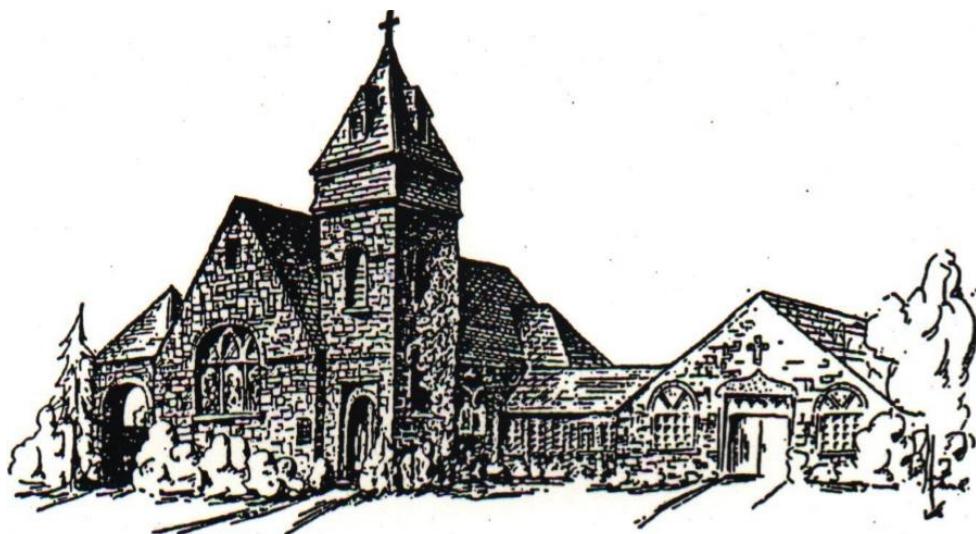


**ALL SAINTS' EPISCOPAL CHURCH
SCOTCH PLAINS, NEW JERSEY**



The Annual Report

Year 2023

January 28th, 2024

church@allsaints-spnj.org

All Saints' Episcopal Church

Scotch Plains, New Jersey

Annual Parish Meeting Agenda

January 28th, 2024

1. Call to Order and Opening Prayer: The Reverend Susanna Cates, Rector	
2. Appointment of Parliamentarian and Secretary Pro Tem	
3. Determination of Quorum	
4. Approval of Minutes from 2023 Annual Meeting	pp. 3-6
5. Wardens' Report: Co-Wardens/Gerry Shea & David Gevry	pp. 7-8
6. Rector's Address: The Reverend Susanna Cates	pp. 9-10
7. Nominating Committee and Elections: Lauren DiSarno Nominating Committee Report	pp. 11
8. Treasurer's Report: John Brewer, Parish Treasurer	pp. 12-14
9. 2024 Budget Presentation: John Brewer, Parish Treasurer	pp. 15-17
10. Endowment Fund Report: Stuart Solsky	pp. 18-25
11. Consent Agenda: Committee Reports (filed as part of Annual Report)	
a. Stewardship – Natalie Krauser	p. 26
b. Buildings and Grounds – Joe Triola	p. 27
c. Christian Education – Lauren DiSarno/Robin Sampson	p. 28
d. Hospitality	p. 29
e. Music – Dr. Fred Irwin	p. 30
f. Worship and Liturgy Statistics - Rev. Susanna Cates	p. 31
g. Altar Guild – Joanna Hurley	pp. 32-34
h. Outreach – David Kelley	pp. 35-36
i. Men's Group – David Kelley	p. 37
j. Troop 104 Annual Report – Bill Sherman	pp. 38-39
12. All Saints' Transition	
11. Recognitions and Appreciations	p. 40
13. Blessing	
14. Adjourn	

Minutes from All Saints' Episcopal Church Annual Meeting January 29, 2023

1. Reverend Susanna Cates called the Annual Meeting to Order at 11:31 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 plus two online parishioners and the Rector in attendance; determined by Warden Michelle Smith Crona.) The meeting was conducted both in-person and online.
4. The minutes from the 2022 Annual Meeting were accepted. (Motion to Approve by Kimberly seconded by David Gevry) and approved unanimously by attendees in person and via online Zoom poll.)
5. Warden's Report: Michelle Smith Crona gave the Warden's Report. She acknowledged Kevin Thompson brought on by Vestry approval as a clergy intern. The church had several financial projects in 2022, including basement repairs, the nursery renovation and purchasing new choir robes. One of the best things about All Saints is that when we call out to parish for financial assistance with these projects they respond. One of the difficulties we have faced as a parish is that lay ministry has slid, no leaders for Ushers, Altar Guild, etc. As a parish we need to come back together and say, "this is what I want to do in the church" and make it happen. Canon Izzo held a retreat with the Vestry in January. The lay leadership realized it needs to slow the pace down and return to the heart of All Saints to focus on what we do together first and then look outside to what we do in the community. She thanked the current Vestry members for their service.
6. Rector's Address: Reverend Susanna pointed out that as a parish, we were able to do things on our own. We needed a Rector, needed God, but were doing most things ourselves. As a result of COVID, she took back things that belonged to the parish. Reverend Susanna expressed how she feels like she wants to return to being the Rector. We are remarkably self-sufficient. She is asking Vestry members to take part in lay ministry as liaisons. Reverend Susanna referenced communication issues with Vestry. As Rector, she wants to hear what is important that you want to bring back or what you do not see and want to bring to the congregation. She wants the church to be welcoming and to do that she needs a lot of help. Reverend Susanna emphasized the upcoming 150th anniversary of All Saints, which will be celebrated on November 5th.

7. Nominating Committee and Elections: Michelle Smith Crona gave the Nominating Committee report. In addition to the usual Diocesan meetings, there is an additional meeting for the election of a new Bishop.

Wardens – Gerry Shea was nominated to serve as Senior Warden.

David Gevry was nominated to serve as Junior Warden.

Vestry – Jessica Gonzalez was nominated to serve on Vestry. Caroline Perkins motioned to elect the slate of candidates and Natalie Krauser seconded the motion. The candidates were elected by unanimous approval of all voters in attendance.

The following persons were elected to serve as delegates for the following meetings:

Diocesan Convention – Gerry Shea (delegate), Todd (delegate), Lauren DiSarno (delegate); Kimberly McAlindin (alternate), Art Richardson (alternate) and Jessica Gonzalez (alternate). Moved by David Kelly seconded by Michelle Smith Crona.

Watchung Convention – Michelle Smith Crona (delegate), Kimberly M (delegate), Chris Harris (delegate), Lauren DiSarno (alternate), Natalie (alternate). Carol Blake made a motion to approve the nominations and David Gevry seconded the motion.)

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

8. Treasurer's Report: John Brewer presented the Treasurer's Report for 2022. See the summary of the actual financial results for 2022 which is contained in the Annual Report.

Attendees at the Annual Meeting approved the Treasurer's Report via Zoom polling. (Art Richardson moved to accept the report, second by David Gevry.)

Endowment Fund: Stuart Solsky reported on the Endowment Fund. See Table 1 on page 18 of report. Market value went up in 2022 by 9%, which was particularly good. The Endowment Fund funds capital expenses and offsets the operating deficit. In 2022, the Endowment Fund income was over \$83,000.00.

On the net income side, All Saints was grateful for donations of parishioners to help fund Capital expenses, which totaled \$55,000.00.

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

9. 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 via Zoom polling. (David Gevry moved to accept the Committee Reports, Art Richardson seconded the motion.)

10. 2023 Budget Presentation: John Brewer presented the 2023 Budget previously approved by the Vestry. At the time of the Annual Meeting there were still ten outstanding pledges. Reverend Susanna is accepting increased Cost of Living raise approved by the Diocese.

Chris Harris asked about facility rental; this should increase in 2023 with the basement being finished.

Attendees at the Annual Meeting approved the 2023 Budget report via Zoom polling. Natalie Krause moved to accept the Budget report, Kimberly McAlindin seconded the motion.

11. Recognitions and Appreciations:

Joe Triola did so much work for the basement; calling and working with floor companies, repairing the walls, dealing with insurance, etc. We now have a beautifully restored downstairs. Joe was also thanked for his loving service as Chairman of Buildings & Grounds Committee.

Lauren DiSarno for her work in the Sunday School and Youth Group, Vestry Clerk and Altar guild.

Erin Wasik for her work on Altar Guild and Youth Group.

Robin for her work in Sunday School online and in-person.

Kevin Walsh for his continued technical assistance with online worship. Additionally, Kevin assisted with the audit.

