

ANNUAL REPORT 2020



ZOOM PARISH GATHERING AGENDA

MARCH 14, 2021 @ 10 AM

Welcome and Opening Prayer — The Reverend Nancy L. J. Cox

Recognition of those received and reaffirmed at Bishop's Visitation in Advent IV,
December 20, 2020
Deanna Phillips – received, Joy de Block – received, Dorothy Garrett – reaffirmed

Financial Report — Vic Clark, Assistant Treasurer

- Review of Fiscal Year 2020
- Overview of Financial Plan for Mission and Ministry 2021

Rector's Report — The Reverend Nancy L. J. Cox

Senior Warden Report — Nancy Hunter, Senior Warden

Acknowledgement of Ministry Reports — The Reverend Nancy L. J. Cox

Parish Discussion in Breakout Rooms — Nancy Hunter, Senior Warden

Once in your breakout room, please introduce yourself to the others in the room. You will have 15 minutes to discuss the questions below. Please have someone take notes and submit them to Admin@AllSaintsConcord.org for compilation and publication in the Weekly Word.

- What were your joys and struggles this year? Name one example of how you have seen God at work in this Parish during the pandemic.
- What are your hopes for the future of your ministry in this Parish? What is one thing you would like those gathered here today to know?

Recognition of Outgoing Vestry/Parish Leaders — The Reverend Nancy L. J. Cox

Closing Prayer — Nancy Hunter, Senior Warden

STATISTICAL REPORT

	2018	2019	2020
Holy Communion — Sundays	150	153	181
Holy Communion — Weekday	16*	34*	20
Holy Communion — Other	8**	17**	311
Holy Communion — Private	66***	93***	87
Number of Communion Administered	10,520	11,095	460
Morning Prayer Services — Weekdays in Lent	18	6	1
Other Services	34	16	58
Baptisms	3	3	6
Marriages	2	2	0
Burials	7	6	6
Number in Attendance (All Services)	11,116	12,867	13,520+

* 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

**** Average Attendance while the Building was closed. Includes Neighborhood Church

+ Estimated if we had been having regular services.

STATISTICAL REPORT

Added	2019	2019	2020
By Baptism	7	8	6
Confirmation / Reception	0	18	1
By Transfer	7	7	3
Reactivate	0	0	0

MEMBERSHIP TOTALS

Total Adults	517	548	417
Total Youth	–	–	51

BAPTISMS

We welcome into the body of Christ the following persons baptized in 2020:

Tucker Jo Coley
Lila Austin Coley
Elle Marie Tarbet
Emery Lee Tarbet

BURIALS

Hagan 'Betty' Hilbish
Marcia Bremser
Andrea Holding
William 'Bill' Harris
Martha Stephens
Harry Turner

TRANSFERS TO ALL SAINTS'

None

TRANSFERS FROM ALL SAINTS'

Mary Woodson Bradley
Stone Hair
Carter Hair

2020 ANNUAL MEETING MINUTES

JANUARY 26, 2020 at 10 AM

Meeting called to order at 10:09 AM by Clerk, Kim Gordick

Presentation of List of Canonical Members — Clerk, Kim Gordick

Motion to approve canonical list of voting members made by Jerrod Smith seconded by Mark Robinson. Motion passes.

**Jackie Whitfield was inadvertently added to the canonical list as a voting member of the congregation. However she is a member of the clergy and not a voting member of the congregation.

Nancy recognized the new voting members from 2019.

Approval of Minutes of Annual Meeting, 1/27/19 – The Rev. Nancy Cox

Motion to approve minutes from 2019 annual meeting as written made by Mike McDonough seconded by Chris Charest. Motion carries.

Report on Nominations – Charles McKinley, Chair, Nominating Committee

Charles presented the following candidates to serve on the 2020 vestry: A one-year term to be served by Rebecca Bahn. A three-year term to be served by Steve Phillips, Tiffany Fulton, Richard Lewis, and Lorraine Warner.

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

With no further discussion, motion to close nominations and elect the slate by acclamation made by Joe Hunter seconded by Don Foskey. Motion Carries.

All new vestry members introduced themselves to the congregation.

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

Nancy installed and blessed the 2020 vestry.

Financial Report — Gil Small, Treasurer

- Review of Fiscal Year 2019
 - Gil presented a review of the capital campaign and as of mid-January we had received \$2,024,515, with only \$260,000 outstanding.
 - The church has noted a 43% decrease in electricity usage since 2016.
 - The general budget from 2019 was below projected deficit of \$36,402 but was \$29,450.
 - Outreach funds distributed for 2019 was \$25,412.
 - We currently have over 1 million dollars invested in DFMS.
 - We received \$86,000 in grant monies this year to make upgrades to the church's infrastructure and energy efficiency.
- Presentation of Financial Plan for Mission and Ministry 2020
 - Gil presented the 2020 financial plan which is a deficit of \$33,615.
 - \$26,889 raised in 2019 for disbursement by outreach.
 - Mark Robinson asked what upgrade plans are on the books for this year. Nancy responded that the deferred maintenance for external work is planned this year. She also plans to commission professionals to allow for lifecycle maintenance. Our education wing needs some significant work to allow for a safe environment. The parking lot has been delayed until the deferred maintenance is completed.
 - Gina Simmons asked if there is a budget line for a replacement for Michael. Nancy responded that yes it is in the budget to replace him.
 - Susan Yelton made the comment that our church used to pay part of the budget used to go to outreach and wants that to be reinstated. Nancy responded that churches are no longer the major sources of support for the community organizations. She reports that the church has been working with several local organizations to use our space for their greater purpose.
 - Al Bonnyman wants the teachers of the small children to please step forward and help out.
 - Sexton asked about budget lines for youth/families and possibly expanding the funding for it. Nancy responded that she is fully committed to continuing growing the youth.

Motion to accept the financial report made by Martin Ericson seconded by Mark Robinson. Motion carried.

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

Motion to accept the parish's committee reports as published made by Karen Urbanski seconded by Al Benshoff. Motion passes.

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?

Nancy asked the congregation in attendance to gather in groups of 3-4 and discuss the above questions.

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

Nancy recognized and thanked Fran Burkett, Willie Dillon, Don Foskey, and Charles McKinley for their leadership and service to the church.

Adjournment of meeting at 11:03 AM by Clerk, Kim Gordick

MINISTRY REPORTS



RECTOR'S REPORT

What a year!

As 2020 opened, All Saints' was living into the new opportunities made possible by the retirement of the building loan. A group of parishioners were working on how the Education Wing might more effectively serve our children and children in the community. Grants had been received for improvements to audio and lighting in the sanctuary. The Assistant Rector had accepted a call to a new position and work was underway to launch a new search.

The annual meeting at the end of January provided clear direction: parishioners wanted All Saints' to focus attention on children and growing our ministries in service to the wider community. The February Vestry Retreat energetically recognized the opportunity in truly being "set free to serve." The vestry committed itself to expanding All Saints' legacy of work with children and people in need in the community.

By early March, with the declaration of pandemic, discussion in the parish expanded to additional safety measures, securing hand sanitizer, and engaging a children's sermon on hand washing to address concerns around the new coronavirus. And then on March 12th, everything changed. Church buildings across the diocese were ordered closed and in-person worship suspended at least through May 17th (a date that later proved wildly optimistic). As a community of faith, we committed to flattening the curve and stopping the spread as a way to love God and love our

*The steadfast love of the
Lord never ceases,
his mercies never come
to an end;
they are new every
morning; great is your
faithfulness.
Lamentations 3:22-23
NRSV*

neighbor. Though this was completely new territory, All Saints' education classes quickly pivoted to Zoom and worship began to be "livestreamed." Participating in virtual meetings, gatherings, worship, and even funerals, unthinkable even a month earlier, was now the norm.

Emily Badgett came home when her college closed and started working with our young people. In May, Youth Sunday was a gift to the church and also a turning point. Our young people, who are quite comfortable in the virtual world, led us to be more creative in our worship. We moved most of our worship outside, which was safer and allowed us to experience our campus and God's creation in new ways, and even took it on the road, praying and preaching from homes, parks, a sheep farm and even the Charlotte Motor Speedway.

The Creation Care ministry took on a new importance as the primary way most people could interact with the physical plant of the church. The team had its first crop of sweet corn and peas. It is such a joy to see the soil, which previously wouldn't grow crab grass, produce a crop. I think there is a lesson for all of us: time, care, water, and manure can help growth in even the most unlikely places. The campus pilgrimage "Journey with Jesus," the Saints' Scavenger Hunt, and the Stations of the Cross all offered new ways for us to engage God in creation.

The June Kanuga parish weekend, which many worked so hard to bring into being, had to be rescheduled, now into 2022. It will be even more special given our time apart. We had our first live-streamed funeral for Marcia Bremser, and followed it with another for Bill Harris. This has been an incredibly difficult time for grieving families, and I am grateful that we are able to provide solace, comfort and hope.

Through the summer, several parishioners (led by Chuck Collier who was leading this effort at the diocesan level as well) worked on our safety plan for regathering in person, first outdoors and then inside. It was more challenging than we might have expected, and once started, our worship was so very different with the required protocols. Climbing infection rates led to the suspension of in-person worship in November and the dramatic expansion of Lay Eucharistic Ministers to meet the needs of the parish for communion in the home setting. One of the gifts of the pandemic has been once again seeing our homes as a primary place for worship and faith development.

Several parishioners took "webinars" (a word that few probably were familiar with at the onset of 2020, but has become part of our new normal). We were reminded that the church actually began to thrive and grow exponentially when the disciples were barred from the Temple in Jerusalem and began to worship in small groups outside of traditional worship buildings. "Neighborhood Church" was born, and we have three gatherings at present. We are praying for leaders to be able to add Kannapolis, Western Cabarrus, Harrisburg and Mt. Pleasant groups in 2021.

Though the building was closed, the life, work, and ministry of the church never ceased. The people of All Saints' determined not only to survive these changes, but to thrive and continue to do the work to which God has called us: grow in our service to God and one

another. The Vitality Team, created through the “Set Free to Grow” initiative, pivoted their work to keeping the parish vibrant and engaged. A parish call tree has kept us connected. Christian formation “in a bag” created new pathways for deepening faith, more food drives, and blood drives offered tangible care for the community. We also undertook various building work to make ministry more effective. See the "Building & Grounds" section later in this report for a detailed summary.

I celebrated a decade of ministry at All Saints' on October 10th and was blessed by lovely memories and kind tributes. On All Saints' Day, we participated in the virtual Celebration of the Baptism of Emory and Ella Tarbert. The Bishop's Visitation in December was live-streamed and together we celebrated the Reception of Joy DeBlock and Deanna Phillips, and reaffirmation of Dorothy Garrett and David Millar. The Service of Light offered prayers not only for those who were grieving and heavy hearted in our church, but included a [memorial for those who had died of COVID](#) in Cabarrus County (over 240 as of this writing). Christmas services were offered virtually with creative input from our choirs and young people.

The vaccine offers new hope. I want to celebrate five All Saints' parishioners – Charles McKinley, George Monroe, Alice and Don Smith, Debby Smith – who participated in the vaccine trials. As I write, more and more people are vaccinated, but this pandemic is still deadly. More than 2.5 million people, including more than 550,000 Americans, have died.

All Saints' continues to be blessed with an incredible staff. The brilliant work of Brian Sapp-Moore through this time cannot be overstated. He produced the weekly worship videos and then in July learned how to enable our choirs to once again sing together. Kudos to the choir members for hanging in with all the changes.



Ruth Brown's creative gifts in visual communications kept us informed and made All Saints' website a "go to" for community information. Deacon Jackie Whitfield has led us through the pandemic with wise words and gentle care for our children, even as she has worked to bring a partnership with government and private business for a child development center forward. We look forward to that opening later in 2021. Deacon Vern Cahoon pivoted his ministry in the wake of pandemic closures to ensure that elders in our community continued to receive Holy Communion. He offered support to families unable to visit due to COVID lockdowns and coordinated a project to ensure that all of the residents in our neighboring care facility received Christmas bags. In the fall, Emily Badgett's CPE work under COVID increased. Thankfully, we were able to hire Mayden McDaniel, who also works with the Episcopal Service Corp in Asheville and Samantha Waller, who is a student at UNC Charlotte to lead virtual youth group. As we bid goodbye to Michael Whitnah in January, we also opted not to fill the position during the pandemic. We have budgeted the youth and family minister for a lay person in 2021 due to reduced pledges. I am grateful for the ongoing pastoral care support of The Reverend Jim Bernacki, priest associate at All Saints'. Jim and Sandy moved to Concord from Albemarle this summer, and it's wonderful to have them in Cabarrus County. Markeisha Weeks resigned in September for personal reasons, and her position was redirected to a part-time accounting professional Becky Poytner and church administrator Jerrod Drye.

