

Celebrating 50 years



of ministry in Cabarrus County

**All Saints' Episcopal Church
2018 Annual Financial Report**

**2019 Annual Meeting Agenda
All Saints' Episcopal Church
10 AM, January 27, 2019**

Call to Order – Clerk, Kim Gordick

Presentation of List of Canonical Members—Clerk, Kim Gordick

Approval of Minutes of Annual Meeting, 1/28/18 – The Rev. Nancy Cox

Report on Nominations – Chris Charest, Chair, Nominating Committee

Election of Vestry Members – The Rev'd Nancy L. J. Cox

Installation of 2019 Vestry – The Rev'd Nancy L. J. Cox

Financial Report—Gil Small, Treasurer

- Review of Fiscal Year 2018
- Presentation of Financial Plan for Mission and Ministry 2019

Reception of Remaining Reports – The Rev'd Nancy L. J. Cox

Parish Discussion – Chris Charest

What most excited you about All Saints' in 2018?

What are you looking forward to in 2019?

Observations from Parish Discussion-- The Rev'd Nancy L. J. Cox

Recognition of Outgoing Vestry/Parish Leaders --The Rev'd Nancy Cox

Adjournment -- Clerk, Kim Gordick

ALL SAINTS EPISCOPAL CHURCH

Canonical Members

David Abernethy	Julia Davison	Mary Holder
Catherine Ackiss	Gerry Depken	Andrea Holding
Barbara Adams	Valerie Devine	Andrea Holdren
Katie Adams	Tom Dillard	Janet Hollopeter
Jane Armitage	Fannie Dillard	Warren Hollopeter
Jackie Atwell	Willie Dillon	Russ Hoyser
Helen Arthur-Cornett	Bob Drummond	Becky Hoyser
Rebecca Bahn	Valerie Drye	Joe Hunter
Stella Batson	Juli Dwiggin	Nancy Hunter
Margaret Bennett	Kathy Eble	Gene Hyde
Tom Bennett	John Erickson	Sandy Hyde
Al Benshoff	Jo Erickson	Nancy James
Kris Benshoff	Margaret Ericson	Mark Jasmine
Carol Bentley	Martin Ericson	Mary Jasmine
Kevin Berg	Kim Everhardt	Jana John
Rachel Berg	Doug Fairweather	Drew John
Ted Berg	Ruth Fairweather	Tom Jones
Bill Biggerstaff	Brad Fisher	Tommy Jones
Sandra Biggerstaff	Dawn Fisher	Regan Kearns
Bob Black	Regina Forsyth	Sharon Kearns
Pat Black	Don Foskey	Gwen King
Kay Boland	Nancy Foskey	Teka King
Alexander Bonnyman	David Friday	Buddy King
*Gail Boys	Roxanne Friday	Debbie Lewallen
Ruth Bratton	Steve Fulton	Dick Lewis
Mary Frances Burkett	Tiffany Fulton	Barbara Lewis
Robert Byrne	Sue Gelarden	Jane Liles
Rosanne Byrne	Bob Gerard	Garen Livingston
Alan Campbell	Rosalyn Gerard	Dennis Lockney
Celeste Campbell	Henrietta Gibson	Norma Lockney
Charles Carroll	Donna Goodwin	Tina Luckey
Jennifer Carroll	Kim Gordick	Andre Lussier
John Carroll	Jean Gordick	Eileen Lussier
Marilyn Carroll	Heather Griswold	Michelle Malmquist
Rebecca Carter	Charlotte Grossman	Cheryl Marsh
Carrie Charest	Dona Gunn	Hilda Marshall
Chris Charest	Georgianne Guthrie	Steve Matula
Brittany Childers	Jessica Halker	Tammy Matula
Vic Clark	Bill Harris	Jeanne McCarthy
Katherine Clark	Esther Hauber	Betty McCrary
Jeff Clayton	Mickey Hayes	Mike McDonough
John Cline	Mary Hendry	Pat McDonough
Carol Cline	Buddy Hilbish	Barrington McFarlane
Chuck Collier	Hagan Hilbish	Charles McKinley
Pam Collier	Julia Hill	Benjamin Merrick
Jennifer Cook	Amy Hine	David Millar
Carol Corbin	Patti Hodgson	Jan Millar
Rebecca Cottrell	Ruth Hoffman	Arlyn Miller
Paul Davison	Tom Holder	George Monroe, Jr.

Deborah Monroe
Jonathan Moyes
Karen Moyes
*Jeffery Mullis
Kay Nixon
Wayne Nixon
Mark Novasad
Pam Novasad
Scott Padgett
Teresa Padgett
Dana Parker
Jeffrey Phillips
Elizabeth Prichard
Clement Ramdin
Nancy Ramdin
Jerry Ridenhour
Virginia Ridenhour
Henry Riley
Margaret Riley
Kevin Riley
Suzy Riley
Anna Robinson
Mark Robinson
Karen Robinson
Elizabeth Rogers
Karen Rupp-Urbanski
Scott Russell
Brian Sapp-Moore
Shane Sapp-Moore
Jennie Sass
Ron Sass
Cheryl Sexton
Richard Sexton

*Marie Shipley
Richard Sexton
Cheryl Sexton
Matt Shorter
Amy Shorter
Charles Simmons
Gina Simmons
Beth Simpson
Bob Simpson
Alice Smith
Ben Smith
Debby Smith
Don Smith
Hilary Smith
Jerrod W Smith
Elizabeth Solomon
Ericka Southworth
Elizabeth Speer
Win Springs
Amy Spunich
Barbara Stavitsky
Joe Stegman
Debbie Stegman
*Courtney Steinberg
Jan Sutton
James Swann, Jr.
James Swann, Sr.
John Teeter
Dorothy Teeter
Jon Ter Poorten
Maryanna Ter Poorten
Frank Torrey
De Torrey

Scott Trott
Brenda Trott
Fred Trull
Jill Trull
Joe Urbanski
Joanne Vance
Bryan Vogler
Lorraine Warner
Fred Weber
Judy Weber
Patricia Wenrich
Dick Whitfield
*Joanna Whitnah
Deanna Whitley
Henry Wiley
Betty Wiley
Patty Williams
Robbo Williams
Joan Williamson
Larry Williamson
Donna Wilson
Len Witke
Pat Wydra
Susan Yelton
Anne Zimmerman

***Denotes new Canonical members**

All Saints' Episcopal Church
STATISTICAL REPORT

	<u>2017</u>	<u>2018</u>
Holy Communion-Sundays	156	150
Holy Communion-Weekday	25*	16*
Holy Communion-Other	7**	8**
Holy Communion-Private	91***	66***
Number of Communion Administered	10,705	10,520
Morning Prayer Services-Weekdays in Lent	27	18
Other Services	23	34
Baptisms	3	3
Marriages	0	2
Burials	4	7
Number in Attendance (All Services)	12,565	11,116

* Includes Wednesday Noonday Eucharist Only

** Includes Holy Week, Women's Quiet Day, and Other Services with Communion

*** Includes Communion Given by Eucharistic Visitors and Clergy Visits with Communion

Membership Changes

<i>Added</i>	<u>2017</u>	<u>2018</u>
By Baptism	3	7
Confirmation / Reception	8	0
By Transfer	5	7
Reactivate	2	0

Membership

Baptized (Child)	62	53
Baptized (+16)	32	23
Confirmed Communicant	280	267
Other Active	89	93
Prospects	71	81
Total	534	517

ALL SAINTS' EPISCOPAL CHURCH 2018 ANNUAL REPORT DATA GATHERING

Baptisms: We welcome into the body of Christ the following persons baptized in 2018:

Daniel Sexton
Emerson Quellhorst
Ethan Phillips
Hardy Culton
Mary Howe
Randy Bratton
Sutton Listerman

Transfers to All Saints: We welcome the following people who joined All Saints' in 2017:

Marie Shipley
Joyce Butler
Joanna Whitnah
Charles Whitnah
Jeffery Mullis
Gail Boys
Courtney Steinberg

Transfers from All Saints:

Doug Spreen
Denise Spreen
Ken Copeland
Donna Copeland
Janet Hagler

Burials:

William "Bill" Hutchinson Speer
Sarah MacRae
Betty Sue Lockhart
Jane Alma Rathbun Thomas
Lawrence "Larry" Edwin Atwell
Jane Blair Spangler
Ron Seabolt

2018 Annual Parish Meeting Minutes
All Saints' Episcopal Church, Concord NC
January 28, 2018

Call to Order - The Meeting was called to order at 10:05 by Kim Gordick, Clerk of the Vestry

Presentation of List of Canonical Members— by Kim Gordick, Clerk of Vestry to Nancy Cox, Rector. Motion to accept made by Mark Robinson, seconded Fran Burkett. Carried Unanimously.

Minutes of Annual Meeting, January 31, 2017

Motion to accept made by Mike McDonough, seconded by Martin Ericson. Motion carried unanimously.

Report on Nominations-Hilary Smith

Introduction of the slate of nominees presented by Hilary Smith. Nancy Hunter, Drew John, Mike McDonough, and Dick Whitfield will serve a three-year term, as well as Karen Rupp-Urbanski for election to one-year term.

Motion to close nominations and elect the slate by acclamation made by Robbo Williams, seconded by John Cline. Passed unanimously.

Installation of New Vestry Members-- blessing of 2018 vestry by Rev. Nancy Cox.

Financial Report—Gil Small

Gil presented the 2017 final financial report. He reports a surplus of over \$13,000 due to energy savings and decreased staffing/payroll. Investment funds did very well with an increase of almost 10%

Motion to accept the 2017 financial report made by Martin Ericson, seconded by Karen Urbanski. Motion carried unanimously.

The 2018 budget was presented with a break-even budget. Pledges are decreased but the budget was balanced with some changes. We are able to give more in outreach this year due to higher fund raising. Pledges represent 75% of our income.

Other Parish Reports

Motion to accept remaining parish reports as written in the annual report made by Mark Robinson, seconded by Mike McDonough. Unanimously approved.

Capital Campaign-John Hewett

Introduction of Capital Campaign presented by John Hewett. He gave a packet of info to the parishioners (see below for copy). He wants everyone to be a cheerful giver and give what they can. No one should feel “brow-beaten” into giving. Every one dollar given by the parish will save four dollars in the future due to the generous donor.

He presented the Capital Campaign Leadership Team: *Honorary Chairs:* Joe and Nancy Hunter, Jane Liles *Campaign Directors:* Karen Robinson, Scott and Brenda Trott, Jim and Shelley Williams *Coordinator:* Becky Bahn *Vision Awareness Directors:* Ragan Kearns, Scott Russell, Jan Sutton, Lorraine Warner *Leadership Cultivation Directors:* Chuck Collier, Richard and Cheryl Sexton *Spiritual Life Directors:* Sue Gelarden, George and Deborah Monroe *Alumni*

and Friends Director: Tom and Fannie Dillard, Dick and Jackie Whitfield *Children and Youth Directors:* Fran Burkett, Mike McDonough, Jerrod Smith *Communications Directors:* David Baxter, Julia Davidson *Mailing Directors:* Tom and Mary Holder, Buddy and Teka King *Hospitality Directors:* Pam Collier and Susan Yelton *Commitment Directors:* Robbo Williams and Tom Jones *Follow-Through Directors:* Willie Dillon, Alice and Don Smith, Ben Smith

Parish Discussion—Hilary Smith

Hilary invited people to gather in groups of three or four and write down your response to the following questions:

1. Looking back at 2017, what were you most excited about? What would you want to talk about with someone who had never been to All Saints' before?
2. *Ministry Today* multiplied for *Tomorrow*--The Capital Campaign will free up financial resources for ministry now. Reducing, or hopefully eliminating, our debt service will also exponentially increase the resources available in the future. We will be able to touch many more people in our community (and beyond) with the love of God in Christ, and that changes lives. What is your dream for the mission and ministry of this congregation? Where would you start?

