



All Saints Episcopal Church

Renewal Works

2025

All Saints Spiritual Continuum

WHERE ARE WE NOW?



EXPLORING
A LIFE WITH
GOD IN CHRIST

The people in this group are taking the first small steps in an intentional spiritual journey.



GROWING
A LIFE WITH
GOD IN CHRIST

The people in this group are more committed to their Christian faith, but still there are lots of questions.



DEEPENING
A LIFE WITH
GOD IN CHRIST

The people in this group have a faith by which they rely on God's presence and power in their daily lives.



CENTERED
IN A LIFE WITH
GOD IN CHRIST

For the people in this group, the Christian faith is the most important relationship in their lives.

23%

Episcopal Norm 18%
All Norm 10%
Parishoners 13

54%

Episcopal Norm 53%
All Norm 40%
Parishoners 30

16%

Episcopal Norm 24%
All Norm 26%
Parishoners 9

7%

Episcopal Norm 5%
All Norm 24%
Parishoners 4

T r e n d s

Parish Profile 10-Year Trends	Parish Demographic	Parish vs. Community
Youth #'s have declined	We are older	Community #'s: Same or greater
Adult #'s have declined	Primarily White	Primarily White
Became more somber but are REAWAKENING!	Increase in singles (may be married but coming alone)	Giving has increased but to other nonprofits.
While overall giving has been flat the amount per household has increased	New Members: • Older = Couples • Younger = Singles	All mainline churches see decrease in #'s
Strong Fellowship but..... work to include new people		Community: Increase in Retirees and Low Income
Provide Safe Environment		
Becoming more Welcoming		

Take-Away from Data Report 1

Current Beliefs		Current Practices		Current Activities	
↑	Grace	↑	Reflection of Scripture	↑	Coming to Church
	Interfaith conversations		Reading of BOCP		Service Satisfaction
			Pray for Others		Serving others
↓	Role of Scripture	↓	Reading the Bible	↓	Small Groups
	Bapt. Covenant		Tithing		Spiritual Mentors
	Spiritual Growth				Spiritual Outreach
Key: Take-Aways: Embed Scripture Pastor Community		Language of components may not reflect our actual behavior.		There are relationships between our strengths and weaknesses.	

Dot Exercise Results - [Full Document Here](#)

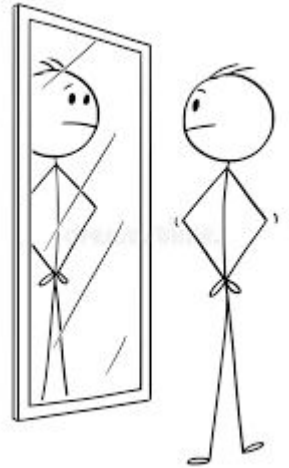
Matter Most (Yellow dot) Teams and Parish wide	Want to Grow (Green dot) Teams and Parish wide
We honor that each of us has our own spiritual journey to follow.	Work together to strengthen our spirituality.
We act to support human dignity.	Work to see God everywhere.
We see God in everything and everyone.	Strengthen our return to God when we are weak. Repent & Return
We work to love our neighbors as ourselves.	Strengthen our love of our neighbors as ourselves.
	Have a greater understanding of the Holy Spirit and trusting in Jesus.

Workshop #3 - Overview



Best Practice principles

1. What are they?
2. How do we implement them?



LET'S GET GOING!

