



All Saints Episcopal Church

310 Elm Ave, Hershey PA 17033 ❖ 717-533-2454

www.allsaints38.com

Report to the Parish for the Year 2024

Presented on February 23, 2025

Ministers:

Parish Members

The Rt. Rev. Dr. Audrey Cady Scanlan, Bishop

The Rev. Anjel Scarborough, SCP, Rector

Mr. Walter Stiller, Minister of Music

Mrs. Andrea Terek, Parish Administrator

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Annual Meeting Agenda

February 23, 2025

Call to Order and Opening Prayer – The Rev. Anjel Scarborough

Almighty and ever living God, source of all wisdom and understanding, be present with those who take counsel during our Annual Parish Meeting for the renewal and mission of your Church. Teach us in all things to seek first your honor and glory. Guide us to perceive what is right, and grant us both the courage to pursue it and the grace to accomplish it; through Jesus Christ our Lord. Amen.

Necrology 2024: Robert Ayler, Barbara Bowser, Angela Bulman, Marie Crawford, Janet Landvater, Joe Lippincott, Ann Phillips

O God, who by the glorious resurrection of your Son Jesus Christ destroyed death, and brought life and immortality to light Grant that your servants, being raised with him, may know the strength of his presence, and rejoice in his eternal glory; who with you and the Holy Spirit lives and reigns, one God, for ever and ever. Amen.

Call for a Quorum

- **Per the Bylaws of All Saints Parish, Hershey, members eligible to vote in the Annual Meeting are:**

Every adult Ordinary member of the Church for at least three (3) months preceding the day when the person may wish to vote, and who shall have been, for the period aforesaid, a communicant in good standing in the Episcopal Church and enrolled as such in the records of the Church, shall be a voting member thereof, with the right to vote in the election of Vestry members and upon all other matters having to do with the affairs of the Church. – Article 1, Section 2*

The quorum at a properly noticed meeting shall consist of Voting Members numbering twice the number elected Vestry members in attendance at such meeting. Vestry members in attendance shall count towards the quorum. – Article 1, Section 6

**All communicants of this Church who for the previous year have been faithful in corporate worship, unless for good cause prevented, and have been faithful in working, praying, and giving for the spread of the Kingdom of God, are to be considered communicants in good standing.*
Canon 1.17.3

Election of Vestry Members **Page 3**

Election of Lay Delegates to Diocesan Convention **Page 3**

Acceptance of Annual Meeting Minutes for Year 2024 **Page 4 & 5**

2024 Financial Reports

2024 Annual Giving Campaign Report **Page 6**

2024 Balance Sheet & Statement of Activities **Page 9**

2025 Budget Ratification **Page 13**

Rector's Address **The Rev. Anjel Scarborough**

Introduction of Vestry

Retiring Vestry Members

Jim Johnston, Laura Varga, Nicole Williams-Myers

Class of 2026	Class of 2027	Class of 2028
Rachel Hostetter	Amanda Zimmerman	Andrea Lowery
Susan Josenhans		Sue Mackay

Introduction of Ministries & Leaders

Blessing and Dismissal **The Rev. Anjel Scarborough**

Appendices

Election of Vestry Members

Amanda Zimmerman (2 year term)



I was born and raised in Wisconsin. I was raised in the Catholic Church, but became an Episcopalian in early adulthood. Rob and I were married in the Episcopal church and both of our children, Gavin and Elle, have been baptized in the church. I have a BA of Biology from Lakeland University. I've served over 20 years in the Army Reserve. I spend free time crafting and volunteering at various places.

Andrea Lowery (3 year term)

I was raised in the Episcopal church and have attended All Saints since 2022. I grew up in Connecticut and the DC area. In 2011, I moved to Hershey from the Philadelphia suburbs to work for the Pennsylvania Historical and Museum Commission. I enjoy traveling in my spare time. In 2023, I walked the Invierno Route of the Camino in Spain with my sister. At All Saints, I have served as an usher, a lector, and a member of the Altar Guild.



Susan Mackay



My husband Don and I have been members of All Saints for having moved here from South Africa when Don began his work at the Hershey Medical Center. Prior to coming to the United States, I was an advertising executive in South Africa. We raised our three sons at All Saints and I was a stay at home mom. I am the Chair of Friends of Noah, a non-profit supporting orphans of AIDS in South Africa and I am also an artist.

Election of Lay Delegates to Diocesan Convention

NAME

NAME

NAME

2024 Minutes
All Saints Episcopal Church
Annual Parish Meeting

February 25, 2024

1. Call to Order and Opening Prayer

The meeting was called to order at 11:25 am and Mother Anjel gave the opening prayer.

2. Necrology 2023

We remember those who have died in 2023: David Giammattei, Harvey Kemble, Earlene Ayrrer, and Trudy Weaver

3. Call for a Quorum

The quorum for the meeting was satisfied.

4. Election of Vestry Members

The following candidates stood for election to the Vestry: Steve Sexsmith (1 year term), Laura Varga (1 year term), and Nicole Williams-Myers (3 year term).

Tom Lippart moved and Glen Bartlett seconded to accept the candidates by acclamation. The candidates were approved.

5. Slate for Convention Delegates

Lay Delegate: Steve Sexsmith

Alternate Lay Delegate: Kathy Schmidt

Clergy Delegate: The Rev. Anjel Scarborough

Lisa Baker moved and Kathy Schmidt seconded to accept the delegates by acclamation. The delegates were approved.

6. Annual Meeting Minutes for 2023

Rachel Hostetter moved and Glen Bartlett seconded to accept the minutes from the 2023 Annual Meeting. The minutes from the Annual Meeting on February 26, 2023 were accepted by unanimous consent.

7. Highlights from 2023 Annual Giving Campaign

All Saints had its highest pledge commitment on record. Even though we had the same number of pledging households as the previous year, a number of them gave more generously.

8. 2023 Financial Report

In 2023, All Saints repaired and replaced emergency lights; converted the parking lot flood light to LED; completed the conversion of the lighting in the Parish Hall to LED; upgraded the lighting in the choir room and robe racks; paid an overdue invoice for 2021 elevator repair; replaced the main water shut off valves in the Parish Hall and Ed Wing.

9. Approval of 2024 Operating Budget

Glen Bartlett moved and Tom Lippart seconded a motion to ratify the 2024 Operating Budget. The 2024 Operating Budget was approved by unanimous consent.

10. Rector's Address

Mother Anjel gave the Rector's Address.

11. Introduction of Vestry

Class of 2025

Laura Varga
Steve Sexsmith

Class of 2026

Rachel Hostetter
Susan Josenhans

Class of 2027

Nicole Williams-Myers

12. Introduction of Ministries & Leaders

- Service to Community (Outreach, Fred Hartman)
- Worship (Kathy Schmidt)
- Education and Formation (Rachel Hostetter)
- Evangelism (Andy Marsh & Craig Cassel)
- Pastoral Care (Mother Anjel)
- Stewardship and Administration (Steve Sexsmith & Mother Anjel)

13. Blessing and Dismissal

Rachel Hostetter moved and Lisa Baker seconded to adjourn the meeting. The meeting adjourned at 12:57 pm with the Blessing and Dismissal given by Mother Anjel.