Joanna and Jonathan Hurley for her technological support and organization of online services and a special thanks for her work as head of the Altar Guild.

Jenine Williams for work on Hospitality Committee.

Cathy Harris and Liz Trimpin members of Hospitality Committee, Gala, Caterers, who invite people into our community and follow up with hospitality.

John Brewer for his work as the parish treasurer, chair of the Finance Committee, and member of the Endowment Fund Committee. Reverend Susanna is grateful 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.

Michelle Smith Crona for her work as Warden, as a friend to Reverend Susanna, lay reader, intercessor, altar guild, etc. She has led with grace and honesty. She will be missed as she now steps down from Vestry.

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

13. Adjourn: The 2023 Annual Meeting was adjourned at 12:20 PM. (Motion to adjourn made by David Gevry and seconded by Natalie Krauser.)

Respectfully Submitted,

/s/ Lauren B. DiSarno

Lauren B. DiSarno

2023 Warden's Report

All Saints', 150 Years Old and Counting

With great regret, love, and best wishes for her new career, All Saints' Episcopal Church accepted the resignation of Susanna Cates, our Rector for more than six years, effective February 1, 2024. We know her many innovations for All Saints', some wonderfully successful such as the First Tuesday breakfasts and the suppers from around the states and the globe; some that need more work, such as keeping the front door of the church open on cold, windy mornings. We know her wonderful alto voice and her thought-provoking sermons. We know her as a prayerful, caring and solicitous shepherd of her flock. Thank you, Mother Susanna, and enjoy your new role as the Canon for Formation and Vocations in the Diocese of New Jersey.

After more than a year of preparation, All Saints' celebrated 150 years on Sunday, November 5. Many parishioners worked to make the day a success. Organist and choir director Dr. Fred Irwin called in talented musicians, the choir was superb, both at the celebratory morning service and at the afternoon evensong, and we sold out the Gala Dinner at The Stage House in the evening. Just a week later, on Sunday, November 12, our newly installed Bishop Sally French came to confirm our young people and to welcome adults into the Episcopal Church, and to bless the entire congregation throughout the service, the coffee hour, and a meeting with the Vestry.

There were many events of note at All Saints' throughout the year of 2023 to complement the liturgies:

- January: The Martin Luther King Jr. Service Day
- February: Scout Sunday
 - Restart of the Monthly Breakfast for Seniors and the twice per month Cooking Classes
 - Mardi Gras Pancakes and Shrimp Boil
- March: St. Patrick's Day Party
- April: Easter Baskets filled at the Senior Breakfast
 - Curtis Jackson Memorial Essays and Scholarships
- May: Mothers' Day Celebration presented by the men of All Saints'
 - Lemonade Stand for marchers in the Memorial Day Parade

- June: Graduation Sunday with Parish Picnic
- July: Clean-up Week by the parish youth
- August: Summertime potluck dinners on each Tuesday evening
- September: Fall Kickoff on the Sunday after Labor Day
- October: Blessing of the Pets
- November: Lunch on the Wednesday before Thanksgiving
- December: The Greening of the Church

In early 2023, our Clergy Intern from the Diocesan School for Ministry, Kevin Thompson, took his leave from All Saints. Many of our parishioners attended his ordination as a Deacon at Trinity Episcopal Cathedral in Trenton on May 6.

In 2023, we could rely on the energy and enthusiasm of Mother Susanna to be the focus of our events. In 2024, the Wardens, Vestry and Parish must work together on all the non-clerical gatherings. During the year, we shall welcome supply priests and have local pastors on call when needed. If we maintain a thriving Christian community, we shall be able to attract promising candidates to apply to be our Rector. Then our Discernment Committee will identify those with the skills and personality to lead our parish. It may be more than a year before we invite the top applicants to meet us and to learn about life in our community of All Saints' and Scotch Plains. But the Lord will be with us and see us through this time of testing.

“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 18th, 2024

Rector’s Report

Beloved in Christ,

Grace and peace be with you in the name of the God who leads us into newness. I greet you with joy at our Annual Meeting: our time to celebrate the year that has past and look with hope at the year to come. I greet you with sadness, too, at this time of farewell as I prepare to step away from my work as rector here.

As I look over the Rector’s Reports from the previous six years, a few common themes emerge: the tireless and cheerful work of the congregation, the dedication of our wardens and vestry, and the endless providence of God in our midst. This year’s themes will be no different—indeed, there is a greater emphasis than ever on each of them.

2023 called our congregation to engage in the work of revitalization and embracing newness while rejoicing in our history. We welcomed new members to our congregation, from newborns to young adults and beyond. We held Parish Town Hall meetings to evaluate what works so well for us, and what could use a boost, leading to a more robust Buildings and Grounds Committee (particularly in regard to Grounds and landscaping!), new signage, and more intentional ways to welcome newcomers.

The youth in our congregation dedicated an entire week of service to the church in the summertime, working on the suggestions to improve our campus inside and out. In the fall, we had a large volunteer crew to get us ready for winter...and for our Sesquicentennial Celebration in November!

That celebration was truly a group effort, and the crown of our year. Every member of our congregation shared their gifts with us for worship, hospitality, choir and music, and

planning the 150th Gala held on November 5th, All Saints' Sunday. Our mutual efforts brought family and friends from far and wide to celebrate with us—it was a glorious reunion and reminder of the strength and impact of our church community in Scotch Plains, Fanwood, and beyond.

And just one Sunday later, we celebrated the confirmations, receptions, and reaffirmations of twelve youth and adults from our congregation at Bishop Sally French's first visit to All Saints'! Again, this called on the time and talents of our entire congregation and vestry to provide beautiful worship, logistical planning, more great musical offerings, and a lovely reception for the confirmands and Bishop Sally following the service.

Throughout the year, our Outreach Committee worked hard—and galvanized other members of the congregation—to provide food for local charities, assist veterans with food and care for their pets, collect coats and other items for the Refugee Assistance Partners, and host ever-growing and ever-popular Senior Breakfasts every month. David Kelley and his faithful group are always looking for new ways to benefit our local area!

In every effort that was made, every worship service large and small, every Outreach project, every milestone celebrated, every song that was sung and every improvement made to our campus, God's loving presence could be felt. God was and is present because each person here allows that Spirit to be at work in and through them.

Every aspect of All Saints' that drew me here in love is still here—in fact, they've increased over our time together. And every aspect that drew me here will draw your next rector, too. Over the next few months as you begin that search process, remember and celebrate who you are as a community and as the individuals that have created that community. Remember and celebrate your collaborative spirit, your willingness to serve each other, and your creativity in worship, outreach, and hospitality.

I will cherish all of you for the rest of my life. You have shaped me more than I could ever have shaped you, and you've inspired me beyond my expectations. God has worked through you and I know God will continue to flow through your prayers and actions.

In the love of Christ and all the saints,

Susanna+

Nominating Committee Report 2023

At the 2023 Annual Meeting, the following individuals were elected to attend the Diocesan meetings:

Watchung Convocation: Michelle Smith-Crona, Chris Harris, Kimberly McAlindin

Alternates: Lauren DiSarno, Natalie Krauser

Diocesan Convention: Gerry Shea, Art Richardson, Lauren DiSarno

Alternates: Todd Bouverot, Jess Gonzalez

In accordance with our by-laws, the Nominating Committee is comprised of the Rector, the Wardens and one (1) or more Vestrypersons not continuing in service. Our Clerk, Lauren DiSarno, is rolling off Vestry and therefore, the 2023 committee is comprised of the Clerk and the Wardens.

There is one open position on the Vestry. Vestry members must be pledging members in good standing.

Marie Fox has accepted the nomination to serve on Vestry for the Class of 2027.

At the 2024 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 239th Diocesan Convention, March 9th, 2024. This meeting will be a hybrid event (Trinity Cathedral, Trenton NJ and on Zoom)

TREASURER'S REPORT (OPERATING ACCOUNT)- 2023

The 2023 budget forecast an operating deficit of \$ 65,916 (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 \$ 25,000 and drawdown of \$ 6,450 from the cash brought forward from 2022. In the event, higher Pledge Income, Open Collections, and lower net expenses in several categories reduced the operating deficit to \$ 45,148 and allowed us to reduce the budgeted draw on the EF by \$ 14,500.

On the revenue side, there were several notable developments.

