



# Annual Report

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2023



2024

# Annual Meeting

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## AGENDA | JANUARY 28, 2024 AT 10 AM

**Call to Order** – Acting Clerk, Jan Millar

**Presentation of List of Canonical Members** – Acting Clerk, Jan Millar

**Approval of Minutes of Annual Meeting 1/29/23** – The Rev'd Nancy L.J. Cox

**Report on Nominations** – Mary Frances “Fran” Burkett, Senior Warden

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

**Installation of 2024 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 2024
- Vestry Budget Task Force – Nate Ernst, Randy Brantley, Al Bonnyman, Elizabeth Simpson, Fran Burkett, Chuck Collier (liaison to Finance Committee), Martin Erickson

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

**Parish Discussion** – Nancy Cox

- *Where are you hoping to grow in your own spiritual life in 2024? How will you participate in the community of All Saints'?*
- *Where do you want to help your church, All Saints', grow in 2024, so that we may engage the wider community and serve Christ more faithfully? Why is this important to you?*

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

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

**Adjournment** – Acting Clerk, Jan Millar



2023

# Annual Meeting

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## MINUTES | JANUARY 29, 2023 AT 10 AM

Call to Order at 10:06am by Clerk of the Vestry – Kim Gordick

Presentation of Canonical Members – Nancy Cox, Rector

Motion to approve list of Canonical Members made by Joe Hunter, seconded by Scott Trott. Motion carries.

Nancy recognized new voting members of All Saints' in 2023: Emma Johnson, Gary and Rhonda Kovar, Kathy Oxx and Robert Wegenka.

Approval of minutes from 2022 Annual meeting. Motion to approve minutes from 2022 annual meeting made by Steve Phillips, seconded by Rita Smith. Motion passes.

Report on Nominations – Fran Burkett introduced the nominations for vestry.

- One year term: Anna Wolfarth
- Two year term: Jennifer Cook and Tom Holder
- Three year term: Rhonda Kovar, Martin Ericson, Nate Ernst, and Beth Simpson

Motion to close nominations and elect the slate of candidates by acclamation made by Chuck Collier, seconded by Alice Smith. Motion passes.

Installation of 2023 Vestry – Nancy Cox

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### Financial Report – Vic Clark

Vic Clark presented the finances from 2022 which ended with a \$27K deficit (which is less than anticipated). He noted that there was a loss in our investment accounts (about 15% for the year). Outreach funds given out were \$121K.

The 2023 budget has 125 pledges received with a 3% increase. The financial plan has not been approved by the vestry yet. There is a \$686K proposed budgeted income but expected expenses are \$753K. This is giving the budget deficit of almost \$67K. Al Bonnyman, Fran Burkett, and Rhonda Kovar (part of the Vestry budget task force) presented on the challenges of the 2023 budget and asked the parishioners to prayerfully consider their giving in order to minimize the deficit. 85% of the income budget is from the pledges. Motion to accept the 2022 financial report made by John Cline, seconded by Tom Bennett. Motion is approved.

Reception of Remaining Reports – Motion to approve the remaining reports made by Nancy Hunter, seconded by Steve Proctor. Motion carries.

Parish Discussion – Nancy asked parishioners to break into small groups and discuss the following:

- 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?

After the small group discussions, members shared some of their groups' comments. *What are you excited about as 2023 opens?* Many of the comments centered around being together again after COVID, new growth and getting to know new members, youth ministries and Koinonia process and future projects that may come from it. *Where are do you think you are being called serve?* There was more of a range of responses to this question but Koinonia, serving on Altar Guild, Lector, Chalice Bearer, and Choir were mentioned several times. Outreach support and helping with Sunday School were also mentioned.

### Recognition of Outgoing Vestry and Parish Leaders – Nancy Cox

Nancy thanked Al Benshoff, Debbie Llewellyn and Jan Millar as they rotated off their leadership roles in the church and community. She thanked the diocesan convention delegates from this year. She also recognized outgoing vestry members Lorraine Warner, Steve Phillips, and Dick Lewis and thanked them for their years of service.

Adjournment At 10:53 AM by Clerk of the Vestry – Kim Gordick



# Canonical Members

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Catherine Ackiss  
Guy Antonides \*  
Emily Badgett  
Rebecca Bahn  
Alice Baxter  
David Baxter  
Kim Becnel \*  
Meg Bennett  
Tom Bennett  
Al Benshoff  
Kris Benshoff  
Carol Bentley  
Sandy Bernacki  
Bill Biggerstaff  
Sandra Biggerstaff  
Bob Black  
Pat Black  
Michelle Bohrer  
Al Bonnyman  
Michael Bost  
Lisa Brandyberry \*  
Randy Brantley  
Ruth Bratton  
Jeanette Brown  
Fran Burkett  
Robert Byrne  
Roseanne Byrne  
Donna Canada \*  
John Carroll  
Jennifer Carroll  
Marilyn Carroll  
Katherine Clark  
Vic Clark

Carol Cline  
John Cline  
Chuck Collier  
Pam Collier  
Jennifer Cook  
Carol Corbin  
Rebecca Cottrell  
Julia Davison  
Paul Davison  
Joy Marie DeBlock  
Gerry Depken  
Fannie Dillard  
Tom Dillard  
Willie Dillon  
Remona Dillon  
Bob Drummond  
Mary Ann Drummond  
Julie Dwiggin  
Jo Erickson  
John Erickson  
Martin Ericson  
Katie Ernst \*  
Nate Ernst \*  
Kim Everhardt  
Karen Fernandez  
Doug Fairweather  
Ruth Fairweather  
Dawn Fisher  
Brad Fisher  
Don Foskey  
Nancy Foskey  
Carole Fowler \*  
Steve Fulton

Tiffany Fulton  
Susan Furr  
Dorothy Garrett  
Donna Goodwin  
Ken Goodwin \*  
Melissa Goodwin \*  
Bob Gordick  
Jean Gordick  
Glen Gordick  
Kim Gordick  
Jack Griswold  
Heather Griswold  
Charlotte Grossman  
Ruth Hanna-Strong  
Esther Hauber  
Mickey Hayes  
Mark Helms  
Buddy Hilbish  
Jennifer Hoadley  
Mary Holder  
Tom Holder  
Andrea Holdren  
Janet Hollopeter  
Warren Hollopeter  
Barbara Horne-Stead  
Becky Hoyser  
Russ Hoyser  
Nancy Hunter  
Joe Hunter  
Nancy James  
Caroline Jangaba \*  
Emma Johnson  
Tom Jones

# Canonical Members

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Ragan Kearns  
Sharon Kearns  
Buddy King  
Teka King  
James Kirkpatrick  
Gary Kovar  
Rhonda Kovar  
Barbara Lewis  
Dick Lewis  
Jane Liles  
Garen Livingston  
Dennis Lockney  
Norma Lockney  
Andre Lussier  
Eileen Lussier  
Cheryl Marsh  
Jeanne McCarthy  
Barrington McFarlane  
Barry McKillop \*  
Susan McKillop \*  
Charles McKinley  
Dominic Mascari \*  
Melissa Mascari \*  
Dave Millar  
Jan Millar  
Suzann Miller-Boyar  
George Monroe  
Deborah Monroe  
Kevin Morgan  
Sarah Morgan  
Kay Nixon  
Regina Forsyth  
Mark Novasad  
Pam Novasad  
Elizabeth Orr \*  
Robin Odell  
Susan Osborne

Kathy Oxx  
Scott Padgett  
Teresa Padgett  
Deanna Phillips  
Jeffrey Phillips  
Steve Phillips  
Jon Pope \*  
Steve Proctor  
Jerry Ridenhour  
Virginia Ridenhour  
Henry Riley  
Margaret Riley  
Karen Robinson  
Mark Robinson  
Elizabeth Rogers  
Brian Sapp-Moore  
Shane Sapp-Moore  
Jennie Sass  
Ron Sass  
Eric Savage \*  
Lauren Savage \*  
David Scercy  
Kenneth Stead  
Charles Simmons  
Regina Simmons  
Marie Shipley  
Bob Simpson  
Beth Simpson  
Gil Small  
Judith Small  
Alice Smith  
Lynn Smith  
Debby Smith  
Don Smith  
Hilary Smith  
Rita Smith  
Elizabeth Solomon

Juala Smythe \*  
Winborne Springs  
Barbara Stravitsky  
Joe Stegman  
Debbie Stegman  
Courtney Steinberg  
Dorothy Teeter  
Bob Thompson  
Kathy Thompson  
Eleanor Thompson  
Brenda Trott  
Scott Trott  
Fred Trull  
Jill Trull  
Joanne Vance  
Lorraine Warner  
Fred Weber  
Judy Weber  
Robert Wegenka  
Dick Whitfield  
Deanna Whitley  
Frankie Whitley  
Betty Wiley  
Henry Wiley  
Patty Williams  
Robbo Williams  
Donna Wilson  
Kim Windisch  
Len Witke  
Pat Wydra  
Lynda Waller

*\*New Canonical Member*

# Statistical Report

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	<b>2021</b>	<b>2022</b>	<b>2023</b>
Holy Communion — Sundays	66	97	106
Holy Communion — Weekday	0	0	8
Holy Communion — Other*	221*	12*	14*
Holy Communion — Private**	96**	121**	133**
Number of Communion Administered	2,985	6,331	9,357
Online Prayer Services			104
Other Services***	12***	4***	6***
Baptisms	3	1	8
Marriages	1	1	1
Burials	10	5	13
Number in Attendance (All Services)	4,070	6,570	9,565

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

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

\*\*\*Includes Service of Light, Lessons and Carols, Blessing of the Animals, Prayers for the Departed, Holy Anointing at the Greens at Cabarrus, Stations of the Cross, Ash Wednesday 5:30 PM Service

## *Statistical Report, continued*

<b>ADDED</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
By Baptism	3	1	8
Confirmation / Reception	5	0	6
By Transfer	3	3	11
Reactivate	0	1	3
<b>MEMBERSHIP TOTALS</b>			
Total Adults	359	201	375
Total Youth	58	55	77

### **BAPTISMS**

*We welcome into the body of Christ the following people baptized in 2023:*

Elijah Alan Grossman-Zack  
Eva Mae Wolfarth  
Kinsley Elizabeth Pickrell  
Kira Ernst  
Judah Ernst  
Timothy Ernst  
Levi Ernst  
Emerson Joseph Olivares

### **BURIALS**

Randy Lynn Bratton  
The Reverend Charles Roger Butler  
Sue Carol Ketner Gelarden  
John Con Teeter III  
Mary Louise Zylko Hall  
Celeste Myszka  
Ed Hausleben  
Sharon Lynn (Orem) Seward  
Sandra (Sandy) Caldwell Hyde  
Joseph (Joe) William Urbanski

### **TRANSFERS TO ALL SAINTS'**

Anna Beth Wolfarth  
Wyatt James Wolfarth  
Henry Joseph Wolfarth  
Kenneth Goodwin  
Melissa Goodwin  
Donna Canada  
Eric Savage  
Lauren Savage  
Hannah Savage  
Mallory Savage  
Isaac Savage

### **TRANSFERS FROM ALL SAINTS'**

Jim Greene  
Laura Greene

# Rector's Report

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2023 was the first full year of worship and programs, of celebration and community service that we as a congregation have experienced since the abrupt closure of the building in March of 2020. We met the subsequent challenges that closure presented and we are forever a different community. We also have a much clearer idea of the gift of gathering in person along with online options.