Respectfully submitted,

Dr. Anderson Marsh, Registrar

2024 Annual Giving Campaign Report

Financial contributions are necessary to sustain the mission of All Saints! While we need time and talent, there are bills that cannot be paid without your generous contributions. Supporting the work of All Saints with your monetary gifts is how we participate in the Body of Christ and our shared life in community.

This is the fifth year we've had an intentional Annual Giving Campaign framing generosity in giving as a spiritual practice of love. In a year over year comparison, the 2025 Walk In Love Annual Giving Campaign resulted in a significant drop in commitments. We had six fewer pledges than 2024 and almost \$24,000 less committed. This is largely due to regular contributors not responding to the appeal.

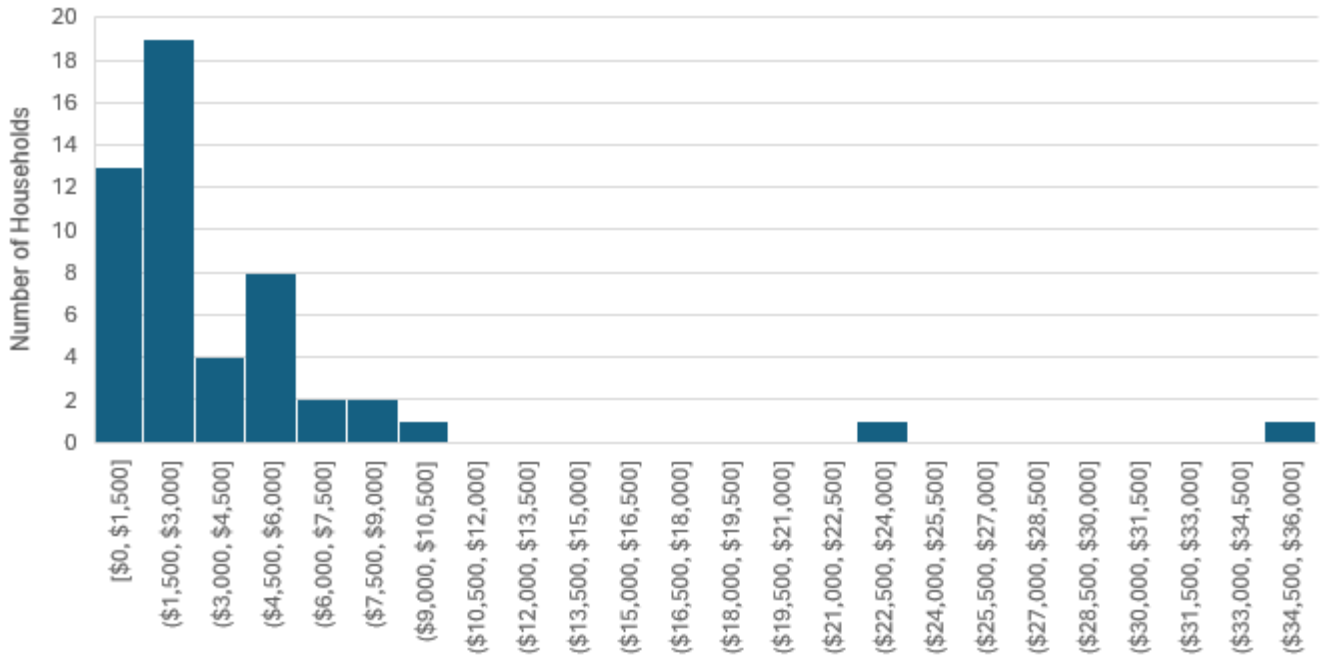
The results of the Walk In Love Annual Giving Campaign are as follows:

- Total Number of Pledges for 2024: 50 (5 fewer than 2024 & 2023)
 - New Pledges – 8
 - Increased Commitments – 21
 - Decreased Commitments – 7
 - Same Commitments as 2024 – 16
- Total Amount Pledged: \$207,846 (\$23,272 less than 2024)
- Average Pledge: \$4,075 (\$245 less than 2024)
- Median Pledge: \$2,200 (\$450 less than 2024)

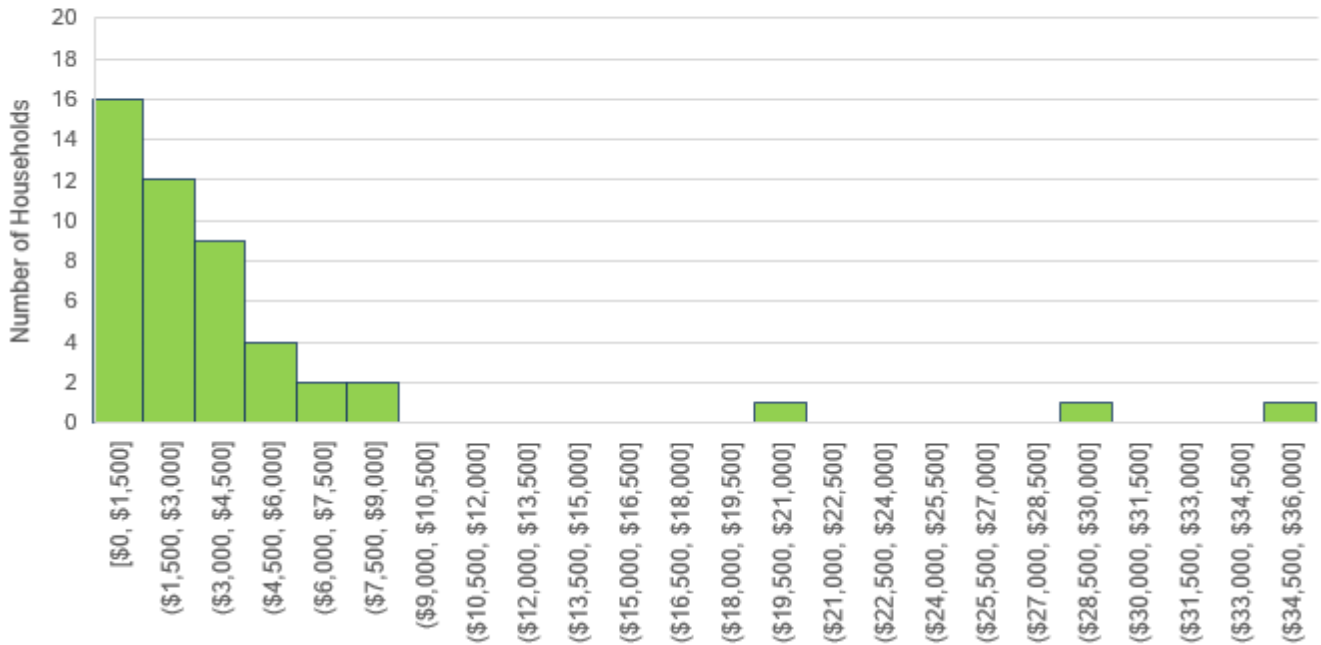
The histograms below and on the next page show the number of households and their annual pledge amounts in increments of \$1,500. Comparing the three years, note the second datapoint (those households giving \$1,501-\$3,000) dropped this year as some of our households in this group increased their pledge commitments. This is a significant shift in a small church and we are grateful for these leaps of faith!