Four vestry terms ended in January 2021: Rebecca Bahn, Nancy Hunter, Mike McDonough, and Dick Whitfield. Rebecca Bahn graciously agreed to serve for a one-year term and continues to coordinate our columbarium. Mike McDonough completed his second vestry term of my tenure and continues to work with our technology, a ministry made even more important in the pandemic. Dick Whitfield has worked with adult Christian formation and the newcomer ministry. This summer he pitched in with our major records retention effort. Nancy Hunter worked with parish life and this past year as Senior Warden. Under the canons which govern our life together, the vestry is able to fill vacancies. As we were unable to hold a parish meeting in January to elect vestry members, the vestry filled those vacancies. Fran Burkett accepted nomination and Nancy Hunter and Dick Whitfield agreed to serve again. Nancy Hunter was subsequently elected Senior Warden for 2021.



Futurists (those who study trends for the future) have a term for our present situation: VUCA (volatile, uncertain, complex, ambiguous). We have lived that in 2020 with courage, determination, tremendous faith, and by the power of the Holy Spirit. One futurist observed: "The world has changed, we have changed, BUT changed people change people and we are part of the love that never quits and leaves no one out."

In this time when many external things may change, it is important that we remind ourselves of our core values, which do not change. These values guide the decisions we make, the actions we take, and the repentance/forgiveness we offer when we get off track. They are our understanding of how the Anglican guideposts of Scripture, Tradition, and Reason are filtered through our present situation.

**RESPECTFULLY SUBMITTED,
THE REVEREND NANCY L.J. COX**

Our Vision

*To be a church that Loves
Like God Loves*

Our Mission

*To be a church of
Disciples Making
Disciples for Jesus*

Core Values

*Being an active and
inclusive community of
faith*

*Worshipping God in the
Episcopal tradition*

*Nurturing the individual
to grow in Christ*

*Seeking and serving Jesus
in unexpected places*



SENIOR WARDEN'S REPORT

WHY IS YOUR MINISTRY IMPORTANT TO YOU?

Vestry service is critical to the continued life and success of the Church as we are responsible for the stewardship of the financial gifts given to us by our Parishioners. Our role is to listen to the needs of the Parish and make financial decisions. The Sr. Warden works closely with Finance to ensure funds are available and brings any questions back to the Vestry for consideration.

WHAT WERE THE JOYS AND STRUGGLES THIS YEAR?

Leading the Vestry this year brought the challenge of the upfit of the Education Wing, which has been needed for many years. Donors stepped forward and Capital Maintenance funds were used to make this happen. It is a beautiful space now – full of light and views of God's creation from its new doors and windows. Soon, little children will fill the space during the week, and our precious All Saints' children will have a beautiful space for Sunday school to learn about the love of God and Jesus' Way of Love. In addition, we have approved and installed new lighting in the nave, added 'scrubbers' to the AC units to ensure capture of small particles and better air circulation. We approved a lot of technology and food drives!

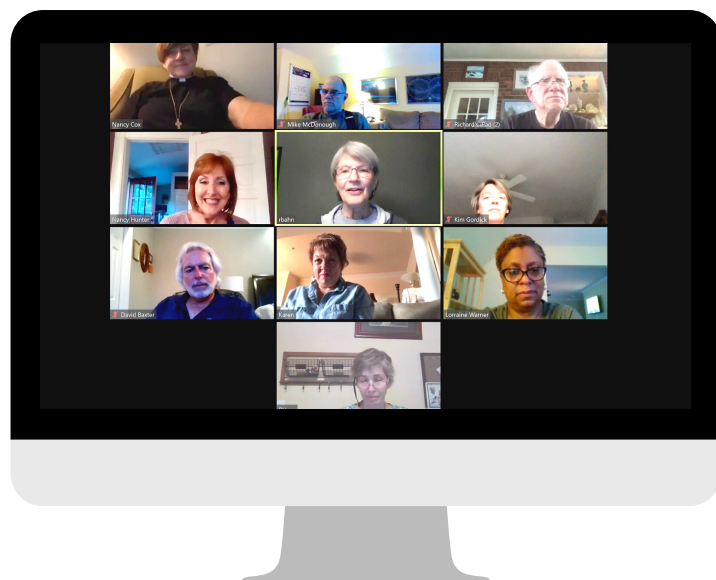
The struggles we overcame this year were the closing of the church building for services and meetings because of COVID-19 concerns. The Vestry responded by meeting via ZOOM and moving forward with new ways to support the continued work of the Church.

WHAT ARE YOUR HOPES FOR THE FUTURE OF YOUR MINISTRY IN THIS PARISH?

Our scripture for 2020 was 2 Timothy 1:7 – "God has not given us a spirit of fear and intimidation, but of power, love and self-discipline."

We recognized we were the first Vestry enabled to make bold decisions as there was no crushing debt. We stepped out in faith in so many ways; making lasting financial and procedural decisions to continue to support the work of the Church and our Parishioners even though the building was and remains closed.

I would trust that Vestries in the future will step out with the same or greater faith because decisions this coming year will also be hard as vaccines against COVID-19 are a reality and perhaps our church life will begin to return to a more normal state.



HOW HAS YOUR MINISTRY ADAPTED IN 2020?

Goodness – all we did was adapt! We adapted to ZOOM. We adapted to changes in work at home and school at home for some members. We adapted to no physical contact, no shared snacks during meetings, no seeing each other "in person." We did not have to adapt the work of the Vestry – just how we got that work done.

HOW HAS YOUR MINISTRY HELPED YOU SEE GOD AT WORK THROUGH THIS PARISH?

It was never my intention when I accepted the call to Vestry service that I would be Sr. Warden. It soon became very clear that God had a very different plan than the one I had. I was naïve to how one becomes Sr. Warden and was not confident in my ability to serve at this level. Two months later, the Church building was closed due to COVID-19, construction in the Education wing started, services were on Facebook, Neighborhood Church launched, and we finally had limited in-person church until we didn't. Each time the fear and anxiety started to creep in, I remembered 2 Timothy, prayed, and refused to be afraid.

Volunteering in the office for many weeks has given me a true inside view of the work – the real work that creates the environment for All Saints' to thrive in challenging times. The incredible power of prayer that comes from All Saints' has at times, brought me to tears with the depth of the faith in this place.

So, in this phenomenally beautiful place, I see God in the porch drop food donations, the Advent bags, the Service of Light, the ionizers in the AC units. I see God in our masks, our music, and in the faces of the children on Christmas Eve, who are growing up so fast. I see him as the Rectors and Deacons record sermon after sermon and in all the people who step up to gather together in new and different ways. I see God in our technology, in our beautiful grounds now clearly seen from the Education wing. I see God in the struggle of not having enough staff and yet, seeing beautiful services, accurate accounting, inspiring music, and Lay Eucharistic Visitors bringing communion. I see God in locked, but welcoming red doors, in the stained glass, in the workroom, in the Community we support. I see God in the faces of those who are grieving and those who are afraid. I see and feel God at work in me.

RESPECTFULLY SUBMITTED,
NANCY AUBITZ-HUNTER, SR. WARDEN



DEACON MISSIONER'S REPORT

As the deacon missionary assigned to All Saints' Episcopal Church (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 "inadequate child care and education for children birth to five." Our voice and actions continue to serve our most vulnerable. This need is even greater during COVID.

Together, members of ASEC have walked in hope beside our children, to share the 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.

During this pandemic year, as I represent ASEC in the community, we have developed a deeper partnership with Cabarrus Partnership for Children, Rowan Cabarrus Community College (RCCC) and the Cabarrus County Board of Commissioners (CCBOC). I serve on the Cabarrus County Early Childhood Taskforce (CCECTF) reporting to the CCBOC. I also serve the Cabarrus Partnership for Children and as an advisor for the Early Childhood Foundation of Cabarrus County. I hope to recruit interested lay people from ASEC to also join in serving on these very important boards and to expand ASEC ministry for young children. The CCECTF has disaggregated data, assessed the needs in our county for the young child, and presented to the CCBOC. One issue, which has

only worsened during COVID, is the lack of quality child development centers. Pre-COVID, 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."

ASEC is doing just that.

The construction work to remodel the 1973 Education wing is absolutely beautiful. The wing will serve the children at ASEC and our community in a modern, up-to-code, and safe facility. It is flooded with welcoming, natural light. I am thankful for Nancy Aubitz-Hunter and the teams of people who sorted education materials, moved furniture out of the Education wing, then back in after construction, and cleaned everything, too. The ASEC Garden Committee has cleaned and maintained the playground.

We are "near to" signing the paperwork on a collaborative project to open a child development center with Marizetta Kerry. Marizetta Kerry will hold the child care license. Our ASEC Early Childhood Discernment Team, chaired by Hilary Smith, will be important to the ministry of this partnership.

Monday, March 9, 2020 – right before the March 13 COVID quarantine began – ECTCC made a presentation to the CCBOC regarding the needs of a child development center and the creation of a new position in the county, which would be dedicated to the creation of an early childhood plan aligned with North Carolina goals, advocacy, and coordination of county services for the young child. Through COVID, this line item was added to the county budget. The position was filled by Carole Brown, who began her new position in Cabarrus County on January 4. Money has also be set aside by the county to partner in opening a child development center in partnership with Marizetta Kerry on the ASEC grounds. The plan is to have some seats reserved for Cabarrus County employees' children.

The Early Childhood Foundation (ECFCC), created by ASEC in 2014, began serving 32 children at the Lockhart Early Learning Center. Today, ECFCC serves 250 children at five subsidized preschool sites. Even through in the face of COVID, children are served.

Susan Steele, the Orff music instructor, has found creative ways to bring music into children's homes via Zoom and YouTube. New books were sent home with children when families participated in the lunch program. *Conscious Disciple* professional development is offered online for teachers. It is monitored by

Cabarrus Partnership for Children. Teachers' manuals have been given out, and we have increased the number of teachers trained pre-COVID from 55 to over 70. ECFCC is grateful for the on-going financial support of ASEC and many of our parish members.

God's work and ministry did not stop during COVID. The needs of young children and their families have grown greater within our church family and in our community. ASEC continues to hear the cries and serve.

As we navigate this the time of COVID, we seek creative ways to serve the body of Christ. We have used this time as an opportunity to reexamine home (or personal) communion and the guidelines for Lay Eucharistic Visitors to deliver communion to God's people. We are very thankful for the devoted leadership of Russ Hoyser before the pandemic. After much reflection, Russ decided to step down as chair of lay eucharist visitors. Becky and he, Joe and Nancy Hunter, and Sue Gerlarden have continued serving as lay eucharist visitors. We expanded our team of Trained Lay Eucharist Visitors (LEV). LEV are trained by your deacons, paperwork is signed by our priest, and sent to our bishop. Deacon Vern and I, following the guidelines of the Bishops in the Diocese of NC, prepare Eucharist and coordinate delivery to anyone requesting communion. [If you desire personal communion, you are invited to make a request online.](#) These requests come directly to your deacons, and we, or lay eucharist visitors, will deliver personal communion to you in a timely manner. All are welcome to request personal communion during this COVID time. Eucharist is bread only, which is consecrated by either the Rev. Nancy L. J. Cox or the Rev. Dr. James Bernacki.

During Advent as we prepared for Christmas, we had wonderful participation with young parishioners serving as readers and carrying the figures to the manger. We had a joyful morning taping one family at a time. And with much gratefulness, Brian Sapp created a beautiful Christmas Eve service from tapings by David Baxter. There was such joy and exuberance from the children to once again be in their church building. Did you notice how much they have grown?

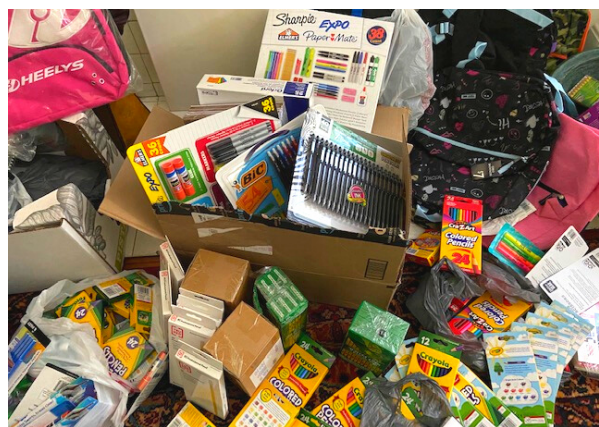
During the early summer and in collaboration with Emily Badgett, “The Journey with Jesus” was written and published on our website. It is a beautiful 12-stop pilgrimage on our beautiful ASEC grounds. I hope many of you enjoyed this opportunity. You can find the pilgrimage [here](#) on our website.

