



ANNUAL REPORT



2021

2022 ANNUAL MEETING AGENDA

JANUARY 30, 2022 @ 10 AM

Call to Order – Clerk, Kim Gordick

Presentation of List of Canonical Members – Clerk, Kim Gordick

Senior Warden's Report and Report on Nominations – Nancy Hunter, Senior Warden and Chair, Nominating Committee

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

Installation of 2022 Vestry – The Rev'd Nancy L. J. Cox

Financial Report – Vic Clark, Treasurer

- Review of Fiscal Year 2021
- Presentation of Financial Plan for Mission and Ministry 2022

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

Rector's Review of 2022 – The Rev'd Nancy L. J. Cox

Introduction of Koinonia – Randy Brantley

Parish Discussion in Breakout Rooms – Nancy Hunter, Senior Warden

As a Christian community, All Saints' must continually connect to the needs within the church and in the broader community. "Koinonia" is a process that will bring us together to reconnect and care for each other and learn more about the wider community. Through Koinonia we will learn more about our own gifts and discern together if there is a calling for All Saints to make a difference in a new way.

You will be placed in groups of three to four people for ten minutes. Please have someone take notes for reporting to the whole group following this discussion time.

2022 ANNUAL MEETING AGENDA

JANUARY 30, 2022 @ 10 AM

Group Discussion Questions:

- *Please speak a little more about the word you choose to represent what you value about All Saints.'*
- *What are you most concerned about in the local community today?*
- *What would you like to learn more about?*

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

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

Slide Show – 2021 Year in Review

Adjournment – Clerk, Kim Gordick

CANONICAL MEMBERS

David Abernethy
Catherine Ackiss
Barbara Adams
James Adams
Timothy Alexander*
Rebecca Bahn
Alice Baxter
David Baxter
Margaret Bennett
Thomas Bennett, Jr.
Al Benshoff
Kris Benshoff
Carol Bentley
Sandy Bernacki
Bill Biggerstaff
Sandra Biggerstaff
Bob Black
Patricia Black
Kay Boland
Al Bonnyman
Michael Bost*
Gail Boys
Randy Brantley
Randy Bratton
Ruth Bratton
Mary Frances Burkett
Robert Byrne
Roseanne Byrne
Alan Campbell
Celeste Campbell
John Carroll
Jennifer Carroll
Marilyn Carroll
Rebecca Carter
Carrie Charest
Chris Charest
Katherine Clark
Vic Clark
Carol Cline

John Cline
Chuck Collier
Pam Collier
Jennifer Cook
Carol Corbin
Rebecca Cottrell
Paul Davison
Julia Davison
Joy Marie DeBlock*
Gerry Depken
Fannie Dillard
Tom Dillard
Remona Dillon
Willie Dillon
Bob Drummond
Mary Ann Drummond
Juli Dwiggins
John Erickson
Jo Erickson
Martin Ericson
Kim Everhardt
Chris Farrand
Katie Farrand
Brad Fisher
Dawn Fisher
Regina Forsyth
Don Foskey
Nancy Foskey
David Friday
Roxanne Friday
Steve Fulton
Tiffany Fulton
Dorothy Garrett
Sue Gelarden
Donna Goodwin
Glen Gordick
Kimberly Gordick
Bob Gordick
Jean Gordick

Heather Griswold
Jack Griswold
Charlotte Grossman
Esther Hauber
Ruth Hanna-Strong
Mickey Hayes
Mark Helms
Mary Hendry
Buddy Hilbish
Mary Holder
Tom Holder
Andrea Holdren
Gabrielle Hollopeter
Janet Hollopeter
Warren Hollopeter
Barbara Horne-Stead
Russ Hoyser
Becky Hoyser
Joseph Hunter
Nancy Hunter
Gene Hyde
Sandy Hyde
Thomas Jones
Ragan Kearns
Sharon Kearns
Buddy R. King
Teka King
Ben Lacy
Carol Lacy
Deborah Lewallen
Barbara Ann Lewis
Dick Lewis
Jane Liles
Garen Livingston
Dennis Lockney
Norma Lockney
Andre Lussier
Elleen Lussier
Michelle Malmquist

CANONICAL MEMBERS

Cheryl Marsh
Jeanne McCarthy
Mayden McDaniel
Michael McDonough
Barrington McFarlane
Charles McKinley
Dave Millar
Jan Millar
Deborah Monroe
George Monroe, III
Kevin Morgan
Sarah Morgan
Jonathan Moyes
Karen Moyes
Kay Nixon
Forsyth
Mark Novasad
Pamela Novasad
Doug Osborne*
Susan Osborne*
Deanna Phillips
Jeffrey Phillips
Steve Phillips
Emily Piatak
Elizabeth Prichard
Steve Proctor
Christine Quellhorst
Douglas Quellhorst
Clement Ramdin
Nancy Ramdin
Jerry Ridenhour
Virginia Ridenhour
Henry Riley, III
Margaret Riley
Kevin Riley
Suzanne Riley
Karen Robinson
Mark Robinson
Elizabeth Rogers

Thomas Rowlett
Karen Rupp-Urbanski
Scott Russell
Brian Sapp-Moore
Shane Sapp-Moore
Jennie Sass
Ron Sass
David Scercy
Marie Shipley
Charles Simmons
Regina Simmons
Bob Simpson
Elizabeth Simpson
Gil Small
Judith Small
Alice Smith
Don Smith
Deborah Smith
Jerrod Smith
Hilary Smith
Rita Smith
Elizabeth Solomon
Winborne Springs
Barbara Stavitsky
Kenneth Stead
Deborah Stegman
Joe Stegman
Courtney Steinberg
John Teeter, III
Dorothy Teeter
Jon Ter Poorten
Maryanna Ter Poorten
Bob Thompson
Kathy Thompson
Brenda Trott
Scott Trott
Jill Trull
Fred Trull, II
Joanne Vance

Lorraine Warner
Fred Weber
Judy Weber
Patricia Wenrich
Richard Whitfield
Deanna Whitley
Frankie Whitley
Betty Wiley
Henry Wiley
Patty Williams
Robert Williams, Jr.
Joan Williamson
Larry Williamson
Donna Wilson
Kimberly Windisch
Len Witke
Patricia Wydra
Susan Yelton

**New canonical member*

STATISTICAL REPORT

	2019	2020	2021
Holy Communion — Sundays	153	181	66
Holy Communion — Weekday	34*	20	0
Holy Communion — Other	17**	311	221**
Holy Communion — Private	93***	87	96***
Number of Communion Administered	11,095	460	2,985
Morning Prayer Services — Weekdays in Lent	6	1	0
Other Services	16	58	12
Baptisms	3	6	3
Marriages	2	0	1
Burials	6	6	10
Number in Attendance (All Services)	12,867	13,520+	4,070

* 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	2020	2021
By Baptism	8	6	3
Confirmation / Reception	18	1	5
By Transfer	7	3	3
Reactivate	0	0	0

MEMBERSHIP TOTALS

Total Adults	548	417	359
Total Youth	–	51	58

BAPTISMS

We welcome into the body of Christ the following persons baptized in 2021:

Laurabel Mary Farrand
 Abigail Copeland Howe
 Jack William Ames Weigel

TRANSFERS TO ALL SAINTS'

Jeff Crew
 Doug Osborne
 Sue Osborne

TRANSFERS FROM ALL SAINTS'

Melissa Hanley Thayer
 David Liam Thayer

BURIALS

Steven Dale Ridenhour
 Lucien James, Sr.
 Ernest Cecil "Sparky" Guthrie
 Lester Ritchie Deese
 Winifred Phillips Christie
 Terry Philip Ainsworth
 Helen Arthur-Cornet
 Judy Armstrong
 Hilda Norwood Marshall
 Tom Farebrother





MINISTRY REPORTS



2021

RECTOR'S REPORT

2021 continued to be dynamic, driven by the parameters of the pandemic response. In a year where the “goal posts” for safely gathering kept moving, the constancy of God’s faithfulness continued to center us as a faith community. We kept focused on the mission of God, the movement of God into this broken world to restore and heal all of creation. Thus, even as our various ministries continued to shift, God stood fast, God’s love and faithfulness sustaining and moving us forward.

As 2021 opened, the All Saints’ building remained closed to in-person worship. The church, which had never closed, continued to be very much open! Small groups that formed in Advent 2020 picked up with a new study in January 2021. In lieu of the Annual Meeting (which was canonically required to be in-person prior to the changes to diocesan canons in March 2021), All Saints’ had an online “Parish Gathering” to reflect and give thanks for what God had accomplished with and through us in 2020 and plan for our life together in 2021. The choirs continued to offer music each week, the prayers of the people were presented, neighborhood churches gathered, online and outside, in-person, weather permitting. We celebrated the Burning of the Greens together and gathered early Easter morning for a sunrise celebration of the Resurrection. On Pentecost, we regathered in-person, thankful and rejoicing.

All Saints’ continued to seek and serve Christ through food drives, blood drives, vaccination clinics to name a few. The Tour de Saints’ was well attended and raised more for CCM than ever before. Serving outside added

extra work, but people tended to linger a bit longer in conversation. We collected 664 pounds of pet food for the Splashpaw Foundation, just shy of almost doubling last year’s record, and our own Gabby Hollopeter was on the red carpet.

*Your faithfulness
endures to all
generations; you have
established the earth,
and it stands fast.*

Psalm 119:90

NRSV



Joe and Debbie Stegman resumed their medical work in Honduras, finding that the villages where local leadership had been trained to support their communities had continued to implement the life-changing health measures. All Saints' had several in-gatherings during Advent/Christmas, including food collection, Toys for Tots, and coat collection for local children in need.

The Capital Campaign concluded in May and as of this writing has received more than 97% of what was pledged, in this, we have been truly "Set Free to Serve."

In late September, after more than two years of planning and preparation, the Lockhart Child Development Center opened. Special thanks to Al Benshoff, and Paula Yost, who helped navigate the legal requirements. The ribbon-cutting ceremony held on January 25, 2022 was a true celebration of what a community can do when it pulls together.

There were several leadership transitions in 2021. After five years as the Church Treasurer here at All Saints', Gil Small was named Interim Treasurer for the Diocese of North Carolina, becoming Diocesan Treasurer in 2022. Gil's legacy is vast, from helping the vestry understand the need for the capital campaign, to improved internal controls, and the overall better financial "position" the church is today. I am thankful to Vic Clark taking on those responsibilities. After leading the Vitality Team for three years, Debby Smith stepped back. The team reconstituted itself as "Koinonia" and you

will be hearing a lot more about that in the coming year. Having founded and led the Prayer Shawl Ministry for 22 years, Gwen King handed over the knitting needles and crochet hooks to Jan Millar.

All Saints' welcomed Becky Poytner (finance), Jerrod Drye (church administrator), Waynett Taylor (LCDC) and Mayden McDaniel (youth and family ministry) to the staff. Brian Sapp-Moore marked a decade at All Saints' with the second half of a well-deserved sabbatical. Ruth Brown expanded her communications work to bring a unified "look" to our worship presentation, both virtual and in-person. Deacon Vern was finally able to return to in-person communions in local elder care facilities. Deacon Jackie shepherded the process of opening the Lockhart Child Development Center through so many different iterations.