If the total budget for 2024 were to be equally shared by all of the pledging members, every pledging household would be giving \$5,754 per year or \$110 per week or \$15.75 per day. If the total budget were to be equally shared by all households who regularly contribute, every household would be giving \$3,723 per year or \$72 per week or \$10 per day.

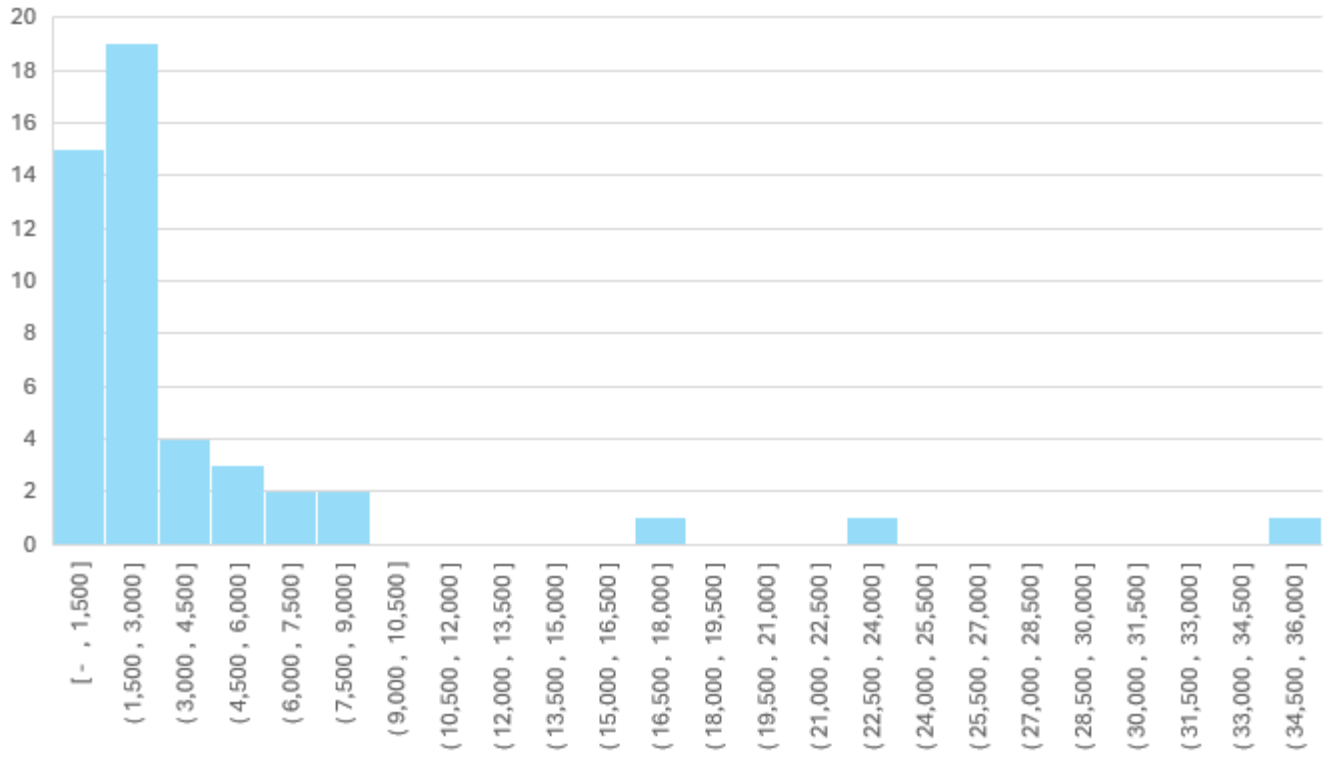
2025 Frequency Distribution
Household Pledge Commitments



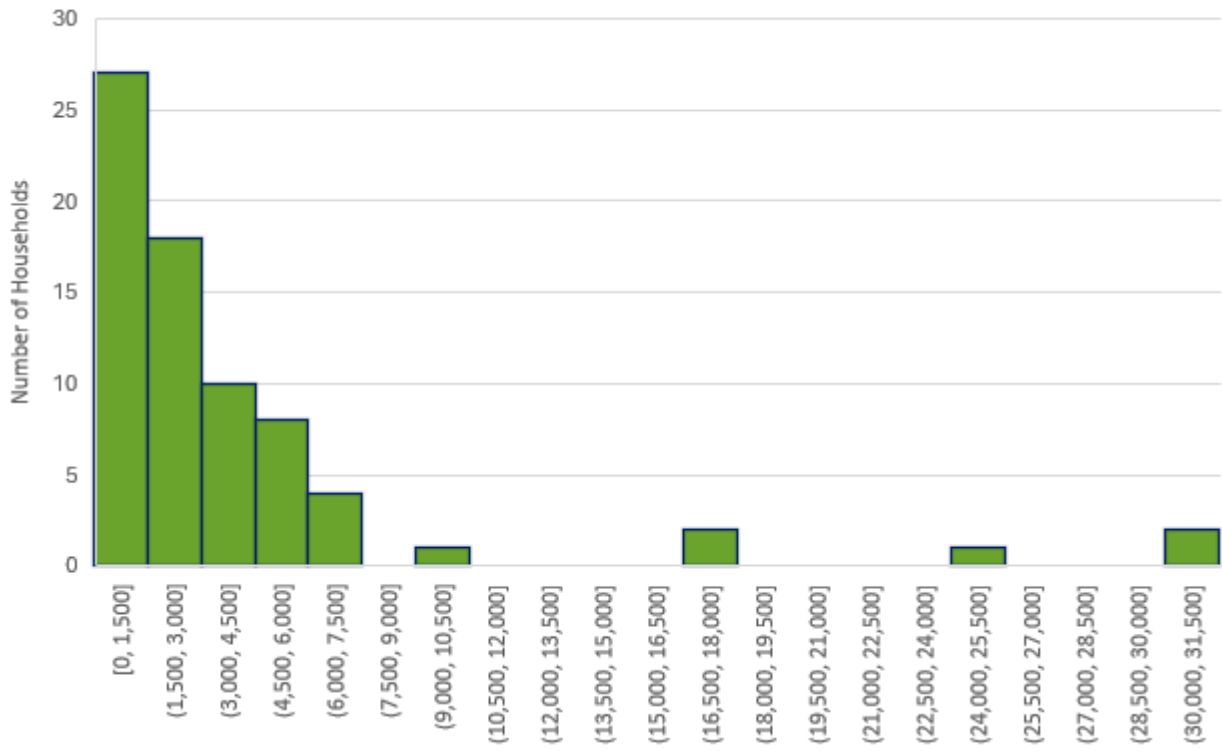
2024 Frequency Distribution
Household Pledge Commitments



2023 Frequency Distribution
Household Pledge Commitments



2024 Actual Giving - Operations Accounts



2024 Financial Reports

Statement of Activities

All Saints Episcopal Church Statement of Activities - Operations YTD

Date Range: Jan 1st 2024 - Dec 31st 2024 | *Inactive Account| Filtered by: Core Account

