

ANNUAL REPORT for the year 2021

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Agenda
Annual Meeting
Sunday, January 23, 2022

1. Opening Prayer
2. Adoption of the Supplemental Rules
3. Appointment of Secretary & Parliamentarian
4. Approval of Minutes of 2021 Meeting (January 31, 2021)
5. Nomination of Vestry Members
6. Nomination of Diocesan Convention Delegates
7. Ballot and Election of Vestry Members and Convention Delegates
8. Financial Review
9. Rector's Address and Special Acknowledgments
10. Report on the Ballot and Election
11. Adjourn



Supplemental Special Rules of Order for Virtual Attendance at Annual Meeting of All Saints' Episcopal Church, Redding, California

For Adoption at commencement of the 2022 Virtual Annual Meeting.

Date of 2022 Annual Meeting: January 23, 2022

I. Preamble

1. Supersede Regular Rules. These Supplemental Special Rules of Order for Virtual Attendance at Annual Meeting (hereinafter, "these Rules") shall supersede the regular By-Laws regarding the holding of annual meetings of the parish, and the Constitution and Canon 36 of the Canons of the Episcopal Diocese of Northern California and to the extent they are in conflict with the regular By-laws, Constitution and Canons, these Rules shall prevail.
2. Purpose. The purpose of these Rules is to facilitate the calling and annual meeting of the parish during the Covid-19 Pandemic, since infection rates and governmental restraints make it difficult for immunocompromised individuals to attend and in-person meeting of the parish.
3. Adoption. These rules are to be adopted at the beginning of the Annual Meeting. If a parish adopts any additional rules, they are to be documented.
4. Interpretation of Certain Constitutional and Canonical Terms. For purposes of annual meetings governed by these Rules, these terms shall have the following interpretation: "Annual Meeting": The meeting of clergy and laity of All Saints' Episcopal Church, conducted in part via remote electronic participation by its members. "seat": The ability to participate in the annual meeting via electronic connection "voice": The right to make oral statements during the annual meeting "vote": The right to cast an electronic or in-person vote during the annual meeting.

II. Connection Information

1. The meeting will be held in person in the sanctuary. For those who are unable to attend due to vulnerability to COVID infection, the meeting will be livestreamed on Facebook Live.
2. Every member of the parish may sign in and join the Annual Meeting. For qualified individuals who have communicated an interest in participating remotely by means of the Facebook Livestream and electronic communication, seat, voice, and vote are granted by electronic means.

III. Opening of Meeting and Quorum

1. Quorum. Consistent with the Bylaws and Canon 36.3.2, those present at the in-person meeting shall constitute a quorum for the transaction of business of the parish.

IV. Conduct of Meeting

Technical requirements and malfunctions. Each member participating remotely by means of the livestream is responsible for his or her audio and internet connections; no action shall be invalidated on the grounds that the loss of, or poor quality of, a member's individual connections prevented participation in the meeting.

V. Floor Nominations and Voting

1. Nominations from the Floor. Nominations from the floor will be taken for Delegate to Diocesan Convention. Those attending remotely may submit nominations by email to the Rector's email address, provided the address used is the same address on file on the church mailing list. The Rector will check for email submissions before closing nominations.
2. Voting. Ballots for the election of vestry members and delegates to Diocesan convention may be cast **in person** during the meeting. Eligible voting parishioners who have expressed interest in electronic voting, and communicated that interest in advance to the church office by Friday, January 21, 2022, may submit a ballot **by email**, provided the email address used is the same address on file on the church mailing list. Email ballots will be printed and conveyed to the counters. Results of the votes will be announced at the conclusion of Annual Meeting.

ALL SAINTS' EPISCOPAL CHURCH ANNUAL MEETING

Sunday, January 31, 2021

Meeting via Zoom (Meeting ID: 891 4383 1324 / Password: 286570)

Call to Order

The annual meeting was called to order by Julie Casey Clements at 11:00 AM.

Opening Prayer

The opening prayer was given by Fr. Aidan Rontani, Rector.

Zoom Meeting Roll Call

Attendees of the Zoom meeting (in order by first name) were:

Alexandra Stephens	Gretchen Melburg
Allyn Feci Clark	Heidi Heiman
Barbara Haberland	Helen Bonnett
Betty Harrison Smith	Julie Casey
Bill Rich	Linda Matias
Candace Brown	Margie Harrison-Smith
Cathy Challe	Mary Martin
Courtney Mathews	Melanie Dodson
Dan & Debbie Spiess	Renee Prusinovski
Dannielle Greco Stahly	Rick Harrison Smith
Dave Jannuzzi	Susan Bailey
David Cooper	Theresa Markword
Dick Duperly	Vicki Santos
Fr. Aidan Rontani	Wendy Little
Frances Cole-Boyd	William Rich
Gail O'Brien	

Appointment of Secretary & Parliamentarian

Julie Casey Clements called for motions to approve the appointments of Secretary and Parliamentarian.

Julie Casey Clements nominated Theresa Markword for Secretary.	
Motioned by:	Julie Casey Clements
Seconded by:	Margie Harrison-Smith
Further discussion:	None
Vote:	Approved by <i>unanimous vote</i>

Minutes of Annual Meeting 2021 (continued)

Julie Casey Clements nominated Margie Harrison-Smith for Parliamentari-	
Motioned by:	Julie Casey Clements
Seconded by:	Vicki Santos
Further discussion:	None
Vote:	Approved by <i>unanimous vote</i>

Adoption of Supplemental Special Rules of Order for Virtual Attendance of Annual Meeting

Julie Casey Clements called for a motion to approve the adoption of Supplemental Special Rules of Order for Virtual Attendance of the Annual Meeting.

