



And let us consider how we may spur one another on toward love and good deeds, not giving up meeting together, as some are in the habit of doing, but encouraging one another—and all the more as you see the Day approaching.

~ Hebrews 10:24-25



All Saints Episcopal Annual Report 2021



AGENDA

- Call to Order
- Opening Prayer
- Appointment of Registrar
 - Anita Hill
- Recognition of Outgoing Vestry Members
- Rector's Report
- Warden's Report
- Finance Report
- Stewardship Report
- Foundation Report
 - Election of Foundation Trustees
- Deanery and Diocesan Report
- Sacred Ground/Social Justice Report
- Preschool Task Force
- Presentation and Election of New Vestry
- Election of Diocesan Delegates and Alternates
- Questions and Answers
- A Year End Review Slideshow
- Closing Prayer

Members of the parish are invited and encouraged to participate in the Annual Meeting by [clicking here](#).

All 2021 Commission Reports can be found on our website by [clicking here](#).

Rector's Annual Report

And let the peace of Christ rule in your hearts, to which indeed you were called in the one body. And be thankful. Colossians 3:15

The story of our year together in 2021 has been flexibility and faithfulness. We have traveled a journey, moving forward together, only knowing the next few steps ahead. It has required creativity and nimble spirits, willing to pivot as our circumstances changed. Our vestry regathering subgroup has worked hard this year to develop protocols with everyone's safety as a top priority. Despite all of the transitions this year, our community is strong and growing.

While we held outdoor worship services in the first quarter of 2021, we shifted to in person, masked services, indoors at Pentecost, and gradually reinstated our hospitality. Many of the worship ministries such as readers and ushers, altar and flower guild reinitiated their schedules to support indoor worship. Ministries remained vital through the use of zoom technology, and we held our first virtual new member social, to recognize those who joined All Saints in the previous months. Later in the year we held an in person, new member luncheon that included 18 people. We continue to add new members to the All Saints community.

The Sacred Ground Classes began in January with thirty participants, and in October of 2021, a new set of classes began. This new educational endeavor inspired more efforts to formalize a Social Justice Ministry. This program is developing both educational and service opportunities and forging new community partnerships. We began a new Adult Education program between the two Sunday services called Humble Ponderings. Women's Bible Study and Men's Forum continued to meet regularly throughout the year. A new preschool task force was formed to explore opportunities to expand our program to better meet the needs of a diverse community. Saturday@5 hosted an outdoor jazz concert and a zoom Mardi Gras celebration.

After saying goodbye to our former Music Director, Jason Wright, we embarked upon a search process. Suade Anderson served faithfully as our Interim Music Director, and has brought a new and fresh perspective to the music program. He has been named our new permanent Music Director. The choir is growing and we have added some professional support to both our Saturday and Sunday Music programs. This has enabled us to move the Director from a full-time to a part-time position. We are thrilled with all that Suade brings to us and welcome him.

With Mark Szen's relocation, we had some shifts this year in our finance department. Jack Case is serving as Treasurer and Mick Jaeger who has served two years as our Finance Manager, will be relocating. We have recently hired Blair Milburn as our new Finance Manager. We converted to an updated database that will more adequately service our membership and finance needs. With last year's hire of Brian Hayes as our Buildings and Grounds Manager, we have embarked upon some much needed maintenance and repair. He will be overseeing a list of projects this year. We also raised funds and completed a refurbishment project for the front entrance and the narthex.

In August of 2021, we elected our Diocesan Bishop Ruth Woodliff-Stanley and she has presided at her first Diocesan convention. She has provided much support and guidance to clergy and we look forward to an exciting year ahead with her leadership.

Our new vestry and staff will explore creative ways to continue our regathering and building programs in the coming year. We have so much for which to be thankful, and I add my personal thanks to each of you for your enduring support and encouragement. Let us with joy and peace move forward together with grateful hearts.

Blessings,
Denise+

2021 HIGHLIGHTS

January

- Children's Chapel Returns to Online Lessons
- 2021 Stewardship Begins
- All Saints Blood Drive
- Sacred Ground Groups Form
- MLK Drive-thru Breakfast for MLK Volunteers
- New Member Zoom Gathering
- Social Justice Zoom Meeting
- Southern Deanery Food Drive

February

- Sunday Afternoon Zoom Adult Ed Program Crossroads Begins
- Sat@5 Zoom Mardi Gras Party
- Ash Wednesday (Outdoors and Online)
- Weekly Lenten Evening Compline Begins (Online Only)
- Outdoor Guided Stations of the Cross
- Zoom Annual Meeting
- Social Justice Meeting

March

- Sunday Adult Ed Zoom Crossroads Continues
- Social Justice Meeting
- Outdoor Guided Stations of the Cross Continue on Fridays
- Weekly Lenten Evening Compline Continue
- All Saints Blood Drive March 20
- Outdoor Palm/Passion Service on Saturday and Sunday
- Holy Week Morning Prayer

April

- Holy Week and Easter Services Held Outdoors and Online
- Sunday Adult Ed Zoom Crossroads Continues
- Thursday Morning Service with Baptism
- Regathering Survey Sent out
- Wish List for redecoration efforts introduced
- All Saints Grief Group Forms
- Garden Tour begins to sell notecards for charity