Accounts	Actual Jan 01, 2024 - Dec 31, 2024	Actual Jan 01, 2023 - Dec 31, 2023	% Change from Last Year	Budget Jan 01, 2024 - Dec 31, 2024	Budget % Used This Year Year to Date	Budget Over/Under Jan 01, 2024 - Dec 31, 2024
Revenues						
40100 General Fund (PR3)	301,300.30	279,026.07	(7.39 %)	278,457.74	108.20 %	22,842.56
40300 Other Gifts (PR5)	553.84	1,714.47	209.56 %	1,903.25	29.10 %	(1,349.41)
42100 Interest (PR4)	7,632.02	3,226.01	(57.73 %)	1,840.66	414.63 %	5,791.36
42200 Facilities Rental (PR5)	7,039.50	6,450.00	(8.37 %)	6,498.00	108.33 %	541.50
42400 ASEC Endowment Income	2,630.68	10,100.31	283.94 %	9,480.00	27.75 %	(6,849.32)
Total Revenues	\$ 319,156.34	\$ 300,516.86	(5.84 %)	\$ 298,179.65	107.03 %	\$ 20,976.69
Expenses						
50100 Office Supplies	730.66	1,311.71	79.52 %	1,299.32	56.23 %	568.66
50200 Technology	2,829.37	3,445.04	21.76 %	3,221.38	87.83 %	392.01
50250 Copier	10,167.95	4,825.03	(52.55 %)	4,900.88	207.47 %	(5,267.07)
50300 Insurance	13,639.25	11,308.25	(17.09 %)	11,197.25	121.81 %	(2,442.00)
50400 Bank Fees	1,107.98	1,941.90	75.26 %	1,764.76	62.78 %	656.78
50500 Misc G&A	3,473.87	1,124.34	(67.63 %)	1,364.51	254.59 %	(2,109.36)
50600 Payroll Fees	920.31	1,320.15	43.45 %	1,320.15	69.71 %	399.84
50700 CPA/Bookkeeping Svc	4,310.00	3,685.00	(14.50 %)	3,900.00	110.51 %	(410.00)
51100 Grounds Maintenance	14,049.34	14,268.77	1.56 %	11,917.47	117.89 %	(2,131.87)
51200 Building Maintenance	34,573.93	15,271.41	(55.83 %)	12,370.21	279.49 %	(22,203.72)
51300 Janitorial Services	7,188.00	5,993.44	(16.62 %)	7,183.44	100.06 %	(4.56)
52100 Communications	3,768.38	3,172.22	(15.82 %)	3,372.34	111.74 %	(396.04)
52200 Electricity	7,671.98	9,790.82	27.62 %	7,200.00	106.56 %	(471.98)
52300 Water & Sewer	2,488.21	2,375.17	(4.54 %)	2,355.64	105.63 %	(132.57)
52400 Security	1,648.47	993.24	(39.75 %)	286.47	575.44 %	(1,362.00)
52500 Gas	1,684.54	1,916.42	13.77 %	2,061.12	81.73 %	376.58
52600 Waste Disposal	2,815.72	2,478.24	(11.99 %)	2,478.24	113.62 %	(337.48)
53100 Worship Expenses	2,819.57	2,212.15	(21.54 %)	2,275.10	102.41 %	(66.47)
53110 Special Liturgy	0.00	98.93	0.00 %	120.00	0.00 %	120.00
53200 Music Supplies	798.41	1,095.22	37.18 %	1,018.61	78.38 %	220.20
53400 Supply Clergy	1,516.83	832.50	(45.12 %)	1,275.00	118.97 %	(241.83)
53500 Supply Organist	350.00	0.00	(100.00 %)	350.00	100.00 %	0.00
54100 Assessment	29,324.04	31,683.91	8.05 %	29,324.00	100.00 %	(0.04)
55100 Adult	1,385.82	210.09	(84.84 %)	700.00	197.97 %	(685.82)

Accounts	Actual Jan 01, 2024 - Dec 31, 2024	Actual Jan 01, 2023 - Dec 31, 2023	% Change from Last Year	Budget Jan 01, 2024 - Dec 31, 2024	Budget % Used This Year Year to Date	Budget Over/Under Jan 01, 2024 - Dec 31, 2024
55200 Children	0.00	(63.86)	0.00%	300.00	0.00%	300.00
55300 Ordination Support	0.00	1,900.00	0.00%	1,000.00	0.00%	1,000.00
56100 Rector Salary	57,318.42	60,403.58	5.38%	59,730.00	95.96%	2,411.58
56200 Rector Housing	28,750.00	31,387.23	9.17%	30,000.00	95.83%	1,250.00
56300 Rector SECA	6,584.13	7,060.77	7.24%	6,864.35	95.92%	280.22
56400 Rector Pension	13,787.04	18,414.84	33.57%	17,386.98	79.30%	3,599.94
56500 Rector Healthcare	11,600.00	15,678.40	35.16%	13,920.00	83.33%	2,320.00
56600 Rector Travel & Other	1,463.93	992.35	(32.21%)	1,200.00	121.99%	(263.93)
56700 Rector Professional Exp	445.47	638.14	43.25%	5,000.00	8.91%	4,554.53
56710 Deacon Professional Exp	0.00	23.38	0.00%	0.00	0.00%	0.00
56800 Rector Continuing Ed	1,634.12	637.00	(61.02%)	1,250.00	130.73%	(384.12)
57100 Lay Salaries	49,765.81	51,822.11	4.13%	52,111.87	95.50%	2,346.06
57150 Lay Bonuses	0.00	800.00	0.00%	0.00	0.00%	0.00
57200 Lay Pension	1,230.84	1,216.39	(1.17%)	1,230.84	100.00%	0.00
57300 Lay Payroll Tax	3,894.69	4,029.66	3.47%	3,986.56	97.70%	91.87
57500 Seminarian Stipend	0.00	1,000.00	0.00%	0.00	0.00%	0.00
58100 Pastoral Care	289.05	430.28	48.86%	600.00	48.18%	310.95
58200 Hospitality	992.17	1,639.31	65.22%	2,100.00	47.25%	1,107.83
58300 Advertising	5,068.13	5,754.21	13.54%	5,000.00	101.36%	(68.13)
58500 Vestry	201.98	608.04	201.04%	550.00	36.72%	348.02
58600 Convention Expenses	269.29	533.81	98.23%	500.00	53.86%	230.71
Total Expenses	\$ 332,557.70	\$ 326,259.59	(1.89%)	\$ 316,464.49	105.09%	(\$ 16,093.21)
Net Total	(\$ 13,401.36)	(\$ 25,742.73)	92.09%	(\$ 18,284.84)	73.29%	\$ 4,883.48

The General Fund giving was 7.39% above budget. Thank you to all who generously supported All Saints!

ASEC Endowment income is down because we moved our endowments to the Episcopal Church Fund this year. Rather than having small amounts transferred into the operating account, we will be making regular draws from the ASEC Endowment which are reflected on the Balance Sheet going forward.

The Statement of Activities does not reflect the \$28,000 draw from the ASEC Endowment Fund for 2024. This draw covered the operating loss and helped offset the excess building expenses due to the mold remediation project.

51200 Building Maintenance – Our budget overage was largely due to the completion of the water and mold remediation in the lower level of the north transept. Details are in the Junior Warden's report.

