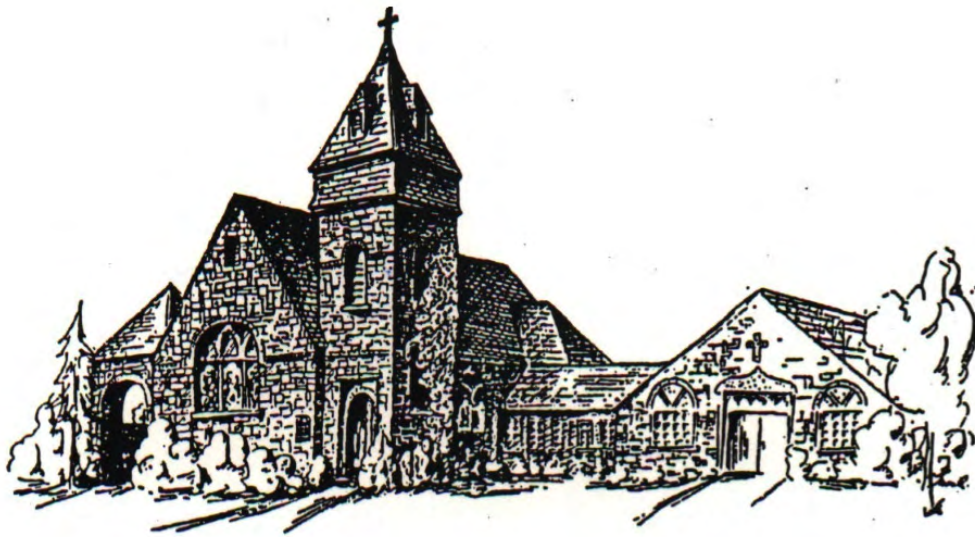


**ALL SAINTS' EPISCOPAL CHURCH  
SCOTCH PLAINS, NEW JERSEY**



**The Annual Report**

**Year 2024**

**January 26, 2025**

**[church@allsaints-spnj.org](mailto:church@allsaints-spnj.org)**

## ANNUAL MEETING AGENDA

Wednesday, January 26, 2025 – 11:15 AM  
Lea Hall, 559 Park Avenue, Scotch Plains NJ 07076

### **Parish Bylaws (January 26, 2020) Section III.5. Procedure at the Annual Parish Meeting**

**Generally.** The Annual Parish Meeting shall be called to order by the Rector (or a Warden in the absence of a Rector), who shall be the chairperson (the “Chairperson”), following the 10 a.m. service. The Annual Parish Meeting shall be opened with prayer. Copies of the Annual Report shall be distributed and the agenda will follow the order of reports in the Annual Report.

**Quorum.** To constitute a quorum of the Annual Parish Meeting or a Special Parish Meeting, there must be present (a) the Rector or a Warden and (b) at least eight (8) other Voting Members.

**Voting.** Elections will be held for Wardens, Vestrypersons, Delegates and Alternate Delegates to the Diocesan Convention and Delegates and Alternate Delegates to the Watchung Convocation. If the nominations indicate that there is no contest for the position to be filled, the Chairperson may at his or her discretion request the Voting Members to indicate their choice by a show of hands. If a contest should develop, the Voting Members must be polled by secret ballot(s), which shall be counted by persons appointed by the Chairperson.

**“Voting Member”** means any person who (a) is baptized (whether in the Episcopal Church or in another Christian church) and, if not baptized in the Church, has been enrolled as a member of the Church in accordance with the provisions of the Canons of The Episcopal Church, (b) is at least sixteen (16) years of age, (c) is of good moral character, (d) adheres to the Episcopal Church and to no other religious body, (e) is a regular attendant at the services of the Church and (f) is a regular contributor to the current expenses of the Parish for the six (6) months preceding the date of the relevant Parish meeting.

1. Call to Order and Opening Prayer: The Reverend Lois Schembs
2. Appointment of Parliamentarian and Secretary Pro Tem
3. Determination of Quorum
4. Approval of Minutes from 2024 Annual Meeting
5. Wardens' Report: Wardens, Gerry Shea and David Gevry
6. Nominating Committee and Elections: Wardens, Gerry Shea and David Gevry
  - a) Nominations from the floor for any open position?
  - b) Elections as prescribed in the by-laws
  - c) Election of 3 delegates and 3 alternates to the Diocesan Convention
  - d) Election of 3 delegates and 3 alternates to the Watchung Convocation
7. Treasurer's Report and 2025 Budget Presentation: John Brewer, Parish Treasurer
8. Endowment Fund Report: Stuart Solsky
9. Discernment Committee Report: Michelle Smith-Crona
10. Consent Agenda: Committee Reports (filed as part of Annual Report)
  - a) Buildings and Grounds
  - b) Christian Education
  - c) Music
  - d) Altar Guild
  - e) Outreach
  - f) Men's Group
  - g) Boy Scout Troop 104
11. Recognitions and Appreciations
12. Closing Prayer and Adjournment

## VESTRY AGENDA

Wednesday, January 26, 2025 – 12:15 PM  
Guild Room, 559 Park Avenue, Scotch Plains NJ 07076

13. **Call to Order** - Warden
14. **Opening Prayer**
15. **Opening Remarks** - Warden
16. **Agenda (review and amend, if necessary)**
17. **Election of Parish Officers**

<b>Nominees:</b>	Parish Treasurer	John Brewer
	Clerk of the Vestry	Carol Blake
	Endowment Fund Treasurer	Art Richardson
18. **Other business – new or old?**
19. **Closing Prayer and Adjournment**

**Quorum:** To constitute a quorum of the Vestry, there must be present (a) the Rector or a Warden and (b) in addition, six (6) of any combination of the Rector, the Wardens and the Vestrypersons; provided that, unless the Rector is present at the meeting, the Vestry may take no action relating to or affecting (i) the personal or exclusive rights of the Rector, (ii) the alienation of the capital or principal of any investments held by the Church or (iii) the sale of the Church's real estate or the encumbrance thereof, except as may be necessary for ordinary repairs.

**Voting:** The Rector, each Warden and each Vestryperson shall have one (1) vote. Voting on any matter shall be decided by the approval of at least seven (7) votes, except for matters requiring Supermajority Vestry Approval, which means the approval of at least nine (9) votes.

## Minutes from All Saints' Episcopal Church Annual Meeting January 28, 2024

1. Reverend Susanna Cates called the Annual Meeting to Order at 11:47 AM.
2. Lauren DiSarno was appointed as the Parliamentarian and Secretary Pro Tem.
3. There was a designated quorum in attendance in accordance with the Bylaws. (31 parishioners and the Rector in attendance; determined by Warden Gerald Shea.)
4. The minutes from the 2023 Annual Meeting were accepted. (Motion to Approve by Caroline Perkins seconded by David Gevry) and approved unanimously by attendees.)
5. Warden's Report: Gerald Shea gave the Warden's Report. He highlighted that at All Saints, everyone contributes actively to over fifteen ministries. Celebrating the church's 150<sup>th</sup> year of existence is a big deal. We share everything at All Saints' together. The Annual Report lists our monthly activities. Outreach and other groups have been here for many years and will continue.

With respect to Reverend Susanna, Gerry commented that she is leaving us in very good hands for a very long time because the care of this church is done by its parishioners. We will be looking for an anointed leader to share a new generation at All Saints'. Gerry advised the parish that a Discernment Committee must be formed to conduct the search for the next Rector.

6. Rector's Address: Reverend Susanna direct attention to quote from Hebrews at the top of page 9 in the 2023 Annual Report. This should be ingrained in All Saints, and this is the piece of scripture that brought her here. She admitted the upcoming search can be trying and exciting. She emphasized that it is a confidential process; some will never hear the candidate's name until it is over. Want to protect the potential candidates in the search process and protect the people on the search committee from any bias or false information. If you know people on the Search Committee let them do the work that they are called to do. She asked for prayers for the candidates.

Reverend Susanna explained that she cannot come back as priest at any service at All Saints. After the church receives a new Rector for one year, then she can be invited back. This is also true of pastoral needs. Since she is working for the Diocese, there can be healthy ways to stay connected. She assured the parishioners they are in her heart and mind. Who we are and who God is working through you remains unchanged. It is the same as when she got here – He always has and always will.

7. Nominating Committee and Elections: Michelle Smith Crona gave the Nominating Committee report.

Vestry – Marie Fox was nominated to serve on Vestry.

The candidate was elected by unanimous approval of all voters in attendance.  
The following persons were elected to serve as delegates for the following meetings:

Diocesan Convention – Steven Douches (delegate), Kimberly McAlindin (delegate), Marie Fox (delegate); David Kelly (alternate), Natalie Krauser (alternate) and Chris Harris (alternate). Moved by Charlie Beakes seconded by Sally Pettit.

Watchung Convention – Michelle Smith Crona (delegate), Kimberly McAlindin (delegate), Colleen Channer (delegate), Art Richardson (alternate), David Gevry (alternate) and Joy Ogunyemi (alternate). Brenda Jackson made a motion to approve the nominations, and Natalie Krauser seconded the motion.

The nominees for the Diocesan and Watchung Conventions were elected by a majority vote of those voting members in attendance without any objections.

8. Treasurer's Report: John Brewer presented the Treasurer's Report for 2023. See the summary of the actual financial results for 2023 which is contained in the Annual Report.

Attendees at the Annual Meeting approved the Treasurer's Report. (David Gevry moved to accept the report, seconded by Natalie Krauser.)

Carol Blake has taken over some of the financial tasks. Currently, she is reconciling the church bank accounts.

9. 2023 Budget Presentation: John Brewer presented the 2024 Budget previously approved by the Vestry – see page 15 of the 2023 Annual Report. On the revenue side, pledges have continued to increase (\$2500 more than when the 2024 budget was drafted.) Clergy expenses have been left alone. After January, Vestry will direct supply priests, etc. There also will be an increase to the Parish Administrator's hours to 25. John thanked the parish for their generosity.

10. Endowment Fund: Stuart Solsky reported on the Endowment Fund. See Table 1 on page 18 of the 2023 Annual Report.

Overall, the Endowment Fund had a very solid year. The purpose of the Endowment Fund is to meet our expenses by producing investment income. Last year, the Endowment Fund gave \$44,000.00 to fund our Operating Account and then funded Capital Expenses of \$30,000.00.

Attendees at the Annual Meeting approved the Endowment Fund report unanimously. (David Gevry moved to accept the report, David Gevry second the motion.)

11. Committee Reports: All committee reports were filed as part of the Annual Report and accepted as filed. Attendees at the Annual Meeting approved the Committee Reports. (Marie Fox moved to accept the Committee Reports, David Kelly seconded the motion.)

12. All Saints' Transition: Vestry commanded and cleared the way to start the search process right out of the gate. When the Discernment Committee is formed, the first order of business is to create a Parish profile. The pool of applicants will be narrowed down to about 7 for interviews. The Discernment Committee will present 2-3 candidates for Vestry approval. The process will take approximately 12-18 months.

