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2019 ANNUAL REPORT



**2020 ANNUAL MEETING AGENDA**  
**ALL SAINTS' EPISCOPAL CHURCH**  
**10 AM, JANUARY 26, 2020**

**Call to Order** — Clerk, Kim Gordick

**Presentation of List of Canonical Members** — Clerk, Kim Gordick

**Approval of Minutes of Annual Meeting, 1/27/19** — The Rev'd Nancy L. J. Cox

**Report on Nominations** — Charles McKinley, Chair, Nominating Committee

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

**Installation of 2020 Vestry** — The Rev'd Nancy L. J. Cox

**Financial Report** — Gil Small, Treasurer

- Review of Fiscal Year 2019
- Presentation of Financial Plan for Mission and Ministry 2020

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

**Parish Discussion** — Charles McKinley

*You have heard in today's report that in 2019 All Saints' was set free to serve, grow, and shine. Where are you excited to serve, assist the parish to grow, and shine the light of Christ into the world in 2020? What makes this exciting?*

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

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

**Adjournment** — Clerk, Kim Gordick

## ALL SAINTS' EPISCOPAL CHURCH

### CANONICAL MEMBERS

Anne Alphonso	John Cline	Jack Griswold
David Abernethy	Carol Cline	Charlotte Grossman
Catherine Ackiss	Chuck Collier	Georgianne Guthrie
Barbara Adams	Pam Collier	*Ruth Hanna-Strong
Jane Armitage	Jennifer Cook	Bill Harris
Helen Arthur-Cornett	Carol Corbin	Esther Hauber
Rebecca Bahn	Rebecca Cottrell	Mickey Hayes
Stella Batson	Paul Davison	*Mark Helms
Alice Baxter	Julia Davison	Mary Hendry
David Baxter	Gerry Depken	Buddy Hilbish
Margaret Bennett	Valerie Devine	Hagan Hilbish
Tom Bennett	Tom Dillard	Julia Hill
Al Benshoff	Fannie Dillard	Ruth Hoffman
Kris Benshoff	Ramona Dillion	Tom Holder
Kevin Berg	Willie Dillon	Mary Holder
Rachel Berg	Mary Ann Drummond	Andrea Holding
Sandy Bernacki	Bob Drummond	Andrea Holdren
Bill Biggerstaff	Juli Dwiggin	Janet Hollopeter
Sandra Biggerstaff	Kathy Eble	Warren Hollopeter
Bob Black	John Erickson	Barbara Horne-Stead
Pat Black	Jo Erickson	Kristin Hornug
*Judy Boland	Martin Ericson	Russ Hoyser
Kay Boland	Kim Everhardt	Becky Hoyser
Al Bonnyman	*Chris Farrand	Joe Hunter
Gail Boys	*Katie Farrand	Nancy Hunter
*Randy Brantley	Brad Fisher	Gene Hyde
*Randy Bratton	Dawn Fisher	Sandy Hyde
Ruth Bratton	Regina Forsyth	Nancy James
Mary Frances Burkett	Don Foskey	Jana John
Robert Byrne	Nancy Foskey	Drew John
Rosanne Byrne	David Friday	Tom Jones
Jennifer Carroll	Roxanne Friday	Regan Kearns
John Carroll	Steve Fulton	Sharon Kearns
Marilyn Carroll	Tiffany Fulton	Gwen King
Rebecca Carter	*Dorothy Garrett	Teka King
Carrie Charest	Sue Gelarden	Buddy King
Chris Charest	Donna Goodwin	*Ben Lacy
Winifred Christie	Kim Gordick	*Carol Lacy
Vic Clark	Jean Gordick	Debbie Lewallen
Katherine Clark	Heather Griswold	Dick Lewis

## ALL SAINTS' EPISCOPAL CHURCH

### CANONICAL MEMBERS

Barbara Lewis  
 Jane Liles  
 Garen Livingston  
 Dennis Lockney  
 Norma Lockney  
 Michelle Malmquist  
 Cheryl Marsh  
 Jeanne McCarthy  
 Mike McDonough  
 \*Barrington McFarlane  
 Charles McKinley  
 Benjamin Merrick  
 David Millar  
 Jan Millar  
 Arlyn Miller  
 George Monroe, Jr.  
 Deborah Monroe  
 \*Kevin Morgan  
 \*Sarah Morgan  
 Jonathan Moyes  
 Karen Moyes  
 Kay Nixon  
 Mark Novasad  
 Pam Novasad  
 Scott Padgett  
 Teresa Padgett  
 Dana Parker  
 Jennifer Pendergrass  
 Deanna Phillips  
 Jeffrey Phillips  
 Stephen Phillips  
 Emily Piatak  
 Elizabeth Prichard  
 \*Steve Proctor  
 Clement Ramdin  
 Nancy Ramdin  
 Jerry Ridenhour  
 Virginia Ridenhour  
 Henry Riley  
 Margaret Riley

Kevin Riley  
 Suzy Riley  
 Anna Robinson  
 Mark Robinson  
 Karen Robinson  
 Elizabeth Rogers  
 Karen Rupp-Urbanski  
 Scott Russell  
 Evelyn Sandford  
 Brian Sapp-Moore  
 Shane Sapp-Moore  
 Jennie Sass  
 Ron Sass  
 John Scarborough  
 \*David Scercy  
 Cheryl Sexton  
 Richard Sexton  
 Marie Shipley  
 Matt Shorter  
 Amy Shorter  
 Charles Simmons  
 Gina Simmons  
 Beth Simpson  
 Bob Simpson  
 Alice Smith  
 Ben Smith  
 Debby Smith  
 Don Smith  
 Hilary Smith  
 Jerrod W Smith  
 \*Rita Smith  
 Elizabeth Solomon  
 Ericka Southworth  
 Elizabeth Speer  
 Win Springs  
 Amy Spunich  
 Barbara Stavitsky  
 Joe Stegman  
 Debbie Stegman  
 Courtney Steinberg

James Swann, Jr.  
 James Swann, Sr.  
 John Teeter  
 Dorothy Teeter  
 Jon Ter Poorten  
 Maryanna Ter Poorten  
 Bob Thompson  
 \*Eleanor Thompson  
 Kathy Thompson  
 Scott Trott  
 Brenda Trott  
 Fred Trull  
 Jill Trull  
 Joe Urbanski  
 Joanne Vance  
 \*Lorraine Warner  
 Fred Weber  
 Judy Weber  
 Patricia Wenrich  
 Dick Whitfield  
 Jackie Whitfield  
 Deanna Whitley  
 Frankie Whitley  
 Henry Wiley  
 Betty Wiley  
 Patty Williams  
 Robbo Williams  
 Joan Williamson  
 Larry Williamson  
 Donna Wilson  
 Len Witke  
 \*Kim Windisch  
 Pat Wydra  
 Susan Yelton  
 Anne Zimmerman

**\*Denotes New Canonical Members**

## ALL SAINTS' EPISCOPAL CHURCH STATISTICAL REPORT

	<u>2018</u>	<u>2019</u>
Holy Communion — Sundays	150	153
Holy Communion — Weekday	16*	34*
Holy Communion — Other	8**	17**
Holy Communion — Private	66***	93***
Number of Communion Administered	10,520	11,095
Morning Prayer Services — Weekdays in Lent	18	6
Other Services	34	16
Baptisms	3	3
Marriages	2	2
Burials	7	6
Number in Attendance (All Services)	11,116	12,867

\* 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

<b>Added</b>	<u>2018</u>	<u>2019</u>
By Baptism	7	8
Confirmation / Reception	0	18
By Transfer	7	7
Reactivate	0	0

### MEMBERSHIP TOTALS

Baptized (Child)	53	20
Baptized (+16)	23	56
Confirmed Communicant	267	267
Other Active	93	75
Prospects	81	130
Total	517	548

# ALL SAINTS' EPISCOPAL CHURCH

## STATISTICAL REPORT

### BAPTISMS

*We welcome into the body of Christ the following persons baptized in 2019:*

Gianfranco Ballatore	Lincoln Philip Steinberg
Collin Andrew Maver	Amanda Catherine Weiss
Emma Naleena Scarbrough	Harper Olivia Weiss
Leena Chankul Scarbrough	Nathaniel Brent Weiss

### TRANSFERS TO ALL SAINTS'

*We welcome the following people who joined All Saints' in 2019:*

Amanda Buffa	Eleanor Thompson
Gerry Depken	Kimberly Windisch
Dorothy Garrett	
Ben Lacy	
Carol Lacy	

### TRANSFERS FROM ALL SAINTS'

Jack Ahart	Hilda Marshall
Susan Ahart	Patricia McDonough
Michael DiNapoli	Jeffery Mullis
Lisa DiNapoli	Janis Patterson
Valerie Drye	Anthony Patterson
Jerla Gross	Jan Sutton
Diane Kay Hall	William Stephen Tankersley
Keith Lee	
Heidi Lee	

### BURIALS

Loretta Lolli Black	Dona Gunn
Uldrick Milton Branford	Helen Johnson
Joyce Griffith Butler	Betty McCrary
Dr. Charles Fisher Carroll, Jr.	John Allan Riley

**2019 ANNUAL MEETING AGENDA**  
**ALL SAINTS' EPISCOPAL CHURCH**  
**10 AM, JANUARY 27, 2019**

**Call to Order of 2019 Annual Meeting** made by Clerk, Kim Gordick at 10:05 a.m.

**Presentation of List of Canonical Members** to Nancy Cox by Clerk, Kim Gordick

Motion to approve the list of canonical members made by Frank Torrey seconded by Erica Southworth.

Motion Carries unanimously

Nancy recognized the new members to our church in 2018

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

Motion to approve 2018 annual meeting minutes made by Chuck Collier, seconded by Fran Burkett. Motion passes unanimously.

**Report on Nominations** — Chris Charest, Chair, Nominating Committee

The following are nominated to a 3 year term: David Baxter, Mark Helms, Barbara Horne-Stead, and Karen Rupp Urbanski.

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

Motion to close nominations and elect the slate of nominees by acclamation made by Paul Davidson, seconded by Chuck Collier.

**Installation of 2019 Vestry** made by The Rev'd Nancy L. J. Cox

**Financial Report** — Gil Small, Treasurer

Review of Fiscal Year 2018 Gil reports on our successful capital campaign. \$1.6 million was given by the parish and then an anonymous donor who gave \$851K. Our loan is now less than \$63,000.

The 2018 general fund left us with a deficit of \$24,663.

We received many grants totaling \$152,000 this year spearheaded by Chuck Collier. We also received donations of new signs with digital display.

Presentation of Financial Plan for Mission and Ministry 2019: Gil reports having 141 pledges received thus far. He presents a budget with planned deficit of \$36,404 (5%) due to lower pledges made. \$27,000 was raised for outreach in 2018 and will be distributed in 2019.

Motion to accept the 2109 financial report made by Erica Southworth, seconded by Chuck Collier. Motion carried unanimously.

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

Motion to accept the remaining parish reports made by Erica Southworth, seconded by Fran Burkett. Motion passed unanimously.



Chris took a moment to thank Nancy Cox and the finance committee for all their hard work on the capital campaign and recasting the loan. He also thanked Robbo Williams for finding new insurance with lower cost and higher coverage.

**Parish Discussion** — Chris Charest

*What most excited you about All Saints' in 2018?*

Frank Torrey thinks the Capital Campaign dinner and Michael's ordination as well as Jackie's diaconate ordination were the most exciting events of the year.

Courtney Steinberg is thankful for childcare that has allowed her to become involved.

Tom Jones feels like everybody works together as a team and is impressive for possibilities.

*What are you looking forward to in 2019?*

Win Springs would like to see Kanuga retreats and dry drop off for handicapped people.

Debbie Lewallen would like Stephen Ministries grown.

Susan Yelton would like to see the church commit 10% of the budget to outreach.

Al Bonnyman would like maintenance needs to be addressed and young parents education.

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

**Recognition of Outgoing Vestry/Parish Leaders** — The Rev'd Nancy L. J. Cox

Nancy recognized the capital campaign leader, chairs, and volunteers.

Nancy recognized the outgoing vestry members, Tommy Jones, Sue Gelarden, and Chris Charest and thanked them for their service.

Nancy posed the question "Do you think that God's dream for this world has been fully realized?"

Jim Griffith will be here on March 8-10 to help us as a church explore ways to grow our congregation.

Chuck Collier wanted to make everyone aware of the fall Disciple publication regarding the grants we have received for racial equity education. "Groundwater" is February 23 and is a half day and he encourages everyone to attend.

**Adjournment at 10:57am** by Clerk, Kim Gordick





# MINISTRY INFORMATION



# RECTOR'S REPORT

*For by grace you have been saved through faith, and this is not your own doing, it is a gift of God...for we are what he has made us, created in Christ Jesus for good works...(Eph 2:8,10a)*

Dear Members of All Saints':

We entered 2019 buoyed by the success of the capital campaign pledges. 2019 saw the mortgage paid off in April and a capital reserve account started. We had a mortgage burning celebration in April (continuing the legacy of paying off our mortgages early.) The success of the capital campaign added incredible joy to this celebration of our past, and allows us to look to the future, set free to serve, grow and shine to the glory of God, mindful of the inspiration offered by leaders both in the past and in the present.

2019 also marked the fiftieth anniversary of the combined congregations of All Saints', Concord, and St. James, Kannapolis. The anniversary dinner in November included pictures from the past fifty years and the opportunity to hear from parishioners who were present at the time: Marilyn Carroll, John Carroll, Helen Arthur Cornet, Juli Dwiggin, Buddy Hilbish, Jane Lyles, Brenda and Scott Trott, Fred Trull, Henry and Betty Wiley, and Robbo Williams. As we listened to their stories, I heard the community's decision to embrace adventure of life in Christ, the willingness to step out and the necessity of taking risks for the sake of the Gospel which has characterized the ministry of this congregation over this past half century and points us to the future with confidence.