56500 – Rector's Health Insurance is ½ of what All Saints would normally be required to pay. Since Mother Anjel's husband, Deacon Stuart, works for the Diocese, they share the costs of health insurance with us.

Balance Sheet

All Saints Episcopal Church

Balance Sheet

As of: Dec 31st 2024

Assets

Cash (PR19)

10100 General Fund - Fulton	9,078.49
10500 Money Market - Fulton Bank	235,633.92

Total Cash (PR19)	244,712.41
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Investments (PR20)

15100 ASEC Endowment	624,721.63
15200 Diocesan Trust	4,217.66
15300 Jubilee Fund	48,531.44

Total Investments (PR20)	677,470.73
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Total Assets

\$ 922,183.14

Liabilities & Net Assets

Liabilities

Current Liabilities

20300 Local Withholdings	32.00
20400 403(b) Withholdings	200.00

Total Current Liabilities	232.00
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Total Liabilities	232.00
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Net Assets

Temporarily Restricted Net Assets

31100 Building Fund	3.00
31105 Grants -Temp Restricted	14,375.00
31200 Parish Outreach Restricted	3,211.67
31300 Youth Restricted	7,819.90
31400 Flowers Restricted	3,334.56
31500 Clergy Discretionary	617.41
31550 Clergy Sabbatical Fund	169.76
31700 Pass Thru Outreach Restricted	2,880.86
31800 ASEC Endowment Earning	144,733.35
31850 Jubilee Fund Earning (PR 9)	8,531.44
32000 Music Fund (PR 19)	2,735.00
32100 Fundraising	(305.00)
33000 Pilgrimage Fund	2,250.00

Total Temporarily Restricted Net Assets	190,356.95
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Permanently Restricted Net Assets

31600 All Saints Endowment	526,800.35
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Total Permanently Restricted Net Assets	526,800.35
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Unrestricted Net Assets

30100 Unrestricted Net Assets	183,321.33
31150 Memorials	21,472.51

Total Unrestricted Net Assets	204,793.84
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Total Net Assets	921,951.14
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Total Liabilities & Net Assets

\$ 922,183.14

The total assets of All Saints increased from 2023 by \$57,783.19 due to market growth in the ASEC Endowment and the Jubilee Fund. This is net of the \$28,000 ASEC Endowment draw for 2024.

The COLA rate for 2024 was 2.9% as passed by the Diocesan Convention in October 2024.

13

Endowment & Finance Commission

Submitted by **Bev Coleman** (contributions@allsaints38.com)

The endowment and finance commission opened the Jubilee fund with ECF and moved the All Saints Endowment from BMT to ECF to consolidate investments to one place. These are funds are meant to ensure the future of All Saints. The vestry approved the withdrawal of some of the earnings from the All Saints Endowment for the work on the mold removal and refinishing of the room in the undercroft. The commission will continue to meet quarterly to monitor the investments and make recommendations on withdrawals.

The Commission members are **Bev Coleman** (Chair), **Craig Hillemeier**, and **Robert Frost**. We are seeking one or two people to serve on this commission – please see me for details!

Report to the Parish from the Rector

"We are treated as imposters, and yet are true; as unknown, and yet are well known; as dying, and see – we are alive; as punished and yet not killed; as sorrowful, yet always rejoicing; as poor, yet making many rich; as having nothing, and yet possessing everything."

2 Corinthians 6:8b - 10

Paul writes to the church in Corinth about how he and his fellow coworkers in Christ are being treated by the world. They are disregarded, abused, slandered, and punished by the powers of the Roman Empire. Yet, he reminds the Corinthians that no matter what the culture says about them, they possess everything – for to be in Christ and sharing in Christ's life, ministry, suffering, death and resurrection is the foundation of abundant life. We follow a God whose values are at odds with the world which worships power and cruelty.

As we come to the end of my fourth year as your rector, we are seeking to ask God where we are being called as members of Christ's Body. I'm reminded daily of the love and care of this community and am especially grateful for your support over these past two years as I cared for my parents through their final months of life. You all made them welcome as newcomers in early 2023 and you cared for them and for my family – thank you!

As we care for one another and our wider community, there is a restlessness among us. It's not a troublesome thing, but more a sense of "Where is God leading us now?" I sense this question emerging as a result of several things. In part, we face upheaval in our civic life and find the Episcopal Church thrust into the spotlight for preaching, teaching, and doing the work Jesus called us to do. We also are still working through the aftermath of the pandemic whose social effects are still unfolding. And there is always the normal ebb and flow of parish life together as people come, go, are born and die.

This restlessness is why the Vestry decided to engage the **RenewalWorks** process of discernment. The Church exists to help our members grow in the ability to love God and neighbor. RenewalWorks helps us learn about our parish, clarify our gifts and growing edges, and listen for what God is calling us to be and do for the sake of the world. **Thank you to all of our members who engaged the Spiritual Life Inventory** in order to give our RenewalWorks process the best input to develop our parish profile. This profile will be used by the RenewalWorks team as they discern how All Saints can grow in our spiritual depth so that we can be more effective and faithful disciples of Jesus Christ.



As we face an unstable, conflicted and polarized society, I encourage you all to be steadfast in your commitment to do the work of Jesus. We can resist and speak out against policies and actions which harm others. but we must do this while centered in love and never forget that those with whom we disagree are still God's children. We are called to love God and love our neighbors, including those neighbors who are very different from us.

In Christ,

Mother Anjel+

Report to the Parish from the Wardens

Senior Warden Report

Submitted by **Craig Hillemeier**, Senior Warden (srwarden@allsaints38.com)

I'm now completing my first year as your Senior Warden and Mother Anjel has asked me to continue serving in this role. Here are a few highlights from our year together.

After consideration and discussion of which enrichment program would best meet the needs of the parish the Vestry decided on the "Renewal Works" program. This program which has been utilized by over 350 congregations has been in operation for 15 years. The purpose is to enable congregations to better understand themselves and develop programs of spiritual renewal with the goal of increasing our love of God and our neighbor. A standardized survey will be distributed congregation wide to determine the archetype which best describes the All Saints worshipping community. A working group of parishioners has been recruited to analyze this and determine the most appropriate steps for All Saints.



Jay Sidebotham, founder of
RenewalWorks

The Vestry oversaw and approved the transfer of our endowment funds from the Bryn Mawr Trust to Episcopal Church Fund. It also established guidelines for a prudent withdrawal of the earnings and appreciation of these funds.

A combined Vestry retreat was held in the spring with St. Stephen's and we hosted a diocesan Vestry Vitality Day in November with Jay Sidebotham, the founder of RenewalWorks.

Our lease with Merakey's Stepping Stones program was evaluated and the rental rates increased to reflect the use of the space at a competitive level within our community. This will allow Merakey to continue to use the space at a discount that corresponds to their partial use of the space during the school year.

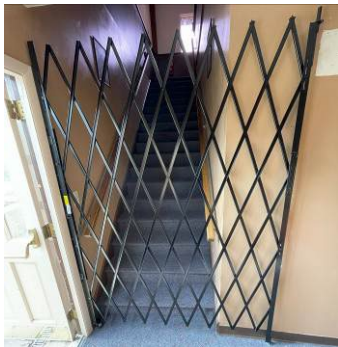
Three members of All Saints (Laura Varga, Gavin Zimmerman, and myself) attended the Annual Diocesan Convention in State College which approved the reunification of the Central Pennsylvania Diocese with the Diocese of Bethlehem.

