

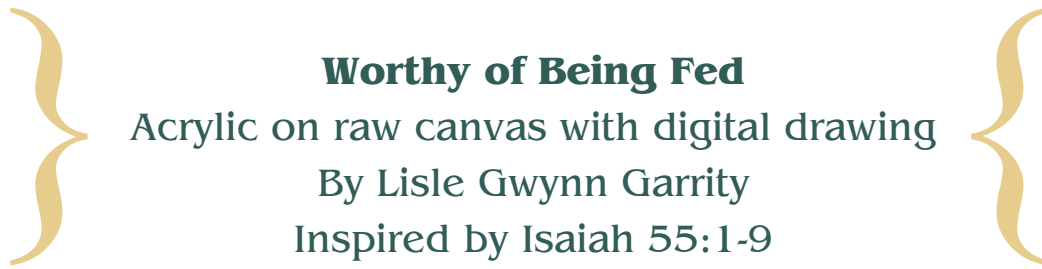


Lisle Gwynn Garrity | A Sanctified Art LLC | sanctifiedart.org

2024

Annual Report





Worthy of Being Fed
Acrylic on raw canvas with digital drawing
By Lisle Gwynn Garrity
Inspired by Isaiah 55:1-9

In my early 20s, in the midst of too many life transitions to navigate at once and a personal crisis that deeply unraveled me, I called an old family friend who happened to live in the new city I had just moved to. I don't remember what I said, exactly, but the friend instantly sensed that I needed more than just a phone conversation. She invited me to meet her at the park near her apartment. We went on a walk, and as the daylight waned, she said, "Would you like to stay for dinner?"

I'll never forget the way she warmed up homemade soup from her fridge and fixed me an arugula salad. She dressed it with olive oil and lemon juice, and to my surprise, added a pinch of salt and a shake of pepper. Like manna in my desert, that meal nourished me at a time when I did not think I was worthy of being fed.

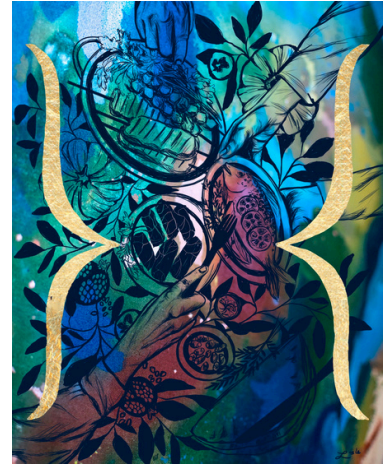
The prophet Isaiah brings a message of good news to the Israelites, though they have been in exile for so long that perhaps they've forgotten there is a story beyond scarcity. Through Isaiah, God invites them into an abundant life rich with food that is free and waters that satisfy.

In this image, a feast is savored and shared. The brackets, which look like doves flying inward, also form the shape of a vessel that is simultaneously upright and full and also upside down and poured out. We fill up so we can pour out – we can't give from an empty cup.

In this text, there is no doubt that God's expansive mercy is abundant. The only question – for the Jewish exiles and for us – is are you ready to be restored? Can you believe you are worthy of God's nourishing grace? Will you allow yourself to receive it?

Rev. Lisle Gwynn Garrity

2025 Annual Meeting



AGENDA | JANUARY 26, 2025 AT 10 AM

Call to Order – Kim Gordick, Clerk of the Vestry

Presentation of List of Canonical Members – Kim Gordick, Clerk of the Vestry

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

Approval of Minutes of Annual Meeting 1/28/24 – The Rev'd Nancy L.J. Cox

Report on Nominations – Martin Ericson, Senior Warden

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

Installation of 2025 Vestry – The Rev'd Nancy L. J. Cox

Financial Report – Vic Clark, Treasurer & Vestry/Stewardship Team

- Review of Fiscal Year 2024
- Presentation of Financial Plan for Mission and Ministry 2025

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

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

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

Adjournment – Kim Gordick, Clerk of the Vestry

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2024

Annual Meeting

MINUTES | JANUARY 28, 2024 AT 10 AM

Call to Order by Acting Clerk of the Vestry – Jan Millar

Presentation of Canonical Members – Nancy Cox-Rector

Motion to approve list of Canonical Members made by Tom Bennett, seconded by Nancy Hunter. Motion carries.

Report on Nominations – Fran Burkett introduced the nominees for vestry service. They are Jan Millar, Andrea Holdren. and Chuck Collier.

Motion to close nominations and elect the slate of candidates by acclamation made by Don Foskey, seconded by Courtney Steinberg. Motion passes.

Installation of 2024 Vestry – by Nancy Cox

Rev. Nancy announced that two openings remain on the Vestry, one three-year position and a one-year position, vacated by Tom Holder, who had to resign due to fulfillment of responsibilities at home. Anyone interested in Vestry Service should see Chuck Collier for a nomination form, which explains the vestry responsibilities. Randy Brantley will receive any completed nomination/application forms.

Financial Report – Vic Clark and the Vestry Budget Task Force

Vic referred to the income comparison between budget and actual income for 2023.

There was a \$4,782 variance, with actual income of \$714,042 over a budget of \$709,261. Total congregation support which accounted for going over 100% of our budget, included pledges, prepaid pledges, full-year pledges, non-pledged amounts and loose plate.

Expenses for the year amounted to \$755,074, \$8,892 over the 2023 budget of \$746,182. Vic commented that this 1% difference reflected a good job at controlling our expenses this year. Payroll expense includes pay, insurance (life and health insurance), all pension payments, and it includes FICA and SECA, Social Security payments. The item we struggled with most was property maintenance as we continue to make repairs to an aging facility. John Erickson does a fantastic job of taking care of that for us. Maintenance includes utilities, cleaning, landscaping, insurance and liability on the property.

The highest over-budget item was Church Administration, because Tiffany has added many for the EYC and the youth, which we supported and will continue to do so in the 2024 budget.

We budgeted for a shortfall of \$36,900, and we came in at about \$4,000 above budget. Vic briefly reviewed the partially and temporarily restricted funds, which were previously known as Suspense accounts. The report shows that amounts come and go for each account over the year. Of note is the 'Tour de Saints', money spent after money received allowed us to donate to CCM the amount of \$14,774.

Under Bank & Investment Accounts: \$136,905 in the General Operating Account. \$232,150 in the ecausehave a huge portfolio and look after the funds we send to them. They earned 7 to 8 percent over the past 10 years. All of these accounts have restrictions, prohibiting us from just taking money out of them.

Vic provided an overview of Trust Funds and small activities in the Capital Campaign. He reported the amount of \$116,837 as the Total Outreach, giving a breakdown of disbursements.

The Financial Plan for Mission and Ministry 2024 showed an increase of \$43,547 in the 2024 Proposed Plan over 2023 Congregational Support, which reflects an 8 percent increase in pledged income for the year. Vic announced there will be a rental income of \$15,279 from LCDC when their lease renews in July. Expenses \$702,362 Proposed Plan for 2024 is up \$37,287 from 2023; but that reflects a 3.2 percent cost of living adjustment for all the staff along with insurance and pension increases. Local Outreach item is for All Saints' After Dark in the amount of \$4,912. As mentioned earlier, increased support for Tiffany and her team adds up to a \$7,039 increase in Church Activities and Programs. Covid restrictions allowed PPP funds. We received the amount of \$116,000. We used \$15,000 in 2021 and additional \$27,000 in 2024. At the moment, we have \$73,000 to cover 2023 and 2024.

Vestry Comments:

Nate Ernst spoke of the spending plan of 2024. We are here at All Saints' because it is a safe place where all are welcome to experience to Jesus. We provide a variety of worship services, from more traditional and liturgical to a family service that blends our families into the liturgy, where most of us are at. We are an active community of Christians who are serving the people of Concord and Cabarrus County. We've seen a huge influx of families with kid, which has only added to the life and energy of All Saints'. But you're not going to see any of these things as line items. But they are the result of how we are using our resources.

Martin Ericson spoke of Vic's showing us that in our 2024 spending plan, there's a shortfall between planned revenue and expenses. We'd like to provide you some background in how this came about and what our plan is to address it. As you all know, in 2020, COVID happened, affecting not only us, but churches and businesses everywhere. But due to the faithful giving of the congregation during this period of crisis, as well as a significant reduction of expenses during that year, there was minimal financial impact for 2020. Largely due to a reduction in expenses, we had a surplus of \$78,000 that year. While we are not back yet to pre-pandemic attendance levels, attendance is increasing. During '20 and '21, giving dipped but did not collapse. Giving increased in '22 and '23, and as you see, planned for 2024 are also. Through our continuous generous giving, prudent financial management, and the government's PPP grant, we are able to bridge the gaps in our spending plans for those years, including 2023.

Beth Simpson: Looking ahead to 2024, we continue to face the impact of inflation, which has increased our expenses. That said, your positive response to our giving campaign has been overwhelming, and we're pleased to share that the gap is gradually closing. To address this shortfall, we plan to use the last of the savings that were generated by the government grant which we initially used to cover expenses which we would otherwise have had to pay out of pocket. We also expect that giving will increase over the year. Your Vestry has thoroughly reviewed and endorsed this plan. We believe that this plan is a strategic approach that will enable us to continue our forward momentum for this growing congregation as we look toward 2025 and beyond.

Motion to accept the financial report made by Tom Bennett, seconded by Susann Miller-Boyer. Motion is approved.

Reception of Remaining Reports – Motion to approve the remaining reports made by Martin Ericson, seconded by Dave Millar. Motion carries.

Parish Discussion – *Where are you hoping to grow in your own spiritual life in 2024? How will your participation in the community of All Saints' help you in this? Where do you want to help your church, All Saints' grow so that we may engage and serve Christ more faithfully? Why is this important to you?* One of the gathered groups shared this suggestion: More volunteers to help Tiffany with the children at 9:00 AM.

Recognition of Outgoing Vestry and Parish Leaders – Nancy Cox thanked outgoing vestry members; Fran Burkett, Jack Jones and Don Foskey for their service.

Nancy spoke of the challenges on the staff during the past year.