With all the changes this year, the church closure, then regathering, and closing again, it has been a privilege to walk beside Deacon Vern. We support our priest, the Rev. Nancy L. J. Cox, who is continually searching for creative ways to serve and reach our congregation and community. We have supported Neighborhood Perch Church start-ups, delivered personal communion, assisted with outside re-gatherings and brief inside re-gatherings, and trained lay eucharist visitors. We have asked you to assist with Blessing Bags for the un-housed, fidget blankets for the elderly, and personal gift bags for those in nursing homes. You have helped us! Thank you! We have learned to record Wednesday noonday prayer videos as well as sermons, readings, and prayers. We have grown in our knowledge of webinars, Zoom, recordings, Dropbox, and live stream. We have helped to care for the altar in the absence of our dedicated Altar Guild. We've watered and loved our interior plants. We assisted in preparing Holy Week and Advent bags, and made dozens of pastoral calls and visits. The year has been full of God's work and blessings!

In love, we have lifted each of you in prayer.

*The light shines in
the darkness and the
darkness has not
overcome it.*

– John 1:5



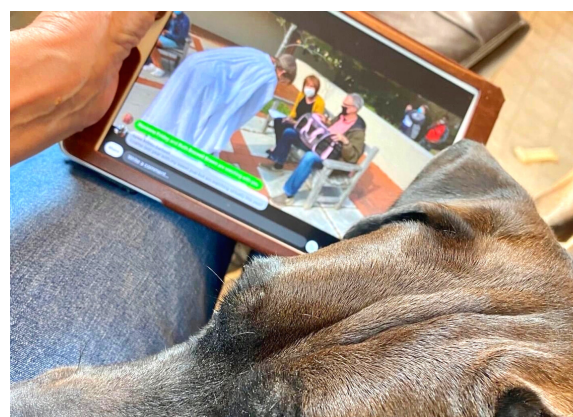
**RESPECTFULLY SUBMITTED,
THE REV. JACQUELINE
WHITFIELD, DEACON**

DIRECTOR OF MUSIC & COORDINATOR OF COMMUNICATIONS

I can see back to that week in March quite vividly. It turned out to be the last in-person choir rehearsal in 2020. As I'm writing this report in February of 2021, it has now been 11 months since every part of church work changed. The taken-for-granted intimacy of being in the same room, singing and playing instruments together. I wish we could have known to savor those last rehearsals more.

All in-person rehearsals and worship stopped abruptly once word came from the Diocese that Thursday, March 12. I recall that all the conversation during those weeks leading up to that day were regarding COVID-19. I believe that, leading up to that time, most of us knew in our minds that our lives would most likely be changed. However, by living and adapting through it, seems the only way that you can truly know the depth of the change, to feel it in your spirit.

We scrambled to find a way to worship online that first weekend. We chose Facebook as the platform to livestream morning prayer. I didn't sleep that Saturday night, feeling the profound responsibility and the importance of us getting it right so that folks could retain some kind of spiritual link together. I remember being amazed those first few Sundays as the number of viewers grew on the screen during the livestreams, and in seeing folks respond to the readings, prayers, and sermon in their chat, all live, in the moment. Amazingly, there are worshippers attending online now from all over, including friends and family from all over the world, coming together to worship on Facebook or attend Christian formation together on Zoom.



One of those first mornings I was amazed at how many folks from my former parish were tuning into All Saints' worship. Then, I suddenly felt the crushing realization that I had started the worship livestream from my personal Facebook account and that most folks from All Saints' weren't able to watch. I tell you, that kind of lesson you only have to learn once!

Regarding Communications, all aspects became absolutely vital for this new virtual life. I say that without any hyperbole. Facebook, and eventually Youtube, became crucial platforms to bring us together for worship and prayer. The website became the place to pick up your bulletin, to find the link to upcoming worship, or to catch up on last week's service. It was a key resource for information on how to get what you desperately need during this pandemic, like food, transportation and eventually, vaccines. Ruth Brown, in her artistic and thoughtful way, continued to find ways to share information as it came to us through the Weekly Word e-newsletters, allowing us to still see each other through photos throughout the year, to see how the children were growing up. When we briefly went back to in-person worship, she also created signage to remind worshippers of physical distancing and hygiene.

I believe it was that first weekend after the stopping of in-person gatherings that I set up our first Zoom account. Now, a year later, nearly every gathering happens via one of our three Zoom accounts.

That first week following the closure, all adult choirs began meeting virtually on Zoom. I remember those first weeks and the look of shock on everyone's faces, then the eventual realization that this was "our new normal." There was also a sense of gratitude that we had a way to come together, yet there were hurdles to cross in regard to navigating the technology. I think we all know a bit more about "mbps" and exactly how far away that comfortable chair is from the router.

Eventually it became clear that while Zoom has many benefits, you can't really use it to create corporate music.

During the summer, I attended a virtual, yet literal, week-long "Boot Camp" on how to create the amazing Virtual Choirs that everyone was talking about. I confess that I had initially thought that creating those videos would be too complicated and difficult. Well, I learned that I was right in that it was indeed truly complicated and difficult, but I learned that it wasn't impossible, and I could actually do it. I've now had lots of practice creating guide tracks and virtual choirs for worship. I imagine that it probably takes me one-third the time that it used to. The singers and instrumentalists who have contributed their recordings have had their own learning experiences, too. Overall, for them, it's nothing like the in-person experience. But, the final product feels something very much like we remember in the "before times," when the viewer was able to see familiar faces and hear familiar voices.

Often times I've discovered aspects of life and work during this pandemic to be surprisingly positive. My favorite is that we now have "Choir without Borders!" Even though our dear friend Jan Sutton had moved to Colorado and my dear friend and former chorister from my previous parish, Steve Clark, lives four hours away, outside of Richmond, they still are able to come to Wednesday night rehearsals on Zoom and contribute to virtual choir projects, taking part in Sunday worship.

Another positive that I have found during all these Zoom meetings, is that we have had a chance to get to know one another more deeply, to cry together, sometimes yell together, and to laugh together. I am grateful for this platform that has enabled us to somehow deepen our relationships, even amidst quarantine and stay-at-home orders. What a blessing, when you think about it!

As we started to get a rhythm in producing worship each week, we thought that we would try moving outside, especially as the weather became more suitable in the spring. We moved to recording in different locations, enabling folks to appreciate our lovely grounds,

and to take in the results of the hard work of the members of Gardens of All Saints'. I figured out how to put everyone's videos together, creating what I hoped would be a worship service that flowed, that was beautiful, and yes, even sounded great, thanks to our Virtual Choirs and talented parishioners. This exploring and learning came together into two services that made me very proud. The first was Advent Lessons & Carols, which brought together The Bells of All Saints', The Choir of All Saints', The Resurrection Choir, as well as guest instrumentalists. It was all done virtually, with folks recording on their own, submitting their videos. And with magic of software, the product was one that was most beautiful.

I was also so proud of our collective work on the Christmas Eve service. Thanks for David Baxter's camera work and Deacon Jackie's coordination, we were able to watch each child place their piece of the crèche, from a vantage that most haven't experienced before. In the short walk down the aisle to the altar, we were able to know each child's personality, to see the twinkle in their eyes, to see a child look at their older sibling for direction, and to be moved by the care they took in carrying their donkey or angel, or even baby Jesus, and placing them just so. It was so precious because of all these things. But it was also deeply poignant, as each child was masked, signaling that this Christmas was still so different, and that many people remain suffering and afraid of what may come from this virus.



For every single person, in 2020, their life changed in the blink of an eye, in many unforeseen ways. As I see it, you must give thanks to that unpredictable Holy Spirit. She inspired us to move beyond ourselves and our fears of singing alone and brought us to the precarious place where we could sing into our phones, and entrust our voices to a friend. We trusted that this friend would carefully bring us together on Sunday, singing and breathing together. She inspired us to find a way for multiple family members to read the Word of God, to be a part of something holy, from their living room to ours.

My prayer is that, as we eventually move out of this pandemic, that we take with us the things that we learned during the “before time” into the “after time.” That deep relationships with the people of God are desperately important and that there is always a way to come together.

Sometimes all you need are the Spirit and a few electrons.

Who knew?

**RESPECTFULLY SUBMITTED,
BRIAN SAPP-MOORE, DIRECTOR OF MUSIC &
COORDINATOR OF COMMUNICATIONS**



WORSHIP

CHALICE BEARERS, LECTORS & PEW DIRECTORS

It has been my privilege to work in the Lector, Chalice Bearer and Pew Director ministries for the past year. Serving in these ministries is a way to be a part of worship in a much more fulfilling way. Chalice Bearers and Lectors are called on not only for normal worship services but for special services during the holidays, for weddings, and funerals. This has always been such an honor for me when I am able to serve in these special services. Covid has brought normal worship to a near halt and has changed many things in our church and for our various ministries. Until March 2020, services were meeting normally though people were starting to take precautions and several of the members of my ministries took hiatus for health reasons.

Chalice Bearers

In the first three months of the year, we had a few volunteers on hiatus but otherwise things continued as normal. When the virus began to spread and services were curtailed, the need for Chalice Bearers came to an end. In the past year, All Saints' had one funeral in the Nave following Covid restrictions, which only allowed limited numbers. Clergy served the Eucharist, so no Chalice Bearers were needed. There have been several baptisms that were recorded and streamed online with only clergy and family members present. When the Covid numbers looked like they were decreasing, plans were made for meeting

in person in the church for services with Eucharist being served only by clergy.

Lectors

The Lectors have been the most active ministry this year. Each month volunteers came to the church to record the Lessons, Psalms, and Prayers of the People, while following COVID-safety guidelines. Chalice Bearers were also invited to participate in these recordings. In the spring, the readings were recorded outside in the gardens, lawn, and Columbarium, which added beauty and variety to the service. As summer progressed and the weather was unpredictable, the recordings were moved inside to the choir loft and Nave. This brought a sense of normalcy to the services. In December, previous members of the vestry and new members were



WORSHIP

invited to record the readings from home, so that there were different faces in the service and the All Saints' Community could see people they had not seen in almost a year.

Pew Directors

The coronavirus has certainly called for more caution and changed the way we could worship in person. For a very short time, we were allowed to meet once again in person starting with one Sunday evening service and plans for an additional in-person Sunday morning service were made. Reservations for the services were required to be made online in advance of the service and COVID-safety precautions were taken. Pew Directors were recruited to check in worshipers as they arrived and then lead one household at a time to a seat. At the end of the service, Pew Directors helped worshipers safely exit the building. This ministry was very short lived because the virus numbers increased and only three in person services occurred. It is my hope that in the coming year, as the vaccine is distributed and it is safe to meet again, All Saints' will be able to gather in the church and that Pew Directors will not be needed. We will always need Chalice Bearers and Lectors for the regular church services and for the special services. Anyone who would like to experience the honor of serving in these ministries, please contact me.

Respectfully submitted,
Elizabeth Solomon
ebasolomon@yahoo.com

GREETERS

We have about 27 greeters at All Saints'. This ministry is important because we are often the first contact that newcomers have with All Saints'. We try to be a welcoming presence to visitors and parishioners alike. 2020 was a difficult year for greeters because we had to put the ministry on hold when in-person services ended in March. When we had limited indoor services this fall, a few greeters were able to help with bringing participants into the building, but that had to stop when virus cases began to spike. I know that I speak for all the greeters when I say that we hope we can get back to regular indoor services soon and begin greeting again. If you are interested in joining the Greeter ministry, please contact me.