Motioned by:	Betty Harrison Smith
Seconded by:	Frances Cole-Boyd
Further discussion:	None
Vote:	Approved by <i>unanimous vote</i>

Approval of Minutes of 2020 Annual Meeting (January 26, 2020)

Julie Casey Clements called for a motion to approve the minutes of the 2020 Annual Meeting held on January 26, 2020.

Motioned by:	Margie Harrison-Smith
Seconded by:	Heidi Heiman
Further discussion:	None
Vote:	Approved by <i>unanimous vote</i>

Financial Review

Allyn Feci Clark provided an overview of All Saints' financial position for the year ended December 31, 2020 and the proposed budget for 2021.

The year ended with a slight operating gain of \$5,248 due to continued support from parish members and a Paycheck Protection Program (PPP) loan of \$31,900. The preliminary draft budget projects income for 2021 at \$246,041, and includes approximately \$9,000 from reserves and a second PPP loan for \$32,000. The window for the second PPP loan is open, but All Saints' request is not yet approved. Pledges for 2021 have come in at \$174,140. Last year's pledges were \$202,000. The parish has also had a reduction in expenses. We do have a balanced budget for 2021 with income and expenses totaling \$246,041. Personnel remains steady at one full-time and four part-time employees. Julie Casey Clements asked for questions.

Heidi Heiman asked if a Sexton had been hired. Julie Casey Clements replied that we did hire a Sexton, but family issues precluded her from fulfilling the role. An offer has been extended to the next

Minutes of Annual Meeting 2021 (continued)

candidate on the list, and we should have a response by early next week.

Dick Duperly asked how many families the parish lost in the last year. Fr. Aidan said he is aware of a couple of parishioners who passed away, and two members who moved to other parts of country. One couple determined they wanted to pursue other Christian paths. On a positive note, a couple of families expressed interest in joining us. The Rowles family joined last year, and the Mathews family is just joining us this month. They were watching our services online and wished to be a part our community.

Adjourn

Julie Casey Clements called for a motion to adjourn the meeting.

Motioned by:	Margie Harrison-Smith
Seconded by:	Rick Harrison Smith
Further discussion:	None
Vote:	Approved by <i>unanimous vote</i>

The meeting was adjourned at 11:16 AM.

Election of Vestry Members and Diocesan Convention Delegates

Julie Casey Clements invited the parishioners to cast their ballots in person at Memorial Hall at All Saints' Episcopal Church between 11:00 AM to 2:00 PM. The outcome will be included in the upcoming E-news bulletin.

Vestry Member Nominees (Vote for no more than 2):

Dannielle Greco Stahley
Renee Prusinovski
Wendy Little

Delegates to Diocesan Convention Nominees (Vote for no more than 5):

Alice Bennett
Frances Cole-Boyd
Josh Lucero
Ken Westrick
Margie Harrison Smith
Mary Martin
Shyrle DeHaven

The results of the vote were as follows:

Elected Vestry Members

By vote of the congregation, the following parishioners were elected to the Vestry for a three-year term:

Dannielle Greco Stahley
Wendy Little

Elected Delegates/Alternates to Diocesan Convention:

By vote of the congregation, the following parishioners were elected as Delegates to the Diocesan convention:

Minutes of Annual Meeting 2021 (continued)

Alice Bennett
Frances Cole-Boyd
Margie Harrison Smith
Mary Martin
Shyrle DeHaven

Self-requested Alternates to attend the Diocesan convention in the event one or more elected Delegates cannot attend:

Alternate 1: Ken Westrick
Alternate 2: Josh Lucero

Respectfully submitted,

Theresa Markword

Theresa Markword
Clerk of the Vestry and
Secretary of the Annual Meeting



The Necrology

*We give thanks and pray for the repose of the souls
of parishioners and their beloved who died in the year 2021*

Meurig Davies

Dick Rea

Lou Prusinovski

Michael Cogan

Lydia Reed

Dick Duperly

William Olsen

2021 Vestry

Julie Casey, Rector's Warden, 2023

Linda Matias, People's Warden, 2023

Allyn Clark, Treasurer, 2022

Theresa Markword, Clerk, 2023

Stuart Neblett, 2022

Terrice Bundy, 2023

Jennifer Gillespie, 2022

Wendy Little, 2024

Dannielle Greco, 2024

Rector's Warden Annual Report, 2021 in Review

After the tempestuous seas of the previous year, All Saints' started 2021 with the hatches battened down and the sails reefed. However, if 2020 was the year of closings, then 2021 was the year of openings.

Despite another season of drought and wildfires, the delta and omicron variants, and the need to wear masks, we made eye contact with each other, and we opened. We opened the church. We opened the Thrift Shop. We opened Memorial Hall to a modified coffee hour and to the Harvest Bazaar.

We returned to shared communion. The choir returned. Some children returned to Godly Play. We started singing again. We celebrated Easter with Baptisms. We celebrated Christmas with incense.

We still Zoomed - a lot. We Zoomed Soup suppers and book studies. We zoomed meetings - so many meetings. We Zoomed Parable Journaling workshops and Sacred Ground workshops.

We hosted a yard sale with our friends from Temple Beth Israel. We made Advent wreaths. We stuffed shoeboxes with toys. We collected non-perishable food for the Living Hope Ministries food pantry.

We finished the Memorial Hall sidewalk and brick inserts. We graded and restored the lawn. We planted cypress trees and landscaped behind Memorial Hall.

