

# All Saints' Episcopal Church 2016 Annual Report



525 Lake Concord Road NE  
Concord, NC 28025

**All Saints' Episcopal Parish, Concord, NC  
AGENDA OF ANNUAL PARISH MEETING**

January 29, 2017

**Call to Order – Clerk, Kim Gordick**  
**Presentation of List of Canonical Members—Clerk, Kim Gordick**  
**Approval of Minutes of Annual Meeting, January 30, 2016**  
**Report on Nominations –**  
**Installation of New Vestry Members – The Rev. Nancy L. J. Cox**  
**Senior Warden's Report—Chuck Collier**  
**Financial Report—Hilary Smith**  
**Presentation of Financial Plan for Mission and Ministry**  
**Parish Discussion Questions**  
**Recognition of Outgoing Vestry Members and Parish Leaders**  
**Adjournment -- Clerk, Kim Gordick**

**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  
Tammy Matula, Office Manager & Coordinator of Youth Children's Ministry  
Hannah Crone, Church Administrator  
Brian Sapp, Director of Music & Director of Communications

**Vestry**

<b>2016</b>	<b>2017</b>	<b>2018</b>
Roxanne Friday	Hilary Smith	Bob Simpson
Debby Smith	Kay Boland	Chris Charest
Chuck Collier	Amy Spunich	Sue Gelarden
Woodson Hair	Tommy Jones	Tina Luckey

**Telephones**

Church Office: 704-782-2024  
Facsimile: 704-782-2019

**Address**

525 Lake Concord Road NE  
Concord, NC 28025

**Website:** [www.allsaintsconcord.org](http://www.allsaintsconcord.org)

**Social Media:** [www.facebook.com/AllSaintsEpiscopalConcord](https://www.facebook.com/AllSaintsEpiscopalConcord)

# ALL SAINTS EPISCOPAL CHURCH

## Canonical Members

David Abernethy  
Catherine Ackiss  
Barbara Adams  
Jackie Atwell  
Rebecca Bahn  
Al Benshoff  
Kris Benshoff  
Carol Bentley  
Kevin Berg  
Rachel Berg  
Ted Berg  
Bill Biggerstaff  
Sandra Biggerstaff  
Richard Billings  
Bob Black  
Loretta Black  
Pat Black  
Kay Boland  
Ruth Bratton  
\*Mary Frances Burkett  
Robert Byrne  
Rosanne Byrne  
Charles Carroll  
Marilyn Carroll  
Carrie Charest  
Chris Charest  
Vic Clark  
Katherine Clark  
Jeff Clayton  
John Cline  
Carol Cline  
Chuck Collier  
Pam Collier  
Jennifer Cook  
Ken Copeland  
Donna Copeland  
Carol Corbin  
Erin Corbin  
Helen Cornett  
Rebecca Cottrell  
Lee Cox  
Debra Crow  
Paul Davison  
Julia Davison  
Valerie Devine  
Tom Dillard  
Fannie Dillard

Willie Dillon  
Bob Drummond  
Valerie Drye  
Susan Duncan  
Juli Dwiggin  
Kathy Eble  
John Erickson  
Jo Erickson  
Martin Ericson  
Kim Everhardt  
Doug Fairweather  
Ruth Fairweather  
\*Karen Fernandez  
\*Jami Fischer  
\*Matt Fischer  
Brad Fisher  
Dawn Fisher  
Regina Forsyth  
Don Foskey  
Nancy Foskey  
David Friday  
Roxanne Friday  
Sue Gelarden  
Bob Gerard  
Rosalyn Gerard  
Stella Goodman  
Donna Goodwin  
Kim Gordick  
Jean Gordick  
Heather Griswold  
Charlotte Grossman  
Dona Gunn  
Clay Hair  
Woodson Hair  
Bill Harris  
Esther Hauber  
Mickey Hayes  
Buddy Hilbush  
Hagan Hilbush  
Julia Hill  
Ruth Hoffman  
Tom Holder  
Mary Holder  
Andrea Holding  
\*Andrea Holdren  
Janet Hollopeter  
Warren Hollopeter

Kristen Hornung  
Russ Hoyser  
Becky Hoyser  
Jo Hunter  
Nancy Hunter  
Mark Jasmine  
Mary Jasmine  
Jana John  
Drew John  
Tom Jones  
Regan Kearns  
Sharon Kearns  
Gwen King  
Teka King  
Buddy King  
Andrea Klauss  
Debbie Lewallen  
Dick Lewis  
Barbara Lewis  
Jane Liles  
Garen Livingston  
Betty Sue Lockhart  
Dennis Lockney  
Norma Lockney  
\*Tina Luckey  
\*Andre Lussier  
\*Eileen Lussier  
Michelle Malmquist  
Cheryl Marsh  
\*Hilda Marshall  
Ceil Matula  
Steve Matula  
Tammy Matula  
Michael McCarthy  
Jeanne McCarthy  
Betty McCrary  
Mike McDonough  
Pat McDonough  
Barrington McFarlane  
\*Charles McKinley  
David Millar  
Jan Millar  
George Monroe, Jr.  
Deborah Monroe  
Shane Moore  
Henry Mork  
Kim Mork

Jonathan Moyes  
Karen Moyes  
Guy Neal  
Kay Nixon  
Wayne Nixon  
Catherine Norman  
Mark Novasad  
Pam Novasad  
Scott Padgett  
Teresa Padgett  
Robin Patterson  
Stephanie Patterson  
Jeffrey Phillips  
Elizabeth Prichard  
Clement Ramdin  
Nancy Ramdin  
\*Michael Reedy  
Jerry Ridenhour  
Virginia Ridenhour  
Henry Riley  
Margaret Riley  
Kevin Riley  
Suzy Riley  
Anna Robinson  
Mark Robinson  
Karen Robinson  
Elizabeth Rogers  
Alison Russell  
Kayla Russell  
Scott Russell  
Frank Russo  
Brian Sapp-Moore  
Shane Sapp-Moore  
\*Jennie Sass  
\*Ron Sass  
Ron Seabolt

Richard Sexton  
Cheryl Sexton  
Matt Shorter  
Amy Shorter  
Charles Simmons  
Gina Simmons  
Bob Simpson  
Beth Simpson  
Ben Smith  
Don Smith  
Alice Smith  
Hilary Smith  
Debby Smith  
Jerrod W Smith  
Elizabeth Solomon  
Ericka Southworth  
Jane Spangler  
Bill Speer  
Elizabeth Speer  
Doug Spreen  
Denise Spreen  
Win Springs  
Amy Spunich  
Mike Spunich  
Michael Staup  
Katie Staup  
Barbara Stavitsky  
Joe Stegman  
Debbie Stegman  
Alice Sumner  
Jan Sutton  
James Swann, Jr.  
James Swann, Sr.  
John Teeter  
Dorothy Teeter  
\*Jon Ter Poorten

\*Mary Anne Ter  
Poorten  
Kevin Thayer  
Melissa Thayer  
Frank Torrey  
De Torrey  
Scott Trott  
Brenda Trott  
John Troutman  
Jean Troutman  
Fred Trull  
Jill Trull  
Karen Urbanski  
Joanne Vance  
Bryan Vogler  
Lorraine Warner  
Fred Weber  
Judy Weber  
Lilian Welch  
Patricia Wenrich  
Russell Wenrich  
Dick Whitfield  
Jackie Whitfield  
Henry Wiley  
Betty Wiley  
Robbo Williams  
Patty Williams  
Larry Williamson  
Joan Williamson  
Donna Wilson  
Judith Wilson  
Len Witke  
Pat Wydra  
Susan Yelton

\*Denotes new Canonical members

## All Saints' Episcopal Church

### STATISTICAL REPORT

	<u>2015</u>	<u>2016</u> (51 Sunday Services)
Holy Communion-Sundays	152	155
Holy Communion-Weekday	35*	28*
Holy Communion-Other	14**	9**
Holy Communion-Private	64***	49***
Number of Communion Administered	12,348	10,478
Morning Prayer Services-Weekdays in Lent	24	24
Other Services	57	23
Baptisms	8	9
Marriages	3	1
Burials	5	9
Number in Attendance (All Services)	13,557	12,480

\* 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>2015</u>	<u>2016</u>
By Baptism	8	9
Confirmation / Reception	4	22
By Transfer	29	11
Reactivate	0	0

#### Membership

Baptized (Child)	67	71
Baptized (+16)	32	35
Confirmed Communicant	300	294
Other Active	98	106
Prospects	76	52
Total	573	558

#### ALL SAINTS' EPISCOPAL CHURCH 2015 ANNUAL REPORT DATA GATHERING

**Baptisms:** We welcome into the body of Christ the following persons baptized in 2016:

Liza Jane Lee - Jan. 31

Jackson Wyatt Reid - May 15

Annabelle Kayleigh Reid - May 15

Jennifer Randall Sass - May 15

Chloe Maykayla Johnson - July 24

Joshua Roy Johnson - July 24

Thomas Michael Parker - July 24

Olivia Annabelle Laquerre - Nov. 6

Elijah Pearson Fischer - Nov. 6

**Confirmations and Receptions:** We welcome the following people who were confirmed and received in 2016:

Michael Reedy	Tina Luckey
Alan Campbell	Matthew Fischer
Celeste Campbell	Jami Fischer
Karen Fernandez	Andrea Holdren
Patricia Grisct	Hilda Marshall
Steve Parker	Rob Sass
Jennie Sass	Tiffany Fulton
Tommy Jones	Steve Fulton
Lauren Spunich	Charles McKinley
Eileen Lussier	Jonathan Ter Poorten
Andre Lussier	Maryanna Ter Poorten

**Transfers to All Saints:** We welcome the following people who joined All Saints' in 2016:

Ronald Sass	Arlyn Miller
Anne Zimmermann	Stephen Douglas Parker
Rob Laquerre	Gilbert Small
Jennifer Laquerre	Judith Small
Mary Frances Burkett	Joseph Dweh
Charles McKinley	

**Transfers from All Saints:**

Dr. Scott Trufant	Yvone Darby-Gilkes
Sally Trufant	Denise Badgett
Anthony Kombol	Alf Badgett
Phyllis Kombol	Shawn Hartsell
Rodney Armstrong	Duncan Belo
Judith Armstrong	Amy Rose Cecil
Mary Reese	Robert Vance Morris
Wayne Fowler	Patricia Grisct
Pamela McVicker	

**Marriages:**

Jodi & David Quiroz

**Burials:**

John Edwards Yelton  
Ruth Gaynor Carlton  
Robert Bobby Arthur  
Cary Smith Russell  
Lee Goodman  
Mary Elizabeth Thomas Springs  
Sue Witke  
Janet Kay Novinger Harris  
Marshall Smith

**2016 Annual Parish Meeting Minutes  
All Saints' Episcopal Church  
Concord NC**

**January 31, 2016**

**Call to Order:** Meeting was called to order at 10:28 am by Kim Gordick, Clerk of Vestry.

**Presentation of List of Canonical Members:** by Kim Gordick, Clerk of Vestry to Chuck Collier, Senior Warden. Moved to accept by Joe Hunter, seconded Frank Torrey. Carried Unanimously.