Four vestry members conclude their terms of service. Mark Helms, who has taken the lead in Adult Christian Formation, Karen Rupp-Urbanski has worn many hats, including stewardship, Barbara Horne-Stead has graciously led our pastoral care team and been generous with her skills in accounting. David Baxter has faithfully served as Junior Warden for the past two years as well as liaison to the Communications Team, led the upgrading of the lighting in the Nave and most recently has been doing the heavy lifting to improve our live-stream worship, including installation of equipment and training of volunteers. I am also thankful for Dick Whitfield who agreed to be appointed for an additional year. Dick has served four years, working in Adult Education and Newcomer/Welcome ministry.

Two years ago, Nancy Hunter began her term as Senior Warden lifting up 2 Timothy 1:7 – "For God did not give us a spirit of fear, but of power and of love and of self-control" and urging us to be bold in stepping into the mission of God in this place and for this time. No one could have foreseen how necessary those words would have become as the pandemic took hold. Many times it was her leadership that called us forward, especially in the building upfit required for opening the Lockhart Child Development Center. She has been an incredible blessing to this church and its ministry.

It is hard to believe that we are entering the third year of this pandemic, and there are more people ill than ever before. The good news is the vast majority are recovering on their own. We continue to pray for those on the front lines, and continue to walk together in Christ's name trusting in God's faithfulness to this church and our community.

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



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 and the Rector to ensure funds are available and brings any questions back to the Vestry for consideration.

WHAT WERE THE JOYS AND STRUGGLES THIS YEAR?

The 2021 Vestry experienced many changes this year due to a second year of COVID and the Omicron variant. I opted to serve a second term. Because of COVID, the 'one year off Vestry before serving again' rule was waived for parishes. I was nominated and accepted to serve a second year as Sr. Warden. I believe it was helpful to the church to have the continuity during year two of COVID restrictions.

In the spirit of 2 Timothy 1:7 and not being afraid, we allocated funds to upgrade our live-streaming capabilities and to have the parking lot repaved, which will happen in the Spring of 2022! To support the opening of the Lockhart Child Development Center, a new light pole was added to the upper parking lot and more security cameras were added. With the help of a grant from Cabarrus County, we upgraded our playground and added fencing around the pavilion area. We allocated funds to add a sidewalk from the Community Room parking lot up to the Pavilion area,

and with an unexpected gift from the Cannon Charitable Trusts at the end of 2020, we furnished the classrooms in the Education wing and the Lockhart Child Development Center opened in September! It was a long and winding road.

Our main struggle in my opinion, has been the challenge to recruit parishioners to Vestry service. As COVID entered year two, people were not able to be at church, and when we did open for worship, many chose to watch online instead, so the social aspect of community building has taken its toll.

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

Vestry service is different than it was when I joined four years ago. We've moved from being the group that did all the work to taking on the roles of advisors, helpers, supporters, and liaisons. The ministry heads and their teams have taken on more of the work coordination. I would like

to see more willingness to sit at the table with an amazing and disparate group of people who love All Saints' and are looking to the future. Vestry service is very rewarding both spiritually and personally. This group is responsible for how pledges and gifts are spent in the best interest of the church and the community. In my tenure, I saw a shift from upgrading the Education wing for only our children, to answering the need in the wider community for a space for children to get a strong start in their lives. Our own children benefitted as well in a bright beautiful space where they can see God's handiwork from the windows. It is my hope that our young families – who already have so much on their plates – can find space to serve on the Vestry. They are the future, and we need them to help shape ours.

HOW HAS YOUR MINISTRY ADAPTED IN 2021?

The Vestry didn't need to adapt much in 2021. We were already on Zoom, meeting regularly using that technology, and making bold decisions that set the tone for a 50-year plan for All Saints'.

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

It's been another rough year of COVID. It's undeniable that people are weary of masks, physical distancing, and staying home. But God is always here in this place.

- We are currently serving 52 children with love and care that stretches far outside of the walls of the building, the grounds, and the County out to the State. People who had not seen the renovations are stunned at how it looks today. Every step was directed by God's hand.
- After the Capital Campaign officially ended in May, people continued to give which provides funding for all of the delayed maintenance projects and investible funds for the future
- Each time we seemed to hit a wall in whatever we were doing, God provided the pathway through.

Our Vision

*To be a church that Loves
Like God Loves*

Our Mission

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

Our 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*



**RESPECTFULLY SUBMITTED,
NANCY AUBITZ-HUNTER,
SR. WARDEN**

DEACON MISSIONER'S REPORT

"Thank you very much, from our growing hands to your helping hands" read a card placed on the deacon's desk from children in the Lockhart Child Development Center (LCDC).

As we worked to open a Child Development Center, the road has been bumpy and winding. There were construction delays and a multitude of negotiations with other organizations. Some conversations were suspended and others took off. There were lots of meetings and the final decision for All Saints' Episcopal Church (ASEC) to open the center. A 501c3 was created under the ASEC umbrella and for the new board of the church to hold the child development center license. I serve as Vice Chair on that board. Creativity and perseverance led to the opening of the Lockhart Child Development Center (LCDC) in September. The center is a shining example of a public, faith-based, and private partnership working together to create a solution to the childcare desert in our community. In a society with much polarization, we are an example of how with common goals and love, we can work together to serve others. The opening of the center has been and will continue to be a great opportunity for church growth and ministry.

In September, children and their parents walked through the Bell Tower Garden to the entrance of the Lockhart Child Development Center. They were greeted by Waynett Taylor, LCDC Executive Director, and all the teachers. It was a glorious day in the Kingdom. We opened with about 22 children and have now grown to over 50. We are serving more children



daily in the center than we have in over 20 years, and we are still in the midst of a pandemic! All our classrooms have children and teachers. Plus, there is a cook in the kitchen. Church members are passing their background checks and volunteering at LCDC. The children and their families are invited to participate in All Saints' activities.

Your helping hands and hearts made this center a reality. The entire Education wing, from the walls to the furniture and toys, are new!

I am grateful to be the deacon missionary assigned to ASEC. In this position, I am charged with bringing the needs of our community to the people of ASEC and leading God's people into our community. You listened with open minds and hearts.

Together, members of ASEC have walked in hope beside our children, sharing the love of Christ. We are living into our baptismal covenant together. 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 spring and summer a grant was negotiated and fulfilled to ASEC from the Board of Commissioners for Cabarrus County. The church received funding that supported initial start up for the child development center. The grant assisted in back fencing around the pavilion and installation of a new playground. The school will offer up to 40 slots for children of Cabarrus County employees as part of the county benefit package. The county will pay half of the tuition at LCDC for county employees.

As a deacon, I have served on the Cabarrus County Taskforce for the Young Child (age birth to 8 years old) since its inception. In 2022, my appointed term will expire. The task force is in process of writing the first extensive plan with 10 goals. These goals focus on needs of the young child, which range from medical care, unhoused challenges, and services such as food scarcity, child care, and education opportunities. The plan will bring more attention to the needs of the young child. The plan will potentially focus on universal Pre-K and services for children from birth to three years old, which is a critical period in human brain development. The plan will be a driving force in budget decisions for our county in the future.

I continue to serve as the Vice Chair of Cabarrus Partnership for Children and relish the support of ASEC:

- Annual coat drive
- Collections of necessary products and masks for county child development centers
- Outreach support
- "Backpacks of Hope" for foster children

The Early Childhood Foundation (ECFCC), created by ASEC in 2014, continues to thrive and serve children in Head Start or subsidized programs. Currently, they serve McKnight Child Development Center and Families First Bilingual preschool sites. ASEC continues to support this outreach, and we have board representation from ASEC.

God's work and ministry has not stopped 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. Our children and young families need us more this day than ever.



As we navigate the time of COVID, we seek creative ways to serve the body of Christ. As clergy, we have used this time as an opportunity to reexamine home or personal communion and the guidelines for lay eucharistic visitors (LEV) to deliver communion to God's people. The Rev. Nancy Cox, the Rev. Dr. Jim Bernacki, Deacon Vern, and I, following the guidelines of the Bishops in the Diocese of NC, prepare Eucharist and coordinate the delivery to anyone requesting communion. I am thankful for all the LEV's who assist in deliveries. If you desire personal communion you may [go online and request it](#). The request comes directly to your deacons. You are all welcome to request personal communion.

During January 2021, a liturgy team developed Lenten activities which included daily and weekly prayers. The Stations of the Cross, which were installed in the Gardens of All Saints' with assistance from the Garden Team and the liturgy for the stations was easily accessed from our website. This was a meaningful lenten practice especially when we were not gathering in the church. Plus, Lenten bags were delivered to each home.

With all the changes this year, the church closures, and regathering, it has been a privilege to walk beside Deacon Vern. We support our priest, the Rev. Nancy Cox, who is continually searching for creative ways to serve and reach our congregation and community. We have grown in our knowledge of webinars, Zoom, video recordings, Dropbox, and live stream.

The deacons continue our duties at the altar. We witness many changes as we follow guidelines and safety precautions during COVID. We gather, pray, sing, preach, and assist in feeding God's people. During church closures and in the absence of our faithful Altar Guild, we maintained the beauty of the altar. Dried flower arrangements or curly willow glorify God's creation. In love, we have learned to wear clear masks for our neighbors, who may read lips.

*The light shines in
the darkness and the
darkness has not
overcome it.
– John 1:5*



Deacons have watered and loved our interior plants. We assisted in pastoral calls and visits and have been flexible during the openings, regathering, and closings of COVID. The year has been full of God's work and blessings!

In love, we have lifted each of you in prayer, and we know you surround us in prayer also.

As the children say, "You have bestowed many blessings on tiny hands." God's sweet little hands, the hands of our future.

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

DIRECTOR OF MUSIC & COORDINATOR OF COMMUNICATIONS

Before writing this year's report, I thought that I would read through my report from 2020. It was pretty much a story of adapting to sudden changes, where we moved to all things virtual, including worship, choir rehearsals, and parish-wide meetings. My weekly work flow involved creating guide tracks to aid choristers in recording their video submissions, so that I could edit them into virtual choir projects. I collected various segments of worship from priests or lay readers, sometimes videoing them myself, editing those parts into a final product that was the worship experience for our parishioners, once I had uploaded the videos to Facebook or Youtube, of course. And then I would do it all over again the next week.

Every action seemed to be focused on a product that would be virtual.

This way of working, living, and worshiping spilled over into the 2021. So, I guess that is where 2021's report begins.

To be fair, 2021 began very much like 2020 ended. Life continued in this new way of living throughout the season of Spring. There were clear moments where the virtual world had inspired us to find new ways to present worship in 2021. What sticks out to me at this moment is the [Great Litany from the first Sunday of Lent](#). Typically, so, so many petitions of this Litany are chanted; it's even been referred to as "the full grovel."

While spiritually moving on its own for some, we decided to curate themed videos to be backdrops to the various petitions. I created a mystical sound atmosphere with software. I cantored the Litany, then added the choirs' responses digitally. In the end, the Great Litany became a much more visceral, moving experience. Click the link above to be reminded of it.

As the year progressed, it began to feel as though the pandemic was loosening its grip on the world. Folks were getting vaccinated, indoor opportunities opened up, and thoughts of traveling titillated one that was previously limited to going from the kitchen to the living room.

With test-positivity numbers going down, eventually in-person worship resumed in the summer, though still with social-distancing. Indoor singing was

even allowed, provided that everyone wore a mask. The Resurrection Choir and Choir of All Saints' began rehearsing before worship, then singing and leading worship. I can remember the flood of joy when the first hymns, songs, and anthems were sung; it was quite overwhelming. I knew that others felt it too, seeing their eyes get misty. We all had deeply mourned the loss of being in-person, the loss of existing within the harmony that is made by interacting and reacting to what other musicians are doing, in the moment.