May

- Thursday Morning service moves indoors
- All Saints Blood Drive
- The Rev. Cn. Ruth Woodliff-Stanley Elected XV Bishop of the Diocese of South Carolina
- Homecoming Weekend for Pentecost Sunday worship moves in doors
- Children's Chapel returns to in person
- Senior Care Visits Resume
- Front Office Redecoration Complete
- Boy and Girl Scouts spread mulch throughout parking lot

June

- Blessing of the Prayer Shawls
- Bravo Piano Concerts Held at All Saints
- Baptism Sunday Service
- Preschool Graduation
- JULIETS Begins Meeting Again
- Preschool Summer Camp Begins

July

- All Saints Hosts AGO Organ Concert
- All Saints Preschool Summer Camp Continues
- Grill Night at All Saints
- Early Service Survey Sent to Parish
- Request for Front Desk Volunteers goes out

August

- Interim Director of Music, Suade Anderson, is Announced
- School Year Begins for All Saints Preschool
- Music Survey is Sent out for feedback
- Front Desk Volunteer Positions Filled

September

- New Sacred Ground Groups Form
- Children's Chapel and Nursery Paused due to COVID Rates
- Wish List Redecoration Effort Fully Funded
- Choir Rehearsals Begin

October

- Blessing of the Animals
- Office Hours Expand
- Announcement Sheet, Pelican Post, Returns
- Early service moved to 8:30am
- Consecration of our XV Bishop
- Social Justice Lunch & Learn with The Literacy Center
- All Saints Boy Scout Wreath Sale
- Fellowship Ministry Breakfast
- Fall Sock Drive

November

- All Saints Blood Drive
- Outreach Ministry Weekend
- Adult Ed Humble Ponderings begins
- Jazz at Sunset
- Angel Tree Giving Begins
- Stewardship Ingathering
- New Finance Manager, Blair Milburn, Joins All Saints
- Evening Prayer Service of Thanksgiving & Gratitude

December

- New Member Luncheon
- Bishop's Visit to All Saints
- Altar and Flower Guild Breakfast
- Boy Scout Wreath Pickup in All Saints Parking Lot
- DOK Advent Program
- Two Christmas Eve Services
- Christmas Day Eucharist
- Lessons and Carols







REPORTS FROM THE WARDENS

2021 Senior Warden's Report

What a tumultuous year! Pandemic changes have been two steps forward and one step back, and while our situation is better, we all still must deal with the restrictions on personal interactions and fellowship. Zoom meetings have proliferated, including this Annual Meeting. Despite these limitations, the All Saints community is strong, vital, and stable, due to the hard work and tireless efforts of our clergy, staff, vestry, and parish members. You all have my strongest thanks and deepest appreciation for your faithfulness.

We have lost several long-time members this year, and we are saddened at their passing. We have met many new members as we continue to attract and welcome people to the Low Country. As our Finance report shows, we are maintaining a steady position, due in large part to the faithful giving of the parish. Last year, we received 99% of our pledges. Hopefully, 2022 will allow us to grow even more. Again, my thanks to everyone who supports our church.

We said good-bye to several staff members this year, and we have welcomed several new ones: Brian Hayes, Building Manager; Suade Anderson, Music Director; and Blair Milburn, Business Manager. Each is a welcome addition to our strong staff.

We elected a new Bishop this year, and we enjoyed a wonderful visit from the Right Reverend Ruth Woodliff-Stanley in December. Her calm, guiding presence and strong leadership will help our diocese prosper.

I want to alert you to a big upcoming project: the repair and repainting of the church building. Cleaning and pressure-washing revealed several significant areas with wood rot. After repairs, the building will need to be painted when the temperature permits. The outside of our building has not been painted in over thirty years, and we must address these repairs and repainting as soon as possible. The cost is estimated at between \$40,000 and \$50,000, depending on the scope of the damage. We have a building reserve fund which can cover the repairs, but the fund will obviously need replenishing. I hope that you can help us with a special gift, much as many of you did after Hurricane Mathew and in our renovations of the reception area and narthex this last year. If we all can buy a couple of gallons of paint (which costs about \$25.00 per gallon), we can replenish the building reserve fund, in case of any future, unforeseen building needs.

I look forward to seeing each of you in person, if we can, on Zoom, if we must. Thank you again for your faithfulness in challenging times.

Michael Binford
Senior Warden



REPORTS FROM THE WARDENS

2021 Junior Warden's Report

In January, just before I began to serve on the vestry as junior warden, I read Bishop Michael Curry's book, Love is the Way. I was so captivated by his message (and subtitle): "Holding on to Hope in Troubling Times" that I recommended to the rector and senior warden that the vestry read a chapter each month and share the passage that most resonated with them and impacted their ministry at All Saints. I believe the Bishop's message influenced many of our actions this year as we dealt with the ups and downs of Covid 19 and the changes in our church population.

Serving with many others in the newly created "social justice" initiative was a significant part of my involvement with All Saints this year. I took the Sacred Ground course under the talented leadership of Laurie Rotella and Bob Taylor. I am a member of the Social Justice committee and the Outreach Committee where I continue to serve on the Garden Tour board and work with high school staff as we seek to secure approval for using grant money from the national church. This grant is intended to provide opportunities for low income students and their families to ensure equal access for all. If approved, our grant will enable the high school robotics team to expand their offerings to the elementary and middle schools to excite children about the possibilities of technology.

