

2220 CEDAR STREET • BERKELEY, CALIFORNIA • 94709

PRESENTED AT THE 93rd ANNUAL MEETING OF ALL SOULS PARISH
116th MEETING OF THE CONGREGATION

JANUARY 26, 2020

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ALL SOULS EPISCOPAL PARISH IN BERKELEY

The One Hundred and Sixteenth Annual Meeting of the Congregation

January 26, 2020

STAFF

The Reverend Philip T. Brochard, *Rector*
The Reverend Liz Tichenor, *Associate Rector*
Emily Hansen Curran, *Associate for Ministry Development*
Dr. Jamie Apgar, *Associate for Music*
The Reverend Dani Gabriel, *Parish Deacon*
Steven Zimmerman, *Bookkeeper*
Nettie Pinell and Annie Rovzar, *Administrative Assistants*
Scott Garriott, *Sexton*

Assisting Priests

The Very Reverend Dr. Donald Brown
The Reverend Joseph Delgado
The Reverend Michael Lemaire
The Reverend Dr. Ruth Meyers
The Reverend Dr. Paula Nesbitt
The Very Reverend Dr. Peggy Patterson
The Reverend Dr. Daniel Prechtel
The Reverend Nikky Wood

Seminarian

Annie Jones
Will Bryant

VESTRY & OFFICERS

Laura Eberly, *Senior Warden*
Erin Horne, *Junior Warden*
Priscilla Camp, Kaki Logan, Matt McGinley, *Chaplains*

Class of 2020

Katherine Lisa
Bob Holum
Erin Horne
Matt McGinley

Class of 2021

Stacey Alexeeff
Priscilla Camp
Laura Eberly
George Tharisayi

Class of 2022

Priscilla Camp
Joe Garrett
Kieran King
Kaki Logan

ALL SOULS EPISCOPAL PARISH IN BERKELEY

In the Diocese of California

AGENDA

The One Hundred and Sixteenth Annual Meeting of the Congregation
January 26, 2020

Welcome and Call to Order

Prayer

Introduction to the Meeting

Minutes of the 2019 Annual Meeting

Report of the Nominating Committee

Vestry Candidates:

Irina Wolf-Carriere, Melissa Devereaux, Tim Ereneta, Tonantzin (Toni) Martinez-

Deanery Delegates and Convention Alternates for 2020; Convention Delegates for 2021:

Shawn Adderly, Bill Eldridge, Julie Holcomb, Erin Horne, Calvin Payne-Taylor,

Lenore Williamson

Deanery Delegates and Convention Delegates for 2020 (elected in 2019)

Janet Chisholm, Gretchen Donart, Bruce Morrow, Tim Sullivan, Cathy Thompson,

Dean Williamson

Election of Vestry and Convention Delegates

A Look Back: The Annual Report of All Souls in 1970, delivered in 1971

1601 Parish House Project Progress Report

Presentation of the 2020 Budget: Vimala Tharisayi

A Look Back: The Annual Report of All Souls in 1995, delivered in 1996

2020 Capital Campaign Introduction

Recognition of Retiring Vestry Members

Report of the Rector: The Reverend Phil Brochard

Prayer

Adjournment

*Everyone—observers, visitors, all—are welcome to this parish gathering. Those who are a part of the parish community are invited to participate in the discussion. In accordance with our bylaws, we ask that those who are younger than 16 years, and/or have been part of the parish for fewer than six months, refrain from voting.

ALL SOULS EPISCOPAL PARISH IN BERKELEY

A California nonprofit religious corporation

Minutes of
The 92nd Annual Meeting of All Souls Parish
115th Annual Meeting of the Congregation

All Souls Episcopal Parish in Berkeley
January 27, 2019

Welcome and Call to Order

With a quorum of registered participants being present, Rev. Philip T. Brochard called the meeting into order at approximately 10:15 and opened with a prayer, inviting the Holy Spirit to lead us and expressing gratitude for All Souls as a place and a people.

Minutes of the 2018 Annual Meeting

A motion to approve the minutes of the 2018 annual meeting was made (Cooke/Gutfeld), seconded, and adopted.

Report of the Associate Rector

The Rev. Liz Tichenor shared the story of the night before Christmas when homing signals went off right at dusk and scores of teenage All Soulsians flocked to two East Bay homes for craft colas, pizza sticks, and a wide variety of fellowship activities. There were youth and good times everywhere, but what was just as remarkable was what happened in-between: adult volunteers and parents cleaning up, shuttling teens to and fro, and facilitating connections. It was a small army of people gifting themselves to these fantastic youth and it affirmed to Rev. Liz that good things are happening in this community and this way of showing up for each other is the only way to make it happen.

Report of the Nominating Committee

Outgoing Junior Warden Maggie Cooke presented candidates for Vestry and Diocesan Convention and the Deanery representatives on behalf on the nominating committee of the outgoing Vestry members: Maggie Cooke, Ivor Emmanuel, Bo Burlingham, and Rebecca Whitney.

The Deanery Delegates and Convention Alternates for 2019; Convention Delegates for 2020 were: Janet Chisholm, Gretchen Donart, Bruce Morrow, Cathy Thompson, Dean Williamson. A motion to unanimously elect these candidates was made (Horne/Taylor) and adopted.

The Vestry Candidates were: Glenn Brown, Joe Garrett, Kieran King, Kaki Logan, and Howard Perdue. Printed ballots were distributed, marked by church members, and returned to tellers for counting.

Report of the Senior Warden

Bob Holum couldn't find a single story to encapsulate his year as Senior Warden. So, instead, he offered a series of memorable moments, including working to procure a new refrigerator for the Stewardship dinner, helping to repair the clothes dryer, resting in the knowledge and expertise of the inimitable Marilyn Flood, working alongside the dynamic and talented Maggie Cooke, refraining from offering an opinion on Phil's beard, feeling consistently inspired by the contributions of the congregation, and finally, doing his signature Senior Warden dance while feeling pretty, witty, and gay.

A Look Back: The Annual Report of All Souls in 1969

1969 was a difficult year. The deacon of All Souls wrote that, physically, we were peripherally involved in the "People's Park Crisis," but our congregation was emotionally involved at a deep level. The unrest in Berkeley led to many requests for the church to use the Parish Hall for organizing meetings. During the year, All Souls teetered close to financial crisis and overcame it through loans and individual parishioners stepping up. The report reflected frustration in the decrease in average attendance and difficulties in holding the interest of the youth of the Parish (which would soon be addressed by a youth created worship service).

Report of the Associate for Ministry Development

Associate for Ministry Development Emily Hansen Curran reflected on kinship, a feeling of connection and relatedness to each other. Building kinship is a formational idea as old as the church itself and Emily has some wild and crazy ideas for developing kinship in the congregation, beginning with small groups. Emily recently attended a two-day retreat with Episcopalians on small groups and wants to integrate small group practice with the practice of All Souls. This felt daunting to bring to All Souls. With the help of Erin Horne, a beta group of six has been studying the bible and sharing their faith with each other. An expanded version of this will continue into 2019, stay tuned and get excited.

Presentation of the 2019 Budget

Last year, Marilyn Flood reflected concern at our fiscal situation. But now with 2019 here, the balance between expected income and expenses is much closer than expected. The Infrastructure Task Force has identified cuts and Youth Ministry position remains unfilled (and thereby, unpaid). The Stewardship team earned a 17% increase in pledged giving – 93,000. Marilyn Flood, who tends to understatement, said this was very good news. Looking ahead to 2020, it seems essential (our investment income will end) and possible (the strides we've made so far) to close the gap. In any volunteer organization, it's difficult to wean off of grant funding. We must remember that this is the work of the spirit that enlivens our faith and life together.

Report of the Associate for Music

Jamie Apgar praised the Music Ministry's flexibility, highlighting individual moments where parishioners stepped up, improvising music for a collection that took longer than expected and stepping in for ill choir members. He thanked us all for singing a new song to God every week.

A Look Back: The Annual Report of All Souls in 1994

While 1994 saw great progress, the Parish was also in a time of considerable flux, as the Senior Warden of the time reflected that he had served three Rectors and saw a need for the current Rector to delegate responsibilities in governance. The community also saw a need to seize the present stability and move beyond a crisis mentality, focusing on personal and community development. They were excited about two new bible studies and a net increase in pledges (to 130).

Recognition of Retiring Vestry Members

The Rev. Philip Brochard recognized outgoing Vestry member Ivor Emmanuel (for "helping us understand our context and our fiduciary responsibilities"), Rebecca Whitney (who "grounded us with spiritual conversation and long-term thinking), Bo Burlingham (who drew on vast experience for insight that elevated fine details and the big picture), and our Junior Warden Maggie Cooke (who brought "heart and humor to the monthly meetings and brought grace to her dealings with the city of Berkeley and emerged on the other side). The Rector announced that Laura Eberly will be the Senior Warden for next year.

Report of the Rector

The Rev. Phil Brochard began his report by highlighting our baptisms by immersion this year. Amazingly, three adults agreed to be baptized by full immersion and Rev. Phil will never forget the feeling of being in the water with these three adults—it was as real as life gets.

Next, Rev. Phil shared the story of E, our guest at the Parish House and an asylum seeker from Mongolia. E was at a hearing and apprehended by ICE. All Soulsians found out the amount of the second bail, raised it, and brought him back to the Parish House within 24 hours. It happened without the help of the staff of this Parish at all.

Finally, after considerable work by the congregation on the Parish House Project, we received official, and positive, feedback from the Zoning Adjustment Board. In a particularly poignant moment, one of the members of the board commented that although they were Jewish, this project is a most Christian thing to do. We were honored to hear this.

Rev. Phil Brochard presented the Rector's Cross to Lewis Maldonado for his steady and faithful service to All Soulsians for years, including his leadership of Justice and Peace, his drive for the No Coal in Oakland campaign, and example as a kind and compassionate steward of the environment. Rev. Phil also presented the Rector's Cross to Elena Ramirez who witnessed the canonization of Oscar Romero with an Episcopal delegation and is a remarkable advocate for human rights in our region,

regularly witnessing at detention centers, deportation trials, and organizing with local asylum programs. As Rev. Phil said, “these are challenging times we live in and these are times that call people like Elena Ramirez”

Report of the Tellers: Vestry Elections

Senior Warden Bob Holum announced that Joe Garrett, Howard Purdue, Kaki Logan, and Kieran King were elected to the Vestry.

Dismissal

Rev. Liz Tichenor closed us out with a prayer emphasizing our shared witness and duty to love and the meeting adjourned at 11:10 AM.

Respectfully Submitted,
Andy Willis, *Clerk of the Vestry*

ALL SOULS EPISCOPAL PARISH IN BERKELEY

In the Diocese of California

2019 STATISTICS

Baptisms ~ 12

Diana Ivy Wolfrum (Baptism of Our Lord, January 13)
 Valencia Secoya Gutfeld-Velasquez (Easter Day, April 21)
 Emilia Altieri (Easter Day, April 21)
 Laura Altieri (Easter Day, April 21)
 Leon Wilder Thomas (Easter Day, April 21)
 Taylor Duy Le (Easter Vigil, April 20)
 Maxine Leigh Flood (Easter Day, April 21)
 Emma Calimag-Sisson (Feast of Title, November 3)
 Athena Lynn Crescenzi (Feast of Title, November 3)
 Alec French Sahagun (Feast of Title, November 3)
 Nathan Clarence Good Jackson (Feast of Title, November 3)
 Elinore Marie Rees-Hill (Feast of Title, November 3)

Ordinations

Dani Gabriel, Deacon (November 30th)
 Ari Wolfe, Deacon (November 30th)
 Nikky Wood, Priest (November 30th)

Marriages ~ 0

Confirmations ~ 0

Receptions ~ 0

Deaths ~ 1

Doree Laverty (October 24)

Attendance at Key Services

Lent 1	219		
Easter	727	Vigil	194
		Easter Day	7:30a - 30 / 9:00a - 262 / 11:15a - 241
Pentecost	227		
Feast of St. Francis	254		
All Saints	338		
Advent I	457	Day	7:30a - 28 / 9:00a - 125 / 11:15a - 135
		Festival/L&C	169
Christmas	701	Eve	4:00p - 302 / 8:00p - 236 / 10:30p - 116
		Day	10:00a - 47

Average Sunday Attendance 251

REPORT OF THE RECTOR

Every year as I prepare this annual report, I review my calendar for those previous twelve months. And every year I am surprised by the wide variety of how I am asked/invited/compelled to spend my attention as the Rector of All Souls Parish in Berkeley. This year was no different. There was a lot of time spent in meetings—weekly meetings with our staff and with our Wardens, monthly meetings with our Vestry and with several ministry teams, regular meetings with area clergy and the Bishop's Ranch board. Most of them were life-giving, some felt like they might last until the Rapture.

I was grateful to spend significant time in contemplation for preaching and in writing my weekly Pathfinder reflection. And I gave most of my time and attention by being present with people of this parish, in ways expected and unexpected—hearing about heartache and loss and uncertainty, being present in illness and around death, rejoicing in successful surgeries and clean scans, cheering at swim meets and state high school ultimate games, moving pews, chairs, and altars in the nave, learning about rhythm, tempo, and harmony in architecture, visiting homeless encampments, speaking as part of panels on affordable housing, pounding nails to build tiny homes, moving back pews, chairs and altars in the nave, watching and discussing stunning comedy/performance art with teenagers, laying on hands to take part in the ordination of priests, saying goodbye to parishioners and staff members—it was a full year, and maybe that's where this year's report begins, with the goodbyes, as wishing All Soulsians Godspeed was a consistent theme in 2019, more so than in any year in living memory.

One of the cultural forces that has had tremendous effect on All Souls Parish in this past year has been the sustained technology boom that has fundamentally altered the San Francisco Bay Area and surrounding environs. As job creation has outpaced new housing by an eight to one ratio, the pressures that this boom has placed on residents of the East Bay have been myriad—pace of life, traffic, cost of living, and housing. My goodness, housing. As a result of these factors, it seemed like every Sunday were saying goodbye to All Soulsians; over 20 households have moved away in this past year alone. The effects on our parish have been felt—on Sunday mornings, as we administer the life of the parish, in our collective stewardship for our common life.

Those transitions in 2019 extended to our staff. After a stable first part of the year, the whirlwind began in earnest as in March our Administrative Assistant, Nettie Pinell took three months of parental leave after giving birth to Nicholas, and Emily Hansen Curran then took two months of parental leave in May after Simone was born. In September, we regretfully said goodbye to Nettie as our admin, as she and Daniel prepared for their impending move to Florida. Thanks be to God as our job posting found its way just up the street,

and we welcomed Annie Rovzar as our new Administrative Assistant in October.

But the changes were just beginning, as that same month our beloved Associate Rector, the Rev. Liz Tichenor, received a call as Rector of the Church of the Resurrection in Pleasant Hill. After serving this place for 5 years as Associate Rector, (a gap year in Nevada), 1 year as an Assisting Deacon and Priest, and 2 years a Seminarian, Liz left All Souls Parish. Sigh. On All Souls and All Saints Sunday we laughed, we cried, we sang, we prayed, we gave thanks. And then, thanks to Caroline McCall and Jeannie Koops-Elson, we began the search for a new priest to join us. In the interim, I am incredibly grateful that Whitney Wilson agreed to return to All Souls to serve as our Associate Children & Family until we call our next Associate Rector. Come quickly new Associate Rector!

The theme of housing was found in many ways this past year. Our work to build 34 affordable housing studios for seniors, begun four years earlier just as this crisis was building, kicked into high gear. More funding was secured, this time from the State of California, and more was needed as project costs grew by over one million dollars. Intensive work was spent on the design, and thanks to Kirk Miller and Caitlin Lempres Brostrom, details were attended to and form and function will be met. Due to the upcoming 2020 state building code change, we turned in our permit drawings in late December and hope to break ground in the summer of 2020. In the meanwhile, because of our project, I have been part of several panels with interfaith groups about building affordable housing.

