

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



Rise Against Hunger Event

**2024 Annual Report
ALL SAINTS' PARISH ANNUAL MEETING
February 9, 2025**

Agenda

February 9, 2025

Gathering and Signing In

Call to Order Jen Dowd

Opening Prayer Fr. Sean Maloney

Approval of 2023 Annual Meeting Minutes Jen Dowd

Rector's Report Fr. Sean Maloney

Wardens' Reports Jen Dowd

Treasurer's Report Cynthia Bennett,
Laura Barry

Motion to accept reports/place on file Jen Dowd

Nominating Committee Report Danielle Wigmore

Election Jen Dowd

Thanks to retiring vestry Jen Dowd
Announcements

Closing Prayer Fr. Sean Maloney

Adjournment Jen Dowd



For the Son of Man came not to be served but to serve, and to give his life a ransom for many.
Mark 10:45



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Annual Meeting Minutes for the Year 2024

Date: Sunday, February 4, 2024

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 2023 Annual Meeting

Motion made by: Bob Andrews Second: Rose Felzani

For: Unanimous

Against: None

Abstain: None

Rector's Report, The Rev. Sean Maloney

It's a huge blessing for Sean to be at All Saints'. He's inspired by all of us and the work we're eager to take on.

Sean is grateful to be able to be silly and have the space to do things in his own unique way. It affirms his call and discernment to be here.

Staff transitions:

Rohini has gone through some growing pains but is learning and becoming more comfortable in her position as Parish Administrator.

Thanks to Brian Hunter for stepping in when Rohini isn't here.

Thanks to Maggie Marshall who came out of retirement to serve as Music Minister while we continue to look for a new Music Minister to replace Carl. Fr. Sean is taking his time to find the right person. He's down to two final candidates. Both are exceptional and available to start soon.

Outreach Ministries:

Ramps for Neighbors got off to a great start. More ramps are planned for the next few months.

We will participate in Rise Against Hunger's food packaging and delivery again this fall.

Sunday Mornings:

John, a visiting organist, is impressed by what he saw here. He said, "great things are going on at All Saints'."

Newcomers and visitors are happy and engaged and feel welcome.

Sean is incredibly happy to be here. We have a great staff and finance committee. The staff is fun to work with and the level of energy and creativity can't be overstated.

Sean is grateful to Danielle Wigmore for checking in on him and helping during his first year here.

Warden's Report (Junior and Senior), delivered by Danielle Wigmore

Vestry Updates:

It's been a low-key year. Fr. Sean is so hands-on and easy to work with.

The Finance Committee has been an advisory board to the vestry. It's made the vestry's job easier.

All Together Sundays were started this past fall and have brought a new sense of togetherness to the Sunday services.

Please see the 2023 Annual Report for a full list of approved measures this past year.

Jr. Warden Updates:

The exterior doors near the altar have been updated to get up to code.

Final thoughts:

Being Senior Warden has been a good experience for Danielle. Many people support all the work of All Saints'.

Thanks to the Parish Life ministry for the Parish Breakfast this morning. Thanks to Brian and Amy Hunter for putting together the 2023 Annual Report.

Thanks to Barbara for her donation.

Treasurer's Report, delivered by Cynthia Bennett

All Saints' has passed a negative budget the last four years. We've successfully completed each year \$10,000 under budget.

Cynthia thanks the parishioners of All Saints' for that.

The vestry approved a (\$29,000) budget for 2024. Some expenses are unchangeable.

There is \$22,000 in cash in the bank.

Ann Ludlow stood to thank Cynthia for taking on the treasurer's job again.

Motion to accept the Treasurer's Report

Motion made by: Frank Oulette

Seconded by: Trish Mescall **For:** unanimous **Against:** none **Abstain:** none

Motion to accept all reports as written:

Motion made by: Bob Andrews

Seconded by: Carol Cannistraro

For: unanimous **Against:** none **Abstain:** none

Nominating Committee Report, delivered by Maggie Marshall

Maggie Marshall and Kate Blount were Co-Chairs.

New vestry seats filled: (please see 2023 Annual Report's Nominating Committee Report for terms and positions):

Alison Sandoval

Leigh Bilsbury

Beth-Anne Economou

Noah Van Dam

Evan Mettenbrink

Lindsay Hannaford

Other offices:

Cynthia Bennett has agreed to serve as Treasurer for another year.

Kate Blount has agreed to serve as Clerk for one more year.

Jen Dowd is taking over as Senior Warden

Mike Condor is taking over as Junior Warden

Nominating Committee for next year: Danielle Wigmore, Bob Andrews, Emily Strunk, and the three people who are rolling off the vestry: Alison Sandoval, Leigh Bilsbury, and Marcia Herlihy

Motion to approve the vestry slate as read.

Motion made by: Tricia Mescall

Seconded by: Katie La Rochelle

For: unanimous **Opposed:** none **Abstentions:** none

Gifts were given to those who are rolling off the vestry or have completed their term in office.