*We are the servants of  
the God of heaven and  
earth and are  
rebuilding the house  
that was built many  
years ago.*

*– Ezra 5:11a NRSV*

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

Worshipping together is at the core of what Presiding Bishop Curry calls “the Episcopal branch of the Jesus movement.” We never stopped worship during the building closure, experiencing many types of worship, online and in backyards. 2023 offered the blessing of gathering together in sacred space hallowed by generations of prayer. The year began with our brothers and sisters from Grace Lutheran joining for fellowship at the Chili Cookoff, prayers celebrating Epiphany and the Burning of the Greens. In February, our worship looked forward with Prayers and Blessings for teenage years for our teens who had turned 13 since 2019 and backward, giving thanks for the ministry of The Reverend Jackie Whitfield as she retired.

Bishop Jennifer visited in March. Eight people were confirmed/received during her visit. April Holy Week services included our whole parish Maundy Thursday Meal with Eucharist and washing of feet. In May the youth of the parish led us in worship at both 9 and 11:10 AM. In the fall we added a new cross and torches for worship at 9 AM. St. Francis Day was marked with a petting zoo and Blessing of the Pets which drew its largest attendance in more than a decade. Many thanks to Fred Weber for continuing to work with the local pet charities. Choir of All Saints' led us in a Requiem Mass for All Saints' Day as we celebrated all the saints with special attention to those who we have loved but see no longer. At Christmas, our young people offered an enacted nativity, making clear that they know and want to share in the celebration of the miracle of Christ's birth.

We continue to have a steady stream of guests in worship on Sunday. Please wear your name tag, introduce yourself and you may just make a new friend.

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

2023 saw the completion of the Koinonia process, a community discernment process, which has yielded two new ministries – Aya House with women coming out of incarceration and “The Hero in Me” with the Academic Learning Center at Fred L. Wilson Elementary school. A third opportunity, a food delivery program for homebound seniors, is awaiting the action of the sponsoring organization.

The Energy Saving Trees program gave away 300 trees to assist in the restoration of “the urban canopy” which is often lost, or greatly reduced, during housing development. Also on creation care, Daisy Ernst began a battery recycling program, inviting parishioners to bring used batteries to the welcome center for recycling rather than throwing them into the landfill. All Saints hosted the Diocese of North Carolina “Dismantling Racism” conference June 26-27 and four two-day sessions of “Deconstructing Racism” for Racial Equity Cabarrus. Bishop Sam Rodman has called upon the people of the Diocese of North Carolina to intentionally address the consequences of systemic racism in 2024, and I believe that All Saints' is well positioned for this work.

The Lockhart Center hosted graduation for the NC-PreK program, which serves students whose families are at 75% of the poverty line. In September, Rachel Grossman-Zach, a “daughter of the parish” took over as Operations Director for the center and will become the Executive Director when she completes her credentialing requirements in May 2024.

We served meals at the Night Shelter for two weeks (one in July and one in November), gathered coats (thank you, Hilary Smith) and toys (thank you, Joe Hunter) for children in need and delivered personal care bags to all residents of the nursing and rehabilitation facility next door.

## **All Saints Core Value: Nurturing individuals to grow in Christ**

Small groups created during the COVID closures continued and welcomed new participants. We experienced record growth in our youth and children's programs and were delighted to host Vacation Bible School again for the first time in many years. The women gathered in April led by The Reverend Sally Brower and the men enjoyed a BBQ celebration in May. George Monroe graduated from EfM even as we mourned the death of Sue Gelarden, long-time EfM mentor in February. Along with opportunities for four different ages of young people, Adult Christian formation had a full slate of offerings in 2023.

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

After Dark @ All Saints' kicked off the year with a full slate of offerings and raised nearly \$5,000 for community outreach programs. Parishioners enjoyed an outing to the Cannonballers for Marshall Smith Baseball Sunday thanks to the generosity of an anonymous group of donors. Tiffany Fulton threw out the first pitch! All Saints' youth hosted a Pancake Supper for Mardi Gras and Spaghetti Supper in November. July saw a "Par-Tay" at the pavilion with music, food and lots of bubbles. In the Fall, we celebrated the new American Citizenship of Paul and Julia Davison. The vaccine clinic administered almost 100 vaccines.

Our accounting system transition to Realm was challenging, but offers parishioners easier ways to update their records, access giving history and connect with others. The vestry did a full update on policies and procedures for the first time in more than 30 years. The comprehensive plan for maintenance of our physical plant is nearly complete thanks to the work of Tom Holder, John Erickson, and Len Witke.

Kim Gordick marked 10 years as Clerk of the Vestry. Jan Millar, Al Benshoff, Fran Burkett and Al Bonnyman represented All Saints' at Diocesan Convention in November. Thomas Lowe was at All Saints' for his first and second diaconal internships. His formation will now turn to Clinical Pastoral Education.

Stephanie Trosper joined the staff as Church Administrator in January 2023 and has blessed us with a consistent and patient presence in the church office. Brian Sapp-Moore continues to do magnificent work with our music ministries which include five choirs. He marked 12 years in September. Ruth Brown brings creative continuity to our digital and print communications. She celebrated five years on staff in July. Tiffany Fulton has continued to grow our ministry with youth and families and marked a year on staff in August. The Reverend Vern Cahoon represents All Saints' in several area nursing homes, ensuring that elders have access to sacraments and offering pastoral care. He marked seven years with All Saints'. I am thankful for The Reverends Jim Bernacki and Mary Reese, retired priests who worship at All Saints' and offer their wisdom from years of parish ministry.

Vestry members completing their term are: Jack Jones, Don Foskey, and Fran Burkett. Jack has served for two years, been faithful in attendance, and pitched in wherever needed. Jack's careful preparation and enthusiasm has inspired his fellow vestry members and blessed all of us. Don Foskey joined the vestry during COVID closures because "I want to make sure hungry people get fed." He led food drives during COVID closures, picking up from front porches and encouraging people to reach out to their neighbors. Fran Burkett has served as your senior warden in 2023. She also has a commitment to alleviating hunger and serves as a driver for Meals on Wheels. Fran has been tireless in reaching out to parishioners, inviting them to service and ministry opportunities. Her "I will help" has galvanized others to step in as well. Tom Holder stepped down from Vestry Service in October for personal reasons. He was the liaison to the Building and Grounds. He has worked diligently to ensure the Maintenance Plan for our physical plan is completed. This will allow us to plan for routine maintenance and anticipate replacement of major items.

I completed the first of a two year program in Spiritual Direction with the Haden Institute, and have been sharing my learnings in Adult Education that all of us may grow deeper in our faith. I look forward to graduating in April of 2024. It has indeed been a year of rebuilding. We have experienced phenomenal growth in both in numbers and programs which positions us to move forward with confidence. I am excited to see what the Holy Spirit will be up to at All Saints' in 2024.

Faithfully submitted,  
**Nancy+**

# Senior Warden's Report

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I am so thankful that I could serve as your senior warden. Thank you for the trust that you had in me to do this job. I love serving on the vestry. This was my second time serving on the vestry of All Saints'.

We had a wonderful retreat at Lake Logan February 3-5 2023. Kathy Walker, the Missioner for Black Ministries from our diocese was our retreat leader.

I was excited to have a full vestry for most of the year. I'm especially thankful that we worked so well together as a team. In fact, Tom Lowe, our deacon intern, visited our vestry meetings a couple of times. He praised us for working together so well. He said that is not always the case for some vestries. I am also grateful that we have a caring rector and office staff who support the vestry.

In 2023, we had many events and receptions that we planned for and worked together to make enjoyable for the members. The people of All Saints' donated new toys to the Marine Corp Toys for Tots and new/gently used items, such as coats and backpacks to the Cabarrus Partnership for children. Some of the improvements we approved in 2023 included:

- Approval to increase prices in the memorial garden
- Approval to conduct an engineering design by Concord Engineering for the parking lot
- Update our policies and procedures
- Hired a new cleaning company
- Had trees removed and stumps ground in parking lot area
- Completed lighting conversion in the parish hall
- Cleaned and waxed the parish hall floors
- Added new children's furniture to the welcome center
- Sealed and repainted parish hall exterior doors wood trim and window trim
- Painted in the office
- Purchased a new heat exchanger
- Replaced the freezer in the kitchen

Faithfully,  
Fran Burkett, Senior Warden

# Deacon Missioner's Report

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In February of 2023, I retired from my duties as deacon missioner at All Saints' Episcopal Church, Concord, NC. As I retired I was reminded by our bishop, that the time following would be a time to reimagine God's Call to me and that ordination is a life-long vow. The church honored me with a grand send off and generous gift to the Whitfield Education Scholarship at UNC Charlotte, which focuses on students seeking Early Childhood Education or Elementary Education degrees from Cabarrus/Rowan County. I am most grateful for this generous gift. A recent recipient and December 2023 graduate of UNCC, will begin her teaching career in a kindergarten teacher in a Cabarrus County elementary school in January 2024.

In September, I briefly came out of retirement to serve on a leadership team at the Lockhart Child Development Center. The teachers, parents and children are the most remarkable gift. You can find Jesus every day as you walk the halls of the center. Jesus is there in the quiet circles of children as books are read to them, in the playing of musical instruments as melodic sounds drift over the playground, in children being kind to each other, and in the thrills of noticing a rabbit or bird in the bell tower garden. Under new and vibrant leadership by our church member, Rachel Grossman-Zack, and dedicated board and church volunteer, Alice Smith, the center is thriving. This center is a remarkable partnership between the county government, and church: a private-public partnership to assist in solving child care issues in our community. ASEC responded to need in our community and over seventy children and their parents benefit.

In early 2023, with a small team of women, we offered monthly gatherings for women to share and explore the struggles and joys of a post-COVID world and chart a path forward. The continued hope and prayer is that one day a vibrant women's ministry will evolve. I've also had the privilege to serve as a substitute deacon at the altar during occasional Sunday worship and at the celebration of life for families grieving the loss of their dear members.

Our Triune God is faithful and continues to shed light on the path I trod.

Submitted by,

**The Rev. Dn. Jacqueline J. Whitfield**

# Director of Music & Coordinator of Communications

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In my report for 2022, I wrote that the year had been “a more reliable one,” as we were just starting to come out from under the weight of the pandemic. Of course, even though many consider what we are living to be “post-pandemic,” nothing in our world now is truly “reliable.” But in 2023, I believe that we all have just accepted that there’s the chance that any of us can get sick at any time. So what do we do? We continue to pray and pivot, often simultaneously!

In 2022, I wrote about my fears of how COVID could potentially spread through the choirs, how it could cause us to have to cancel a major Feast or celebration. The irony is that COVID-19 affected the Music Ministry more in 2023 than 2022. I truly felt so bad for the folks who rehearsed so carefully for special services, like the Requiem, Advent Lessons and Carols, and Christmas Eve. Not only did they have the unpleasantness of being ill, but their opportunity to enjoy the fruits of their labors in singing as part of one of these services was taken away. The good news is that the live-streaming ministry of David Baxter and Deborah Monroe continues to capture our services in such a beautiful way, offering the viewer a vantage that brings you right into the moment at hand. While I believe that there is nothing that compares to being in person for a service or musical event, I do recommend going back and watching certain moments online, so that you can see the expressiveness of folks’ faces as they sing and play from the loft in the Nave. A really important byproduct of the pandemic has been the conscious cherishing of simply being in community. Nothing comes close to making music in community, as opposed to recording tracks alone. When making music in community, you are aware of not only your own sound, but the sound and energies of those around you, and how the room shapes that sound. I’m talking about an overall gratefulness for being together for a common purpose.

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 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 elevated by Paul Davison on bass and Gary Kovar and Steve Proctor on guitars. Together, with their instrumental support and the dedicated, 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 Sundays at 10 AM, 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, as well as part of the preludes for Advent Lessons and Carols and on Christmas Eve. This group continues to develop in technique and expressiveness. In 2023, there was a definite growth in this group's playing, confidence, and musicality.