A reserve fund for the music program and a proposal to establish paid section leaders was approved by the Vestry to support our unpaid choir ministers. This fund was also used to provide special musicians at our Christmas Eve worship.

Junior Warden's Report

Submitted by **Jim Johnston**, Junior Warden
(jrwarden@allsaints38.com)

Several upgrades and improvements have been made in the past year to both the interior and exterior of the building. In the sanctuary spotlights have been replaced and upgraded and the chandelier lights have been repaired.



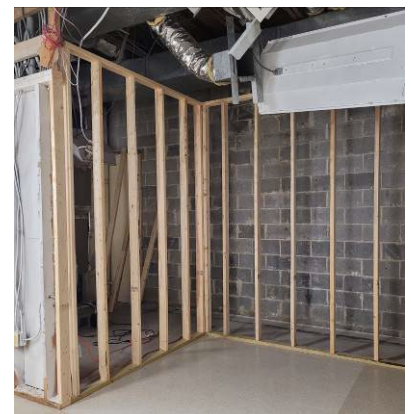
Security has been upgraded with new locks on the nave doors and the Godly Play Room, repairs made on the door at the bottom of the stairs in the parish hall and doors in the education wing were repaired and rekeyed. A security gate has also been installed at the bottom of the staircase at the Valley Road exit. This means our nave is now secured from the rest of the building so that we can have outside groups use our Parish Hall and be limited in their access to other areas.

Mold remediation was completed in the old choir room under the north transcript. This will become the new vesting room in the near future. To keep mold from returning to the room under the north transcript the gutters have been cleaned and the downspouts were rerouted to channel water away from the foundation and into the lawns. The yew shrubs were removed under the Elm Avenue fascia of the north transept and a French drain and sump were installed when it was clear the gutter rerouting was not going to solve the water intrusion problem.

Two of our heating/cooling units failed over the winter months causing some parts of the church be cooler than desired on cold days. Replacement units are currently being installed.



Anjel+, Gavin Zimmerman & Ryan+ at Diocesan Convention



Commission Reports

Stewardship & Administration Report

Anjel Scarborough+, Rector

We continue our relationship with **Michelle Curry** of **Achenbach & Curry PA** as our CPA and bookkeeping firm and I'm happy to report the financial management is running quite smoothly!

Our Parish Administrator, **Andrea Terek**, marks her second year at All Saints. She has continued to improve the organization of our office and processes. She handles bookkeeping, weekly and special bulletin and worship aid production, office contract management and negotiation, managing Anjel's calendar, interfacing with Stepping Stones, making sure that our office and facility supplies are stocked, ordering flowers, and assisting with the worship set up each week.

I want to thank **Andy Marsh** for his faithful service as Treasurer at All Saints. Andy handles the day to day oversight of our bank accounts, endowments, and reports to the Vestry on a quarterly basis. I also want to thank **Bev Coleman** for her service as our Contributions Treasurer. Bev handles recording and posting all of the contributions made and makes sure you get accurate statements on a regular basis.



Anjel+, Amy Zwiernik, Drew Dorgan & Kate Harrigan+ at General Convention

In July of 2024, I attended the General Convention of the Episcopal Church in Louisville as an alternate deputy for the Diocese of Central Pennsylvania. This was the year that the House of Bishops, with the concurrence of the House of Deputies, elected the Rt. Rev. Sean Rowe to be our Presiding Bishop for the next nine years as Presiding Bishop Michael Curry's tenure ended. Julia Ayala-Harris was re-elected to the position of President of the House

of Deputies. We addressed a large number of resolutions that can be found in the **Journal of the General**

Convention (<https://generalconvention.org/journal/>). Some of the highlights were:

- Affirming the goal of a full-communion agreement with the United Methodist Church.
- Developing materials to improve interfaith dialog with Jews and Muslims.
- Specific measures to increase and support antiracism work throughout the Church.
- Divesting from fossil fuels and certain weapons.

- Increasing support for bi-cultural and multicultural ministries, church planting and redevelopment.
- Strengthening churchwide mental health training for lay and clergy.
- Authorized an expansive language version of Eucharistic Prayer C (which we used this past Fall at All Saints) and alternative texts for Good Friday liturgies to address anti-Jewish readings.
- Changed the marriage canon to state “Christian marriage is a solemn and public covenant between two persons” instead of “a man and a woman.”
- Removal of William Porcher DuBose from the Lesser Feasts and Fasts due to his history of espousal of white supremacy.
- Realignment of dioceses with mergers/reunifications in Wisconsin & Michigan (Great Lakes), including Micronesia in the Diocese of Hawaii, admission of Navajoland as a missionary diocese.

Worship Commission Report

Submitted by **Anjel Scarborough**, Rector

All Saints continues to offer a regular 10 am Rite II Holy Eucharist on Sundays and an 11:30 am Eucharist on Wednesdays. Each of these worship communities has its own style and integrity offering two regular opportunities to pray and receive the Sacrament.



Cathy Dinger, Anjel+ & Ryan+ on Christmas Eve

We were blessed to have **Ryan Tobin** return this year as a transitional deacon. Ryan continued to work with the young adults Talk-O Tuesdays, assisted with pastoral care, preached regularly, and after he was ordained to the priesthood, assisted in celebrating Eucharist over Christmas. Ryan is now serving as long term supply clergy in Wellsboro.

We welcomed the AFL-CIO over Labor Day weekend for **Labor in the Pulpits** and heard from **Angela Ferrito**, President of the AFL-CIO, about the faith and labor partnership of Union Energy bringing environmentally sustainable employment to Pennsylvania.



Kirkin' o' the Tartan

We hosted the **Scottish Society of Central Pennsylvania** for a **Kirkin' o' the Tartan** in October.

We continued our tradition of celebrating our Fall Triduum of All Hallowstide beginning with Halloween on Elm, a Eucharist on All Saints Day, and a Requiem Mass for All Souls Day.

We welcomed **Andreas Hill** into Christ's family through the Sacrament of Baptism in November. We also held four funerals for **Bob Ayer, Janet Landvater, Angela Bulman, and Marie Crawford**.

Our average Sunday attendance in 2024 was 56 , which is up from 52 in 2023 and 45 in 2022.

Our total Easter attendance was 128 in 2024, down from 139 in 2023 and up from 113 in 2022.

Our total Christmas Eve and Christmas Day attendance in 2024 was 160 which was down from 197 in 2023 and down from 173 in 2022. This was not unexpected due to Christmas falling on a Wednesday which always results in a drop in attendance.

Acolyte Ministry

Submitted by **Anjel Scarborough** (rector@allsaints38.com)

The ministry of Acolytes is a ministry of service assisting the priest at the altar. Our Lay Eucharistic Ministers have been picking up some of these duties since we reopened post-COVID. **Caroline Myers** and **Matteo Henao** have assisted me on occasion with holding the Gospel book during the Gospel proclamation – this is a first step in being an acolyte. But this past year, we welcomed **Gavin Zimmerman** into the Order of Acolytes at All Saints. Gavin's parents, Rob and Amanda, are stationed at Fort Indiantown Gap and he is a Junior at Palmyra High School. Gavin is an experienced acolyte having attended several different Episcopal Churches. Gavin took the initiative to step up as an altar server and has even learned the role of the thurifer for our special observances. We're blessed to have him serving at All Saints!