Rose Felzani

Benton Burgess (completed term as Junior Warden)

Laura Barry

Danielle Wigmore (completed term as Senior Warden)

Sean Conklin

Motion to adjourn.

Motion made by: Bob Andrews

Seconded by: Marcia Herlihy

For: unanimous **Opposed:** none **Abstentions:** none

Closing prayer delivered by Rev. Sean Maloney

Minutes respectfully submitted by Kate Blount, Clerk

*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. It has been an amazing year of work, prayer, laughter, love, and growth. We are truly blessed in so many ways and I am eager for the coming year. Trying to keep this report to a single page will be difficult but I shall endeavor to do my best!

This year we have continued to see an abundance of energy and new life. I can not think of a week that we have not been blessed to have visitors and guests with us. The great blessing is that many of them are finding what they have been searching for. The things I hear from them are notable in their consistency. "There is just such a joy in the building." "It was so refreshing to have worship that was fun!" "You have so many kids here and all the stuff you are doing is crazy." There are a hundred other reasons but those are a few of my favorites. It is clear evidence of the good work that the Holy Spirit is doing in our midst and the faithful way that we are engaging that work.



This work is not without significant change. This year we welcomed two new staff members. Dr. John Pierce joined us just after Easter and has been an incredible addition to our team. Both choirs have built upon their previous success and continued to show growth and development. Their offerings on any given Sunday are a highlight of our worship. Working together they continue to bring to life the idea of many parts one body. Lessons and Carols was a huge success and was an incredible way to launch us into the Christmas season. Victoria Marble also joined us in August. Vicky has been a delight to have in the office and has brought an array of gifts and talents. Her assets in hospitality, as well as the move upstairs, have really helped us to create an atmosphere of welcome for people that come into the office. With Vicky in place we have also initiated some changes to the bulletins to make the Sunday morning worship experience more user friendly for new comers.

I want to also take a moment to thank the amazing work that Mirna Cuhna, Margie Dissinger, and Laura Marshall continue to do. While always keeping the building clean and ready Mirna is also always ready to jump into the breach and help with anything that needs to be done. What is amazing is that she always does it with good cheer and her amazing smile. Margie has continued to do our bookkeeping with grace and good insights. Finally Laura Marshall continues to be an endless source of creativity and energy. Her eagerness and willingness to wonder where the Spirit is calling us to be is truly holy. I am blessed to be working with all of these amazing people.

This year we worked hard to draw together a cohesive plan of programming and worship. This "All Saints" programming included Worship, community, and learning opportunities. The cohesiveness seems to have worked and helped in incorporating new comers, but also reconnecting people that have been here. The Parish Retreat was a fantastic example. There was a very wide array of people, years being at All Saints, and ages! Our hope is to turn this in to an annual event that is incredibly life giving to our community.

I am not naive enough to believe that all of this newness and change does not come with out challenge. Change is hard work. I think one of the things that is the most important is remembering that change is not a dishonoring or devaluing of the past. The work that has been done in this community for the last nearly 170 years has always been growing and changing, informing and shaping, and inspiring and supporting. We have a great deal of work to do to discern where God is calling us to be and how to be the church in a very different context. We are building that future off the success of the past. Its hard work. Its good work. It's holy work. I can not imagine doing it with a more prayerful and faithful group of people. Thank you for your continued support and prayer.

Respectfully Submitted
Rev. Sean Maloney

Rector's Discretionary Fund 2024

Opening Balance upon transition	11,809.93
Closing Balance	11,244.42

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, medical assistance, and transportation costs. This year we distributed over \$1200 on assistance. 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

As I complete year one of being Sr Warden, I can't help but feel gratitude for the growth, change, and celebrations that 2024 brought All Saints'. Serving on the Vestry is an opportunity for both spiritual discernment and an understanding of the inner workings of our parish. The Vestry plays a pivotal role as voting members for the many decisions made throughout the year. Along with a monthly vote on parish finances, we also participated in thoughtful discussions to approve the following:

- A new furnace! You heard that right. Nothing exciting, but oh so necessary. The All Saints' staff endured weeks of cold with a furnace on its last leg.
- Brian Hunter becoming our official Parish Historian. Speaking of which, if you want to know anything about our church's history, he would be happy to share.
- 2nd Annual Rise Against Hunger event. Huge success and loads of fun!
- Side door railing. A much-needed accessibility improvement to the existing ramp.
- Annual audit performed by Betsy Hirst. This keeps us accountable for our spending.
- Parochial report. An annual insight into the life, ministry, finances, and membership of our church for the Episcopal Diocese created by Margie Dissinger and Cynthia Bennett.
- Purchase of security cameras to place in and around the parish hall. As more renters come into the building, the preservation and respectful use for our assets is extremely important.

As we move into 2025, I am optimistic that we will continue to thrive in a growing community of love and support.

*Peace,
Jen Dowd
Senior Warden*

Junior Warden Report

In April, a new HVAC system was installed for the offices.

The East Entrance handrail was installed at the end of October, taking advantage of warm, fall weather. Shaw Welding did an excellent job in matching the curves of the walkway leading up to the entrance.