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

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

On All Saints' Sunday, we celebrated our patronal feast day at the 11:10 AM service with Alfred Fedak's Requiem for the Living, offered by the Choir of All Saints and accompanied by a string quartet, oboe, flute, and organ. I can say that, personally, this service provided a healing for me, as I lost both my father and best friend in 2023 and was still grieving. I felt that this particular Requiem truly was "for the living," as there was a call for those of us that are left behind not to weep, but to sing praises. We are to look toward our own resurrection, even singing Alleluias at the graves of those that we have lost.

On December 21, the Service of Light was held again for those for whom Christmastime is not necessarily a joyful time. On this darkest night, we look for the light that is always trying to break through. Christine Van Arsdale returned to play the harp, elevating this very unique service. Christine has shared with me that her time with us is often the highlight of her holiday season, what with the crush of work in academia and playing in ensembles. Instead of pushing through the various frenzied environments, at this particular service and place, she can relax and focus on what the season truly means to her.

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 Bells of All Saints' played during the prelude, as well as Rhonda Kovar on French horn. The choir worked most diligently and sang with great professionalism and depth of feeling. Some of the pieces were more modern and dissonant, which pushed the choir out of their comfort zones. They sang wonderfully. Donations were collected for the Concord/Kannapolis chapter of PFLAG.

We continued to have two Christmas Eve services this year. The 4:00 PM was made particularly special, as for the first time the youth created tableaux for each reading. The St. Nicholas choir sang and played the offertory. The second service's thirty-minute prelude included offerings by myself, the Bells of All Saints', and the Choir of All Saints'. The service on Christmas Day was made even more special by Rhonda Kovar playing French horn.

We did a lot in 2023, falling back into the strides of life before the pandemic, but in a post-pandemic mindset. We, as a people, are not the same, of course. We carry along with us different worries, perhaps. Still, we remain strong as choirs that are in community. All of us, as an entire parish, remain resilient.

We discovered how flexible we could be during the pandemic. But quite importantly, I can see how strong we are, too, which can only assist us, come what may in 2024.

Blessing to you,

**Brian Sapp-Moore, MM**

*Dir. of Music Ministries and Coordinator of Communications*

# Communications Team

The Communications Team plays a pivotal role in fostering a connected and informed parish by ensuring timely and comprehensive distribution of parish related communications. We utilize a multi-channel approach that includes e-mail, website, special mailings, signage (print and digital), video, and engagement across multiple social media platforms. Meetings are held on the fourth Monday of the month.

### ***Key Achievements in 2023:***

**We transitioned to Realm, replacing the Church Life app.** Realm is an app that helps to enable easy and seamless communications among parish members and groups. It includes a parish directory and messaging features that help connect members and small groups/ministries.

We used a combination of approaches to maximize adoption of the app by parish members. These included hands-on one on one with small groups, in person signups, a support desk on several Sundays, announcements in the Weekly Word, use of QR codes and other signage, and organic growth through usage.

*As of the end of 2023, 180 congregants are using Realm – this is a significant percentage of our congregation, and we hope to increase this number in 2024.*

**We increased Engagement through the Weekly Word newsletter.** Numbers don't lie and from the results it is clear the *Weekly Word* newsletter has proven to be a valuable tool for members to stay connected with the All Saints community.

*In 2023, a whopping 24,441 Weekly Word emails were sent out with a 69% open rate – an increase of 10%!*

In response to parish feedback, we introduced a new weekly bulletin for Sunday services. It contains time-sensitive announcements and reminders, supplementing the live announcements section of the worship services. The paper bulletin complements our digital content, ensuring that our communication methods cater to the diverse preferences within our parish.

A QR code on these bulletins allows readers to easily access more detailed information if desired.

**We extended our reach through video and streaming to those who were not able to attend in person.** We provided streaming of all worship services, both regular and special, as well as funerals and events such as the Spaghetti Supper and Kononia. This enabled us to reach a wider audience, including those unable to attend in person, helping to foster a sense of community among virtual attendees.

*In 2023 there was a combined total of 431 unique videos across these platforms with a remarkable total of 15,337 views!*

**Our amazing design team (Ruth) provided clear, consistent, and accessible information through thoughtful design and layouts.** She crafted a consistent visual identity across all media, from designing worship bulletins to creating a cohesive visual for the website, digital and print signage, Weekly Word, and other materials. Additionally, she provided the layout and design of essential documents such as the Annual Meeting report, Stewardship materials, and miscellaneous items such as baptismal and confirmation certificates.

### ***Challenges & Opportunities for 2024:***

Our small team has been instrumental in driving change, but supporting continued growth poses a challenge. We welcome volunteers to join the communications team and help us to continue to sustain and enhance our mission.

Realm is feature rich and we will look to explore and expand our utilization of the app, particularly in the texting capabilities to improve real-time communication.

**Beth Simpson**

*Vestry Liaison*



# Worship

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## Acolyte Ministry

Acolytes are light-bearers, literally, as they often carry torches in worship procession. They also serve as crucifer, carrying the processional cross (and sometimes other crosses), gospel and banner bearers, carrying the gospel book and banners respectively. As servers, acolytes help prepare the table for Eucharist. The ministry of Acolyte is open to anyone who is able to fulfill the duties of the ministry and engages young people as well as adults.

All Saints' continues to rebuild the ministry of acolyte following our COVID closures. The 9 AM service has always opened with an acolyte serving as crucifer and gospel banners. Beginning in the fall, torch bearers were added, a wonderful development which offers new ways for parishioners to participate in leading worship. The Youth Sunday Service and the All Saints' Day celebration included young people in all of the acolyte roles at the 11:10 AM service. At other 11:10 services in 2023, lay eucharistic ministers often served as acolytes as well.

Interested in learning more? You are invited to speak with one of the clergy. They will be delighted to answer questions. Perhaps this is a ministry for you or one of your family members in 2024.

## 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.

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, arranges flowers for the Easter services.

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. The guild meets twice a year for a luncheon, giving us a time to all be together sharing ideas and enjoying a meal.

Our team captains this year were Jill Trull, Juli Dwiggins, Teka King, and Jan Millar. Other members were 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.

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

The Altar Guild continues to seek new members both women and men. Many of our long-time members are happy to mentor new members. It is hoped that during the coming year others will join the Altar Guild, since some of our current members are moving and/or retiring.

Please consider contacting a member of the guild if you wish to learn more about this ministry or express interest in serving. Any of our members will be delighted to talk with you.

### **Brenda Trott**

*Altar Guild Chairperson*

[sbtrott@aol.com](mailto:sbtrott@aol.com)

704-933-3944

## Welcome Team

### 9 AM Service Welcome Team

This past year, the 9 AM ministry said goodbye to a long-standing greeter/usher, Betty Wiley, who stepped down to take care of her husband. I would like to thank Betty for her many years serving this ministry. A special welcome to our new team members: Jon Pope, Kim Becnel, Jean Gordick, Donna Wilson, and Joy DeBlock. We are blessed to have them join us. I could not be happier working with this wonderful group of people.

Last year my goal was to have four greeters/ushers for each week of the month. One more greeter for the first week is needed to achieve this goal. The challenges our team faced were few – mostly recruiting greeters/ushers for our special services during Christmas and Easter. The team members from the 9:00 AM and the 11:10 AM ministries are most generous with their time and always fill those spots with enthusiasm and grace.

It's been a pleasure working with these two groups and especially with Fannie Dillard, the 11:10 AM coordinator. I thank you all for your never-ending cooperation and willingness to serve. Your light shines brightly through your smiles and the love that emanates from you.

Blessings to all during 2024 and the years to come.

In Christ's name,

**Deanna Phillips**

### 11:10 AM Service Welcome Team

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.

This year saw Jack Griswold stepping down due to other commitments, but we are happy to welcome Willie Dillon to the 11:10 team. A big thank you to everyone on the team for working so well together, as we see higher attendance numbers and many new visitors. There is a need for more people to join the 11:10 Welcome team. I invite you to prayerfully consider assisting with this rewarding ministry.

**Fannie Dillard**

*11:10 Welcome Team Leader*

## Online Compline Team

Every Tuesday evening at 8:00 PM, we offer the Service of Compline (or Night Prayer) online via the All Saints' Episcopal Church Facebook page and also on our YouTube channel. This service is pre-recorded via Zoom, 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. We continue to provide this worship opportunity, hoping that it will provide people from across the world – as well as our friends and neighbors – some solace and peace at the end of the day. Although we mainly pray Compline from the Episcopal Church's Book of Common Prayer, at times we do some variations, such as Compline from the Church of England or the Northumbria Community.

I wish to thank the members of our Compline team for assisting me with this service this past year! Our current members are Al Bonnyman, Mother Mary Reese, Arin Waters, Fred Weber, Dick Whitfield, and myself. The “norm” is that two or three of us record Compline together.

In last year's report, I asked if we at All Saints' need to have a weekly “in house” Service of Compline or Evening Prayer, livestreamed for those who are unable to attend. We want to know how you feel about this, so if you have any comments or suggestions, please email me at [jbernacki@windstream.net](mailto:jbernacki@windstream.net).

You are always welcome – and encouraged – to join us for Compline every Tuesday at 8 PM. If you are interested in serving as part of the Compline Team, we'd love to have you! Just please contact me at my email address above.

As we continue to bless the night in God's grace, we wish you and yours peace, throughout the day and night.

Faithfully, in Christ Jesus, our Savior,

**The Rev. Jim Bernacki**

*Priest Associate*

## Online Worship Ministry

In 2023, All Saints' helped 15,337 households with their spiritual journey through our on-line programs and ministries.

### Online views on Facebook and YouTube:

Worship services in Nave and Parish Hall	12,151
<i>(Plus special presentations)</i>	
Compline/Noonday Prayers	3,187
<b>Total Views</b>	<b>15,337</b>

All Saints' online ministries have made great progress in 2023. Most of the technical issues that were present in 2022 have been corrected. There was only one Sunday this year when we were prevented from live streaming due to a lighting storm that created a power surge within the church. Repairs were made and the next week we were back to streaming our services.

The community is also taking advantage of our streaming capabilities with several non-profit organizations using our facilities for their annual or special event meetings, which has helped them communicate their messages to a larger audience. We continue to hear how important it is to have online services when folks can't make it to church. Visitors and new families who were looking for a church told us how they checked us out online, liked what they saw, then came to church and loved our church community. It has also given our youth the opportunity to host their special events on-air, showing another side of the fellowship of All Saints'.

None of this would be possible without the help of our newest member to the streaming team, Deborah Monroe. Deborah joined me in January of 2023 and has been a great asset, helping make possible all the services and specials that we stream. We would love to have others join us, which would allow us to continue to grow this ministry to its fullest potential. Please consider joining us on this adventure. We are very fortunate to be able to share the feeling of acceptance and love that All Saints' gives to its members and the community 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**



# Pastoral Care

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## Stitches from the Saints

In the Spring of 2023, our dedicated group of knitters and crocheters began to grow in numbers, as did the intake of many beautiful prayer shawls. As our cabinets filled up each month, we encouraged Deacon Vern to distribute shawls to our neighbor residents at Accordius Nursing Home, when he visits on a regular schedule for worship and fellowship. Recently, we've received between 8 and 22 shawls at each monthly meeting, providing a stack or two to be blessed at both worship services on the Sunday following our meeting. We sent 115 prayer shawls out into the world in 2023.

Our shawls provide comfort and solace to those who receive them, whether they are sick or grieving the loss of a loved one or simply need a tangible symbol of the love and compassion woven into these shawls.

