combining voices online.
- Thanks for Margie Dissinger having been our eyes on the building.



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 Frank Ouellette, For: 61, Against: 0, Abstain: 1, PASSED.

Nominating Committee: Dan Wilson, Bob Friesner, Liz Landers, Bob Andrews, Lois Freeman, Linda Coles

Laura Barry read the names of the nominees and referred to the full slate of the written report.

Senior Warden: Brian Hunter

Junior Warden: Scott Bempkins

Clerk: Tricia Mescall

Treasurer: Cynthia Bennett

Vestry members for a three-year term: Kate Blount, Sean Conklin, Rose Felzani

Vestry members for a two-year term: Holly Swan

Vestry members for a one-year term: Emily Strunk

Convention Delegates: Dave Kuzara, Lynne McSheehy. Alternate: Laura Marshall

Deanery Representatives: Joan Thomas, Andrew Barry, Dan Wilson

Nominating Committee 2020: Steve Sullivan, Anne Ludlow, Tracey Blanchet

Election: Laura Barry

Motion: "Motion to accept the slate as presented" moved by James Scoville, seconded by David Weller-Fahy, For: 63, Against: 0, Abstain: 2, PASSED.

Thanks to the retiring vestry members: Laura Barry

Laura thanked retiring vestry members Lois Freedman, Liz Landers, Bob Friesner, and Clerk, Linda Coles.

Special thanks to Laura Barry as retiring Senior Warden by The Rev. Dr. Paul Kolbet and the vestry.

Closing Pray: The Rev. Dr. Paul Kolbet

Adjournment.

Respectfully Submitted

Linda Coles

Clerk



Interim Rector's Annual Report

As was the case in 2020, 2021 in many ways was not the year we expected it to be. Although one year ago we were in a very dire place in the COVID-19 pandemic, we had great hope that the advent of vaccines would bring an end to the pandemic as soon as the summer. We, therefore, made plans to restore every program as fully as possible as soon as possible. The vaccines did arrive in the spring of 2021 and proved to be remarkably effective. Two unanticipated things happened, nevertheless, that conspired together to make 2021 as challenging or even more difficult than 2020. First, a substantial percentage of the American population refused to be vaccinated. The ongoing partisan politicization of the pandemic contributed to this national failure. To date, approximately twenty-five percent of the US population remains unvaccinated (including those four years old and under who remain ineligible to be vaccinated). This has resulted in far more infections and deaths than otherwise would have occurred and required greater vigilance and caution in public gatherings (including worship) than would have been otherwise necessary. The second factor is that the virus has kept evolving producing variants with new capacities. Two variants were so noteworthy that they affected everything we did. The Delta variant is more transmissible and lethal and led to an unrelenting surge of infections and deaths through the entire fall of 2021. The Omicron variant arrived in December of 2021 with an unimaginable level of contagiousness. We do not yet have a gauge on its overall lethality, but it appears to be less.



As I write this, approximately 15,000 Americans continue to die every week of COVID-19. Over 876,000 Americans have died since the onset of the pandemic and there have been at least seventy-three million documented infections. Our minds and hearts still struggle to comprehend these numbers and the scale of what is happening as one in four or five Americans has so far had the experience of being told that he or she has tested positive for COVID-19 and one in every 380 Americans has died of it. 21,800 some people in Massachusetts so far have died of Coronavirus. During surges hospitals have been at capacity. At various times, daycares and schools have been closed, open only remotely, or open in-person with any number of safety measures in place. Services that seniors depend upon have frequently been disrupted. As we contemplate completing our second year of the global pandemic all of us by now have been personally affected by it. It has made everything more difficult than it would be otherwise and everyone's endurance is taxed.

Although those who are vaccinated have been susceptible to infection by both the Delta and Omicron variants, they are far more resistant to the worst effects of disease and remain unlikely to be hospitalized or die. Members of All Saints' appear to have been vaccinated at an extremely high rate and this singular fact, along with our adoption of other protective measures such as mask wearing, increased ventilation, and social distancing, has meant that we continue to fare better than many other institutions and many good things have occurred this year, nevertheless.

Despite the ongoing pandemic, we achieved a number of our goals for the year and many of these achievements amount to long term investments in the future of All Saints'. After more than a year of exile from the worship space and weaving services together from videos made by individuals, we returned to in-person weekly worship in the early summer of 2021. This, indeed, was something of a triumph that included restoring regular Holy Eucharist. Many parishioners were profoundly moved by returning to the sacred space. Several newcomers who had previously only joined All Saints' virtually discovered the beauty of our stone worship space for the first time. We, however, were keenly aware that we needed to continue offering on-line worship not only because a sizable number of parishioners did not yet feel safe to return to in-person worship, but also that our online presence made our worship far more widely accessible than it had been before. Therefore, we committed to installing all the equipment necessary to be able to livestream our services including the installation of multiple cameras and the accompanying processing equipment. A huge amount of wiring was installed with such care that it is largely invisible. The entire project was paid for with donated funds rather than placing an added burden on the operating budget. By the time of the normal September start of the program year, we were able to restore the former schedule of Sunday 8am and 10am Holy Eucharist in the main church and a noon service on Wednesdays in the chapel. In addition, online morning prayer at 8am on Wednesdays has continued as a regular weekly service even though we initially created it as a response to the onset of the pandemic. In-person baptisms and weddings also were reinstated (we had never stopped doing in-person

funerals). Confirmations and receptions by the bishop happened in-person in September at an outdoor service in Lexington. Other in-person staples of former times also returned such as the gingerbread village, the angel tree gift distribution to the children of prisoners, and Christmas services for all.

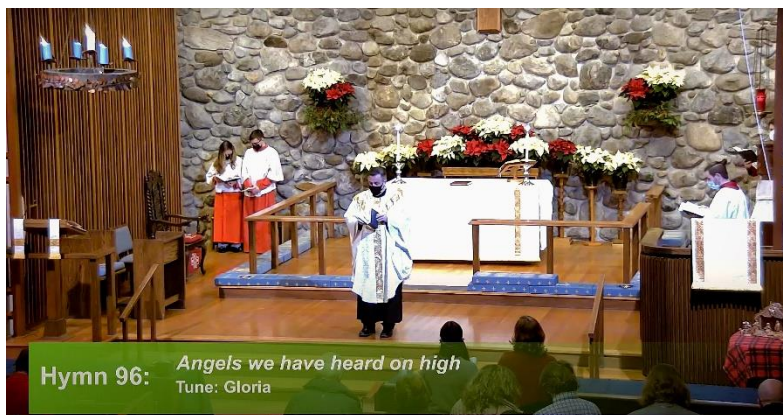
In-person worship required us also to reinvigorate the many ministries that make it possible. Many missed our hymns terribly. It was truly wonderful to reconvene the adult choir and sing together in-person. The children's choir has, unfortunately, continued to have to wait until we are confident they can sing together safely. It was only this year that All Saints' first heard Carl Klein play our organ. Under his capable supervision, many much needed repairs were made to the organ, and we anticipate that work continuing through 2022 (see Carl's separate report for details). The bell choir, under Debbie Psilopoulos' direction, also returned and their sound filled many of our services, most conspicuously on Christmas Eve. Steve Sullivan organized the ushers (who have become all the more necessary under the ever-changing norms of our in-person worship in the ongoing pandemic). Mike Brodeur has found us readers and litanists for every service. Linda Coles has led an altar guild who once again serve such an essential role in every worship service. Our acolytes are a bit older than they were, yet Bob Andrews has ably organized them. Lay pastoral care has continued, first under the leadership of Lynne Grillo and then with Maggie Marshall.

No area of our common life has been more challenging or complicated than conducting our church school under ever-changing conditions. Laura Marshall, her many volunteers, engaged parents, and lots of children who otherwise are facing so many other obstacles, have ensured that our church has continued through the pandemic. We have done our best to offer both in-person and on-line options so that there is something for everyone. We very much hope that 2022 is the year that children and teachers return to our remodeled classrooms in our lower level.

In addition to the electronic broadcasting equipment for the nave, we also made other investments in our church property. The memorial garden and adjoining areas were thoroughly renovated including redoing the bricks, installing attractive iron railings, and the installation of memorial plaques affixed to the main building with the names of all who are interred there. Thank you to Maggie Marshall for her oversight of this project. A comfortable seating area was also furnished in the lower level and dedicated to the late beloved Steve Grillo. New white vestments and altar hangings, and a new red chasuble and two matching stoles, were given by parishioners for the use in our worship for decades to come. The aging church telephone system was replaced. We have drawn up plans to entirely replace the east entrance accessibility ramp and fully expect to complete that work in 2022 after it warms up (as the final major project of the Living Stones Campaign).

Although we had expected rental income—among other sources of revenue—to return in 2021, the persistence of the pandemic made that impossible. With the suspension of in-person worship for the first half of the year and the loss of nearly all income except the pledges of parishioners, we faced the possibility of a truly damaging financial deficit that could impair All Saints' for years to come. Due to the truly extraordinarily generous pledging of parishioners, the deficit largely evaporated and All Saints' is in a strong financial position as it enters 2022 (see treasurer's report). The excellent and diligent work of Cynthia Bennett, Margie Dissinger, Laura Barry, the stewardship committee, and the vestry's careful monthly deliberations are all to be applauded! Many thanks to everyone who contributed financially to All Saints' this year. We truly did this together.

In February, immediately after the annual meeting we invited applications from the congregation to serve on the rector search committee. The wardens, vestry, and I thought and prayed over each application and assembled a highly capable committee that represented as many constituencies within All Saints' as possible. We also selected Connie Pawelczak to lead the committee. We charged the committee to interview every member of the congregation and through a process of extensive listening to gather as much information as possible to feed into the search process. There were many conversations this year about what each of us love and value about our church and what we imagine the future leadership of All Saints' needs to be for it to continue to be the parish we love. That took great effort and those many meetings bore extensive fruit (see separate report for further details). The work of the search committee continues with the full confidence of the parish.



