

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



**2023 Annual Report
ALL SAINTS' PARISH ANNUAL MEETING
February 4, 2024**

Agenda

February 4, 2024

Gathering and Signing In

Call to Order

Danielle Wigmore

Opening Prayer

Fr. Sean Maloney

Approval of 2023 Annual Meeting Minutes

Danielle Wigmore

Rector's Report

Fr. Sean Maloney

Wardens' Reports

Danielle Wigmore

Treasurer's Report

Cynthia Bennett,
Laura Barry

Motion to accept reports/place on file

Danielle Wigmore

Nominating Committee Report

Maggie Marshall

Election

Danielle Wigmore

Thanks to retiring vestry

Danielle Wigmore

Announcements

Closing Prayer

Fr. Sean Maloney

Adjournment

Danielle Wigmore



Psalm 119: 105 Your word is a lamp for my feet, a light on my path.



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Annual Meeting Minutes for the Year 2022

Date: Sunday, February 5, 2023

Location: All Saints' Episcopal Church Parish Hall

Attendance: See signatures in Sign-in Book

Call to Order: Danielle Wigmore (Senior Warden)

Opening Prayer: The Rev. Sean Maloney

Motion to Approve Minutes from the 2022 Annual Meeting

Motion made by: Bob Andrews Second: Rose Felzani

For: Unanimous

Against: None

Abstain: None

Rector's Report, The Rev. Sean Maloney

My family and I are happy to be here. Please be patient as I navigate my new role as your rector.

The bishop is coming for Confirmation. Therefore, a Confirmation class is coming.

I have my way of doing things that are the norm for me. You have come to expect things to be done in a way that are the norm for you. I may accidentally omit prayers that are meaningful to you. Please mention it to me and know that it's not intentional.

There will be a new prayer group gathering on Monday, February 6th in the chapel.

Do you have any questions for me?

Q: (Dave Kuzara) Is there anything that surprised you when you first arrived?

A: (Fr. Sean) There is so much about being here that is a comfort to me. Southerners are hospitable in another way [than I have found you all to be]. You don't hang around long after church. By the time I have finished doing what I need to do after the service and finally make my way down to the Parish Hall, y'all are gone.

Comment: (Edith P) The 8:00 service used to be quiet. Now it is becoming joyful and filled with all the energy of the 10:00 service.

Senior Warden's Report, Danielle Wigmore

Thanks to everyone for supporting me in my new role as Sr. Warden. Accomplishments this year include:

1. We lifted COVID restrictions: children are back in church school, coffee hour is back to normal.
2. We can celebrate a successful search for a new rector.
3. The Living Stones team finished their work and were decommissioned at the end of January 2023.
4. A new, environmentally focused ministry has formed: Creation Care
5. A new Finance Committee is being formed.
6. Troop 70 and Pack 77 Boy Scouts are falling under a new charter agreement with All Saints'

Junior Warden's Report, Benton Burgess is not in attendance. His report was delivered by Danielle Wigmore

My thanks go out to Frank Ouellette, Dave Kuzara, and Chris Mills for doing a lot of work on the building and for being here a lot.

Upcoming Projects:

1. Fixing the elevator
2. Moving offices

Finance Report, delivered by Laura Barry (with Valerie Anderson)

Valerie: We are out of a deficit. We received a credit from the diocese that was related to COVID.

Laura: Our budget is at a \$32,000 deficit. We had an increase in stewardship, but the heat and electricity budget is higher.

Questions from Chris Mills:

1. What assumptions were made in creating this budget?
2. Why do endowment disbursements not appear in the budget?
3. Why are pledge receipts not noted in the budget?
4. What is the rationale for a deficit budget?

Answers from Laura Barry:

1. We received (from the diocese) a \$35,000 credit related to COVID. We don't expect it again this year.
2. Endowment gifts are accepted even if there are no plans to use them. Therefore, they sit in the All Souls Facility Fund.
3. Pledge receipts keep coming in and are, therefore, not reflected in the stewardship budget. Some plate receipts have become pledges.

Question from Frank Ouellette: Can the All Souls Fund be used to replace the roof in the kitchen?

Answer from Laura: Yes, if the Vestry says so. It is up to us (the parishioners) to figure out how to get rid of our deficit. Fr. Sean's response: A \$32,000 deficit budget isn't ideal but we [financially] made it through COVID (without a permanent rector) so a \$32,000 deficit is not too bad. I am hopeful that we will see increases in giving. Cutting expenses isn't easy (or even possible in some cases.) These budget numbers have stories (i.e., the light bill allows AA meetings to happen here.)

Question from Janet Ceasar: How do we know that our pledges have been received?

A: Check your giving account in OnRealm.

Motion to accept the Finance Report

Motion made by Bob Andrews

Second the motion: Lois Freeman

For: unanimous

Against: none

Abstain: none

Additional thoughts:

Father Sean:

1. Shout out to Mirna, Laura Marshall, and the rest of the staff.
2. Please add cell phone numbers to on Realm accounts so that I can visit you or contact you in an emergency. Also, please add pictures.

Danielle Wigmore:

3. Four Vestry members are rotating off: Valerie Anderson, Dave Weller-Fahy, Holly Swan, and Tricia Mescall.
4. Thanks to Sean for saying "yes."

Motion to accept reports

Motion made by Dave Weller-Fahy

Second: Dave Kuzara

All in favor: unanimous

Against: none

Abstain: none

Vestry Nominations:

Cynthia Bennett as Treasurer

Kate Blount as Clerk

Laura Barry as Assistant Treasurer

Joan Thomas and Mike Condor for 3-year term

Dave Kercher for a 1-year term

Motion to approve slate as presented.

Motion made by Bob Andrews

Second: Dave Weller-Fahy

All in favor: unanimous

Against: none

Abstain: none

Motion to adjourn.

Motion made by Bob Andrews

Second: Anne Ludlow

*Minutes respectfully submitted,
Kate Blount, Clerk*

Rector's Annual Report

Grace and peace to you from God our father and the Lord Jesus Christ. It is my distinct pleasure to submit to you the Rector's report for this year. What a year it has been. In many ways still feel like I am finding my way, and in some ways I feel like I have been here forever. I am inspired daily by the work that we are doing together and the amazing way the Holy Spirit seems to be moving in the special community of people.



So much has happened this year that it is impossible to recap it all in this report. What a blessing that is. That being said there are a few transitions and highlights I would like to share. We had a number of staffing changes this year. Margie Dissinger our Parish Administrator retired from that position and transitioned to just doing the bookkeeping. She is enjoying traveling and spending time with family. Carl Klein retired as our organist and after 40 years in music ministries. Rohini Pola joined the staff as our new Parish Administrator. She brings a joy and love for this place that is infectious. Maggie Marshall agreed to be interim music director as we searched for our next person. We give thanks for all of them and their time and ministry among us.