We still had an online presence when we went back to in-person worship, live-streaming a single camera shot on Facebook of the 11:10 AM service.

Knowing that online worship was here to stay, Junior Warden David Baxter's television production background really came into good use! With the support of the Vestry, we now have a multi-camera system in both the Nave and the Parish Hall, so that both services can be live-streamed, with the ability to smoothly transition from one camera angle to another, simultaneously on Facebook and YouTube. Now our live-stream quality rivals most Charlotte churches' televised services.

With the Fall came the resumption of evening choir rehearsals, comprised of Bells of All Saints', Resurrection Choir, Choir of All Saints', St. Nicholas, and Junior Choir of All Saints'. It all felt pretty normal and joyful, except we were all wearing masks and keeping our distance.



But, we were together again, making music!

The St. Nicholas and Junior Choirs resumed for the first time in a year. I was amazed at how the children had grown and matured over the pandemic. The children I saw in September were suddenly very definitely different people! I realized quite quickly that I had truly missed working with these children, as their rehearsals are often the best part of my day.

Both facets of my ministry – music and communications – have become tightly woven since the onset of the pandemic. I've learned that a specific work flow must happen, a clear sequence that, when it proceeds, makes for a successful worship experience. And none of it would be possible without the extensive production background of David Baxter, the creative and nurturing spirit of Ruth Brown, as well as each member of the Communications Team. And life would be so, so lonely for this musician without the collaborative spirits of each member of each of the choirs.

Everyone has demonstrated such flexibility over the past year. All Saints' is such a devoted and grounded congregation.

I remain so grateful to be part of this continuing adventure!

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

WORSHIP



NEW DIGITAL MINISTRY

We have all faced many changes over the past two years and many of these changes have affected the way that we worship. What was coming in the future arrived at our doorstep much quicker than many of us thought it would. One of the biggest changes in 2021 was the need to be able to worship virtually on a regular basis and be able to do so without a greatly increased workload on our staff.

Brian and his team did a marvelous job during 2020 with creating a pre-produced on-location worship service to help us continue worshipping during the beginning of the Covid pandemic. The amount of work and time that these type of video worship services require was extremely time consuming not only on Brian and his team, but also the clergy. When we were able to come back and worship inside church, doing the inside worship and continuing the pre-produced video worship wasn't possible. So, for a short time we used what we had available, which was a security camera in the back of the church to stream our 11:10 AM service on Facebook. This situation was never designed for this type of use when it was installed years ago and could not be a long-term solution.

God works in mysterious ways! A couple of years ago, it was determined that the lighting and sound in the Nave needed to be upgraded so folks could see and hear

better, with the thought that when we needed to look into streaming our services in the future, both the lighting and audio needs would already be met. Who knew that it would be needed sooner rather than later? After much research and the Vestry's help, a solution was proposed that would make it possible to not only stream the 11:10 AM service, the 9 AM service, funerals, weddings, but to also make it possible to stream our nonprofit partner's meetings in the Parish Hall, if needed. All without creating a terrible manpower drain on our staff and also giving members of our church a chance to experience a brand new ministry, which could reach a lot of new people in our community. Now we have the ability to share our services and events to literally the entire world through our new streaming operations.

This has created an opportunity to spread our Lord's word outside our walls and let new people witness how loving and giving All Saints' is to our entire community. Yes, God does work in mysterious ways.

David Baxter, Jr. Warden
Digital Ministries

WORSHIP

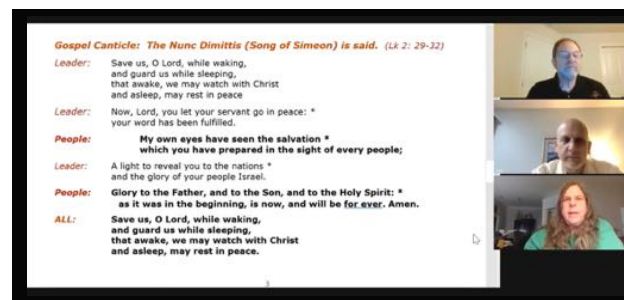
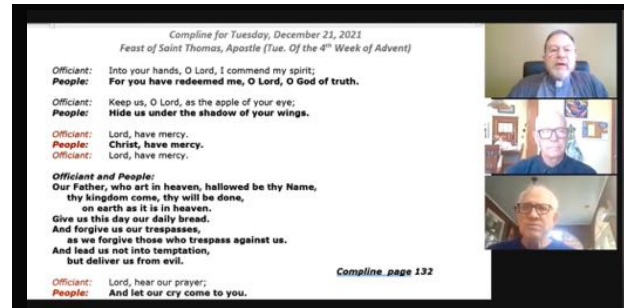
ONLINE COMPLINE

Shortly after the Covid-19 pandemic began in the spring of 2020, Fr. Jim Bernacki received permission to do a weekly online service of Compline, or Night Prayer, from the *Episcopal Book of Common Prayer*. The reason for this service is to offer a weekday evening worship opportunity to All Saints' members, friends, and visitors to our Facebook page. This service was initially live-streamed every Tuesday at 8 PM. Because of the lack of proper equipment, oftentimes parts of the service weren't transmitted, but this problem was rectified by pre-recording services with newer equipment via Zoom.

To give some variety to a service that doesn't have many variable parts, Fr. Jim formed a Compline Team, which for most of last year used a version of Compline from the Church of England. The 2021 team included All Saints' members Fran Burkett, Ryan Waters, Fred Weber, Judy Weber, and Dick Whitfield, as well as Al Bonnyman, who also works with me as the "I.T." team responsible for recording and downloading the service.

Currently, we are using the *Book of Common Prayer* for Compline, with some additional selections of psalms and Scripture lessons for certain saints' days. Compline is pre-recorded via Zoom, with the Order of Service sharing part of the screen. Compline is presented every Tuesday evening at 8 PM on [All Saints' Facebook page](#). Usually two or three members of our team take parts in each service. If you're interested in being part of this team, please contact Fr. Jim at jbernacki@windstream.net. If and when the pandemic ends, one of our goals would be to air a weekly service of Evening Prayer, live-streamed from our church.

Father Jim Bernacki



WORSHIP

ALTAR GUILD

The ministry of the Altar Guild provides its members the privilege of coming together each week to enhance the gathering and worship of the Parish. If you enjoy handling beautiful silver, brass, linen, and flowers, you will enjoy being a part of this group of men and women. A sincere note of appreciation to the guild for their service during the 2020-21 trying times of the Covid pandemic. We will continue to adapt going forward.

Our ministry encompasses three services each Sunday and the Wednesday Noon Eucharist, as well as confirmations, weddings, baptisms, and funerals. The services during Advent and Lent provide many opportunities to worship and serve. During Advent and the Christmas season, the guild is responsible for preparing Advent wreaths and candles for the Nave and the Parish Hall, setting up for the Service of Light, ordering the greenery and poinsettias, guiding the greening of the church with Christmas trees, garlands, wreaths, and flowers, and the candlelight services. During Lent the guild assists with the Maundy Thursday service, orders and prepares palms for Palm Sunday, sets up for Tenebrae service, orders flowers for Easter services. Buddy King and Scott Trott, change the seasonal banners in the Parish Hall and welcome volunteers.

The guild has four teams, each serving for a week at a time. The members are extraordinary people doing simple tasks with reverence, interest, and pleasure.

Preparation is started on Friday or Saturday, depending upon the team. We have over 200 services a year and are always learning and adapting. Our team captains this year are Jill Trull, Jeanne McCarthy, Teka King, and Jan Millar. Other members are Kay Nixon, Betty Wiley, Carol Cline, Kim Everhardt, Fran Burkett, Charles McKinley, Juli Dwiggin, Sheila Jones, Pam Novasad, Beth Simpson, Barbara Stavitsky, Sarah Morgan, Ben Smith, Gwen King, Buddy King, Brenda Trott, Janet Hollopeter, Liz Rogers, Kathy Thompson, Carole Bentley, Sue Osborne, Catherine Ackiss, Jo Erickson, Ruth Bratton, Joanne Vance, Garen Livingston, Becky Hoyser, Cathy Oxx, Mickey Hayes, Russ Hoyser, Shane Sapp-Moore, who is our "Sudsing Saint" taking care of all of our small linens. We welcomed a new member, Sue Osborne and we said goodbye to our longtime, devoted member, Jane Liles, who has moved to Charlotte. We would like to extend an invitation to anyone who might be interested in joining the Guild. Please consider contacting a member of the guild to express interest in serving. Any of our members will be delighted to talk with you.

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

WORSHIP



ACOLYTE MINISTRY

Why is your ministry important to you?

I enjoy working with the children at the church and helping within the church and my community. Specifically, my ministry is important to me as a way of giving back to the church for the many ways the church has blessed my family and others.

What were the joys and struggles this year?

The joys of this year was the re-opening of the church and a return to many EYC opportunities. The struggles this year have been in getting willing participants to serve as acolytes, due to COVID-19 still being a concerning threat to many, including myself. Thankfully, there have been many wonderful people attending services that stepped into the Acolyte positions.

What are your hopes for the future of your ministry in this parish?

My hopes for the future are that COVID-19 finally ceases to be such a significant threat, the church will be able to fully re-open, and that the Acolyte program will be able to go back to what it was in 2019. I also hope that we will be able to build upon the Acolyte group as many children have graduated or are graduating soon. This is something that I will need assistance with, as I took over the program for Mark Helms, not long before COVID-19 and do not know how to train

up-coming Acolytes or even how to explain properly to them the significance or importance in their roles, as I am not an Episcopalian nor a member of All Saints', I am but an Acolyte mom. I feel it's important to provide better training. It would also help to have current Acolytes to go through as a refresher.

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

I have seen first-hand the love the congregants have for each other as well as God in their service. There is a certain peaceful, calm in each of them that is amazing to be around and strive for because you know it is God's love shining through them. I feel as though God has led me throughout my entire life to be of service to others, and this is a wonderful opportunity to express my appreciation for all my life's blessings. I hope my children and all other children attending All Saints' will go forth in this world with love and compassion for others, as they are shown by example at church.

If you or your child are interested in Acolyte Ministry, please contact me. I'd love to discuss this wonderful and worshipful opportunity.

Respectfully submitted,
Dani Lofty
pi.and.cake.academy@gmail.com

WORSHIP

CHALICE BEARERS

The Covid Virus has challenged us in several ways this year. The beginning of the year saw the whole nation shut down but gradually things began to reopen. Since gatherings were limited in numbers and contact was not allowed, the Eucharist was not served so Chalice Bearers were unnecessary. Gradually, as things got better, we were allowed to celebrate the Eucharist served by the clergy in outdoor settings and without contact. Easter was a real celebration when we had a sunrise service with the Eucharist in both forms served by clergy without contact. Soon we were meeting back in the church though following strict rules. The Chalice bearers were needed again as Wine Servers around mid year,

serving prepared wine from a tray, learning how to best hold the tray, and counting the number of servings left on the tray as people filed forward. Wine Servers are also acting as Acolytes lighting candles and carrying the Cross during the Processional. We have had the honor of serving at a couple of Celebrations of Life as we've said goodbye to friends in 2021. The Christmas Season is always a season when we are called on to serve at special services. Things are going pretty smoothly, and we learn something new along the way. We have welcomed three new Chalice Bearers/Wine Servers/Acolytes into our ranks this year and would love to welcome more. There is a little training involved along with a license, but it is quick, easy, and painless. Please reach out if you are interested!