**Minutes of Annual Meeting, January 25, 2015:** Motion to accept made Wayne Fowler seconded Joe Hunter. Motion carried unanimously.

**Senior Warden's Report—Chuck Collier**

Chuck gave an update on Nancy and reports that she is improving but slowly. She appreciates everyone's prayers, meals and kind sentiments.

Chuck thanked Tricia DeBeer for stepping in and leading us in Nancy's absence.

Chuck reviewed the year of our church with many losses and tragedies and referenced the Apollo 13 movie.

Chuck reviewed the ways the church is reaching out to the community: Lockhart Early Learning Center which was just awarded a \$24,000 grant to grow into literacy training, materials for teacher and continuing education for the teachers. Also, our beautifully well maintained facility allows for other to raise money for the community. Our space is also being used for AA meetings. Cabarrus partnership for Children had their annual meeting here.

February Vestry retreat adopted the "Invite, Welcome, Connect" mantra. Invite activities include using postcards to hand out for Easter and Christmas Eve services. He states that the newcomers to our church report that they feel welcome immediately. The church hosted a seminar with Mary Parmer titled "Invite, Welcome, Connect".

Chuck discussed changes in the office with staff changes. He reports Tammy Matula will take over as Business Manager and Hannah Crone will be a 28 hour/week parish administrator. There will not be a hire of an assistant rector this year due to lack of financial resources. We hope to be able to have the funds to be able to hire someone in summer of 2017. \$16,000 has been set aside to hire a part time youth director this year stating this is the best we can afford right now.

**Financial Report—Hilary Smith:** Summary of 2015 Budget presented with total revenue of \$731,934 and a variance of \$8,399 and expenses \$711,714 with a variance of \$52,757.

Hilary reviewed the Proposed 2016 financial plan and anticipated income and expenses with income of \$700,407 and expenses of \$710,170. This will cause a deficit of \$9,763.

Motion to accept the financial report made by Martin Ericson, seconded by Lee Cox. Motion carried unanimously.

**Introduction of vestry candidates:** to Chuck Collier by Jerrod Smith

**Slate of Nominations for Vestry Service:** *Mike Elam, Sue Gelarden, Chris Charest, Bruce Heckert, and Bob Simpson* are presented as candidates for service. Motion to close nominations and elect the slate by acclamation made by Mike McDonough, seconded by Ben Smith. Passed unanimously.

**Installation of New Vestry Members-** blessing of 2016 vestry by Rev. Tricia de Beer

**Other Parish Reports:** Motion to accept remaining parish reports as written in the annual report made by Debby Smith seconded by Win Springs. Unanimously approved.

**Parish Discussion:** Chuck asked congregants to pair up and discuss the following: *Who has been a witness/example to you in the last year in the ministry and mission of our church?*

Congregants were then asked to form small groups and discuss the following: *How do you want All Saints' to be a witness in this community in 2016? What are your hopes for us?*

**Recognition of Outgoing Vestry Members and Parish Leaders—Chuck**

Chuck recognized Richard Billings for his work as treasurer for past two years and welcome Robbo Williams as incoming Treasurer.

Emily Badgett, Jerrod Smith, Ragan Kearns, Len Witke, and Scott Russell complete their service today and were thanked for their hard work and time.

Ragan (speaking on behalf of the vestry) thanked Chuck for his tireless work on behalf of this church over the past year and presented him with a painting of the church.

**Adjournment-** With no further business; meeting adjourned at 11:44 by Kim Gordick, Clerk of the Vestry.





# **Ministry Information**

## RECTOR'S REVIEW OF 2016

*Now you are the body of Christ and individually members of it. 1Cor 12:27*

This past year has been a living testimony to the truth of Paul's words to the Corinthians written two thousand years ago. The church is the body of Christ and each of us has a part to play. As 2016 opened, Chuck Collier, Senior Warden, was serving as the "Ecclesiastical Authority," with the Reverend Tricia de Beer providing priestly and pastoral ministry. This persisted through April. During this time, the vestry's leadership was evident in many ways. The most important activity was unseen by most people: the vestry was in hourly prayer for the parish and the recovery of the rector.

In January, snow required rescheduling Bishop Lee's visit. "Flat Nancy" made her appearance and was subsequently present at many parish events. The vestry held a one-day retreat and committed themselves to the hard work of helping the congregation grow, not only in grace, but also numerically. February inaugurated "After Dark at All Saints'." Fundraising for outreach continues to require creativity and organization, but yields more than simply financial support of our ministry partners. Friendships are made, newcomers connected and the community sees us at work. Other fundraisers during the year included Grapes for the Saints, Tour de Saints and pie/casseroles sales for Haiti relief.

In May, I returned part-time. In briefings from the vestry and lay leaders I heard again and again "we are a different parish than the one you left." One delightful observation was the number of new faces on Sunday morning. On the recommendation of Tricia and others, the vestry began the process of claiming a new purpose statement, being clear that the statement on our sign "All are Welcome" means *All* Are Welcome. Vestry retreats in June and July brought consensus around four summary words: INVITE-NURTURE-SERVE-GROW. These were presented to the congregation at "All parish" meetings in August.

Grants from the Cannon Charitable Trust and the Diocese of North Carolina made possible replacement of outdated HVAC units in the office and sanctuary. The sanctuary replacement required us to be out of the nave for five weeks. This provided an opportunity to reduce the number of floor level changes in the choir loft and also to make much needed adjustments in the audio system. NCDOT took possession of the land at the "point" and the compensation has been invested to create an endowment for the gardens of All Saints. A design for pathways through the wooded area above the sanctuary is in the process of being implemented. Thank you to Len Witke, John Erickson, Chris Charest (vestry liaison) and the Building and Grounds Team.

All Saints' had also received grants and donations for a hearing loop. Unfortunately, many months were spent chasing stray EMI (Electro-Magnetic Interference) with little effect. We enlisted the assistance of the Electric Department of the City of Concord. After a number of adjustments, including replacing the main trunk line and transformer, they were able to reduce the EMI to acceptable levels. In February 2017, the hearing loop will be installed in both the nave and the choir loft.

The six fall offerings in Adult Education covered a wide range of interests. National events brought greater clarity regarding the difference between civil religion and the radical message

of Jesus Christ. In addition, events in Charlotte and beyond highlighted the depth of racial division in this country and the need for concrete action toward racial reconciliation. Eleven parishioners attended the diocesan workshop “Seeing the Face of Jesus in the Other” and parishioners are gathering together in a racial reconciliation task force in 2017.

The Women’s Ministry continued with the fall evening gathering and the women’s quiet morning, offered this year in conjunction with the Advent music conference “Preparing the Way” led by Ana Hernandez. The choir offered requiem mass as part of our All Saints’ Day celebration. The parish also hosted a Thanksgiving Day dinner for the first time in many years. Prepared by a team led by Susan Yelton, this offered a place to be with others on Thanksgiving, wonderful conversations and delicious food. Donations in excess of expenses were sent to Haiti, providing an opportunity to extend the blessing. The worship of the Christmas season was especially meaningful to me as I was unable to be present last year.

In the 2015-16 school year, the Lockhart Center (LELC) was brought into the Headstart program and linked more closely to the other preschool classrooms in Cabarrus County Schools (CCS). The support services for literacy and English education remain critical to the success of this program and would benefit from additional volunteers.

The 2016 budget reduced the staff of All Saints’ by one and one-half full time positions. The half time position of Assistant Rector was eliminated; the full time Parish Administrator position was reduced to half time. The Director of Children and Youth position was reduced to half time and advertised for six months. By June that position was still unfilled. Creative thinking moved Tammy Matula into Office Manager & Coordinator of Children and Youth Ministries, Hannah Crone as Church Administrator and Brian Sapp as Director of Music & Communications. Deacon Vern Cahoon was reassigned to All Saints’ in the summer, coming on full time in September. His primary ministry is with elders. He leads the nursing home visitations and is seeking more volunteers to expand this ministry. While All Saints’ is blessed with a very talented staff of dedicated professionals, an assistant rector remains an urgent need.

Through 2016, the work of making All Saints’ an *intentionally* inviting community continued. Tackling the challenge of INVITE WELCOME CONNECT, intentional invitations were issued for Easter, VBS and Christmas; the Greeter team welcomed a new leader and new greeters and the Newcomer Team offered quarterly “meet and greet” coffees for newcomers and actively worked to connect them to the parish and to ministries. The Senior Warden offered quarterly updates to the parish, complete with popcorn. Every person in the parish received a new All Saints’ T-Shirt, making it possible for us to be “seen” when we participate in events outside the parish, for example Crop Walk. Through the year, parishioners presented “Heart Talks” on what All Saints’ means to them. We heard from people who had been at the church for many years, and those who had just arrived, those who had the wisdom of years and those who brought the enthusiasm of youth. What a blessing these stories contained.

All Saints’ hosted more community meetings in 2016. In addition to AA meetings, work with the Literacy Council and monthly meetings of Serenity House Ambassadors, we also host meetings of the Cabarrus Partnership for Children and in 2017 will host an intervention program for those engaged in domestic violence. Recognizing the needs beyond the Lockhart Center, the All Saints’ Early Learning Foundation expanded their focus to include the other preschool classrooms of Cabarrus County Schools. Bi-monthly blood drives continue under

Bill Biggerstaff's capable organization and are supported by many parishioners. More participants are always needed.

VBS maintained its weekend format but after three years in Village Park returned to the All Saints' campus under the leadership of Kristin Hornung. Common Morning, Common Prayer (CMCP) also in its fourth year, took us out to local coffee shops and breakfast cafes for prayer during Lent. We will continue with CMCP this Lent. Debby Smith recruited additional team members for pastoral care, and I was blessed as well by this ministry during my recovery. The Faith Based Community Health Program (also known as the Parish Nurse Program) at All Saints' has become an integral part of the pastoral care ministry of this parish. Becky Bahn, who took on coordination of the columbarium in 2015, reviewed and organized the files, as well as updated policies and procedures.

