



ALL SAINTS'
EPISCOPAL CHURCH



Annual
Report

20
22

2023 Annual Meeting Agenda

January 29, 2023 at 10 AM

Call to Order – Clerk, Kim Gordick

Presentation of List of Canonical Members – Clerk, Kim Gordick

Approval of Minutes of Annual Meeting, 1/30/22 – The Rev'd Nancy Cox

Report on Nominations – Mary Frances "Fran" Burkett, Junior Warden

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

Installation of 2023 Vestry – The Rev'd Nancy L. J. Cox

Financial Report – Vic Clark, Treasurer

- Review of Fiscal Year 2023
- Presentation of Financial Plan for Mission and Ministry 2023
- Vestry Budget Task Force – Randy Brantley, Al Bonnyman, Fran Burkett, Chuck Collier (liaison to Finance Committee), Rhonda Kovar

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

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

- What are you excited about as 2023 opens? Why?
- Where are do you think you are being called serve, assist the parish to grow and shine the light of Christ into the world in 2023?

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

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

Adjournment – Clerk, Kim Gordick

2022 Annual Meeting Minutes

January 30, 2022 at 10 AM*

***This meeting was held virtually via Zoom**

Meeting Called to Order at 10:05 AM by Clerk, Kim Gordick

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

Motion to approve canonical list of voting members made by Joe Hunter, Seconded by Dick Lewis. Motion passes.

Senior Warden's Report – Nancy Hunter reflected on her 4 years on vestry. She told the congregation that this is one of the most incredible experiences she has ever had. It has grown her faith tremendously despite the challenges of the pandemic and having the church open and closed to worship at various times. She thanked everyone for their support of her during these 2 years.

Report on Nominations – Nancy Hunter, Senior Warden, introduced Al Bonnyman and Randy Brantley as new vestry nominees. There are still 4 vacancies on Vestry.

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

Motion to close nominations and elect the slate by acclamation made by Susan Yelton, seconded by Joe Hunter. Motion carries.

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

Nancy recognized new voting members of All Saints': Timothy Alexander, Michel Bost, Joy DeBlock, Doug and Susan Osbourne, and Jeff Crew

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Financial Report – Vic Clark, Treasurer

Review of Fiscal Year 2021 – Vic reviewed the finances from 2021 reporting a slight deficit at end of year, but much less than was budgeted at the beginning of 2021. Actual was \$16,000 vs. anticipated \$58,000.

Presentation of Financial Plan for Mission and Ministry 2022 – Vic also reports that in 2022 there is an expected total income of \$764,492 and anticipated expenses of \$808,726 leaving a deficit of \$44,234.

Motion to accept the financial report made by Paul Davidson, seconded by Fran Burkett. Motion carries.

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

Motion to accept the remaining parish reports made by Dorothy Garrett, seconded by Fran Burkett. Motion passes.

Rector's Review of 2022 – The Rev'd Nancy L. J. Cox. Nancy reported the progress of the church in the past year despite the challenges of the pandemic. The opening of the LDLC and plans to move into more outreach with Koinonia.

Rev. Nancy asked, "What the congregation values about All Saints'?" Some responses in the chat box were: love, caring, hope, community, family, acceptance, among many others. Rev. Nancy also asked "What areas of service are you currently involved in now?" responses seen in the chat box were, but not limited to: Hunger, racial justice, early childhood education, elder care, school service groups, affordable housing, Gardens of All Saints', the Night Shelter, Board of Elections, Meals on Wheels, ESL, CCM, Stephen Ministries, HOA, EFM, choir, church teller, Cursillo, youth, and altar guild.

Introduction of Koinonia – Randy Brantley. A music video opened the concept of Koinonia to the parish. This concept appears several times in the New Testament. It is a Greek word meaning fellowship. Randy states that we will invite local leaders to come to our church to introduce us to different needs of our community. He acknowledges that we each have our own favorite charities. But, with Koinonia we collectively choose an area

2022 Annual Meeting Minutes

that we can focus on. The February schedule is already set with speakers on education, food insecurity, social determinants of health, and affordable housing at the 10 o'clock hour each Sunday.

Parish Discussion – Nancy Hunter

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 report to the whole group following this discussion time.

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

Gil Small stepped down from Treasurer of All Saints' and will become the diocesan Treasurer in 2022. Debby Smith resigned from the vitality team which has now become the Koinonia team now. Gwen King is a long-time and very active member of our church and this year she turned over the knitting needles to Jan Miller.

Nancy updated the congregation on the staffing of the church, including the deacons and their roles. Nancy thanked Mark Helms, Karen Rupp, Barbara Horne Stead, David Baxter, Dick Whitfield, and Nancy Hunter for their service to the church.

Slide Show – 2021 Year in Review

Adjournment of annual meeting at 11:32 AM by Clerk, Kim Gordick

Canonical Members

Catherine Ackiss
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
Michelle Bohrer
Al Bonnyman
Michael Bost
Gail Boys
Randy Brantley
Ruth Bratton
Mary Frances Burkett
Robert Byrne
Roseanne Byrne
John Carroll
Jennifer Carroll
Marilyn Carroll
Rebecca Carter
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 Depkin
Fannie Dillard
Tom Dillard
Remona Dillon
Willie Dillon
Bob Drummond
Mary Ann Drummond
Juli Dwiggin
John Erickson
Jo Erickson
Martin Ericson
Kim Everhardt
Chris Farrand
Katie Farrand
Karen Fernandez
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
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
Emma Johnson*
Thomas Jones
Ragan Kearns
Sharon Kearns
Buddy R. King
Teka King
Gary Kovar*
Rhonda Kovar*
Barbara Ann Lewis
Dick Lewis
Jane Liles
Garen Livingston
Dennis Lockney
Norma Lockney
Andre Lussier
Eileen Lussier
Cheryl Marsh
Jeanne McCarthy
Michael McDonough

Canonical Members

Barrington McFarlane
Charles McKinley
Dave Millar
Jan Millar
Deborah Monroe
George Monroe, III
Kevin Morgan
Sarah Morgan
Jonathan Moyes
Karen Moyes
Kay Nixon
Mark Novasad
Pamela Novasad
Doug Osborne
Susan Osborne
Deanna Phillips
Jeffrey Phillips
Steve Phillips
Emily Piatak
Steve Proctor
Christine Quellhorst
Douglas Quellhorst
Jerry Ridenhour
Virginia Ridenhour
Henry Riley, III
Margaret Riley
Karen Robinson
Mark Robinson
Elizabeth Rogers
Thomas Rowlett
Brian Sapp-Moore
Shane Sapp-Moore
Kathy Oxx*
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
Hilary Smith
Rita Smith
Elizabeth Solomon
Winborne Springs
Barbara Stavitsky
Kenneth Stead
Deborah Stegman
Joe Stegman
Courtney Steinberg
John Teeter, III
Dorothy Teeter
Bob Thompson
Kathy Thompson
Eleanor Thompson
Brenda Trott
Scott Trott
Jill Trull
Fred Trull, II
Joanne Vance
Lorraine Warner
Fred Weber
Judy Weber
Robert Wegenka*
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

	2020	2021	2022
Holy Communion — Sundays	181	66	97
Holy Communion — Weekday	20	0	0
Holy Communion — Other	311	221*	12*
Holy Communion — Private	87	96**	121**
Number of Communion Administered	460	2,985	6,331
Morning Prayer Services — Weekdays in Lent	1	0	0
Other Services	58	12	4
Baptisms	6	3	1
Marriages	0	1	1
Burials	6	10	5
Number in Attendance (All Services)	13,520+	4,070	6,570

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

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

+ Estimated if we had been having regular services.

Statistical Report

ADDED	2020	2021	2022
By Baptism	6	3	1
Confirmation / Reception	1	5	0
By Transfer	3	3	3
Reactivate	0	0	1

MEMBERSHIP TOTALS

Total Adults	417	359	201
Total Youth	51	58	55

BAPTISMS

We welcome into the body of Christ the following person baptized in 2022:

Henry Thomas Campbell

TRANSFERS TO ALL SAINTS'

Emma Johnson

Kathy Oxx

Robert Wegenka

TRANSFERS FROM ALL SAINTS'

Jeffery Mullis

Deborah Susan Rimmer Crow

Deborah Lewallan

Kay Boland

BURIALS

Janet Vandervort Means

Patsy Ruth Scercey

Rosalyn M. Gerard

Peggy Glyn Mullis

Carlyle Wesley St. Clair Warner

Ministry Reports

2022



Rector's Report

Rejoice in hope, be patient in suffering, persevere in prayer. Contribute to the needs of the saints; extend hospitality to strangers.
– Romans 12:12-13

The essential ingredients for the emotional and spiritual wellbeing that Paul details for Christians in Rome have continued to be true across two millennia. At All Saints', 2022 was a time of living into what we knew as a community to be necessary to regain, reclaim or reimagine the momentum that this congregation had glimpsed in the capital campaign (which began pre-COVID and concluded in 2021). An in-person parish leadership retreat, June 10-11, helped focus our post-COVID ministry response. We continue to be led by a commitment to Jesus Christ, empowered by the Holy Spirit and framed by our core values.

All Saints' Core Value: Being an active and inclusive community of faith

The last parish life event in 2020 was the Pancake Supper. This also became the first parish life event in 2022. Teens served 47 takeout meals. April 24th, the Invite Welcome Connect Team hosted a "Welcome Back" celebration with parish breakfast and building tours between the services. The Newcomer Team hosted a fabulous Parish Picnic in June (sliding it in between storms!) complete with a huge waterslide, wildflower arranging, games and great food. The Vestry hosted a Parish Breakfast in September that allowed us to reconnect after the summer. The Music Ministry offered a fun and fabulous "Slightly Spooky Saints Soiree" in October. As well, through the fall, the Stewardship Team hosted several parish meals to provide an opportunity for people to talk together and learn more about the work of the parish. In December, the "new and improved" Tacky Christmas Party (which this year included children and teens) generated lots of laughter.

All Saints' Core Value: Worshipping God in the Episcopal tradition

Under the guidance of our bishop and the advice of the vestry, 2022 opened with the congregation worshipping exclusively online. In-person worship returned in February. Falling COVID infection rates allowed us to discontinue most special protocols in March and offer a limited social time again.

We celebrated Lent, Holy Week and Easter Sunday in-person for the first time in three years. The choirs were magnificent. The altar guild worked many extra hours. It was deeply moving to be together. New green hangings arrived in September, with the frontal as a memorial to Hagan Hilbish. The investment we made in livestream video equipment generated over 16,000 views through December 2022. Thank you David Baxter for your tireless commitment to this ministry. We look forward to developing a strong livestream ministry in 2023.

Advent Wreath Making, St. Nicholas Day, Christmas Card Making and Chrismos, which gave us the opportunity to participate with our parish children in Christian formation. Tiffany Fulton came on board in August. Ministry with our children, young people and families has grown dramatically. There are enough children for three Sunday School classes, which is an exciting affirmation of the decision to invest in this ministry. We pray God will expand the numbers of adult volunteers in order to support our children's growth in faith.