Observations from Parish Discussion

Fred Webber wants a full time assistant rector

Vima wants this parish to become multi-cultural church

Recognition of Outgoing Vestry Members and Parish Leaders

Nancy recognized and thanked several people for their service. There were several changes in lay leadership in 2017. Kim Everhardt took over as Head Usher from Henry Riley. Garen Livingston has taken the reins of Pastoral Care from Debby Smith. Fran Burkett and Amy Hine came forward to lead VBS.

Nancy also thanked those who are completing their vestry terms this year: Kay Boland, Bob Simpson, Hilary Smith, and Amy Spunich. Kay has served in a number of ministry areas, supporting the education ministry of our children and helping with the PowerPoint at the 9 am service. Amy Spunich brought organization and vision to our work with newcomers as well as thoughtful perspective to vestry deliberations. Bob Simpson returned to vestry to fill an unexpired term providing continuity and insight into previous decisions as well as a connection to the Early Childhood Foundation. Hilary Smith managed to lead the vestry as Senior Warden, be a full-time student, teacher and mom and still keep her sense of humor.

Adjournment

With no further business; meeting adjourned at 10:59 am by Kim Gordick, Clerk of the Vestry.

Respectfully Submitted by

Kim Gordick, Clerk to the Vestry



ALL SAINTS'
EPISCOPAL CHURCH

**Ministry
Information**

RECTOR'S REPORT 2018

Bring the full tithe into the storehouse, so that there may be food in my house, and thus put me to the test, says the Lord of hosts; see if I will not open the windows of heaven for you and pour down for you an overflowing blessing. Malachi 3:10

Dear Friends,

The capital campaign “Set Free to Serve” succeeded beyond our wildest imagination--196 pledges of totaling \$2,285,000, representing significant, sacrificial giving on the part of our parishioners and generous support from the community, all for 1.8 cents on the dollar for the consultant and campaign expenses. This amazing response will allow us to both retire the mortgage and accomplish deferred maintenance, replacing our roofs and resurfacing parking lot. There are many to thank: our anonymous donor who set the challenge, the honorary chairs, campaign chairs, campaign director Becky Bahn, team leaders and team members (see list following). Total received to date: \$1,643,405.48 (this is including the match from the anonymous donor) Total Completed Pledges: 57.

At the Annual Meeting in January 2018, parishioners set goals of paying off debt, hiring additional staff and increasing ministry with youth and families. Incredibly, we have nearly paid off our mortgage (just over 60k remaining as of this writing), used the savings from our mortgage payments to add staff by calling The Reverend Michael Whitnah and expanded our program for youth and families. In 2019, we will be able to touch many more people in our community (and beyond) with the love of God in Christ that changes lives.

As God promises in Malachi, generosity begets generosity. 2018 also saw our most successful fundraisers for outreach. Each of our events saw more participation and raised more funds for the community. The Tour de Saints hosted over 300 riders and the Fall BBQ had an additional outreach twist--parishioners sponsored 22 of 30 meals donated to the local police precinct.

We were literally able to expand our visibility with gift of two new signs and lighting for Lake Concord and Country Club Road (this is being held until completion of NCDOT project) from Buddy Hilbish. The gift of an electronic message board from an anonymous donor has dramatically improved our ability to communicate events with the wider community. A combination of grants, gifts and budget expenditures allowed us to: install panic hardware on all exits from the sanctuary, inlay wood trim on the chancel stairs for safety, install more energy efficient LED lighting outside, replace recalled toilets and create more storage in the education wing. We also added cybersecurity insurance and upgraded security cameras. During Hurricane Florence, John Erickson and Robert Byrne hauled 40 buckets of water out of the attic space from the roof leaks, replacing the education wing roof now our top maintenance priority. Thankfully, the successful capital campaign will make this possible!

Our work in racial reconciliation took Cabarrus County by storm. A partnership of five congregations (led by Chuck Collier) hosted five community programs, and the school systems (Cabarrus and Kannapolis) partnered with Carolinas Health Care (now Atrium Health) for five more. Our collaboration with Grace Lutheran moves into its third year this spring. The long-term work of HEMP (Housing Episcopal Methodist Presbyterian inc.) and MESH (Methodist Episcopal

Senior Housing) provides subsidized housing for over 100 seniors in Cabarrus County. They entered a new era with updates to by-laws and streamlined procedures. Thank you to Ruth Bratton, Tom Dillard, Charles McKinley, and Al Benshoff (currently serving as president) who represent All Saints' on the boards.

All Saints' hosted several Safe Church Trainings (thank you Tammy Matula), Mental Health First Aid (we now have two doses of Narcan in the defibrillator cabinet in the welcome center), the diocesan program "Seeing the Face of God in the Other" and six blood drives (thank you Bill Biggerstaff for your dedication to this ministry). Emergency preparedness work by Dick Lewis, Tina Luckey and Gil Small helped us be ready for two hurricanes this fall. Because of our preparations, we could look beyond and provide "hurricane buckets" and clothing for those in need in eastern North Carolina. We continue to work to support the preschool children and their families from the economic and academic margins. We began a new partnership with public schools joining with Forest Park Elementary School in Kannapolis.

Coming in spring 2019, All Saints will host CCM's "Getting Ahead" program for people who are working out of poverty. As part of this, CCM will offer its "Bridges Out of Poverty" for parishioners at All Saints' and Grace Lutheran (February 7, 14, & 21 at 7 pm) to learn how to support those who are working out of poverty and potentially to be mentors for "Getting Ahead" participants.

This congregation continued its legacy of preparing people for ordained ministry. The Reverend Jackie Whitfield was ordained to the diaconate and then assigned to All Saints. The Reverend Michael Whitnah was ordained to the priesthood. Emily Badgett went through the parish discernment process and will meet with Bishop Rodman in March. We also continue to have parishioners serving at the diocesan level. Chuck Collier is a member of the Racial Reconciliation Commission, Tommy Jones represented the youth for the Charlotte area at Diocesan Convention. Julia Holdren serves on the Diocesan Chartered Commission on Youth Diocesan and Gil Small was elected onto the Diocesan Council.

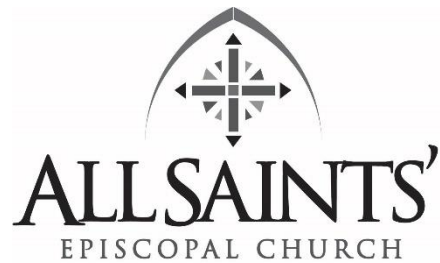
The staff and vestry engaged David Whyte's work on "conversational leadership" and his charge to be a "half a shade braver" in our mission to those beyond our walls. In the summer of 2018, we learned Cabarrus County is tenth fastest growing county in country. What does this mean for us as a congregation? Where are these new people going to church? Are they going to church? The vestry has engaged Jim Griffith, consultant in church growth, to help us. He will be here March 8-10, 2019. Please mark your calendars and plan to be there.

Analysis of staffing revealed a need for back up expertise in the finance department. On January 25, 2019, we welcome Markeisha Weaks as Assistant Church Administrator. Much appreciation is due Tina Luckey for her work as Interim Assistant. We have a wonderful clergy team with The Reverend Michael Whitnah as Assistant to the Rector for Youth and Families, The Reverend Vern Cahoon's ministry with elders in the community and The Reverend Jackie Whitfield's ministry with children in poverty. Brian Sapp-Moore continues to bless this congregation with his musical leadership and promoting the musicianship of others in five choirs and organizing a parishioner concert in summer 2018. Hannah Crone, Church Administrator, navigated the challenges of the capital campaign and the church finances while bringing office expenses in under budget.

January 1, 2019 marked the fiftieth anniversary of the union of St. James, Kannapolis and All Saints', Concord. Other fiftieth milestones will occur over the next three years. One way we will mark this is through establishing a Planned Giving/Legacy Endowment program. Thank you to Chris Charest for taking this on as he retires as Senior Warden to ensure funding for ministry in the future. Thank you also to Sue Gelarden (who served on the vestry which called me in 2010) who will continue her leadership with our senior adult ministries. Tommy Jones is headed to college having blessed this vestry and congregation with leadership beyond his years for the past two years.

What an amazing year! We are overflowing with blessings! Thanks be to God!

Respectfully submitted,
Nancy+



CAPITAL CAMPAIGN LEADERSHIP TEAM

HONORARY CHAIRS

Joe and Nancy Hunter
Jane Liles

CAMPAIGN DIRECTORS

Karen Robinson
Scott and Brenda Trott
Jim and Shelley Williams

COORDINATOR

Becky Bahn

VISION AWARENESS DIRECTORS

Ragan Kearns
Scott Russell
Jan Sutton
Lorraine Warner

LEADERSHIP CULTIVATION DIRECTORS

Chuck Collier
Richard and Cheryl Sexton

SPIRITUAL LIFE DIRECTORS

Sue Gelarden
George and Deborah Monroe

ALUMNI & FRIENDS DIRECTORS

Tom and Fannie Dillard
Dick and Jackie Whitfield

CHILDREN AND YOUTH DIRECTORS

Fran Burkett
Mike McDonough
Jerrod Smith

COMMUNICATIONS DIRECTORS

David Baxter
Julia Davison
Debby Smith, special assistance

MAILING DIRECTORS

Tom and Mary Holder
Buddy and Teka King

HOSPITALITY DIRECTORS

Pam Collier
Susan Yelton

COMMITMENT DIRECTORS

Robbo Williams
Tom Jones

FOLLOW-THROUGH DIRECTORS

Willie Dillon
Alice and Don Smith
Ben Smith

SENIOR WARDEN REPORT

Dear All Saints' family,

It has truly been an honor and privilege to have had the opportunity to serve as your Senior Warden for the last year and to serve on the Vestry for the last three years. I will look back on my time on the Vestry and as Senior Warden with nothing but fond memories. It has been an absolute joy to serve All Saints' during the last three years, and I can honestly say that I feel I have received more and grown more personally than I could ever hope to give back to All Saints.

The last year can only be summed up with one word, Miraculous.

This time last year, we had \$1.7 million debt. The loan payments that consumed over 16% of our operating budget, and our building fund that helped supplement the mortgage was going to be exhausted by the end of the year. Today we have \$75,215 remaining on the mortgage and hope to have it completely paid off by March.

I would once again like to thank the anonymous donor for the incredibly wonderful and selfless challenge that you gave to All Saints'. I would like to thank the parishioners who gave sacrificially and not only met the challenge but exceeded the challenge and pledged to give a total of \$2,285,000 to pay off the mortgage and allow us to create a capital account that will be used to pay for future capital expenses separate from the operating budget. I would like to thank everyone who was on the capital campaign team. The campaign was run flawlessly and is a true testament to the character and faith of our parish family. Finally, I would like to thank Rev. Nancy Cox. Nancy's tireless work, and financial oversight over the last eight years, helped rescue All Saints from financial disaster. Her vision and leadership were the cornerstone for the capital campaign. Her passion and dedication were an example and motivation for all involved in the capital campaign. Her mission, ministry, and compassion allowed parishioners to dream and to give joyfully to insure All Saints will continue to serve future generations.

After the success of the capital campaign we used our realized savings on interest to invest in our youth and family ministry and hire an assistant to the Rector. In July we welcomed Michael Whitnah to the All Saints family. In December All Saints had the privilege to host Bishop Rodman for the ordination of Rev. Whitnah.

All Saints has continued to share meals and fellowship with Grace Lutheran and we have become a leader in the community and diocese with racial reconciliation.

We continue in our tradition of outreach within our community. In 2018 All Saints fundraisers raised over \$30,000 in which 100% of all money raised will go to local charities in 2019.