Our ministry meets in the Welcome Center on the second Tuesday of the month at 10 AM. We normally have around 12 attendees. We enjoy sharing patterns, chit-chat, laughter, and fellowship. For more information about this ministry, contact Jan Millar at [jmillar@carolina.rr.com](mailto:jmillar@carolina.rr.com) or 704-918-8645 (cell phone).

**Jan Millar**

## Altar Flower Delivery Team

The members of the Altar Flower Delivery committee are angels of love who take flowers to someone who is hurting or deserving of praise and thanks. It is sometimes challenging to get the flowers to people because we don't have many volunteers. We began 2023 by delivering the many plants that decorated the altar for Christmas and continued throughout the year. The members of the altar flower delivery team are Rebecca Bahn, Kathy Thompson, Beth McGraw, Fran Burkett, and Alice Smith. If you would like to be a part of this committee, please contact Alice Smith [alicefaisonsmith@gmail.com](mailto:alicefaisonsmith@gmail.com) or 704-932-3241.

# Pastoral Care Card Ministry

The Pastoral Care Card Ministry, which comes under the Pastoral Care umbrella, meets the third Wednesday, each month at 4:30 PM in the church parlor.

The mission of this ministry is to send cards to church members who are sick, having surgery, in the hospital, in assisted living or homebound, grieving a loss, or celebrating a joy. Names for cards come from the clergy, church staff, and church members. Cards are sent prayerfully and thoughtfully with appropriate supportive messages, handwritten notes, and often a Bible verse.

Serving on this committee are Becky Hoyser, Donna Wilson, Pat Wydra, Garen Livingston, Catherine Ackiss, Fran Burkett, Sandra Biggerstaff, and The Reverend Jim Bernacki. New members are certainly welcome. Names for cards can be sent to Sandra Biggerstaff at [biggerstaf@hotmail.com](mailto:biggerstaf@hotmail.com) or 704-589-2352.

# Columbarium

The Columbarium, located behind the church office and adjacent to the sanctuary, is available to all church members and their immediate families who prefer cremation instead of burial. The Columbarium garden was beautifully re-landscaped by Michael McCarthy to include a water feature, new plantings and a wrought iron gate at the back entrance. Several benches were added. The grounds and plantings have been maintained by volunteers. All of the maintenance, upkeep, and improvements were made possible by generous donations.

Purchasing a niche ahead of time can help save your family members having to make a difficult decision at a critical time. Our niche prices have remained the same for 38 years. As of July 1, 2023, the price for a double niche (2 cremains) is \$1,000 and \$2,500 for a family niche (4 cremains). Single niches are no longer available. In addition to the cost of the niche, there is a \$250 charge, which covers the cost of opening and closing the niche. Currently there are 113 Double Niches available. Currently there are 19 Family Niches available. In-ground interment of ashes and a scatter area is also available, if desired. In-ground cost is \$250 and scattering is \$50. Small plaques are offered. The current price for a small plaque is \$255. ALL plaque costs are subject to price increase. If you are interested or have questions, please contact Rebecca Bahn, Columbarium Coordinator at: [rbahn1946@gamil.com](mailto:rbahn1946@gamil.com) or 704-906-8958. You may also contact the church office by phone or email. [admin@allsaintsconcord.org](mailto:admin@allsaintsconcord.org)

## Stephen Ministry

Stephen Ministry spent much of 2023 informing and educating our congregation about Stephen Ministry in order to reach more of our church family who are hurting. Many people were not aware that we offer completely confidential emotional and spiritual support by listening, caring, praying, encouraging, and affirming each other through monthly Supervision Meetings and to our care receivers through weekly visits, asking God to help and heal in His way and in His time.

We advertised frequently “Who We Are” in *Weekly Word* articles, the Welcome Center Slide Show, visits to other ministries with our brochures and handouts, one-on-one phone calls, and our three Sundays in August Information Table set up in the Parish Hall between services. In addition, Stephen Ministry was included in several Homilies and Announcements during services. This helped us better get the word out to both those attending Sunday services and those watching from home. Stephen Minister Rita Smith sent Stephen Ministry’s “Journey Through Grief” to 33 grieving individuals in 2023. This is a set of four short books sent to people on request at four crucial times during the first year after the loss of a loved one. It has become an integral part of All Saints’ grief ministry.

“Hope looks to the future. Hope is built on faith. Hope is connected to waiting. Hope comes from God.” In Scripture, hope is the confident expectation of what God has promised and its strength is in His faithfulness.

What brings Stephen Ministry hope this coming year is, first of all, thanking God for our wonderful family of Stephen Ministers, faithful to God and to becoming all that God asks of them. Second, bringing to our family 3 new Stephen Ministers who begin their 50-hour initial training January 23, 2024. This will enable us to help more people, to be servants carrying out the call of Jesus to “Follow Me” into a hurting and confused world. Their commitment to the Ministry will help provide more high-quality, one-to-one, Christ-centered care to people in the congregation and the community experiencing life difficulties. Third, thanking our All Saints’ Church congregation, Vestry, clergy, and staff who support us in so many ways.

The question is: who gets the message of hope out to our congregation, community, and beyond? We ALL do! We carry hope with us, we pass it on to others with love and encouragement, kindness and understanding. Come to Stephen Ministry and let us walk with you on this journey of hope.

**Barbara Lewis**

**Jim Williams**



# Christian Formation

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## Adult Christian Formation

Adult Christian formation returned as a weekly offering in 2023. Though several other options expanded during Covid, particularly small groups, regular in-person Sunday morning formation had been suspended and had to be redeveloped.

The offerings for 2023 were diverse and appealed to a variety of different “audiences” within the congregation. The year opened with “Faithful Questions” building off questions parishioners submitted and covering a wide range of topics for Christian living. This also served as the preparation for confirmation. Bishop Jennifer visited March 26 and offered “Bishop’s Forum,” where she took questions from parishioners as well. The Koinonia process continued with periodic updates on Sunday mornings and second presentations from those organization with the highest appeal to the largest number of parishioners. In the late spring, Nancy Cox led a four-week course “The Enneagram as an aid for Spiritual Growth,” and closed the year with five weeks on “Dreamwork: Opening Letters from God.” In the early fall, Chuck Collier led six-week course on “The Color of Compromise,” and we were delighted to welcome Rabbi Barbara Thiede for several presentations in July and October.

These programs were often challenging, requiring people to re-think long-held assumptions. It was delight to see people sharing stories and deeply engaging with one another.



# Youth & Family Ministry

What another terrific year we've had with the families and youth of All Saints! I cannot write a word further without thanking the volunteers that have rallied around our program and are making and keeping it growing and meaningful.

In our 9AM worship time, we are continuing our journey through the foundational Bible stories as our Old Testament reading. It's been exciting to watch the kids begin to make connections between stories, themes, and characters in the Bible. We've continued story-time with Ms. Tiffany in the welcome center during the sermon, including guest readers and "field trips" from time to time. As our crowd out there has grown steadily, I have appreciated the vestry members, parents, and volunteers who come join us for the story and discussion.

In my last annual report, I was happy to share that our program had grown to an average of 16 each Sunday, and I get to again report growth to an average of around 20-25! In fact, my vision from last year's annual report has become a reality! We have five classrooms staffed, including Ms. Katie Adams in room 101 with 2 and 3 year olds, Ms. Megan Wease in room 103 with infants and babies. We have a rotating schedule of volunteer teachers for rooms 107 ("sprouts" or 4 year old – 2nd grade), 108 ("saplings" or grades 3-5), and the community room ("trees" or 6-12 grade). Our curriculum continues to follow the Bible lessons from the 9 AM Old Testament reading, and recently we've undertaken Bishop Michael Curry's "Way of Love" curriculum in tandem with adult formation. If you're interested in joining this dynamic ministry, we have a spot for you!

EYC activities have been more varied, with many different calendar activities. When we meet on Sunday evenings, middle schoolers and high schoolers often begin together, split for programming, then come back together for dinner and compline. We have introduced "Parent Club" that runs upstairs during this time as a way for parents of tweens and teens to dig into the joys and challenges of bringing up children in a way that honors families and God. We average around 12-14 youth at events, not including when they bring friends, and we LOVE IT when they bring friends! I am grateful for Fran Burkett and Rachel Grossman-Zack, who are our regular volunteers for these activities and are much beloved by the youth.

We have enjoyed the outpouring in the provision of food for our group each Sunday, which has fed 15-20 mouths each time! I'd like to give special recognition to Stephen Ministries, who is on the calendar once a month, and to all the individuals who

volunteer their resources and time to love us through food. If this is an area you or your ministry team are interested in helping with, please know we have plenty of grateful bellies you can fill!

This past August, All Saints' ran it's first Vacation Bible School since 2018! It was a three-day event that explored how God cares "for" everyone and included a Bible lesson station, arts and crafts station, games and activities station, and a lot of beautiful music. Thirty-five children, ages 5th grade and under, attended. We had amazing help from adult volunteers aided by our EYC crew. The team is incredibly excited to put together another VBS for this summer.

The spaghetti supper hosted by the youth in November was well attended, we estimated that we served around 80 plates of spaghetti and again benefited from the expertise and guidance of David Baxter, we also live-streamed the event on Facebook, with multiple break-aways that featured trivia of "What Bible story is this crazy news headline from?" The event raised just under \$2,000 for our EYC missions fund, incredibly exciting as planning is underway for a Summer 2025 mission trip to either Costa Rica or Ecuador.

Youth and Families also sponsored a photography sitting at the church, courtesy of Jada Flynn Photography, which offered professional quality photographs at an incredibly reasonable price. We enjoyed taking 10 youth to the Bishop's Ball last January, and at the time of this report will have taken 14 for the Bishop's Ball for 2024. We also brought 10 youth to Camp Nazareth in Pennsylvania last summer, enjoying the Allegheny river in canoes, and the Lake Erie Beach! This year we also hosted the petting zoo, had a soy-bean picking and cooking festival, served at the Salvation Army Night Shelter, did yard work and maintenance for All Saints' parishioners in need, and performed a Christmas Eve "tableaux" that brought the nativity story to life!

All these things and more are in store for 2024 at All Saints'. I am incredibly blessed and honored to be part of this growing community. It would not be thriving nearly so well were it not for the steadfast support of the congregation, the parents who trust us with their sweet children, and the volunteers, without whom none of this would work. Thank you, and praise God!

Blessings,

**Tiffany Fulton**

*Director of Youth and Family Ministry*

## Small Group Ministry

Our small groups continue to be 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 have 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.”

Each group chooses the topic or the book they wish to study. Some groups have studied various books of the Bible, as well as many other topics like the Apostles’ Creed, prayer, or social justice.

We will continue the groups throughout 2024. If you haven’t joined a small group, you are invited to be part of one of the four groups that meet. Or, you may wish to start a separate group. Please contact me to find out more.

**Chuck Collier**

[cwcollierjr@gmail.com](mailto:cwcollierjr@gmail.com)

## Daughters of the King

The All Saints’ Mary and Martha Chapter of the Order of the Daughters of the King meets every third Thursday from 4-6 PM. We all participated in taking meals to the CVAN shelter in March, June, August, and November. There are 20 women and children in the CVAN shelter at any given time. CVAN has helped women and children escape abusive home situations for over 40 years in our community. Two members were able to attend the Fall Conference at Christ Church in Albemarle. This was a conference for all the Daughters of the King chapters in the Episcopal Diocese of North Carolina. Several chapters from the diocese were represented. The only challenge has been that only a few members attend the monthly meetings. We were happy to re-install one member in 2023. We hope to have at least one former member become active again. We met in January and planned for more programs for the 2024 year.