All Saints Core Value: Nurturing the individual to grow in Christ

There were Sunday morning offerings, small groups through the week, a spring trial expansion of men's ministry opportunities to a weeknight and, in the fall, a revitalized women's ministry. "Lent in a Bag" returned for the third year as people were invited to pick up their bags at in-person Ash Wednesday services. Bags were also delivered to shut-in/homebound parishioners. I took four youth to Camp Nazareth in Pennsylvania (for the first time in three years). Advent was given over to intergenerational events:



All Saints' Core Value: Seeking and serving Jesus in unexpected places

The Koinonia Team has been working hard on a multi-pronged approach to both Christian Formation and our work in the community. They began presentations in February using a hybrid model to allow people to attend and participate both in-person and online. Presentations were made available for later viewing and continue to be able to be accessed from the website. In the fall of 2022, the team began meeting with the various groups in the church to get a sense of where parishioners' priorities are.

In addition to serving meals at the night shelter and CVAN, direct outreach this year included food ingathering events, "Duffle Bags for Hope (gathering supplies and duffle bags for children in foster care,) the "Cuddle Up" coat drive and preparing personal care item Christmas gifts for elders living next door at Accordius. In March, All Saints' teens packed 20 Duffle Bags for Hope project with teens from McGill Baptist.

A ribbon-cutting celebrated the opening of the Lockhart Child Development Center (LCDC) on January 25th. In March, LCDC was granted "5-Star" status with a perfect score of 15 out of 15, simply unheard of for a new program. Once LCDC achieved five-star status, it was eligible to host "NC pre-K," a program which serves families at 75% of the federal poverty line. Programs hosted by All Saints' have offered NC pre-K since 2014. There are now 9 NC pre-K students at LCDC. In 2022, LCDC purchased a new commercial washer/dryer, freezer and refrigerator for the kitchen. As part of its commitment to excellence in the education of young children, the center will seek certification from NAEYC (National Association for the Education of Young Children). This will take 3-5 years to accomplish. There are currently no NAEYC certified programs in Cabarrus County.



Building Matters

Drainage work was done around the property, particularly in the back parking lot area. A garden Bridge was added to the Bell Tower Garden in memory of Martha Stephens, former Church Administrator. After many years of service, the Pavilion needed significant maintenance. Rotted wood was replaced, a new roof installed and, in 2023, there will be new bases put in for the supporting posts.

Repaving the parking lot was delayed by the discovery that the sewer pipes under the parking lot will have to be replaced. In addition, safety concerns around entry and exit from All Saints' surfaced. (Tragically, on Sunday morning, February 13, Keneisha Daniell Smalls was killed when her car left Lake Concord Road and wound up over the embankment between All Saints' property and Accordius. In late 2021, there was an accident involving a parishioner trying to turn into the church parking lot. In July 2022, there was another accident involving a parishioner making a left hand turn out of the parking lot.) Working with the City of Concord, All Saints' determined that the driveway needs to be widened and cars directed to make only right turns out of the parking lot in order to increase safety. Separately, the City of Concord purchased a portion of land on the west side of CCM in the flood plain for improvement of the drainage on Country Club Road (which is

expected in 2023 and will necessitate closure of Country Club Road). All Saints' will use the funds to widen the driveway on Lake Concord Road as a part of the repavement of the parking lot project (now expected in Spring 2023).

Transitions

There were several staff transitions in 2022. In March, contract accountant Becky Poytner took on full-time work from home employment. We welcomed Harper Accounting (Tiffanie Harper) in her stead. We also bid good bye to Roderick Spence, who had been cleaning and caring for the building for eight years as he left to open his own restaurant. David Smith has taken on those responsibilities. In June, Mayden McDaniel, who joined the staff for youth and family ministry during the winter of 2021, moved to Virginia. Tiffany Fulton came on staff in August as Director of Youth and Family. After parish leaders and I decided our church administrator (and unfortunately the person we hired as a replacement) were not a good fit for our needs, we were blessed to have Nancy Hunter, Fran Burkett, and Chuck Collier in the office until Stephanie Trosper arrived in January 2023.

Parish leadership transitions included Al Benschhoff rotating off of the Wesbury Boards. Al served two terms, which included Board president and overhaul of the organization's bylaws. Thank you to Dick Whitfield who has agreed to serve on the Wesbury Boards, joining Ruth Bratton, Tom Dillard and Charles McKinley from All Saints'.

Debbie Lewellan moved to the North Carolina mountains and Rita Smith has taken over her responsibilities as a Stephen Ministry Leader. Jan Millar, founding president of the re-instituted chapter of the Mary and Martha Daughters of the King, turned over leadership to Fran Burkett. Our Diocesan convention delegates 2022 were Fran Burkett, Dick Whitfield, and Al Bonnyman. Vestry members completing their term are: Lorraine Warner who twice led the fall stewardship campaign, Steve Philips who pitched in in the kitchen with our youth ministry for the pancake and spaghetti suppers, and Dick Lewis who served as senior warden. This is Dick's second term of service at ASEC.

As Paul explained to the Romans, Christians are invited to have patience in the present, as we love and serve the Lord and each other. This is overlaid with rejoicing in the hope of the future God has secured for us, which keeps us oriented through challenging times.

I am excited about what is happening at All Saints' in all dimensions of our life together and look forward to what God is going to do in and through this community in 2023.

Respectfully submitted,
Nancy+



Senior Warden's Report

During the past year, a very difficult year, I have served as your Senior Warden along with a very dedicated Vestry, Clergy, and staff. We thank you for the trust and confidence given to me and your vestry. Additionally, we are blessed with a Finance Committee dedicated to reviewing our financial records every month to ensure compliance, find any problem areas, and take action to correct the situation. The reality is we all serve to provide support to the members of our parish and the various ministries of All Saints'. I have learned one important lesson, that there is a lot more to the operation of All Saints' than just what we see on Sunday. To keep our momentum, we ask you to get involved and help make a difference.

Think about January, one year ago: Where were you? What were you doing? To develop a plan to move forward we met in January to determine how we could restore All Saints' to pre-pandemic status. One important action decided was to contact our parishioners and when possible, create face-to-face opportunities.

- We started the year separated, using by the now the very familiar medium "ZOOM".
- To enhance our ability to communicate and share events we upgraded our technical capabilities to broadcast on "Facebook". Thanks to those who spent the time and had the knowledge to create a way to give us all an opportunity to experience All Saints' Episcopal Church and create a system that works.
- Technology only goes so far, and will not take the place of personal contact, so we continued to look for opportunities to meet in-person.
- The next step was to meet, face to face while wearing masks and social distancing. We found that our fellow parishioners had changed, gotten older, grayer, and many of the children were now teenagers, but it was great to finely experience personal contact.
- The Vestry, Clergy, staff, and volunteers realized that creating opportunities for interaction would guide us to recover from the events of the last two years. We experienced a large range of emotions such as: sickness, deaths of loved ones, loneliness, lose of hope, worry about the future, and many other pressing issues. Now it was time to create events that would bring our families and members back together and give those looking for a church a place to attend, find companionship, and learn about our loving God.

- The concept of gatherings worked, we saw parishioners attending, those who had been isolated returning, and potential new parishioners taking advantage of what we offered. We began Advent with a well-attended Pancake Dinner. Holy week had very special services. The Tour de Saints returned with a record number of riders with a good time had by all. The youth spaghetti dinner was well attended. The Christmas services were very inspirational.
- With your help we all will continue to work on ways to bring the parish together with more events and opportunities to interact with one another. There are so many ministries with so many people involved it is hard to thank individuals, but with their efforts we will continue to grow and provide our community with a place to call home, a refuge, and a family.

Once again thank you for this opportunity to serve All Saints', you are very special!

Dick Lewis, Senior Warden

Deacon Missioner's Report

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

In January, 2022, the official ribbon cutting for the Lockhart Child Development Center took place. Present were representatives of our church, the Cabarrus County government, the community college, the Cannon Charitable Trust, elected officials and other community dignitaries. It was a celebration of an unexpected partnership: faith-based, government and private business groups who worked in tandem to recognize and bring solutions to the child care issues in our county. We are willing to work together to solve this issue to create positive solutions to the child care desert in our community. We are an example of how with common goals and love, we can work together to serve others. We saw Jesus in unexpected places. The opening of the center has been and will continue to be a great opportunity for church growth and ministry. As our congregation and the community begins to use our facilities more and more in the post-Covid world, we have experienced tugs and pulls. We continue, as people of God, to solve and work through any issues. The children and teachers, who are served daily in our education wing, are a true joy. In March 2022, the center received its five-star rating and continues to be a shining star and an example to other child development centers.

In August, Waynett Taylor and I presented to a statewide conference of county commissioners on the development and creation of the LCDC and partnership between ASEC, the Cabarrus County Board of Commissioners and private business to open and maintain the center. It is a viable partnership. A partnership that we hope can be replicated not only in our county, but in other areas. Parents are seeking quality childcare so that they can join the workforce.

As the deacon missionary, I continue to serve the people of ASEC:

As a member of the Daughters of the King, I have assisted them in regathering as a chaplain.

During the fall, a small group of women gathered to revitalize women's ministry . Our first retreat since fall of 2019, was held in late November with the Rev. Sara Hollar as our retreat leader. Moving into the new year four events are planned. Caring for young women and intergenerational gatherings of women is an important call and ministry in our church. In the post-Covid world, women need pastoral and prayer support as they nurture family and others. They are the hearth keepers of the church, family and community.

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 and we are striving for justice and peace among all people, respecting the dignity of every person. We are growing and shining in the light of Christ.

As a deacon, I fulfilled a three year term on Cabarrus County Taskforce for the Young Child, in January 2022.

I continued to serve as the Vice Chair of Cabarrus Partnership for Children until the end of the term in July 2022. I relish the support of ASEC, including the annual coat drive, the collections of necessary products and masks for county child development centers, the outreach support, and the " Backpacks of Hope" for foster children.

I will continue to serve on the governance committee of the Cabarrus partnership for Children into 2023.

It was privilege to present the Anne Laukaitis Champion for Children Award from the Cabarrus Partnership for Children to Waynett Taylor in December 2022.

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.

God's work and ministry has not stopped during this post-COVID world. 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.

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. The deacons continue our duties at the altar. We witness many changes as we follow guidelines and safety precautions. We gather, pray, sing, preach and assist in feeding God's people.

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. Your prayers for my family and me, as we navigated grief, in the unexpected loss of loved ones, and celebrated new life, in the birth of a granddaughter in February 2022, were so appreciated.

Submitted by,
The Rev. Jacqueline Whitfield, Deacon



Director of Music & Coordinator of Communications

2022 was a year that, in some ways, was a more reliable one. Of course, since the pandemic, nothing in our world is truly "reliable." When I say reliable, I mean that it was clear that we were back to in-person to stay. For good. I knew that I could plan for services and rehearsals and events that definitely wouldn't be changed to something virtual. Planning for something in-person is completely different than planning for something virtual.