There is always a need for both youth and adult acolytes – contact me for more information.

Music at All Saints

Submitted by **Walt Stiller**, Minister of Music (organist@allsaints38.com)

All Saints' Choir continues to rehearse diligently, learning and singing music of all centuries that is scripture-based for our Liturgies.

The paid section leaders search is still in progress. In late 2024, we welcomed John Wilshire as our paid section leader for the Tenors. We are still seeking a Soprano, Alto and Bass leaders. Paid section leaders need sight reading ability, a strong voice that blends with the choir, and

can sing their part confidently with the other parts. Leaders help keep the choir intact when our volunteer members take time for vacation, family needs and visits, and health issues.

Thank you those who donate to the Music Fund. Because of your generosity, we were able to have a harpist for Christmas Eve second service. A big THANK YOU to **Jim Johnston** and the **Good family** who offered their brass playing talents for the early Christmas Eve and did so for free. We would like a brass ensemble at Easter Vigil and Easter Sunday.

We're always looking for singers and musicians! Please contact me or any choir member.

Altar Guild

Submitted by **Kathy Schmidt** (kmdisney55@gmail.com)

This past year the Altar Guild ministry has been blessed. We've had some new people join – we welcomed **Tom & Kathy Dinger**, **Andrea Lowery** and we welcomed back **Amy Worgul**.

We made a major purchase of vestments/paraments with memorial funds. These vestments were purchased at a deep discount when Whippel's went out of business. Trevor Floyd made matching burses and veils for each set of vestments.

We reorganized & renovated the sacristy to make it more functional.

Tech Crew

Submitted by **Becky Cassel** (cbcassel11@gmail.com)

All Saints technology continues to evolve, bringing exciting upgrades to enhance our worship experience. This year, we've made several key improvements to our technology toolbox.

One major upgrade is the integration of altar lighting with our tech control panel. Not only does this provide essential illumination, but the lighting can now change colors to match the liturgical season, enhancing the ambience. With control at their fingertips, our Tech Crew can easily adjust the lighting as needed during services with minimal effort.

Additionally, we've streamlined hymn and directive displays by linking a spreadsheet to our computer system. This update allows the Tech Crew to quickly access and display hymnal pages and other important service details, improving both the viewer experience and the team's efficiency.

Our Tech Crew remains strong but small under the leadership of **Andy Marsh**, **Becky Cassel**, **Elizabeth Myers**, and **Elle Zimmerman**. We are always looking for new members to join our rotation throughout the year! If you are interested in becoming part of this vital ministry, please reach out to any of us.

Ushers

Submitted by **Kevin Parrey** (hkparrey@gmail.com)

We have a dedicated group of parishioners who assist throughout the service and serve as the face of All Saints, greeting all who pass through the doors each Sunday morning. We work to be inviting and welcoming to visitors - answering questions, providing information, and extending an invitation to hospitality following the service.

My sincere thanks to: **Craig Cassel, Craig Hillemeier, Rachel Hostetter, Andrea Lowery, Tim Myers, Holly Parrey, Lisa Shantz, Merri Tulli, Don Wiest, and Scott Wolfe.**

And special recognition to our "junior" Ushers for their participation in this ministry: **Caroline Myers, Elizabeth Myers, and Elle Zimmerman.**

The Usher ministry is an excellent way to become involved, to get to know your fellow parishioners, and to greet visitors who may become new members of the All Saints family. The Usher team is always looking for new additions so if you are interested in joining this ministry, please reach out to me...many hands make light work!!

Pastoral Care Commission Report

Submitted by **Laura Varga**, Vestry Liaison (lauravarga7@gmail.com)

Over 50 LEV visits were made to our homebound members and those in the hospital in 2024. Thank you to our LEV ministers: **Francine Bittner, Andy Marsh, Laura Varga, John Woglemuth.**

Our Pastoral Care team has a card ministry which sends regular greeting cards to homebound members, those who are ill, and those we know who need encouragement. This ministry is staffed by **Rosemary Hartman, Betty Anne Fry, Marianne Hillemeier, and Laura Varga.**

1. **Rosemary Hartman and Marianne Hillemeier** sent out Birthday cards to children in the parish.
2. **Laura Varga** mailed "Have a good school year" cards to school age children and teachers in September.
3. **Rosemary Hartman** mailed seasonal packets to Godly Play children for Advent/Christmas and Lent/Easter.

At each monthly meeting of Pastoral Care, Mother Anjel made the members aware of pastoral issues of Parish members who are on the church's prayer list and how we can best reach out in care. The members of the Pastoral Care team are committed to privacy of parishioner information.

Service to Community/ Outreach Commission Report

Submitted by **Susan Josenhans**, Vestry Liaison (susanjosenhans@gmail.com)

Community/Service supports four community partner charities, each for a quarter of the year, and two partners year round.

- QTR 1 Ronald McDonald guest chefs: cooked 50 meals, each month.
Donated 50 toothpastes, 21 toothbrushes.
- QTR 2 CWS: made 50 teddy bears, 40 origami kits for CWS spring festival
Supported sewing projects for refugees, setup 12 sewing machines,
donated fabric. Cleaned and set up apartment for new refugee family.
- QTR 3 Cocoa Closet: donated 12 new coats for winter cost drive. Donated several
bags of children's clothing.
- QTR 4 YWCA women's shelter: made and donated 50 pillow cases, 10 scarves, 4
fleece blankets, 6 teddy bear and tiny quilt sets.

LOVE INC: donated 300 toothbrushes, 15 large toothpastes, personal care items, 12 pairs of sneakers

HUMMELSTOWN FOOD PANTRY: donated several bags of groceries.

Donated 16 umbrellas to Bethesda project, donated eye glasses to Lions Club, donated 22 extra large shirts to Shepherds Closet.

Tabitha Stitchers: Held their first 3 day retreat, first quilt show, sold 12 quilts, donated 15 quilts to the local Linus Project. Made and sold raffle quilt. Second retreat in January, Second Linus project donation to follow January retreat.

Community Engagement

Submitted by **Anjel Scarborough**



This year there were several events which were oriented around justice work and community engagement.

In July, All Saints hosted Doug Pagitt from Vote Common Good with an updated program on **Confronting Christian Nationalism**. We also welcomed them back to Hershey on November 4th for a **Rally for the Common Good** with assistance from the **Chocolate Workers Union**.



Mother Anjel has been a regular attendee at the **Hershey Partnership Breakfasts** and at the **Hershey Ministerium**. She has also maintained close contact with the **Harrisburg Interfaith Coalition** and was invited as part of that group to attend a Sukkot luncheon with Governor Shapiro.



Anjel+ gives the benediction at the Capitol Christmas Tree Lighting

Mother Anjel was invited again to give the invocation and benediction at the **Capitol Christmas Tree**

Lighting with Governor Shapiro and Lieutenant Governor Austin Davis.



