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PRESENTED AT THE 94TH ANNUAL MEETING OF ALL SOULS PARISH
117TH MEETING OF THE CONGREGATION

JANUARY 31, 2021

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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 Maggie Foote, *Associate Rector*
Emily Hansen Curran, *Associate for Ministry Development*
Whitney Wilson, *Interim Children's Minister*
Dr. Jamie Apgar, *Associate for Music*
The Reverend Dani Gabriel, *Parish Deacon*
Steven Zimmerman, *Bookkeeper*
Annie Rovzar, *Administrative Assistant*
Scott Garriott, *Sexton*

Assisting Priests

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

Joe Garrett, *Senior Warden*
Toni Martinez-Borgfeldt, *Junior Warden*
Priscilla Camp, Tim Ereneta, and Howard Perdue, *Chaplains*
Vimala Tharisayi, *Treasurer*
Andy Willis, *Clerk*

Class of 2021

Stacey Alexeeff
Pricilla Camp
Laura Eberly
George Tharisayi

Class of 2022

Priscilla Camp
Joe Garrett
Kieran King
Kaki Logan

Class of 2023

Irina Wolf Carriere
Tim Ereneta
Melissa Devereaux
Howard Perdue

ALL SOULS EPISCOPAL PARISH IN BERKELEY

In the Diocese of California

AGENDA

The One Hundred and Seventeenth Annual Meeting of the Congregation
January 31, 2021

Welcome and Call to Order

Prayer

Introduction to the Meeting

Minutes of the 2020 Annual Meeting

2020: That was a year, January-March

Report of the Nominating Committee

Vestry Candidates:

Shawn Adderly, Kate Garrett, Nydia McGregor, Kirk Miller, Kim Wong

Deanery Delegates and Convention Alternates for 2020; Convention Delegates for 2022:

Janet Chisholm, Cynthia Clifford, Gretchen Donart, Jess Powell, Carol Terry,

Dean Williamson

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

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

Lenore Williamson

Election of Vestry and Convention Delegates

2020: That was a year, April-June

A Look Back: The Annual Report of All Souls in 1971, delivered in 1972

Jordan Court Update

2020: That was a year, July-September

Presentation of the 2021 Budget: Vimala Tharisayi

A Look Back: The Annual Report of All Souls in 1996, delivered in 1997

Recognition of Retiring Vestry Members

2020: that was a year, October-December

Recognition of the Rector Crosses of 2020

2020: Some final words

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. You can find the Google poll for voting in the Zoom chat.

ALL SOULS EPISCOPAL PARISH IN BERKELEY

A California nonprofit religious corporation

Minutes of
The 93rd Annual Meeting of All Souls Parish
116th Annual Meeting of the Congregation

All Souls Episcopal Parish in Berkeley
January 26, 2020

Welcome and Call to Order

With a quorum of registered participants being present, the Rev. Philip T. Brochard called the meeting into order at approximately 10:15 and opened with a prayer, inviting us to reflect on the thousands who have known God's grace mediated through the people of this place, to open our minds to the experiences of congregations past, and to find inspiration to rededicate ourselves to this holy work in the years to come.

Minutes of the 2019 Annual Meeting

A motion to approve the minutes of the 2019 annual meeting was made (Donart/Elson), seconded, and adopted.

Report of the Nominating Committee

The nominating committee presented candidates for Vestry and Diocesan Convention and the Deanery representatives on behalf of the nominating committee of the outgoing Vestry members.

The Vestry Candidates were: Irina Wolf-Carriere, Melissa Devereaux, Tim Ereneta, and Tonantzin (Toni) Martinez-Borgfeldt. As the only four candidates for four positions, they were elected by unanimous ballot as per a motion (Perdue/Dixon).

The Deanery Delegates and Convention Alternates for 2020; Convention Delegates for 2021 were: Shawn Adderly, Bill Eldridge, Julie Holcomb, Erin Horne, Calvin Payne-Taylor, and Lenore Williamson. The Deanery and Convention Delegates for 2020 were: Janet Chisholm, Gretchen Donart, Bruce Morrow, Tim Sullivan, Cathy Thompson, and Dean Williamson. A motion to unanimously elect these candidates was made (McCall/Gutfeld) and adopted.

A Look Back: The Annual Report of All Souls Parish in 1970.

Phil Brochard read from the annual report of 1970, which began ominously with a quote from the prophet Amos: "I despise your feast days, and I will not smell in your solemn assemblies... Take thou away from me the noise of thy songs; for I will not hear the melody of thy viols. But let judgment run down as waters, and righteousness as a mighty stream." The parish of 1970 sought ways the church might engage with and be relevant to the issues of militarism and racial injustice.

Another highlight was a threatened tenant strike at the Parish House, whose residents joined the local tenant's union and negotiated a new rental agreement as the parish balanced its responsibilities as a landlord. 1970 also marked the beginning of a three-service schedule and included this reflection on worship: "the primary task of the church is to help people sort out the meaning of their lives in relation to ultimate meaning" (written by Ross Laverty).

Progress Report on the Parish House Project

Ed Hahn, Kirk Miller, and Mary Rees delivered a presentation on the Parish House Project. All Souls first bought the property in 1966, sold it in 1984 to the Order of Holy Cross and in 2010 we reacquired the building to house religious guests and communities. We stabilized it in 2010, but engineers and architects recommended that we tear it down. Over the next few years, the Vestry and congregation debated several ideas over what to do with the space, but ultimately decided on an affordable housing project. In 2017 we partnered with SAHA and designed the building to the needs of the community. We are very close: in summer of 2020, we plan to break ground and if all goes well, we should be able to occupy the building by 2022.

The design of the building is harmonious, incorporating a labyrinth for spiritual practice and four stories of affordable housing, office space, and a flexible community room. The terrace will have a view of the Golden Gate Bridge and the San Francisco skyline.

As for funding, we expect that final funding will come through in February and we expect removal of the current building this summer. Everything stored there will need to be catalogued, culled, and activities will need to be shifted into this building for the duration of the construction. Please share the good news with our neighbors!

Presentation on the 2020 Budget

Vimala Tharisayi brings her math and finance skills to All Souls as our Vestry Treasurer. She reviewed our budget, which matched expectations. We are setting up the financial infrastructure for the capital project. See all the details in the financial report. We expect a marginally lower pledged income in the 2020, but believe that a balanced budget is possible with the use of investment income. Personally, Vimala is happy to serve with her finance committee and Phil and she offered a special thanks to Marilyn Flood, Maggie Cooke, and Steve Zimmerman, our bookkeeper.

Another Look Back: The Annual Report of All Souls Parish in 1995

In 1995, Pastor Joe Britton was just getting started at All Souls and reflected on the importance of mission as the church sought to grow. Pastor Britton bemoaned the untimely departure of our music director, but appreciated the opportunity to brush off his skills at the organ. The parish also completed a review of the youth ministry program and increased the Youth Minister position to half time in order to make the parish a more welcoming place.