The pages of this journal are filled with reports from many of the ministries that we have here. All of these remain vital and life giving ministries to the life of who we are being called to be in this moment. I would like to take a few lines to highlight a few new ministries that we celebrated this year. Ramps for Friends built their first ramp and we fed over 20,000 people through Rise Against Hunger. It has been such a joy to see the way you all have responded to the moving of the Spirit in these new ministries. I am also really excited and blown away by peoples reaction and response to the introduction of intercessory prayer during our worship at the 10 am service. Praying for each other is at the heart of who we are and it is nice to see that lived out.

Finally, a word about where we are and the future. It is clear to me there is an energy and spirit in the building that continues to grow. It is exciting to see so many new faces in the building as I continue to get to know the old faces better! There is a lot in store for us this year. Not least among those is a new Music Director. We are down to the final 5 candidates and I am hoping that it will be completed soon. Getting the staff all in place and working well together has been my number one goal over the last year and I am eager to see that completed. In addition we are transitioning some of our office spaces to make the work we do more effective. I am also eager for a number of other new initiatives that are in the works to come to fruition. A vibrant newcomers ministry, hospitality ministry, and a comprehensive marketing strategy chief among those.

Again, thank you for your dedication and love of this place. Thank you for your faith and passion for the Gospel. Thank you for all that you do to proclaim and show your love of Jesus Christ to the world.

Respectfully Submitted
Fr. Sean Maloney

Rector's Discretionary Fund 2023

Opening Balance upon transition	\$13,059.56
Closing Balance	\$11,809.93

The rector's discretionary fund is specifically for assistance to those in need. 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.

As shown above the Discretionary account is significantly funded as the year concluded. Over the course of the year I was able to assist on behalf of the parish with housing assistance for a family, a significant number of grocery cards, fuel assistance, and athletics support for a family. I want to express my thanks on behalf of all of those that benefitted from the generosity of this giving this year. I look forward to seeing the good work of grace that this fund will allow for in the coming year.

Respectfully submitted,
The Rev. Sean Maloney
Rector



Senior Warden Report

One of the most rewarding parts about being Senior Warden is witnessing all of the amazing things going on at All Saints' Church. This past year, we were able more to seamlessly settle into treasured traditions like the (in-person) Shrove Tuesday pancake supper, Lessons and Carols service, and the Gingerbread Village fundraiser while adding in new activities, like building ramps for neighbors and packing 20,000 meals for Rise Against Hunger. Father Sean continues to bring a wonderful energy to our worship, life, and work at All Saints'. He has been able to bring new ideas and initiatives to All Saints' while honoring the traditions our parish holds dear. I am excited to see what this next year brings!

I want to thank the members of the Vestry for sharing their time and talents with All Saints'. In addition to reviewing the church's finances each month and approving the annual budget, the Vestry engages in robust discussions and makes important decisions that shape our life and work at All Saints'. The Vestry serves as a sounding board for Father Sean as well as for ministry leaders and parishioners with new initiatives. In this capacity, the Vestry provides feedback on new ideas and makes recommendations on how to move forward. Much of this work flies under the radar (unless you're in the habit of reading the monthly meeting minutes!), but that doesn't make it any less important. In electing the members of the Vestry, you have put your faith in this group of dedicated individuals to carry out God's work at All Saints', and they have served you well. Though not all Vestry discussions result in a motion that is voted upon, the Vestry voted to approve the following measures this past year:

- Ramp building project
- Funding for Stone Soup and permission to write grants and raise funds, as the group sees fit
- Moving vesting area to the Snuggery
- Funding the Rise Against Hunger meal packaging event
- Repairs to doors and threshold by piano
- Annual parochial report
- Annual financial audit
- 2024 budget
- Funding to move offices and update furnishings
- Breakdown of Rector's compensation (housing and salary)
- Plan for how Endowment Fund disbursements will be distributed

A final thought—as my term as Senior Warden comes to an end, and I reflect on the past two years, I am filled with immense gratitude for having had the opportunity to serve All Saints' in this capacity. My time serving on Vestry and as your Senior Warden has been a time of great personal and spiritual growth. From the moment I joined All Saints', I knew it was a special place, and each group or activity with which I engage only reinforces that notion and deepens my connection to All Saints'. Serving in leadership has allowed me to pull back the curtain and see all of the activity and people behind the scenes doing the work that makes All Saints' great. When I was invited to join the Vestry four years ago, serving in a leadership role was not on my radar, but I have gained so much from this experience. Not only do I have a deeper understanding of what makes All Saints' tick, but I have developed friendships with people I may not have interacted with otherwise. I've had a voice in the decision-making process and have played a part in the growth of our community. For this, I am eternally grateful. Thank you for your faith, love, and support!

*In peace and with gratitude,
Danielle Wigmore
Senior Warden*



John 1: 5 The light shines in the darkness, and the darkness has not overcome it.



Junior Warden Report

All Saints' Buildings & Grounds mostly ran on autopilot for 2023. Having Rector Sean Maloney at the helm for a full year made a difference in being able to identify what needed to be done and then getting the items addressed. If something needed fixing or improvement, the team of Frank Ouellette, Dave Kuzara, and Chris Mills usually jumped in to handle things.

Some of the notable achievements were,

- The addition of a spigot near the East entrance to provide water for the new plants
- The addition of motion detection lighting near the ground entrance to the Memorial Garden
- A safety push bar added to the emergency exit near the pulpit in the Sanctuary

All Saints' Lawn & Lot team led by Dan Wilson made sure that our landscape looked its best during the summer and that the paths and walkways were safe from ice & snow during the winter. The team includes Andrew Barry, Scott Bempkins, Patrick Bevington, Craig Blanchette, Andie Bray, Bruce Bray, David Bray, Kelly Bray, Richard Coles, Sean Conklin, Dan Dowd, David Ducharme, David Weller-Fahy, Adam Felzani, Scott Hamelin, Chris Mills, and Frank Ouellette. Special thanks to the Lawn & Lot team for their diligence throughout 2023.

Senior Warden, Danielle Wigmore was a proactive force that kept us ahead of any items before they turned into problems. Thank you to Danielle for her guidance and commitment to All Saints'.

*Respectfully,
Benton Burgess
Junior Warden*

Report from Ministries:

Pastoral Care

I stepped down as head of Pastoral Care mid-year and ask that anyone who is called to lead this important ministry contact Father Sean. 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 liturgical leadership of Amy Hunter and the weekly hosting by Laura Marshall.