Respectfully submitted,
Elizabeth Solomon
ebasolomon@yahoo.com



WORSHIP

LECTORS

The beginning of the year was a time of limited meetings and contact so the Lectors were able to serve in new ways. The services were recorded and streamed, so the Lectors were scheduled to record the Lessons and Prayers at the church so that there was limited contact between people. Gradually instead of recording at the church the lectors recorded the Lessons and Prayers from home and sent them to Dropbox to be compiled into the online services. As the year progressed and vaccines were available to all, restrictions were lifted

more and more, and we were finally allowed to begin to meet in the church, first in limited numbers and then in larger numbers. The 9 AM service continues with recorded Prayers, but the 11:10 service has live readings with an added Spiritual Communion Prayer for those joining us online. Lectors had the honor of serving at several Celebration of Life services this year as we said goodbye to friends as well as having the opportunity to serve at the Easter and Christmas services. The Lector's welcomed five new members to our ranks and would welcome new members especially youths. No license needed. If you are interested in finding out more, please contact me.

Respectfully submitted,
Elizabeth Solomon
ebasolomon@yahoo.com



WORSHIP TEAM

In 2021, we regathered for in-person services at Pentecost. Beginning at that time, the Greeters and Ushers formed a joint Worship Team, which was an outgrowth of last year's Pew Directors. We have about 33 members of the Welcome Team, including substitutes. 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, while also helping during the service with masks, seating, leaflets, and Eucharist. We are always looking for more people to serve in this important ministry. If you are interested, please contact Mary Hendry at mhendry5129@gmail.com or Deanna Phillips at deannap828@gmail.com.

Blessings,
Mary Hendry

WORSHIP



NEIGHBORHOOD CHURCH MINISTRY

Fellow Parishioners,

In March, 2020, with face-to-face indoor church services suspended due to the pandemic, All Saints' established outdoor Sunday worship groups on the All Saints' grounds and in the back yards of parishioners. With Covid-19 safety protocols in place, these groups provided a safe and spiritual alternative to meeting inside a building. The All Saints' Grounds group was led by Don and Nancy Foskey and Ruth Bratton. 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.

In the summer of 2021, All Saints' returned to face-to-face indoor services and the Neighborhood Churches were disbanded. During their existence, the Neighborhood Churches created a profoundly spiritual experience. This included sacred music, praying for each other, small teaching groups, and shared food and drink. Close bonds 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 first Christians met in peoples' homes. 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

NURSERY

Welcome to 2022! It has been a crazy two years, and I am so happy to be back at church and working in the nursery. A lot has changed in the last two years. We now have two new nursery spaces, and they are just beautiful, with new toys, too! I would like to introduce three new teachers – Ms. Mayden, Ms. TeeTee, and Ms. Macey. I'm so happy to be working with them. There will be two teachers who will work every Sunday, playing with and caring for your children. Please come and check out our two new nurseries, meet our teachers, and bring your kids to have fun and play during worship times. God bless you!

Katie Adams

PASTORAL CARE

ALTAR FLOWER DELIVERY

The members of the altar flower delivery team are Rebecca Bahn, Mary Hendry, and Alice Smith. Our substitutes are Kathy Thompson and Garen Livingston. We began delivering the altar flowers on July 4, 2021, when the world looked safer. We enjoyed taking our donated altar flowers in the summer and fall and then Advent started in December when we do not have flowers to deliver. 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 to those people again soon. If you would like to join us on this committee, please contact me at alicefaisonsmith@gmail.com.

Alice Smith

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 Stephen Ministers have handled several twists and turns as have all ministries of the church. Jesus has charged us with caring for one another! Since 2014 we have provided Christian directed care to 18 individuals and trained 23 Stephen Ministers!

What were the joys and struggles this year? During 2021, we commissioned 3 new Stephen Ministers and provided support to 7 individuals with a total of 168.5 hours of care. We also lost a couple of previously trained Stephen Ministers either due to sabbaticals or illness. As of this writing we have 7 active Stephen Ministers.

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. We will begin training 4 new Stephen Ministers in January, 2022.

How has your ministry adapted in 2021?

The Stephen Ministry team has been so willing to try any avenues available to serve those in need. From January 1, 2021 through December 31, 2021, we were able to provide 168.5 hours of one-on-one support. Lastly, the Stephen Ministry

team continues to be able to meet monthly via Zoom or in-person 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 this team of dedicated Stephen Ministers has found ways to meet with their care-receivers despite COVID and other obstacles. Despite all, Stephen Ministers were able to do what we were called to do!

Debbie Lewallen
deblewallen5@yahoo.com

Barbara Lewis
barbaraann007@gmail.com

PASTORAL CARE



STITCHES FROM THE SAINTS

Our ministry meets in the Welcome Center on the second Tuesday of the month at 10 AM. The shawls are blessed on the altar the Sunday after our Tuesday meeting. During this second pandemic year, we were able to meet virtually with a few faithful knitters and crocheters from January through May. After taking the summer months off, we resumed our meetings in person from October through December. In the words of our long-time leader, Gwen King, "The sole purpose of knitting and crocheting the prayer shawls is to weave thoughts of healing, love, solace, and encouragement to the recipient." Gwen has faithfully led our stitching ministry for over two decades, and we were sad to see her step down in the Fall. Our healing shawls provide comfort and solace to the hurting recipients, whether they are sick, experiencing loss of a loved one or simply need a tangible symbol of the love and compassion woven into these shawls. For more information about this ministry, please contact me.

Why is your ministry important to you?

Whether we meet in person or via Zoom, women gather for fellowship and sharing that has been missed during pandemic restrictions. The shawls continually poured in to comfort those in need of a tangible sign of caring even when we were unable to meet in person.

What were the joys and struggles this year? The joys are that we keep on knitting and crocheting. The struggles are that we cannot gather every month in person when COVID surges necessitate isolation.

What are your hopes for the future of your ministry in this parish? There will always be a need for comfort and caring, and we should continue to provide these shawls and the fellowship involved in this ministry.

How has your ministry adapted in 2021? As stated in my report, we have met through Zoom when restrictions were in place, but this isn't everyone's 'cup of tea'. Many of our members are seniors or retired and can meet on a weekday morning. Not everyone is fond of this technology, but we are grateful for it.

How has your ministry helped you see God at work through this parish? The gifts of comfort mean so much to those who receive them. We frequently receive notes expressing the gratitude of the recipients.

Jan Millar, Stitches from the Saints
jmillar@carolina.rr.com

CHRISTIAN FORMATION

CHILDREN & YOUTH

It has been a joy to join this parish as the Director of Youth and Family Ministries. Over my last five months, we've encountered both great joy and struggles. The pandemic continues to make it difficult to reestablish our ministries, specifically for our elementary-aged congregation members. Sunday School is a ministry that has taken a hit, and due to safety concerns, has resulted in a lack of attendance from young families.

Amidst the struggle, it is important to remember those things that we have done well.

We have seen Lockhart Child Development Center successfully open, and we continue to watch them grow and develop each day. EYC attendance has increased at our Sunday evening meetings. We had our first All Saints' Sunday Carnival and hosted intergenerational Advent Activities. We had fantastic attendance at our Family Service on Christmas Eve and got to see our children carry pieces of the creche. We welcomed two new confirmands and had two folks who were received into the church.

God has been clearly present to me at this church. I've watched in awe as the youth helped host the 2021 Tour De Saints. We've also taken part in a food drive with the men's group that allowed us to collect tons of valuable goods for CCM. There are countless other ways that I have seen God at work in my five months here.

When I first started working with All Saints' in January of 2021, I acted as a stand-in Youth Director, who helped lead EYC completely online. Until I arrived in August, I had not met any of the youth I had been



CHRISTIAN FORMATION

working with in person. Despite this challenge, we quickly formed bonds. I have loved every minute of working with and getting to know our youth. Our ministry has changed in 2021. We've met on Zoom, had outdoor activities and events, an indoor (masked and distanced) movie screening and curriculum lesson, and now we find ourselves facing another variant of COVID. Much like the last two years, it is hard to know how and when our ministry will need to adapt. It is my hope that regardless of what our ministry looks like, our youth and families know that we are here for them.

As we look toward 2022, there are things that I would like to accomplish. I envision these things will be possible because of the dedicated members of this parish. My priority moving forward is to get our Sunday School program up and running and to start thinking about VBS for Summer of 2022. Our ministries for children this age are lacking. If you feel called to this ministry, or if you know someone who would thrive in this ministry, please let me know. It takes a village, and I'm calling upon this village to rise to the occasion and help reestablish a formative and integral ministry.

I have loved getting to meet folks thus far and can't wait for opportunities to meet more. Please don't hesitate to contact me.

Respectfully submitted,
Mayden McDaniel
mmcdaniel@allsaintsconcord.org



CHRISTIAN FORMATION

ADULT CHRISTIAN FORMATION

Throughout 2021, our Sunday morning class continued to meet. Once regathering began in-person at All Saints', we transitioned to a hybrid model, using the newly purchased Owl videoconferencing 360 camera, microphone, and speaker. Parishioners joined the class in-person in the parlor, and online via Zoom. We averaged attendance of 10-12 participants once other aspects of in-person life opened back up. During the year, our content included the Youtube series "Traveling the Way of Love," *The Way of Love* podcast, *Prophetic Voices* podcast, Embracing Evangelism course, Life After Lockdown course, a documentary on food waste titled "Just Eat It," and Bishop Curry's book *Love Is the Way*. Many participants in the class lead sessions throughout the year. Our class ended before Advent 2021.

Respectfully submitted,
Jerrod Smith
wjerrodsmith@gmail.com



CONFIRMATION/RECEPTION/ CONFIRMATION

In the year ending December 31, 2021, there were five individuals who were either Confirmed or Received. In winter/Lent of 2021, Timothy Alexander took the initiative to sign-up for the Diocesan-sponsored Zoom Confirmation class. In April of 2021, Timothy was received from the Methodist Church into the Episcopal Church at a special regional service at St. John's, Charlotte, NC. Later on in the spring, Timothy was officially welcomed into the All Saints' family. Currently, Timothy participates in the Saturday morning Men's Book Study and is in Year 1 of the Education for Ministry program that began in September of 2021! On December 19, 2021, two Youth – Jack Jones and Devyn Miller – were confirmed at the 9 AM service by our Diocesan Bishop, Right Rev. Samuel Rodman, on his annual visitation to All Saints'. We were blessed to have Mark Robinson as mentor for Jack and Kay Boland as mentor for Devyn. Our youth director, Mayden McDaniel, provided each with the book, *Keeping the Promise*, to serve as a weekly guide to help initiate discussions. In addition, Jack and Devyn were to be engaged in a service project of their own choosing, with their mentor offering support and assistance, when needed. Also, on December 19, 2021, Gary and Rhonda Kovar were received into the Episcopalian communion. Before moving to Concord, NC from Jacksonville, FL, the

CHRISTIAN FORMATION

Kovar family was active in the Lutheran church. Rev. Nancy Cox felt it was permissible to be received in December, with the expectation that Gary and Rhonda would attend the next available adult class. God-willing, I am preparing to reconvene the Adult Confirmation sometime in 2022, again, using the *Faithful Questions* ten-chapter book, Episcopal Book of Common Prayer, and the Bible as teaching tools. In carefully listening to and reading previous parishioners feedback, what has been most telling is how much freedom we each have to explore the Episcopal faith, beliefs, and liturgy, and ask questions in a non-threatening environment of support, growth, sharing, and encouragement to be set free to serve and grow!