Special thanks to the Lawn & Lot team for their work throughout 2024.

*Respectfully,
Mike Condor
Junior Warden*



Report from Ministries:

Prayer Ministry Team

Since he began his ministry with our parish, Fr. Sean has emphasized prayer with and for one another as foundational for our shared life. He continues to hold up the commitment that “prayer is at the heart of who we are.”

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 the righteous is powerful and effective. The Letter of James 5: 13-14, 16b

All Saints’ offers many opportunities to pray in community, to be prayed for, and to pray for others.

- Our shared worship life, of course, every Sunday and special services
- At 10am Sunday Eucharist services there are intercessors available to pray in person with any who ask.
- 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.
- 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 Monday evenings each month and uses an app for urgent prayer requests—Talk with Fr. Sean to learn more if you would like to join this group.

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



Like good stewards of the manifold grace of God, serve one another with whatever gift each of you has received. 1 Peter 4:10



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 with outreach, capital improvements, and ministries beyond what is possible through its annual operating funds.

In 2024, the Endowment Committee membership remained the same as in 2023: Steve Marshall (Chair), Beth Moore, David Cahill, Sean Seyffert, and Connie Pawelczak (Legacy Society).

In 2024, the Endowment Fund disbursed \$15,400 to the ASC budget.

For 2025, the Endowment Committee voted to disburse 4.5% disbursement from the Endowment Fund for use by the Vestry; this amounts to \$15,500. This is nearly identical to the 2024 disbursement, but still an increase from our historically normal 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 growth in 2024. The total investment value at the end of 2024 was up by about 12% from the end of 2023 to a new all-time high of \$398,000. Donations from Christmas and Easter memorials were about \$2000. 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 'A Reflection of Faith!' May your gifts be reflected back to you in the many faces and hearts of the All Saints' faithful. Details from the campaign can be found on the website or in the archives.

Similar to 2024, the final packet included:

- Pledge card
- Letter from Fr. Sean & 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. Returned pledges were requested by November 17th, later than we have done in the past, but still plenty of time to allow for budgeting.

Prior to the Annual Meeting, All Saints' Church collected 110 pledges for a total of \$374,354. New pledges represent 11.86% of total pledging! Overall, we have increased pledging this year by 15.58%, THANK YOU!!

Though we are always hopeful a few more pledges will come in, at the time of printing we formally lost 11 pledgers through death or departure and gained 14 new pledges. We cannot be more grateful for the generosity of our parishioners.

The cost to run the 2024 Stewardship campaign was donated this year but would amount to approximately \$200. Most of these costs come from postage and envelopes, as the printing was done in house.

Peace,
Laura Barry, Stewardship Chair

Church School Report for the 2024-25 Program Year



(For a full description of our program, interested readers can check out our website at allsaintschelmsford.org)

We have a large team of church school leaders who work with the kids all year long, modeling and teaching them about building a community of faith through kindness, compassion and generosity. Whether it is with the Godly Play Curriculum, The Weavers Lessons, The Bible Stories and crafts, the Youth Group meetings and the gentle and supportive care of the Nursery, and the Chapel Team's emphasis on participation and worship, these programs all support our children and youth to come together to build the kingdom of God- one Sunday at a time. For all their time and faithfulness, I am deeply grateful.

This results in events like our Christmas Pageant. I feel like describing this event might help give you an idea of how we work together: kids, parents and church school. We had 43 kids and countless parishioners and parents helping with the Pageant this year. And one brand new baby girl.

I was talking with John Pierce, our Director of Music, to ask if there was a hymn that encompassed the story of our pageant, to help lift up the story the kids would be telling, and he used AI to create a song- using the hymn God Rest Ye Merry Gentlemen- and then he and special choristers sang it on Christmas Eve.

I had so many kids who wanted to help- whether with props and stage crew to acting, dancing and tumbling, and toddler shepherding- it is a testament to the generosity of the kids and youth in our parish. Our pageant script is always finalized after we know who wants lines- so that everyone who wants them, gets them. And with Joan Thomas' help we work to get the costumes and props organized so that each Sunday we move forward with our plans.

Finally, we have rehearsals, including a dress rehearsal- where we have three equally important goals: to understand the story of Jesus' birth, to support each other in the telling of the story, and to have fun. It was a great rehearsal- because as a community of parents, kids and leaders, we worked together to share our faith. And on Christmas Eve, it was beautiful; not because it was perfect, but because they led our worship in love and faith.

*In peace,
Laura Marshall
Director of Religious Education*

Creation Care

In 2024, the Creation Care Team continued to operate with a small number of members but still accomplished the following:

- Met with a representative of an engineering firm that works with MassSave to look at the energy usage of houses of worship. He did an energy audit of All Saints' and gave us a report several months later. This report was sent to the vestry to help inform their efforts to reduce energy use at All Saints'.
- Updated the Creation Care web site, including adding an article on the benefits and trade-offs of using cloth diapers.
- Hosted a Creation Care themed coffee hour in April.