Several leaders of the congregation deserve special thanks for extraordinary work this year. There is likely no one we leaned on more in 2021 than Brian Hunter. He not only ably served as senior warden (which would have alone been enough for one person), but Brian also headed up our regathering commission monitoring the pandemic week by week and offering safety and procedural recommendations every step of the way, oversaw the installation of the broadcasting equipment in the nave, established the attractive presentation format of the actual broadcast, and (along with Dave Weller-Fahy) revamped our website, ensured that the annual summer mystery club still

happened for the church school, continued to maintain the church archives, and likely other things I am overlooking. Thank you, Brian, for doing so much for All Saints' in this historically difficult year. 2021 was Scott Bempkins' second consecutive year as junior warden. He has worked tirelessly through the entire pandemic to keep the building in good repair and all its equipment functioning. One part of our response to the pandemic is to have higher standards of cleaning than we would require otherwise. I often hear people remark that they may have never seen the buildings cleaner. That is entirely because of the excellent work of Mirna Cunha whose dedication has kept All Saints' in such good shape no matter what the configuration of our services have been.

Although we have relearned not to be overconfident in our ability to predict the future, we do know that whatever happens next God will continue God's good work in our midst this coming year.

Faithfully in Christ,

The Rev. Dr. Paul Kolbet Interim Rector

Rector's Discretionary Fund 2021

Opening Balance	21,925.00
Deposits	750.00
Expenditures	1125.38
Closing Balance	21,549.62

The rector's discretionary fund is specifically for assistance to those in need, especially those in our own parish facing the hardest challenges, and other occasional church related relief efforts. It is funded by gifts from individuals, has an element of confidentiality to it, yet is still subject to the same accounting and verification as our other accounts and budget lines.

At the beginning of the pandemic in 2020, a number of parishioners made generous gifts to this fund anticipating the substantial hardships to come. This indeed made it possible not only to provide substantial assistance where it was needed, but also to continue to have funds for this purpose as we continue to make our way day-by-day through the ongoing crisis. Given in what good shape the discretionary fund currently is in and given our current need for operating budget funds, for the time being, I request that those contemplating further gifts to consider directing them to the 2022 operating budget. Of course, gifts for this will purpose will always be accepted, cherished, and used for the best of purposes.

Respectfully submitted,
The Rev. Dr. Paul Kolbet
Interim Rector

Senior Warden Report

I began my term as Senior Warden believing 2021 would bring an end to the pandemic, regathering and a rector search and mean returning to a “normal”. Oddly, while it certainly wasn’t *ALL* that, for me as Senior Warden 2021 was a year of blessing amongst difficulties. I have increased in compassion for folks with differing perspectives and have discovered the strength of the Body of Christ at All Saints’. While it has been an honor to serve as Senior Warden this year, I am stepping out of the role to focus on Regathering, Live Streaming, the Archives and Summer Mystery Club (Yes, I had to stop myself from writing this in rhyme). Your prayers and support for me have been wonderful and are hugely appreciated.

Sadly, COVID-19 was and is still with us. Everyone’s life has been affected in ways that are frustrating and/or heartbreaking. Many aspects of life changed, and some may not be changing back. For All Saints’ I feel we’ve had four very different times in 2021. There was Spring of vaccines and reducing cases, falling so low we worked hard on regathering, and we began worshiping together in person in June. For a very brief time some of us thought it was beat, meaning we could make Big Plans for late Summer and Fall. Then the reality of the spike of Delta forced us to keep all of our protocols, required by the Bishops’ Office, about masks and ventilation and distancing. Lastly there was and is Omicron. This version has infected many at All Saints’ but appears to be less severe than Delta, for most people. This changing pandemic landscape has certainly forced us to consider, pray and adapt again and again.

However, when I look back, what grabs my attention are all our accomplishments! Details will be elsewhere in this report, but I believe the list speaks volumes for the dedication of this community:

- Calling, commissioning and starting the work of the Search Committee
- Installing and starting live streaming
- Updating our WIFI and wiring
- Installing all the Bishops’ Office guidelines and actually regathering!
- Working on the organ, led by Carl and including parishioner volunteers
- Reopening and regaining a permit for the Kitchen
- Outfitting the Grillo Room
- Beginning the East Entrance Project
- Repairing the ramp and East Wall siding and leaks
- Remodeling the Memorial Garden
- Creation of the “Dumpster Chapel” and all the creative changes of the Church School
- Adding and supporting a variety of service options so members can make decisions that best meet their situations
- Starting the year with a planned budget deficit and having that deficit come in 90% smaller!



This heartwarming list doesn’t include all the work done to revive and keep many other aspects of our parish life going, such as Choir, Altar Guild, Pastoral Care, Liturgical Ministers, Stone Soup and more. One theme of Mystery Club over the years is that we are all the Body of Christ. I believe the love and strength of the Body of Christ at All Saints’ bless us with the ability to carry on our parish life even as we adapt to challenge and change. I thank everyone for your devotion, work, presence, understanding and love of one another in this time.

The main role of Vestry is to keep an eye on finances and facilities to make sure worship continues. This Vestry has been a thoughtful, collegial, friendly group to work with. I thank the Vestry members and officers for their support! I thank the staff, Rev. Paul, Carl, Laura, Margie and Mirna, for all the work they do! I also thank all the past leaders that have given me advice and help.

What does the future bring? Change is certain. I have tremendous faith in our Search Committee and our Vestry to call our next rector. Living Stones will, in one step or two, remodel the East Entrance and ramp. Worship will continue and many, many volunteer good deeds will be done! The pandemic is showing signs of receding, but we’ve learned there is no predicting the virus or public response. I know our vigilance, care, desire to worship together and creativity will continue. When I look at all these reports, I believe the future at All Saints’ will be amazing!

*In faith, with much love and gratitude,
Brian Hunter*

Junior Warden Report

While 2021 has continued the impacts of the COVID-19 pandemic which have touched pretty much everyone in one way or another, directly or indirectly, resulting in continued disruption and upheaval in our normal routines, All Saints' has weathered the challenges successfully.

The COVID-19 virus pandemic resulted in the closure of our building for the first half of the year at the direction of the Massachusetts Diocese, which the Wardens and the Vestry at All Saints' supported so that we could help keep our Parish members healthy and safe. We did not want our church and worship, nor other related activities, to end up as a source/spreader of the virus.

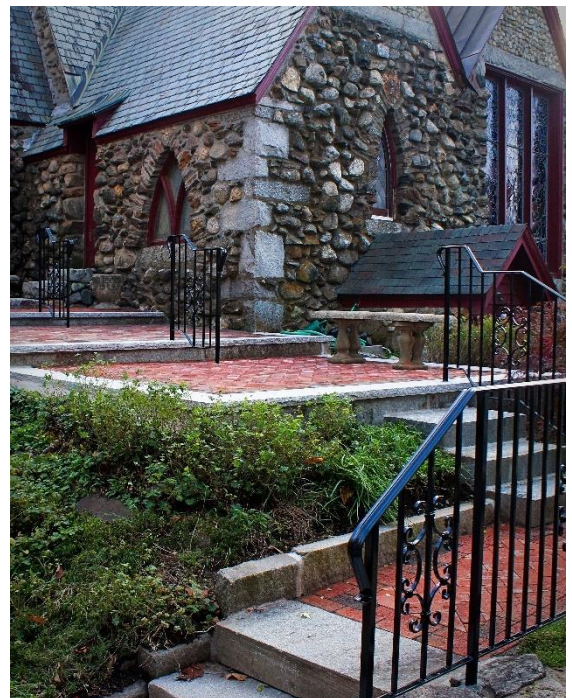
This meant again in 2021 that many of our expected sources of annual income for our operating budget did not come about as expected. We again lost significant rental income and for the first half of 2021 our virtual weekly services did not see the weekly plate offerings that we expected. We also lost a portion of the typical Easter offering. We were not able to hold our normal fundraising activities again this past year. The impact is that we did not fully realize our budgeted income for the year that we had expected when we planned our 2020 annual operating budget. While we have cut expenses everywhere possible, we still have a full-time staff that we must compensate and ongoing expenses for the building, communication and operating the church as a viable entity. Astoundingly, and by the Grace of God, a significant portion of our Pledge income did come in and through competent financial management by our very capable Treasurer Cynthia, we achieved about a \$3,000 deficit for the year on a budgeted ~\$30,000 expected deficit. Thank you to all who helped with our income and helped to control our expenses during 2021!

We took many steps to reduce our Parish expenses as much as possible, especially in Buildings and Grounds and Utilities including keeping our lighting and heating expenses low through proactive steps of close monitoring, and deferring some maintenance, but only where it made good sense. This also proved to be effective, yet even while the building remained closed for the first 5 months of 2021, we still incur maintenance costs. The annual Fire Inspection by the town of Chelmsford uncovered issues to be addressed and with a large and aging building there is never a time when we don't have things needing attention. We had a significant problem with wood rotting along the east side of the main sanctuary. A group of Parish volunteers, under the direction of Andrew Barry, came to the rescue in the fall before the cold weather hit and were able to do some repairs which will be continued in the Spring, along with doing similar work on the west side.

On a very positive note, we have been blessed by some generous members of our Parish in addressing other areas such as the outdoor maintenance team led again in 2021 by Dan Wilson. This team addressed Spring and Fall cleanups and mowing throughout the warmer months, raking, snow shoveling and snow blowing during the colder months, etc. The Parish, the Vestry and I are blessed by the dedication of this team that takes on this important work in keeping our outside grounds looking the best they can. Many thanks to this team for their reliable and steadfast support. Due to a rainier than normal summer and fall, the lawn mowing frequency was even higher in 2021. The team includes Dan Wilson (lead), David Ducharme, Sean Conklin, Andie Bray, Andrew Barry, Bruce Bray, Craig Blanchet, Chris Mills, Bob Friesner, Dave Kuzara, David Bray, Dan Dowd, Kelly Bray, Adam Felzani, Frank Ouellette, Patrick Bevington, Richard Coles and Scott Hamelin. (Hopefully I have not missed anyone here). This is a true case where many hands make lighter work.

We also were able to have the Memorial Garden completely re-leveled and updated thanks to the memorial contributions of many Parishioners and the focus of the Memorial Garden committee under the leadership of Maggie Marshall. Stonework was done and railings added, along with a beautiful plaque with the names of many Parishioners who "rest" in this beautifully cared for garden.