13. Recognitions and Appreciations:

Joe Triola was recognized for his work as Chair of the Buildings and Grounds Committee.

Natalie Krauser was recognized for her work as Chair of the Stewardship Committee. for how he handles our finances and is pastoral, kind and realistic with the financial work all while loving God and giving the parish good results.

Robin Sampson was recognized for her work as a Sunday School teacher.

Joy Ogunyemi was recognized for her work on the Hospitality Committee and for bringing back Coffee Hour!

David Kelly was recognized for his work on the Outreach Committee.

John Brewer was recognized for his work as Treasurer.

Lauren DiSarno was recognized for her work as Clerk of the Vestry.

12. Blessing: Reverend Susanna gave a blessing to end the meeting.

13. Adjourn: The 2024 Annual Meeting was adjourned at 12:57 PM. (Motion to adjourn made by Mary O'Connor and seconded by Sally Pettit.)

Respectfully Submitted,

*/s/ Lauren B. DiSarno*

Lauren B. DiSarno

## All Saints' 2024 Wardens' Report

### **All Saints' in 2024, led by each and every one of its parishioners**

All Saints' Episcopal Church faced many challenges in 2024 and through the grace of God is finishing the year strengthened as a Christian community. The Wardens thank the many parishioners who stepped forward to lead the ministries essential to tending the Lord's flock.

We owe a special debt to the dedicated Discernment Committee chaired by Michelle Smith-Crona. By necessity, their work was done quietly, asking the parish for what we seek in a Rector, creating an up-to-date Parish Profile, advertising the opening, evaluating the applications, interviewing the promising candidates, and recommending to the Vestry priests with the skills and personality to become our Rector.

The Vestry and the whole parish recognizes the devoted Vestry members who have served to the end of their terms: Warden David Gevry and Vestrypersons Natalie Krauser, Sally Pettit and Art Richardson. Their wisdom helped the Vestry succeed in keeping All Saints' together, body and soul.

We acknowledge with gratitude the extra effort by our staff, Dr. Fred Irwin and Victoria Reed, ably assisted by Carol Blake and the Rev. Lois Schembs. We give thanks for Joy Ogunyemi and the others who brought savories and treats or brewed drinks for the Sunday coffee hours. We depend on Kevin Walsh to manage our video and communication equipment. We prize Chris and Cathy Harris for the Occasional Concert series. There are many more who have kept All Saints' a Christian community of love throughout the year.

We appreciate the supply priests who celebrated the Eucharist with us on Sundays, the parishioners who led the noon Liturgy of the Word service on Wednesdays, and the Centering Prayer Service arranged by Lauren DiSarno on first Wednesday evenings. Most of all, we thank the entire congregation who kept the faith throughout all the changes.

There were many events of note at All Saints' throughout the year of 2024:

- January: The Martin Luther King Jr. Service Day – Colorful Flower Pots for Seniors  
The Farewell to Mother, now Canon, Susanna Cates, our 21<sup>st</sup> Rector  
Restart the regularly scheduled Cooking Classes on Tuesday evenings
- February: Scout Sunday with Scout Leader Bill Sherman's sermon during the service  
Restart the Monthly Breakfast for Seniors  
Mardi Gras Pancakes, Shrimp Boil and King Cake  
Ash Wednesday Services on February 14
- March: St. Patrick's Day Family Potluck  
Holy Week and Easter Sunday
- April: Memorial/Celebration of Life Service for Boy Scout Leader Gail Rhona Rhein
- May: Possibilities -- An Evening of New Age Piano with Tommy Lepano  
Planting the Bushes and Landscaping All Saints'  
Mothers' Day Celebration presented by the men of All Saints'  
Reading the story of Pentecost in Many Tongues
- June: Graduation Sunday with Parish Picnic  
Curtis Jackson Memorial Essays and Scholarships  
The Annual Church Picnic

- July: Patriotic Senior Breakfast Plus! with Charlie Beakes as Uncle Sam  
Carol Albert, Mary O'Connor, David Kelley become Visiting Eucharistic Ministers
- August: The Parish undertakes an Assisted Committee Audit  
Congregational Potluck Dinner and Program featuring Jim DiSarno of the DEA
- September: All Saints' Homecoming Sunday  
Occasional Concerts Presents: The Missing Pieces
- October: Blessing of the Pets  
Crop Walk – Parishioners and their dogs walk 5K to fight hunger
- November: All Saints' Sunday  
Stewardship Campaign
- December: All Saints' 2024 Holiday Celebration and 50/50 Drawing  
St. Vincents' Holiday Toy Drive  
Boy Scout Wreathes and Poinsettias and The Greening of the Church  
Spiral Theater's Holiday Revue: "To All A Good Night"

At an appropriate time this spring, we shall be welcoming our new Rector. We shall wear name tags until the Rector knows the names of all the congregation, make sure to drop by during the week to offer a personal touch to the transition, work with the Rector on ministries old and new, and rejoice in the celebration of the Liturgy on Sundays, Wednesdays and during Holy Week. It will be a time of change for all of us, but in particular for our new priest.

May the Lord bless us and keep us. Amen.

Gerry Shea and David Gevry, Wardens



*“Let us hold fast to the confession of our hope without wavering, for he who has promised is faithful. And let us consider how to provoke one another to love and good deeds, not neglecting to meet together, as is the habit of some, but encouraging one another, and all the more as you see the Day approaching.”*

*--Hebrews 10:23-25*

January 26, 2025

Written by Gerry Shea, Warden, in the absence of a Rector

The biblical quotation repeats the passage in Mother Susanna’s annual report from January 2024. It is almost exactly a year since Susanna, husband William, and dog Tillie moved to Trenton. She is now meeting congregations throughout the diocese as Canon for Formation and Vocations. We all wish her well in her new calling.

For the past eleven months, All Saints’ has been blessed by a remarkable group of retired and campus ministry priests who celebrated the Sunday Eucharist with us. We thank them for their willingness to come to us from near and far to preach the Gospel. They have earned their place in the hearts of our parishioners.

The Rev. Pervez Baig

The Rev. Andrew Calandriello

The Rev. Peter De Franco

The Rev. Elizabeth (Liz) Golub

The Rev. Tinh Huynh

The Rev. Joseph Leigh

The Rev. E. F. Michael Morgan

The Rev. Daniel Scott Russell

The Rev. Dr. David L. Snyder

The Rev. Allen M. Wakabayashi

The Rev. Jack Zamboni

## **All Saints' 2025 Annual Meeting Nominating Committee Report**

At the 2024 Annual Meeting, the following individuals were elected to attend the Diocesan meetings:

Diocesan Convention: Steven Douches, Marie Fox, Kimberly McAlindin  
Alternates: Chris Harris, David Gevry, Natalie Krauser

In accordance with our by-laws, the Nominating Committee is comprised of the Rector, the Wardens and Vestrypersons not continuing in service. In the absence of a Rector, the Wardens and the Vestry as a whole served as the Nominating Committee.

There are seven Vestry members to be elected or re-elected: Senior Warden, Junior Warden, a second term Vestry member and four parishioners to be first term members the Vestry. Vestry members must be pledging members in good standing. In accordance with our by-laws, announcements were made beginning the first Sunday in December calling for the Parish to make nominations. The nominees are:

**Gerry Shea** for re-election for a second term as Senior Warden;

**Marie Fox** for election for a first term as Junior Warden;

**Jessica Gonzales** for re-election for a second term as Vestry member;

**Laurie Paoella, Arleen Preston, Jim Skidmore, and Tommy Tressler-Gelok** for election for a first term as Vestry member.

Short biographies of these nominees were distributed to the Parish on Sunday, January 19, 2025.

Also at the 2025 Annual Meeting, we need to elect, by majority vote, the following:

3 delegates and 3 alternates to attend the Watchung Convocation (typically held in the fall). Elected individuals will serve 1 year.

3 delegates and 3 alternates to attend the 241<sup>st</sup> Diocesan Convention in November of 2025. This meeting will be a hybrid event (Trinity Cathedral, Trenton NJ and on Zoom)

## TREASURER'S REPORT (OPERATING ACCOUNT) – 2024

The 2024 budget was prepared on a pro forma basis, assuming a Rector for the full year since we did not know in January how long the search for a new Rector would take. Based on that assumption the budget forecast an operating deficit of \$ 81,254 (see Row E on the exhibit on page 2 of the financial statement), which was to be covered by the regular \$ 25,500 drawing from the Endowment Fund (EF), an additional special drawing from the EF of \$ 50,000. In the event, the Rector position was vacant from March through December, reducing expenses and making any drawings from the EF unnecessary.

On the revenue side, there were several notable developments.

- 1) Pledge income received during the year was \$ 6,057 (4.6%) above budget.
- 2) We received \$ 10,500 of prepaid 2024 pledges in 2023 (deposited in the EF to earn interest), but in the event only \$ 5,000 was transferred to the Operating Account during 2024 – explaining the accounting “shortfall” of \$ 5,500 in the Operating Account statement.
- 3) Facility Rentals generated \$ 14,560 revenues vs \$ 6,000 budgeted and \$ 6,538 in 2023.
- 4) The fundraising dinner was budgeted as a Gala, but in the event was organized as an informal parish dinner, explaining the \$ 4,263 revenue shortfall vs the budget.
- 5) The 50:50 Raffle sold 142 tickets and earned \$ 710 (net). In compliance with state regulations the proceeds were deposited in the segregated Fundraising account, producing the \$ 1,500 “shortfall” on the Fund Raiser (Other) line.

Total expenses were \$ 89,820 below budget. The key driver was lower Rector costs, with some offsetting variances in other categories.

- 1) Direct Clergy Expense was \$ 96,518 below budget since the position was vacant for 11 months.
- 2) Continuing Education and Professional Allowance were, as expected, not spent, saving \$ 5,575.
- 3) Supply Clergy accounted for \$ 14,414 of costs for the March-December period.
- 4) Rectory costs were \$ 2,591 below budget as the Rectory was vacant for 11 months.
- 5) Electricity costs were \$ 3,295 above budget, caused by higher prices.
- 6) The Vestry approved a \$ 1,000 increase in the Diocesan Marks of Mission pledge, to \$ 16,000, after the budget was approved.
- 7) Notably, parishioner donations to third party groups increased from \$ 9,585 in 2023 to \$ 12,664 in 2024. No impact on parish cash flow, as these contributions were remitted to the beneficiaries.

In sum, Pledge and Other Revenues were \$ 2,628 above budget and operating expenses were \$ 89,820 below budget, producing an operating surplus (Row E) of \$ 11,194. This made drawings from the EF unnecessary.