I am actively involved in children's ministries. I collaborate with Jessie McIlwee, who does an outstanding job planning Children's Chapel. She has done it remotely as well as live this year and I have enjoyed being her assistant (along with other parishioners) on Sundays. In addition, I consulted with Brenda Hand who coordinated the Sunday Nursery prior to its suspension because of Covid 19. I work closely with the preschool staff and the preschool advisory board as we return after the Covid shutdown. We currently employ 4 teachers, including the director, and serve 24 children. We are exploring ways on how the preschool could better serve our community. A number of parishioners with backgrounds in education are collaborating in this initiative.

I am a member of the planning team for the Saturday @ 5 service and participate as an altar guild member, reader, and hospitality coordinator. Although we've had a significant change in the lay leadership of this group, newer members are stepping up and are involved in all aspects of the service. Attendance continues to grow as we continue to attract new members to the parish.

Finally, I serve on the personnel committee, the finance committee, the regathering committee, and provided support to the stewardship committee by stuffing pledge envelopes and delivering a stewardship minute to the congregation.

It is a joy to worship and serve at All Saints Episcopal Church,
Joyce Emmett
Junior Warden

Finance Commission



Finance Commission, Jack Case

For 2021, operating revenues were \$801,000 but operating expenses were \$889,000 resulting in a deficit of \$88,000. Both revenues and expenses were within 2% of our budgeted amounts so there weren't any surprises. Expenses were maintained at 2017 levels but revenues have been negatively impacted by the reduction of in-person services and meetings from covid. This operating deficit was lower than the budgeted deficit. Our saving grace for the past two years has been Payroll Protection Plan loans from the Federal Government. Both our 2020 loan and our 2021 loan were forgiven by the Small Business Administration in 2021. Combined, these loans added \$201,000 of revenue to the church and another \$67,000 to All Saints pre-school. As a result, the church concluded 2021 with a \$113,000 surplus! And our cash and securities balances at year-end were near record levels.

Obviously, this financial strategy of a large operating deficit offset by government grants is not a recipe for future success. But the 2022 church budget also calls for a large operating deficit of \$63,700. The new budget calls for a \$2,000 reduction of expenses and a \$23,000 increase in revenues. Although an improvement from 2021, we must do better. Our 2022 stewardship campaign goal was to generate \$800,000 in pledges. As the campaign is winding down, we believe we can get to \$750,000, the same level we've been at for the last five years. However, this is not enough to fully fund our ministries, programs, outreach and mission. With the two PPP loans, we have the resources to absorb this deficit this year but we must find ways to increase revenues going forward.

Another challenge for our financial resources is the deteriorating condition of our facilities. Brian Hayes, our Building and Grounds Manager, has identified major decay in the window and door frames and the railings throughout the building and has determined that the exterior of the facility has never been painted. He has proposed a project to correct this situation but it will cost \$40,000-\$50,000. Fortunately, we've been building our maintenance reserves over the last several years and have accumulated about \$120,000, so we believe we have the resources to address this project plus other large maintenance projects that our 30 year old facility may need soon.

An important accomplishment in 2021 was the satisfactory conclusion of our 2018 audit. This audit dragged on for over two years because of covid and some staffing issues at McGregor & Company, the audit firm. Because of the audit, we were required to restate both 2018 and 2019 earnings. We reduced 2018 earnings by \$58,500 but increased 2019 earnings by the same amount, resulting in a complete offset. After making these changes, we received a satisfactory audit opinion. We plan to conduct less rigorous audit examinations for 2019 and 2020 before returning to a full audit for 2021.

The pre-school completed a financially successful calendar 2021. In addition to the funds from the two PPP loans, it received 3 grants from the State of South Carolina totaling \$73,000. The school was an important contributor to our overall cash position in 2021.

Finance Commission Report Continued

In September and October, we upgraded our Shelby management system. This had been under consideration for several years but was necessary now because support for the former system was being discontinued. Both the Membership and Financial modules were converted and appear to be improvements from the prior version. One upgrade possible with the new system is that our parishioners will be able to access their membership and contribution information online. More to follow on this new capability. In early December, we renewed a two-year, \$200,000 revolving line of credit facility with South State Bank. Although hardly needed at this time, we thought it was an inexpensive insurance policy for the future.

The All Saints Foundation enjoyed another year of prosperous growth. At December 31, 2021 total assets were \$675,801. In 2021, the Foundation distributed \$19, 627 to the church which was used to increase our maintenance reserves and to fund both Community and Program Development. Another distribution for 2022 is being considered. This is the beauty of the Foundation—long term financial support for our church.

In June, 2021, we sadly said goodbye to Mark Szen, our treasurer for the prior 20 years. During his tenure, the church experienced growth and financial stability. He will be missed. Unfortunately, we were not successful in recruiting a permanent replacement for Mark. Ultimately, Jack Case, chair of the Finance Commission, agreed to become the new treasurer. Although this transition has gone well and much has been accomplished, we are still looking for a qualified individual to step into the treasurer role for the longer term. Any interested candidates should contact Jack.

Also, Mick Jaeger has announced his resignation. Mick joined All Saints in January, 2020 as Business Manager and has done a fantastic job of supporting the accounting and payroll functions since then. We wish him well as he and his wife relocate out of the lowcountry. In the meantime, we were fortunate to hire Blair Milburn as Finance Manager. Blair will essentially be replacing Mick and has shown an eagerness and aptitude to learn his new role. Welcome aboard, Blair.