However, the year did bring with it challenges. The biggest that I can think of is the looming specter of the chance of members of the choirs getting COVID, or myself, which would cause plans to have to change. There are certainly instances where if one bell ringer or chorister would get sick, then the entire group would not be able to sing or play that day due to the fact that that sick person could not be replaced. I remember thinking, "if we can just get through Christmas without myself/the choir getting sick!" "If I get COVID just before Christmas, what would I do?" Luckily, there was only one example of having to reschedule the Choir of All Saints' octet to another Sunday, as one

person did indeed come down with COVID. And I did get COVID, but the timing of my symptoms and testing positive landed perfectly so that I didn't miss a Sunday.

To speak of something more positive, I can say joyfully that having gone through the isolation and virtual-ness of 2020 and parts of 2021, 2022 brought with it an exuberance of making music in community again! I feel that there has been a renewal of energy among the people that I have been making music with at All Saints' in 2022. There's a gratefulness and honesty in music-making now, which is something that I hope that we never lose or forget to recognize.

So, we carried on with a pretty full calendar.

The Resurrection Choir rehearsed at 8:15 AM on Sundays and led worship on Sundays at the 9:00 AM Casual Contemporary Service, which continues to be benefited by Paul Davison on bass and Gary Kovar and Steve Proctor on guitars. Together, with their instrumental support and the dedicated and spirit-

filled singing of Resurrection Choir, worship was led in a powerful and spirited way that continues to move me.

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

The Bells of All Saints' rehearsed on Wednesdays at 6:00 PM and played during the 11:10 AM service several times throughout the program year. This group continues to develop in technique and expressiveness. 2022 was the first year in a while that we had a complete choir, allowing me to be director instead filling in as a ringer!

The St. Nicholas Choir, a group for children in grades 1 through 3, met on Tuesdays at 5:30 PM. The Jr. Choir of All Saints' is a group for children in grades 4 through 6 and met on Tuesdays at 6 PM. These two groups sang periodically throughout the program year. These children, like sponges, are more than ready to learn more about music and how to be worship leaders. Orff

techniques continue to be implemented, allowing each child a chance to have an independent role within the group.

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

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

On the Friday before Halloween, there was a "Slightly Spooky Saints' Soirée," which was a fundraiser for RAIN. I accompanied Courtney Steinberg, who sang some spooky Broadway songs in the Welcome Center. Then, we enjoyed a delicious meal prepared by Susan Yelton. The evening finished with a spooky organ concert in the Nave. This event was live-streamed by David Baxter. We raised over \$2,000 that night!

On All Saints' Sunday, we celebrated our patronal feast day at the 11:10 AM service with gorgeous and unique pieces that were offered by the Choir of All Saints', including various pieces that were both introspective and joyous.

On December 21st the Service of Light was held again for those for whom Christmastime is not necessarily a joyful time. Christine Van Arsdale returned to play harp, elevating this very unique service. The tradition of holding the Festival of Advent Lessons and Carols at All Saints' in the evening, at 5:00 PM, continued on the Third Sunday in Advent. At this hour, amid the candlelight and shadows, the darker atmosphere magnifies the mysticism of the season of Advent. The choir worked most diligently and sang with great professionalism and depth of feeling. Donations were collected for RAIN at this event, too.

We decided to have two (instead of three) Christmas Eve services this year. The 4:00 PM was made particularly special, as both the St. Nicholas and Junior Choirs sang and played the offertory after children from the parish brought up pieces of the crèche. The second service included offerings by myself and the Choir of All Saints'. The service on Christmas Day, falling on a Sunday this year, was made even more special by violinist Vasily Gorkovoy.

We did a lot in 2022, falling back into the strides of life before the pandemic. But we, as a people, are not the same, of course. We carry along with us different worries, such as the ever-present concern of getting sick, or the voracity of the next variant. Still, we remain strong as choirs and all of us as an entire parish, remaining resilient.

We discovered how flexible we could be during the beginning of the pandemic. But quite importantly, I can see how strong we are, too, which can only assist us come what may in 2023.

Blessings to you,
Brian Sapp-Moore, MM
Dir. of Music Ministries and
Coordinator of Communications



Worship

ACOLYTE MINISTRY

We have youth and adults serving as acolytes at both services. Acolytes assist the priest and deacon during the service in many ways. Acolytes light and extinguish the candles. Crucifers carry the cross down the aisle in the processional and the Procession into the World. They also accompany the Gospeler as she or he reads the Gospel. They help the Celebrant during Holy Eucharist. Torch Bearers carry the candles in the processional and recessional and also accompany the Crucifer for the Gospel reading. Acolytes are also valuable participants in weddings and funerals.

Nancy held an acolyte training on Sunday, September 25, 2022. There were youth and adults who participated in the training. We would love to have more acolytes. Training is available at a mutually convenient time. Please contact Fran Burkett at 828-776-9414.

We hope to be able to attend the diocesan acolyte festival in fall of 2023.

Fran Burkett

ALTAR GUILD

The ministry of the Altar Guild provides its members the privilege of coming together each week to enhance the 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 2021-22 trying times of the Covid pandemic. We faced many challenges as we adapted to new ways of celebrating the holy Eucharist and enabling our parishioners to receive communion in the safest way possible.

We went from serving the sacraments using tongs and individual cups for the wine to using the common cup, carefully sanitized, with the option to intinct using a separate intinction cup. We will continue to adapt going forward, willing to be flexible.

Another challenge has been to add new members to this ministry. Many of our long-time members are experiencing various issues that compromise their ability to be as active as they have been in the past. However, we did add two new members this year, Stacey Glaub and Karen Fernandez.

Altar Guild

continued

This brought us hope that other parishioners will also be willing to consider serving on the guild during 2023. The guild is a ministry that is extremely important to All Saints' worship services.

During this year, our ministry included setting the Lord's table for Holy Eucharist for two services each Sunday, a 9:00 AM and an 11:10 AM. The Altar Guild is also responsible for setting up the services at 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 setting up for the candlelight services. During Lent, the guild assists with the Maundy Thursday service, prepares palms for Palm Sunday, sets up for the Tenebrae service, sets up for the Easter Vigil, and arranges flowers for the Easter services.

Buddy King and Scott Trott change the seasonal banners in the Parish Hall and welcome volunteers to join them.

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 were Jill Trull, Juli Dwiggins, Teka King, and Jan Millar. Other members are Kay Nixon, Betty Wiley, Carol Cline, Kim Everhardt, Fran Burkett, Charles McKinley, Jeanne McCarthy, Pam Novasad, Beth Simpson, Barbara Stavitsky, Ben Smith, Gwen King, Buddy King, Brenda Trott, Janet Hollopeter, Kathy Thompson, Carole Bentley, Sue Osborne, Catherine Ackiss, Ruth Bratton, Joanne Vance, Garen Livingston, Becky Hoyser, Cathy Oxx, Mickey Hayes, Russ Hoyser, Shane Sapp-Moore, who is our "Sudsing Saint" takes care of all of our small linens.

We would like to extend an invitation to anyone who might be interested in joining the Guild. Please consider contacting a member of the guild, if you wish to learn more about this ministry or 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

LECTORS & CHALICE BEARERS

It is hard to believe that 2022 has come and gone. Looking back over the past few years I see that we have come full circle from having full services with Acolytes and Lectors and Chalice Bearers to pre-recorded services, then to participation by reservation. Now we are back to Acolytes, Chalice Bearers and Lectors and Eucharist with the Common Cup and Intinction Cup.

I remember the excitement that I felt when we were finally able to worship in person but with masks and no Eucharist, then we could celebrate the Eucharist but with mask and using those tiny individual cups on a tray. That was a learning experience for all, not to mention awkward. Now we are back to the Common Cup and the Intinction Cup, which is new and offers a new learning experience also but at least it is almost normal. The first Sunday that we were allowed to use the Common Cup I could see so many smiles, and there really was an excitement in the air because the Eucharist and Common Cup is such a part of the service and was so missed. I still feel the excitement from those who attend in person and can say hello to friends that they haven't seen in such a long time and just the excitement of being in a service as we remember it.

The Chalice Bearers have been acting as Acolytes for a while now since no student Acolytes have been available, but that has changed. The most recent addition to the service is the return of student acolytes, and it is such a joy to see them back in the service. We will need to schedule some acolyte training for them and for adults since there are some minor changes to duties. Young people interested in being an acolyte need to watch for announcements for Acolyte training.

During 2022 we celebrated the Baptisms of three infants and Celebrated the Life of one person. These services are always special and such a blessing to those who serve at them. The special services for Lent, Easter and Christmas require volunteers outside of the regular church services, and I thank those who volunteer their time for these services.

Challenges remain even though the service is returning more to what we remember. Though there have been a few additions to the list of Chalice Bearers/Acolyte and Lectors; however, several remain on hiatus and several have asked to be removed, so those remaining are serving more often and in different capacities. I have to ask you all to thank those who have so faithfully served as Lectors and Chalice Bearers/Acolytes during these past years. They have been there through all the hardships and most are wearing 2,3,4 and 5 hats in the service of this church.

Lectors & Chalice Bearers

continued

Volunteers are the backbone of any organization, and we depend on new volunteers to learn from the old members. A leader in the group learns from others and stands ready to pass the torch to others and needs to know that by volunteering it will not become a lifetime appointment. As mentioned, we have welcomed several new members to our ranks over the last year and have lost a few, but just like Jello there is always room for more so please, consider whether you can offer your services as Lector or Chalice Bearer./Acolyte. There is little outside preparation time for either position, all you really need to do is show up, and you get a ringside seat as Chalice Bearer.

Elizabeth Solomon

ebasolomon@yahoo.com

ONLINE COMPLINE

Every Tuesday evening at 8 PM, the Service of Compline (or Night Prayer) is offered online on the All Saints' Episcopal Church Facebook page. This service is usually pre-recorded a day or more in advance, so that there won't be any last-minute "glitches" with the Internet. Most of our services are done via a "Zoom" recording, so that we can provide the text of the service alongside the video of our worship leaders. This makes it easier for those who do not have a Prayerbook to participate with us.

Compline is one of the four "Daily Offices" of prayer provided in the Episcopal Book of Common Prayer, along with Morning Prayer, Noonday Prayer, and Evening Prayer.

All Saints' started providing this weekly time of prayer in the midst of the Covid Pandemic, but it continues as we emerge to a "new normal."

I am grateful to the members of our "Compline team" for assisting me with this service! The members of our current team are Al Bonnyman, Fran Burkett, Tom Lowe, Mother Mary Reese, Arin Waters, Fred Weber, Dick Whitfield, and myself. The "norm" is that two or three of us record Compline together. If you are interested in being part of this team, please contact me at my email address below. My hope is that our Compline team can meet briefly within the next month, to discern where God needs us (and our parish) to be regarding our weekday services. Do we need to have a weekly "in house" Service of Compline or Evening Prayer, livestreamed for those who are unable to attend? Or is God telling us to "stay on course" and continue to pray Compline in our current fashion? We do want to know how you feel about this Service, so if you have any comments or suggestions, please email me at jbernacki@windstream.net You are always welcome to join us for Compline every Tuesday at 8 PM on our Facebook page, and hopefully on our YouTube page in the future.