2018 was a year that no parishioner will soon forget. We came together as a parish family to commit to retiring our debt. We dreamed of what the future of our ministry would be without being consumed by debt. We committed to grow and improve our youth and family ministry. We have Set ourselves free to serve.

Respectfully Submitted,

Chris Charest, Senior Warden

ACOLYTES

All Saints' is blessed to have 22 acolytes who support our clergy during the 9:00 and 11:10 am worship services. The acolytes are youth (and adult lay leaders) of All Saints who have volunteered to serve at the altar and in other capacities during the worship services, and we are very thankful for their ministry. Mark Helms serves as coordinator of the acolytes.

Each acolyte is assigned to a team of 2-4 youth which is responsible for one service each month. We are currently recruiting new acolytes and will provide ongoing training opportunities. The coordinator will work with acolytes and their parents to determine the monthly schedule. Any youth or parents interested in learning more about the Acolyte ministry can contact Mark Helms at 704.634.7957 or at helmsfarm@gmail.com.

Thanks to the clergy and congregation of All Saints for supporting our acolyte ministry.

Mark Helms, Coordinator

ALTAR FLOWER DELIVERY TEAM

Very often the altar of all Saints is decorated with flowers that were donated by a church member to celebrate or commemorate a loved one or special event. There are two vases of flowers and our team members deliver these to people who would enjoy a visit and a special reminder that their church family is thinking about them. It is a pleasure to bring flowers to someone and you are welcome to join our group. Currently serving members are Debbie Lewellen, Sue Gelarden, Rebecca Bahn, Valerie Devine, Garen Livingston, Martin Ericson and Alice Smith. Please contact Alice Smith if you would like to join us.

Phone: 704-932-3241. Email: alicefaisonsmith@gmail.com

Alice Smith, Coordinator

ALTAR GUILD

The ministry of the Altar Guild provides its members the privilege of coming together each week to enhance the gathering and worship of the Parish. If you enjoy handling beautiful silver, brass, linens and flowers, you would enjoy being a part of this group of men and women.

Our ministry encompasses the three services each Sunday and the Wednesday Noon Eucharist, as well as weddings, baptisms, and funerals. The seasons of Advent and Lent provide many opportunities to worship and serve and are very busy times for the Altar Guild.

The guild has four teams, each serving for a week at a time. The members are extraordinary people doing simple tasks with reverence, interest, and pleasure. Preparation is started on Friday or Saturday, depending on the team. We have over 200 services a year and are always learning and adapting. Our team captains this year are Jill Trull, Julie Dwiggin, Teka King, and Becky Hoyser. Other members are Kay Nixon, Betty Wiley, Joan Williamson, Pat Black, Carol Cline, Bill Harris, Jeanne McCarthy, Shelia Jones, Pam Novasad, Beth Simpon, Barbara Stavitsky, Ben Smith, Gwen King, Jane Liles, Buddy King, Brenda Trott, Janet Hollopeter, Liz Rogers, Fran Burkett, Catherine Ackiss, Erika Southworth, Jo Erickson, Ruth Bratton, Joanne Vance, Garen Livingston, Jan Millar, Barbara Lewis, Mickey Hayes, Russ Hoyser, Shane Sapp-Moore. We welcomed three new members, Teri Jones, Gerry Depken, and Suzy Riley. We are very

grateful to Shane Sapp-Moore, who takes care of all of our small linens and Jane Liles who does our large linens.

We would like to extend an invitation to anyone who might be interested in joining the Guild. Please consider contacting a member of the guild to express interest in serving. Any of our 37 members will be delighted to talk with you.

Brenda Trott, Altar Guild Chairperson
sbtrott@aol.com; 704-933-3944

ASSISTANT TO THE RECTOR REPORT

“Let no debt remain outstanding, except the continuing debt to love one another, for whoever loves others has fulfilled the law.” Romans 13:8

This section of Paul’s letter to the Romans holds a special place in my heart, as it was the text of the first sermon I gave after starting my discernment process for ordination. As I have been reflecting on my first six months of ministry with all the Saints here, this verse popped back into my mind. I think it truly captures the spirit of this community. Let no debt remain outstanding—what a concise summary of the capital campaign and your incredible generosity! Except the continuing debt to love one another—what a concise summary of our mission in action!

As you know, my programmatic ministry focus is our youth and family ministries. This ministry is important because Jesus says it’s important (Mark 10:36-37). It’s important because of our parish’s strategic goals. It’s important because our children need to know how much God loves them. It’s important because our parents need the Church to be a support, a refuge, and an encouragement. This is vital work in which we are all called to engage.

In only six months, I have more joys than I can name: from quality time in the wilderness of Morrow Mountain on our EYC Fall Retreat to serving at the Night Shelter to playing St. Nicholas themed Bingo in Sunday school. Youth have stepped up in leadership roles at Diocesan events, not to mention our own acolyte ministry. Children are asking deeply theological questions in Sunday school. Our Christmas Eve family service was full of people, energy, and just enough chaos. These are just a few of the many highlights.

In the midst of those joys, there are growing edges. We are still in a transition period in terms of our Sunday morning programming, having discerned that our season of using Catechesis of the Good Shepherd was drawing to a close and experiencing correlating turnover in our Sunday School teacher roster. While parents have stepped in to teach and are doing a wonderful job, there is still work to be done to involve a wider pool of volunteers if we are to grow this vital ministry. As we form a steering team, please do prayerfully consider how you might be involved.

Throughout all of this, I have seen God at work in the lives of our students, our families, and the wider community. I have seen a miraculous healing in the life of a parishioner. I have witnessed our church’s commitment to supporting agencies and schools and programs that reach children in our community who need food, shelter, education, and love. As your priest, I have been blessed to prepare people for baptism, visit and anoint those who are sick, and celebrate God’s redeeming work in our Great Thanksgiving, our Paschal Feast.

2019 promises to be a year full of excitement and hard work and celebration and new life. My prayer for our youth and family ministries, and for all of our ministry here at All Saints, is that we dive into the work God has set before us, letting no debt remain outstanding except the continuing debt to love on another.

Respectfully Submitted,

The Reverend Michael D. Whitnah-Assistant to the Rector

BAPTISMAL BANNER MINISTRY

Is made up of several ladies that make the baptismal banners for the newly baptized. This is a small creative group, meets to design and prepare a memorable banner of the newly baptized. Anyone interested in helping this small group please contact Deborah Monroe at dmncmonroe@gmail.com for information. We need new blood and we are hoping to spread out into making more banners for other occasions.

Deborah Monroe

BENEVOLENCE COMMISSION

This Commission was created to deal with special outreach funding outside the normal operating budget. It was re-organized a couple of years ago in an effort to streamline decision making and to reflect that fact that extensive funding no longer comes from the Olde Countrie Faire, which was last held in 2011. Funding comes from essentially three sources, in addition to occasional individual gifts. They are: Christmas and Easter special altar flower events and occasional other vestry directed funding. This year distributions were made in support of the Rector's Discretionary Fund, now known as The Assistance Fund in the amount of \$2,000.00. The balance currently in the account as of the end of November was \$7,960.84. Members of the Commission are the Rector, the Junior Warden, the Vestry Liaison to Outreach, the Business Manager and an "at large" member named by the Rector from time to time.

Joseph C. Hunter, Acting Secretary

BUILDINGS AND GROUNDS MINISTRY

The year 2018 was a busy year for the volunteers of our ministry. With a facility that contains almost 50,000 square feet and ranges in age from 10 years old (Parish Hall) to almost 50 years old (Church, Offices and part of the Welcome Center and Education Wing), it's a building complex and grounds that requires almost constant repair and maintenance. Below is a list of some of the more significant projects our many volunteers and contractors addressed last year;

- Repaired numerous roof leaks
- Replaced one roof mounted heating and air unit that serves the kitchen
- Replaced the sensors in the hot water heater that serves the kitchen
- Replaced a hidden storm drain junction box that had been damaged and clogged
- Installed four new exit doors with panic bars in the Nave. (Cannon Foundation Grant)

- Replaced the education wing exit door leading to the playground (Cannon Foundation Grant)
- Added emergency exit devices to the front doors of the Nave and to the doors leading to the Welcome Center (Cannon Foundation Grant)
- Installed new toilets in the education wing bathrooms
- Installed new flooring to the education wing bathrooms
- Painted education wing bathrooms
- Modified cabinets in the education wing to better suit the needs of the preschool
- Pruned and trimmed trees and bushes throughout the church property
- Removed and disposed of the old gas cooker located outside and behind the kitchen
- Organized the outside storage shed, disposing of the stored items that were no longer needed by the church
- Installed new shelving and organized the Newcomers supply closet at the south end of the Welcome Center
- Cleaned and organized the large storage areas in the Parish Hall
- Installed water piping to provide a full-time water supply to the Columbarium fountain
- Removed and recycled the old lightening protection system wiring on the roof that was no longer in use.

The above list shows the type and number of issues/problems that the church has to address every year and as it ages, similar problems will pop up periodically to demand our attention and financial wherewithal to solve and keep our beautiful church functioning as we all expect it to do. This ministry cannot sustain itself without a firm commitment of the vestry to fund maintenance budget needs and for congregation members to step up and help with the projects and maintenance work that is required each and every month.

Thanks to all our volunteers for their unselfish and unheralded efforts to do this work. It was a very good year overall for the ministry as a result of their commitment to do whatever was necessary to take care of our church and its grounds. It is a blessing that we have these facilities to enjoy and it is our responsibility to be good stewards of these facilities for the families that come after us.

John Erickson

Earlier last week John Erickson contacted me concerning leaks in the roof of the education wing. He reported that the roofing membrane is deteriorating from exposure to the elements and is falling in several places. We have paid a roofing contractor to only make temporary patches. John fears that if the roofing membrane is not replaced soon, we may face damage to the underlying structure. John has taken the initiative and began soliciting quotes for its replacement.

Ben Smith organized a workday on Saturday 1/5 where the priorities included cleaning/organizing the shed, attic space, and closets.

Mark Robinson and The Gardens of All Saints Team are hosting a Community Canopy Program information session on January 17th at 12:30 in the All Saints Parish Hall. For those not available to make it, there will also be a webinar. The Gardens of All Saints team see this program as a way to work on Creation Care. Mark described the program as one that provides

free or very low-cost trees to homeowners as a way to build the tree canopy in our community and at the same time taking care of creation which is a priority in the Episcopal church.

Tommy Jones

CHILDREN, YOUTH, EYC, & NURSERY

The Youth of All Saints' had a fabulous 2018!

February

The youth held their Annual Pancake Supper Tuesday, February 14 which featured several different flavors of pancakes.

February 23-25 three middle school and one high school attended Bishop's Ball. There were three adult chaperones. Several youths in our diocese are part of group called Lift Every Voice. This group presented workshops on race relations. There were some hands-on workshops to make blankets for Project Linus. There was a workshop on making rosaries. The blankets and rosaries were sent to churches that had been affected by recent hurricanes. There was a worship service and dance Saturday.

The youth raised money for Episcopal Relief and Development.

April

The youth held a Parents' Night Out Saturday, April Five children attended along with two EYC members and two EYC leaders.

May

EYC members, their families and leaders attended a Kannapolis Intimidators baseball game Sunday, May 6. This was the first of the Intimidators Faith and Baseball series.

EYC members put pinwheels on The Point and in front of the church Saturday, May 19 for Pentecost.

The youth met on Earth Day Sunday, April 22 and picked up trash on the grounds of All Saints'.

June-August

Summer Sunday school met during the summer. The sessions included assorted Bible stories and a craft.

August

Deacon Jackie Whitfield, Janet Hollopeter, and Fran Burkett traveled to Winston-Salem to Saint Peter's Episcopal Church to meet with Deacon Lauren A. Villemuer-Drenth to talk about Christian Formation.