Volunteers make much of the work at All Saint's possible. Regina Forsyth continues to be a valuable volunteer in the office, preparing weekly bulletins, calendars and the slide show for the parish Hall. Ken Copeland creates the 9 am service slide show, and many people share their time and talents at the welcome desk each day. Vic Clark continues his faithful service in the business office (Vic was Treasurer at ASEC for nearly a decade). Thank you to Robbo Williams for serving as our treasurer for 2016 and welcome to Gil Small as the new Treasurer.

Thank you to those who completed vestry terms this year: Chuck Collier, Woodson Hair, Roxanne Friday, and Debby Smith. Woodson Hair's enthusiasm has been a delight for three years. Roxanne Friday has offered a wonderful contemplative spirit to our vestry. Debby Smith returned to vestry to fill an unexpired term. Her ministry brought organization, cooperation and coherence to the pastoral care ministry of this parish. Chuck Collier accepted a second term as Senior Warden, faithfully leading this parish through challenging times with grace and humor.

I celebrated twenty years of ordained ministry January 8, 2016. Thank you to the parish for the stole and gift certificate, and to Nancy and Don Cole for the banner. Jazzmine graduated from high school and headed to yes, Oklahoma University. 2017 promises to be busy. The twins will graduate in May and Sam and his fiancé Caddie are planning a wedding for July. The assistance from the diocesan staff has been gratefully appreciated. Thank you again to the vestry and parishioners for their support and a warm welcome to all those who came to All Saints' in 2016. In the body of Christ, I believe that God has given us all we need to meet the challenges put before us.

*Respectfully submitted, Nancy+*

## SENIOR WARDEN'S REPORT

This year has gone by so very quickly. It's amazing that we're gathered here again for our annual meeting. So many things have challenged us this year, and we've been changed as a church community. You remember when we were here last year; Nancy had been injured in a car accident, and suffered from a traumatic brain injury. For several months, we didn't know when she would be able to return to us. At that time, the Rev. Tricia de Beer was a wonderful priest for us. And we were blessed to have just hired Tammy and Hannah in the office. Throughout this entire time the vestry and all of you prayed for Nancy's healing and for our church.

Our Lord has answered our prayers and has richly blessed us this year in so many ways. The power of the Holy Spirit has changed us as individuals and as a community, calling us into new ministries and new ways of caring for others. Members have stepped forward to support the life of the church in significant ways. Many outside our church wondered if we would be able to weather the challenges that we faced during Nancy's absence and her recovery. Some of them wondered if people would leave or if people would stop participating, or whether members would withdraw their financial support. None of those things happened. Not only did we perform better financially than we had planned in 2016, our pledges for 2017, exceed those of 2016. God has richly blessed us this past year.

You may not have noticed all the capital improvements we accomplished around our church this past year, because some of them are behind the scenes:

- We replaced the heating and air conditioning in the office area with a more energy efficient system.
- We also replace the heating and air conditioning system in the nave. We expect these two changes to save us money in gas and electric bills long into the future.
- Of necessity, we replaced an aging telephone system with a new system with greater capability.
- For safety reasons, we raised the floor in the choir loft and installed a very attractive rail across that area. I think I can hear the choir better now.
- We added eight fans in the Pavilion to make it more usable in the summer for Vacation Bible School and other warm weather activities.
- We enhanced the beauty of the bell tower garden and fixed some drainage issues.
- We planted trees in the patio outside the Welcome Center and Nave to make the approach more inviting and welcoming.
- We installed energy saving LED lighting in several locations inside and outside the church.
- We upgraded the audio systems in the parish hall and nave to improve our worship experience.
- We are in the process of developing walking trails through the trees and areas for meditation in the area behind the nave.
- In February, we will install a long awaited Hearing Loop in the nave to enhance the worship experience for many of our parishioners who have hearing aids.

This past year has been a busy one in improving our physical plant and grounds. We have been able to complete these projects through gifts from the congregation, grants from the diocese and the Cannon Trust as well as from the financial contributions of members of the parish.

We have seen growth in parishioners' involvement in ministries and activities. Our programs are thriving. We launched a new website, have an active communications team, and have expanded our digital presence. We have also begun literacy training for parents of our students in the Lockhart Early Learning Center. The Stephen Ministry has just started another training class this year to provide one-to-one Christian care to people who are hurting in our congregation.

As we look toward the future, we will live into our words of action: INVITE – NURTURE – SERVE – GROW. Together, we will develop just what we need to make them real inside and outside our church.

It has been a distinct privilege and pleasure for me to serve as your senior warden. And I thank you for all your prayers and support you have given me. May God continue to bless us all in this place and let us go out and bring others in to know the grace and love of our Lord Jesus Christ.

*Respectfully submitted, Chuck Collier*

### **ACOLYTES**

All Saints' is blessed to have 25 acolytes who support our clergy during worship services. The acolytes are youth 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 for the 11:10 worship service, and Matt Fischer serves as coordinator for the 9:00 am service.

Each acolyte is assigned to a team of 3-4 youth which is responsible for one service each month. We are currently recruiting new acolytes, and we will provide training and additional support this spring. The coordinators 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](mailto:helmsfarm@gmail.com).

Thanks to the staff and congregation of All Saints' for supporting our acolyte program.

*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 so 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 Catherine Ackiss, Rebecca Bahn, Valerie Devine, Sue Gelarden, Debbie Lewallen, Garen Livingston, Donna Wilson and Alice Smith. Please contact Alice Smith if you would like to join us.

704-932-3241 [alicefaisonsmith@gmail.com](mailto: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 Dwiggins, Teka King, and Becky Hoyser. Other members are Kay Nixon, Betty Wiley, Carol Bentley, Joan Williamson, Pat Black, Carol Cline, Jeanne McCarthy, Sheila Jones, Pam Novasad, Beth Simpson, Barbara Stavitsky, Ben Smith, Pat McDonough, Gwen King, Jane Liles, Buddy King, Brenda Trott, Janet Holloper, Liz Rogers, Fran Burkett, Catherine Ackiss, Jo Erickson, Jane Spangler, Ruth Bratton, Joanne Vance, Garen Livingston, Jan Millar, Barbara Lewis, Mickey Hayes, Russ Hoyser. 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 welcome anyone to join us and would like to add another team this year. Please consider contacting a member of the guild to let them know you are interested in serving. Any of our 36 members will be delighted to talk with you.

*Brenda Trott, Altar Guild Chairperson*

## **BENEVOLENCE COMMISSION**

The Commission, which was created to deal with special outreach funding outside the normal operating budget, 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.

Funding comes from 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's needs.

The balance currently in the account as of the end of October is \$ 7278.11

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.

*Joe Hunter, Acting Secretary*

## **BUILDINGS AND GROUNDS MINISTRY**

This last year was a unique year as it related to the number and type of projects accomplished at All Saints'. There is always a long list of work tasks that needs to be accomplished in a church facility that contains nearly 50,000 square feet and with portions of the buildings dating back to the 1970's.

In an effort to address the very old and highly inefficient heating and air-conditioning systems in the main church nave, the choir loft and the administration offices, requests for grants were made by the church to the Cannon Trust to help pay for this work. Two grants were received which allowed for the replacement of the units serving all these areas and the actual work was completed in two phases with the second phase being completed in November. Though somewhat challenging to install, the new units will, over time, reduce energy consumption in the related facilities and reduce the church's ongoing electricity bills. Another positive fallout from the replacement of the HVAC units that served the church nave was the need to remove the old system's pad mounted equipment that existed in the playground. When this was done, the playground gained more space in which the children can play.

In addition, new LED light bulbs have been installed in the church Nave, portions of the Welcome Center and in a portion of the outdoor overhang in front of the Welcome Center and the entry to the Church. The last two original dimmer switches in the Parish Hall that were not working were replaced with new more user-friendly dimmers.

Lee Cox, John Erickson, John Cline, Brad Fisher, Chris Charest, and other volunteers raised a significant portion of the Choir flooring so that most everyone will now be on one level when singing. In addition, a new wooded handrail designed by Jim Williams was added to the Choir loft.

A new phone system was installed to serve the church offices and the Welcome Center help desk. It replaced a system that was malfunctioning on a regular basis and could not be repaired due to its age. Also, with gifts made especially for this purpose, improvements were made to the sound systems in the church Nave and the Parish Hall to improve the quality and effectiveness of both systems. Modifications to the projectors in the Parish Hall were also made during this upgrade.

Outdoors, much work has been accomplished in the Columbarium garden and other garden areas on the grounds by the Garden Committee led by Shelley Williams and Mark Robinson. In addition, a new project has been begun to create a walkway through the wooded area north of the children's playground to make better use of that area. The area storm-water drain by the Pavilion was lowered so it can now properly drain the grass area by the Pavilion. A portion of the sidewalk had to be removed and replaced in order to accomplish this work. A utility shed was constructed by Warren Hollopeter and his son Noah near the loading dock. They contributed their labor to the effort and a portion of the materials. This shed will provide much needed garden implements storage.

As part of an effort to determine what is causing a stray electrical current on the grounds of the church, the City of Concord replaced the pole mounted transformer, the underground wiring and the pad mounted transformers near the loading dock. These units were old and needed to be upgraded, and we are thankful for the city's response. While not fully resolved, we have determined that the background is low enough to proceed with installation of the hearing loop in 2017.



Much was accomplished in 2016 through the efforts of contractors and volunteers. The Buildings and Grounds Committee and the Garden Committee meet monthly to discuss and plan needed work projects. Typically, on the third Saturday of each month, a work day is held to accomplish the projects. Additional adult and youth volunteers are always welcome on the work days which include some fun work activities, opportunities to get to know your fellow parishioners on a more social level and to learn how to work with tools or do something new. Following a few hours of work, a tasty lunch is provided as a thank you for the efforts of the volunteers.