We have been joined by a few new members and have plans for a larger set of activities in 2025. These will be announced in the ebulletin as they come up. If you have any questions or would like to join the team, contact Dave Kuzara or the church office.

Respectfully Submitted,

Dave Kuzara

Worship at All Saints'

Music at All Saints'

I assumed the role of Director of Music for the Parish of All Saints' on April 1, 2024. I am honored that the church community as a whole has made space for me and has been supportive of my efforts. Since then, the three choirs - Adult, Youth, and Bell - have provided special music on Sundays at Offertory and Communion, as well as offered robust support for congregational singing. As of September 2024, the Youth Choir is featured at All Together Sunday services, leading all music from the front of the sanctuary. The Lessons and Carols service in December 2024, a particular musical high point of the Advent season, combined all three choirs in a final festive carol. I look forward to serving you in the coming year.

In faith,

Dr. John Carlo Pierce

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 fresh flowers and cleaning the altar areas. We work reverently to support our worship at All Saints' Episcopal Church.

During 2024, we continued our homemade communion bread and a shared chalice with the option to receive wine via individual mini cups. We continue to receive communion 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 Beth Anne Economou, Linda Cahill, Lisa Condor, Linda Coles, Elizabeth Danieli, Virginia Jengo, and Liz Landers. A very warm welcome to Michelle Thomas.

I would especially like to give thanks to Karen Kowalski for her service as she steps down from the Altar Guild. We will miss her!

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 are blessed to have 19 regular youth members, 1 adult member and we have added 2 new first year acolytes this year. With gratitude, we recognize Edith Parekh for stepping into the 8 AM acolyte role when she is able. We graduated 1 senior in 2024, and we anticipate one graduating senior in 2025.

Please remember that we can always use more acolytes, and new members are very welcome; generally, we prefer that acolytes be in Grade 4 or older. Right now, acolytes are generally serving once every 4-6 weeks with flexible scheduling around other church involvement. If you or your child would like to learn more, please reach out to Rose Felzani, Father Sean or Laura Marshall.

Dreams, Desires and Thoughts toward Next Year:

A yearly acolyte training/skills refresher will be scheduled in the fall with Father Sean.

We continue to give a silver cross to our third-year acolytes, and we give our first-year acolytes a wooden cross.

Most importantly, I would like to thank all the acolytes and their families for their continued dedication in giving of their time and talents during a season of life that is full of conflicting activities and demands on both time and energy. We are grateful for your participation, flexibility and leadership.

*Respectfully Submitted,
Rose Remmetter Felzani
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.

We said goodbye to Karen Kowalski and want to say thank you for her service. Our current greeting team includes Alison Sandoval, Lynne McSheehy, Dee Miller, Mike Condor, Liz Landers, Elizabeth Danieli, Ron and Carol Cannistraro, Michael O'Laughlin, and our newest members, Cynthia Bennett, Jessica and Martin Maloney, Katy Belanger and Donovan Ban. 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*

Gingerbread Village 2024 – Gingerbread Across America

The theme for the 2024 Gingerbread Village was 'Gingerbread Across America'! The parish hall was decorated with a variety of American iconic landmarks including an immersive Oval Office, a 'photo op' Mount Rushmore, windows decorated with major cityscapes, a Fenway Park concessions stand and last, but not least, a replica Golden Gate Bridge. The bridge pieces were constructed by members of our Ramps for Neighbors team - which was no small undertaking. It gave the illusion of walking across a bridge while allowing us to highlight the wonderful work out outreach group is doing across the town. Special thanks to Dave Kuzara and his crew of helpers that made our giant vision happen!



We held the Village on November 30 & Dec 1st to piggyback on the Annual Chelmsford Tree Lighting, it always helps draw a crowd. 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 \$1800 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 reused our large vinyl sign on the corner of the church parking lot to draw attention. Special thanks to Laura Marshall for helping update the theme and hang the second one in the archway by the road.

As for the kitchen Maggie Marshall and her fantastic crew did it again!! We sold 'ballpark food' – hot dogs, chicken nuggets, pizza (new this year), mac-n-cheese, and our specialty – deep-fried Gingerbread Men! We were also blessed to have Stacy Herlihy make more edible treats that could be used as gifts and she did an AMAZING job with them. We had mini gingerbread houses, cookie boxes & gingerbread granola for sale! All were delicious - the cookie boxes were the biggest hit!

This year we had the new addition of a blow up Gingerbread Man costume donated by the LaRochelles' Aunt Wendy. The costume - worn on different days by Andrew Barry, Paige and Katie LaRochelle, created quite the attraction to passersby and visitors to the tree lighting. Folks loved taking pictures with Ginky and allowed us to direct them to the village. We also created a scavenger hunt and loved watching young & mature find all of the details in the creations! And on more special thanks to Alex Barry who serenaded us on Sunday with this beautiful trumpet - your live music always makes the atmosphere more alive!