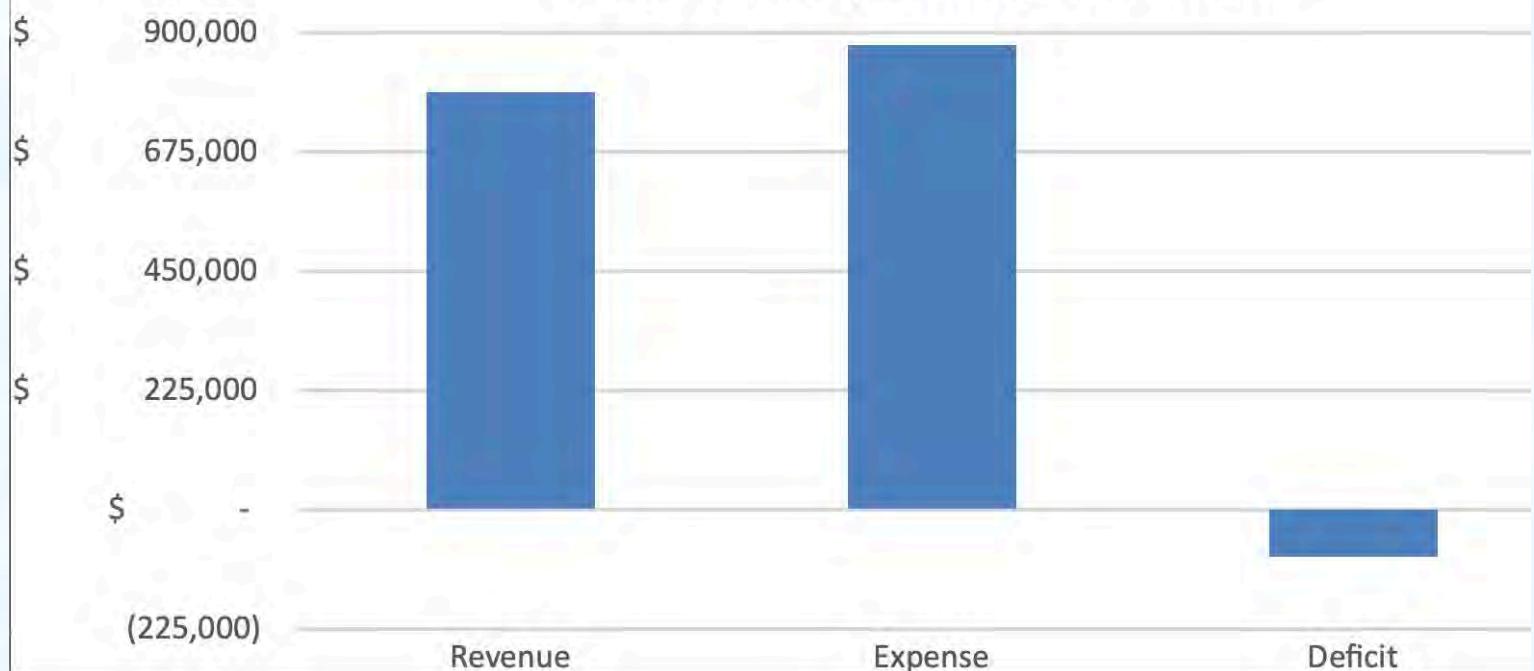
As always, we would like to thank the parish volunteers who are supporting the financial functions—the Finance Committee, the All Saints Foundation Board and the Collection Counters. Their contributions are very much appreciated.

And I could not conclude this report from the Treasurer without thanking the generous members of this parish. We have collected almost 100% of our 2021 pledges! Even though we have not been able to gather together for almost two years, we have continued to support the church financially. This is truly Saintly behavior.