On other matters, in 2022 we performed an “Assisted Audit” of our 2021 accounts. As previously reported, Carol Blake has volunteered to assist with Finance tasks, and since January 2023 has been responsible for reconciliation of all bank accounts to our internal registers. In February 2024 we implemented a process for the Parish Administrator to log in all funds received in the office, to parallel the accounting done by the ushers of the Sunday collections. Also in February, Carol Blake began preparing the weekly deposits (of Sunday collections and items mailed to or dropped off at the office) and taking these to the bank – so the Treasurer is no longer involved in the deposit process, improving segregation of responsibilities. We expect to reinstate the independent Depositor function that was used before the pandemic, and when this is done the parish will be asked for volunteers.

Respectfully,

John VE Brewer  
Parish Treasurer

**All Saints' Operating A/C, 2024 Actual vs Budget**

	Actual 2023	Budget 2024	Actual 2024	2024a v 2024b	
				Inc / (Dec)	Inc / (Dec)
<b>Income</b>					
40.10 Pledge Income in period	127,445	130,725	136,782	6,057	
40.11 Prepaid Pledges release	3,800	10,500	5,000	(5,500)	
All Pledges	131,245	141,225	141,782	557	0.4%
40.20 Open	7,102	5,000	4,601	(399)	
40.30 Holiday Offerings	1,320	1,000	1,610	610	
40.40 Facility Rental	6,538	6,000	14,568	8,568	
40.52 Fund Raiser (Dinner)	8,550	5,000	737	(4,263)	
40.53 Fund Raiser (Other)	2,035	1,500	-	(1,500)	
40.54 Contributions	7,089	8,000	7,055	(945)	
Other Revenues	32,633	26,500	28,571	2,071	7.8%
40.71 Endowed Music	-	-	-	-	
40.72 Endowed Outreach	750	750	-	(750)	
40.73 Endowed Education	750	750	-	(750)	
40.74 Endowed Rector	1,500	1,500	-	(1,500)	
40.75 Endowed Bldg & Ground	-	-	-	-	
40.91 Special Allocation from EF	14,500	50,000	-	(50,000)	
40.90 Earnings Allocation from EF	22,500	22,500	-	(22,500)	
Endowments/Surplus	40,000	75,500	-	(75,500)	-100.0%
Total Receipts	203,878	243,225	170,353	(72,872)	-30.0%
<b>Clergy Expense</b>					
50.01 Clergy Salary	34,543	34,494	2,879	(31,615)	
50.02 Clergy Pension	17,160	15,038	1,259	(13,779)	
50.03 FICA	5,844	5,846	487	(5,359)	
50.04 Medical/Dental Insurance	27,455	27,455	-	(27,455)	
50.05 Clergy Deductions	16,679	16,728	1,390	(15,338)	
50.11 Continuing Education	-	1,075	-	(1,075)	
50.12 Professional Allowance	-	4,500	-	(4,500)	
50.13 Housing Equity Allowance	2,500	2,800	208	(2,592)	
50.14 Discretionary Fund	550	600	221	(379)	
50.20 Transition Costs	-	-	817	817	
50.15 Supply Clergy	1,088	-	14,414	14,414	
	105,821	108,536	21,675	(86,861)	-80.0%
<b>Housing Expense</b>					
51.05 Electricity/Rectory	554	575	394	(181)	
51.07 Gas-Rectory	1,842	2,000	1,146	(854)	
51.08 Telephone-Rectory	780	780	65	(715)	
51.09 Water-Rectory	569	600	381	(219)	
51.10 Contracted Services	662	600	78	(522)	
51.11 Sewer	270	270	270	-	
51.16 Rectory Maintenance	-	100	-	(100)	
	4,676	4,925	2,334	(2,591)	-52.6%
<b>Office Expense</b>					
52.01 Secretary Salary	8,738	23,621	21,212	(2,409)	
52.02 Secretary Deductions	717	2,379	4,501	2,122	
52.03 Employer FICA/Medicare	599	1,989	1,930	(59)	
52.23 Misc. Expenses	2,683	2,500	3,888	1,388	
52.24 Office Supplies	1,661	1,800	1,951	151	
52.25 Postage	277	250	700	450	
52.26 Printing	392	400	309	(91)	
52.27 Telephone	2,649	3,000	3,234	234	
52.28 Contracted Services	-	-	-	-	
	17,715	35,939	37,726	1,787	5.0%
<b>Building &amp; Grounds</b>					
53.05 Electricity	7,423	7,500	10,795	3,295	
53.07 Gas	6,957	7,000	5,956	(1,044)	
53.09 Water	340	350	620	270	
53.10 Garbage/Contracted Svcs	4,518	15,100	13,290	(1,810)	
53.11 Sewer	190	190	190	-	
53.12 Snow Removal	-	4,500	2,750	(1,750)	
53.16 Church Maintenance	226	1,000	356	(644)	
53.34 Supplies and Hardware	539	1,000	1,354	354	
53.35 Property/Liability Insurance	12,876	15,828	16,638	810	
	33,068	52,468	51,951	(517)	-1.0%

**All Saints' Operating A/C, 2024 Actual vs Budget**

	Actual 2023	Budget 2024	Actual 2024	2024a v 2024b	
				Inc /(Dec)	Inc /(Dec)
<b>Worship Expense</b>					
54.01 Organist Salary	14,775	14,774	15,021	247	
54.02 Organist Deductions	4,326	4,326	4,398	72	
54.03 Employer FICA/Medicare	1,461	1,461	1,485	24	
54.20 Nursery Monitoring	40	400	30	(370)	
54.23 Misc. Expenses	-	200	19	(181)	
54.42 Supply Organist	(315)	1,500	2,205	705	
54.45 Music	1,191	1,000	664	(336)	
	<u>21,478</u>	<u>23,661</u>	<u>23,823</u>	<u>162</u>	<u>0.7%</u>
<b>Education Expense</b>					
55.51 Books/Publications/Films	130	500	272	(228)	
55.56 Youth Group	45	500	-	(500)	
	<u>175</u>	<u>1,000</u>	<u>272</u>	<u>(728)</u>	<u>-72.8%</u>
<b>Outreach Expense</b>					
56.10 Diocesan Fair Share	15,000	15,000	16,000	1,000	
56.20 Grants	1,800	800	-	(800)	
56.40 Special Purpose Collections	(9,585)	(3,200)	(12,654)	(9,454)	
56.50 Special Purpose Disburse.	9,735	3,200	12,654	9,454	
	<u>16,750</u>	<u>15,800</u>	<u>16,000</u>	<u>200</u>	<u>1.3%</u>
<b>Hospitality</b>					
57.52 Food and Beverage	291	500	1,351	851	
57.63 Hospitality Misc.	1,280	2,440	3,033	593	
	<u>1,571</u>	<u>2,940</u>	<u>4,384</u>	<u>1,444</u>	<u>49.1%</u>
<b>Membership</b>					
57.20 Publicity	950	1,000	-	(1,000)	
57.23 Miscellaneous	-	250	-	(250)	
	<u>950</u>	<u>1,250</u>	<u>-</u>	<u>(1,250)</u>	<u>-100.0%</u>
<b>General Expense</b>					
58.20 Workman's Comp. Ins.	330	400	367	(33)	
58.30 Stewardship Program	591	560	543	(17)	
58.40 Conventions & Travel	555	500	25	(475)	
59.20 Fund Raiser (Dinner) Exp.	5,135	1,000	-	(1,000)	
59.30 Misc. Fund Raiser Exp.	210	-	60	60	
	<u>6,822</u>	<u>2,460</u>	<u>995</u>	<u>(1,465)</u>	<u>-59.6%</u>
<b>Total Disbursements</b>	<u>209,026</u>	<u>248,979</u>	<u>159,159</u>	<u>(89,820)</u>	<u>-36.1%</u>
<b>Net Surplus / (Deficit)</b>	<u>(5,148)</u>	<u>(5,754)</u>	<u>11,194</u>	<u>16,948</u>	<u>-294.5%</u>
<b>Cash brought forward</b>	6,449	1,301	1,301		
<b>Net Surplus / (Deficit)</b>	<u>(5,148)</u>	<u>(5,754)</u>	<u>11,194</u>		
<b>Cash carried forward</b>	1,301	(4,453)	12,495		

Analytical Presentation

A) Pledge Income	131,245	141,225	141,782	557	0.4%
B) Other Revenues	32,633	26,500	28,571	2,071	7.8%
C) Current Income	163,878	167,725	170,353	2,628	1.6%
D) Operating Expenses	209,026	248,979	159,159	(89,820)	-36.1%
E) Operating Balance	(45,148)	(81,254)	11,194	92,448	-113.8%
F) Endowment Fund, regular	25,500	25,500	-	(25,500)	-100.0%
G) Sustainable Balance	(19,648)	(55,754)	11,194	66,948	-120.1%
H) Endowment Fund, special	14,500	50,000	-	(50,000)	-100.0%
I) Balance after capital draw	(5,148)	(5,754)	11,194	16,948	-294.5%
L) Opening Cash	6,449	1,301	1,301		
M) Funded (unfunded) balance	1,301	(4,453)	12,495		

## OPERATING ACCOUNT BUDGET – 2025

The Operating budget for 2025 (detailed budget attached – 2023 actual results are included for comparison since 2024 results are distorted by the absence of a Rector for 11 months) was prepared based on the following assumptions:

### Receipts

Pledge Income – \$ 125,310 signed pledges on hand (including \$ 7,400 prepaid in 2024).

Other Revenues – In line with 2024 actual results, with the following adjustments: 1) Rental Income budgeted to increase to \$ 10,000 based on the strong performance in 2024; and 2) The December dinner is expected to be organized as a Gala / Fundraiser with a catered menu, which together with a Raffle is budgeted to produce a net contribution of \$ 5,000.

Endowment Fund – Regular \$ 25,500 annual draw and \$ 60,000 of temporary transitional support which will be drawn only if revenue increases or cost savings are not realized. The Treasurer is authorized to reduce this line to the extent that other revenues (eg pledge commitments) increase during the year.

### Expenses

Expenses are budgeted at \$ 262,371, an increase of \$ 103,212 vs 2024 actual results. Material changes:

Clergy Expense – The Rector is expected to join the parish in March, so 10 months of Clergy Expense is included, a total cost of \$ 90,740.

Transition Costs – Budget \$ 6,000, primarily to cover Rector moving expenses and some residual Discernment costs.

Supply Clergy – \$ 3,600 for supply priests in January/February and to cover the Rector's vacation days.

Continuing Education/Professional Allowance – Budgeted at \$ 5,575 (combined) as mandated by the Diocese. In line with past experience this is not likely to be spent.

Parish Administrator – Budgeted at 25 hours/week (as in 2024). The \$ 2,585 increase in cost is the full year impact of the salary increase approved in October.

Housing Expense – Budgeted at \$ 4,820, an increase of \$ 2,486 from 2024 (when the Rectory was unoccupied for 11 months).