Adjournment by Acting Clerk of the Vestry – Jan Millar

2023

Annual Meeting

MINUTES | JANUARY 29, 2023 AT 10 AM

Call to Order at 10:06 am 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

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 yet 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 or 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

Catherine Ackiss
Barb Adams
Timothy Alexander
Gerri Antonides
Guy Antonides
Jane Armitage
Rebecca Bahn
Stella Batson
Alice Baxter
David Baxter
Kim Becnel
Meg Bennett
Tom Bennett
Al Benshoff
Kris Benshoff
Carol Bentley
Rachel Berg
Kevin Berg
Sandy Bernacki
Bill Biggerstaff
Sandra Biggerstaff
Bob Black
Pat Black
Michelle Bohrer
Al Bonnyman
Michael Bost
Gail Boys
Lisa Brandyberry *
Randy Brantley
Ruth Bratton
Jeanette Brown
Fran Burkett
Robert Byrne
Roseanne Byrne
Alan Campbell

Celeste Campbell
Donna Canada
John Carroll
Jennifer Carroll
Rebecca Carter
Katherine Clark
Vic Clark
Carol Cline
John Cline
Chuck Collier
Pam Collier
Jennifer Cook
Carol Corbin
Rebecca Cottrell
Jeffery D. Crew
Julia Davison
Paul Davison
Joy Marie DeBlock
Gerry Depken
Fannie Dillard
Tom Dillard
Willie Dillon
Bob Drummond
Mary Ann Drummond
Joanna Dudley *
Jim Dudley *
Julie Dwiggin
Carole Dyce
Jo Erickson
John Erickson
Martin Ericson
Katie Ernst
Nate Ernst
Kim Everhardt
Doug Fairweather

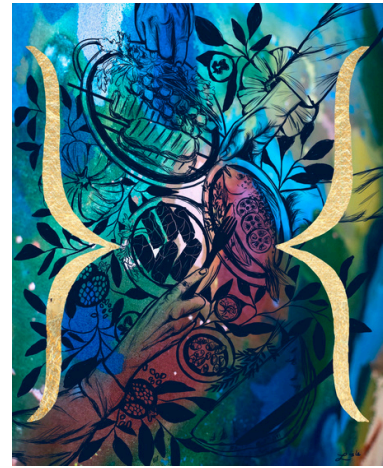
Ruth Fairweather
Katie Farrand
Karen Fernandez
Dawn Fisher
Brad Fisher
Regina Forsyth
Don Foskey
Nancy Foskey
Carole Fowler
Roxanne Friday
David Friday
Steve Fulton
Tiffany Fulton
Susan Furr
Dorothy Garrett
Donna Goodwin
Ken Goodwin
Melissa Goodwin
Jean Gordick
Kim Gordick
Heather Griswold
Charlotte Grossman
Rachel Grossman-Zack
Esther Hauber
Mickey Hayes
Julia Hill
Jennifer Hoadley
Mary Holder
Tom Holder
Andrea Holdren
Janet Hollopeter
Warren Hollopeter
Barbara Horne-Stead
Kristin Homung
Richard Homung

Canonical Members continued

Becky Hoyser	Pam Novasad	Steve Proctor
Russ Hoyser	Elizabeth Orr	Elizabeth Solomon
Nancy Hunter	Robin Odell	Ericka Southworth
Joe Hunter	Susan Osborne	Winborne Springs
Nancy James	Scott Padgett	Joe Stegman
Caroline Jangaba	Teresa Padgett	Debbie Stegman
Emma Johnson	Dana Parker	Courtney Steinberg
Tom Jones	Jeffrey Phillips	Dorothy Teeter
Ragan Kearns	Deanna Phillips	Jon Ter Poorten
Sharon Kearns	Steve Phillips	Maryanna Ter Poorten
Gwen King	Jon Pope	Bob Thompson
Buddy King	Douglas Quellhorst	Kathy Thompson
Teka King	Jerry Ridenhour	Eleanor Thompson
Gary Kovar	Virginia Ridenhour	De Torrey
Rhonda Kovar	Henry Riley	Frank Torrey
Barbara Lewis	Margaret Riley	Brenda Trott
Dick Lewis	Karen Robinson	Scott Trott
Jane Liles	Mark Robinson	Fred Trull
Garen Livingston	Elizabeth Rogers	Jill Trull
Dennis Lockney	Tom Rowlett	Joanne Vance
Norma Lockney	Scott Russell	Julie Wagner *
Tina Luckey	Brian Sapp-Moore	Steve Wagner *
Andre Lussier	Shane Sapp-Moore	Lynda Waller
Eileen Lussier	Jennie Sass	Lorraine Warner
Cheryl Marsh	Ron Sass	Arin Waters
Rick Marsh	Eric Savage	Megan Wease
Jeanne McCarthy	Lauren Savage	Fred Weber
Barrington McFarlane	Marie Shipley	Judy Weber
Barry McKillop	Charles Simmons	Robert Wegenka
Susan McKillop	Regina Simmons	Dick Whitfield
Charles McKinley	Bob Simpson	Deanna Whitley
Dave Millar	Beth Simpson	Betty Wiley
Jan Millar	Gil Small	Henry Wiley
Jay Boyar	Judith Small	Donna Wilson
Suzann Miller-Boyar	Alice Smith	Kim Windisch
George Monroe	Don Smith	Anna Wolfarth
Deborah Monroe	Ben Smith	Felicity Wray
Kevin Morgan	Debby Smith	Pat Wydra
Sarah Morgan	Hilary Smith	
Kay Nixon	Lynn Smith	
Mark Novasad	Rita Smith	

**New Canonical Member*

Statistical Report



	2022	2023	2024
Holy Communion — Sundays	97	106	102
Holy Communion — Weekday	0	8	11
Holy Communion — Other*	12*	14*	20*
Holy Communion — Private**	121**	133**	135**
Number of Communion Administered	6,331	9,357	10,432
Online Prayer Services		104	100
Other Services***	4***	6***	8***
Baptisms	1	8	11
Marriages	1	1	1
Burials	5	13	11
Number in Attendance (All Services)	6,570	9,565	10,826

* 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

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Statistical Report continued

ADDED	2022	2023	2024
By Baptism	1	8	11
Confirmation / Reception	0	6	7
By Transfer	3	11	5
Reactivate	1	3	0
MEMBERSHIP TOTALS			
Total Adults	201	375	421
Total Youth	55	77	96

BAPTISMS

We welcome into the body of Christ the following people baptized in 2024:

Catherine Nicole Crotty
 Zadie Ella Wagner
 Boaz Oliver Wagner
 Zayden James Wagner
 Ezekiel Joseph Wagner
 Ezra Jacob Wagner
 Jonathan David Wease
 Jeremiah Scott Wease
 Joseph Alan Grill
 Jay Allen Boyar
 Stephanie Dawn Meadows-Trosper

BURIALS

Herbert Greene
 Paul Douglas (Doug) Osborne
 Ted Berg
 Richard Gardner
 Marilyn Wolf Carroll
 Frederick George (Buddy) Hilbish
 Clark Cook
 Geoffrey William Klag
 Barbara Jean Seating
 Kathy Jo Oxx
 Dr. William Milnes Cottrell

TRANSFERS TO ALL SAINTS'

Lisa Brandyberry
 John (Jay) William Rhodes
 Cynthia (Cindy) Kelly Rhodes
 James (Jim) Dudley
 Joanna Dudley

TRANSFERS FROM ALL SAINTS'

Lynn Davis Pruette
 Max (Sonny) Pruette, Jr.
 Clay Glidewell
 Kristi Glidewell
 Caroline Glidewell
 Courtney Glidewell
 Taylor Glidewell

2024 Rector's Report

May the God of hope fill you with all joy and peace in believing, so that you may abound in hope by the power of the Holy Spirit.

– Romans 15:13



All Saints' is a place that abounds in hope, from our youngest members to those who have seen much of life's trials and delights.

Two thousand years ago, Saint Paul, writing to the community of Christians in Rome, closed his letter with the above prayer. Roman Christians were challenged by different faith backgrounds (Jewish and Gentile), varied economic circumstances (including slaves) compounded by opposition from the government and their own families. Paul asked God to fill believers with joy and peace that they might abound in hope as they faced into difficulty. Two thousand years later as culture wars proliferate, divisions abound, and economic conditions are uncertain, God made known in Jesus Christ, and present in the power of the Holy Spirit, offers the joy, peace and hope greatly needed today.

As Christians at All Saints' we have the privilege to embrace and extend these blessings into the world, to love as God loves and help one another grow in grace that as disciples of Christ, others may become disciples as well. We live this out through our core values. The Annual Report details how we sought to accomplish this in 2024, and our plans for 2025. Highlights include:



Worshipping God in the Episcopal tradition – a new Advent evening prayer service organized by teens, adding a third service on Christmas Eve, reaching way beyond our walls by increasing our livestream view by more than 12% and the on-going work of our five choirs, lay readers, chalice bearers, ushers and altar guild.



Being an active and inclusive community of faith – this year Pentecost in the Park worship and picnic celebration at Village Park the Marshall Smith Baseball Sunday in June for off-site fun, parishioners spearheaded Pride Night at the Cannonballers, offered an evening gathering for newcomers in addition to regular Sunday morning “meet and greet.” Foyer Groups were reimaged as “Fun, Food and Fellowship” and engaged more participants. The Vestry led quarterly ministry leader planning meetings to facilitate communication and sharing. All Saints’ continued to serve as a polling place, and hosted a local Girl Scout troop, the Western North Carolina chaplains conference and weekly NA meetings.



Nurturing individuals to grow in Christ – New small groups organized in Advent, new Friday morning Bible study, training for 3 new Stephen Ministers and 2 new Stephen Ministry Leaders, continued expansion of the children, youth and family ministry program, and a new co-mentor in the Education for Ministry program. Emily Badgett graduated from seminary and was ordained to deaconate and then priesthood. The Bishop’s visit included nine baptisms and six confirmation/receptions.

Seeking and serving Jesus in unexpected places – expansion of AYA house ministry to the men’s house, while continuing our work with the women’s house, the reading program at Fred O. Wilson Elementary program, food drives and serving meals at the Night Shelter, ten years of bi-monthly blood drives and creation care ministry (including our demonstration garden and Energy Saving Trees give away).

Service in 2025 will expand beyond our borders through a medical mission to Honduras and youth mission to Costa Rica.

In 2024, “Christians Caring for Creation” (C3) selected All Saints’ Episcopal Church in Concord, NC Church of the Year for 2024 for the many ways All Saints’ attends to creation care in its facilities, grounds, and community engagement. The building and grounds of All Saints’ make much of our ministry possible. Good stewardship means taking care of the gifts which have come to us from those who have gone before.

This year saw the repavement of parking lot (for the first time in 50 years) and replacement of broken pavement in the columbarium. The Lockhart Child Development Center installed new fencing which compliments the columbarium and astroturf to replace mulch that gets scattered about. Look for replanting work in columbarium (help appreciated), a new roof of the church (covered by insurance) and more CFL to LED lighting transition (covered by a “Green Grant” from the Diocese of NC (that will yield 75% energy savings). We have also been given a significant donation for the installation of a labyrinth. I invite those interested in making this a reality to let me know so we can begin studying alternatives.

