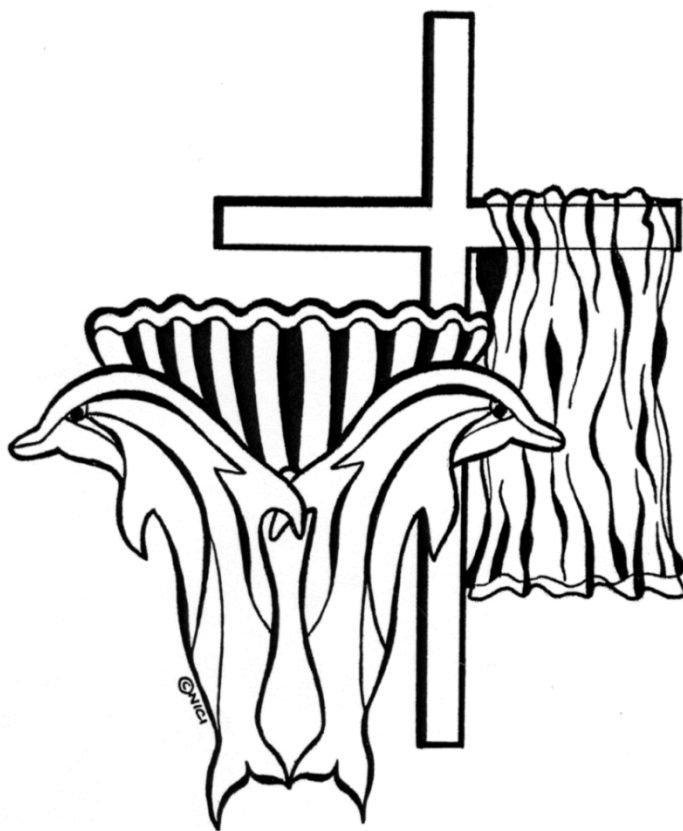


# 2025 ANNUAL PARISH MEETING

January 18th, 2026



All Saints Episcopal Church  
Southern Shores, North Carolina



According to the Bylaws of All Saints' Episcopal Church:

***In all church elections those entitled to vote therein shall meet the following qualifications:***

[Adult Communicant: in Good Standing, hereafter referred to as "Communicant"]

- a. Be a person who has received the Sacrament of Holy Baptism with water, whether in the Episcopal Church or in another Christian Church, and whose Baptism has been duly recorded in the Episcopal Church; and
- b. Be sixteen years of age or older; and
- c. Have been faithful in corporate worship, unless for good cause prevented, and been faithful in working, praying, and giving for the spread of the Kingdom of God; and
- d. Have been enrolled as a member of the Church by Letter of Transfer, Certificate of Membership, or other canonical measure; and
- e. Shall have subscribed to the following declaration: "I do hereby consent to be governed by the Constitution and Canons of the Church, as set forth in and by the General Convention of the Protestant Episcopal Church in the United States of America and by the Constitution and Canons of the Diocese of East Carolina.

### **AGENDA**

Parish Meeting Minutes Previous Year

Introduction of Vestry Nominees

Mary Mason    Mary Moynahan    Bob Riche

Introduction of Senior Warden 2026

Financial Report –Tess Judge

Rector's Address - Rev. Thomas C. Drake IV

### **PARISH STATISTICS**

	<b>Communicants</b>	<b>Children</b>
2025	181	12
2024	175	10
2023	173	23
2022	174	22
2021	253	20
2020	267	20
2019	260	45
2018	268	65

Baptisms	0	Christmas and Easter Services Attendance:	
Confirmations & Receptions	6	Easter 2025	227
Marriages	0	Christmas Eve 2025	202
Burials	5		

<u>Year</u>	<u>Total Services (All)</u>	<u>Total Sunday Attendance</u>	<u>Average Sunday Attendance</u>
2020	99	3,552	47
2021	105	5,142	71
2022	121	4,594	88
2023	115	4,871	92
2024	109	4,596	71
2025	161	5,695	110

**ALL SAINTS EPISCOPAL CHURCH**  
**Annual Parish Meeting Minutes**  
**January 5, 2025**

I. The All Saints Annual Meeting was called to order at 9:35 AM.

II. Printed materials, including the agenda, annual parish statistics, the Junior and Senior Warden's reports, committee reports, and the 2025 budget were made available.

III. The Minutes for the 2024 Annual Meeting were approved by acclamation.

IV. Treasurer Tess Judge spoke on behalf of the Finance Committee. Tess reported on the results of the 2024 Capital Campaign and presented the budget for 2025.

V. Charles Coppage, Sandy Feyrer and John Huntington Donigan were installed as Vestry members for 2025.

VI. The meeting was adjourned at 10:35 AM.

## Report from Reverend Thomas C. Drake IV, Rector

Dear People of All Saints,

When I think back on this past year, my first among you as your Rector, I keep returning to a single word: trust - the sturdy, lived-in kind that grows slowly, like roots finding water. Trust that God is already at work in a place before any new chapter begins. Trust that a congregation and a Rector can learn from one another with patience and good faith. Trust that the Holy Spirit still delights in making a church out of ordinary people who keep showing up. I am grateful for the way you have welcomed Chris and me for the kindness you have shown, and for the steady generosity of spirit I have encountered again and again. I am also grateful for the courage it takes to be a congregation in a changing world: to keep praying, keep serving, keep singing, keep giving, keep forgiving, and keep hoping. This is holy work.

One of the central convictions I brought into this first year is that the ministry of the Church is never the possession of one person. The rector is called to shepherd, teach, preach, preside, and equip. The laity are called to be the Church in the world: to carry Christ into neighborhoods, workplaces, friendships, and families, and to offer their gifts for the building up of the Body. When those vocations are honored together, something beautiful happens. The Church becomes more than a Sunday gathering. It becomes a community formed by prayer and sent out by love.