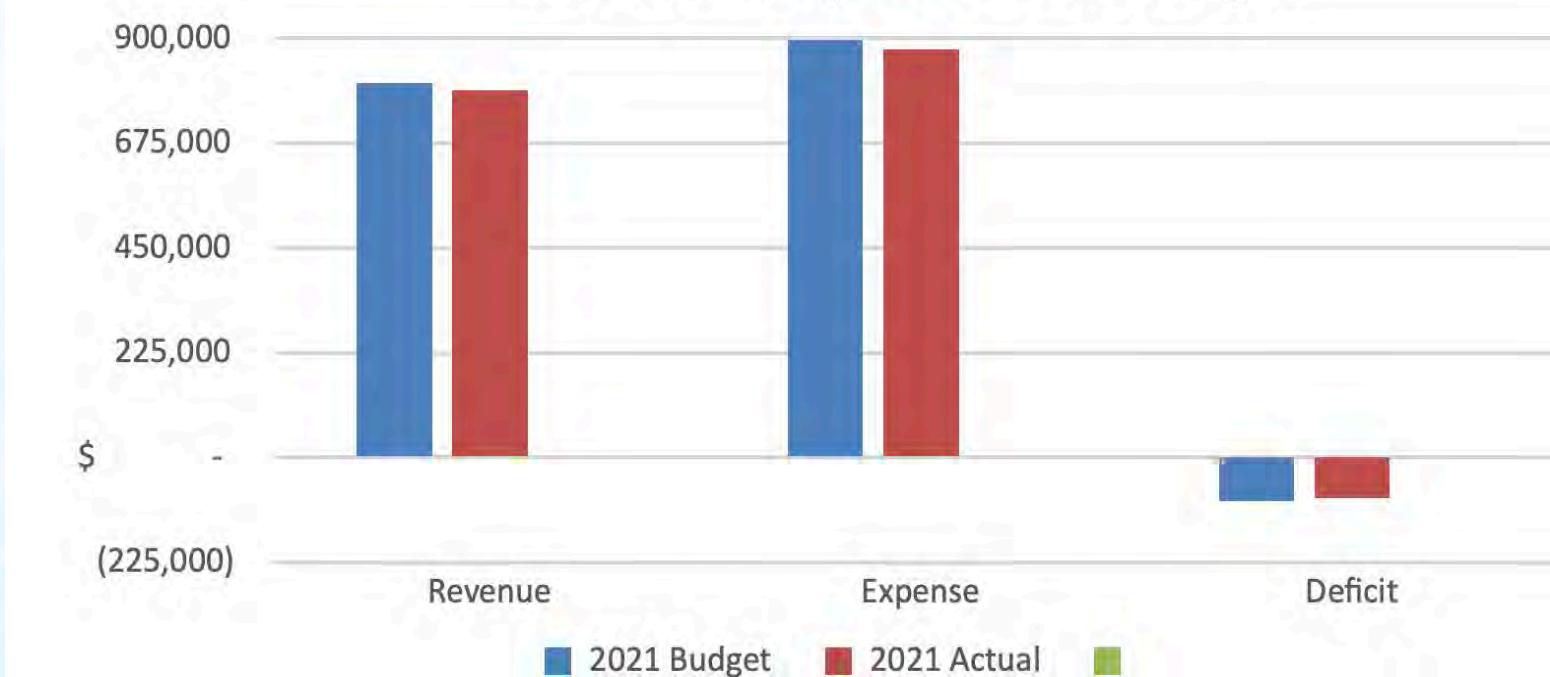
Thank you very much.