While this transformational work towards permanent housing continues, the crisis of people living unhoused—in cars, in RVS, and in tents—intensified this past year, increasing over 20% in Berkeley and over 45% in Oakland. We joined efforts with Youth Spirit Artworks, giving funds to purchase supplies and taking part in a couple of builds to construct tiny homes that will shelter youth who are currently living on the streets of Berkeley. And thanks to the guidance of the Spirit and the witness and persistence of Tess Taylor, towards the end of the year we began a relationship with the residents of the HERE/THERE camp near the Oakland border. Warm clothes, heavy duty tarps, tents, sleeping bags, art supplies and more were given, and we began what I believe will be an enduring relationship.

In this midst of all of this transition, we continued to make church together. Stephen Ministers walked with people week by week, meals were delivered, rides were offered. Learning about the Christian faith took place nearly every Sunday of the year, with children, youth, and adults. We filled the Bishop's Ranch again for our Parish Retreat immersing ourselves in the story of Joseph the Dreamer. Each age group read and explored a portion of Joseph's life—his childhood with his dreams and brothers, his time in Pharaoh's court

and in prison; and his rise to be governor of Egypt and his eventual reconciliation with his brothers. In a year of change, it was a gift to have the retreat at the Ranch as a consistent touchstone.

And we said goodbye to three of the All Soulsians in 2019 for a more hope-filled reason: ordination. On November 20th at Grace Cathedral, in what we believe to be a first, three All Soulsians were ordained at Grace Cathedral together—Dani Gabriel and Ari Wolfe as deacons, and Nikky Wood as a priest. We wished Godspeed to Ari as she serves as a deacon at St. Paul's, Walnut Creek, and St. Columba's, Inverness. For the moment Nikky is serving All Souls as an Assisting Priest while her next call awaits, and Dani Gabriel has returned to the parish to serve as a shared deacon, between All Souls and St. Alban's Albany. Annie Jones of the Diocese of Iowa continued as a seminarian and was joined by Will Bryant of the Diocese of Western North Carolina.

Even as these changes unfolded over the course of the year, we increased our planning for the decades ahead, beginning the exploratory work for a capital campaign in the year to come. Our Vestry approved an initial proposal in June, and led by Marilyn Flood and Nancy Austin, a steadfast group began meeting over the summer to catalog the capital needs of the parish, which are extensive, seeing as we've only conducted one major capital campaign since 1955. A campaign consultant, Marc Rieke, was hired this past fall as we began the work to see what projects will be both necessary and feasible to support the Gospel work of All Souls for years to come.

And in it all this year we sustained and added to our connections in the wider church and with faith communities in Berkeley. New connections began in tragedy, as in February we gathered again in solidarity to mourn and to pray, this time with the Pacifica Institute, a local Muslim community in Albany, following the terrorist shooting in New Zealand. We were joined that night by members of Congregation Beth El and St. Paul African Methodist Episcopal Church, and this friendship was one that continued through the year. In the months of April, May, and June, St. Paul, Beth El, and All Souls each hosted, "Breaking Bread, Building Bridges," sessions centered on a passage of scripture, conversation over lunch, prayer, and song. In the fall we continued these relationships with a shared foot-washing worship service at St. Paul AME. Thanks to Peggy Patterson, our connections to the wider church expanded yet again, as we welcomed in Brothers John and Emile from Taize, France. On a Monday evening in September, they led a Taize service with over 140 people from all over the Bay and across traditions singing, praying, and holding silence.

Over the course of the year, I continued my practice of teaching and training in congregational development, leading clergy conferences and trainings in Chicago, Mississippi, and Maryland. And, following in a long tradition of rectors who

serve the Episcopal congregation closest to CDSP, it was an honor and joy to teaching with students at CDSP on several occasions.

Once again, I conclude this report immensely grateful to serve as the Rector of All Souls Parish. I am grateful for the remarkable staff that has given heart and soul for the spread of the Realm of God, for the people of this parish who clearly and consistently embody the life of Christ, and for that ever-present Holy Spirit, who continues to show up, no matter the changes of the world around us.

Peace,
The Rev. Phil Brochard
12th Rector, All Souls Parish
Berkeley, California

REPORT OF THE ASSOCIATE RECTOR

As I sit down to write my annual report for All Souls, one last time, I find myself in an oddly liminal space: I left the parish for than two months ago now, beginning as the rector at Church of the Resurrection, Pleasant Hill in November. And yet, I am still technically at All Souls, sitting comfortably in the Parish House where we remain living a little longer. In this in-between time, I'm resting in gratitude for all that this community has been for us — and continues to be — these last five or nine years, depending on how you count. Sitting here with hindsight as my guide, I am particularly grateful for the ways in which All Souls has welcomed complexity together with courage rather than anxiety, again and again. It was not a straight-forward thing for you to morph my role from seminarian and field ed student to assisting deacon and priest, to someone receiving your care out-of-state, to associate rector, to now, which I suppose is the role of someone who has to be gone but who gives thanks for you every day. Repeatedly swapping our relational hats is not a simple thing to live out; it requires that the community exercise thoughtfulness and self-awareness and some plucky trust. I believe enacting this kind of dance is one of your gifts of the Spirit; it has absolutely been a gift to me.

Looking back over 2019, I am struck by the confluence of big happenings — some outward and apparent, others that could easily sail by unseen, but which still carried significant impact.

One of the most obvious signs of life at All Souls this past year was the booming Youth Group as we experimented with a new structure that I trust is being outlined in more detail in another report. It wasn't just the numbers in attendance that caught our attention though, but the spirit of the group: the brave and searching conversations these teenagers entered into in both the middle and high school groups, the way the high school seniors in particular stepped up into more and more leadership for the group, and the way these bonds

began spilling out into Sunday worship and other parish life gatherings. Our youth know a great deal about what is good and true, and they are pointing the way. It is a joy to walk alongside them.

In the same vein, we offered Camp All Souls again this summer. Inspired by the ongoing conversations with St. Paul AME and Congregation Beth El, we focused on the theme of being neighbors. These elementary-age kids were ready to dive into the tough questions; it's clear that they are already well aware of issues of oppression and division in our community and country. It is a mammoth task to pull off a day camp, and these volunteers are nothing short of miraculous in their generosity. It was an awesome thing to behold, this many adults taking vacation time and teens giving up their days to make camp happen for these kids.

One of the less obvious ways we dug into the joys and challenges of our common call was in wrestling with the seemingly perennial questions of how best to offer and organize faith formation for children. Through no small bit of providence, Whitney Wilson began worshipping with us and stepped up to lead a series of conversations with parents and children's ministry leaders, helping folks to articulate what their longings are, what challenges get in the way of us manifesting those hopes. Some of the significant barriers continue to be timing conflicts with other activities (sports, especially) and the question of whether younger children can realistically be expected to sit through Sunday School and worship back-to-back. In addition, finding leaders who are willing to give up being in the service (for Children's Chapel) or attending Adult Formation (for Sunday School) proved to be a consistent puzzle.

Another area of ministry that transpires largely behind the scenes at All Souls is Stephen Ministry. It's the sort of thing that could exist almost without one knowing until they really need it, and then, wow! What a tremendous gift it is. Month after month as I met with the Stephen Leaders to check in, I was inspired by their care, unwavering commitment, and intense thoughtfulness. It is a complex system, trying to make grace-filled matches between Stephen Ministers and care receivers, plan for continuing education to keep the Stephen Ministers well-resourced, reach to recruit new people to the training, and so on. The leaders, year in and year out, do this work with love and grit and brilliance.

Finally, another theme I saw weaving through the community this last year was that of working intently to live well together. It's not an easy thing, being all in, making church together. We span a great spectrum of kinds of people and ways of living, and sometimes that gets messy. I was so heartened to see folks reach to be honest and tender with one another, naming what each needed as individuals, and also making as much room as possible for the other. I saw many people stretch to embrace the practice of giving and welcoming feedback, and do so sincerely and kindly. I witnessed people

getting brave to engage the practice of making amends, and then of learning and discerning a way forward together. It's not simple, and it's not a given, but this year especially, I saw the people of All Souls living out this reconciling way.

Last week I listened to a podcast that explored the idea of quantum entanglement — in essence, it's the idea that mathematically speaking, particles can be in two rather distant places at once, and indeed (so the theory goes) they are all the time. It's mind blowing. And, this theory describes my heart precisely. I am delighted to be stepping out into the new adventure of serving at Church of the Resurrection, and have already fallen in love with the place, the people, the potential there. And. Some part of my heart will always be at All Souls, no matter where I end up. You all have been so generous to me, all these years: thank you for teaching me, for loving me, for sharing yourselves so fully with me, for lifting me up and now for sending me out. I give thanks to God for all of you, and for this place.

All my love,
The Rev. Liz Tichenor, *former Associate Rector*

REPORT OF YOUTH MINISTRIES

If I could describe the youth program at All Souls in one word for 2019, it would be the word steady. After a wild-ish 2018, with leadership turnover and a program overhaul, the start of the 2019 school year has felt like we're in a groove.

But first, let me go back to the beginning of the 2019 calendar year. The year started with a continuation of the 2018-19 year with Youth Group meeting roughly every other Sunday evening at 6:30pm. Our time consisted of gathering, playing, and then breaking into our respective high and middle school groups for conversation, followed by a closing ritual of thanksgivings and prayers. One notable event in the spring was the overnigher we had here at church. Both middle and high schoolers met up to go bowling at Albany Bowl and then returned to the church for pizza and a movie. The middle schoolers watched "Spirited Away" by Hayao Miyazaki and then went home for the night. The high schoolers watched a Netflix comedy sketch called "Nanette" by Hannah Gadsby, a story of sexual abuse and sexism told by the comedian herself. What followed was a breakthrough moment in our youth programming. We witnessed a powerful conversation among the youth full of vulnerability and transformation. This was a watershed moment for the high school group, which led to richer connections and relationships as we finished the 2018-19 program year.

Starting in early May, I went on parental leave (along with my wife Megan, obviously), while The Revs. Liz & Phil, Calvin Payne-Taylor, Annika McPeck, and Blake Harper carried the torch of leadership through the end of the school year. We ended the youth program year on June 9th at

Codornices Park for our end-of-year party where we played foccer (a game of simultaneous soccer and ultimately frisbee) and then gathered for a time of reflection and send-off to our four graduating seniors—Liam Ereneta, Lily Conable, Ivy Bergen, and Tess McGinley.

In the summer, we sent five students (Ivy Bergen, Emi Tahara, Tess McGinley, Emma Calimag-Sisson, and Rowan Ereneta, chaperoned by Sarah Crawford and Kieran King) along with approximately 30 other youth in the GodSquad group (other youth groups from the Bay Area) to Dulac, LA to work with mostly Native Americans of the Houma tribe who live in swamp lands, which regularly flood. The goal was to do some housing rehabilitation work and any other work the community needed. The rest of the summer was relatively quiet.

We kicked off the 2019-20 school year by revisiting Codornices Park for kickball and reflecting on the summer (along with s'mores—there must always be s'mores) on August 25th. This year we had just one 6th grader join the middle school ranks, and sent along four kids to the high school group. In addition to Sunday night Youth Group, we have two other programs going for youth on Sunday mornings: Confirm not Conform, which four youth are doing, lead by Megan Hansen Curran and Calvin Payne-Taylor, and Sunday Morning hangouts in my office, which usually attracts anywhere from 1-8 youth.

As will be reported elsewhere in this year's reports, The Rev. Liz Tichenor then left for The Church of the Resurrection in Pleasant Hill in early November, leaving the leadership team down a major player, however, our seminarian Will Bryant joined and a parishioner Caroline Worsham has joined for the start of 2020. At the close of 2019 the full leadership team consists of me, Calvin Payne-Taylor, and Will Bryant working with the middle schoolers, and The Rev. Phil Brochard, Annika McPeck, and Caroline Worsham working with the high schoolers. Blake Harper jumps in for larger events and Sarah Crawford as the cook and chaperone for the immersion trips in the summer.

Some other notable events for 2019: as always, we had a parallel youth retreat at the Bishop's Ranch during the Parish Retreat where 17 youth were present; we took 12 youth on a camping trip up to Alice Eastwood Group Camp in the Mt. Tam area in November; and in December we had our annual Youth Group Christmas Party/Progressive Dinner where 17 youth were present.

Lastly, the theme for the 2019-20 Youth Group programming is the Realm of God, which we are exploring through some of the parables of Jesus. Both the middle and high groups are charting their experiences on the walls of their rooms (high school in the Parish House, and middle school up in the Crow's Nest). Here is what the middle school students have written so far this year: The Realm of God is... "a city of

patience", "room for improvements", "unexpected goodness, and where "everyone deserves a second chance."

Emily Hansen Curran, *Associate for Ministry Development*

REPORT OF THE ASSOCIATE FOR MINISTRY DEVELOPMENT

I ended my report last year with this, "My hope for 2019 is that I live deeper into what I've been called to do and be here at All Souls. I imagine it will be a year of revisiting things that have been in order to steady them and grow them in depth." It seems, in hindsight, I thought 2019 might be a quieter year. That's cute.

I think I will remember 2019 by these events: Emmaus Groups, staff turnover, baby—and perhaps even in that order.

One of the things that excited me about this job, back in 2015 when I applied, was the opportunity and responsibility to build kinship. While this is the kind of thing that happens in the background of many other things, my direct attention to building kinship had been put on the backburner. My vision was to build a program of small groups, ones that would act as spiritual journeying groups, or groups that provided spiritual discernment. Coming into 2019, I knew this would be the year when I would finally get to throw some real effort behind this vision. In late 2018 we laid the groundwork to get the ball officially rolling in 2019, but still, I was not convinced that this small group idea would work. I had done small groups before, but never created them, and I certainly had never done it here, with you all. But, the two pilot groups that we attempted worked (!), and so we kept on.

I returned to work in mid July after my eight-week parental leave, and jumped back into planning for the Parish Retreat, kicking off the Youth Group for year two of our new leadership structure, the day-to-day tasks of my role (the ROTA and so, so so many emails), and the (to me, anyway) long-anticipated and anxiety-producing launch of the Emmaus Groups. After a few delays (and continued doubt on my part), and with the help and accountability of Erin Horne and The Rev. Phil Brochard, this fall we launched three groups with a total of 24 people in our first round. It's been a tremendous learning experience for me, and I am encouraged, at this point, that this ministry will continue for some time.

Somewhere in September we learned that our admin of two years, Nettie Pinell was going to leave her position here. Having helped train a couple of admins at this point (three, to be exact), I said yes to heading the new admin search committee. So, somewhere in early October we said goodbye to Nettie and hired Annie Rovzar in her place. Annie has been a great addition to our team, with her attention to detail, dry wit, and her eye for the poetic. And, Annie came on board

just in time. In early November our Associate Rector, Liz Tichenor, took a call over in Pleasant Hill. While Liz did an excellent job of outsourcing her roles before she left to a wide range of really excellent and generous folks, her absence has certainly left a hole around the office and the parish.

Lastly, 2019 was the year I became a parent. I have felt an immense amount of support from this community during this phase of my life, and the life of my family. While learning how to be a parent has been difficult at times, it has been do-able given the support we have received from you all.

As far as church and life goes, 2019 had some massive shifts (including changing all the locks on the church building to close out the year). But, we all have demonstrated our ability to hang on and keep on. I suspect the challenges ahead in 2020 will test us even further in this way.

Emily Hansen Curran

REPORT OF THE PARISH ADMINISTRATOR

Dearest All Soulsians,

I'm writing and reminiscing from sunny Ocala, Florida, where it is currently 34 degrees Fahrenheit. Go figure. Settling in to our new parish here has made me nostalgic for All Souls, so it feels like a good time for me to recap 2019:

We started off the year by installing a new internet and phone system, which the 7:30am service attendees will remember as the Era of the Perpetual Beeping. As we navigated the switch to a fiberoptic system, we realized that our fire alarm would only function properly when connected to analog (traditional) phone lines, and it was letting us know this fact every five minutes. Thankfully this was sorted out just in time for me to go on parental leave!

I remain blown away by the commitment of both staff and congregants to put their all into this community. While on leave my job was done, and done well, by the rest of the staff and some fantastic office volunteers. I would especially like to thank Marilyn Flood, without whom so many things would fall through the cracks.