All Saints’ is blessed by the significant gifts of its staff, Brian Sapp-Moore, Director of Music and Coordinator of Communications (13 years), Ruth Brown, Communication and Graphic Arts (5 years), Tiffany Fulton Director of Youth and Family Ministry (3 years), and Stephanie Trosper Church Administrator (2 years), along with Katie Adams (more than a decade in the All Saints’ nursery) and Lalli Cruz (new in the nursery this year). Special thanks to Martin Ericson, Senior Warden and Rhonda Kovar, Junior Warden, who led this church during my sabbatical time and not only kept things rolling along but oversaw some new initiatives as well.



Three Vestry Members complete their service this year: Jennifer Cook whose special focus was Parish Life and has graciously worked behind the scenes to organize parish dinners, breakfasts and other events that have brought us together to break bread, share stories and get to know one another better. Her thoughtful observations and gentle challenges have prompted better decisions by the vestry. Al Bonnyman served in several areas, pitching in wherever needed. Most importantly, Al has been a general cheerleader for ministry leaders and team members. His extra efforts to thank and offer his appreciation have buoyed the work of others. Randy Brantley served as Junior Warden and led the Stewardship Team, for the past three years, moving its work beyond the Fall Campaign to engage the parish throughout the year.

In the fall of 2024, parishioners of All Saints' were asked to reflect on places and experiences that led to gratitude. At the same time, floodwaters from Hurricane Helene forever altered communities in western North Carolina. Compassion for neighbors in need (and gratitude for roads, homes, water, electricity and internet often taken for granted) spawned incredible generosity. Parishioners of All Saints' raised more than \$21,000 to support those in material need and offer hope. By the end of December, we also closed a \$27,000 gap in our own operations.

Gratitude manifested in so many forms of generosity. We follow Jesus and invite others on this magnificent journey, shaping our common life to live out our core values. Dedicated volunteers sing, wash dishes, make and serve meals or visit those who are homebound or in nursing homes. Others care for our part of creation, teach children, make repairs, answer phones and make God's love tangible in so many other ways in and outside the church walls. I offer thanks to each of you for your generosity in 2024 as people of hope grounded in the peace and joy of God by the Holy Spirit.

Faithfully,
Nancy



Senior Warden's *Report*



Though I may have been elected Senior Warden by the vestry for this past year, it is only through the support of all of the vestry have I been able to do anything. Serving as the Ecclesiastical Authority (responsible for the Church) while the Rector was on Sabbatical was made easy by the support of the vestry and the staff. For services and other pastoral concerns, we had to lean even more heavily on our priest associates the Reverends Jim Bernacki and Mary Elizabeth Reese and our deacon the Reverend Vern Cahoon. They are always a blessing but were even more so during this time.

We managed not only to give back a functioning church to Reverend Nancy Cox upon her return, but one that was growing and even more vibrant. A most meaningful duty I performed while Nancy was away was signing application for ordination papers for the now Reverend Emily Badgett, who I have known from infancy within this church.

All Saints' Episcopal Church is an exciting place. Each Sunday I greet several new people. Many mention that they viewed our services online before joining us in person. Such an exciting way to "try us out." We have grown so much that more seating has been added over the course of this year for our 9 AM service.

The number of youths is increasing rapidly. The youth are taking an increased part in the conduct of our worship – reading scripture and prayers, leading processions and serving at the altar. I had the opportunity to witness youth-led activity during Vacation Bible School. I cherish the memory of the menagerie at the family Christmas Eve service, stage directed by Tiffany Fulton, our Director of Youth & Family Ministries.

Brian Sapp-Moore, our Director of Music & Communications Coordinator, offers worship music opportunities for all ages. For years I have participated in the Bells of All Saints' and have received hours of patience and kindness during practice. The results of his guidance contribute so much to the worship experience from performances of the youngest St. Nicholas Choir to the coordination of solos and special musical artists for special services. Enhancing our worship are the graphics created and found in our bulletins and worship displays. Ruth Brown and Brian Sapp-Moore do such an excellent job with this, and I am constantly provided with thought-provoking images. I have enjoyed collaborating closely with our Administrator Stephanie Meadows-Trosper, who holds everything together. Scheduling use of our facility, coordinating volunteers, and a million and one other items she oversees every day.

We have made improvements to our facilities this year. Improved pavers and lawn area for our columbarium make this a safer and more attractive area. And though not without much mess during the construction, our new parking lots are smooth and well-draining. Something you would not notice unless you had seen how they were before.

The impact of All Saints' extends beyond our worship life. Explore the rest of this report to find out about the Lockhart Child Development Center hosted on our grounds, the volunteer work done with the Academic Learning Center and AYA House, meals served at our local night shelter, funds raised through our Tour de Saints bicycle ride that will go to seven different local charities. These activities benefit not only the community but enrich our lives.

For those persons I have mentioned, there are ten more that contribute to the life of this church. I have to recognize the support of our Junior Warden Rhonda Koval. She covered for me during a planned overseas trip and two unplanned hospitalizations. Even when I was present, she went above and beyond with ideas to implement strategies and creating displays that brought these ideas to life. I never had to worry about the church in Rhonda's hands.

Even after over forty years at All Saints', I discovered much more during my term as Senior Warden. If you are a member, continue on to the items in this report to discover somewhere you can be more active. If you are checking us out, see what a loving community we have here and please, come join us.

Martin Ericson
Senior Warden

Director of Music & COORDINATOR OF COMMUNICATIONS

Report



In 2023 I wrote about the irony that COVID-19 affected the Music Ministry more that year than in 2022, especially in regard to illness. 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. In 2024, things seemed to fall back into a more “usual” routine, where illness wasn’t foremost in one’s mind. In-person worship numbers have gradually increased. But, so has online viewership of our services. This is proof of how important the live-streaming ministry of David Baxter and Deborah Monroe is, not only to those of us who wish to look back at a particular service, or to participate in worship virtually while we are sick and isolating. Still, live-streaming of worship allows folks to discover us, to experience our community, all before stepping foot into our physical spaces. 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.

All of All Saints’ five 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 and spirit-filled singing of the 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 what is 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 prelude for Advent Lessons and Carols. This group continues to develop in technique and expressiveness. In 2024 there was a marked 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 continue to be implemented, allowing each child a chance to have an independent role within the group. Both of these groups grew greatly in numbers in 2024, and it's been so much fun for these new folks to deepen the ensemble experiences. I do want to note that I have really enjoyed getting to know these new personalities! I would also be remiss to not include my heart-felt appreciation to Rhonda Kovar, who assists me during rehearsals, so loyally, and each week helps carpool some of the children so that they can be a part of the choirs. I couldn't do this part of my ministry without her.

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

In late October, the Music Ministry held an off-campus fundraiser this year. Called “All Saints’ Goes to the Movies,” we took over the Gem Theatre in Kannapolis! Folks dressed up in their Halloween finery as we enjoyed a private screening of “Coco,” which was the perfect family-friendly movie, as La Día de los Muertos was soon approaching. Everyone was touched by the story of the movie, having a great time in community, all to benefit the Concord/Kannapolis chapter of PFLAG.

On All Saints’ Sunday, we celebrated our patronal feast day at the 11:10 AM service with various choral works, befitting both the feast day as well as the nation’s political climate, offered by the Choir of All Saints’ and accompanied by violin, cello, and piano. I can say that, personally, this service provided a healing for me, as well as for those sharing in the same sentiment. The year 2024 was challenging for many in the choir, and throughout months of practice, became a mantra, a prayer, to us.

On December 21st the Service of Light was held again for those when 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 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, instead, at this particular service and place, she can relax and focus on what the season truly means to her. And boy do we benefit from this!

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. The choir worked most diligently and sang with great



professionalism and depth of feeling. The pieces were diverse in style and period, sometimes pushing the choir out of their comfort zones. They sang so beautifully. Donations collected that night went the Concord/Kannapolis chapter of PFLAG.

For the first time since the beginning of the pandemic in 2020, we returned to three services on Christmas Eve. The 4:00 PM was particularly special, the youth returning with a tableaux for each reading. Both the St. Nicholas and Junior Choirs sang and played during the offertory. The second service was at 5:30 PM, and was geared towards those that may not necessarily have young children or do not want to be out too late. Friend of All Saints' music program, Vasily Gorkovoy returned to play violin, which gave this service an individual voice. The third service's thirty-minute prelude, beginning at 9 PM, included offerings by myself and the Choir of All Saints'.

We did a lot in 2024, falling back into the strides of life like that before the pandemic, but with a post-pandemic mindset. An appreciation of being in community – it was something to be savored, still. We, as a people, are not the same now. We carry along with us different worries, perhaps. Still, we remain strong as choirs that are in community, drawing inspiration from the very music we are creating. All of us, as an entire parish, remain resilient.

We continue to discover how flexible we could be during the beginning of the pandemic. But quite importantly, I can see how strong we are, too, which can only assist us come what may in 2025.

Blessing to you,

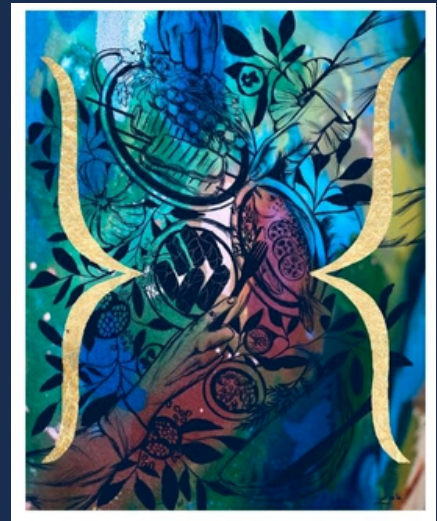
Brian Sapp-Moore, MM

Dir. of Music Ministries and Coordinator of Communications



Director of Youth & FAMILY MINISTRY

Report



It's hard to believe I'm writing my 3rd annual report for All Saint's Episcopal Church! I have so enjoyed my time serving you as Director of Youth and Families, and am grateful for the support, grace, and enthusiasm the congregation shows us. With a solid and dedicated base of volunteers, our program continues to thrive.

In our 9AM worship time we have incorporated the Old Testament liturgy which is giving access to some of the more "mysterious" parts of Old Testament history and prophecy. Storytime with Ms. Tiffany during the sermon is featuring stories that relate to either the OT reading or the gospel and always generates interesting discussion. 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.

On average we have around 35 kids (under 18) attending our 9AM service (and a sprinkling at the 11:10), and an average of 20-25 kids staying to attend formation at the 10AM hour.