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

CURSILLO

Cursillo/Tres Dias Cursillo (Spanish for a “short course in Christian living”) is a ministry of the church, and its origins began as a renewal movement in the Roman Catholic Church in Spain in the 1940’s. The Cursillo Weekend experience is designed to help you live out the concepts of Christian thoughts, ideals, and faith through the discovery of your God-given gifts. In addition, the Cursillo method and strategy equips each saint through small group sharing, accountability, and support to live out your unique calling to be a Christian leader in your daily life, to be set free to grow, serve, and shine. Due to the pandemic throughout 2021, no co-ed Episcopal Cursillo Weekends in the Diocese of North Carolina could be held at Camp Walter Johnson, Denton, NC. However, God-willing, NC Cursillo #109 Weekend is scheduled for the Weekend of March 3-6, 2022 at Camp Walter Johnson. Contact Jan or Dave Millar for registration forms.

The parallel interdenominational Tres Dias Weekends have been put “on hold”, as well in the Carolinas. God willing, the upcoming Men’s #56 Weekend will be held from March 19-22, 2022, and the Women’s #56 Weekend will be held from April 23-26, 2022 at Camp Bethel Woods. Please contact Carol Corbin for necessary information and registration forms for Tres Dias.



CHRISTIAN FORMATION

To learn more about Cursillo or Tres Dias, feel free to contact any of the following All Saints' parishioners who have attended a three-day weekend: Becky Bahn, Bob and Pat Black, Fran Burkett, Jeff Clayton, John and Carol Cline, Chuck and Pam Collier, Carol Corbin, David and Roxanne Friday, Sue Gelarden, Dick and Barbara Lewis, Garen Livingston, Norma Lockney, Jeanne McCarthy, Dave and Jan Millar, George Monroe, Henry Riley, Marie Shipley, Charles and Gina Simmons, Bob and Beth Simpson, Benjamin Smith, Debby Smith, Frank and De Torrey, Dorothy Teeter, Jackie Whitfield, Jim Williams, or Donna Wilson. Our own Jan Millar continues to serve as Co-Chairperson for the Diocese of NC Episcopal Cursillo Secretariat, the governing body of Cursillo, and Carol Corbin continues to serve on the Leadership Team for overseeing the Mid Carolinas Tres Dias Ministry. Please check your *Weekly Word* throughout the year to find out more about periodic gatherings called Cursillo Ultreyas or Tres Dias Sequelas. Yes, all are welcome! Attending these gatherings are a great way to prepare for experiencing the three-day weekend.

Respectfully submitted,
Dave Millar,
Liaison for Cursillo/Tres Dias
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 Hoyer
hoylerce@gmail.com



CHRISTIAN FORMATION

MEN OF ALL SAINTS' GROUP

The Men of All Saints' Group has been meeting together every Saturday morning at 8:00 in the Welcome Center, since last May. Before that we met on Zoom to prevent the spread of COVID. Every week we meet to discuss the Christian book we are reading together. During the past year, we have studied the following books: *Higher is Waiting* by Tyler Perry; *Here and Now* by Henri Nouwen; *Love is the Way* by Bishop Michael Curry; and *Autumn Leaves* by Russell Levenson.

Our Men's Group has developed into a strong community. We share with one another our concerns, joys and sorrows. And it is a setting where we can do "God Talk," unlike any other place in our lives. We pray together to support one another and the church. We support the mission of All Saints' "Disciples making disciples for Jesus Christ" by meeting in community and welcoming all to join us to grow in our relationship with Jesus.

Not only do we meet for fellowship, we also come together to serve the community outside the walls of All Saints'. We enjoyed coordinating parish-wide food drives for the CCM pantry and were delighted with the outpouring of food from the congregation for this effort. We truly saw God's generosity in the way the members of All Saints' gave throughout

the summer we delivered fresh produce from Barbee Farms to CCM for distribution to people in the community who are struggling. Twice each year, the Men's Group provides evening meals to the Salvation Army night shelter and enjoys eating with the residents that night.

Like all other groups in the church, we have been challenged to maintain community while the building has been closed during the pandemic. When the cold weather prevented us from meeting outside on the lawn, we continued to meet on Zoom to stay in close relationship.

We will continue serving the greater community outside the walls of All Saints', while continuing to gather together to study and pray.

Chuck Collier

cwcollierjr@gmail.com



CHRISTIAN FORMATION



ORDER OF DAUGHTER OF THE KING – MARY & MARTHA CHAPTER

The year 2021 has been an unusual year of the Daughters of the King at All Saints'. As an Order of prayer, study and evangelism throughout the worldwide Anglican Communion, our main purpose in our All Saints' congregation is to support the rector of our parish and to provide for the needs of the church as requested by the rector. We are mostly senior women; therefore, we have had the opportunity to live a second year in pandemic conditions, observing restrictions of our Bishop and health authorities. We have only met a couple of times in the summer – in-person on June 17 and at a restaurant on July 29 and convened at All Saints' following dinner. Our diocesan assembly met via Zoom on April 17, and a few of our chapter members attended that meeting. There were opportunities for Zoom meetings every few months throughout the year with Daughters worldwide. On those occasions, we would have more than 200 members attending.

CVAN – Meal-A-Month or Meal-A-Quarter

– In 2021 we continued to provide meals for the battered women's shelter on fifth Thursdays in the month, which occurred four times during the year – on April 29, July 29 and September 30, and December 30. We did take well-balanced meals to the shelter in April, July and October.

In December, a monetary contribution was made toward groceries or toward a take-out meal. Due to decreased activities and little interest in virtual meetings, we begin 2022 with a proposed meeting to discuss leadership and focus of our ministry. We hope for a revival of purpose and spirit in the face of a new-normal pandemic world. All members of DoK continue to offer our prayers for those individuals and situations requesting prayers of the All Saints' prayer ministry. These days we continue to pray for COVID-19 victims, survivors, and their families. We pray for unity and common sense to prevail as we continue to deal with continued surges in the COVID virus and this stressful pandemic.

Jan Millar

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

CHRISTIAN FORMATION

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, 2020. Seven groups were formed with 78 parishioners joining in and meeting once a week through Advent. The groups remained together and continued with weekly studies throughout 2021. Each group selected their own books to discuss, and once they completed a study, they began another. In most cases, the discussion leaders rotated so that all who wanted to lead the conversation could.

The effects of the pandemic are still being felt by everyone, and these small groups have been an opportunity to continue to meet and maintain connections. Many strong and lasting friendships have formed through this process of staying in community, as folks get to know one another more deeply and care for each other, sharing joys and hardships. 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 2022. If you haven't joined a group, please contact me to find out more.

Chuck Collier

cwcollierjr@gmail.com



PARISH LIFE



NEWCOMER MINISTRY

The Newcomer Ministry goal is to support the welcoming culture and practices that we have at All Saints'. With the many safety restrictions due to Covid our committee did not meet face to face. However, as we received information about visitors from church administrators and leaders, we emailed and called to welcome them and answer questions. The Newcomers committee works closely with our greeters who serve at the 9:00 and 11:10 AM services. They welcome church goers that starts our transition from the outside world into a place of worship. Greeters talk with visitors and provide information they seek, information about our services, and introductions to our Clergy, Staff, Vestry, or other members. If you are interested in becoming a greeter, please contact Mary Hendry. We have also reached out to anyone who has found us through our website and virtual services. As we look hopefully to meeting face to face in 2022, 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 Karen Robinson at krobinson0982@gmail.com or 980-721-1053 or Alice Smith at alicefaisonsmith@gmail.com or 704-425-0881.

Karen Robinson,
Coordinator to the Newcomer Ministry

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

Sadly, this year has been as challenging as 2020 was for this ministry because of the Covid 19 pandemic. On the positive side, we were able to hold several in person OWLS gatherings, Nursing Home Morning Prayer and in-person communion visitation at long term care facilities in the late Summer and Fall. However, by the end of the year, these events were put on hold as infection levels rose in our community.

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

- Owls Meetings of “Older and Wiser Laity” became a hybrid of virtual zoom meetings alternating with in person socially distanced/masked meetings in the Parish Hall. Owls Meetings are generally held twice a month.
- We were able to begin Morning Prayer Services at Morningside and Accordius in the Fall. They were well attended with enthusiastic participation from residents.
- We were able to provide In Room communion to residents of Accordius with the assistance of the Activity Director.
- In December parishioners generously assembled and donated 75 personal care item Christmas gift bags for the residents of Accordius which made Christmas much brighter for residents. Sadly, Accordius suffered 13 deaths from Covid 19 from Thanksgiving 2020 through the early part of 2021.

- Mother Mary Reese, a retired Priest, began worshipping with us in 2021 and expressed interest in our Ministry. Mother Reese attended a service at Accordius which enabled us to offer the Eucharist at the service. It was a wonderful and meaningful event for all present. We look forward to Mother Reese’s participation in this service as the Pandemic lessens its grip on the community.
- It is my prayer that over the course of 2022 the pandemic subsides and we are able to once again enjoy in person visitation at both Morningside and Accordius. Additionally, once the pandemic subsides, I would like to explore the expansion of our ministry to include the Brian Center.
- The Lord calls us to bring His presence to the weak and infirm. He calls us to honor our mothers and fathers. Through this ministry our Church fulfills God’s mandate to this very special segment of our community.

Deacon Vern Cahoon
vlcahoon@windstream.net



PARISH LIFE



VITALITY TEAM

The Vitality Team, established to provide discernment and perspective in the continuing effort by All Saints' to grow, serve, and thrive, adjusted its focus and efforts over its two years as circumstances changed. After a challenging 2020, it was hoped that 2021 would see fewer obstacles in discerning the path of "encouraging both going out and inviting in." Again, though, we were called to adjust our intentions and plans frequently.

Early in the year, we emphasized nurturing connection within the Parish. Our efforts were on phone calls to parishioners, expanding small groups during Lent, and discussing how to respond as the pandemic stubbornly refused to go away. And rather than developing Red Shirt and Red Door programs and activities, we pivoted to publicizing the ways to access critical resources – vaccine availability, mental health support, and crisis assistance.

In the spring we turned our attention to the process of emerging, as a church and as individuals, from the long period of isolation. We looked for ways to facilitate healing and reconnecting as a Body. We sought ways to engage families with children, young professionals, and other groups. We learned through feedback that parishioners had been supported powerfully through the ministry of small gatherings: neighborhood churches, small groups, virtual ministry meetings. Connection is vital!

The Blessing Bag program wrapped up with the (safe and distanced) delivery of bags to teachers and staff at Forest Park Elementary School. The administration reported to us that the teachers were deeply moved by the caring and support.

We coordinated with CCM to establish and publicize a range of volunteer opportunities available to individuals in the parish.

Another initiative was the establishment of hybrid meetings, starting with Adult Formation. The church purchased equipment to enable Zoom plus in-person videoconferencing.

Finally, we grappled with the purpose of Vitality Team. How had the initial goals changed, what are the goals and priorities of the group now and into the future?

Mid-year, the Vitality Team looked at a longer-term, reflective discernment approach to ministry through the program known as Koinonia. Moving forward, the church's visioning and planning efforts will be managed by the Koinonia Team.