- 1) Pledge income was \$ 1,425 (1.1%) above budget.
- 2) Higher attendance for the full year increased Open and Holiday offerings by \$ 4,422 vs budget.
- 3) Facility Rentals generated \$ 6,538 in revenues vs \$ 8,000 budgeted and \$ 2,910 in 2022.
- 4) The 150th Anniversary dinner yielded receipts of \$ 8,550, \$ 3,550 above budget, but this was not directly comparable to 2022 since the dinner was held at and catered by Stage House, causing expenses to exceed budget by \$ 4,135.
- 5) The 50:50 Raffle earned \$ 1,500 so total fundraising was \$ 1,035 above budget.

Many expenditure categories were below budget, with some offsetting increases.

- 1) Clergy Pension was \$ 2,122 above budget due to a payment of recalculated amounts due for prior years.
- 2) Continuing Education and Professional Allowance were, as expected, not spent, saving \$ 5,075.
- 3) There were no Snow Removal costs during the year, saving \$ 4,500.
- 4) We received no invoices for the Church cleaning contract, despite several requests to the contractor. The unbilled amount is estimated at \$ 5,700- a "deferred expense" that has been provided for in the 2024 budget.
- 5) Property/liability insurance was \$ 1,776 above budget as the policy was revised to increase coverage.
- 6) Supply Organist was \$ 1,815 below budget as the Section Leader fees for December 2022 (\$ 1,430) were not reimbursed to the Operating account until January 2023.

In sum, Pledge and Other Income \$ 8,058 above budget and operating expenses \$ 12,710 below budget produced an operating deficit (Row E) of \$ 45,148, lower than budget by \$ 20,768. This was financed by drawing \$ 40,000 from the EF and reducing our cash balance by \$ 5,148. The structural deficit of expenses in excess of recurring operating receipts (Row E) continues, and after taking the \$ 25,500 "normal" draw from the EF the "sustainable balance" (Row G) remains in deficit, which is not sustainable in the long run.

On other matters, in 2022 we performed an "Assisted Audit" of our 2021 accounts. The audit findings confirmed the accuracy of our record-keeping and reporting, and recommendations about and enhancing segregation of duties were evaluated. Carol Blake has volunteered to assist with Finance tasks, and is now responsible for reconciliation of all bank accounts to our internal registers: during 2023 all statements for the parish accounts (Operating, Payroll, Capital Fund, Altar Guild, Rector's Discretionary Fund and Fundraising) were reconciled to our records, and no discrepancies were found. We are also developing a process 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, 2023 Actual vs Budget

	Actual 2022	Budget 2023	Actual 2023	2023a v 2023b
				Inc / (Dec)
Income				
40.10 Pledge Income in period	127,521	126,020	127,445	1,425
40.11 Prepaid Pledges release	8,000	3,800	3,800	
All Pledges	135,521	129,820	131,245	1,425
40.20 Open	3,052	3,000	7,102	4,102
40.30 Holiday Offerings	1,029	1,000	1,320	320
40.40 Facility Rental	2,810	8,000	6,538	(1,463)
40.52 Fund Raiser (Dinner)	4,085	5,000	8,550	3,550
40.53 Fund Raiser (Other)	850	1,000	2,035	1,035
40.54 Contributions	12,225	8,000	7,089	(911)
Other Revenues	24,151	26,000	32,633	6,633
40.71 Endowed Music				25.5%
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	18,000	25,000	14,500	(10,500)
40.90 Earnings Allocation from EF	22,500	22,500	22,500	
Endowments/Surplus	43,500	50,500	40,000	(10,500)
Total Receipts	203,172	206,320	203,878	(2,442)
				-1.2%
Clergy Expense				
50.01 Clergy Salary	32,847	34,494	34,543	49
50.02 Clergy Pension	14,005	15,038	17,160	2,122
50.03 FICA	5,632	5,846	5,844	(2)
50.04 Medical/Dental Insurance	26,233	27,179	27,455	276
50.05 Clergy Deductions	15,936	16,728	16,679	(49)
50.11 Continuing Education	495	1,075		{1,075}
50.12 Professional Allowance		4,500		(4,500)
50.13 Housing Equity Allowance	2,500	2,500	2,500	
50.14 Discretionary Fund	500	600	560	(50)
50.20 Transition Costs				
50.15 Supply Clergy	836	1,250	1,088	(162)
	98,984	109,210	105,821	(3,389)
				-3.1%
Housing Expense				
51.05 Electricity/Rectory	521	575	554	(21)
51.07 Gas-Rectory	1,948	2,150	1,842	(308)
51.08 Telephone-Rectory	780	780	780	
51.09 Water-Rectory	471	500	569	89
51.10 Contracted Services	425	500	662	162
51.11 Sewer	190	190	270	80
51.16 Rectory Maintenance		100		(100)
	4,334	4,795	4,676	(119)
				-2.5%
Office Expense				
52.01 Secretary Salary	7,232	8,979	8,738	(241)
52.02 Secretary Deductions	2,938	1,890	717	(1,173)
52.03 Employer FICA/Medicare	778	831	599	(232)
52.23 Misc. Expenses	5,298	1,400	2,683	1,283
52.24 Office Supplies	2,180	1,500	1,681	161
52.25 Postage	179	250	277	27
52.26 Printing	917	400	392	(8)
52.27 Telephone	2,599	2,600	2,649	49
52.28 Contracted Services				
	22,121	17,850	17,715	(135)
				-0.8%
Building & Grounds				
53.05 Electricity	7,145	7,900	7,423	(477)
53.07 Gas	7,484	8,200	6,957	(1,243)
53.09 Water	347	370	340	(30)
53.10 Garbage/Contracted Svcs	8,938	10,200	4,518	(5,682)
53.11 Sewer	190	190	190	
53.12 Snow Removal	2,320	4,500		(4,500)
53.18 Church Maintenance	295	1,000	226	(774)
53.34 Supplies and Hardware	930	1,000	539	(461)
53.35 Property/Liability Insurance	10,764	11,100	12,876	1,778
	38,413	44,460	33,068	(11,392)
				-25.6%

All Saints' Operating AJC, 2023 Actual vs Budget

	Actual 2022	Budget 2023	Actual 2023	2023a v 2023b	
				Inc / (Dec)	Inc / (Dec)
Worship Expense					
54.01 Organist Salary	14,071	14,774	14,775	1	
54.02 Organist Deductions	4,120	4,326	4,326	0	
54.03 Employer FICA/Medicare	1,392	1,461	1,461	0	
54.20 Nursery Monitoring	60	400	40	(360)	
54.23 Misc. Expenses		200		(200)	
54.42 Supply Organist	4,235	1,500	(315)	(1,815)	
54.45 Music	964	1,000	1,191	191	
	24,842	23,661	21,478	(2,183)	-9.2%
Education Expense					
55.51 Books/Publications/Films	40	500	130	(370)	
55.56 Youth Group	107	500	45	(455)	
	147	1,000	175	(825)	-82.5%
Outreach Expense					
56.10 Diocesan Fair Share	12,000	15,000	15,000		
56.20 Grants		1,600	1,600		
56.40 Special Purpose Collections	(4,070)	(3,200)	(9,585)	(6,385)	
56.50 Special Purpose Disburse.	3,750	3,200	9,735	6,535	
	11,680	16,600	16,750	150	0.9%
Hospitality					
57.52 Food and Beverage	444	600	291	(309)	
57.63 Hospitality Misc.	981	600	1,280	680	
	1,425	1,200	1,571	371	30.9%
Membership					
57.20 Publicity	388	500	950	450	
57.23 Miscellaneous	150	250		(250)	
	538	750	950	200	26.7%
General Expense					
58.20 Workman's Comp. Ins.	140	150	330	180	
58.30 Stewardship Program	549	560	591	31	
58.40 Conventions & Travel	475	500	555	55	
59.20 Fund Raiser (Dinner) Exp.	1,064	1,000	5,135	4,135	
59.30 Misc. Fund Raiser Exp.			210	210	
	2,228	2,210	6,822	4,612	208.7%
Total Disbursements	204,711	221,736	209,026	(12,710)	-5.7%
Net Surplus / (Deficit)	(1,539)	(15,416)	(5,148)	10,268	-66.6%
Cash brought forward	7,989	6,450	6,450		
Net Surplus / (Deficit)	{1,539}	(15,416)	(5,148)		
Cash carried forward	6,450	(8,966)	1,302		
<hr/>					
Anal ical Presentation					
A) Pledge Income	135,521	129,820	131,245	1,425	1.1%
B) Other Revenues	24,151	26,000	32,633	6,633	25.5%
C) Current Income	159,672	155,820	163,878	8,058	5.2%
D) Operating Expenses	204,711	221,736	209,026	(12,710)	-5.7%
E) Operating Balance	(45,039)	(65,916)	(45,148)	20,768	-31.5%
F) Endowment Fund, regular	25,500	25,500	25,500		0.0%
G) Sustainable Balance	(19,539)	(40,416)	(19,648)	20,768	-51.4%
H) Endowment Fund. special	18,000	25,000	14,500	(10,500)	-42.0%
I) Balance after capital draw	(1,539)	(15,416)	(5,148)	10,268	-66.6%
L) Opening Cash	7,989	6,450	6,450		
M) Funded (unfunded) balance	6,450	(8,966)	1,302		

OPERATING ACCOUNT BUDGET- 2024

The Operating budget for 2024 (detailed budget attached) was prepared based on the following assumptions:

Receipts

Pledge Income - \$ 141,225 signed pledges on hand.