Not to be forgotten we would like to extend a HUGE thank you to all the builders! New this year was a Gift Card prize for the Top 3 creations! \$100 for 1st, \$75 for 2nd and \$25 for 3rd. The goal was to entice new folks to participate - and we think it worked! The creations were all unique 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. As in year's past each house earned a 'special award', always a fan favorite.

This year we had a lot of help with setup, working the event & breakdown. We could not have done it without ALL of you! If you were even a tiny part of our volunteer crew in some way, we are so grateful for your time and energy! We especially want to thank Emily Strunk for her fabulous window designs, Joan Thomas for her cutting capabilities and patience. And special thanks to the Barry & Pola families for giving up time with their moms/wives while we got the event up & running!

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 a success (you know who you are) – THANK YOU!

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

Liturgical Ministers

This ministry was bolstered this year by the addition of some new participants in the roles of lector and liturgist. We are also happy to now include several very competent readers from among the youth. There is a cooperative spirit among us, and those who need to find a substitute are quickly accommodated. All is well among the liturgical ministers!

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

ASC Live-Stream Report

The ASC Media team continues to live-stream Sunday and special services. Our goals are to provide a way for people to check out our services, for members that are travelling or ill to participate and to provide out of area members and families a way to participate in Sunday or special services.

Some Stats:

- We have 4307 views in 2024, 5437 views in 2023. 4006 in 2022. We did fewer special services in 2024 and attendance in person may have been a bit higher. Still, this number suggests we perhaps need to do a bit better.
- We streamed 64 services. This includes a few memorials and additional services around Easter and Christmas.
- We averaged 63 views per stream.
- Our largest viewership was 130 for the July 14th service, just after the Trump assassination attempt.
- We have 171 subscribers, 41 more than this time last year.
- 69.3% of our views came from non-subscribers.

We continue to need at least 2 more team members 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
Steve Sullivan
Brian Hunter*

Stone Soup

Refugee Immigration Ministry

Hanifah continues to work at her job and has managed to cover the increase in her rent with some assistance from RIM members. Bashir has a full time job and is no longer attending college. Imuran continues in high school at the Tech and Humaid is now a sophomore in high school. They all seem to be doing well.

Prison Ministry

Outreach funds were used to support the Prison Volunteer Organization backpack for prisoners' children. Donations from the congregation for Holiday Gifts for Prisoners were supplemented with Outreach funds.

Outreach

In addition to supporting the Prison Ministry we are pursuing the possibility of funding a college class for Bashir. His eligibility for regular funding through FAFSA and MAFA is being explored but his asylee status may make him ineligible. We do have a little money available in Outreach, so if you know of a good use for it, please let me know.



Chelmsford Community Exchange Food Pantry

Due to the already hectic nature of the Advent season, the decision was made to move the annual Advent food drive to the month of February. All Saints' Church will continue to support the Chelmsford Food Pantry through food donations collected throughout the month of February. We are grateful to all who have contributed to this program and look forward to continuing this important work.

*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 three teams of about 6-8 people, so each member serves four times per year. The team 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*

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' received names of (56) children, aged one to 18 years from 23 families. 20 families, representing 53 children, agreed to participate. Thanks to the generosity of the congregation, a total of 106 gifts were provided and over \$600 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 caregivers; the Youth Group for organizing and wrapping all the gifts; and Cynthia Bennett, Allison Sandoval and Karen Garrigan 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, Vicky, and our Rector, Reverend Sean.

*Respectfully submitted,
Darren Collins
Angel Tree Coordinator*

Ramps for Neighbors



2024 was a year of expansion for the Ramps for Neighbors (RfN) program. We went from completing a single project in 2023 to 3½ projects in 2024 (I'll explain the half project below). Central Congregational Church officially agreed to partner with us in this ministry. We held two very successful fundraisers: a Dinner/Trivia Contest/Silent Auction in April and a Dinner/Concert in October. We got an additional grant from the diocese as well as a grant from the Massachusetts chapter of the AARP. All in all, a very busy year!

Our first project was not a ramp, but rather a small deck and stairs. This was to help a family who was in the middle of replacing a deck when the father died suddenly. They had taken down the old deck and bought materials, but they now didn't have the know-how to construct the new deck. They were left with an exit door that was over three feet above the ground. RfN built a small deck with a set of stairs so they could use this door again. Project #2 was the construction of a new ramp with a landing for a family in Chelmsford. The mother had had an operation which left her in a wheelchair, and she had no way to leave the house. The third project was the refurbishment of an existing deck and ramp that was no longer safe to use. The homeowner uses a motorized scooter, but she was unable to go anywhere since she could no longer use the ramp. The half project mentioned above was the construction by RfN of four 4' x 8' wooden ramp sections for use as a Golden Gate Bridge replica at this year's Gingerbread Village. These pre-built sections are stored at the church and will be used for a future ramp project.

Thanks to all of you who contributed to the many, many tasks that went in to making this ministry a success in 2024. We will be having an organizational meeting soon to plan out what we want to do in 2025. Please look for the meeting announcement and attend the meeting if you have an interest in being part of this fun and fulfilling ministry. If you can't attend the meeting but are interested in RfN, contact Dave Kuzara or the church office.