Our Formation classrooms have also grown! We have Ms. Katie and Ms. Lallie in the nursery, where we usually have 3-4 kiddos, and rotate Sunday school Teachers through rooms 107 (K-2), 108 (3-5), Community room (middle school), and Parlor/EYC room (high school). Our curriculum for elementary school follows themes based on the lectionary, and our middle and high schoolers are finishing



studies of the Old and New testaments and will embark on a justice-themed curriculum next. Having reliable volunteers is what continues to make this possible! If you're interested in becoming one, please ask a current volunteer about their experience in this ministry area.



EYC has been busy and dynamic this year!

We got off to a roaring beginning in August with 26 kids in attendance, and on any given Sunday average around 18 youth at evening activities. Highlights to the programming year have been Camp Nazareth, Family Game night, hosting the Petting Zoo, Seeing The Screwtape Letters at Belk Theatre, Serving at the Night Shelter, A Fine Night of Italian Dining, hosting a Taizé service, a Christmas Cookie Bake, and our Family-centered Christmas Eve Service which was attended by 170 individuals, 50 of which were kids. We've been busy!



2024 VBS was all about Compassion! We had 27 kids attend and it was wildly successful thanks to all the youth and adult volunteers.

We look forward to 2025 closing strong in programming and fund-raising and are excited to send a team to Costa Rica THIS July.

Thank you all for the prayers and love you shower over me and our family programming and stay tuned for another exciting year at All Saints'!

Tiffany Fulton
Director of Youth and Family Ministry

Worship

ACOLYTE MINISTRY

During 2024, lectors, chalice bearers and acolytes continued to faithfully serve during regular and “special” services. This team works well together to ensure there are no gaps in coverage. I am grateful beyond words. It is an honor to be the coordinator for these ministries, serve in these roles, and get to know my fellow parishioners through this important service. Thanks to Ms. Tiffany, youth began regularly serving as acolytes, crucifers and lectors during 2024. Their participation in the services is wonderful and much appreciated.

The sign-up process for these roles changed a couple times during the year. We have settled into using SignUpGenius. This allows everyone to sign-up on their own, view the schedule at any time and make edits. SignUpGenius also sends reminders to those who have volunteered to serve. With this tool being new to most of us we have been learning along the way. I appreciate everyone’s willingness to try something new and expect the whole process will continue to improve. Thanks to Brian for sharing the readings each week. This makes it easier for the lectors to prepare to read. Being a part of the services in this way provides the opportunity to share in something special with congregants, those who serve in these roles and the clergy. I would be happy to help you explore if any of these roles are right for you.

Andrea Holdren

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

Worship continued

and candles for the Nave and the Parish Hall, setting up for the Service of Light, setting up for Taize service, 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.

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

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

The guild has four teams, each serving for a week at a time. The members are extraordinary people doing simple tasks with reverence, interest, and pleasure. Preparation is started on Friday or Saturday, depending upon the team. We have over 200 services a year and are always learning and adapting. Our team captains this year were Jill Trull, Jeanne McCarthy, Teka King, and Jan Millar. Other members are Kay Nixon, Betty Wiley, Carol Cline, Kim Everhardt, Fran Burkett, Charles McKinley, Pam Novasad, Beth Simpson, Barbara Stavitsky, Ben Smith, Stacy Glaub, Karen Fernandez, Sheila Jones, Buddy King, Scott Trott, Brenda Trott, Janet Hollopeter, Kathy Thompson, Carole Bentley, Sue Osborne, Ruth Bratton, Joanne Vance, Felicity Ray, Garen Livingston, Becky Hoyser, Russ Hoyser, and Shane Sapp-Moore and Sue Osborne, our “Sudsing Saints” who take care of all of our small linens and large linens.

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

Worship

ONLINE WORSHIP MINISTRY

In 2024, All Saints assisted our church community and others with their spiritual journey through our on-line programs and ministries with **34,357** views and plays on You Tube and Facebook. We enjoyed an increase of over 120% overall of our on-line views and plays in 2024!

Year	2023	2024
Compline	3,187	9,948
Worship & Special Services	12,151	24,409
Total Views & Plays	15,337	34,357

(Special Services included funerals and 10 AM Educational programs)

All Saints' online ministries have made great progress in 2024. The community is also taking advantage of our streaming capabilities with several nonprofit 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 and our tremendous increase in views and plays reflect that. 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'.

The streaming team which consists of Deborah Monroe and myself has been seeing the increased use of our streaming service on a regular basis. 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

Worship

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. As attendance continues to grow there is a need for more people to join the Welcome team. I invite you to prayerfully consider assisting with this rewarding ministry.

This year we were happy to welcome Stacey Straub, Kevin Morgan and Sarah Morgan to the team. A big thank you to all the team members for their faithful service.

Fannie Dillard

11:10 AM Welcome team leader

Deanna Phillips

9 AM Welcome team leader



} Pastoral Care {

STITCHES FROM THE SAINTS

Our ministry continues to meet in the Welcome Center on the second Tuesday of the month at 10 AM. New shawls are received during the meeting and are blessed on the altars of both services the Sunday following our Tuesday meeting.

Each month we welcome eight to twelve stitchers to our meeting, most of them toting one to three beautiful new prayer shawls. We have more crocheters than knitters, each with favorite patterns.

Deacon Vern has continued to distribute shawls to our nursing home residents, as he visits on a regular schedule for worship and fellowship.

In the words of our long-time leader, Gwen King, “The sole purpose of knitting and crocheting the prayer shawls is to weave thoughts of healing, love, solace, and encouragement to the recipient.” Gwen faithfully led our stitching ministry for over two decades, and we were sad to see her step down in the Fall of 2021.

Our healing shawls provide comfort and solace to the hurting recipients, whether they are sick, experiencing loss of a loved one or simply need a tangible symbol of the love and compassion woven into these shawls.

For more information about this ministry, please reach out! You’ll find my information in Realm.

Jan Millar

ALTAR FLOWER DELIVERY TEAM

The altar flower delivery team members enjoy taking the two vases of altar flowers to our church members. It is our joy to be an angel of love to give flowers to someone who is deserving of praise and thanks or to a person who is sick or hurting.

Alice Smith

Pastoral Care

COLUMBARIUM

More than forty years ago, All Saints' parishioners had a vision for creating a final resting place for members who had died. Together, they created our columbarium (entry to the right of the staff wing or off the walkway to the Lockhart Child Development Center). Over the years, many people have contributed wisdom and energy to tend this beautiful place for families to visit and reflect.

Maintaining a safe environment for parishioners and visitors to the columbarium is of paramount importance. This spring, redbud trees that had come to the end of their lifespan (and were causing damage to the columbarium walkway) were removed by All Saints' volunteers. Replacement of the sidewalk was accelerated to complete prior to the paving of the parking lot. At that time, the steep walkway at the north entry (LCDC entry) was replaced with more manageable steps. New teak benches were acquired and are available for memorial dedication (contact Rebecca Bahn). Proceeds from the benches go to the Columbarium Fund to help offset maintenance and continuing care.

Many of the bushes in the Columbarium have "outlived their time." Al Benschoff has engaged a landscape architect to help with design and plant selection. Some of the existing plants will be removed and replaced with new low-growing, easy-maintenance shrubbery. The bank of azaleas will need major pruning after they bloom in the spring of 2025. We are also exploring options to enhance the fountain. If you are interested in helping with this specific gardening project please contact Jeanne McCarthy or Rebecca Bahn.

Rebecca Bahn

Columbarium Coordinator

PASTORAL CARE CARD MINISTRY

The Pastoral Care Card Ministry, which comes under the Pastoral Care umbrella, meets the third Wednesday of 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 the committee are Becky Hoyser, Donna Wilson, Pat Wydra, Garen Livingston, Catherine Ackiss, Sandra Biggerstaff, and the Reverend Jim Bernacki. New members are certainly welcome. Names for cards can be sent to Sandra Biggerstaff, whose information is in Realm.

STEPHEN MINISTRY

The Stephen Ministry at All Saints' Concord consists of 11 women and men who provide confidential, one-to-one, Christ-centered care to people who are hurting. These Stephen Ministers receive over 50 hours of training and attend monthly continuing education meetings to equip us to provide emotional and spiritual support for people experiencing difficult situations. These situations include grieving, divorce, financial difficulties, cancer or chronic illness, job loss, hospitalization, disability, relocation, and many other life challenges like feeling overwhelmed as a caregiver. The individual weekly meetings a Stephen Minister has with a "Care Receiver" can last from just a month or two to a year or even more, based on the care receiver's needs. In 2024, All Saints' Stephen Ministers provided compassionate meeting time to 15 Care Receivers. The Care Receivers included All Saints' parishioners as well as others from outside the church. During these completely confidential weekly meetings with Care Receivers, we listen, pray, and encourage with care and compassion – ever mindful that while we water the seeds of hope and healing, it is our loving God who makes them grow.

In addition to our compassionate listening ministry, Stephen Minister, Rita Smith, has sent 24 "Journey Through Grief" booklets with personal notes to parishioners as well as non-parishioners. Recipients have responded with heart-felt thanks and appreciation to All Saints' and Stephen Ministry for this personalized and timely outreach.

In 2024, we were excited to welcome three new Stephen Ministers. However, we were saddened to say goodbye to one of our Stephen Leaders, Jim Williams, who moved to the Asheville area. Alice Baxter and Charles McKinley took the training and became Stephen Leaders, joining long-time Stephen Leader Barbara Lewis. We always welcome people who have an interest in learning more about becoming a Stephen Minister. Our next new minister training will start January of 2026.

All of us at All Saints' carry hope with us; we can pass it on to others through love, encouragement, kindness, and understanding. Feel free to reach out to any one of us for more information. If you know of someone hurting or grieving who might be interested in receiving this kind of compassionate listening care, please contact Alice Baxter, our referrals liaison, or Rev. Nancy Cox.



Alice Baxter
Barbara Lewis
Charles McKinley

Christian Formation

ADULT CHRISTIAN FORMATION

Adult Christian formation continued as a weekly offering in 2024 on Sundays at 10 am. The offerings for 2024 were diverse and appealed to a variety of different “audiences” within the congregation. The year opened with Rev. Nancy covering “Faithful Questions” building off questions parishioners submitted and covering a wide range of topics for Christian living.

We were delighted to welcome Rabbi Barbara Thiede, who is always fascinating and illuminating, for several presentations in August and September. A View of Christian Nationalism was presented over two Sundays in September by The Rev. Sally Johnson. She discussed the history of Christian Nationalism and followed up with a focus on the intersection of faith and advocacy, explaining that being a Christian and a patriot are not mutually exclusive.