When I returned, the arrival of Simone Hansen Curran meant that Emily was now on parental leave. Again, an amazing team of people stepped in to cover all the bases in the office. However, over the summer it became clear that my own time at All Souls was drawing to a more permanent close for two main reasons: one, my spouse Daniel was moving along in the ordination process with the diocese of Central Florida; and two, trying to hold down two part-time jobs and parent two-under-two meant that nobody was getting

the best I could offer. With the help of the other staff and clergy I began to amend the "HBB" as created by Joy Shih Ng. We worked hard to streamline some processes, especially as regards working with outside groups who use this space.

In departing All Souls I felt at peace knowing you are all in the capable hands of Rev. Phil, Emily, Jamie, Steve, Scott, and now your new admin Annie. I know you'll show her the same humor and grace you have shown me these last few years! I miss the All Souls community fondly, and I pray that you continue to be the love of Christ to each other and to the world.

Warmly,
Nettie Pinell
(not The Dragon but still able to breath fire occasionally)

I came onboard in October as the Administrative Assistant at a seemingly opportune time in the liturgical year—I had just enough weeks to learn the ins and outs of creating bulletins before the Great Christmas Print-Off of 2019! It seems that there is ever an errant comma or missing tab to fix when it comes to the bulletins, and I am slowly learning to be a more patient editor.

I have become well acquainted with our office copy machine which has been, for years I am told, reliably unreliable. We're on decent terms for the time being as we've managed to print all the bulletins without a hiccup.

We've discovered that our intake process for facilities use and rental isn't as smooth or intuitive as we'd like it to be, and we've begun the process of converting certain forms to make the rental process more stream-lined. Still some improvements to be made here.

Liz left All Souls for more pleasant (hill) pastures—I really enjoyed the month we overlapped and the office is a little less bright and funny without her presence!

The elevator immediately started acting finicky when I got here (I do not know of any family curses involving elevators, for the record). Repair people were summoned, and all seems to be in working order now. The heating situation is a different story, however—after several people tinkered around with the thermostat, it appears there are some deeper issues to be worked out here (isn't that always the truth?), so we'll be sending our boiler to therapy (read: we need a new controller). In the meantime, the staff can be found either sweating or wearing our jackets around the office this winter.

On more than one occasion doors were left unlocked and things went either missing or were left behind, including an unpleasant scene in the bathroom that I will leave for you

imagination to fill in. As a safety precaution, we had the locks changed and keys redistributed, which has been a bit of a logistical nightmare. We are very close, I think, to having all the keys in the hands of the designated key holders!

In the little over three months that I've been here, I've been struck by the kindness and graciousness of this community, and by the level of investment parishioners have in parish life. When you say you "make church together", it's certainly doesn't feel like an empty platitude. I'm reminded of how in choirs sometimes, a piece of music will require singers to hold a note for longer than any one singer can actually sustain it, and how singers will thus intentionally stagger their breathing so that everyone gets a break to breathe while the sound carries on.

This feels like an apt analogy for how things seem to work at All Souls. It truly does feel like one living, breathing, singing organism made up of so many individuals who carry each other in different ways. Thank you for all the ways you've invited me into this community and for making my job a real pleasure. I want to thank the staff especially for being so supportive in my transitioning into this role, and to Nancy Austin for being a lifesaver when it comes to figuring out Indesign.

In Peace and Community,
Annie Rovzar, *Administrative Assistant*

REPORT OF THE MUSIC MINISTRY

2019 saw the Music Department engage in new collaborations, develop a newly comprehensive approach to planning, and establish a new mechanism for contributing to social justice.

The year was defined above all by the Women Composers Initiative (hereafter "WCI"). This project raised funds to support the immediate addition of twenty-one works by women to the All Souls music library—all of which are receiving performances during the 2019–2020 choral season—and to provide for future acquisitions. This is meant to help redress the glaring inequity of male dominance in music composition, which is produced in part by the circular nature of artistic canons: to commend, study, or merely perform a canonic work is to re-inscribe the very authority and value that had made it seem worthy of commendation, study, or performance. Such cycles are hard to break without conscious interventions; we hope that purchasing and performing music by women constitutes a (small) step toward rectifying this particular form of gendered exclusion. Countless hours went into combing online databases, lists, and the websites of individual composers to identify works of high quality and appropriate difficulty that were liturgically and theologically suitable for our parish. Donors were invited to read the texts of the chosen pieces, to listen to sample

recordings, and ultimately to direct their support toward the piece(s) they liked best or found most meaningful. The infusion of new music forced the Choir to work especially hard during Advent and Christmas, during which seasons the biggest glut of WCI pieces fell, but the work was doubly rewarding. Most exciting of all, we will get to continue enjoying the fruits of the initiative for years to come!

In order to work musically and liturgically, the WCI further required a comprehensive and long-range approach to planning that was without precedent in this parish but is common in larger churches. As such, a full listing of every single item of liturgical music planned for August 2019 through June 2020 was made available in August on the Music section of the parish website, and was printed in hard copy. The document not only aids our musical leadership but can be a tool for advertising the music program outside the parish. It also organizes our different ensembles, including the Children's Choir, which in the fall began a new rehearsal schedule: rather than rehearse weekly after church, the group now rehearses during the Formation hour (between the 9am and 11:15am services) for a few weeks leading up to performances. The skilled, seemingly inexhaustible pair of Tess Taylor and Toni Martínez Borgfeldt have given so much toward creating a space in which our youngest choristers can not only have fun singing but also, as Tess often reminds them, give a gift back to the church.

Some of the year's most memorable occasions, however, involved collaborations with musicians from outside the parish. On Easter morning, our regular trumpet virtuoso Justin Smith was joined by fellow trumpeter Michael Cox; together they weaved elegant instrumental duets by Purcell and Stanley, blasted mighty fanfares in Bairstow's *Sing ye to the Lord*, and soared over the organ, Choir, and congregation in brand new hymn arrangements crafted specifically for the occasion. On Labor Day weekend we combined forces with the Choir of St. Paul's Episcopal Church, Oakland, giving us enough voices to tackle William Byrd's exultant *Sing joyfully* while leaving just enough room for everyone to fit in the quire (the name for the part of the church occupied by the Choir)! Last but not least, our Christmas Eve string quartet joined the Choir in gracing the air with sounds lyrical, meditative, mysterious, and triumphant, highlighting the many moods that music (including two WCI pieces) helped us experience on that special night.

Whether entirely in-house or bringing in folks from elsewhere, music at All Souls is a grand collaboration. Thus, the most important thing I can do in this space is thank the many people who give their all week in, week out to this core ministry of the church. These are Angel Band leader Ed Hofmann, soprano Sarita Cannon, trumpeter Justin Smith, jack-of-all-musics Tripp Hudgins, and the members of our Angel Band and Choir: Jocelyn Bergen, Nate Conable, John Chakan, Hallie Frazer, Ryan Greene-Roesel, Emily Hertz, Brian Koczan, Ross Laverty, Nat Lewis, Deirdre Nurre,

Richard Page, Paloma Pavel, Jess Powell, Caroline Putnam, Sarah Reynolds, Joe Rosenmayer, Daniel Scuiry, Matt Stimpson, and Carol Terry (additional thanks are due to Joe and Carol for taking the reins in my weeks off). You are a truly great community, not just of musicians, but of people.

Jamie Apgar

REPORT OF THE SENIOR WARDEN

The vestry started 2019 reflecting on the Benedictine rule of life: vows of stability, obedience, and conversion of life. At St. Dorothy's Rest, Rev. Phil walked us through scriptural reflections on these virtues and their roles in communities of faith.

They would prove essential touchstones for a year filled with major projects, big transitions, and the steady pulse of our shared life at All Souls.

Stability – God is not elsewhere

Stability asks that we commit to a rootedness in one another and in a place, saying, "This is where we will be." It requires that we steward our resources and relationships accordingly. This year, as property owners in a community desperately in need of affordable housing, that meant diving headlong into architectural design drawings, city zoning codes, and inscrutable corners of affordable housing policy. Led by the indefatigable Parish House Project Team and working with our partners at SAHA, we have passed countless zoning board and city council checkpoints, submitted final designs, secured local and state funding, and expect to break ground for 35 units of affordable senior housing in the spring.

We also tended our roots of relationship and place through the Breaking Bread and Building Bridges series, hosting interfaith dialogue with our neighbors at Beth El and St. Paul's AME, and through the Climate Justice formation series put on by Justice and Peace. The vestry eagerly supported both projects and was gratified to see high levels of attendance and enthusiasm at each.

Obedience – Listen, ready to respond

The Benedictine understanding of obedience requires attentive, humble listening to God and to community leaders in order to cultivate a disciplined way of life. Vestry relied on this touchstone this year as we heard challenging feedback that as a congregation we were missing opportunities to welcome new people into our community. Emily Hansen Curran and a team of greeter volunteers led us throughout the year to gain a better understanding of where we were falling short and how to move towards being a congregation where all parishioners take an active

role in incorporating newcomers. We rededicated ourselves personally to these practices.

Vestry also laid groundwork for 2020's capital campaign. Spurred to listen and respond by the increasingly insistent demands of our neglected physical plant, we sought and secured a consultant to guide our work and helped assemble the team who will lead us through the campaign next year. This team has already completed feasibility studies, solicited bids, and put together a campaign calendar, and the vestry has complete confidence that the campaign will offer transformation for both our physical space and our common life.

Conversion of life – Openness to what is on the horizon

Stability and obedience, Rev. Phil reflected back in February, provide the foundation for conversion, for returning again and again to the path God calls us to follow. This year saw us through staff transitions with Associate Rector Liz Tichenor taking a job as Rector at Church of the Resurrection in Pleasant Hill and Annie Rovzar taking over from Nettie Pinell as Parish Administrator, parental leaves for Emily and Nettie, and the creation of a new joint appointment for our Associate for Music with Church Divinity School of the Pacific. And, to no one's surprise, All Soulsians stepped up as ever to smooth each transition and fill in for dozens of roles that these staff ordinarily hold. The stability of the community held each of these changes, making conversion at each turn possible.

But nowhere was this rule of life more evident than in the steady stream of candidates for ordination coming before vestry. In 2019, we affirmed and celebrated the ordinations of Nikky Wood to the priesthood, Dani Gabriel and Ari Wolfe to the vocational diaconate, as well as Aaron Klinefelter (who completed his field ed at All Souls) to the priesthood. It was the vestry's privilege to hear from each of these leaders as they moved through the ordination process, and they brought us great hope for the future and continued conversion of the church as it seeks to follow God's path.

On a personal note, it has been an honor and a joy to serve as the senior warden for 2019. I could not have asked for a more thoughtful and dedicated vestry to serve with, nor a more faithful congregation to support.

With love in Christ,
Laura Eberly

REPORT OF THE JUNIOR WARDEN

It all started in the same situation in which you may be reading this report. I was sitting in the Annual Meeting in 2016. Father Phil was reading bits and pieces from annual

reports gone by, or, as I like to call it, story time (every year I kick myself for not bringing a blanket so I can curl up). As I heard names of All Soulsians I love on vestry in years past, who that year were currently holding major roles in the church with gladness, I realized vestry is yet another way that we make church together. Vestry is not a drudgery but something we all share over time. We all take our turn, just as you would in your home or with family, being the one to hold things down for the good of your people.

I knew walking out of that meeting that I would put my name in for the 2017 vestry. It was one of the best decisions I have made in my life. The community that forms each year as one class comes on and another leaves is strong, diverse and committed to the life of All Souls within and outside of these walls. It was an honor and privilege to be a voice representing my church family. Then I began to feel that I had something to offer as a leader in the congregation.

The role of Junior Warden felt like a call, similar to a call to the priesthood, a call to a spirituality or a way that my deep gladness could meet the needs of All Souls. I may not be the best person to squeeze a freezer through a kitchen door as Maggie Cooke did so magnificently in her final year as Junior Warden, but I have a deep sense of intuition that allows me to read people well. I have a sense of where people are at and am able to engage people to share in a way that comes naturally. Plus, I can organize, email, and spreadsheet the heck out of any situation.

A few of my goals for 2019 as Junior Warden were to work with Emily Hansen Curran to launch the Emmaus groups, to be a resource for our parish staff as projects come up, and to represent the voices of the congregation that are sometimes quieter than others. When Emily went on parental leave, I immediately volunteered to handle the ROTA. Wow, what a puzzle that thing is! Tracking which person is serving at the same time as their child or spouse, who can't be chalice bearer because they are already serving another role during communion, and figuring out if there's a good gender balance within all roles in a service is comparable to completing the Sunday crossword puzzle in the New York Times. It was a rush of adrenaline and gave me enormous appreciation for what Emily does and all of you do every Sunday to make church together.

It has been a thrill to see the Emmaus groups grow from a conversation between Emily and me a couple years ago to four groups who now meet regularly. We started with a beta group of people who showed interest in the idea of ongoing house groups to form deep relationships. The people in that group then became leaders of new groups. This wonderful opportunity to come close to the divine and one another keeps evolving thanks to many of you.

Thank you for the honor of being your Junior Warden. Along with my guide dog Opie, the Vestry Dog, we have cherished

the last 3 years. And we pray for anyone who feels that call to lead. Step up, take your turn and thrive.

God's love & mine,
Erin Horne, *Junior Warden*

REPORT OF THE TREASURER

2019 was a robust and dynamic year from a financial standpoint. We have been preparing and navigating towards an exciting array of projects for the future while being deeply committed to our vision and goals. As a community, we have many reasons for gratitude; the information in this report is one of them.

The accompanying financial report for 2019 is in two parts:

1. the Annual Operating Budget final report and
2. the end-of-year Financial Position report. The Financial Position report this year, like last year's report and for the foreseeable future, combines the former Funds report with the financial position.

The 2019 Annual Operating Budget income is in three segments:

1. giving, including those amounts pledged in advance,
2. rental income from the parish hall and church buildings, and
3. investment income and minor banking adjustments.

* Pledged giving this year was \$639,118, which was slightly above our budget projections, and followed the traditional giving pattern. All giving comprised 82% of income.

* Ongoing rental income was close to the predicted level, and casual rental income was strong. These provided 11% of income.

* Investment income accounted for 6% (\$52,274) of income, but the draw on this source was approximately \$5,000 less than projected at the beginning of the year.

Annual expenses for 2018 are in three segments:

1. Ministry related—both internal and external,
2. Buildings/grounds/ utilities/office, and
3. Diocesan and deanery assessments.

Ministry-related Expenses:

* Compensation of salaried staff (rector, associate rector, and associates for music, and ministry development, and administrative assistant) comprising 60% of expenses (\$513,887).

* Ministry team costs related to parish life, worship, formation, and outreach were 10% of expenses (\$81,884).

* Buildings/grounds/utilities/office/miscellaneous costs were 17% of expenses (\$142,220). These provide a base for, and facilitate ministry, so in a sense this is an artificial distinction. Buildings and utilities also contribute indirectly to the rental part of income.

* Diocesan and deanery assessments were 13% of expenses (\$114,324).

* Total expenses were 2% below budgeted.

The 2019 Financial Position report lists cash in the various accounts the church has, other assets, and in the latter part of the listing, the balances in the various designated and restricted funds. Some of the funds have considerable activity during the year; others change only occasionally. The total of designated and restricted funds at the beginning of the year was \$97,483 and now at the end of the year it is \$101,696. Except for an approximate \$6,000 increase in the restricted funds total from end of 2018 to end of 2019, the remaining almost \$25,000 difference was in the designated funds.

The bequest of Anne Jordan from 2011 continues to be held in the Vanguard family of funds for capital costs, especially for those associated with the transition to new church space that will be part of the Jordan House joint senior housing project with Satellite Affordable Housing Associates and the potential repurposing of the undercroft of the church building. The primary investment goal is capital preservation, but until Fall of this year the funds were generating substantial earnings.