Garbage/Contracted Services – Budget \$ 12,600, in line with 2024 actual results adjusted for nonrecurring items in 2024.

Snow Removal – Budget \$ 4,500, an increase of \$ 1,750 vs 2024.

Property/Liability Insurance – Reflecting the increase in policy coverage approved last year and the 20% premium increase charged in December, the full year premium cost of \$ 19,064 is \$ 2,426 higher than the 2024 expense.

Organist Salary – The \$ 1,379 increase reflects the full year impact of the increase approved in October.

Supply Organist – Budget \$ 1,500 to cover 4 Organist vacation days and instrumentalists at Easter and Christmas services, as done in prior years. The Mark Douches Music Fund will reimburse the Operating account for Section Leader costs.

These changes raise costs by \$ 103,212 compared to 2024 expenses. Based on budgeted revenues the only way these expenses can be met is to draw the usual \$ 25,500 from the EF, and take an additional EF draw of \$ 60,000 and run down the opening cash balance. EF investment income was \$ 76,600 in 2024: total transfers to the Operating Account will amount to 112% of investment income in the 2025 budget. This is not sustainable in the long run. Cost reductions will be made where they can be identified, and additional income (eg pledges received later in the year) will reduce the EF draw.

Respectfully,

John VE Brewer  
Parish Treasurer

**All Saints' Operating A/C, 2025 Budget**

	Actual 2023	Actual 2024	Budget 2025	2025b v 2024a Inc /(Dec)	
<b>Income</b>					
40.10 Pledge Income in period	127,445	136,782	117,910	(18,872)	
40.11 Prepaid Pledges release	3,800	5,000	7,400	2,400	
All Pledges	131,245	141,782	125,310	(16,472)	-12%
40.20 Open	7,102	4,601	5,000	399	
40.30 Holiday Offerings	1,320	1,610	1,500	(110)	
40.40 Facility Rental	6,538	14,568	10,000	(4,568)	
40.52 Fund Raiser (Dinner)	8,550	737	8,500	7,763	
40.53 Fund Raiser (Other)	2,035	-	1,500	1,500	
40.54 Contributions	7,089	7,055	8,000	945	
Other Revenues	32,633	28,571	34,500	5,929	21%
40.71 Endowed Music	-	-	-	-	
40.72 Endowed Outreach	750	-	750	750	
40.73 Endowed Education	750	-	750	750	
40.74 Endowed Rector	1,500	-	1,500	1,500	
40.75 Endowed Bldg & Ground	-	-	-	-	
40.91 Special Allocation from EF	14,500	-	60,000	60,000	
40.90 Earnings Allocation from EF	22,500	-	22,500	22,500	
Endowments/Surplus	40,000	-	65,500	85,500	n/m
Total Receipts	203,878	170,353	245,310	74,957	44%
<b>Clergy Expense</b>					
50.01 Clergy Salary	34,543	2,879	29,928	27,050	
50.02 Clergy Pension	17,160	1,259	12,509	11,250	
50.03 FICA	5,844	487	6,333	5,846	
50.04 Medical/Dental Insurance	27,455	-	27,507	27,507	
50.05 Clergy Deductions	16,679	1,390	11,528	10,138	
50.11 Continuing Education	-	-	1,075	1,075	
50.12 Professional Allowance	-	-	4,500	4,500	
50.13 Housing Equity Allowance	2,500	208	2,333	2,125	
50.14 Discretionary Fund	550	221	600	379	
50.20 Transition Costs	-	817	6,000	5,183	
50.15 Supply Clergy	1,088	14,414	3,600	(10,814)	
	105,821	21,675	105,915	84,240	389%
<b>Housing Expense</b>					
51.05 Electricity/Rectory	554	394	600	206	
51.07 Gas-Rectory	1,842	1,146	2,000	854	
51.08 Telephone-Rectory	780	65	650	585	
51.09 Water-Rectory	569	381	600	219	
51.10 Contracted Services	662	78	600	522	
51.11 Sewer	270	270	270	-	
51.16 Rectory Maintenance	-	-	100	100	
	4,676	2,334	4,820	2,486	107%
<b>Office Expense</b>					
52.01 Secretary Salary	8,738	21,212	23,166	1,954	
52.02 Secretary Deductions	717	4,501	4,914	413	
52.03 Employer FICA/Medicare	599	1,930	2,148	218	
52.23 Misc. Expenses	2,683	3,888	3,500	(388)	
52.24 Office Supplies	1,661	1,951	2,000	49	
52.25 Postage	277	700	700	0	
52.26 Printing	392	309	400	91	
52.27 Telephone	2,649	3,234	3,000	(234)	
52.28 Contracted Services	-	-	-	-	
	17,715	37,726	39,828	2,102	6%
<b>Building &amp; Grounds</b>					
53.05 Electricity	7,423	10,795	11,000	205	
53.07 Gas	6,957	5,956	7,000	1,044	
53.09 Water	340	620	700	80	
53.10 Garbage/Contracted Svcs	4,518	13,290	12,600	(690)	
53.11 Sewer	190	190	190	-	
53.12 Snow Removal	-	2,750	4,500	1,750	
53.16 Church Maintenance	226	356	1,000	644	
53.34 Supplies and Hardware	539	1,354	1,000	(354)	
53.35 Property/Liability Insurance	12,876	16,638	19,064	2,426	
	33,068	51,951	57,054	5,103	10%

**All Saints' Operating A/C, 2025 Budget**

	Actual 2023	Actual 2024	Budget 2025	2025b v 2024a Inc /(Dec)	
<b>Worship Expense</b>					
54.01 Organist Salary	14,775	15,021	15,939	918	
54.02 Organist Deductions	4,326	4,398	4,761	363	
54.03 Employer FICA/Medicare	1,461	1,485	1,584	98	
54.20 Nursery Monitoring	40	30	400	370	
54.23 Misc. Expenses	-	19	200	181	
54.42 Supply Organist	(315)	2,205	1,500	(705)	
54.45 Music	1,191	664	1,000	336	
	<u>21,478</u>	<u>23,823</u>	<u>25,384</u>	<u>1,561</u>	7%
<b>Education Expense</b>					
55.10 Misc. Service Fees	-	-	-	-	
55.51 Books/Publications/Films	130	272	500	228	
55.53 Speakers	-	-	-	-	
55.55 Operating Supplies	-	-	-	-	
55.56 Youth Group	45	-	-	-	
	<u>175</u>	<u>272</u>	<u>500</u>	<u>228</u>	84%
<b>Outreach Expense</b>					
56.10 Diocesan Marks of Mission	15,000	16,000	16,000	-	
56.20 Grants	1,600	-	1,600	1,600	
56.40 Special Purpose Collections	(9,585)	(12,654)	(3,200)	9,454	
56.50 Special Purpose Disburse.	9,735	12,654	3,200	(9,454)	
	<u>16,750</u>	<u>16,000</u>	<u>17,600</u>	<u>1,600</u>	10%
<b>Hospitality</b>					
57.52 Food and Beverage	291	1,351	1,500	149	
57.63 Hospitality Misc.	1,280	3,033	3,000	(33)	
	<u>1,571</u>	<u>4,384</u>	<u>4,500</u>	<u>116</u>	3%
<b>Membership</b>					
57.20 Publicity	950	-	250	250	
57.23 Miscellaneous	-	-	-	-	
	<u>950</u>	<u>-</u>	<u>250</u>	<u>250</u>	n/m
<b>General Expense</b>					
58.20 Workman's Comp. Ins.	330	367	400	33	
58.30 Stewardship Program	591	543	560	17	
58.40 Conventions & Travel	555	25	500	475	
59.20 Fund Raiser (Dinner) Exp.	5,135	-	5,000	5,000	
59.21 Petty Cash	-	-	-	-	
59.50 EF Loan Repayment	-	-	-	-	
59.30 Misc. Fund Raiser Exp.	210	60	60	-	
	<u>6,822</u>	<u>995</u>	<u>6,520</u>	<u>5,525</u>	555%
<b>Total Disbursements</b>	<u>209,026</u>	<u>159,159</u>	<u>262,371</u>	<u>103,212</u>	65%
<b>Net Surplus / (Deficit)</b>	<u>(5,148)</u>	<u>11,194</u>	<u>(17,061)</u>	<u>(28,255)</u>	-252%
<b>Cash brought forward</b>	<u>6,449</u>	<u>1,301</u>	<u>12,495</u>		
<b>Net Surplus / (Deficit)</b>	<u>(5,148)</u>	<u>11,194</u>	<u>(17,061)</u>		
<b>Cash carried forward</b>	<u>1,301</u>	<u>12,495</u>	<u>(4,565)</u>		
<hr/>					
<b>Fundraiser income</b>	<u>10,585</u>	<u>737</u>	<u>10,000</u>	<u>9,263</u>	
<b>Fundraiser expense</b>	<u>5,346</u>	<u>60</u>	<u>5,060</u>	<u>5,000</u>	
<b>Fundraiser, net</b>	<u>5,239</u>	<u>677</u>	<u>4,940</u>	<u>4,263</u>	630%
<b>Analytical Presentation</b>					
A) Pledge Income	131,245	141,782	125,310	(16,472)	-12%
B) Other Revenues	32,633	28,571	34,500	5,929	21%
C) Current Income	163,878	170,353	159,810	(10,543)	-6%
D) Operating Expenses	209,026	159,159	262,371	103,212	65%
E) Operating Balance	(45,148)	11,194	(102,561)	(113,755)	-1016%
F) Endowment Fund, regular	25,500	-	25,500	25,500	n/m
G) Sustainable Balance	(19,648)	11,194	(77,061)	(88,255)	-788%
H) Endowment Fund, special	14,500	-	60,000	60,000	n/m
I) Balance after capital draw	(5,148)	11,194	(17,061)	(28,255)	-252%
L) Opening Cash	6,449	1,301	12,495		
M) Funded (unfunded) balance	1,301	12,495	(4,565)		



**ALL SAINTS' EPISCOPAL CHURCH**  
**ENDOWMENT FUND REPORT FOR 2024**

A. **Overview.** The Endowment Fund had an excellent year in 2024, exceeding the Endowment Fund's 2023 performance in almost all respects. Table 1 below sets forth the key figures regarding the Endowment Fund in 2023 and 2024:

**Table 1: Key Figures**

		<b>2023</b>	<b>2024</b>
1	Ending Market Value of the Endowment Fund	\$1,209,795	\$1,331,924
2	Increase [Decrease] in Market Value from Prior Year	[\$22,844] [1.9%]	\$122,129 10.1%
3	Investment Income (excludes unrealized capital gains)	\$77,041	\$76,564
4	Increase [Decrease] in Investment Income from Prior Year	[\$6,149] [7.4%]	[\$477] [0.6%]
5	Donations	\$8,325	\$23,188
6	Increase [Decrease] in Donations from Prior Year	[\$43,452] [83.9%]	\$14,863 178.5%
7	Net Income (see Part B below)	\$15,144	\$58,209
8	Increase [Decrease] in Net Income from Prior Year	[\$35,563] [70.1%]	\$43,065 284.4%
9	Total Return, consisting of:	3.04%	11.03%
	• Income Yield	6.67%	5.95%
	• Unrealized Capital Gain [Loss]	[3.63%]	5.09%
10	Benchmark: Bloomberg Barclays U.S. Aggregate Bond Index	5.4%	5.53%

B. **Net Income.** The Endowment Fund's net income for 2024 was \$58,206 (an increase of \$43,062 (384%) vs. 2023), as calculated in Table 2 below.