Fr. Jim Bernacki, Coordinator

ONLINE WORSHIP

In 2022, All Saints helped 16,439 households with their spiritual journey with our online programs and ministries.

Online views on Facebook and YouTube:

- Worship services – 9,884
- Compline/Noonday Prayers – 3,662
- Koinonia – 1,329
- Funerals – 459
- Youth Spaghetti Dinner – 238
- Slightly Spooky Saints – 161
- Book of Lamentations – 153
- Total Views = 16,439

Undertaking the on-line ministries at this level was not an easy task. It took a group effort and belief and support of the entire church community. Fortunately, the ground work with the upgrade in lighting and sound the year before in the Nave made it possible in that space. The upgrade in the Parish Hall with audio, computer and projectors also made it possible in that space. We started with the new system in December of 2021, and there were many technical bugs to work out over the next six months. During these times we were able to stream our worship services and programs, but with a few technical issues. The other problem was getting volunteers to help direct the operations, which was understandable due to the technical issues.

Even though there were some discouraging times this year, the response and support from the congregation was awesome. Hope grew every day with people telling the on-line ministry team how much they enjoyed the on-line services when they couldn't come to church. Visitors and new families who were looking for a church told us how they checked us out on-line, liked what they saw, and then came to church and loved our church community.

We very fortunate to be able to share the feeling of acceptance and love that All Saints' gives to its members and the community as a whole via this medium. The light that shines brightly from our church members truly is a light for the entire world to see via the internet. Thank you for all your support of this ministry.

David Baxter

WELCOME TEAMS

9:00 AM Service

Mary Hendry approached me in May of 2022 and asked me to serve as the coordinator for the 9 AM Sunday Service greeters. She informed me that she would be moving to Seattle in August, and Fannie Dillard would be coordinating the 11:10 greeters. Mary was an exemplary leader and guided us seamlessly to take over her duties. We still miss her.

The challenges for 2022 started as in-person services began again. Guidelines were set to proceed with caution to ensure the safety of all parishioners. Adjustments to these guidelines were frequent as the number of COVID cases increased or decreased. The second challenge was the learning curve for the newly developed Welcome Team. This combined the duties of the greeters and ushers. This challenge was minor. The most rewarding aspect of the past year was working with Fannie and the Newcomers ministry. These ministries work together in harmony and are more than willing to step-up and fill in whenever needed. Interacting and getting to know the congregation fills my heart with joy. My decision to join this church was the right one. The clergy, deacons, staff, varied ministries, choir, our music director, Brian, and the congregation radiate love and caring for all souls. They are truly the disciples of Christ. I am blessed to be a small part of this. A special thanks to the Welcome Team Members for your grace in serving this ministry.

My hope for 2023 is to increase the size of the Welcome Team for the 9 AM service. Please consider joining this ministry to share the love in your hearts and warmly greet new and returning parishioners.

Yours in Christ,
Deanna Phillips

11:10 AM Service

Midway in 2022 we were sorry to see Mary Hendry leave us for Washington state. Thanks to Mary's leadership Deanna Phillips and I had an easy transition into Welcome Team co-leaders of the two Sunday services.

The challenge for the last half of 2022 from when I assumed leadership of the 11:10 Welcome team was reorienting to in-person worship with the ever-changing guidelines we had to follow due to Covid.

The willingness that everyone on the team displayed to work with whatever changes and challenges were presented brought hope and joy to me. We are all so happy to be back in person.

The role of the Welcome team is to greet members and guests as they enter the church and make them feel seen and welcome. It is a privilege to serve our Lord and the congregation with this ministry. As we experience growth in attendance after the past two pandemic years, there is a need for more people to join the Welcome team. I invite you to prayerfully consider assisting with this rewarding ministry.

Fannie Dillard
11:10 Welcome team leader

Pastoral Care

ALTAR FLOWER DELIVERY

The altar flowery delivery team members enjoy taking the two vases of altar flowers to our church members. It is sometimes a challenge to have one of our members available to take flowers, and we encourage church members to be a part of this committee. If we had more volunteers, it would decrease the frequency of each person's turn. Our substitutes are Kathy Thompson and Garen Livingston, with regular members Rebecca Bahn and Alice Smith.

It is our joy to be an angel of love who takes flowers to someone who is hurting or sick or deserving of praise and thanks.

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 family members from having to make a difficult decision at a critical time. This has been the greatest challenge – to encourage parishioners to pre-plan their funeral and pre-pay for the niche and the first open/close. Spaces in the Columbarium may be reserved through the payment of these fees.

Niche Costs:

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

Family: \$1,000, provides space for four (Each time the niche is opened & closed, cost is \$250)

All Niche Plaques are bronze. The Latin Cross is the only symbol used on each niche plaque. Niche Plaque Costs continue to rise. Inquire about approximate cost when selecting a niche. For more details, please contact **Columbarium Superintendent Rebecca Bahn** rbahn1946@gmail.com

STEPHEN MINISTRY

Our Stephen Ministers provide confidential, one-to-one, Christ-centered care to people who are hurting. We receive over 50 hours of training and attend monthly continuing education meetings to equip us to provide emotional and spiritual support for people experiencing difficult situations. These situations include grieving, divorce, cancer, financial difficulties, chronic illness, job loss, hospitalization, disability and many other life challenges. In 2022, All Saints' Stephen Ministers provided 269 hours of compassionate meeting time with our Care Receivers.

The biggest challenge we faced is informing and educating our congregation about Stephen Ministers so that we may reach more of our church family who are hurting. Many people are not aware that we offer completely confidential emotional and spiritual support through our weekly meetings with our Care Receivers. During our time together we listen, care, pray, and encourage, ever mindful that we "water the seeds of hope and healing" while God makes it grow.

What brought us hope this year was the addition of four new Stephen Ministers and our ability to serve even more Care Receivers. Our next class is scheduled for January 2024 and we are excited to welcome even more of our church family to this heartwarming compassionate community of Stephen Ministers.

Rita Smith

STITCHES FROM THE SAINTS

Our ministry meets in the Welcome Center or the Parlor on the second Tuesday of the month at 10 AM. New shawls are received during the meeting and are blessed on the altar the Sunday after our Tuesday meeting.

During recent years, we seemed to have extra stitching time as most of us were isolated with needles and hooks. We gathered more shawls than we could distribute due to the COVID epidemic. Deacon Vern has been able to distribute shawls to our neighbor residents at Accordius Nursing Home, as he visits on a regular schedule for worship and fellowship.

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 faithfully led our stitching ministry for over two decades, and we were sad to see her step down in the Fall of 2021.

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, contact Jan Millar at jmillar@carolina.rr.com or 704-918-8645.

Jan Millar,
Stitches from the Saints

Christian Formation

ADULT CHRISTIAN FORMATION

The year began with pandemic-related suspension of in-person activities through January 30. During this time, the Koinonia committee continued to prepare for roll out of its speaker series, representing a wide array of area nonprofits engaged in human services. The first half of the Koinonia series kicked off on February 6 and continued through June 5. The second half took place from September 18 through October 16. In-person attendance averaged approximately 15 to 25 people. Participants asked probing questions that stimulated highly informative conversations about needs and service opportunities in Cabarrus County. The hybrid series was offered via Zoom and Facebook.

Always popular Rabbi Dr. Barbara Thiede presented a timely three-part lecture series, "The Book of Lamentations: Finding Hope, Strength and Resilience in Troubled Times," on July 24 and 31 and August 7. While delving into the nuances of Hebrew scripture and recalling the destruction of Jerusalem and God's Temple in 586 B.C., Rabbi Thiede offered the words of Lamentations as a means to "discover how grief, confusion, and sorrow can become pathways to gratitude and a

deeper understanding of our faith."

Another well-attended series was Reverend Nancy Cox's Rector's forums on August 21 and 28 and October 22. Prior to the gatherings, Reverend Nancy invited parishioners to write down their questions on a notecard. Reverend Nancy covered a number of interesting topics ranging from church history and governance to theology and biblical interpretation. Participants appreciated the opportunity to engage their rector in these meaningful and informative forums.

The primary challenge of the year was enlisting more participants to be part of these engaging and educational presentations. Each presenter was well-prepared and ready to engage participants in meaningful dialogue. I am grateful for those who participated in person and those who joined via the internet. I also appreciated seeing some new faces among our regular attendees. I was inspired by the level of engagement and the quality questions and conversations that took place. Openness to learning and new revelation are central to the Christian pilgrimage. I am encouraged by my fellow parishioners who remain anxious to learn and grow in their understanding of God.

Respectfully submitted,
Randy Brantley

YOUTH & FAMILY MINISTRY

I am so grateful for the warm welcome and outpouring of support I've received from the All Saints' family since my addition to the staff in August. It has been such a dynamic and exciting time!

With the restrictions required by the pandemic lessening, we have welcomed back several families whose faces we've missed! We've also welcomed some new families whose continued attendance has made our Sunday services robust and joyful! To steal a phrase from our September 11th Sunday, it really feels like we are all back together again!

During our 9 AM worship time the children and I have enjoyed listening to foundational Bible stories and parading the cross that precedes the Gospel into the crowd – a parade that can be quite long some Sundays! After hearing the Gospel and short children's sermon, the children join me in the Welcome Center where we review the topics in the Gospel and read a short story that reinforces those themes as well as stimulates discussion. We often have more than 20 young folks participating in this service, and it is a source of great learning and growth for all.

Also continuing to grow is our Sunday School program! When we started in September we had approximately 6-10 students on Sundays. That number has

grown slowly and steadily. As of January we've averaged 16 students! I am grateful for the help of Ms. Megan Wease, who agreed to join me in the new year so that we can better serve our Sunday School population. We snack, sing, and play together, and then split into two groups for the lesson and activity. We come back together to pray out our time, and it is a singular joy to hear the supplications and thanksgivings offered by our elementary-aged children.

I am very grateful to additional help during this 10 o'clock Sunday hour provided by volunteers. I still need some more! My vision is to create a rotating schedule where each volunteer can attend Sunday School with us on a regularly, monthly basis. I'd also like to create a similar schedule in the nursery so that Ms. Katie has a second person to help. We have multiple and consistent nursery goers and have also welcomed several babies and toddlers into our various services. I prayerfully ask that you consider volunteering one Sunday a month!

The spaghetti supper was hosted by the EYC (and actually some younger folks helped, too!) in November, and it was a tremendous turn-out! We estimated that we served around 100 plates of spaghetti in the Parish Hall, and packed up around 8 to-go containers for delivery after the event. With the expertise and guidance of David Baxter, we also live-streamed the event on

Facebook, with multiple break-aways that involved trivia, interviews, and laughter. The event raised nearly \$2,000 for our EYC missions fund!

Youth and Families also sponsored a photography sitting at the church, courtesy of Cassie Jane Photography, which offered professional quality photographs at an incredibly reasonable price. We enjoyed the petting zoo (watch out for sneezing llamas!), and with the tutelage and resources of Mark Robinson and Teri Jones, planted some surprise bulbs around the grounds to be enjoyed this Spring. We also partnered with the talented Susan Yelton to prepare, deliver, serve, and enjoy a meal for the Night Shelter. Those young folks who provided their time, patience, and talents ranged from 9 years old to 18! It was a FULL kitchen!