In any annual report, it is tempting to measure the year only by what can be counted. Numbers matter, and we should attend to them carefully. But some of the most important changes in a congregation are not immediately visible. They are quieter, more like the slow turning of a ship toward a steadier course. Still, there are many tangible signs of grace worth naming from this past year, including these:

Worship and spiritual life: A continued commitment to reverent, joyful liturgy, with careful attention to prayer, music, preaching, and the deep beauty of our Anglican tradition. We have shown that we can hold both excellence and warmth, both dignity and welcome.

Pastoral care and community: The daily, holy work of tending one another through illness, death, grief, aging, and anxiety, as well as through births, anniversaries, reconciliations, and new beginnings. Much of this ministry is carried quietly by lay people, and it is among the most Christlike work we do.

Formation and discipleship: The strengthening of our learning life as a parish, not as activities, but as the shaping of lives that look more like Jesus. A maturing congregation is not one that merely attends, but one that is constantly being formed.

Welcome and belonging: The ongoing work of becoming a church where newcomers are not simply greeted, but truly incorporated. The Church does not grow only by marketing. It grows by friendship, invitation, hospitality, and a culture of genuine care.

Outreach and mission: Continued engagement with the needs of our neighbors as part of our baptismal identity. The promises we make in the Baptismal Covenant shape what we do with our time, our money, our attention, and our public witness.

Stewardship and sustainability: The faithful work of budgeting, planning, and making decisions that protect the long-term health of the parish. Some of the most spiritual work a vestry does is also the most practical.

Facilities and care of our campus: In 2025 we added a part-time Facilities Manager, Martin Donlan, and his presence has been a genuine gift. With aging buildings, maintenance is not a side task; it is stewardship that protects mission. Martin's role has also allowed us to reshape the Junior Warden's work in a healthier, more sustainable direction. In many churches, the Junior Warden becomes an on-call problem-solver, reacting to emergencies and carrying an unrealistic load. Going forward, our hope is that the Junior Warden will be freed to function more as a lay steward and strategist, helping set priorities, partnering with the Rector and vestry on long-range planning, and providing oversight that supports durable systems rather than constant crisis response. With a Facilities Manager handling routine maintenance and vendor coordination, the Junior Warden can focus on leadership, accountability, and wise stewardship.

Lay leadership: The strengthening of ministry teams, guilds, and committees that carry the life of the parish forward. A healthy church is not one where the clergy do everything. It is one where people discover their gifts and are encouraged to use them with joy.

If you are reading this report and thinking, "But I only did something small," let me say this plainly: in the economy of God, faithfulness is never small. Every prayer offered for this parish, every meal delivered, every hand extended to a newcomer, every hour spent preparing worship, every note written to someone who is lonely, every difficult conversation handled with honesty, every pledge offered in trust; these are the bricks of the Kingdom.

I have learned that All Saints is a congregation with a generous heart and a strong sense of purpose. I have learned that you love the Church, even when you are tired, and that you want your faith to matter beyond the walls of the building. I have learned that people are hungry for a Christianity that is not anxious, not brittle, not performative, but rooted in the compassion of Jesus and the spaciousness of God.

I have also learned something else, and it may be the most important thing: you are ready. Not perfect, not finished, not immune to disagreement or weariness, but ready to keep becoming what God is calling us to be.

So where do we go from here? In the next several years, I believe God is calling All Saints into a season of deepening: deepening our discipleship, deepening our welcome, deepening our care for one another, deepening our service to the community, and deepening our confidence in the Gospel.

Here are a few directions I hope will guide our shared work:

A deeper culture of discipleship. We will continue to strengthen formation for all ages, not merely as programming, but as the shaping of lives marked by prayer, generosity, courage, humility, truth-telling, and compassion.

Shared ministry that is clearer, healthier, and more sustainable. One of my responsibilities as Rector is to help us build structures that support lay ministry rather than exhaust it. That means clearer roles, better communication, thoughtful training, and a culture where people can serve with joy instead of pressure.

A wider welcome and stronger pathways into belonging. The Outer Banks is a place of movement and change. People arrive. People return. People seek. We will keep working so that those who enter our doors can find not only kindness, but a spiritual home.

A faithful public presence. The Episcopal Church has never been called to withdraw from the world's pain. We are called to stand where Jesus stands, especially alongside those who are vulnerable. We will continue to discern what it means to live our baptismal promises with clarity and love.

Wise stewardship of our resources for the sake of mission. We will plan carefully for the future, making decisions that support our worship, our outreach, our staff, our property, and our long-term sustainability, so that our energy is spent on mission rather than crisis management.

We will do all of this as Episcopalians, joyfully rooted in the wider Church. We are not an independent congregation making it up as we go. We are part of the Diocese of East Carolina, accountable to one another in communion, and part of The Episcopal Church, shaped by a sacramental imagination, a prayer-book theology, and a tradition that insists we can love God with heart, soul, and mind.

To the vestry: thank you for your leadership, your hours, your care, and your willingness to make hard decisions for the good of the whole. I want to offer particular gratitude to a few lay leaders who carried a great deal this year. Colleen Sarget, our retiring Senior Warden, has led with steadiness and grace through a year of transition, and her leadership has helped anchor our common life. I am also deeply grateful for Lynn Usher, our Junior Warden, not only for the hands-on work he has done, but for his skillful coordination with contractors across multiple projects in 2025 and his attention to detail that has served All Saints so well. And I give thanks for Stuart Windley, retiring from the vestry, for his wise, calm counsel and steady leadership, which have strengthened this parish in quiet and lasting ways.

To our staff: thank you for your professionalism, patience, and faithful service. I am especially grateful for Christina Atkinson, our Parish Administrator, whose steadiness and competence keep our common life moving with grace; for Martin Donlan, our part-time Facilities Manager, whose work has strengthened our care of the campus and our systems of stewardship; and for our music leadership, Steve Blackstock, Director of Music, and the Reverend Keith Dey, Assistant Director of Music, whose gifts help us pray not only with words, but with beauty. To the altar guild, musicians, lectors, ushers, acolytes, eucharistic ministers, counters, teachers, caregivers, volunteers, and all who serve in seen and unseen ways: thank you. To those who pray for this parish every day: thank you more than you know.