Respectfully Submitted,
Dave Kuzara

Ramps for Neighbors Grant Funding

We have done quite well in applying for and receiving grants for ramps for Neighbors. The Diocese awarded us \$1,000 in the spring of 2024 as a Wicked Good Idea Grant. Later in the year we received \$5,000 for a Mission Initiative Grant. We requested that this be carried over to 2025 as we also received \$2,500 from AARP, which needed to be spent. We have just been awarded another \$5,000 from the Diocese for a Mission Initiative Grant for 2025. However, we cannot rely on the Diocese for any more funding, so other applications will be written this year.

Fundraisers have also made a good contribution to Ramps funding, and are being put aside toward the purchase of a trailer in the future.

If you know of any grant opportunities or service organizations to whom we could apply, please let me know.

*Respectfully submitted,
Janet Ceasar*



Nominating Committee Report

The 2024 All Saints' Church Nominating Committee was comprised of the following parishioners: Danielle Wigmore (chair), Bob Andrews, Marcia Herlihy, and Emily Strunk. Below are the candidates for Vestry, convention delegates, and deanery representatives, Endowment Committee, and the 2025 nominating committee.

Position	Year	Accepted Name	Additional Information
Senior Warden	1	Jen Dowd	
Junior Warden	1	Mike Condor	
Clerk	1	Joan Thomas	
Treasurer	1	Cynthia Bennett	Assistant Treasurer: Laura Barry
Vestry member	3	Rohini Pola	Replacing Marcia Herlihy
Vestry member	3	Steve Hawthorne	Replacing Allison Sandoval
Vestry member	3	Laurie Bestvater	Replacing Leigh Billsbury
Vestry member	1	Melissa Eisenman	Replacing Joan Thomas
Vestry member	1	Natalie Quinton	Filling empty position
Convention Delegate	1	Edith Parekh	
Convention Delegate	1	Dave Kuzara	
Convention Alternate	1	Laura Marshall	
Deanery Representative	1	Dan Wilson	
Deanery Representative	1	Danielle Wigmore	
Endowment Committee		Caroline Detman	
Endowment Committee		Bryan Bestvater	
Endowment Committee		Camille O'Brien	

Nominating Committee for next year: Beth-Ann Economou, Melissa Eisenman, Natalie Quinton, Benton Burgess, Darren Collins, Ann Dean

Vestry through 2025: Beth-Ann Economou, Melissa Eisenman, Natalie Quinton

Vestry through 2026: Lindsay Hannaford, Evan Mettenbrink, Noah VanDam

*Respectfully submitted,
Danielle Wigmore
Nominating Committee Chair*



*For God is not unjust; he will not overlook your work and the love that you showed for his sake in serving the saints, as you still do. **Hebrews 6:10***



Financial Reports

Treasurer's Report

All Saints' has successfully completed 2024! Thanks to the congregation's generosity we are doing FANTASTIC.

We started on January 1 with a deficit budget of -\$29,123.00 and ended on December 31 with a positive result of \$15,391.87 while completing several special projects not part of the 2024 budget.

25,512.04 was taken from the All Souls DIT Yrly Fund for the replacement of the Heating/AC unit over the offices.

\$5,000.00 was used from the General Fund for the moving of the office to upstairs. Paint, Furnishing, etc.

\$13,000.00 was used from several accounts for the fabrication and installation of the Handicap railing to the East door.

\$2,959.38 The balance of the Living Stones fund

\$5,000.00 from the Diocesan Grant

\$2,000.00 from the Memorial Fund account

\$3,040.62 from a parishioner's gift for the ramp project.

\$10,000.00 for the RISE AGAINST HUNGER project

\$1,908.54 donated online

\$ 915.00 donated in church

\$7,176.46 used from the general funds

Each year we are given a portion of the All Saints' Diocesan Investment Trust by vote of the ASC Investment Trust committee nominally for use for Capital Improvements and Outreach Programs. For several years, we have saved these funds in the All Souls DIT Yrly Distribution Fund account to gain access to the Trust interest savings. We transfer the funds immediately and pray we can leave them there. In 2024 we were fortunate to have those funds available for the replacement of the furnace listed above. We have a balance in that account of \$35,587.96. Our portion this year will be \$15,500. \$2,500. will go to the Outreach Programs in the Designated Monies account, \$13,000.00 will go to the DIT Yrly Distribution account. Prayerfully the funds will be able to stay in these accounts.

I want to thank all of you again for being a part of the last year's success and remind you that small or large – every penny counts.