Capital Campaign Update

Marilyn Flood and Nancy Austin presented the parish with our plan for the capital campaign due to begin in February. The campaign is entitled “Living Waters: Renewal for our Second Century,” referencing the living water that connects our past, present, and future. The campaign aims to renew our infrastructure, our connection to each other, and the centrality of faith to our shared lives in this congregation.

The Rector’s Report

Phil Brochard extended gratitude to our outgoing vestry members: Kat Lisa, Bob Holum, Erin Horne, and Matt McGinley. Kat is the masterful summarizer of our Vestry meetings, summing up where we were in a quiet and prayerful way. Matt broke the Vestry into laughter with a streetwise perspective and a deep heart. Bob was a rock during the hardest moments of the Parish House Project and could be counted on to sweat the details with tremendous love. Erin brought an abiding conscience to our Vestry and a constant willingness to lift up the concerns of our parish.

A quick note on our Senior Warden Laura Eberly: she is likely to be ordained by the Diocese of Chicago in the coming year and we will miss her leadership, wisdom, and laughter.

Phil then awarded the Rector’s Cross to: Lenore Williamson for her decades of forming the littlest All Soulsians, Calvin Payne-Talyor who deftly wore a dozen hats as a youth leader and sacristan, and Maggie Cooke for her years of service as a Junior Warden, deliverer of meals, and witness in love and action.

Dismissal

Phil closed out our meeting with a prayer highlighting the gifts of hope and renewal in the Holy Spirit year after year 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

2020 STATISTICS

Baptisms ~ 1

Simone Margaret Hansen Curran (January 12th)

Ordinations ~ 2

Ethan Lowery, *Deacon* (December 5th)

Laura Eberly, *Deacon* (October 24th)

Marriages ~ 0

Confirmations ~ 0

Receptions ~ 0

Deaths ~ 5

Vicki Varghese (May 10th)

Alec Blair (June 25)

Margie Fay (July 24)

Jennifer Boehler (November 30)

Grace Wahlberg (December 8th)

Attendance at Key Services

Lent 1	237
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Average Sunday Attendance

- This year we were unable to calculate or even estimate the Average Sunday Attendance. Mid-way into March, as we moved our services to the live stream, we posted our live streams both on Facebook and on our website, and our website does not tally the number streaming in that way, let alone the number of participants who are viewing the stream on that screen. All this leaves us in the dark as to how many, in total, are worshipping with us in on a given Sunday.

REPORT OF THE RECTOR

It is hard to know where to begin. It will likely take years, perhaps decades, to fully understand the effects of the novel coronavirus and all of the reverberations it unleashed in our lives this past year. As weary as I am of using them, as I review the year 2020 at All Souls Parish in Berkeley, once again these words fit: challenging, trying, uncertain, unprecedented.

The year began for me in ordinary ways: baptisms, the Annual Meeting, the Vestry Retreat, a wedding. A trip to Atlanta to present at the Rooted in Jesus conference and to recruit for our open Associate Rector position. Search team meetings for that new Associate Rector, meetings for our “Living Waters” capital campaign. Architectural meetings for Jordan Court and for Living Waters.

And then news from Wuhan about a respiratory virus became not just a regional or national epidemic in China, but over the course of a couple months, a global pandemic. In the space of a week in mid-March the Bay Area went into Shelter in Place and we began our worst public health crisis in a century. By the end of the year, nearly 400,000 Americans had died due to COVID-19, and the economic effects of the pandemic due to necessary restrictions on gatherings have left more Americans out of work since the Great Depression. It is hard to fully describe the ways how quickly and fully our individual and communal lives were upended.

On Wednesday, March 11th, after word from Bishop Marc Andrus, it became clear that for the foreseeable future we would need to conduct worship virtually. It seemed at the time that this would be for a few weeks, maybe a couple of months. We had no idea that we would not hold an in-person, indoor service in the church for more than a skeleton crew of ten people for the remainder of the year.

The next morning, Thursday March 12th, we held a Google Hangout with a dozen All Soulsians to figure out how to hold a service online—the medium (Facebook Live), the design (a Eucharist), when to have it (10:30a on Sunday), and how to do it (count on Jim Feeley and pray our way through). It is stunning to me that many of the patterns established that day have remained, and many of the people who initially agreed to serve, have continued to do so week by week. And, I can honestly say that I have rarely felt the sense of relief that I did after that worship service on Sunday, March 15th. And that was just the start.

Every aspect of life in this parish was affected. Many things have been on pause since mid March: gatherings like Lunch Bunch or feasts like the stewardship dinner. Our capital campaign, launched in January at the Annual Meeting was paused in March, and we hope to reengage it in the fall of 2021 or the spring of 2022. Much of our common life has been significantly altered: worship has been facilitated through live

stream and zoom with the exception of a window in the fall when gatherings of up to 50 were allowed for a 9 o'clock service in our courtyard. Thanks to the incredible skill and ingenuity of Dr. Jamie Apgar and his core of musicians, the clergy of this parish, and the practice of several All Soulsians, we have faithfully sung and prayed and preached this way for months. This has been both challenging for some and has allowed family and friends from around the country and the world to worship with us. Holy Week and Easter, and later Advent and Christmas, were a mix of home-based practice and streamed worship from Cedar & Spruce.

When our beloveds like Vicki Varghese, Alec Blair, Margie Fay, and Jennifer Boehler died only small numbers of family were present in the church or courtyard. Pastoral care was offered over the phone or video calls with the sole exception of last rites. All of our teaching, for all ages, has happened through Zoom videoconferencing. While this medium has allowed us to keep learning together, it has been incredibly challenging for our children to learn and be connected with one another.

But the pandemic was not the only generational event of this past year—it seems that this time of shelter in place provided the energy and capacity for possible greater change. Sometimes it takes space, chosen or enforced, to deeply consider where you are and what truly matters. After scores of deaths of black folks at the hands of officers of the peace, the death of George Floyd, a black man killed by a police officer in Minneapolis, Minnesota, was one of the precipitating events that released a tide of pent-up anger, frustration, and determination about the state of racial injustices in the United States. Demonstrations, protests, and riots, unseen in this country in a half-century, erupted all over the U.S. and the world, including in the Bay Area. It remains to be seen whether or not deep structural reformation will take place, but it is clear that a kind of awakening and reckoning is happening for many people, even some in the dominant culture in this country.

One of the ways that this was known at All Souls was in our participation in a curriculum published by the Episcopal Church, known as Sacred Ground. Organized through the summer, over 80 All Soulsians gathered over 20 weeks, one of the largest congregational gatherings across the Episcopal Church. Over time, and with intention, conversation, and prayer, we watched films, read essays and books and opened our hearts and minds to greater depth of the experiences of Native, Black, Latino, and Asian folks in this nation. I have great hope to see where the Spirit will move us in this next year.

In April, as many of the food programs in Berkeley went on hiatus for fear of contracting or spreading the virus, our neighbors in the HERE/THERE camp, a relationship begun the year before, began to tell us of the urgent need for food in the homeless encampments around Berkeley.