**Fran Burkett**

## Men of All Saints' Group

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: *Prayer: Does it make a difference?* by Phillip Yancey, *The Lord's Prayer* by Adam Hamilton, and the *Gospel of Mark* Kerygma Bible study, to name but a few.

Our group has developed into a strong community, where we share our joys, sorrows, and 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 All Saints' core value of nurturing individuals to grow in Christ.

This year we helped a parish family prepare their home for sale and helped them move to their new apartment. 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 those nights.

We invite other men to join us to study and pray. All are Welcome!

**Mark Robinson**

[mrobinson0982@gmail.com](mailto:mrobinson0982@gmail.com)

## Education for Ministry (EfM)

Education for Ministry (EfM) faced an incredible challenge this year with the sudden passing of co-mentor Sue Gelarden in February. Sue was a passionate advocate for EfM, always willing to share the impact EfM had on her life, continually on the lookout for new students to join the class, and modeling the radical hospitality we Episcopalians aspire to as she invested seemingly unlimited energy into ensuring all students in the class felt heard, seen, and connected to each other.

Sue's loss leaves a huge hole in the EfM family, but both current and past “EfMers” have ensured that the touches Sue brought to the group are not lost, and that EfM continues to be a robust and vibrant time of fellowship, reflection, and learning. Seeing that has brought me great hope, both as an EfM alum and Sue's co-mentor for the past seven years. Each year, both our new and returning students embark on their respective reading journeys and continue to hone their theological reflections skills. The weekly

opportunity to hear new and different perspectives, to dig more deeply into the Bible and other texts, and to explore together the daily challenges we face as Christians in an increasingly complex and contentious world is incredibly enlightening and rewarding.

You may know already that EfM is a four-year course of study hosted by Sewanee (the University of the South) and that most groups have students from all four years in the same group simultaneously, which makes for a very rich experience. What you may not know is that EfM groups must have a minimum of 6 students and no more than 12 to ensure the best possible conditions for lively discussion. As we graduate students every year, we are always looking for new voices to join us. If you are seeking to become a more informed practitioner of your faith and to explore the world you inhabit through a stronger theological lens, we would love to have you join us when the next class starts in September 2024. Please feel free to reach out with any questions.

**Christiana Holyer**

[holyerce@gmail.com](mailto:holyerce@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 of the Roman Catholic Church in Spain in the 1940's. The Cursillo Weekend experience is designed to assist you in living 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 most recent Episcopal Cursillo Weekend in the Diocese of North Carolina was held April 20-23, 2023 at Camp Walter Johnson, Denton, NC. The next Cursillo Weekend is scheduled April 11-14, 2024, also at Camp Walter Johnson. For answers to many questions that you might have, please access the Diocese of NC Website: <http://www.nccursillo.org>. 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, Randy Brantley, John and Carol Cline, Chuck, and Pam Collier, David and Roxanne Friday, Charlotte Grossman, Dick and Barbara Lewis, Jane Liles, Garen Livingston, Norma Lockney, Jan and Dave 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.

**Dave Millar**

# Parish Life

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We kicked off 2023 with the return of the annual Chili Cook-Off, our first one since the Covid-19 pandemic came crashing into our lives. With nearly 90 people in attendance, it was also our most well-attended Chili Cook-Off in many years, perhaps an indication of our desire to fully resume in-person fellowship opportunities.

As the year progressed, we settled into a routine that included resuming many pre-pandemic events and activities. Parish Life events included a Maundy Thursday dinner, revels at Easter and Christmas, numerous receptions celebrating baptisms, the bishop's visit, farewells, and other significant life events, receptions for Celebrations of Life, a fantastic mid-summer Parish Par-Tay, and the annual Tacky Gift Exchange.

There were of course challenges and bumps in the road as we dusted off some of the rust that collected over the past couple of years and figured out how to re-organize and bring various events back fully. However, what gave me hope throughout this year was seeing how various parishioners not only pitched in to help, but also came up with new ideas to support Parish Life like the addition of the very popular hot cocoa bar at the 4 PM Family Service on Christmas Eve. Thank you to everyone who helped make 2023 a success! Let's work together to make 2024 even better!

**Jennifer Cook**

## Hospitality

This committee includes volunteers that help welcome people to our church mostly through receptions. We need volunteers for receptions for people who are grieving a loved one. Most people have a reception at the church, and we provide snacks and conversation to their guests. Sometimes they prefer a light meal. We also provide a reception when the Bishop visits the Parish for baptism or any other time.

Occasionally, All Saints' hosts the Convocation, which is a meeting of the other priests in our area and Nancy will ask me to host a luncheon or a Continental Breakfast, whichever is appropriate for their meeting. There are other events that might come up during the year that fall under the Hospitality Committee, but they all have something to do with welcoming people to All Saints', which I know you all would be fabulous doing! Contact me to find out more.

**Pam Collier**

## Newcomers

The Newcomers ministry goal is to support the welcoming culture and practices that we have at All Saints'. We received 42 Connect Cards from families/individuals in 2023. Many came because of first viewing our live-streaming services thanks to David Baxter and his team and are now members of All Saints'. The Newcomers committee met monthly on Zoom to make sure all visitors were contacted via calls, texts, and/or email. Our two "Meet and Greets" were a great success with many newcomers and ministry leaders in attendance. If you are interested in becoming a member of the Newcomers committee please contact Karen Robinson at [krobinson0982@gmail.com](mailto:krobinson0982@gmail.com) or Alice Smith at [alicefaisonsmith@gmail.com](mailto:alicefaisonsmith@gmail.com).

**Karen Robinson**

*Coordinator of the Newcomers Ministry*

## Foyer Groups

Seven different foyer groups, ranging in number from 7-10, met in 2023. It was a great way to get to know each other on a more personal level. Keep an eye out for our next foyer group sign up! We encourage more parishioners to try this fun opportunity. New members are especially encouraged!

**Alice Baxter**

## Koinonia

After 19 presentations that began in February 2022, we wrapped up our Koinonia process with several discernment meetings with the many ASEC ministry groups.

During these meetings we asked, “Where do you think God is calling All Saints’ to serve our Cabarrus County community?” From these meetings, we narrowed down our focus to three organizations – AYA House, the Academic Learning Center, and CCM Senior Housing food distribution. In June, a representative from each non-profit group presented how ASEC could partner with them. After polling and surveys, the decision was made to support all three!

### **AYA House Volunteers**

Saturday mornings find All Saints' AYA House volunteers heading to join the women residents, the House Manager, and the Re-entry Specialist at their home in Kannapolis. Our four volunteers alternate Saturdays for two hours in teams of two as we share time getting to know each other and building relationships. Soon, a Wednesday afternoon time will be an option. As the women work at re-entry with classes at RCCC, new jobs, counseling, and learning life after addiction, incarceration, or homelessness, All Saints' volunteers offer our presence along with cooking, baking, wreath making, board games, walking, and gardening. In January, the women will be moving to a new home in Concord. If you are interested in knowing more or in joining the group, please call Alice Baxter, Ruth Bratton, Nicole Thompson, or Kathy Thompson. Phone numbers can be found in Realm.

### **The Academic Learning Center and Fred L. Wilson has begun!**

Twelve All Saints' volunteers are part of the “Hero in Me” program mentoring 21 first and second graders on Tuesdays, Wednesdays, and Thursdays at Fred L. Wilson Elementary in Kannapolis. The first session was October 3-November 16. Our focus is on reading. We read aloud a variety of books and support our students as they develop reading and comprehension skills. We're also establishing positive relationships to encourage and reinforce focus, attention, perseverance, tenacity, flexibility, and empathy. Our second session will begin in mid-January and will wrap up in April. To learn more about the “Hero in Me” program and how to become a mentor, please contact Nancy Foskey or Karen Robinson. Contact info can be found in Realm.

### **CCM Senior Housing Food Delivery**

At this time we are waiting for CCM to initiate the program. While they aim to satisfy many state and federal guidelines we will pause and hopefully begin in the new year!

## Prayer Chain Ministry

Prayer 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.

Members of the prayer chain are dedicated to lifting up the needs of our parishioners, their loved ones, friends, and neighbors. Some of our prayer targets include loved ones who are seriously or terminally ill, parents concerned about a child's worrisome behavior, or a need for guidance in making an important decision. We pray for those who have lost a loved one, or are caring for a child with serious physical or emotional illness. And we continually pray for national and world situations: wars, tensions and violence between ethnic or religious groups, concerns about the accelerating global warming that threatens all of creation. 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. Sometimes the biggest challenge is to remember that, even in the face of events and appearances to the contrary, our prayers are powerful. We know that prayer changes things and changes people, including ourselves.

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 giving baskets, and the submission form on the church website. And those who request prayers often provide updates on the person or situation they brought to us for prayer. Even when the outcome is not what they hoped for, they know that God is still with them, and with all who are touched by it, and God's love never fails.

The Prayer Chain 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 Report: Senior Adult Ministries

Dear friends and members of All Saints Episcopal Church,

2023 has been an encouraging year for Senior Adult Ministries. OWLS gatherings have grown in attendance. Morning Prayer Services at local nursing homes have returned to pre-Covid era frequency and attendance. Our Church's music ministry, prayer shawl ministry (Stiches from the Saints), and youth ministry have become increasingly involved in our nursing home outreach ministry.

- OWLS Meetings "Older and Wiser Laity" have continued as a hybrid of virtual Zoom meetings alternating with in-person meetings in the Parish Hall for lunch, prayer, fellowship and Church news updates from Rev. Nancy. Owls Meetings are generally held twice a month on the second Thursday at noon (in-person gathering) and the fourth Thursday at noon (Zoom meeting). Attendance for in-person gatherings has been excellent this year, reaching pre-Covid levels.
- We are holding two Morning Prayer Services each month at Morningside and Accordius (Curis Concord Nursing and Rehabilitation Center). They are well attended with enthusiastic participation from residents and devoted cooperation from committed Activity Directors. I am blessed that other members of our Parish have offered their time and talent to enhancing this ministry. Gary Kovar and his guitar, Charles McKinley, Tom Lowe, our deacon intern, Barbara Stavitsky, and guest appearances from other members of our choir bring music, love and joy to our events.
- We continue to offer In-Room communion visits to residents of Morningside and Accordius. We average 50 in-room communions each month at both facilities.
- In November and December parishioners generously assembled and donated 90 personal care item Christmas gift bags for the residents Accordius, which made Christmas a joy for residents. Thanks to all who generously put together bags as well as Fran Burkett and Charles McKinley who helped to transport the bags.
- We have worked closely with Jan Millar and her Stiches from the Saints team and provided 40 prayer shawls to nursing home residents over the course of the year. Residents were thrilled to receive their shawls. Some have hung them on the walls at the foot of their beds so they can always see them.

- I am grateful for Tiffany Fulton, Gary Kovar and our wonderful Youth who on December 10 shared holiday cheer with our neighbors at Accordius by caroling for them and offering them beautiful handmade Christmas cards.

As the year has progressed, I have been humbled and delighted by the number of parishioners who have shared their time and talent in bringing the good news of God's love to the older members of our Parish and our community. I thank God for all who have participated in this ministry and look forward to its continued growth and effectiveness in the new year.

Grace and Peace,  
**Vern Cahoon**

## Meal Ministry

The All Saints' Meal Ministry provides a loving and compassionate service to parishioners who are ill or recovering after hospitalization and/or surgery. We set up a brief schedule of dinner deliveries for the parishioners who need a little assistance. We are always looking for new ministry members. The flexible nature of this ministry makes it easy to participate. Volunteers simply become part of a group email list. Email messages go out with a schedule of dates when a parishioner needs meals. Volunteers select a date if they are available in that time period. If they are unavailable, they just do not sign up for a meal slot and help when a different schedule opens in the future.