ASEC 2021 Operating Statement



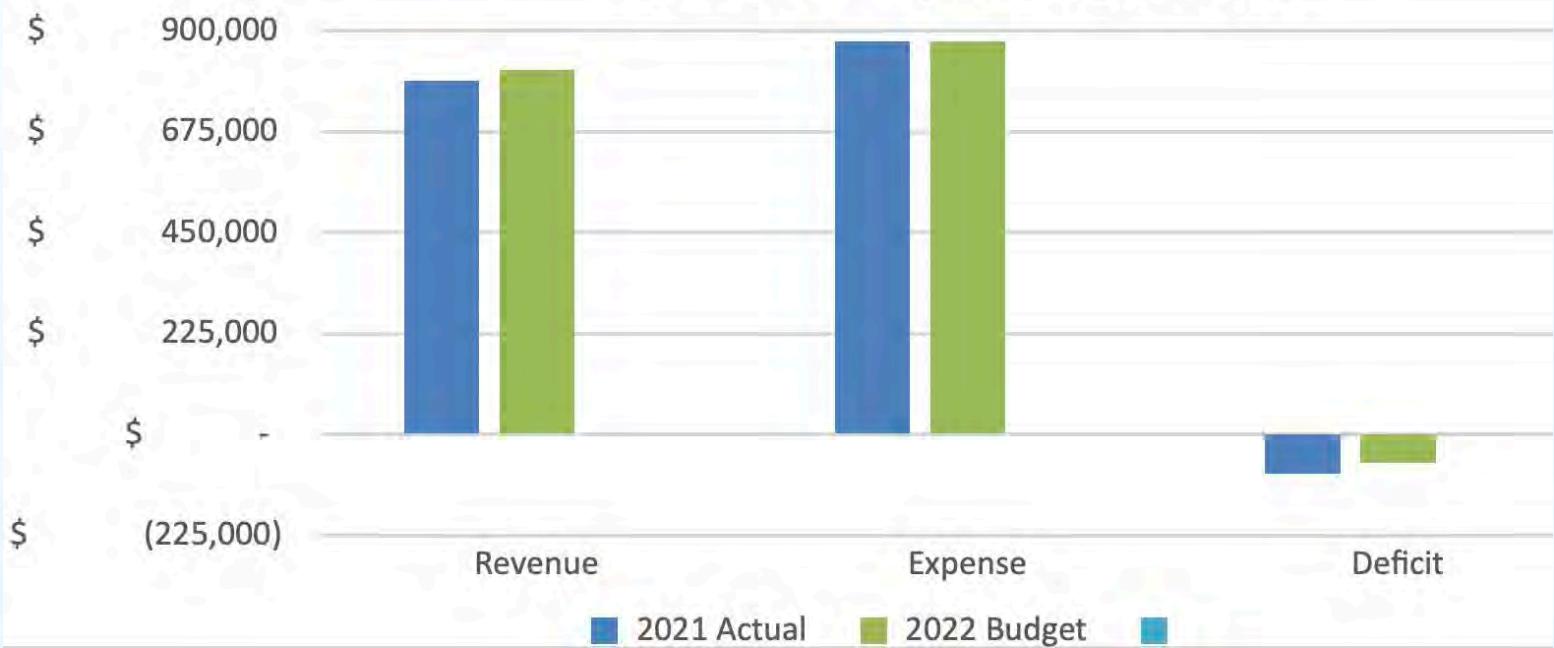
ASEC 2021 Operations vs. Budget



ASEC 2021 Operating Statement with PPP Loan Income



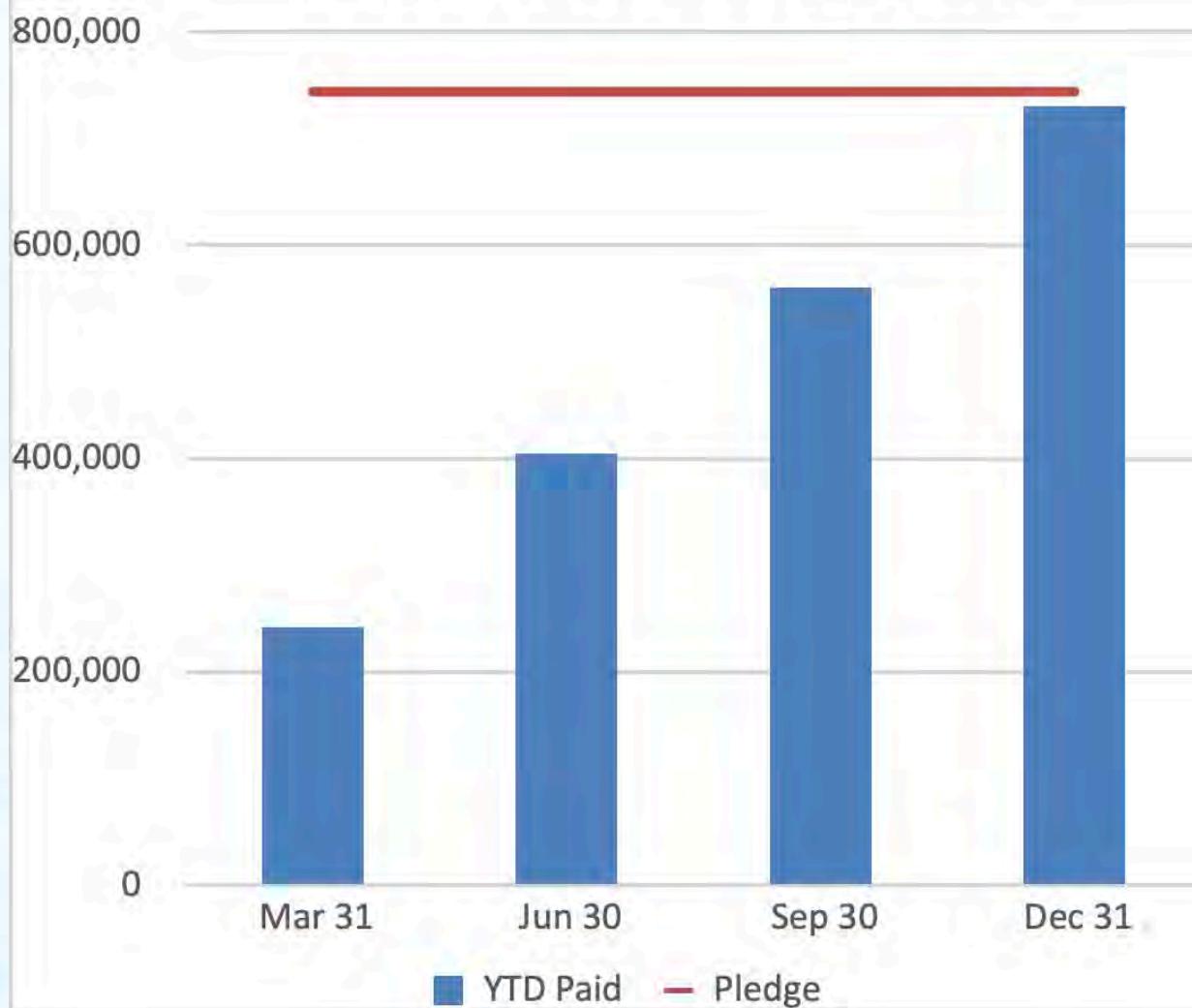
ASEC 2022 Operating Budget



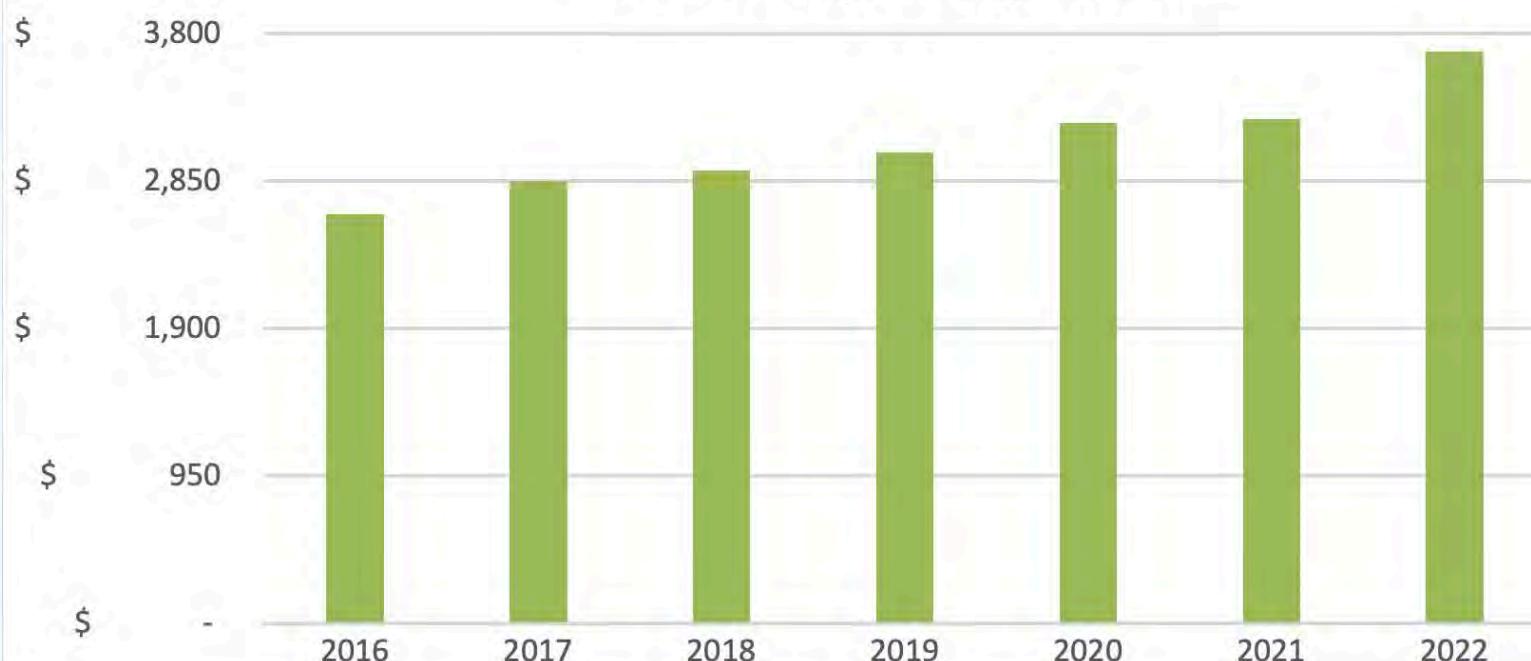