We hired a new sexton. Then we hired another one. And another one. In between each of these, we had a secret angel keep our trash bins emptied and our bathrooms stocked with TP. (Thank you, Jennifer!) We hired a new landscaping service to keep our lawn neat and trimmed. We recruited and trained new techolytes - the dedicated members who make sure our worship services are live streamed on Facebook.

We improved the communication between the Ministry Council and the Vestry. And to listen to the congregation, we graduated from card tables to survey monkey.

This year's journey would not have been possible without every one of you. Thank you for patience and flexibility as we adjusted to changing winds. Thank you for being a steadfast crew and committed to the mission of this parish.

The new year is bound to bring new adventures and new challenges. We will continue to have vigorous discussions about sustainability and what that looks like at All Saints'. We will revitalize our efforts to grow an endowment fund and resolve our current budget deficit. We have a lot of work to do together as the disciples of Jesus Christ.

Rector's Warden Report, Continued

In 2022, your leadership team will continue to monitor the winds and tides. With God's grace filling our sails, we will stay the course. We will continue to celebrate the glory of God. We will continue to support each other and live into the love of Christ. We will continue to navigate the pandemic and drought, and serve the needs of our church and our community. We will continue to grow as members of the body of Christ.

Faithfully,
Julie Casey
Rector's Warden



Rector's 2021 Annual Report

In one of my favorite passages in Holy Scripture, St. Paul reflects upon the hardship of life and on the everlasting love of God in Jesus, perhaps remembering the many trials and tribulations he himself had experienced on his missionary journeys, but also upon the grace that he encountered at every turn:

Who will separate us from the love of Christ? Will hardship, or distress, or persecution, or famine, or nakedness, or peril, or sword? As it is written, "For your sake we are being killed all day long; we are accounted as sheep to be slaughtered." No, in all these things we are more than conquerors through him who loved us. For I am convinced that neither death, nor life, nor angels, nor rulers, nor things present, nor things to come, nor powers, nor height, nor depth, nor anything else in all creation, will be able to separate us from the love of God in Christ Jesus our Lord. Romans 8:35-39

This has not been the easiest year for our parish, for our Shasta community, or for our world. Throughout the spring and early summer it looked like we had turned the corner on the COVID pandemic. Thanks be to God, we were able to reopen our doors for in-person worship in March and enjoy Holy Week and Easter together again. We had a number of exciting events scheduled in late summer and fall and things were looking up. But if anything can be said of these last two years, it is that they have been unpredictable. The Delta wave hit in late summer and so many plans came screeching to a halt. My own breakthrough infection led to us rescheduling our Celebration of New Ministry, and postponing Bishop Megan's first visit with us. Diocesan Convention was moved back online. And even when Delta finally seemed to wane, the Omicron variant roared onto the scene to present us with fresh dangers. We were also confronted yet again with the scourge of fire, at one point being surrounded on three sides, the Dixie Fire to the East, the Monument Fire to the West, and the Fawn Fire on the north side of our own community. It has been a rollercoaster of a year. But just as St. Paul once said, none of these hardships could have separated us from the love of Christ.

Throughout the challenges of this year, there have been abundant blessings. We rejoice that we have been able to continue in-person worship, including a truly beautiful Advent and Christmas season back together in our church. The choir is back and we can sing once more. Thanks to our COVID protocols we have been able to worship together without having a major outbreak in our congregation. Online formation opportunities – EFM, book studies, journaling workshops, Sacred Ground – have offered chances to deepen our faith. Godly Play is once more being offered in the sanctuary at the start of worship, and the youth are meeting again. The 5PM Saturday service is once more bringing people together around the altar for the sacrament. My surgery last spring has given me new energy and new life. Our outreach ministries have also remained robust. The Thrift Store is going as strong as ever, thanks to the host of volunteers who serve every day. A small group continues to make lunches for the homeless clients of the Hope Van. We continue to gather food for Living Hope Ministries. The ECW had a lovely Harvest Bazaar. We have renewed our relationship with the Western Service Workers Association, and collected Christmas presents for them and for the Christmas Shoebox project. We were able to host a glorious Christmas concert by the Northstate Symphony, and to welcome a children's music recital into our beautiful sanctuary. Our finances remained more stable than we expected, thanks to the continued giving of so many

Rector's Annual Report, Continued

and to an unexpected gift from the Diocese. And through it all, our members have continued to care for each other, calling, making visits, checking on each other amid these troubling times. This community has remained committed and strong, and perhaps the greatest sign of this reality is that we welcomed several new members into our midst in 2021. What greater sign that the Holy Spirit remains at work in us, than that newcomers are being drawn to this community.

I remain hopeful for what 2022 may have in store, though none of us can predict what will happen. We face challenges aplenty, especially financial ones, but I remain as confident at St. Paul once was, that we are more than conquerors, through the One who loved us.



The Rev. Aidan Rontani
Rector

The Rector's Discretionary Fund allows us to assist the poor and those in crisis in our community, and the need is often great. Thanks to a well-funded account, we were able to assist almost a dozen families this year. Many thanks to everyone who has contributed to the Discretionary Fund, as it enables us to be generous with those in need.

Discretionary Funds 2021

Balance 1/1/2021	\$7,450.48
Income 2021	\$1,140.00
Balance 12/31/21	\$5,049.73
Spent 2021	\$3,540.75



Buildings and Grounds Ministries Report 2021

Mickey Logue, Buildings and Grounds Ministry Team Leader

All Saints' has had many various projects accomplished in 2021. The walkway alongside Memorial Hall is complete. New plants and trees around the lawn are thriving along with a cement curb in place behind the newly planted cypress trees.