Respectfully Submitted

Cynthia Bennett, Treasurer Laura Barry, Assistant Treasurer

Financial Committee

Respectfully Submitted,

Cynthia Bennett, Treasurer & Laura Barry, Asst. Treasurer

All Saints' Church						
2024 Budget, Actual Revenues and Expenses; and 2025 Proposed Budget						
			REVENUES AND EXPENSES			
				2024 Budget	Actual 2024	2025 Proposed Budget -
			Total Revenues	393,101	468,908	411,374
			Total Expenses	422,224	453,516	436,119
			Net Total	-29,123	15,391	-24,745
REVENUES						
		Offering Income				
			Pledge Receipts - Current Year	350,701	371,271	367,874
			Plate Receipts	6,000	15,081	6,000
			Flowers, Leaflets, Candles	1,000	1,992	1,000
			Easter & Christmas Offerings	6,000	10,534	6,000
			Income from Designated Accts	-	22,892	
			Income from non-cash budget items	-	711	
			Misc. Receipts and Gifts	-	1,179	
			Endowment	14,400	25,512	15,500
			Outreach Income		345	
			4th July Booth		2,106	
			St Patrick's Day -cookies fundraiser - VARIOUS		871	
			Pies		750	
			Gingerbread Village		1,921	
			TOTAL Special Projects	5,000		5,000
			Rental Income	10,000	12,110	10,000
			Interest Income		5	
			Passthrough		131	
			Processing Fees - CC/Vanco		1,497	
		Total Revenues		393,101	468,908	411,374
EXPENSES						
Personnel						
		Rector				

2024 Annual Report

		Rector's Salary	46,804	51,612	48,208
		Rector's Housing	70,206	69,899	72,312
		Rector's Phone	672	681	692
		Rector's Auto	1,400	-	1,442
		Rector's Medical Insurance	37,296	37,388	38,415
		Rector's Continuing Ed.	750	695	750
		Rector's Pension	21,062	21,062	21,694
		Rector's Sabbatical Fund	1,500	-	1,545
		Total Rector	179,690	181,337	185,058
		Staff			
		Parish Administrator	15,265	16,965	15,723
		Director of Religious Education	8,758	9,096	9,021
		Bookkeeper	12,302	10,083	12,671
		Music Director/Organist Salary	35,000	33,739	36,050
		Sexton Salary	19,340	20,113	19,920
		Social Security ER Tax	5,621	5,580	5,790
		Medicare ER Tax	1,315	1,305	1,354
		Staff Continuing Education	500	-	515
		Staff Pension Expense	3,150	-	3,245
		Payroll Service Fees	790	1,154	790
		Total Staff	102,041	98,035	105,079
		Other Personnel Expenses			
		Admin. Coverage	570	495	570
		Worker's Comp Insurance	1,501	1,289	1,501
		Clergy Coverage	1,100	1,150	1,100
		Organist Coverage	1,200	3,562	1,200
		Sexton Coverage	440	-	440
		Total Other	4,811	6,496	4,811
		Total Personnel	286,542	285,868	294,948
		Administration			
		Office Expenses			
		510100 General Office Supplies and Paper	2,000	2,277	2,000
		510105 Copier Service Contract and Lease	5,140	4,670	5,140
		510115 Tech - Internet & Computer	3,950	4,144	3,950
		510120 Software Support Contract	2,824	2,820	2,910
		510150 Misc. Administrative Expense	280	1,402	280
		510151 Bank Fees	18	-	18

2024 Annual Report

		510153 CC/Vanco	585	2,212	585
		510305 General Postage	800	516	800
		Total Administration	15,597	18,041	15,683
	Parish Life				
		Christian Formation			
		Adult Formation	270	-	1,500
		Vestry Retreat	1,500	-	1,500
		Church School	2,000	571	2,000
		Designated Church School Fund	-	1,344	
		Total Christian Formation	3,770	1,915	5,000
		Worship			
		Acolyte	200	-	200
		Altar Guild Expenses	450	812	800
		Sanctuary Candles	200	337	200
		Flowers	1,300	894	1,300
		530340 Leaflets	50	-	50
		Total Worship	2,200	2,043	2,550
		Music and Choirs			
		Music, books, supplies	700	968	700
		Instrumentalists	600	600	600
		Handbell Choir Expenses	200	-	200
		Instrument Maint & Repair	2,530	3,694	3,000
		RitePlanning & One License	680	-	680
		Dues/Conferences	750	-	750
		Choir Robes	250	-	250
		Total Music and Choirs	5,710	5,262	6,180
		Special Programs Expenses			
		General Fellowship Expenses	-	966	
		Coffee Hour	-	761	2,500
		Parish Life	1,000	216	1,000
		Fellowship/Rector	-	610	
		Stewardship Expenses	250	-	
		Outreach Programs	1,000	15,152	
		Food For Friends	2,400	1,835	
		Total Special Programs	1,000	19,540	3,500
		Total Parish Life	16,330	28,759	17,230