In 2017, this ministry hopes to plan and accomplish the following initiatives;

- Prepare a detailed assessment of the church facilities beginning with the older elements of the facility including the outdoor facilities. This information will be used to help develop a capital projects strategic plan to be used by the church going forward. The plan will incorporate both immediate and long range projects and related cost estimates for this work.
- Replacement of the decorative “lollypop” wood units that occur on the exterior of the buildings near or at each column and gutter downspout. This will be done in phases as funds allow and as need demands.
- Repainting of most of the dark wood trim and columns that are part of the building complex.
- Repair of the roof and repainting of the Bell Tower.
- Assessment of and planning for the long term replacement of the church steeple.
- Installation of a set of stairs from the rear gate of the Columbarium up to the raised portion of land that is being developed as a walking garden area at the rear of the church.
- Phased repaving of the older parking lots.
- Provision of new exit hardware on all of the existing exit doors that serve the church Nave.

*Len Witke and Chris Charest*

## **CHILDREN AND YOUTH CHRISTIAN FORMATION**

This past year has continued to be one of transition for Children and Youth. During the summer, the Diocese provided All Saints’ with assistance from Amy Campbell, a diocesan youth minister. Amy was instrumental in guiding the church through re-evaluating and exploring options for youth leadership.

During the summer of 2016, Tammy Matula transitioned from being the Business Manager to the Coordinator of Children and Youth Ministry as well as the Office Manager for All Saints’. In 2016, budget limits necessitated changing the full time Youth Director Position to a part time Coordinator position.

Hilary Smith and Janet Holloper continue to teach Catechesis I, and Jerrod Smith was joined by Amy Hine to teach Catechesis II. Jane Armitage was on sabbatical. Kristin Hornung, De Torrey and Kay Boland continued using the Re:Form program with our 4<sup>th</sup> and 5<sup>th</sup> graders. Michael McDonough, Teri Jones, Cheryl & Richard Sexton, Matt Fischer and Fran Burkett rotated teaching the Middle School and High School classes on Sunday mornings.

After a three year trial, it was determined that the August heat was not conducive to VBS in the park. In 2016, VBS was once again held at the church with a celebration picnic at Village Park to kick things off. Kristin Horning did an amazing job with a group of fabulous volunteers who led our children through Surf Shack VBS. Twenty five children participated.

We had a wonderful picnic on All Saints' Day complete with a large inflatable obstacle course and face painting. Some of the older children also participated in special events including a field trip to see *The Best Christmas Pageant Ever*, and they also had an opportunity to raise money through trick or treat for UNICEF. We had planned a new tradition of meeting St. Nicholas, singing carols and riding the train at Village Park. Alas, the rain changed those plans, so St. Nicholas bought a Lionel train to the church where the children met him, made ornaments, played games, had hot cocoa, and sang carols.

We ended 2016 with a Christmas Pageant at the Family Eucharist on Christmas Eve. The children processed in while carrying the beautiful new Nativity that was purchased this year. We currently have 32 children officially registered in Sunday school.

*Tammy Matula, Office Manager & Coordinator of Children and Youth Ministry*

### **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:   \$500 (approximately) for Double Niche  
                              \$700 (approximately) for Family Niche  
                              *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 \$300 each.**

*All plaque costs are subject to increase.*

**Please see the Parish Administrator for details.**

*Rebecca Bahn, Columbarium Superintendent*

## **COORDINATOR OF COMMUNICATIONS REPORT**

Beginning in June, Brian Sapp, Director of Music (3/4 time position) became full time with the additional title of Coordinator of Communications.

A Communications Team was created to support the parish. Persons within the team were given specific tasks in light of their individual talents. An important development was the creation of Communications Guidelines, which give specific details and instructions on how publications from the parish are to look in regard to brand. In regard to publicity, descriptions are given to each different medium and the general audience for that medium. A publicity planning grid is also included in the guidelines. It provides questions that may otherwise not be considered in regard to publicity timelines.

Brian now creates service bulletins each week and works closely with Regina Forsythe, who graciously and faithfully develops the Parish Announcement Bulletin each week. Regina also creates the Welcome Center slideshow for each weekend that keeps us all cued into what is going on at All Saints’.

Along with the expertise and tutelage of Matt Fischer, Brian also manages the parish website. Each Thursday at 6 PM the “Weekly Word” is emailed to the parish, informing folks of things that are going on in the immediate future.

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 movement 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.

On the Weekend of June 23-26, 2016, NC Cursillo Weekend #105 was held here at All Saints’, and Joy Barbee, Debbie Lewallen, Garen Livingston, and Benjamin Smith were four

(4) of the thirteen (13) participants. Serving on this Cursillo Team from All Saints' included Valerie Devine, David Friday, Barbara Lewis, Dave and Jan Millar, Charles Simmons, De and Frank Torrey, and Lilian Welch. The next Cursillo Weekend will be held at St. Paul's Episcopal Church, Cary, NC the Weekend of June 8-11, 2017. The Mid Carolinas Interdenominational Tres Dias Community conduct their three-day Weekends at Camp Dogwood, Sherrills Ford, NC. On the most recent Women's #51 Weekend (November 17-20, 2016), Carol Corbin and Jan Millar were on the Servant Team for Christ. Upcoming Spring 2017 Tres Dias Weekends will be March 16-19, 2017 (Men) and March 30-April 2, 2017 (Women).

To learn more about Cursillo or Tres Dias, brochures and other literature are available. Feel free to contact any of the following All Saints' parishioners who have attended Episcopal Cursillo or a parallel movement three-day weekend: Becky Bahn, Joy Barbee, Bob and Pat Black, Fran Burkett, John and Jennifer Carroll, Jeff Clayton, John and Carol Cline, Chuck and Pam Collier, Carol Corbin, Valerie Devine, David and Roxanne Friday, Sue Gelarden, Hyacinth Gilkes, Charlotte Grossman, Dona Gunn, Gwen King, Phyllis Kombol, Debbie Lewallen, Dick and Barbara Lewis, Jane Liles, Garen Livingston, Norma Lockney, Jeanne McCarthy, Dave and Jan Millar, George Monroe, Guy Neal, Darryl Noreen, Jerry and Virginia Ridenhour, Henry Riley, Anna Robinson, Tom Rowlett, Charles and Gina Simmons, Bob and Beth Simpson, Benjamin Smith, Frank and De Torrey, Dorothy Teeter, Jackie Whitfield, Jim Williams, or Donna Wilson.

Periodic gatherings are called ultreyas (a Spanish "*cry of encouragement*"). Episcopal Ultreya has a small but faithful community that meets regularly on the third Sunday evening of the month at rotating Episcopal churches in the greater Charlotte area. All Saints' generally hosts the Sunday afternoon ultreyas, from 5-7PM, in January, June, and September. Contact Dave and Jan Millar for specific location of next ultreya, and to be added to the email distribution list, if you desire. Tres Dias monthly gathering equivalent is sequela ("*sequel to the weekend*"). It meets on the third Saturday of each month at rotating churches in North and South Carolina. All Saints' hosted a morning brunch sequela gathering on December 3, 2016.

The ultreya/sequela and regular group reunion gatherings are open to all individuals who are interested. In the past, a small group of parishioners met during Sunday school hour, alternating in format with sharing and accountability, and Bible study. Would someone accept the call to step "*up to the plate*" to re-connect parishioners within this or similar format? There is little preparation that needs to occur; it really "*runs itself*". In fact, the sharing and accountability group process is an excellent way to prepare an individual to attend a Three-Day Weekend. Please check the All Saints' electronic media for additional information on learning more about this unique and powerful opportunity to grow in our personal relationship with Christ (piety), know Christ more fully (study), and make Christ better known in our daily walk (apostolic action and Christian ministry).

*Dave Millar, Liaison to 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 14 members have taken vows to pray daily and serve in our parish at the will of the Rector.

Our current members include: Catherine Ackiss, Marcia Bremser, Roxanne Friday, Janet Hollopeter, Becky Hoyser, Jan Millar, Deborah Monroe, Virginia Ridenhour, Gina Simmons, Hilary Smith, Dorothy Teeter, De Torrey, and Jackie Whitfield. Gina is our Secretary and Jan Millar remains President until a replacement can be persuaded. Our own Daughter and deacon-in-training, Jackie Whitfield, put her teaching gifts to good use in helping start a new DOK Chapter at Christ Church, Albemarle. Among the new chapter members is Joyce Butler who has transferred from the Mary and Martha Chapter. We have three perspective members of our chapter: Fran Burkett, Gigi Guthrie, and Garen Livingston.

The M&M Chapter meets on the third Thursday of each month. This year we have varied the leadership at our meetings with programs presented on a volunteer basis. On a few occasions we met for food, fun and fellowship rather than a structured study or program. I believe attendance is a little better when that sort of gathering takes place.

Our Advent Quiet Day at All Saints' this year was held the second Saturday in December in conjunction with the music program featuring Ana Hernandez. As a Christmas outreach project, we gathered gift items to fill shoe boxes for Samaritan's Purse. Jan took 22 shoe boxes that we M&M ladies filled with her when her office co-workers participated in a half-day of service on December 14. We learned that all boxes prepared that day would be distributed in Mexico. We hope to make this commitment again this year and perhaps schedule a half day for the Daughters to help at the facility in south Charlotte to prepare the boxes for worldwide distribution.

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*

## **ALL SAINTS EARLY CHILDHOOD FOUNDATION**

This year the foundation continued on its mission to support preschool aged children in poverty. We assisted the Partnership for Children in hosting local and state dignitaries with a visit to the Lockhart Center. We worked with teachers at Cannon School to help fulfill Headstart teacher's wish lists. In the area of advocacy, we spoke at a Cabarrus County School community meeting to stress the importance of increasing funding to expand preschool programs. We worked on creating presentations to be used for future activities, as well as having a series of small fundraisers. We also worked with Cabarrus County Commissioners to declare the Week of the Young Child April 11-16, 2016.

Most of our activity for 2016 was in the area of support for the children in various forms:

- Books were provided to each child at Lockhart Early Learning Center, 3 times for the school year
- Music program was provided at Lockhart

- 2 grants received for approximately \$21,900 to continue music and expand to art classes at LELC
- Working with Page Turners, Literacy volunteers were trained, and readers provided in the classrooms
- Funding provided to the ESL Program at LELC and the Bilingual Preschool
- A meal was provide to 70 people at All Saints for the Curriculum Night
- Teacher appreciation activities were provided
- Volunteers recorded 101 hours of service at several events throughout the year.

We are looking forward to continued growth in the next year. Part of this growth is by having more community members involved in the foundation's activities and planning. We are thankful to the Parish of All Saints for your continued support in our mission. Through your prayers and generosity, you have touched many families in our community.