My promise to you is simple. I will continue to preach the Gospel with honesty and hope, to teach the faith with clarity, to love you as your priest, and to lead with courage and humility. I ask your promise in return: keep showing up for one another, keep choosing generosity over cynicism, keep praying for your leaders, and keep listening for what the Spirit is saying to this church. With gratitude and hope in Christ,

A handwritten signature in purple ink that reads "Tommy +".

The Reverend Thomas C. Drake IV  
Rector, All Saints Episcopal Church

## **Report from Senior Warden 2025 Colleen Sargent**

As I finish the year as Senior Warden of All Saints Episcopal Church and the end of the three year Vestry term, I am filled with gratitude for the experiences and people I worked with here on campus and beyond. In this foundational year of a 10 year plan with a new Rector who accepted the call from an outstanding search committee and a dedicated hardworking Vestry ; we have accomplished much. Too much to list in a few short paragraphs. Oh, my goodness what a year we have had! Well done members of All Saints Episcopal Church!

We began with a Vestry Retreat to plan and set our goals for 2025. We welcomed the Bishop and other clergy at a Celebration of Ministry for our Rector with approximately 150 people. We said goodbye to too many of our beloved members in 2025. We had a major event every single month at All Saints Episcopal Church, sometimes several while simultaneously having three worship services each week, numerous Vestry and committee meetings, ministries, while improving organization and priorities to better serve our members and increasing attendance exponentially. Based upon the survey that our members responded to we made changes at All Saints Episcopal Church, some may say lots of changes, but it was time, time to return to traditional Episcopal worship and engaging our members in meaningful, educational and religious formats and raising our socializing and fun to new heights. We set a record for the number of people we fed at All Saints Episcopal Church in 2025. As I have said from the beginning, there is something going on every single day on the All Saints Episcopal Church campus. We hope that more of our members will join a new ministry, committee, guild, team, or volunteer opportunity in 2026 as you did in 2025! I promise you will receive so much more than you will give, I certainly have.

Wardens and Vestry have worked hard to improve communication and transparency in our Church. We have worked hard to maintain and improve our exterior and interior facilities, which is challenging for buildings that are 20+ years old. We have been good stewards with our resources and finances in an exceedingly challenging year ensuring we adhere to best business practices and accountability. We have a great team of staff, in addition to our Rector. Our admin, Christina Atkinson, our facilities manager Martin Donlan, our choir and musical directors, Steve Blackstock and Keith Dey, our bookkeeper Kim Prince and the extraordinary Tess Judge, our Treasurer. Along with a very hardworking Vestry and committee chairs, the above group of folks help to run our Church efficiently and wonderfully, enriching all our ministries and members. If you see them give them a pat on the back or an atta guy or gal and a thank you. We look forward to an even better 2026 but we need your help. I urge you to schedule a meeting with our Rector, one of our Wardens or Vestry members, so you can find your place here at All Saints Episcopal Church. We have so many more improvements, events, and ideas for 2026, but we need your expertise, your talents, and your commitments so All Saints Episcopal Church can continue to be an open hearted, open minded, welcoming, wonderful church here at the OBX in 2026 and the years to come.

Please join us!

## **Report from Junior Warden Lynn Usher**

The Junior Warden has lead responsibility for maintaining and enhancing church buildings and grounds; however, many parishioners play important roles in these areas. In particular, folks who formerly held this position are invaluable resources when problems arise or when difficult decisions must be made. In the past year, for example, Bob Edwards wrote the specifications for a request for proposals to repair and recoat the parking lot.

Jack Myers lined up a volunteer outside the parish who installed water filtration systems in the kitchen and hallway drinking fountains. Jenn Adams Falconer has provided guidance and advice on several issues and connected us to trades people she knows from her work as a general contractor. Going forward, we should strive to maintain ties with former junior wardens who comprise the “kitchen cabinet” that has been so helpful to me.

In addition to these folks, other parishioners have volunteered their time, knowledge and skills to make repairs and to maintain church grounds. I’m sure many of you are aware of ongoing efforts by Debbie and David Lublinski to maintain and enhance the grounds of All Saints. Debbie has applied her experience as a master gardener to the beautification of entrances to the church and playground, as well as areas in the outdoor sanctuary. She also assisted Carole Vipavitz, Steve Hotchkiss, and volunteers from the Men’s Fellowship Group in restoring the Labyrinth in memory of Vip Vipavitz.

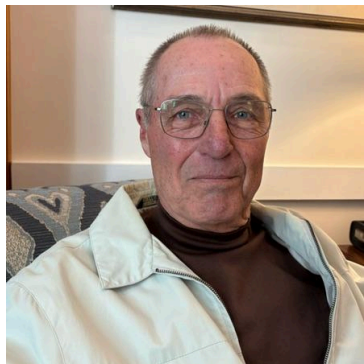
While the work of volunteers contributes significantly to the maintenance and enhancement of our buildings and grounds, the infrastructure is aging and requires constant time and attention. This year the Vestry contracted with Martin Donlan to serve as a part-time facilities manager. Martin provides week-to-week services to ensure that our buildings and the systems supporting them operate efficiently to meet the needs of our parish. Drawing on his years of experience at St. Andrews Episcopal Church, he has supervised the work of contractors who provide the technical expertise to maintain and repair plumbing, electrical, and HVAC systems in our buildings.

The buildings and grounds of All Saints require ongoing attention and the investment of financial resources to ensure that they support vibrant ministries that are inviting to the community. Each of us should prayerfully consider how we can contribute to this effort, both with time and effort and financially.

Thank for the opportunity I have had to serve as your Junior Warden the past three years.