As we recall, the Vestry elected to move forward in May/June/July 2020 with the Living Stones' funded and directed project to renovate the lower level of the main church to upgrade and make this space much more light and welcoming for our church school, the choir room for practice, and the meeting room for Parishioners and renters. When we regrouped starting in June of 2021 the



Parish found the results are fabulous and we cannot wait for the Parish to be able to utilize this renovated space more fully. It is a stunning transformation and the result of amazing planning and project management by the Living Stones team. This team has also started planning for the renovation of the east side Narthex entrance ramp which will hopefully come to fruition in 2022.

2022 may be equally challenging for the Parish financially, and we hope and pray that the Pandemic can be brought under control with the rollout of the Vaccine even more widely so that we can be back in worship together in our beloved All Saints' church as a whole Parish, without the precautions we've had to continue to take in 2021 and early 2022.

I also want to thank Margie Dissinger and Mirna Cunha for being my eyes and ears regarding the many issues that come up and need attention in and around the building and grounds. It has been my honor and privilege to serve as the Junior Warden of the Vestry for the last 2 years.

In closing, on behalf of the entire All Saints' Parish, I want to personally thank Brian Hunter for his year of service to the Vestry as Senior Warden. Brian has been a fabulous Warden partner while also serving as Regathering Chair and leading the charge in getting our live streaming technology in place, along with a technical support team from the Parish. He capably wears many hats and has gone way beyond the normal work of a Senior Warden. Brian has served the Parish well. Thank you sincerely for the blessing of your leadership, Brian.

Blessings on all who worship, support, serve and contribute time and talents to our Parish life together as an Episcopal Christian family.

*In Christ,
Scott Bempkins*

Rector Search Committee Report

Early in 2021, the Vestry of All Saints' began requesting applications from Parish members interested in serving on the Rector Search Committee. The process concluded in March with 13 members having been chosen. They were the following: Al Thomas, Ann Dean, Connie Pawelczak, Dave Weller-Fahy, Debbie Psilopoulos, Diane Olbert, Edith Kabuga, Frank Ouellette, Katie LaRochelle, Lois Freeman, Lynne McSheehy, Rose Felzani, and Sean Seyffert.

The first organizational meetings of the Committee were held in March, followed by a formal commissioning of the members in April during a Zoom Sunday worship service. Also in April, the group participated in a retreat with the members of the Vestry, led by our Diocesan Consultant Gretchen Garlow. Besides providing an opportunity to get to know each other better, the main goal of the retreat was to establish trust from the Vestry to the Committee to complete the task of writing the Parish profile, screen and interview applicants, and then finally to recommend a candidate as the next rector of All Saints'.

The next few weeks were spent working on a process to design an interview questionnaire and begin to interview members of the Parish. Because of caution necessitated by the COVID pandemic, we could not hold a large, Parish-wide inquiry meeting as had been done in the past. Since we were still not attending church services in person, we considered having small group meetings at people's homes in outside settings. However, by the time we were ready to proceed, Sunday services were on again, so we decided to offer meetings on Sundays after church as well as on evenings during the week, at the church. A few were held via Zoom as well. These continued over the course of the summer and early fall, with a demographically mixed population of approximately 75-80% of parishioners that chose to attend meetings. On average, there were ~2-10 participants in each group, facilitated by 2 committee members. Staff members were interviewed individually, and we also met with several of the shut-ins in our Parish one-on-one. Although this process took longer than otherwise, we found that the discussions in these groups yielded rich data that never would have been gleaned otherwise. The committee members got to know people in the Parish better, maybe meeting those we never had known before, and people in the groups had similar experiences, since the signups were random. There was no pre-populating of the groups.

Once the small group meetings finished, the Committee plunged into the process of organizing the input: discussing, comparing, and analyzing the notes we had taken. After having previously always met on Zoom, we had the pleasure – and fun – of meeting in person for several weeks, during the sort of “safe” period before the Omicron surge. We discovered a great deal of consistency in the

perceptions people expressed about our church, especially about what a welcoming church we are. That's a preview headline: there will be more to come in the finished Profile.

That brings us to where we are now. We are now back to Zoom meetings, and by the time you read this, the Profile is expected to have been finished and reviewed by our Diocesan Consultant, Gretchen, and also by our Diocesan Regional Canon, Martha Hubbard. The next step is for the All Saints' Vestry to receive the Profile and, upon approval, for the Parish at large to receive it. Our hope is that the members of the Parish will appreciate that it accurately describes who we are. We understand it may feel it's taken a while to get here, but we have now reached the exciting part: to post our Profile out "in the world" and see what wonderful candidates appear. God is with us, and we will, with His help, find the exactly right new rector for All Saints' Church.

I want to conclude by saying that chairing and serving on this Search Committee has been one of the most gratifying things I've done, and it's due in great measure to the members of the Committee. They are the most amazingly talented, collaborative, smart and fun/funny people with whom I've had the pleasure of working. Whenever you see any one of them, please tell them thank you for their service. I also want to thank Brian Hunter and the Vestry for placing their trust and faith in us to do this work.

*With all blessings and thanks,
Connie Pawelczak*



*O God, you know us better than we know ourselves. Guide us in our search for a new rector.
Empower each one of us to use our unique ministries, to share openly and honestly our thoughts,
to respect the opinions of others, and to encourage humility, patience, and joy.
Instill in us a vision of the Church's mission, that guided by your Holy Spirit,
we will be united in love and joyfully accomplish this mission of discovering the one
you have called to serve with us as our rector.
All this we ask through Jesus Christ our Lord. Amen*

From: Parish Transition Process for the Diocese of Massachusetts



Report from Ministries:

Pastoral Care

The Pastoral Care Committee works in tandem with the Rector to provide care to parishioners who may be suffering in body, mind, or spirit. As the COVID pandemic continued through 2021, the need to hold up all parishioners, in order to combat feelings of fear, loneliness, or isolation was the committee's primary concern.

The group of "Callers and Carders" continued to check in regularly with assigned parishioners. Impromptu deliveries of poinsettias, lilies, St. Patrick's Day treats, and other tokens of caring to those who are shut in or experiencing challenges happened throughout the year.

Deb Dutton and Holly Swan deserve special recognition for their expert, faithful shepherding of Vinnie and Jeannette Freeman. Vinnie joined the angels in 2021, and Jeannette is now living with her daughter in Florida.

Pastoral Care is an ongoing, daily way of life at All Saints'. Amy Hunter leads a group of "prayer warriors" who pray daily for the needs of our parish family. Wednesday morning prayer unites 15-20 people weekly to pray and share celebrations and concerns. This ministry began in March 2020, and continues to thrive, thanks to the liturgy leadership of Amy Hunter and the weekly hosting by Laura Marshall. Zoom coffee hour helped us to stay connected when in person worship was not yet an option.

For our youth, pastoral care took many forms, but included thrice/weekly evening Zoom activities for much of the calendar year to continue to strengthen this important community.

As we enter 2022 with the same COVID constraints, our whole parish family is exemplifying the words of Jesus: I give you a new commandment: love one another. Just as I have loved you, you must also love one another." John 13:34

If you are in need, please contact the church office to share your concerns.

*In Christ,
Maggie Marshall*



Prayer Ministry Team

Are any among you suffering? They should pray. Are any cheerful? They should sing songs of praise. Are any among you sick? They should call for the elders of the church and have them pray over them, anointing them with oil in the name of the Lord. The prayer of faith will save the sick, and the Lord will raise them up. James 5:13- 15a

For nearly two years now, All Saints' has had a ministry of daily prayer for concerns and thanksgivings shared by parishioners or by Pastoral Care. Every week the Prayer Team Coordinator emails a list of prayer concerns to the Prayer Team. Members of the Prayer Ministry Team commit to pray daily for those on the list.

The prayer ministry differs from the list that is part of the Prayers of the People, which is posted in the ebulletin and prayed at our Sunday worship services. In contrast to that public prayer list, prayer requests shared with the prayer ministry group are kept absolutely confidential. Team members do not discuss the requests, nor do they contact folks we are praying for.

The group prays for each concern for four weeks. We also recognize some special circumstances that call for continuing to pray longer for some concerns. The group also very much appreciates the emails it receives about how our prayers are answered.

If you wish prayer, please email the ministry at ascprayerministry@gmail.com. Please let us know who you are, for whom you are asking prayer, and what the concern is. If you would like to become part of this ministry, you may use the same email to ask for more information about what is involved.

*Prayerfully yours,
Amy Hunter
Prayer Ministry Team Coordinator*

Endowment Committee

The Endowment Committee is pleased to provide the All Saints' community with this update. The second year of the pandemic was just as unusual as the first. We met less frequently than usual, only 4 times, with all our meetings done virtually over Zoom. However, we remained dedicated to our core mission.

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 lost two new members in 2021; Ron Cannistraro and Jocelyn Bishop both resigned. The group continues with our minimal number of members (5): Steve Marshall (Chair), Beth Moore, Benton Burgess, David Cahill, and Connie Pawelczak (Legacy Society).

Jocelyn Bishop's well-earned resignation warrants some additional words. Jocelyn stepped down after a very long tenure with the Endowment Committee, including many years as the Chair. Jocelyn was responsible for many projects with the Endowment, including shepherding the drafting and approval of policies and guidelines, and improving communications between the Endowment Committee and both the Vestry and the parish-at-large. Jocelyn also brought a wealth of knowledge about non-profit organizations to the group. We could always count on Jocelyn to not only know the right thing to do, but also to know the right way to do it. We will miss her contributions and companionship very much.

In 2021, the Endowment Committee had the following accomplishments:

- Finalized the last details of the masonry loan. We thought we had completed this in 2020, but the eagle eyes of Scott Bempkins and Cynthia Bennett found a few small details, which we completed in February.
- Transitioned a portion of our investment options with the Diocesan Investment Trust to the Fossil Fuel Free Fund (FFFF). The endowment is currently distributed 20% to the FFFF, 45% to the traditional stock fund, and 35% to the income (bond) fund. Previously the distribution had been 65% traditional stock and 35% bond. This reflects a commitment to reducing our carbon footprint. However, we did this without compromising investment performance; the FFFF has slightly outperformed the traditional stock fund in most quarters over the past few years.
- Gratefully accepted two substantial gifts as well as many smaller donations totaling over \$17,000.