EYC members met Saturday, August 18 in the morning to paint arrows for Tour de Saints. They met that evening to collect food for tour de Saints. A pool party was also planned, which unfortunately was rained out.

Submitted—Fran Burkett, Vestry Liaison for Youth

THE COLUMBARIUM AND MEMORIAL GARDEN AT ALL SAINTS' EPISCOPAL CHURCH CONCORD

On December 22, 1985, The Rt. Reverend Robert Estill dedicated the Columbarium at All Saints' Concord. This outdoor walkway was built adjacent to the Nave and is surrounded by a central grassy courtyard. It is a sacred, quiet and private place where you may remain undisturbed. The garden is adorned with the sounds of gently cascading water from a small fountain, trees to shade the benches used for quiet reflection and flowers of all kinds enhancing the gardens seasonal beauty. Dr. Dave Lockhart, long time member of All Saints' and beloved pediatrician in Cabarrus County, designed the wrought iron gates that mark the entrances to the garden.

Spaces in the Columbarium may be reserved through payment of fees and signing of a covenant. Purchasing a niche ahead of time will save your family members having to make a difficult decision at a critical time. A deposit of one-half the fee will reserve a space with the balance due within six (6) months of the date of the covenant. If a niche reservation is made just prior to burial, payment must be made in full. Please contact the Parish Administrator for details.

Niche Costs: \$500 – Double – Provides space for two (2)
 \$1000 – Family – Provides space for four (4)
 \$250 – Cost *each time* the niche is opened & closed

Niche Plaque Cost: \$600 (approximately) for Double Niche
 \$800 (approximately) for Family Niche
 \$200 (approximately) for Temporary Plaque
 All plaque costs are subject to increase

All Niche Plaques are bronze. The Latin Cross is the only symbol used on each niche plaque.
A new plaque must be ordered each time someone is inurned.

In Ground Interment: \$250

Ash Scattering: \$50

Small plaques for in ground interment and ash scattering are offered at approximately \$200 each.

All plaque costs are subject to increase.

Please see the Parish Administrator for details.

Rebecca Bahn, Columbarium Superintendent

COMMUNICATIONS

The work of the communications team, including but not limited to, Regina Forsyth, Carolyn Franzese Phillips, Ben Smith, and Tina Lucky, continues to live into our church values and purpose. I am very thankful for how the message of Our Lord's work through All Saints is curated by this team under leadership and guidance of Brian Sapp-Moore's. This work includes.

Signage

This year a new digital sign was placed along Lake Concord Rd which is visible both night and day. Brian can post messages directly from his desk allowing fresh messaging of current events saving hours of time over the prior signage where each letter was "typeset" onto a message board.

Website

The website; allsaintsconcordnc.org continues to

- Provide timely access to church content including, but not limited to:
 - Service recordings
 - Announcement bulletins
 - Campaign progress
 - Ministries pages
 - Events calendar.
- Serve as parishioner access portal to manage ACS data and online giving

Facebook

Carolyn Franzese Phillips' efforts curating the church presence on the [Facebook Page](#), and [Facebook group](#) continues to allow these mediums to be vibrant, congregation driven, social media ecospheres. These communication channels allow peer to peer interaction allowing everyone to follow the conversation. While, in other settings, this may be unruly, we continue to see the Holy Spirit move in this realm.

Email

Under the watchful eye of Ben Smith, Email list accounts such as [Announcements](#), [Pictures](#), and [Admin](#) continue to provide a convenient method to communicate messages to greater parish body.

Brian Sapp-Moore has done stellar work in the field of targeted emails via [Constant Contact](#). In addition to the Weekly Word, a more hipster format of the announcement bulletin, timely messages such as "Celebration of the life" announcements are sent to the congregation.

Welcome Center Message Board

Regina Forsyth faithfully creates the slide show for presentation in the welcome center as well as the 9 AM service slides. This continues to be a critical ministry as this medium is the first messaging a newcomer may see here at All Saints

Conclusion

I am sure this report is incomplete in describing the scope and impact the communications team's work has made over the past year and I am sure I have not mentioned everyone who has worked toward this end. I endeavor to "lean in" more and better tell this story going forward.

Respectively, *Michael S. McDonough*

COORDINATOR OF COMMUNICATIONS REPORT

I continue to coordinate the Communications Team. Persons within the team are given specific tasks in light of their individual talents, including maintaining Facebook, creating a Social Media Planning Calendar and instigating a definite promotion plan, Announcement Bulletins, Worship Bulletins, Message Board, Welcome Center Slideshow, Website Maintenance, and the Weekly Word (eNewsletter).

In the spring of 2018, I was afforded the opportunity to attend the Episcopal Communicators' Conference at Kanuga. By joining this national community of communicators in the Episcopal Church, I not only learned a great deal of information by attending sessions at the conference, but I also made contacts and relationships that continue to help me be a better Coordinator of Communication at All Saints'. For example, one morning during the conference I was able get website questions answered right at the breakfast table. Therefore, it is my intention to attend the 2019 Episcopal Communicator's Conference in Denver, Colorado.

Later in 2018, a parishioner most graciously gifted the parish with a full-color electronic message board that is integrated into the sign at Lake Concord Road. I was provided training on how prepare slides to be displayed on the message boards. Various slides can be scheduled infinitely into the future, enable a "set-it-and-forget-it" feature.

I must say that working with the Communications Team has been a joy due to their fresh energy and commitment to the Parish.

Brian Sapp-Moore, Director of Music and Coordinator of Communications

CURSILLO/TRES DIAS

Cursillo (Spanish for a "short course in Christian living") is a ministry of the church, and its origins began as a renewal movement in the Roman Catholic Church in Spain in the 1940's. The Cursillo Weekend experience is designed to help you live out the concepts of Christian thoughts, ideals, and faith through the discovery of your God-given gifts. In addition, the Cursillo method and strategy equips each saint through small group sharing, accountability, and support to live out your unique calling to be a Christian leader in your daily life.

The co-ed Episcopal Cursillo Weekend #107 in the Diocese of North Carolina was held the weekend of April 5-8, 2018 at our own facility – All Saints' Episcopal. In addition, our own Debby Smith attended a Presbyterian Pilgrimage Weekend in Texas in October of 2018. Welcome to the Fourth Day, Debby.

The parallel interdenominational Tres Dias Movement is active in the Carolinas. The most recent Men's #54 Weekend was held for the first time at a new facility – Camp Bethel Woods, outside of Rock Hill, SC (weekend of October 18-21, 2018). Our own David Friday was on the Servant Team for Christ. The upcoming Women's #54 Weekend will hold their initial weekend (Women's #54) at Camp Bethel Woods on April 11-14, 2019. Please contact Carol Corbin or Jan and Dave Millar for necessary information and registration forms for either Episcopal Cursillo or Interdenominational Tres Dias.

To learn more about Cursillo or Tres Dias, feel free to contact any of the following All Saints' parishioners who have attended a three-day weekend: Becky Bahn, Bob and Pat Black, Fran Burkett, Jeff Clayton, John and Carol Cline, Chuck and Pam Collier, Carol Corbin, Valerie

Devine, David and Roxanne Friday, Sue Gelarden, Charlotte Grossman, Dona Gunn, Gwen King, Dick and Barbara Lewis, Jane Liles, Garen Livingston, Norma Lockney, Jeanne McCarthy, Dave and Jan Millar, George Monroe, Darryl Noreen, Jerry and Virginia Ridenhour, Henry Riley, Anna Robinson, Charles and Gina Simmons, Bob and Beth Simpson, Benjamin Smith, Debby Smith, Frank and De Torrey, Dorothy Teeter, Jackie Whitfield, Jim Williams, or Donna Wilson.

Dave Millar-Liaison for Cursillo / Tres Dias

ORDER OF DAUGHTER OF THE KING – MARY AND MARTHA CHAPTER

The Mary and Martha Chapter became official at a service of chapter institutionalization and member installation on February 28, 2010. The Order of the Daughters of the King is like those orders comprised of nuns and monks; but rather than taking vows of silence or celibacy, our 18 members have taken vows to pray daily and serve in our parish at the will of the Rector. Our current members include: Catherine Ackiss, Mary Gail Boys, Mary Frances Burkett, Geraldine Ruth Depken, Roxanne Friday, Georgianne Guthrie, Janet Hollopeter, Becky Hoyser, Garen Livingston, Jan Millar, Deborah Monroe, Virginia Ridenhour, Jean Monroe Riggin, Gina Simmons, Hilary Smith, Dorothy Teeter, De Torrey, and Jackie Whitfield.

The M&M Chapter has been meeting on the third Thursday of each month at 7:00 PM in the Parlor.

The Diocesan Fall Assembly was hosted by the Mary and Martha Chapter of Daughters of the King right here at All Saints' on November 3, 2018. This is the second year a Fall Assembly has been added for the Diocese of North Carolina. Our own Rev. Jackie Whitfield was the keynote speaker for the Assembly and presented an excellent workshop on icons.

On November 11, 2018, two new members joined our chapter. Gerry Depken had been a member of a chapter of DOK in Tennessee many years ago, and she was reinstated to the Mary and Martha Chapter. Jean Monroe "Monnie" Riggin is a deacon in Haw River, NC, ordained at the same ordination service as our own Jackie Whitfield in July 2018. Wanting to start a new chapter in her church, Monnie has been able to join us until her church's chapter is established. In December 2017 we were invited by CVAN to participate in the Meal-a-Month program to feed the residents of the CVAN Shelter Home. We had excellent participation by some of our Mary and Martha Chapter Daughters and have decided to continue this service ministry to provide a meal on the third Thursday of each month, the same day as our evening meeting.

We invite you to prayerfully consider joining our order of prayer and service. Please get in touch with me, and I'll help you get started towards membership.

Jan Millar- President, Mary & Martha Chapter - The Order of the Daughters of the King

DEACON MISSIONER REPORT

All Saints' Parish family was my sending parish as I made the spiritual journey to answer the call to be an ordained deacon in the Diocese of NC. On May 5, 2018, I was ordained at Phillips Chapel in Greensboro, NC followed by a beautiful reception hosted by our parish and St. Luke's of Durham. In September, The Right Reverend Samuel Rodman, in agreement with The Reverend Nancy L.J. Cox and the vestry at ASEC, assigned me to my home parish, ASEC, as a deacon missioner. As a missioner, I serve the congregation and my call is to serve the community beyond the bounds of the walls of the church. In doing this, laity is encouraged to join the walk with me into the world.

We live into our baptismal covenant together as we strive for justice and peace among all people and respect the dignity of every human being. The ministry that I am called to do is to advocate and to build awareness and support for the needs of children in marginalized situations. I join with laity to pray and walk in Christian hope with our most fragile vulnerable citizens, our children. As a team, we advocate and seek resources to provide children equitable services and education.

I am grateful to work beside and be affiliated with the following non-profits: Cabarrus Partnership for Children, Early Childhood Foundation of Cabarrus County, NC. Association of Churches, Emerging Issues in North Carolina (with a sub group of faith-based leaders), All Our Children National Network. All these organizations support ministry with teams of faith based lay people and clergy The Cabarrus County Commissioners has also created a task force, which is charged in gathering data and making recommendations to them regarding the needs of the young child in our community.

Another team, aware of issues in disruptive services for children enrolled in the federally funded Cabarrus Head Start Program is advocating for children through Congressman Richard Hudson and his office. Following in the footsteps of our servant leader, Jesus, and seeking to see Jesus in others, continuing to bring to the church the needs of the community and reminding all of our Gospel call to be the voice of change and light in a broken world is the role of the deacon. I am very thankful to have the blessing of serving the All Saints' Parish and the Cabarrus County community. Thanks be to God.