The watering systems are in working order, a big thank you to Ed Bretzke for helping with the watering systems and the repair of the south narthex door into the breezeway.

Our two workdays on campus were well attended. A big thank you to all the volunteers who came out and helped beautify our church grounds.

All Saints' has city trash barrels now, and we would like to thank Jennifer Gillespie for helping bring them back to their place by the back door of Memorial Hall.

Our new Sexton, Olivia, has been helping keep our buildings clean and tended to all while singing a joyful song.

Many thanks to all who have helped throughout the year to keep All Saints' looking and operating well.

Our facility remains in excellent condition, and we continue looking for ways to improve the gift that this beautiful space is for our congregation and for our community.



Hospitality Ministries Report 2021

Debbie Spiess, Hospitality Ministries Team Leader

Our hospitality team met the challenges presented by the pandemic with grace and renewed energy.

The leadership on the plenary committee now consists of Jennifer Gillespe, Debbie Spiess, Wendy Little and Linda Matias. We will need to look for new leadership to replace a member who has resigned from the committee.

The following is a report on the status of each of the subcommittees under the auspices of Hospitality:

Coffee Crew: We have six people who are active on the coffee crew. Two of us are going to be unable to perform our duties, one for the next few months and the other for an undetermined amount of time. One of the remaining members of the crew feels comfortable pairing up with someone, which leaves three people who work solo and one with a partner. We need to find a way to demystify the machine and encourage more people to come forward to make coffee. With the addition of three to four people, we can be more flexible with scheduling and guarantee that it will be no more than a once a month commitment.

Coffee Hour: Coffee hour took on a variety of forms in 2021.

- During January through March Zoom we convened on Zoom. Six to nine people met at 11:00 after the 9:30 service. We started each meeting with a catching up session as we shared news and events of our week. A discussion of the weekly focus question followed. These questions varied from humorous to reflections on our lives, our beliefs, our hopes, and our priorities. These discussions allowed those who participated an opportunity to get to know and understand one another in ways that we didn't always anticipate.
- In April we alternated Sundays between our regular Zoom format and a tailgate coffee hour in the parking lot. People were encouraged to bring a chair and their own beverages/snack as we gathered outside in the milder weather to see one another makes face to masked face. We continued to alternate Sundays in April and May using both the Zoom format and the BYOB/S in the parking lot. As the weather got warmer in May, we opened up Memorial Hall. At this time we were not serving beverages or snacks.
- During June and July we met in Memorial Hall and encouraged people to bring their own beverages and snacks. People were required to wear masks if they were convening in Memorial Hall
- August and September we resumed providing coffee, tea, and bottled water in Memorial Hall. Wendy Little recruited people to bring prepackaged snacks. Beverages and food were served by individuals who wore masks and gloves.
- Mid September we pulled back serving snacks because we were not yet setting up tables for coffee hour making it awkward to wear a mask and juggle coffee and prepackaged

food. In mid September we began serving coffee outside in the breezeway between Memorial Hall and the church. Memorial Hall was still open for those of us who wanted to be inside, but chairs were set up outside as an option for those who wanted to bask in the fresh air and not wear a mask.

- Currently we are serving coffee and beverages in Memorial Hall. We have not yet resumed serving snacks.

Parish Breakfasts: We have not yet resumed our monthly breakfasts. Jennifer Gillespe remains as the lead person in organizing breakfasts and will continue when we are able to partake in them.

Memorial Reception Team: Debbie Spiess and Linda Matias head up this team. There were no memorial receptions scheduled in 2021.

Lenten Soup Suppers: On February 16, we kicked off our Lenten Soup Suppers with a Pancake Supper hosted by the Brothers of St. Andrew. The next seven Tuesdays we met on Zoom to partake in Evening Prayer. After worship, we brought our supper to the computer and enjoyed one another as we caught up on our lives. Following supper, Alex Stephens facilitated a study with Bishop Curry's curriculum entitled, "The Way of Love".

Special Events: We looked forward to a celebration of Fr. Aidan's ministry when Bishop Megan came for his Induction at All Saints'. We began to plan a reception following the service in August. However, due to COVID and the Delta variant the celebration was put on hold until Bishop Megan felt it was safe to reschedule. Now that we have a date, January 29, for her visit, we are planning for a reception following the service at 11:00 in earnest.

We are grateful for the many individuals who support these ministries with their leadership and time. The fellowship and relationships that evolve from our ministries are the part of the glue that holds All Saints' together.

Debbie Spiess, Hospitality Committee Chair



Outreach Ministries Team Annual Report 2021

Betty Harrison-Smith, Outreach Ministry Team Leader

Saints' Alive Ensemble: This group provides vocal and instrumental music to parishes along the I-5 corridor who have no musical programs of their own. Unfortunately, this group has been inactive, due to the Covid pandemic. (Ken Westrick, Nick Cavalleri)

Hope Van Support Ministry: Along with other local churches, All Saints' continues to partner with Shasta Community Health Center to provide sack lunches to the homeless on a monthly basis. They are currently providing about 20 lunches monthly. (Fr. Gregg Churchill)

Newcomers: Newcomers to All Saints' are invited into the home of a parishioner, and provided with a home cooked meal. In spite of the pandemic, this activity has continued, although reduced in frequency. The goal is to host dinners quarterly. All parishioners are welcome to partake in this vital ministry. (Wendy Little)

Daughters of the King: The Order of the Daughters of the King is an international group of women who follow the rule of daily prayer and service (to their Rector, each other, members of the congregation, and service outside the walls of our church). This past year the Daughters organized All Saints participation in the annual Operation Christmas Shoebox Ministry, which provides shoeboxes filled with goodies to needy children around the world. (Terri Bundy, Betty Harrison-Smith)

Living Hope Compassion Ministries: All Saints' congregants are encouraged to place one can each week, or one case of food per month, into the food basket at the back of the church. This food helps support the food security portion of the Living Hope Vocational Program which employs, equips and empowers individuals who seek to participate in the mainstream marketplace. (Ken Westrick)

North State Symphony: The North State Symphony hosted its annual Holiday concert at All Saints' last December.