**Table 2: Net Income**

		<b>2023</b>	<b>2024</b>
1	Gross Income	\$85,366	\$99,752
2	Expenses	\$70,222	\$41,543
3	<b>NET INCOME</b>	<b>\$15,144</b>	<b>\$58,206</b>

*Gross Income.* The Endowment Fund’s gross income in 2024 was \$99,752 (an increase of \$14,386 (17%) vs. 2023), as set forth in Table 3 below:

**Table 3: Gross Income**

		<b>2023</b>	<b>2024</b>
1	Investment Income (excludes unrealized capital gains)	\$77,041	\$76,564
2	Donations	\$8,325	\$23,188
3	<b>TOTAL</b>	<b>\$85,366</b>	<b>\$99,752</b>

*Investment Income.* As noted in Table 1 above, investment income for 2024 was down slightly from 2023, but the total return was up significantly (11.03% vs. 3.04%). These figures were affected to a large extent by the Federal Reserve’s changes in the Federal funds Effective Rate, which had been increasing steadily since 2022, flattened out in late 2023 and early 2024, and decreased a few times in late 2024.

*Donations.* The Endowment Fund received donations of \$23,188 (vs. \$8,325 in 2023). This represents a significant increase but is nevertheless lower than in prior years. All of us at All Saints’ Episcopal Church would like to thank everyone who donated to the Endowment Fund in 2024.

*Expenses.* The Endowment Fund’s expenses in 2024 totaled \$41,643 (vs. \$70,222 in 2023), as set forth in Table 4 below.

**Table 4: Expenses**

		<b>2023</b>	<b>2024</b>
1	<b>TRANSFERS TO THE OPERATING ACCOUNT</b>	\$40,000	\$0
2	<b>CAPITAL AND OTHER EXPENSES</b>	See Below	See Below
3	Music/Organ Expenses	\$16,004	\$12,022
4	Church/Parish Hall Buildings & Grounds Expenses	\$12,817	\$10,864
5	Rectory Buildings & Grounds Expenses	\$0	\$10,838
6	Columbarium Expenses	\$366	\$6,819
7	Curtis Jackson Scholarships	\$1,000	\$1,000
8	Other Expenses	\$35	\$0
9	<b>SUBTOTAL OF CAPITAL AND OTHER EXPENSES</b>	<b>\$30,222</b>	<b>\$41,543</b>
10	<b>TOTAL</b>	<b>\$70,222</b>	<b>\$41,643</b>

The biggest change from 2023 was that in 2024 there was no transfer from the Endowment Account to the Operating Account. In most other years, Parish operating expenses exceed Parish revenues (consisting of pledge income, other offerings and contributions, facility

rentals, and fund raisers). This deficit has been funded in the past by transfers from the Endowment Account to the Operating Account (\$40,000 in 2023). The situation in 2024 was primarily due to lower Parish expenses resulting from lower Rector expenses beginning when Rev. Susanna resigned.

- C. **Investments.** The change in the market value of the Endowment Fund portfolio in 2024 was an increase of 10.1%. This was primarily due to the fact that the portion of the Endowment Fund portfolio that is invested in equities (approximately 20%) benefited from the robust stock market performance in 2024 (*e.g.*, the S&P 500 index was up 25%).
- D. **Outlook for 2025.** As the Parish’s operating budget indicates, 2025 will put a strain on the Endowment Fund. Most notably, it contemplates a total of \$85,500 in transfers from the Endowment Fund to the Operating Account to fund the Parish’s operating deficit, compared to \$0 in 2024. Assuming that the Endowment Fund’s investment income in 2025 is the same as in 2024 (\$76,564), it would not cover these transfers, leaving no investment income to fund capital and other expenses that would need to be paid by the Endowment Fund. Capital and other expenses are difficult to predict but averaged over \$35,000/year for 2023 and 2024 and were over \$100,000 in 2019. It will be difficult to meet these demands without (1) unusually high investment income, (2) significant donations to the Endowment Fund, and (3) if necessary, the liquidation of some investments (*i.e.*, “dipping into capital”).
- E. **Endowment Fund Committee.** The Endowment Fund Committee consists of Tom Loop, John Brewer, Gerry Shea, Art Richardson, and me. It meets as needed to re-evaluate the Endowment Fund’s investments. I would like to thank the members of the Committee for their prudent stewardship of the Endowment Fund.

As many of you know, I am in the process of moving to a new home on the Jersey Shore. Consequently, I will not be able to continue as Endowment Fund Treasurer. Fortunately, Art Richardson has graciously volunteered to succeed me as Endowment Fund Treasurer. But the Endowment Fund Committee would certainly welcome new members.

Financial statements for the Endowment Fund are attached. Please feel free to contact me ([stuart.solsky@bakerbotts.com](mailto:stuart.solsky@bakerbotts.com); 917-856-0286) with any questions.

Respectfully submitted,

Stuart T. Solsky  
Endowment Fund Treasurer  
January 17, 2025

Attachments

**All Saints' Church Endowment Fund  
2024 Year-To-Date Summary**

1/12/2025

<i>figures as of end of period</i>	YE 2023	1st Qtr	2nd Qtr	3rd Qtr	4th Qtr	2024 Year-End
<b>Portfolio Balance</b>	<b>1,209,795</b>	<b>1,229,692</b>	<b>1,264,151</b>	<b>1,322,368</b>	<b>1,331,924</b>	<b>1,331,924</b>
Change from End of Prior Year	(22,844)	19,897	54,356	112,573	122,129	122,129
Market value Inc/(Dec), from End of Prior Year	(44,688)	15,524	26,635	66,492	61,519	61,519
<b>Funds</b>						
<b>Endowed Objective Funds (EOF)</b>	<b>405,851</b>	<b>409,902</b>	<b>413,741</b>	<b>417,467</b>	<b>421,634</b>	<b>421,634</b>
<b>Restricted Funds' Available Balances</b>						
B&G Available Funds	(208,897)	(216,730)	(221,734)	(222,785)	(231,723)	(231,723)
Education Available Funds	16,704	17,037	17,575	18,008	18,514	18,514
Education Scholarship Available Funds	10,249	10,452	9,779	10,027	10,318	10,318
Music/Organ Available Funds	4,641	6,739	9,895	11,961	7,605	7,605
Outreach Available Funds	16,903	17,239	17,780	18,216	18,725	18,725
Rector Available Funds	33,419	34,086	34,663	35,176	36,170	36,170
Available Funds total	(126,980)	(131,176)	(132,041)	(129,398)	(140,391)	(140,391)
<b>Unrestricted Endowment Fund (UEF)</b>	<b>930,924</b>	<b>950,966</b>	<b>982,451</b>	<b>1,034,300</b>	<b>1,050,681</b>	<b>1,050,681</b>
<b>Income and Expenses</b>						
<b>Restricted Fund Donations</b>	<b>7,200</b>	<b>4,500</b>	<b>5,000</b>	<b>2,850</b>	<b>2,650</b>	<b>15,000</b>
<b>Endowment Donations</b>	<b>1,125</b>	-	<b>7,188</b>	-	<b>1,000</b>	<b>8,188</b>
<b>Income Earned on Investments</b>	<b>77,041</b>	<b>15,946</b>	<b>20,829</b>	<b>18,680</b>	<b>21,110</b>	<b>76,564</b>
Diocesan Loan pmnts (VIM pkg lot 4% 10Yr)	-	-	-	-	-	-
Add'l amount allocated to EOF	-	-	-	-	-	-
Capital, Other Expenses	21,669	8,668	8,108	3,171	9,906	29,853
Mark Douches Music Fund Expenses	8,553	2,405	1,560	-	7,725	11,690
Budgeted Transfers to Operating Acct	40,000	-	-	-	-	-
<b>Excess before Inflation Retention</b>	<b>6,819</b>	<b>4,872</b>	<b>11,161</b>	<b>15,509</b>	<b>3,478</b>	<b>35,021</b>
Infl. amount retained by UEF	2,056	707	714	719	722	2,862
Excess Earnings retained for Growth	4,763	4,165	10,447	14,790	2,756	32,159
<b>Rates</b>						
Income Yield in Period (Annualized)	6.67%	5.27%	6.78%	5.91%	6.39%	5.95%
Capital Appreciation (Depreciation) YTD	-3.63%	1.27%	2.15%	5.25%	4.84%	5.09%
<b>Net Total Return YTD (Annualized)</b>	<b>3.04%</b>	<b>6.54%</b>	<b>8.93%</b>	<b>11.16%</b>	<b>11.23%</b>	<b>11.03%</b>
<i>Bloomberg Barclays Agg US Bond Index</i>	<i>5.53%</i>					<i>5.53%</i>
Inflation Rate, 5 year calendar avg.	3.99%					
Cap'l Fund Payout Rate, Annualized	6.12%	5.23%	4.07%	2.92%	3.49%	3.49%
<b>Outstanding Items</b>						
Oper. Acct. Loan Balance	-	-	-	-	-	-
Unbudgeted Allocation to Oper. Acct	-	-	-	-	-	-
Prepaid pledges (owed Oper. Acct)	(10,500)	(5,500)	(5,500)	(5,500)	(12,900)	(12,900)
Diocesan Loan Balance	-	-	-	-	-	-
<b>Net Endowment Fund Balance</b>	<b>1,199,295</b>	<b>1,224,192</b>	<b>1,258,651</b>	<b>1,316,868</b>	<b>1,319,024</b>	<b>1,319,024</b>