Results: In 2023, the ministry provided 111 meals to 10 households.

One challenge this past year was gathering all the details required for the meal schedules. If you know someone who is recuperating and who definitely would like to receive a few meals, I can call the person and ask a few questions to set up a meal schedule if someone alerts me to the need. Or, if someone is talking to or visiting the parishioner, that person could gather the information we would need for the schedule and send it to me:

- WHO: Parishioner's name
- WHERE: Current address
- HOW: Best phone number for people to call and arrange a drop-off time (the number should be for someone who can answer the phone, and sometimes the recipient is not well enough to keep up with communications). Does the person prefer call or text?

- **WHEN:** When will the recipient be home from the hospital and be ready to eat meals (at least 48 hours notice appreciated)? Typically, the ministry provides meals every two or three days for a week or two. If friends and neighbors are volunteering meals when the person first comes home, then maybe the ministry could step in after the first rush of attention.
- **WHAT:** Dietary restrictions (such as low sodium and certainly any allergies)?
- **HOW MANY:** Number of people to prepare the meals for (if family members are helping out and will be around at dinner time, include them in the count).

The second challenge is that we always need additional volunteers as we never know who will be available when a need arises. I could use back-up help if I am unavailable to set up schedules. We would like to designate a “follow-up person” who would contact parishioners who have been receiving meals to see whether they have too many casseroles piling up or if they need an extra day or two added. Please contact me if you would like to join our merry band.

There is so much hope and joy that our small ministry is doing “a small, good thing” (Raymond Carver) with something as simple and practical as providing nourishment to those who need to heal. I am so thankful for our terrific group of volunteers and their many kindnesses. I especially appreciate Heather Griswold for being willing to help when I am out of town and Fran Burkett for alerting me to needs and helping me track down contact information. I so value everyone who helps, and we have some “regulars” who are incredibly dependable and add a note of consistency to our practice.

Gratefully submitted,

**Liz Rogers**

*Meal Ministry coordinator*

[elizabth.rogers@icloud.com](mailto:elizabth.rogers@icloud.com), 704-701-6028

## Tellers & Counters

We are a relatively small group of volunteers, with the function of ensuring that church funds collected during services are properly controlled and accounted for until office staff are available during the week to record and process the funds. Tellers and Counters perform their services after the 11:10 AM Sunday Service.

During 2023, All Saints' transitioned to a new database known as REALM and it became evident that some changes would be beneficial to allow for a smoother process to handle funds collected from Sunday services. With the guidance of the church's Treasurer, the team developed new, streamlined processes to complete their Sunday functions, which also assists the church's Finance Administrator in her duties. These procedures were approved by the Vestry during 2023. Happily, the new procedures had a secondary benefit of shortening the time required to handle funds collected on Sundays from about one hour to only 20 to 30 minutes.

Each Sunday our team consists of a Counter and a Teller. Tellers typically work one Sunday each month while the Counters work each Sunday during a given month. This rotation ensures that the same Counter and Teller do not work as a pair on a frequent basis, allowing for better controls. The team currently consists of 4 Counters (who count the cash collected from the collection plates) and 4 Tellers (who document funds collected and perform as the verifier of funds tallied by the counter). The Teller should have some basic computer skills. In addition, we currently have 3 alternate counters who can fill in for other counters on an as needed basis for a specific day. We currently do need an alternate Teller who would fill in on an as needed basis for a Teller for a specific day. In addition, the alternate Teller would work the 5th Sunday of the month as they occur (4 times a year). We therefore are actively looking for alternate Tellers and Counters. Any needed training will be provided. If you think that this might be of interest to you or if you would like additional information, please contact the undersigned as listed below.

### **Bob Black**

704-467-0066 (cell)

Bobb6228@gmail.com

# Outreach

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Serving with community outreach at All Saints' always brings me hope and 2023 was no exception. All Saints' continued to engage with our community in meaningful ways through gifts of our time and talent as well as direct financial support.

For the third year, volunteers from All Saints' delivered fresh produce from Barbee Farms to Cooperative Christian Ministry's food bank – in 2023 a record 17,400 pounds! We had two successful food drives, resulting in donations of 2,500 pounds of food including 40 Christmas hams. We continued to serve hundreds of meals at the Salvation Army Center of Hope. We delivered food backpacks to our partner school, Forest Park Elementary, for children from food insecure homes. We also donated school uniforms to Forest Park's clothes closet for children in need of uniforms. We provided snacks and take-home food for Camp Wonder, a Kannapolis City Schools summer day camp for at-risk children. We donated backpacks for children in foster care and generously supported the Toys for Tots campaign. We donated coats to the Cabarrus Partnership for Children. We filled up blessing bags for the residents of Accordius Nursing home, and the church youth sang Christmas carols there.

Despite budget constraints, All Saints' continued to make direct financial contributions to:

- Community Free Clinic
- Cooperative Christian Ministry
- CVAN
- Early Childhood Foundation of Cabarrus County
- Habitat for Humanity
- Meals on Wheels
- Salvation Army Center of Hope

Through the efforts of the Koinonia project, outreach expanded in 2023 to include tutoring by All Saints' volunteers at Fred L. Wilson Elementary School in Kannapolis and mentoring at Aya House. 2024 will give us even greater opportunities to serve and love our community.

## Night Shelter Ministry

Dear Friends of All Saints,

Christ reminds us that whatever we might do for the least of our brothers and sisters we do it for Him as well. As I take time to write this report, I am filled with gratitude for all the people who volunteer to prepare meals and serve those who are less fortunate than we are at the Night Shelter in downtown Concord. For they truly are serving God, and it must make Him incredibly happy.

This year brought some substantial changes for the Night Shelter Ministry. The homeless shelter located in downtown Concord moved to a new, adjacent, beautifully designed home. With this move more homeless guests can be cared for along with better facilities for families. More guests meant more meals. Yet, each night couples, individuals, the youth group, small groups, ministries, our vestry, friends, and families shared their love for those less fortunate by preparing and cooking amazingly delicious dinners and served over 40 guests at the Center of Hope Night Shelter each night, during the two separate weeks of service this year. That is 560 meals total in 2023 and up 140 from 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.

Many may not know the history of the homeless shelter in Concord and that the very first shelter to offer a meal and a place to sleep was started in our parish hall decades ago. So, we found it only fitting and perhaps not coincidental that All Saints’ served this summer during the week of transition, welcoming the guests from the old facility into their new home.

Our repeated challenge of this ministry is in finding people and groups to fill each night of service during our week in both the summer and late fall without always relying on our repeat volunteers. But challenges can be opportunities. This past year we saw our experienced volunteers inviting new members to join them and an opportunity to grow the number of volunteers in the future. An additional challenge/opportunity this year will be to find new leadership for this ministry. Shelley and I will be moving from Concord in the summer of 2024. Although I will deeply miss the privilege of serving in this ministry, this is a wonderful opportunity for new vision and growth for All Saints’ in the relationship we have with the Center of Hope and all those that they serve. I will

be actively involved in the transition to new leadership and will help guide our next volunteer week this summer.

Like many of our ministries at All Saints' it is not the leadership but the love, support and commitment of all of you that make it a success and without which this ministry would not exist.

With gratitude and service,

**Jim Williams**

## After Dark @ All Saints'

We are hopeful that you will sign up for a class during our annual event for several reasons:

1. You learn something!
2. You can bring a friend or neighbor.
3. You will meet other church members who attend a different service.
4. You help raise funds for our Outreach Fund, and we will be able to help more people.

The After Dark event requires the effort of many people. The presenters must be recruited and contacted regularly to ensure that we are still on their schedule. The brochures must be written, edited, and designed in an attractive style. The tickets must be sold and money collected. The rooms must be set-up and the presentation computer must be hooked up. The kitchen must be cleaned and restaged for the preschool the next day. The rooms must be put back in order. All this is challenging and time consuming and requires the effort of many people.

This year the committee consists of Debby Smith, the lead and hardest worker, Alice Smith, the side-kick, and Fran Burkett, the helper. We are hopeful that you will want to be a part of our team next year.

## Tour de Saints

Good People of All Saints,

The 2023 Tour de Saints was once again a great success, with over \$14,700 sent to Cooperative Christian Ministry!

Many thanks to the volunteers who helped in all aspects of this year's event, ranging from route safety and rest stop hosts, day of registration and starting line setup, to the wonderful snacks and homemade lunch served at the finish line.

We continue to be challenged with finding a Presenting Sponsor to underwrite the cost of putting on this event, (T-shirts and food), but our regular sponsorships have grown in both count and amount. We are continually blessed with fantastic volunteers, many of whom have covered the same duties for over 10 years.

Our reputation for hosting one of the best supported and best-fed charity rides in the Carolinas remains strong in the cycling community. Thanks to everyone who works so hard to make this event fun and memorable.

**Ragan Kearns**

## Wesbury Affordable Housing

The Wesbury Plaza and Wesbury Apartments are subsidized living facilities for low-income seniors which were built through a partnership of First Presbyterian, Central United Methodist, and All Saints' Episcopal Churches. The Board of Directors, which is composed of members of our three churches, meets quarterly to hear from our management company and to review the finances. We are very proud of our management team and the excellent staff they employ on our behalf.

If you are interested in learning more, or in becoming a Board member, please contact Tom Dillard, Ruth Bratton, Dick Whitfield, Al Benshoff or Charles McKinley, the current chairperson.

# Racial Equity Ministry

In September 2017, All Saints' took the lead in organizing five other churches in our community to form Racial Equity Cabarrus (REC). We support this social justice ministry by hosting Deconstructing Racism Workshops in the Parish Hall and providing leadership to the organization.

Racial Equity Cabarrus is a multiracial, volunteer-driven, county-wide organization. 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 2023, 56 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 of REC, have endorsed the church's support for REC's work, and they have pursued other paths to learn about racial equity and racial justice.

In past years, 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. During this year, Chuck Collier facilitated a nine-session study on Confronting Whiteness. During the Adult Christian Education hour at 10 AM, we studied *The Color of Compromise: The Truth About the American Church's Complicity in Racism* by Jemar Tisby over six sessions. REC provided four Deconstructing Racism Workshops that were hosted by All Saints' and Grace Lutheran Church. We plan to have several workshops in 2024 with attendees from All Saints', First Presbyterian Church and Central United Methodist Church. For additional information on Racial Equity and Racial Justice, contact Chuck Collier. [cwcollierjr@gmail.com](mailto:cwcollierjr@gmail.com)

# Red Cross Blood Drives

In 2023, All Saints' hosted six blood drives that collected 195 units from 186 donors. Members of the congregation provided a core of those donors, as well as helping set up the parish hall for the drives and resetting the area. To date, drives have collected 1,988 units from 1,979 donors. Members of the community coming to the drives are uniformly complimentary of our facility. Due to the number of drives and the high number of units collected, All Saints' has been designated a Premier Blood Partner.

**Martin Ericson**

*Blood Program Leader*

### 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. Generally, it supports the Assistance Fund. This ministry was needed to help the Assistance Fund in May of this year when \$4,500.00 was transferred there to meet current and anticipated needs. During the year funding came via the vestry which has directed that 10% of undesignated bequests to the Church be placed here. The balance at the end of 2022 was \$9,345 and at the end of November 2023 it was \$9,463. This is 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, Senior Warden and an “at large” member named by the Rector from time to time.