## Candidates for Vestry Biographies, Class of 2028

### Bob Riche



I am a cradle Episcopalian who has been a member of All Saints since moving to the Outer Banks in 2013. I spent over three decades serving in the US Navy, and another decade working in civilian industry. Since joining All Saints I have served as a Lay Eucharistic Minister, Usher, Lector, Junior Warden, Senior Warden, Delegate to the Diocesan Convention, representative to the Albemarle Deanery, Worship Committee Chair, Search Committee, Stewardship Committee, Endowment Board, The All Saints School Board, Finance Committee, the Diocesan Standing Committee, and Diocesan Executive Council. I am excited and looking forward to working with Tommy, Christina, and the Vestry in this coming year.

### Mary Mason



I am a North Carolina girl, having been born in New Bern and growing up in Rocky Mount and Durham. My father was an Episcopal priest, so I grew up IN the church and have seen it all from the other side of the lens! Visiting clergy and Bishops at the dinner table, search committees coming to call, Sunday School, Potluck Dinners, staying late EVERY Sunday, Camp Leach with my parents on the staff (not fun), Acolyting from the moment they let girls participate to the day I went off to college, and just the honor of thriving in a loving church environment made me the person I am today! I moved to the Outer Banks in 1998 from Richmond, VA, with my husband and a 2.5 year old and a 2-month-old. At the suggestion of my father, we attended a Christmas Eve service at Kitty Hawk Elementary cafeteria, passing candles to each other and singing Silent Night, and we were hooked! We went on to witness the new building's completion, and Lucy and Mac were some of the very first All Saints kids in the nursery and Sunday School. From there, helping with Fundraising, rolling out the first-ever Holly Days Christmas Bazaar, Lobster Dinners, and Giant Yard Sale. Talent Shows and Lenten Soup and Salad and Parish Life, Sunday School, Youth Group, Lock-Ins, Vacation Bible Schools, and Christmas Eve Pageants. I had an incredible experience serving on the Search Committee when we called on Father Tom, and I will cherish those long road trips traveling with Mary Lou Beckett and John Tucker! With a new work schedule, I am back and able to attend Sunday services. All Saints is and will forever be in my heart, and I am grateful for this Church Family that always welcomes me back with open arms, no matter how much time passes. This truly is a special place.



### **Mary Moynahan**

After a lifetime of Catholic education, I was received into the Episcopal Church soon after Andy and I started attending All Saints around 15 years ago. I have served on the Vestry in the past and the Flower Guild, and currently work on the Invite Welcome Connect ministry. I am a welcoming coordinator and one of the administrators for the All Saints Bookclub. Born and raised in Connecticut, I received a BA in psychology from Marymount College in Tarrytown, New York. My college roommates and I lived and worked in New York City for several years. When Andy and I got married I began the transient life of a Coast Guard wife. We lived in Florida, Hawaii and

California before being stationed in North Carolina. I went back to school and got my BSN, and eventually MSN in Nursing. After working 15 years as an FNP at Dare County Health Department, I retired. These days I manage our two rental houses, travel (mostly to see Sting in concert!), spend time with our beautiful and smart granddaughter, and try to perfect my mah Jongg game.

## Ministries Designated by the Vestry

### **Adult Education and Spirituality**

**Committee Members:** Wayne Barry, Chair; Dick Calhoun, Ignacio Gotz, Steve Hotchkiss, Roisin McKeithan, Marcia Brooks, Kaye White; Vip Vipavetz (Carol Vipavetz)

**Meeting time:** 1st Monday of each month; 10:30 – 12:00 PM

**Committee Mission/Purpose:** (AESC) supports pastoral leadership by addressing adult education and spirituality needs through in-person and online offerings. Key responsibilities include monthly labyrinth prayer, maintaining the parish library, participating in Sacred Ground, and leading Sunday Bible Study. The AESC seeks to embody God’s love and generosity in the Outer Banks community through ecumenical and interfaith engagement.

**Summary of Accomplishments:** Despite illness and loss - including the loss of Vip Vipavetz, the AESC persevered in his memory. The committee met monthly, hosted labyrinth walks for racial dialogue, welcomed guest speakers, maintained the library, supported Bible studies, organized Lenten reflections, and held parish events. The labyrinth was refurbished, and Sacred Ground participation promoted. Although some initiatives could not be restarted, we are inspired by Father Tommy’s leadership and weekly Eucharists at Spring Arbor OBX, and remain committed to our mission.

### **Altar Guild**

**Committee Members:** Susan Lang (Chair), Evelyne Ottavio (Co-Chair), Carole Kimmel, Hilary Klein, Etta Lanuti, Jean Loudon, Linnea Morrow, and Sally Myers

**Scheduled Meeting Time:** Meetings are called as needed.

**Committee Mission:** To be the “behind the scenes” crew that sets up for all worship services at All Saints. This includes weekly services, weddings, baptisms, and funerals as well as seasonal decorations including Advent, Christmas, Lent and Easter. Altar guild cares for the Eucharistic vessels and linens that are used for the services, as well as set the altar and lectionary books. We purchase all consumables, wine, wafers and cleaning supplies. The mission of the Altar Guild is to support the worship life of the church by ensuring that the altar and worship environment are prepared and maintained with dignity, reverence and attention to detail.

**Summary of 2025 achievements and activities:** Continued to be flexible in procedures required from Diocesan and working with the Rector to make the changes as comfortable as possible for all.

**2026 Vision:** To ensure that Altar Guild members successfully collaborate with clergy and other church groups to enhance the overall worship experience, demonstrating teamwork and effective communication.

## Flower Guild

**Committee Members:** Maureen McGrath, Betsy Robbins, Jennifer Adams -Falconer, Paula Myatt, Mary Mason, Dawn Kiousis and Joan Smalley (chair)

**Meeting Schedule:** The Flower Guild meets twice yearly, in the spring for Easter and in the fall for Christmas.

**Committee Mission:** The creative and dedicated members of the Flower Guild are responsible for arranging altar flowers for regular Sunday worship services and also arrange altar flowers for funerals, receptions and parish events.