The head of Pastoral Care acts as a conduit of information to Father Sean, and also checks in with parishioners in need. In 2024, we should consider revitalizing the former Pastoral Care Committee, which includes parishioners bringing communion to shut-ins.

Our Parish Administrator mails hard copies of the weekly e-bulletin to parishioners who are without computer access and always includes contact information for Father Sean.

One of our newer pastoral care ministries is our livestream service, which includes not only the weekly 10am Sunday service, but also some funerals and other special services. Brian Hunter and his livestream crew are to be commended for their faithfulness in making sure that these services are available for friends near and far.

Please call the office to share any pastoral concerns you may have and talk to Father Sean if you feel called to help with this important ministry.

*Respectfully submitted,
Maggie Marshall*

Prayer Ministry Team

In 2023, Prayer at All Saints' expanded beyond its mostly on-line format. Fr. Sean invited parishioners drawn to prayer ministry to meet first Monday evenings each month in the Chapel for prayer, reflection, and Eucharist. The first parish meeting each month therefore is for prayer, helping us to live into the commitment that "prayer is at the heart of who we are." Growing out of this focus on prayer, All Saints' now has prayer ministers available during the Sunday Eucharist to pray in person with those who ask.

If you are yearning to deepen in your prayer life and to join with others in prayer, All Saints' offers many opportunities.

- Our shared worship life, of course, every Sunday and special services
- Morning Prayer Wednesdays on Zoom—Every week 15-20 folks gather to do the Daily Office. About 10 participants serve as officiants, with two people leading our prayer each week. As part of our service, we pray for concerns and joys that people share via Realm or in the Chat function. To join any Wednesday, use the link sent out on Sundays. If you wish to be on the Realm list to receive the Zoom link, service, and link to share prayer concerns, contact Laura Marshall churchschool@allsaintschelmsford.org
- The ASC Prayer Ministry Team has committed to pray daily for those who ask for prayer. In contrast to the list that is part of the Prayers of the People, which is posted in the ebulletin and prayed at our Sunday worship services, prayer requests shared with the Prayer Ministry Team 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, and in some cases longer. Anyone desiring prayer is invited to email the ministry team at ascprayerministry@gmail.com. Please let us know who you are, for whom you are asking prayer, and what the concern or thanksgiving/celebration 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.
- The Prayer Ministry group that gathers with Fr. Sean on first Mondays—Talk with Fr. Sean or Amy Hunter to learn more about the group and to join us.

I continue to be grateful as All Saints' deepens our practice of prayer, our attention to parishioners' concerns and joys, and our centering our life in relationship with God who loves us. I hope that the coming year will offer us more chances to learn about and to practice prayer, as individuals and as a community.

*Prayerfully yours,
Amy Hunter
Prayer Ministry Team Coordinator*

Endowment Committee

The Endowment Committee is pleased to provide the All Saints' community with this update.

In the simplest terms, the mission of the Endowment Committee is to be a steward for the long-term well-being of the Parish. The Endowment Fund helps develop ASC's ministries beyond what is possible through its annual operating funds.

In 2023, the Endowment Committee said farewell to Benton Burgess. After a decade or so of faithful service to the EC, Benton took on the role of Junior Warden. We are all grateful for Benton's many contributions and sage advice to the Endowment Committee over the years.

We were pleased to add Sean Seyffert to the ranks of the EC. Sean came to the EC through the nominating committee, rather than being recruited by the EC itself. We intend to continue this practice, bringing in one or two members each year. Since joining, Sean has been a great contributor. In particular, he has brought fresh eyes to our work and helped us convey our mission in clearer language that is more accessible to the parish at large.

The other 4 members of the Endowment Committee are the same as in 2022: Steve Marshall (Chair), Beth Moore, David Cahill, and Connie Pawelczak (Legacy Society).

On April 30, the Endowment Committee hosted an informational coffee hour after the regular church service. Steve Marshall gave a brief overview of the mission and history of the Endowment Fund. It was attended by around 30 people.

In 2023, the Endowment Fund disbursed \$16,600 to the ASC budget. \$8000 was donated to Rise Against Hunger, the organization behind the parish-wide feeding event where about 100 All Saints' members created food packages for international distribution. \$2000 was given to the ASC Outreach committee to support their budget. The excess money from 2023 and previous years is held in a

separate investment account called The All Soul's Fund until they are needed. This rainy day fund currently contains \$35,600 of disbursements from the Endowment Fund.

For 2023, the Endowment Committee voted to disburse 4.5% disbursement from the Endowment Fund for use by the Vestry; this amounts to \$15,400. This is a lower percentage than in 2021, 2022, 2023 but still an increase from our typical 4% disbursement. The Endowment Committee strives to find a balance between funding imminent needs in the parish and prudent long-term fiscal stewardship.

The Endowment Fund's investments saw some healthy growth in 2023. Investment returns were up by 17% year over year, not including donations or withdrawals. Donations were about \$1300, mostly from Christmas and Easter memorials. The balance at the end of 2023 was about \$356,000, which was about \$41,000, or 13%, more than at the end 2022.

We are always happy to discuss the Endowment Fund 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 Fund Committee Chair*

Stewardship

This year's Stewardship Campaign theme was 'Gifts to Feed Many!' Based on the Loaves & Fishes biblical story. Our gifts, no matter how big or small, allow us to do so much, and we are grateful for every penny. Details of the campaign can be found on the website or in the archives.

Similar to 2023, the final packet included:

- Pledge card
- Letter from Laura Barry (Stewardship Chair)
- 4 page Giving Brochure
- 2-sided financial educational piece

For those that were attending in person in the fall, we handed out as many pledge packets as possible during Sunday services in October. 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, Realm. We continued to utilize a QR code on the pledge card and in the printed bulletin allowing direct link to the pledge form.

On November 12th we celebrated Stewardship Sunday by inviting everyone to drop their pledge on the offering plate during All Together Sunday. Followed by a wonderful Scavenger Hunt activity hosted by Laura Marshall & Brian Hunter.

By the end of the year, All Saints' Church collected 102 pledges for a total of \$348,901. When compared to what the same population gave last year, this represents an 8.64% increase in pledges! Overall, we have increased pledging this year by 5.1%, THANK YOU!!

Though we are still hopeful a few more pledges will come in, at the time of printing we formally lost 16 pledgers through death or departure and gained 7 new pledges. We cannot be more grateful for the generosity of our parishioners.

The cost to run the 2022 Stewardship campaign was \$135.00 out of a budget of \$250. Most of these costs come from postage and envelopes, some of which were donated.

*Peace,
Laura Barry, Stewardship Chair*

Church School Report

For a full description of our program, interested readers can check out our website at allsaintschelmsford.org For this report, I would like to touch on a few lists of notable events, the overall focus of our program, and to share my deep appreciation for all of the kids who come and share their faith with us.