Being "set free to serve" manifested itself in opening our facility to host fifteen weeks of "Getting Ahead" for those seeking to break the cycle of generational poverty and four week "Bridges Out of Poverty" class for the community, as well two "meal packing" events, a youth mission trip to Asheville, "I Love My City", work with

improving literacy, supporting Forest Park Elementary School in Kannapolis and continued efforts with community ministry partners. We look forward to participating in another Habitat build on February 22, 2020 and continued efforts to effect change on behalf of children in poverty.

Being "set free to grow" kicked off with a congregational training weekend in March. The speaker challenged us to get out of the castle and into the community (for example, holding our regularly scheduled meetings in local restaurants and seeking ways to "piggy-back" on what is happening, for example supporting the Splash Paw Fundraiser by taking our pet blessings to the street). The Vitality Team has developed "Red Shirt" (wear your red shirt) and "Red Door" events (particularly welcoming of those who are not already members of All Saints'). **May each of our ministries continue to take up the challenge of getting out into the community in 2020.**

Being "set free to shine" we continue to push back the darkness of fear with our work in racial reconciliation, and to invite others into the light of hope. In 2020, All Saints' will join with five other churches in Cabarrus County for a pilgrimage to Montgomery, Alabama. Leading up to the pilgrimage will be a series of monthly events to continue to build relationships and expand our understanding. In Lent 2020, First Presbyterian will host a five-week series on "Waking up White" culminating with a presentation from the author, Debby Irving, on April 24<sup>th</sup> (this is financed largely from a grant from the Episcopal Diocese of North Carolina).

As well, being "set free to shine" allowed the installation of the new well in April and an irrigation system in the summer of 2019, boosted the work of the Gardens of All Saints' in developing the walking trails and building up the soil in the land at "the point" (the intersection of Lake Concord Rd and Country Club Rd). They hosted an

# RECTOR'S REPORT

Arbor Day celebration which sent 200 new (free) trees into the community and look forward to expanding this effort in the future. They are also raising awareness in the parish and the community about "Creation Care," providing monthly guides for each of us to take small but important steps our God-given responsibility to be stewards of this world.

I am grateful for the sabbatical time and delighted that the congregation continued to work and pray through that time, adding new members, taking on new ministries and enjoying times of fellowship with one another. Our building is nearing fifty years old, and in 2020 we will address the need to improve lighting in the nave and attend to deferred maintenance of wooden trim.

Years ago, at a presentation at All Saints', The Reverend Jim Rice declared, "Living things grow, growing things change." Our staff continues to live into that truth. We welcomed Markeisha Weeks from her temp position in January and she moved to full time when Hannah Crone left for graduate school in August. Ruth Brown came on in August, bringing a wealth of graphic design knowledge and a bright positive spirit. In February 2020, The Reverend Michael Whitnah will move to Tennessee. Saying goodbye is always hard, but we are confident that God is preparing someone for this new call at All Saints' and look forward to meeting them soon. Brian Sapp-Moore continues his wonderful, creative leadership of Music and Communication ministries and will head for his own well-deserved sabbatical in the summer of 2020.

Don Foskey, Willi Dillon, Fran Burkett and Charles McKinley complete their vestry service this year. Don brought energy and passion as liaison to outreach, reconnecting us to Habitat, pioneering Bridges Out of Poverty/Getting Ahead, organizing BBQ fundraisers and generally modeling servant leadership for all of us. Willie Dillon has held multiple liaison position on the vestry, bringing his quiet thoughtfulness to the leadership team.

Fran Burkett has been an active liaison to Children and Youth ministries, teaching, mentoring, and organizing. She has a vast amount of experience and has inspired our young people to develop compassion for those who are different. As Senior Warden, Charles McKinley has led with humor and faithful joy. He took on the sabbatical responsibilities and kept All Saints' moving forward with confidence. I am grateful for his wide-ranging wisdom and experience which has inspired and supported this congregation through this year.

Looking ahead to 2020 and the next 50 years, All Saints' continues to be alive and willing to change and grow as the Holy Spirit calls us. This is not always easy or comfortable, but it is necessary as "living things grow, and growing things change."

Faithfully,  
Nancy+

# ASSISTANT TO THE RECTOR REPORT

***“I thank God every time I remember you, constantly praying with joy in every one of my prayers for all of you, because of your sharing in the gospel from the first day until now. I am confident of this, that the one who began a good work among you will bring it to completion by the day of Jesus Christ.”***

The Apostle Paul greets the church in Philip with this beautiful prayer of thanksgiving for their partnership in ministry for the sake of the Gospel. And, he goes on to assure them of God’s continued faithfulness; after all, God is the one who called and started them on their journey in the first place!

As we look back on 2019, I give thanks for the many ways in which our youth and families and volunteers have all partnered together for the sake of the Gospel! The EYC had a full, fun, and formative year. We had multiple sessions of training for our acolytes with our Deacons and Mark Helms. Six youth associated with our parish attended Bishop’s Ball in February, and four additional students attended the Diocese of North Carolina’s “Genesis” Middle School retreat. More than 25 volunteers helped put on a fantastic Shrove Tuesday Pancake Dinner Fundraiser, under the talented leadership of Steve and Dani Phillips. Our youth had a session with our growth consultant, Jim Griffith, and put on a great Passion Play (with thanks to Frank and De Torrey for coaching with this). After kicking off the program year with a pool party, Fran Burkett and Amy Spunich took the leads for our Sunday school in the fall, especially during my parental leave. We enjoyed a bowling night, a successful Pasta Dinner Fundraiser (baked ziti instead of spaghetti!), a movie night out to see “A Beautiful Day in the Neighborhood,” and a Christmas party this fall.

The highlight of the year with the EYC, however, was our trip to Asheville with Asheville Youth Mission Co. (AYM) The funds raised from our Pasta Dinners and Pancake Suppers all went to supporting our youth in their mission and outreach with AYM. We spent a week learning about all sorts of interconnected justice issues, from food scarcity to homelessness to mental health to

transportation. We hope to return in the summer of 2020 for another great week.

Our Children and Family ministries also enjoyed a wonderful year of partnership and growing together in all kinds of different ways. We enjoyed a number of baptisms in 2019, including five on the Day of Pentecost. Our Ash Wednesday Family service was a great success, with the Children’s choir leading much of our musical worship, and the congregation braving the cold to plant our own individual sunflower seedlings to grow during Lent. Our Lenten Sunday School series was fantastic, drawing upon the gifts of Norma Lockney, Joanna Whitnah, and others to do an interactive unit on the Eucharist, complete with making patens, bread, “wine”, etc., and using the above at our Maundy Thursday service. Our Good Friday interactive “Seven Last Words” service was well attended and successful as well. Our young parents enjoyed meeting with Jim Griffith, and we continue to vision about what of his suggestions are applicable in our context, and what are not. This fall, Deanna Whiteley, Janey Hollopeter, and Al Bonneyman led our elementary Sunday School using the curriculum called “Dig-In.”

In addition to each of those programmatic foci, I thank God for a number of other opportunities we have been able to partner with this year. In particular, the “Bible/Beverage/Bonfire” series during Easter and the Men’s Ministry Rib night were both wonderful ways to kick-off the summer. The conversation and wisdom from the group gathered together to take a closer look at the Gospel was dynamic and thought provoking. Once again, our youth partnered with Ragan Kearns to paint the Tour de Saints’ course, which was a blast, as was (for me) riding this year, and for the youth, helping out at rest stops along way. I am grateful for the office staff, altar guild, ushers, and Deacons for all the work we did together to coordinate Bishop Rodman’s visit, and to Dave Millar, Karen Robinson, and Leon Fitzpatrick for confirmation preparation.

Additionally, I am thankful for the work Tom and Teri Jones, Deanna and Frankie Whiteley, and Christ Charest

# ASSISTANT TO THE RECTOR REPORT

have done to jumpstart a regular, young(ish!) professionals gathering. Our first two gatherings have been great times of fellowship and connection, and we are looking forward to continuing these this spring. One of the greatest gifts we have is simply to spend time in fellowship with each other, and the upcoming Kanuga Family Weekend (June 5-7!) is going to be an extraordinary time to be able to do just that. Again, I am so grateful that a group of folks have caught the vision for this weekend, including the Robinsons, Baxters, Stegmans, Hills, Jones, and Steinburgs. It is going to be a remarkable weekend!

In closing, it has been a wonderful privilege to partner with you in ministry as your priest in 2019. May God continue to bless you as you seek to do his will in this broken and beautiful world, and may you rest in the sure and certain knowledge that God is faithful.

Every Blessing,  
*Michael+*



# SENIOR WARDEN REPORT

Dear All Saints' Parish family,

Thank you for the support you have extended to me this past year as your Senior Warden. The work of this church is indeed done by the members for the glory of God! Your dedication to this church and love for our parish family shines through every day. It has been a privilege to serve on the Vestry these past three years and to get to see first-hand the true depth of commitment of our staff and members.

Of course, we can hardly look back on 2019 without saying — once again, “We paid off our mortgage!” Will we ever get tired of saying that? I doubt it, because, with God’s help and your generosity, we are set free from a \$1.7-million-dollar debt and the monthly interest payment that went with it. In addition, we have started a maintenance reserve account with the remaining Capital Campaign funds. Thank you again for your generosity and faithfulness at meeting the campaign challenge and exceeding it. We have been “Set Free to Serve.”

Early in 2019 the Vestry looked for advice on how to become “Set Free to Grow.” We have seen a slow, but steady, increase in our Sunday attendance — which, of course, is only one measure of growth. However, this is while other Episcopal congregations nationwide are reporting declining attendance. We do want to grow our membership numbers, but we also want to grow the participation and connectedness of our members. The Vitality Team — David Baxter, Chris Charest, Rebecca Bahn, and Debby Smith — has had that as their focus and has been working hard this year learning about the ministries at All Saints’. We want to know why we do what we do and how we do it. With their help we hope to simplify our processes and to encourage participation in the ministries. Then, as our numbers continue to increase, the connections between and involvement of the members within our parish will also increase.

During 2019 we have also been thinking of being “Set Free to Shine.” Is our light getting out “of the castle” and into the world? During 2019 our outreach events raised over \$35,000, which will go to local charities in 2020!

We provided dinners and meeting space for the “Building Bridges Out of Poverty” workshops. A generous parishioner donated new signage, which really “shines,” especially now that the road work has finished at the intersection. All Saints’ Creation Care team gave away over 200 trees through the Arbor Day Foundation and we have a new well, which will help enhance our oasis of green space for us and for the community. We continue to look for ways to nurture the Lockhart Early Learning Center and have faithfully maintained our connection with our Grace Lutheran friends through our monthly fellowship dinners and programs. There have been many other shining moments this year. Some you will read about in our ministry reports; some have shone quietly, even anonymously, though no less brightly.

***Thank you again for a wonderful 2019. I look forward to seeing what will grow from the seeds we have planted. “For I know the plans I have for you,” declares the Lord, “plans to prosper you and not to harm you, plans to give you hope and a future.” Jeremiah 29:11***

Respectfully Submitted,  
Charles McKinley, Senior Warden

# DEACON MISSIONER REPORT

***As the deacon missioner assigned to ASEC, I am charged with bringing the needs of our community to the people of ASEC and leading God's people into our community.***

A need in our community is for “adequate child care and education for children birth to five,” and the need for our voice to be the voice of the voiceless. Together, members of ASEC have walked in hope beside our most vulnerable citizens, children, to share the hope and love of Christ. We are living into our baptismal covenant together and we are striving for justice and peace among all people, respecting the dignity of every person. We are growing and shining in the light of Christ.

The Early Childhood Foundation (ECFCC), created by ASEC in 2014, began serving 32 children at the Lockhart Early Learning Center. Today we have created faith-based, community, and individual support. We serve 250 children at five subsidized preschool sites. ECFCC provides an Orff trained music teacher at these sites. ECFCC gives each child three new books during the school year. ASEC created a group of volunteers, “the page turners” to read to children and to assist parents with lap reading skills as well as GED and literacy training. The ECFCC offered “Conscious Disciple” professional development opportunity for preschool teachers throughout our county (training about 55) and in collaboration with ASEC, we offered the same training for elementary teachers and assistants (K-2) at Forest Park Elementary. ASEC provides ECFCC with space to meet and donations from the ASEC outreach budget.

During the last year, ASEC has developed a deeper partnership with Cabarrus Partnership for Children as we explore solutions for the childcare shortage in our community. Only about 30% of our children are being served. As one parishioner told me, “We must do a better job caring for our little ones.”

As ASEC seeks to serve and walk deeper into our baptismal covenant, a group of ASEC members with

community partners began a letter-writing campaign to our US representative to report the lack of services for our Cabarrus County children qualifying for Head Start. In August, in the ASEC Parish Hall, Rep. Richard Hudson announced to the press, community leaders, parents, and elected officials that an Inspector's General investigation was underway. The purpose of the investigation was to look into the misuse of federal Head Start monies meant to support our young children as well as fraudulent practices by the interim grant holder, CDI. Rep. Hudson also announced the new grantee of the Head Start Grant for Cabarrus County, Save the Children, and introduced Dr. Bergeron, Federal Director of Head Start. The ministry and advocacy by ASEC parishioners with Head Start aligns with resolutions from the NAACP in education for early education and ASEC journey in dismantling racism and working towards becoming the Beloved Community.