**2025 Summary of activities and achievements:** This year was one of many creative and attractive arrangements designed to compliment the new brass cross. The banners have been a welcome addition to the altar space, and the flowers are chosen to be appropriate for the liturgical colors. Easter and Christmas flowers are a collaboration of all committee members' talents. Paula Myatt took the leadership role for Christmas this year, and she did a fabulous job. The change from purple Advent candles to blue ones was well-received by the congregation.

**2026 Vision:** We have openings for new members and offer to have them partner with experienced members until they are comfortable working alone. Some experience with flower arranging is helpful, but not necessary. We anticipate needing to purchase more vases in 2026 with a lower profile to allow the cross to be the focal point complimented by lower, more compact arrangements.

## Greeters

**Committee Members:** Ann Laughner, Betsy Brown, Hilary Klein, Etta Lanuti, Evelyne Ottavio, Sandy Feyrer, Susan Smith, Carol Davis, Dale Draper, Jack Myers, Janan Usher, Kaye White, Laura Holmes, Marcia Brooks, Rob Holmes, and Sara Munford, Suzanne Utley

**Scheduled Meeting Time:** N/A

**Committee Mission:** To have a Greeter welcome ALL people who come to All Saints Services

**Summary of 2026 Achievements and Activities:** We coordinated and assigned a Greeter for All Saint services We identified and welcomed guests who have attended our church services. Those that volunteer to Greet at our services do a great job and always greet all who come through our church doors

**2026 Vision:** We always need more All Saints Parishioners to volunteer to greet at either service. We will continue coordination and assignment of greeters at All Saints Services. We will continue to approach and ask All Saints Members to volunteer to Greet. We will continue to identify and welcome Guests to our All Saints Services.

## Invite / Welcome / Connect Committee (IWC)

**Committee Members:** Mary Moynahan, Tim McKeithan, and Colleen Sargent.

**Mission:** The ministry of Invite Welcome Connect is to equip and empower our members to practice evangelism, hospitality, and connectedness to grow our church. We are an Open- Hearted, Open-Minded church and that is the basis of our mission.

**Summary of 2025 Activities:** We signed up for the official IWC program/website and been on the training sessions. As a reference many of the IWC sessions are free and they are online so any member can view them. Here is the link. <https://www.invitewelcomeconnect.com/> IWC coordinated with our Rector, staff, greeters, ushers, and welcoming coordinators in an ongoing campaign where newcomers/visitors who signed in with the Welcoming Coordinators received a thank you for your presence letter from our Rector. If requested, visitors receive our weekly newsletter.

IWC and church members staffed a booth at PrideFest and Holly Days.

Our Narthex area and bulletin boards have been updated with rotating pictures of our members involved in our many ministries and events.

IWC hosted a Coffee Hour/Brunch on March 2, 2025, which was attended by 60+ people. Gift bags were given out, and several guests have started attending regularly and or set up meetings with Father Tommy to transfer their membership.

IWC hosted a Bar B Que on Wednesday September 10th, 2025, in the gathering space which was a new day and location for our annual Bar B Que for not only new but all members. It was also a kickoff for Father Tommy's Learning Church. Over 80 folks attended despite the weather! Bar B Que and trimmings, vegetarian dishes, Father Tommy's famous southern grits, and fabulous desserts were provided as well as music by Saunders, Kelley and the Other Guy who donated back to All Saints Episcopal Church. IWC members were supported by Vestry members to pull off this event which has consistently been the highest attendance of any ASEC event.

**2026 Vision:** To continue to build upon the events and programs IWC participated in in 2025 by increasing the IWC program ministries by working with our Rector and membership to further increase and connect our church attendance and membership. All members are welcome to join.

## **Parish Life and Hospitality Committee**

**Committee Members:** Arline Arnold, and Sally & Jack Myers

**Scheduled Meeting Time:** Convene as necessary to ensure ongoing collaboration and communication.

**Committee Mission:** Plan and coordinate activities to bring parishioners together

**Summary of 2025 achievements and activities:** Achievements and Activities: We hold weekly coffee hours after the 8:30 and 10:30 services. A signup sheet is always available in the Narthex for parishioners to volunteer to provide refreshments for these coffee hours. The gatherings are well-attended on the gazebo during warm weather and in the kitchen when it's cooler. In 2025, we facilitated several memorial services. Parishioners greatly assisted with the receptions that followed these services. Most parishioners are responsive and willing to offer their time and food contributions to ensure our events are successful. We have also been encouraging families to consider catering their receptions, which has eased the workload on our volunteers. Under the leadership of Ann Laughner and Arline Arnold, All Saints hosted the lifeguards from Kitty Hawk, Southern Shores, and Duck during the summer, providing one meal a month from June to August. Jack continues to make name tags as needed. We are grateful for the many generous parishioners who support our events. Sally connects with new members and encourages all members to participate in activities such as coffee hours.

**2026 Vision:** Continue existing activities while being open to new ideas. None of our events would be possible without the collaboration of many members of All Saints.

## Pastoral Care Committee

### **Committee Members:**

Prayer Chain: Ann Laughner, Sara Munford, Sandy Briggman and Eve Turek

Prayers of the People: Ann Laughner and Róisín McKeithan

Prayer Shawls: Ann Laughner

Meals: Jennifer Adams Falconer

Cards/notes: Hilary Klein

Transportation for medical appointments: Tim McKeithan

Home/Hospital Eucharist: Rev. Tommy Drake

Pastoral Care Coordinator: Róisín McKeithan

Vestry Liaison: Stuart Windley

**Meetings:** As needed. Most communication is by group email regarding parishioner needs.

**Pastoral Care Mission:** The Pastoral Care Committee was formed in 2018 to bring together more cohesively the leaders of the various pastoral programs that we offer our parishioners at All Saints. The committee provides and coordinates the above listed services during times of crisis, illness and need, not usually long term.