Twelve Step Programs: All Saints' continues to work with the various 12-Step programs, who hold their meetings in our church facilities.

All Saints' Thrift Shop: *This article was written by Bob Wilson, Thrift Shop Co-Chair.* The Thrift Shop, located at 3268 Bechelli Lane, is our church's largest outreach program. It has been active over 30 years and has contributed more than \$500,000 to local charities. Additionally, it contributes over \$10,000 a year to the parish. All help is made up of volunteers and all items sold are donated. In spite of the closures and restrictions brought about by the fires and Covid, the shop has maintained pre-calamity income levels in 2021 and met all contribution goals for 2021.

All volunteers consider their efforts a personal ministry, and they are why the shop continues to be a vital part of All Saints' outreach programs. The shop currently has approximately 35 men and women that work a 3-hour shift one day a week to make the store what has been

called by more than one customer the “Macy’s of thrift shops.” Team leaders include: Joanne Bollinger, Betty Harrison-Smith, Heidi Heiman, Linda Matias, Joyce Hankin, Wendy Little and Eileen Patton. Helen Bonnett processes all incoming donations, oversees the warehouse and makes sale and pricing recommendations. Our thanks to one and all.

Christmas at the Shop is a special time that produces a spectacular holiday environment our customers love. The months of November and December are always the largest sales months of the year. Bob Wilson goes on to say, “The work that goes into making it happen is noteworthy and although I don’t like to mention names, because everyone working as a team is the only way these things happen, I would be remiss not to mention Betty Harrison-Smith as Christmas Team Leader and those volunteers that joined her over and above their normal shifts to prepare all of the Christmas inventory for sale. Betty has organized this activity over the last couple of years with great results. Invaluable in all the Christmas prep was Bob Place and his truck and all the men of the Brotherhood of Saint Andrew who assisted in the logistics of moving Christmas materials from warehouse to staging area to store. Thanks to all for a job well done.”

During 2021, All Saints’ Thrift Shop earned \$72,753.73 in sales and paid \$4,239.00 in sales tax. We also received \$307.72 in cash donations. Our operating expenses were \$29,214.22. This includes rent, utilities and telephone, plus a new water heater. We contributed a total of \$25,394.29 to the following:

\$500 to Girl Scout Troop 70096

\$1,800 to SEACM (South East Asian Christian Ministry)

\$5,400 to the Good News Rescue Mission

\$1,800 to One Safe Place

\$1,800 to the school in Honduras that Olga Barerra started

\$1,800 to the Salvation Army

\$2,572.80 to Lifeline (this pays for the monthly service for several people who cannot afford the service and is monitored by Golden Umbrella)

\$2,700 to Northern Valley Catholic Social Services (\$1,000 for their Back to School clothing shopping trip and \$1,700 to the Adopt a Family program).

\$7,021.49 to All Saints , 30% of the net profit each quarter.

Episcopal Church Women (ECW): The Episcopal Church Women (ECW) at All Saints’ had another active year in 2021. Our culminating activity each year is the Harvest Bazaar, which

Outreach Ministries Annual Report, continued

was well attended even with the storm. The proceeds from our Bazaars are given as gifts to All Saints' in many forms, such as the Stations of the Cross and the spire, but more important are the friendships and working together on a common goal in harmony while having fun. If you are interested in becoming a member or would like to be on our email list to receive our news, please let me know—Jan Logue, ECW.

All Saints' Episcopal Church Women, Financial Statement December 31, 2020 Helen Bonnett, ECW Treasurer		
Balance Brought Forward January 1, 2021		\$23,775.51
Income		
Bazaar 2021 Income		
Bazaar Sales	\$2,849.00	
Bazaar Food Sales	761.00	
Bazaar Pie & Coffee Cake	270.00	
Bazaar Drawing	228.00	
Bazaar plants & bike	164.00	
Interest Earned	<u>24.49</u>	
Total Income	\$4,296.49	\$4,296.49
Expenses		
Saved for All Saints' 5%	\$210.35	
Bazaar Paid Sales Tax for 2021	213.37	
Total Expenses	\$423.72	\$423.72
Balance In Bank		27,648.28

Submitted by Helen Bonnett, Treasurer

Community Organizations Served by Representatives from All Saints”

Southeast Asian Christian Ministries (SEACM): The mission of SEACM is to “Welcome refugees and immigrants of all nationalities and assist them in their desire to become integrated, productive members of our community.” All Saints’ was a founding parish in 1987 and continues its support to this important interfaith ministry. SEACM offers help free of charge for citizenship applications, Green Card renewal, DACA (Deferred Action for Childhood Arrival), family unity and many complex situations. The board, currently consisting of 10 board members, has continued to meet remotely during the years of Covid outbreak. Bill Rich serves on the board, representing All Saints’. Wendy Little and Jill Villalobos serve as board members- at-large.