Blessings,
Mary Hendry
mhendry5129@gmail.com

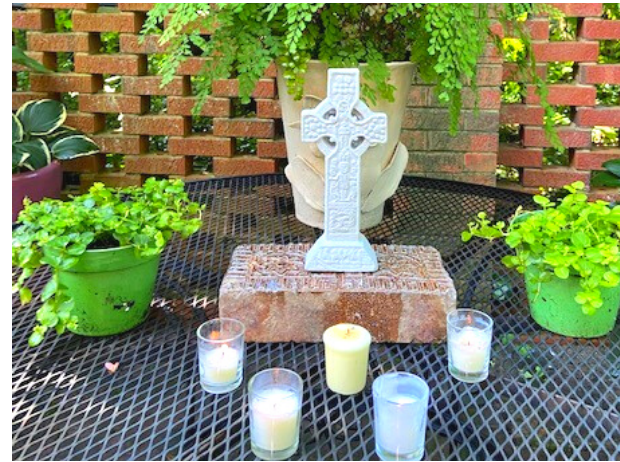


WORSHIP

NEIGHBORHOOD CHURCH MINISTRY

Worship goes on! In March of 2020, indoor worship was suspended indefinitely by the Diocese due to the risk of COVID-19. Despite this, All Saints' safely continued its corporate worship. A part of that was small Sunday worship groups, which were established in outdoor spaces on the grounds of All Saints' and in the backyards of parishioners. Face coverings and social distancing were observed at all times. The All Saints' Grounds group was led by Don and Nancy Foskey. The Burrage Road group was held at the Collier residence, with Chuck and Pam Collier and Dave and Jan Millar leading. The South Union group met at the home of Dick and Jackie Whitfield and was led by Deb Lewallen and Barbara Horne-Stead. Each Sunday around 11 o'clock approximately 36 parishioners met and worshiped at these lay-led services. I have personally observed these hardy bands of worshipers creating a profoundly spiritual experience. Neighborhood churches used an adapted liturgy, including music, praying for each other, small teaching groups, and shared food and drink. Close bonds were developed and new friendships formed. I observed God being fully present at these services and could imagine how it was during the beginning of the Church when the original Christians met in peoples' homes. As we move forward in 2021, my hope is that this ministry will continue to grow and that we can establish additional neighborhood church groups. All Saints' Parish has an incredibly wide geographic range with members from Richfield to Mathews and Huntersville to Mt. Pleasant. I am available at any time to provide information and assist in the growth of this ministry. As Reverend Nancy has said numerous times, the Church is not a building, it's people.

Fred Weber
Coordinator, Neighborhood Church Ministry
fredweber213@aol.com



PASTORAL CARE

ALTAR FLOWER DELIVERY

The members of the altar flower delivery team are Rebecca Bahn, Valerie Devine, Sue Gelarden, Mary Hendry, Debbie Lewallen, Garen Livingston, and Alice Smith. We began 2020 by delivering the many plants that had decorated the altar for Christmas. We enjoyed taking our donated altar flowers in January and February. Then, Lent started in March, but we did not have flowers to deliver due to the pandemic quarantine. The members of this committee are angels of love who take flowers to someone who is hurting or deserving of praise and thanks. We are looking forward to delivering flowers to people again soon. If you would like to join us on this committee, please contact [Alice Smith at \[alicefaisonsmith@gmail.com\]\(mailto:alicefaisonsmith@gmail.com\)](mailto:alicefaisonsmith@gmail.com) or 704-932-3241.

COLUMBARIUM

On December 22, 1985, The Rt. Reverend Robert Estill dedicated the Columbarium at All Saints' Concord. This outdoor walkway was built adjacent to the Nave and is surrounded by a central grassy courtyard. It is a sacred, quiet, and private place where you may remain undisturbed. The garden is adorned with the sounds of gently cascading water from a small fountain, trees to shade the

benches used for quiet reflection, and flowers of all kinds enhancing the gardens seasonal beauty. Dr. Dave Lockhart, long-time member of All Saints' and beloved pediatrician in Cabarrus County, designed the wrought iron gates that mark the entrances to the garden.

Purchasing a niche ahead of time will save your family members from having to make a difficult decision at a critical time. Spaces in the Columbarium may be reserved through the payment of fees.

Niche Costs:

- Double: \$500, provides space for two
- Family: \$1000, provides space for four
- (Each time the niche is opened & closed, cost is \$250)

Niche Plaque Costs (approximate):

- Double Niche: \$650
- Family Niche: \$800
- Temporary Plaque: \$200

All plaque costs are subject to change. All Niche Plaques are bronze. The Latin Cross is the only symbol used on each niche plaque. A new plaque must be ordered each time someone is interred. In-ground internment and ash scattering are also offered. Please contact the Parish Administrator for more details.

[Rebecca Bahn, Columbarium Superintendent](#)



PASTORAL CARE

STEPHEN MINISTRY

Stephen Ministry, a one-on-one spiritual and emotional support to those in crisis, has really fed our souls as care-givers. Over the last year, our 10 Stephen Ministers have handled several twists and turns, as have all ministries of the church.

What were the joys and struggles this year? In March of 2020, we were two months into providing face-to-face training to three new Stephen Ministers when COVID-19 forced us to go virtual. Fortunately, we are a flexible group and were able to continue providing support without a hitch.

What are your hopes for the future of your ministry in this parish? We hope to continue providing support to those in crisis within and outside our parish. We would also like to recruit more care receivers and Stephen Ministers.

How has your ministry adapted in 2020? All training was provided through Zoom, and we did not miss a week! Caregiving was provided either through phone calls, Zoom, FaceTime, or other virtual means. The Stephen Ministry team has been so willing to try any way possible to serve those in need. From January 1, 2020 through December 31, we were able to provide over 220 hours of one-on-one support. The Stephen Ministry team was and continues to be able to meet monthly via Zoom in order to support one another and continue our education.

How has your ministry helped you see God at work through this parish? It has been so powerful to see how the way for our ministry was cleared despite the obstacles seen throughout 2020. Despite all, Stephen Ministers were able to do what we were called to do!

Debbie Lewallen

deblewallen5@yahoo.com

Barbara Lewis

barbaraann007@gmail.com

STITCHES FROM THE SAINTS

Membership is open to anyone. We have some members who do not attend All Saints'. This year we have given out 77 Shaws. Every shaw requires \$15-\$20 of yarn. We have a budget of \$1,000. If you are interested in the prayer shaw ministry, please contact [Gwen King](mailto:Gwen.King@all-saints.org) at 704-786-6673 or 704 425-5890.



CHRISTIAN FORMATION

CHILDREN & YOUTH

I was looking at the *Old Church Mouse Cookbook* the other day. For many of you who were not around All Saints' in the '80s, like myself, it was this masterful collection of recipes from the whole church. A group of 30 people worked together to compile all of the recipes, illustrate, and publish this master collection. Though I was not alive when it was created, I remember seeing the thick spiral-bound recipe book on the shelf and learning to make several recipes from it while growing up. When I say thick, it is a whopping 332 pages of recipes, including some famous figures in the VIP section such as then-Governor Jim Hunt and former President Jimmy Carter. It is a reminder of a different All Saints'. On page three, I find the list of the committee members and am reminded of the impact that those 30 people had in our community, and of the love they shared for one another and others. Some are still with us. Some are with us in spirit since they've moved away. Some have left us to be with our Savior. I ran across the full digital copy of the cookbook on our website a week or so ago and got to rejoice in the joy of it again. For me, joy has been a little difficult to come by recently.

As several of you know, I have been serving as a hospital chaplain since shortly after the pandemic began, in addition to my work with All Saints' Children and Youth. The decision to become a hospital chaplain was not fully my own. The Bishop requested that I do Clinical Pastoral Education as part of my formation when I became a Postulant for Holy Orders in the Diocese over a year ago now. I was happy to have a homecoming of sorts to the church that has loved, formed, and raised me all these years. I was happy to serve the youth and children's program that shaped me into the woman I am today. But the big gaping hole in the middle of all of that was COVID-19. Being a hospital chaplain is hard enough already without adding COVID-19, masks, and social distancing into



the mix. I have held the hands (with gloves) of shaking people as they wait for news or as they come in from the ambulance. I have held iPads for families as they watched their loved ones die on the screen. I have orchestrated the switching out of visitors to say goodbye. I have rejoiced when a patient finally gets to leave those four walls and return home. But the last one is happening less and less now. Instead I more often than not walk the loved one out of the hospital after just losing the love of their life, their parent, their child, or their best friend.

Death and loss are not foreign concepts to my young self. All Saints' has been by the side of my family and myself from a very

CHRISTIAN FORMATION

young age. This wonderful community has walked alongside me through family cancer diagnoses, the loss of family members, and loss of a wonderful mentor. I would not be as strong as I am today without the love and support that this community continues to raise me up in. I would not be able to continue to enter into the war zone of a hospital every day without having All Saints' there to back me up. I love this community so much that words cannot describe the impact it has made on my life, including the incredible group of insightful and passionate kids we have.

It pains me to say that I need to take a step back from the Children and Youth Ministry, as the Hospital Chaplain side of my life needs more space while the pandemic continues to grow. Right now, I need my beloved community to just love and support me instead of also working for them. But the good thing is I am just the chocolate chips in the cookie recipe. I am excited to announce that we will be having two people joining us to help out with the Youth and Children this year. First, we have Mayden McDaniel, a recent graduate of UNC-Asheville with a degree in Mass Communication. She is coming to us from the Episcopal Service Corps where she was stationed at Creative Peacemakers in West Asheville and the Bishop's office for the Diocese of Western North Carolina. Then, we have Sami Waller who is a freshman at UNC-Charlotte and has a long history of working with the Agape Day Camp at Good Shepherd Lutheran Church in Raleigh and "Science in the Summer" Day Camp. This dynamic duo will be leading our Youth

through 2021. I will help transition them into the role over the next couple weeks and then they will be baking and creating new recipes for All Saints'.

Although 2021 is not a fresh start nor the end of the difficult chapter that Covid-19 has brought us, if All Saints' has taught me anything in my almost 23 years of life, it is that anything is possible with lots of love and a good batch of cookies. The All Saints' of the 80s with the *Old Church Mouse Cookbook* or of my childhood in the early 2000s; they both look very different from the modern version. But I am excited to see where this next chapter with Mayden and Sami will take us, as we continue to adapt old recipes and share them with the resilience and love that All Saints' has brought into my life and Cabarrus County.

Emily Badgett



CHRISTIAN FORMATION

ADULT CHRISTIAN FORMATION

We began a new, ongoing formation class on Sunday mornings for adults in Fall of 2019. Before the pandemic, we met in the parlor each Sunday morning but moved to meeting virtually online via Zoom the very first Sunday that we no longer could meet in person. This transition ended up being a positive one, as our numbers, which began around 6 participants has grown to over 15 on most Sundays. Our content has included an overview of the history of the Bible, an Advent study, the book *Original Blessing* by Diane Shroyer, Bishop Curry's podcast *The Way of Love*, the web video series *Traveling the Way of Love*, and the Episcopal podcast *Prophetic Voices*. The current goal of the class is to provide participants with something they can simply show up to with no prior experience nor preparation, with the content including timely media from The Episcopal Church, scripture, and discussion. Also, leadership roles within the class are being expanded to allow more parishioners to lead a Bible study and to share ownership. I

recommend that even post-pandemic this class continues to be offered virtually, perhaps in a hybrid situation.

Respectfully submitted,

Jerrold Smith

wjerrodsmith@gmail.com

CONFIRMATION/RECEPTION/ CONFIRMATION

In 2020, I facilitated a course in Confirmation Preparation for Joy Marie DeBlock, Deanna Phillips, and Dorothy Garrett, each of whom expressed a desire to either be Received (already confirmed in a recognized Protestant denomination) or Reaffirm Baptismal Vows (confirmed Episcopalian desiring to be more fully engaged in All Saints' Episcopal Church). Due to the coronavirus pandemic, our weekly Tuesday evening classes were held via Zoom and began late in the year, on October 18, 2020, and were completed on January 26, 2021. This opportunity is geared for anyone who wants to know more about Christianity, The Episcopal Church, and All Saints'. The guiding book, *Faithful Questions*, written by Rev. Scott Gunn and Rev. Melody Wilson Shobe, probes your thought processes to confront important questions regarding your spiritual journey. 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." By 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 liturgy, and to ask questions in a non-threatening environment of support, growth, sharing, encouragement to be set free to serve, grow, and shine. On Sunday morning,

CHRISTIAN FORMATION

December 20, 2020, Suffragan Bishop Anne Hodges-Copple journeyed from Raleigh to Concord to celebrate and preach at the socially-distanced Confirmation Eucharist. What a delightful and inspiring service! Bishop Anne also agreed to join our class on Tuesday evening, January 19, 2021, and share in our discussion of the Episcopal Book of Common Prayer.

Respectfully submitted,
Dave Millar
dmillar@carolina.rr.com

EDUCATION FOR MINISTRY

Education for Ministry (EfM) helps lay persons discover and exercise their varied gifts for ministry in the places where they live and work. You are invited to consider taking EfM. This is 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. The 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. Due to the pandemic, EfM meets Monday evenings on Zoom. There are two Co-Mentors who are available to discuss EfM with anyone who may have an interest, please contact us.

Sue Gelarden
gelardensue@gmail.com
Christiana Hoyler
hoylerce@gmail.com

MEN'S STUDY GROUP

The Men's Study Group continues to meet at 8:00 AM on Saturdays. Pre-pandemic we met in the Welcome Center, then we moved outside, until the weather prevented it. Now we meet on Zoom. All men are welcome to join us in study and fellowship. In our latest book study, we read Tyler Perry's book, *Higher is Waiting*. We rotate the conversation leader as we proceed through the book relating our own stories to the topic of each chapter. Our group has developed genuine community as we share our lives with one another. When we complete a book, we celebrate with a social gathering at our favorite watering hole (pre-pandemic) or at some location outdoors, while spaced and masked around a roaring fire. Contact me for more details.