Vanguard (Jordan) funds were rebalanced this year in anticipation of the start of the Parish House Project in 2020. Our current strategy is to invest 90% of the total funds invested in Fixed Income instruments which offer stable returns and low volatility. We have also transferred \$22,000 from the Vanguard principle to the Capital Income account. \$6,371.80 was spent on Capital expenses.

The balance of \$15,628.20 from the Capital Campaign Fund is carried forward on the 2019 Balance sheet under 3-5015 the Restricted Funds. The Capital funds are accounted in a different manner than the \$6k to the organ maintenance fund, in part because the money for the organ maintenance came from "operating" surplus, whereas the capital funds are showing below the line.

At the beginning of the year, the balance in the Vanguard funds was \$965,287, of which we considered \$845,340 as principal to be held for capital costs and \$119,947 as earnings (unrealized gain), available for ministry needs, within the limits of the intent of the bequest.

As of December 31, the balance in Vanguard funds was \$1,059,984, of which principle is \$825,340 leaving computed earnings of \$236,644. Subsequent to that, we returned \$4,725 to Vanguard, resulting in computed earnings (unrealized gain) at the end of the year of \$241,369. The increase of \$94,697 from the beginning to the end of 2019 is attributable to market performance.

Looking forward to the 2020 budget, we currently project a marginally lower income with no expectation of a reduction in expenses. Pledged giving is expected to be slightly lower in 2020, by approximately 2%. We will also not have Staff Housing Income as the Parish House Project is expected to be underway in 2020. For these reasons, the draw on investment income is currently projected to be \$90,000, approximately \$37,000 more than in 2019.

2019 financial performance fit within the budgeted expectations for the year. However, our expense and income projections for 2020 call for further need of investment income. It is likely that the entirety of the Jordan/Vanguard principal will be needed for capital purposes by 2021, so earnings from the principal will come to an end by that point.

I am thankful for this opportunity to serve the All Souls community. This has been a year of learning and sustaining fellowship. My sincere thanks to the Finance Committee members - Shelley Altura, Don Gates, Marilyn Flood, John Love, Alma Sahagun and the Rev. Phil Brochard. Maggie Cooke records given income as the Giving Secretary, a related essential role, though not a part of the Finance Committee. And finally, a huge thank you to Steve Zimmerman who brings deep knowledge and supports all of us with a great deal of patience.

Vimala Tharisayi

3:09 PM
01/14/20
Cash Basis

All Souls Episcopal Parish
Balance Sheet
As of December 31, 2019

	Dec 31, 19
ASSETS	
Current Assets	
Checking/Savings	
1-0100 · Checking/Savings	
1-0102 · SavMech-380	45,510.12
1-0103 · Direct Dep - 615	4,971.29
1-0104 · MemFund-966	9,174.35
1-0105 · Mechanics Checking	41,639.34
1-0106 · Capital Campaign Account	15,628.20
1-0107 · Schwab MM	2,001.41
Total 1-0100 · Checking/Savings	118,924.71
1-0108 · Vanguard Money Market	80,000.00
1-1150 · PayPal	1,959.60
Total Checking/Savings	200,884.31
Other Current Assets	
1-0115 · Investments	
1-0116 · Vanguard	823,339.82
Total 1-0115 · Investments	823,339.82
1-1200 · Prepaid Expenses	1,467.00
Total Other Current Assets	824,806.82
Total Current Assets	1,025,691.13
Fixed Assets	
1-3101 · Land/Building/Furnishings	469,987.00
Total Fixed Assets	469,987.00
TOTAL ASSETS	1,495,678.13
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
20000 · Accounts Payable	1,205.03
Total Accounts Payable	1,205.03
Credit Cards	
2-1100 · Credit Cards	
2-1101 · CC-Rector x-5303	438.00
2-1107 · CC - Ministry Development	414.38
2-1109 · CC-Admin Assist x 6643	852.03
Total 2-1100 · Credit Cards	1,704.41
Total Credit Cards	1,704.41
Other Current Liabilities	
2-2000 · Employee Pension Contributions	
2-2305 · Parish Admin Pension Contrib	78.52
Total 2-2000 · Employee Pension Contributions	78.52
2-2300 · Prepaid Donations	
2-2310 · Prepaid Pledges	41,520.02
2-2320 · Prepaid Gifts	30,000.00
2-2330 · Prepaid Facility Use Fees	1,645.00
Total 2-2300 · Prepaid Donations	73,165.02
Total Other Current Liabilities	73,243.54
Total Current Liabilities	76,152.98
Total Liabilities	76,152.98
Equity	



3:09 PM
01/14/20
Cash Basis

All Souls Episcopal Parish
Balance Sheet
As of December 31, 2019

	Dec 31, 19
3-0000 · EQUITY	
3-2000 · Pass-Through Funds	
3-2100 · Pass Through Charitable	2,340.17
3-2200 · Pass Through Non-Charitable	
3-2206 · Bldg Use/Liturgical	350.00
3-2208 · Vestry Retreat	2,145.28
3-2210 · Parish Retreat	2,020.30
3-2212 · Camping	1,005.18
3-2213 · CCD	1,800.00
3-2214 · Miscellaneous	-109.20
3-2215 · Camp All Souls	804.12
Total 3-2200 · Pass Through Non-Charitable	8,015.68
Total 3-2000 · Pass-Through Funds	10,355.85
3-3100 · Vestry Designated Funds	
3-3110 · Sabbatical Funds (E2014)	23,519.26
3-3115 · Literary Events	600.00
3-3120 · Jordan Fund Principle	823,339.82
3-3130 · Fixed Assets Fund	469,987.00
3-3140 · Property Maintenance Fund	12,928.53
3-3150 · Reserve Fund	17,827.60
3-3160 · Personnel Search Expenses	5,000.00
Total 3-3100 · Vestry Designated Funds	1,353,202.21
3-5000 · Restricted Funds	
3-5010 · Arts Project Funds	1,975.33
3-5015 · Capital Campaign Fund	15,628.20
3-5020 · Children & Youth	
3-5021 · Children	1,152.24
3-5022 · eScript	2,385.78
3-5023 · High School Immersion	115.59
3-5024 · Middle School Immersion	651.65
3-5025 · Youth/Children/Families	8,376.96
Total 3-5020 · Children & Youth	12,682.22
3-5030 · Drama	101.41
3-5040 · Key Deposits	165.00
3-5045 · LEM Supplies	17.97
3-5050 · Memorial Fund	9,174.35
3-5055 · Music Funds	
3-5056 · Music - General	6,041.49
3-5057 · Choir Fund	1,406.11
Total 3-5055 · Music Funds	7,447.60
3-5060 · Organ & Instrument Maintenance	6,500.00
3-5063 · Other	60.00
3-5065 · Outreach	9,801.05
3-5070 · Parish Hall Floor Fund	1,765.80
3-5071 · PHse Accompaniment Project	1,067.07
3-5073 · Stephen Ministry	173.28
3-5075 · Vestment Fund	863.03
Total 3-5000 · Restricted Funds	67,422.31
Total 3-0000 · EQUITY	1,430,980.37
32000 · Unrestricted Net Assets	-27,083.42
Net Income	15,628.20
Total Equity	1,419,525.15
TOTAL LIABILITIES & EQUITY	1,495,678.13



All Souls Episcopal Parish
Statement of Activities: Actual Compared to Budget
January through December 2019

Accrual Basis

	Jan - Dec 19	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
4-0000 · INCOME				
4-1100 · Pledge Payments				
4-1101 · Current Pledges	628,661.34	635,886.60	-7,225.26	98.9%
4-1102 · Prior Year Pledges	10,457.00	1,500.00	8,957.00	697.1%
Total 4-1100 · Pledge Payments	<u>639,118.34</u>	<u>637,386.60</u>	<u>1,731.74</u>	<u>100.3%</u>
4-1300 · Plate Offerings				
4-1301 · Offering of Record	17,172.08	20,100.00	-2,927.92	85.4%
4-1302 · Loose Offering	22,150.76	15,000.00	7,150.76	147.7%
Total 4-1300 · Plate Offerings	<u>39,322.84</u>	<u>35,100.00</u>	<u>4,222.84</u>	<u>112.0%</u>
4-1400 · Other Donations				
4-1401 · Special Gifts	15,400.00	17,600.00	-2,200.00	87.5%
4-1402 · Special Days	4,449.82	7,000.00	-2,550.18	63.6%
4-1404 · Other Gifts	10,030.00	12,500.00	-2,470.00	80.2%
Total 4-1400 · Other Donations	<u>29,879.82</u>	<u>37,100.00</u>	<u>-7,220.18</u>	<u>80.5%</u>
4-1500 · Facilities Use				
4-1501 · Dedicated Space Rentals	69,468.15	72,320.00	-2,851.85	96.1%
4-1502 · Other Renters	4,155.00	2,500.00	1,655.00	166.2%
4-1503 · Staff Housing	23,952.06	28,333.00	-4,380.94	84.5%
Total 4-1500 · Facilities Use	<u>97,575.21</u>	<u>103,153.00</u>	<u>-5,577.79</u>	<u>94.6%</u>
4-3000 · Other Operating Income				
4-3001 · Interest Income	144.88	25.00	119.88	579.5%
4-3003 · Investment Income	52,274.16	57,163.57	-4,889.41	91.4%
4-3009 · Misc Income	0.00	25.00	-25.00	0.0%
Total 4-3000 · Other Operating Income	<u>52,419.04</u>	<u>57,213.57</u>	<u>-4,794.53</u>	<u>91.6%</u>
Total 4-0000 · INCOME	<u>858,315.25</u>	<u>869,953.17</u>	<u>-11,637.92</u>	<u>98.7%</u>
Total Income	<u>858,315.25</u>	<u>869,953.17</u>	<u>-11,637.92</u>	<u>98.7%</u>
Gross Profit	<u>858,315.25</u>	<u>869,953.17</u>	<u>-11,637.92</u>	<u>98.7%</u>
Expense				
6-0000 · STEWARDSHIP EXPENSES				
6-2000 · Personnel Salaries & Benefits				
6-2101 · Rector				
6-2102 · Rector Salary & Housing	129,920.40	129,860.45	59.95	100.0%
6-2103 · Rector Benefits	35,742.72	35,742.72	0.00	100.0%
6-2104 · Rector Pension	23,374.93	23,374.88	0.05	100.0%
Total 6-2101 · Rector	<u>189,038.05</u>	<u>188,978.05</u>	<u>60.00</u>	<u>100.0%</u>
6-2201 · Assoc Rector				
6-2202 · Assoc Rector Salary	88,593.97	94,445.00	-5,851.03	93.8%
6-2203 · Assoc Rector Benefits	32,764.16	35,719.17	-2,955.01	91.7%
6-2204 · Assoc Rector Pension	15,583.47	17,000.12	-1,416.65	91.7%
Total 6-2201 · Assoc Rector	<u>136,941.60</u>	<u>147,164.29</u>	<u>-10,222.69</u>	<u>93.1%</u>
6-2301 · Parish Administrator				
6-2302 · Parish Admin Salary	28,471.98	29,715.40	-1,243.42	95.8%
6-2303 · Parish Admin Benefits	381.92	440.36	-58.44	86.7%
6-2304 · Parish Admin Pension	1,387.57	1,485.77	-98.20	93.4%
6-2305 · Parish Admin Pension Match	1,010.37	1,188.62	-178.25	85.0%
Total 6-2301 · Parish Administrator	<u>31,251.84</u>	<u>32,830.15</u>	<u>-1,578.31</u>	<u>95.2%</u>
6-2401 · Associate for Music				
6-2402 · Assoc Music Salary	45,165.33	45,165.33	0.00	100.0%
6-2403 · Assoc Music Benefits	7,173.18	560.00	6,613.18	1,280.9%
6-2404 · Assoc Music Pension	2,322.20	2,258.27	63.93	102.8%
6-2405 · Assoc Music Pension Match	1,857.74	1,806.61	51.13	102.8%
Total 6-2401 · Associate for Music	<u>56,518.45</u>	<u>49,790.21</u>	<u>6,728.24</u>	<u>113.5%</u>



All Souls Episcopal Parish Statement of Activities: Actual Compared to Budget January through December 2019

Accrual Basis

	Jan - Dec 19	Budget	\$ Over Budget	% of Budget
6-2601 · Assoc Ministry Development				
6-2602 · Assoc Ministry Dev Salary	73,683.84	73,683.89	-0.05	100.0%
6-2603 · Assoc Ministry Dev Benefits	14,137.73	12,799.11	1,338.62	110.5%
6-2604 · Assoc Ministry Dev Pension	3,684.24	3,684.19	0.05	100.0%
6-2605 · Assoc Ministry Dev Pens Match	2,947.32	2,947.36	-0.04	100.0%
Total 6-2601 · Assoc Ministry Development	94,453.13	93,114.55	1,338.58	101.4%
6-2709 · Sabbatical Set-Aside	5,684.00	5,684.00	0.00	100.0%
Total 6-2000 · Personnel Salaries & Benefits	513,887.07	517,561.25	-3,674.18	99.3%
6-2550 · Employer Expenses				
6-2551 · Employer FICA & Medicare	15,807.71	14,073.05	1,734.66	112.3%
6-2552 · Worker's Compensation	2,288.00	1,100.00	1,188.00	208.0%
6-2553 · Payroll Processing	1,923.50	2,352.00	-428.50	81.8%
Total 6-2550 · Employer Expenses	20,019.21	17,525.05	2,494.16	114.2%
6-2560 · Professional Allowances				
6-2561 · Rector Allowances	4,073.29	4,000.00	73.29	101.8%
6-2562 · Assoc Rector Allowances	2,465.50	3,000.00	-534.50	82.2%
6-2563 · Parish Admin Allowance	0.00	225.00	-225.00	0.0%
6-2564 · Assoc Music Allowances	1,000.00	1,000.00	0.00	100.0%
6-2566 · Assoc Min Dev Allowance	308.92	300.00	8.92	103.0%
Total 6-2560 · Professional Allowances	7,847.71	8,525.00	-677.29	92.1%
6-3000 · General Operations				
6-3100 · Parish Administration				
6-3101 · Office Machines	10,677.89	10,000.00	677.89	106.8%
6-3102 · Office Supplies	3,511.87	6,500.00	-2,988.13	54.0%
6-3103 · Postage & Mailings	1,156.16	525.00	631.16	220.2%
6-3105 · Communications	390.05	1,500.00	-1,109.95	26.0%
Total 6-3100 · Parish Administration	15,735.97	18,525.00	-2,789.03	84.9%
6-3200 · Information Technology				
6-3201 · IT Services	550.00	750.00	-200.00	73.3%
6-3203 · Software	1,015.33	750.00	265.33	135.4%
6-3205 · Hardware	806.64	1,000.00	-193.36	80.7%
Total 6-3200 · Information Technology	2,371.97	2,500.00	-128.03	94.9%
6-3300 · Other Operations				
6-3301 · Safe Church	-70.00	400.00	-470.00	-17.5%
6-3302 · Archivist	112.38	500.00	-387.62	22.5%
6-3303 · Stewardship	1,321.26	1,500.00	-178.74	88.1%
6-3304 · Congregational Development	0.00	1,800.00	-1,800.00	0.0%
6-3305 · Recruitment Expenses	571.71	500.00	71.71	114.3%
Total 6-3300 · Other Operations	1,935.35	4,700.00	-2,764.65	41.2%
6-3400 · Finance & Corporate				
6-3401 · Insurance	22,384.38	16,737.00	5,647.38	133.7%
6-3402 · County & State Assessments	2,473.87	2,340.00	133.87	105.7%
6-3403 · Bank Fees	55.00	150.00	-95.00	36.7%
6-3405 · PayPal & Square Fees	189.37	50.00	139.37	378.7%
6-3406 · Bookkeeper	8,194.57	7,801.00	393.57	105.0%
6-3407 · Audit	0.00	700.00	-700.00	0.0%
6-3409 · Accounting Office Exp	325.41	250.00	75.41	130.2%
Total 6-3400 · Finance & Corporate	33,622.60	28,028.00	5,594.60	120.0%
Total 6-3000 · General Operations	53,665.89	53,753.00	-87.11	99.8%
6-3500 · Church Property				
6-3501 · Buildings & Grounds				
6-3502 · Supplies	3,161.85	2,500.00	661.85	126.5%
6-3503 · Kitchen Supplies	2,496.90	2,000.00	496.90	124.8%
6-3505 · Repairs & Maintenance	7,940.36	7,500.00	440.36	105.9%
6-3506 · Janitorial Service	13,219.65	15,000.00	-1,780.35	88.1%
6-3507 · Garden Work	3,080.00	3,360.00	-280.00	91.7%
6-3509 · Miscellaneous	80.95	100.00	-19.05	81.0%