After conversations within All Souls and with St. Alban's, Albany, Project: Sandwich was born. Within weeks there were regular routes to pick up homemade sandwiches, and meals with sandwiches, water, granola bars, and fruit were delivered to four camps at 8th/Harrison, Gilman, Seabreeze, and 2nd/Jones, three times a week. It was stunning to watch this response blossom so rapidly. Then, when the need for non-perishable food for the Berkeley Food Pantry became known, we organized similar routes to pick up and deliver groceries—550 bags worth by the end of the year!

We also found that we had to connect with and care for one another in different ways. Within weeks of the start of Shelter in Place, every member of the parish was invited to join a Connection Group to check in on each other's physical, emotional, and spiritual needs. To communicate and provide a hopeful, loving downbeat each week, Emily Hansen Curran and I started recording the Soulcast, a 12 to 15 minute video with interviews, announcements and ridiculous segments. Our Stephen Ministers have been fully engaged with one-on-one caregiving as well as regular phone calls to check in. We have been doing our best to care for one another.

One aspect of life at All Souls Parish in Berkeley met expectations, at least in the end! After well over five years of inquiry, discernment, prayer, and thousands of hours of design and planning, in 2020, Jordan Court began to rise. You can read more about it and several other reports of this annual report, but from my perspective I will offer that I still find it to be somewhat unbelievable. There have been so many obstacles to this dream becoming reality, that to have this actually begun to take shape is incredible. Once again there has been steadfast, skilled, and generous labor offered by the members of the Parish House Project Group and our Wardens. It is not an exaggeration to say that without their dedication and imagination this necessary creation of housing for many vulnerable people in our community would not have come to fruition.

There were myriad moments this past year when we were uncertain what would happen next. In the midst of pandemic, an uncertain economy, a great reckoning around race, and a chaotic political scene, once again, the Bay Area and much of California was choked by smoke. Parts of Sonoma, Santa Clara, Solano, and Marin counties burned, as wildfires destroyed more acres in the state of California than ever recorded. It was deeply unsettling and as a result, several more households of the parish headed out for other parts of the country.

And still, at every turn, by the grace of God and the faith of this parish, day by day we continued. In the early days of the pandemic All Soulsians responded with their pledges and gifts, often accompanied by notes of encouragement, gratitude, and support. We qualified for and received a Payroll Protection Plan loan that gave some certainty in a time of great volatility. Thanks to these generous acts, savings

in expenses, and not having a full-time Associate Rector for 3/4 of the year, we were somehow able to end the year in the black. Remarkable.

As the summer approached it became clear that I was not going to be able to take the sabbatical I had been planning for some time. But, after conversation with several long-time members of the parish, the Staff, our Wardens, and Vestry, I split my sabbatical into two parts, one in 2020 and the other in 2021. So for eight weeks in July, August, and the beginning of September I was given a great gift—time away. Thanks to the staff and lay leadership of All Souls and the indefatigable Bishop Nedi Rivera, who came to spell me for that time, I was able to rest, reflect, and begin to a writing project about congregational development.

My return from sabbatical marked the first day of our new Associate Rector, the Rev. Maggie Foote. Although the conditions in which Maggie has begun are challenging to say the least, she found her footing immediately and provided insight, hard work, a keen sense of humor, and a compelling faith in Jesus. God only knows what will happen when people get to meet her in person. I can't wait.

In remembering the events of 2020 I am simply amazed at the dedication, creativity, and steadfast faith of the people of All Souls Parish. The staff of All Souls consistently gave of themselves, heart, mind, and soul to create and maintain ways for people to come close to one another and to God. The lay leadership of this congregation showed courage and foresight, staying the course even as it became more and more difficult.

As this year progressed and the markers of what I often use to gauge our common life were made obsolete, I came to realize what our job was during this time. It was simply to be faithful—to each other, to our neighbors (housed and unhoused), to ourselves, in all to our God. By the grace of Jesus the Christ, and the sustaining love of the Spirit, in a year of tremendous trial, it is with relief and humble thanks that I report that I believe that we did.

Peace,

The Rev. Phil Brochard

12th Rector, All Souls Parish
Berkeley, California

REPORT OF THE ASSOCIATE RECTOR

I began my work at All Souls with a staff meeting on September 8th, and my first Sunday serving All Souls was September 13, 2020. The staff and some volunteers helped me get up to speed on the way things work around here, and

filled me in on how to execute some of my responsibilities which fall under the areas of Communications, Pastoral Care, Children and Family Ministry, and Youth Ministry.

One of the first things I learned, under the tutelage of Jocelyn Bergen, was how to update and send out the Pathfinder, which I have done since late September. Along with the Pathfinder, other aspects of Communications that I have worked on this year have been to reinvigorate the All Souls Instagram Account, and to participate in the administration of the Facebook page. I took a continuing education class through CDSP in the fall about Digital Ministry, and I hope to put some more of the things I learned in this class into practice going forward into 2021.

While not being able to meet in person has made it challenging for me to be fully integrated into the pastoral care of this parish, in the early fall I was able to sneak in a few in person outdoor visits with parishioners before Covid made that impossible. Recently, I have been working on streamlining the way in which we receive prayer requests or requests for pastoral care, collaborating with the Stephen Ministers and other parishioners to create a phone call ministry which started in November with a small group, and we are hoping to expand in 2021.

When I began in September, Whitney Wilson was still in place as the interim Children and Family Minister, and she got me up to speed on the programs that had been in place since shelter in place had begun. There was a Children's Chapel meeting on Sunday mornings, and Children's Book Club on Wednesday afternoons. I carried on those ministries until October when we were first able to meet outdoors. At that time, I implemented in-person Children's Formation hour in the courtyard, as well as bi-weekly outdoor gatherings for Children and families on Sunday afternoons. The first of our afternoon gatherings took place on All Saints Day, and was attended by eight families. We did crafts, got to see each other's masked faces in person, and talked about what it means to be a saint. Two weeks later, at our second event we took a family hike in Tilden park. Unfortunately those afternoon events were suspended after that due to increased Covid numbers. I look forward to starting them up again in the future. During Advent, even though most of our formal Children and Family ministry events were put on hold, many families participated in the Advent Window practice and making the Christmas Pageant video, a personal highlight of my time so far at All Souls. For now, we are back online, and always thinking of new ways to engage children over Zoom. You can read about youth ministry in the Youth Ministry Annual Report.

Beginning to serve in a new community in the midst of this pandemic which has prevented me from getting to know All Soulsians in the more traditional ways I otherwise might have has been challenging and, at times, frustrating. Nevertheless, I feel confident that I am called to this place in this specific

time. While I haven't met many of you in person just yet, I have seen first hand the resilience, creativity, faithfulness, joy, and humor of this parish, and I am excited to see what the future holds for us as we journey in faith together. Thank you for calling me to walk with you.