In October and December, Chuck Collier facilitated a Bible study on John: The Gospel of Light and Love. During Advent, Rev. Nancy presented different perspectives surrounding the Nativity that included the background, the characters and the songs associated with the birth of our Savior.

On Friday mornings, in the Parlor, Barbara Lewis and Lynda Waller respectively led Bible Study groups on the study of The Book of Revelation and The Fruit of the Spirit.

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. In 2025, our hope is to have additional members of our congregation participate in leading and facilitating studies for our spiritual growth in community. Contact Chuck Collier to learn more.



Christian Formation

SMALL GROUP MINISTRY

Our small groups continue to be an opportunity to meet, develop 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 their 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 independently selects 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 issues. Groups meet at various times, generally over Zoom, with an occasional study group meeting in-person. This year we had two additional groups that were formed for the Advent Study, *It Was Not a Silent Night*, by Adam Hamilton, used by the three continuing groups. The days and times of the continuing groups are: Saturdays at 8:00 the Men’s Group meets in the Welcome Center; Tuesdays at 3:00; and Wednesdays at 7:00 PM.

We will continue the groups throughout 2025, and hope to add additional small groups throughout the year. If you haven’t joined a small group, you are invited to be part of one of the three groups that meet. Or, you may wish to start a separate group. Please contact Chuck Collier to find out more.



Christian Formation

MEN OF ALL SAINTS'

For many years, the Men of All Saints' have gathered every Saturday morning at 8:00 in the Welcome Center. We discuss Christian books that we are reading together. The books and discussions challenge us and encourage us and ideally lead us to a deeper understanding of our faith.

The group has developed over the years into a strong community, where we can share our joy, sorrows, and concerns. It is a space where we can talk about God and how and where He is acting in our lives. This year we are thankful that our group has grown in numbers substantially. Over the last few years we have helped several parishioners move and prepare homes for sale. Twice a year we serve meals at the Salvation Army Center of Hope.

We sincerely invite all the men of All Saints' to join us in our discussions. We want to hear your voice.

Don Foskey

EDUCATION FOR MINISTRY (EFM)

The Education for Ministry (EfM) program is halfway through another enlightening and engaging year of study. Covering the Old Testament, New Testament, Christian history, and theology and ethics, the program provides class members with the opportunity to broaden their knowledge of the Bible and Christianity, and to dig deeper into their faith. We meet on Monday nights from 6 to 8:30 PM, and engage in discussion around the assigned readings for the week, spend time reflecting theologically on the world around us, and enjoy some time of fellowship.

We welcomed Lisa Brandyberry as a co-mentor in the fall, and we have enjoyed additional moments of fellowship outside of the class through serving at the night shelter and holding our annual Epiphany dinner. If you'd like to know more about the EfM program, please reach out to either Christiana or Lisa. We will be looking for new members for the fall and we would love to have you!

Christiana Holyer
EfM Mentor

Christian Formation

CURSILLO

Cursillo (Spanish for a “short course in Christian living”) is a ministry of the church, and has its origins as a Renewal Movement in the Roman Catholic Church in Spain in the 1940’s. The Cursillo Weekend experience is designed to help you live out the concepts of Christian thoughts, ideals, and faith through the discovery of your God-given gifts. The Cursillo method and strategy equips each saint through small group sharing, accountability, and support to live out your unique calling to be a Christian leader in your daily life and ministry.

The next co-ed Episcopal Cursillo Weekend in the Diocese of North Carolina will be held the weekend of May 15-18, 2025 at Camp Walter Johnson, Denton, NC. For answers to many questions that you might have, you can access the Diocese of North Carolina Cursillo website at www.nccursillo.org. Included on the website is a message supporting the Cursillo Movement from our former Presiding Bishop, Michael B. Curry, who attended a Cursillo Weekend in the Diocese of South Carolina in August of 2001.

You might want to personally contact any of the following All Saints’ parishioners who have attended Episcopal Cursillo or a parallel spiritual weekend experience: Becky Bahn, Bob and Pat Black, Randy Brantley, Fran Burkett, Jeff Clayton, John and Carol Cline, Chuck and Pam Collier, David and Roxanne Friday, Charlotte Grossman, Dick and Barbara Lewis, Jane Liles, Garen Livingston, Norma Lockney, Dave and Jan Millar, George Monroe, Charles and Gina Simmons, Bob and Beth Simpson, Benjamin Smith, Debby Smith, Frank and De Torrey, Dorothy Teeter, Jackie Whitfield, or Donna Wilson.

Our newest All Saints’ Cursillista attended NC Cursillo #109 Weekend in March of 2022. Randy Brantley has kindly offered to share some reflections and thoughts for each of you to ponder: “As a former Baptist, Cursillo was something profoundly new to me. Encouraged by Chuck Collier and the Millars, I decided to take the leap and participate. Cursillo #109 provided both deep theological discussion and light-hearted banter. The forest setting for Camp Walter Johnson, even in late winter, lent itself to a time of meaningful spiritual reflection and engagement with fellow Christians.”

Respectfully Submitted,
Dave and Jan Millar
Liaisons for Cursillo

} Parish Life }

We began 2024 with a repeat of the previous year's record-breaking attendance at the annual Chili Cook-Off. New additions for the event included inviting our friends from Grace Lutheran to join us as well as having our youth serve the chili samples. A good time was had by all! Other Parish Life events included a Maundy Thursday dinner, revels at Easter and Christmas, an Easter Breakfast, a Gratitude Gathering Breakfast, numerous receptions celebrating baptisms, the bishop's visit, farewells, and other significant life events, receptions for Celebrations of Life, a Pentecost Picnic at Village Park, the mid-summer Parish Par-Tay, the annual Tacky Gift Exchange, and of course, the return of the hot cocoa bar on Christmas Eve thanks to Daughters of the King.

Vestry members have worked diligently this year to document all events to create an updated and comprehensive Parish Life notebook for future use. This documentation includes checklists and planning timelines for each event, duties and responsibilities, items purchased, and even recipes used. It is our hope that this record keeping will make planning for future events seem a little less daunting and ensure continuity from year to year as individual roles and responsibilities change.

Thank you to everyone who helped make 2024 a success! Thank you for not only attending our Parish Life events, but also pitching in to set-up, clean-up, purchase and prepare food, and help as needed. Thank you for contributing to the important ministry of fellowship and hospitality as it plays a pivotal role in strengthening relationships within the church community and provides opportunities to Invite, Welcome, and Connect with newcomers.

Jennifer Cook



HOSPITALITY MINISTRY

We welcome women and men to be part of the Hospitality Ministry. Our committee has several responsibilities. We provide food for our funeral receptions and have conversations with the grieving family and guests at the reception. We also provide a reception following the confirmation service for the Confirmands, and frequently a luncheon for the vestry and the Bishop when he or she comes for their annual visit. On occasion, Rev. Nancy will ask the Hospitality Ministry to host the Charlotte Convocation, a day-long meeting of area clergy. We provide a Continental Breakfast and a luncheon. In 2025 we look forward to expanding our Hospitality Ministry! Please contact me to learn more about our ministry!

Pam Collier

NEWCOMERS

The Newcomers ministry goal is to support the welcoming culture and practices that we have at All Saints'. We received 43 Connect Cards from families/individuals who were contacted by members of the team. 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 three "Meet and Greets" were a great success with many newcomers and ministry leaders in attendance. This coming year we hope to invite recent newcomers to small informal gatherings hosted by various parishioners. If you are interested in becoming a member of the Newcomers committee or hosting a small get together, please contact Karen Robinson or Alice Smith. Their information is Realm.

Karen Robinson

Coordinator of the Newcomers Ministry



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. We pray individually for our own needs, and we pray for the needs of others.

As we pray individually, we can take comfort in the knowledge that others support us in our prayers. At All Saints, this prayer support is always available through the prayer chain - through which requests are relayed to members of the prayer team who are dedicated to lifting up the needs of our parishioners, their loved ones, friends, and neighbors. Your concern may be for healing of body, mind or spirit, for guidance in life decisions, for times of grief after loss, or for situations that challenge our nation or our world. No prayer need is too big or too small - our mission is to carry everything to God in prayer, and so we do. We know that prayer changes things and changes people, including ourselves. Even if the outcome is not what we hope for, we know that God is still with us, and with all who are touched by our prayers, and God's love never fails.

Prayers may be submitted using the online request form found at AllSaintsConcord.org under the 'Get Help' dropdown. There are also Prayer Request cards in baskets in each row in the Parish Hall, and in racks on the back of each pew in the Nave. Any member of the Prayer Team can also relay requests to be posted on the Prayer Chain, and all 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



Outreach

At All Saints', we believe that outreach is one of the most important ways we can show God's love to our community. It's not just about gathering together on Sundays, but also reaching out to those around us, making a real difference in their lives.

In 2024, All Saints' continued to grow in service to and fellowship with our neighbors. Below are overviews of some of the exciting outreach activities All Saints' members have been involved in over the past year. Each one has been an opportunity for us to serve, help, and connect with those in need. These activities not only make a positive impact on the community, but they also enrich the lives of those who are serving.

Responding to Those in Crisis

In response to the destructive storms and floods in western North Carolina caused by Hurricane Helene, we donated over \$17,000 to Episcopal Relief and Development for disaster relief. We continue to gather equipment and supplies to take to areas still affected by the floods.

Providing Financial Support for Community Organizations

Through funds raised by the [Tour de Saints](#) and [After Dark@All Saints'](#), we were able provide direct financial support to:

- [Community Free Clinic](#)
- [Cooperative Christian Ministry](#)
- [Cabarrus Victims Assistance Network](#)
- [Early Childhood Foundation of Cabarrus County](#)
- [Habitat for Humanity](#)
- [Meals on Wheels](#)
- [Salvation Army Center of Hope](#)

Feeding Our Neighbors

All Saints' continues to take seriously the needs of the hungry in our community.

For many years, we've served meals at the Salvation Army Center of Hope Night Shelter, and 2024 was no exception. Over two weeks – one in July and another in November – we served more than 40 meals each night, totaling nearly 600 meals. This effort involved 114 shifts from member volunteers, along with many countless hours of preparation.

Beyond providing food, we also shared fellowship with the guests at the shelter, building relationships and offering support during difficult times. The Night Shelter remains a

Outreach continued

cornerstone of our efforts to feed our neighbors, but the need for support extends year-round.

For the fourth consecutive year, All Saints' volunteers transported over 14,000 pounds of fresh produce from Barbee Farms to the Cooperative Christian Ministry (CCM) food pantry.