All Souls Episcopal Parish
Statement of Activities: Actual Compared to Budget
 January through December 2019

Accrual Basis

	Jan - Dec 19	Budget	\$ Over Budget	% of Budget
6-3510 · Security	2,280.00	2,880.00	-600.00	79.2%
Total 6-3501 · Buildings & Grounds	32,259.71	33,340.00	-1,080.29	96.8%
6-3600 · Utilities				
6-3601 · Energy				
6-3601E · Electricity - Church	1,606.22	2,336.04	-729.82	68.8%
6-3601G · Gas - Church	5,276.60	7,300.80	-2,024.20	72.3%
Total 6-3601 · Energy	6,882.82	9,636.84	-2,754.02	71.4%
6-3602 · Water - Church	3,243.94	4,266.00	-1,022.06	76.0%
6-3603 · Refuse/Recycle - Church	4,372.14	5,832.00	-1,459.86	75.0%
6-3604 · Telecommunications	5,476.64	2,760.00	2,716.64	198.4%
6-3605 · Parish House Utilities				
6-3606 · Electricity & Gas - PHse	5,949.42	7,668.00	-1,718.58	77.6%
6-3607 · Water & Sewer - PHse	4,211.28	5,500.00	-1,288.72	76.6%
6-3608 · Refuse & Recycle - PHse	2,278.70	1,558.45	720.25	146.2%
6-3609 · Guest Reimbursement	-4,568.00	-5,666.67	1,098.67	80.6%
Total 6-3605 · Parish House Utilities	7,871.40	9,059.78	-1,188.38	86.9%
Total 6-3600 · Utilities	27,846.94	31,554.62	-3,707.68	88.2%
Total 6-3500 · Church Property	60,106.65	64,894.62	-4,787.97	92.6%
6-3700 · Assessments				
6-3701 · Diocese	113,624.04	113,624.00	0.04	100.0%
6-3702 · Deanery	700.00	700.00	0.00	100.0%
Total 6-3700 · Assessments	114,324.04	114,324.00	0.04	100.0%
Total 6-0000 · STEWARDSHIP EXPENSES	769,850.57	776,582.92	-6,732.35	99.1%
6-4000 · PARISH LIFE				
6-4100 · Music				
6-4101 · Sheet Music & Permissions	995.82	995.00	0.82	100.1%
6-4102 · Instrument Maint/Rental	1,990.00	2,200.00	-210.00	90.5%
6-4103 · Choir Section Leader/Cantor	11,151.68	14,950.00	-3,798.32	74.6%
6-4104 · Trumpet Musician	8,074.94	7,860.00	214.94	102.7%
6-4105 · Supply Accompanist	1,200.00	2,700.00	-1,500.00	44.4%
6-4106 · Artists	2,195.00	2,100.00	95.00	104.5%
6-4107 · Gospel Choir	458.88	1,800.00	-1,341.12	25.5%
Total 6-4100 · Music	26,066.32	32,605.00	-6,538.68	79.9%
6-4200 · Worship Activities				
6-4201 · Sacristans-Flowers	984.13	1,000.00	-15.87	98.4%
6-4202 · Sacristans Altar Supply	3,482.52	4,000.00	-517.48	87.1%
6-4203 · Acolytes	0.00	400.00	-400.00	0.0%
6-4205 · Arts at All Souls	0.00	200.00	-200.00	0.0%
Total 6-4200 · Worship Activities	4,466.65	5,600.00	-1,133.35	79.8%
6-4300 · Community Building				
6-4301 · Greeters/Newcomers	206.97	200.00	6.97	103.5%
6-4302 · Evangelism	0.00	200.00	-200.00	0.0%
6-4303 · Retreat Scholarships	500.00	500.00	0.00	100.0%
6-4304 · Parish Retreat	700.00	700.00	0.00	100.0%
6-4305 · Continuing the Feast	31.87	100.00	-68.13	31.9%
6-4306 · Dinners/Picnics	1,353.30	1,000.00	353.30	135.3%
Total 6-4300 · Community Building	2,792.14	2,700.00	92.14	103.4%
6-4400 · Hospitality				
6-4401 · Hospitality-Sunday	855.23	700.00	155.23	122.2%
6-4402 · Hospitality-Special Days	292.61	780.00	-487.39	37.5%
6-4403 · Sexton	11,981.25	13,000.40	-1,019.15	92.2%
6-4400 · Hospitality - Other	71.49			
Total 6-4400 · Hospitality	13,200.58	14,480.40	-1,279.82	91.2%
Total 6-4000 · PARISH LIFE	46,525.69	55,385.40	-8,859.71	84.0%



All Souls Episcopal Parish Statement of Activities: Actual Compared to Budget January through December 2019

Accrual Basis

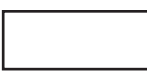
	Jan - Dec 19	Budget	\$ Over Budget	% of Budget
6-5000 · FORMATION				
6-5100 · Children/Family				
6-5101 · Children's Programs	1,970.78	1,800.00	170.78	109.5%
6-5102 · Family Ministry	1,086.79	1,300.00	-213.21	83.6%
6-5103 · Nursery Attendants (incl subs)	8,489.50	9,374.85	-885.35	90.6%
6-5104 · Other Childcare (Programs)	140.00	200.00	-60.00	70.0%
Total 6-5100 · Children/Family	<u>11,687.07</u>	<u>12,674.85</u>	<u>-987.78</u>	<u>92.2%</u>
6-5200 · Youth Ministries				
6-5201 · Sunday School	442.70	750.00	-307.30	59.0%
6-5202 · Youth Group	1,578.76	1,250.00	328.76	126.3%
6-5203 · Youth-Parish Retreat	750.00	750.00	0.00	100.0%
Total 6-5200 · Youth Ministries	<u>2,771.46</u>	<u>2,750.00</u>	<u>21.46</u>	<u>100.8%</u>
6-5300 · Adult Ministries				
6-5301 · Adult Formation	1,621.63	1,000.00	621.63	162.2%
6-5302 · Stephen Ministry	1,860.00	1,860.00	0.00	100.0%
6-5304 · Small Groups	0.00	50.00	-50.00	0.0%
6-5305 · Vocations	0.00	950.00	-950.00	0.0%
6-5307 · EfM	100.00	350.00	-250.00	28.6%
Total 6-5300 · Adult Ministries	<u>3,581.63</u>	<u>4,210.00</u>	<u>-628.37</u>	<u>85.1%</u>
6-5400 · Mission & Outreach				
6-5401 · Peace and Justice	3,995.02	4,000.00	-4.98	99.9%
6-5402 · Open Door Dinners	6,723.19	7,500.00	-776.81	89.6%
6-5403 · Foster Youth Ministry	2,500.00	2,500.00	0.00	100.0%
6-5406 · CDSP	3,500.00	3,500.00	0.00	100.0%
6-5407 · School for Deacons	0.00	250.00	-250.00	0.0%
6-5408 · Climate Change Action Group	500.00	500.00	0.00	100.0%
6-5409 · Integrity	100.00	100.00	0.00	100.0%
Total 6-5400 · Mission & Outreach	<u>17,318.21</u>	<u>18,350.00</u>	<u>-1,031.79</u>	<u>94.4%</u>
Total 6-5000 · FORMATION	<u>35,358.37</u>	<u>37,984.85</u>	<u>-2,626.48</u>	<u>93.1%</u>
6-9001 · Suspense	-0.31			
66900 · Reconciliation Discrepancies	580.93			
Total Expense	<u>852,315.25</u>	<u>869,953.17</u>	<u>-17,637.92</u>	<u>98.0%</u>
Net Ordinary Income	6,000.00	0.00	6,000.00	100.0%
Other Income/Expense				
Other Income				
7-4000 · Non-Operational Income				
7-4100 · Capital Income				
7-4110 · Use of Jordan Principal	22,000.00			
Total 7-4100 · Capital Income	<u>22,000.00</u>			
Total 7-4000 · Non-Operational Income	<u>22,000.00</u>			
Total Other Income	22,000.00			
Other Expense				
7-6000 · Non-Operational Expense				
7-6100 · Capital Expenses				
7-6101 · Admin & Office Expenses	21.80			
7-6102 · Consultant Fees	4,400.00			
7-6103 · Permits & Inspections	1,950.00			
Total 7-6100 · Capital Expenses	<u>6,371.80</u>			
7-6600 · Fund Adjustments				
7-6608 · Organ & Instrument Maintenance	6,000.00			
Total 7-6600 · Fund Adjustments	<u>6,000.00</u>			
Total 7-6000 · Non-Operational Expense	<u>12,371.80</u>			



All Souls Episcopal Parish
Statement of Activities: Actual Compared to Budget
 January through December 2019

Accrual Basis

	<u>Jan - Dec 19</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
Total Other Expense	12,371.80			
Net Other Income	9,628.20			
Net Income	<u>15,628.20</u>	<u>0.00</u>	<u>15,628.20</u>	<u>100.0%</u>



All Souls Episcopal Parish 2020 Budget

	2019 Budget	2020 Budget	\$ Difference	% Change
Ordinary Income/Expense				
Income				
4-0000 · INCOME				
4-1100 · Pledge Payments				
4-1101 · Current Pledges	635,886.60	624,323.48	-11,563.12	-1.82%
4-1102 · Prior Year Pledges	1,500.00	5,000.00	3,500.00	233.33%
Total 4-1100 · Pledge Payments	637,386.60	629,323.48	-8,063.12	-1.27%
4-1300 · Plate Offerings				
4-1301 · Offering of Record	20,100.00	17,000.00	-3,100.00	-15.42%
4-1302 · Loose Offering	15,000.00	15,000.00	0.00	0.00%
Total 4-1300 · Plate Offerings	35,100.00	32,000.00	-3,100.00	-8.83%
4-1400 · Other Donations				
4-1401 · Special Gifts	17,600.00	3,300.00	-14,300.00	-81.25%
4-1402 · Special Days	7,000.00	6,000.00	-1,000.00	-14.29%
4-1404 · Other Gifts	12,500.00	10,000.00	-2,500.00	-20.00%
Total 4-1400 · Other Donations	37,100.00	19,300.00	-17,800.00	-47.98%
4-1500 · Facilities Use				
4-1501 · Dedicated Space Rentals	72,320.00	70,000.00	-2,320.00	-3.21%
4-1502 · Other Renters	2,500.00	5,000.00	2,500.00	100.00%
4-1503 · Staff Housing	28,333.00	0.00	-28,333.00	-100.00%
Total 4-1500 · Facilities Use	103,153.00	75,000.00	-28,153.00	-27.29%
4-3000 · Other Operating Income				
4-3001 · Interest Income	25.00		-25.00	-100.00%
4-3003 · Investment Income	57,163.57	90,054.72	32,891.15	57.54%
4-3004 · Jordan Principal for Staff Hous	0.00	28,333.00	28,333.00	
4-3009 · Misc Income	25.00		-25.00	-100.00%
Total 4-3000 · Other Operating Income	57,213.57	118,387.72	61,174.15	106.92%
Total 4-0000 · INCOME	869,953.17	874,011.20	4,058.03	0.47%
Total Income	869,953.17	874,011.20	4,058.03	0.47%
Gross Profit	869,953.17	874,011.20	4,058.03	0.47%
Expense				
6-0000 · STEWARDSHIP EXPENSES				
6-2000 · Personnel Salaries & Benefits				
6-2101 · Rector				
6-2102 · Rector Salary & Housing	129,860.45	134,015.93	4,155.48	3.20%
6-2103 · Rector Benefits	35,742.72	37,785.50	2,042.78	5.72%
6-2104 · Rector Pension	23,374.88	24,122.87	747.99	3.20%
Total 6-2101 · Rector	188,978.05	195,924.30	6,946.25	3.68%
6-2201 · Assoc Rector				
6-2202 · Assoc Rector Salary	94,445.00	78,140.43	-16,304.57	-17.26%
6-2203 · Assoc Rector Benefits	35,719.17	28,415.25	-7,303.92	-20.45%
6-2204 · Assoc Rector Pension	17,000.12	13,158.05	-3,842.08	-22.60%
Total 6-2201 · Assoc Rector	147,164.29	119,713.73	-27,450.57	-18.65%
6-2301 · Parish Administrator				
6-2302 · Parish Admin Salary	29,715.40	31,696.67	1,981.27	6.67%

**All Souls Episcopal Parish
2020 Budget**

				2019 Budget	2020 Budget	\$ Difference	% Change
			6-2303 · Parish Admin Benefits	440.36	526.00	85.64	19.45%
			6-2304 · Parish Admin Pension	1,485.77	1,584.83	99.06	6.67%
			6-2305 · Parish Admin Pension Mat	1,188.62	1,267.87	79.25	6.67%
			Total 6-2301 · Parish Administrator	32,830.15	35,075.37	2,245.22	6.84%
			6-2401 · Associate for Music				
			6-2402 · Assoc Music Salary	45,165.33	44,980.67	-184.66	-0.41%
			6-2403 · Assoc Music Benefits	560.00	12,574.67	12,014.67	2145.48%
			6-2404 · Assoc Music Pension	2,258.27	2,249.03	-9.24	-0.41%
			6-2405 · Assoc Music Pension Matc	1,806.61	1,799.23	-7.38	-0.41%
			Total 6-2401 · Associate for Music	49,790.21	61,603.60	11,813.39	23.73%
			6-2601 · Assoc Ministry Development				
			6-2602 · Assoc Ministry Dev Salary	73,683.89	76,041.72	2,357.83	3.20%
			6-2603 · Assoc Ministry Dev Benefit	12,799.11	16,913.85	4,114.74	32.15%
			6-2604 · Assoc Ministry Dev Pensio	3,684.19	3,802.09	117.90	3.20%
			6-2605 · Assoc Ministry Dev Pens M	2,947.36	3,041.67	94.31	3.20%
			Total 6-2601 · Assoc Ministry Developn	93,114.55	99,799.33	6,684.78	7.18%
			6-2709 · Sabbatical Set-Aside	5,684.00	6,094.00	410.00	7.21%
			Total 6-2000 · Personnel Salaries & Benefit	517,561.25	518,210.32	649.07	0.13%
			6-2550 · Employer Expenses				
			6-2551 · Employer FICA & Medicare	14,073.05	14,910.37	837.32	5.95%
			6-2552 · Worker's Compensation	1,100.00	2,300.00	1,200.00	109.09%
			6-2553 · Payroll Processing	2,352.00	2,016.00	-336.00	-14.29%
			Total 6-2550 · Employer Expenses	17,525.05	19,226.37	1,701.32	9.71%
			6-2560 · Professional Allowances				
			6-2561 · Rector Allowances	4,000.00	4,000.00	0.00	0.00%
			6-2562 · Assoc Rector Allowances	3,000.00	3,000.00	0.00	0.00%
			6-2563 · Parish Admin Allowance	225.00	0.00	-225.00	-100.00%
			6-2564 · Assoc Music Allowances	1,000.00	1,000.00	0.00	0.00%
			6-2566 · Assoc Min Dev Allowance	300.00	500.00	200.00	66.67%
			Total 6-2560 · Professional Allowances	8,525.00	8,500.00	-25.00	-0.29%
			6-3000 · General Operations				
			6-3100 · Parish Administration				
			6-3101 · Office Machines	10,000.00	10,000.00	0.00	0.00%
			6-3102 · Office Supplies	6,500.00	5,000.00	-1,500.00	-23.08%
			6-3103 · Postage & Mailings	525.00	600.00	75.00	14.29%
			6-3105 · Communications	1,500.00	750.00	-750.00	-50.00%
			Total 6-3100 · Parish Administration	18,525.00	16,350.00	-2,175.00	-11.74%
			6-3200 · Information Technology				
			6-3201 · IT Services	750.00	750.00	0.00	0.00%
			6-3203 · Software	750.00	2,000.00	1,250.00	166.67%
			6-3205 · Hardware	1,000.00	1,000.00	0.00	0.00%
			Total 6-3200 · Information Technology	2,500.00	3,750.00	1,250.00	50.00%
			6-3300 · Other Operations				
			6-3301 · Safe Church	400.00	200.00	-200.00	-50.00%