Shading indicates revision to value

**All Saints' Church Endowment Fund**

1/12/2025

**2024**

**Income and Expenses**

	1st Qtr	2nd Qtr	3rd Qtr	4th Qtr	YTD
<b>Income</b>					
Investment Earnings NOTE	15,945.50	20,829.35	18,679.79	21,109.62	76,564.26
Book of Remembrance	-	-	-	-	-
Loan Repayments from Operating Acct.	-	-	-	-	-
Unrestricted Donations	-	7,188.15	-	1,000.00	8,188.15
Restricted Fund Donations	-	-	-	-	-
Purchase of columbarium place	-	-	-	-	-
Mark Douches Music Fund	4,500.00	4,000.00	1,500.00	2,650.00	12,650.00
Other donations - Lea Hall, Rectory Landscapit	-	1,000.00	1,350.00	-	2,350.00
Prepaid Pledges	-	-	-	7,400.00	7,400.00
<b>Total Income</b>	<b>20,445.50</b>	<b>33,017.50</b>	<b>21,529.79</b>	<b>32,159.62</b>	<b>107,152.41</b>
<b>Added Capital</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1,000.00</b>	<b>1,000.00</b>
<b>Expenses</b>					
<i>Music/Organ</i>					
Konzelman Pipe Organs	332.00	-	-	-	332.00
John Michael Thomas (piano tuning)	-	-	-	-	-
Mark Douches Music Fund expenses	2,405.00	1,560.00	-	7,725.00	11,690.00
<i>Rectory - B&amp;G</i>					
Jun's / Deegan (mold remediation)	-	-	-	2,900.00	2,900.00
Caffrey Tree & Landscape	-	-	2,000.00	-	2,000.00
Marie Fox (reimb for landscaping cleanup)	-	323.94	-	-	323.94
Gio Wood Floors (1st floor)	-	-	-	2,614.20	2,614.20
Gio Wood Floors (basement)	-	-	-	3,000.00	3,000.00
<i>Church/Parish Hall - B&amp;G</i>					
Team life Inc (AED system)	2,283.00	-	-	-	2,283.00
Caffrey Tree & Landscape (ash borer treatment)	509.25	-	-	-	509.25
Smiley Drain	278.00	-	-	-	278.00
Edison Heating & Cooling (A/C duct repairs)	3,460.00	-	-	-	3,460.00
Edison Heating & Cooling (service agreement)	1,562.00	-	-	-	1,562.00
PC Richards (new microwave)	208.97	-	-	-	208.97
New camera for streaming services	-	-	1,170.80	-	1,170.80
Electric lawnmower	-	-	-	692.00	692.00
Deegan (flashing/leak on Sanctuary roof)	-	-	-	700.00	700.00
-	-	-	-	-	-
<i>Other</i>					
Engraving Columbarium plaque	35.00	-	-	-	35.00
Armento Inc - columbarium expansion	-	6,784.00	-	-	6,784.00
<i>Education Scholarship Fund</i>					
Curtis Jackson Scholarship awards	-	1,000.00	-	-	1,000.00
-	-	-	-	-	-
<b>Total Expenses</b>	<b>11,073.22</b>	<b>9,667.94</b>	<b>3,170.80</b>	<b>17,631.20</b>	<b>41,543.16</b>
<b>Withdrawals</b>					
Unrestricted Earnings trans. to Oper. Acct	-	-	-	-	-
Total Earnings trans. to Operating Acct.	-	-	-	-	-
Loan Repayment to Diocese	-	-	-	-	-
Prepaid Pledges xfer'd to Operating Acct	5,000.00	-	-	-	5,000.00
-	-	-	-	-	-
-	-	-	-	-	-
Expenses Paid	11,073.22	9,667.94	3,170.80	17,631.20	41,543.16
<b>Total Withdrawals</b>	<b>16,073.22</b>	<b>9,667.94</b>	<b>3,170.80</b>	<b>17,631.20</b>	<b>46,543.16</b>
<b>Net Income / (loss), cash basis</b>	<b>4,372.28</b>	<b>23,349.56</b>	<b>18,358.99</b>	<b>14,528.42</b>	<b>60,609.25</b>

Note: Excludes \$ 11,584.53 capital gains declared by Windsor II Fund 12/18/24, reinvested in Windsor II Fund shares.

Shading indicates revision to value

**All Saints' Church Endowment Fund  
2024  
Investment Detail**

1/12/2025

Description	Income		Invest Value		Annualized Income		12/31/23 PY Closing Value		12 mos Mark to Mkt Gain/(Loss)	
	YTD		4th Qtr		Yield					
Valley Nat'l Bank - Checking	-		34,953.65		1.6%	0.0%	20,409.66	1.7%	n/a	
Vanguard High Yield Fund (VWEAX)	17,286.27	22.6%	288,560.44		21.9%	6.4%	271,242.11	22.4%	32.06	0.0%
Vanguard Stock Mkt Index (VTSAX)	114.29	0.1%	9,150.59		0.7%	1.5%	7,394.82	0.6%	1,641.48	22.2%
Vanguard Windsor II (VWNAX) NOTE	2,101.86	2.7%	131,385.87		10.1%	1.8%	114,956.55	9.5%	14,327.46	12.5%
<b>Total Vanguard Funds</b>	<b>19,502.42</b>	<b>25.5%</b>	<b>429,096.90</b>		<b>32.6%</b>	<b>5.0%</b>	<b>393,593.48</b>	<b>32.5%</b>	<b>16,001.00</b>	<b>4.1%</b>
	ok		ok				ok			
Cash MMA (SPAXX)	2,482.81	3.2%	64,277.40		5.2%	6.7%	37,209.44	3.1%	n/a	
Nuveen Pfd & Inc Oppty Fd (JPC) 20,766	14,598.53	19.1%	163,220.76		12.7%	10.4%	140,378.16	11.6%	22,842.60	16.3%
S&P Global Ind (EXI) 209	433.69	0.6%	29,517.07		2.4%	1.6%	26,632.87	2.2%	2,884.20	10.8%
S&P Spydys (SPY), 200	1,401.11	1.8%	117,216.00		8.7%	1.5%	95,062.00	7.9%	22,154.00	23.3%
General Motors (GM), 250	120.00	0.2%	13,317.50		0.8%	1.3%	8,980.00	0.7%	4,337.50	48.3%
Service PPTYS REIT (SVC), 700 ###	427.00	0.6%	1,778.00		0.2%	7.1%	5,978.00	0.5%	(4,200.00)	-70.3%
Nat'l Health Investors REIT (NHI) 700	2,520.00	3.3%	48,510.00		4.4%	6.4%	39,095.00	3.2%	9,415.00	24.1%
Apple Hospitality (APLE), 3,600	3,636.00	4.7%	55,260.00		4.0%	6.1%	59,796.00	4.9%	(4,536.00)	-7.6%
Gladstone Coml Corp (GOOD), 2,700	3,240.00	4.2%	43,848.00		3.3%	9.1%	35,748.00	3.0%	8,100.00	22.7%
MFA Financial (MFA) 2,700	945.00	1.2%	6,878.25		0.6%	12.4%	7,607.25	0.6%	(729.00)	-9.6%
Penn REIT (PEI) 179	-	0.0%	-		0.0%	0.0%	5.06	0.0%	(5.06)	-100.0%
Sabine Royalty Trust Units (SBR) 5,000	27,257.70	35.6%	324,050.00		23.4%	8.0%	339,300.00	28.0%	(15,250.00)	-4.5%
GM Corp Escrow interest 1,000	-		-				-		-	
	-		-				-		-	
	-		-				-		-	
<b>Total Fidelity</b>	<b>57,061.84</b>	<b>74.5%</b>	<b>867,872.98</b>		<b>65.8%</b>	<b>7.2%</b>	<b>795,791.78</b>	<b>65.8%</b>	<b>45,013.24</b>	<b>5.7%</b>
	ok		ok				ok			
<b>Total Income</b>	<b>76,564.26</b>	<b>100.0%</b>	<b>1,331,923.53</b>		<b>100.0%</b>	<b>6.3%</b>	<b>1,209,794.92</b>	<b>100.0%</b>	<b>61,014.24</b>	<b>5.0%</b>

Note: Excludes \$ 11,584.53 capital gains declared by Windsor II Fund 12/18/24, reinvested in Windsor II Fund shares.

### - formerly Hospitality PPTYS REIT

All Saints' Church Endowment Fund  
2024 Restricted Funds

1/12/2025

	YE 2023	1st Qtr	2nd Qtr	3rd Qtr	4th Qtr
<b><u>Building &amp; Grounds</u></b>					
<b>Beg. Endowed Balance</b>		<b>157,226</b>	<b>158,795</b>	<b>160,380</b>	<b>161,981</b>
Donations		-	-	-	-
Principal Withdrawn		-	-	-	-
Income Earned		2,072	2,690	2,370	2,586
Inflation Offset		1,569	1,585	1,601	1,617
Transfer to Operating Acct.		-	-	-	-
Inflation amount retained		1,569	1,585	1,601	1,617
Amount available for Fund		503	1,105	769	969
<b>Ending Endowed Balance</b>	<b>157,226</b>	<b>158,795</b>	<b>160,380</b>	<b>161,981</b>	<b>163,598</b>
<b>Available Funds</b>		(208,897)	(216,730)	(221,734)	(222,785)
+ Income on Fund		-	-	-	-
+ Income from Endowment		503	1,105	769	969
+ Donations (inc Columbarium)		-	1,000	1,350	-
+ Maintenance Alloc.		-	-	-	-
- Income shortfall for transfer		-	-	-	-
- Rectory exp.		-	(324)	(2,000)	(8,514)
- Other B&G exp.		(8,336)	(6,784)	(1,171)	(1,392)
<b>Ending Funds Balance</b>	(208,897)	(216,730)	(221,734)	(222,785)	(231,723)
<b><u>Education Fund</u></b>					
<b>Beg. Endowed Balance</b>		<b>35,421</b>	<b>35,775</b>	<b>36,132</b>	<b>36,492</b>
Donations		-	-	-	-
Principal Withdrawn		-	-	-	-
Income Earned		467	606	534	583
Inflation Offset		354	357	361	364
Transfer to Operating Acct.		-	-	-	-
Inflation amount retained		354	357	361	364
Amount available for Fund		113	249	173	218
<b>Ending Endowed Balance</b>	<b>35,421</b>	<b>35,775</b>	<b>36,132</b>	<b>36,492</b>	<b>36,857</b>
<b>Available Funds</b>		16,704	17,037	17,575	18,008
+ Income on Fund		220	289	260	287
+ Income from Endowment		113	249	173	218
+ Donations		-	-	-	-
- Income shortfall for transfer		-	-	-	-
- Education Expenses		-	-	-	-
<b>Ending Funds Balance</b>	16,704	17,037	17,575	18,008	18,514
<b><u>Education Scholarship Fund</u></b>					
<b>Beg. Endowed Balance</b>		<b>21,262</b>	<b>21,474</b>	<b>21,689</b>	<b>21,905</b>
Donations		-	-	-	-
Principal Withdrawn		-	-	-	-
Income Earned		280	364	320	350
Inflation Offset		212	214	216	219
Transfer to Operating Acct.		-	-	-	-
Inflation amount retained		212	214	216	219
Amount available for Fund		68	149	104	131
<b>Ending Endowed Balance</b>	<b>21,262</b>	<b>21,474</b>	<b>21,689</b>	<b>21,905</b>	<b>22,124</b>
<b>Available Funds</b>		10,249	10,452	9,779	10,027
+ Income on Fund		135	177	144	160
+ Income from Endowment		68	149	104	131
+ Donations		-	-	-	-
- Income shortfall for transfer		-	-	-	-
- Scholarship Payments		-	(1,000)	-	-
<b>Ending Funds Balance</b>	10,249	10,452	9,779	10,027	10,318