**Summary of 2025 achievements and activities:** 2025 has been a tough year for All Saints, with unexpected serious illnesses, and mourning too many parishioners who have joined the Saints above. Since his arrival Fr. Tommy has been wonderfully warm and attentive to our parishioners with pastoral needs. Rev. Dey and Rev. Feyrer have quietly assisted him. Other team members have also made hospital and home visits. And indeed our pastoral needs have increased, as we have aged as a parish. Tim and his driver pool have noticed the rise in need for transportation to medical appointments. His team of 15 drivers has driven 12 parishioners to at least 40 appointments. And of these 40+ trips 15 have been to Hampton Rds or Elizabeth City, which can mean a whole or half day commitment, and even overnight when needed. There have been 87 new Prayer Chain requests this year, and 28 updates. The Prayers of the People list has been maintained. 17 prayer shawls have been given out, and 50 pocket prayer 'shawlettes' have been distributed, all made by our Monday night Knitting group. Meals have been provided to 9 individuals or families. 25 cards of well wishes or encouragement have been sent to parishioners.

**2026 Vision:** All Saints parishioners may request any of the above services through the team leaders listed, our Parish Administrator Christina, or any of the Committee members. We hope to be able to continue to provide this level of assistance. To do so we need volunteers. Please let the team leaders or coordinator know if you would like to be among those who provide these valuable and rewarding services to our parish family. Model Policies certification is required for those who provide transportation or make home visits to parishioners. Our thanks to those who have completed the requirements, especially Tim's team of drivers.

## Servant Ministry

**Committee Members:** Charles Coppage, Jeanne Coppage, Bob Baldwin, Sue Lynch, Ann Laughner, Blair Engelken, Larry Morrow, Vip Vipavetz(deceased), Jackie Klamut, Carole Kimmel, Tim McKeithan (Chair), and Rob Holmes, Sandy Feyrer (Vestry Liaison)

**Monthly Meeting Time:** Second Tuesday of the Month at 2:30 pm

**Committee Mission:** To be attentive to the needs of the Outer Banks Community and the larger community: to communicate those needs to the congregation: and to provide, to the best of our ability, the volunteer and financial resources needed to meet those needs.

**Summary of 2025 Achievements and Activities:** In addition to financial support, the Committee coordinated volunteers for a wide range of community programs, including Food For Thought, Beach Food Pantry, Ruthie's Kitchen, Room In The Inn, Angel Gifts, Feeding the Lifeguards, ICO, Latino Resource Coalition, and the Christmas Kids' Shopping in Mann's Harbor. Volunteers contributed approximately 1,450 hours to these and other charitable organizations this year. Highlights include: serving meals at Ruthie's Kitchen three times (85+ meals per day); 19 parishioners logging 1,003 hours at Beach Food Pantry, serving 162 clients, delivering groceries, supporting the Summer Food for Kids Program, restocking shelves, and donating 430 pounds of food; hosting Room In The Inn for one week; providing booths at Outer Banks Pridefest and All Saints Holly Days; helping children shop for their families at the Christmas program in Manns Harbor; feeding lifeguards in Duck, Southern Shores, and Kitty Hawk three times over the summer; and providing Christmas gifts for 12 children through Angel Gifts. Many parishioners also serve on boards of service organizations throughout the Outer Banks. All Saints continues to be present throughout the community, with an estimated 1,450 outreach volunteer hours this year.

**Servant Ministry Committee Financial Distributions in 2025:** The Servant Ministry Committee received generous funding in 2025 from the following sources: Servant Ministry Budget Fund (pledges), Fundraising (Holly Days & After Dark Outer Banks Episcopal Churches) and Outreach Fund (individual donations & 50% Easter and Christmas loose plate offerings). The Servant Ministry Committee distributed \$45,230 to 16 Service Organizations (14 on the Outer Banks). The 2 service agencies receiving donations outside the Outer Banks: humanitarian relief for Wildfires in southern California through Episcopal Relief & Development and Episcopal Farmworker Ministry, Newton Grove. Financial distributions totaled: \$45,230. A break-down of where the proceeds went is available upon request.

**2026 Vision:** To encourage the spiritual practice of service to the local and larger community. "To Love Our Neighbors as Ourselves."

## Ushers

**Committee Members:** Jack Myers Committee Chair and 23 ushers, Tess Judge, Sally Myers, Don Davis, Carol Davis, Robert Riche, David Feyrer, Tim McKeithan, Roisin McKeithan, Bob Baldwin, Deborah Beddingfield, Brewster Brown, Betsy Brown, Ann Laughner, Arline Arnold, Sylvia Wadsworth, Lynn Usher, Janan Usher, Lloyd Brinson, Linda Brinson, Joan Smalley, Matt Witter and Paula Myatt.

**Monthly Meeting Time:** As Needed

**Summary of 2025 Achievements and Activities:** In 2025, we effectively prepared usher schedules, ensuring seamless coordination with other ministries, including the nursery and Lay Eucharistic Ministers (LEMs). We proactively reached out to ushers in advance to assess their availability, crafting a reliable and permanent schedule. Any important updates regarding procedural matters were communicated efficiently via email. The committee chair takes full responsibility for ensuring ushers are scheduled for all Sunday services, Easter week services, Christmas services, and various special events such as funerals and memorial services. We acknowledge that scheduling ushers can be challenging during the summer and holiday seasons, but we are prepared to meet this challenge head-on.

**2026 Vision:** We will focus on recruiting and training additional ushers to enhance our Capabilities.

## Worship Committee

**Committee Members:** Altar Guild, Flower Guild, Greeters, Ushers, Lay Eucharistic Ministers, Lay Readers(Lectors), Choir, Organist and IWC group heads meet with our rector, Father Tommy, several times a year to plan services for the different seasons of the church.

**Committee Mission:** We meet to discuss the coordination of each group with the plan we have made for the upcoming season and any additional services such as weddings or funerals. This includes how the sanctuary is to be set up, colors to be used during the season, how the services will be conducted, how the altar is to be set, appropriate flowers for the season and music planned for the season or special services. Needs for the season or upcoming year are discussed along with training that may take place for the various groups. The Committee is led by Father Tommy.