*Debbie Lewallen, President ASECF*

## **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. Lay persons face the difficult and often subtle task of interpreting the richness of the Episcopal Church's faith in a complex and confusing world. They need the kind of theological education which supports their faith and which also trains them to express that faith in day-to-day events. Many people think that one must be ordained in order to be "*a minister*". The fact is that all baptized Christians are called to be active participants in the church's total ministry. The EfM program is preparation for the ministry to which each of us is called. It is that vocation for which we pray at the end of the Sunday Eucharist: "*And now, Father, send us out to do the work you have given us to do, to love and serve you as faithful witnesses of Christ our Lord*".

The **seminar** group is the nucleus of the Education for Ministry program. A group consists of six to twelve students, and trained mentor(s) meeting weekly over the course of the nine-month academic year (September – May). Beginning this past September of 2016, there is one (1) EfM group that meets on Monday evenings in the all-purpose or community room on the lower level of the All Saints' education wing. This year's group consists of four (4) parishioners in their fourth and final year (Chuck Collier / Russ Hoyser / Jane Liles / Frank Torrey), two (2) year-two participants (Ryan Waters and Christiana Holyer) and five (5) year-one participants (Nancy and Don Foskey, Elizabeth Solomon, Fran Burkett, and Dick Whitfield) embarking on their new EfM journey, with Dave Millar as mentor. The purpose of EfM is for Christians to discern their God-given gifts and act upon them in apostolic action and Christian ministry. The weekly meetings last around 150 minutes, with a typical format including on-board or check-in, discussion of weekly study assignment, break, and concluding with group reconvening for the final ninety (90) minutes of small group dynamics and worship.

Through study, prayer, and reflection, the EfM group moves toward a new understanding of the fullness of God's kingdom. Christian tradition and collective experience are linked by the seminar sessions, where life and study meet. The group is grounded by regular weekly

worship, facilitated by each EfM member on a rotation basis, which is so vital to the life of the group.

Participants are given weekly lesson assignments to study with the help of resource guides and the internet. Each person is responsible for setting his or her own learning goals. You typically spend between two and four hours in study and preparation each week. During the seminar sessions, participants have the opportunity to share their insights and discoveries, as well as to raise and discuss questions which the study materials might pose for them. Through discussion and guided reflection, the seminars furnish an 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. Finally, 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.

Seminar groups work under the leadership of trained mentor(s) who contract to serve as facilitators and administrators. Mentors may be lay or ordained persons. Sue Gelarden and Dave Millar, both past graduates of EfM, have accepted the call to be mentors for any All Saints' groups. You also have the support and encouragement of Rev. Nancy Cox, who has been a past EfM mentor. Tuition for one academic year or cycle in a sponsoring diocese, of which NC is, comes to \$350.00, to be paid in full before the beginning of each academic year. To assist with financial needs, a tuition reduction provision is available on the basis of the total enrollment of the group, along with available scholarship funds.

If any parishioner is considering joining EFM in September of 2017, please contact Sue or Dave or Nancy. But, the best way to learn and know more about EFM is to personally contact any one of our "students" for some one-on-one sharing time. We are working on providing a two-week EfM information session at the Sunday morning education hour, possibly in late spring or summer. Please consult your weekly Sunday bulletin and other All Saints' electronic media for additional details and information.

*Dave Millar, EfM Administrative Mentor*

## **EPISCOPAL YOUTH COMMUNITY (EYC)**

EYC (Episcopal Youth Community) meets on Wednesday evenings and is for All Saints' youth in grades 6-12. Our purpose is to nurture the spiritual growth of our youth so that they may discern and develop their own gifts. Our mission is to cultivate mature Christians who go out into the world glorifying God, joyfully giving and responding to others with grace. Our youth ministry aims to invite and welcome youth so that they may connect with Jesus while learning to develop and share their gifts and talents to glorify God.

On a typical evening the youth gather, play a game, eat together and participate in a program designed to help them grow in relationship with one another, the youth leaders and God. This past year, we have been working on rebuilding relationships following a tumultuous 2015. The youth had a pool party at Rev. Nancy's home during the summer. Then, parents and youth met at the Matula home for a party and a scavenger hunt through the neighborhood to collect food for CCM. The youth also participated in the Cabarrus County Crop Walk and raised \$1000. In the fall, we had a fantastic lock in with 14 youth participating in a Grail Quest. The spaghetti supper fundraiser was an astounding success, and with your help, the

youth raised over \$1100 for their mission trip to West Virginia.

We have an amazing team of youth leaders: Mike Mc Donough, Matt Fischer, Fran Burkett, Thomas Kombol, Tammy Matula and Rev. Nancy Cox. Several parishioners also regularly support youth ministry. Janet Hollopeter, Ericka Southworth and Tina Luckey have been especially active this past year in helping with special events, and many parishioners have graciously prepared dinner for our youth on Wednesday evenings. Thank you for your continued support.

*Tammy Matula, Office Manager & Coordinator of Children and Youth Ministry*

## **EUCHARIST 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: Mickey Hayes, Roxanne Friday, Fran Burkett, Sue Gelarden, Dave Millar, Jane Liles, and Russ and Becky Hoyser. Garen Livingston is also in training. 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*

## **FAITH COMMUNITY NURSING**

Judith Wilson RN, C and Gina Simmons RN, C are volunteer Parish Nurses. We have been available to assist parishioners to understand their medications, provide referrals for resources and follow up care, financial assistance, and transportation to medical appointments and help with other medical needs. Our goal and mission is to serve all in Mind, Body and Spirit. We are not qualified to counsel or prescribe medications. We appreciate the opportunity to help you. We also want you to know that everything is conducted with the utmost confidentiality and privacy.

*Judith Wilson, RN, C and Gina Simmons, RN, C*



## **FINANCE COMMITTEE**

The Finance Committee is comprised of several members of the Parish, the Parish treasurer and a vestry member. The committee meets monthly to review the financial plan and to monitor cash flow of both income and disbursements. The committee acts as a resource to the Vestry by providing recommendations for expenditures of funds and management of church assets. The Committee also assists the treasurer in developing the financial plan for the next year based upon anticipated income and projected expenditures. 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 independent annual audit 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 the 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 the financial transactions of the church, the committee seeks to assure that the physical plant is properly maintained and continues to serve as a place for spiritual growth of the parishioners.

In 2016, the committee worked with the Vestry to complete several on-going projects. In 2015, a portion of the Church’s cash reserves were invested into the Domestic and Foreign Missionary Society Trust Fund for the purpose of generating interest income. In 2016, the income from that investment returned nearly \$10,000. In 2016, another investment of funds, derived from the sale of a small portion of church property to the NCDOT, was invested into DFMS Trust for the purpose of funding the “Gardens of All Saints.” In 2016, the committee also monitor the funding of major projects including the installation of a new HVAC system and renovations to the choir loft.

*Thomas W. Dillard, Finance Committee Chairman*

## **ALL SAINTS GARDEN COMMITTEE**

The Gardens of All Saints are lovingly cared for and regularly maintained by a handful of dedicated gardeners of all abilities and interests.

In 2016, we focused on maintaining existing gardens, planting shade trees in the entry courtyard and exploring options for best use of the wooded and open areas above the sanctuary. The process of applying for (but alas, not receiving) a large grant allowed us to begin putting together a plan for creating a serene wooded area with paths, a learning circle and opportunities for honoring and memorializing loved ones. We have begun clearing areas, laying out paths and dreaming of next steps.

Our committee teamed up with the students of the Lockhart Early Learning Center on a project in 2016. The school received a grant from the Concord Civic Garden Council to

implement a teaching garden. They used the funds to plant lettuces, collard greens and flowers in one of our raised kitchen beds. The children care for the plants and donated enough lettuce to be used for salads on two nights of our Night Shelter schedule in November!

Once again, this summer, church members and CCM clients were able to enjoy the fruits of our labors.....tomatoes, peppers, greens, herbs, onions, etc. grown in the kitchen gardens. Birds, bees, butterflies and other insects continue to discover and make use of the pollinator bed we maintain.

THANK YOU to all those who have put in many or even just a few hours toward planting, maintaining, watering, weeding and LOVING the Gardens of All Saints. All are welcome to join us in our efforts to be good stewards of this beautiful church property!

Please contact Shelley Williams, chairperson, at 60shelleymwilliams@gmail.com if you'd like to help us live into our mission and vision...

Mission: An Episcopal community provides a sacred garden oasis of inspiration and tranquility which is dedicated to feeding, in body and spirit, our community and parish.

Vision: An Episcopal community seeks to create an environment which increases health and wellness for all God's creation, His people and planet, by developing a sustainable relationship with the land, parish and local community.

*Shelly Williams, Gardens of All Saints' Chair*

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

During the 2015 – 2016 school year, Garen Livingston, Elizabeth Solomon and Kris Benshoff began reading to the students at the Lockhart Early Learning Center. We will begin the program for the 2016 – 2017 school year in January. We hope to expand to Long School at that time also.

Nancy Foskey began an adult ESL class for seven parents at the Cabarrus Bilingual Preschool in February, which meets on Mondays and Wednesdays. This class had a summer session and continues to meet for the 2016 – 2017 school year. Frank Torrey and Kris Benshoff taught an ESL class for 5 parents at the Lockhart Early Learning Center on Tuesdays and Thursdays which started in March and ran until the end of May. There were no parents at the LELC this year interested in a literacy class; however there are 17 parents at the Long who expressed an interest in ESL classes. Kris Benshoff started a new Tuesday /Thursday adult ESL class at the Cabarrus Bilingual Preschool in November. She has three students at this time. George Monroe continues to tutor an ESL student at the library.

We held a recruiting meeting at church on Sunday, August 21 and only one person signed up. We had a display at the Ministry Fair and Pam Collier expressed an interest in reading to the Lockhart children possibly as a substitute. We are considering inviting other churches in the Concord area to join us as tutors.

**Mission Statement:** *The mission of Page Turners is to provide opportunities to come together to share and facilitate the joy of reading with members of our communities.*

**Vision Statement:** *A community where everyone has the ability to read well.*

We want to thank the members of All Saints' for their support and prayers during this past year and look forward to the continuing prayers and assistance All Saints' provides to the children and families of the LELC and the community at large. We also thank the All Saints' Early Childhood Foundation for buying a computer and projector to be shared with us and books for the LELC adult ESL students. These were provided by a grant.

*Nancy Foskey (co-captain), Frank Torrey (co-captain) and Kris Benshoff (co-captain)*

## **MUSIC MINISTRY**

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 things and experiences shared among the members of All Saints'.