Mark Robinson
mrobinson0982@gmail.com



CHRISTIAN FORMATION

ORDER OF DAUGHTER OF THE KING – MARY & MARTHA CHAPTER

The year 2020 has been an unusually quiet year of the Daughters of the King at All Saints'. We are mostly senior women dedicated to prayer and service and are called upon to support the rector of our parish and to provide for the needs of the church as requested by the rector. In the past, we have participated in a ministry to provide meals for the local Battered Women's shelter once a month. This year, our involvement was impacted by the pandemic. As it became more difficult to provide the meals every month, we asked to adjust our schedule. We provided well-balanced meals to the shelter in January, July, and October. At our monthly meetings, we had planned to study the book *Walk in Love*. We studied the first few chapters, until, like most other 2020 endeavors, we were unable to meet after March 13, 2020 due to the quarantine restrictions on church activities. Due to limited participation in virtual media, we have not met for our monthly Daughters of the King chapter meeting since February 2020. We do offer our prayers for individuals and situations shared through the All Saints' prayer ministry. These days we mostly pray for COVID-19 victims, survivors, and their families. We pray for fast and effective vaccinations and healing from this stressful pandemic.

Jan Millar

President, Mary and Martha Chapter,
The Order of the Daughters of the King

SMALL GROUP MINISTRY

So that we could stay connected and experience community, we began our small groups with the Advent Study, *Incarnation*, in late November. Seven groups were formed with 78 parishioners joining in and meeting once a week through Advent. The groups remained together and continued with another weekly study on the book, *Unafraid*, which was just the right focus for our current times with the effects of the pandemic still being felt by us all. Many of those who joined the groups said, "I am so glad that we got together and got to know one another so much better. I shared the same experiences and formed friendships with many of the folks in my group that I didn't know or barely knew." Others said, "I am so glad I took the chance and became a part of this group. I have never felt so connected with my church; I didn't expect how much this would mean to me."

We will continue the groups throughout 2021. If you haven't joined a group, please contact me to find out more.

Chuck Collier

cwcollierjr@gmail.com

COMMUNICATION

COMMUNICATION VESTRY LIAISON REPORT

Needless to say that 2020 presented its own set of problems for the entire church, especially for the Communications team. The All Saints' Communications played an even more crucial part in the ministry of All Saints' than ever before. When the pandemic hit Reverend Nancy and the communications team were notified midweek that the church would be closed the upcoming Sunday. In a matter of a few days the team had our first virtual worship service ready and available at 9 PM that Sunday, so All Saints' never missed a Sunday worship service. The new virtual worship services have developed into some of the most visual and inspiring worship services in the state, if not the nation! Brian Sapp-Moore, the clergy, office staff, and volunteers have done an amazing job of developing regular online services as well as outdoors in-person services so that very little has been lost because of the pandemic.

Because of the pandemic, how we communicated, worshipped, and stayed connected took on a different look than in years past. We worshipped together with small groups such as Neighborhood Church in small groups outdoors, then eventually by Zoom. We joined small group gatherings like Foyer Groups at first in-person outside, then by Zoom. Also, we stayed connected with our small group studies during Advent and then with *Unafraid* book and videos.

We envisioned at-home worship experiences through Lent/Easter, Pentecost, and Advent at-home worship bags, which were delivered in-person to the congregation, so that we could all worship together even though we couldn't be together. Another way we communicated was with our phone calls to all in the Parish by the Vestry and other ministries during the early stages the pandemic.

During the pandemic we took advantage of the church building being closed and updated the lighting and sound in the Nave, so that when we get back into the church for in-person services, it will be brighter, easier to read, with clearer sound. We also used some of the older speakers from the Nave in the outside pavilion. When we are back into the church with events in the pavilion, we will have built-in audio support, if needed.

If there is a silver lining for the church having to create new ways to communicate, it may be that many of the Parish pulled together and created new friendships while keeping our church moving forward with creative ways to worship. One way was having the youth and others became more involved in some of the virtual services, and they continue to do so. All Saints' is very blessed and continues to do God's work in many different ways.

David Baxter
Vestry Liaison

PARISH LIFE

NEWCOMER MINISTRY

In 2020, 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 27+ greeters who serve at the 9:00 and 11:10 AM services. They welcome church goers with a smile that starts our transition from the outside world into a place of worship. Greeters talk with visitors and provide information they seek, which can include a tour of our building, information about our services, and introductions to our Clergy, Staff, Vestry or other members. Visitors are asked to complete a connect card and are provided with a bag of information, plus a small token to express our appreciation for their visit. The bags are thoughtfully assembled by Jo Erickson. Many parishioners wrote personalized letters to our visitors, while the Newcomer committee members call and/or email everyone who completes a connect card. In 2020, we had one Newcomer "Meet and Greet." We also held evening receptions. When the COVID restrictions began in March, our activities were paused. Obviously, without face-to-face church services, we've had fewer newcomers. However, we continue to reach out to anyone who has found us through our website and virtual services. As we hopefully look forward to meeting face to face in 2021, our goal is to have a central location and protocols in place to welcome visitors and to help them find a connection to our Parish. If you have any ideas or are interested in the Newcomer Ministry, contact us!

Karen Robinson

krobinson0982@gmail.com, 980-721-1053

Alice Smith

alicefaisonsmith@gmail.com, 704-425-0881

PRAYER CHAIN MINISTRY

The Prayer Chain is just one of several prayer resources that support the ministry of All Saints'. Prayer requests may be submitted by phone, email, in person or by using a form on the All Saints' website. These are relayed to the Prayer Chain coordinator, who emails them to a group of parishioners who have a heart for intercessory prayer. The person requesting prayers may choose to have the name or names published in the "Prayers" section of the bulletin, if desired, or the prayer request may be kept confidential and limited to the Prayer Chain. Either way, they and the prayer 'target' will be blessed by prayers of comfort, encouragement, support, and healing, and those who pray will be blessed, as well.

Ruth Bratton

ruthbratton@gmail.com

PARISH LIFE

SENIOR ADULT MINISTRY

This has been a challenging year for this ministry because the Covid-19 pandemic has eliminated our ability to hold in-person OWLS gatherings, Nursing Home Prayer and Praise Services, and in-person communion visitation at long-term care facilities.

We have continued our ministry despite the pandemic in the following ways:

- OWLS – Meetings of “Older and Wiser Laity” have become virtual zoom meetings. Rather than once a month events, they are now held every two weeks.
- We hosted a “drive by” visitation event in April for Accordius residents and their families. Residents took up socially distanced positions in the Accordius parking lot in their wheelchairs. Families gathered in our parking lot in their vehicles and then formed a parade of vehicles that drove to Accordius to visit with their loved ones from the safety of their vehicles.
- I have drafted prayer cards on 8x11 card stock on a regular basis for distribution in nursing homes. On one side are verses from Scripture, Prayers or biographies of persons of faith. On the other side are word searches I created with Biblical themes.
- We have provided numerous personal communion bags to the nursing homes for distribution to residents.

- In December parishioners generously assembled and donated 75 personal care item Christmas gift bags for residents of Accordius, which made Christmas much brighter for residents as, at that time, they were in lockdown in their rooms because Covid-19 was spreading throughout the nursing home.

Deacon Vern Cahoon



VITALITY TEAM

The Vitality Team was established to provide discernment and perspective in the continuing effort by All Saints' to grow, serve, and thrive. During 2020, the team narrowed its focus to specifically how, in the throes of the COVID-19 pandemic, All Saints' could continue to be a connected, engaged parish that ministers to the needs within the church and out in the community. Of course, as circumstances changed, often without warning, the focus of our energies did, too. We abandoned plans, adjusted programs, and innovated ideas as the situations demanded.

PARISH LIFE

The team expanded after the pandemic hit, in order to broaden the spectrum of perspectives and wisdom. We increased in membership and in frequency of meetings (by Zoom, of course!). With joy and determination and prayer, the Vitality Team took on a variety of programs and activities through the year:

- Ministry development and promotion
- Worship options in a changing landscape
- Small group development
- Advent bags
- St. Nicholas event
- Christmas greetings on Facebook
- Blessing bags (medical professionals, educators, Hospice)

Through the changes and challenges, our over-arching priority was to find ways for parishioners to become, or remain, engaged in the life and ministry of All Saints'.

Our hope for the future of the Vitality Team is that we can continue to proactively and creatively offer means for all of the folks at All Saints' to connect with each other and with the church. We hope that as 2021 rolls on, there are fewer obstacles on that path, and that we can once again expand our team's focus to ask, "How are we set free to thrive? What would God have us do at this point? How can we encourage both going out and inviting in?"

God has faithfully guided and nurtured the Vitality Team, strengthening both the relationships between members and the determination to be open to God's prompting.

Debby Smith

shesworkingonit@gmail.com



OUTREACH

OUTREACH MINISTRY REPORT

The last year has been uniquely challenging for All Saints' outreach efforts. We had struggles with fundraisers; some were cancelled, others curtailed. Group volunteer activities were also cancelled. We could not participate in "I Love My City" or the annual Crop Walk. Yet in many ways we were blessed. We had three successful food drives, collecting over 6,000 pounds of food; more than three times the amount collected the previous year. Our donations to partner organizations remained strong:

Cabarrus Partnership for Children	\$800
CCM	\$10,967
Community Free Clinic	\$1,500
CVAN	\$1,500
Early Childhood Foundation	\$2,222
Episcopal Relief	\$1,000
Forest Park Elementary School	\$500
Habitat for Humanity	\$1,500
Meals on Wheels	\$1,500
Salvations Army	\$1,600
Haiti Reforestation	\$2,000
St. Andrews School	\$500

On a personal level, it was very gratifying knowing our brothers and sisters quietly continued to do God's work volunteering in many community organizations. It was also great seeing the church come together to donate 6,400 pounds of food in 2020.

Don Foskey

donald.foskey@gmail.com

BENEVOLENCE COMMISSION

This Commission, which was created to deal with special outreach funding outside of the normal operating budget, was re-organized a couple of years ago in an effort to streamline decision making and to reflect the fact that extensive funding no longer comes from the Olde Countrie Faire. Funding now comes from three sources, in addition to individual gifts. They are Christmas and Easter special altar flower events and occasional vestry-directed funding. \$1,870.00 was added to the account in 2020. This year, no 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 December was \$7,930.84. 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



OUTREACH

LITERACY MINISTRY

The three members of this group devoted 182 hours of volunteer tutoring to our English as a Second Language (ESL) adult students. We worked with our partners, the Cabarrus County Library and the Bilingual School on Central Avenue, to provide this support. We provided not only help to learn English but classes to become American citizens and some tutoring for children of our adult students.

Why is your ministry important to you?

This ministry is important to us because we believe learning English is a gateway opportunity for our ESL students to achieve a better life for themselves and their families. We agree that it is a privilege to use the gifts God gave us to assist in this process.

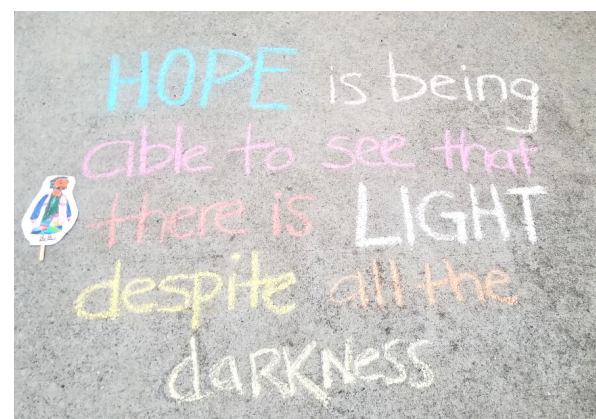
What were the joys and struggles this year?

One of the biggest joys this year was when one of our longtime students became an American citizen and another one started the process for citizenship. COVID-19 impacted all our lives. Some of our students and their families got the virus. One student's brother-in-law died of the disease in another state. We had to change from in-person to virtual classes. We lost some valuable lesson time from March to September before we started the virtual lessons with some students. The poor Internet connections of some of our students made it even harder to use Zoom or WhatsApp for our lessons. In fact, we lost a few students who could not work virtually.

What are your hopes for the future of your ministry in this parish? We hope that this ministry will be able to attract more tutors and reach more students in 2021 when the virus is behind us. We hope to work with the New Camino ministry to serve the Hispanic community in Cabarrus County.