Debby Smith
shesworkingonit@gmail.com

PARISH LIFE



KOINONIA TEAM

In the New Testament, the essential meaning of the word *Koinonia*, is community, communion, joint participation, and sharing. All Saints' has a legacy of community service and a commitment to serving where needs arise. How do we know where we are needed at this time? Where can we have the most impact with our time and talent? Inspired by the work of All Souls' Episcopal in Asheville, our Koinonia team was established in September 2021. We have been meeting regularly to plan a process that will involve the entire congregation in learning about the needs of our community. Over the next several months we will invite leaders of various non-profit organizations to share with us the successes, trends, gaps, statistics, and challenges of their mission. As we learn more about these organizations we will be better equipped to engage in conversations, discern, and seek the guidance of the Holy Spirit to determine which of these non-profits we might partner with to make a difference. This process will begin in February and continue throughout 2022. We invite you to join us on this journey to learn about our neighbors and the needs of our community.

Koinonia Team

OUTREACH

OUTREACH MINISTRY REPORT

All Saints' continued to reach out and have a positive impact on our community in 2021, despite challenges of the pandemic which limited our traditional fund raisers. All Saints' really came through and provided significant financial support to:

- Cooperative Christian Ministry
- Cabarrus Partnership for Children
- Community Free Clinic
- Cabarrus Victims Assistance Network
- Early Childhood Foundation of Cabarrus County
- Habitat for Humanity
- Meals on Wheels
- Salvation Army - Center of Hope
- Haiti Reforestation Partnership
- La Gonave Haiti Partners

In 2021 All Saints' strengthened its partnership with Forest Park Elementary School. We provided "Blessing Bags" to the faculty at Lent, welcomed back faculty and staff in August with doughnuts, and provided lunch to faculty and staff before the Christmas break. But more significantly, we are providing "food backpacks" to 27 students each week in the 2021-2022 school year. The backpacks provide nutritious, ready to eat or easy to prepare food that is sent home on weekends and holidays when school meals are not available.

All Saints' had successful food drives during Lent and prior to Thanksgiving in addition to food collected during Tour de Saints. In all we collected over 3 tons of food for CCM's food pantry.

In 2021 we also partnered with The Society of St. Andrew and Barbee Farms to provide the transportation link for produce grown at Barbee Farms to the food pantry at CCM. The locally grown produce was fresh and nutritious but did not meet market standards because of size, shape, or color. From June through September we delivered over 13,000 pounds.



OUTREACH



We reached out in many other ways. We gave generously to the Cuddle Up Coat Drive and Toys for Tots. We donated food for pets through the Splash Paw Foundation. We participated in the annual Crop Walk raising money to help alleviate hunger locally and internationally. It was very gratifying to see the Holy Spirit at work guiding us to be loving neighbors throughout this challenging year.

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

LITERACY TEAM

Mary Hendry, Kris Benshoff, and Nancy Foskey continued to teach online for most of 2021 with a few in person classes at the library for a few months. We taught 8 students during the year. We ended the year with only 5.

Hopefully in mid 2022 we will be able to start in person classes more regularly.

Faithfully submitted by
Nancy Foskey

OUTREACH

LOCKHART CHILD DEVELOPMENT CENTER

Mission Statement

Lockhart Child Development Center provides quality, developmentally appropriate, child development services for children 3 months through 5 years of age. LCDC will demonstrate best practices in early childhood development to provide a model setting for our community and families. LCDC will also offer guidance and mentoring for Rowan Cabarrus Community College's students in their study of young children.

Purpose

The purpose of LCDC is to:

1. Provide quality childcare services to the families in Cabarrus County and surrounding areas.
2. Offer training for Rowan Cabarrus Community College's students who are studying child development in an environment that provides high quality learning experiences for children.
3. Develop excellent childcare providers and compensate them appropriately.

Philosophy:

The Teaching Staff of Lockhart Child Development Center strive to:

- Provide an enriched environment to meet the needs of children in our care.
- Provide a nurturing and stimulating learning environment.
- Provide developmentally appropriate experiences in cognitive, language, social, emotional, and physical development.
- Provide experiences which promote the development of independence and positive self-concept in each child.
- Provide resources and opportunities for parent education, partnership, and involvement, so that the child's experience in the program becomes integrated with the home environment.



OUTREACH



Lockhart has made great progress since the first day of operation on September 27, 2021. The center opened with 22 students enrolled and by the end of December 2021, there were 46 children enrolled. We now have 52 children in our care: 8 infants, 10 one year old, 16 toddlers, 10 three-year-old, and 12 four- and five-year-old.

We also started with 5 full-time employees and by the end of December 2021, we have 12 full-time staff and 1 part-time employees. Two teachers have a bachelor's degree, and seven teachers have associate degrees, and four teachers are pursuing an associate degree from Rowan Cabarrus Community College.

LCDC has partnered with educational assistance programs to assist with funding to further their education as well as provide monetary incentives to staff for their education and experiences. Eligible employees may apply for educational tuition assistance in one of the following programs:

- Cabarrus Partnership for Children-Smart Start – Early Education Program – for assistance with the tuition of college credit courses in Early Childhood Education.
- T.E.A.C.H. (Teacher Education and Compensation Helps) – with approval from your employer, an employee may apply for/enroll in the TEACH program for tuition assistance and other supports. TEACH requires some level of participation by the employer for the employee to participate.
- WAGES – is a salary supplemental program for eligible childcare professional who are enrolled in college courses in Early Childhood Education, working toward certificates, diplomas, and degrees.

LCDC has also partnered with Cabarrus County Government to provide childcare for 40 of their employees. We currently have 24 children enrolled that are county employees and 3 county families on our waiting list.

LCDC has partnered with Rowan County Community College's Health and Education Program. The instructors in the Occupation Therapist Assistant program will provide training to our staff on specific strategies that will foster development in our children. The Early Education and K-12 Teacher Preparation Programs will assign their students to LCDC to complete their practicum hours and educational experiences. LCDC has also partnered with Endless Opportunities, a program that help parents become teachers of their own children. Parents will complete up to 20 volunteer hours per week at LCDC and in return, LCDC staff will serve as mentors. LCDC will also provide scholarships to the parents who needs assistance with childcare.

OUTREACH

By the end of December 2021, LCDC has been awarded two grants. The first grant in the NC Stabilization Grant. This grant will be awarded to LCDC from December 2021 – September 2022. The grant can be used to provide benefits to the staff, provide scholarships for families in need of childcare assistance, purchase PPE during the pandemic, provide professional development, and so on.

LCDC were awarded a grant to provide support to infant and toddler teachers. This grant is call the ITTI (Infant Toddler Trauma Informed) project through Duke University. The Infant-Toddler Trauma-Informed Care (ITTI Care) Project leverages the existing early childhood education workforce support system to expand and strengthen trauma-informed knowledge and practice within the communities they serve. ITTI Care intervenes through training, consultation, and coaching at multiple levels of the early childhood education support system, using a trauma-informed approach to promote culturally responsive, relationship-based practices.

The ITTI Project Goals are to:

1. Build a professional development framework for the infant/toddler childcare workforce across the state of North Carolina to promote trauma-informed child care.
2. Improve caregiver knowledge about trauma, classroom structure and climate, caregiver/child relationships, and infant/toddler self-regulation.
3. Evaluate the effects of ITTI Care on early childhood educator stress and wellness, classroom climate and relationships, and young child language and social-emotional outcomes.

LCDC has made great gains and we know there is more to do to impact the community. We look forward to sharing our growth as we continue the ministry to “Love our Child” God has place upon us.

Waynett Taylor
LCDC Executive Director
exdir@lockhartcdc.org



OUTREACH



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

My Story

With his indelible warm smile, Marshall Smith stepped behind the church podium and began to tell the story of the Night Shelter. He explained to us that day that it was All Saints' who, many years ago, started the very first night shelter in Cabarrus County. Back then a few parishioners cooked and served a simple dinner from the church kitchen and laid out mats on the parish hall floor (now the Welcome Center) for those without a place to go for the night. One or two parishioners would stay through the night with our guests and make coffee for everyone in the morning. Now, the Salvation Army's Center of Hope in downtown Concord was serving the less fortunate for several years and the late Marshall Smith of All Saints' was its director. Marshall continued to speak about the opportunity for anyone willing to prepare and serve a meal to his guests.

As Jesus said, "The poor you will always have with you" (Matt 26:11). Marshall's words took hold of me. As someone who prays to be more aware of the needs of others around me, the Night Shelter was an invitation to put action behind the need.

My first volunteering opportunity to prepare and serve a meal several years ago was with my family, including our three small children. I was nervous. I had never been to a Night Shelter. The Hollywood images were all I had. I didn't know how my children would react as well. Was this even a good idea? But God gently shifted my worry and attention away from myself and appropriately guided me toward those around me. I saw the loving, open, non-judging attitudes of my children. They excitedly piled the food Shelley had made onto plates and passed them to our guests. My preconceived attitudes regarding the homeless began to dissolve, and I experienced a palpable paradigm shift. I met a man reading Keats, who had been a college professor, a couple who had only arrived in Concord and had lost their apartment, a single mother with two children who had just come from an after-school program, a handyman with a broken wrist. Life had thrown all of them real hardships without warning, and I realized WE are ALL closer to homelessness than we think.

OUTREACH



We all need each other. I am grateful to God that what I felt being with those people that first night has stuck with me. I am grateful that he has given me new eyes to see the poor and less fortunate through a more Christ-centered lens. This ministry is here for you to experience the same.

Volunteers

I am so very grateful for all the people who help provide and serve meals at the Center of Hope Night Shelter twice a year. Some are individuals, some are families, or a Small Group. Without these wonderful people we would not have a ministry at all. Many are repeat volunteers, who during the pandemic have brought meals to the shelter either cooked themselves or provided from a local restaurant that is then served by the Night Shelter staff to the guests. We hope and intend to get back to our usual in-person service when it is safe for everyone involved to do so.

The Numbers

All Saints' provided approximately 25 meals each night during both our spring and fall service weeks. That comes to a total of 350 delicious dinners in 2021. We also provide breakfast items for the pantry.

Our 2022 Goals

The goals below that we set for 2021 were partially met. Our plan is to carry over and enhance these goals for 2022, 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 those who just want to check out what the volunteer efforts entail.

- Explore an option for people to support this mission if they wish by donating funds to help offset the cost of breakfast supplies or non-perishable items, such as toothpaste/toothbrushes.

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 the shelter guest each night brings joy to God. Anyone who wishes to get involved or would like any additional information about serving in this ministry is welcomed. Please contact me! Thank you to all the great volunteers and their service to others.

Jim Williams

jrwilliams23@gmail.com

704-534-5362

OUTREACH



RACIAL JUSTICE, EQUITY & RECONCILIATION

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 outcomes, participants leave the training better equipped to begin to work for change.

After receiving grant support from Cannon Charitable Trusts and the Episcopal Diocese of NC, REC began hosting racial equity workshops in Cabarrus County in March 2018. Since 2018, REC has hosted 33 workshops for educators, law enforcement officers, healthcare providers, city and county government, religious leaders, and community leaders. REC has enlisted the expertise of racial equity educators from NC to meet increasing demand for workshop participation across Cabarrus County.

By 2032, REC plans to reach approximately 10,000 Cabarrus County

residents with the racial equity education necessary to inform and encourage a generation to make a significant shift in the divisive and deleterious effects of racial injustice in our region. In 2022-2023, REC plans to continue to provide monthly workshops serving an additional 840 leaders across system stakeholders.