The same group of ASEC faithful brought awareness of the needs of children to the County Commissioners. The County Commissioners established an Early Childhood Task Force after that meeting. There is much hope, that for the first time, the county will begin addressing the early childhood needs and the child care desert in our county with a budget line item in 2020. I join with laity to pray and walk in Christian hope with our most fragile and vulnerable citizens, our children. As an ASEC team, we advocate and seek resources to provide children with equitable services and education. As we are set free to serve and walk deeper into our Gospel call, I am grateful to be in collaborative ministry with members of All Saints' and community partners.

It is a tremendous blessing to love, serve, and protect the most vulnerable in His world and share God's love with them.

Submitted by:

*The Rev. Jacqueline Whitfield, Deacon*

# WORSHIP

## DIRECTOR OF MUSIC REPORT

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

The Resurrection Choir rehearses at 8:00 AM on Sundays and leads worship on Sundays at the 9:00 AM Renewal/Contemporary Service, which continues to be benefited by both Carol Corbin and Steve Proctor 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 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 11:10 AM service several times throughout each program year. This group continues to develop in technique and expressiveness. This is one of the most generationally-diverse groups of the parish.

During the 2019-2020 program year, the St. Nicholas Choir, a group for children in grades 1st-3rd, combined with the Jr. Choir of All Saints', which is a group for children in grades 4th-6th. This combined group meets on Tuesdays at 6 PM. These two groups sang periodically throughout the program year. These children, like sponges, are more than ready to learn more about music and how to be worship leaders. Orff instruction continues to be implemented, allowing each child a chance to have an independent role within the group.

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

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

The second annual Parishioners Recital was held Sunday, August 18 at 5:00 PM in the nave. This recital was an opportunity for the parish to share their musical gifts. Ten parishioners performed, including group works, duets and solos. This recital allowed for parishioners to perform in styles we don't normally hear as part of worship.

We celebrated our patronal feast day, All Saints' Sunday, on November 3. In 2019, we celebrated the 50<sup>th</sup> Anniversary of St. James' and All Saints' Parishes. During the 9:00 service the Bells of All Saints' played. During the 11:10 AM service the Junior Choir of All Saints' played and sang throughout the service. Later that evening, the Choir of All Saints' offered All Saints' Day Choral Evensong. Many parishioners shared with me that they found the variety of musical offerings during that day significantly meaningful to them. The day was rounded out with a potluck dinner.

On December 21st the Service of Light was held again for those when Christmastime is not necessarily a joyful time. Julianna Leimer, harpist, was our guest musician who played beautifully, creating the perfect atmosphere for this more solemn and contemplative service.

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

# WORSHIP

sang with great professionalism and depth of feeling. Donations were collected for RAIN, one of our ministry outreach partners. The Choir of All Saints' sang particularly well. After the service at the reception, someone described their experience as being "transported." The amazing thing about that was that, just before we began the service, when praying with the choir I prayed for our worship that evening to transport those in the pew. Talk about an answered prayer!

There were three Christmas Eve services again this year. The 4:00 PM was made particularly special, as both the Junior Choirs sang and played the offertory. The special music for the 5:30 PM service was Vasily Gorkovoy on violin; he played so exquisitely, imparting a very special character to this service. The late service's prelude included offerings of piano and vocal works performed by Jennifer Cook and organ works played by yours truly. The Choir of All Saints' sang a quietly moving offertory, then finishing with the favorite "Hallelujah Chorus," from the Messiah. 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; 2020 is going to be amazing!

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

## ACOLYTE MINISTRY

"Let the little children come to me and do not hinder them, for to such belongs the kingdom of heaven."  
Matthew 19:14

Through the Acolyte Ministry, All Saints is set free to grow. The presence of children and teenagers playing an active role in our worship services lifts the hearts of our congregation. And the opportunity to play a leadership role helps our youth learn about the Episcopal traditions and liturgy, and provides a solid foundation for their faith as they grown into adulthood.

We are blessed to have 20 trained youth acolytes who serve alongside our clergy during the 9:00 and 11:10 am worship services. With the support of their families, our acolytes are committed to serve at the altar and in other capacities during the worship services. They are supported in their roles by encouraging and affirming clergy and lay leaders.

Each acolyte is assigned to a team of 2-4 youth which is responsible for one service each month. Advent season and Holy Week offer additional opportunities to serve. We always enjoy bringing new acolytes into this ministry, and we offer ongoing training opportunities. We will work with acolytes and their parents to determine the monthly schedule most suitable to their family. Any youth or parents interested in learning more about the Acolyte ministry are encouraged to contact Mark Helms at 704.634.7957 or at [helmsfarm@gmail.com](mailto:helmsfarm@gmail.com).

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

*Mark Helms, Acolyte Ministry Leader*

# WORSHIP

## 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 services during Advent and Lent provide many opportunities to worship and serve. During Advent and Christmas the guild is responsible for setting up for the Service of Light, ordering the greenery and poinsettias, guiding the greening of the church with Christmas trees, garlands, wreaths, and flowers, and the candlelight services. During Lent the guild assist with the Maundy Thursday service, orders and prepares palms for Palm Sunday, sets up for Tenebrae service, orders flowers for Easter services. Buddy King, Scott Trott, and Mike Jones change the seasonal banners in the Parish Hall.

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 upon the team. We have over 200 services a year and are always learning and adapting. Our team captains this year are Jill Trull, Jeanne McCarthy, Teka King, and Jan Millar. Other members are Kay Nixon, Betty Wiley, Joan Williamson, Pat Black, Carol Cline, Bill Harris, Suzy Riley, Juli Dwiggin, Sheila Jones, Pam Novasad, Beth Simpon, Barbara Stavitsky, Sarah Morgan, Ben Smith, Gwen King, Jane Liles, Buddy King, Brenda Trott, Janet Hollopeter, Gerry Depken, Liz Rogers, Kathy Thompson, Fran Burkett, Catherine Ackiss, Jo Erickson, Ruth Bratton, Joanne Vance, Garen Livingston, Becky Hoyser, Barbara Lewis, Mickey Hayes, Russ Hoyser, Shane Sapp-Moore, Mike Jones. We welcomed three new members, Sarah Morgan, Cathy Oxx and Kathy Thompson.

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. They are known as our “Sudsing Saints”.

We would like to extend an invitation to anyone who might be interested in joining the Guild. Please consider contacting a member of the guild to express interest in serving. Any of our 37 members will be delighted to talk with you. Or, reach out to Brenda Trott at [sbtrott@aol.com](mailto:sbtrott@aol.com) or 704-933-3944

*Brenda Trott, Altar Guild Chairperson*

## LAY CHALICE BEARERS AND LECTORS

I have been honored to be a Chalice Bearer/Paten Bearer, and Lector at All Saint’s since around 2009 but have been a licensed Lay Minister for many more years than that. The Lay Ministers are important and very visible parts of the ministries of the church and it has always been a pleasure to be able to serve the church in this capacity.

Recently I have been asked to assist Fred Weber in scheduling the Chalice/Paten Bearers and Lectors of All Saint’s and I have been trying to learn the ropes during one of the busiest season of the year; Christmas. Because of the number of services for the Christmas season and the upcoming Lenten and Easter seasons there will be many more opportunities to serve the church and there is always room for more to serve the church in these capacities.

### Chalice and Paten Bearers

2019 was a busy year for the Chalice Bearers/Paten Bearer ministries. In addition to regular duties of serving the sacramental bread and wine at our regular services the lay ministers also served as acolytes, read Prayers of the People and the lessons when needed. Lay services were additionally needed for the special services associated with Easter, Lent, Advent and Christmas. Weddings and funerals are also occasions where we

# WORSHIP

called to serve and over the past year there have been several occasions where we were honored to be able to serve.

Chalice/Paten bearers who served during 2019 include: Ruth Bratton, Fran Burkett, Chris Charest, Jeff Clayton, Jo Erickson, Roxanne Friday, Sue Gelarden, Russ Hoyser, Nancy Hunter, Debby Smith, Elizabeth Solomon, De Torrey, Frank Torrey, Dorothy Teeter, Fred Weber, Barrington McFarlan and Willie Dillon.

## Lectors

2019 has been just as busy for the Lectors as it has been for the Chalice Bearers/Paten Bearers. Their reading of the lessons and Prayers of the People are essential parts of the service and the special tones used in the readings help to vitalize the readings. Christmas and Lent also offer several additional chances for the Lectors to serve as readers of the additional Lessons.

The Lectors who served in 2019 are: Carol Corbin, Martin Ericson, Ragan Kearns, Mark Helms, Michelle Malmquist, Don Smith, Erika Southworth, Karen Urbanski, Fred Weber and I would like to welcome two new Lectors to their ranks Claire Sexton and Samantha Hornung.

Very Special thanks to those who have told me to call on them any time and to those whom I have scheduled to multiple services: Ruth Bratton, Sue Gelarden, Nancy Hunter, Frank Torrey, Roxanne Friday and Fred Weber.

I have spoken with many of the Lay Ministers and we all feel honored to serve at the regular services but especially at the special services and the Weddings and Funerals. If you would like to view the services from a different vantage point and get a new appreciation for all the rituals of the services by serving as Chalice Bearer (Chalice Bearers must be licensed by the Diocese but lectors do not) or Lectors we welcome you. Contact Fred Weber at [fredweber213@aol.com](mailto:fredweber213@aol.com) or Elizabeth Solomon at [ebasolomon@yahoo.com](mailto:ebasolomon@yahoo.com).

*Elizabeth Solomon, Assistant Coordinator*

## GREETERS

We have about 25 faithful greeters and greeter substitutes who stand by the entrance and welcome worshippers every Sunday morning. At All Saints', all are welcome, and we try to be the face of that promise, especially for newcomers. We provide information and a friendly greeting, and in encouraging newcomers to return, our ministry helps the congregation be set free to grow. If you are interested in joining the Greeters, contact Mary Hendry at [mhendry5169@gmail.com](mailto:mhendry5169@gmail.com).

*Mary Hendry, Coordinator of Greeters*

## NURSING HOME & ASSISTED LIVING SERVICES

All Saints' provides monthly worship opportunities at three local nursing homes and assisted living centers — Brookside, Morningside, and Curis. Deacon Vern Cahoon leads this important ministry of All Saints'. While Deacon Vern is on sabbatical through February, please contact Priest Associate Reverend Jim Bernacki at [jbernacki@windstream.net](mailto:jbernacki@windstream.net). Then, reach out to Deacon Vern at [vcahoon@allsaintsconcord.org](mailto:vcahoon@allsaintsconcord.org).

*Vern Cahoon, Deacon*

# PASTORAL CARE

## PASTORAL CARE MINISTRY REPORT

During 2019 the Pastoral Care Ministry served our church and local community with dedication, love, and caring. The compassionate care of several ministries and many devoted volunteers has attended to the diverse needs of our parish members and community. It has been a privilege and spiritually rewarding to function as the coordinator of Pastoral Care. Our group of ministries serves by providing meals, sending cards, giving shawls and baby blankets, providing information, transportation, prayer, Communion, emotional support, calls, and visits.

Our Contact team meets monthly and confidentially discusses the needs of our parish members and ways we can attend to them. We send cards with messages of love, support, sympathy, congratulations, or friendship, as appropriate. Thanks to Sandra Biggerstaff for coordinating this ministry. Approximately 425 cards were sent this year. The team also supports those who are grieving with a series of books to help on their journey. Approximately 94 grief books were sent this year. Thanks to Pat Wydra who faithfully and lovingly manages this ministry. Thanks to all team members for their devoted, faithful giving of their time and caring.

The Meals Ministry provides and delivers home-cooked meals to those recovering from illness or hospitalization, or welcoming a new family member. Approximately 70 meals have been provided this year. We are very thankful for Liz Rogers' leadership and service.

The prayer shawl ministry, Stitches for the Saints', knits and delivers handmade prayer shawls to those experiencing illness, grief, or other difficulties. The ministry also provides baby blankets to newborn members of the parish. We are so thankful for the time, expertise, and love of these talented members under the leadership of Pat Black and Gwen King.

The prayer and visitation teams are known as the Prayer Chain, Prayer Teams, Hospital and Home Visitors. They attend to prayer requests, our homebound members,

and those who are sick or hospitalized in our parish.

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

Stephen Ministers have received extensive training in support and compassionate listening for those experiencing grief, illness, a crisis or upsetting circumstances. These ministers are placed in caring relationships with members and community residents who desire support for a difficult time in their life. We are very thankful for the leadership of Barbara Lewis and Debbie Lewallen.

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

*Garen Livingston, Pastoral Care Coordinator*

## ALTAR FLOWER DELIVERY

The altar of All Saints' is decorated with flowers that are donated by a church member to celebrate or commemorate a loved one or a special event. There are two vases of flowers and our team members deliver these to people who would enjoy a visit and a special reminder that their church family is thinking about them. It is a pleasure to bring flowers to someone and you are welcome to join our group. Currently serving members are Rebecca Bahn, Valerie Devine, Mary Hendry, Sue Gelarden, Debbie Lewallen, Garen Livingston and Alice Smith. If you would like to join us, please contact Alice Smith at 704-932-3241 or [alicefaisonsmith@gmail.com](mailto:alicefaisonsmith@gmail.com).

*Alice Smith, Altar Flower Delivery Coordinator*



# PASTORAL CARE

## COLUMBARIUM

“We're expecting!” Two very joy-filled words. Then... watch out! The preparation begins. Paint the room, buy the furniture, buy some clothes and then w-a-i-t until “the date.”

As human beings we think of every detail in preparation for the birth of a child but most often we do not prepare for our death. The greatest gift one can give those that they love is to have ones affairs in order.

- Do you have a Healthcare Power of Attorney?
- Do you have a Durable Power of Attorney?
- Do you have a Will?
- Does your family know your wishes at end-of-life?