Our spring into summer of last year had some exciting events- Live Action Candyland, Clue and Among Us- as well as beautiful crafts with faith- our Palm Sunday Butterflies- and community events like St. Patrick's Day Fundraiser, Food Drive, Quidditch Games, and Chapel Sundays and our second annual Easter Egg Hunt with youth bunny helpers. A change that happened last spring was our Connect Class of 8th-9th graders transitioned out of traditional church "school" and into our Youth Group- adding some fantastic energy into the Youth Group. And I can't forget our Summer Mystery Club hijinks with Brian Hunter- we had some invisible ink and complex codes to break- but we managed to crack the mystery again!

We have over 23 volunteers who run all of our programs, and 16 of us met in July of 2023 for a two-day church school retreat. Fr. Sean and Jess invited us into their home for a delicious dinner and a conversation about how we want to be present to the kids and youth in our program in our roles as leaders.

This program year saw us working with Fr. Sean to incorporate both All Together Sundays and Chapel Sundays into our program schedule. We had an AMAZING Fall Carnival thanks to all the wonderful volunteers, but especially Emily Strunk and Joan Thomas. We also welcomed new members to our Chapel team- Deb Forsberg and Jess Maloney- we have chapel services on the last Sunday of each month, led by our children in worship.

The Youth Group had a rocking fall of field trips and service projects- they ran our Halloween Party and painted new scenery for the Pageant.

The Christmas Pageant was an amazing experience - our kids helped each other tell the story of Jesus' birth in a sincere and joyful way. I was so proud of all of them. Thank you to everyone who helped make this possible!

Finally, I want to say a special thank you to Joan Thomas, who helps me all the time and is an amazing friend and assistant, to Katie LaRochelle who not only leads an amazing program for the Wonder Class but keeps us all connected and organized as chair of the church school council, and Fr. Sean, for saying "yes" and bringing his faith, leadership and fun into our program.

And so I ask your prayers on our work for this Spring, and thank you for your faith, and support and to all the kids who come and worship, play, and pray with us- thank you!

Laura

The Leaders

Discover Class: (Pre-school) Jayden LaRochelle, Addie Collins, Paige LaRochelle

Explorer's Class: (K-2nd) Meghan Wynne, Rachel Moore, Kerry Gauvin,

Wonder Class: (3rd-4th) Katie LaRochelle, Laura Barry, Jen Dowd, Rose Felzani, Mirna Cunha

Weavers Class: (5th, 6th & 7th) Emily Strunk, Amy Hunter, Lynne McSheehy, Adam Felzani

Youth Group: (8th-12th) Debbie Sullivan, Andrew Barry, Joan Thomas

Children's Chapel Team: Jess Maloney, Deb Forsberg, Laurie Bestvater, Laura Marshall

Safe Church Volunteers and Youth Assistants and Babysitters: Carol Cannistraro, Lisa Condor, Jess Maloney, Amy Hunter, Kate Blount, Stacy Herlihy, Adam Weller-Fahy, April Cunha, Zoey Cunha, Maya Barry, Samantha Crafts, Fia Bevington, Scarlett Barry, Lilly Felzani, Maggie Dwyer, Des Maloney

Summer Mystery Club: Brian Hunter, Laura Marshall, Amy Hunter,

Church School Council Chair: Katie LaRochelle

In peace,

Laura Marshall

Director of Religious Education

Creation Care

In 2023, the Creation Care Team lost several members and we weren't able to replace them. Consequently, we weren't able to get done many of the things we had hoped to. We still accomplished a great deal, however.

2023 actions and events:

- Expanded the Creation Care web page on the All Saints' web site (<https://www.allsaintschelmsford.org/creation-care>) and added the following items:
 - Fr. Sean's thoughts on why Creation Care should be a priority for Christians
 - Articles by parishioners on:
 - List of climate-friendly tips and tricks
 - What it's like to own a plug-in hybrid vehicle
 - What it's like to use a composting service
 - List of local nature walks with links to info and maps
 - List of federal and state climate-related programs (with links) that you can take advantage of
 - List of local climate-related organizations (with links) and the services they offer
 - An "Upcoming Events" page with local climate-related events and activities
- Hosted a climate-focused coffee hour.
- Coordinated with the Garden Committee on plantings for the east entrance and compiling a list of pollinator-friendly plants.
- Committed to getting an energy use audit of All Saints' in 2024.



Upcoming actions and events:

- Will post a parishioner article on the Creation Care web page on the benefits of using cloth diapers.
- Will post a form on the Creation Care web page to make it easy for any parishioner to create an article about a climate-related experience or practice they have had.
- Working with an outside group to get an energy audit of the All Saints' facilities.
- Hosting additional climate-related coffee hours or other events.

If you have any questions or would like to join the team, contact Dave Kuzara (617-515-6708, djkuzara@mail.com). And always continue to do good things – for the environment.

Respectfully Submitted,
Dave Kuzara

Worship at All Saints'

Music at All Saints'

As your Interim Minister of Music, here are my reflections on 2023:

Thanks to outgoing Minister of Music, Carl Klein, for his time and talent in this position. Carl resigned at the end of September in order to accommodate his increased responsibilities at his full-time job. From my point of view, Carl's greatest achievements were navigating the choirs through the Covid years and by making some improvements to the organ.

Having been with you for 35 years previously (1985-2020), I was able to hit the ground running on October 1, and will be with you until Ash Wednesday at the latest. Although I have enjoyed my return to the All Saints' organ bench, I have found that retirement suits me extremely well, and I look forward to stepping back. Once my successor is hired, I will be taking a hiatus from weekly worship at All Saints' in order to let this person find his/her stride. I will still be involved in other parts of the church community since All Saints' has been my church home for over 60 years.

Both the Parish and Youth Choirs experienced growth this fall, and I hope that this can be sustained in 2024. Choir rehearsals are on Thursday nights, and any choir member can give you details. New members are always welcome. A huge thanks to Youth Choir parents for getting their kids to church, and to Parish Choir members for making the commitment to choir.

As always, long-time volunteers Debbie Sullivan and Connie Pawelczak deserve huge credit for their faithfulness. Debbie has been the Handbell Choir director for many years and would welcome some new people to add to her sub list. Connie has been the Youth Choir accompanist for a number of years. Kudos to both of you!

I was delighted to be able to reprise our Candlelight Service of Lessons and Carols. Seasonal singers and a few of my colleagues helped to swell our ranks, and a good time and joyful noise was made by all singers and ringers.

All Saints' has a long history of making good music - both from the loft, the pews, and the handbell tables. Consider ensuring this ministry by joining one of these groups. In the words of Bill Staines, "All God's critters got a place in the choir."