How has your ministry helped you see God at work through this parish? Thanks to All Saints' literacy ministry we see the face of God in our students and are humbled by their courage and commitment to learn English to achieve a better life for themselves and their families.

Faithfully submitted by
Nancy Foskey, Kris Benshoff &
Mary Hendry



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 that propels the terrific All Saints' volunteers who serve those less fortunate in our community at the Center of Hope Night Shelter in downtown Concord.

Some History

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 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 the Night Shelter staff and those he served.

2020 Challenges and Opportunities

Every challenge provides an opportunity to think differently and be innovative.

Such was the case with the challenge of serving our guests at the Night Shelter this year in the midst of the Covid-19 pandemic. The opportunity for All Saints' to serve those in need typically occurs twice a year – in the summer and again in late fall. Our summer service opportunity was cancelled because of Covid infections and guest/staff virus testing.

In late fall our service opportunity came at a time when Cabarrus County was seeing an increase in Covid infections.

Insert opportunity to think differently!

To heed the risk of exposing volunteers to the virus when they gathered in kitchens to prepare and then deliver and serve the dinner meal to the guests at the shelter, we decided instead that we should partner with and support locally owned restaurants to provide the meals. In doing so, we not only provided a variety of professionally cooked meals, we also contributed to the business success of the restaurants during a very challenging time for them.

Night Shelter volunteers helped place orders and safely deliver the meals to the night shelter door for the staff to serve in disposable containers. We also provided an opportunity for an increase in parishioner involvement by inviting parishioners to donate funds to buy the dinners. It was never our intention for restaurants to do so, but there were those that offered generous discounts or provided their food and service free of charge because as they told us, they wanted to help those less fortunate too.

In partnership with these restaurants, we provided approximately 12 meals for each night of our fall service week. That number is less than in the past due to the safe guidelines the Night Shelter put in place to ensure social distancing for the guests.

OUTREACH

Our Partners

Please make an effort throughout 2021 to support these local restaurants, who partnered with us and allowed us to successfully and safely respond to our mission to serve the homeless during the pandemic:

- Gianni's
- Mr. C's
- The Smoke Pit
- Grate Catering
- Mykonos
- Tacos4Life
- Uncommon Kitchen

Our 2020 and 2021 Goals

The goals below that we set for 2020 were partially met. Our plan is to carry over and enhance these goals for 2021, especially in the area of communication and providing a greater opportunity for first-timers to get involved:

- Increase our base of volunteers by providing more information about serving at the Night Shelter in the form of a to-be-developed brochure and guide.
- Continue to promote our "shadowing option" for first timers or for those who want to check out what volunteering entails.
- 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.

God's Work in This Parish

I am sincerely blessed to witness God's work in this parish through this ministry as so many of our parishioners humbly volunteer and work behind the scenes to, as Jesus encouraged, do what they can for the least of their brothers and sisters.

The personal impact they have on each night shelter guest brings joy to God.

Anyone who wishes to get involved or who would like any additional information about serving in this ministry is welcomed to contact me. Thank you to all the great volunteers and their service to others.

Jim Williams

jrwilliams23@gmail.com

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 been shaped by 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.

OUTREACH

In 2018, Racial Equity Cabarrus hosted 12 two-day racial awareness workshops and one Groundwater Presentation that were attended by a total of over 400 people. Several local and neighboring school districts, Atrium Health, law enforcement from several jurisdictions, Concord City Government, and many other public and private organizations and individuals have participated in the training. In 2020, we hosted our 25th workshop and the total of attendees increased to almost 1,000. We are making a difference in raising racial awareness in our community. About 40 people from All Saints' have attended the two-day workshop.

In 2018, we partnered with Grace Lutheran Church to begin sharing meals together once a month to build relationships and community and to have meaningful 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. Once we are past the pandemic, we will begin meeting together again to renew our friendships.

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. However, due to the pandemic, this pilgrimage to Montgomery has been postponed until later.

If you are interested in Racial Equity Ministry Outreach at All Saints' or would like to know more about our workshops, please contact me.

Chuck Collier
Racial Equity Cabarrus
cwcollierjr@gmail.com



OUTREACH

THE WESBURY SENIOR APARTMENTS

In the early 1980's All Saints' and Central United Methodist Church formed a corporation to create a 50-unit apartment building called Wesbury Plaza on Bishop Drive. The 50 apartments are for to low-income seniors. The Vestry appoints half of the board of directors of the Methodist Episcopal Senior Housing Corp. The Board meets quarterly with residents and the property manager, RPM from Winston Salem. The 2021 budget is about \$224,000. In the early 1990's All Saints', Central United Methodist and First Presbyterian formed Housing Episcopal Methodist Presbyterian, Inc. The Vestry appoints one third of the board of directors. This corporation built a second 50+ unit apartment building called Wesbury Apartments. Wesbury Apartments are contiguous to the Wesbury Plaza. The 2021 annual budget is about \$415,000. The tenant's rent payments are based on the resident's incomes and are subsidized by the U.S. Department of Housing and Urban Development. Both Wesburys' are self-supporting. Please consider volunteering for a three-year term on the Board of Directors. If you have questions, All Saint's Board members are Ruth Bratton, Charles McKinley, Tom Dillard. They will be happy to talk about what they do.

Respectfully submitted,
Al Benshoff, President of MESH, Inc. and
HEMP, Inc. AKA "The
Wesburys"

TOUR DE SAINTS

The 2020 Tour de Saints was a REAL success in spite of being a "virtual" event. While we always try to have fun, (and most certainly do), our goal has always been to help people in our community through Cooperative Christian Ministry (CCM). We do this by raising money for and awareness of what CCM does in Cabarrus county by helping people in crisis get back on their feet. The Tour de Saints has always been a "rain or shine" event, but 2020 found us dealing with Covid-19. Through the dedication of past cyclists and volunteers, we were able to send CCM a VAN LOAD of food and \$8,155.00. And, here's a little secret, \$6,000 of that was matched! Giving the 2020 TdS the ability to have a \$14,155 impact for CCM! We are hopeful that in 2021 we will return to conditions safe enough to host a real ride. But one thing is for sure, while 2020 pretty much "sucked", the TdS did not.

Ragan Kearns

saintragan@yahoo.com



BUILDING & GROUNDS

BUILDING UPDATE

We know that the church is not the building. This time of pandemic has made that abundantly clear. Through this experience we have most definitely learned: we don't "go" to church, we are the church! We have been creative. God has been working in extraordinary ways through each of us. And yet, we know, perhaps more fully than ever, our building matters.

Beyond a refuge from the elements, appreciated by the congregation and the community, it is a sacred, holy space that carries the prayers of generations. Here people have celebrated and grieved, laughed and wept. It is a place that connects us with those who have gone before, and challenges us to prepare for those who will come after. And so, even as we explore new ways to be the church, as we learn anew how to pray and worship the living God wherever we are, we have been diligent in caring for the facility in which this community has gathered for the past fifty years.

While the building has been closed since mid-March for community health and safety, it has not been quiet. We have taken advantage of the time to complete work on the sanctuary, building exterior and education wing so that all of it will be ready to welcome worshippers, community groups and a new generation of children when we are able to return. The guiding principle for all of this work has been faithful stewardship of our

physical plant for the next generation. Audio and lighting projects in the sanctuary, which were in the planning stage in March, have now been completed. LED lighting has dramatically improved the light levels in the sanctuary, making it much easier to read! The lamps in the chandeliers have been replaced with LEDs that look exactly like the previous incandescents (they are made by the same company), but use much less electricity and last much longer. The chandelier in the choir loft was actually creating shadows, so it was moved back behind the organ where it offers light to the stained glass as well as the balcony entrance. Some of you have mentioned how much brighter it is in the sanctuary, even on video. Sound improvements are equally notable. We are grateful for the significant assistance we received from the Cannon Charitable Trust for this work.

In the fall, we identified significant exterior work that needed to be accomplished to protect and restore the fabric of the facility. Fifty years of water, wind and general wear and tear had taken its toll. John Erickson spent hours evaluating the amounts of decayed and damaged wood and making recommendations for remediation and replacement. We are proud to report that all of the exterior wood has been reviewed, repaired and if necessary, replaced. Flashing was added to the roof line to direct water into the gutters and away from the wooden structures.

BUILDING & GROUNDS

Gutters and downspouts are clean. Steps have been taken to further minimize wood exposure to the elements. As well, drains have been installed and downspouts connected in order to carry water away from the building at the back of the education wing. As you know, the wooden windows in the education wing were badly damaged by the intense western sun and no longer shut properly. They are currently in the process of being replaced. The stained glass window given by the children of All Saints' almost 130 years ago has been removed for conservation and repair. Originally, this window hung over the altar in the church at the corner of Spring and Cabarrus and was installed in the education wing in 1987. When the window returns, it will be installed in an interior light box given as a memorial to Jack Hilbish, one of the founding members of the combined church of All Saints' Concord and St. James, Kannapolis. This process may take up to a year. Perhaps most important for the on-going stewardship of the facility, we commissioned the creation of a maintenance plan that covers every aspect of the building, from mechanical to structural to aesthetic. The cost of this was covered by a parishioner's gift. When complete, it will offer timelines and checklists to ensure that the necessary preventative measures are taken to maximize the investment made in our physical plant. In addition, there will be a replacement schedule for major components that will allow the vestry to plan ahead for expenditures (for example,

replacement of roof and heating and air conditioning units).

We care for the facility not only as a place of worship, but also because it makes our ministry possible as we seek and serve Christ in unexpected places. At last year's annual meeting, you were asked "Where are you excited to serve, to assist the parish to grow and shine the light of Christ into the world in 2020?" The overwhelming response was to continue to expand our outreach to the community and continue to focus on children and their families.

Taking care of our youngest and most vulnerable parishioners is always one of our highest priorities. The condition of the nursery is an important consideration for families visiting with young children. As safety guidelines have changed since the nursery was constructed in 1971, we had much work to do to bring the building to current codes. Funds from the capital campaign made this work possible. When the pandemic allows, we will be ready!

In early 2019, All Saints' was approached about how our space might help mitigate the severe lack of quality child care in Cabarrus County. In the fall of 2019, a diverse team of parishioners engaged in a discernment process leading them to affirm the call to use our space more fully and move into a new area of ministry. They recommended that the facility be upgraded to meet current codes in order to serve children during the week.

BUILDING & GROUNDS

Amazingly, the parish mandates to care for children and families and to expand our outreach have come together in the education wing construction, which will better serve our youngest members and allow for a child development center to provide quality care for children in poverty. In yet another confirmation that “you simply cannot ‘out give’ God,” we received significant donations to support this work, which includes installing bathrooms, adding doors for direct exit from rooms intended to serve young children and creating an office in the education wing. This work not only benefits the children we will serve, it also provides an opportunity to relocate the choirs to a larger room, creating space that honors our robust music ministry. While the choirs are not gathering in person at present, we are confident they will be making music again. This new room will support many different aspects of this ministry, including instrument storage, rehearsal space for children and adult choirs, and space for vesting.

All Saints’ has been blessed with a beautiful facility and extensive property. Our physical plant is one of our great assets for ministry in the name of Christ. It provides space for worship, education, spiritual formation, administration, and outreach, which are all ways that God works through this community of faith.

We hope that through this update you have learned more about what is happening with your church facility, why, how it will support God’s ministry through All Saints’ in the future and the ways we are deploying the financial resources God has provided through the capital campaign, special gifts and grants. The gospel of Matthew observes, where your treasure is, there will your heart be also (MT 6:21). Our building matters for ministry. We continue, therefore, to invest wisely and prudently our treasures of volunteer time, creative talent and financial resources. As we prepare to celebrate the 50th anniversary of the construction of the sanctuary, we are grateful to know that our building is prepared for ministry with succeeding generations.



BUILDING & GROUNDS

CREATION CARE

Creation Care is a priority of the Episcopal church.

Our ministry at All Saints' is inspired by the words of Presiding Bishop Michael Curry, "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."