**Joseph C. Hunter**

*Acting Secretary*

### Lockhart Child Development Center

- Lockhart Child Development Center graduated its first class of NC Pre-K in May of 2023. LCDC currently serves 9 students in the NC Pre-K program, which is our maximum. NC Pre-K funds the cost of care for qualified families. This was our first graduating class!
- Lockhart Child Development Center has maintained a 5-star rating throughout 2023 ensuring a consistent program evaluation, teacher education, and quality of the program.
- Toward the end of 2023 we hired staff to become fully staffed with at minimum 2 teachers in each classroom, support staff, a full-time cook, and leadership team. Our teaching staff consists of 1 teacher with a master's degree, 2 teachers with bachelor's degrees, 4 teachers with associate's degrees, and 3 teachers with early childhood credentials. We have 3 of 10 teachers enrolled in school right now who will complete their Associates or Bachelor's degrees in May 2024. We also have a great set of volunteers who have helped out when staff have needed time off. A special shout out to Alice Smith, who has been volunteering for LCDC between 20 and 40 hours a week.
- We hosted many special events and activities this year. For example, we invited all families and children for a “Thankful For You” lunch in November 2023. In December, the children at LCDC were visited by the Grinch and Santa Claus in December 2023.

# Building & Grounds

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## Building Maintenance

All Saints' Church is blessed with a wonderful facility and campus. Maintaining the buildings is necessary to protect our investment and to continue to have a beautiful and safe place for worship and fellowship.

Portions of the building have reached 50 years in age. The more recent major expansion where the parish hall and kitchen were added is now 15 years old. The church is a large and complicated structure. Several years ago, the church invested in the professional preparation of a long-term maintenance plan. That plan is currently being updated by Tom Holder with help from Len Witke and John Erickson. We anticipate completion of the update in 2024. One of the things the plan does is identify key maintenance steps needed to protect our mechanical equipment. The plan also documents the dates of installation and the estimated useful life of our mechanical equipment, roofing, plumbing, and electrical systems so that we may budget for replacement and/or repair costs. Following the plan, we can schedule outside professionals when needed to provide maintenance at the proper time.

Work that involves outside contractors many times requires a non-staff and knowledgeable person from our parish to oversee the work to make sure the work is completed properly and to approve payment.

To get a feel for the scope of the work involved in maintenance, consider that the education wing alone has 100 fluorescent light fixtures, each requiring 4 bulbs. That's 400 fluorescent bulbs! When the bulbs burn out, the old bulbs are hazardous waste and have to be disposed of properly. The city does not accept hazardous waste from churches and businesses, so the church has to pay a private company to handle that waste. The church has 10 roof-top HVAC systems that need new filters at least twice a year as well as other periodic service work. We now have approximately 20 thousand square feet of roof area, some covered by shingles and some covered by membranes. Much of our roofing is reaching its anticipated lifespan.

The following is a partial list of the maintenance and repair work that was completed by church members or outside contractors during 2023:

- Replaced the shingles and repaired the roof of the bell tower.
- Removed the rotting “popsicle sticks” from the shelter and repaired the damage to the ends of the support beams.
- Painted the shelter framing.
- Installed new shingles on the shelter roof.
- Painted the exterior doors and window trim at the parish hall and kitchen addition.
- Re-wired several light fixtures in the education wing classrooms to accommodate energy efficient and long lasting LED bulbs.
- Re-wired a portion of the exterior flood lights outside the exit doors to the parish hall and kitchen area and installed energy efficient LED bulbs.
- Installed electric hand dryers in the men and women's restrooms and the restroom in the basement.
- Built and installed a new wood platform for the altar in the parish hall.
- Painted the office entrance foyer, hallway, and administrator’s office.
- Provided roof repairs as needed due to leaks.
- Replaced a heat exchanger in one of the the rooftop HVAC systems that services the education wing.
- Re-wired the recessed lighting fixtures in the welcome center and installed LED long lasting and energy efficient LED bulbs.
- Cleaned out the trench drains and catch basins in the parking lot that become clogged with leaves.
- Had the kitchen grease trap serviced and pumped.
- Performed yearly maintenance on our tankless water heaters.
- Repaired and upgraded the security system damaged by lightning and installed additional door sensors in the education wing.

The following projects have been identified for completion in 2024 in addition to the regular mechanical equipment maintenance:

- Repair the bottom of the shelter support columns that have been water damaged.
- Install caulking between the sidewalk and the church building on the loading dock side of the kitchen and parish hall.
- Continue to re-wire the exterior lights and install energy efficient LED bulbs.
- Replace the batteries in the 12 exterior emergency lights outside of the kitchen, education wing, and parish hall exit doors.

- Provide for erosion control measures at the access road between the rear parking lot and the garden area.
- Continue to systematically upgrade lighting with LED bulbs throughout the interior of the church.
- Replace the pump in the basement toilet with a larger and more powerful pump.
- Paint the basement entrance foyer and the doors to the community room, bathroom, and EYC room.
- Paint a portion of the walls in the parish hall.
- Paint the shed doors.
- We hope to get started on re-paving parking lots.

Parish members who are comfortable handling their own household repairs and would like to be involved in church maintenance, please contact John Erickson at [jaerickson50@gmail.com](mailto:jaerickson50@gmail.com).

## The Gardens of All Saints'

Throughout 2023 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 2023, there were 500 volunteer hours contributed to the Gardens ministry.

These NEW projects were completed in 2023:

- Relocated 2 Japanese maple trees in the Michael McCarthy Memorial garden
- 100+ daffodil bulbs bloomed in February which our youth planted in late 2022.
- Installed and irrigated 7 blueberry shrubs around the learning circle
- Reworked the irrigation lines to better water the Path Gardens
- Repaired 80+ irrigation line leaks caused by squirrels
- Morgan Well replaced our well pump which burned out (covered under warranty)
- Grew 3 cover crops in the vegetable garden: mustard, soybeans, and crimson clover
- Pick your own edamame experience was enjoyed by youth of all ages
- Conducted the first community tour of the Native Plant Demonstration Garden
- Removed 10 trees from parking lot islands for the future parking lot repaving
- Grew 4 different types of garlic bulbs and shared with the parish
- Designed, planned, and installed 33 native plants in a new garden space
- Planted and irrigated 6 types of garlic in the vegetable garden for harvest in 2024

Here are other accomplishments during 2023:

- Management and maintenance of trees/shrubs/garden beds on our 9 acre campus
- Refreshed the soil in the kitchen garden raised beds and planted new herbs
- 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.
- Mulch spreading and weed/irrigation management for all garden areas
- Provided greens for the Advent wreaths

Members of the Gardens Team enjoy working together in our garden spaces at church. We nurture friendships while working to sustainably grow our small corner of Creation. All are welcome in the gardens.

## Creation Care

God calls us to be stewards of Creation. The problem is too big for any individual, but we can all “think globally, and 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 2023:

- With Don Foskey’s leadership our team delivered 17,400 pounds of culled fresh vegetables from Barbee Farms to CCM’s food bank. Food waste buried in landfills produces methane gas which, as a greenhouse gas, is worse than carbon dioxide.
- Shared our Creation Care work and gardens with leaders from Christ Church in Charlotte
- Started a new battery recycling program for our parish
- For the 5th year All Saints’ in partnership with the City of Concord, Carolina Power Partners, the Cabarrus Extension Master Gardener volunteers, and the Arbor Day Foundation’s Energy-Saving Trees program gave away 300 free trees. The event was successful and the feedback from our participants was excellent. A dedicated team of 21 volunteers made the event a reality. Here are the 20-year projected cumulative outcomes for the 1283 trees we have given away to date:
  - 1,283 homeowners engaged
  - 9,208 pounds of air pollutants absorbed
  - 2.78 million kW hours energy saved
  - 4.8 million pounds of carbon sequestered
  - 21.5 million gallons of stormwater filtered

Respectfully submitted,

**Mark D. Robinson**

[mrobinson0982@gmail.com](mailto:mrobinson0982@gmail.com)

# Finance Committee Report

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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 2023, 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 the parishioners of All Saints', the Diocese of North Carolina and others that the church's financial affairs are in good order. Additionally, the committee seeks to assure 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.

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 2023, 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.

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

1. Running a deficit budget in the general fund and planning for 2024 deficit funding.
2. We were frustrated by a delay in repaving the parking lot.
3. The receipt of pledged income was very inconsistent during the first ten months of the year and we ran higher than expected shortfalls compared to the budget (see #4 below). However, the December month brought a significant improvement to the picture, and we ended the year in a better-than-expected situation.
4. Because of the situation described above we took the precautionary procedure of transferring “reserve” cash from the Uhwarrie account in order to bolster the General cash account. The perceived shortage did not materialize and the funds remain available for transfer back to the Uhwarrie bank account.
5. Numerous and in some cases, expensive repair and maintenance costs incurred in keeping the facilities in good order.

What brought you hope in this ministry during the year?

1. The introduction of the Realm accounting system with very limited impact on our financial reporting. In addition, the transfer of records from the disbanded ACS accounting package was successfully completed by the end of February 2023.
2. The revision of the policy that cover all the activities followed by the volunteer tellers and counters.
3. A very engaged and informative finance committee that met regularly and with great purpose.
4. The continued employment of a contracted Finance manager, who understands the Church activities and has the necessary accounting skills to perform those tasks in an efficient manner.
5. Very expansive activities in partially restricted funds of the Church (Suspense accounts) and receipts of various donations and legacy-giving which funded projects for the Church.
6. An increase in invested funds at DFMS. Returns on our investments were lower than expected in the first part of the year but improved significantly in the last quarter of 2023. These funds remain a very important part of the Church’s finances over the long term.
7. Another very successful Tour de Saints (Ragan Kearns).
8. Successful audits for the Church and LCDC which resulted in a reduction of audit costs for the Church.

**Victor Clark**

*Church Treasurer*

**Tom Dillard**

*Finance Committee Chairman*

## Annual Giving Campaign

The Annual Campaign Committee was comprised of Martin Ericson, Chuck Collier, Fran Burkett, Andrea Holdren, Gary Kovar, Jack Smith and Randy Brantley. The committee chose the theme, “All That We Have Comes from God,” based on 1 Chronicles 29:14 (NIV), which reads, “But who am I, and who are my people, that we should be able to give as generously as this? Everything comes from you, and we have given you only what comes from your hand.” The scripture passage is the basis for the confession that All Saints’ members and guests recite each Sunday as the offering plates are returned to the Lord’s table. The campaign theme encouraged reflection on how God’s gifts to us – health, family, skills, material possessions are but a few examples – inform our decisions around generosity, especially returning a portion of our treasure to God in the form of financial support of Christ’s church.

The campaign kicked off on September 10 with a breakfast “Gratitude Gathering” during the 10 AM hour, during which the campaign theme was introduced. Martin Ericson and Ruth Brown prepared a slide show featuring photographs of the many ways in which All Saints’ ministers to the larger community and its members. Katie and Nate Ernst, parents of five children, offered words of gratitude for All Saints’ youth and family ministries. Ragan Kearns expressed thanks to volunteers and shared results from the latest Tour de Saints bike ride, which raised significant proceeds to support Cooperative Christian Ministry.

The campaign committee followed several past practices to promote the campaign. Chuck Collier enlisted All Saints’ members to share a “gratitude and generosity” reflection during announcements on Sunday. Chuck himself published an article in the *Weekly Word* newsletter on ways in which All Saints’ practices good fiscal responsibility. Martin Ericson collaborated with church staff and committee members to mail a campaign appeal from Senior Warden Fran Burkett to all members and regular guests, which was followed by a campaign packet that included individual-specific estimate of giving cards. After conferring with All Saints’ Treasurer Vic Clark, the committee challenged everyone to increase total giving by 20 percent over prior year. The goal remains to support reasonable financial planning increases while eliminating the gap between expenses and revenue.