*Respectfully submitted,
Maggie Marshall*

Altar Guild

The Altar Guild is a lay ministry preparing the Sanctuary for worship and 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 fresh flowers, and cleaning the altar areas. We work reverently to support our worship at All Saints' Episcopal Church.

During 2023, we continued our homemade communion bread and a shared chalice with the option to receive wine via individual mini cups. We also started receiving communion again around the altar. A big thank you to all of our Eucharistic bread bakers: Laura Barry and family, Clem Cole, Debra Forsberg, and Karen Garrigan.

I appreciate and personally thank all those who have participated in this ministry. Returning members were Linda Cahill, Lisa Condor, Linda and Richard Coles, Elizabeth Danieli, Kate Friesner, Virginia Jengo, Karen Kowalski, Liz Landers, and Virginia Nelson. A very warm welcome back to Beth-Anne Economou.

I would especially like to give thanks to Virginia Nelson and Kate Friesner for their service as they step down from the Altar Guild to focus on other interests. We will miss them!

*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.

Activities:

We currently have 18 regular youth members, and 1 adult member; we have 12 new first year acolytes this year, which is a dramatic and exciting increase in the number of members over last year! We hope to add 2 more acolytes soon, and we are grateful for all acolytes who serve. 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 2023, and we anticipate one graduating senior in 2024.

We are always looking for 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 once per month, which is a good rotation. If you or your child would like to learn more, please see Mr. Andrews, Ms. Felzani, Mrs. Marshall, or Father Sean.

Dreams, Desires, and Thoughts toward Next Year:

- Our wardrobe is still in pretty good shape, but we need to resupply some cottas because we seem to have several missing. This will be a spring 2024 project.
- We continue to give a silver cross to our third-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 requested last year, we are pleased to introduce Rose Felzani as the new Acolyte Coordinator, as I hand off duties after a rewarding and enjoyable twelve years.

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

*Rose Remmetter Felzani
Incoming Acolyte Coordinator*

Greeters Program

The Greeting Team's mission is to welcome parishioners, old and new, as they enter church prior to the 10am service. With a warm and welcoming smile, greeters introduce themselves to new visitors, answer any questions they might have, and, when possible, introduce them to Father Sean. Reconnecting with new visitors after the service is encouraged when possible.

Our current team includes Alison Sandoval, Lynne McSheehy, Karen Kowalski, Dee Miller, Mike Condor, Liz Landers, Elizabeth Danieli, Ron and Carol Cannistraro, and our newest member, Michael O'Laughlin. We've also set aside one Sunday in each rotation for our students in the Weavers Class (grades 5-7) to volunteer as greeters. Our substitute greeters include Bruce Bray, Sharon West, and Larisa Ducharme. Because we have such a large and faithful greeting 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
Greeters Program Coordinator*

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, Michael O'Laughlin.

During this last year our services were completely restored from their adapted versions during the pandemic. Those serving as liturgical ministers in both services are now 46 in number. There have been some additions, including a youth reader, Lilly Herlihy! Some have changed or expanded their service. We have added two Litanists at 10:00, Kate Friesner and Noah Van Dam, and now have a full crew.

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 adaptability! I think we are in a very strong position.

*Respectfully Submitted,
Michael O'Laughlin
Director of Liturgical Ministers*

Gingerbread Village 2023 - Let's Go to the Movies!

GINGERBREAD VILLAGE 2023 - Let's Go to the Movies!

The theme for the 2023 Gingerbread Village was 'Let's Go to the Movies' – and it was a red carpet event! The parish hall was decorated like Hollywood with a large red curtain & Giant gold star in the center of the room. We had a VIP photo spot, corners featuring Barbie & Spiderman - and amazing painted windows with lights all around! Shoutout to the golden Oscar window covered in glitter! Finally we featured a 'Movie Theater' in the Wonder classroom showing Shrek's Christmas.

We held the Village on the first weekend in December to piggyback on the Annual Chelmsford Tree Lighting, Unfortunately the lighting was cancelled this year due to rainy weather. But we continued on! The hours were Saturday 1-5pm and Sunday 3-7pm (since the tree lighting was 4-6pm). 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.

To market the Gingerbread Village event we used the Instagram and Facebook account to engage the community. We also hung posters at various businesses around town and added a large vinyl sign on the corner of the church which we hope to use again next year!

Special thanks to Maggie Marshall & Crew in the kitchen! We sold 'fair food' – hot dogs, chicken nuggets, mac-n-cheese, and our specialty – deep-fried Gingerbread Men! We also invited Stacy Herlihy to make edible treats that could be used as gifts and she did an AMAZING job with them. We had mini gingerbread houses, cookies & gingerbread granola for sale! All were delicious.

Thanks to Laura Marshall, Linda & Frank Ouellette - our parish community came together to create a Gingerbread Nativity Scene - complete with lobsters to stay on theme as the movie 'Love Actually'. Amy & Brian Hunter created a fantastic scavenger hunt, and it was the biggest hit! We saw more people participating this year than we have in the last few years so thank you!

Not to be forgotten we would like to extend a HUGE thank you to all the builders! The creations were top notch and we had over 50 creations to display and raffle off! The community truly got into it this year and we greatly appreciate all their efforts. Each house earned a 'special award' and we had 8 winners that earned an 'Oscar'!

This year we had a lot of help with setup, working the event & breakdown. We could not have done it without ALL of you! Emily Strunk for her fabulous window designs, Joan Thomas for her glitter & painting capabilities. Mirna for her paint & clean up. Jen Dowd & Holly Swan for pushing through in last minute room setup. And special thanks to Andrew Barry & Sridhar Pola for going late night and helping us 'Raise the Star' (among all the other support you offered us!).

Finally, we want to thank every parishioner for joining us as guests at this festive occasion and bringing their friends and family to share in the event! We had wonderful visits with everyone that joined us for the two days. For ALL of those who participated in making this year's Gingerbread Village and Marketplace a success (you know who you are) – THANK YOU!

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

ASC Live-Stream Report

The ASC Media team continues to live stream Sunday and special services. Our goal is to make church more accessible and provide a way for anyone searching for a church community to give us a peek. One recent example – A recent note from Maggie:

“Shortly before Christmas, I stopped by Sunny Acres for a very short visit with Linda Webb and played her the tail end of Lessons and Carols. She was singing along quietly and the end - darkness and candlelight, actually brought on tears.

I went back again today with iPad in tow to watch most of the rest of the service. Her roommate was also listening in. The clarity of sound, the panoramic or subject specific shots - Linda was hanging on to every word and shot. She thanked me so effusively, as did her roommate. I could not have brought church to her without your help. I know we made her day.”