EYC has consistently had a dedicated group of students coming on Sunday evenings. We usually have between 7 and 12 middle-schoolers, and 4 high-schoolers. These evenings consist of some hilarious challenges, games, trivia, a study of the Gospel reading according to our Episcopal Lectionary, and specific prayers for our week. One of the most poignant ways in which I experience Jesus every Sunday is in the honest, vulnerable discussions we have on Sunday nights.





We have had an incredibly generous outpouring in the provision of food for our group each Sunday, for which we are so very grateful. Thank you! Special shout-out to Stephen Ministries, who is on the calendar once a month, and to all the individuals who volunteer their resources and their time to feed hungry teenagers!

As I look ahead at 2023, I am overwhelmed by the endless potential that awaits the youth and family ministry and community of All Saints'. Already planned is the Bishop's Ball on January 27-29, to which I will be bringing TEN youth! Camp Nazareth is in the second week of June, and I am also hopeful for a Vacation Bible School in July. I will be gathering a Christian formation advisory group together to help discuss and plan for these events and more. If you're interested in offering some ideas, problem-solving, and general planning of Christian formation, I invite you to contact me! You don't need to be a parent of a young person, or even a parent at all! We are all the community of Saints guiding younger saints and the input of all is truly welcomed.

From the very center of my heart, I thank you for the support, the prayers, the encouragement, and the love that you have shown both me, and our young people. A child can NEVER have too many adults who love them, care about them, and invest in them. Our young saints are truly blessed and lucky!

Tiffany Fulton, Director of Youth and Family Ministry

EDUCATION FOR MINISTRY (EFM)

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 resources guides and reading texts. Group members generally spend between four and five hours in study and preparation each week. EfM meets Monday evenings in person. There are two Co-Mentors, who are available to discuss EfM with anyone who may have an interest, please contact us.

Sue Gelarden
gelardensue@gmail.com

Christiana Hoyler
hoylerce@gmail.com

CURSILLO

Welcome, All Saints' Friends! Cursillo (Spanish for a "short course in Christian living") is a ministry of the church, and has its origins 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. 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 and ministry.

The next co-ed Episcopal Cursillo Weekend in the Diocese of North Carolina will be held the weekend of April 20-23, 2023 at Camp Walter Johnson, Denton, NC. For answers to many questions that you might have, you can access the Diocese of NC Cursillo Website: <http://www.nccursillo.org/>. Included on the website is a message supporting the Cursillo Movement from our Presiding Bishop, Michael B. Curry, who attended a Cursillo Weekend in the Diocese of South Carolina in August of 2001.

You might want to personally contact any of the following All Saints' parishioners who have attended Episcopal Cursillo or a parallel movement: Becky Bahn, Bob and Pat Black, Fran Burkett, Jeff Clayton, John and Carol Cline, Chuck and Pam Collier, David and Roxanne Friday, Sue Gelarden, Charlotte Grossman, Dick and Barbara Lewis, Jane Liles, Garen Livingston, Norma Lockney, Dave and Jan Millar, George Monroe, Darryl Noreen, 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.

Cursillo continued

Our newest All Saints' Cursillista attended NC Cursillo #109 Weekend in March of 2022. Randy Brantley has kindly offered to share some reflections and thoughts for each of you to ponder:

"As a former Baptist, Cursillo was something profoundly new to me. Encouraged by Chuck Collier and the Millars, I decided to take the leap and participate. Cursillo #109 provided both deep theological discussion and light-hearted banter. The forest setting for Camp Walter Johnson, even in late winter, lent itself to a time of meaningful spiritual reflection and engagement with fellow Christians."

Respectfully Submitted,
Dave and Jan Millar
Liaisons for Cursillo

DAUGHTERS OF THE KING

The Mary and Martha Chapter of the of the Order of the Daughters of the King has had a good year. We are an order of prayer, service, and evangelism. Our service project for 2022 was to take a meal to the CVAN shelter. CVAN has been serving women and children for 40 years.

The Order of the Daughters of the King is an organization of women who are in

communion with the Anglican Communion throughout the world. We meet the third Thursday of each month. Our meetings are centered around prayers for our church, members, and absent and sick members. We have a devotional reading followed by a period of reflection. We have done a few special projects. We made Anglican rosaries in October. We made prayer beads led by Deborah Monroe to give to law enforcement officers in November. In December we celebrated with an ornament exchange and snacks.

Our greatest challenge has been low attendance. We would welcome new members. There is a training which is spread over a few weeks and can be arranged at a mutually convenient time. Our meetings are meaningful and fun. We have a few members who almost always attend and are very loyal to the Order.

Fran Burkett

MEN OF ALL SAINTS'

The Men of All Saints' began meeting every Saturday morning at 8 AM in the Welcome Center long before the pandemic came into our lives. Every week we meet to discuss the Christian book we are reading together. During the past year, some of the books we have read include: [Why Jesus?](#) By Will Willimon, [Stories Jesus Still Tells:](#)

Men of All Saints'

continued

The Parables, by John Claypool and Prepare the Way for Jesus, an Advent Study, by Adam Hamilton, to name a few.

Our group has developed into a strong community, where we share our joys and sorrows and our concerns with one another. Unlike any other place in our lives, it is a space where we can share "God talk", that is, how and where God is acting in our lives. By meeting in community and welcoming others to join us to grow in our relationship with Jesus, we are supporting the mission of All Saints' to "Be disciples, making disciples for Jesus".

In addition to meeting regularly, we come together to serve the community outside the walls to the church. We have organized several food drives in the parish to support the food pantry at CCM. We were delighted at the generosity of the parish in giving thousands of pounds of food to feed the hungry. Twice each year the group provides evening meals at the Night Shelter at the Salvation Army, and enjoys eating and having conversations with the residents that night. We invite other men to join us to study and pray. All are Welcome!

Mark Robinson

mrobinson0982@gmail.com

SMALL GROUP MINISTRY

So that we could stay connected and experience community during the pandemic, we began our small groups with the Advent Study, Incarnation, in late November 2020. Again in 2022, each of the four groups used the Advent study by Adam Hamilton, Prepare the Way for Jesus. The groups remained together and continued with weekly studies throughout 2022. 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.

Continuing after the restrictions of the pandemic, these small groups have been an opportunity to meet and maintain social connections, as well as growing spiritually in community. 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 2023. If you haven't joined a group, you are invited to be a part of one of four groups. Please contact me to find out more.

Chuck Collier

cwcollierjr@gmail.com

Parish Life

KOINONIA TEAM

The meaning of the word koinonia is community, communion and joint participation.

In 2022, the Koinonia Team began inviting leaders of non-profits and various ministries in Cabarrus County to speak to us during the Sunday School hour. We were challenged to decide on the many organizations in our community to invite to share their needs and challenges. These presentations were also live-streamed and recorded and can be found on our website thanks to our media specialist, David Baxter. The needs of Cabarrus County are great, and we heard from 19 speakers that represented children and education, food insecurity, affordable housing/homelessness and the recently incarcerated. The team is now beginning the discernment process. As we meet with the many ministries and small groups of All Saints', we are asking "Where do you think God is calling All Saints' to serve the community?" We ask the Holy Spirit to guide us in this challenge of discernment as we begin 2023. We look forward to helping our neighbors in need, as we receive the gift of relationship and community.

Karen Robinson, Koinonia Team Member

NEWCOMERS MINISTRY

The Newcomers ministry goal is to support the welcoming culture and practices that we have at All Saints'. The challenges we faced with Covid were lifting and more and more visitors were attending both services. Many of whom came because of first viewing our live-streaming services thanks to David Baxter. The team met monthly on Zoom to make sure all visitors were contacted via calls and/or email. As 2022 progressed, more parishioners returned to face-to-face worship. We welcomed a new Director of Youth and Family Ministries, Tiffany Fulton, and more and more visitors came with families. We are hopeful for many more newcomers to visit and join our church family. If you are interested in being a part of this exciting time and becoming a member of the Newcomers committee please contact Karen Robinson at krobinson0982@gmail.com or Alice Smith at alicefaisonsmith@gmail.com

Karen Robinson, Coordinator of the Newcomers Ministry

PRAYER MINISTRY

The prayer ministry is foundational to the mission of our church. It is our privilege to bring our concerns, great and small, before a loving God. The scriptures tell us God knows our needs before we ask, but they also tell us that God desires a relationship with us, and communication through prayer is part of that relationship.

This year our members were challenged by the same circumstances as the rest of the world. Each day's headlines spoke of new threats, pending disasters, innocent people who have become victims of wars, or of personal violence based on gender, race, ethnicity, religion - and violence for no apparent reason. We received requests to pray for those affected by the COVID pandemic, struggling with a new and frightening health problem, perhaps facing a terminal diagnosis, the loss of a loved one, or caring for a child with a serious physical or emotional illness. These issues challenge us on so many levels, sometimes putting our faith to the test, and yet our mission is to carry everything to God in prayer, and that is what we do.

It brings me hope to see the number of requests we receive and the several paths through which we receive them: phone calls, word of mouth, emails, cards dropped into the alms basin, the submission form on the church website.

That gives testimony to the faith of our congregation in the power of prayer, the commitment of our church to encourage and support prayer, and the comfort our parishioners receive from knowing their prayers will be shared confidentially among a dedicated group of prayer warriors who will hold them in their hearts and carry them faithfully to the Father.

In peace,
Ruth Bratton

DEACON'S REPORT: SENIOR ADULT MINISTRY

Dear friends and members of All Saints Episcopal Church,

2022 has been challenging for our senior adult ministry due to the residual effects of the pandemic which are still with us. In-person nursing home visits/events and OWLS gatherings have thankfully increased in scope and number, but there have been continued occasional stoppages as Covid variants have plagued us.

On the positive side, we were able to hold far more in-person OWLS gatherings, Nursing Home Morning Prayer services and in-person communion visitation at long term care facilities in 2022.

Senior Adult Ministry

continued

- Owls Meetings of "Older and Wiser Laity" continue as a hybrid of virtual zoom meetings alternating with in-person meetings in the Parish Hall. Owls Meetings are generally held twice a month. We have a core group of 6-10 faithful attenders who come for prayer and fellowship. I am hopeful those numbers increase in the new year.
- We are holding more regular Morning Prayer Services at Morningside and Accordius. They are well attended with enthusiastic participation from residents and devoted cooperation from committed Activity Directors. Gary Kovar and his guitar and Tom Lowe, our deacon intern, attend with me and bring music, love and joy to our events.
- We are up and running with our ministry of In Room communion to residents of Morningside and Accordius. We average 50 in room communions each month.
- In November and December parishioners generously assembled and donated more than 100 personal care item Christmas gift bags for the residents Accordius which made Christmas a joy for residents.
- It is my hope and prayer that over the course of 2023 the pandemic will continue to subside and others from the Church will join us at both Morningside and Accordius for Morning Prayer Services.