Other Revenues - In line with 2023 actual results, adjusted for some nonrecurring items. Notably, the December dinner/fundraiser is expected to be held in Lea Hall with limited catering, so ticket revenue will be \$ 3,550 lower than the 150th Dinner, with a corresponding \$ 4,135 reduction in costs compared to 2023.

Endowment Fund – Regular \$ 25,500 annual contribution and \$ 50,000 of temporary transitional support which will be drawn only if 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 have been budgeted at \$ 248,979, an increase of \$39,953 vs 2023 actual results. Material changes:

Clergy Expense - The Rector's direct salary and benefits are included on a proforma basis at a cost of \$ 102,361, the 2023 level adjusted for the nonrecurring pension adjustment in 2023. This is done to present a fully loaded cost as though no transition was in prospect, and because we are not yet in a position to estimate the costs of supply clergy or an interim Rector. Once these items are decided a revised budget will be circulated for approval.

Supply Clergy- Nil budgeted. The Treasurer is authorized to pay Supply Clergy fees, as approved by the Wardens, by applying the unused Rector budget beginning in February.

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 - Increased hours (25/week, vs 12 budgeted in 2023) and full year impact of wage increase in October 2023, to cover additional work associated with the transition. Total impact \$ 27,935 higher cost.

Garbage/Contracted Services - Includes a \$ 5,700 provision to pay the unbilled 2024 cleaning costs and a budget of \$ 5,000 for cleaning in 2024. Adjusted for the 2023 amount the budget for 2024 costs totals \$ 9,400, in line with 2022 actual expenses.

Snow Removal – Budget \$ 4,500. No snow removal costs incurred in 2023.

Property/Liability Insurance- Reflecting the increase in policy coverage approved last year, the full year premium cost of \$ 15,828 is \$ 2,952 higher than the 2023 expense.

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.

Senior Breakfast Cook - To manage Senior Breakfasts through transition. Total cost \$ 1,440.

These changes raise costs by \$ 34,253 compared to 2023 expenses, with an additional \$ 5,700 provided to clear the unbilled 2023 costs. Based on budgeted revenues the only way these expenses can be met is to increase the additional EF draw from \$ 14,500 in 2023 to \$ 50,000. EF investment income was \$ 77,000 in 2023: total transfers to the Operating Account amounted to 52% of investment income in 2023, which rises to 98% in the 2024 budget. This is not sustainable in the long run. Cost reductions will be made where they can be identified, and there are likely to be lower expenses in 2024 to the extent that we use Supply Clergy to conduct our services in the absence of a full time Rector.

Respectfully,

John VE Brewer
Parish Treasurer

All Saints' Operating A/C, 2024 Budget				
	Actual 2023	Budget 2024	2024 v 2023a	
			Inc/{Dec}	Inc/{Dec}
Income				
40.10 Pledge Income in period	127,445	130,725	3,280	
40.11 Prepaid Pledges release	3,800	10,500	6,700	
All Pledges	131,245	141,225	9,980	7.6%
40.20 Open	7,102	5,000	(2,102)	
40.30 Holiday Offerings	1,320	1,000	(320)	
40.40 Facility Rental	6,538	6,000	(538)	
40.52 Fund Raiser (Dinner)	8,550	5,000	{3,550}	
40.53 Fund Raiser {Other}	2,035	1,500	(535)	
40.54 Contributions	7,089	8,000	911	
Other Revenues	32,633	28,500	(6,133)	-18.8%
40.71 Endowed Music				
40.72 Endowed Outreach	750	750		
40.73 Endowed Education	750	750		
40.74 Endowed Rector	1,500	1,500		
40.75 Endowed Bldg &Ground				
40.91 Special Allocation from EF	14,500	50,000	35,500	
40.90 Earnings Allocation from EF	22,500	22,500		
Endowments/Surplus	40,000	75,500	35,500	88.8%
Total Receipts	203,878	243,225	39,347	16.3%
Clergy Expense				
50.01 Clergy Salary	34,543	34,494	(49)	
50.02 Clergy Pension	17,160	15,038	(2,122)	
50.03 FICA	5,844	5,846	2	
50.04 Medical/VOental Insurance	27,455	27,455	(0)	
50.05 Clergy Deductions	16,679	16,728	49	
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	300	
50.14 Discretionary Fund	550	600	50	
50.20 Transition Costs				
50.15 Supply Clergy	1,088		{1,088})	
	105,821	108,536	2,715	2.6%
Housing Expense				
51.05 Electricity/Rectory	554	575	21	
51.07 Gas-Rectory	1,842	2,000	158	
51.08 Telephone-Rectory	780	780		
51.09 Water-Rectory	569	600	31	
51.10 Contracted Services	862	600	(62)	
51.11 Sewer	270	270		
51.16 Rectory Maintenance		100	100	
	4,676	4,925	249	5.3%
Office Expense				
52.01 Secretary Salary	8,738	23,621	14,883	
52.02 Secretary Deductions	717	2,379	1,662	
52.03 Employer FICA/Medicare	599	1,989	1,390	
52.23 Misc. Expenses	2,683	2,500	(183)	
52.24 Office Supplies	1,661	1,800	139	
52.25 Postage	277	250	(27)	
52.26 Printing	392	400	8	
52.27 Telephone	2,649	3,000	351	
52.28 Contracted Services		17,715	35,939	102.9%
			18,224	
Buildin & Grounds				
53.05 Electricity	7,423	7,500	77	
53.07 Gas	6,957	7,000	43	
53.09 Water	340	350	10	
53.10 Garbage/Contracted Svcs	4,518	15,100	10,582	
53.11 Sewer	190	190		
53.12 Snow Removal		4,500	4,500	
53.16 Church Maintenance	228	1,000	774	
53.34 Supplies and Hardware	539	1,000	461	
53.35 Property/Liability Insurance	12,876	15,828	2,952	
	33,068	52,468	19,400	

		All Saints- Operating A/C, 2024 Budget		2024b v 2023a	
		Actual 2023	Budget 2024	Inc / (Dec)	Inc / (Dec)
Worsh	Expense				
54.01	Organist Salary	14,775	14,774	(1)	
54.02	Organist Deductions	4,326	4,326	(0)	
54.03	Employer FICN/Medicare	1,461	1,461	(0)	
54.20	Nursery Monitoring	40	400	360	
54.23	Misc. Expenses		200	200	
54.42	Supply Organist	(315)	1,500	1,815	
54.45	Music	1,191	1,000	(191)	
		21,478	23,661	2,183	
Education Expense					
55.51	Books/Publications/Films	130	500	370	
55.56	Youth Group	45	500	455	
		175	1,000	825	
Outreach Expense					
56.10	Diocesan Fair Share	15,000	15,000		
56.20	Grants	1,800	800	(800)	
56.40	Special Purpose Collections	(9,585)	(3,200)	6,385	
56.50	Special Purpose Disburse.	9,735	3,200	(6,535)	
		16,750	15,800	(950)	
Hospitality					
57.52	Food and Beverage	291	500	209	
57.63	Hospitality Misc.	1,280	2,440	1,160	
		1,571	2,940	1,369	
Membership					
57.20	Publicity	950	1,000	50	
57.23	Miscellaneous		250	250	
		950	1,250	300	
General Expense					
58.20	Workman's Comp. Ins.	330	400	70	
58.30	Stewardship Program	591	560	(31)	
58.40	Conventions & Travel	555	500	(55)	
59.20	Fund Raiser (Dinner) Exp.	5,135	1,000	(4,135)	
59.30	Misc. Fund Raiser Exp.	210		(210)	
		6,822	2,460	(4,362)	
Total Disbursements		209,026	248,979	39,953	
Net Surplus / (Deficit)		(5,148)	(5,754)		
Cash brought forward		6,449	1,301		
Net Surplus / (Deficit)		(5,148)	(5,754)		
Cash carried forward		1,301	(4,453)		