Some Stats:

- We have 5437 views in 2023. 4006 in 2022.
- We streamed 66 services. This includes a few memorials and additional services around Easter and Christmas.
- We averaged 82 views per stream depending. Standard Sundays averaged about 55 and the special services about 100.
- Our largest viewership was 137 for William Macomber's memorial. (In 2022 it was 222 for Sean's first service)
- We have 130 subscribers, 29 more than this time last year.
- 74% of our views came from non-subscribers.

We continue to need 2 more team members in order to have a larger rotation in this ministry. Please help us bring ASC to our wider community. We invite everyone that is interested to come see the process (no strings attached).

Respectfully Submitted, ASC Media Team:

Sandy Chinavare

Brian Weller-Fahy

Steve Sullivan

Brian Hunter

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. This past year the need for support continued to be high, reaching farther beyond Chelmsford to more surrounding communities. As in years past, we ran the Advent food drive and collected approximately 4 boxes and 20 bags of food and personal items! This year, the Weavers class and Youth Group, along with some of their teachers, helped sort the food and pack it up for delivery to the Food Pantry. Some of the children and teachers accompanied me to the Food Pantry and helped stock the shelves with our donations. Y'all did a fantastic job! Many thanks to the members of All Saints' who continue to support this very important ministry and to the volunteers who helped this past Sunday with the food intake and delivery.

Respectfully submitted,

Danielle Wigmore



Food for Friends

Saint Paul's Soup Kitchen is located within the Eliot Church in Lowell. Each day (Monday-Friday) a group of volunteers from numerous local churches prepares and serves food to the homeless from 5-5.45pm. All Saints' has been a part of this network for many years. We serve the second Wednesday of each month. There are four teams of about 6-8 people, so each member serves three times per year. The teams shop, prepare the food (2-4pm) at the All Saints' kitchen, transport to Lowell, and serve the homeless. Numbers served vary as the year and seasons change. During the summer we have typically served 40-60 guests. However, as the weather gets colder we have served 90-110 for the last few months. The homeless crisis in Lowell appears to be growing and numbers are rising quickly.

Any parishioner who wishes to take part in this essential ministry can contact me for more details. Preparing the food takes a few hours and is a great way to meet other parishioners and have fun. 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

Prison Ministries:

Holiday Cards and Gifts for Inmates

Once again, the Prison Volunteer organization was not able to receive handmade holiday greeting cards and in kind gifts for prisoners. Donations were made by parishioners and a check for \$800.00 was sent to the Prison Volunteer organization. This year, once again, 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

Angel Tree

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

All Saints' requested & received names of (45) children with the plan for two gifts to be purchased for each child. The children's ages varied from 1 to 17 years from 24 families. 16 families, representing 32 children, agreed to participate. Thanks to the generosity of the congregation, a total of nearly 78 gifts were provided and over \$1025 in grocery store gift cards was 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 make phone calls to the care-givers, the Youth Group for organizing and wrapping all the gifts, and Cynthia Bennett for help with gift deliveries. 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, Rohini Pola, and our Rector, Reverend Sean.

Respectfully submitted,
Darren Collins
Angel Tree Coordinator

Refugee Immigration Ministry (RIM)

Hanifah and the three boys continue to do well. Hanifah is working at the same place, which provides transportation as they do not have a car. The two younger boys are doing well in school: the oldest graduated from Lowell High School this year is attending U. Mass Lowell two days a week. He hopes to become a doctor. He is also looking for a job and has applied at the two local grocery stores but is limited by the fact that he has no transportation. If anyone has a bicycle that could be donated to him this would enlarge his range of possibilities. We are still giving Hanifah rental support and the boys received gift cards from the Angel Tree plus some clothing donated by a member of the congregation. Hanifah received a gift card, grocery card, and personal items donated by a member of the congregation.

There is good news on our other RIM sponsored asylum seeker, Rosie, a young woman from Guatemala. She needed extensive oral surgery to correct problems incurred as a result of beatings from gang members in Guatemala and it appears that the surgeries have now been completed (part of the payment assisted by donations by members of All Saints'). She has also had her asylum hearing and been granted asylum so will be seeking employment. She is living with a host family, one of whom happens to be an ESOL teacher, and her English has greatly improved.

Team Hope

The **Afghan family** sponsored by Team Hope, with which three All Saints' members partner, has had a good year. Fawad, who speaks English, found a better job and is now working on machinery as well as doing maintenance work. His wife's English has improved to a remarkable extent and she is still studying through an online class. They have three beautiful children – two girls six and eight years old – who are in school and generally enjoying life, and a boy, three years old, and very lively! They have grave concerns about their family in Kabul, who are unable to work and are suffering under the Taliban and hope to bring other family members here some day – a very complicated and difficult task. Thankfully, the whole family is now eligible for green cards, which will give them permanent status, instead of asylum status, here once they have all passed the latest medical exams. Unfortunately these exams, with the associated blood tests, are very expensive, and we are looking for a less expensive clinic.

Since they are Muslims they do not celebrate Christmas, but the children were all very happy to receive “holiday gifts” from the Angel Tree. I wish you could have seen the excitement when my husband and I arrived with large bags of gifts on Christmas Eve. “Princess Ariel” wore her princess dress all day, the Lego was under construction within five minutes, and I was treated to identification of all the animals in the animal puzzles. Dr. Seuss was welcomed with open arms.

Thank you all for your generosity to all these people who have come to us for help.

*Respectfully submitted,
Janet Caesar*



Ramps for Neighbors

In 2023, All Saints' launched a new ministry called "Ramps for Neighbors". This was proposed by Fr. Sean and is based on a similar program that his previous church was involved with in Corpus Christi, TX. It involves building ramps for people who have recently become wheelchair-bound and need a ramp to access their home. The ramps are built at no cost to the homeowner and the parish does all the planning and construction of the ramp. This ministry was approved by the vestry and is organized through the Stone Soup Outreach team. The program was presented to the parish at a coffee hour in early June and the response was enthusiastic. Parishioners donated money and signed up to volunteer for the various tasks needed to make building our first ramp a success.

In August, we built our first ramp in Westford for the recently disabled sister-in-law of a parishioner. Many, many folks participated in this effort. Thanks to everyone who helped plan, transport materials, provide food, build the ramp, or assist in any other way that day. We completed the ramp in a day and the homeowner was able to wheel his wife into their house before we left! This was a huge success and stands as a testament to the vitality and mission of All Saints'.

Since we have a long history of doing joint mission work with Central Congregational Church in both Maine and West Virginia, we asked if they would like to partner with us in this ministry. They are still considering whether they will officially join us, but some of their parishioners did help with the construction of our first ramp. They also sent us a check for \$1,400 to help purchase ramp materials.