- I am hopeful that there will be increasing attendance at OWLS gatherings so that the love, support and fellowship enjoyed by those who attend may become available to more seniors in our Church.
- The Lord continues to invite 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. I am filled with Hope and Confidence that God will be with this ministry to bless it and expand it throughout the year.

Grace and Peace,
Deacon Vern Cahoon

TELLERS & COUNTERS

A group of Tellers and Counters stay after church each Sunday to count, record, and deposit the offerings. These two-person teams rotate to ensure financial control. Also, a mid-week deposit has been instituted to handle offerings received by mail. A continuing challenge has been finding people for this task and in the last few years people have retired from this service or moved away. The current members have taken on extra duties but a few more people would make a great difference. Please contact me to learn more if you would like to assist.

Martin Ericson

Outreach

OUTREACH MINISTRY

Dear Fellow Parishioners,

It was gratifying to see All Saints' continue to engage with our community in a meaningful way through direct donations and our time and talents. In 2022 we continued financial support for:

- Cabarrus Partnership for Children
- Community Free Clinic
- Cooperative Christian Ministry
- CVAN
- Early Childhood Foundation of Cabarrus County
- Forest Park Elementary School
- Habitat for Humanity
- Haiti Reforestation Project
- La Gonave Haiti Partners
- Meals on Wheels
- Salvation Army Center of Hope

Your generosity allowed us to continue providing food backpacks to children at Forest Park Elementary School from food insecure homes. Food backpacks are sent home with children before weekends and holidays when school meals are not available. They contain ready to eat or easy to prepare food. We had two successful food drives in 2022. Food donations to CCM's food bank totaled over 3,100 pounds, including 67 turkeys at Thanksgiving. Additionally, volunteers from All Saints' delivered over 13,000

pounds of fresh produce donated by Barbee Farms to CCM's food bank. We also prepared and served hundreds of meals to our homeless neighbors at the Salvation Army Center of Hope.

We donated generously to Toys for Tots. We donated coats to Cabarrus Partnership for Children, blessing bags for residents of Accordius Nursing Home, pet food for the Splashpaw Foundation, and backpacks for children in foster care.

In the coming year we hope to focus and strengthen our engagement with the community through the efforts of All Saints' Koinonia project. It is an exciting prospect; decisions reached through this project will likely affect community outreach efforts for years to come.

Don Foskey

LITERACY TEAM

Literacy Team members tutored women from Columbia, Cuba, and Mexico, as well as a couple from Ecuador in 2022. This small, but dedicated, team would like to invite other parishioners to join them in providing tutoring to those in need of literacy help.

Kris Benshoff

AFTER DARK @ ALL SAINTS'

All Saints' Friends,

During 2022, the After Dark @ All Saints' team reignited the program with the goal of offering it in February 2023. For the first time in three years, All Saints' will host this series of classes for the community and will raise money for the Outreach program.

It was challenging to get the wheels turning again, both for us organizationally, and for the community in their ability to respond. The program will be modestly scaled, to allow us to put all the elements back into place and make sure they can work together smoothly.

Historically, the most popular sessions have been those in the kitchen, many of them presented by area chefs. Because of the Pandemic and the resultant challenges to restaurant operations, several of the chefs we spoke to are simply unable to participate this year.

Additionally, many potential presenters had to decline, as they are in the middle of normalizing their schedules and finding their new pace. We are hopeful that next year will allow us to expand to even more classes and presenters.

Debby Smith
Alice Smith

TOUR DE SAINTS

Since our first year, HUNDREDS of cyclists and volunteers have now raised more than \$100,000 and brought in more than TEN tons of food to support Cooperative Christian Ministry serving Cabarrus and southern Rowan Counties.

This year's event brought in right at \$19,000; of which \$17,600 came in early enough to be matched, providing an impact of \$35,000 and making 2022 our best year ever. Meeting our objective to raise awareness about the work CCM does in our community; collect non-perishable food items the day of the ride; and generate funds to support CCM.

Once again, the Concord Police Department helped get our cyclists safely out of town and the Cabarrus Sheriff's Department provided cover on to less traveled country roads.

229 cyclists participated in this year's ride, assisted by our All Saints' volunteers manning post at the start/finish line and six rest stops along the 100s of miles of three different routes.

In true All Saints' Hospitality, riders and volunteers enjoyed a scratch-made lunch prepared in our kitchen by our now famous cooks, and, at the end of the day, rehydration was provided by our presenting sponsor Cabarrus Brewing Company.

Ragan Kearns, Tour de Saints

WESBURY AFFORDABLE HOUSING

All Saints' is an owner of the Wesbury Plaza Apartments and Wesbury Apartments on Bishop Lane, Concord. Together, the two provide over 100 low income apartments reserved for seniors. Again this year, All Saints' parishioners were key members of the corporate Boards. (Each entity is a separate non-profit corporation). Charles McKinley is the President and Tom Dillard is the Secretary/Treasurer. The Apartments were developed beginning in 1988 by All Saints' and Central United Methodist. Later, First Presbyterian joined to develop Wesbury Plaza Apartments. Members of all three churches comprise the Boards of Directors. In addition to Tom and Charles, Ruth Bratton and Al Benshoff are Directors. The Boards oversee the activities of the management company and approve the annual budget. Meetings are quarterly. Directors are appointed by the Vestry for three-year terms. Please prayerfully consider serving as a Director. Please contact any of the officers or Directors for more information.

LOCKHART CHILD DEVELOPMENT CENTER

- In January 2022, a ribbon cutting took place at ASEC to celebrate the opening of LCDC in collaboration with Cabarrus County Government. There are 40 slots allotted for Cabarrus County Government employees. LCDC currently provides care for 30 county employees.
- Lockhart Child Development Center (LCDC) is licensed to serve 106 children. However, to provide the quality care, LCDC planned to served 68 children. Due to the high demand of childcare, some rooms were reassigned to accommodate 8 more children. LCDC can now serve 76 children (40 children – 3 months to 35 months and 36 children – 3 to 5 years old). The center currently has 70 children enrolled with a waitlist for infants and 3-5 year olds.
- LCDC is fully staffed with 18 on-site employees, which includes 2 teachers in each classroom (6 classrooms, 4 part-time support staff, on-site administrator, and custodian.) There are 3 teachers with bachelor's degrees, 5 teachers with associate degrees, and 3 of 9 teachers currently enrolled in college will graduate with an associate degree and bachelor's degree in spring 2023.
- In March 2022, six months after opening, LCDC received a 5-Star rating with 15/15 quality points. The points were based on program evaluation, teacher education, and quality of the program.
- LCDC was approved for a NC Pre-K classroom, which funds the cost of care for qualified families. LCDC currently serves 9 students under the NC Pre-K program.

Lockhart Child Development Center continued

- LCDC received two grants during 2022. 1). The stabilization grant was awarded to assist with the cost of operation and performance bonuses for all staff. 2). The ITTI (Infant-Toddler Trauma Informed) Care Project is a grant through Duke University and Division of Child Development and Early Learning. The grant is provided to centers to support the social emotional welfare of educators and children. The grant was also extended to fund events to build healthy relationships between staff, families, and community.
- Face-to-face participation was limited due to COVID restrictions. LCDC held the first in-person parent/staff fun day in October 2022. The restrictions were relaxed, and parents were allowed in come in the building starting November 1, 2022.
- LCDC sustained daily operation and only had to close for one week in January 2022 due to exposure of COVID. The center took extra precautions to deep clean and sanitize. The stabilization grant was used to offset the cost of care for families and supplement pay for staff during the week the center did not operate.
- LCDC had a very successful year and we appreciate the volunteers, donations, blessings, and prayers that supported the program! From one "hart" to another. Thank you!

Waynett Taylor, Executive Director
Lockhart CDC

BENEVOLENCE COMMISSION

This Commission was created to deal with special outreach funding outside the normal operating budget. Funding currently comes from three sources: individual donations, Christmas and Easter greens and flower collections (net), and occasional vestry directed funding.

This ministry was not required to assist in support of Assistance Fund until the last quarter of the year when \$9,500 was transferred there in November to meet current and anticipated needs as the year-end approached.

During the year funding came via the vestry which has directed that 10% of undesignated bequests to the Church be placed here. \$10,923.93 came from three separate sources through the end of November.

This a passive ministry which prayerfully considers the assistance requests that are presented during the year. The hope for the coming year is that we will always have sufficient funding for the needs that are presented in 2023.

Members of the Commission are the Rector, the Junior Warden and an "at large" member named by the Rector from time to time.

Joseph C. Hunter, Acting Secretary

NIGHT SHELTER MINISTRY

Dear Friends of All Saints,

There is a part of the prayer that we say together after communion each Sunday, before we leave church that gets me every time:

"Send us now into the world in peace and grant us strength and courage to love and serve you with gladness and singleness of heart; through Christ our Lord."

It is the "strength and courage" part that hits me. I think we can often see the opportunities that God puts in our path to care for and minister to those less fortunate around us. But to find the strength and courage to do so... that's the harder part for me. However, with God by our side we can do anything.

So, with "gladness and singleness of heart" couples, individuals, the youth group, small groups, ministries, our vestry, friends, and families found the "strength and courage" and LOVE to prepare and cook amazingly delicious dinners and serve over 30 guests at the Center of Hope Night Shelter each night during the two separate weeks of service this year. That's 420 meals total in 2022! More than food, they lovingly connected with those they served, talking with them about their day, offering "seconds" or refilling their tea glass. It is this part of the ministry that is perhaps the most impactful and meaningful to those God has asked us to serve and to love. The success of this ministry is directly connected to the people and

friends of All Saints' that so lovingly serve the homeless. The challenge this year, as always, is to find enough people or groups who are willing to prepare and serve a meal for one evening. I am so grateful for those who have served time and again and am hoping to expand the opportunity to others.

The Salvation Army Center of Hope will be moving into a brand-new building adjacent to their existing facility in March of 2023. We anticipate some changes to our ministry's operation and how we serve the homeless in our community as the new building will have a greater capacity to offer assistance to more of those in need. Our hope for 2023 is to create new opportunities for a greater number of people to get involved that may not involve cooking. We also hope to create opportunities to get introduced to the ministry by shadowing or observation – to demystify what serving at the Night Shelter is all about.

I cannot thank you enough for all for your support and involvement without which this ministry would not exist.

With gratitude and service,
Jim Williams

RACIAL EQUITY MINISTRY

All Saints' took the lead in organizing five other churches in our community to form Racial Equity Cabarrus (REC) in September 2017. We support this social justice ministry by hosting Deconstructing Racism workshops and providing leadership to the organization. Racial Equity Cabarrus is a multiracial, volunteer-driven, county-wide organization composed of people who live or work in Cabarrus County. REC serves people in Cabarrus who want to learn more about the challenges and costs of racism to various communities. By participating in REC educational offerings, individuals gain the tools to help organizations and institutions increase fairness in meeting human needs to produce greater societal well-being. Through the collective experience of an interactive two-day Deconstructing Racism Workshop, REC works to build a bridge across the racial divide separating people. In the process, we have helped people understand the psychological and spiritual impact of racial injustice and how we must respond to create for future generations a just society where outcomes across systems are not predicted by race or ethnicity. We collaborate with leaders and representatives of various systems to review and change their culture, policies, and practices to ensure fair outcomes.