ASEC Revenue Trends



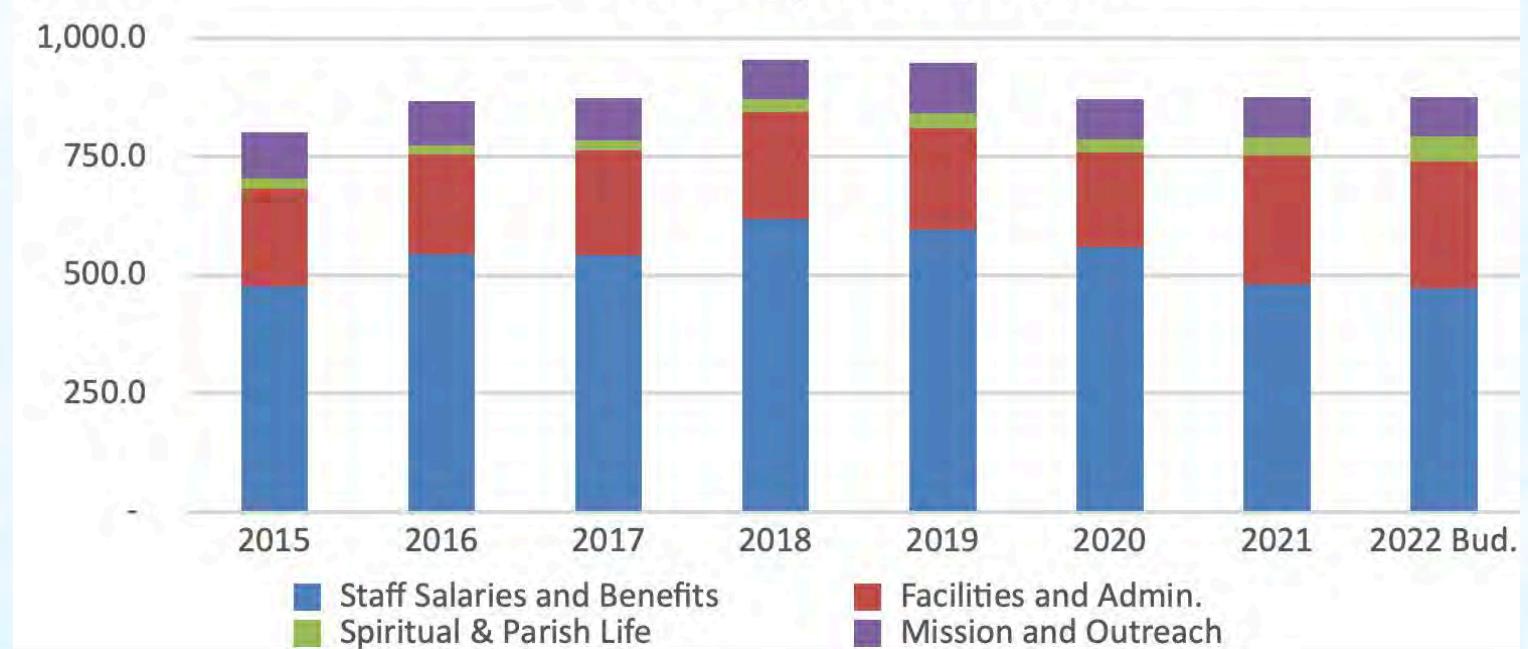
ASEC Pledges Paid by Quarter



ASEC Average Pledge Dollars



ASEC Expense Trends





Stewardship Campaign

Stewardship Committee Chair, Tom Longin

What Did We Plan to Do ... Goals / Priorities?