All Saints' has double and family niches available for those wanting to be cremated. In-ground interment is currently available in the Columbarium Garden. It will also be available in the new Gardens of All Saints' walking path area in 2021. For more information, consider making an appointment with Columbarium Superintendent Rebecca Bahn at 704-906-8958 or [rbahn1946@gmail.com](mailto:rbahn1946@gmail.com). Be “Set Free to Live” by preparing for your next experience.

*Rebecca Bahn, Columbarium Superintendent*

## EUCHARIST VISITOR MINISTRY

The Eucharist Visit Team are Lay Ministers commissioned by the Bishop to take Communion to parishioners who are unable to attend church. The parishioners may be homebound, in assisted living or rehabilitation facilities, or hospitalized.

The Eucharist Visit service is based on the Book of Common Prayer and the Elements are consecrated by Clergy during regular Eucharist services.

During 2019, 111 parishioners received Communion from the Eucharist Visit Team members who are Fran Burkett, Valerie Devine, Roxanne Friday, Sue Gelarden,

Mickey Hayes, Becky and Russ Hoyser, Nancy and Joe Hunter, Garen Livingston, and Jane Lyles.

*Russ Hoyser, Eucharist Visit Coordinator*

## STEPHEN MINISTRY

In order for us to serve, grow, and shine we must be fortified by God and settled in spirit. Stephen Ministry is about doing God's work of ministering to those in crisis. Currently there are eight active Stephen Ministers, two of whom are Stephen Leaders. In 2019 we provided one-to-one spiritual and emotional support to eight parishioners (care receivers) for a total of 315 hours. Weekly contact with care receivers is provided by *your* parish members who have committed their time to 50 hours of training and monthly meetings for support. In mid-February, 2020 another training session will begin. Please join us in providing much-need emotional support to those in our parish and community so that they can be set free to serve, grow, and shine in God's work. If you are interested in finding out more about this ministry, please contact Debbie Lewallen at [deblewallen5@yahoo.com](mailto:deblewallen5@yahoo.com).

*Debbie Lewallen, Stephen Ministry*

## STITCHES FROM THE SAINTS

Our ministry meets in the Welcome Center on the second Tuesday of the month at 10 AM. The sole purpose of knitting/crocheting the blessed prayer shawls is to weave thoughts of healing, love, solace, and encouragement to the recipient.

When we give a healing shawl away we believe we are truly wrapping God's love around those who need comfort and solace. The shawls are blessed on the altar the Sunday after our Tuesday meeting. It is with joy that I report we gave away 104 blessed shawls in 2019. For more information about this ministry, contact Gwen King at 704-786-6673.

*Gwen King, Stitches from the Saints*



# CHRISTIAN FORMATION

## ADULT CHRISTIAN EDUCATION MINISTRY

Through the Adult Christian Education Ministry, our parishioners at All Saints are set free to shine God's light into a broken world.

All Saints offers a variety of programming, led by our own parishioners and by external speakers, during the 10:00 hour on Sunday mornings. Some of our programs are an extended series of classes focusing on theological topics. Others focus on broader social concerns, with a call to explore how our faith calls us to do God's work in the world.

Highlights of the Adult Christian Education programming during 2019 include:

- Dave Millar led an extended discussion series exploring the Episcopal faith tradition through a book entitled "Faithful Questions."
- Bishop William O. Gregg led a five-week session on Lent.
- Lynn Parsley led a session on how to talk with people with whom you disagree.
- Dr. Barbara Theide discussed Old Testament stories in light of the "Me Too" movement.
- Jerrod Smith is leading an extended series on controversial texts that have been included and excluded from the Bible.
- Deborah Lewallen presented a session on the Stephen Ministry.
- Mark Robinson led a session on Creation Care, and discussed ways we can care for God's creation both at All Saints', and in our own homes and communities.
- Dr. Nadia Mubarak spoke about her personal experiences as a Muslim woman in America.
- Dr. Barbara Theide and UNCC Police Chief Jeff Baker offered a two-part personal narrative on the 2019 shooting at UNCC.

Program planning is underway for 2020. If you have questions or suggestions for the Adult Christian

Education program, please contact Mark Helms at 704.634.7957 or at [helmsfarm@gmail.com](mailto:helmsfarm@gmail.com).

*Mark Helms, Vestry Liaison*

## CONFIRMATION / RECEPTION / REAFFIRMATION PREPARATION

Greetings Friends in Christ — How did the ministry of Confirmation Preparation help the congregation of All Saints' be set free to serve, set free to grow, or set free to shine in 2019?

In 2019, I facilitated two separate Confirmation Preparation courses for folks who wanted to either be Confirmed, Received, or Reaffirm their Baptismal vows, and to be fully engaged members of the All Saints' community. Each set of classes met during the Christian Formation Hour (from 10AM until 11AM in the Parlor), particularly for newcomers, but open to all who want to know more about Christianity, The Episcopal Church, and All Saints'. The guiding book, *Faithful Questions*, written by Rev. Scott Gunn, Executive Director for National Episcopal Forward Movement, and Rev. Melody Wilson Shobe, probes your thought processes to confront important questions regarding your spiritual journey. I attempted to link together two of our most sacred religious books (1979 Episcopal Book of Common Prayer and Holy Scriptures) to prepare those folks who desire confirmation reception (already confirmed in a church denomination with ties to the Episcopal church), or reaffirmation (Confirmed Episcopalian who desires to reaffirm his or her Baptismal vows).

From a commentary on the back of the book, "Asking questions is an essential part of our faith. Nearly every person in the Bible who encountered God did so with serious questions. This book is an invitation to engage our curiosity and our wonder as we seek to follow Jesus."

In carefully listening to and reading parishioners' feedback, what is most telling is how much freedom we each have to explore the Episcopal faith, beliefs, and

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liturgy, and ask questions in a non-threatening environment of support, growth, sharing, and encouragement in to be set free to serve, grow, and shine in our respective personal spiritual journeys. Method of publicity was to sign-up folks at the periodic Meet and Greet sponsored by the Newcomers Ministry. Publicity was also provided through Weekly Word and Sunday Bulletins 3-5 weeks prior to the initial class.

The Fall Class began on September 9, 2018 and concluded with the Confirmation Service on February 24, 2019 at St. Luke's Episcopal Church, Salisbury, NC, with Retired Bishop, The Rt. Rev. William Gregg, celebrating. A total of 11 individuals participated in the majority of the classes, with seven parishioners making a life-changing decision: Kevin Morgan (confirm), Sarah Morgan (confirm), David Scercy (confirm), Ruth-Hanna Strong (reaffirm), Mark Helms (confirm), Olivia Shorter (youth confirm), and Dave Millar (reaffirm). Here is an example of a family collect that one couple wrote:

"Most holy God, the source of unconditional love: Help our family to claim your love every day and to make it the foundation of how we engage, respond and react to each other. Let the Holy Spirit work through us so that your love flows freely from us onto others. Help us to emulate the perfect love that the life of Jesus exemplified, through the mercies of Jesus Christ, our Savior and Redeemer. Amen."

The Winter/Spring class began in February and concluded with the Confirmation Service on Rally Sunday, September 8, 2019 at All Saints', with Diocesan Bishop, The Rt. Rev. Sam Rodman, celebrating. A total of 14 individuals participated in the majority of the classes, and all making a life-changing decision to set free to grow, serve, and shine: Judy (Ridenhour) Boland (confirm), Randy Bratton (confirm), Rita Smith (receive), Steve Proctor (confirm), Katie Farrand (receive), Christopher Farrand (receive), Dorothy Garrett (reaffirm), Steve Phillips (receive), Barrington McFarlane (confirm), Lorraine McFarlane (receive), Randy Brantley (confirm), Gianfranco Ballatore (confirm), Claire Sexton (youth confirm), and Reggie Miller (youth confirm). They

all provided quality reflection and feedback, setting each free to grow, serve, or shine. Here are two questions from a "final quiz" that each participant completed over the summer: 1) What is another name for Outline of the Faith (BCP – pages 845-862)? and 2) What is the classical definition of a Sacrament, how many are there, and what are their names? How well did you do?

It is so impressive that Katie and Chris Farrand, Judy (Ridenhour) Boland, Randy Brantley, Rita Smith, Lorraine and Barrington McFarlane, Steve Proctor, Steve Phillips, Kevin and Sarah Morgan, and Dave Millar agreed to share highlights of their respective their spiritual journeys in the fall of 2019 Stewardship talk series. Yes, each "new" parishioner is truly blooming where he or she is planted!!!

*Dave Millar, Facilitator*

## CURSILLO / TRES DIAS

Cursillo (Spanish for a "short course in Christian living") is a ministry of the church, and its origins began as a renewal movement in the Roman Catholic Church in Spain in the 1940's.

The Cursillo Weekend experience is designed to help you live out the concepts of Christian thoughts, ideals, and faith through the discovery of your God-given gifts. In addition, the Cursillo method and strategy equips each saint through small group sharing, accountability, and support to live out your unique calling to be a Christian leader in your daily life, to be set free to grow, serve, and shine.

The co-ed Episcopal Cursillo Weekend #108 in the Diocese of North Carolina was held the weekend of July 18-21, 2019 at Camp Walter Johnson, Denton, NC. Our own Dave and Jan Millar were on the servant team for Christ. Having five (5) new pilgrims from the Charlotte area has propelled me to ensure that each person is welcomed into the greater Charlotte Fourth Day community, and all have been given the opportunity to share and reflect on their experience at an Ultreya

# CHRISTIAN FORMATION

(Spanish for onward or cry of encouragement) since the weekend. The next Episcopal Weekend #109 is scheduled for the weekend of August 6-9, 2020, again at Camp Walter Johnson. .

The parallel interdenominational Tres Dias Movement is active in the Carolinas. The most recent Women's #55 Weekend was held for the second time at Camp Bethel Woods, outside of Rock Hill, SC (weekend of September 16-19, 2019). Our own Carol Corbin was on the Servant Team for Christ. The most recent Men's #55 Weekend was held for the second time at Camp Bethel Woods (weekend of October 31 - November 3, 2019). Our own David Friday and Dave Millar were on the Servant Team for Christ. The upcoming Men's #56 Weekend will be held from March 19-22, 2020, and the Women's #56 Weekend will be held from April 23-26, 2020. Please contact Carol Corbin, or Jan and Dave Millar for necessary information and registration forms for Episcopal Cursillo or Interdenominational Tres Dias.

To learn more about Cursillo or Tres Dias, feel free to contact any of the following All Saints' parishioners who have attended a three-day weekend: Becky Bahn, Bob and Pat Black, Fran Burkett, Jeff Clayton, John and Carol Cline, Chuck and Pam Collier, Carol Corbin, Gerry Depken, Valerie Devine, David and Roxanne Friday, Sue Gelarden, Charlotte Grossman, Dona Gunn, Gwen King, Dick and Barbara Lewis, Jane Liles, Garen Livingston, Norma Lockney, Jeanne McCarthy, Dave and Jan Millar, George Monroe, Darryl Noreen, Jerry and Virginia Ridenhour, Henry Riley, Anna Robinson, Marie Shipley, Charles and Gina Simmons, Bob and Beth Simpson, Benjamin Smith, Debby Smith, Frank and De Torrey, Dorothy Teeter, Jackie Whitfield, Jim Williams, or Donna Wilson.

It is with excitement and anticipation that our own Jan Millar has accepted the opportunity in 2020 to serve as Interim Chairperson for the Diocese of NC Episcopal Cursillo Secretariat, the governing body of Cursillo, and Carol Corbin continues to serve on the Leadership Team for overseeing the Mid Carolinas Tres Dias Community. Please check your Sunday bulletins and

Weekly Word throughout the year to learn of and to join periodic gatherings called Cursillo Ultreyas or Tres Dias Sequelas. Yes, all are welcome, and attending these gatherings are a great way to prepare for experiencing the three-day weekend.

*Dave Millar, Liaison for Cursillo / Tres Dias*

## EDUCATION FOR MINISTRY (EfM)

EfM helps lay persons discover and exercise their varied gifts for ministry in the places where they live and work. This provides opportunities at All Saints' "to set free to serve, set free to grow, and set free to shine."

You are invited to consider taking Education for Ministry (EfM). This a four-year curriculum that develops a theologically informed, reflective, and articulate laity who are prepared to listen for and respond to God's call.

This program meets weekly in a 36 week cycle of study. Participants are given weekly assignments to study with the help of resource guides and reading texts. Group members generally spend between four and five hours in study and preparation each week. EfM meets Monday evenings in the downstairs Community Room. There are two Co-Mentors who are available to discuss with anyone who may have an interest — Sue Gelarden at [gelardensue@gmail.com](mailto:gelardensue@gmail.com) and Christiana Hoyler at [hoylerce@gmail.com](mailto:hoylerce@gmail.com).

*Sue Gelarden, EfM Co-Mentor*

## MEN'S STUDY GROUP

The Men's Study Group meets at 8:00 on Saturdays in the Welcome Center. All men are welcome to join us in study and fellowship. In our latest book study, we read Barbara Brown Taylor's book, *Home By Another Way*, which is a compilation of her selected sermons over the church year. We rotate the conversation leader as we proceed through the book relating our own stories to the topic of the sermon. Our group has developed a genuine community as we share our lives with one

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another. As we complete a book, we celebrate with a social gathering at our favorite watering hole.

Sometime during June, we have the Annual Men's Barbecue in the Pavilion. We enjoy pulled pork and other sumptuous side dishes along with delicious desserts. Everyone brings their favorite libation to share. All men are welcome. Watch for it in the announcements.

## ORDER OF DAUGHTER OF THE KING — MARY & MARTHA CHAPTER

As we look back on what the Mary and Martha Chapter has done this year, I'm eagerly looking forward to some ideas for the year ahead.

First, the things we've done!