Submitted by The Reverend, Deacon Jacqueline Whitfield

EDUCATION FOR MINISTRY (EFM)

Every baptized person is called to ministry. The Education for Ministry (EfM) program, under the auspices of the University of the South, located in Sewanee, Tennessee, provides people with the education and small group dynamics to discern and carry out that ministry.

The seminar group is the nucleus of the Education for Ministry program. A group consists of six to twelve students and trained mentors(s) meeting weekly over the course of the nine-month academic year (September -- May). Participants are given weekly lesson assignments to study with the help of resource guides. Each person is responsible for setting his or her own learning goals. Through discussion and guided reflections, the seminars furnish and opportunity for participants to deepen their understanding of the reading materials. In addition, participants learn to think theologically through the development of skills learned in a method called theological reflection. By examining one's own beliefs and its relationship to our present culture and historical tradition of our faith, participants learn what it means to be effective ministers in this challenging and ever-changing world.

If anyone who has any interest in considering joining EfM in September of 2019 please contact Sue Gelarden at 704-933-5683.

Sue Gelarden, EfM Co-Mentor

EUCCHARIST VISITOR MINISTRY

The Eucharist Visitor Ministry is a ministry that brings the Blessed Sacrament and Communion to All Saints' parishioners who are homebound and cannot attend Sunday worship services.

The Eucharist Visitor sets up an appointment for a visit and prepares a Communion kit that is placed on the altar to be blessed. The Eucharist Visitor receives the Communion kit and is commissioned by the Rector and congregation.

We provide those we visit with Sunday's bulletin and begin the visit with a friendly social interaction including a brief update on what is happening at All Saints'. During the visit is a time to listen to another's story and discern their needs. The Eucharist Visitor gives the worship leaflet to those receiving and begins the service. The service can last between 20 and 40 minutes.

Those serving in this ministry are: Tammy Matula, Valerie Devine, Garen Livingston, Mickey Hayes, Roxanne Friday, Fran Burkett, Sue Gelarden, Dave Millar, Jane Liles, Russ and Becky Hoyser, and Joe and Nancy Hunter. Eucharist Visitor training consists of two parts. One is the training in the parish by the Rector. The second is the Diocesan sponsored one-day Safe Church Training.

We should never underestimate the power of a touch, a smile, a kind word or a listening ear or the smallest act of caring shown to those receiving this ministry. It is a richly rewarding experience for the Eucharist Visitor as well. If you have a desire to serve in this Ministry, please contact the Rector.

Becky Hoyser, Eucharist Visitor Scheduler

FINANCE COMMITTEE

The Finance Committee is comprised of several members of the Parish, the Parish treasurer and two vestry members. The committee meets monthly to review the financial operating results versus budget and to assess operation's cash flow. The committee acts as a resource to the Vestry by providing wise financial recommendations regarding management of church assets. The Committee also assists the treasurer in developing the financial plan for the next year. The Vestry has approval authority for the financial plan and any other recommendations made by the committee. The committee also assists with the completion of the annual independent audit report, a copy of which is submitted to the diocese.

Members of the Finance Committee often have experience in the financial services industry or in careers that provide experience in the creation and management of operating budgets. Other members may not possess a financial background but are familiar with the missions and financial needs of the various church ministries. The committee provides members with an opportunity to offer their "time and talents" in service of the church. In making budgetary recommendations to the Vestry, the Finance Committee recognizes that the financial support of each ministry is important to the spiritual life and growth of the church. In monitoring and reviewing the financial transactions of the church, the committee seeks to assure that the church property is adequately maintained and continues to serve as a place for spiritual growth of its parishioners.

In 2018, the Finance Committee's worked closely with the Vestry and Church Leadership to strategically map the way forward for the church's Mission and Ministry. Some of the key contributions of the Finance Committee and the treasurer include Presenting a Capital Campaign Proposal to the Vestry that received Vestry approval. The Capital Campaign, launched in the spring of 2018, was very successful and resulted in paying down the Church's Loan Balance from \$1.7 Million in December 2017 to less than \$70,000 thousand as of January 20, 2019. Thanks to its Parishioners, the Church's loan with its bank is almost paid off. The church is now using the reduction in loan payments to support our new Assistant to the Rector and to help grow church membership. The treasurer successfully renegotiated the Church's loan agreement with its Bank, reducing the loan interest rate from 4.125% to 3.95%. Refund from Tax Filings done by the treasurer resulted in significant receipts for the church. The Treasurer played a key day to day active role communicating and providing guidance to the Church's Business Office, insuring that proper controls were in place over all receipts and disbursements and the recording of these transactions.

The Finance Department provided the Vestry and Church Leadership with a wide variety of key Operation Reports, Graphs and Analytics such as variance analysis of line item actual results versus budget receipts and expenses, utility utilizations, Sunday Service Attendance and Outreach Fund Raising Reporting. These reports allow our church to clearly understand what was happening in these areas and take action to cause improvements where required. Remote Deposit Capture of Parishioner's contributions was instituted with the church's bank, thereby causing faster processing of receipts, improving security and controls and making the check depositing process more efficient.

The Finance Department also opened an Asset Management Account with the church's bank that allow for timely, smooth and efficient transfer of Parishioners Stocks and other donations to All Saints'. During 2018, Finance Committee member, Chuck Collier investigated several grant opportunities. With the approval of the Vestry, successful grant requests included funds to replace and upgrade HVAC systems, install new security hardware on the Church's many doors, install new signage including the electronic sign boards fronting Lake Concord Road and facilitate the development and presentation of a series of racial awareness and equity programs in the community.

Tom Dillard, Finance Committee Chairman & Gil Small, Church Treasurer

ALL SAINTS GARDEN COMMITTEE

The mission of the Gardens of All Saints is to create and nurture sacred garden spaces that foster spiritual inspiration, tranquility, and promote the stewardship of Creation. We do this work because it feeds our souls, minds, and bodies to dig in the dirt as we nurture "this fragile earth, our island home." (BCP, p. 370) The Gardens of All Saints are funded by memorial donations, grants, and the Gardens of All Saints endowment fund.

We are blessed to have a 9-acre campus, and as good stewards of this corner of Creation, we want to share that green space with our community. The garden and grounds team want our church to be as beautiful and functional on the outside as it is on the inside. We want our green space to be utilized by our parish and community as a place to find and be found by God, a place to appreciate and nurture the miracle of Creation, a place to get outside and be physically active, and a place to create and nurture friendships through sharing the joy of gardening and landscaping. We try to make our work half-days enjoyable and completed 22 of them in 2018!

We invite our friends and neighbors to join us. It is garden evangelism and offers others meaningful volunteer hours they need.

Did you know that this group maintains 7 garden spaces? These include the keyhole and kitchen gardens, the pollinator garden, the wildflower garden, the Bell Tower garden, the Columbarium gardens, and emerging and future gardens on The Path. Vegetables and herbs grown in our kitchen gardens are used for our parish meals and shared with the food bank at CCM. The altar guild creates amazing altar arrangements for our worship spaces using the flowers, leaves, and berries from our plants, trees, and shrubs in the gardens.

Keeping 9 acres of creation looking neat and tidy is a lot of work, especially when the trees, plants, shrubs, and weeds continue to grow over the years. An abundance of rain in 2018 fueled the growth of our trees, shrubs, and some truly awesome weeds. Keeping up with the overgrowth is a constant challenge to this ministry. One of our goals this year was to improve the safety of our grounds, parking lots, and walkways by cleaning up sight lines throughout the property. Here's some of what we accomplished on this goal.

- More than 35 sweet gum, damaged or overgrown trees were cut down and removed from the property
- Wood from these trees that was suitable for firewood was moved to dry storage off site and will be split in 2019
- Countless branches from these trees were hauled off for pickup by the city
- A wood chipper was rented one day to grind up branches
- Layton's tree service ground over 32 stumps with more awaiting dry weather
- Overgrown brush, trees, and vines were removed from the service access road and our entrance and side walk along Country Club Road.
- Overgrown forsythia shrubs along the preschool parking lot were trimmed
- Very large Burford holly trees and a large white pine tree were limbed up clearing sight lines along our lower parking lot
- Multiple hedges and shrubs were trimmed throughout the growing season

The Path garden project began in 2013 when we first started work to transform what was then an overgrown pine stand and dumping ground into a series of walkways for outdoor garden spaces. We are 5 years into this 20-year project to create an outdoor cathedral to the glory of Almighty God. Our standards for the beauty and excellence of this space are inspired by Memorial Gardens in Concord and the UNCC Botanical Garden. We hope you will take a few minutes to peruse the bulletin board in the Welcome center that has a visual display of our plans. This year a group of us made a field trip to the UNCC Botanical garden and learned much from them. We have established collaborative and supportive relationships with their faculty and several of us have taken classes at the UNCC garden. We highly recommend these classes as well as their Annual Plant Sales in April and October. Here are some highlights of what we accomplished in 2018 on The Path and the adjoining playground:

- Treated the benches in the Learning Circle with wood preservative
- Cleared weeds off the preschool playground fence and sand box.
- Placed 1000 lbs. of new playground sand in the preschool sand box.
- Spread ~25 tons of #78 gravel on The Path
- Dug and potted gifts of big leaf magnolia and sassafras saplings from the UNCC Botanical garden and from a family in SC for future use
- Removed trees to create the Michael McCarthy Memorial garden

- A professional landscape design for the Michael McCarthy Memorial garden was drawn and donated by former All Saints parishioner, Petra McLean
- A concrete picnic table and benches were installed in Michael's garden
- Bids on trees/shrubs for Michael's garden were obtained from 3 vendors

In addition to establishing relationships with UNCC Botanical Garden we established three other new “partners” for our work in 2019. First, is a local boy scout who plans to construct steps from the Columbarium to The Path gardens as his Eagle scout Project. We worked with the City of Concord to recycle discarded granite curb stones for this project and had them moved on pallets to our campus where they await to be installed in 2019. The second new partner delivered 30 yards of coarse wood mulch at a very affordable price. This comes from a local saw mill and helps them recycle a waste product from their saw mill. We need it to keep our explosive weed growth in check, and to build new soil through sheet mulching. Thirdly, we rekindled an old relationship with an outstanding nursery in Salisbury who will provide the trees and shrubs for the Michael McCarthy garden.

Finally, we began work this year to create the All Saints Arboretum of Native Trees which is a work in progress. In 2019 we will focus on existing trees and place professional quality labels with QR codes to link to descriptive content about the tree species and the person in whose honor or memory the tree is dedicated. More to follow. Well, that's all for now, we hope we'll see you in the gardens soon,

Mark Robinson and Shelley Williams . . . with much gratitude to the many volunteers who contribute so many hours each year to this ministry.

GREETER'S MINISTRY

I would like to welcome back Hilary Smith and Kaleb Davis. I would like to welcome newcomer's Anne Zimmerman, Julia and Jonathan Hill. I like to thank Kate Hendry for her support and wish her well at Carolina at Chapel Hill.

I like to say share my appreciation to my greeters for their efforts in greeting plus helping to support the Coffee Hour.

The Greeter's Ministry is about greeting fellow parishioners every Sunday at the 9:00 am and 11:00 am service. We welcome visitors and explain where things are, depending on which service they have come for and point them in the direction for that service. We also give first time visitors a little bag with a variety of things in it about All Saints'. We also make sure they have name tags.

Thank you to everyone who serve on this ministry. If you are interested in welcoming parishioners and guests with the Greeter's Ministry, please contact Ericka at evsouthworth@livel.com.