Anal cal Presentation			
A)	Pledge Income	131,245	141,225
B)	Other Revenues	32,633	26,500
C)	Current Income	163,878	167,725
D)	Operating Expenses	209,026	248,979
E)	Operating Balance	(45,148)	(81,254)
F)	Endowment Fund, regular	25,500	25,500
G)	Sustainable Balance	(19,648)	(55,754)
H)	Endowment Fund, special	14,500	50,000
I)	Balance after capital draw	(5,148)	(5,754)
L)	Opening Cash	6,449	1,301
M)	Funded (unfunded) balance	1,301	(4,453)

**ALL SAINTS' EPISCOPAL CHURCH
ENDOWMENT FUND REPORT FOR 2023**

A. Overview. The Endowment Fund had a solid year in 2023. Although its performance did not equal the Endowment Fund's record-breaking year in 2022, in almost all respects the Endowment Fund's 2023 performance exceeded its 2021 performance. Table 1 below sets forth the key figures regarding the Endowment Fund in 2023:

Table 1: Key Figures

1	Ending Market Value of the Endowment Fund	\$1,209,795
2	Increase [Decrease] in Market Value from Prior Year	[\$22,844] [1.9%]
3	Investment Income (excludes unrealized capital gains)	\$77,041
4	Increase [Decrease] in Investment Income from Prior Year	[\$6,149] [7.4%]
5	Donations	\$8,325
6	Increase [Decrease] in Donations from Prior Year	[\$43,452] [83.9%]
7	Net Income (see Part B below)	\$15,144
8	Increase [Decrease] in Net Income from Prior Year	[\$35,563] [70.1%]
9	Total Return, consisting of: <ul style="list-style-type: none">• Income Yield: 6.67%• Unrealized Capital Gain [Loss]: [3.63%]	3.04%
10	Benchmark: Bloomberg Barclays U.S. Aggregate Bond Index	5.4%

B. Net Income. The Endowment Fund's net income for 2023 was \$15,144, as calculated below.

Gross Income. The Endowment Fund's gross income in 2023 was \$85,366, as set forth in Table 2 below:

Table 2: Gross Income

1	Investment Income (excludes unrealized capital gains)	\$77,041
2	Donations	\$8,325
3	TOTAL	\$85,366

Investment Income. Investment income for 2023 was \$77,041 (income yield 6.67%), compared to \$83,190 in 2022 (income yield 7.21%). As noted in last year's report, however, the investment income in 2022 was unusually high and was expected to be significantly less in 2023. Compared to the investment income in 2021 (\$52,820), investment income in 2023 increased by 45.9%.

Donations. The Endowment Fund received contributions of \$8,325 (\$51,777 in 2022) for several purposes, notably the Mark Douches Music Fund (\$7,200) and unrestricted donations (\$1,000). This represents a decrease in donations of \$43,452 (83.9%) compared to 2022. All of us at All Saints' Episcopal Church would like to thank everyone who donated to the Endowment Fund in 2023.

Expenses. The Endowment Fund's expenses in 2023 totaled \$70,222 (vs. \$84,260 in 2022), as set forth in Table 3 below.

Table 3: Expenses

1	TRANSFERS TO THE OPERATING ACCOUNT	\$40,000
2	CAPITAL AND OTHER EXPENSES	See Below
3	Mark Douches Music Fund Expenses (Choir Section Leader fees, music, etc.)	\$15,578
4	Basement Repairs (Drywall and Flooring)	\$11,842
5	Curtis Jackson Scholarships	\$1,000
8	Tree Trimming	\$975
9	Organ Tuning and Repairs	\$426
10	Columbarium Engraving	\$366
11	Stop Payment Order	\$35
12	SUBTOTAL OF CAPITAL AND OTHER EXPENSES	\$30,222
13	TOTAL	\$70,222

During 2023 (as in all years), Parish operating expenses exceeded Parish revenues (consisting of pledge income, other offerings and contributions, facility rentals and fund raisers). To fund this deficit, \$40,000 was transferred to the Operating Account, which accounted for 52% of investment income. Capital and other expenses (items 3-11 in the table) totaled \$30,222, a decrease from \$40,760 in 2022.

- C. **Investments.** The change in the market value of the Endowment Fund portfolio in 2023 was a decrease of 1.9%. This was primarily the result of three factors. First, the Federal Reserve Bank's interest rate increases reduced the value of the Endowment Fund's income producing investments, which represent 79% of the portfolio. Second, the market value of the Sabine Royalty Trust was negatively affected by lower oil and gas prices, which also reduced dividend payments from Sabine. Third, the 21% of the Endowment Fund portfolio that is invested in equities benefited from the robust stock market performance in 2023 (*e.g.*, the S&P 500 index was up over 24%), which largely offset the other two factors.
- D. **Outlook for 2023.** As the Parish's operating budget indicates, 2024 will put a strain on the Endowment Fund. Most notably, it contemplates a \$75,500 transfer from the Endowment Fund to the Operating Account to fund the Parish's operating deficit. Assuming that the Endowment Fund's investment income in 2024 is the same as in 2023 (\$77,041), it would barely cover this transfer, leaving very little 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 2022 and 2023 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, Niama Jacobs, 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.

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

Respectfully submitted,

Stuart T. Solsky
Endowment Fund Treasurer
January 28, 2024

All Saints' Church Endowment Fund
2023 Year-To-Date Summary

1/20/2024

figures as of end of period	YE 2022	1st Qtr	2nd Qtr	3rd Qtr	4th Qtr	2023 Year-End
Portfolio Balance	1,232,639	1,153,100	1,136,898	1,121,596	1,209,795	1,209,795
Change from End of Prior Year	101,861	(79,540)	(95,741)	(111,043)	(22,844)	(22,844)
Market value Inc. (Dec), from End of Prior Year	55,354	(73,847)	(93,341)	(113,393)	(44,688)	(44,688)
Funds						
Endowed Objective Funds (EOF)	395,146	398,052	400,670	402,889	405,851	405,851
Restricted Funds' Available Balances						
B&G Available Funds	(213,473)	(212,423)	(211,255)	(211,446)	(208,897)	(208,897)
Education Available Funds	14,864	15,313	15,557	15,757	16,704	16,704
Education Scholarship Available Funds	9,819	10,100	9,438	9,675	10,249	10,249
Music/Organ Available Funds	9,721	9,381	7,741	8,306	4,641	4,641
Outreach Available Funds	15,050	15,502	15,748	15,951	16,903	16,903
Rector Available Funds	29,737	30,637	31,123	31,523	33,419	33,419
Available Funds total	(134,283)	(131,490)	(131,647)	(130,235)	(126,980)	(126,980)
Unrestricted Endowment Fund (UEF)	971,776	886,538	867,876	848,942	930,924	930,924
Income and Expenses						
Restricted Fund Donations	32,057	2,500	2,500	-	2,200	7,200
Endowment Donations	19,720	25	-	1,050	50	1,125
Income Earned on Investments	83,190	17,537	18,314	14,620	26,570	77,041
Diocesan Loan pmts (VIM pmt lot 4% 10Yr)	-	-	-	-	-	-
Add'l amount allocated to EOF	-	-	-	-	-	-
Capital, Other Expenses	27,508	12,030	1,143	1,045	7,451	21,669
Mark Douches Music Fund Expenses	13,252	3,550	5,003	-	-	8,553
Budgeted Transfers to Operating Acct	43,500	6,375	11,375	9,875	12,375	40,000
Excess before Inflation Retention	(1,070)	(4,418)	793	3,700	6,744	6,819
Infl. amount retained by UEF	14,098	510	513	516	517	2,056
Excess Earnings retained for Growth	(15,167)	(4,927)	279	3,184	6,227	4,763
Rates						
Income Yield in Period (Annualized)	7.21%	5.69%	6.35%	5.14%	9.48%	6.67%
Capital Appreciation (Depreciation) YTD	4.90%	-6.19%	-7.88%	-9.63%	-3.66%	-3.63%
Net Total Return YTD (Annualized)	12.11%	-0.50%	-1.53%	-4.49%	5.82%	3.04%
<i>Bloomberg Barclays Aaa US Bond Index</i>	<i>-13.01%</i>					<i>5.53%</i>
Inflation Rate, 5 year calendar avg.	2.94%					
Cap'l Fund Payout Rate, Annualized	7.48%	8.93%	7.61%	6.44%	6.12%	6.12%
Outstanding Items						
Oper. Acct. Loan Balance	-	-	-	-	-	-
Unbudgeted Allocation to Oper. Acct	-	-	-	-	-	-
Prepaid pledges (owed Oper. Acct)	(3,800)	-	-	-	(10,500)	(10,500)
Diocesan Loan Balance	-					-
Net Endowment Fund Balance	1,228,839	1,153,100	1,136,898	1,121,596	1,199,295	1,199,295