—The Rev. Maggie Foote, *Associate Rector*

REPORT OF YOUTH MINISTRIES

At the start of 2020 the youth group programming was in the middle of their 2019-20 year. We were studying the parables, a curriculum which was a final parting gift from Liz Tichenor. We had our annual overnighter, complete with pizza, bowling, pool, and this year's high school movie, which was *Blindspotting*; and then spent the night in the parish house, for what we knew would be the very last time. And then March hit and we realized that meeting in person would no longer be an option for the foreseeable future. So, we moved to Zoom and did scavenger hunts and trivia and some strange game called *Drawful 2* (a pictorial kind of game). It was not great, but it wasn't terrible?

At the end of the 2020 school year we sent off two seniors: Fifi Barash and Lucas Martin. Our Confirm not Conform Confirmation program, which was meant to be a one-year program, was postponed due to confirmations being cancelled by the Bishop. The four students, led by Calvin Payne-Taylor and Megan Hansen Curran instead concluded their program in the fall of 2020 and are planning on a parish-wide closing later in the spring of 2021.

Late in 2019 and into 2020, I had been at work in the background trying to plan the summer's High School Immersion Trip. Historically we had planned our immersion trip with the Godsquad (a group of Episcopal youth groups in the area, which was started back when Phil was a youth leader!), however the Godsquad had disbanded after the HSIT of 2019. In its place I had been in conversation with the Rev. Liz Tichenor at Resurrection Pleasant Hill and the Rev. Stephen McHale and the Rev. Will Scott at Christ Church, Alameda to plan a trip up to Paradise to do some fire relief work. But, when we realized that was not likely to happen, we pivoted and found a way to do work in our community with the youth. After many talks with our diocesan leaders about what would be allowed (because of Covid restrictions) we got the green light to reach out to Sally Hindman over at Youth Spirit Artworks. It turned out that Sally was in need of some help with the Tiny Home Village and so we spent a week in June outdoors, masked, and distanced painting fence boards and planter boxes out near the coliseum in Oakland (a project initiated by Vicki Varghese, and one we have continued to support into 2021!). This was our first in-person youth event since the shelter in place.

REPORT OF THE ASSOCIATE FOR MINISTRY DEVELOPMENT

One other significant event of the summer of 2020 was that our Parish House was in the process of being torn down. Months and perhaps even years before this scheduled event, we youth leaders had promised the youth that they would get to do some demo or destruction to the parish house before it was officially torn down. And so, at the end of our week of painting at the Tiny Home Village, with careful coordination with the “old diggers” progress in selling items from the parish house, I bought 16 cans of spray paint and let the kids go wild (masked, distanced, and taking breaks to get some fresh air). It was incredible. Only one spray can went rogue, painting a refrigerator that was meant to be sold by the “old diggers” the next day (spoiler alert: the guy bought the fridge anyway!).

Our youth leaders in 2020 were Cal Payne-Taylor, Caroline McDermott, Will Bryant, Annika McPeck, Phil Brochard, and myself. But (!!) sometime in the spring we called the Rev. Maggie Foote to join us, and so we all anxiously awaited her coming and her leadership over the youth programming. When Maggie did come we were still meeting on Zoom, but she quickly arranged a plan to start meeting outdoors, in-person. But, I’ll let her tell that part of the story.

—Emily Hansen Curran, *Associate for Ministry Development*

Yes! In fact my first official event as the Associate Rector was the youth Group Kick-Off event the Sunday before I started! This event took place over Zoom, and it was a good way to be introduced to the members of the youth group, but I was ready to meet these wonderful young people in person. When Covid numbers began to decrease in the fall, I put together a plan for the Youth Group to meet outdoors and implement a curriculum teaching about Race and Racism from a Christian Perspective which had been mapped out by Wendy Calimag, Annie Rovzar, and Emily Hansen Curran. We met in person, outdoors (masked and socially distant of course!) every other Sunday during the fall. These meetings were exponentially more fun than meeting on Zoom, and I’m so glad that we were able to pull it off for those brief couple of months. On November 7th, the youth group leaders and I had a half day retreat, outdoors at Tilden park, in which we shared some of our hopes and dreams for the youth of our community, and mapped out a plan for the rest of the year. Unfortunately, in late November when Covid numbers began to rise once more, we were forced to take a brief hiatus from youth group, and after the holidays we resumed Zoom meetings in January. Overall, I have been inspired by the wonderful young people of this parish, and look forward to the ways in which we will grow in community and relationship in the future.

—The Rev. Maggie Foote, *Associate Rector*

I ended last year’s report with the line “...we have all demonstrated our ability to hang on and keep on. I suspect the challenges ahead in 2020 will test us even further in this way.” I wonder what I had in mind. Whatever it was, it wasn’t what actually happened, that much I know.

When 2020 started I was looking at the year ahead with hope, but not a lot of optimism. I knew that we would be hiring a new Associate Rector, but it was looking like that was harder than we anticipated and also was going to take longer than we had anticipated; I knew that I had become the de facto youth leader and was out of my depth; I knew we were launching our Capital Campaign, which was taking a lot of time and effort; and I knew that Phil would be going on his sabbatical through the summer and that I was bracing for the workload ahead. I see in my notes that at the beginning of 2020 I was launching new Emmaus Groups, the Catechumenate, and year four of Soup + Story.

But, then in the middle of March—in the middle of Lent—this novel Coronavirus hit us, and all of those to-dos were flipped on their head. I can remember initially feeling a sense of grief and sadness as this virus tore at the very fabric of our existence as a church. I remember wondering if I would even have a job within a few months time, or if there was any point in keeping up the work. I remember wanting to give up. And, I remember looking around and being inspired by my fellow staff team, who kept on, even in spite of all the loss and confusion. And so we all kept on, instead being creative and working harder at keeping all of us connected.

One of the first things I worked on after the March 17th shelter in place notice was a way to put every parishioner into a small group, which we decided to call Connection Groups. I worked with Tonantzin Martinez Borgfeldt and Jeannie Koops-Elson on putting all of the parish on a Google map and then making up groups based on geography. Our hope was that every person at All Souls would have someone at church they were connected to, who lived near them, in the case that they were in need in any way. At that point we were very unsure of how quickly this virus would come and spread, or the damage it would cause. Each group was assigned a leader who would regularly email their groups to make sure everyone was healthy and had what they needed. After several months of meeting with these connection groups we realized that most parishioners were doing well enough that we didn’t need the weekly check-ins and so in late June we disbanded the Connection Groups.

At an attempt at levity and connection, in April, Phil and I decided to start a new weekly video announcement production that would be (hopefully) playful and informative. With that, we launched the weekly Soulcast, which we have

kept up through the rest of 2020, bringing in special guests and parishioners from all of the world (a small perk in this Covid-era!).

In June, we learned the terrible news of George Floyd's death, which pushed the country into further rupture. Our response as a parish came from our Deacon, Dani Gabriel, who told us about a curriculum called Sacred Ground, which had been written by and for White people and People of Color in the Episcopal Church. Phil then gathered a team of people from Justice & Peace plus some staff members and we quickly launched this 20 week small group series around race and faith. The response from the parish was immense: we had over 90 people (between St. Alban's and All Souls) show interest in the program and ended up having about 88 people actually participate in the 20-week program.