Ericka Southworth, Coordinator

**LITERACY OUTREACH MINISTRY OF ALL SAINTS’
(aka PAGE TURNERS)**

We are members of the Literacy Outreach Team. Kris Benshoff, Mary Hendry and Nancy Foskey continue to have adult ESL classes at Cabarrus Bilingual Preschool at Central. Kris meets with her students on Tuesdays and Thursdays and Nancy and Mary have classes on Mondays and Wednesdays. Frank Torrey tutored a student at the Concord library for many years but is currently taking a break and George Monroe was tutoring at the Kannapolis Library but will be getting a new student sometime later in the year. Jerrod Smith was a tutor at the Concord Library for part of the year.

During the 2017 – 2018 school year, Garen Livingston and Ruth Bratton volunteered at the Cabarrus Bilingual Preschool at Lockhart. At the start of the 2018 – 2019 school year, Ruth Bratton is the lone volunteer from All Saints’. Sheila Jones may be joining Ruth soon. These ladies enjoy working with the preschoolers and would welcome others who would enjoy helping the preschoolers succeed.

Why is your ministry important to you?

This ministry is important to us because we believe it is important to live in a community where everyone has the opportunity to read well. Many of the people we work with are non-native English speakers who want to have a better command of the English language. We feel that we are helping members of our community achieve their goals, such as, getting a better job or understanding their children’s teacher or the doctor or pharmacist better. Whatever the goal, we feel that by helping them learn English we are helping them achieve that goal.

What were the joys and struggles this year?

The struggles are essentially the same from year to year. We don’t always retain students, things happen, and some have to leave for work reasons or family reasons. Some may be undocumented and are fearful. So, each year there is a slightly different group of students. It is important to meet them where they are. They come with varying skills and backgrounds and motivations. All of their desires are valid and need to be respected. Some of the joys are in getting to know these students and their stories and to see them become more confident in their English language skills and their enthusiasm for learning.

How has your ministry helped you see God at work through this parish?

We believe God wants us to welcome the stranger. This ministry calls us to help people succeed and grow. Our ministry is one small way to put faith in action in our parish. If this ministry is something you think might be rewarding for you please ask any of us how you can help. Thank you to all the volunteers who gave their time and talents to advance literacy in Cabarrus County.

Nancy Foskey, Kris Benshoff and Mary Hendry

DIRECTOR OF MUSIC REPORT

I know that I say this every year, but it always seems such a surprise to me that another year has passed us by so quickly. It has been a year filled with great experiences shared among the members of All Saints’.

The Resurrection Choir rehearses at 8:00 AM on Sundays and leads worship on Sundays at the 9:00 AM Renewal/Contemporary Service, which continues to be benefited by Carol Corbin on

guitar, Paul Davison on bass guitar, Chris Cook on ukulele and David Friday on percussion. Together, with their instrumental support and the dedicated and spirit-filled singing of Resurrection Choir, worship is led in a powerful and spirited way that continues to move me.

The All Saints' Choir rehearses on Wednesdays at 7:00 PM and leads worship at the traditional service at 11:10 AM on Sundays. This group, quite dedicated and working very hard, continues to grow in number (now 27!) and meet the challenges and goals that are set before them with joy, faithfulness and beauty. Their degree of musicality is what sets them apart from the run-of-the-mill traditional church choir; because of the depth of their musicality they are able to bring the music off the page, turning the black and white into color.

The Bells of All Saints' rehearse on Wednesdays at 6:00 PM and play during the 11:15 AM service several times throughout each program year. This group continues to develop in technique and expressiveness. This is perhaps the most generationally-diverse group in the parish.

The St. Nicholas Choir, a group for children in grades 1 through 3, meets on Tuesdays at 5:30 PM. The Jr. Choir of All Saints' is a group for children in grades 4 through 6 and meets on Tuesdays at 6 PM. These two groups sing both independently and combined periodically throughout the program year. These children, like sponges, are more than ready to learn more about music and how to be worship leaders. Orff instruction continues to be implemented, allowing each child a chance to have an independent role within the group.

All of All Saints' choirs continue to demonstrate their dedication and deep spirituality each week; I am so benefited by being afforded the gift to work with each of them.

The Day of Resurrection was celebrated in great style on Easter Sunday, as the Music Ministry was assisted by a brass duo at the 11:10 AM service. Always a day of celebration, these musicians truly elevate what is already an exciting Sunday.

The inaugural Parishioners Recital was held Sunday, August 19 at 5:00 PM in the nave. This recital was an opportunity for the parish to share their musical gifts. Twenty parishioners performed, including group works, duets and solos. This event was so well received that all intentions point to it becoming an annual event!

We celebrated our patronal feast day, All Saints' Sunday, on November 4. During the 9:00 service we celebrated Holy Baptism. During the 11:10 AM service our patronal feast day was celebrated in an exquisite way by offering a High Requiem Mass. John Rutter's setting of the Requiem was offered by the Choir of All Saints' and supported by oboe, flute, cello, harp and organ. Our own Courtney Steinberg was featured as soprano soloist. Many parishioners found the service significantly meaningful to them, too. I even heard the word "transported," which more than I could have hoped for!

On December 21st the Service of Light was held again for those when Christmastime is not necessarily a joyful time. Courtney Steinberg returned to provide beautifully eclectic vocal selections.

The tradition of holding the Festival of Advent Lessons and Carols at All Saints' in the evening, at 5:00 PM, continued for the eighth year, on the Third Sunday in Advent. At this hour, amid the candlelight and shadows, the darker atmosphere magnifies the mysticism of the season of

Advent. The choir worked most diligently and sang with great professionalism and depth of feeling. Both Chris and Jennifer Cook offered a meditative piano prelude which set the scene for beautiful service. Donations were collected for RAIN, one of our ministry outreach partners.

The following day, members of the Choir of All Saints', St. Nicholas and Junior Choirs contributed to the ordination of The Reverend Michael Whitnah, whose service was hosted by All Saints' on Monday, December 17 at 7 PM. Gregg Peele, trumpeter, helped make the evening sound truly celebratory. The rarity and blessing of such an event to happen in one's home parish was not lost anyone involved!

There were three Christmas Eve services again this year. The 4:00 PM was made particularly special, as both the St. Nicholas and Junior Choirs sang and played the offertory. The special music for the 5:30 PM service was Vasily Gorkovoy on violin; he played absolutely beautifully, imparting an especially individual character to this service. The late service included offerings by myself and the Choir of All Saints'. I feel that all three services each had their own unique and lovely individual style.

As I look back on this past year, I feel a great sense of accomplishment and pride. I am grateful for the depth of dedication and spirituality that is exhibited by the parishioners of this parish.

It makes me look to the future with excitement and hope; 2019 is going to be amazing!

Brian Sapp-Moore, Director of Music and Coordinator of Communications

NEWCOMER MINISTRY

In 2018, the Newcomer Ministry continued to support the welcoming culture and practices that have taken hold at All Saints'. This environment is created by each of us when we invite a neighbor to an event, introduce ourselves to someone we don't know, pass the peace or help someone in need. In addition to these actions, we have 23 greeters who serve at the 9:00 and 11:10 AM services. They welcome church goers with a smile that starts our transition from the outside world into a place of Worship. Greeters talk with visitors and provide information they seek, which can include a tour of our building, information about our services, and introductions to our Clergy, Staff, Vestry or other members. Visitors are asked to complete a connect card and provided with a bag of information and a small token to express our appreciation for their visit. The bags are thoughtfully assembled by Jo Erickson. If you are interested in becoming a greeter contact Ericka Southworth. Many parishioners wrote personalized letters to our visitors. The Welcome committee also calls and/or emails everyone who completes a connect card. In 2018, we had 3 Newcomer "Meet and Greets" to provide newcomers an opportunity to meet other visitors and members of All Saints'. If you have any ideas or an interest in being a part of the Newcomer Ministry contact Karen Robinson (krobinson0982@gmail.com) (980- 721-1053) or Alice Smith, alicefaisonsmith@gmail.com (704-425-0881).

Karen Robinson, Vestry Liaison to the Newcomer Ministry

OWLS
(Older and Wiser Laity)

Older and Wiser Laity are invited for lunch and conversation with the clergy of All Saints'. We usually meet the fourth Thursday of the month (subject to change) at noon in the Parish Hall, All Saints' Episcopal Church. Bring your own lunch. Iced tea and dessert are available. This is a great opportunity to spend time with others and the clergy to discuss anything.

Sue Gelarden, Coordinator

PARISH LIFE

Parish Life is the heart beat of our Parish, centered around deepening relationships and sharing the table, there are several different ministries:

Parish Life - Sharing the table – Led by Charles McKinley and Nancy Hunter

It has been an incredible year for celebrations where the Parish Life Ministry was engaged in 'feeding our flock'. It takes many hands to feed all of us. Aside from planning the menu and computing the servings, there is the shopping, pre-prep, cooking, and calculating the timing. The Parish Hall needs to be set up with table cloths, salt and pepper shakers and butter at the least, to full table settings with plates, cups, saucers, napkins and flatware at the most. Depending on how many are expected, tables may need to be added. After the meal it all needs to be cleaned up: tables cleared, dishes washed and put away, pots and pans scrubbed and returned. The kitchen needs to be cleaned, and the laundry needs to be done. It truly does take a village and here's what our village has done this year:

Parish Dinners

Maundy Thursday –about 80 people were served a family style meal of marinated chicken (Mykonos), 2 potato salads, garden salad, rolls and dessert. Foot washing by your Vestry took place in the Parish Hall.

Parish Summer Picnic – July - Hamburgers, hotdogs, and watermelon were served to about 75 of us and a water slide was on hand for the kids (younger and older!)

Rally Day Breakfast – This was another terrific moment in Parish Life. About 120 had a choice of savory or sweet breakfast casseroles and fruit. There was juice and plenty of coffee for all. The ministry fair took place at the same time so there was a lot of activity and no one left hungry!

The Thanks for Giving Stewardship Dinner also served about 120. There was turkey and gravy, herbed bread stuffing, mashed potatoes, green beans and salad. Dessert was key lime pie!

Every other Month, we host the dinner with Grace Lutheran Church. These are Pot Luck, but Parish Life sets up and cleans up in support of this very important Community Outreach to support Social Justice and Racial Reconciliation.

Social Saints – led by Michelle Malmquist which gathers on the 4th Sunday

Owls (Older Wiser Laity) led by Sue Gelarden. They gather each 4th Thursday for lunch and a program.

Young Family Connection – Led by Drew John and is intended to support young families

Formal Receptions – Led by Pam Collier. This team prepares receptions for funerals, Bishop’s visits and this year, the Ordination of Rev Michael Whitnah. This team prepares reception food like finger sandwiches, small bite treats, cheese and crackers.

Parish Social Time – This is the snacks and coffee fellowship and social time between the services. At minimum, crackers and cheese and some sweet treats are provided. Sign up for Social Time is done online so reminders can be sent. Set up is done by 10am, refreshed at Noon, then cleaned up once folks have gone home.

Easter Revels – this is a special time of celebration and joy at the Resurrection of our Lord Christ and occurs after the Saturday service. Prosecco and wine are purchased; goodies are provided by donations of parishioners

Christmas Eve - this is a special time of celebration and joy at Christ’s birth and occurs after the 10pm service. Prosecco and wine are purchased; goodies are provided by donations of parishioners.

Many of these ministries run smoothly and may occasionally need extra support but Parish Life – Sharing the Table requires many hands. Our goal in 2019 is to create a team to support this ministry. Are you a planner? Do you enjoy working in the kitchen? Are you better with more ‘hands on’ work like setting tables, setting up a buffet, running the dishwasher? Maybe you would like to just pitch in when needed. If you are called to help ‘feed the flock’ please see Charles or Nancy.

An additional goal for 2019 is to have a cleaning day for the Kitchen. Just like any kitchen, at some point deep cleaning and organization is needed to create better efficiency and ensure we pass inspections. This will be a one- or two-day event where lunch will be provided. Part of this will be to see if the Pantry can be better organized, we would like to label shelves and drawers to ensure those using the Kitchen and Pantry know where things go. We also want to write out some instructions to remove the guesswork out of using some of the machines.