**Summary of 2025 Achievements and Activities:** During 2025 we welcomed Father Tommy in January and he met with the various groups that make up our committee to determine how we were currently handling services and to do some training with each group. We planned our Lenten and Easter services including Ash Wednesday services and Ashes to go after the midday service, Compline to be a part of our Wednesday Lenten evenings of speakers' series and service traditions educational seminars and Easter week. In the fall there was the Rededication of our Labyrinth and Blessing of the Animals which was done outside at the entrance of our Labyrinth. Then on into Advent and the Christmas season including a breakdown and complete reset for Holly Days in late November before the start of Advent. The changes in our sanctuary this year included beautiful new wall hangings for the seasons behind the altar and new altar pieces gifted by a number of parishioners. We also have gone back to some more traditional ways of celebrating in our services, but have experimented with new traditions and arrangements in our sanctuary.

**2026 Vision:** We would love for more members to participate in the various groups that support our worship services. More to come in 2026!

## Ministry Programs

### After Dark at All Saints

After Dark 2025 was held during the three weeks leading up to Ash Wednesday and once again proved to be a strong community-building and fundraising success for our parish. This year's program generated net revenue of approximately \$15,000, matching last year's results. While income remained steady, overall participation increased, reflecting growing interest in the program. A major new development in 2025 was our partnership with St. Andrews by the Sea, allowing classes to be offered at both locations. This collaboration broadened our reach and brought new participants into the program. Program highlights included the always-popular cooking classes and tastings, which were especially well-received. A new and very successful addition this year was dance classes, which attracted strong interest and added a fresh dimension to the program. Although attendance was higher than last year, revenue did not rise proportionally due to a significant winter snowstorm that forced the cancellation and rescheduling of several sessions, reducing overall class capacity and registration. Despite these challenges, After Dark 2025 remained a highly successful event, strengthening community connections, expanding partnerships, and maintaining solid financial results.

### Holly Days

**Committee Members:** Co-Director and Coordinator of Committees and Bake Sale – Arline Arnold; Co-Director and Coordinator of Committees and Vendors – Jo Hurd; Booth Marking – Jo Hurd; Casseroles – Dawn Kiouis and Nancy Atkinson; Furniture Storage Facilities – Brewster Brown and Bob Riche; Coordination of Furniture Removal and Setup up – Arline Arnold; Christmas Crunch – Tess Judge; Facility Clean up – Arline Arnold and Lynn Usher; Toys – BJ Betz; Decorations – Deb Beddingfield; IWC – Mary Moynahan; Jewelry – Sally Myers; Lunch – Susan Smith; Music and PA System – David Feyrer; Parking – Stuart Windley; Publicity – Tim McKeithan; Silent Auction – Roisin McKeithan; Treasurer – Nancy Atkinson; Volunteer Coordinator – Betsy Brown. Many parishioners in our church, Montessori school teachers and external community people volunteered to perform various functions for this event.

**Committee Mission:** Our mission is to provide an event that enhances our churches fellowship among our parishioners, Montessori school teachers, and others external to our church who are willing to volunteer. Our goal is to have a profitable outcome for our Outer Banks Community outreach charities and to demonstrate to our Outer Banks community this significant spiritual, monetary and very popular activity that All Saints provides.

**Summary of 2025 achievements and accomplishments:** We had both First Flight HS students and Montessori HS students helping with furniture removal from the buildings and restoration back into the buildings this year, Matt Ottavio provided 8 men to restore furniture back into the buildings. Top at Pigman's donated pork barbecue for Saturday Lunches. Our total net proceeds were approximately: \$31,794.32

**2026 Vision:** To have as many vendors as possible that can be accommodated at our church with an eclectic variety of crafts. To continue to have participation with all our Parishioners, Montessori school teachers and any others who are willing to volunteer to help in this wonderful event which creates a sense of community. To consider expanding our advertisements for this event in every media possible to be sure everyone on the Outer Banks, Currituck and Hampton Roads area is aware of this popular event.

## **The All Saints School**

The All Saints School currently has 18 children enrolled with a significant waiting list. There are four teachers along with their director, Doris Lee. Our Advisory board meets with Doris Lee and Sallie Ackley, owner of Ackley Education Enterprises, Inc., which actually operates the school, several times a year. Currently, Nancy Atkinson is Chairman, Steve Hotchkiss is Vice Chairman and Barbara White is Secretary. Other members of the group are Arline Arnold, Ron Deveau, Christina Atkinson and Barbara White. We would like to add some Board members to our group if there is someone interested in our day school program.

This past year we signed a new operating agreement with Ackley Education Enterprises, Inc. in July. At that meeting Mrs. Ackley discussed that once she has completed the sale of her Heron Pond school that she would be able to spend more time at TASS. She would be working with the teachers and director and work toward expanding the ages currently served by our school.

Also, the school hosted a Fall Festival in September inviting the Fire and Police departments. There were numerous games and activities for the children and their families and snacks for all. It was a fantastic event on a beautiful day and we were glad to have participated in their event. We would like to thank Lynn Usher, Jr. Warden, for all of the various issues that he has handled from TASS inspections in 2025. His prompt attention has been much appreciated. We look forward to doing some work on the playground, hopeful providing a storage shed for the school's equipment and putting the painting of the classrooms on our facilities schedule.