Our long-range plan is to do several ramps a year and finance them solely with grant money. We've developed a logo and a brochure and have a team working on identifying grant sources and submitting grant proposals. (And we got our first grant recently from the diocese for \$1000.) Besides grant writing, groups are currently working on fund-raising and planning our next ramp builds. We hope to have a fund-raising event and do two more build projects this spring. If you'd like to join any of these efforts, contact Janet Caesar, Dave Kuzara, or the church office.

Respectfully Submitted,
Dave Kuzara



Nominating Committee Report

The 2023 Nominating Committee was comprised of the following All Saints' Parishioners: Maggie Marshall (Co-Chair), Kate Blount (Co-Chair), Rose Felzani, and Sandy Chinavare, Chris Mills stepped down as Chair due to a family emergency. Listed below are the candidates nominated for the 2024 Vestry, as well as the Convention Delegates, Deanery Representative, and Nominating Committee roles. No budget was needed to support the Nominating Committee.

Position	Years	Accepted Name	Additional Information
Senior Warden	1	Jen Dowd	
Junior Warden	1	Mike Condor	
Clerk	1	Kate Blount	Staying for second term.
Treasurer	1	Cynthia Bennett	Staying for a second term, Assistant Treasurer: Laura Barry

New Vestry

Vestry	1	Alison Sandoval	Replacing Rohini Pola
Vestry	1	Leigh Bilsbury	Replacing Rob Strain
Vestry	2	Beth-Anne Economou	Replacing Mike Condor
Vestry	3	Noah Van Dam	Through 2026, Replacing Sean Conklin
Vestry	3	Evan Mettenbrink	Through 2026. Replacing Rose Felzani
Vestry	3	Lindsay Hannaford	Through 2026. Replacing Kate Blount

Convention Delegate	1	Edith Parekh
Convention Delegate	1	Dave Kuzara
Convention Alternate	1	Laura Marshall
Deanery Representative	1	Dave Kuzara
Deanery Representative	1	Dan Wilson
Deanery Representative	1	Joan Thomas

Nominating Committee for next year: Marcia Herlihy, Alison Sandoval, Leigh Bilsbury, Danielle Wigmore, Bob Andrews, and one member to be announced

Current Vestry through 2024: Leigh Bilsbury, Marcia Herlihy, Alison Sandoval
Current Vestry through 2025: Beth-Anne Economou, David Kercher, Joan Thomas

Respectfully submitted,
Kate Blount
Nominating Committee Co-Chair



Psalm 43: 3 Send out your light and your truth, that they may lead me, and bring me to your holy hill and to your dwelling.



Financial Reports

Treasurer's Report

All Saints' has successfully completed 2023! Thank you!

We started the year with a deficit budget of \$-32,066.64 but ended it at only \$-6,598.17 while adding an additional \$13,400 to our expected expenses.

The additional expenses were the Rise for Hunger project and the repairs to the Exit double doors at the front of the church. In addition we saved \$3,200 of our DIT 2023 funds in the DIT All Souls fund. The efforts and hard work of the members of All Saints' is the reason we have been successful and makes the Treasurer's job so much easier. Thank you again!!

Sincerely,

Cynthia Bennett, Treasurer Laura Barry, Assistant Treasurer

Financial Committee

In 2023 the Vestry established a Finance Committee. The goals of the committee this year were to:

- review our overall financial position each month and ensure proper reporting to the parish
- consider the long term financial position of ASC and uncover ways to improve our status
- respond to vestry financial needs & questions as requested

The committee, as appointed by the vestry, consisted of Cynthia Bennett, Laura Barry, Fr. Sean, Scott Bempkins, Ron Canistraro, Danielle Wigmore & Jen Dowd. The team has no formal approval rights, only recommendations made to vestry. Major recommendations included:

- allocating 2,500 of annual Endowment income to Outreach expenses
- moving a percentage of our savings and designated fund monies to the DIT to benefit from the higher interest rate.

The exact motion wording can be found in the vestry minutes from the year.

Respectfully Submitted,

Cynthia Bennett, Treasurer & Laura Barry, Asst. Treasurer

All Saints' Church

2023 Budget, Actual Revenues and Expenses; and 2024 Proposed Budget

REVENUES AND EXPENSES

	Budget 2023	Actual 2023	2024 Proposed Budget -
Total Revenues	382,649	415,427	393,101
Total Expenses	414,261	422,025	422,224
Net Total	(31,612)	(6,599)	(29,123)

REVENUES

Offering Income

Pledge Receipts	341,049	348,718	350,701
Plate Receipts	5,000	10,513	6,000
Flowers, Leaflets, Candles	1,000	1,384	1,000
Easter & Christmas Offering	4,000	10,489	6,000
Restricted Accounts		14,133	
Misc. Receipts and Gifts		1,433	
Endowment	16,600	8,000	14,400
Outreach Income		800	
4th July Booth		1,018	
St Patrick's Day -cookies fundraiser		1,496	
Pies		1,062	
Gingerbread Village		3,095	
TOTAL Special Projects	5,000	7,471	5,000
Rental Income	10,000	11,685	10,000
Interest Income		13	
Passthrough		(500)	
Processing Fees Income		2,088	
Total Revenues	382,649	415,427	393,101

EXPENSES

Personnel

Rector			
Rector's Salary	44,146	44,124	46,804
Rector's Housing	67,310	67,310	70,206
Rector's Auto	1,400		1,400
Rector's Medical Insurance	34,752	35,756	37,296
Rector's Phone	672	446	672
Rector's Sabbatical	1,500		1,500
Rector's Continuing Ed.	500	694	750
Rector's Pension	20,062	20,058	21,062

2023 Annual Report

Total Rector	170,342	168,388	179,690
Staff			
Parish Admin	13,725	4,902	15,265
Bookkeeper	13,726	20,961	12,302
Director of Religious Education	8,503	8,507	8,758
Music Director/Organist Salary	45,176	42,949	35,000
Sexton Salary	18,780	18,706	19,340
Social Security ER Tax	6,232	5,954	5,621
Medicare ER Tax	1,457	1,392	1,315
Staff Continuing Ed	500		500
Staff Pension Expense	6,591	4,768	3,150
Payroll Service Fees	790	875	790
Total Staff	115,480	109,013	102,041
Other Personnel Expenses			
Worker's Comp Insurance	1,148	1,501	1,501
Clergy Supply	1,100	1,037	1,100
Organist Supply	1,200	1,725	1,200
Admin. Supply	440	675	570
Sexton Supply	440	-	440
Total Other	4,328	4,938	4,811
Total Personnel	290,150	282,339	286,542