We want to thank all you who have supported Parish Life in all of its ministries and we look forward to more wonderful relationship building and fellowship time in 2019!
Peace be with each of you –

Charles McKinley, Vestry Liaison to Parish Life

Nancy Hunter, Vestry Liaison to Parish Life

PASTORAL CARE MINISTRIES

During 2018 the Pastoral Care Ministries served our church and local community with dedication, love and care. The compassionate care of several ministries and many devoted volunteers have attended to the diverse needs of our parish members and community. It has been spiritually rewarding and a privilege to function as the Coordinator of Pastoral Care. Our group of ministries serves by providing meals, sending cards, giving shawls and baby blankets, providing information, transportation, prayer, Communion, emotional support, calls and visits.

Our contact team meets monthly and confidentially discusses the needs of our parish members and ways we can attend to them. We send cards with messages of love, support, sympathy, congratulations, or friendship, as appropriate. The team also supports those who are grieving with a series of books to help on the journey. Thanks to Pat Wydra who faithfully and lovingly manages this. Thanks to Pat and Sandra Biggerstaff for coordinating the card ministry. Thanks to all team members and their devoted, faithful giving and caring.

The Meals Ministry provides and delivers home-cooked meals to those recovering from illness or hospitalization or welcoming a new family member. We are very thankful for Liz Rogers' leadership and service.

The Prayer Shawl Ministry, Stiches for the Saints', knits and delivers hand-made prayer shawls to those experiencing illness, grief, or other difficulties. The ministry also provided bay blankets to newborn members of the parish. We are so thankful for the time, expertise, and love of those talented members under the leadership of Pat Black and Gwen King.

The prayer and visitation teams are known as the Prayer Chain, Prayer Teams, Hospital and Home Visitors. They attend to prayer request, our homebound members, the sick and hospitalized of our parish and others.

Our Eucharistic Visitors are trained and licensed to deliver Eucharist to those unable to attend services. Thanks to Russ and Becky Hoyser who coordinate this to The Reverend Vern Cahoon who ministers.

Stephen Ministers have received extensive training in support and compassionate listening for those experiencing grief, illness, a crisis or upsetting circumstances. These ministers are placed in caring relationships with members and sometimes non-members who are struggling. We are very thankful for the leadership of Barbara Lewis and Charles Simmons. We thank and praise Dorothy Teeter for her past faithful, devoted leadership.

Our driving ministry provided transportation for appointments and other events for those in need. Thanks so much to Anna Robinson for her leadership.

We are thankful for our new Parish Nurse, Anne Alphonso, for support and direction with our health.

It has been very rewarding to witness the giving and faithful service of so many All Saints' members who volunteer their time and talent. All Saints' loves like Jesus loves.

Garen Livingston, Coordinator

PRAYER & CHRISTIAN HEALING MINISTRY

Has spent a 2 year of study; reading the Healings of Christ, Studying Prayer, learning and testing for the Gifts of the Spirit, Book Study of The Prayer Cottage and the Sacred Garden, The Myers-Briggs Psychological study, a wonderful study of The Circle Maker, and Biblical correlation and meaning behind the movie "the Shack". This avid and diverse study group, meets on Sunday afternoon to study, pray and discuss issues of community, life, and Christ. In 2019, the group has several plans of study starting with the study of the Psalms taught by UCLA Bible literature professor, Dr. Bill Creasy via audio. This group was started out of a study of the

Healings of Christ, sponsored by Heart of the Carolinas Order of St Luke. Everyone is welcomed to join us.

Deborah Monroe, Convener of Heart of the Carolinas OSL/Prayer Ministry

PRIMETIMERS

Primetimers is just fun and fellowship. Anyone who is available during the middle of the day in the middle of the week is invited. During 2017 we did a variety of things. For example, we checked out a couple of Antique Stores, lunch at The Bistro, went to JAARS Day, toured Childress Winery with lunch, toured the Aviation Museum, and celebrated Octoberfest at Waldhorn Restaurant in Pineville.

All are welcome!!!

Sue Gelarden, Coordinator

STEPHEN MINISTRY

The Blessings of Stephen Ministry:

Stephen Ministry multiplies blessings throughout the church and community.



- **Congregations** receive a practical and powerful way to respond to Christ's commandment: "Love one another as I have loved you" (John 15:12 RSV).
- **Pastors** have a team of gifted, trained, and committed lay caregivers ready to minister to hurting people.
- **Laypeople** nurture and use their gifts in meaningful ministry, growing spiritually as they serve others.
- **People who are hurting** have a compassionate companion—a caring Christian friend who provides emotional and spiritual support.

Our Stephen Ministers have extended over 1,500 hours of care and compassion to care receivers with nonjudgmental love, confidentiality, and dedication. Current Stephen Ministers and leaders meet for on-going training and supervision once a month. It is a privilege and a joy to serve and see others respond to the love of Christ, experiencing healing and restoration.

Information on becoming a Stephen Minister can be found in our brochures located throughout the church or ask for more information from Stephen Leaders Debbie Lewallen 980-621-7783, Barbara Lewis 704-796-7100, Charles Simmons 704-798-8402, Dorothy Teeter 704-785-4747 and Stephen Ministers Valerie Devine, Kathryn Eble, Don Foskey, Nancy Foskey, Mickey Hayes, Garen Livingston, and Len Witke.

Please pray; God may be calling YOU to join us!

Barbara Lewis, Coordinator

SOCIAL SAINTS'

The Social Saints' group consists of folks who enjoy gathering for fellowship, food and other events as the spirit moves.

4th Sunday lunches have continued and have been very well attended by a diverse group. We will continue to have informal gatherings at various church and community events throughout the year.

Our group is always open to suggestions for community events and activities. If you feel called to assist in the planning of these gatherings, please contact us. Please contact Michelle (540) 327-4219, su04grad@yahoo.com or Brian Malmquist (847) 528-0463, sunset01ss@yahoo.com if you would like to know more. Formal gatherings and events will be shared in the bulletin announcements.

Michelle Malmquist & Jennifer Cook, Coordinators

"LIVING GENEROUSLY" THE ALL SAINTS' STEWARDSHIP INITIATIVE

Our on-going initiative is to keep stewardship informative, keep people engaged in the unfolding story of All Saints, and to experience the joy of doing so.

2018 was indeed the year All Saints' experienced great joy in the generosity of giving. The Capital Campaign "set the bar" high, and we more than met the challenge.

On top of that, this year's regular giving has not faltered!!!

The chart below sums up this year's numbers as of January 18, 2019. Keep in mind that these figures are **on top** of what was pledged to "Set Free to Serve".

<u>Summary Totals</u>	<u>01/18/19</u>	<u>Amount</u>
Unchanged Pledges	64	\$208,889
Increased Pledges	37	\$197,050
New Pledges	8	\$19,460
Returning Pledges	5	\$16,800
Decrease	25	\$78,662
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Grand Totals	139	\$520,821

Thank you for being a part of what God is doing here at All Saints'. Your faithful giving has kept our church strong, vibrant and healthy.

Ragan Kearns, Coordinator

USHERS

Ushering plays an important role during our time of worship whether it be a church service, a funeral or a memorial. We have many roles, but the most important role is welcoming and assisting our church members and visitors. We also help the service to run smoothly by giving out bulletins, answering questions, assisting with seating, collecting the offering, choosing someone to carry the elements to the altar, getting a head count and cleaning up and organizing the pews when the service is over.

I enjoy being an usher because it makes me feel like a part of this church family. I like helping others in any way I can and getting to know all of you. We continue to need more ushers at our church. We have some members who have been ushering over 20 years. They are so committed and helpful to our church. There are times we struggle to have enough ushers at each service. Many ushers will help out even when they are not scheduled for that particular service. I used to worry about filling those empty spots when I could not find enough ushers, but I have learned to have faith that it will all work out and it always does. I so appreciate all the ushers and their commitment. If you want to be a part of a great team, please talk to an usher and join our team. You will find that it is a worthy and fulfilling way to participate in our church!

Sincerely,

Kim Everhardt, Head Usher

WOMEN'S MINISTRY

The women of All Saints' take to heart the words that frame the ministry of this church: Invite, Nurture, Serve, and Grow. We gather for two dessert nights each year, usually on a Friday night. We spend time in discussion, prayer, and fellowship. It's a great way to end the week with coffee, tea, and dessert! We invite all women in the community to join us and bring a friend or two.

On a Saturday morning before the Lenten and Advent celebrations begin, the women of All Saints' gather to spend a few hours in quiet contemplation and devotion to prepare ourselves for the season's activities. This Intentional "time apart" not only helps us focus on the meaning of what we do and why we do it but allows us to center ourselves within our relationship with God. This year we partnered with local churches for these programs to build relationships within our community.

We have been blessed by incredible guest speakers and artists who have shared their own stories and talents with us. In addition to ministering to the women of our church through these important annual gatherings, through the Women's Ministry outreach we have identified several opportunities to serve our community. As we think about how we can serve the increasing needs of our community, we are always open to new experiences, requests for support, and engagement opportunities.

Women's Ministry is a great way to invite all to participate, nurture each other in our spiritual journey, serve our community, and grow in faith. If you'd like to join us for Women's Ministry, we look forward to seeing you at the events. Look for dates published in the church bulletin, on the website, and through emails. If you have some ideas for programming, or you'd like to be a part of the planning for programs or outreach, please call Roxanne Friday at 704-678-7157 or email her at momentofgrace@hotmail.com.

Roxanne Friday, Coordinator

WELCOME DESK VOLUNTEER RECEPTIONISTS

We had a good year of 2018 at the volunteer desk. We welcomed three new volunteers this year. De Torrey, Frank Torrey, and Jackie Atwell. Please give them a warm welcome and thanks. Our other volunteers include: Katie Adams, Bill Harris, Tammy Matula, Pat Wydra, Catherine Ackiss, Pat Black, Garen Livingston, Joanne Vance, Suzy Riley, Fannie Dillard, and Jo Erickson.

Each weekday volunteers staff the Welcome Desk by answering phones, greeting guests to All Saints' and helping to ensure that the first (or fiftieth) contact with this community has a human voice and friendly face. Volunteers serve four-hour shifts, mornings or afternoons and also help with administrative support tasks as needed during their shift.

The next time you call All Saints' be sure to thank the person on the other end of the line for being there.

Interested in becoming a Welcome Desk Volunteer? Please contact Katie Adams or Hannah Crone at admin@allsaintsconcord.org for information about being a Welcome Desk Receptionist.

Thank you to all who have served this last year on the Welcome Desk; looking forward to a wonderful New Year!

Katie Adams, Welcome Desk Coordinator

WORSHIP MINISTRY

2018 was the 8th year that I've led All Saints' Chalice Bearer and Lector ministries and my 19th year as a licensed Lay Minister in the Episcopal Church. For me personally, worship is much more fulfilling when I'm "part of the show". Our church believes that chalice bearers and paten (bread) bearers are serving the actual body and blood of our Lord Jesus Christ. It's an amazing honor, especially for those of us who are not Ordained Priests or Deacons.

Chalice and Paten Bearers

2018 was a busy and fulfilling year for the Chalice Bearer/Paten Bearer ministries. Our lay ministers served the sacramental bread and wine, and when needed, read Old and New Testament lessons, and led the Prayers of the People at Sunday services each week. In addition, we served during Holy Week and Christmas and at special events such as weddings and funerals. This year we were especially proud to serve at the Ordination of Michael Whitnah.