The Committee entered the new year with firm commitment to its traditional goals: to develop a year around stewardship plan; to craft an educational initiative that would engage Vestry and congregation in a deeper commitment to a broader sense of stewardship; and to implement of an even better organized and more successful pledge campaign. Realistically, with the pandemic still fully affecting all aspects of the global society, bringing the “delayed” 2020 campaign to a close and ensuring a sound foundation for the 2021 campaign would require more of the committee’s attention than expected or planned.

In fact, monitoring and reporting on progress toward achieving 2020 campaign goals and preparing for follow up activities (thank you notes and phone calls) engaged the committee in a level of communication that only a pandemic could have induced. Nonetheless, by mid-March and on through May, with Covid easing a bit and with clergy and parishioners eager to “return to normal” or at least to a more engaged church life, the committee turned its attention to considering how best to support the regathering and rebuilding effort. In addition to a plan for year around stewardship, a “roadmap” for a year of discernment began to take shape – who are we, how do want to be going forward; can we initiate a series of town hall meetings (including a parish retreat) and small group discussions around stewardship; we need to renew ministries and consider a ministry fair; and we need to transition from “keeping us together” to regathering and community building.

Although the committee continued discussions about implementation of the “roadmap,” the pandemic again manifested itself in appearance of new variants (delta in the summer and fall, omicron in fall and early winter) and the committee returned to planning and preparing for the annual pledge campaign (theme, timetable, revision and preparation of materials, and identification and solicitation of “stewardship minute” presenters. And finally, from October to the present, the committee and clergy have focused intently and intentionally on implementing the stewardship pledge campaign (a thoughtful and systematic communication campaign, homilies, stewardship packet, presentation of numerous stewardship minutes, regular monitoring and reporting of campaign results, and a summary report for the Annual Meeting.



Stewardship Campaign

What's Been Accomplished?

Clearly, the committee's major accomplishment over the past two years has been the development, refinement, organization, and implementation of the Annual Pledge Campaign. In spite of the many obstacles presented by the pandemic, especially the impact on in-person worship and engagement in services and ministries, the congregation not only stayed together and relatively engaged, but members of the church community manifested strong support for the work of the clergy and lay leaders by sustaining participation where possible and by giving generously of time, talent and especially treasure in a challenging social and economic environment. The culminating result of the 2020 Campaign was an impressive participation rate of 235 pledging units and participation level of \$740,000 against aspirational (and pre-pandemic) goals of 250 pledging units and \$850,000. Although the 2022 Pledge Campaign is in its final stages (with delivery of thank you notes and follow-up calls impending), preliminary results are once again substantial and impressive – currently 191 pledging units and a participation level of \$695,317 as against revised goals of 240 pledging units and a total return of \$800,000. If pledging and giving behaviors remain steady for the remainder of this year, it is not unreasonable to expect culminating totals of 235 pledging units and \$740,000. Then too, having a well-developed campaign plan and process in place together with a congregation ever more attuned to a contemporary and sophisticated sense of stewardship are as significant as indicators of progress as are the numbers.

Finally, although a classic resistance to change and a firm commitment to tradition, combined with the effects of the pandemic (fear, uncertainty and isolation) have done much to impede desired progress toward a richer and deeper sense of stewardship (development of a year around plan together with commensurate practices), the persistence of these priorities on the committee's agenda, reinforced by serious and thoughtful discussion of a "roadmap" for regathering and rebuilding, have given the deliberations and initiatives of the committee a higher degree of credibility and suggest the arrival of a level of sustainability that could and should enliven and enrich the spirit and practice of stewardship in the years ahead, especially as the damaging effects of the pandemic recede and a more positive energy and spirit is unleashed.



Stewardship Campaign

What's Been Left Undone? What's On-Going?

1. Development and implementation of a year-around stewardship plan
2. Description and implementation of an educational initiative to engage Vestry and congregation in a deeper understanding of and commitment to stewardship – time, talent and treasure
3. Enhanced collaboration between stewardship, finance and communications
4. Sustained improvement of the annual pledge campaign with focus on realistic goals, a more strategic presentation of allocations, and growth in number of participants and level of participation

2022 Stewardship Campaign



STATISTICAL REPORT

GROWTH

2022 Average Pledges

↑ \$3,636



Services & Events

167

New Members

32

Baptisms

2



Angel Tree Donations

\$966

282 Wish List Items



Sacred Ground

Session One:

20 Participants

4 Facilitators

Session Two:

19 Participants

6 Facilitators



CANDIDATES FOR
ELECTION TO THE VESTRY

Bob Colgrove
Anita Hill
Pam Neyhouse
Marilyn Roper

CONTINUING MEMBERS
OF THE VESTRY

Michael Binford
Senior Warden
Joyce Emmett
Junior Warden
Dana Guazzo
Zeke Hanzl
Barbara Lytle
Jerry Simmons
Marjorie Robinson
Julie Zeccola

DIOCESAN
DELEGATES

To Be Announced at the Annual Meeting

RETIRING MEMBERS

*We are deeply grateful to these retiring Vestry members
for their dedicated service. Thank you!*

Tom Longin
William Ravenel
Barbara Read



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