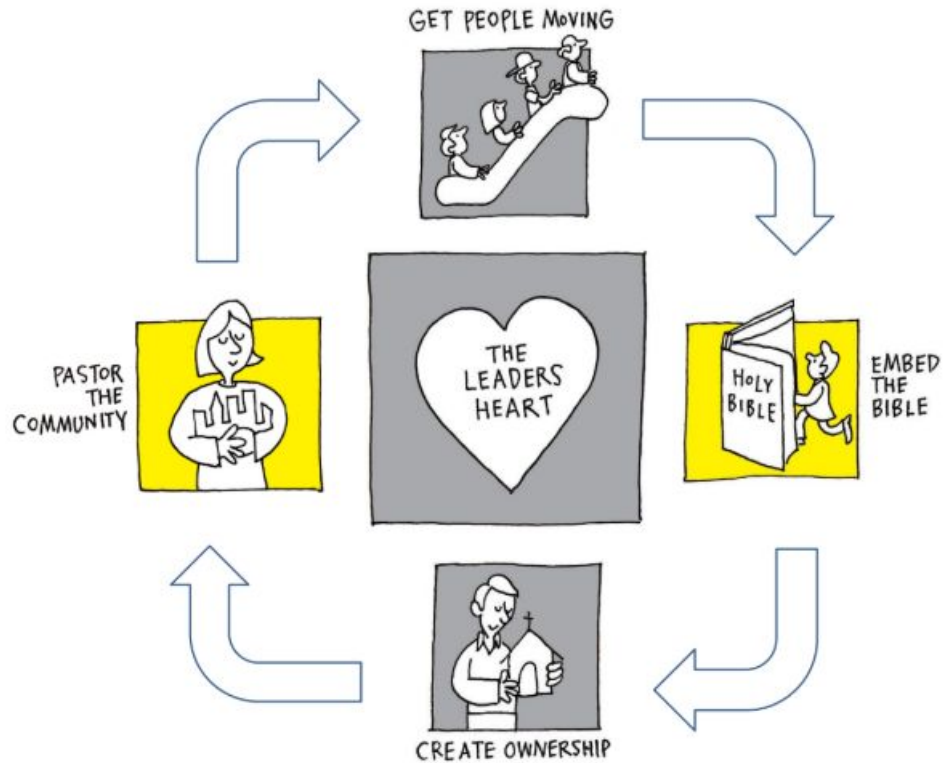
Data Report Part 2

Key to Color-Code in the Survey Results

- 2  The biggest opportunity areas for your church.
- 1  An opportunity area for your church.
- 0  Not an area you need to focus on.
- +1  An area of strength, but possibly over-resourced.

KEY: -2 Most Lacking  +1 Very Satisfied

Best Practices Summary for All Saints, Hershey, PA



Best Practice Principle: Embed the Bible

WHAT CAN WE DO? All Saints Team's suggestions: ([Full list HERE](#))

1. **Dwell in the Word.** Begin all group gatherings with a scripture reading.
2. **Post next week's scripture reading**
 - a. In the Sunday bulletin
 - b. In email
 - c. Social media
3. **Add links in the weekly Angelus to**
 - a. Forward Day by Day
 - b. Online Bible studies like www.goodbookclub.org
4. **Bible Buddies**
 - a. Partner up!
 - b. Set your own rules for frequency and location.
5. **Online Discussion Board**
 - a. Start an online discussion on scripture that people can contribute to on their own time.

Best Practice Principle: **Pastor the Community**

WHAT CAN WE DO? All Saints Team's suggestions: ([Full list HERE](#))

1. **Work with Bigger Groups**
 - a. **VBS at St. Paul's Harrisburg**
 - i. Provide breakfast and lunch to summer camp kids in Harrisburg
 - b. **Habitat for Humanity**
 - i. Adults and Youth, Keep it local
 - c. **Local Food Bank**
 - i. Adults and Youth (Midwest Food Bank or others Youth-friendly)
2. **All Saints Table**
 - i. Have an All Saints table at local community fairs.
3. **Bible Buddy Outreach**
 - i. Go outside our walls to help others.

Overall Priorities - *WHAT CAN WE DO NOW?*

<i>Let's Get Going!</i>	<i>What's Next?</i>
Upcoming Scripture posted in bulletin: • Reflect on Sunday Scriptures BEFORE coming to church. Let's get some All Saints T-Shirts! • Let them know who we are! Habitat for Humanity • Your HANDS, Their HOME	Bible Buddies • Where Faith makes Friends Discussion Board • Connect, Discuss, Grow VBS at St. Paul's Harrisburg • Expand our footprint All Saints Tables • All Saints: Open Hearts, Open Doors Food Bank • Feed hope not just hunger

Keys to a Successful Start

1. All Saints T-Shirts. *Let them know who we are and that we care.*
2. Keep options manageable - *not overwhelming.*
3. Have variety of options - *sign up for what you feel drawn to.*
4. Don't want to lead alone? *Find a partner and work together.*



FIRST STEPS: Specific and Attainable

EMBED THE BIBLE: At All Saints, we want to help you weave Scripture more deeply into your daily life and routines.

ACTIONS: (3-6 MONTHS)

1. Begin every church activity with a time of Scripture reflection. (Start now!)*
2. Provide simple lessons in how to access and use Bible-based apps found linked in the Angelus each week.
 - a. During 'Tech & Testimonials' (time TBD), we'll share simple tech tips and personal stories to help you stay connected to Scripture anytime, anywhere. (Don M. & Becky C. = Fall '25)
3. Hold Compline Services (monthly, weekly?) (Mth. Anjel = time TBD)

**DURING SCRIPTURE REFLECTIONS*

- Desire to foster understanding
- Find relevance of Scripture to current situations
- Develop comfort in asking Bible questions
- Rotate scripture study leaders within each group

FIRST STEPS: Specific and Attainable

PASTOR THE COMMUNITY: From a place of spirituality, All Saints faithfully serves both our church and the surrounding community.

ACTIONS: (3-6 MONTHS)

1. Create an “Outreach Spotlight” display on a flat-screen TV at church.
 - a. A scrolling photo recap to highlight our outreach efforts.
2. New Start-ups
 - a. All Saints table for local festivals (Jim M. & Scott W. = Summer ‘25)
 - b. Connect with the local ‘Habitat for Humanity’ chapter for volunteer opportunities. (Don M. = Fall ‘25)

Vestry Report

Prepared by Margaret Lehman, Susan Mackay, and Scott Wolfe

Click [HERE](#) to view

All Saints Episcopal Church

Thank you to the Renewal Works team members!

Facilitators:

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- Kristen Furlan
- Becky Cassel
- Craig Cassel

Team Members:

- Francine Bitner
- Grace Egun
- Margaret Lehman
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- James Muldoon
- Dorothy Pedersen
- Kathy Schmidt
- Walt Stiller
- Scott Wolfe