Over the summer I completed Orff Schulwerk Level III in Guinnett County, GA as part of my continuing education. This was the final level in the Orff Schulwerk, which means I now am a Certified Orff Teacher. I have incorporated concepts and practices from this approach, introducing instrumentation to the children's music program at All Saints'.

I continue to lead four groups on a weekly basis. 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 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 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 each academic semester. This group continues to develop in technique and expressiveness. They have played throughout the year.

Children Making Music, a group for children of various ages, meets on Wednesdays at 5:00 PM and also sings periodically throughout the academic semesters. These children, like sponges, are more than ready to learn more about music and how to be worship leaders. Orff instrumentation continues to be implemented, allowing each child a chance to have an independent role within the group.

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.

We celebrated our patronal feast day, All Saints' Sunday, on November 6. During the 9:00 service we celebrated Holy Baptism. During the 11:10 AM service our patronal feast day was celebrated in a exquisite way by offering a High Requiem Mass. Neil Harmon's setting of the Requiem was offered by the Choir of All Saints' and supported by woodwinds, French horn, harp and organ. Janice Williams returned as soprano soloist. I have to say that this service was perhaps the most gratifying worship experience I've ever led or been part of. 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 whose Christmastime is not necessarily a joyful time. Elizabeth Sullivan, an oboist and professor at UNCC, offered an appropriate poignancy that proved an effective way to set the mood for the evening.

The tradition of holding the Festival of Advent Lessons and Carols at All Saints' in the evening, at 5:00 PM, continued for the sixth year, this time on the Fourth Sunday in Advent. At this hour, amid the candlelight and its shadow, 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. Our own Jami Fischer played violin, which wove the service together by her expressive playing. Donations were collected for RAIN, Charlotte's chapter of the Regional AIDS Interfaith Network.

There were three Christmas Eve services again this year. The 4:00 PM included Children Making Music singing and playing the offertory as well as Abigail Matula playing French horn. The special music for the 5:30 PM service was Vasily Gorkovoy on violin; he played absolutely beautifully, imparting a special individual character to this service. The late service included the Choir of All Saints' as well as Shelley Monroe-Huang playing her bassoon. 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; 2017 is going to be amazing!

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

## **NEWCOMER MINISTRY**

In 2016, 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 28 greeters who serve at the 9:00 AM and 11:10 AM services. They welcome church goers with a smile that starts our transition from the outside world into this 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 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. Many parishioners wrote personalized letters to our visitors, which are included in the welcome bags. If you are interested in serving as a greeter, please contact Jami Fischer at [jcfischer@hotmail.com](mailto:jcfischer@hotmail.com) or 704-615-4026.

The newcomer committee has continued the practices of Invite – Welcome – Connect that we learned from Mary Parmer at the conference in 2015. We continue to use Moo cards, which look like All Saints’ business cards, and post cards to invite people in the community. In 2016, we had 3 newcomer meet and greets to provide newcomers an opportunity to chat with a few members, ask questions and get information about All Saints’. The newcomer committee contacts newcomer to help them get connected at All Saints’. There are many other ways to Invite – Welcome – Connect people to All Saints’. If you have ideas or interest in being a part of the newcomer ministry, please contact Amy Spunich at [amyspunich@gmail.com](mailto:amyspunich@gmail.com) or 704-287-7854.

*Amy Spunich, Vestry Liaison to the Newcomer Ministry*

### **NIGHT SHELTER MINISTRY**

*'Truly I tell you, whatever you did for one of the least of these brothers and sisters of mine, you did for me.'*

This text from Matthew 25:40 embodies the spirit which propels the terrific All Saints volunteers who serve those less fortunate in our community at the Center of Hope Night Shelter in downtown Concord.

In 2016 our parish was called upon for two separate weeks of service where approximately 45 volunteers from All Saints (ranging from individuals and families to small groups and our youth group) helped our community’s homeless by welcoming 30+/- guests each night to the shelter and preparing and serving over 220 home-cooked meals each week. Breakfast food and supplies were also provided for the week. We successfully scheduled our two separate weeks of service to be further apart than what we had previously in 2015. However, we found that it was a bit more difficult to find volunteers for our week in the summer. We will look at the possibility of moving that week closer to spring and keep our fall week where it has always been. We also plan to promote our “shadowing option” for first timers or for those who just want to check out what the volunteer efforts entail. Another idea we look to explore in 2017 is an option for more people to support this mission if they wish by donating funds to help offset the cost of breakfast supplies. Anyone who wishes to get involved or would like any additional information about serving in this ministry is welcomed to contact Jim Williams. Thank you to all the great volunteers and their service to others.

*Jim Williams, Coordinator of Night Shelter Volunteer Meals*

## **NURSERY**

The All Saints' Nursery is committed to giving quality, safe and loving care to all children ages 0 through 3 years. In 2016 Katie Adams, Jane Baker and Sabrina Morgan staffed the nursery. The nursery is open to children 0 through 3 on Sundays during the 9:00 am and 11:10 am service as well as during the Sunday school hour at 10:00 am. The nursery is also staffed during special parish events such as retreats and the Tour de Saints. If nursery care is needed for an event you are planning or wish to attend please notify the parish office.

*Tammy Matula, Office Manager & Coordinator of Children and Youth Ministry*

## **PARISH LIFE**

We are so appreciative of the many parishioners who shared their time and talents to help with all the Parish Life events this year. The different ministries helped with Lenten dinners as well as coffee hours throughout the year. The Maundy Thursday dinner was well attended, as were most meals and events throughout the year. We held three picnics, and for the first time, we had Friendsgiving at all Saints'.

The coffee time hosting will continue to be a blend of ministries serving, but we will also have opportunities available for parishioners who wish to host. Please sign up on the large board in the welcome Center. Parish Life is always looking for new opportunities and ideas of ways that we can get together to build our relationships with God and with each other.

*Hilary Smith, Past Parish Life Coordinator*

## **PASTORAL CARE MINISTRIES**

Pastoral Care is a collection of ministries whose members compassionately tend to many of the needs of fellow parishioners. During 2016, the 15 ministries of Pastoral Care grew in service, membership, and vitality, and provided meals, cards, information, transportation, prayer, Communion, emotional support, shawls, calls, and visits, supporting and encouraging hundreds of individuals.

The prayer shawl ministry, Stitches for the Saints, creates and delivers hand-made prayer shawls to people experiencing illness, grief, or other difficulties. Additionally, the ministry creates and provides baby blankets to newborns in our parish family. Thanks to all of the participants, and to Pat Black and Gwen King for leading the group.

Prayer and visitation teams respond to prayer requests, homebound members, those who are ill or hospitalized, and hurting people both within and outside the parish. The ministries involved in this area are the Prayer Chain, Prayer Teams, Hospital Visitors, and Home Visitors.

The Contact Team of Pastoral Care sends cards with words 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 Sandra Biggerstaff and Pat Wydra for taking the lead on coordinating this, and also to the faithful team members who

Special support is provided by Eucharistic Visitors and Stephen Ministers. Coordinated by Russ and Becky Hoyser, Eucharistic Visitors are trained and licensed to deliver Eucharist to those who cannot come to worship services. New this year is the ministry of Eucharist and worship to area nursing homes. This growing ministry is led by the Rev. Vern Cahoon. Stephen Ministers are a group of committed parishioners who have received extensive training in support and compassionate listening. They are placed in longer-term relationships with parishioners who are struggling. Get in touch with Dorothy Teeter or Barbara Lewis for information.

The Meals Ministry swings into action when one of our own is recovering from hospitalization or illness, or sorting out a new home, or adjusting to a new family member. There are many All Saints' meal ministers who prepare home-cooked meals and deliver them to the homes. All are welcome to add their names to the list of possible meal-preparers. See Liz Rogers for information.

A fairly new ministry at All Saints' is the Parish Nurse Ministry. We are blessed to have two nurses in this growing ministry, Gina Simmons and Judith Wilson. Lives are becoming more stable and healthy through the work of these servants.

And because of the faithful care of ALL of the Pastoral Care volunteers, All Saints' is a compassionate, supportive family circle.

*Debby Smith, Vestry Liaison to Pastoral Care*

## **PRAYER AND CHRISTIAN HEALING AT ALL SAINTS'**

For many people Prayer is a central part of being a Christian. Many opportunities to receive or participate in Christian prayers are present at All Saints Parish. Trained parishioners are available for short intercessory prayer during the 9:00am Sunday Service. Private sessions, 10-30 minutes, for intercessory prayer are available by appointment made through the front office or intercessory prayer team members. The Prayer chain members offer confidential prayers by requests through our All Saints web site, the front office, emails, and personal requests. A Simple healing service lead by lay people and clergy occurs every Wednesdays at noon. If quiet centering prayer is your style then Contemplative Prayer is available on Thursday's at 11am prayer room located in the main church building. Everyone is welcomed to participate in these prayer groups, the subjects of all prayers are always confidential.

*Deborah Monroe, Healing Prayer Coordinator*

## STEPHEN MINISTRY



All Saints' Stephen Ministry consists of compassionate and trustworthy parishioners who share a Christ-centered journey with people who are hurting, both in this congregation and in the wider community. They seek the will of God by being non-judgmental listeners who are growing in awareness of the needs of others and offering God's love as He brings healing. Stephen Ministers are rooted in a personal faith in Jesus Christ, grounded in regular worship and prayer, and guided by confidentiality, respect for healthy boundaries, and a commitment to ongoing training. We do the CARING; God does the HEALING.

Stephen Ministry contributes to the spiritual growth of, not only individual care-receivers, but also our Church and beyond by being an active, inclusive community of all saints, nurturing individuals to grow in Christ, and seeking and serving Jesus in unexpected places (All Saints Core Values).

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.
- Lay people 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.

INFORMATION ON BECOMING A STEPHEN MINISTER can be found in our brochures located throughout the church, or you may ask for more information from Stephen Leaders Barbara Lewis 704-796-7100, Charles Simmons 704-798-8402, Dorothy Teeter 704-785-4747 and Stephen Ministers Don Foskey, Nancy Foskey, Debbie Lewallen, Mickey Hayes, Garen Livingston, Gina Simmons. A new class will begin in 2017 for 50 hours of initial training. Current Stephen Ministers meet for on-going training and supervision twice a month.