In early July Phil then left for sabbatical and the Rt. Rev. Nedi Rivera came on as our interim sabbatical rector. The summer, as you might recall, was one unlike any in our California history. Record wildfires sprung up after a massive lightning storm which left us not only home-bound, due to shelter in place, but now house-bound as it was now unsafe to even be outside. And, to make matters worse, it was an incredibly hot summer, which meant that we were all stuck indoors in 90 degree weather, and most of us without air conditioning. And yet! we all kept going.

One way we kept going was our parish retreat. This year we knew, because of Covid, that we would not be able to have our normal retreat at the Bishop's Ranch. But, as the retreat came closer, we were unsure that the air quality would drop to a healthy enough level that we could even head up to the Ranch at all. Additionally, the Ranch was evacuated twice this summer due to fires nearby. Our ability to attend was in question even as we arrived at the Ranch (the air quality rose to an unhealthy level the day that we were leaving the Ranch). As a result, we decided to have three different tracks to the retreat: those who would attend for the full weekend (masked, distanced, and not using any public bathrooms at the Ranch), those would attend virtually but meet up with a small group of All Soulsians in outdoor spaces across the east bay (so long as the air quality was good enough), and then those who did the entire retreat virtually. We had about 70 people attend the retreat this year through these three modes, which I think we all called a success given our circumstances.

In early September Phil came back from sabbatical and the Rev. Maggie Foote joined us as our new Associate Rector. After a month or so of unwinding after a very hard summer, we started to find a new groove together and creativity was bubbling back up. Back in June, parishioner Liz Lynch led our staff in a revisioning process where we took stock of the kinds of things we were prioritizing and how we could dream up new possibilities given our new virtual world. This process with Liz combined with the new and fresh energy of Maggie Foote led us into some new practices. One of those practices

was a fresh expression of small groups, in part because meeting in larger groups was/is out of the question for the foreseeable future. Towards the end of 2020, I spent a good deal of time setting up new small groups series for 2021.

Due to stabilized Covid numbers in the county, we were allowed to start outdoor worship services in October and November (before we had to shut them down again due to a surge in Covid numbers in late November). This was a great lift to our spirits, as was the season of Advent and Christmas where we found new and fun ways to stay with each other—Advent windows, the video Christmas pageant, and live-streamed Taize.

I type this report still at home, unable to come into the church offices to work alongside our staff team, but, I think we ended 2020 with great hope, which is where I'd like to end this report. Things are not changing immediately, but I wonder about what this great reckoning will do to our spirits as we launch into the changes coming in 2021. Who will remain? Who will we welcome? How will we be changed? My prayer is that we would make space for what and who will come.

—Emily Hansen Curran, *Associate for Ministry Development*

REPORT OF THE PARISH ADMINISTRATOR

I was just a few months into my new role as administrative assistant when the pandemic hit. Looking back on the year, it's hard to place what happened when—what is time anymore? A thesis project for another time. Moving along...

When the first shelter-in-place orders were issued in March, the staff began working from home. A few of us made infrequent visits to the offices for essential work duties, and cleaning protocols were put in place. The preschool shut down from March until the beginning of June. With the exception of Sunday services and said visits, the offices were mostly a ghost town/distinctly spooky at night.

While the building saw much less use in 2020, this fact did not spare us from some cute little building maintenance issues. Gotta love an old church and with its quirks and flooding pipes! The toilets began backing up again in the spring, and after a couple visits from the plumber, it was concluded that we just need to use the more powerful, #2 flusher for all the bathroom business. Spread the word! It felt like we were smooth sailing into 2021 (LOL!!!) building maintenance-wise when the pipes began backing up at the preschool in the fall. This led to some minor flooding in the southern-most classroom and, at time of writing, this is still an issue we're dealing with. It's possible the flooding has

REPORT OF THE MUSIC MINISTRY

something to do with the Parish House demolition, but we're still looking into that.

We began preparations for the Parish House demolition in May, and I had my first peak inside the building and discovered evidence of several lives well lived within those walls (read: lots of junk was left behind). Enter "The Ol' Diggers": Renae Breitenstein, Jill Churchman, and Diane Haavik. These three jumped into help sort through and sell all the clothes, lamps, books etc. Eventually Toni Martinez Borgfeldt, a Craigslist maven in her own right, joined the crew and was immensely helpful selling some of the big ticket items. Between all of us, we managed to sell almost everything and raised over \$3,000 for the Sandwich Project! With the building cleared, we were all feeling quite satisfied BUT THEN, the day before demolition, I remembered that we'd left our beloved baptismal font in the Parish House garage. Emily and I embarked on a rescue mission to save the font hours before they leveled the building. I think I speak for both of us in saying that it was one of the greatest thrills of 2020.

When we finally did reopen to begin outdoor services, Suzanne Nelson, bless her heart/green thumb, volunteered to give the courtyard a makeover. In the process, she discovered vines and branches that were long overdue for a trim, and her help was an immense blessing and relief at a time when the staff was quite preoccupied with the other logistics of making an outdoor service happen. A re-gathering task force was assembled and we met regularly to figure out the safest way to do in-person worship, and a safety report was sent to the diocese outlining our protocols for the service. Toni, Renae, Jeannie and myself met a few times to map out how to effectively gather people in the courtyard while maintaining social distancing. The Tetris of it all was a real math workout, and not one that was part of my job description—but we did it!

Beyond my normal administrative duties, I was able to help support the church in other creative ways in 2020. A highlight for me was facilitating the launch of the Sacred Ground race dialogue series, as well as participating in one of the groups. It was a great way to get to know other parishioners during this time and to engage in tangible work towards racial equity in this community and beyond.

I marvel at what the staff was able to do this year, how we pivoted and adapted and thought outside the box to make church happen in the most trying year I can imagine. It's been a gift to be part of such an amazing and dedicated team!

—Annie Rovzar, *Administrative Assistant*

On entering the church each Sunday to prepare for our live-stream, I pause to look at the hymn board on the left side of the nave. Headed "Lent 2," it lists the hymns for the morning of March 8, 2020—the last time we sang together as a congregation. Week by week, I am grateful for such an unassuming acknowledgment of our collective loss.

For the Music Ministry, 2020 began in the middle of things. The organ remained silent throughout January while undergoing a major repair, but our talented stable of musicians devised a variety of creative solutions to sustain our song. During the first months of the year we also continued to enjoy the fruits of our 2019–2020 Women Composers Initiative, making it two thirds of the way through twenty-one scheduled premieres by March 8.

On Wednesday, March 11, with the Choir and Angel Band gathered in the quire for its weekly rehearsal, Phil came in to deliver the news that, just hours before, the Bishop had suspended in-person worship. The immediate shift to live-streaming would not have been possible without the technical know-how of Jim Feeley, Jocelyn Bergen, and our incomparable Angel Band leader, Ed Hofmann. Ed's chancel sound system had been gently boosting our live singing for years; wired into the broadcast, it enabled us to achieve good audio quality in short order. Yet, while we were not forced to abandon all singing, the pivot was severe: the fifteen or so musicians that would take part in a typical service were ultimately pared down to four. The pivot was also frantic: under the more onerous legal strictures to which streamed media are subject, we had to re-plan most of the music for Holy Week, the most musically demanding period of the year. And, above all, the pivot was cruel; with much of what I valued in my vocation suddenly stripped away, I personally felt little sense of purpose. The sense of a collective gut-punch was widespread.