**All Souls Episcopal Parish
2020 Budget**

				2019 Budget	2020 Budget	\$ Difference	% Change
			6-3302 · Archivist	500.00	500.00	0.00	0.00%
			6-3303 · Stewardship	1,500.00	1,500.00	0.00	0.00%
			6-3304 · Congregational Development	1,800.00	1,800.00	0.00	0.00%
			6-3305 · Recruitment Expenses	500.00	2,000.00	1,500.00	300.00%
			Total 6-3300 · Other Operations	4,700.00	6,000.00	1,300.00	27.66%
			6-3400 · Finance & Corporate				
			6-3401 · Insurance	16,737.00	10,900.00	-5,837.00	-34.87%
					1,617.00	1,617.00	
			6-3402 · County & State Assessments	2,340.00	2,370.00	30.00	1.28%
			6-3403 · Bank Fees	150.00	90.00	-60.00	-40.00%
			6-3405 · PayPal & Square Fees	50.00	250.00	200.00	400.00%
			6-3406 · Bookkeeper	7,801.00	8,626.49	825.49	10.58%
			6-3407 · Audit	700.00	500.00	-200.00	-28.57%
			6-3408 · Rounding			0.00	
			6-3409 · Accounting Office Exp	250.00	320.00	70.00	28.00%
					840.00	840.00	
			Total 6-3400 · Finance & Corporate	28,028.00	25,513.49	-2,514.51	-8.97%
			Total 6-3000 · General Operations	53,753.00	51,613.49	-2,139.51	-3.98%
			6-3500 · Church Property				
			6-3501 · Buildings & Grounds				
			6-3502 · Supplies	2,500.00	3,000.00	500.00	20.00%
			6-3503 · Kitchen Supplies	2,000.00	2,000.00	0.00	0.00%
			6-3505 · Repairs & Maintenance	7,500.00	6,000.00	-1,500.00	-20.00%
			6-3506 · Janitorial Service	15,000.00	15,560.00	560.00	3.73%
			6-3507 · Garden Work	3,360.00	3,360.00	0.00	0.00%
			6-3509 · Miscellaneous	100.00	150.00	50.00	50.00%
			6-3510 · Security	2,880.00	2,880.00	0.00	0.00%
			Total 6-3501 · Buildings & Grounds	33,340.00	32,950.00	-390.00	-1.17%
			6-3600 · Utilities				
			6-3601 · Energy				
			6-3601E · Electricity - Church	2,336.04	2,000.00	-336.04	-14.39%
			6-3601G · Gas - Church	7,300.80	6,500.00	-800.80	-10.97%
			Total 6-3601 · Energy	9,636.84	8,500.00	-1,136.84	-11.80%
			6-3602 · Water - Church	4,266.00	3,900.00	-366.00	-8.58%
			6-3603 · Refuse/Recycle - Church	5,832.00	4,800.00	-1,032.00	-17.70%
			6-3604 · Telecommunications	2,760.00	4,920.00	2,160.00	78.26%
			6-3605 · Parish House Utilities				
			6-3606 · Electricity & Gas - PHse	7,668.00	2,316.00	-5,352.00	-69.80%
			6-3607 · Water & Sewer - PHse	5,500.00	1,665.00	-3,835.00	-69.73%
			6-3608 · Refuse & Recycle - PHs	1,558.45	615.00	-943.45	-60.54%
			6-3609 · Guest Reimbursement	(5,666.67)	-600.00	5,066.67	-89.41%

**All Souls Episcopal Parish
2020 Budget**

				2019 Budget	2020 Budget	\$ Difference	% Change
			Total 6-3605 · Parish House Utilities	9,059.78	3,996.00	-5,063.78	-55.89%
			Total 6-3600 · Utilities	31,554.62	26,116.00	-5,438.62	-17.24%
			Total 6-3500 · Church Property	64,894.62	59,066.00	-5,828.62	-8.98%
			6-3700 · Assessments				
			6-3701 · Diocese	113,624.00	121,231.01	7,607.01	6.69%
			6-3702 · Deanery	700.00	700.00	0.00	0.00%
			Total 6-3700 · Assessments	114,324.00	121,931.01	7,607.01	6.65%
			Total 6-0000 · STEWARDSHIP EXPENSES	776,582.92	778,547.19	1,964.27	0.25%
			6-4000 · PARISH LIFE				
			6-4100 · Music				
			6-4101 · Sheet Music & Permissions	995.00	995.00	0.00	0.00%
			6-4102 · Instrument Maint/Rental	2,200.00	2,700.00	-500.00	22.73%
			6-4103 · Choir Section Leader/Cantor	14,950.00	17,800.00	-2,850.00	19.06%
			6-4104 · Trumpet Musician	7,860.00	7,692.00	168.00	-2.14%
			6-4105 · Supply Accompanist	2,700.00	2,700.00	0.00	0.00%
			6-4106 · Artists	2,100.00	3,500.00	-1,400.00	66.67%
			6-4107 · Gospel Choir	1,800.00	0.00	1,800.00	-100.00%
			Total 6-4100 · Music	32,605.00	35,387.00	2,782.00	8.53%
			6-4200 · Worship Activities				
			6-4201 · Sacristans-Flowers	1,000.00	500.00	500.00	-50.00%
			6-4202 · Sacristans Altar Supply	4,000.00	4,000.00	0.00	0.00%
			6-4203 · Acolytes	400.00	300.00	100.00	-25.00%
			6-4205 · Arts at All Souls	200.00	200.00	0.00	0.00%
			Total 6-4200 · Worship Activities	5,600.00	5,000.00	-600.00	-10.71%
			6-4300 · Community Building				
			6-4301 · Greeters/Newcomers	200.00	200.00	0.00	0.00%
			6-4302 · Evangelism	200.00	200.00	0.00	0.00%
			6-4303 · Retreat Scholarships	500.00	500.00	0.00	0.00%
			6-4304 · Parish Retreat	700.00	700.00	0.00	0.00%
			6-4305 · Continuing the Feast	100.00	100.00	0.00	0.00%
			6-4306 · Dinners/Picnics	1,000.00	1,000.00	0.00	0.00%
			6-4307 · Literary Events	0.00	250.00	-250.00	
			Total 6-4300 · Community Building	2,700.00	2,950.00	250.00	9.26%
			6-4400 · Hospitality				
			6-4401 · Hospitality-Sunday	700.00	500.00	200.00	-28.57%
			6-4402 · Hospitality-Special Days	780.00	780.00	0.00	0.00%
			6-4403 · Sexton	13,000.40	13,416.00	-415.60	3.20%
			6-4400 · Hospitality - Other				
			Total 6-4400 · Hospitality	14,480.40	14,696.00	215.60	1.49%
			Total 6-4000 · PARISH LIFE	55,385.40	58,033.00	2,647.60	4.78%
			6-5000 · FORMATION				
			6-5100 · Children/Family				
			6-5101 · Children's Programs	1,800.00	1,800.00	0.00	0.00%
			6-5102 · Family Ministry	1,300.00	800.00	500.00	-38.46%

**All Souls Episcopal Parish
2020 Budget**

				2019 Budget	2020 Budget	\$ Difference	% Change
			6-5103 · Nursery Attendants (incl subs)	9,374.85	9,901.01	-526.16	5.61%
			6-5104 · Other Childcare (Programs)	200.00	200.00	0.00	0.00%
			Total 6-5100 · Children/Family	12,674.85	12,701.01	26.16	0.21%
			6-5200 · Youth Ministries				
			6-5201 · Sunday School	750.00	400.00	350.00	-46.67%
			6-5202 · Youth Group	1,250.00	1,600.00	-350.00	28.00%
			6-5203 · Youth-Parish Retreat	750.00	750.00	0.00	0.00%
			Total 6-5200 · Youth Ministries	2,750.00	2,750.00	0.00	0.00%
			6-5300 · Adult Ministries				
			6-5301 · Adult Formation	1,000.00	1,000.00	0.00	0.00%
			6-5302 · Stephen Ministry	1,860.00	2,530.00	-670.00	36.02%
			6-5304 · Small Groups	50.00	50.00	0.00	0.00%
			6-5305 · Vocations	950.00	950.00	0.00	0.00%
			6-5307 · EfM	350.00	350.00	0.00	0.00%
			Total 6-5300 · Adult Ministries	4,210.00	4,880.00	670.00	15.91%
			6-5400 · Mission & Outreach				
			6-5401 · Peace and Justice	4,000.00	4,000.00	0.00	0.00%
			6-5402 · Open Door Dinners	7,500.00	6,000.00	1,500.00	-20.00%
			6-5403 · Foster Youth Ministry	2,500.00	2,500.00	0.00	0.00%
			6-5406 · CDSP	3,500.00	3,500.00	0.00	0.00%
			6-5407 · School for Deacons	250.00	0.00	250.00	-100.00%
			6-5408 · Climate Change Action Group	500.00	1,000.00	-500.00	100.00%
			6-5409 · Integrity	100.00	100.00	0.00	0.00%
			Total 6-5400 · Mission & Outreach	18,350.00	17,100.00	-1,250.00	-6.81%
			Total 6-5000 · FORMATION	37,984.85	37,431.01	553.84	-1.46%
			6-9001 · Suspense			0.00	
			66900 · Reconciliation Discrepancies			0.00	
			Total Expense	869,953.17	874,011.20	-4,058.03	0.47%
			Net Ordinary Income (Loss)	0.00	0.00	0.00	
			Net Income (Loss)	0.00	0.00	0.00	

REPORT OF THE ACOLYTE PROGRAM

The acolytes of All Souls Parish continued to serve, learn, and lead in the church. In June, Tess McGinley graduated from the program after eight years of service. We also bade farewell to acolyte masters Andrew Lisa and Katherine Lisa, who moved out of state. Sam Gabriel advanced to the cadre of Crucifer during the year. James Conable advanced as the Acolyte ministry's next Thurifer, serving in the role for the first time on All Saints' Sunday.

We currently have twelve acolytes in active service: Fifi Barash, Zenaida Barash, Benjamin Brochard, Jonah Brochard, Lillian Carson, James Conable, Luke de Valpine, Giulia del Priore, Sam Gabriel, Jasper Kern, Keller Lynch, and Lucas Martin. Children and youth in grades 4 through 12 are welcome to train and serve as acolytes.

—Jennifer Ying

ACOLYTE MASTER REPORT OF THE ADULT FORMATION MINISTRY

The purposes of Adult Formation at All Souls are:

- to offer opportunities for spiritual growth for adults through classes, series, and other events primarily held during Sunday morning formation hour and also at times in evenings
- To tap into the wisdom, passion and expertise of All Souls congregants, as well as other presenters, to provide excellent content that is presented in an accessible way.

Classes are offered between the 9 and 11:15 am services, and an additional Reading Between the Lines class is held after the 7:30 am service. On most Sunday mornings, each adult had the choice of at least three options (two classes and the Reading Between the Lines Bible study). Many people chose one course to attend for an entire series while others dropped in to different classes on different weeks. Class attendance averaged between 15 and 25. During the summer, we had a summer book group. This was the third summer of using a “one book, one parish” approach. We read *Searching for Sunday* by Rachel Held Evans, who died in April of 2019.

This year we took a different approach to generating the class offerings by bringing in an ad hoc group of folks from the parish to brainstorm new ideas for classes. This proved to be an exciting addition to our process and one that we hope to continue for next year.

List of course offerings in 2019

- Faith in Practice: Spiritual Disciplines with Stephen Southern, Dr. Dana Kramer-Rolls, and Dr. Diane Haavik
- Metanoia: The Heart of Transformation with the Rev. Phil Brochard, Sheryl Fullerton, and Emily Hansen Curran
- The Heresy of Whiteness with Dr. Scott MacDougall and Laura Eberly
- O, The (Not So?) Wondrous Cross with Dr. Stephan Quarles
- Eros and Eucharist: Setting the Table with Transformative Love with Dr. Jay Johnson
- Christian Hope: Imagining the “Last Things” with Dr. Scott MacDougall
- Poverty, Criminal Justice, and Christian Values with Don Gates, Kaki Logan, and the Justice & Peace team
- I Feel for You: Exploring the art and science of compassion with Rob Johnson
- Two Newcomer Class series with Emily Hansen Curran and the Rev. Phil Brochard
- Stump the Rectors with the Revs. Phil Brochard and Liz Tichenor
- A Parish House forum with the Parish House Committee
- A class on the prayers of Taize with Brothers Emile and John from the Taize Community in Burgundy
- The Life of David with the Rev. Michael Lemaire
- The Silence of Taize with the Very Rev. Dr. Peggy Patterson and the Rev. Phil Brochard
- Caring for Creation: Hope & Action for Climate Justice with the Right Rev. Marc Handley Andrus, David Hochschild, and Joanna Macy
- The Poetry of Advent with Tess Taylor

Member Responsibilities

Members are responsible for:

- generating ideas alongside the ad hoc group
- working between meetings to recruit presenters, help develop content, handle logistics, gather and analyze feedback
- maintaining connections with other committees attending formation hour events
- listening for topics needed or valued by congregants

2019 Changes

Rob Johnson moved away in June and so stepped down from the committee. Cara took over as Chair of the committee. Dana Kramer-Rolls stepped down from the committee.

Members 2019 Forward

Cara Jobson (Chair), the Rev. Dr. Ruth Meyers

—Cara Jobson, on behalf of the Adult Formation Committee

REPORT OF ARCHIVES AT ALL SOULS

The work of the Archives is never ending. Sorting and filing goes on (and on). The people of All Souls have been generous in supplying items from their own archives. There is still much work to do, especially in coordination electronic and paper files.

The parish is fortunate to have vestry minutes going back to the first vestry meeting in 1926, copies of Pathfinders and its predecessors going back to the 1950s, Sunday bulletins going back to the 1970s with a few earlier, pictures going back to the very beginnings of All Souls Chapel in 1905, and many more items of All Souls' history. The materials continue to grow in the small Archive rooms in the undercroft. Collecting and maintaining these materials is an ongoing project. The newest project is to develop a display presentation of a "Walk through All Souls' History", which will display pictures from the past with a narrative about the pictures. We hope this display can be ready by Lent.

Assistance with specific projects is needed. Projects to preserve the parish history include sorting and identifying photographs, taking oral histories of parishioners, and researching in city and regional libraries for information about the parish and parishioners. Volunteers would be most welcome.

—Thomas Burcham, *Archivist*

REPORT OF ARTS AT ALL SOULS

Members: Michelle Barger, Jocelyn Bergen, Renae Breitenstein, Melissa Deveraux, Diane Haavik, Kieran King, Jeannie Koops-Elson, Margaret Sparks, Cathy Thompson

Arts at All Souls is a loosely-banded group of All Souls members who relish project-based endeavors to augment liturgical experiences. We are moved by the spirit – often at the 11th hour – and manage to create inspiring visual designs and artworks for worship and parish events.

Lent

Customized Stations of the Cross have become a tradition at All Souls, and for over a decade, members have created versions through photography, design, poetry and sculpture. New member Kieran King, a graphic designer, sought to re-experience what had become familiar scripture through contemplative digital collages. By richly layering photographs, illustrations and typography, Kieran offered a fresh way for worshippers to enter into Christ's Passion anew.

Another new contribution was created by Jocelyn Bergen for Palm Sunday. Repurposing old weathered wood, she created

a cross with numerous holes throughout for parishioners to place prayers written on pieces of purple paper.