**All Saints' Church Endowment Fund
2023
Income and Expenses**

1/20/2024

	1st Qtr	2nd Qtr	3rd Qtr	4th Qtr	YTD
Income					
Investment Earnings	17,537.23	18,314.26	14,619.55	26,570.19	77,041.23
Book of Remembrance	25.00	-	50.00	50.00	125.00
Loan Repayments from Operating Acct.	-	-	-	-	-
Unrestricted Donations	-	-	1,000.00	-	1,000.00
Restricted Fund Donations	-	-	-	-	-
Purchase of columbarium place	-	-	-	-	-
Mark Douches Music Fund	2,500.00	2,500.00	-	2,200.00	7,200.00
Other donation - Nursery	-	-	-	-	-
Prepaid Pledges	-	-	-	10,500.00	10,500.00
Total Income	20,062.23	20,814.26	15,669.55	39,320.19	95,866.23
Added Capital	-	-	1,050.00	50.00	1,100.00
Expenses					
<i>Music/Organ</i>					
Konzelman Pipe Organs	-	-	-	426.00	426.00
John Michael Thomas - piano tuning	-	-	-	-	-
Mark Douches Music Fund expenses	3,550.00	5,003.45	-	7,025.00	15,578.45
<i>Rectory - B&G</i>					
Edison Heating & Cooling	-	-	-	-	-
Smiley Drain	-	-	-	-	-
<i>Church/Parish Hall - B&G</i>					
Commercial Flooring & Interiors	11,842.41	-	-	-	11,842.41
Caffrey Tree & Landscape	-	-	975.00	-	975.00
<i>Other</i>					
Engraving Columbarium plaque	187.50	143.00	35.00	-	365.50
Stop payment order	-	-	35.00	-	35.00
<i>Education Scholarship Fund</i>					
Curtis Jackson Scholarship award	-	1,000.00	-	-	1,000.00
Total Expenses	15,579.91	6,146.45	1,045.00	7,451.00	30,222.36
Withdrawals					
Unrestricted Earnings trans. to Oper. Acct	-	-	-	-	-
Total Earnings trans. to Operating Acct.	6,375.00	11,375.00	9,875.00	12,375.00	40,000.00
Loan Repayment to Diocese	-	-	-	-	-
Prepaid Pledges xferrd to Operating Acct	3,800.00	-	-	-	3,800.00
Expenses Paid	15,579.91	6,146.45	1,045.00	7,451.00	30,222.36
Total Withdrawals	25,754.91	17,521.45	10,920.00	19,826.00	74,022.36
Net Income / (loss), cash basis	(5,692.68)	3,292.81	4,749.55	19,494.19	21,843.87
Shading indicates revision to value					

All Saints' Church Endowment Fund
2023 Investment Detail

All Saints' Church Endowment Fund
2023 Restricted Funds

1/20/2024

	YE 2022	1st Qtr	2nd Qtr	3rd Qtr	4th Qtr
Building & Grounds					
Beg. Endowed Balance	152,685	153,808	154,939	156,078	
Donations	-	-	-	-	
Principal Withdrawn	-	-	-	-	
Income Earned	2,172	2,443	1,992	3,697	
Inflation Offset	1,123	1,131	1,139	1,148	
Transfer to Operating Acct.	-	-	-	-	
Inflation amount retained	1,123	1,131	1,139	1,148	
Amount available for Fund	1,050	1,312	853	2,550	
Ending Endowed Balance	152,685	153,808	154,939	156,078	157,226
Available Funds	(213,473)	(212,423)	(211,255)	(211,446)	
+ Income on Fund	-	-	-	-	
+ Income from Endowment	1,050	1,312	853	2,550	
+ Donations (inc Columbarium)	-	-	-	-	
+ Maintenance Alloc.	-	-	-	-	
- Income shortfall for transfer	-	-	-	-	
- Rectory exp.	-	-	-	-	
- Other B&G exp.	-	(143)	(1,045)	-	
Ending Funds Balance	(213,473)	(212,423)	(211,255)	(211,446)	(208,897)
Education Fund					
Beg. Endowed Balance	34,652	34,907	35,087	35,163	
Donations	-	-	-	-	
Principal Withdrawn	-	-	-	-	
Income Earned	493	554	451	833	
Inflation Offset	255	257	258	259	
Transfer to Operating Acct.	-	375	375	-	
Inflation amount retained	255	179	76	259	
Amount available for Fund	238	-	-	574	
Ending Endowed Balance	34,652	34,907	35,087	35,163	35,421
Available Funds	14,864	15,313	15,557	15,757	
+ Income on Fund	211	243	200	373	
+ Income from Endowment	238	-	-	574	
+ Donations	-	-	-	-	
- Income shortfall for transfer	-	-	-	-	
- Education Expenses	-	-	-	-	
Ending Funds Balance	14,864	15,313	15,557	15,757	16,704
Education Scholarship Fund					
Beg. Endowed Balance	20,648	20,800	20,953	21,107	
Donations	-	-	-	-	
Principal Withdrawn	-	-	-	-	
Income Earned	294	330	269	500	
Inflation Offset	152	153	154	155	
Transfer to Operating Acct.	-	-	-	-	
Inflation amount retained	152	153	154	155	
Amount available for Fund	142	177	115	345	
Ending Endowed Balance	20,648	20,800	20,953	21,107	21,262
Available Funds	9,819	10,100	9,438	9,675	
+ Income on Fund	140	160	121	229	
+ Income from Endowment	142	177	115	345	
+ Donations	-	-	-	-	
- Income shortfall for transfer	-	-	-	-	
- Scholarship Payments	-	(1,000)	-	-	
Ending Funds Balance	9,819	10,100	9,438	9,675	10,249

All Saints' Church Endowment Fund
2023 Restricted Funds

1/20/2024

	<u>YE 2022</u>	<u>1st Qtr</u>	<u>2nd Qtr</u>	<u>3rd Qtr</u>	<u>4th Qtr</u>
<u>Music/Organ Fund</u>					
Beg. Endowed Balance	83,203	83,814	84,431	85,052	
Donations	-	-	-	-	
Principal Withdrawn	-	-	-	-	
Income Earned	1,184	1,331	1,086	2,015	
Inflation Offset	612	616	621	625	
Transfer to Operating Acct.	-	-	-	-	
Inflation amount retained	612	616	621	625	
Amount available for Fund	572	715	465	1,389	
Ending Endowed Balance	83,203	83,814	84,431	85,052	85,677
Available Funds	9,721	9,381	7,741	8,306	
+ Income on Fund	138	149	100	197	
+ Income from Endowment	572	715	465	1,389	
+ Donations	2,500	2,500	-	2,200	
- Income shortfall for transfer	-	-	-	-	
- Choir/Organ expenses	(3,550)	(5,003)	-	(7,451)	
Ending Funds Balance	9,721	9,381	7,741	8,306	4,641
<u>Outreach Fund</u>					
Beg. Endowed Balance	34,652	34,907	35,087	35,163	
Donations	-	-	-	-	
Principal Withdrawn	-	-	-	-	
Income Earned	493	554	451	833	
Inflation Offset	255	257	258	259	
Transfer to Operating Acct.	-	375	375	-	
Inflation amount retained	255	179	76	259	
Amount available for Fund	238	-	-	574	
Ending Endowed Balance	34,652	34,907	35,087	35,163	35,421
Available Funds	15,050	15,502	15,748	15,951	15,951
+ Income on Fund	214	246	203	378	
+ Income from Endowment	238	-	-	574	
+ Donations	-	-	-	-	
- Income shortfall for transfer	-	-	-	-	
- Outreach Expenses	-	-	-	-	
Ending Funds Balance	15,050	15,502	15,748	15,951	16,903
<u>Rector Fund</u>					
Beg. Endowed Balance	69,306	69,815	70,174	70,327	
Donations	-	-	-	-	
Principal Withdrawn	-	-	-	-	
Income Earned	986	1,109	902	1,666	
Inflation Offset	510	513	516	517	
Transfer to Operating Acct.	-	750	750	-	
Inflation amount retained	510	359	152	517	
Amount available for Fund	476	-	-	1,149	
Ending Endowed Balance	69,306	69,815	70,174	70,327	70,844
Available Funds	29,737	30,637	31,123	31,523	
+ Income on Fund	423	487	400	747	
+ Income from Endowment	476	-	-	1,149	
+ Donations	-	-	-	-	
- Income shortfall for transfer	-	-	-	-	
- Rector Expenses	-	-	-	-	
Ending Funds Balance	29,737	30,637	31,123	31,523	33,419

STEWARDSHIP 2023

"I am the Alpha and the Omega, the First and the Last, the Beginning and the End."
(Revelation 22:13)

At All Saints' we commonly refer to stewardship as a season. It's a time of discernment, discussion and decision. We also view stewardship as an opportunity for our community to consciously share their (God-given) gifts of time, talent and treasure.