### Operation Christmas Child

Gerry Depken has forwarded a story about a child who has come full circle with Operation Christmas Child – from receiving a Christmas Shoebox from Samaritan's Purse as a child in Bosnia to being an adult participating in the project in North Carolina. She was adopted in Kiev and now lives in Fuquay-Varina, NC. The 29 boxes we filled in November were delivered to the Pitts Baptist Church drop-off location Thanksgiving week.

### CVAN – Meal-A-Month or Meal-A-Quarter

We have succeeded in providing a Meal-A-Month for 20 women and children for the second full year – that's 24 monthly meals for 20 (480 people) provided by the Daughters of the King chapter at All Saints'. We are planning to prepare meals for CVAN on the fifth Thursday of the month during 2020. I mentioned to Rebecca at CVAN that we would like to offer the meals less often (like every other month), and she offered the fifth Thursdays, which will occur five times during 2020 – January 30, April 30, July 30, October 29 and December 31. Rebecca says we will not be expected to provide the New Year's Eve meal, so just four meals for 20 in 2020.

And the things we ought to be doing....

### 2020 – Book Study

We are planning to study *Walk in Love*, a book by Scott Gunn and Melody Wilson Shobe. This book comes from our *Forward Day by Day* publications group in Cincinnati, Ohio. Scott Gunn is the Director there. Whether you're a cradle Episcopalian or a later addition, you'll love reviewing, learning or enhancing your knowledge of Episcopal beliefs and practices. The book starts off with the offertory sentence for which the book was named (from Ephesians 5:2) and looks at all of these sentences (found on Page 376 of the Book of Common Prayer). Along with delving into the BCP, we'll also be looking at prayer (a DOK focus), the Bible, The Church, and the Sacraments through this study. All women are welcome to join in this study.

As the new year begins, we hope to draw more All Saints' women to our Mary and Martha Chapter. For anyone wanting to get a better idea of the bigger picture, Daughters of the King is an international order of the Anglican communion. There are many resources available on our [National Office website](#). Please feel free to explore on your own or to ask anyone wearing the silver cross of the Order of the Daughters of the King. We are: Catherine Ackiss, Gail Boys, Fran Burkett, Gerry Depken, Roxanne Friday, Gigi Guthrie, Janet Hollopeter, Becky Hoyser, Garen Livingston, Jan Millar, Deborah Monroe, Virginia Ridenhour, Gina Simmons, Dorothy Teeter, De Torrey, and Rev. Jackie Whitfield. For more information, contact Jan Millar at [jmillar@carolina.rr.com](mailto:jmillar@carolina.rr.com).

*Jan Millar, President, Mary & Martha Chapter – Order of Daughters of the King*

# CHRISTIAN FORMATION

## WOMEN'S MINISTRY

The women of All Saints' take to heart the words that frame the ministry of this church: Invite, Nurture, Serve, and Grow. The focus of this ministry is to strengthen the bond of friendship and fellowship in our congregation and inviting new attendees to join us in prayer, study, and community-building.

We have been blessed by incredible guest speakers and artists who have shared their own stories and talents with us. In addition to ministering to the women of our church through these important annual gatherings, through the Women's Ministry outreach we have identified several opportunities to serve our community.

As we think about how we can serve the increasing needs of our community, we are always open to new experiences, requests for support, and engagement opportunities. Recently, several women attended New Camino. This led to considering how we could not only serve our Spanish-speaking community members, but invite Sem to be a part of our congregation. One result of this was our celebration on December 12th of Our Lady of Guadalupe. It was an intentional way to welcome into our church our neighbors for whom this feast day is of great importance, and to open ourselves to new experiences and ways of worship. It also gave us the opportunity to decorate the Lady of Guadalupe icon with roses, so that the children and their families going into school the next day would recognize the celebration.

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

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

*Roxanne Friday, Women's Ministry Coordinator*



# COMMUNICATION

## COMMUNICATION VESTRY LIAISON REPORT

### Set Free To Serve and Set Free To Grow.

The All Saints Communications played a crucial part in all the programs and services that enhanced our spiritual growth and helped out community with their needs by providing information in a clear, concise and effective manner. The following programs and technical advances assisted in the delivery of meaningful and helpful communications to all ages.

### New Technical Advances

There have been major technical improvements which help our congregation enjoy our services, facilities and allow our communication team to perform their duties with greater efficacy. A higher speed internet service has been installed for a reduced monthly cost which allows work to be performed faster and allows the use of our internet by more people. The Welcome Center Message Board has been modified so that slide changes can be performed via the internet and removes several previous steps making changes easier and more efficient. As a result of a grant, two new screens and projectors have been installed in the Parish Hall for greater clarity and stronger images for our services, plus for others in the community that use our faculties. A new computer and wireless connection now allows users to connect into our projector system for use in presentations, reducing the help needed from staff.

### New Design and Communication Content Changes

The All Saints Bulletin and the Online Weekly Word underwent an updated graphic look design change which increased the ease of readability and understanding. Also created was a bulletin printed insert highlighting all the communication mediums available for keeping updated on All Saints events, services and news on our Website, Facebook, Tweeter, and Instagram accounts. This is available in the Pews in the Nave and in white boxes on each row in the Parish Hall along with newly designed Connect cards for our guests and prayer cards for folks in our Parish and community.

### Continuing Communication Devices

All Saints is continuing to use all communications devices for imparting information for spiritual growth and keeping the congregation updated on church and community events to all ages, no matter how they receive their information. We use printed materials, like the Bulletin, letters and website, Facebook, Events Calendar, Weekly Word, Welcome Center Message Board and Digital Outside sign. We are grateful for our publication proofers, Mary Hendry and Martin Ericson, who assist our team in many important ways.

### The Communication Team

The All Saints 2019 Communication Team was directed by Brian Sapp-Moore, and consisted of Regina Forsyth, Carolyn Franzese Phillips, Debby Smith, Ben Smith, Tina Lucky, Ruth Brown, Michael McDonough, and David Baxter. If you have any questions, contact David Baxter at [dbaxterclan@gmail.com](mailto:dbaxterclan@gmail.com).

*David Baxter, Vestry Liaison*

## COORDINATOR OF COMMUNICATIONS REPORT

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

In the spring of 2019, I attended my second Episcopal Communicators' Conference in Denver, CO. By joining this national community of communicators in the Episcopal Church, I not only learn a great deal of information by attending sessions at the conference, but I also make contacts and relationships that continue to help me be a better Coordinator of Communication at All Saints'. For example, one morning during the conference I was able get website questions answered

# COMMUNICATION

right at the breakfast table. Therefore, it is my intention to attend the 2020 Episcopal Communicator's Conference in Savannah, Georgia.

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

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



# PARISH LIFE

## PARISH LIFE MINISTRY REPORT

Parish Life encompasses several ministries: Social Saints, Sunday Social Time, OWLS, Young Family Connections, Special Receptions, and Parish-wide meals.

These teams are responsible for “feeding the flock” in many ways. Parish meals were served for Maundy Thursday and Rally Day. A Continental breakfast was prepared for the Easter Egg Hunt. Elegant cheese and cracker platters were prepared for Easter and several services at Christmas. We organized a Stewardship potluck and did set up/cleaned up for our shared meals with Grace Lutheran. We celebrated the burning of the mortgage with a catered meal. Some are inside the church and some are out in the community. Some are on a schedule, and others are “last minute” when we experience the loss of a loved one. Some are single events like the Bishop’s visit, or a special time for All Saints’ like our 50th Anniversary. Some are worshipful and others are wildly celebratory like the Tacky Christmas Party and Chili Cookoff. OWLS bring their meal, Social Saints and Young Family Connections meet out in the community for fellowship and food. The common thread for all we do is gathering to share a meal, to talk, to learn, to grow and to serve each other.

In 2019, we had some feedback about the kitchen which identified some concerns that may have impacted the ability of the ministry to be truly set free to serve. We heard: “I can’t find what I need,” “I don’t know where things go,” and “I’m afraid to use the equipment.” It was decided that the kitchen could be more “user friendly” and so:

- The shelves were cleaned, and items no longer being used were donated, recycled, or discarded.
- Labels were added and like items were grouped together.
- Shelves were designated for Youth and Special Receptions. Two lower shelves were completely emptied and designated for events where quantities of food need to be purchased in advance.

- An order sheet for consumables was created to ensure consistency of the products we order and, with the support of the Administrator a process was set up for ordering.
- A checklist was created with input from many to ensure that anyone using the kitchen would leave it clean and ready for the next group.
- The laundry room shelves were organized, tablecloths folded, and shelves labeled to keep them in order.
- Extra cloths at the end of their life were donated to a group who repurposes them into items for folks in need.
- Bulletin boards were added.
- Knives were sharpened.
- The refrigerators were cleaned and organized, and expiration dates were honored.
- 2020 will add more instructional signage.

New feedback from these improvements now shows that people feel more confident using the kitchen because they know where to find what they need and where it all goes when they are done. Many commented that they love the checklist as it reminded them to turn off the warmer and mop the floor. Folks are even confident using the dishwasher now! It’s not as intimidating as apparently it had become. This is important as we move forward in understanding how we can additionally serve the greater community. If we’re not afraid to use the kitchen, we are more prone to seek opportunities where we can offer food and fellowship to those in need of both. If you are interested in joining Parish Life Ministry or have any questions, please contact Nancy Hunter at [nancyaubitz@carolina.rr.com](mailto:nancyaubitz@carolina.rr.com).

*Nancy Hunter, Junior Warden, Parish Life Liaison & Chair*

# PARISH LIFE

## ALL SAINTS PARISH WEEKEND AT KANUGA

In late Spring of 2019, Rev Michael Whitnah approached a small group of us about helping him lead our church in restarting our annual Parish Weekend at the Episcopal Conference Center in Hendersonville, NC, known simply as Kanuga. A key impetus was the new 2020 Kanuga Parish Weekend Packages. By grouping four parishes together for the weekend with shared programming, Kanuga can substantially lower the costs. They have achieved their goal to provide two nights of lodging, 5 meals, childcare, and separate programming for adults and children all for less than \$500 for a family of four. What should you expect from our Parish weekend? To quote Kanuga, "Parishes will experience a weekend of well-deserved respite, curated programming, fun-filled activities, and radical hospitality. Your community will discover the joys of a fully-immersive, and inclusive, parish retreat weekend. Kanuga invites you to deepen your connection with The Creator, community, and nature."

Over the past six months, the Kanuga team at All Saints' formed and performed. Here are the highlights of our work in 2019:

- Planned and hosted a tasty, fun Low Country Boil in October. Special thanks to Chef Don Smith and the amazing Possum Hoppers string band!
- Visited Kanuga in November to see the newly renovated facilities and learn more about the details of the Parish weekend program.
- Made 100 home-made apple pies under the leadership of Joe and Debbie Stegman and their daughter, Julia Hill, just in time for the Holidays.
- The Low Country Boil and apple pies have netted over \$3,500 for scholarships to the parish weekend.

Our work continues into 2020 and over the next few months you will hear more details about our parish

weekend. The only thing you need to do NOW is to SAVE THE DATES on your calendar — June 5-7, 2020.

The 2020 Kanuga Parish Weekend Team members are: Mark and Karen Robinson, Julia Hill, David and Alice Baxter, Courtney Steinberg, Teri Jones, Randy Brantley, Cheryl and Richard Sexton, Don Foskey, Don Smith, and Rev. Michael Whitnah. If you'd like more information, any of the team members can assist you, or contact Mark Robinson at [mrobinson0982@gmail.com](mailto:mrobinson0982@gmail.com).

*Mark Robinson, Kanuga Team Member*

## NEWCOMER MINISTRY

In 2019, 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 20+ greeters who serve at the 9:00 and 11:10 AM services. They welcome church goers with a smile that starts our transition from the outside world into a place of worship.

Greeters talk with visitors and provide information they seek, which can include a tour of our building, information about our services, and introductions to our Clergy, Staff, Vestry or other members. Visitors are asked to complete a connect card (located in the white baskets in the Parish Hall or pews in the Sanctuary) and provided with a bag of information and a small token to express our appreciation for their visit. The bags are thoughtfully assembled by Jo Erickson.

If you are interested in becoming a greeter contact Mary Hendry at . Many parishioners wrote personalized letters to our visitors, while the Newcomer committee members call and/or email everyone who completes a connect card. In 2019, we had three Newcomer "Meet and Greets" to provide newcomers an opportunity to meet other visitors and members of All Saints, as well as

# PARISH LIFE

evening receptions. We also arranged a Newcomer table to provide information about All Saints' and the Episcopal church. Our goal is to have a central location to welcome visitors as they are greeted.

If you have any ideas or an interest in being a part of the Newcomer Ministry, please contact Karen Robinson at [krobinson0982@gmail.com](mailto:krobinson0982@gmail.com) or 980-721-1053. You may also contact Alice Smith at [alicefaisonsmith@gmail.com](mailto:alicefaisonsmith@gmail.com) or 704-425-0881.

*Karen Robinson, Coordinator of Newcomer Ministry*

## NURSERY REPORT

We have had a wonderful 2019 year in the nursery. A lot of our kids in the nursery are getting tall and are talking! We have a couple of new kids that have joined our nursery and they are doing great. Also, Ms. Katie has a new co-worker named Ms. Kristen. Please stop by to welcome Ms. Kristen and her daughter. We look forward to having another great year.

*Katie Adams, Lead Nursery Teacher*

## OWLS — OLDER AND WISER LAITY

This group experiences the opportunity to “Set free to serve, to grow, and to shine.” Older and Wiser Laity are invited for lunch and conversation with the clergy of All Saints'. We usually meet the fourth Thursday of the month (subject to change) at noon in the parish Hall, All Saints' Episcopal church. Bring your own lunch. This is a great opportunity to spend time with others and the clergy to discuss anything. Sometimes we discuss blessings and thanksgivings. Sometimes we talk about needs and services. Everyone is welcome!! If you'd like more information, please contact Sue Gelarden at [gelardensue@gmail.com](mailto:gelardensue@gmail.com).