In 2024, we began a new partnership with CCM to support the Mothers & Children (MAC) Home, a transitional housing program for families at risk of homelessness. Over two evenings, we provided approximately 50 meals and have committed to providing dinner monthly in 2025. The MAC Home currently houses five mothers and 15 children, and we are excited to support this meaningful initiative.

Feeding our neighbors extends beyond preparing meals. Every Sunday, we hold a food drive at All Saints'. During the 9 AM service, food donations are brought forward with the offering, and at the 11:10 service, donations are collected in a basket at the back of the sanctuary.

We also host two larger food drives each year – one during Lent and another around Thanksgiving. This year, these drives resulted in 1,800 pounds of food and funds for 283 turkeys distributed at Thanksgiving.

Caring for our Community

At Christmas, All Saints' generously gives to the Toys for Tots Campaign. This year we donated winter coats to students in need at Fred L. Wilson Elementary School. We provided blessing bags with personal care supplies to patients at Accordius Nursing Home. The youth of the church sang Christmas carols for the patients.

[AYA House](#) provides transitional housing in a home environment to individuals coming out of incarceration, substance abuse treatment, and chronic homelessness. Our one-year partnership with them, which initially focused on outreach to women, continues to grow in scope and depth, and this year expanded to include outreach to men in August. Our purpose is simple: to develop relationships and to support and assist the men and women residents of AYA House in any way we can as they start and continue in the reentry process.

Women's AYA House Ministry: All Saints' volunteers spend a couple of hours each week building relationships with the women of Aya House. Currently five women live together as they participate in scheduled programs provided by Aya House. Our shared time on Saturday mornings has become important for us volunteers and for the women.

Outreach continued

Activities include cooking, gardening, and board games but mostly just building trust by consistently sharing time together. The women volunteered to help at Tour de Saints and attended a number of services at All Saints, most recently Service of Light, Adult Forum and Chili Cook off. They were all so pleased with their prayer shawls at Christmas and thankful too for the donations of items that can't be purchased with their SNAP benefits, such as personal hygiene items, shampoo and other non food items.

Hopes for this new year include adjusting to changes as residents leave and new ones arrive, offering opportunities to deepen and open trust-filled and caring relationships.

Men's AYA House Ministry: The AYA House Men actively participated in Tour de Saints by helping in the kitchen preparing lunch for the riders and joining in with other volunteers to support the cyclists at the rest stops. Following that event, we began meeting weekly on Saturdays, with about 15 AYA House residents in their environment for about two hours. We had conversations and shared our lives as we got to know one another, and we occasionally shared a meal of hamburgers for lunch. Our team of four were there consistently over many Saturdays, and our new friends told us that they appreciated our continuing to be present for them. Several of us shared our musical talents, or our knowledge and experience with video and audio recording. Sometimes, at their request, we talked about what employers are looking for in hiring and in retaining good workers. Our team has learned a great deal from our friends at AYA House and have been very impressed with their determination to choose to begin a new life's journey. We plan to continue our walk with these exceptionally committed men in 2025 and to discover new ways to relate to one another. We hope to grow our team from four to eight members in the coming year and to find opportunities to participate in events in the community. Please contact Don Foskey or Chuck Collier to learn more about this ministry.

In 2024, we expanded tutoring at [The Academic Learning Center](#) and Fred L. Wilson Elementary School in Kannapolis. Twelve All Saints' volunteers are part of the "Hero in Me" program mentoring 25 first and second graders on Tuesdays, Wednesdays, and Thursdays at Fred L. Wilson Elementary in Kannapolis. The first session was October 3 - November 21. 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 wrap up in April.

Submitted by:

Chuck Collier, Don Foskey, Gary Kovar, Karen Robinson, and Kathy Thompson

Outreach

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 our Parish Hall and other locations, as well as 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 2024, 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. During 2024, Chuck Collier facilitated a nine-session study on *Confronting Whiteness* for the clergy and members of Central UMC in Concord.

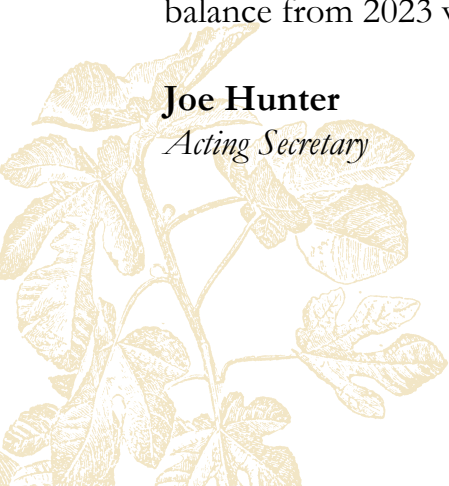
In the coming year we hope to reintroduce the ten-week "Sacred Ground" study and have up to eight participants. It is a part of *Becoming Beloved Community*, The Episcopal Church's long-term commitment to racial healing, and justice in our personal lives, our ministries, and our society.

Please contact Chuck Collier to learn more about of this ministry.

BENEVOLENCE COMMISSION

This Commission was created to deal with special, emergency requests known to the Parish. From time to time, it provides funds for rent assistance or utilities and the like. It receives funding though special altar flower sales or directly from the Vestry. The opening balance from 2023 was \$9,463.59. The closing balance at the end of 2024 was \$10,199.99.

Joe Hunter
Acting Secretary



Outreach

LOCKHART CHILD DEVELOPMENT CENTER (LCDC)

As I have completed my first full calendar year at Lockhart Child Development Center, I am excited about the progress we have made and the continual improvements and push forward of the center.

- Lockhart Child Development Center has finished the second full year of NC Pre-K graduating 17 children who have moved on to kindergarten. NC Pre-K federal and state funds provide the cost of care for 9 qualified families. This was our second graduating class.
- LCDC has maintained a 5-star rating throughout 2024 ensuring a consistent program evaluation, teacher education, and quality of program.
- While staffing has been difficult in 2024 due to a lot of transition and loss for our teachers and staff, everyone has come together remarkably to support the children of Lockhart Child Development Center. We are continuing to accept applications and interview potential staff members.
- We have hired a part-time office administrator.
- We are continuing to push all staff into receiving Early Childhood Credentials and higher education as possible.
- We invited all families and children for a Thankful for you Lunch in November 2024. This lunch was attended by over 50 families.
- The children of LCDC were visited by the Grinch and Santa Claus in December 2024

2024 has been a year of growth, a year of confidence, and a year of bending. We have navigated through many circumstances beyond our control, and we have done it while leaning on each other and growing as a team and staff. We are excited to see continued growth in 2025.

Rachel Grossman-Zack
Executive Director, LCDC

SENIOR ADULT MINISTRIES

Dear friends and members of All Saints' Episcopal Church,

2024 has been a good year for Senior Adult Ministries. OWLS gatherings continue to be well attended. Morning Prayer Services at local nursing homes are popular among residents. Our Church's music ministry, prayer shawl ministry (Stiches from the Saints) and youth ministry have joined with our nursing home outreach ministry to brighten the lives of the older adults we serve. We share the Eucharist with 40-50 nursing home residents each month via personal visits to resident's rooms.

I would like to extend my heartfelt thanks to Barbara Stavitsky. Barbara has faithfully served in our ministry for many years. This Fall, Barbara moved to Maryland to be closer to family. Her empathy for nursing home residents, her good humor, medical knowledge and great Faith will be sorely missed. We wish Barbara grace and peace as she enjoys more time with her family.

- 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, averaging 15 to 20 people.
- We are holding two Morning Prayer Services each month at Morningside and Curis (Curis Concord Nursing and Rehabilitation Center). They are well attended with enthusiastic participation from residents and devoted cooperation from committed staff who also participate in the services. Prayer, music, Scripture lessons and anointing are intrinsic parts of each service. 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 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 Curis. My wife, Lori, has become a regular attender at All Saints and is now fully involved in this part of our ministry.

Outreach continued

- In November and December parishioners generously assembled and donated 80 personal care item Christmas gift bags for the residents Concord Curis Nursing and Rehabilitation Center which, together with prayer shawls from our Stiches from the Saints ministry made Christmas special for residents. Thanks to all who generously put together bags and special thanks to Ken and Melissa Goodwin who were a great help in transporting the bags.
- We have worked closely with Jan Millar and her Stiches from the Saints team who provided over 30 prayer shawls to nursing home residents over the course of the year.
- I am grateful for Tiffany Fulton, Gary Kovar and our wonderful Youth who on December 22 shared holiday cheer with our neighbors at Curis through joyful caroling.

I thank God for all who have participated in our ministry and look forward to its continued growth and effectiveness in sharing the love of Christ with our older parishioners and nursing home neighbors.

Grace and Peace,
Deacon Vern Cahoon



Building & Grounds

BUILDING & PROPERTY MAINTENANCE

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

Portions of the building ranges in ages from 16 years to 50 years. A long term maintenance plan has been completed and is now available to vestry to asses upcoming financial requirements related to periodic maintenance activities and for replacement cost when systems meet their life expectancy.

The following is a partial list of the maintenance, repair, and replacement work that was completed by parish members and outside contractors during 2024.

- Parking lot repaving, new curbing around the parking lot islands, and storm water piping repair was the most significant project for 2024.
- The large oak tree south of the kitchen was removed. The tree died from insect infestation and disease.
- We continue to contract for lawn mowing and twice a year shrub pruning.
- We have contracted out routine maintenance and care for the new lawn in the Columbarium.
- The bottom of the support columns in the shelter had developed significant wood rot. The damaged wood was removed and replaced with a high strength epoxy compound ensuring the structural integrity of the shelter.
- The access road between the rear parking lot and the garden areas had been a continuous erosion problem during rain events causing mud to coat portions of the parking lot. The access road was repaired by the paving contractor and the erosion has been eliminated.
- Through a grant, the church has received funding to replace all of the fluorescent light bulbs in the church with LED bulbs. This includes rewiring the fixtures to eliminate the ballast. Work has begun in the education wing as that area has the largest number of light fixtures and the most hours per week that the lights are in use. Each education wing fixture currently has four fluorescent bulbs and each bulb uses 32 watts of electricity. The transition will include only two bulbs per fixture and each bulb uses 18 watts of electricity.

Building & Grounds continued

- Yearly maintenance was performed on our three tankless hot water heaters.
- Emergency lights and exit lights require monthly checks to confirm proper operation. Several of the fixtures were repaired or had new batteries installed.
- The toilet in the basement was replaced with an upgraded pumping system.
- HVAC Systems semi annual maintenance was completed.
- New downspouts were installed where rainwater cisterns were removed.