Administration

Office Expenses			
General Office Supplies & Paper	2,000	1,693	2,000
Copier Service Contract & Lease	5,140	3,540	5,140
Technology-Internet & Computer	3,790	4,153	3,950
Software Support Contract	2,709	2,497	2,824
Misc. Admin Expenses	280	1,612	280
Bank Fees	18		18
Cr Card & Online Charges	585	2,599	585
General Postage	600	512	800
Total Administration	15,122	16,607	15,597

Parish Life

Christian Formation			
Adult Formation	270	-	270
Vestry Retreat			1,500
Church School	2,000	2,499	2,000
Total Christian Formation	2,270	2,499	3,770

Worship			
Nursery Sitter	-		-
Nursery Assistant	-		-
Altar Guild	350	619	450
Sanctuary Candles	200	202	200
Flowers	1,300	851	1,300
Leaflets	50		50
Acolyte Guild	200	72	200
Total Worship	2,100	1,744	2,200
Music and Choirs			
Music, books, supplies	700	670	700
Instrumentalists	600	350	600
Handbell Choir Expenses	200		200
RitePlanning online/OneLicence	660	684	680
Dues/Conferences/continuing Ed	750	499	750
Instrument Maintenance & Repair	2,530	4,941	2,530
Choir Robe	250		250
Total Music and Choirs	5,690	7,143	5,710
Special Programs Expenses			
Fellowship - Parish Life/general	500	854	1,000
Food For Friends	2,400	1,647	2,400
Outreach	1,000	15,087	1,000
Stewardship Expenses	250	135	250
Total Special Programs	4,150	17,724	4,650
Total Parish Life	14,210	29,110	16,330

Community and Church

Convention and Program fees	150	150	150
Diocesan assessment	34,725	34,725	39,975
Total Community and Church	34,875	34,875	40,125

Buildings and Grounds

Gardening		108	
Lawn and Grounds Maintenance		6,436	
Capital Improvements from DIT & Memorials	-		-
Total Grounds	-	6,544	-
Utilities			
Electric	12,000	13,333	13,000
Gas	10,000	9,812	11,000

2023 Annual Report

Water/Sewage	3,500	2,924	3,500
Trash	1,236	1,311	1,560
Total Utilities	26,736	27,380	29,060
Maintenance			
Elevator Maintenance E & Repair	1,555	1,415	1,555
Security/Fire Alarm	2,500	1,808	2,500
Maintenance Supplies	3,000	1,912	3,000
General Repairs	7,000	3,155	7,000
Roof Maintenance	1,500		1,500
Snow Removal	3,500	2,105	3,500
Liability Insurance	14,113	14,776	15,515
Total Maintenance	33,168	25,171	34,570
Total Building & Grounds	59,904	59,095	63,630
Total Expenses	414,261	422,025	422,224
Net Total	(31,612)	(6,599)	(29,123)

All Saints Episcopal Church

Statement of Financial Position

As of: Dec 31st 2023

Assets**Current Assets****Checking Account**

100010 General Account	22,763.93
100020 Savings Account	23,318.29
100031 Savings Account - Designated Funds	54,169.30

Total Checking Account	100,251.52
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Petty Cash

100110 Petty Cash	200.00
100112 Church School Petty Cash	200.00

Total Petty Cash	400.00
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Total Current Assets	100,651.52
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Investments**Diocesan Investment Trust****Endowment - Restricted**

110210 All Saints' Endowment	162,360.35
110214 All Saints' Quasi Endowment	83,275.10
110321 DIT Unrecognized Gain/Loss	50,573.42
110325 DIT Quasi Unrecognized Gain/Loss	28,877.95

Total Endowment - Restricted	325,086.82
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DIT

110212 Rectory Housing Fund	69,158.04
110213 Rectory Housing Unrecognized G/L	5,281.72
110310 Marshall Family Music Fund	16,704.07
110311 Marshall Family Music Fund Unrecognized G/L	5,941.47
110320 All Souls Facilities Fund	53,747.91
110323 All Souls Unrecognized G/L	3,472.61

Total DIT	154,305.82
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Total Diocesan Investment Trust	479,392.64
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Total Investments	479,392.64
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Fixed Assets

120510 Furniture and Fixtures	75,604.79
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	2,667,065.32
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Mortgage Receivable

180010 Maloney Mortgage	36,250.00
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Total Mortgage Receivable	36,250.00
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Total Assets	\$ 3,283,359.48
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Liabilities & Net Assets**Liabilities**

Total Liabilities	0.00
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Net Assets**Fund Principal1**

300000 Fund Principal- General Fund	3,231,190.18
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2023 Annual Report

Total Fund Principal1	3,231,190.18
Temporary Designated 2	
Church Accounts	
800030 Altar Guild	1,072.23
800031 Boston Pride	236.50
800033 Rector's Sabbatical Fund	6,000.00
800035 Organ Maintenance Fund	1,482.00
800036 Building Maintenance Fund	5,926.84
800039 Marshall Family Music Fund	1,340.39
800042 Regathering Tech Fund	232.19
800045 Church School Fund	6,776.71
800049 Endowment	392.00
800052 Youth Programs	2,077.08
800077 Acolyte Fund	500.00
800080 Rental Security Deposit	700.00
800090 Restricted Savings Interest	18.70
800150 Pre-paid Pledges	6,000.00
800510 BCH Camp Scholarship	325.00
800520 Team Together - Barrington	4,000.00
Total Church Accounts	37,079.64
Outreach - Stone Soup	
800515 ERD - Episc. Relief and Dev. Fund	117.00
800530 St. Paul Feeding Program	3,438.60
800600 Ramp Project	1,751.04
800615 Outreach Programs	2,954.00
Total Outreach - Stone Soup	8,260.64
Memorial Funds	
800200 Memorials	3,248.00
800250 Mem Garden Plaque & Perpetual Care	3,581.02
Total Memorial Funds	6,829.02
Total Temporary Designated 2	52,169.30
Living Stones Capital Campaign	
800700 Capital Campaign Income	604,035.23
800710 Parking Lot Project	(96,996.01)
800720 Mortgage & Loan	(96,738.52)
800725 DIT Repayment	(15,000.00)
800730 Consulting	(35,500.00)
800735 Chimney	(3,800.00)
800740 Misc	(1,976.06)
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	(114,971.08)
800769 Kitchenette/Bathrooms LL	(62,397.60)
800770 Signage	(6,549.50)
800780 Carpeting/Flooring	(6,996.05)
800790 Thrift Shop Renovation	(6,705.75)
800795 Campaign Promotions-Admin	(4,163.84)
800800 East Entrance Project	(91,479.37)
Total Living Stones Capital Campaign	0.00
Total Net Assets	3,283,359.48
Total Liabilities & Net Assets	\$ 3,283,359.48