In 2021, the Endowment disbursed \$14,800 to the ASC budget. These funds were of critical importance in a year with many unexpected expenses.

For 2022, the Endowment Committee has unanimously proposed a 5% disbursement from the Endowment for use by the Vestry; this amounts to \$15,900. This is the same percentage as 2021, but an increase from our typical 3% disbursement. The Endowment Committee was unanimous in this decision, feeling the increased disbursement was warranted due to the strong performance of the Endowment's investments during a time of continued financial stress for the parish brought on by the pandemic.

The Endowment's investments had strong performance in 2021. Investments were up by 14.5%, excluding withdrawals and contributions, compared to the end of 2020. The corpus of the Endowment at the end of the 4th Quarter, 2021 was at its highest level ever, approximately \$392,000. We are grateful to the Diocesan Investment Trust (DIT) for their excellent investment expertise, which made these results possible.

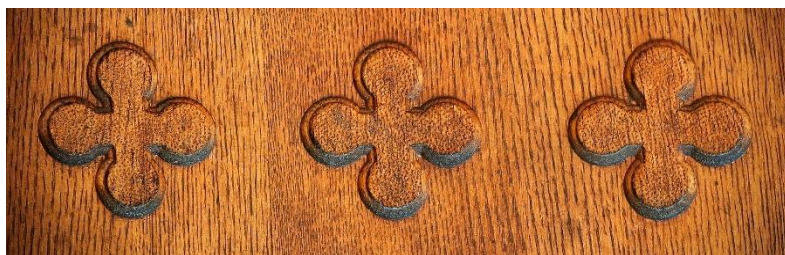
We are continuing initiatives around expansion of the Endowment's Anna Eliza Hunt Legacy Society in 2022. The Legacy Society consists of individuals who have included All Saints' Church in their will to receive a bequest. If you would like to learn more or be included as a Legacy Society member, please contact Connie or any other current Committee member.

We are always happy to discuss the Endowment with anyone in the Parish who is interested. If you have a specific question, or just want to learn more, please contact Steve or any other Committee member.

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

Regathering Commission

Regathering Commission met most of the goals it was created for. We received permission from the Bishops' Office to regather in person. Vaccines became available for adults in the Spring. COVID statistics fell to near zero in June. Following CDC, State and Bishops' Office guidelines (including maintaining online options), we partially regathered during the Summer and we fully regathered on September 12th.



Sadly, COVID changed in July to the more serious and contagious variant, Delta. Teens didn't have vaccines available until Fall and vaccines for children five and up came later. The spread slowly increased through the Fall, and the service and Church School adapted as the news and guidelines changed. The Regathering Commission monitored the news, statistics and guidelines to advise Vestry and staff.

Fortunately, no cases of infection were reported to Vestry and Regathering Com as occurring at All Saints'!

At the very end of 2021 the new variant, Omicron arrived. Omicron is much more contagious than Delta but seems to have milder symptoms. As of January 12th, the Omicron rate of spread is spiking significantly. The Bishops' Office issued new and reminder guidance specifically to not serve buffet style food and for everyone, including choirs, to maintain masking and 6' distancing.

All Saints' response is to offer as many options as possible, following all guidelines, for our members to choose based on their knowledge of their situation. We will continue to follow the news, stats and guidelines to advise Vestry.

We recommend vaccines and boosters to everyone, and we ask that everyone follows the masking and distancing guidelines! We thank everyone for their patience! Stay safe!

*Christy Weller-Fahy
Frank Ouellette
Robert Andrews
Steve Sullivan
Brian Hunter – Chair*

Living Stones Capital Campaign Team

The Living Stones team in 2021 has focused on two areas: completion of the lower-level area renovation, and planning the renovation of the narthex access ramp, or what we now call the East Entrance.

During the year we received the last scheduled pledge payments of the campaign, bringing new revenue to an end and thereby defining how much money we have remaining to spend. (However, early in January 2022 we were blessed to receive a contribution of \$6,000 from the Burgess family in support of the East Entrance project.)

The campaign's financial details may be found in the parish annual financial report, as provided by Diane Olbert, our Living Stones treasurer nonpareil.

Completion of the lower-level renovation included the following accomplishments:

- Selection and installation of new clear covers over the window wells along the east side of the sanctuary, thanks to the leadership and hard work by Frank Oullette
- Furnishing of the new alcove area, now known as "Steve's Corner", a significant effort done under Linda Cahill's leadership, with Diane Olbert and Laura Marshall.
- Installation of a wall-mounted photograph-quality display screen in Steve's Corner
- Installation of a plaque in Steve's Corner memorializing Steve Grillo

The plaque installed in Steve's Corner was designed by Maggie Marshall. It and the wall-mounted display were paid for with individual contributions from members of the choir.



Planning for the renovation of the East Entrance, under the leadership of Darren Collins and Tom Richert, included the following accomplishments:

- Retaining Darlow Christ Architects (DCA) with vestry approval to design the renovated entrance and assisting us with permitting, bid solicitation, and consultation services.
- Going before the Chelmsford Historic District Commission three times to secure their sign-off on the project, which was granted in October

DCA's design of the new East Entrance is beautiful, and when complete, will elevate the east side of the church building from an underutilized area to an integral part of the campus landscape. The next area of focus for the East Entrance Project will be solicitation of contractor bids, one of which will be selected to present to the vestry, with our request for authorization to proceed with construction, which could begin as early as this spring.

The team continues to make communications with the parish a priority. Under Melissa Thompson's leadership, our efforts included:

- Continued updates to our parish hall "Living Stones wall". (The wall now has facsimiles of DCA's architectural drawings for the East Entrance design – check them out!)
- Continued E-Bulletin articles
- Meeting minutes to the vestry

The current Living Stones team has been active since late in 2018. With the East Entrance project accomplished later in 2022, our mission and work will be complete. We will dissolve the committee then, with several major renovation projects accomplished, and the satisfaction of having delivered to the parish community a fantastic value for its pledging support. None of this would have been possible without our amazing and very talented Living Stones team members.

Respectfully submitted by the Living Stones Capital Campaign Team:

Frank Ouellette (Co-Chair)

Linda Cahill, Member

Tom Richert, Member

Chris Mills (Co-Chair)

Darren Collins, Member

Jen Dowd, Vestry Liaison

Diane Olbert (Treasurer)

Melissa Thompson, Member

Church School Report

GENERAL OVERVIEW: How we are organized

We have 4 components of Church School at All Saints:

1. The Lower Church School which serves kids from pre-K to 6th grade. We currently have 4 classes in the Lower Church School: Pre-K; K-2, 3-4, and 5-6th.
2. The Upper School which is currently 7th & 8th grade. (This group stays together until confirmation)
3. The newly formed Youth Group (our Journey Class transformed into a Youth Group after Confirmation)
4. The Church School Council: a group of Church School Leaders who meet monthly to discuss and plan our program year. The Director of Religious Education works with the council to manifest the plans of the group, and to respond to the needs of the families in the parish.



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.

The PANDEMIC and its IMPACT: Year 2

1. **In the winter and spring of 2021**, we held Sunday school classes for each class individually on Zoom. We also ran a weekday program of fun zooms, with a Book Club on Mondays, a Fun Club on Tuesdays, and Game Night on Wednesdays. Our church school leaders volunteered many hours to provide connection and faith leadership for our wonderful kids.
2. **St. Patrick's Day Fundraiser!** We were blessed by the amazing skills of Stacy Herlihy and her assistant, Lilly Herlihy, to provide the parish with DELICIOUS treats and raise money for the Church School.
3. **New Intergenerational Prayer Services:** Lenten Prayer Service/Advent Wreath Lighting: The Church School sponsored an inter-generational prayer service each Sunday night during Lent. And an Advent Wreath lighting Sunday nights in Advent.
4. For **Lent 2021**, we created Lenten Bags for the parish with the ingredients for Pancake Supper-including little real maple syrup, along with supplies to support the season at home.
5. **Stations of the Cross** were created by members of the parish as well as our youth and posted outside the building. A special shoutout to our woodworkers: Chris Mills, Dave Kuzara and Dave Cahill for making us custom tripods to hold them. And to James Scoville for doing all the readings, and Carl and Paul for the music and prayers.
6. **We launched Easter Boxing:** a project I created to have churches hide an Easter Egg on their property and leave clues for people to follow to find. We had 12 churches in the Diocese take part! It was fun!
7. **PAGEANTS!** This was a year of understanding the stories of our faith in pageants. Not only did we do a Christmas Pageant, but we also did an Easter and a Pentecost pageant. A huge thank you to Laura Barry who put in tremendous effort to film and edit our kids. And a huge thank you to all the families- parents and kids- it took extra time and commitment to create these. Other parishes in the Diocese enjoyed watching these and were inspired to make their own. We can use these videos in our lessons into the **future!**
8. **Our SUMMER MYSTERY CLUB:** The Church School offered a hybrid summer program of The Summer Mystery Club: we organized the kids into teams that hunted for clues during the week, and then shared what they found each week in an online class. The theme this summer was Christian Symbols. The kids also learned about All Saints' history. We met in person at church for the final week, where the kids shared what they had found with the congregation. It was a blast!

9. **YOUTH AND CONFIRMATION!** We had a stellar group of young adults participate in our Youth and Confirmation Class. It took commitments from our youth, their parents, and a leadership team of Deb Forsberg, Debbie Psilopoulos, Andrew Barry and Rev. Paul. They had a firepit social (the grass recovered) a Retreat we organized for ourselves at Barbara C Harris; the youth volunteered in ministries, met with sponsors, got Confirmed or supported their classmates getting confirmed, then attended confirmation classes all fall until they were presented to the Parish on All Saints' Day. They have since formed a Youth Group. They are amazing!!!
10. **Our Program this Fall/Winter...** we had planned to start church school back in our spaces- but we had to pivot due to guidelines from the diocese and new policies from schools, and we met every Sunday in the fall outside for the unvaccinated youth. Our vaccinated Upper School and Confirmation Classes met masked after attending church together. Our church school leaders were so dedicated and creative in the face of shifting locations. I am so grateful for their work! We also offered an online class every week at 8am for those who did not feel comfortable attending in person.
11. **Dumpster Chapel, Foursquare, Halloween, Advent, and another Christmas Pageant!** Watching our youth take leadership of their own worship during Dumpster Chapel was inspiring. Each Sunday they volunteered to lead their peers in prayer, scripture and song. Foursquare became a staple of post class fun! And our Halloween parade was the best! So many great costumes! In Advent we held classes together where we made cards for pastoral care, the youth group helped to wrap the angel tree presents, church school made gingerbread houses for the Gingerbread Fair, we collected a ton of food in our Advent Food Drive and created our second video Christmas Pageant set right here on our All Saints' campus.