Projects identified for completion in 2025 may include:

- Repair the wiring to one of the parking lot lights that was damaged during the paving project.
- Paint the doors to the storage building.
- Remove and replace all the shingles on the church roof, the storage shed, and the columbarium.
- Complete replacing all light bulbs in the church with LED bulbs.
- Replace several outdoor emergency lights that are no longer functional.
- Build a concrete spillway from the low point of the rear parking lot to the storm water catch basin.
- Paint the exterior brick in the area of the four Childcare Center exterior exit doors.
- Connect the rainwater downspouts on the parish hall to underground piping in order to direct the rainwater away from the building.
- Install a fence to hide the dumpsters from view.
- Repair the leaking safety shower fixture in the laundry room.
- Thoroughly clean the range and ovens in the church kitchen.
- Caulk the joint between the loading dock area walkways and the kitchen and welcome center.

The 2025 maintenance wish list includes

- Replace the flooring in the parish hall if we are able to obtain adequate funding.
- Replace the membrane roofing above the church office area.

John Erickson
Maintenance Committee



Building & Grounds

THE GARDENS AT ALL SAINTS'

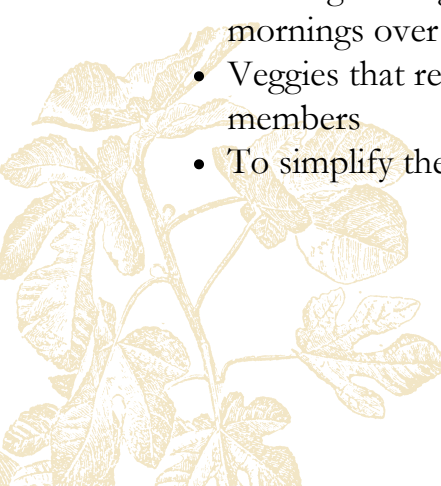
In 2024 we launched a pilot program we call 'The Learning Gardens' that started in February and concluded in November. Our goal was to create a year of joyful learning experiences in the church gardens with a focus on vegetable and native perennial gardening. We hoped to recruit families and individuals to join our garden team, especially those who love gardening, but lack the space, time, sunlight, energy, knowledge, and resources to grow plants.

Highlights from the 2024 Learning Gardens Pilot

- 25 adults and ~20 children participated over the year, some for the first time.
- Hands on experience starting and growing microgreens
- 60 vegetable plants were started from seed then transplanted to the garden
- We spread a lot of mulch in multiple garden areas: 40 yards in 2024
- Utilized creation care friendly pest and weed control measures in the gardens
- Shared 55 garlic bulbs with the parish (not a typical church activity)
- Multigenerational events were wonderful especially planting corn and beans
- Tiffany engaged the children in weekly corn height measurements which they loved
- Children enjoyed harvesting vegetables as part of their Sunday experience
- The sweet corn was delicious, we shared 200 ears with the parish
- The corn was so good it attracted a small black bear who enjoyed it as well
- We shared fresh produce with the parish and delivered some to home bound members
- Discovered the Corner Market Food bank that welcomed our vegetables
- Children and adults learned how to determine when watermelons are ripe
- Tiffany and the children harvested soybeans and made fresh edamame
- New friendships were created, and others were deepened

Other learnings from this pilot

- Planting a large vegetable garden with 13 different vegetables creates a big harvest
- The vegetable garden added more work! The Learning gardens met for 53 work mornings over the year and logged 700 volunteer hours in the gardens.
- Veggies that require 2+ harvests/week are too much work for 4 regular team members
- To simplify the vegetable garden next year to match volunteer availability



Building & Grounds

CREATION CARE

The native plant demonstration garden was tended and expanded. This garden is managed in partnership with the Cabarrus Extension Master Gardener group. Highlights of this partnership in 2024 included:

- 3 different joint work/learning sessions that engaged master gardeners and our team.
- Created and taught a native tree identification experience on the All Saints' campus.
- Created and taught a hands-on native plant learning experience.
- Divided native perennials planted in 2022. We replanted some in the church gardens and shared plants with volunteers. Deborah Monroe led a team of master gardeners that took the rest of the plants to the Extension greenhouse where they potted up 158 baby plants.

Other creation care activities

- With Don Foskey's leadership we delivered 14,038 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 with Don Gordon from C3-Christians Caring for Creation.
- Continued the battery recycling program started by Daisy Ernst and her family in October 2023. Since inception over 100 pounds of batteries have been kept out of the landfill.

Energy Saving Trees

For the 6th 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 in October. A dedicated team of 36 volunteers made the event a success. In addition to giving away trees, education stations included hands on demonstrations on how to plant, mulch, and water trees. The leftover trees were given to church members and their friends, family, and neighbors to plant and enjoy. Here are the 20-year projected cumulative outcomes for the 1583 trees we have given away to date:

- **Absorb** 11, 000 pounds of air pollutants
- **Save** over 3.5 million kW hours of energy
- **Sequester** over 6 million pounds of carbon from the atmosphere
- **Filter** over 27 million gallons of storm water

Respectfully submitted,
Mark D. Robinson, MD

Finance

ANNUAL GIVING CAMPAIGN

The 2024 Annual Campaign Committee was comprised of Senior Warden Martin Ericson, Junior Warden Rhonda Kovar, and Vestry members Chuck Collier, Beth Simpson, Andrea Holdren and Randy Brantley. The committee began its work on June 20, 2024, and, with the encouragement of Rev. Nancy Cox, chose the theme of “Gratitude and Generosity.” The scripture basis for the campaign was II Corinthians 9: 11-12: “You will be enriched in every way for your great generosity, which will produce thanksgiving to God through us; for the rendering of this ministry not only supplies the needs of the saints but also overflows with many thanksgivings to God.” Rhonda identified The Episcopal Church United Thank Offering website as a resource for adaptable campaign materials.

The campaign commenced with the annual Gratitude Gathering on September 15. Beth Simpson led a group of volunteers in the preparation of delicious breakfast casseroles. Held in the parish hall at 10:00 a.m., the event was well attended. Rhonda introduced the campaign and invited attendees to write something for which they are grateful on a slip of construction paper. Children collected the slips and constructed a “gratitude chain” that was displayed in the parish hall. Rhonda explained that gratitude surveys focused on different aspects of church life will be distributed to parishioners over coming weeks. The results would be compiled into “word clouds” highlighting frequently cited responses and shared with the parish. Randy offered a charge to attendees, reminding everyone that believers cannot out give God. He cited examples such as the air that we breathe, the gift of children and creation itself. Financial support of the church is an expression of gratitude for the many blessings that God provides.

Prior to leaving for sabbatical, Reverend Nancy Cox drafted a letter that was mailed to parishioners in late September. Rev. Nancy thanked each recipient “for the many ways you make Jesus’ love real in this community and contribute to building up the Body of Christ here at All Saints’.” As campaign coordinator, Randy followed with a letter in early October in which he asked parishioners to consider an increase in their estimates of giving for 2025. He added, “This All Saints’ tradition is so much more than a financial transaction. As the Apostle Paul might remind us, by supporting the church, we are glorifying God and re-gifting a portion of God’s blessings to advance His Kingdom here on Earth.” In late October, Martin provided the concluding appeal letter in which he

Finance continued

encouraged parishioners to practice proportional giving and referenced a new All Saints' online calculator to help each household determine giving as a percentage of income or assets.

Chuck enlisted individuals to share their thoughts on gratitude and generosity during Sunday morning worship services in September and October. Speakers included Julie Wagner, Keagan Ringgenberg, Esther Ringgenberg, Claudia Pope, Charles McKinley, Jennifer Cook, and Melissa Goodwin. As is tradition, the senior warden preached on the Sunday before All Saints' Day and estimate of giving ingathering. Martin expressed his deep gratitude for All Saints' ministries and explained how a proportional giving approach helped him increase his giving over time.

Throughout the campaign, Rhonda shared "word clouds" highlighting the most frequent responses to weekly gratitude surveys. In the area of worship, respondents cited prayer, music, children in worship, sharing the peace, and lay readers as especially meaningful experiences. Respondents identified stained glass, the nave, gardens, and the parish hall as special aspects of All Saints' campus. Favorite groups or activities included parish life events, hospitality team, EYC and prayer chain. Frequently cited means of community outreach or service included Weekly Word, racial equity programs, After Dark at All Saints', Tour de Saints, and the Night Shelter.

On November 3, All Saints' Day, Rev. Nancy invited parishioners to place their 2025 estimates of giving on the Lord's table. After the initial response, the campaign committee continued to encourage those who had not yet returned an estimate of giving. In December and January, the Finance Committee proceeded to draft All Saints' 2025 mission and ministry plan based, in part, on the estimates of giving received to date.

The campaign coordinator would like to express sincere gratitude to each hard-working member of the campaign committee who devoted long hours to the effort. Special thanks go to Senior Warden Martin Ericson for his tireless efforts to produce and mail campaign collateral, as well as draft and publish regular campaign communications for Weekly Word. Special thanks also go to Junior Warden Rhonda Kovar for her organizational skills and creativity in introducing new campaign elements based on the The Episcopal Church United Thank Offering.

Respectfully submitted,
Randy Brantley
Campaign Coordinator

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.

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). In addition, we have 2 alternate counters and 2 individuals who can fill in for either position. The Tellers have at least some basic computer skills. Our alternate Teller/Counter individuals (who can perform either function), also work the 5th Sunday of the month as they occur (4 times a year). During 2023 our procedures were updated and streamlined which allows us to complete our Sunday processes in usually less than 30 minutes.

If you would like additional information, please contact me.

Bob Black



Finance Committee

Report



Comprised of several members of the Parish, the Parish Treasurer, the senior warden and junior warden and the Rector, the Finance Committee meets monthly to review financial operating results, monitor the budget and interpret cash flow results and requirements. The committee acts as a resource to the Vestry through provision of financial recommendations regarding usage and management of church assets. The committee also assists the church treasurer in developing an annual 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 2024 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 All Saints. In monitoring and reviewing the Church's financial reporting on a monthly basis, the committee seeks to assure our parishioners, the Diocese of North Carolina and others that the financial life of All Saints are in good order. In addition, the committee seeks ongoing awareness that all Church properties and facilities are adequately maintained so that it may continue to serve as a venue for the 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 2024, all of the 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. We continued to run a deficit budget in the general fund and were aware that this would continue in 2025. However we were successful in managing most accounts and ended the year with a very small deficit balance.
2. A major goal for 2024 was the renovation of the parking lot. In the undertaking the cost of that project we learned that there were additional challenges especially in managing water out flow and modification of the area of entrance to the property. Through the generosity of the congregation, we were successful in completing that project.
3. The receipt of pledged income was very inconsistent during the first eleven months of the year and we ran higher than expected shortfalls compared to the budget (see #5 below). However, receipts received in December brought significant improvement 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 funds from the Suspense account to the General Fund. This was done to assure that we were able to meet expenses toward the end of the year. Those “borrowed “funds were returned to the Suspense account at the end of the year.
5. While numerous and in some cases, expensive repair and maintenance costs incurred in keeping the upkeep of the facilities in good order, costs for that work was not as high as in previous years.