Our main focus is on the systems of education, healthcare, housing, nonprofits, and social services. All Saints' clergy, staff, and laity are committing their time and talent both as members and advisers of

REC and as participants in the REC racial equity education program as part of the ministry of the church. Through 2022, 53 clergy, staff, vestry, and parishioners have participated in the program sessions. Inspired by that participation, many church members, including those who have not had an opportunity to attend the racial equity education program, have endorsed the church's support for REC's work, and they have pursued other paths to learn about racial equity. In particular, two groups of eight church members completed the ten-week "Sacred Ground" study, part of Becoming Beloved Community, The Episcopal Church's long-term commitment to racial healing, and justice in our personal lives, our ministries, and our society. In 2022 through 2026, REC will equip a dynamic, county-wide coalition with the information and skills to identify and dismantle structural obstacles to racial equity in the institutions and systems of housing, education, and healthcare. The Coalition to Achieve Racial Equity will use a process to create a strategic vision and plan to ensure justice in the allocation and access to resources for a dignified human existence and self-respect. The goal of REC is not only to reduce the current suffering of our neighbors, but also to cause the transformation of institutions and systems to prevent our neighbors from suffering in the future. Initially, our primary focus is on affordable housing for low-income people who are People of Color. We will work with local government to increase the inventory of affordable rental units for the working poor.

Chuck Collier

Building & Grounds

BUILDING UPDATE

The largest projects completed by maintenance in 2022 were:

- Installed a catch basin adjacent to the parking lot in the back of the church at the beginning of the drainage ditch. A 15" diameter drain pipe was buried between the new catch basin and connected to the storm drain at the street. This eliminated the need for the ditch to carry water from the parking lot. The ditch was constantly blocked with grass and sediment and became blocked causing standing water in the parking lot.
- Connected all the gutter downspouts in the backyard side of the education wing to new drain piping that terminates the new catch basin.
- Replaced the shingles on the picnic shelter and replaced the rotted wood. Aluminum metal was installed under the shingles on all four sides of the roof, wrapping the edge of the roof boards to protect the boards from further weather damage.
- Provided underground wiring from a different electrical service panel for the signs in front of the church. The old

wiring was not adequate and did not meet electrical code. We lost service to the signs. The new wiring meets all electrical requirements.

- The gas company replaced the natural gas service piping from Country Club Drive to the gas meter located at the end of the education wing.

Several roof leaks were repaired, lightbulbs changed, emergency and emergency exit lights were monitored and repaired or replaced, tankless hot water heaters had their yearly service, HVAC unit filters changed and the units checked and serviced, and many other small issues were addressed.

Projects for 2023 include:

1. Repair to the picnic shelter columns, which have significant moisture damage around the bases. We have a plan for the repair and pricing will be solicited in January.
2. We have vestry approval and funds allocated for painting the shelter but plan to wait until the shelter repairs are completed.
3. Parking lots are to be re-paved. The drain and drainage pipe under the parking lot will be replaced.
4. The entrance from Lake Concord Road will be widened as will the driveway.

CREATION CARE

Creation Care is a priority of the Episcopal Church. God calls us to be stewards of Creation. 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.

Here are some highlights of this ministry in 2022:

- With Don Foskey’s leadership, we delivered culled vegetables from Barbee Farms to CCM’s food bank. We kept 15,368 pounds of food out of the landfill. Food waste buried in landfills produces methane gas, which as a greenhouse gas is worse than carbon dioxide.
- Completed the planting, irrigation, and plant labelling for the All Saints’ Native Plant Demonstration Garden in partnership with the Cabarrus Extension Master Gardeners.
- For the 4th year All Saints’, in partnership with the City of Concord and The Arbor Day Foundation’s Energy-Saving Trees program, gave away 200 free trees to Concord homeowners. In addition, we gave away all the potted trees we had growing in the native tree nursery. A dedicated team of 20 volunteers made the event a reality. Here are the 20-year outcomes for the 979 trees we have given away to date:

We were surprised and delighted to be honored by the Diocese of NC with the annual Rev. Thomas Droppers Memorial Green Congregation Award. Our Creation Care ministry was recognized for our 3 years of work on Energy Saving Trees, the arboretum of native trees, our native tree nursery, and native plant demonstration garden. The last two projects were supported by Environmental Ministry Grants from the Diocese of NC.

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

2022 IMPACT REPORT



6,661 lbs
AIR POLLUTANTS
ABSORBED*

3,373,014 lbs
CARBON SEQUESTERED/
AVOIDED*

979
TREES PLANTED

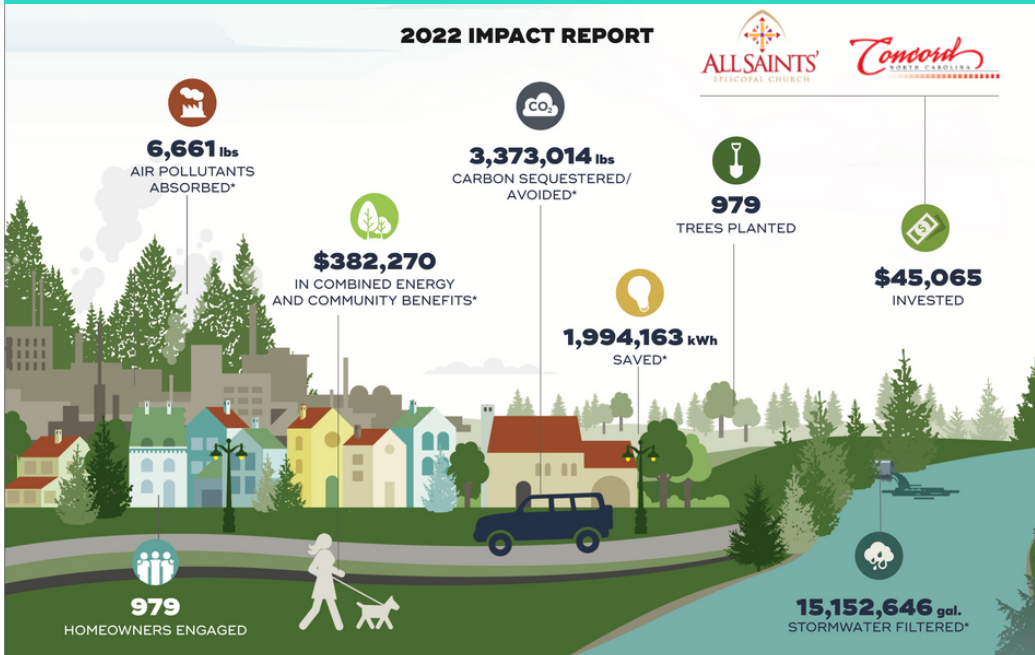
\$45,065
INVESTED

\$382,270
IN COMBINED ENERGY
AND COMMUNITY BENEFITS*

1,994,163 kWh
SAVED*

979
HOMEOWNERS ENGAGED

15,152,646 gal.
STORMWATER FILTERED*



THE GARDENS OF ALL SAINTS'

God writes the Gospel, not in the Bible alone, but also on trees, and in the flowers and clouds and stars. – Martin Luther (1483-1546)

Throughout 2022 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. In 2022, there were 415 volunteer hours contributed to the Gardens of All Saints' ministry.

These NEW projects were completed in 2022:

- We enjoyed the 250 tulip bulbs that bloomed in the parking lot islands from the December 2021 planting with the youth group.
- Installed 32 native shrubs and grasses and 103 native perennials in the All Saints' Native Plant Demonstration Garden, a joint project with the Cabarrus Master Gardeners. Learn more about the NPDG online [by clicking here](#).
- Planted 5 rows of various beans and sunflowers along The Path and appreciated the zinnias that volunteered from last year.
- Participated in the NC State Basil Downey Mildew Research trial in our church garden in partnership with the Cabarrus Extension Master Gardeners program.
- Conducted a blinded taste test of 6 types of basil at church on Sunday July 17, 2022, that included 32 volunteers who tasted basil that was harvested and prepared by 8 volunteers.
- In early December, our youth group installed 150 daffodil bulbs as part of our "Daffodils on the Downlow" initiative. Look for them this coming Spring!

Here are some additional highlights from last year:

- Installed outdoor Stations of the Cross in the gardens for Lent
- Year 3 of the "Clay to Sweet Corn" garden that yielded ~300 ears of corn and countless cucumbers and okra, which we shared with the Lockhart Center staff, church neighbors, CCM, and our parish family
- The watering team provided life-sustaining water to all the unirrigated and container plants at least once a week during the hottest 6 months of the year.
- Management and cleanup of trees/shrubs across the campus
- Irrigation and well management
- Mulch spreading and weed management
- Provided greens for the Advent wreaths

Members of the Gardens Team enjoy being outdoors. We nurture friendships while working together. Our health benefits from the physical activity and the satisfaction of working with nature to sustainably grow our small corner of Creation.

Faithfully submitted on behalf of the Gardens Team,
Mark D. Robinson

Finance

What were the challenges you/your ministry faced this year?

- During 2022, financial reporting was negatively impacted, at times, by both shortages and turnover in administrative staff. This contributed to a lack of consistency and efficiency. This situation improved during the last half of the year.
- Running a funding gap budget in the general fund and planning for 2023 funding gaps.
- We experienced unanticipated and significant increases in utility costs.
- We discovered that unanticipated repairs to the outside pavilion/shelter were necessary and were undertaken.
- We were frustrated by a delay in repaving the parking lot due to weather and other factors.
- Due to the national economy, we saw the value of our investments decline but also were relieved when the distributions of funds from those investments met the budget projections.

What brought you hope in this ministry during the year?

- The incredible job our volunteers (Nancy Hunter, mainly, but also Fran Burkett and Chuck Collier) performed in administering the church activities while there were no paid administrators in the position.
- The re-development of an administrative manual to cover the aspects of the position.
- Clearing out of old documents and re-filing of documents in the storage facility.
- A very engaged and informative finance committee that met regularly and with great purpose.
- Employment of a Finance manager who understands the Church activities and has the necessary accounting skills to perform those tasks in an efficient manager.
- Very expansive activities in partially restricted funds of the Church (Suspense accounts) and receipts of various donations/trusts/legacy-giving which funded numerous projects for the Church.
- An increase in invested funds at DFMS. While returns were poor in 2022, this remains a very important part of the Church's finances over the long term.
- A very successful Tour de Saints (Ragan Kearns).
- Successful audits for the Church and LCDC.

The Finance Committee is comprised of several members of the Parish, the Parish Treasurer, and vestry members. The committee meets monthly to review the financial operating results versus budget and to interpret operation's cash flow results and requirements. The committee acts as a resource to the Vestry by providing financial recommendations regarding usage and management of church assets. The Committee also assists the treasurer in developing the budget, the financial plan for the next year. The Vestry has approval authority for the financial plan and all recommendations made by the committee.