The PEOPLE

Discover Class: (Pre-school) Meghan Wynne*, Jayden LaRochelle, Kerry Gauvin, Adam Weller-Fahy
 Explorer's Class: (K-2nd) Mirna Cunha*, Aly Moore, Rachel Moore, Addie Collins, and Maya Barry
 Wonder Class: (3rd-4th) Katie LaRochelle*, Laura Barry, Jen Dowd, Katelyn Conklin, Larisa Ducharme, Rose Felzani, Stacy Herlihy
 Weavers Class: (5th-6th) Emily Strunk*, Stephanie Kelly*, Rohini Pola, and Sapphire Feliciano Dean
 Connect Class: (7th-8th) Joan Thomas*, Dan Wilson, Christy Weller-Fahy*
 Confirmation Class: Deb Forsberg, Debbie Psilopoulos*, Andrew Barry*, Rev. Paul
 Youth Group: (9-12) Debbie Psilopoulos*, Andrew Barry*
 Summer Mystery Club: Brian Hunter, Laura Marshall*, Amy Hunter, Imaluv D Clohoos, Jayden LaRochelle
 ASC Kids Club Book Club: Maggie Marshall/ Laura Marshall,
 ASC Kids Club FUN Club: Laura Marshall/Joan Thomas*
 ASC Kids Club Game Night: Joan Thomas, Laura Marshall, Debbie Psilopoulos & Emily Strunk
 Church School Council Chair: Katie LaRochelle
 *Church School Council member

Of NOTE:

The leaders of the Church School join me in expressing our appreciation to the people of All Saints'. We continue to feel the deep and loving support of the All Saints' community- our Safe Church volunteers, our vestry- especially our Senior Warden who went above and beyond for our audio/visual support, and clergy, Rev. Paul, our Parish Administrator, Margie, our Minister of Music, Carl, our Sexton, Mirna (who is also a teacher) and all the parishioners who join us in the fun, the prayers, and the worship. I am so grateful to you all. You reinforce the lessons that we teach each Sunday to the kids, that we are of the grace of God's love in our lives.



*In peace,
 Laura Marshall
 Director of Religious Education*

Stewardship



**I AM ALL SAINTS'
YOU ARE ALL SAINTS'
WE ARE ALL SAINTS'**

The Stewardship Committee made up of Laura Barry, Jennifer Dowd and Chris Mills began discussing the importance of stewardship in our community in the spring of 2021. At the time church was still virtual, due to the COVID pandemic and the parish had passed a deficit budget in 2021 with the hopes that we would be back in person mid-year. The regathering was slower than hoped due to pandemic surges, so we knew that it was important to highlight how giving is a vital piece of our lives together. In May of 2021 we created a video discussing the importance

of pledging and inviting parishioners to view it and respond with questions or comments.

Out of this video creation, we developed a theme for the year, I am All Saints', You are All Saints', We are All Saints'. We carried this theme through the pledge drive in the fall of 2021. There were notices in the e-bulletin utilizing the theme and once we were in person, you could spot posters around the building highlighting personal testimonies of a few of our parishioners. We focused on Church School, Outreach and Worship.

During the month of October the Stewardship Committee performed a 'takeover' of the Senior Warden's Corner, utilizing the column to highlight the pledge drive as well as share testimonials from our parishioners including Janet Ceasar, Laura Marshall, Amy Hunter and Bob Friesner. We would like to thank them all for their willingness to share.

The traditional pledge packet was given a marketing overhaul to match with the chosen theme. The final packet included:

- Pledge card
- Letter from Rev. Paul, Brian Hunter (Senior Warden), & Laura Barry (Stewardship)
- 4 page Giving Brochure & Educational piece

For those that were attending in person in the fall, we handed out as many pledge packets as possible during Sunday services on Sunday, October 17. Those that were left were mailed directly to parishioners.

We offered three ways for parishioners to turn in the pledge envelopes: Mail-in, Drop-in the Offering plate, or through our online payment system called Realm.

On November 14th we celebrated Stewardship Sunday by inviting everyone to drop their pledge in the offering plate and enjoy a COVID friendly coffee hour as a thank you!

By the end of the year, All Saints' Church collected 111 pledges for a total of \$323,974. When compared to what the same population gave last year, this represents a 22.5% increase in pledges! Though we are still hopeful a few more pledges will come in at the time of printing, we formally lost 7 pledgers through death or departure, and gained 8 new pledges. We cannot be more grateful for the generosity of our parishioners.

The cost to run the 2021 Stewardship campaign was \$182 out of a budget of \$250. Most of these costs come from postage and envelopes.

*Peace,
Laura Barry, (Stewardship Chair)*

Worship at All Saints'

Music at All Saints'

I've read lots of annual reports over the years. I think that the most important thing in an annual report is to say "thank you" to those who faithfully and with considerable dedication give their time to sing in our choirs, or play handbells, or help me fix the organ. All of our musical participants have my thanks for their efforts to enrich our worship with as much beauty as they can produce. Equally endearing are the many expressions of support from those in the pews for the music program. It has not been an easy year for any kind of ensemble music, but we have persevered. I also feel particular gratitude for Connie Pawelczak (Youth Choirs accompanist), and Debbie Psilopoulos (Bell Choir Director).

This year it seemed natural to try to record snippets of what has happened, so that we can remember it. Years from now, someone will read our reports and write a paper or article about what it was like for churches in 2021.

The Choirs:

The first half of the calendar year, as well as all last fall, was completely remote: the choir members individually did recordings of hymns and sent them to me for editing and consolidation. I'm quite sure that all the singers pretty much hated doing these, but they did them anyway, with love.



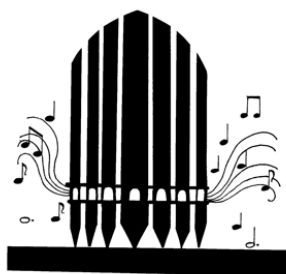
We resumed in-person services in the summer, and choir rehearsals resumed in September. Numbers in all three singing choirs are substantially reduced from where they were before the pandemic, both through attrition, and through continued concern about spreading the virus. The Parish Choir and the B-Sharps (12 years and older) have been able to sing in-person in rehearsals and services, but the Disco Penguins (under 12, and thus not yet vaccinated in 2021, have only met in rehearsals.)

The Bell Choir also resumed in September and has performed a number of times. This group has held together rather well through the pandemic. Kudos.

We had a musically successful and rather enjoyable Lessons & Carols on Advent IV, but with only participants in attendance. The service was live-streamed for the rest of the congregation.

Christmas Eve also went well musically, though in-person attendance was much smaller than usual at both services.

The Organ:



After making an assessment of the instrument (which led me to the brink of despair) in early summer, two organ projects were accomplished in the fall with volunteer help from the parish. The first was the repacking of some of the stoppers in the 16' Pedal Bourdon, allowing this stop to be successfully tuned – it clearly had not been tuned in years. The second project was the cleaning of the Great 8' Harmonic Trumpet. While removing the flies, ladybugs, and dirt from the pipes and surrounding area did help improve the tone and functionality, the airflow over the pipes, as well as a doppler effect, from the rotation of the large exhaust fan still creates continual tuning problems and instability in this and other ranks in the Great division. Many thanks to all those who helped, and especially to Anne Ludlow, who held keys on many Saturday mornings so that I could tune other ranks. All of the reed ranks are now functional. We also had a big tuning day in December where

two organbuilders from our current maintenance firm (Andover Organ) tuned over half of the flue ranks. The continued use of the exhaust fan, and the large temperature swings in the nave, have since spoiled much of that tuning work, but it's still better than it was a year ago.

In midsummer, Andover Organ techs also replaced a power supply for the console, which has helped somewhat in getting the combination action to work. There are still many other electrical and console issues to be repaired and resolved.

Though much progress has been made toward making more of the instrument usable, continued aggressive maintenance of several kinds is clearly needed.

Lastly, I will mention that I am thankful for the relatively new, high quality electric piano, undoubtedly ordered by my predecessor Maggie Marshall. Its portability, and the fact that it is always in tune, have been tremendously useful in the several new locations where we have had rehearsals and services this year.

*In peace and gratitude,
Carl D. Nelson Klein, DMA
Choirmaster and Organist*

Altar Guild

The Altar Guild is a lay ministry preparing the Sanctuary for worship, maintaining and caring for the sacred vessels, altar linens, and vestments. We are a group of dedicated parishioners who work behind the scenes securing the necessary articles to be used at every service, arranging and placing fresh flowers and cleaning the altar areas. We work reverently to support our worship at All Saints' Chelmsford.

I 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 welcome all who are interested to give it a try.

During 2021, I took on the task as the lay leader for Altar Guild with the help from former leader Liz Landers. Thankfully Liz Landers and Sally Warren provided great instructions and guidance, and Liz continues to be part of the guild.

The continuation of the COVID pandemic meant creative recorded services, including a baptism, Holy Week stripping of the altar, and Easter. May 23rd we had an in-person outdoor service in a parking lot to celebrate Pentecost. We were able to transition to in-person services starting in June which meant relearning and changing the service to be safe, as the pandemic continued. This meant no shared chalice and Eucharist using hosts not homemade bread. We also had the opportunity to get to know our interim Rector the Rev. Dr. Paul Kolbet better.

I appreciate and personally thank all those who have participated in this ministry this past year: Valerie Anderson, Linda Cahill, Linda and Richard Coles, Beth Anne Economou, Bob and Kate Friesner, Virginia Jengo, and Liz Landers. A very special thank you to Kate Blount for the lovely new white altar hangings donated in memory of her parents.