What brought you hope in this ministry during the year?

1. The continued refinement of the Realm accounting system with very limited impact on our financial reporting.
2. The re-development of processes that cover all the activities followed by the volunteer tellers and counters was also implemented and slightly refined.
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 have been very positive during the first nine months of the year. Note that DFMS has not yet provided a report on the final quarter of 2024. These funds remain a very important part of the Church's finances. Interest generated by three of the five investments at DFMS form a component of the annual budget. In addition, funds were withdrawn from two of the funds to help cover capital costs in two areas, namely for the parking lot (Legacy funds) and for the Columbarium project (Columbarium fund).
7. Another very successful Tour de Saints (Ragan Kearns).
8. Successful audits for the Church and LCDC.

Victor Clark

Church Treasurer

Tom Dillard

Finance Committee Chairman



GENERAL OPERATING ACCOUNT REPORT – 2024

INCOME COMPARISON

2023 Actual		2024 Budget	2024 Actual	2024 Variance
580,848	Total Congregation support	624,395	630,186	5,791
17,426	General & Designated Gifts	0	0	n/a
66,362	Trust & Investment income	68,200	72,188	3,988
360	Other Income	7,513	9,131	1,618
45,201	Rental Income – LCDC	60,480	60,480	0
3,845	Other Rental income	3,900	1,675	(2,225)
\$714,042	Totals	\$764,488	\$773,660	\$9,172

Note: Brackets indicate an adverse comparison to Budget 2024

GENERAL OPERATING ACCOUNT – 2024

EXPENSE COMPARISON

2023 Actual		2024 Budget	2024 Actual	2024 Variance
447,694	Payroll, Inc. benefits & taxes	464,589	464,674	(85)
115,033	Property Maintenance	122,257	113,455	8,802
69,726	Administrative Costs	71,553	67,580	3,973
64,923	Diocesan Fair Share	64,032	64,028	4
45,230	Church activities & programs	52,769	47,983	4,786
9,969	Music program	9,750	9,219	531
2,500	Seminary support & Outreach	7,412	6,831	581
\$755,074	Total Expenses	\$792,362	\$773,770	18,592

\$(41,033)	Net Income less Expenses for 2023/24	\$(27,875)	\$(110)	\$27,765
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Note: Brackets here indicate a deficit result

Partially and Temporarily Restricted Funds, 2024

Summarized Amounts (Major items))	Received	Expensed	Balance 12/31
Pilgrimage to AL	0	0	6,000
Cannon Grant (For Parking Lot) <i>Note 1</i>	0	83,247	0
Altar Flowers/Greenery	4,541	4,445	2,195
Benevolence Fund	2,155	1,499	10,120
Andrea Holding Estate	0	8,330	21,060
Community Green Garden Grant	5,000	2,113	2,887
From Special Projects	17,761	16,009	8,669
CCM	5,255	4,457	2,552
Tour de Saints <i>Note 2</i>	15,150	5,836	9,263
LCDC Maintenance Reserve	7,656	3,861	6,391
Hurricane Relief <i>Note 3</i>	16,662	19,577	100
Building Reserve Investment Fund <i>Note 4</i>	141,645	141,645	0
Other Designated Gifts	4,516	4,293	5,784
All Saints' Labyrinth <i>Note 5</i>	10,000	0	10,000
After Dark at All Saints' <i>Note 2</i>	6,752	5,962	5,702
EYC Mission Trip <i>Note 6</i>	13,934	14,945	7,299
Capital Reserve <i>Notes 1&7</i>	343,389	357,743	502
Miscellaneous Fund <i>Note 8</i>	4,720	17,247	5,542
Other (40 accounts)	18,331	15,177	17,402
TOTAL	\$617,467	\$706,386	\$121,468

Notes to the partially restricted funds (Suspense accounts):

1. \$83,247 plus amount from Capital Reserve of \$348,358 used for the parking lot project.
2. Balances (excluding seed monies) are available in 2025 for outreach disbursement.
3. \$17,577 paid to Episcopal Relief for Hurricane Relief. (see below for additional amount paid from Assistance account).
4. Amount received from the late Mr. Hilbish and transferred to DFMS investment account.
5. \$10,000 donation received for future project.
6. During 2024 there was incoming support of \$13,935 and payments of \$14,945 for Mission trip and other activities.
7. Receipts were a transfer from the Uwharrie money market account of \$202,637 and two withdrawals from DFMS (total of \$139,100). Other expenses besides the parking lot were for (a) a new freezer, (b) furniture for the youth center, (c) a facilities maintenance plan.
8. \$14,614 paid out to (retired) Toshiba copier lease. (zero cash affect)

Partially and Restricted Funds Summary

	<u>Amount</u>
Balance on hand 12/31/2024	210,388
Inflow of funds, 2024	617,467
<u>Funds expended, 2024</u>	<u>(706,386)</u>
Balance available 12/31/2024	\$121,469

BANK & INVESTMENT ACCOUNTS

Ledger Balances as of December 31, 2024

12/31/2023	Account Description	12/31/2024
136,905	General Operating Account	71,733
214,265	Suspense Account	147,183
152,195	Uwharrie Bank <i>Note 1</i>	0
4,890	Memorial Account	9,565
30,464	Columbarium Account	5,435
3,862	Assistance Account	3,638
168,078	DFMS Investment – All Saints'	182,210*
45,730	DFMS Investment – Garden of All Saints' Endowment	49,542*
70,696	DFMS Investment – The Columbarium Endowment	47,474*
662,719	DFMS Investment – Legacy	572,854*
273,240	DFMS Investment – Hillbish Trust	446,250*
\$1,763,044		\$1,535,885

** Balances at 09/30/2024*

Notes:

1. Uwharrie funds were used to support payment for parking lot project in 2024.
2. 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.
3. Capital funds withdrawn from the DFMS Columbarium used for the Columbarium refurbishment and improvement project. (\$30,000 in April 2024).
4. Total of \$139,100 capital funds withdrawn from Legacy account to support payment for the parking lot project. (April/May 2024).
5. Quarterly dividends of approximately \$570 each quarter were withdrawn from the Gardens funds to support work in All Saints' Garden.

TRUST FUNDS

Trusts Consists of:

A. B. Palmer Trust (2024 balance as at September 30th)

2024	2023	2022	2021	2020
\$143,718	\$133,572	\$122,681	\$152,987	\$142,308

All Saints' received a distribution of \$6,000 in 2024.

OTHER TRUSTS

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.

\$21,060 remains for future projects.

CAPITAL PROJECTS

2018 Capital Campaign Summary

Receipts at 12/31/2023	851,601	1,404,299	230,000	65,044	2,550,944
Receipts in 2024		700	–	–	700
Total Receipts	851,601*	1,404,999*	230,000	65,044	2,551,644

***Receipts of pledges of \$2,256,600 represents 99% of commitments.**

(This excludes Special donor and Grant funds)

Note: \$2,535 of the capital funds received remain to be used for projects in 2025.

CAPITAL PROJECTS – 2024

1. Parking Lot – \$431,605
2. Columbarium upgrades – \$54,240
3. Tree removal and sidewalk replacement – \$8,330
4. Upgrades to lighting – \$2,113
5. Choir loft lighting upgrades – \$2,000
6. Door controllers – \$3,775
7. New Freezer – \$3,226
8. Furniture for youth – \$3,159
9. Facilities maintenance planning – \$3,000
10. Security system upgrade (paid from general fund) – \$3,528

OUTREACH 2024

(a) General Fund to: Diocese of NC., Seminaries & local Organizations \$72,860

Includes \$1,000 each paid to Comm. Free Clinic, CVAN, Habitat, Meals on Wheels, Center of Hope and Early Childhood Foundation of Cabarrus County.

(b) Other Outreach Amount

From Men for Change (to CVAN)	427
From Benevolence (several recipients)	1,498
From Special Projects (to various support programs)	5,463
To CCM Food Ministry	4,458
To Episcopal Relief & Development (Hurricane relief)	21,650
Episcopal Diocese of NC – Bishops Discretionary fund	1,008
Assistance Account (examples below)	15,169
- Housing support (various individuals)	\$9,179
- Episcopal Farmworkers Ministry	\$1,137
- Organizational support (various)	\$2,741

Total (b) \$49,673

TOTAL OUTREACH \$122,533

FINANCIAL PLAN FOR MISSION AND MINISTRY 2025

INCOME

2024 Actual		2025 Proposed Plan	2025 vs 2024 Incr/ (Decr)
630,186	Congregation support	636,010	5,824
72,188	Trust & Investment income	71,680	(508)
60,480	Rental Income - LCDC	75,624	15,144
9,131	Other Income & outreach Funds	12,900	3,769
1,675	Other rental income	3,900	2,225
\$773,660	TOTAL INCOME	\$800,114	26,454

EXPENSES

464,674	Payroll, inc. all benefits & taxes	496,728	32,054
113,455	Property maintenance	123,300	9,845
67,580	Administrative costs	71,095	3,515
64,028	Diocesan fair share	71,232	7,204
47,983	Church Activities & programs	56,060	8,077
9,219	Music program	11,200	1,981
4,912	Local Outreach	12,900	7,988
1,919	Seminaries support	1,500	(419)
\$773,770	TOTAL EXPENSES	\$844,015	\$70,245
\$(110)	Income less Expenses for 2024/25	\$(43,901)	\$(43,791)

Increased shortfall for 2025
compared to 2024 actual results

Additional Financial Notes

1. Plan for 2025 Calendar year:

- Continue the good work of offering improved Church programs and community support.
- Maintenance of expenses to accord to budget
- Responsible spending.
- General fund cash management to be tightly controlled.

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:
 - o Used \$15,690 of savings in 2021
 - o Used \$27,567 of savings in 2022
 - o Used \$41,033 of savings in 2023
 - o Used \$110 of savings in 2024
 - o The balance of \$32,004 remains available **to support 2025 cash usage in the general fund.**

TOTAL PARISHIONERS' PLEDGES | 2025 FINANCIAL PLAN

As of 1/16/2025, we had received 131 pledge cards totaling \$582,744.

The comparative number at 01/21/2024 was 132 pledge cards for \$581,555.



525 Lake Concord NE | Concord, NC 28025

704-782-2024

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