The Greek root of philanthropy may be literally translated as "loving people." The English word can refer to general goodwill to one's fellow people and in modern use it most often refers specifically to the practice of giving money and talent to help make life better for others.

Over the past year we celebrated our sesquicentennial (150th) and therefore to recognize the milestone and provide greater support towards our annual activities selected a stewardship goal of \$150,000.

Parishioners responded. We gained new pledgers and saw increased gifts made. All Saints' families lived and loved their community via philanthropy.

Your gifts supported both the church (building and its people), and the wider communities in which we have played a key role for 150 years. This included a varied and diverse calendar of outreach programming (many times which also gained additional contributions) including Senior Breakfast Plus, Help Vets Pets and Heart for Humanity.

In addition to your financial contribution you also opted to share your time and talent as a volunteer. We saw new faces choose All Saints'; parishioners grow beyond their comfort zone by joining ministries; families finding their why.

When you align your head and your heart, you are a steward. Thank you for making All Saints' a priority. You chose it (and the people with whom you share a pew) to be worthy of your time, talent and treasure.

As we close 2023, we are grateful that you are sharing your gifts. Together, we will provide strength and solace to our fellow parishioners and to those who are seeking a family in faith.

Respectfully,

Natalie R. Krauser
Chair, Stewardship Committee

BUILDINGS AND GROUNDS COMMITTEE

2023 ANNUAL REPORT

In 2023, Buildings and Grounds addressed a number of issues, thankfully nothing very serious. We did find ourselves faced with the problem of our bathroom toilets backing up again. We are continuing to evaluate the cause and hope to rectify it ASAP.

We are in the process of pricing for approval additional niches for our Columbarium, as we have no available spaces. We have architectural drawings submitted to the vendor that supplied the existing niches so as to match what we already have.

Boy Scout Nathan Korner has approached us with an Eagle Scout project. We have been working with him to remove and replace the storage shed located outside of the back door. Both Vestry and The Boy Scout Council have approved the project. Work should begin early in 2024.

Prior to the Bishop's visit to All Saints, The Buildings and Ground committee, along with the Wardens and under the guidance of Marie Fox, "attacked" the grounds in the front of the Church. Having removed old dead trees and shrubs, planting some new ones, and adding mulch to the flower beds, everything is looking much better.

Early in November, working with the scouts, we cleared our property of leaves and small fallen branches for the town pickup. A great job was done by all.

As always, we continue to handle any day-to-day issues as they arise, and we thank everyone for their support.

Respectfully submitted,

Joe Triola / B&G

Sunday School Report 2023*

All Saints' Sunday School uses the “*Lesson Plans that Work*” curriculum published by the Episcopal Church, which follows the Revised Common Lectionary. We follow the Gospel Lesson Plans, which focus on the New Testament. 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 are based on the same readings used in the Sunday service. We combine the lesson plans for both younger and older children, merging the questions and type of activity to reinforce the lesson.

We are pleased to report that we were able to use the Charlotte Baker Sunday School classrooms in the basement of the church for the entirety of this past year. We had fun playing “Hangman” on the whiteboards, using words or phrases from the lessons. Our students really enjoy acting out the stories. Many times, the best way to demonstrate an understanding of the lesson is by drawing pictures. We also took several “field trips” around the church and even outside to look for objects related to the Bible story. For example, we searched for the cornerstone of the church building.

We had newcomers, some kids from visiting families and a few students who recently returned to the program. Our total enrollment remains around six students, with an average attendance of three to four kids. Two of our students moved onto Confirmation class after last year’s session ended in June and were confirmed in November.

All Saints’ Sunday School is still the highlight of our week! “Team All Saints!” is a spirited bunch that spends time together learning about God, Jesus and the disciples.

Respectfully submitted,

Lauren DiSarno and Robin Sampson

*The Sunday school year follows the academic calendar running from September to June. Therefore, this report addresses the second half of the 2022-2023 All Saints’ Sunday school program and the first quarter of the 2023-2024 Sunday school year.)

Hospitality Events 2023

Mardi Gras, 2023 Tuesday, February 21st
--our Annual Pancake Supper and Shrimp Boil

Easter Celebration Sunday, April 9th
--our Annual Easter Celebration following the 10 am service

Memorial Day Lemonade Monday, May 29th
--our Annual Memorial Day parade celebration and lemonade stand

150th Gala Sunday, November 5th
--our 150th Celebration with a post-service brunch, evensong choral concert, and catered dinner at Stage House

Bishop's Visit and Confirmation Sunday, November 12th
--Bishop Sally French's first visit to All Saints' with post-service brunch

Ongoing: Coffee Hours following the 10:00 Sunday Eucharist with sign-ups from parishioners; coffee and tea made prior to the service; Joy Ogunyemi primary contact for Sundays

Music Report 2023

The music ministry at All Saints' continued to grow and flourish in 2023. There were several noteworthy events that occurred. Our Festival Easter Eucharist featured the usual guest trumpet players and the choir sang several triumphant anthems and descants. The Christmas Eve 10 pm service featured the traditional half hour of prelude music including choir, harp, soloists and organ music, as well as anthems and beloved descants.

Perhaps the major highlight of 2023, not only for the music program but also for the entire All Saints' community, was our 150th Anniversary Celebration on Sunday, November 5th. For the morning Festival Eucharist, we commissioned a piece for two trumpets and organ, entitled *All Saints Celebration Fanfare* composed by Laurie Kunzle. It debuted during the prelude of the morning Eucharist with the composer in attendance. That afternoon, the choir, with guest organist John Thomas, presented their second annual choral concert, featuring Franz Schubert's *Mass in G Major* and works by Mozart and Haydn.

We were pleased to welcome three new members to the All Saints Choir in 2023: Steven Douches, Gail Poverman-Kave and Cristina Sohn. I want to extend my thanks and gratitude to these new members and the other members of the All Saints' Choir for their dedication and commitment throughout the year. The members include Stuart Solsky, David Gevry, Beverly Shea, Charlie Beakes, Rasma Abolina, Mary O'Connor, Lois Schembs, Carol Blake, and our wonderful section leaders Victoria and Bruce Reed. I also want to recognize Matt Harder, who began 2023 with us as our bass section leader, before leaving to assume a position as music director at another church.

On a slightly different note, we were thrilled to receive a wonderful gift of a Steinway Grand Piano, replacing the former piano in Lea Hall. It is indeed a tremendous addition to our facility, as several events which include piano are held in Lea Hall.

As we move into 2024, our All Saints' community certainly faces changes and transitions. Yet I look to the choir and the music program as one of the constants in our church that will help guide and sustain us through our period of transition. Among the events planned for this year are a Lenten Evensong in early March and the annual choir concert in November. I am also exploring the possibility of creating a Youth Vocal Ensemble in the coming year.

In Christ,

Dr. Fred Irwin, Director of Music

Worship and Liturgy
Statistical Report as of December 31, 2023

Services Conducted:

Celebrations of Holy Eucharist:

Sundays at 10 am:	53
Other Weekdays:	55
Total:	108
Total Yearly Attendance:	<u>4162</u>

Baptisms:	3
Confirmations:	7
Reception of new members:	3
Marriages:	0
Burials:	2

Baptisms:

Theo Tressler-Gelok
Skylar Dziedzic
Danielle Chuy

Burials:

Amy Slusak
Peggy Tristram

Guest Preachers:

The Reverend Andrew Calandriello
The Reverend Rob Droste
The Reverend Pervez Baig
The Reverend Jane Rockman
The Right Reverend Sally French

Altar Guild Report 2023

2022 brought the Altar Guild fully back to our regular activities, setting up the altar with full Communion, changing the paraments (hangings) to match the liturgical seasons, cleaning and ironing linens, and keeping flowers and candles going.