All Saints' Church Endowment Fund  
2024 Restricted Funds

1/12/2025

	YE 2022	1st Qtr	2nd Qtr	3rd Qtr	4th Qtr
<b>Music/Organ Fund</b>					
<b>Beg. Endowed Balance</b>		<b>85,677</b>	<b>86,532</b>	<b>87,396</b>	<b>88,268</b>
Donations		-	-	-	-
Principal Withdrawn		-	-	-	-
Income Earned		1,129	1,466	1,291	1,409
Inflation Offset		855	864	872	881
Transfer to Operating Acct.		-	-	-	-
Inflation amount retained		855	864	872	881
Amount available for Fund		274	602	419	528
<b>Ending Endowed Balance</b>	<b>85,677</b>	<b>86,532</b>	<b>87,396</b>	<b>88,268</b>	<b>89,149</b>
<b>Available Funds</b>		4,641	6,739	9,895	11,961
+ Income on Fund		61	114	146	191
+ Income from Endowment		274	602	419	528
+ Donations		4,500	4,000	1,500	2,650
- Income shortfall for transfer		-	-	-	-
- Choir/Organ expenses		(2,737)	(1,560)	-	(7,725)
<b>Ending Funds Balance</b>	4,641	6,739	9,895	11,961	7,605
<b>Outreach Fund</b>					
<b>Beg. Endowed Balance</b>		<b>35,421</b>	<b>35,775</b>	<b>36,132</b>	<b>36,492</b>
Donations		-	-	-	-
Principal Withdrawn		-	-	-	-
Income Earned		467	606	534	583
Inflation Offset		354	357	361	364
Transfer to Operating Acct.		-	-	-	-
Inflation amount retained		354	357	361	364
Amount available for Fund		113	249	173	218
<b>Ending Endowed Balance</b>	<b>35,421</b>	<b>35,775</b>	<b>36,132</b>	<b>36,492</b>	<b>36,857</b>
<b>Available Funds</b>		16,903	17,239	17,780	18,216
+ Income on Fund		223	292	263	291
+ Income from Endowment		113	249	173	218
+ Donations		-	-	-	-
- Income shortfall for transfer		-	-	-	-
- Outreach Expenses		-	-	-	-
<b>Ending Funds Balance</b>	16,903	17,239	17,780	18,216	18,725
<b>Rector Fund</b>					
<b>Beg. Endowed Balance</b>		<b>70,844</b>	<b>71,551</b>	<b>72,013</b>	<b>72,327</b>
Donations		-	-	-	-
Principal Withdrawn		-	-	-	-
Income Earned		934	1,212	1,064	1,155
Inflation Offset		707	714	719	722
Transfer to Operating Acct.		-	750	750	-
Inflation amount retained		707	462	314	722
Amount available for Fund		227	-	-	433
<b>Ending Endowed Balance</b>	<b>70,844</b>	<b>71,551</b>	<b>72,013</b>	<b>72,327</b>	<b>73,049</b>
<b>Available Funds</b>		33,419	34,086	34,663	35,176
+ Income on Fund		440	577	512	562
+ Income from Endowment		227	-	-	433
+ Donations		-	-	-	-
- Income shortfall for transfer		-	-	-	-
- Rector Expenses		-	-	-	-
<b>Ending Funds Balance</b>	33,419	34,086	34,663	35,176	36,170



## Discernment Committee Report

On February 25th, the following parishioners were commissioned as members of the All Saints Discernment Committee (DC) to conduct a search for the next rector of All Saints Church:

Marcene Anderson  
Joe Britt  
Marie Fox (Vestry)  
Chris Harris  
Mary O'Connor  
Arleen Preston  
Art Richardson (Vestry)  
Michelle Smith-Crona  
Tommy Tressler-Gelok

DC met Wednesday evenings in person. Diocesan leadership was very new at this time and a newly appointed Canon of Transition Ministry, Joan Mason, was the only Diocesan support received. Canon Mason is retired and serves in this role in only 25% capacity and All Saints Church was the first church Canon Mason worked with for the entire Transition process.

The first phase involved information gathering. On Sunday, March 17th, A Congregational Conversation was held. This meeting allowed parishioners to voice what is important in their eyes. Additionally, the goal was change the conversation from the circulating question of *What do you want in your new rector?* to *What do you want for All Saints?* Responses to four questions collected in person or mail, were collated and sorted and allowed DC to identify important themes.

The collated responses aided DC in the completion of three distinct profiles, National (Office for Transition Ministry), Regional (Transition Ministry Conference) and Local (Parish profile on Website). The 3 profiles were completed by Easter and approved by Vestry early April 2024. May 25th marks the official posting of the open All Saints' Rector position on a national and regional level.

This prompted moving into the next phase: searching. DC prepared for interviews with the candidates. Once again, the responses collected from the Congregational Conversation served as a backbone for the interview questions generated. In addition, DC and Vestry participated in Diocesan mandated Anti-Racism training on April 20th. Canon Mason visited All Saints and met with DC on May 22nd to provide clarity on the next stage which led to the development of a Candidate Review Process to be carried out with each candidate. Due to the national shortage of clergy, and the abundance of churches seeking to fill open positions, DC elected to receive applicants on a rolling basis.

The original job posting was open for eight weeks until July 31. This was extended twice and finally closed on October 15th. In addition, in late August, the position was posted on the Episcopal News Service for one month. Vetting the candidates involved a thorough review of their application materials, and evaluating sermons and writings available online. Post-interviews, extensive reference checks and a prayerful reflection was performed. In total, there were six applicants which included applicants from our own Diocese, the Diocese of Newark and three from out-of-state. After review of materials, five candidates were interviewed. After interviews, one candidate subsequently withdrew their name from consideration, and DC elected not to pursue two candidates further.

The DC chair generated a report and presented the top two candidate profiles to Vestry for consideration on November 5th and November 17th, respectively. Electing to receive candidates on a rolling basis therefore necessitated presenting to Vestry in the same manner. On November 24th, DC was decommissioned by the Senior Warden of All Saints Church shifting the final Discernment phase, hiring, into Vestry's hands.

Respectfully submitted,

Michelle Smith Crona  
Discernment Committee Chair

## **BUILDINGS AND GROUNDS COMMITTEE**

### **2024 ANNUAL REPORT**

2024 for B&G started with the leaving of our Rector, which also left us to discuss the future of the Rectory. Unfortunately due to being unoccupied, a water leak developed causing extensive damage. After the repair, we began to assess what needed to be done. After many conversations, site visits, and multiple contractor bids, jobs were awarded and repair work began. As of this writing, the final days of repair should be complete.

A new 32-niche columbarium has been purchased due to having no available spaces. Installation will occur later this year.

Another Eagle Scout project sponsored by All Saints to replace an old storage shed out back was completed, as well as the scouts participating in-grounds cleanup.

The front sign in need of a paint job to help with visibility along with trimming of the shrubs has been completed.

Air hand driers were installed in both bathrooms to cut down on not only paper towel use, but also plumbing drain issues caused by flushing towels.

A new battery-operated lawnmower was purchased replacing an old gas mower which was not repair cost-effective.

New shrubs were planted in front of the Guild Room replacing old dead shrubs, making the area look much nicer.

Of course, there are other small items too numerous to mention, which get handled as they arise.

As always, we and thank everyone for their support as we work to try and keep the lights on.

Respectfully submitted,

Joe Triola / B&G

## Sunday School Report 2024

The Sunday school year follows the academic calendar running from September to June. Therefore, this report addresses the second half of the 2023-2024 All Saints' Sunday school program and the first quarter of the 2024-2025 Sunday school year.

All Saints' Sunday School takes place in the Charlotte Baker Sunday School classrooms in the basement of the church. Teachers use the "*Lesson Plans that Work*"\* curriculum published by the Episcopal Church, which follows the Revised Common Lectionary. The Sunday School materials are free and available online. The lesson activities are supplemented by crayons and paper from the classroom closets or items from the teachers' homes or craft store. The lessons for each week follow the Gospel Lesson from the New Testament and match the reading that parents hear in church. Based upon our enrollment for last year, we co-taught in one classroom, combining the lesson plans for both younger and older children.

Currently, our enrollment has dwindled, and we are on a sabbatical year from the program. We look forward to the younger children aging into the program. By All Saints' tradition, any child 4 years or older can enroll in Sunday School. Please see Ms. Lauren or Ms. Robin if you have any questions or are interested in supporting the program or having your child sign up! All parishioners are welcome to volunteer to teach!

All Saints' Sunday School is a fun time at Church! Instructors and students on "Team All Saints!" grow closer to God through his teachings.

Respectfully submitted,

*Lauren DiSarno and Robin Sampson*

## Music Report 2024

The music ministry at All Saints' continued to grow throughout 2024. Our Festival Easter Eucharist featured the usual guest trumpet players and the choir sang several triumphant anthems and descants. This year the 5 PM Christmas Eve service featured the choir, harp and strings and lovely anthems, descants and pre-service music

We were pleased to welcome Sarah Paollela to the choir in 2024. I want to extend my thanks and gratitude to all members of the All Saints' Choir for their dedication and commitment throughout the year. The members include Steven Douches, Gail Kave, Stuart Solsky, David Gevry, Beverly Shea, Charlie Beakes, Vivien Reed, Mary O'Connor, Lois Schembs, Carol Blake, and our wonderful section leaders Victoria and Bruce Reed.

In our transition period over the last year as we search for a new rector, the choir and the music program has been one of the constants in our church that has helped guide and sustain us through our period of transition

Among the events planned for this year are a Broadway concert in early March as a fundraiser for Lea Hall and the annual choir concert sometime in spring after the new rector is in place. I also hope to do a Lessons and Carols service during Advent this year.

In Christ,

Dr. Fred Irwin, Director of Music



## ALTAR GUILD REPORT 2024



2024 was an unusual year for the Altar Guild, without the guidance of a rector. But! We kept going, and our awesome team kept the church ready for each service throughout the year.

Membership held steady for 2024, but we have had several members with challenges this year and really could use a few more folks to join us. You are paired with another member to help them learn, and the schedule is very flexible. Most members set up Friday or Saturday for the next Sunday, and then clear and reset Sunday after church for the Wednesday service.

We continue to have John Brewer, the All Saints' Treasurer, manage our account. This allows the church to include your Altar Guild donations as part of your charity statement for tax purposes, and it increases financial transparency to better match Diocesan guidelines. We took in \$3,435 in donations, a decrease from last year. Our expenses, unfortunately went up a bit this year, to \$4121.42. Unfortunately, we are back to a negative balance again. A full financial report is on the next page.