*Sue Gelarden, OWLs*

## PRIMETIMERS

You are invited to join any and all activities with Primetimers! It is an opportunity to be a part to “be set to free to grow and shine” at All Saints'. Primetimers is just fun and fellowship. Activities are scheduled for fun things during the middle of the day in the middle of the week. During 2019 we had fabulous lunch at The Speedway Club, toured the Southern Grace Distilleries in Mt. Pleasant who makes bourbon and enjoyed lunch at 73 & Main Restaurant, walked leisurely through Daniel Stowe Botanical Garden in Belmont and had lunch at Amber Jack Seafood and Steak in Gastonia, had lunch at Lakeview Family Restaurant sitting over High Rock Lake with a great view, experienced the “Feel the Thrill Tour” in a ride around Charlotte Motor Speedway and enjoyed lunch at The Speedway Club, and learned and experienced riding the LYNX Blue Light Rail to uptown Charlotte and had lunch at the 7<sup>th</sup> Street Station.

It is a wonderful opportunity to get to know people. Please invite friends and family to Primetimes activities. It is not limited to All Saints' members of the congregation. All are welcome!! If you'd like more information, please contact Sue Gelarden at [gelardensue@gmail.com](mailto:gelardensue@gmail.com).

*Sue Gelarden, Primetimers Coordinator*

## SOCIAL SAINTS

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

4th Sunday lunches have been very well attended by a diverse group. We will continue to have informal gatherings at various church and community events throughout the year. Some additional highlights from 2019 were the Meals on Wheels Soup Sampling and Tacky Gift Exchange.

The annual All Saints' Tacky Gift Exchange, held the first Friday of December in the Welcome Center, is open to all adults. In 2019 we welcomed several visitors to the

# PARISH LIFE

church for this event. This is a purely social and hilariously fun event! Each person brings their favorite hors d'oeuvre and one wrapped gift. Approximately 40-60 attendees will leave with an empty dish, a smile on your face, and a gift.

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

*Michelle Malmquist & Jennifer Cook, Coordinators*

## USHERS

It was a privilege serving our congregation as ushers in 2019. We guided, supported and protected our parishioners and clergy at three services on Sunday as well as funerals and memorials. We served side by side with funeral directors and made visitors feel welcomed and comfortable. We grew to 35 members in our ministry by adding 2 new ushers. Whether you were a long time member or a visitor for the first time we hope we made you feel loved and welcomed. We will continue to do our best as ushers as we share God's love with you. If you are interested in joining this ministry, please contact Kim Everhardt at [kimeverhardt@gmail.com](mailto:kimeverhardt@gmail.com).

*Kim Everhardt, Usher Coordinator*

## VITALITY TEAM

You have probably heard of a new group called the Vitality Team. You might be wondering what the team does, and how this ministry helped the congregation of All Saints' be set free to serve, set free to grow, or set free to shine in 2019.

The Vitality Team is a group that was formed by Revd. Cox on the advice of Jim Griffith, the consultant who helped All Saints' envision how we might be Set Free to

Grow. The team was created to provide discernment and perspective in the continuing effort by ASEC to grow, serve, and thrive. The group is charged with seeking to discern God's leading for the parish as we move into the new chapter of ministry, unburdened by the heavy load of mortgage debt that the church has carried for ten years. The team was formed in March 2019. We began by discussing Jim's advice and how it applies to our situation and our community. Jim's guidance can be organized into three broad areas: simplify our operations and communications, "Get out of the Castle," and invite people to All Saints'.

Over the summer, we gathered information from the church's ministry leaders. We were deeply impressed and grateful to hear from 51 ministry leaders about why they do what they do, how they go about it, and how their ministry impacts the Lord's work in this place. We also collected stories of successes in ministry and identified examples in each of our three focus areas:

- Simplify
- Go out into the community
- Bring folks in.

Each of those focus areas has many applications. You will see and hear about them as they are implemented. We are working on making it easier to know about, and become involved in, what's happening in and around the church. As an example, watch for the "Red Door" and "Red Shirt" icons that accompany information about opportunities to invite folks in, or to be a visible presence out in the community. We are working on identifying what we can do to ensure that, as we grow, we continue to be a loving community that serves God and honors each other. All Saints' will grow, not just in numbers, but in health, in impact, and in individual spiritual lives. Let's be mindful of the importance of offering each other grace and encouragement, a prayer and a smile.

*The Vitality Team — Debby Smith, Chris Charest, Rebecca Bahn, Rita Smith, David Baxter*

# OUTREACH

## OUTREACH MINISTRY REPORT

OUTREACH All Saints' has truly been set free to serve the community. In 2019 money from fundraisers was distributed to the following partners:

- CCM
- CVAN
- Meals on Wheels
- Free Clinic
- Habitat for Humanity
- Farmers and Hunters Feeding the Hungry
- Salvation Army Center of Hope (Night Shelter)
- Early Childhood Foundation of Cabarrus County
- Boys and Girls Club
- Samaritan's Feet
- Haiti Reforestation Partners (CODEP)
- St. Andrews School (Haiti)
- Episcopal Relief and Development (Hurricane relief for the Bahamas)
- Teacher development at Forest Park Elementary

All Saints' parishioners continued to volunteer in many organizations: CCM, Habitat for Humanity, Salvation Army Night Shelter, and Meals on Wheels, to name just a few. Parishioners taught English as a second language, volunteered at hospices, and participated in many charitable events such as the annual Crop Walk and I Love My City.

All Saints' also routinely invited the community into our building, for example we hosted the "Getting Ahead" program, the Racial Equity Institute, and meetings of 12-step programs. The scope and impact of All Saints' outreach in the community continues to grow and shine. If you are interested in Outreach, contact Don Foskey at [donald.foskey@gmail.com](mailto:donald.foskey@gmail.com).

*Don Foskey, Outreach Coordinator*

## BENEVOLENCE COMMISSION

This 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 individual gifts. They are the Christmas and Easter special altar flower events and occasional vestry-directed funding. This year distributions were made in support of the Rector's Discretionary Fund, now known as Rector's Assistance Account. The balance currently in the account as of the end of November was \$6,060.84. Members of the Commission are the Rector, the Junior Warden, the Vestry Liaison to Outreach, the Business Manager, and an "at large" member named by the Rector, from time to time.

*Joseph C. Hunter, Acting Secretary*

## LITERACY MINISTRY

This Ministry helps All Saints' serve the local community by providing free English classes to our Hispanic neighbors, which will help them at their jobs, at their children's schools, and in interactions with others in the community. These classes build relationships between members of our church and the wider community and are also part of our New Camino outreach.

We have provided 384.5 volunteer hours this year. We are in partnership with Cabarrus County Library System and the Cabarrus Bilingual Schools. If you would like to join this ministry, please contact one of us, and we would be glad to give you more information about this worthwhile endeavor. You may also email Nancy Foskey at [nfoskey@yahoo.com](mailto:nfoskey@yahoo.com) for more information.

*Kris Benshoff, Nancy Foskey & Mary Hendry, Literacy Team Members*

# OUTREACH

## ALL SAINTS 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.

Many years ago, the very first Night Shelter in Cabarrus County was started at All Saints' Episcopal Church where parishioners served a simple dinner and let those without a place to go for the night sleep on mats that were laid out on our parish hall floor. The late Marshal Smith of All Saints' was also instrumental in growing what is now the Center of Hope in downtown Concord. His leadership, passion and empathy for anyone in need is still remembered to this day by those he served.

Our volunteer efforts live on. This past year our parish was called upon for two separate weeks of service in the summer and in late fall. 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 25+/- guests each night to the shelter and preparing and serving over 220 home-cooked meals each week. Fried chicken, 12-hour smoked barbeque, and homemade lasagna were just some of the delicious love-filled meals that were shared. Breakfast food and supplies were also provided for the week. We were thrilled to have some first-time volunteers this year and hope to welcome more in 2020!

Our goals for 2020:

- Increase our base of volunteers by providing more information about serving at the Night Shelter in the form of a yet-to-be-developed brochure and guide.
- Continue to promote our “shadowing option” for first timers or those who just want to check out what the volunteer efforts entail.
- Explore an option for people to support this mission if they wish by donating funds to help offset the cost of breakfast supplies or non-perishable items such as toothpaste/toothbrushes, etc.

Anyone who wishes to get involved or would like any additional information about serving in this ministry is welcomed to contact Jim Williams at [Jim.Williams@littleonline.com](mailto:Jim.Williams@littleonline.com). Thank you to all the great volunteers and their service to others.

*Jim Williams, Ministry Coordinator*

## RACIAL JUSTICE AND RECONCILIATION MINISTRY

All Saints' took the lead in founding Racial Equity Cabarrus (REC) in 2017 and was one of six local founding churches that brought the two-day Racial Equity Workshops to our county. The purpose of the workshops is to increase our racial awareness, to gain an understanding of how the history of our country has shaped racism, and to be aware that racism is both structural and systemic. With shared language and a clearer understanding of how institutions and systems are producing unjust and inequitable outcome, participants leave the training better equipped to begin to work for change.

In 2019, Racial Equity Cabarrus hosted 12 two-day racial awareness workshops and one Groundwater Presentation that were attended by a total of over 400 people. Cabarrus County Schools, Kannapolis City Schools, Iredell Statesville Schools, Mooresville Graded School District, Atrium Health, law enforcement from several jurisdictions, Concord City Government and many other public and private organizations, and individuals have participated in the training.

After seeing the value and power of the training, Rowan and Iredell Counties have begun their own workshops and are focusing on bringing community leaders to the training.



# OUTREACH

About 35 people from All Saints' have attended the two-day workshop.

In 2018 we partnered with Grace Lutheran Church in sharing meals together once a month to build relationships and community and to have meaning conversations on race and racism in our city and county. In 2019 we continued to alternate hosting these monthly Fellowship Dinners, where we come to talk about our shared experiences. Many cross-racial friendships have grown out of these opportunities to learn more about one another.

In July of 2019, we journeyed to Greensboro to the International Civil Rights Museum with two predominately Black churches — Grace Lutheran and First Baptist of Kannapolis. There we learned more fully the story of the Greensboro Four, who, in 1960, courageously and quietly sat at the Woolworth's lunch counter and asked to be served. They were not served, and this gave rise to a movement of "lunch counter sit-ins" across the South to protest segregation. We followed our visit with lunch at a local soul food restaurant. We resolved that we needed to do more of these activities to foster our growth together as a community.

As a result of this experience, the leaders of the six churches in Racial Equity Cabarrus determined that a Pilgrimage to Montgomery in the fall of 2020 would be our next journey together to experience the Peace and Justice Museum and the Rosa Parks Museum, among others. All Saints' has taken the lead in planning this three-day pilgrimage, and has obtained \$6,000 from a diocesan grant to help reduce the cost of the pilgrimage.

If you are interested in Racial Equity Ministry Outreach at All Saints' or would like to know more about our workshops, please contact Chuck Collier at [cwcollierjr@gmail.com](mailto:cwcollierjr@gmail.com).

*Chuck Collier, Racial Equity Cabarrus*

## TOUR DE SAINTS'

All Saints' annual outreach event, Tour de Saints' charity bicycle ride for Cooperative Christian Ministry (CCM), was held August 24, 2019.

Over 100 volunteers along with members of Concord and Cabarrus County law enforcement kept almost 300 cyclists happy and safe, as they traversed the beautiful backroads of Cabarrus County.

The event raised nearly \$11,000.00 for CCM. While we had a little rain for the first time in our history, 2019 was highlighted by having Viva Chicken and Commoners Brewing join us at the finish line keeping this event one of the best in the Carolinas.

Many thanks to everyone that worked before, during, and after the event to make it such a success!

For more information about this annual event, visit our website at [www.tourdesaints.com](http://www.tourdesaints.com). For more information, email Ragan Kearns at [saintragan@yahoo.com](mailto:saintragan@yahoo.com).

*Ragan Kearns, Tour de Saints' Event Coordinator*

# FINANCE & STEWARDSHIP

## FINANCE COMMITTEE REPORT

The Finance Committee is comprised of several members of the Parish, the Parish Treasurer and two vestry members. The committee meets monthly to review the financial operating results versus budget and to interpret operation's cash flow results and requirements. The committee acts as a resource to the Vestry by providing wise financial recommendations regarding management of church assets. The Committee also assists the treasurer in developing the financial plan for the next year as well as updated operating forecast within the year. The Vestry has approval authority for the financial plan and any other recommendations made by the committee. The committee also assists with the completion of the annual independent audit report, a copy of which is submitted to the diocese within the prescribed time period. The 2018 audit was done in April, 2019. The audit found that All Saints' financial processes, records and controls are all in good order.