On All Saints’ Sunday, November 5, Reverend Nancy Cox invited members and regular guests to place their estimate of giving cards on the Lord’s table. This practice is an important reminder that our financial gifts are symbols of gratitude toward God as both individuals and a community of faith. Reverend Nancy reminded everyone that an

estimate of giving is not a contract but, instead, is a good faith estimate of giving. Over the course of the year, some people may need to adjust their giving upward or downward based on individual circumstances.

The campaign committee continued to encourage everyone, through newsletter articles, social media, and Sunday morning announcements, to return their estimate of giving cards. The timely return of estimate of giving cards helps All Saints' Finance Committee complete the financial plan prior to the annual meeting scheduled for January 28. Campaign committee members made phone calls and sent text reminders to those who had not responded by early January. Senior Warden Fran Burkett enlisted vestry members to write thank you notes to everyone who provided an estimate of giving.

A number of respondents indicated that they would like information on including All Saints' in their estate plans. Chuck Collier and Fran Burkett have organized a gift planning seminar for February 6 at 6 PM at the church. Local attorneys and accountants will offer perspectives on gift planning as part of estate planning. The seminar will be preceded by a light soup and cheese supper. All attendees are encouraged to come with questions for our guest speakers.

The campaign committee is deeply grateful to everyone who responded to this year's annual campaign appeal. A special thanks is extended to Ruth Brown, Stephanie Trosper, Tiffanie Harper, and all the volunteers who helped with this year's campaign. While the gap between revenue and expenses was not eliminated, the church did increase giving year over year (see Finance Committee report and 2024 financial plan). Much work remains to be done, but All Saints' is making progress. Eliminating the gap will be vitally important going forward. May we all continue to support the growth that is taking place at All Saints' and be motivated to give generously throughout the year in gratitude for God's many blessings on our church – for "all that we have comes from God."



# Financial Account **Reports**

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# 2023

## GENERAL OPERATING ACCOUNT REPORT – 2023

### INCOME COMPARISON

<b>2022 Actual</b>		<b>2023 Budget</b>	<b>2023 Actual</b>	<b>2023 Variance</b>
533,254	Total Congregation support	568,007	580,848	12,841
22,182	General & Designated Gifts	32,500	17,426	(15,074)
64,630	Trust & Investment income	60,300	66,362	6,062
9,500	Funds for Outreach/Other	0	360	360
43,131	Rental Income – LCDC	46,254	45,201	(1,053)
2,150	Other Rental income	2,200	3,845	1,645
51,385	LCDC Payroll recovery	0	0	0
<b>\$726,232</b>	<b>Totals</b>	<b>\$709,261</b>	<b>\$714,042</b>	<b>\$4,782</b>

## GENERAL OPERATING ACCOUNT – 2023

### EXPENSE COMPARISON

<b>2022 Actual</b>		<b>2023 Budget</b>	<b>2023 Actual</b>	<b>2023 Variance</b>
392,982	Payroll, Inc. benefits & taxes	444,763	447,694	2,931
104,224	Property Maintenance	112,600	115,033	2,433
84,595	Administrative Costs	72,900	69,726	(3,174)
65,932	Diocesan Assessments	64,923	64,923	0
35,849	Church activities & programs	39,092	45,230	6,138
9,635	Outreach support	0	0	0
7,697	Music program	9,900	9,969	69
1,500	Seminary support	2 ,004	2,500	496
51,385	LCDC Exec payroll costs	0	0	0
<b>\$753,799</b>	<b>Total Expenses</b>	<b>\$746,182</b>	<b>\$755,074</b>	<b>\$8,892</b>
<b>\$(27,567)</b>	<b>Net Income less Expenses for 2022/23</b>	<b>\$(36,921)</b>	<b>\$(41,033)</b>	<b>\$4,112</b>

## Partially and Temporarily Restricted Funds, 2023

*(Suspense Accounts)*

Summarized Amounts (\$3,000 or more)	Received	Expensed	Balance 12/31
Cannon Grant (For Parking lot) <sup>1</sup>	50,000	6,753	83,247
Altar Flowers/Greenery	2,843	5,646	2,099
Benevolence Fund	4,609	4,500	9,464
Andrea Holding Estate	1,499	8,140	29,390
From Special Projects	10,023	18,548	6,917
Tour de Saints <sup>2</sup>	18,696	20,144	(51)
Capital Campaign, 2018	785	4,500	\$1,834
Building Reserve Investment Fund <sup>3</sup>	101,923	101,923	0
Other Designated Gifts	9,407	3,845	5,562
After Dark at All Saints	5,440	528	4,912
EYC	5,554	4,211	8,309
Capital Reserve	7,987	20,475	14,856
Miscellaneous Fund <sup>4</sup>	3,478	20,132	18,070
Other Sources	11,226	13,976	25,779
<b>TOTAL</b>	<b>\$233,470</b>	<b>\$233,321</b>	<b>\$210,388</b>

### Notes to the above:

1. \$6,753 expensed on survey and tree removal.
2. Paid \$14,774 to CCM in 2023.
3. Received from Donor and transferred to DFMS and Pledged income.
4. \$18,723 paid out to (retired) Toshiba copier lease. (zero cash affect)

## Partially and Restricted Funds Summary

	<u>Amount</u>
Balance on hand 12/31/2022	210,239
Inflow of funds, 2023	233,470
Funds expended, 2023	(233,321)
<b>Balance available 12/31/2023</b>	<b>\$210,388</b>

## BANK & INVESTMENT ACCOUNTS

*Ledger Balances as of December 31, 2023*

<b><u>12/31/2022</u></b>	<b><u>Account Description</u></b>	<b><u>12/31/2023</u></b>
131,348	General Operating Account	136,905
212,150	Suspense Account	214,265
201,062	Uwharrie Bank <sup>1</sup>	152,195
4,224	Memorial Account	4,890
13,546	Columbarium Account	30,484
1,567	Assistance Account	3,862
152,807	DFMS Investment – All Saints'	155,606*
40,028	DFMS Investment – Garden of All Saints' Endowment	41,807*
60,995	DFMS Investment – The Columbarium Endowment	64,631*
602,505	DFMS Investment – Legacy (prev. HTW Estates)	613,542*
158,889	DFMS Investment – Hillbish Trust	252,964*
<b>\$1,579,121</b>		<b>\$1,671,151</b>

\* Balances at 09/30/2023

**Note:**

1. *Transfer from Uwharrie account to General fund of \$50,000 in November 2023.*

Note: DFMS (Domestic and Foreign Missionary Society of the Episcopal Church USA) accounts carry varying forms of restrictions on usage, as outlined in the policy and procedures for All Saints' Episcopal Church.

## TRUST FUNDS

### Trusts Consists of:

#### **A. B. Palmer Trust (2023 balance as at 09/30/2023)**

2023	2022	2021	2020	2019
\$126,532	\$122,681	\$152,987	\$142,308	\$134,740

#### **JOHN AND CINDY BARNHARDT TRUST**

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

Dividends are received in March, each year.

#### **ANDREA HOLDING ADMINISTRATIVE TRUST (Closed, November 7, 2023)**

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

Additional amounts of \$43,622 were received in 2022 and \$1,499 in 2023. These funds are designated for use in the Suspense account for capital projects.

## ANALYSIS OF CAPITAL CAMPAIGN

### 2018 Capital Campaign Summary

	Spec Donor	Other Donors	Other Spec Donors	Grant & Int	TOTAL
<b>Pledge Commitments Total</b>	<b>850,000</b>	<b>1,434,094</b>	<b>–</b>	<b>–</b>	<b>\$2,284,094</b>
Receipts at 12/31/2022	851,601	1,403,514	230,000	65,044	2,550,159
Receipts in 2023		785	–	–	785
<b>Total Receipts</b>	<b>851,601*</b>	<b>1,404,299*</b>	<b>230,000</b>	<b>65,044</b>	<b>2,550,944</b>

**\*Receipts of pledges of \$2,255,800 represents 98.8% of commitments**

(This excludes Special donor and Grant funds)

## OUTREACH 2023

**Outreach: Diocese of NC and Seminaries** **\$67,423**

<b><u>Additional Outreach</u></b>	<b><u>Amount</u></b>
From Benevolence (to A2S)	4,500
To Racial Equity (separate account)	85
From Special Projects (to Racial Equity)	4,000
From Special Projects (to UNC Charlotte – Whitfield Scholarship)	3,620
From Music Fund (to RAIN)	485
From Tour de Saints (to CCM)	14,774
From the Assistance Account <i>(see below)</i>	21,950
<b><u>Additional Outreach for 2023</u></b>	<b><u>\$49,414</u></b>

**TOTAL OUTREACH** **\$116,837**

*A few examples of the amounts disbursed from the Assistance Account are the following, which include giving from First Sundays (\*):*

Episcopal Relief (Tornado relief)*	\$2,720.00
Habitat for Humanity*	\$970.00
Meals on Wheels*	\$651.00
CVAN*	\$1,166.00
Maui Hawaii Fire relief*	\$2,312.00
Salvation Army*	\$733.61
Housing support (various individuals)	\$4,705.81

## FINANCIAL PLAN FOR MISSION AND MINISTRY 2024

### INCOME

2023 Actual		2024 Proposed Plan	2023 vs 2024 Variance
580,848	Congregation support	624,395	43,547
17,426	General & Designated Gifts	0	(17,426)
66,362	Trust & Investment income	68,200	1,838
45,201	Rental Income – LCDC	60,480	15,279
360	Other Income & outreach Funds	7,513	7,513
3,845	Other rental income	3,900	55
<b>\$714,042</b>	<b>TOTALS</b>	<b>\$764,488</b>	<b>50,805</b>

### EXPENSES

447,694	Payroll, inc. all benefits & taxes	468,800	21,106
115,033	Property maintenance	119,257	4,224
69,726	Administrative costs	71,342	1,616
64,923	Diocesan fair share	64,032	(891)
45,230	Church Activities & programs	52,269	7,039
9,969	Music program	9,750	(219)
0	Local Outreach	4,912	4,912
2,500	Seminaries support	2,000	(500)
<b>\$755,075</b>	<b>TOTAL EXPENSES</b>	<b>\$792,362</b>	<b>\$37,287</b>

<b>\$(41,033)</b>	<b>Receipts less Expenses for 2023/24</b>	<b>\$(27,874)</b>	<b>\$ 13,159</b>
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*Decreased shortfall for 2024 Budget  
compared to 2023 actual results*

## ADDITIONAL FINANCIAL NOTES

### 1. Plan for 2024 Calendar year:

- Planned Giving to be maintained and increased where possible.
- Maintenance of expenses to accord to budget
- Responsible spending.
- Offering Improved Church programs and community support.

### 2. Usage of PPP funds

- Received a total of \$116,404 in PPP funds which helped offset the church's financial operations during 2020/21 (during and after the COVID pandemic).
- PPP funds were fully expended. However, they created savings that the church has been carefully stewarding as follows:
  - Used \$15,690 of savings in 2021
  - Used an additional \$27,567 of savings in 2022
  - The balance of \$73,147 is available to support 2023 and 2024 cash usage.

**Your vestry and staff are committed to contain the usage of 2023 and 2024 PPP offset funds to achieve a zero cash affect over four years.**

## **TOTAL PARISHIONERS' PLEDGES | 2024 FINANCIAL PLAN**

As of 1/21/2024, we had received 132 pledge cards totaling \$581,555.

The comparative number at 01/20/2023 was 124 pledge cards for \$499,203.



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704-782-2024

[allsaintsconcord.org](http://allsaintsconcord.org)