As everyone knows, costs are rising all over. For the Altar Guild, this means that we will be raising the flower donation to \$50. This is to fund the necessary altar supply purchases, including Communion bread and wine, candles, and oil. In addition, some of our metalware needs refurbishment (silvering or other maintenance). If you're paying for a flower or sanctuary lamp donation, please put the check in the collection plate, give it to John, or include a note if you're paying by mail or online.

If you are thinking of a special donation in honor of someone, please consider altar appointments such as seasonal linens and metalware. I think I speak for all of us when I say that we remember the people who donated these items and pass down their stories to our members. In particular, rose hangings or a blue frontal would be appreciated, and seasonal linens for the credence table that holds the bread and wine until ready to move to the altar. I can work with you if you're not sure what you want, or what the price range is.

Our Easter flowers were from Apple Blossom and our Christmas flowers were from our support to Troop 104, as well the arrangements on the altar and the standing vase in the narthex by Apple Blossom. Below I have included a collage of different settings for the altar throughout the year, to show all the variations from Lent through Christmas, and the quiet days between.

Lastly, I would like to thank all the members for their service to the church and our worship services. In addition, I want to add my personal thanks for the support of our Altar Guild. My health is getting better, but it's been slow and I struggled with my responsibilities in this role (and others). I want to use this to say thank you to all of you for your support and for stepping up and giving me the opportunity to take care of my own health and issues.

Respectfully submitted,

Joanna Hurley, Chair

Members of the Altar Guild	
Todd Bouverot	Brenda Jackson
Colleen Channer	Joy Ogunyemi
Lauren DiSarno	Michelle Smith
David Gevry	Erin Wasik
Joanna Hurley	



**Altar Guild  
All Saints' Episcopal Church**

**Financial Report, year ending 12/31/24**

	<u>2022</u>	<u>2023</u>	<u>2024</u>
Weekly Flowers & Lamp	1,625.00	2,126.00	1,895.00
Easter Flowers	942.00	765.00	860.00
Christmas Flowers	755.00	950.00	585.00
Other Donations	100.00	-	95.00
Total Receipts	<u>3,422.00</u>	<u>3,841.00</u>	<u>3,435.00</u>
Flowers	3,069.00	2,715.00	3,631.63
Supplies	393.43	579.66	489.79
Total Expenses	<u>3,462.43</u>	<u>3,294.66</u>	<u>4,121.42</u>
Net Balance	<u>(40.43)</u>	<u>546.34</u>	<u>(686.42)</u>
Cash balance, begin	<u>1,343.94</u>	<u>1,303.51</u>	<u>1,849.85</u>
Cash balance, end	1,303.51	1,849.85	1,163.43

Prepared by: JVE Brewer  
Parish Treasurer



## Annual Report 2024

### All Saints' Outreach Committee

2024 was a very active year for outreach programs at All Saints', thanks to all the parishioners who contributed their time, money, and talent to our effort.

In particular, we should recognize the work of the church's Outreach Committee. The members of the Outreach Committee are all deeply committed to the goals they've set for themselves and are dedicated to help wherever they can to spread All Saint's love to the communities around us. Our current active members are: Courtney Auchter, Charlie Beakes, Todd Bouverot, Kim Cokelet, Bob Okell, Robin Sampson, Linda Schweikert, Gerry Shea, Jim and Stephanie Skidmore and LynnSusan Wurzbarger. They've done everything from hauling supplies to the charities we serve to making breakfast for 60 people once a month. And they've provided the spark to encourage the activities of the committee to keep us on track toward our goals.

We most greatly thank Bruce Reed, our master chef and organizer, for his leadership for the Breakfast Plus! breakfasts. Under his guidance, we've produced breakfast, entertainment and fellowship to seniors in the Scotch Plains and Fanwood area.

And we owe a great debt of gratitude to the people who brought music to our work, those who've led or sang along or played along with the seniors at the Breakfast Plus! singalongs: Beverly Shea, Victoria Reed, Bruce Reed and Mary O'Connor. And special thanks to Courtney Auchter and Jim Skidmore not only for singing along in those singalongs, but also for bringing their band *Missing Pieces* to All Saints' for a great performance to raise money for the outreach program.

We have worked hard this year to support all the charities we've committed ourselves to, starting with the Heart for Humanity Program created by Tricia Nering to bring help new mothers and babies in Plainfield. We've provided them with food, diapers, wipes ointments and lotions and toys. We've appreciated the mothers and grandmothers of those babies by giving them gift bags of beauty products and Mother's Day gift bags. When there has been a specific mother or child in need, All Saints' has stepped in and provided cash donations to help them get through the rough spots.

We have continued our commitment to the Refugee Assistance Partners. Working with RAP's leader, Jill Segulin, we've given their families coats, backpacks, school supplies and family cell phones and donated money to help them help their families live a manageable life and to help their children thrive in school.

We have helped the families that depend on the St. Vincent's Food Pantry in so many ways thanks to our friendship with Marilyn LaMarca, their guiding light. We've provided them with food all year long including as much as possible things they don't usually get from other sources in donations like meat products. Each week, they've served 60 or more families in North Plainfield.

At Christmas, we helped get every child of a family that relies on St. Vincent's not just a toy, but a bag full of toys, totaling some 150 kids.

This year we provided a sizable amount of cash support to the vets living in Valley Brook Village on the grounds of the Lyons VA Hospital to help defray the costs of medical care for their pets through the HELP VETS PETS program. We have delivered several thousand dollars in checks from All Saints' to the Berkeley Heights Animal hospital this year. The people at the hospital are always happy to see us and grateful for our help. We collected for the veterans themselves, men and women, things that they need but cannot afford to make their lives easier. We put together Thank You for Your Service cards for some 150 of the vets at Valley Brook Village, men and women alike, for Veteran's Day.

Last but certainly not least, we continue to offer breakfast and fellowship to senior citizens in the Scotch Plains area through our SENIOR BREAKFAST PLUS! program on the first Tuesday of each month.

Many thanks to everyone who has become involved in the Outreach Program at All Saints' and all the parishioners that have supported us. We are indeed doing the work that Jesus would have us do. We're hoping to have another banner year in 2025.

Respectfully Submitted,

David Kelley

## All Saints' Men's Lunch Group

More good food, good conversation, and good company. Most of the last Wednesdays of every month after the noon service we gathered for a lunch and camaraderie.

This past year, we followed our decision to go out into the Scotch Plains community for our lunches. Following Mother Susanna's suggestion from 2023, we first visited businesses that have contributed to programs at All Saints' and the Scotch Plains community. We alternated between Max's Bistro in Scotch Plains and Fabio's in Fanwood. We added a few meetings at Darby Road and Charlie Brown's. All locations were happy to greet us and set aside space for us to sit together and share conversation.

We ended the year again in December with a celebratory lunch together at the Stagehouse Tavern, where we were able to have a small feast.

Our happy band included:

Charlie Beakes  
John Brewer  
David Kelley  
Bob Okell  
Bruce Reed  
Art Richardson  
Gerry Shea  
Stuart Solsky  
Joe Triola  
Kevin Walsh

We now have two members emeriti: John Tucker and Don Kern, who join us in spirit and remain in our thoughts and prayers.

Respectfully Submitted,

*Art Richardson (for David Kelley)*

## **Boy Scout Troop 104 – 2024 Report**

### ***Membership:***

The Troop is currently comprised of 40 scouts, up from 20 last year. Maintaining membership has been a challenge due to the National membership decline, though it is starting to bounce back. We have been graduating large classes of Boy Scouts for several years, while the Cub Scout influx has been falling off (due to less Cub membership during COVID). This last year we did have an exceptionally large class of incoming Scouts from Cubs (though the coming Cub year is expected to be very small). We continue to recruit (you do not need to come from the Cub program to join Scouts BSA).

### ***Advancement:***

This year we achieved a good merit badge count: 69, and we had 35 rank advancements. We also had 23 special awards (e.g. 50-miler). Of particular note is that 6 scouts reached the rank of Eagle, the highest Rank in the Scouting program (*Alex Ho, Nathan Korner, Darion Yau, Hudson Krupa, Eli Krantz, Varun Chauhan*).

### ***Community Service:***

We mourned the loss of Gail Rhein this last year: among other gifts, had she personally helped us stay in the forefront of so many service opportunities. Between the loss of Gail and the fact that 50% of our membership is new to Boy Scouts, we had a challenge mustering as many community service hours this year – but we did our best, and some of the brand new Boy Scouts even helped out with our 6 Eagle Service Projects.

Our Scouts provided thousands of hours of Community Service through various service opportunities and projects this year, in addition to volunteer service directly benefiting Scouting. These hours included several Eagle Service projects plus such events such as MLK Day of Service, Fanwood Party in the Park, Easter Egg Hunt, Memorial Day, Scotch Plains Community Gardens (e.g. annual pumpkin patch), Fanwood 5K, Harvest Festival, Wreaths Across America, Fanwood Pizza Run, assisting Santa, and Fanwood Tree Lighting, and individual scout church service, church Senior breakfast, church parish picnic & leaf raking..

### ***Other Awards and Recognition:***

Troop 104 has long been recognized as a top-quality unit in Patriots' Path Council:

- We contributed over \$12,000 to the Friends-of-Scouting Council campaign; once again one of the largest contributions of any unit in the District

### ***Finances:***

We balanced expenses through a Holiday Wreath and Poinsettia sale, through the generous support of our staunch sponsors such as All Saints' Church, and through our annual popcorn sale. The Troop is very appreciative of support from All-Saints as well as local residents who helped to support Scouting by buying popcorn during our annual popcorn fundraiser. The Scouts sold \$6,566 of popcorn this year; the proceeds of those sales will be used by the Troop to pay for such things as camping equipment, activities, rank advancement and merit badge patches, and special events. Scouts are allocated 10% of their total sales to pay their own way towards registration fees and personal Scouting supplies.

Troop 104 raised our annual dues per Scout to \$140, due to increases in the National and Council registration. We strongly believe that no Scout should be left out due to financial concerns and are proud to help any family who comes forth with a financial need in tough economic times.

***Program:***

Big events included: Our outdoor Klondike Derby was held; we had 7 weekend camping trips throughout the year and were able to return to Summer Camp at Winnebago Scout Reservation and a canoe Trek in Virginia. Some of our camping trips were rounded-out with additional fun activities including a ski trip, a Camporee, a canoe trip, and a "Winterfest".

As always, the Troop is grateful to the All Saints' family for being our sponsoring organization and providing us with a weekly meeting place and storage for our equipment. We feel very blessed to be part of such a giving family and feel that our boys are learning by that example. I would also ask that you and the Church keep the Troop and its members in your thoughts and prayers in the coming year.

If there is ever anything that the Troop can do to help the Church, please let us know. Again, thank you for your sponsorship and steadfast support, from all the members of Troop 104 and their families.

Respectfully Submitted,

Bill Sherman, Scoutmaster and  
Ed Thal, Committee Chairman