For the second year All Saints', in partnership with the City of Concord and The Arbor Day Foundation's Energy-Saving Trees program, gave away free trees to Concord homeowners. Concord remains the only city in North Carolina to participate in this program while All Saints' is the only faith community in the United States to co-sponsor Energy-Saving Trees. The trees are ordered online from the Energy-Saving Tree program. The Arbor Day software enables homeowners to use a GPS map of their property to determine the best location to plant a tree in their yard to maximize energy savings. This year, 186 one-gallon size trees were mailed directly to homeowners and 152 larger size trees were available for pick up on October 23 & 24, 2020 at All Saints' Episcopal church. This program was made possible by funding from the Cannon Charitable Interests and the City of Concord. Covid-19 safety measures were built into this outdoor event so that Concord homeowners could safely pick up their trees in a drive-through process. A teaching demonstration station featured; a properly dug hole, painted marks on the grass illustrating future growth of the trees, soil amendments, watering, and proper mulching. A dedicated team of 14 volunteers made the two-day event a reality. When you plant the right tree in the right place, it can help save energy and reduce utility bills. The benefits do not stop at cost savings. Trees improve air and water quality, help relieve stress, and make yards more enjoyable. 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 338 trees are:

- 560,000 kWh energy saved
- 765,000 lbs. of carbon sequestered
- 3.6 million gallons of storm water filtered
- 1900 lbs. of air pollutants removed

This program is a wonderful collaboration between our church and our city, which has created lasting relationships. In addition to Energy Saving Trees, this ministry provided monthly Creation Care action steps via the *Weekly Word*. These tips are Adapted from RESTORING GOD'S EARTH, A Year of Personal Action, which is a project of The Church of the Nativity, Raleigh NC. To simplify life in 2021, the Creation Care ministry will be included in the work of the Gardens of All Saints' team. All are welcome to join us in the Care of Creation.

Respectfully submitted,

Mark D. Robinson

mrobinson0982@gmail.com



BUILDING & GROUNDS

THE GARDENS OF ALL SAINTS

Love is something you do. The work of all the volunteers at All Saints' is love made visible, love for our church, love for all Creation, love of God. This ministry was blessed this year because outside work was among the safest activities, amidst the pandemic. Time outside in the gardens this year was a true blessing. In giving, we received hope and healing, while working outdoors in Creation.

Throughout 2020, we continued to maintain and grow the green spaces in the nine acres of Creation between Country Club and Lake Concord Roads, which we call 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. Nature was not slowed down by the coronavirus, and so our volunteers continued to water, weed, plant, and prune our seven established gardens and started two new gardens. The established gardens include the keyhole and kitchen gardens, the pollinator garden, the wildflower garden, the Bell Tower garden, the Columbarium garden, the Michael McCarthy Garden, and emerging garden spaces on The Path. All are welcome to work in the gardens, so reach out to us if you would like to join us in 2021.



Here are the new projects completed in 2020:

- Planted a hornbeam, 5 big leaf magnolias, and 3 sassafras trees in The Path garden
- Planted and blessed a bald cypress tree in memory of Matt Bernacki
- Eight of our youth group, their parents, and garden team members planted 12 Loblolly pine saplings out at the Point after which the Gardens team served a plant-based meal
- Cleared a new brush disposal area in the woods along Country Club Road
- Hired Ostrom's landscaping for professional pruning of all the established shrubs
- 35 shrubs/ferns as well as azaleas, oak leaf hydrangeas, and a large hemlock were planted and irrigated in the Michael McCarthy memorial garden.
- Planted the Mailbox garden with 10 pink muhly grass, 18 purple daydream dwarf lorapetallum, 36 spicata liriope and grape hyacinth bulbs and installed new drip irrigation
- Installed 10 posts near trees in the All Saints Arboretum. Labels were installed with QR codes that link to content on the trees, and some include information on the person(s) to whom the tree is dedicated.
- With funding from a diocesan Creation Care grant, the All Saints Arboretum native tree nursery was started on the 50th anniversary of Earth Day (50th 4-22-20. Volunteers installed drip line irrigation and individual tree water emitters to all the trees in pots.

BUILDING & GROUNDS

Trees were labelled with their native sources. Native white oaks grown from acorns and native hornbeams and trees left over from the tree campaign were installed in November.

- Following 6 months of soil preparation the new “Clay to Sweet Corn Garden” was started in April with 3 serial plantings of Serendipity sweet corn. Volunteers planted, fertilized, irrigated, and tended the corn over 3 months and harvested the fruits of our labor in July. The corn harvest was shared with members of the parish and CCM.
- Cleared the steps to CCM of brush and installed fresh gravel to the steps
- Cleared the CCM parking lot of brush and limbs
- Moved the Bell tower cistern to a new location, and repaired cistern electric pumps
- Weed solarization demonstration on The Path in a future garden space
- Cut down and chipped up 4 large Bradford Pear trees shrubs behind the education wing
- Removed all the prickly holly shrubs from around the shelter for child safety
- Documented the creation of the Michael McCarthy Garden on the NC Extension Gardner Plant Toolbox that can be viewed online at https://plants.ces.ncsu.edu/garden_detail/michael-mccarthy-memorial-garden-all-saints-episco/
- Installed a bald cypress tree in memory of Rev. Parker Marks out on The Point in November

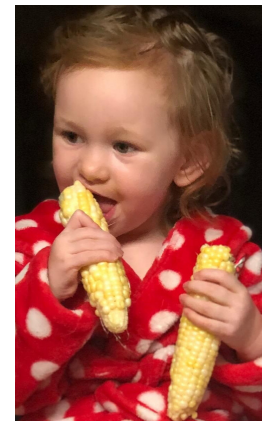


BUILDING & GROUNDS

In addition to all these new projects over the past year, many hours were donated by volunteers to maintain all our green spaces. These tasks included:

- Watering those garden spaces not irrigated by the well
- Pruning all the shrubs and weeding in the Bell Tower garden
- Integrated weed management of The Point, The Path, the daffodil bed, the parking lot, and the parking lot islands throughout the growing season
- Removed the silted soil from the back parking lot

All this work would not have happened without the incredibly dedicated members of the Gardens team, who worked countless hours at the church amidst the pandemic. The team is Shelley Williams, Janet Hollopeter, Elizabeth Solomon, Garen Livingston, Teri Jones, Jeanne McCarthy, Rebecca Bahn, and Mark Robinson. Special thanks to these volunteers who contributed their time and talents to our green spaces this year: Bob Thompson, Kathy Thompson, John Cline, Don Smith, John Erickson, Brad Fisher, Bob Black, Karen Robinson, Chuck Collier, Tom Holder, the Oliver family, Zoe Phillips, Ethan Phillips, Heather, Zach, and Mick Griswold. If I have omitted anyone, I ask for your forgiveness.



Faithfully submitted,

Mark D. Robinson

mrobinson0982@gmail.com

FINANCE

FINANCE

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 usage and management of church assets. The Committee also assists the treasurer in developing the financial plan for the next year. As economic conditions change, The Finance Committee also assist the Treasurer in the preparation of monthly operating forecast. The forecast reflects changes to expected operating results. The Vestry has approval authority for the financial plan and all recommendations made by the committee. The year 2020 financial audit was completed in August, 2020. The audit found that All Saints' Financial Affairs and Reporting 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 committee members may not possess a financial background but are familiar with the financial needs of the various missions and ministries of the church. 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 Church's financial reporting on a monthly basis, the committee seeks to assure Church Members, the Diocese of North Carolina and Others that the church's financial affairs are in good order. Additionally, that Church properties are adequately maintained as it continue to serve as a long term place

of spiritual growth of its parishioners and surrounding communities.

Year 2020 was a very challenging but yet rewarding year for our wonderful church. The sadness and pain caused by the Coronavirus coupled with the economic downturns in our country have affected all of our lives. It has altered our in-person gatherings and worship traditions. Despite these challenges, our Church Leadership was able to adapt quickly to this new reality; thereby, successfully converting most of our ministries and missions to on-line zoom platforms. As a church, we trusted in God and relied on him for guidance, discernments and wisdom. In 2020, some of the key contributions of the Finance Committee and the Treasurer include applying for and receiving a SBA PPP Loan in the amount of \$58,202.00. The proceed of this loan paid Church Salaries, Benefits, Utilities and other costs for the months of May and June. The SBA PPP Loan paid these key church operating expenses at a time when Parishioner's Monthly Pledged Receipts were declining. As required by the SBA Loan Agreement, we

FINANCE

provided the SBA with documentation of how the funds were spent and the SBA forgave the loan in its entirety, \$58,202.00

Our Capital Campaign Program launched in 2018 continues to achieve remarkable success. As of December 31, 2020 aggregate Capital Campaign Receipts totaled \$2,201,171.00 representing 96% of Capital Campaign Pledged Commitment. Since the loan with Pinnacle Financial Partners was paid off in March, 2019 Capital Campaign Funds received totaled \$466,179.00. These funds are being put to good use by upgrading, renovating and taking care of a number of deferred maintenance projects. Some of these funds paid for the major renovations and upgrades to our Early Childhood Learning Center. The Early Childhood Learning Center is now a very attractive and state of the art efficient learning environment for young children; particularly disadvantage Cabarrus County Young Children. It is also a wonderful place for Sunday school and other activities for the Children of our church and their families. This ECLC meets North Carolina Occupational Codes requirements for such facilities. Significant equipment upgrades and improvements were also made to the sound and lighting systems in the Nave. This will make the worship experience in the Nave more fulfilling. Grants: Cannon and other Grants received in 2020 totaled \$146,000. Most of these grants partially funded the renovations cost of the ECCLC and the

Nave Lighting and Audio upgrade Project. As outlined in the trust agreement, The John Williams Trust was terminated in January, 2020. All Saints' share of the terminated trust was invested in DFMS. As of September 30th, All Saints' DFMS Investments totaled \$841,948.00. The DFMS Investment segments are as follows: All Saints' Episcopal Church \$140,474.00, The Garden of All Saints' Endowment Trust \$42,871.00, The Columbarium Endowment Trust \$60,267.00, The Haywood, Thompson, Williams Trust \$598,636.00. In 2020, All Saints' again realized significant savings in its Utility Costs and Utilization measures. Total utility costs, (Electric, Water, Gas) was 27% lower than 2019. Electric Kwh was lower than 2019 by 24% and gallons of water used was lower than 2019 by 57%.

The Treasurer plays a key active role communicating and providing guidance to the Finance Administrator and the Church's Business Office; insuring that proper controls are in place over receipts, disbursements and the recording of these transactions in the accounting records. Despite our Church Buildings being closed since March, 2020 the Church's Business Office was able to process the Church's business transactions on a timely basis and produce monthly financial statements and reports without delay. Additionally, monthly Zoom Finance Committee Meetings were held insuring that the financial affair of the church were given

FINANCE

the attention it deserved. The Church's Rector and Vestry were kept fully informed of the financial affairs of our church on a timely basis.

For most of the year 2020, monthly Zoom Finance Committee Meeting took place. The Finance Committee 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, Updated line item Forecast, Capital Campaign receipts, disbursements and fund transfers reporting, electric, water and gas utility utilizations and Outreach Fund Raising and disbursements reporting. During 2020, Finance Committee member, Chuck Collier investigated several grant opportunities. With the approval of the Vestry, successful cannon grant requests paid for some of the cost of the Nave Audio and Lighting equipment upgrades as well as some of the cost of ELCL major renovations.

[Gil Small, Church Treasurer](#)

[Thomas W. Dillard, Finance Committee Chairman](#)

FINANCIAL ACCOUNT INFORMATION



REPORT OF BANK ACCOUNTS

BALANCE AS OF DECEMBER 31, 2020

12/31/2019	Account Description	12/31/2020
34,725	General Operating Account	81,821
120,019	Suspense Account	171,091
31,836	Money Market	97,596
49,849	Maintenance Reserves	2
6,687	Memorials Account	9,847
6,051	Columbarium Account	6,645
2,452	Rector's Assistance Account	3,797
—	Uwharrie Bank	200,135
138,192	DFMS Investment – All Saints'	158,745
43,217	DFMS Investment – Garden of All Saints' Endowment	49,019
57,333	DFMS Investment – The Columbarium Endowment	68,910
2 06,027	DFMS Investment – Capital Maintenance Reserves	—
<u>141,625</u>	<u>DFMS Investment – Haywood, Thompson, Williams Estate</u>	<u>677,945</u>
\$838,013		\$1,525,553

SUMMARY REPORT

GENERAL OPERATING ACCOUNT (YEAR ENDED DECEMBER 31, 2020)

Summary – The planned Net Result was a deficit of \$33,610. The actual Net Results was a surplus of \$78,241. An improvement of \$111,851 compared to Budget. Gain from SBA PPP Loan Forgiveness – \$58,202.00.

Revenue totaled \$651,784 compared to a budget of \$712,930.

- 1 - Pledge receipts reached \$518,740 lower than budget by \$28,100 or 5%
- 2 - Unpledged receipts were \$18,304 lower than budget – 37%
- 3 - Plate Offerings were \$7,171 lower than budget – 76%
- 4 - Combined Trust and Investment Income were \$4,270 higher than budget – 8%

Expenses totaled \$631,746 compared to a budget of \$746,540 - 15%.