I would especially like to give a thank you to Beth Anne Economou for her dedicated service as she steps down from the Altar Guild. We will miss her! Thank you to all who have helped with the Eucharistic bread baking in the past and hopefully we can bring this back soon.

*Respectfully submitted,
Linda Coles*



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. (We're happy that services have resumed since Acolytes don't really have a role in on-line services)

Activities:

We currently have 10 regular youth members, and 2 adult members; we added two new acolytes recently, and we lost five members over the last year for different reasons; we want to recognize Edith Parekh for stepping into the 8 AM Acolyte role when she is able. We did not graduate any seniors in 2021 and we expect one graduation this year (Aly Moore).

We need help identifying new members now that we have regathered. Please remember that we can always use more Acolytes, and new members are very welcome; we prefer that our Acolytes be in Grade 4 or older. Right now, Acolytes are generally serving every other week, and I would prefer to have 3-6 more Acolytes so we can reduce that to once per month. If you or your child would like to learn more, please see Mr. Andrews, Ms. Marshall, Dr. Carl, or Rev. Paul.

Dreams, Desires and Thoughts toward Next Year:

Our wardrobe is in pretty good shape, because it hasn't been used much this year. We are remeasuring ALL the Acolytes for robes because (as I expected) they have grown during our absence!

We continue to give a silver cross to our 3rd year Acolytes, and we give our first year Acolytes a wooden cross. I would like to thank all the Acolytes and their families for their continued dedication in giving us their time and talents.

As noted last year, 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 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. Reconnecting with new visitors after the service has been tougher with the pandemic but is still encouraged when possible.

Our current team includes veteran greeters Bruce Bray, Alison Sandoval, Midge Wilson, Lynne McSheehy and Harry Taplin. We welcomed new greeters Joan Clement and Sam Malone. We said goodbye to Peggy West, and Linda Cahill moved into the role of a substitute, along with Pam Meinhardt, Sharon West, and Larisa Ducharme. Because we have such a large and faithful substitute 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.

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*

Wednesday Morning Prayer Service

There was a humorous moment in June 2021 when participants in the Wednesday Morning Prayer congregation expressed concern that with the return to gathering in person for worship the group would be “going back to the Chapel.” Laura Marshall and I reminded all of us that this Wednesday service never was in the Chapel. The service is one of the pandemic’s unexpected gifts, beginning as it did during Holy Week of 2020.

Since Easter Week 2020, All Saints’ has offered weekly Morning Prayer via Zoom every Wednesday at 8:00am. Attendance each week continues to range from fifteen to twenty folks and the service lasts about twenty minutes. Each Wednesday two co-officiants pray the Morning Prayer service, alternating voices while the other participants remain on mute, free to pray along with the leaders or simply to let the service hold them. The readings and prayers for the service follow the lectionary. If the week has a major feast, we use those propers. Otherwise, we draw from the richness of the church calendar and Lesser Feasts and Fasts. Wednesday Morning Prayer invites All Saints’ to learn more about the saints!

In 2021 the Wednesday Morning Prayer service grew deeper by meeting Monday through Saturday of Holy Week and on Christmas morning. Thirteen people shared the role of officiant during the year, with a core of ten folks who lead regularly. An important part of the service is inviting folks to ask for prayers or to share thanksgivings, either via Realm or in the Chat feature of Zoom. Every Wednesday one of the officiants prays aloud for the concerns and joys of the group. We have become a community that prays for one another, for our parish, and for the world.

Laura Marshall continues as our Zoom host and weekly posts the link in the parish ebulletin and through Realm to those subscribed to the Morning Prayer group, as well as inviting prayer requests through Realm. Amy Hunter puts together the weekly services.

Laura and Amy’s motto is “You cannot pray wrong!” Participants are on mute but are invited to pray along as best works for them. Some follow the service put together for the officiants and do the responses. Some follow without having the service in front of them and chime in with the bits they know. Some are silent and let the responsive reading of the service hold them in prayer and community. And some listen as they walk dogs or commute! You cannot pray wrong!

All are welcome to join us, whether occasionally or once or weekly. Folks may also serve regularly as an officiant or try it out one time. Wednesday Morning Prayer at All Saints’ continues to be a surprise gift of the pandemic.

*In Christ,
Amy Hunter*

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 contact the Director, Mike Brodeur.

Due to the ongoing COVID-19 pandemic, this has been a year of adaptation and change. We started this year using a combination of prerecorded and live services. This was greatly aided by a corps of Lectors, Litanists and Responders, some of whom had not previously served as a Liturgist.

Partway through the year we transitioned back to in-person services. During the transition, the corps membership changed a bit, as some long serving members chose to step back, and some of our new on-line Liturgists came aboard for in-person worship.

At the end of 2021 we had 18 Lectors and Litanists. We have not used a common cup since March of 2019, and our small group of Chalice Bearers has not been active in that time. Looking forward, at some point we will probably reintroduce the use of the Common Cup, and when we do, we will need to regather the Chalice Bearers.

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 your willingness to adapt to our changing circumstances.

*Michael Brodeur,
Director of Liturgical Ministers*

ASC Live-Stream Report

Almost 6 months ago our parish began to live-stream our worship services! We installed 3 pan/tilt/30xZoom cameras, wiring, a workstation and production software. In that short time we have come a long way. Here are some current details:

- We had \$200 left over in the Tech Fund after install. Many parishioners generously contributed. Thank you to all those who made this project possible.
- Our live-streaming has been viewed in our overflow spaces, locally, in other states and internationally.
- 25 to 40 folks or groups view our Sunday service each week. Around 150 views for Lessons and Carols and Christmas Family Service. (In January, numbers each week were in the 60s.)
- Chelmsford Telemedia broadcasts our livestream one week later.
- Most services now have the text of the Psalm, the Creed, and other parts of the service.
- Every week the description of the upcoming service on YouTube has links to the Order of Service and the e-bulletin.
- Our live-streamers have not missed a Sunday, but we HAVE had learning opportunities (technical issues).
- We are continually learning how to improve our production quality and simplicity.
- Beyond the Sunday worship services, we have been able to share baptisms, memorials, Lessons and Carols and the family Christmas services with folks who otherwise would not have been able to attend.

What's Next?

Build a Team - We want to expand our team! This includes "Techs" that choose views and push buttons, "Supporters" that follow the service and provide reminders and creative suggestions and perhaps internships for HS or college credit or application references. Please let one of us know if you'd like to come and observe for a service. No strings attached!

Finish the wiring - All the new wiring is in place. We need to change the connections and remove the visible wiring. This step was put on hold for the holidays.

System improvements - Ideas include improved lighting, a larger sound mixer/recorder, a low-end microphone to catch more organ notes, converting the lectern mic from wired to wireless, adding a mobile/remote camera (currently using a cell phone) and adding a small second screen to monitor the YouTube output.

Respectfully Submitted, ASC Media Team:

Brian Weller-Fahy

Steve Sullivan

Brian Hunter

The Lord's Prayer

Our Father, who art in heaven,
hallowed be thy Name,
thy kingdom come,
thy will be done,
on earth as it is in heaven.

Give us this day our daily bread.
And forgive us our trespasses,
as we forgive those who trespass against us.
And lead us not into temptation,
but deliver us from evil.

For thine is the kingdom, and the power,
and the glory,
for ever and ever.

Amen.



Stone Soup

Chelmsford Community Exchange Food Pantry

All Saints' Church has been a contributor to the Chelmsford Community Exchange Food Pantry for a very long time. Linda LaPointe took over as director of the Food Pantry after the death of long time director Sandy Donovan in 2020. The members of the parish support this ministry by making donations of food and money. The parish has consolidated food collection efforts to two annual food drives, one in June and one during Advent, both in conjunction with the Laura Marshall and the Church School. The June food drive was relatively small this year. However, we collected many bags/boxes of food during the Advent food drive. This year, a Reverse Advent Calendar was created, with each day noting a different food or personal item to be added to the collection bag or box. Parishioners dropped off the items they collected in the weeks between Christmas and Epiphany. The food was presented at the altar during the offertory at the 10 AM worship service and then delivered to the Food Pantry. Many thanks to the members of All Saints' that continue to support this very important ministry.

*Respectfully submitted,
Danielle Wigmore*

B-SAFE

The B-SAFE Program in 2021 was run by St. Stephen's Church in Boston; however, like many programs, they did not have many in-person volunteers. Since All Saints' had budgeted money for this program, the Bishops' Office was called to ask whom to contact to make a donation.

I spoke with Liz Steinhauser, who was in charge of the program and told her that All Saints' wanted to send a donation of \$1,000. She said it was an answer to prayer, because of the weather and situation they had to transport the children to their event by bus, which they did, but didn't know how they would pay for it. She said that All Saints' donation would cover the cost of the transportation. She was very appreciative of the donation.

*Margie Dissinger
Parish Administrator*

Food for Friends 2020

The Food for Friends program (supporting St. Paul's Soup Kitchen in Lowell) was reestablished in late 2021. We were able to secure a Food Safe Certificate for the kitchen at All Saints' that allows us to prepare the food for the kitchen. Four groups were re-formed and assigned to serve quarterly. We began serving in October with no issues, and regularly serve approximately 60 meals to the homeless and poor on the second Wednesday of each month. The rise in COVID cases due to Omicron has caused some concerns but we continue to forge ahead with this important ministry.

The Food for Friends program was funded by proceeds from the Gingerbread House Fundraiser, generous member donations, and supplemented by budgeted funds. We are extremely grateful for donations in any amount to help keep the SPSK running as they struggle to feed hungry people in the area 5 evenings a week.

*Respectfully submitted,
Paul Blount*

The Return of the Annual Gingerbread Display!

This year's display was a beautiful and festive occasion! The theme for the display was Love & Care: create a display of a place you experienced love & care. We decorated the hall with red, white & brown - including a giant cloth heart hanging high above and beautiful gingerbread cutouts on the windows and at the entry. A huge thank you to all the builders for the incredible donation of their houses- there were so many



creative and delicious looking entries! The event raised approximately \$1000 for St. Paul's Soup Kitchen (from entry and raffle tickets) and \$2000 for All Saints' through the kitchen and gifts sold. The mini-houses created by our own parishioners were a great hit!