Shasta County Interfaith Forum (SCIF): Leaders of over 20 faith communities exchange information, network, and support each other to build respect, understanding, and value for our community’s diverse spiritual practices and beliefs. SCIF has continued its monthly meetings, via zoon, during the pandemic and will continue to do so for the foreseeable future. The Sikh Temple in Anderson was awarded several grants from California for the purpose of educating and vaccinating eligible people in the low vaccine zip codes in this area. Shasta County Citizens Against Racism is acting as fiscal intermediary for one \$10,000 grant and Shasta Interfaith has been an active supporter. To date, hundreds of people have received vaccinations and boosters from the many clinics that have been held in this region, funded by the grant. SCIF sponsors and participates in a wide variety of events in the county. The Interfaith Thanksgiving Service is the most well-known. The 2021 Interfaith Thanksgiving was a replay on You Tube of the service from 2020, because of the difficulties caused by Covid. Jan Logue serves as All Saints’ representative on this worthy group.

Betty Harrison-Smith
Outreach Team Leader



Spiritual Formation Ministries Annual Report 2021

Alexandra Stephens, Team Leader

The restrictions of COVID this last year have continued to challenge us to find new and creative ways to promote spiritual formation at All Saints'. The following is a summary of what we were able to accomplish in 2021.

The Spiritual Formation team started the year with a four-week online book club in January on Bishop Michael Curry's *Love Is the Way: Holding on to Hope in Troubled Times*. The third annual online three-week Epiphany Inquiry Series in January exploring issues of migration and faith was postponed to 2022 due to lack of attendees, but will be presented this month. In February and March, Alex Stephens offered a seven-week Lenten Soup Supper series to review "The Way of Love in Lent," Bishop Curry's outline for living as the Episcopal branch of the Jesus movement during Lent. In September, a team led by Julie Clements explored stewardship through a four-week book study of *Treasure* by Jacob Armstrong, and Godly Play returned to the nave in September with the resumption of the new program year. Gregg Churchill offered a parable journaling workshop series in October and November, focusing on an approach to journaling as a way to foster intimacy with God through engagement with life situations. Wendy Little closed out the year with a bang with the annual Advent wreath-making party on November 28. Plans were made for a Lassen camping trip in September, but were cancelled due to the Dixie fire.

Over the year, EFM, the Brotherhood of St. Andrews, Episcopal Church Women, and the 4th Day Cursillo group continued to meet regularly online through Zoom. Cursillo #116 was held at Camp Alta in October with a small team and fewer attendees in deference to COVID concerns.

Various other online learning opportunities were also offered throughout the year, including The Episcopal Church's "From Many, One" campaign about the spiritual practice of deep listening and honest conversations across the differences that separate us, Church Next's self-paced "Spirituality and Racial Justice" course, Trinity Cathedral's book study on *The Four Vision Quests of Jesus*, Lent Madness, and an observance of World Refugee Day on June 23.

Although we are still battling the virus in 2022, the team will continue to promote online activities that align with the team's mission statement: *Equipping the saints, through communication, service, interconnection, civic responsibility, and prayer, to cross the barriers that separate us from Christ and each other*. As always, the team welcomes input and ideas from parishioners in terms of ways we can continue to foster the spiritual formation of all our congregants.

Submitted by the Spiritual Formation Team: Alexandra Stephens, Bill Rich, David Jannuzzi, Gregg Churchill, Rick Harrison-Smith, and Wendy Little



Stewardship & Finance Ministries Team Annual Report 2021

Alden Bailey, Team Leader

The stewardship program for 2021 was titled "Faith Filled Generosity," and we have needed to have much faith indeed. For the first part of the year, we did not have any in-person services, but only services online. Yet this congregation remained generous.

Our finances have been impacted greatly by social distancing guidelines. I would like to give a Big “thank you” to all of you who have been faithful with your pledges through PayPal and checks in the mail.

We are grateful for everyone who participated in our stewardship book study on Jacob Armstrong's book *Treasure*.

Stewardship and Finance would like to thank all who participated in our “Church Parking Lot Sale” where we were joined by our Jewish friends at Temple Beth Israel. It was a big success and All Saints’ will try another parking lot sale this year.

This year, the Green Team was created to help generate new and fresh ideas to help with church finances. One idea to come from our team is to join Amazon Smile, which is a continuous fundraiser managed by Gretchen Melburg. Many more ideas are to come!

I would like to thank the All Saints’ Vestry for the approval of events that support the General Fund.

Sincerely,

Alden Bailey
Stewardship and Finance Team Lead



Worship Ministries Team Annual Report, 2021

Margie Harrison-Smith, Ministries Team Leader

Like most aspects of our lives, 2021 was an unusual one for the Worship Ministries at All Saints'. The Covid protocols affected every worship ministry team, and some teams remained on hiatus during 2021.

Indoor, in person worship returned to All Saints' in 2021 with one 9:30 AM service on Sundays. While it was nice to gather together again, we still are functioning under a hybrid model with pre-consecrated hosts provided for shared home communion available for those who are not able to join us in the building. Many thanks to our Techolytes Joshua Lucero, Mary Martin, Julie Clements and Alden Bailey who have worked tirelessly "behind the camera" to broadcast our services on Facebook and adjust the sound system to serve both those at home and those in the building. In person Saturday worship returned on November 6. The attendance for the Saturday service is back up to pre-pandemic levels.

The Covid restrictions kept some of our ministries on hiatus this year. Our Eucharistic Visitors did not go into the homes of our most vulnerable members. We did not host any funerals nor weddings at church in 2021. Likewise, our social distancing did not allow any opportunities for our Healing Prayer teams to huddle up and pray with members of the congregation. During the pandemic, we combined the Greeters and the Usher ministries into one ministry: the Welcome Team. Dan Spiess stepped up to lead this new ministry.

Below are the individual reports submitted by various Worship Ministry leaders.