2024 Annual Report

Community and Church					
	Convention and Program fees		150	-	150
	Diocesan assessment		39,975	39,975	40,478
	Total Community and Church		40,125	39,975	40,628
Buildings and Grounds					
	Gardening		-	394	
	Lawn and Grounds Maintenance		-	-	-
	Capital Improvements from DIT & Memorials		-	37,025	-
	Total Grounds		-	37,419	-
	Utilities				
		570103 Electric	13,000	17,235	16,000
		570105 Gas	11,000	9,997	11,000
		570107 Water/Sewage	3,500	3,693	4,500
		570109 Trash	1,560	1,560	1,560
	Total Utilities		29,060	32,485	33,060
	Maintenance				
		570205 Elevator Maintenance and Repair	1,555	1,452	1,555
		570210 Security/Fire Alarm	2,500	1,831	2,500
		570220 Maintenance Supplies	3,000	1,586	3,000
		570300 General Repairs	7,000	1,616	7,000
		570350 Roof Maintenance	1,500	-	1,500
		570400 Snow Removal	3,500	1,525	3,500
		570510 Liability Insurance	15,515	15,960	15,515
	Total Maintenance		34,570	23,970	34,570
	Total Building & Grounds		63,630	93,873	67,630
	Offset			-13,000	
Total Expenses			422,224	453,516	436,119
		Net Total	-29,123	15,391	-24,745

All Saints' Episcopal Church

Statement of Financial Position

as of Dec 31st 2024

Assets

Current Assets

Checking Account

100010 General Account	\$	23,722.33
100020 Savings Account	\$	21,144.47
100031 Savings Account - Designated Funds	\$	63,994.31

Total Checking Account	\$	108,861.11
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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	\$	109,261.11
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Investments

Diocesan Investment Trust

Endowment - Restricted

110210 All Saints' Endowment	\$	178,576.53
110214 All Saints' Quasi Endowment	\$	83,275.10
110321 DIT Unrecognized Gain/Loss	\$	88,092.40
110325 DIT Quasi Unrecognized Gain/Loss	\$	48,451.36

Total Endowment - Restricted	\$	398,395.39
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DIT

110212 Rectory Housing Fund	\$	84,158.04
110213 Rectory Housing Unrecognized G/L	\$	23,489.52
110310 Marshall Family Music Fund	\$	16,704.07
110311 Marshall Family Music Fund Unrecognized G/L	\$	12,195.30
110320 All Souls Facilities Fund	\$	8,047.91
110324 All Souls DIT Yrly Distribution	\$	35,587.96
110326 All Souls Designated Monies	\$	28,800.00
110327 All Souls Unrecognized G/L	\$	12,685.43

Total DIT	\$	221,668.23
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Total Diocesan Investment Trust	\$	620,063.62
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Total Investments	\$	620,063.62
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Fixed Assets	
120510 Furniture and Fixtures	\$ 80,346.54
121010 Machinery & Equipment	\$ 47,831.22
122010 Organ/Steinway	\$ 245,594.28
123010 Buildings	\$ 1,195,000.00
124010 Building Renovations	\$ 941,722.24
125010 Land	\$ 200,100.00
Total Fixed Assets	\$ 2,710,594.28
Mortgage Receivable	
180010 Maloney Mortgage	\$ 21,250.00
Total Mortgage Receivable	\$ 21,250.00
Total Assets	\$ 3,461,169.01

Liabilities & Net Assets

Liabilities

Total Liabilities \$ -

Net Assets

Fund Principal1

300000 Fund Principal- General Fund \$ 3,397,124.70

Total Fund Principal1 \$ 3,397,124.70

Temporary Designated 2

Church Accounts

800030 Altar Guild \$ 1,072.23

800031 Boston Pride \$ 312.72

800033 Rector's Sabbatical Fund \$ 7,500.00

800035 Organ Maintenance Fund \$ 1,482.00

800036 Building Maintenance Fund \$ 7,926.84

800039 Marshall Family Music Fund \$ 2,036.99

800042 Regathering Tech Fund \$ 2,532.19

800045 Church School Fund \$ 6,540.52

800049 Endowment \$ 1,275.00

800052 Youth Programs \$ 1,952.08

800055 PH Tables & Chairs \$ 60.00

800077 Acolyte Fund \$ 1,000.00

800080 Rental Security Dep/Rent \$ 850.00

800090 Restricted Savings Interest \$ 24.80

800150 Pre-paid Pledges \$ 10,720.28

800510 BCH Camp Scholarship \$ 10,512.00

Total Church Accounts \$ 55,797.65

Outreach - Stone Soup

800515 ERD - Episc. Relief and Dev. Fund \$ 115.00

800530 St. Paul Feeding Program \$ 3,538.60

800550 Rise Against Hunger \$ 390.00

800600 Ramp Project \$ 10,585.82

800601 Ramp Fundraiser \$ 7,528.79

800615 Outreach Programs \$ 4,707.03

Total Outreach - Stone Soup \$ 26,865.24

Memorial Funds

800200 Memorials \$ 4,583.00

800250 Mem Garden Plaque & Perpetual Care \$ 5,598.42

Total Memorial Funds \$ 10,181.42

Designated in All Souls DIT

801000 DIT Designated \$ (28,800.00)

Total Designated in All Souls DIT \$ (28,800.00)

Total Temporary Designated 2 \$ 64,044.31

Total Net Assets \$ 3,461,169.01

Total Liabilities & Net Assets \$ 3,461,169.01