Along with a HUGE thank you to all the builders, we would like to add particular thanks to the...

Mini-Gingerbread builders: Laura Marshall, Linda Ouellette, Stacy Herlihy, Mirna, April & Zoe Cunha, Melissa Thompson, Joan Thomas, Karen Garrigan, Karen Kowalski, and Diane Olbert.

Decorating/Setup Committee: Emily Strunk, Stephanie Kelly, Alison Sandoval, Meghan Wynne, Mirna & Joe Cunha, Sridhar Pola, Andrew Barry, Linda & Frank Ouellette, Kim Williams, & the Crafts family.

Day-of Crew: Jennifer Dowd, Linda Coles, Virginia Nelson, Midge Wilson, Kate Friesner, Joan Thomas, Laurie Bestvader, Melissa Eisenmann, and Kim Williams.



Kitchen Crew: Maggie Marshall, Danielle Wigmore, Linda Cahill, Melissa Thompson, Allie Dowd, Eli & Scarlett Barry, Paige LaRoche, Cameron Wigmore, and Kiley Williams.

Clean-up Crew: Maya Barry and Jayden LaRoche for calling our winners. The Felzani family, the LaRoche family, the Pola family, the Cunha family, the Barry family & James Scoville.

Special thanks go out to Brian & Amy Hunter for creating a fun interactive way to wander the display with their guided virtual tour and wonderful photography! To Dave Kuzara for cutting the large Gingerbread house and building supports so Emily Strunk and Rohini Pola could paint it so beautifully! To Frank & Linda Ouellette for their amazing creation honoring our EMS heroes! Lastly to our church school students for lending their creations to our Church School Village!

Finally, we want to thank all of the parishioners for joining us as guests at this festive occasion and bringing their friends and family to share in the event! For any names we may have forgotten – please know we are grateful for your help!!

*Respectfully Submitted,
Rohini Pola & Laura Barry – Co-Chairs*

Prison Ministries:

Angel Tree 2021

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 (35) requested in in past years, with the plan for two gifts to be purchased for each child. We were provided with (36) children based upon the participants within our requested area. The children's ages varied from 3 to 17 years representing 21 families. 17 families, representing 34 children, agreed to participate. Thanks to the generosity of the congregation, a total of 68 gifts were provided and 38 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 for helping in all aspects of running the program this year and the Youth Group for organizing and wrapping all the gifts. 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 Interim Pastor, Reverend Paul Kolbert.

*Respectfully submitted,
The Collins Family, Angel Tree Coordinators*

Holiday Cards and Gifts for Inmates 2020

Once again we were unable to meet to make holiday greeting cards and collect gifts for prisoners, so donations were made and a check sent to the Prison Volunteer organization. This year, owing to generous donations from many organizations, they were able to include all five prisons, including the women's prison, in this card and gift program. This program really brings a ray of light into dark places and I thank you all for your thoughtfulness and generosity.

*Respectfully submitted,
Janet Ceasar*



Refugee Immigration Ministry (RIM)

a. Hanifah and the three boys continue to do well. Hanifah is working at the same place and recently had a promotion. The boys are doing well in school. We are still giving Hanifah rental support and the boys received gift cards from the Angel Tree plus some clothing and card games donated by a member of the congregation. Hanifah received a gift card and personal items donated by a member of the congregation.

b. Afghans. This does not really belong in a 2021 report, but things are moving so fast it seemed appropriate to include it. Afghan refugees have been arriving at a rapid pace in the last three months. RIM is working with Ascentria, an agency licensed by the government to receive refugees, and has formed Team Hope. We have 21 members, including four from All Saints'. Two host families (Bill Bradbury and Stephanie and their neighbors) are acting as temporary hosts until permanent housing can be found for the two families we have been assigned. Two brothers, ages 16 and 24, are staying with Bill. They speak some English and Israr is in the process of being enrolled in Lowell High School. Abdul has been referred for ESOL classes and employment services. Another family (a couple with three young children) is expected at the time of this writing.

All Saints' people have been generous in their donations of cash – always needed as rents are so high, and as soon as permanent housing has been found we shall need furniture, household goods, etc., as well as clothing. I thank you all for being such a welcoming community.

Respectfully submitted,
Janet Ceasar

West Virginia Workcamp

West Virginia Workcamp is an outreach activity for high school youth and adults that All Saints' has been participating in since 2005. We join with Central Congregational Church and send a group of volunteers to the Cabell-Lincoln Workcamp in the Appalachian mountains of West Virginia. There we join other groups from the eastern US to make the homes of needy people in the area warm, safe and dry. Typical workcamp projects include repairing and replacing roofs, walls, windows and floors, painting homes and adding skirting to trailers.

Due to COVID-19, the Workcamp was cancelled for the second year in a row in 2021. The workcamp leaders felt that the preliminary work of meeting with homeowners to assess the projects could not be carried out safely. It has been decided, however, that the Workcamp will resume for 2022.

Unfortunately, the Workcamp leaders from All Saints' Church and Central Congregational Church have made the hard decision to discontinue our annual trip to the Cabell-Lincoln Workcamp. In the past several years (before COVID) there have been fewer and fewer high-school aged kids from our churches signing up to go. I've been told that kids and parents are more reluctant to miss the final week of school in order to attend the Workcamp. We are sorry to lose this service opportunity for our high schoolers and will miss the many friends we made during our years of going to Workcamp.

I'd like to thank parishioners for their generous support of this program over the years. The lives of many people have been improved due to the participation and donations that All Saints' has provided. I'll be working with the upper church school leaders to see if we can find another service opportunity for those kids who would like one. Please contact me or Andrew Barry if you have any ideas or would like to help with organizing a summer service trip.

Respectfully submitted,
Dave Kuzara

Nominating Committee Report

The 2021 Nominating Committee was comprised of the following All Saints' Parishioners: Jen Dowd (Chair), Brian Hunter, Maggie Marshall, Linda Ouellette, Steve Sullivan and Laura Barry. Candidate considerations were submitted throughout December and January by various parishioners and Vestry members. Listed immediately below are the candidates nominated for the 2022 Vestry, Convention Delegate, Deanery Rep, and Nominating Committee roles. No budget was needed to support the Nominating Committee.

Position	Yrs	Accepted Name	Additional Information
Senior Warden	1	Danielle Wigmore	
Junior Warden	1	Benton Burgess	
Clerk	1	Tricia Mescall	
Treasurer	1	Valerie Anderson	Assistant Treasurer: Laura Barry
New Vestry			
Vestry	1	Joan Thomas	Through 2022; replacing Danielle Wigmore
Vestry	3	Rob Strain	Through 2024; replacing Emily Strunk
Vestry	3	Rohini Pola	Through 2024; replacing Linda Ouellette
Vestry	3	Marcia Herlihy	Through 2024; replacing Jen Dowd
Convention Delegate	1	Dave Kuzara	
Convention Delegate	1	Lynne McSheehy	
Convention Alternate	1	Laura Marshall	
Deanery Rep	1	Joan Thomas	
Deanery Rep	1	Andrew Barry	
Deanery Rep	1	Dan Wilson	

Nominating Committee for next year: Brian Hunter, Laura Barry, Jen Dowd, Danielle Wigmore, Dave Weller-Fahy, Holly Swan, and 3 members assigned by the Rector

Current Vestry Through 2022: Dave Weller-Fahy, Holly Swan

Current Vestry Through 2023: Kate Blount, Sean Conklin, Rose Felzani

Respectfully Submitted,

Jen Dowd

Nominating Committee Chair

Financial Reports

2021 Budget, Actual Revenues and Expenses; and 2022 Proposed Budget

REVENUES AND EXPENSES

	2021 Budget	2021 Actual	2022 Proposed Budget
Total Revenues	338,963	388,058	365,889
Total Expenses	374,709	391,665	400,244
Net Total	(35,746)	(3,607)	(34,355)

REVENUES

Offering Income

Pledge Receipts	303,163	324,946	332,089
Plate Receipts	4,000	4,208	4,000
Flowers, Leaflets, Candles	1,000	1,128	1,000
Easter & Christmas Offering	2,000	4,585	4,000
Restricted Accounts		39,418	
Misc. Receipts and Gifts		3,242	
Endowment	14,800		14,800
RIM/Afghan Resettlement		1,395	
Prisoner Gifts		545	
Yard & Plant Sale		-	
4th July Booth		-	
St Patrick's Day -cookies fundraiser		2,042	
Pies			
Gingerbread Village		3,251	
Special Projects	5,000		5,000
Rental Income	9,000	1,870	5,000
Interest Income		8	
Processing Fees Income		1,420	

Total Revenues

338,963	388,058	365,889
----------------	----------------	----------------

EXPENSES

Personnel

Rector

Rector's Salary	44,124	43,165	46,430
Rector's Housing	65,004	65,004	65,004
Rector's Auto	1,400	810	1,400
Rector's Medical Insurance	22,500	22,738	24,224
Rector's Sabbatical	1,500	-	1,500
Rector's Continuing Ed.	500	210	500
Rector's Pension	19,643	19,470	20,058

Total Rector

154,671	151,397	159,116
---------	---------	---------

Staff

Parish Admin/Financial Secretary	26,708	26,708	27,237
Director of Religious Education	8,096	8,097	8,255