Our membership for 2022 increased, with Colleen joining us and Joy and Todd able to return. We are now up to eight members, which helps spread the work. New members are always needed and always welcome in this quiet ministry. They 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 \$3,422 in donations, an increase from last year. Our expenses, however, were \$3,462.43, which means we are regretfully going to ask to increase our flower donations just a bit starting this year to \$45. A full financial report is on the next page.

Apple Blossom continues to provide our lovely altar flowers for us at a cost of \$40. The \$5 donation for the flowers, as well as the \$10 donations for the sanctuary lamp, and any additional donations for flowers or lamps fund the necessary altar supply purchases, including Communion bread and wine, candles, and oil. 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. Signups can now be done online as well as by calling the church office:
<https://www.signupgenius.com/go/70a084aada72aa0f49-altar#/>

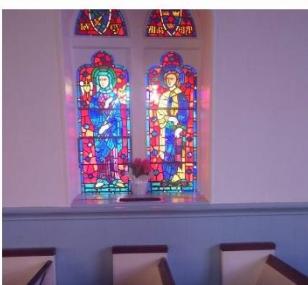
If you are thinking of a special donation in honor of someone, please consider altar appointments such as seasonal linens and metalware. I think I speak for all of us when I say that we remember the people who donated these items and pass down their stories to our members. In particular, rose hangings 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.

Our Easter flowers were from Apple Blossom and our Christmas flowers and wreaths were from our support to Troop 104, as well as an arrangement on the alter and in the standing vase of 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. As always, we want to thank Rev. Susanna for her support and guidance. And I would like to thank all the members for their service to the church and our worship services.

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 12/31/22

	<u>2020</u>	<u>2021</u>	<u>2022</u>
Weekly Flowers & Lamp	650.00	1,700.00	1,625.00
Easter Flowers	60.00	800.00	942.00
Christmas Flowers	415.00	545.00	755.00
Other Donations	<u>98.54</u>	<u>25.00</u>	<u>100.00</u>
Total Receipts	1,223.54	3,070.00	3,422.00
Flowers	1,211.00	3,086.00	3,069.00
Supplies	<u>186.21</u>	<u>213.95</u>	<u>393.43</u>
Total Expenses	1,397.21	3,299.95	3,462.43
Net Balance	<u>(173.67)</u>	<u>(229.95)</u>	<u>(40.43)</u>
Cash balance, begin	<u>1,747.56</u>	<u>1,573.89</u>	<u>1,343.94</u>
Cash balance, end	1,573.89	1,343.94	1,303.51
Prepared by:	JVE Brewer		
	Parish Treasurer		

Annual Report 2023

All Saints' Outreach Committee

The Outreach Committee stayed busy in 2023. With the active leadership of our Rector, Susanna Cates, and a lot of work and ideas contributed by the members of the committee: Rasma Abolina, Carol Albert, Charlie Beakes, Todd Bouverot, Maryellen Douches, David Kelley, Bob Okell, Robin Sampson, Linda Schweikert, Gerry Shea, Erin Wasik and Lynn Susan Wurzberger we carried on our mission. Carol Albert dropped off as a regular member, but still contributes suggestions and help from time to time. We've also gained new members as well. Jim and Stephanie Skidmore and Courtney Auchter joined the committee this Fall and have given us a great deal of help and good ideas of ways for the committee to enhance its effectiveness. Many thanks to all of these fine people for the help and leadership they've provided this year.

All through 2023, as a parish we've continued to support the groups that make up our core commitments. We provided ongoing support to Tricia Nering's Heart for Humanity program, providing toiletries to families with newborn children, baby products to help keep their children healthy and happy and emergency funds to help families in crisis. To celebrate Easter, we provided the children with Easter baskets.

We continued our commitment to the Refugee Assistance Program (RAP), working with Jill Segulin to tell us what their clients need. The need somewhat fluctuates, but we've provided them with toiletries for new refugees and coats for children for the winter. In one instance, we were able to deliver funds to a family that had been unexpectedly pushed out of their apartment by the landlord.

We continued to work with Marilyn LaMarca to support the work of the St. Vincent's Food Pantry in North Plainfield. We've provided food to their clients (some 60 or so each week). Talking with Marilyn we've come to better understand what her clients need. We've included donations of a variety of kinds of meat, something that Marilyn has said doesn't get donated a lot.

We continued the Breakfast Plus! program every Tuesday last year with the single exception the 4th of July. We provided a complimentary breakfast in Lea Hall to seniors in our area as well as entertaining programs and most importantly, an opportunity to experience fellowship with other seniors. This program has been supported by many members of our parish who've brought food, baked or cooked dishes and joined in serving it. We've received donations of food from other

members of the Scotch Plains community, including several local businesses: the Swiss Pastry Shop, John's Meat Market and Max's Bistro. A truly lovely program.

We put together and delivered bags of goodies and things to do for the patients of the Center for Hope and their families in celebration of Spring, something we will continue this Spring.

We continued our commitment to the Veterans living in the Valley Brook Village retirement facility in Basking Ridge. We've contributed to the Help Vets Pets program by collecting money to give to the Berkeley Heights Animal Hospital to pay for expensive treatment for the vets' pets need. We collected food and pet supplies to bring to Valley Brook, so that the vets with pets could pick out the things their specific pets needed. We've collected almost enough pet supplies to do another delivery. We've also collected household paper and cleaning supplies to take to the vets, since a number of them are on public assistance or using food pantries to get enough food and neither of those programs provide for those things.

We don't want to forget the contributions of the Boy Scouts that meet at All Saints' and the Girl Scouts that have come to help this year. During the school year the Boy Scouts have set up the tables in Lea Hall for all the Breakfast Plus! breakfasts, as well as helping out whenever we've needed them. At one of the Breakfast Plus! Bingo events the Boy Scouts called the numbers and Girl Scouts delivered new Bingo cards to the players. In December, Girl Scouts from Evergreen 4t Grade and Nettingham 6th grade stuffed stockings and wrote cards for 50 children from the St. Vincent's Food Pantry. It was a delight to witness the enthusiasm of all these groups.

The most important thing to remember about all the things we were able to do last year is we couldn't have done any of it without the help of the members of All Saints' Parish. Members of the committee may have helped organize or design the activities, but we could not have done it without the help and support of All Saints' members. A big thank you to all who've contributed in so many ways last year. We're looking forward to another year of doing the work that God would have us do.

Respectfully Submitted,

David Kelley

Annual Report for 2023 **All Saint' Men's Lunch Group**

More good food, good conversation and good company. The last Wednesday of every month after the noon service.

Last year, we followed our decision to go out into the Scotch Plains community for our lunches. At Mother Susanna's suggestion, 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. Both 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. We were happy to treat Mother Susanna to all the lunches to show her our thanks for the things she does leading our church community.

Our happy band included:

Charlie Beakes

John Brewer

David Kelley

Bob Okell

Art Richardson

Gerry Shea

Stuart Skolsky

Joe Triola

Joe Urbancik

Kevin Walsh

Mother Susanna Cates (Guest of Honor)

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,

David Kelley

2023 ANNUAL REPORT BSA TROOP 104

Membership:

There are currently 20 boys in Troop 104. We have been graduating large classes for several years, but the Cub Scout influx has been really falling off; we are looking for ways to reach out to applicable youth in the area who have not had the chance to experience scouting through the Cub program (which is not a requirement for joining Boy Scouts)! We hope for several new scouts this March. Maintaining membership has been a challenge; considering that BSA nationwide has suffered continued membership losses during and since the pandemic.

Advancement:

This year we achieved a good merit badge count: 82, and we had 15 rank advancements. Of particular note is that 2 scouts reached the rank of Eagle, the highest Rank in the Scouting program (*Peter Reilly, and Brian Huszcza*).

Community Service:

Our Scouts continued to provide hundreds of hours of Community Service through various service 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:

- Our Troop again achieved **GOLD** in Scouting's "Journey to Excellence" measurement of performance.
- We contributed \$10,000 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 only sold

\$1,900 of popcorn this year due to a series of poor weather weekends; 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 kept our dues per Scout to \$100. 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 resumed 7 weekend camping trips throughout the year and were able to return to Summer Camps: one week at Read Scout Camp and another at Winnebago Scout Reservation. 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) & Ed Thal (Committee Chairman) of Troop 104

2023 Recognitions and Appreciations

Joe Triola: Chairperson, Buildings and Grounds

Lauren DiSarno: Clerk of the Vestry, Sunday School, and Youth Group

Robin Sampson: Sunday School

Joanna Hurley: Altar Guild Head

John Brewer: Treasurer

Joy Ogunyemi: Hospitality

David Kelley: Outreach