Even so, those serving on the "skeleton crew" for the 11:15am service—Sarita Cannon, Jocelyn Bergen (through November 22), Deirdre Nurre (since November 29), Tripp Hudgins (through April 12), Ed Hofmann (since April 19), and I—have been standing in, as valiantly as we can, for the Choir and congregation. Learning no shortage of new music, each of us alone on our respective parts, we have tried to use this time as an opportunity to explore pieces that we already had an eye on but that made less sense to do with the full Choir: for example, Sarita Cannon, our professional soprano, has sung more solos than usual, from Hildegard to Harry Burleigh. And we are fortunate to have an Angel Band repertoire that, in its beautiful simplicity, adapts so well to the more intimate sound of a quartet (which is not surprising, since most of it was never envisioned for choral use). Thankfully, a second, overlapping skeleton crew—Ryan

Greene-Roesel, Carol Terry, Ed, and I—came together so that we could offer our annual Advent Taizé services.

At the same time, the new reality has pushed us toward new ways of engaging with music in our common life. Instrumental preludes at our 9am service (in person beginning in October and over Zoom since mid-December) have given several other members of our community a chance to help us make church each week: these have included our professional trumpeter Justin Smith, Carol Terry on piano, Nat Lewis on mandolin, and Bennett Schreiner on violin (Bennett's offering was a true family affair, as Tess Taylor was kind enough to cantor the same service!).

An astonishing amount happened outside of worship as well. Ed took the lead in producing fabulous videos of two Angel Band favorites, Angel Band and Uncloudy Day, as well as an audio mix of Canticle of the Turning. Available on the "Angel Band Berkeley" YouTube page, these projects allowed Angel Band members and even some out-of-town alumni to join voices virtually, while providing much-needed comic relief (as Professor of Uncloudy Music, I recommend clapping on 2 and 4). Through late spring and summer, the skeleton crew offered several Jukebox events as part of our All Souls After Hours series. The same period witnessed a herculean effort to clear out the Parish House, where the Music Ministry had amassed two rooms filled with sheet music, books, and more. Thanks are due to Caroline Putnam, our music librarian, for her tireless work in helping to organize, weed, and move this vast quantity of material (some of it virtually irreplaceable); and to John Love, who worked with Caroline to move the custom-built shelves that house our choral music octavos into the undercroft (just to the right of the Chapel door). Toward the end of the summer we raised funds to add a dozen works by composers of color to our music library, half of which received their premiere by year's end (for more on this effort, see the Pathfinder from August 13, 2020). I have also begun writing a "Composer of the Week" feature that can be found at the back of the 11:15am bulletin, aiming to help readers understand composers' lives and works in their historical, political, and cultural contexts.

On top of these profound changes, 2020 saw the departure of two rocks of our community. On Easter Sunday we said goodbye to Tripp Hudgins, who sang, plucked, taught, and preached in our community, even serving a month as Interim Music Director just before I joined the staff. His smooth baritone, enraptured mandolin improv, raucous laugh, pastoral sense, creative mind, and sheer genuineness brought us joy, comfort, and twang. I will always remember the conversations that segued effortlessly from biscuit technique to anthropologies of digital ritual, as well as the times after the Postlude when Trish would bring EP up to the chancel to exclaim, "BIG ORGAN!" On November 22, the last day of the liturgical year, Jocelyn Bergen sang her final service at All Souls. Her strong voice, musicianship, and enthusiasm not only made her a superb de facto section leader for the

altos of the Choir but also enabled and encouraged us to experiment, stretch, and ultimately achieve a high level of music-making. This is to say nothing of her contributions as website, design, and social media guru; her visionary work on so many projects with Arts at All Souls; and probably a hundred other things I don't even know about. Tripp and Jocelyn, we could never thank you enough for what you gave us. The three years I got to make music with you have been so fun and rewarding. It was hard not to be able to hug you goodbye, but we hope we will see you again!

I have always concluded this report by emphasizing the collaborative nature of the Music Ministry, and by naming those who have contributed to it so faithfully. Of necessity, things have looked different this year. Those of us who have continued to gather by Zoom during our usual Wednesday night rehearsal time have found unexpected comfort in sharing stories and laughs. On Sunday mornings, meanwhile, a few have had to stand in for many. Accordingly, those of us on the skeleton crew have prayed every Sunday for our larger Choir and Angel Band family in whose stead we sing: those not already mentioned in this summary are Nate Conable, John Chakan, Hallie Frazer, Emily Hertz, Brian Koczan, Ross Laverty, Richard Page, Paloma Pavel, Jess Powell, Sarah Reynolds, Joe Rosenmayer, Daniel Scuiry, and Matt Stimpson.

May that day when we can again fill the church with the sounds of our voices come, in the words of Andraé Crouch, "soon and very soon."

—Jamie Apgar, *Associate for Music*

REPORT OF THE SENIOR WARDEN

I was in Laos on February 1, 2020 when I read a report in *The Lancet*, the British medical journal, that Wuhan, China had been reporting the outbreak of "atypical pneumonia caused by the 2019 novel coronavirus . . . [c]ases have been exported to other Chinese cities, as well as internationally, threatening to trigger a global outbreak." I forwarded the article on to people I think highly of, all deep thinkers and compassionate souls, with a two word message: 'Not good.' As we witnessed a generation earlier in the global AIDS pandemic, COVID-19 has brought out not only the worst in the human condition, but also the best. All Souls responded immediately: what could be done to carry on our vital work, our vibrant services, our passionate ministries? When Shelter-In-Place was announced on March 16, we moved quickly to reach out to everyone in the congregation: How are you faring? Is there anything you need? Is there anything we can do? We began live streaming our Sunday services over Facebook and the Parish website when conditions called for it. An extraordinary cadre of staff and volunteers worked through the logistical and technological

issues. Under Phil Brochard's leadership, with exemplary service by Emily Hansen Curran, Jamie Apgar, parishioner Jim Feeley and others, we remained churching, albeit virtually so. When spread of the virus became rampant, we continued – through three surges of the virus, the virtual shutdown of our economy, a deeply divided body politic – through disruptions never before seen or foreseen, we persevered. Your staff persevered. Your Vestry continued its work.

When Zoom video had lost its glow, we found ways to share our loss – an emptiness that seemed to spring up most markedly from not receiving the sacraments, as well as the loss of civility in our government, and most importantly the loss of loved ones – family and friends, who suddenly were gone. We grieved.

But we also saw and witnessed all the best in our congregation. People stayed connected through phone calls, walks, waves over Zoom, FaceTime, and small socially distance gatherings as we were able.