- 1 - Clergy Payroll and other costs were \$109,473 lower than budget – 37%
- 2 - Lay employee costs were \$5,213 higher than budget – 3%
- 3 - Property Maintenance costs of \$83,754 were higher than budget by \$1,072 – 1%
- 4 - Overall Utility cost was down 23% from 2019
- 5 - Electric kwh was down 24% and gallons of water used was down 57% from 2019

GENERAL OPERATING ACCOUNT REPORT FOR 2020

<u>INCOME COMPARISON</u>				
2019 Actual		2020 Plan	2020 Actual	2020 Variance
533,431	Pledge Income	546,839	518,740	(28,099)
32,502	Unpledged Income	49,223	30,919	(18,304)
145	Unpaid Offering prior year	3,155	2,914	(241)
9,423	Plate Offering	9,423	2,253	(7,171)
12,442	General & Miscellaneous	11,000	5,172	(5,828)
35,039	Trust Income	25,010	30,224	5,214
26,163	Special Fund for Outreach	27,089	27,089	—
2,497	Designated Gifts	3,000	867	(2,133)
4,190	Rental Income	4,190	1,500	(2,690)
11,400	LECLC Reimbursement	5,700	4,750	(950)
14,248	Investment Income	28,300	27,356	(944)
\$681,481	Totals	\$712,930	\$651,784	\$(61,146)

GENERAL OPERATING ACCOUNT REPORT FOR 2020

EXPENSE COMPARISON

2019 Actual		2020 Plan	2020 Actual	2020 Variance
282,850	Clergy Salaries, Taxes & Benefits	296,990	187,517	(109,473)
165,771	Lay Employees' Salaries & Benefits	170,809	176,022	5,213
61,517	Diocesan & Seminary Assessments	65,124	65,124	—
77,641	Property Maintenance	82,682	83,754	1,072
821	Debt Service	—	—	
56,784	Office & Information Expenses	55,573	57,501	1,928
26,163	Outreach	27,089	27,089	—
19,675	Ministries	19,682	19,812	130
12,581	Christian Education	15,991	8,571	(7,420)
7,127	Music Programs	12,600	6,356	(6,244)
\$710,931	Total Expenses	\$746,540	\$631,746	\$(114,794)
	Forgiven SBA PPP Loan	—	\$(58,202)	(58,202)
\$(29,449)	Net Income less Expenses for 2019	\$(33,610)	\$78,241	\$111,851
Deficit		Deficit	Surplus	Better than Budget

FINANCIAL PLAN FOR MISSION AND MINISTRY 2021

<u>INCOME</u>				
2019 Actual		2021 PLAN	2020 Actual	2021 vs 2020 Variance
533,431	Pledge Income	484,307	518,740	(34,433)
32,502	Unpledged Income	31,000	30,919	81
145	Unpaid Offering prior year	2,118	2,914	(796)
9,423	Plate Offering	4,712	2,253	2,460
12,442	General & Miscellaneous	13,500	5,172	8,328
35,039	Trust Income	15,859	30,224	(14,365)
26,163	Special Fund for Outreach	23,407	27,089	(3,682)
2,497	Designated Gifts	1,500	867	633
4,190	Rental Income	2,095	1,500	595
11,400	LECLC Reimbursement	25,600	4,750	20,850
14,248	Investment Income	36,133	27,356	8,777
681,481	TOTAL RECEIPTS	\$640,231	\$651,784	\$(11,553)

FINANCIAL PLAN FOR MISSION AND MINISTRY 2021

EXPENSES

2019 Actual		2021 Plan	2020 Actual	2021 vs 2020 Variance
282,850	Clergy Salaries, Taxes & Benefits	180,604	187,517	(6,913)
165,771	Lay Employees' Salaries & Benefits	239,859	176,022	63,837
61,517	Diocesan & Seminary Assessments	70,224	65,124	5,100
77,641	Property Maintenance	80,880	83,754	(2,874)
821	Debt Service	—	—	—
56,784	Office & Information Expenses	54,884	57,501	(2,617)
26,163	Outreach	23,407	27,089	(3,682)
19,675	Ministries	21,908	19,812	2,096
12,581	Christian Education	15,990	8,571	7,419
7,127	Music Programs	11,400	6,356	5,044
\$710,931	TOTAL EXPENSES	\$699,156	\$631,746	\$67,410
	Forgiven SBA PPP Loan	—	\$(58,202)	(58,202)

\$(29,449)	Net Receipts less Expenses for 2019	\$(58,925)	\$78,241	\$(137,166)
Deficit		Deficit	Surplus	

SUMMARY REPORT

FINANCIAL PLAN FOR MISSION & MINISTRY 2021

Summary – The 2021 Plan calls for a Shortfall of \$58,925

Total Receipts Budget is \$640,231 compared to actual Receipts of \$651,784 in 2020 – 2%

- 1 - Pledge Receipts of \$484,307 are \$34,433 lower than 2020 – 7%
- 2 - Unpledged Receipts of \$31,000 in line with year 2020
- 3 - Plate Offerings of \$4,712 are \$2,460 higher than 2020
- 4 - Trust Income of \$15,859 is \$14,365 lower than 2020
(Gain on JWT termination & Palmer Trust)
- 5 - Investment Income of \$36,133 is \$8,777 higher than 2020 – 32%

Total Expense Budget is \$699,156 compared to actual Expenses of \$631,746 in 2020 – 11%

- 1 - Clergy Payroll and other costs are \$6,913 lower than 2020 – 4%
- 2 - Lay employee costs are \$63,837 higher than 2020 – 36%
- 3 - Property Maintenance costs are lower than 2020 – 3%
- 4 - Christian Education Costs are \$7,419 higher than 2020 – 87%
- 5 - Diocesan assessments are \$5,100 higher than 2020 – 8%
- 6 - Office & Information Expenses are \$2,616 lower than 2020 – 5%

REPORT ON TRUST FUNDS

Trust Consists of:

J. H. Williams Trust (All Saints' - one third)

2020	2019	2018	2017	2016	2015
–	\$445,474	\$393,034	\$446,010	\$401,815	\$393,069

A. B. Palmer Trust

2020	2019	2018	2017	2016	2015
\$142,308	\$134,740	\$123,690	\$144,211	\$132,290	\$136,471

Total Investment at Market Value

2020	2019	2018	2017	2016	2015
\$142,308	\$580,214	\$516,724	\$590,221	\$534,105	\$529,540

The following is a summary of 2020 activities for these Trust Funds:

	J. H. Williams	A.B. Palmer
Balance as of 12/31/19	\$445,474	\$134,740
Income distribution received	939	2,665
Change in market value	5,147	15,537
Distribution	(451,560)	(10,634)
Trust Termination – 3/2020	0	N/A
Balance as of 12/31/20	\$0	\$142,308
% Change		6%

Note: On March 4, 2020 All Saints' received its beneficiary 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, 2020 income earned was \$9,359.00.

This Trust is managed by the Foundation of the Carolinas.

TOTAL PARISHIONERS' PLEDGES | 2021 BUDGET

We received 123 Net Pledge Cards totaling \$484,307

- 50 cards remaining the same totaled \$152,000
- 50 cards increased amounts totaled \$262,413
- 18 cards decrease amounts totaled \$56,544
- 3 new cards totaled \$11,250
- 2 returning card totaled \$2,100

OUTREACH FUNDS

Funds Raised in 2019/Disbursed in 2020	Date	Amount
CCM	Mar & Dec - 20	10,967
Episcopal Relief & Development (EDR)	Mar & Dec - 20	2,500
Early Childhood Foundation	Mar-20	2,222
Haiti Reforestation Project	Mar-20	2,000
Salvation Army Shelter of Hope	Mar-20	1,600
CVAN	Mar-20	1,500
Meals on Wheels	Mar-20	1,500
Community Free Clinic	Mar-20	1,500
Habitat for Humanity	Mar-20	1,500
Cabarrus Partnership for Children	Mar-20	800
Friends of Barnabus (Stegman)	Mar-20	500
Saint Andrews School - Haiti	Mar-20	500
TOTAL		\$27,089

OUTREACH FUNDS

<u>Additional Funds for Outreach Distributed in 2020</u>	<u>Amount</u>
CCM (from 2020 Tour de Saints)*	7,955
Episcopal Organizations	3,950
National Outreach	1,761
International Outreach	470
Local Outreach	9,145
<u>Assistance</u>	<u>23,026</u>
TOTAL ADDITIONAL OUTREACH	\$46,307
<u>TOTAL OUTREACH SPENDING FOR 2020</u>	<u>\$73,396</u>

Additional information on 2020 Tour de Saints':

Where normally, outreach funds are donated in the year following collection, this year, due to COVID, the Vestry sent all Tour de Saints funds collected in 2020 immediately to CCM to help with the extraordinary demand in our Community. \$5800 of this donation was matched at 100% as part of CCM's Celebrate Hope initiative.

Additional facts to know from Ragan Kearns about the food collected at the Tour de Saints' since 2013. Remember that the Tour was virtual in 2020:

2013: 800 lbs.

2014: 550 lbs.

2015: 1058 lbs.

2016: 1061 lbs.

2017: 700 lbs.

2018: 863 lbs.

2019: 484 lbs.

2020: 2200 lbs!!

PARISH OUTREACH INITIATIVES

- 8200 pounds of food collected for CCM
- 77 gift bags were loaded with personal items and delivered to Accordius
- 131 toys were donated to Marine Corps League Toy for Tots
- Hosted eight Blood Drives
- 300 trees were given out to the Community, up from 100 last year
- Community Free Clinic held healthier eating cooking classes. We hope these resume when it's safe to do so.

Additional Funds Raised in 2020	Date	Amount
After Dark @ All Saints	Feb-Mar	\$6,252 (Distribute in 2021)
Youth Pancake Supper	Feb-20	\$770 (Hold for Youth Missions)

2020 CAPITAL SPENDING

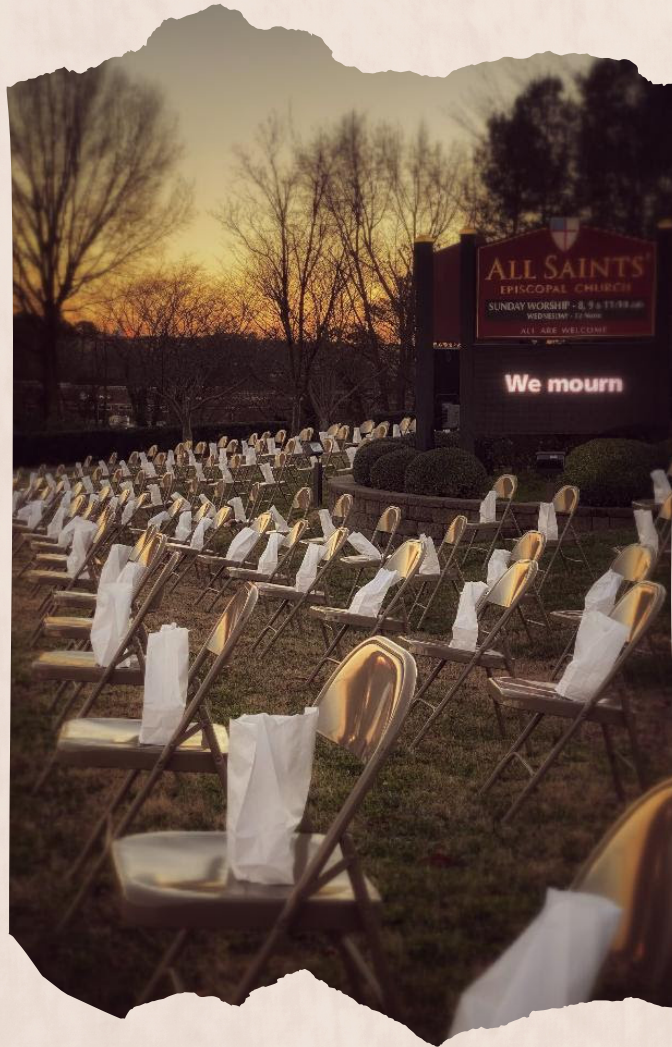
FACILITY UPGRADES & IMPROVEMENTS

Description	Capital Maintenance	Special Donors	Grants	Amount
Nave Lighting and Audio Upgrade Projects	5,486	50,000	29,126	\$84,612
Education Wing Renovation and Upgrades	2,983	102,047	140,000	\$245,030
Buildings - Major repairs and renovations	221,884	34,660	—	\$256,544
Total	\$230,353	\$186,707	\$169,126	\$586,186

In loving memory of all Saints lost in the pandemic.

We mourn. We remember.

*We thank God for you and pray God keeps you until once
again we are face-to-face in eternity.*



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