*Barbara Lewis, Coordinator*

## STEWARDSHIP

"Whoever sows sparingly will also reap sparingly, and whoever sows generously will also reap generously. Each of you should give what you have decided in your heart to give, not reluctantly or under compulsion, for God loves a cheerful giver. Then you will always have everything you need and plenty left over to share with others. 2 Corinthians 9:6-8  
In our stewardship efforts this year we focused on the theme of Living Generously.

When each of us gives as we are able, together we fund the mission and ministry of our church, our community, and our world. Your pledge to All Saints' helps our vestry plan how



we will meet that goal. Returning a portion of that which God gave us is an important component of a balanced spiritual life, and a tangible way to express our faith.

This year's stewardship brochure illustrated All Saints' Core values and spending priorities in how we seek and serve Jesus in unexpected places; worship in the Episcopal tradition; nurture individuals to grow in Christ; and continue to be an inclusive and active community of faith.

Several members also shared powerful testimony about how their own practices of giving have strengthened their spiritual lives and what it has meant to them personally to be connected into the community of All Saints.

*Karen Urbanski, Stewardship Chair*

## **THE TACKY GIFT CHRISTMAS PARTY**

Each year as we ease into Advent, dozens of friends gather for fun in preparation for the season of serious giving. Here is the history of this hilarious annual event. For at least a few decades there have been a few "Saints and Sinners" events which have endured, as others have faded away. In the late 80s and through the early 21<sup>st</sup> century, the Trulls, the Nixons and the Coggins' took turns in hosting this annual Tacky Gift Christmas Party in their homes. With the addition of our parish halls and the initiation of a Welcome Center, we began hosting the party in the still homey atmosphere of the church's family room about nine years ago.

Adults of all ages gather, usually on a Friday evening in the beginning of December, for a bit of frivolity. Each guest brings a delicious snack to share and a rather unconventional gift to exchange.

In 2016 we had the usual coveted selection Christmas themed hats and musically animated stuffed characters. Some folks wore tacky sweaters that were quite entertaining and festive. The most somber personality just has to giggle a bit as squeals of delight or disappointment ring out with the unwrapping of each package. If you have never been to one, please remember to sign up and join the joyful silliness and true camaraderie of this social event. It's a great way to get to know other members of the congregation in a new and relaxed atmosphere.

*Brian & Michelle Malmquist, Coordinators*

## **USHERS**

In addition to the greeters, the ushers are typically the first people you meet when you enter our church. Our goal is to welcome everyone with a warm smile and a 'good morning' greeting. Ushers are available at each of the three Sunday services on Sunday morning. Ushers provide assistance to the clergy and those attending the services. We also serve at memorials and funerals.

The Usher Ministry consists of four teams. We ended 2016 with only 33 members, so if you would like to serve as an usher (men, women and youth) contact Henry Riley or David Friday. Teams serve once per month and also on a rotating basis for every fifth Sunday.

If you are assigned to Team One, you would serve the 1<sup>st</sup> Sunday of each month; Team Two, you would serve the 2<sup>nd</sup> Sunday etc. This format allows for easier scheduling. We also hosted coffee hour twice during the 2016 year. Please contact Henry Riley or David Friday if you have questions or would like to serve.

*Henry Riley, Head Usher*

## **WOMEN'S MINISTRY**

Women's ministry held four events this year. In the spring, we put together meals in a jar and donated those to CCM. We also traveled to the Galilee Center in Charlotte to take part in the Easter meditation service. In the fall, we had. A lovely dessert night. For Advent, we hosted Ana Hernandez for a Women's Quiet Morning of song, meditation, and prayer.

This year, Toni Hagerman will be leading the women's retreat on April 8th to prepare for Holy Week, and we are planning a program in late summer to gather much needed items for foster children in our county.

Please plan to join us in 2017 for desert nights and our quiet morning programs. Child care is available, and you will be blessed while making new and lasting friendships and serving our greater community. If you would like to help plan or organize future programming, please contact Roxanne Friday.

*Roxanne Friday, Women's Ministry Liaison*

## **WELCOME DESK VOLUNTEER RECEPTIONISTS**

Each weekday, volunteers staff the Welcome Desk, 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 hours 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 De Torrey (Coordinator) or Hannah Crone at [admin@allsaintsconcord.org](mailto:admin@allsaintsconcord.org) for information about being a Welcome Desk Receptionist. Special thanks to Ken Copeland and Nancy Foskey who retired from their posts this year.

*Regular Staff:* Katie Adams, Fannie Dillard, Jo Erickson, Suzy Riley, Jane Spangler, De Torrey, Michael Reedy

*Substitutes:* Catherine Ackiss, Pat Black, Pat Wydra, Valerie Drye, Garen Livingston, Joanne Vance, Bill Harris

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

*De Torrey, Welcome Desk Coordinator*

## WORSHIP

These ministries are essential to providing meaningful and spiritual worship services for the Parish. The ministries provide lay Chalice Bearers, Paten (Bread) Bearers, Lectors and Intercessors for the 8 am, 9 am and 11:10 am Sunday services, plus weddings, funerals, Holy Week, Christmas and other special events. Under the supervision of the Rector, Fred Weber coordinates the scheduling and training of the members of these ministries. Fred meets on a regular basis with the Rector, Clergy and the heads of the Acolyte, Usher, Music, and Altar Guild Ministries to plan the worship calendar, and provide advice and counsel to the Rector regarding worship.

You may wonder why lay people serve in worship services. Isn't that the responsibility of the ordained clergy? In some Christian Denominations the clergy perform all of the reading and serving. However, the Episcopal Church encourages the participation of lay people in all aspects of church life, including worship. For Chalice Bearers, Bread Bearers, Lectors, and Intercessors, All Saints' offers the opportunity to grow spiritually by participating directly in the service. As to Chalice Bearers and Bread Bearers, just being at the altar as the Priest prepares the sacramental bread and wine can be a profoundly spiritual experience. More importantly, Chalice Bearers and Bread Bearers can help create a moving and meaningful worship service for the congregation. Lectors and Intercessors are major players in the worship experience. They bring the scriptures to life by their interpretation of the readings. Voice inflection and emphasis on certain words can literally change the meaning of the scripture in the ears of the listener, and give him or her new insights.

In 2017, these ministries will have two primary objectives. First, increase congregational participation in worship by increasing the number of Chalice Bearers, Bread Bearers, Lectors and Intercessors. "All are welcome" and encouraged to join. Second, have training sessions during the year to orient new participants and build upon the skills of those who currently serve.

Chalice Bearers serve the sacramental wine at the services. They also perform Lector, Intercessor and Acolyte duties as needed. Chalice Bearers may also administer the sacramental bread and wine outside of the church as Eucharistic Visitors. Chalice Bearers must be licensed by the Diocese, primarily because they represent the Church when administering the Eucharist to shut ins "off campus". Congregants who served as Chalice Bearers in 2015 included: Ruth Bratton, Jeff Clayton, Jo Erickson, Wayne Fowler, Sue Gelarden, Jean Gordick, Kim Gordick, Bruce Heckert, Dave Millar, Debby Smith, Elizabeth Solomon, Dorothy Teeter, De Torrey, Frank Torrey, Barrington McFarland, Willie Dillon, Roxanne Friday, Russ Hoyser, Chris Charest and Fred Weber.

Paten "bread" bearers serve the Eucharistic bread at the 9 am and 11:00 services. They must be licensed by the Diocese. Congregants who served as Bread Bearers in 2015 included: Chuck Collier, Sue Gelarden, Eli Helms, Doug Spreen, Russ Hoyser, Elizabeth Solomon and Frank Torrey.

Lectors read the Old Testament lessons, Epistles, Psalms and other readings designated for each service during the Liturgical year. Intercessors lead the Prayers of the People (intercessions) at each service. There is no licensing requirement for Lectors or Intercessors, but special training is required. Most often the Lector who is assigned to a particular service will be the Intercessor as well. However, the two functions can be performed by different

individuals. Congregants who served as Lectors and/or Intercessors in 2015 included: Ruth Bratton, Carol Corbin, Britt Childers, Tim Downing, Valerie Drye, Jo Erickson, Sue Gelarden, Mark Helms, Andrea Holdren, Mary Jasmine, Ragan Kearns, Dave Millar, Debby Smith, Don Smith, Amy Spunich, Frank Torrey, Michelle Malmquist, Karen Urbanski, Brenda Trott, Judith Small, Tammy Matula and Fred Weber.

On behalf of the Worship Ministries I want to offer a special thanks for the ministry of Dave Millar, who retired from serving at the altar this year. Dave has been and continues to be a mainstay of the Worship Ministries. I also want to thank Sue Gelarden, Frank Torrey, and Elizabeth Solomon for always being available for extra duty and helping out whenever and wherever needed.

*Fred Weber, Ministry Leader*

### **SOCIAL SAINTS' ANNUAL REPORT**

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

In 2016 our group participated in Food Truck Fridays and lunches after Sunday worship. The Whitfields hosted a lovely gathering for us to share stories and fellowship in memory of Jennifer Cobb. A couple of us attended the Wild Goose Festival with the Cobb brothers in July and we will forever be changed from that amazing experience.

In 2017 we will have informal gatherings at various church events throughout the year. Periodic Sunday lunches will continue. 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](mailto:su04grad@yahoo.com)) or Brian Malmquist (847-528-0463, [sunset01ss@yahoo.com](mailto:sunset01ss@yahoo.com)) if you would like to know more. Formal gatherings and events will be shared in the bulletin announcements.

*Michelle Malmquist, Social Saints Coordinator*



# **Financial Account Information**

## SUMMARY REPORT – GENERAL OPERATING ACCOUNT

### SUMMARY REPORT – GENERAL OPERATING ACCOUNT YEAR ENDED DECEMBER 31, 2016

#### SUMMARY

The planned deficit for 2016 was \$9,364, however after careful management of expenses and income, the year ended with a much smaller deficit then planned (\$3,404).

#### REVENUE      **Total of \$718,064 compared to a budget of \$700,808.**

1. Pledged income was \$26,254 less than budget.
2. Unpledged income was greater than budget by \$7,668.
3. Trust income was down for the year, ending \$6,719 below budget.
4. All Saints received an unbudgeted amount of \$36,121 in disability insurance.

#### EXPENSES      **Total of \$721,468 compared to a budget of \$710,172.**

1. Clergy payroll costs (including supply priests) were \$22,242 higher than budget. (Refer to point 4 above).
2. Lay employee costs were lower by \$5,484.
3. Property costs were high than expected, ending \$8,443 above budget. This was due to unanticipated major repairs of \$9,619.
4. LELC expense is offset in costs of utilities per our contract with LELC.