This I know: All Souls abides.

Our Jordan court project went forward. It took two closings, the second due to a mistake in a property description, caught by the lawyers after the first set of documents had been executed. We had notarized, socially distanced closings outdoors in our backyards, Junior Warden Tony Martinez-Borgfeldt and I, because that was what was required to close the deal so the old Parish House could be demolished and construction of Jordan Court could begin. Bob Cross did extraordinary work to get the deal closed.

Although we suspended the Capital Campaign, the foundation for it has been laid, and like the Jordan Court building, we will see it rise in the new year. Rev. Phil Brochard was able to take part of a long overdue sabbatical. Bishop Nedi Rivera acted valiantly as Interim Sabbatical Rector. Phil+ returned refreshed, renewed, and deeply grateful.

Advent was reimagined by our incredibly creative staff. The makings of Christmas wreaths were provided thanks to Jeannie Koops-Elson and her team. Inspired by Bob Holum, Advent windows were created by parishioners in their homes and unveiled at 5:30 p.m., the unveiling of each window streamed on Facebook on consecutive nights during Advent. The Christmas Pageant and our Carols and Candles services went forward as they always do Christmas Eve, streamed of course, and were deeply poignant and gratefully received. We awoke Christmas morning – it was a beautiful, sun-filled morning – our hearts renewed.

It was neither the best of times, nor the worst of times, 2020, but it was a year of digging deeply, persevering, and it

ended on a beautiful chord with vaccines within reach and every one of us having reasons to be hopeful and grateful. We will see each other again. We will hug and hold each other again. We will worship together, and receive the sacraments in person again, in 2021.

Thank you, from the bottom of my heart, for the opportunity to be of service.

—Joe Garrett, *Senior Warden*

REPORT OF THE JUNIOR WARDEN

Confession: I struggled trying to write this report without using the word “unprecedented”. Last February, when I was elected as Junior Warden by the Vestry, nothing would have prepared me for serving during a global pandemic, and for embracing the challenges, but also the joy and awe of watching first-hand how All Souls responded to the COVID-19 crisis.

A few years ago, I learned that in the Episcopal Church, the Junior Warden is traditionally “the people’s Warden”. This significance has been felt in a very particular way for me this year. As your Junior Warden, I have had the privilege of representing you, the congregation, during the livestreaming of the Sunday Eucharist, since March of 2020. Receiving and offering your prayers to God and taking Communion as a representative of the congregation, has been a profound experience for me, one for which I am deeply grateful and humbled.

As Junior Warden, I was also charged with chairing the Regathering for Worship Task Force, working with Jeannie Koops-Elson, Molly Nicol, Sarah Bakker-Kellogg, the Rev. Ruth Meyers, Dr. Cynthia Li, Ray Concepcion, head of Sacristans, Renae Breitenstein, head of Ushers, and the All Souls staff. Following diocesan, state and county guidelines, the task force worked for months in preparing the plan for outdoor worship services, and we also began drafting a plan for indoor services. In mid-October, All Soulsians were finally able to regather for worship in our courtyard with great joy. Although these services were short-lived due to a surge in COVID cases, the experience of worshiping together and seeing others in person was a powerful reminder of the love that this community shares when we are together, and a beacon of hope for the time when we can all be together in person again.

Yes, it has been an unprecedented year (there, I said it), and one that has shown the faithfulness, compassion and generosity of time, treasure and talent of our congregation. From the fruition of Jordan Court to Project Sandwich, Sacred Ground, connection groups, and many more ways,

All Soulsians continue to live into the call of the Gospel to love our God and love our neighbor as ourselves.

With gratitude,
Toni Martinez-Borgfeldt, *Junior Warden*

REPORT OF THE TREASURER

One of the (many!) unique challenges presented to us as a Parish in 2020 was with respect to our financial position. Earlier in the year, given the unprecedented nature of the circumstances, we anticipated difficulties that could test our ability to function as a community in the ways we had been accustomed to. However, thanks to the generosity of members of our community and additional sources of income over the course of 2020, our financial position is much more optimistic. As a community, we have many reasons for gratitude, and the information in this report is one of them.

The accompanying financial report for 2020 is in two parts:

1. the Annual Operating Budget final report; and
2. the end-of-year Financial Position report.

The Financial Position report includes the Funds report as well.

The 2020 Annual Operating 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.
- Pledge giving this year was \$621,773, which was slightly below our budget projections. All giving comprised 89% of income.
 - Ongoing rental income was below the predicted level, and casual rental income was 50% below projection. Together these provided 8% of income.
 - Investment income accounted for 2% (\$14,000) of the income. The draw on this source was approximately \$75,000 less than projected at the beginning of the year.
 - We applied for and received a Federal Paycheck Protection loan in the amount of \$81,732, which we anticipate will be fully forgivable under the terms of the CARES Act.

Annual expenses for 2020 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, Associates for Music and Ministry Development, and Parish Administration) comprising 59% of expenses (\$461,563).
- Ministry team costs related to parish life, worship, formation, and outreach were 11% of expenses (\$86,217).
- Buildings/grounds/utilities/office/miscellaneous costs were 12% of expenses (\$96,267). 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 16% of expenses (\$121,230).
- Total expenses were 12% below budgeted.

Expenses were below budget; however, the Associate Rector position was unfilled until September, while we had budgeted to fill this position earlier in the year.

The 2020 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 restricted funds at the beginning of the year was \$67,422 and now at the end of the year is \$129,917. The Fund now includes \$59,892 allocated to the Capital Campaign and \$11,637 to the Jordan Court project. The remaining \$30,400 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 - for those associated with the transition to new church space (that will be part of the Jordan Court affordable housing project) and the potential repurposing of the undercroft of the church building.

To date, we have spent \$135,660 from Jordan Fund principal - \$56,000 towards Jordan Court Project related expenses in 2020 and \$79,660 to install solar panels for the church in 2017. We have also expended \$342,320 of the Jordan Fund earnings to cover ministry needs from 2014 – 2020.

At the beginning of 2020, the balance in the Vanguard funds was \$1,059,984, of which we considered \$825,340

as principal to be held for capital costs and of \$236,644 as earnings (unrealized gain), available for ministry needs, within the limits of the intent of the bequest.

As of December 31, 2020, the balance in Vanguard funds was \$1,046,223, of which principal was \$789,330, leaving computed earnings of \$256,893 and resulting in computed earnings (unrealized gain) of \$241,369. The decrease of \$13,760 from the beginning to the end of 2020 is attributable to withdrawals to match 2020 expenses and to fund Jordan Court Project related expenses.

Looking forward to the 2021 budget, we currently project a marginally lower income with a slight reduction in expenses. Pledge giving is expected to be slightly higher in 2021, by approximately 4%. But we will not have Staff Housing Income as the Jordan Court Project is expected to not be available until 2022. The draw on investment income for 2021 is currently projected to be \$45,000, approximately 50% less than in 2020. We will be applying for the PPP loan forgiveness which, if approved, will allow us to keep the \$81,732.