Acolytes (Margie Harrison-Smith)

Two of our youth Acolytes have rejoined the team. After over a year off, Thomas and Clara were re-trained and have brought new energy to the services. Many were delighted that processions returned for Advent, and we had a full team with incense, cross and torches for Christmas eve. It is hard to acolyte when you are worried that the congregation might see you mess up, let alone it being broadcast on the internet!

Altar Guild (Trudi Davis)

The Altar Guild is divided into four teams, each serving one weekend a month. The teams had reduced representation for the broadcast only services early in the year, but are back to full strength now that members of the congregation are in church. Our busiest seasons remain Christmas and Easter. Every Saturday morning you will find a team polishing, dusting, arranging flowers and preparing the table for the upcoming Eucharists.

We owe a special thank you to Carla Gambino in the Church Office. Because of Carla's wonderful organizational skills we had the greatest amount of money donated EVER for Poinsettias this year!! She suggested getting the notice in the bulletin early and asking for the money and dedications to be in two weeks prior to Christmas Eve. The other new angle was we picked up the flowers instead of having folks buy them and bring

Worship Ministries Team Annual Report , continued

them to the church. It worked out beautifully! More folks responded than we have in years! Thank you Carla!!!!

Daily Office (Rick Harrison Smith)

When the State was closed down in March of 2020, All Saints' ceased having Morning Prayer during the week. This continued into 2021 until June 29th when Morning Prayer was resumed.

Morning Prayer is now held at 8:45 a.m. on Tuesday and Thursday mornings. Feel free to bring your Book of Common Prayer and join us.

Eucharistic Ministers (Margie Harrison-Smith, Sunday EMs & Gail O'Brien, Saturday EMs)

Saturday EMs: 5 pm Saturday services were joyfully restarted at the beginning of November. All are welcome. Gail.

Sunday EMs: Our Eucharistic Ministers have been very flexible this year. The way which we prepare and host communion has changed continually throughout the year due to the evolving Covid protocols. We have covered for the acolytes in setting the table, kept track of consecrated and unconsecrated elements, prepared to go boxes for shared home communion and have learned how to assist Fr. Aidan in "priestly intinction". This year we welcomed Wendy Little to our team, welcomed back Betty Harrison Smith, and said goodbye to one of our longest serving EMs Dick Duperly.

Eucharistic Visitors (Betty Harrison Smith)

The EVs have not been active (either home or hospital visits), since the pandemic shut down the church. Any visits that need to be made have been done by the Rector. Also, one of the EVs has died (Dick Duperly). Also, a number of those visited have died (Peggy Rehberg, Trena Caster, Jim Daniels, Lydia Reed)

Funeral Coordinator (Jan Logue)

While 2021 saw three graveside services, we did not host any funerals at All Saints' during the pandemic.

Lectors (Margie Harrison-Smith)

Our lector team has been very patient over 2021: we usually serve at over 160 services a year; this year we had less than half the opportunities to serve. Yet, our Lectors have continued to read the lessons, prayers of the people and the prayer for shared home communion.

Music Ministry (Deborah Divine)

The All Saints' Episcopal Church Music Ministry continues to strive toward adding meaningful music to the Sunday morning service amidst the ever-changing Covid landscape. The "re-launch" of the choir last August after a long hiatus has brought much

Worship Ministries Team Annual Report, continued

joy to all of the singers and (we hope) to the All Saints' church family as well. A recent update to Covid guidelines now allows parishioners to sing during the service with masks. The feedback has been very favorable and they are grateful for this change.

Although the choir was not able to present a "Lessons and Carols" just yet, a pre-Christmas Eve Carol Sing was enjoyed by many - we certainly sang as many carols as we possibly could those last few days! As we continue through Epiphany, we also look forward to Lent and Holy Week and will soon begin preparations for a glorious Easter morning!

Prayer Team (Jennifer Gillespie)

The Prayer Team offers private and confidential prayer for requests of short notice and/or urgent need. The pandemic exposure concern of meeting in person adjusted our means of communication, and we have continued to effectively utilize phone calls and email. The team consists of fewer than five persons. Parishioners seeking this type of immediate and short-term frequent prayer can contact Jennifer Gillespie, Maria Forman, or Wendy Little.

Welcome Team (Dan Spiess)

The "Welcome Team" realizes that we can contribute to the tone of our worship as we greet visitors and members. And we attempt to do this in a congenial way. This sets the stage in a way for all to enjoy our talented musicians and to reflect on the sermon which is often dashed with appropriate and relevant humor. Nowhere in the Canons does it say that you can't have fun at church. (As far as I know but I didn't look it up.)

We have twelve devoted team members who are faithful in their duties, eager to serve and represent the parish and greet members and guests in a friendly and pleasant manner. In preparing the serving schedule each team member is asked for their availability in the upcoming month or months. Serving schedules are made in such a way that rarely is a team member asked to serve more than once a month. This may however change as we may revert to a two service Sunday.

If anyone is interested in serving on "The Welcome Team" they can contact me or Margie. The duties are simple and are written on a page on the desk in the Narthex for reference. New Team Members are paired with an experienced Team Member until they are comfortable with the duties. At this point all Team Members are experienced. Each "Welcome Team" member enjoys serving at All Saints'.

All of the Worship Ministries at All Saints' can use new volunteers. If you are interested in trying a new ministry, please contact Margie Harrison-Smith (muggyhs@aol.com or 530-244-4454) or contact the worship leaders listed above.