2021 Annual Report

Music Director/Organist Salary	34,789	41,175	43,860
Sexton Salary	14,895	10,304	18,233
Social Security ER Tax	5,238	5,350	6,132
Medicare ER Tax	1,225	1,251	1,434
Staff Continuing Ed	500		500
Staff Pension Expense	5,535	6,109	6,517
Payroll Service Fees	700	787	790
Total Staff	97,686	99,781	112,9584
Other Personnel Expenses			
Worker's Comp Insurance	902	798	902
Staff Travel Reimbursement			-
Clergy Supply	1,100	250	1,100
Organist Supply	1,200	400	1,200
Admin. Supply	440	1,215	440
Sexton Supply	440		440
Total Other	4,082	2,663	4,082
Total Personnel	256,439	253,841	276,156
Administration			
Office Expenses			
General Office Supplies & Paper	2,000	1,134	2,000
Archive Project			-
Copier Service Contract & Lease	4,920	5,053	5,140
Technology-Internet & Computer	3,628	3,788	3,790
Software Support Contract	2,492	2,493	2,603
Misc. Admin Expenses	280	-	280
Bank Fees	18	10	18
Cr Card & Online Charges	350	1,975	585
Communications/Bulk mailing			
General Postage	400	313	400
Total Administration	14,088	14,766	14,816
Parish Life			
Christian Formation			
Adult Ed	270		270
Adult formation			
Leaflets			
Vestry Retreat			
Church School	1,000	1,824	2,000
Total Christian Formation	1,270	1,824	2,270
Worship			
Nursery Sitter			-
Nursery Assistant			-
Altar Guild	350	642	350
Sanctuary Candles	200	85	200
Flowers	1,300	575	1,300
Leaflets	50	-	50
Acolyte Guild	200	-	200
Total Worship	2,100	1,302	2,100
Music and Choirs			
Music, books, supplies	700	627	700
Instrumentalists	600	160	600

2021 Annual Report

Handbell Choir Expenses	200	-	200
RitePlanning online/OneLicense	350	359	660
Dues/Conferences/continuing Ed	750	225	750
Instrument Maintenance & Repair	2,530	2,039	2,530
Choir Robe	250		250
Total Music and Choirs	5,380	3,410	5,690
Special Programs Expenses			
Fellowship - Parish Life/general	500	32	500
B-SAFE	700	1,000	700
Food For Friends	2,400	3,033	2,400
ERD		475	
Chelmsford Food Pantry		200	
Prisoner Gifts		545	
Outreach – Habitat/Rim.	1,000	1,320	1,000
Stewardship Expenses	250	51	250
Pastoral Care			
Total Special Programs	4,850	6,656	4,850
Total Parish Life	13,600	13,192	14,910
Community and Church			
Search Process	3,600	110	3,600
Convention and Program fees	150	-	150
Diocesan assessment	37,030	37,030	36,465
Total Community and Church	40,780	37,140	40,215
Buildings and Grounds			
Gardening		361	
Lawn and Grounds Maintenance			
Masonry Loan			
Masonry Loan Principal		25	-
Capital Improvements from DIT & Memorials		34,068	-
Total Grounds	-	34,454	-
Utilities			
Electric	8,000	6,998	10,000
Gas	6,000	5,466	8,000
Water/Sewage	2,800	2,676	3,100
Trash	1,122	1,020	1,150
Total Utilities	17,922	16,160	22,250
Maintenance			
Elevator Maintenance E & Repair	1,500	825	1,500
Security/Fire Alarm	2,500	1,816	2,500
Maintenance Supplies	3,000	1,042	3,000
General Repairs	7,000	5,286	7,000
Roof Maintenance	1,500	-	1,500
Snow Removal	3,500	825	3,500
Liability Insurance	12,880	12,318	12,897
Total Maintenance	31,880	22,112	31,897
Total Building & Grounds	49,802	72,726	54,147
Total Expenses	374,709	391,665	400,244
Net Total	(35,746)	(3,607)	(34,355)

Statement of Financial Position

As of: Dec 31st 2021

Assets

Current Assets

Checking Account

100010 General Account	18,531.55
100020 Savings Account	35,336.44
100031 Savings Account - Restricted	34,617.31
100050 All Saints' Capital Campaign Fund	46,368.79
100051 Capital Campaign Money Market Acct	8,325.76

Total Checking Account**143,179.85**

Petty Cash

100110 Petty Cash	200.00
100112 Church School Petty Cash	200.00

Total Petty Cash

400.00

Total Current Assets

143,579.85

Investments

Diocesan Investment Trust

Endowment - Perm. Restricted

110210 All Saints' Endowment	160,475.35
110214 All Saints' Quasi Endowment	83,275.10
110321 DIT Unrecognized Gain/Loss	85,547.60
110325 DIT Quasi Unrecognized Gain/Loss	47,782.87

Total Endowment - Perm. Restricted

377,080.92

DIT

110212 Rectory Housing Fund	85,085.78
110213 Rectory Housing Unrecognized G/L	34,521.67
110310 Marshall Family Music Fund	16,704.07
110311 Marshall Family Music Fund Unrecognized G/L	7,199.78
110320 All Souls Facilities Fund	34,647.91
110323 All Souls Unrecognized G/L	6,170.24

Total DIT

184,329.45

Total Diocesan Investment Trust

561,410.37

Total Investments

561,410.37

Fixed Assets

120510 Furniture and Fixtures	75,334.80
121010 Machinery & Equipment	22,044.01
122010 Organ/Steinway	245,594.28
123010 Buildings	1,195,000.00
124010 Building Renovations	928,722.24
125010 Land	200,100.00

Total Fixed Assets

2,666,795.33

Total Assets**\$ 3,371,785.55****Liabilities & Net Assets**

Liabilities

Total Liabilities

0.00

Net Assets

Fund Principal1

300000 Fund Principal- General Fund	3,282,473.69
-------------------------------------	--------------

Total Fund Principal1

3,282,473.69

Temporary Restricted2

2021 Annual Report

Church Restricted Accounts	
800030 Altar Guild	1,072.23
800031 Boston Pride	391.00
800033 Rector's Sabbatical Fund	3,000.00
800035 Organ Maintenance Fund	1,918.00
800036 Building Maintenance Fund	2,316.44
800039 Marshall Family Music Fund	1,740.39
800042 Regathering Tech Fund	850.56
800045 Church School Fund	3,252.28
800052 Youth Programs	1,087.08
800070 Search Committee	3,490.00
800077 Acolyte Fund	500.00
800080 Rental Security Deposit	500.00
800090 Restricted Savings Interest	7.19
800150 Pre-paid Pledges	9,000.00
800510 BCH Camp Scholarship	325.00
Total Church Restricted Accounts	29,450.17
Outreach	
800516 B-SAFE	1,100.00
800530 St. Paul Feeding Program	2,899.01
800605 Fall Carnival	430.81
Total Outreach	4,429.82
Memorial Funds	
800100 Memorial Garden Fund	(3,485.68)
800200 Memorials	2,823.00
800250 Mem Garden Plaque & Perpetual Care	1,400.00
Total Memorial Funds	737.32
Total Temporary Restricted2	34,617.31
Living Stones Capital Campaign	
800700 Capital Campaign Income	567,672.56
800710 Parking Lot Project	(96,911.22)
800720 Mortgage & Loan	(96,738.52)
800725 DIT Repayment	(15,000.00)
800730 Consulting	(35,500.00)
800735 Chimney	(3,800.00)
800740 Misc	(588.03)
800745 Bell Tower	(6,720.00)
800750 Choir Room	(4,546.61)
800755 PH Classroom	(7,110.00)
800760 Kitchen Renovation	(42,384.84)
800765 Lower Classroom Renovation	(114,047.68)
800769 Kitchenette/Bathrooms LL	(62,397.60)
800770 Signage	(6,000.00)
800780 Carpeting/Flooring	(6,996.05)
800790 Thrift Shop Renovation	(6,705.75)
800795 Campaign Promotions-Admin	(3,631.71)
800800 Ramp	(3,900.00)
Total Living Stones Capital Campaign	54,694.55
Total Net Assets	3,371,785.55
Total Liabilities & Net Assets	\$ 3,371,785.55

Endowment Parish Income

2021

	Beginning Balance		\$ 243.50
Income		\$ 14,800.00	
Expenses			
	Peak fan repair	\$ 2,665.00	
	Buddy Elston Plumbing (2 new faucets)	\$ 1,000.00	
	B-SAFE Program	\$ 1,000.00	
	St. Paul's Feeding Program	\$ 1,926.29	
	Ending Balance		\$ 8,452.21
**	2022 Endowment Income		\$ 15,900.00
	New Balance for 2022		\$ 24,352.21

Key Financial Data as of Dec 31, 2021

	ACTUAL MTD	ACTUAL YTD	BUDGET YTD
Pledges	\$ 37,027.80	\$ 330,281.80	\$ 308,163.00
Other Income	\$ 6,825.18	\$ 57,774.98	
Expenses	\$ 32,598.41	\$ 391,663.38	
Net (+/-)	\$ 17,089.90	\$ -3,606.60	

Thank you! Thank you! Thank you!

As you know, after a trying year in 2020, the Vestry passed a negative budget of \$35,746 for 2021. No one knew what we faced. With pride in our parishioners, I am able to report we ended the year with a deficit of only \$3,607.

Thanks to the use of on-line, credit card, and mail-in pledges 2021 was the first year in the 8 years I have served as treasurer that our finances arrived in a timely basis making the meeting of payroll and paying of bills a much less stressful process.

Please understand the budget is all guesswork. We are looking in a financial "crystal ball". We do the best we can with the promises we have been given and the history we know.

With the standard increases in bills and the total pledges for 2022, we were at a negative \$34,355 as of 12/31/2021. Praise be - by January 20, that negative amount has dropped to \$28,600. All due to your loving support.

Thanks again for the continued loving support you have given to All Saints'. And thank you for the support you have given me during my term as your treasurer. I've enjoyed my tenure and hope I've left you in a secure position.

*Peace and God Bless,
Cynthia Bennett, Treasurer
2009-2011; 2016-2021*

LIVING STONES CAPITAL CAMPAIGN FINANCIAL REPORT 2021

REVENUE

Beginning Balance from 12/31/20	\$ 31,231.42
Revenues from pledges	\$ 28,380.00
Bank Interest	\$ 5.53
Total Revenue	<u>\$ 59,616.95</u>

EXPENDITURES

Lower Level Renovations	\$ 7,022.40
window well covers	
furniture, digital display and plaque for alcove	
Total Expenditures	<u>\$ 7,022.40</u>

ENDING BALANCE

12/31/2021 Checking	\$ 44,268.79
Money Market	\$ 8,325.76
Total Cash on hand*	<u>\$ 52,594.55</u>

*does not include additional donation of \$6,000 in January 2022

respectfully submitted by Diane Olbert