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

In 2019, the Finance Committee worked closely with the Vestry and Church Leadership to strategically map the way forward for the church's Mission and Ministry. Some of the key 2019 contributions of the Finance Committee and the Treasurer include the precise, accurate and

timely reporting of Capital Campaign receipts, disbursements and transfers. The Capital Campaign, launched in the spring of 2018 has achieved remarkable success. Total Capital Campaign receipts as of December 31, 2019 reached almost \$2 Million or 87% of total Capital Campaign Pledge Commitments. The \$1.7 loan balance was paid off by March, 2019 culminating in a Mortgage Burning Celebration Dinner. As of yearend \$280,000 was set aside for Deferred Maintenance Capital Projects. \$28,327 of these funds paid for the replacement of the roof over the Educational Wing of the building. With the approval of the Vestry, the Treasurer and Finance Committee opened two new DFMS Trust Accounts, namely, The Capital Maintenance Reserves Trust and the Haywood, Thompson, Williams Estate Trust. The John Williams Charitable Trust will terminate January 22, 2020. As a beneficiary of this Trust, All Saints' will receive its share of the Trust at that time — approximately \$425,000. These funds will be transferred to DFMS and become part of the Haywood, Thompson, Williams Estate Trust. As is the case with All Saints' main DFMS Trust Account, these new Trust Funds will earn strong quarterly distributions. The Capital Maintenance Reserves Trust will provide funds for All Saints' Capital Maintenance Projects and other major facility improvements. The Haywood, Thompson, Williams Estate Trust as well as All Saints' main DFMS Trust are reserve funds to support All Saints' General Fund Cash Flow needs, if required. In 2019, refunds from Sales Tax Return Filings done by the treasurer resulted in significant receipts for the church. The Treasurer played a key day to day active role communicating and providing guidance and financial training to the New Church Administrator and the Church's Business Office; insuring that proper controls were in place over all receipts and disbursements and the recording of these transactions. Effective January 1, 2020 All Saints' is participating in the IRS 125 Cafeteria Premium Only Health Plan. This plan allow its full time employees to pay a portion of their health insurance premium on a Pre-tax basis. A new Assistant Church Administrator was hired which vastly help enhance All Saints' communication resources and programs. Most important in 2019, the combined efforts of the Treasurer, Business Office and Finance Committee



# FINANCE & STEWARDSHIP

allowed the church to sustain positive cash flow on a monthly basis, despite operating with an overall 2019 deficit Budget of \$36,402.00.

In its monthly meetings, the Finance Department and its Treasurer provided the vestry and Church Leadership with a wide variety of key Operation Reports, Graphs and Analytics. These reports include variance analysis of line item actual results versus budget receipts and expenses, Cash Flow Analysis, Capital Campaign receipts, disbursements and wire transfers reporting, electric, water and gas utility utilizations, Sunday Service Attendance Tracking and Outreach Fund Raising and disbursements reporting. These reports allow our church to clearly understand what was happening in these areas and take action to cause improvements where required. In addition to the on-line remote Deposit Capture of Parishioner's Donations, which made the processing more efficient and secure, Pinnacle Bank's remote on-line Positive Pay Platform was installed to improve controls and security over payment to vendors by check; thereby, eliminate all kind of check frauds and allow good protections from misappropriation of church funds.

The Asset Management Account opened with the church's bank in 2018 was very effective allowing for timely, smooth and efficient transfer of Parishioners Stocks and other donations to All Saints'. During 2019, Finance Committee member, Chuck Collier investigated several grant opportunities. With the approval of the Vestry, successful grant requests paid for Attic Insulation, AV Projection Equipment, Ice Machine, Tank-less Water Heater and a New Projector & Screens in the Parish Hall.

If you have questions, please contact Gil Small at [gvs1214@yahoo.com](mailto:gvs1214@yahoo.com)

*Gil Small, Church Treasurer & Thomas W. Dillard, Finance Committee Chairman*

## STEWARDSHIP

Our on-going initiative is to keep stewardship informative, keep people engaged in the unfolding story of All Saints', and to experience the joy of doing so. 2019 was indeed the year All Saints' experienced great joy in the generosity of giving. In our annual campaign "Set Free to Serve," we heard from new members of All Saints'. Parishioners were invited to consider how All Saints' shines the light of Christ in this community and the wider world. We continue to encourage people to consider pledging as a spiritual discipline and set forth the blessing of working toward tithing.

Details regarding our efforts are summarized in the Finance Committee report and in the financial charts.

*Chris Charest, Stewardship Chair*

## LEGACY COMMITTEE

Recognizing that Christian stewardship involves the faithful management of all of God's gifts — time, talent, the created world, and money, including accumulated, inherited, and appreciated assets, the All Saints' Legacy Committee began meeting in May in order to develop a plan to educate, support and encourage planned giving to this church.

Their first action was to recommend the Vestry establish a new and separate fund to be known as "The All Saints' Building, Outreach and New Ministry Endowment Fund" in order to enable the church to fulfill its mission more completely by developing ministries beyond what is possible through its annual operating funds. Distributions from the fund are limited to: (1) capital improvements of the Parish; (2) outreach ministries and grants; (3) seed money for new ministries and special one-time projects; and (4) and such other purposes designated by donors to the church whose gifts are included in the fund. Distributions to the fund will not be made to the operating budget.

The vestry created this fund in December. Gifts to this fund

# FINANCE & STEWARDSHIP

will be managed as if they were permanent endowment funds, however, in the event of an emergency, however, the Vestry may authorize additional distributions following special votes.

The Legacy Committee is currently developing materials to present to parishioners later in 2020.

*Chris Charest, Stewardship Chair*

## FOLLOW THROUGH COMMITTEE

Those of us on the Follow Through Committee have the joy of telling you of the faithful perseverance that we demonstrate with our continued contributions to the capital campaign. It is our hope that these periodic announcements of our success will be a reminder that we have been given a gift and we must use it wisely.

*Alice Smith, Follow Through Committee*

## BUILDING & GROUNDS MINISTRY

The Vestry is charged by the congregation, and Episcopal Cannon, with the care of Church property. This charge or ministry is often referred to as “Building and Grounds.”

As with many buildings of this size, maintenance and repairs are a regular occurrence. From big jobs like replacing the roof over the education wing to the small jobs like replacing a light bulb in a ceiling fixture, we have seen many such jobs completed this year. We really should not say “changing light bulbs” is a small job since that is misleading. Try counting the number of lights in use here at All Saints’. Really, we need to do an inventory! Seriously though, providing a complete listing of the work put into the upkeep of the church building would be a larger report than we have room for here.

Before we enumerate some of last year’s accomplishments, we need to mention just how blessed we are to have skilled craft persons who volunteer their

time and talent to complete these jobs, either directly or by acting as project manager when outside contractors are required. People like John Erickson, Chuck Collier, Brad Fisher, Don Smith, John Cline, and Ben Smith, to name just a few. While the vestry offers guidance, direction, and vision, it is often these persons, with the task-specific skills and knowledge, providing feedback, to allow such guidance, direction, and vision to become a reality.

Here is a list of most of last year’s accomplishments:

- Removed two layers of old roofing and installed a new roofing membrane over portions of the education wing
- Repaired light fixtures and replaced light bulbs as necessary
- Replaced old damaged exterior doors in the nave and added panic bars
- Repaired the fireplace stone face and re-set the remote so the fireplace works
- Replaced the old ice maker with a new, quieter, and more efficient model
- Replaced the hot water heater that services the kitchen with two “on demand” tank-less gas water heaters
- Repaired damaged sheetrock on ceilings and walls in various locations and painted where necessary
- Installed protective covers on wall corners in the kitchen to prevent damage by carts bumping into the corners
- Installed electrical service at two of the rainwater cisterns and installed new pumps and piping
- Repaired an improperly installed underground storm drain junction box
- Replaced batteries in exit signs and emergency lighting to keep them functional and meeting the fire codes
- Installed a new electronic timer for operation of the parking lot lights
- Had Fire extinguishers inspected and replaced failed units

# FINANCE & STEWARDSHIP

Thank you to all those who helped complete these tasks so that our building and grounds could continue to serve our community and shine God's light.

*Mike McDonough, Vestry Liaison for Buildings & Grounds*

## CREATION CARE

Creation Care is a priority of the Episcopal church. Simply stated it is a loving, liberating, life-giving relationship with God's Creation. Our ministry at All Saints' is inspired by the words of Presiding Bishop Michael Curry, "This is not secular do-goodism, this is the Jesus Movement. As followers of Jesus we care for God's world, because God cares for God's world, and this means we care about climate change."

Recognizing that one of the best things we can do to ameliorate climate change is to plant native trees, we discovered a well-established program from the Arbor Day Foundation called Energy Saving Trees. This highly successful program provides trees to private homeowners to plant the right tree in the right space on their property. It had been rolled in 38 states, but never in North Carolina. We are very proud that we are the first church in the United States, and Concord is the first city in NC to roll out Energy Saving Trees.

In October, a total of 220 trees were distributed to Concord homeowners. Teaching demonstrations on tree planting, mulching, watering, and soil testing were offered during our two-day pickup event at All Saints'. It was heartwarming to see families arrive with children to pick their free trees. One man was planting his tree in honor of his soon-to-be-born daughter.

The Arbor Day Foundation uses i-Tree technology based on peer-reviewed research from the U.S. Forest Service and the Davey Institute to calculate measurable estimates of environmental outcomes. The 20-year cumulative benefits of these 220 trees are: 508,000 kWh energy saved; 926,000 lbs. of carbon sequestered; 3,934,000 gallons of storm water filtered, and 1700 lbs. of air

pollutants absorbed. This program is a wonderful collaboration between our church and our city that has created lasting relationships. We will continue the program in 2020 and hope to expand to include Kannapolis.

All Saints' Creation care plans to meet quarterly in 2020. Dates and times will be announced in advance. Please come and join us. All are welcome. If you are interested in joining this ministry, please contact Mark Robinson at [mrobinson0982@gmail.com](mailto:mrobinson0982@gmail.com).

*Mark D. Robinson, Creation Care Coordinator*

## THE GARDENS OF ALL SAINTS'

The mission of the Gardens of All Saints' is to create and nurture sacred garden spaces that foster spiritual inspiration, tranquility, and promote the stewardship of Creation. Did you know that this ministry maintains seven garden spaces? These include the keyhole and kitchen gardens, the pollinator garden, the wildflower garden, the Bell Tower garden, the Columbarium gardens, and garden spaces on The Path. Vegetables and herbs grown in our kitchen gardens are used for our parish meals and shared with the food bank at CCM. The Altar Guild creates amazing altar arrangements for our worship spaces using the flowers, leaves, and berries from the plants, trees, and shrubs in the gardens. Each of these gardens require regular weeding, pruning, and watering throughout our long growing season. All this work is provided by a dedicated group of volunteers who donated over 1000 hours this past year to the Gardens of All Saints'.

2019 was an exciting and productive year in the Gardens. Here are the highlights of the new Gardens of All Saints' projects completed in 2019:

- Removed overgrown shrubs from the mailbox island in the parking lot. These shrubs were hard to see around creating safety concerns. A design for a new garden for this space was completed and will be planted in 2020.

# FINANCE & STEWARDSHIP

- Completed a 740-foot-deep well that provides 9 gpm of clean water for irrigation. The drillers passed 100 feet of clay before hitting bedrock!
- Professional installation of a 7-zone two-wire irrigation system for all the gardens on The Path and the Northeast half of our campus.
- Launched a new ministry, the All Saints' Arboretum of Native Trees.
- Detailed descriptions were completed for 14 different native trees growing on the All Saints' campus.
- Installed posts with markers and QR codes with the content about the trees and the people to whom the tree is dedicated (see our brochure).
- Applied fresh mulch in the Fall
- Started a new garden space to grow sweet corn and sweet peas in 2020
- Flame weeded the area to avoid using Roundup
- Tilled the heavy clay soil and worked in some mulch
- Completed soil testing, and planted a cover crop of crimson clover

We continued our work on The Path garden project, which began in 2013, when we first started to transform what was then an overgrown pine stand into a series of walkways for outdoor garden spaces. We have completed six years of this 20-year project to create an outdoor cathedral to the glory of Almighty God. Our standards for the beauty and excellence of this space are inspired by Memorial Gardens in Concord and the UNCC Botanical Garden.

Here are some highlights of what we accomplished in 2019 on The Path Garden:

- Weed prevention by covering at least 70% of the total area with mulch including sheet mulching which repurposed many pounds of cardboard
- Planted the first tree on The Path on February 1, 2019. It is a tulip poplar that was rescued from along the playground fence and moved to its current location.
- Completed the heavy grading for this garden space, removing large stumps, and creating an access road from the parking lot behind the church
- Made progress in the Michael McCarthy Memorial garden
- Completed hardscaping, weeding, stump removal, and sheet mulching
- Planted 11 trees and installed drip line irrigation

Professional installation of new steps to The Path from the columbarium area. The granite steps were given in memory of John Yelton. They were created using former Concord curb stones that were repurposed to create easier access to our preschool parking and the gardens. New plantings along the steps and an iron handrail will be installed in 2020.

This Fall we split 2+ cords of sweet gum wood that was harvested off The Path in 2018. This wood was donated to the 2019 Christmas Lightshow at the Speedway to fuel the fire pits that warm the workers and the visitors. Nothing is wasted in God's economy!