This year, Candace Brown deserves a special thank you. The Worship Ministries were ably

Worship Ministries Team Annual Report, continued

led by Candace from January to September. In September, after completing her 3 year-term as Worship Ministries Team chair, Candace passed on this part of her ministry to me. Everyone appreciated her organization, quiet determination and work behind the scenes.

2021 was a challenging year for everyone who served in the Worship Ministries. I would like to thank all volunteers who put up with changing ground rules and uncertainty yet still put the effort into their ministries for the glory of God and benefitting the congregation in the building at home. Their grace, patience and good humor served us well.

Margie Harrison-Smith
Worship Ministries Team Lead



Treasurer's Memo on 2021 Budget Proposal

MEMORANDUM

Date: January 23, 2022

To: All Saints Episcopal Church Membership

From: Allyn Clark, ASEC Treasurer

RE: Preliminary Budget for 2022

All Saints' Episcopal Church ended the 2021 year with a slight operating gain of \$3,906.24 thanks to the generous continued support of our members during the pandemic. I am happy to report that actual receipts from pledges came in \$17,000 above the budgeted pledge amount. In addition, we received over \$9,000 from the Diocese to assist us during the pandemic. Thank you all for your consideration.

In our draft budget for 2022 Income and Expense are projected at \$263,117 an increase of \$16,828 from the 2021 year budgeted income. The following items account for much of the increase in expenses:

- We have included Diocesan recommendations for small cost-of-living adjustments to salaries for all staff positions, we also hired a new sexton and gardener – an increase of approximately \$7,785 over last year. ⁽¹⁾
- Insurance premiums, utilities, and telephone bills have increased significantly - \$3,500 over last year. ⁽²⁾

Pledges for the 2022 year have come in at \$158,040 which is \$20,000 below pledges for 2021. This represents a reduction of 12%. The following strategy will balance our income to the increased expenses:

- Assume 2022 Pledges will increase by \$28,000 from the current total. ⁽³⁾
- Encumber the remainder of our Legacy Funds at \$18,000. ⁽⁴⁾
- Designate \$6,200 from the Building Maintenance reserved funds for building related expenses, including \$4,000 in Capital Improvements. ⁽⁵⁾
- Obligate \$5,237 from prior year earnings in Reserve Funds. ⁽⁶⁾

Thank you for the opportunity to serve All Saints Episcopal Church this past year as your Treasurer. Below is the Projected Draft Budget for 2022:

Revenue

Pledges	\$186,074 ⁽³⁾
Fundraising(net of credit card fees)	4,400
Contributors of Record	24,000
Thrift Store Donations	8,500
Building Use Fees	7,000
Interest Income	100
Plate Offerings	1,125
Building improvement fund(repairs)	6,200 ⁽⁵⁾
Restricted Legacy Funds	18,000 ⁽⁴⁾
Other Ancillary	2,481
Funds from Prior-Yr Reserves	<u>5,237⁽⁶⁾</u>
Total Projected Revenue	\$263,117

Expenses

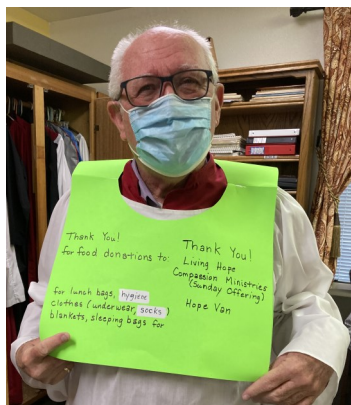
Personnel	\$154,714 ⁽¹⁾
Office Supplies	9,000
Hospitality	600
Vestry	500
Education – Youth & Adult	500
Diocesan Expenses	33,500
Building Expenses	59,503 ⁽²⁾
Capital Improvements	4,000 ⁽⁵⁾
Alter Supplies and Music	<u>800</u>
Total Projected Expenses	\$263,117

2022 Vestry Candidates



Diantha Reynolds

I am Diantha Reynolds and have lived in Redding for over forty years. I am a full-time real estate broker at House of Realty and have four adult children. I was previously a member of St. Michaels in Anderson, and St. Peters in Red Bluff. Since becoming a member of All Saints' Episcopal Church over twenty years ago, I have served on the vestry and enjoyed many years as the greeter's coordinator. I am a member of ECW and have co-chaired the Harvest Bazaar fundraiser for several years. Community service is an important part of my life. A long-time supporter of the Shasta County Library, One Safe Place, and the Turtle Bay Museum, I continue to actively fundraise for their programs and facilities. If selected, I look forward to serving on the vestry.



Ken Westrick

I joined the Episcopal Church in 1985, becoming a member of All Saints' in 1996. I am a part of the choir and a member of the Brotherhood of St. Andrew (since 2000). I have been a team member of Cursillo weekends, and even served as rector. I have been active in the reconciliation workshops led by Fr. Gregg Churchill. I am supportive of the ministry in the Hope Van by collecting and distributing clothes and hygiene supplies to the homeless. I also help with the Food Bank collecting and delivering food. I have been a delegate to diocesan convention several times. Thank you for your consideration.

Lynn Wilen

I was born and raised in Woodland and was confirmed at St. Luke's Episcopal Church. My family moved to Paradise where I attended St. Nicholas. We moved to Davis where I became a member of The Church of St. Martin's where I was married in 1961 to my husband of 57 years. I became a teacher, principal and superintendent of schools for 27 years. We joined the Presbyterian Church in Avenal where I served as Clerk of Session (comparable to Warden) and various other positions.

We retired to Shingletown in 2021. When my husband passed away in 2018, I decided I wanted to return to my roots and asked to join All Saints which I dearly love. Everyone has been so welcoming. I volunteer on the Altar Guild and All Saints Thrift Store.



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