Chalice/Paten Bearers who served in 2018 included: Ruth Bratton, Fran Burkett, Chris Charest, Jeff Clayton, Willie Dillon, Jo Erickson, Roxanne Friday, Sue Gelarden, Russ Hoyser, Nancy Hunter, Barrington McFarlane, Debby Smith, Elizabeth Solomon, De Torrey, Frank Torrey, Dorothy Teeter and me.

Lectors

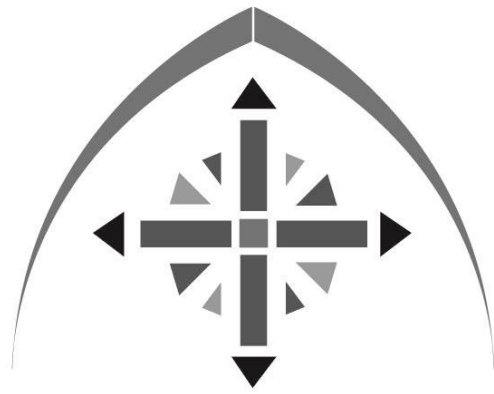
In 2018, as always, our lectors were essential in creating the worship experience. Through emphasis on certain words and voice inflection they brought the Old and New Testament scriptures to life. They also led the Prayers of the People at 3 Sunday Services each week as well as special events.

Lectors who served in 2018 included: Ruth Bratton, Carol Corbin, Jo Erickson, Martin Ericson, Roxanne Friday, Sue Gelarden, Mary Jasmine, Ragan Kearns, Mark Helms, Andrea Holdren, Nancy Hunter, Michelle Malmquist, Tammy Matula, Don Smith, Frank Torrey, Karen Urbanski and me.

"All are welcome" and encouraged to join us as either a Chalice Bearer and/or a Lector. (Note - Chalice Bearers must be licensed by the Diocese. Lectors do not.)

Finally, I want to personally thank Ruth Bratton, Sue Gelarden, Nancy Hunter, Elizabeth Solomon, and Frank Torrey for always being available for extra duty.

Respectfully submitted,
Fred Weber, Ministry Leader



ALL SAINTS'
EPISCOPAL CHURCH

**Financial
Account
Information**

REPORT OF BANK ACCOUNTS

<u>2017</u>	<u>Account Description</u>	<u>2018</u>
\$90,561	General Operating Account	\$55,820
\$120,044	Suspense Account	\$103,521
\$3,035	Memorials Account	\$4,977
\$2,078	Columbarium Account	\$4,051
\$12,181	Building Account	\$100
\$3,228	Rector's Assistance Account	\$2,322
\$302,477	DFMS Investment – All Saints' Church	\$267,664
\$40,038	DFMS Investment – Garden of All Saints' Endowment	\$37,070
\$50,843	DFMS Investment – Columbarium Endowment	\$47,073
<hr/>		
\$624,486.35		\$522,607.99

GENERAL OPERATING ACCOUNT REPORT FOR 2018

2017	<u>INCOME COMPARISON</u>	2018	2018	2018
<u>Actual</u>		<u>Plan</u>	<u>Actual</u>	<u>Variance</u>
\$552,637	Pledge Income	\$534,245	\$511,558	(\$22,687)
\$39,995	Unpledged Income	\$53,292	\$44,462	(\$8,830)
\$3,000	Unpaid Offering prior year	\$3,500	\$120	(\$3,380)
\$8,629	Plate Offering	\$9,000	\$7,842	(\$1,158)
\$18,783	General & Miscellaneous	\$13,600	\$31,473	17,873
\$35,517	Trust Income	\$40,000	\$41,049	1,049
\$16,193	Special Fund for Outreach	\$19,594	\$19,594	-
\$8,726	Designated Gifts	\$5,742	\$4,812	(\$930)
\$3,470	Rental Income	\$4,000	\$2,715	(\$1,285)
\$11,400	LELC Reimbursement	\$11,400	\$11,400	-
\$11,251	Investment Income	\$13,800	\$13,079	(\$721)
\$713,859	Total Income	\$710,638	\$688,103	(\$22,535)

2017	<u>EXPENSE COMPARISON</u>	2018	2018	2018
<u>Actual</u>		<u>Plan</u>	<u>Actual</u>	<u>Variance</u>
\$156,691	Clergy Salaries, Taxes, & Benefits	\$158,918	\$209,255	\$50,337
\$153,983	Lay Employee Salaries & Benefits	\$161,595	\$150,301	(\$11,294)
\$57,860	Diocesan & Seminary Assessments	\$60,486	\$60,486	-
\$91,739	Property Maintenance	\$93,723	\$111,201	\$17,479
\$126,000	Debt Service	\$115,212	\$62,380	(\$52,832)
\$57,900	Office & Information Expenses	\$53,742	\$57,749	\$4,007
\$16,193	Outreach	\$19,594	\$19,594	-
\$18,229	Ministries	\$20,000	\$18,287	(\$1,713)
\$15,380	Christian Education	\$17,904	\$14,816	(\$3,088)
-	Lockhart Early Learning Center	-	-	-
\$6,477	Music Programs	\$7,000	\$8,696	\$1,696
\$700,451	Total Expenses	\$710,638	\$712,766	\$2,128
\$13,408	Net Income less Expenses for 2018	\$(0)	(\$24,663)	(\$24,663)
Surplus		BE Budget	Deficit	Below Budget

FINANCIAL PLAN FOR MISSION AND MINISTRY 2019

<u>INCOME</u>	2019	2018	Variance
	<u>Plan</u>	<u>Actual</u>	
Pledge Income	\$520,824	\$511,558	\$9,266
Unpledged Income	\$45,000	\$44,462	\$538
Unpaid Offering prior year	\$300	\$120	\$180
Plate Offering	\$8,500	\$7,842	\$658
General & Miscellaneous	\$13,000	\$31,473	(\$18,473)
Trust Income	\$37,137	\$41,049	(\$3,912)
Special Fund for Outreach	\$27,662	\$19,594	\$8,068
Designated Gifts	\$5,800	\$4,812	\$988
Rental Income	\$7,650	\$2,715	\$4,935
LELC Reimbursement	\$11,400	\$11,400	-
Investment Income	\$13,200	\$13,079	\$121
Total Receipts	\$690,472	\$688,103	\$2,370

<u>EXPENSES</u>	2019 <u>Plan</u>	2018 <u>Actual</u>	Variance
Clergy Salaries, Taxes, & Benefits	\$284,378	\$209,255	\$75,123
Lay Employee Salaries & Benefits	\$158,138	\$150,301	\$7,837
Diocesan & Seminary Assessments	\$61,513	\$60,486	\$1,027
Property Maintenance	\$92,266	\$111,201	(\$18,935)
Debt Service	\$3,000	\$62,380	(\$59,380)
Office & Information Expenses	\$57,075	\$57,749	(\$674)
Outreach	\$27,662	\$19,594	\$8,068
Ministries	\$16,496	\$18,287	(\$1,791)
Christian Education	\$17,348	\$14,816	\$2,532
Music Programs	\$9,000	\$8,696	\$304
Total Expenses	\$726,876	\$712,764	\$14,112
Net – Receipts less Expenses for 2019	(\$36,404)	(\$24,661)	(\$11,743)

REPORT ON TRUST FUNDS

Trust accounts consist of:	<u>2018</u>	<u>2017</u>	<u>2016</u>	<u>2015</u>
J.H. Williams Trust (All Saints' – one-third)	\$393,034	\$446,010	\$401,815	\$393,069
A.B. Palmer Trust	\$123,690	\$144,211	\$132,290	\$136,471
Total Investment at Market Value	\$516,724	\$590,221	\$534,105	\$529,540

The following is a summary of activity for 2018 on these accounts:

	<u>J.H. Williams</u>	<u>A.B. Palmer</u>
Balance as of 12/31/17	\$446,010	\$144,211
Income distribution received	\$16,026	\$5,189
Change in market value	(\$43,480)	(\$14,667)
Distribution	(\$25,521)	(\$11,042)
Balance as of 12/31/18	\$393,034	\$123,690
% Change	-12%	-14%

Note: January 20, 2020 All Saints' will receive its share of Williams Trust Fund.

JOHN AND CINDY BARNHARDT TRUST:

All Saints' has one-fifth (1/5) interest in this Trust.

March 2018 income produced was \$8,802.

This Trust is managed by the Foundation of the Carolinas.

2019 PLEDGE UPDATE

We received 142 Pledge Cards, 139 totaling \$520,824 and 4 No Pledge.

64 cards remained the same for a total of \$208,890

37 cards increased for a total of \$197,050

25 cards decreased for a total of \$78,622

8 new cards for a total of \$19,460

5 returning cards for a total of \$16,800

**2017 FUNDS RAISED FOR LOCAL OUTREACH
DISBURSED IN 2018**

Early Childhood Foundation	\$500
CCM	\$10,815
CVAN	\$1,600
Community Free Clinic	\$935
Farmers/Hunters	\$700
Habitat Cabarrus	\$1,000
Meals on Wheels	\$1,000
Salvation Army	\$500
Boys & Girls Club	\$1,000

Total **\$18,050**

**2017 FUNDS RAISED FOR FOREIGN OUTREACH
DISBURSED IN 2018**

Haiti Reforestation Partnership	\$1,000
Haiti Lumiere de Demain	\$544

Total **\$1,544**

OUTREACH INCOME

Collected on the first Sunday of each month for the Assistance Fund

January:	\$312.75
February:	\$323 (designated Saint Augustine's University offering)
March:	\$322 (designated TEO offering)
April:	\$603
May:	\$197
June:	\$162
July:	\$348
August:	\$364
September:	\$470
October:	\$305
November:	\$757
December:	\$701

Total First Sunday Offerings: **\$4,864.75**

Additional Outreach Gifts During 2018

The Society of St. Andrew – Advent Mite Boxes	\$116.97
Bishop’s Discretionary Fund – Confirmation & Palm Sunday	\$530
Penick Home Village - Mother’s Day Offering	\$361
CVAN - Men for Change	\$331
R.A.I.N (Advent Lessons & Carols)	\$154
Thompson Home Thanksgiving Offering	\$193
CCM (Food Pantry)	\$200
Community Free Clinic	\$935
Virginia Theological Seminary	\$1,500
Assistance Fund	\$11,987

Total Additional Outreach Gifts: \$16,307.97

2018 FUNDRAISERS TO BE DISTRIBUTED IN 2019

After Dark at All Saints – January & February 2018	\$4,001
Grapes for Saints – May 2018	\$9,160
Tour de Saints’ – August 2018	\$12,116
BBQ Fundraiser – October 2018	\$2,385

Total Above Gifts: \$27,662

2018 EYC FUNDRAISERS

Pancake Supper	\$1,324
Spaghetti Dinner	\$1,100

Total Gifts \$2,424

The following gifts will be transferred to All Saints’ Suspense Benevolence:

Easter & Christmas Flowers	\$580.88
December 2018	

ALL SAINTS' EPISCOPAL CHURCH

ALL SAINTS' MISSION: DISCIPLES MAKING DISCIPLES FOR JESUS

ALL SAINTS' VISION: LOVE LIKE GOD DOES

Invite – Nurture – Serve - Grow

Staff

The Reverend Nancy L. J. Cox, Rector

The Reverend Michael Whitnah, Assistant Rector

Hannah Crone, Church Administrator

Brian Sapp-Moore, Director of Music & Director of Communications

Markeisha Weaks, Administrative Assistant

Deacons

The Reverend Vern Cahoon

The Reverend Jackie Whitfield

Priest Associate

The Reverend Jim Bernacki

Priest Emeritus

The Reverend Roger Butler

Vestry

2018

Tommy Jones

Chris Charest

Sue Gelarden

2019

Charles McKinley

Don Foskey

Fran Burkett

Willie Dillon

2020

Dick Whitfield

Drew John

Nancy Hunter

Mike McDonough



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