We would like to thank these garden team members for their dedication to this ministry: Janet Hollopeter, Elizabeth Solomon, Garen Livingston, Teri Jones, Jeanne McCarthy, and Rebecca Bahn. Special thanks to these men who worked many hours on our gardens, and grounds: John Cline, Don Smith, John Erickson, Brad Fisher, Tom Holder, Bob Black, and Bob Thompson. If you are interested in joining this ministry, please contact Mark Robinson at [mrobinson0982@gmail.com](mailto:mrobinson0982@gmail.com) or Shelley Williams at [60shelleymwilliams@gmail.com](mailto:60shelleymwilliams@gmail.com)

*Mark Robinson & Shelley Williams, The Gardens of All Saints'*



# **FINANCIAL ACCOUNT INFORMATION**



**REPORT OF BANK ACCOUNTS  
BALANCE AS OF DECEMBER 31, 2019**

<u>2018</u>	<u>Account Description</u>	<u>2019</u>
\$55,820	General Operating Account	\$34,725
\$103,521	Suspense Account	\$120,019
\$0	Money Market	\$31,836
\$0	Capital Reserves	\$49,849
\$4,977	Memorials Account	\$6,687
\$4,051	Columbarium Account	\$6,051
\$100	Building Fund Account	\$0
\$2,332	Rector's Assistance Account	\$2,452
\$267,664	DFMS Investment- All Saints' Episcopal Church, Concord	\$138,192
\$37,070	DFMS Investment-Garden of All Saints' Endowment	\$43,217
\$47,073	DFMS Investment- The Columbarium Endowment	\$57,333
\$0	DFMS Investment-Capital Reserves	\$206,027
\$0	DFMS Investment-Haywood, Thompson, Williams Estate	\$141,625
<b>\$522,608</b>		<b>\$838,013</b>

## GENERAL OPERATING ACCOUNT REPORT FOR 2019

### INCOME COMPARISON

<b>2018</b>		<b>2019</b>	<b>2019</b>	<b>2019</b>
<b><u>Actual</u></b>		<b><u>PLAN</u></b>	<b><u>Actual</u></b>	<b><u>VARIANCE</u></b>
511,558	Pledge Income	520,824	533,431	12,607
44,462	Unpledged Income	45,000	32,502	(12,498)
120	Unpaid Offering prior year	300	145	(155)
7,842	Plate Offering	8,500	9,423	923
31,473	General & Miscellaneous	13,000	12,442	(558)
41,049	Trust Income	37,137	35,039	(2,098)
19,594	Special Fund for Outreach	26,163	26,163	-
4,812	Designated Gifts	5,800	2,497	(3,303)
2,715	Rental Income	7,650	4,190	(3,460)
11,400	LECLC Reimbursement	11,400	11,400	-
13,079	Investment Income	13,200	14,248	1,048
<b>\$ 688,103</b>	<b>Totals</b>	<b>\$ 688,974</b>	<b>\$ 681,481</b>	<b>\$ (7,493)</b>



## GENERAL OPERATING ACCOUNT REPORT FOR 2019

### EXPENSE COMPARISON

2018 <u>Actual</u>		2019 <u>Plan</u>	2019 <u>Actual</u>	2019 <u>VARIANCE</u>
209,255	Clergy Salaries, Taxes & Benefits	284,378	282,850	(1,528)
150,301	Lay Employees Salaries & Benefits	158,138	165,771	7,633
60,486	Diocesan & Seminary Assessments	61,513	61,517	4
111,201	Property Maintenance	92,281	77,641	(14,640)
62,380	Debt Service	2,922	821	(2,101)
57,749	Office & Information Expenses	57,138	56,784	(354)
19,594	Outreach	26,163	26,163	-
18,287	Ministries	16,496	19,675	3,179
14,816	Christian Education	17,348	12,581	(4,767)
8,696	Music Programs	9,000	7,127	(1,873)
<b>\$ 712,766</b>	<b>Total Expenses</b>	<b>\$ 725,376</b>	<b>\$ 710,931</b>	<b>\$ (14,446)</b>

<b>\$ (24,663)</b>	<b>Net Income less Expenses for 2018</b>	<b>\$ (36,402)</b>	<b>\$ (29,449)</b>	<b>\$ 6,954</b>
Deficit		Deficit	Deficit	Better than Budget

### SUMMARY REPORT | GENERAL OPERATING ACCOUNT (YEAR ENDED DECEMBER 31, 2019)

The planned Net Results for 2019 was a \$36,402 deficit. The actual deficit was lower \$29,450. An improvement of \$6,952 compared to Budget.

#### Revenue totaled \$681,480 compared to a budget of \$688,974.

- 1 - Pledge receipts reached \$533,431 higher than budget by \$12,607.
- 2 - Unpledged receipts were \$12,498 lower than budget.
- 3 - Plate Offerings were \$923 higher than budget.
- 4 - Combined Trust and Investment Income were slightly lower than budget.

#### Expenses totaled \$710,931 compared to a budget of \$725,376.

- 1 - Clergy Payroll and other costs were \$1,528 lower than budget.
- 2 - Lay employee costs were \$7,633 higher than budget.
- 3 - Property Maintenance costs of \$77,641 were lower than budget by \$14,640.
- 4 - Overall Utility cost was down 9.3% from 2018.
- 5 - Electric kwh was down 11% and gallons of water used was down 36% from 2018.
- 6 - Debt Service cost was down \$2,101 from budget. The loan was paid off in March.

## FINANCIAL PLAN FOR MISSION & MINISTRY 2020

2018 <u>Actual</u>	<u>INCOME</u>	2020 <u>PLAN</u>	2019 <u>Actual</u>	2020 vs 2019 <u>Variance</u>
511,558	Pledge Income	546,835	533,431	13,404
44,462	Unpledged Income	49,223	32,502	16,721
120	Unpaid Offering prior year	3,155	145	3,010
7,842	Plate Offering	9,423	9,423	-
31,473	General & Miscellaneous	11,000	12,442	(1,442)
41,049	Trust Income	25,010	35,039	(10,029)
19,594	Special Fund for Outreach	26,889	26,163	726
4,812	Designated Gifts	3,000	2,497	503
2,715	Rental Income	4,190	4,190	-
11,400	LECLC Reimbursement	5,700	11,400	(5,700)
13,079	Investment Income	28,300	14,248	14,052
<b>\$ 688,103</b>	<b>TOTAL RECEIPTS</b>	<b>\$ 712,726</b>	<b>681,481</b>	<b>\$ 31,246</b>

## FINANCIAL PLAN FOR MISSION & MINISTRY 2020

2018 <u>Actual</u>	<u>EXPENSES</u>	2020 <u>Plan</u>	2019 <u>Actual</u>	2020 vs 2019 <u>Variance</u>
209,255	Clergy Salaries, Taxes & Benefits	296,990	282,850	14,140
150,301	Lay Employees Salaries & Benefits	170,809	165,771	5,038
60,486	Diocesan & Seminary Assessments	65,124	61,517	3,607
111,201	Property Maintenance	82,682	77,641	5,041
62,380	Debt Service	-	821	(821)
57,749	Office & Information Expenses	55,573	56,784	(1,211)
19,594	Outreach	26,889	26,163	726
18,287	Ministries	19,682	19,675	7
14,816	Christian Education	15,991	12,581	3,410
8,696	Music Programs	12,600	7,127	5,473
<b>\$ 712,766</b>	<b>TOTAL EXPENSES</b>	<b>\$ 746,340</b>	<b>\$ 710,931</b>	<b>35,409</b>

<b>\$ (24,663)</b>	<b>Net - Receipts less Expenses for 2019</b>	<b>\$ (33,615)</b>	<b>\$ (29,449)</b>	<b>\$ 4,166</b>
Deficit		Deficit	Deficit	Higher Deficit than 2019

### SUMMARY REPORT | FINANCIAL PLAN FOR 2020

**The plan calls for a Shortfall of \$33,615**

**Total Receipts Budget is \$712,726 compared to actual Receipts of \$681,481 in 2019.**

- 1 - Pledge Receipts of \$546,835 are \$13,404 higher than 2019.
- 2 - Unpledged Receipts of \$49,223 are \$16,721 higher than 2019.
- 3 - Plate Offerings of \$9,423 are equal to 2019 Plate Offerings.
- 4 - Trust income of \$25,010 is \$10,029 lower than 2019.
- 5 - Investment Income of \$28,300 is \$14,052 higher than 2019.

**Total Expense Budget is \$746,340 compared to actual Expenses of \$710,931 in 2019.**

- 1 - Clergy Payroll and other costs are \$14,140 or 5% higher than 2019.
- 2 - Lay employee costs are \$5,038 or 3% higher than 2019.
- 3 - Property Maintenance costs are \$5,041 or 6% higher than 2019
- 4 - Christian Education Costs are \$3,410 higher than 2019
- 5 - Diocesan assessments are \$3,607 higher than 2019.

## REPORT ON TRUST FUNDS

Trust accounts consist of:	2019	2018	2017	2016	2015
J. H. Williams Trust (All saints' - one third)	\$ 445,474	\$ 393,034	\$ 446,010	\$ 401,815	\$ 393,069
A. B. Palmer Trust	134,740	\$ 123,690	\$ 144,211	\$ 132,290	\$ 136,471
<b>Total Investment at Market Value</b>	<b>\$ 580,214</b>	<b>\$ 516,724</b>	<b>\$ 590,221</b>	<b>\$ 534,105</b>	<b>\$ 529,540</b>

The following is a summary of 2019 activities for these Trust Funds:

	<u>J.H. Williams</u>	<u>A.B. Palmer</u>
Balance as of 12/31/18	\$ 393,034	\$ 123,690
Income distribution received	14,155	3,522
Change in market value	69,320	24,784
Distribution	(31,035)	(17,257)
Security Deposit Contributions	_____	_____
<b>Balance as of 12/31/19</b>	<b>\$ 445,474</b>	<b>\$ 134,740</b>
% Change	13%	9%

Note: On January 22, 2020 All Saints' will receive its share of the terminated John Williams Charitable Trust.

### JOHN AND CINDY BARNHARDT TRUST:

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

March, 2019 income produced was \$8,920

This Trust is managed by the Foundation of the Carolinas.

## TOTAL PARISHIONERS' PLEDGES | 2020 BUDGET

We received 146 Net Pledge Cards totaling \$546,835.

- 57 cards remained the same totaling \$195,345
- 51 cards increased amounts totaling \$285,946
- 21 cards decreased amounts totaling \$36,530
- 15 new cards totaling \$26,014
- 2 returning cards totaling \$3,000
- 3 "no pledge" cards

## LOCAL OUTREACH FUNDS | RAISED IN 2018 — DISBURSED IN 2019

	<u>Description</u>	<u>Date</u>	<u>Amount</u>
CCM		Jan-19	\$12,116
CVAN		Jul-19	\$2,000
Meals on Wheels		Jul-19	\$1,250
Free Clinic		Jul-19	\$1,250
Habitat for Humanity		Jul-19	\$1,250
Farmers and Hunters Feeding the Hungry		Jul-19	\$750
Salvation Army Shelter of Hope		Jul-19	\$1,200
Early Childhood Foundation of Cabarrus County		Jul-19	\$1,342
Boys & Girls Club of Cabarrus County		Jul-19	\$1,000
Samaritan's Feet		Jul-19	\$346
Episcopal Relief & Development (EDR)		Sep-19	\$1,000
Cabarrus Partnership for Children		Jan - Dec-19	\$658
Community Free Clinic		Jul-19	\$1,250
<b>Total</b>			<b>\$ 25,412</b>

## FOREIGN OUTREACH FUNDS | RAISED IN 2018 — DISBURSED IN 2019

Haiti Reforestation Project	Jul-19	\$1,600
Saint Andrews School — Haiti	Jul-19	\$400
<b>Total Foreign Outreach Funds Spent in 2019</b>		<b>\$2,000</b>

## OUTREACH INCOME | COLLECTED ON THE FIRST SUNDAY OF EACH MONTH FOR THE ASSISTANCE FUND

January:	\$438.00
February:	\$110.00
March:	\$235.00
April:	\$733.00
May:	\$498.50
June:	\$339.62
July:	\$300.00
August:	\$733.00
September:	\$656.00
October:	\$544.00
November:	\$230.00
December:	\$319.00

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<b>Total First Sunday Offerings:</b>	<b>\$5,136.12</b>
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## ADDITIONAL OUTREACH GIFTS DURING 2019

The Society of St. Andrews — Advent Mite Boxes	\$258
Bishop's Discretionary Fund — Confirmation & Palm Sunday	\$1,010
Penick Home Village — Mother's Day Offering	\$328
R.A.I.N. (Advent Lessons & Carols)	\$115
CCM (Food Pantry)	\$12,617
Virginia Theological Seminary	\$2,033
Assistance Fund	\$6,719
Forest Park Elementary School	\$1,500
<b>Total Additional Outreach Gifts:</b>	<b>\$24,590</b>

## THE FOLLOWING GIFTS WILL BE TRANSFERRED TO ALL SAINTS' SUSPENCE BENEVOLENCE

Easter & Christmas Flowers December 2019	\$1,661.50
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**2019 CAPITAL SPENDING  
FACILITY UPGRADES & IMPROVEMENTS**

<u>DESCRIPTION</u>	<u>CAPITAL RESERVE</u>	<u>GRANT</u>
New Roof over the Educational Wing of Church Property	\$ 28,327	
Attic Insulation - 13,100 square feet		\$ 10,580
AV Projector and Screen		\$ 15,479
Replace 100 Gallon Water Heater with Tankless Water Heater		\$ 7,943
Replace 25-year-old Ice Machine		\$ 6,073
New Left Hand Side Parish Hall AV Projector and Screen		\$ 20,874
	<b>SUBTOTALS</b>	
	<u>\$ 28,327</u>	<u>\$60,949</u>

**TOTAL EXPENDITURES CAPITAL SPENDING GRANTS & RESERVES    \$89,276**

## **ALL SAINTS' EPISCOPAL CHURCH**

*All Saints' Mission — Disciples Making Disciples for Jesus*

*All Saints' Vision — Love Like God Does*

### **Staff**

The Reverend Nancy L. J. Cox, Rector  
The Reverend Michael Whitnah, Assistant to the Rector  
Markeisha Weaks, Church Administrator  
Brian Sapp-Moore, Director of Music & Director of Communications  
Ruth Brown, Administrative Assistant

### **Deacons**

The Reverend Vern Cahoon  
The Reverend Jackie Whitfield

### **Priest Associate**

The Reverend Jim Bernacki

### **Priest Emeritus**

The Reverend Roger Butler

### **Vestry**

<b>2019</b>	<b>2020</b>	<b>2021</b>
Charles McKinley	Dick Whitfield	David Baxter
Don Foskey	Drew John	Mark Helms
Fran Burkett	Nancy Hunter	Barbara Horne-Stead
Willie Dillon	Mike McDonough	Karen Rupp-Urbanski



**525 Lake Concord Road NE | Concord, NC 28025**

**704-782-2024 | [allsaintsconcord.org](http://allsaintsconcord.org)**