Easter

In the middle of the great Easter Vigil, a wall hanging of densely layered, shimmering ribbons by Jeannie Koops-Elson was hoisted up the reredos just in time for worshippers bursting through the narthex doors with the news of the Risen Christ. Primarily satin white with hints of purple, gold and spring green, the cascading strands were activated with the gentle motion of a small fan.

Creating our own Paschal candle from the previous year's candle stubs is another tradition carried from year to year at All Souls. Jocelyn made the candle and also decorated the surface with a Resurrection image inspired by the Resurrection icon in the nave.

All Soul/All Saints Feast

In 2018, we borrowed a practice used by a parish in Portland, Oregon, where a "cloud of witnesses" surround worshippers during All Saints Sunday and several weeks to follow. We brought back the organza panels, made from colors to complement the stained glass, and placed them on the columns surrounding the pews. Parishioners attached photographs of their loved ones who have passed on from this world.

Advent and Christmas

The Advent Festival kicks off the Advent season at All Souls, and Arts at All Souls partners with Parish Life in designing the star ornament project after the service. This year, Jeannie Koops-Elson and her sons created wooden discs/cross-sections from a tree branch from their yard to serve as the substrate for a star design. After predrilling holes for hanging, hand-cut star stencils were used to create Advent blue stars on the wooden discs. Of course, no ornament project is really complete without adding glitter paint.

On Christmas Eve 2018, Jocelyn piloted a wall hanging made from marbled gold ink on paper, with the intention of expanding it into an ASEP community activity leading to Advent and Christmas 2019. The subsequent project was launched during the Parish Retreat at Bishops Ranch where anyone interested created design patterns on sheets of prepared paper using marbling techniques. The dominant colors were shades of Advent blue with hints of gold and purple. The resulting panels were joined together to make: vertical hangings for the nave columns on the 1st Sunday in Advent; vertical hangings for the side panels of the reredos for the 2nd Sunday; and a grand, "tapestry" of panels for the central reredos on the 3rd Sunday. Finally, an 8-point paper star was added on the 4th Sunday, collaged from the marbled gold panels from Christmas 2018. For Christmas, all of the

Advent Blue panels were removed, with the star remaining on the reredos and paper stars from the marbled gold paper adorning the side columns.

Other parish activities:

Caring for Creation: Hope & Action for Climate Justice

Paloma Pavel reached out to Arts at All Souls with a proposal to collaborate on projects for the Climate Justice forums in the month of November. Jeannie and Jocelyn responded heartily, with homemade beeswax wraps (made from squares of cotton fabric and leftover blessed beeswax from other projects) and an oversized, circular redwood “loom” (for guests to weave flowers and other natural cuttings from nature). Both were a huge success – one offering functional and sustainable art to take home, and the other transforming a meeting space and serving as a centering focal point for the discussion.

New Years Day Reading

Hallie Frazer resurrected an All Souls tradition of a New Year's Day reading. This year, a group gathered to T. S. Eliot's *Murder in the Cathedral*. The day was enjoyed by all, with interest expressed in more theatrical opportunities.

My deep thanks to all who cherish the role the arts can play in enhancing worship, offering new points of access to spiritual experience.

—Michelle Barger

REPORT OF THE EVANGELISM TEAM

“Will you proclaim by word and example the Good News of God in Christ? I will, with God's help.”

Every Sunday, after the 11:15am service, the Evangelism team heads out to the side of the church on Cedar, to the triptych (that big wooden structure with two chalkboards and a banner). We erase the writing left by passersby during the week, in response to prayer requests and a prompt that usually reads “This week I will...” or “These are the ways I ...”. Every Sunday, we write a new prompt based on the sermon from that day that aims to encourage reflection and conversation in our community. It is always interesting to read the responses before writing the new prompt. They always range from the thoughtful and profound to the funny, trivial, and sometimes even harsh or aggressive. Whatever the response, it amazes me that there are always so many people who decide to stop, grab a piece of chalk and write. One Sunday while I was writing the prompt for the week, a young man, maybe in his 20s, stopped and thanked me. He said that he walks by the church every day, and reading the triptych is the highlight of his day.

I believe that the triptych captures the essence of All Souls: stating clearly where we stand in issues that matter, while encouraging conversation and debate and being welcoming and open to all. May we all be inspired to be the same in our daily lives.

In Christ,
Tonantzin (Toni) Martinez-Borgfeldt

REPORT OF THE NEWCOMER/GREETER MINISTRY

This year was an interesting one for the Newcomer/Greeter team. It all started at the Vestry retreat in early February when the Vestry decided to make newcomers one of their priorities for the year. The change they wanted to see was that All Souls go “from a congregation where the work of actively engaging newcomers is delegated to staff and a few people to a congregation where all parishioners take an active role in incorporating newcomers.” While this aim was set, the work of figuring out how to make this happen was left in part to the Vestry, and in part to the Newcomer/Greeter team.

In April I went back to the Vestry and presented the above from-to statement worked out in the Beckhard Change Model:

$$C = V \times F \times D > R$$

or

Change = (the vision of the desired state)(tangible first steps toward the vision)(dissatisfaction with the current state) > the natural human tendency to resist change

In this initial meeting, we defined all of these variables but F, the tangible first step. That was left to me, Phil, and the Newcomer team. There was another, unmentioned, variable in this equation, which was time, as I was preparing to be gone for 8 weeks on my parental leave starting in May. This left a sense of urgency to the plan, but also a welcome break in our system. So in May, I formed a new trial, short-term newcomer team consisting of Molly Nicol, Renae Breitenstein, Mardie Becker, and Howard Perdue. Their task was simply to do the work that I normally do on a given Sunday as it relates to newcomers. While this plan proved to be unsustainable, it did help point the way to new directions, which we worked out once I returned in July.

Our Head Greeters in 2019 were a stellar team of Gloria Bayne, Martha & Howard Perdue, Tom Reilly, Cathy Thompson, David Gutfeld and Kim Velasquez, Gretchen Donart, Mary Rees, and Bob and Pat Cross; and our greeters were Kate Garrett, Jenny Kern, Sharon Roberts, Roger Glassey, Wendy Calimag, and Beryle Chandler-Carson.

As in most years, we attempted to orient newcomers and new members to our community through varied methods. This year we hosted a Meet & Greet in the spring during the Formation Hour, first with me and then with Phil. Then, for the fall, we hosted a three-part class, teaching the Membership Expectations through the lens of practice, values, and history, which both Phil and I taught. We saw at least 113 visitors come through on Sunday mornings (with many more having visited without signing our guest book or filling out a pew card!) and welcomed 29 new members in 2019. We had 8 adults take the Catechumenate class—the third year with the new curriculum written by Dr. Stephan Quarles, Andrew Lee, and myself.

We finished the year with the same systems we started, but change is in the wings. We feel hopeful that 2020 will bring with it more of the shifts that Vestry articulated at the beginning of 2019, so that All Souls continues to be a place where all souls feel welcome.

—Emily Hansen Curran

REPORT OF THE JUSTICE AND PEACE MINISTRY

Mission and Leadership

The All Souls Justice and Peace Ministry encompasses shared concerns and activities that reach beyond the Parish membership. This ministry calls us to be the Gospel in action in the world by identifying needs in our local community, the nation and the world; by bringing information about these needs to the congregation for reflection, prayer and action; and by providing opportunities for individual and collective participation in a range of activities that address these needs. The Justice and Peace Ministry Leadership Team consists of approximately ten All Souls parishioners who meet monthly to coordinate ongoing programs and develop new opportunities for actions that respond to needs in our community and in the wider world.

Highlights of 2019 Justice and Peace Ministry Activities

Immigrant Detention – Care and Advocacy

Our team continues to place a strong emphasis on providing a faith-based response to detained immigrants and migrant refugees who are fleeing violence and seeking asylum in the US. We continued our participation in the Parish House Accompaniment Program, which provides transportation, translation, housing, meals, and other forms of accompaniment to immigrants who have been granted asylum or who have been released from the Detention Center while awaiting further court proceedings. We have maintained two bedrooms in the Parish House, along with access to the kitchen and a bathroom, to provide short-

term emergency housing to recently released immigrants. (With the commencement of construction of affordable housing on the current site of the Parish House in 2020, we will no longer be able to provide temporary housing for those seeking asylum, but remain committed to offering other forms of accompaniment.) We provided housing and accompaniment to a family of five from Honduras in the spring of 2019. After they transitioned to more permanent housing in the area, we continued to maintain a strong accompaniment relationship with them. One member of our team, Kaki Logan, was able to assist the couple in getting married, and we used funds from our budget to help defray the costs of the marriage license and other related expenses. We also worked to obtain legal representation for the family.

With the closing of the West County Detention Center, the vigils organized by the Interfaith Movement for Human Integrity are now held in front of the ICE building in San Francisco on the second Friday of each month. Although having the vigils on a weekday has made participation by the congregation more challenging, some members, particularly Elena Ramirez, continue to attend the vigils as they can. Members of All Souls also have attended immigration court hearings, along with members of other faith communities, to show support for immigrants seeking asylum.

Acting for Racial Justice

In the spring of 2019, All Souls joined two other Berkeley faith communities -- St. Paul African Methodist Episcopal Church and Congregation Beth El – for three lunch-time gatherings at which members of each of the three congregations and their clergy broke bread together and shared experiences. The first gathering was hosted by St. Paul, the second by All Souls, and the third by Congregation Beth El. We live in a culture that is often divided by race and religion, and acts of violence against members of certain racial and ethnic groups have shown a disturbing upward trend over the past two years. These three gatherings offered a remarkable opportunity for different faith communities to learn from each other and discover what unites us in our related faith traditions. We hope the relationships we have begun to form will continue in the coming years.

In May, Don Gates and Kaki Logan led a three-part formation series entitled “With the Least of These: Criminal Justice, Poverty, and the Christian Perspective.” The series strengthened awareness of how the criminal justice system weighs most heavily on the poor, the interplay of poverty, justice and race, and what we are called to do as a Christian community.

Climate Action and Environmental Justice

Climate action has been an area of focus for All Souls for several years. In August 2019 the All Souls Vestry strengthened that commitment by passing the following resolution making

climate justice a parish-wide initiative: “We resolve that the parish embrace climate justice as a parish priority in our education, action, worship, and prayer life. The parish will pursue joint action by engaging ministry teams in this effort and by collaborating with other faith communities.” To implement this resolution, a Climate Team began planning a series of activities for the 2019-2020 period, entitled “Caring for Creation: Hope & Action for Climate Justice.”

In November the parish held three adult formation forums, examining climate justice through different lenses. A team of All Souls members, led by Paloma Pavel, did extensive preparation for these events. On November 7, Bishop Marc Andrus spoke to us about his vision and climate work in the diocese and Berkeley Mayor Jesse Arreguin addressed the work the City of Berkeley is doing. Then on November 17th, we welcomed David Hochschild, Chair of the California Energy Commission, who provided us with a wonderful summary of California’s movement toward clean energy. We closed the series with Joanna Macy, an environmental activist, writer, and scholar of systems theory, who showed us the benefits of doing the work of climate action in pairs. Attendance at all three of these forums was very strong (over 100 attendees at each session) and included many guests from the wider Bay Area community. The Climate Team is preparing additional programs and activities for the spring.

In 2019 the parish also made efforts to begin using the Carbon Tracker mobile platform that the diocese is sponsoring and that is being adopted by various faith communities and secular institutions around the Bay Area. On January 6, the Day of the Epiphany, Dr. Sheila Andrus joined us to demonstrate the Carbon Tracker application, which enables us to input our current practices—transportation, travel, food, heating, among others—to see what our current footprint is and what we can do to reduce it.

Tiny House Project

Members of All Souls joined with Congregation Beth El and other members of the community to help build homes for homeless youth of the East Bay. Sponsored by Youth Spirit Artworks (YSA), the goal of this project is to construct 24 tiny homes that will be put together to create a village, where youth will live with adult support. The village will also feature two community yurts with a kitchen and meeting space, and on-site communal bathrooms. Our youth participated in a work day with YSA in April, where they worked on prepping and painting one of the new tiny houses. Then in August, a large intergenerational contingent of parishioners put on their construction hats and assisted with the building of several new tiny houses. It was an inspiring event and we thank parishioner Vicki Varghese for her seamless coordination of our efforts.

Support for Foster Youth

Providing assistance to foster youth is the third area of Justice and Peace priority, along with immigration and racial justice and climate action, that the established for the parish several years ago. We began to generate interest in foster youth issues in May 2016 through an adult formation series, “Standing with Foster Youth” organized by parishioners Raymond Yee and x Shefler. There was great interest in this series, and it led to further engagement in this area with the Braid Mission, which is led by two Episcopal priests. We were successful in commissioning a team in 2018 and the team is continuing to work with a foster youth in the East Bay. We are evaluating whether to add a fourth member to what is now a three-member team. We also support foster youth and the work of Braid Mission in other ways, including creating 50+ Cards of Hope (made by children and adults at All Souls) that were delivered to foster youth just before the holidays.

Providing Food and Hospitality to Community Members

Throughout the year All Souls’ parishioners participated in a range of activities directed at providing food and hospitality to members of our wider community. These included: preparing and serving the monthly Open Door Dinner to 80-100 of our homeless neighbors; weekly Sunday collections and delivery of food to the Berkeley Food Pantry; and monthly visits to the Kyakameena Nursing Home

Interfaith Council of Alameda County

We continued to support the work of the Interfaith Council of Alameda County, of which we are a formal member through a vote of the Vestry. The Council is a notable effort by faith groups in the East Bay to work together on areas of common interest. The Council has strong participation from a diverse array of faiths, including Jewish, Muslim, and Buddhist faith groups, as well as many different Christian denominations. In 2019 the Council continued to devote its primary attention to the challenges of affordable housing and homelessness, working with faith communities, the City of Oakland, and the City of Berkeley to find space and services for the homeless population. We find the leadership of the Council and the energy at the meetings to be inspirational.

Centering Prayer

Recognizing the challenges of working for justice and peace in difficult times, Sarah Bakker Kellogg and Terry Trotter initiated a Centering Prayer series in 2018, led by a trained facilitator, in the chapel on alternating Monday evenings. Members of our ministry, along with other members of the congregation, found the sessions very helpful and the series continued in 2019, becoming a regular and ongoing practice. We are very grateful to Sarah, Terry, Diane Haavik and others who continue to offer us the gift of Centering Prayer.

Sharing Our Gifts and Advent Ingatherings

Our Ministry each year selects worthy organizations and projects serving the poor and marginalized to receive funds from our budget. In 2019 we made gifts to the following groups: The Tiny House Project; the Interfaith Movement for Human Integrity; the Interfaith Council of Alameda County; and the Honduran Guapino Legal Defense Fund. We also hosted four Advent gatherings, in which parishioners generously donated items needed by the following organizations: The Here/There Community, the remarkable intentional community of individuals and families living near the Berkeley/Oakland border; Options Recovery, a very successful substance abuse treatment program in Berkeley that we have been in relationship with for a number of years; Braid Mission Cards of Hope, providing holiday cards and gift cards to foster youth ages 7-13 to let each child know that they are remembered, loved, and cared for; and the Berkeley Food Pantry, providing healthy food to those in need in Berkeley and Albany.

Revision to Charter

The Justice and Peace Team also revised and updated its charter in 2019. As part of this process, the Team decided to provide for the possibility of a co-chair or deputy chair. In 2020, Janet Chisholm will serve as the chair and Lewis Maldonado will serve as the co-chair.

—Lewis Maldonado

REPORT OF PARISH LIFE

Talking with people about what has drawn them to All Souls (recently or long ago) I often hear the words community and home. As in, this place is a home for me. They remark on the warmth of greeting or the depth of fellowship they have found here. This sense of community is created over shared meals—feasts and Eucharists and potlucks, and nurtured in conversations on the courtyard, between the pews and over coffee. New friendships are discovered on retreats and in smaller groups.

Here are a some of the places I've seen community take root in our parish last year:

- At Bishop's Ranch: Kids pushing each other on the tire swing while parents dive deep in conversation. All ages delighting in each other at the talent show, in the pool, on the kickball field, playing gagaball.