Our efforts to date include the following institutions and systems:

- As REC began in 2017 with six founding churches, over 130 clergy, staff, and laity have attended workshops. Almost 50 folks from All Saints' have attended the two-day workshop.
- Since 2017, REC has worked with Cabarrus County Schools, Kannapolis City Schools, and Rowan-Cabarrus Community College to reach 10% of their approximately 6,000 combined school directors, administrators, teachers, and school board members.
- Since 2017, over 300 workshop participants from various nonprofit organizations including NAACP, Cooperative Christian Ministry, and Habitat for Humanity have benefited from REC's racial equity education initiative.
- Since 2018, REC has provided workshops for key leaders, board members, and staff from Atrium Heath, Cabarrus Health Alliance, and Mental Health America.

OUTREACH

In honoring our goal to create a task force intentionally investigating and addressing racial equity in Cabarrus County, REC established the Coalition to Achieve Racial Equity (CARE) in October 2021. CARE is composed of leaders across from Cabarrus County who were selected to represent a variety of institutions and systems including education, city government, non-profits, and real estate. REC will continue to work to develop CARE. CARE will focus on the systems of Housing, Education, and Healthcare with a five-year process for advocacy and policy development.

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

Chuck Collier
Racial Equity Cabarrus
racialequitycabarrus@gmail.com

TOUR DE SAINTS

The Tour de Saints bike race benefits Cooperative Christian Ministry (CCM). CCM's programs relieve hunger and food insecurity, keep families together in their homes, and address homelessness and housing crisis.

A generous \$4,550 donation from 100 Men Who Care, Concord, was part of our

overall donation of \$14,000 and was matched by a local business, doubling the overall impact this year! This year we had 239 cyclists, 17 sponsors, and 20 supporting organizations. Tour de Saints provided three routes for cyclists – a 50K, 100K and 50 mile course, involving coordination of rest stops at area churches, road safety by Concord and Cabarrus Sheriff's Motor Squad, and communication via the Stanley and Cabarrus County Ham Radio Club, and ending with a meal at All Saints'. We had over 100 volunteers who made this event possible.

Many thanks to all our sponsors, supporters, cyclists, and volunteers who made the 2021 Tour de Saints a successful outreach event!

Ragan Kearns
saintragan@yahoo.com



BUILDING & GROUNDS

BUILDING UPDATE

It's been so busy this past year because, as you know, even when we were not in the building, the church is never closed, so the work on our physical plant continued!

With the tremendous success of the Capital Campaign, we had the funds to take care of many of the maintenance projects we had deferred for many years. After nearly 2 years of planning and preparation, the Lockhart Child Development Center (LCDC) is open and serving 52 children 12 weeks through Pre-Kindergarten! An unexpected grant from the Cannon Charitable Trusts allowed us to completely furnish the Education Wing with all the required furniture, toys, and manipulatives. A grant from Cabarrus County enabled us to upfit the preschool playground and add fencing around the Pavilion to create a toddler-safe outdoor area. Here's what has changed!

- Drainage for the Country Club Road parking lot and the rear of the property has been corrected to alleviate ponding
- With the help of a diocesan "Green Grant," the windows in the Staff wing were replaced with energy efficient ones to further decrease our energy costs
- A light pole was installed in the upper parking lot to provide better lighting for those who park in that area
- Live-Streaming technology was added in the Parish Hall and upgraded in the Nave

- Six additional ion scrubbers were installed on the remaining HVAC units which had not been addressed in 2020
- CO detectors were "hard-wired" into the security system, a requirement for child care centers
- Lighting along the path from the Columbarium to the LCDC was upgraded with additional lights and more sensitive motion detectors
- Eight additional security cameras were added so that the exterior of the building is now fully monitored
- The doors to the maintenance and wiring/paint closets now open into the Welcome Center instead of into the closets. This provided more room and more efficient use of those closets
- The stairwell in the Education Wing was repainted.
- A sidewalk was added to go from back parking lot to the Pavilion
- Soap and hand towel dispensers were replaced (at no cost to us). This provides for better stewardship as both dispensers provide less waste. Continuity of supplies throughout the building gives us better pricing from a single supplier



BUILDING & GROUNDS

Update on the stained glass window: You recall the window in Room 106 was removed with the hope that it could be conserved meaning cleaned and minor repairs done. After removal and evaluation, it was determined to be in much worse condition than we thought. The only option was full restoration--take the window completely apart, hand clean each piece of glass, repair or replace any broken pieces repainting them in the same technique if needed and put it all back together with new 'came' (the technical term for the leading that holds all the pieces together). They will be coming back into the building in the coming months.

Respectfully submitted,
Nancy Hunter, Sr. Warden

CREATION CARE

Creation Care is a priority of the Episcopal church and to all who act on God's call for us to be stewards of Creation. Climate change is more evident than ever. Sadly, it is the least privileged in the world who will suffer the most from the effects of climate change. The problem is too big for any individual, but we can all "think globally, act locally". "Small acts of faith are enormous to God", so thank you for everything you have done this past year to reduce your consumption, reduce your carbon emissions, reuse, repurpose, repair, recycle, and compost in your daily life. Gratefully, the work of this ministry has continued throughout the pandemic. We started several new Creation Care related ministries in 2021.

Here are those highlights:

- With Jean Siers and Don Foskey's leadership, we staffed a new ministry with the Society of St Andrew's to deliver culled vegetables from Barbee Farms to CCM's food bank. We kept 13,670 lbs. of

food out of the landfill. Food waste buried in landfills produces methane gas which has 80 times the warming power of carbon dioxide over the first 20 years after it reaches the atmosphere.

- Master Gardener Hope Duckworth donated 20 hours of her time to design a native plant demonstration garden for ASEC. In December we purchased, planted, and irrigated 32 native shrubs and grasses into this garden space with more plantings to follow in 2022.
- On December 22, 2021, we were blessed to learn that we will receive a \$1500 green grant from the diocese of NC to help fund the native plant demonstration garden.
- With the help of our youth group, we repurposed the trunk of a large white pine tree that fell and installed them as wood stepping "stones" in the native plant garden.



BUILDING & GROUNDS

For the third 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. Nationwide this program is in its 10th year and has distributed more than 457,000 trees to over 302,000 households.

This year a total of 222 trees were given away to homeowners residing in zip codes 28025/27. 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, and proper watering. In addition, we gave away all 50 potted trees we had growing in the native tree nursery. A dedicated team of 13 volunteers made the 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. To date we have given away 779 trees over the past 3 years. The graphic shows the 20-year outcomes for those trees.

There were over 190 volunteer hours contributed to Creation Care this past year at All Saints'. I would like to express our gratitude to everyone involved. All are welcome to participate in this ministry, please email me if you would like to get involved.

Respectfully submitted,
Mark D. Robinson
mrobinson0982@gmail.com



BUILDING & GROUNDS

THE GARDENS OF ALL SAINTS'

The garden is, in a sense, the cosmos in miniature, a condensation of the world that is open to your senses. – Stanley Kunitz in The Wild Braid

The work of volunteers at All Saints' is love made visible, love of God, our church, our neighbors, and Creation. Undeterred by the pandemic we continued to maintain and grow the green spaces in the 9 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.

We were able to complete three new projects this year:

- Installed outdoor Stations of the Cross in the gardens amidst the pandemic lockdown
- Placed fresh herbs (bay leaves and rosemary) into the Lenten bags.
- Provided guided tours of Gardens of All Saints' for two garden groups.

With the increasing warmth and dryness of our summers, providing water to the unirrigated gardens at church is an unheralded ministry by a team of faithful servants. This year they logged over 70 volunteer hours watering from May through October.



BUILDING & GROUNDS

Over 330 volunteer hours were contributed to this ministry in 2021. Here are the highlights of our accomplishments this past year:

- Playground cleanup for the new childcare center
- Management and cleanup of trees/shrubs across the campus
- Installed blueberries along the sidewalk at the Point
- Irrigation and well management
- Hand watering of the kitchen and other gardens
- Weed management
- Year 2 of the “Clay to Sweet Corn” garden that yielded 800 ears of corn and countless cucumbers
- Grounds maintenance and grass seeding out at The Point
- Native tree nursery tree care
- Provided greens for the Advent wreaths
- All Saints’ Arboretum tree dedications
- Completed Operation Dirt with the youth group (it’s a surprise)

Our work in the gardens is proof that in giving we receive. We enjoy outdoor time together in small groups of parishioners who nurture friendships while working together. Our health benefits from the physical activity and stress relief of being outside, and the satisfaction of working with nature to green and grow our small corner of Creation. All are welcome to work in the gardens.

Faithfully submitted on behalf of the Gardens Team,
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 financial operating results versus the budget and to interpret operation's cash flow results and requirements. The committee acts as a resource for the Vestry by providing financial recommendations regarding use and management of church assets. The committee also assists the treasurer in developing the annual budget, the financial plan for the year. 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, 2021. The audit found that All Saints financial affairs and reporting were in good order.

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 our church's financial activity on a monthly basis, the committee seeks to assure parishioners, the Diocese of North Carolina and others

that the church's financial affairs are in good order and that church properties are adequately maintained as it continues to serve as a place of the spiritual growth of its parishioners as well as the greater community.

Year 2021 was a very challenging but yet rewarding year for All Saints. The Coronavirus continued to affect in-person gatherings and worship traditions. Despite these challenges, our Church Leadership continued to adapt to this new reality; by successfully converting most of our ministries and missions to on-line zoom platforms. In the final months of the year, we were able to return to in-person worship and other activities but continued to offer remote access. An additional SBA loan was applied for and was received in the amount of \$58,202.50. This loan was also subsequently forgiven in 2021.

Our Capital Campaign program launched in 2018 continued to achieve remarkable success. As of December 31, 2021 aggregate Capital Campaign receipts totaled \$2,247,665 representing 98.41% of Capital Campaign commitment of pledges. Capital Campaign Funds received continue to be put to good use by upgrading, renovating and addressing a number of deferred maintenance projects. Some of these funds paid for the major renovations

FINANCE



and upgrades to our Early Childhood Learning Center. Significant equipment upgrades and improvements were also made to the sound, video and lighting systems in the Nave. These upgrades have made the worship experience in the Nave more fulfilling. Grants received in 2021 from the Charles A. Cannon Charitable Trusts as well as from other sources totaled \$190,000. Most of these grants partially funded the renovations cost of the ECCLC and the Nave Lighting and Audio upgrade Project.

As of September 30th, All Saints' DFMS Investments totaled \$1,121,458.00. The DFMS Investment segments are as follows: All Saints' Episcopal Church \$194,583.00, the Gardens of All Saints' Endowment Trust \$49,726.00, the Columbarium Endowment Trust \$73,143.00, the HTW Trust \$699,501.00 and the Hilbush Trust 104,505.

The Rector and Vestry were kept fully informed of the financial affairs of our church on a timely basis. The Finance Committee and its Treasurer provide the vestry and Church leadership with key operation reports during the year.

In 2021, most monthly Finance Committee Meetings were conducted remotely via Zoom. The committee meets on the second Tuesday of each month and meetings are open to all parishioners.

FOLLOW THROUGH COMMITTEE

The Follow Through Committee was part of the Capital Campaign of 2018. Our job was to keep people informed and encourage our parishioners to participate in the task of setting our church free to serve in the community. To help understand the amount of money donated, a large puzzle of the church building was placed in the welcome center. Our campaign pledge total was \$2,285,000. Each puzzle piece was worth \$65,286 and over the 3 years we filled in all but one puzzle piece.