Interfaith Sukkot Luncheon with Governor Shapiro

Evangelism Commission Report

Submitted by **Anjel Scarborough+ & Nicole Williams-Myers**, Vestry Liaison

Events at All Saints



Burns Night Dinner

This year, All Saints held a Robert Burns Dinner in conjunction with Hope Church and St. Luke's at St. Joan of Arc's social hall. About 75 people came and we had a lovely evening of dancing, Burns' poetry reading, Celtic music, Scottish food and drink. We raised money for both Love INC and RIP Medical Debt. Thanks to the planning team: **Craig Cassel, Kathy Schmidt, Jim Johnston, Kaitlyn Perhac, and Brandon Peach.**

We held a fundraiser in partnership with Iron Hill Brewery in April which benefited **Church World Service's** refugee resettlement efforts.

Cassel Vineyards hosted two events this year: **Epiphany Burning of the Greens** and a **Food Truck Rodeo** in June. The Food Truck Rodeo benefited the **Ronald McDonald House Guest Chef** ministry here at All Saints.

Please find a way to get involved and spread the word about All Saints Episcopal Church.

Hospitality Team

Submitted by: **Betty Anne Fry**, Hospitality Coordinator (samfry1942@icloud.com)

The Hospitality Team provides simple refreshments for fellowship time following the 10:00 worship service. Currently, we have 30 people participating. We work in teams of two, so no one ever takes on this task alone. Refreshments can be as simple as cheese & crackers and fruit. All plates, utensils, etc., are provided. I believe that fellowship time is as important as our worship time. It provides people with conversation and companionship who, otherwise, might not talk to anyone for days at a time. We have added three new people to our team, Patty & Rob Gokey and Lisa Baker, recently and we would welcome anyone who would like to join us. You can provide refreshments as often as you like or once every few months. For more information, contact me at 717-507-2045.

Education and Formation Report

Submitted by **Rachel Hostetter**, Vestry Liaison

Godly play started in the fall and has/will continue through the Winter/Spring. Six story tellers and an additional adult are present on the first and third Sunday to lead the class for children ages 2-10. This year's storytellers and greeters include: **Nicole Williams-Myers, Rachel Hostetter, Rosemary Hartman, Marianne Hillemeier, Maggie Montgomery, Tim & Danielle Myers, Don Wiest, and Lisa Schantz**. We would love to have additional story tellers and/or greeters.



Communion Instruction Class

Talk-O-Tuesday has been ongoing and All Saints young adults are paired with St. Stephen's Cathedral to discuss theology in our current world.

Mother Anjel also held a **Communion Instruction** class during Lent which was attended by **Matteo Henao, Elizabeth and Caroline Myers, Isabella Myers, Elizabeth Muldoon, and Elle Zimmerman**.

Tuesday/Wednesday Book Study

The Wednesday Book Study group held their study of *Inspired: Slaying Giants, Walking on Water, and Loving the Bible Again* by Rachel Held Evans from January – May. At the end of their study, due to conflicting schedules, it was decided to move the study to Tuesdays at 10 am in the Parish Hall.

The first Tuesday study was of *Jesus and the Powers* by N.T. Wright and was held June-August. This was followed by an All Parish Book Study of Jay Sidebotham's *Signs of Life*. We held two sessions each week: on Sundays from 11:45 am – 12:30 pm and Tuesdays with a more in-depth study from 10 – 11:30 am.

RenewalWorks is happening in Spring 2025.

2024 All Saints Episcopal Church Highlights

January

12th Night & Burning of Greens at Cassel Vineyards.

Wednesday Adult Book Studies continue with *Inspired: Slaying Giants, Walking on Water, and Loving the Bible Again* by Rachel Held Evans.

Godly Play continues on first and third Sundays.

Ronald McDonald House Guest Chefs ministry continues on first Tuesdays.

Pastoral Care Team continues to provide care through the Card Ministry, Intercessory Prayer, and Lay Eucharistic Visitors.

February

Men's Retreat with Mt. Calvary, St. Luke's Mechanicsburg, All Saints and St. Stephen's takes place at Kenbrook.

Shrove Tuesday Mardi Gras continues and raises funds for Service to the Community.

Sunday Lenten Adult Forum on Faithful Living, Faithful Dying.

March

Holy Communion Instruction with our school-agers included baking communion bread and learning about the Sacrament.

Sacred Triduum observed (Maundy Thursday, Good Friday, Holy Saturday & Easter Vigil).

April

Holy Hikes Lower Eastern Susquehanna Chapter was launched by All Saints.

May

We observed **Rogation Sunday** with a procession around the church with prayers for the community.

Ascension Day Eucharist was held.

Pentecost Sunday Lunch was held in the Parish Hall.

June

Summer Book Study of N.T. Wright's book *Jesus and The Powers*.

Wednesdays Book Study moved to Tuesdays.

July

Mother Anjel was an alternate deputy to General Convention in Louisville this year for the Diocese of Central Pennsylvania.

Tabitha Stitches first three day retreat.

Vote Common Good presents **Confronting Christian Nationalism**.

September

Vestry votes to establish a **Music Fund** to support the need for special music on holy days of observance.

October

All Parish Book Study of Jay Sidebotham's *Signs of Life* happened with groups meeting on Tuesdays and Sundays.

All Saints observes the All Hallowstide Triduum, beginning with **Halloween on Elm**.

All Saints welcomes **John Wilshire** as our first paid section leader (tenor) to support our choir.

November

We observed **All Saints Day** with a Eucharist & **All Souls Day** with a Requiem Mass.

All Saints and **Vote Common Good** held a **Rally for the Common Good** in Hershey.

Diocesan Vestry Vitality Day was held at All Saints with guest keynote speaker, **Jay Sidebotham**. Jay preached at our Sunday Eucharist the next day.

December

All Saints holds two **Christmas Eve** services: 5 pm for families with children and 8 pm Solemn Eucharist – total attendance was 160 for both services.

Christmas Day Eucharist was held at 10 am with 20 attending.

Ministry Contacts at All Saints

Stewardship/Administration

Vestry	Anjel Scarborough+
Endowment & Finance Commission	Bev Coleman
Annual Giving Campaign	Anderson Marsh
Building & Grounds	Jim Johnston

Worship

Acolytes	Anjel Scarborough+
Altar Guild	Kathy Schmidt
Chalicians	Anjel Scarborough+
Lectors	Anjel Scarborough+
Choir	Walt Stiller
Ushers	Kevin Parrey

Evangelism

Social Media Team	Craig Cassel & Lisa Baker
Tech Crew	Andy Marsh & Becky Cassel
Hospitality	Betty Anne Fry
Events	Craig Cassel
Men's Breakfast	Craig Cassel

Education/Formation

Godly Play	Rachel Hostetter
Tuesday Book Study	Anjel Scarborough+

Pastoral Care

Card Ministry	Rosemary Hartman
Intercessory Prayer Team	Anjel Scarborough+
LEVs	Anjel Scarborough+

Service to Community

Tabitha Stitchers	Kathy Schmidt & Susan Josenhans
Ronald McDonald House Guest Chefs	Anne Burgess & Dorothy Pedersen
Service to Community Team	Susan Josenhans

All Saints Episcopal Church

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www.allsaints38.com

An affirming parish of the Diocese of Central Pennsylvania

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