#### REPORT of BANK ACCOUNTS

Balances at December 31, 2016

<u>Account Description</u>		<u>2015</u>	<u>2016</u>	Notes
\$	75,455 General Operating account		\$ 100,578	
\$	157,544 Suspense account		\$ 173,316	
\$	52,636 Building Fund account		\$ 8,416	Payments to loan of \$44,220.
\$	1,086 Rectors assistance account		\$ 961	
\$	15,099 Columbarium account		\$ 19,321	
\$	19,186 Memorials account		\$ 23,274	
\$	205,000 Investment at DFMS		\$ 205,000	Funded from Building account of \$30,000, Columbarium account of \$25,000, Memorials account of \$45,000 plus Suspense of \$105,000.
\$	- Investment at DFMS		\$ 32,775	For Gardens of All Saints.
<hr/>				
\$	526,006		\$ 563,641	

**GENERAL OPERATING ACCOUNT**

**REPORT for 2016**

**INCOME COMPARISON**

<b>2015 <u>ACTUAL</u></b>		<b>2016 <u>BUDGET</u></b>	<b>2016 <u>ACTUAL</u></b>	<b>2016 <u>Variance</u></b>
\$ 601,845	Pledged Income	\$ 569,136	\$ 542,882	\$ (26,254)
\$ 31,232	Unpledged Income	\$ 32,000	\$ 39,668	\$ 7,668
\$ 875	Unpaid offering, prior year	\$ 2,000	\$ 3,620	\$ 1,620
\$ 6,760	Plate Offering	\$ 7,000	\$ 7,393	\$ 393
\$ 2,801	General & Miscellaneous	\$ 4,000	\$ 6,574	\$ 2,574
\$ 37,619	Trust Income	\$ 39,000	\$ 32,281	\$ (6,719)
\$ 23,061	Special Fund for Outreach	\$ 21,068	\$ 21,068	\$ -
\$ 7,583	Designated Gifts	\$ 2,000	\$ 2,758	\$ 758
\$ 4,190	Rental Income	\$ 3,500	\$ 2,100	\$ (1,400)
\$ 9,734	LELC Reimbursement	\$ 11,104	\$ 13,884	\$ 2,780
\$ -	Disability Reimbursements	\$ -	\$ 36,121	\$ 36,121
\$ 6,234	Investment Income	\$ 10,000	\$ 9,715	\$ (285)
<b>\$ 731,934</b>		<b>\$ 700,808</b>	<b>\$ 718,064</b>	<b>\$ 17,256</b>

For Income category, brackets ( ), indicate lower income than budget

Plate Offering does not include canonical "First Sunday" offerings

**GENERAL OPERATING ACCOUNT**

**REPORT for 2016**

**EXPENSE COMPARISON**

<b>2015 <u>ACTUAL</u></b>		<b>2016 <u>BUDGET</u></b>	<b>2016 <u>ACTUAL</u></b>	<b>2016 <u>Variance</u></b>
\$ 151,343	Clergy salaries, taxes & benefits	\$ 147,521	\$ 169,763	\$ (22,242)
\$ 177,673	Lay employees salaries, & benefits	\$ 163,310	\$ 157,456	\$ 5,854
\$ 70,422	Diocesan & Seminary Assessments	\$ 67,097	\$ 67,097	\$ -
\$ 183,514	Property & Debt Service	\$ 203,540	\$ 211,983	\$ (8,443)
\$ 53,186	Office & Information expenses	\$ 51,080	\$ 49,393	\$ 1,687
\$ 23,061	Outreach	\$ 21,067	\$ 21,068	\$ (1)
\$ 24,886	Ministries	\$ 19,510	\$ 21,647	\$ (2,137)
\$ 13,324	Christian Education	\$ 18,143	\$ 15,768	\$ 2,375
\$ 5,219	Lockhart Early Learning Center	\$ 11,104	\$ -	\$ 11,104
\$ 9,088	Music programs	\$ 7,800	\$ 7,293	\$ 507
<b>\$ 711,716</b>	<b>Total Expenses</b>	<b>\$ 710,172</b>	<b>\$ 721,468</b>	<b>\$ (11,296)</b>

For Expense category, brackets ( ), indicate higher actual expense compared to budget

<b>\$ 20,218</b>	<b>Net Income less Expenses for 2016</b>	<b>\$ (9,364)</b>	<b>\$ (3,404)</b>	<b>\$ 5,960</b>
Surplus		Budget deficit	Actual deficit	Better than budget

**2015 FUNDS RAISED FOR LOCAL OUTREACH  
DISBURSED IN 2016**

AS Early Childhood Foundation	\$500
ARC	\$100
CCM	\$9557.32
CVAN	\$1,800
Community Free Clinic	\$1,000
Farmers/Hunters	\$750
Habitat Cabarrus	\$721
Meals on Wheels	\$1,300
Regional Aids Network	\$2,137
Salvation Army	\$500
Virginia Theological Seminary	\$1500

**2015 FUNDS RAISED FOR FOREIGN OUTREACH  
DISBURSED IN 2016**

Haiti Fund Inc.	\$4,228.42
Haiti Lumiere de Demain	\$1,423

**OUTREACH INCOME**

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

January:	\$452
February:	\$175 (designated TEO offering)
March:	\$231
April:	\$268
May:	\$431
June:	\$324
July:	\$546
August:	\$189
September:	\$290
October:	\$270
November:	\$459
December:	\$241

**Total First Sunday Offerings:      \$1949**



## **Additional Outreach Gifts During 2016**

The Society of St. Andrew - Lenten Collection	\$868.81
TEO	\$175
Bishop's Discretionary Fund – Confirmation Offering	\$250
Penick Home Village - Mother's Day Offering	\$276.50
CVAN - Men for Change	\$376.32
UNICEF – Halloween Collection	\$42.76
Thompson Home Thanksgiving Offering	\$181
Cabarrus County Crop Walk	\$1000
Episcopal Farm Workers Ministry (Flood Relief)	\$818.80
CVAN (Virginia's Retirement Purse)	\$1940.06
CCM	\$200
Community Free Clinic	\$590.81
Virginia Theological Seminary	\$150
<u>Assistance Fund</u>	<u>\$1430</u>
Total Additional Outreach Gifts:	\$9705.25

## **2017 PLEDGE REPORT**

To date, we have received back 154 pledge cards with 152 pledges for \$564,984.08 and 2 “No Pledge” cards

54 remained the same for a total of \$178,410

60 increased for a total of \$252,157.08 (Increase of \$29,503.20)

19 decreased for a total of \$83,120 (Loss of \$32,896)

11 new for a total of \$24,227

5 returning for \$10,800 (did not pledge last year, but pledged in prior years.)

## **FINANCIAL PLAN FOR 2017 – GENERAL OPERATING ACCOUNT**

### **SUMMARY**

The plan calls for a deficit of \$5,626.

### **REVENUE: Total of \$708,264. Lower than 2016 by \$13,000.**

5. Pledged income of \$568,584. This is higher than 2016 actual pledges received.
6. Unpledged income expected to be \$40,000.
7. Trust income has been set at \$37,500.
8. Investment income has been included at \$15,000 for the year.

### **EXPENSES: Total of \$713,890 compared to 2016 actual expenses of \$721,468.**

5. Clergy payroll costs (including supply priests) are \$11,000 lower than 2016 actual costs. (Increased payroll offset by lower supply priest costs).
6. Lay employee costs are higher by \$9,000. (Fully staffed for the year).
7. Property costs are higher than 2016 by \$11,000. (In contribution to mortgage payments of \$14,000).
8. Diocesan assessment has decreased by \$9,000 for 2017.
9. Outreach donations are lower than 2016 by \$7,000 due to fewer fundraisers.

**FINANCIAL PLAN FOR MISSION AND MINISTRY 2017**

<b><u>INCOME</u></b>	
	<b>2017 PLAN</b>
Pledged Income	\$ 568,584
Unpledged Income	\$ 40,000
Unpaid offering, prior year	\$ 5,000
Plate Offering	\$ 7,500
General & Miscellaneous	\$ 4,000
Trust Income	\$ 37,500
Special Fund for Outreach	\$ 14,180
Designated Gifts	\$ 3,000
Rental Income	\$ 2,100
LELC Reimbursement	\$ 11,400
Investment Income	\$ 15,000
	<b>\$ 708,264</b>

**FINANCIAL PLAN FOR MISSION AND MINISTRY 2017**

<b><u>EXPENSE</u></b>	
	<b>2017 PLAN</b>
Clergy salaries, taxes & benefits	\$ 158,585
Lay employees salaries, & benefits	\$ 166,505
Diocesan & Seminary Assessments	\$ 57,850
Property & Debt Service	\$ 221,865
Office & Information expenses	\$ 50,079
Outreach	\$ 14,180
Ministries	\$ 19,400
Christian Education	\$ 17,626
Music programs	\$ 7,800
<b>Total Expenses</b>	<b>\$ 713,890</b>
<b>Net Income less Expenses for 2017</b>	
	<b>\$ (5,626)</b>
	<i>deficit</i>

**2016 FUNDRAISERS TO BE DISTRIBUTED IN 2017**

Wine Tasting - January 2016	\$1,838.85
After Dark at All Saints – February 2016	\$838.58
Wednesday Night Dinners 2016	\$590.81
Tour de Saints’ – August 2016	\$10,000 (CCM)
Haiti Fundraiser – November 2016	\$3,554.51 (Haiti Fund, Inc.)
<b>Total Above Gifts:</b>	<b>\$16,822.75</b>

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

Christmas Greenery & Poinsettias December 2016	\$2,050.00
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The following is a summary of activity for 2016 on these accounts:

	<b>JH Williams</b>	<b>AB Palmer</b>
Balance as of 12/31/2015	\$393,069	\$136,471
Income distributions received	\$13,556	\$5,183
Change in market value	\$19,357	\$1,671
Distributions	(\$26,930)	(\$11,035)
Security Deposit Contributions	\$2,762	-0-
Balance 12/31/2016	\$401,815	\$132,290

**Note: January 20, 2020 All Saints' will receive principal on Williams Trust**

**JOHN AND CINDY BARNHARDT TRUST:**

All Saints' has a one-fifth (1/5) interest in this trust.  
4/3/2016 income produced was \$8,650.58.  
This trust is managed by the Foundation of the Carolinas.