The total amount given toward the Capital Campaign through the end of 2021 is 2,247,665.

The committee members are Ben Smith, Willie Dillon, Don Smith and Alice Smith.

Victor Clark, Assistant Church Treasurer
Thomas W. Dillard, Finance Committee Chairman



FINANCIAL ACCOUNT



INFORMATION

GENERAL OPERATING ACCOUNT REPORT FOR 2021

INCOME COMPARISON

2020 Actual		2021 Budget	2021 Actual	2021 Variance
518,740	Pledge Income	484,306	476,823	(7,483)
30,919	Unpledged Income	31,000	81,895	50,895
2,914	Unpaid Offering prior year	2,118	2,138	20
2,253	Plate Offering	4,712	1,035	(3,677)
5,172	General & Miscellaneous	13,500	12,087	(1,413)
30,224	Trust Income	15,859	9,254	(6,605)
27,089	Special Fund for Outreach	23,407	2,155	(21,252)
867	Designated Gifts	1,500	175	(1,325)
1,500	Rental Income	2,095	2,400	305
27,356	Investment Income	36,133	36,055	(78)
–	Insurance Reimbursement	–	9,663	
4,750	LCDC Reimbursement – Payroll	–	60,230	60,230
–	LCDC Rental Income	25,600	10,200	(15,400)
\$651,785	Totals	\$640,231	\$704,110	\$63,879

GENERAL OPERATING ACCOUNT REPORT FOR 2021

EXPENSE COMPARISON

2020 Actual		2021 Budget	2021 Actual	2021 Variance
187,517	Clergy Salaries, Taxes & Benefits	180,604	182,669	2,065
176,022	Lay Employees' Salaries & Benefits	220,594	215,237	(5,357)
65,124	Diocesan & Seminary Assessments	70,224	68,974	(1,250)
83,754	Property Maintenance	80,880	90,362	9,482
57,501	Office & Information Expenses	74,149	55,844	(18,305)
—	LCDC Exec Dir Payroll Costs	—	61,168	61,168
27,089	Outreach	23,407	16,363	(7,044)
19,812	Ministries	21,908	17,451	(4,457)
8,571	Christian Education	15,991	5,921	(10,070)
6,356	Music Programs	11,400	5,812	(5,588)
\$631,746	Total Expenses	\$699,157	\$719,801	\$20,644
\$20,040	Net Income less Expenses for 2020	\$(58,926)	\$(15,691)	\$43,235
Surplus		Deficit	Deficit	Better than Budget

SUSPENSE FUND

Summary of Transactions through the Suspense Fund, 2021

Funds Received (\$2,700 or more)	Amount
Video Project	74,000.00
Capital Reserve Funds	19,047.71
LCDC Cabarrus County Grant	185,000.00
LCDC Playground & Fencing	58,050.82
Mission Projects	10,000.00
Tour de Saints	20,914.92
Community Garden Green Grant	5,000.00
Capital Campaign, 2018	46,492.83
Building Reserve Investment	100,000.00
From Special Projects	11,550.00
Other Sources, below \$2,700 each – 11 funds	8,577.52
TOTAL	\$538,633.80

SUSPENSE FUND

Summary of Transactions through the Suspense Fund, 2021

Funds Disbursed	Amount
Video Project	66,668.71
Capital Reserve Funds	14,562.00
LCDC Cabarrus County Grant	185,000.00
LCDC Playground & Fencing	58,050.82
Mission Projects	10,000.00
Tour de Saints	22,619.62
Community Garden Green Grant	5,000.00
Capital Campaign, 2018	42,117.74
Building Reserve Investment	102,795.85
From Special Projects	8,806.14
After Dark at All Saints'	6,000.00
Cannon Grant	75,000.00
Outdoor Sign Project	4,800.00
Miscellaneous Small Projects	3,441.00
Other Sources, below \$2,700 each – 10 funds	8,715.41
TOTAL	\$613,577.29

SUSPENSE FUND

SUMMARY – SUSPENSE FUNDS	Amount
Balance on hand 12/31/2020	171,090.56
Additional inflow of funds, 2021	538,633.80
Funds expended, 2021	(613,577.29)
Balance available 12/31/2021	\$96,147.07*

* Bank balance \$144,354 – difference is uncleared checks

REPORT OF BANK & INVESTMENT ACCOUNTS

Balance as of December 31, 2021

<u>12/31/2020</u>	<u>Account Description</u>	<u>12/31/2021</u>
81,821	General Operating Account	158,464
171,091	Suspense Account	104,002
97,596	Money Market	— **
200,135	Uwharrie Bank	200,526
2	Maintenance Reserves	— ***
9,847	Memorials Account	4,654
6,645	Columbarium Account	11,946
3,797	Rector's Assistance Account	5,034
158,745	DFMS Investment – All Saints'	194,583*
49,019	DFMS Investment – Garden of All Saints' Endowment	49,725*
68,910	DFMS Investment – The Columbarium Endowment	73,143*
677,945	DFMS Investment – Haywood, Thompson, Williams Estate	699,501*
—	DFMS Investment – Hillbish Trust	104,505*
\$1,525,553		\$1,606,083

* Balances at 09/30/2021

** Closed in 2021 – balance moved to Suspense

*** Closed in 2021

REPORT ON TRUST FUNDS

Trust Consists of:

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

<u>2021</u>	<u>2020</u>	<u>2019</u>	<u>2018</u>	<u>2017</u>
–	–	\$445,474	\$393,034	\$446,010

A. B. Palmer Trust

<u>2021</u>	<u>2020</u>	<u>2019</u>	<u>2018</u>	<u>2017</u>
\$142,308	\$142,308	\$134,740	\$123,690	\$144,211

Total Investment at Market Value

<u>2021</u>	<u>2020</u>	<u>2019</u>	<u>2018</u>	<u>2017</u>
\$142,308	\$142,308	\$580,214	\$516,724	\$590,221

The following is a summary of 2021 activities for these Trust Funds:

A.B. Palmer

Balance as of 12/31/21	<u>\$142,308*</u>
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% Change	0%
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*12/31 statement not rec'd at date of report

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, 2021 income earned was \$9,253.

This Trust is managed by the Foundation of the Carolinas.

ANDREA HOLDING TRUST

All Saints' received \$26,333 from this Trust on 12/31/2021.

The funds will be designated for use in the Suspense account in 2022 for capital projects.

ANALYSIS OF CAPITAL CAMPAIGN

(and uses thereof) at December 31, 2021

2018 Capital Campaign Summary

	Spec Donor	Other Donors	Other Spec Donors	Grant & Int	TOTAL
Pledge Commitments Total	850,000	1,434,094	–	–	\$2,284,094
Receipts at 12/31/2020	851,601	1,349,571	–	–	2,201,172
Receipts in 2021 Pledges		46,493	–	–	46,493
	851,601	1,396,064			2,247,665
Other Donors recvd in 2021	–	–	230,000	65,044	295,044
Total Receipts	\$851,601	\$1,396,064	\$230,000	\$65,044	\$2,542,709
					Total (A)

Disbursement of Funds Received from Campaign

Repayment of Loan	1,658,162
Consulting Fee and Production Expenses	43,380
Building Exterior/Roof/Nave (2020)	273,076
ECLC (2020)	142,413
SES Conversion (2020)	56,432
Clean Air (2020)	26,275
Architech (2020)	17,470
Speakers/Showers	7,568
Video Project (to date)	66,669
Catch Basin, Drain, Fire Lane	6,500
Windows Replacement	8,062
Riverstone, Walkway	3,831
Sales Tax and Adjustments	985

Total (B) \$2,310,823

SUMMARY

Available Funds	\$2,542,709	(Total A)
Disbursed	\$(2,310,823)	(Total B)
Balance	\$231,886	For Projects
<u>Balance Consists of:</u>		
Uhwarrie Bank	200,526	
Video Balance	7,331	Suspense A/C
Cap Reserve	4,486	Suspense A/C
Cap Campaign	17,975	Suspense A/C
Other	1,568	Suspense A/C
	\$231,886	

Upcoming Project for 2022

Repaving of Parking Lots (March/April)

OUTREACH FUNDS

Outreach Funds Expended in 2021 through the General Fund	Amount
CCM	\$2,155
Episcopal Relief & Development (EDR)	500
All Saints' Early Childhood Foundation	2,500
Haiti Mission	4,000
Salvation Army Shelter of Hope	2,500
Epworth EMC	250
Habitat for Humanity	2,500
Meals on Wheels	2,500
TOTAL	\$16,905

Outreach Funds Expended in 2021 through the Suspense Fund	Amount
From After Dark at All Saints' <i>(to CVAN, Cabarrus Partnership, Community Free Clinic)</i>	6,000
From the Altar Guild <i>(to Community Free Clinic)</i>	1,365
From Mission Projects <i>(to Racial Equity)</i>	10,000
From Tour de Saints <i>(to CCM)</i>	13,783
From Haiti Fundraising <i>(to Reforestation Project)</i>	800
TOTAL	\$31,948

Outreach Funds Expended in 2021 through the Rectors Assistance Fund	Amount
From the Rector's Assistance Account	\$15,243
TOTAL	\$15,243

TOTAL OUTREACH FOR 2021	\$64,097
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FINANCIAL PLAN FOR MISSION AND MINISTRY 2022

INCOME

2021 Actual		2022 Budget	2021 vs 2022 Variance
476,823	Pledge Income	477,091	268
81,895	Unpledged Income	46,302	(35,593)
2,138	Unpaid Offering prior year	2,000	(138)
1,035	Plate Offering	4,712	3,677
12,087	General & Miscellaneous	13,500	1,413
9,254	Trust Income	15,859	6,605
2,155	Special Fund for Outreach	21,000	18,845
175	Designated Gifts	1,500	1,325
2,400	Rental Income	2,095	(305)
36,055	Investment Income	36,133	78
9,663	Insurance Reimbursement	—	(9,663)
60,230	LCDC Reimbursement – Payroll	102,780	42,550
10,200	LCDC Rental Income	41,520	31,320
\$704,110	TOTALS	\$764,492	\$60,382

FINANCIAL PLAN FOR MISSION AND MINISTRY 2022

EXPENSES

2021 Actual		2022 Budget	2021 vs 2022 Variance
182,669	Clergy Salaries, Taxes & Benefits	187,775	5,106
215,237	Lay Employees' Salaries & Benefits	252,146	36,909
68,974	Diocesan & Seminary Assessments	67,932	(1,042)
90,362	Property Maintenance	84,490	(5,872)
55,844	Office & Information Expenses	55,930	86
61,168	LCDC Exec Dir Payroll Costs	102,776	41,608
16,363	Outreach	10,000	(6,363)
17,451	Ministries	21,851	4,400
5,921	Christian Education	14,426	8,505
5,812	Music Programs	11,400	5,588
\$719,801	TOTAL EXPENSES	\$808,726	\$88,925

\$(15,691)	Receipts less Expenses for 2021/22	\$(44,234)	\$(28,543)
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Deficit

Deficit

Increased deficit for 2022
compared to 2021 actual results

TOTAL PARISHIONERS' PLEDGES | 2022 BUDGET

As of 1/14/2022, we have received 123 Net Pledge Cards totaling \$477,091.

- 49 cards remained the same amount as prior year totaling \$143,830
- 39 cards increased amounts totaling \$241,949
- 21 cards decreased amounts totaling \$63,616
- 9 new cards with amounts totaling \$17,540
- 5 returning cards with amounts totaling \$10,156



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