## Finance Committee 2025 Annual Report

**Composition of the Committee:** Tess Judge, Chair, Jennifer Adams Falconer, Mary Lou Beckett, Carol Cowell, Bob Riche, Planned Giving Chair, Nancy Atkinson, Susan Clissold Lloyd Brinson, Vestry Liaison

### All Saints' Episcopal Church - Southern Shores NC Balance Sheet as of December 31, 2025

**Monday, January 12, 2026 8:58 PM**

**Page 1 of 1**

Account #	Account Name	YTD Balance
<b><i>Assets</i></b>		
1.10.200	General Account-Southern Bank	72,764.21
1.10.210	Money Market-Southern Bank	127,623.10
1.10.213	CD-Atlantic Union Bank-4649	55,236.70
1.10.214	Fundraising-After Dark Southern Bank	125.00
	<b>Total Cash and Investments</b>	<b>\$255,749.01</b>
1.50.100	Land	432,625.62
1.50.200	Building	2,485,000.17
1.50.300	Furniture and Fixtures	201,751.10
1.50.500	Accumulated Depreciation Bldg.	(860,141.58)
1.50.501	Accumulated Depreciation FF&E	(163,600.24)
	<b>Total Fixed Assets</b>	<b>\$2,095,635.07</b>
1.10.216	LPL Financial	80.68
1.40.100	Domestic & Foreign Missionary Society Endowment	458,238.99
	<b>Total Assets</b>	<b>\$2,809,703.75</b>
<b><i>Liabilities</i></b>		
2.20.100	941 Payroll Withholding	1,580.78
2.20.200	NC Withholding	602.00
2.20.300	Due to Lay-Emp Pension	270.82
	<b>Total Payroll Liability</b>	<b>\$2,453.60</b>
2.50.100	Christmas Offering	215.00
	<b>Total Pass-Thru Liability</b>	<b>\$215.00</b>
2.90.100	Operating Pledge Prepaid	20,500.00
2.90.300	Initial Offering	5.00
	<b>Total Prepaid Pledge/Income</b>	<b>\$20,505.00</b>
2.00.000	Accounts Payable/Vendors	9,273.98
	<b>Total Liabilities</b>	<b>\$32,447.58</b>

***Fund Balance***

***Foundation Fund - DFMS Endowment***

3.99.990	Foundation Fund-DFMS Endowment Balance	248,464.43
3.99.991	Foundation Fund DFMS Endow - Cowell Balance	209,774.56
	<b>Foundation Fund - DFMS Endowment</b>	<b>\$458,238.99</b>
3.10.100	Operating Fund Balance	98,451.85
3.10.200	Real Estate Fund Balance	2,093,895.77
3.30.100	Designated Gifts Balance	6,830.24
3.30.351	Columbarium Fund Balance	9,052.18
3.50.101	ASEC Fundraising Fund Balance	266.02
3.50.700	Holly Days Fund Balance	32,053.86
3.70.100	Outreach Emergency Reserve Fund Balance	10,315.87
3.75.100	ASEC Men's Fellowship Balance	2,886.24
3.90.100	Outreach Fund Balance	2,108.94
3.90.501	Flower Guild Balance	422.61
3.90.670	The All Saints School Fund Balance	11,630.70
3.90.680	Organ Enrichment Maintenance Fund Balance	23,740.00
3.90.700	Music and Vestments Fund Balance	926.77
3.90.701	Prayer Shawl Ministry Balance	105.00
3.90.704	Rector Continuing Education Balance	1,600.08
3.90.705	Organist Continuing Ed Balance	2,278.85
3.90.800	Building Contingency Fund Balance	17,982.53
3.99.950	CarEd Fund for Youth Balance	4,469.67
	<b>Total Fund Balance</b>	<b>\$2,777,256.17</b>
	<b>Total Liabilities and Fund Balance</b>	<b><u>\$2,809,703.75</u></b>

**Regularly Scheduled Meeting Time:** The second Sunday every other month at 12:00, or as needed.

**Committee Mission:** To oversee the financial operations of the parish; review monthly Treasurer's reports; make recommendations to the Vestry and Rector concerning financial matters and compile the annual budget.

In 2025, All Saints pledge income was 104% of budget and loose plate was 82% of what was budgeted. Donations from non-pledge parishioners were significantly greater than budgeted and our expenses exceeded budget at 102 %. As 2025 was a transition year with our new Rector, we had some increased expenses for transitioning. We thank our Stewardship Committee for their work this year. The proposed 2026 budget was constructed anticipating pledges of \$365,000.00. As of 12/31/25 we have 70 pledges for a total of \$345,830.00. The Vestry met and adjusted the 2026 proposed budget as of 12/31/25 including anticipated pledges not yet received. As of today, we are still receiving pledges for 2026. The 2026 budget pledge projection is now \$355,000.00.

In 2025 we had significant expenses to the Administration/Education building of a new roof and a new exterior door to the day care. In addition, we had a new door installed at the rear of the sanctuary and exterior hand railings at the rear of the sanctuary leading to the parking lot. We also had major Parking Lot expenses with repair, sealcoat and stripe. These expenditures were funded from the Building Contingency Fund. In 2025 we also employed a part time maintenance staff for building maintenance and upkeep. In continuance of maintaining the aging buildings, we will be allocating \$1,517.00 monthly to the Building Contingency fund.

We thank Debbie Lubeiski for again all her continued work maintaining our landscaping beds and keeping our grounds beautiful. We owe Lynn Usher, Junior Warden, a huge thank you for his tireless work as our Junior Warden. His attention to detail, dedication and commitment provided countless hours of service to our church.

All Saints in 2025, had an amazing year as our Servant Ministry Committee through Holly Days and After Dark gave back to the community in outreach an excess of \$44,430.00. This is wonderful for our church, giving to our community and its needs. We are grateful to our parishioners for all their many hours of volunteer work to make this possible.

It has been an exciting year with our new Rector, Father Tommy Drake. We have been blessed by his presence among us and thank him for all he has done and is doing as our Shepherd. His vision and passion are witnessed each day. Together All Saints will continue to grow our ministry and mission on the Outer Banks. We all pray for the health, peace and well-being of our All-Saints family, our community, our State and Nation.

All Saints are grateful to our parishioners for their continued faithfulness and financial support!

## Prayer For the Right Use of God's Gifts

Almighty God, whose loving hand had given us all that we possess: Grant us grace that we may honor you with our substance, and, remembering the account which we must one day give, may be faithful stewards of your bounty, through Jesus Christ our Lord. Amen.

Book of Common Prayer, 827