- At the festive Shrove-Mardi celebration: Rallying around the youth to raise money for their immersion trip, kids sticky with pancakes, elders decked in beads, holy chaos as we stepped into Lent together.

-On All Souls/All Saints: Feasting on dishes made from recipes of those we have loved and lost, tearfully sending off Liz Tichenor with love and good humor.

- Finding God in each other, in one another's homes, over soup and telling stories all through Lent.

Our parish has come together and shaped itself into a family this year in so many different ways and places. A few more: community dinner, s'mores and prayer under the big trees at Big Sur; fifteen dinner parties under one roof at the stewardship celebration dinner; open air Eucharist and Parish Picnic at Tilden; soup suppers and Taize throughout Advent; the Lunch Bunch gatherings every Thursday; the fellowship of men of good humor at Spaghetti Again every month; inaugurating our first female brew-meister with a parish Easter Ale... we are continuing the Feast every chance we get.

—Jeannie Koops-Elson

REPORT OF THE PARISH HOUSE PROJECT

The year 2019 brought All Souls Parish and its partner SAHA (Satellite Affordable Housing Associates) closer to realizing our vision of providing affordable housing for seniors in Berkeley, and additional offices, meeting space and clergy residences for All Souls. The new L-shaped building and courtyard will take the place of our current Parish House and parking lot, with parking moved underground.

This year, the work of the Parish House Project group was largely dedicated to hammering out and refining the details of the architectural plans. Kirk Miller and Caitlin Lempres Brostrom put in "a tremendous amount of work so that we could have maximal options for the church's [residential] units," said Chair Ed Hahn. Other observers in the group calculate the time put in as months' worth.

All of the requirements for permits with the city have been met. Members of the Parish House group met multiple times with All Souls' neighbors to address and resolve major concerns.

The project has roughly \$6 million dollars in funding each from the City of Berkeley and Alameda County, with other funds more recently secured from the federal government. The Vestry voted to allocate some of the principal of the Ann Jordan fund to furnishing the spaces in the All Souls wing. The very last piece of the funding picture should fall into place in February 2020.

All Souls and SAHA have begun discussing how to divide up the responsibility for maintenance and other costs. Even though SAHA has a lot of experience constructing and

managing affordable housing, this is “their first foray into partnership with a church,” said Ed Hahn.

In November the All Souls climate action series drew in a number of our neighbors; we hope to entice them further with more such programs. Introducing the first meeting of that series, Berkeley Mayor Jesse Arreguín thanked All Souls for deciding to create affordable housing on church property and said that this would be the first affordable housing project built in north Berkeley in several decades.

All Souls and SAHA chose Roberts Obayashi as the general contractor. We expect to demolish the current Parish House and break ground for the new building in the summer of 2020. The current residents of the Parish House received notice mid-year that All Souls could not offer another year-long residence agreement, and they have been moving into other accommodations.

We’d like to encourage all parishioners to engage in carpooling to/from church services and events, as parking in the neighborhood will be reduced throughout the construction phase, which is expected to last 20 months.

—Mary Rees, on behalf of the Parish House Project Group

REPORT OF THE SACRISTANS

The Lay Ministry of the Sacristans serves under the direction of the Rector in setting up weekly worship services and special services held for baptisms, weddings, funerals, and other special services.

The Sacristans (as of December 31, 2019) have 11 members. Each dedicated member works on one of the four assigned teams. In addition, we have substitutes who volunteer when extra help is needed. Each team has duties one weekend each month. On Sunday, the team divides its time to cover the three services for set-up and clean-up and preparation for the weekday services. The flowers for the services are designed and arranged by talented members of the Flower Team.

Holy Week is the busiest time for the Sacristans. As a Sacristan, participating in as much of Holy Week as possible is a very transformative experience. Later in the year, we again have all hands on-deck as we lead the Greening of the Church for Christmas Eve.

Sacristan team members and alternates who contributed time and talent in 2019 were: Shelley Altura, Kathryn Brooks, Julie Burcham, Ray Concepcion, Marilyn Flood, Hallie Frazer, Maggie Gabriel, Ruth Lambert, Sheila Mackey-Mason, Kalonica McQuesten, Suzy Mead, Calvin Payne-Taylor, Katie Saral, Vimala Tharisayi, Cathy Thompson, Lenore Williamson and Jennifer Ying. The Flower Team

included: Kathryn Brooks, Julie Burcham, Maggie Cooke, Suzy Mead, Cathy Thompson and Aska Wieloch. In 2019, the Sacristan Leadership Group included Kathryn Brooks, Director; Julie Burcham, Training and Vestments; and Cathy Thompson, Flowers.

Retiring from the group at the end of 2019 were Ruth Lambert, Katie Saral and Vimala Tharisayi. We are grateful for their service and dedication.

We pray for continued growth of our group. We hope to add new Sacristans in this coming year. The hands-on work of the Sacristans is truly something very special. If you have an interest in this ministry, please contact the clergy or Ray Concepcion.

Thank you to the Sacristans for their outstanding work this year!

—Ray Concepcion

SMALL GROUPS MINISTRY AT ALL SOULS

2019 was, in my opinion, one for the books regarding small groups at All Souls. I remember standing up at the Annual Meeting at the beginning of 2019 and saying that we were launching a new small group ministry (called Emmaus Groups), but the truth was that I didn’t know for certain that it would be true. The goal was to create small groups that would function as spiritual journeying groups. They would have a simple structure: a time of check-in, prayer, and reflection—in short, a place to find deep spiritual community. In 2018 we had done a pilot Emmaus group that had worked, but when The Rev. Phil Brochard and Nate Conable did the second pilot group (a men’s group of 8) in the spring of 2019, my hope swelled. The group was a great success, and a great learning experience for all. I went on parental leave for the summer and came back hopeful that new folks would be willing to take a risk and join, and, to my great surprise, people were! In the fall, we started three new groups: two groups of all women, and one group of all married couples, totaling 24 people in the first round of Emmaus Groups. I have heard stories of transformation, community, and brushes with the divine. A success by my standards.

Other notable small groups in 2019 were the EFM group, which meets once per week for the academic year and is going strong with about 6 members; and the Reading Between the Lines Group, which changed over leadership this year from Stephen Southern (who sadly moved out of the area) to a leadership team consisting of The Rev. Daniel Prechtel, Jennifer Boehler, and Jack Shoemaker. Lastly, we had our annual Soup + Story groups, which meet during Lent. This year for Soup + Story we had approximately

88 people in groups meeting weekly to discuss the gospel passage and sermon from the previous Sunday. As a way of visual engagement, we used art pieces that corresponded to the gospel passage, which were sourced and printed by Arts at All Souls.

There are so many ways that All Soulsians gather in a regular small groups, like, Kyakameena, the Scrabble group, discernment groups, vocations groups, search committees, Field Education groups for the seminarians, and really, many of the ministry teams. Most of these groups go unnoticed in the backdrop to life at All Souls, but I think they are the backbone to the relational connectedness that keeps us all energized to do the work of the Kingdom of God. May it be so.

—Emily Hansen Curran

REPORT OF THE STEPHEN MINISTRY

Stephen Ministry is a caring ministry in which trained laypersons provide confidential, one-to-one, Christian care through supportive listening. Stephen Ministers offer high-quality, confidential, individual care in relationships that continue for periods ranging from several months to a year or more. The Stephen Ministry program at All Souls took root in 2008 and was formally established in 2009. Over the last eleven years, All Souls has commissioned 42 Stephen Ministers and these dedicated people have provided support for over 124 care receivers. During 2019, Stephen Ministers provided support for 20 care receivers. Active Stephen Ministers during 2019: Nancy Austin, Jennifer Boehler, Nick Falconio, Madeline Feeley, Marilyn Flood, Judith Lothrop, Edward Moore, Bruce Morrow, Nancy Pryer, Tom Reilly, Sharon Roberts, Christina Robinson, Carol Terry, David Wight, Susan Wight, and Raymond Yee.

In addition to meeting with their care receivers for an hour each week, Stephen Ministers faithfully attend peer supervision group sessions led by trained facilitators twice a month. These meetings provide mutual support and accountability for our ministries.

Each month, Stephen Ministers also participate in continuing education led by a guest speaker. In 2019, we had discussions led by parishioners and clergy on the topics of elder housing, sadness and depression, boundaries, pastoral care, and Christian caring tools. We also had an engaging and informative session where we shared our favorite poem, prayer, book or other resource with one another. Finally, we took several months to read and reflect on the key learnings we took from *The Good Listener* book, which was a recommendation from the Stephen Ministry program at First Presbyterian Church of Berkeley.

In 2019, Madeline Feeley was trained and commissioned as a Stephen Ministry leader. In addition, Nick Falconio, Judith Lothrop and Sharon Roberts retired from Stephen Ministry.

This past December, eight parishioners applied to take the next Stephen Ministry training class, which is scheduled to begin in February 2020.

We look forward to continuing our work both within and beyond the Parish community. Learn more about Stephen Ministry here.

—The Stephen Ministry Leaders: Nancy Austin, Madeline Feeley, Christina Robinson, Raymond Yee

REPORT OF THE STEWARDSHIP TEAM

In 2019, the Stewardship Committee sought to build on the gains of 2018. As the time to use the principal of the Jordan gift for the Parish House project draws near, we are ever closer to needing to be financially sustaining with the support of current All Soulsians.

The campaign adopted the theme *Freed by Love, Free to Give*, focusing on the freedom God's love can give us to share ourselves and our gifts to support God's work. We kicked off the campaign in late September at a brunch that was without electricity due to wildfire risk power shut-offs. The powerpoint made beautiful by Kieran King remains one of the best kept secrets at church.

Over the next weeks committee member Anna Eng worked with Kate Stout and Terry Nicol to shape and share their stories about All Souls and Stewardship during services. In addition to Phil and Liz preaching on Stewardship we welcomed Macarthur Grant recipient Jose Quinonez as a guest preacher. Jose shared his journey as a refugee coming to California and the work he is doing to help new-immigrant communities participate in the financial system.

On in-gathering Sunday, the The Rev. Alissa Newton, Vicar of St. Columba's Episcopal Church in Kent, Washington preached about facing the challenges - the bears - in our lives together. In both cases, standing together as a group and facing the challenge is a good strategy.

And then the pledging began. The campaign for 2020 pledges had two goals: To meet or exceed the total raised last year and to move 100% of our active members to offer a pledge. We did not meet either of those goals, but we made progress in consolidating the significant gains from last year.

The All Souls community has pledged just over \$629,000 to operate our church and support our mission this year. That is a decrease of 5% from last year's total but was still significantly higher than we pledged in 2018, before we began our emphasis on financial sustainability in anticipation of the end of the subsidy from the Jordan gift. We will need to draw on the Jordan earnings again this year to meet our operating budget.

Similarly, we did not increase our household pledging participation. We dropped from 194 Adults/Households in 2019 to 187 in 2020. Four youth and one child offered pledges as well.

Although the term "Active Member" does not have a precise definition, this year we had 33 "Active Member" households which did not offer a pledge. We are continuing to look for ways to reach this community and develop a path that can invite them to pledge their financial support in any amount.

This year, 71 pledgers reported setting their pledge amount as a proportion of their income, down from 92 proportional pledges for 2019. Proportional pledging did not receive as much emphasis during the campaign as in past years and that may be responsible for the drop. Based on the spiritual satisfaction reported by proportional givers, we will look for ways to make that invitation a more explicit part of next year's campaign.

Even though we did not meet our campaign goals, we continue to have strong signs of the vibrancy and strength of our parish. Due to a variety of economic and life-style issues, 2019 saw at least 20 pledging households move from the Bay Area. Those households accounted for just over \$42,000 in 2019 pledges. Other pledgers died or grew apart from the church and that lowered the pledging carry-over base as well. The pledges we lost during 2019 put us in a pretty large hole to start and we still came close to meeting our goal.

We also added 25 new pledgers during 2019. The turnover in membership continues to be a hallmark of our church and it has big implications for our pledging support. An analysis of pledging patterns over the past 10 years confirmed the intuitive idea that, on average, the longer someone is here and pledging, the more they pledge. This marries the increase in connection to the community over time and a common increase in economic resources during a household's life-cycle. Where member turn-over disrupts a long connection between a pledger and the congregation, we would expect to see lower increases in pledging. Part of our work over the coming months is to offer new members of the community a context in which they can be comfortable pledging earlier in their time here.

Throughout the campaign, Committee members Kevin Mcvey and Nancy Pryer were tireless Thank You note writers. We did meet our goal to send a personal thank you note to

each pledger, typically within our target of three weeks after receiving their pledge.

The parish has made great strides toward becoming financially sustainable, but we are not there yet. At current pledge levels, the parish will need to draw on the Jordan Gift earnings in 2020 to close the gap between our income (pledging, other giving and rental income) and our operating expenses. We will continue our push to financial sustainability when we kick off the 2021 pledge campaign next fall.

With Gratitude,

Eric Legrand, *Chair Stewardship Committee*

Richard Lynch, *Co-Chair Stewardship Committee*

REPORT OF THE VOCATIONS COMMITTEE

Danielle (Dani) Gabriel and Ariane (Ari) Wolf were ordained as deacons and Nicole (Nikky) Wood was ordained priest on November 30 by Bishop Marc Andrus at Grace Cathedral.

Ethan Lowery moved to Candidacy status in progress toward potential ordination as priest. He is in his third year of study toward the Master of Divinity degree at CDSP. Tripp Hudgins continues in Postulant status toward ordination.

The Vocations Committee (Cynthia Clifford, Caroline McCall, Matt McGinley, Tom Reilly and I) stays in touch and meets with these individuals as needed and at the transition milestones in the process toward holy orders.

During the year, two discernment committees worked with two persons whose questions included the possibility of call toward ordained leadership in the church. One of these committees completed its work. The second just completed its work and referred the discerner back to the full Vocations Committee.

As noted last year, we offer support to parish community members who are at transition points in their calls to lay ministry/life and desire accompaniment in discernment around a significant question in their lives. The person (and discernment committee) who started this process in 2018 completed it in 2019.

—Marilyn Flood

REPORT OF THE KAYAKAMEENA TEAM

All Souls Parish ministers to the residents at Kayakameena skilled nursing facility the afternoon of the third Sunday of each month. We make church together, conducting a simple service offering communion to anyone who would like to receive it. Attendance in 2019 ranged from 16 to 23. Elena Ramirez, Carol Terry, Marsha Thomas-Thompson, Mary Elgin, Billie Narver and I invite you to join us. Kayakameena is nearby, on Carleton Street in Berkeley, and our important work there takes less than an hour each month. Carol and Mary play the piano, Billie plays her flute, and a resident deepens the music with his resonant bass guitar, which you can feel in your bones. (Carol says he can improvise with anything.) In December, Suzanne Siebert and two fellow recorder players joined us to perform Christmas music. Everyone loved it, and we hope they'll come back.

Some residents live at Kayakameena for a short period while they recuperate; others have lived there for years. A few are quite elderly, but most are not. Some have communication difficulties, but others are very verbal. They come from many faith backgrounds. One resident grew up Presbyterian, becoming part of a local Buddhist community as an adult. She's told me our services have helped her let go of the anger she'd been holding about her difficult situation. One of the oldest residents was a Methodist missionary in Japan in her younger years. When I pass her the peace, she takes my hand and kisses it, thanking me for coming. The man who plays bass guitar, formerly a professional musician, grew up Episcopalian. The day Marsha sang Steal Away for us at All Souls, she sang it again at Kayakameena, and this man joined her in a duet that I will never forget. He arrived late that day, just after Marsha began to sing, raising his deep voice to sing with her as he entered the room, before Marsha and most of the rest of us could see him. It was stunningly beautiful to see and hear the two of them connect eyes and voices in this moving spiritual as he slowly wheeled to the front of the room, his guitar in his lap, carrying all of us into deeper fellowship with one another and with God.

All month I look forward to sharing in the reality of the Body of Christ with our friends at Kayakameena and with the members of the Kayakameena team, whom I love. I'm grateful for this opportunity to receive by serving. Please consider joining us!

Julie Holcomb



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