The Finance Committee also assures that an annual financial audit is conducted by an independent financial auditor and is completed on time. In 2022, this audit found that All Saints' Financial Affairs and Reporting are 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 the Church's financial reporting on a monthly basis, the committee seeks to assure church members, the Diocese of North Carolina, and others that the church's financial

affairs are in good order. Additionally, that Church properties are adequately maintained as it continues to serve as a place of spiritual growth of its parishioners as well as the greater community.

Year 2022 was a very challenging yet rewarding year for All Saints'. In the wake of the Coronavirus, we were able to return to in-person worship and to once again gather and share our faith in person.

The Finance Committee is responsible for keeping the Rector and Vestry fully informed of the financial affairs of the church on a timely basis. In 2022, all of the Finance Committee meetings were conducted remotely via Zoom. The Finance Committee and its Treasurer provided the Vestry and Church Leadership with key operation reports throughout the year.

Victor Clark, Church Treasurer

**Tom Dillard, Finance Committee
Chairman**

Financial Account Reports

2022



GENERAL OPERATING ACCOUNT REPORT FOR 2022

INCOME COMPARISON

2021 Actual		2022 Budget	2022 Actual	2022 Variance
476,823	Pledge Income	477,091	496,601	19,510
81,895	Unpledged Income	46,300	29,827	(16,473)
2,138	Unpaid Offering prior year	2,000	0	(2,000)
1,035	Plate Offering	4,712	6,826	2,114
12,087	General & Miscellaneous	13,500	21,010	7,510
9,254	Trust Income	15,859	22,627	6,768
2,155	Special Fund for Outreach	21,000	9,500	(11,500)
175	Designated Gifts	1,500	1,172	(328)
2,400	Rental Income	2,095	2,150	55
36,055	Investment Income	36,133	42,003	5,870
9,663	Insurance Reimbursement	-	0	0
60,230	LCDC Reimbursement, Payroll	102,780	51,385	(51,395)
10,200	LCDC Rental Income	41,520	43,131	1,611
\$704,110	Totals	\$764,490	\$726,232	(\$38,258)

GENERAL OPERATING ACCOUNT REPORT FOR 2022

EXPENSE COMPARISON

2021 Actual		2022 Budget	2022 Actual	2022 Variance
182,669	Clergy Salaries, Taxes & Benefits	187,775	187,586	(189)
215,237	Lay Employees' Salaries & Benefits	228,656	199,912	(28,744)
68,974	Diocesan & Seminary Assessments	67,932	67,432	(500)
90,362	Property Maintenance	84,490	104,225	19,735
55,844	Office & Information Expenses	79,421	86,152	6,731
61,168	LCDC Exec Dir Payroll Costs	102,776	51,385	(51,391)
16,363	Outreach	10,000	9,635	(365)
17,451	Ministries	21,850	25,909	4,059
5,921	Christian Education	14,426	13,835	(591)
5,812	Music Programs	11,400	7,697	(3,703)
\$719,801	Total Expenses	\$808,726	\$753,769	(54,957)
\$(15,691)	Net Income less Expenses for 2021/22	\$(44,236)	\$(27,537)	\$16,699

SUSPENSE FUND

Summary of Transactions through the Suspense Fund, 2022

Funds Received (\$1,000 or more)	Amount
Benevolence Fund (\$4,733, Holding Estate & \$6,077 from Harris Estate)	10,924
Capital Reserve Funds (City of Concord – excess land)	27,343
Andrea Holding Estate (Three distributions in 2023)	43,622
Miscellaneous Fund (Harris Estate, \$54,693, Copier pay-out, \$33,732)	84,885
Cannon Grant (For Parking Lot)	40,000
Tour de Saints	18,534
Community Garden Green Grant, Gardens of All Saints	4,150
Capital Campaign, 2018 (2023 pledge receipts)	7,450
LCDC Maintenance Reserve (Funded from Miscellaneous fund)	5,000
From Special Projects	19,400
EYC	4,191
Music Fund	2,590
Altar Flowers, Greenery	3,462
Forest Park Food and Backpacks	2,243
Building Reserve Investment Fund (Hilbish contribution)	100,406
Other Sources, below \$1,000 each – 10 funds	3,977
TOTAL	\$378,177

SUSPENSE FUND

Summary of Transactions through the Suspense Fund, 2022

Funds Disbursed		Amount
Benevolence Fund	(Transfer To General Fund for Outreach)	9,500
Andrea Holding Estate	(Used for project work on Shelter)	7,590
Special Projects	(Various)	15,181
Video Project		3,741
Music Fund		3,062
Tour de Saints		17,587
After Dark at All Saints		2,170
Capital Reserve	(Replacement of smoke detectors)	4,486
Cap. Campgn. (Front sign – \$5,000, Stained glass – \$6,757, Drainage – \$4,420)		19,875
EYC		3,012
Miscellaneous Fund	(Transfer to DFMS, Harris Estate, \$54,693)	58,864
Gardens of All Saints		4,091
Bell Tower project		2,740
Winetasting Outreach		4,400
Building Reserve Investment Fund	(Transfer to DFMS, Hilbish)	100,406
Other Sources, below \$2,200 each – 10 funds		8,158
TOTAL		\$264,863

SUSPENSE FUND

SUMMARY – SUSPENSE FUNDS	Amount
Balance on hand 12/31/2021	96,147
Additional inflow of funds, 2022	378,177
<u>Funds expended, 2022</u>	<u>(264,863)</u>
Balance available 12/31/2022	\$209,461*

* Bank balance \$218,327 – difference is uncleared checks

REPORT OF BANK & INVESTMENT ACCOUNTS

Balance as of December 31, 2022

<u>12/31/2021</u>	<u>Account Description</u>	<u>12/31/2022</u>
158,464	General Operating Account	125,516
104,002	Suspense Account	218,327
200,526	Uwharrie Bank	201,062
4,654	Memorials Account	4,224
11,946	Columbarium Account	13,546
5,034	Rector's Assistance Account	3,618
198,502	DFMS Investment – All Saints'	142,791*
51,200	DFMS Investment – Garden of All Saints' Endowment	36,926*
75,312	DFMS Investment – The Columbarium Endowment	56,268*
713,587	DFMS Investment – HTW Estates	513,507*
106,610	DFMS Investment – Hillbish Trust	148,474*
\$1,629,837		\$1,464,259

* Balances at 09/30/2022

REPORT ON TRUST FUNDS

Trust Consists of:

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

2021	2020	2020	2019	2018
–	–	–	\$445,474	\$393,034

A. B. Palmer Trust

2022	2021	2020	2019	2018
\$120,814	\$152,987	\$142,308	\$134,740	\$123,690

Total Investment at Market Value

2022	2021	2020	2019	2018
\$120,814	\$152,987	\$142,308	\$580,214	\$516,724

Note: On March 4, 2020 All Saints' received its beneficiary share of the terminated John Williams Charitable Trust. This was invested in DFMS.

JOHN AND CINDY BARNHARDT TRUST

All Saints' has a one-fifth (1/5) interest in this Trust.
 Dividends received in March, 2022.
 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.
 Additional amounts of \$43,622 were received in 2022
 The funds were designated for use in the Suspense account in 2022/23 for capital projects.

ANALYSIS OF CAPITAL CAMPAIGN

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 12/31/2021	851,601	1,396,064	230,000	65,044	2,542,709
Receipts in 2022		7,450	–	–	7,450
Total Receipts	851,601	1,403,514	230,000	65,044	2,550,159

Receipts of pledges of \$2,255,115 represents 98.7% of commitments

(This excludes Special donor and Grant funds)

OUTREACH FUNDS

<u>Outreach Funds Expended in 2022 through the General Fund</u>	<u>Amount</u>
Community Free Clinic	\$1,000
CVAN	1,000
Cabarrus Partnership	750
Diocesan Mission & Ministry	64,923
Haiti Mission	2,000
Meals on Wheels	1,000
Salvation Army	1,000
Support for Seminaries & Seminarians	2,004
Habitat for Humanity	1,000
Forest Park Elementary	1,135
Early Childhood Foundation	750
TOTAL	\$76,562

<u>Outreach Funds Expended in 2022 through the Suspense Fund</u>	<u>Amount</u>
From After Dark at All Saints' (to Second Harvest Foodbank)	2,170
From Duffle Bags (to Cabarrus Partnership)	610
From Special Projects (to Racial Equity)	3,000
From Music Fund (to RAIN)	2,151
From Tour de Saints (to CCM)	12,807
From Winetasting (to Second Harvest)	4,400
From CCM Fundraising (to CCM)	732
TOTAL	\$25,870

<u>Outreach Funds Expended in 2022 through the Rectors Assistance Fund</u>	<u>Amount</u>
From the Rector's Assistance Account	\$19,267
TOTAL	\$19,267

<u>TOTAL OUTREACH FOR 2022</u>	<u>\$121,699</u>
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TOTAL PARISHIONERS' PLEDGES | 2023 BUDGET

As of 1/20/2023, we have received 125 Net Pledge Cards totaling \$499,203.

- 50 cards remained the same amount as prior year.
- 41 cards increased their pledge.
- 20 cards decreased their pledge.
- 6 cards were returning members.
- 8 new cards were received.

FINANCIAL PLAN FOR MISSION AND MINISTRY 2023

INCOME

2022 Actual		2023 Proposed Budget	2022 vs 2023 Variance
496,601	Pledge Income	496,673	2,602
29,827	Unpledged Income	31,000	1,173
0	Unpaid Offering prior year	500	500
6,826	Plate Offering	7,500	674
21,010	General & Miscellaneous	14,000	(7,010)
22,627	Trust Income	15,500	(7,127)
9,500	Special Fund for Outreach	0	(9,500)
1,172	Designated Gifts	25,500	24,328
2,150	Rental Income	2,200	50
42,003	Investment Income	44,800	2,797
51,385	LCDC Reimbursement – Payroll	0	(51,385)
43,131	LCDC Rental Income	46,252	3,121
\$726,232	TOTALS	\$683,925	(\$39,778)

FINANCIAL PLAN FOR MISSION AND MINISTRY 2023

EXPENSES

2022 Actual		2023 Proposed Budget	2022 vs 2023 Variance
187,586	Clergy Salaries, Taxes & Benefits	193,314	(5,728)
199,912	Lay Employees' Salaries & Benefits	248,680	(48,768)
67,432	Diocesan & Seminary Assessments	66,927	505
104,225	Property Maintenance	112,600	(8,375)
86,152	Office & Information Expenses	81,399	4,753
51,385	LCDC Exec Dir Payroll Costs	0	51,385
9,635	Outreach	0	9,635
25,909	Ministries	25,550	359
13,835	Christian Education	14,810	(975)
7,697	Music Programs	9,899	(2,202)
\$753,768	TOTAL EXPENSES	\$753,179	\$589

\$(27,536)	Receipts less Expenses for 2022/23	\$(66,725)	\$(39,189)
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**Amount for 2023
compared to 2022
actual results**



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