If expense and income projections materialize as expected in 2021, the goal of a budget that balances income with expenses without any investment income is both within the realm of possibility and necessary. It is likely that most of the Jordan/Vanguard principal will be needed for capital purposes by 2022, so earnings from the fund will come to an end by that point.

I am thankful to our parishioners for your steadfast financial support this year. This has been a year of sustaining fellowship. My sincere thanks to the current Finance Committee members - Shelley Altura, Marilyn Flood, John Love and the Rev. Phil Brochard and our Giving Secretary Maggie Cooke. I thank Don Gates and Alma Sahagun for their service to this ministry. And finally, a huge thanks from all of us to Steve Zimmerman for his dedication and service to All Souls.

—Vimala Tharisayi, *Treasurer*

All Souls Episcopal Parish

BALANCE SHEET

As of December 31, 2020

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
1-0100 Checking/Savings	
1-0101 Chk-Mech-924	0.00
1-0102 Mechanics- Savings	79,514.70
1-0103 Mechanics- Direct Deposit	8,725.14
1-0104 Mechanics- Memorial Fund	10,870.48
1-0105 Mechanics Checking	61,869.60
1-0106 LivingWaters-CapitalCampaign	59,892.84
1-0107 Schwab MM	10,135.22
Total 1-0100 Checking/Savings	231,007.98
1-0108 Vanguard Money Market	80,000.00
1-1150 PayPal	9.59
1-1160 UnDeposited Funds	0.00
1-1170 Clearing Account	0.04
Total Bank Accounts	\$311,017.61
Other Current Assets	
1-0115 Investments	
1-0116 Vanguard	789,330.19
Total 1-0115 Investments	789,330.19
1-1000 Prepaid Deposits	
1-1001 Bishop's Ranch	0.00
1-1002 Vestry Retreat	0.00
Total 1-1000 Prepaid Deposits	0.00
1-1200 Prepaid Expenses	3,548.44
1-1300 Loan to Living Waters Capital Campaign	20,000.00
Total Other Current Assets	\$812,878.63
Total Current Assets	\$1,123,896.24
Fixed Assets	
1-3101 Land/Building/Furnishings	469,987.00
1-3102 Jordan Court	47,000.00
Total Fixed Assets	\$516,987.00
TOTAL ASSETS	\$1,640,883.24
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Credit Cards	
2-1100 Credit Cards	
2-1101 CC-Rector x-5303	0.00
2-1104 CC-Parish Admin x-6718	-151.06
2-1105 CC-Assoc. Rector x-6615	535.45

All Souls Episcopal Parish

BALANCE SHEET

As of December 31, 2020

	TOTAL
2-1106 CC-Parent Card	0.00
2-1107 CC - Ministry Development	0.00
2-1108 CC - Youth Associate	0.00
2-1109 CC-Admin Assist x 6643	-465.01
Total 2-1100 Credit Cards	-80.62
Total Credit Cards	\$ -80.62
Other Current Liabilities	
2-2000 Employee Pension Contributions	
2-2105 Rector RSVP Contribution	-333.00
2-2205 Assoc Rector RSVP Contribution	-187.50
2-2305 Parish Admin Pension Contrib	-24.75
2-2405 Music Dir Pension Contribution	-600.00
2-2505 Youth Assoc. Pension Contrib	0.00
2-2605 Ministry Dev Pension Contrib	-191.20
Total 2-2000 Employee Pension Contributions	-1,336.45
2-2300 Prepaid Donations	
2-2310 2020 Prepaid Pledges	0.00
2-2311 2021 Prepaid Pledge	42,355.00
2-2320 Prepaid Gifts	0.00
2-2330 Prepaid Facility Use Fees	0.00
Total 2-2300 Prepaid Donations	42,355.00
2-2340 SBA/PPP Loan	0.00
Total Other Current Liabilities	\$41,018.55
Total Current Liabilities	\$40,937.93
Total Liabilities	\$40,937.93
Equity	
3-0000 EQUITY	
3-1001 Fund Balances Forward	
3-1002 Restricted Funds	0.00
3-1003 UnRestricted Funds	0.00
Total 3-1001 Fund Balances Forward	0.00
3-2000 Pass-Through Funds	0.00
3-2100 Pass Through Charitable	835.00
3-2200 Pass Through Non-Charitable	0.00
3-2205 Bldg Use/Event Fees	0.00
3-2206 Bldg Use/Liturgical	50.00
3-2208 Vestry Retreat	1,305.28
3-2210 Parish Retreat	-2,479.70
3-2212 Camping	-578.86
3-2213 CCD	1,800.00
3-2214 Miscellaneous	30.80
3-2215 Camp All Souls	804.12

All Souls Episcopal Parish

BALANCE SHEET

As of December 31, 2020

	TOTAL
3-2220 Misc. Pass Through	0.00
Total 3-2200 Pass Through Non-Charitable	931.64
Total 3-2000 Pass-Through Funds	1,766.64
3-3100 Vestry Designated Funds	0.00
3-3110 Sabbatical Funds (E2014)	18,113.26
3-3115 Literary Events	600.00
3-3120 Jordan Fund Principle	789,339.19
3-3130 Fixed Assets Fund	469,987.00
3-3140 Property Maintenance Fund	10,017.37
3-3150 Reserve Fund	29,745.10
3-3160 Personnel Search Expenses	5,000.00
Total 3-3100 Vestry Designated Funds	1,322,801.92
3-5000 Restricted Funds	
3-5010 Arts Project Funds	1,975.33
3-5015 LivingWaters-CapitalCampaign	59,892.84
3-5017 Jordan Court Project	11,637.60
3-5020 Children & Youth	0.00
3-5021 Children	1,152.24
3-5022 eScript	2,563.74
3-5023 High School Immersion	814.93
3-5024 Middle School Immersion	651.65
3-5025 Youth/Children/Families	8,376.96
Total 3-5020 Children & Youth	13,559.52
3-5030 Drama	101.41
3-5035 Flower Fund	417.82
3-5040 Key Deposits	165.00
3-5045 LEM Supplies	17.97
3-5050 Memorial Fund	10,870.48
3-5055 Music Funds	
3-5056 Music - General	6,605.89
3-5057 Choir Fund	1,406.11
3-5058 Junior Choir	0.00
Total 3-5055 Music Funds	8,012.00
3-5060 Organ & Instrument Maintenance	517.62
3-5063 Other	160.00
3-5065 Outreach	16,366.92
3-5070 Parish Hall Floor Fund	1,765.80
3-5071 PHse Accompaniment Project	1,267.07
3-5073 Stephen Ministry	2,327.38
3-5075 Vestment Fund	863.03
Total 3-5000 Restricted Funds	129,917.79
Total 3-0000 EQUITY	1,454,486.35

All Souls Episcopal Parish

BALANCE SHEET

As of December 31, 2020

	TOTAL
3-0001 Opening Balance Equity	-398.64
32000 Unrestricted Net Assets	28,823.93
Net Income	117,033.67
Total Equity	\$1,599,945.31
TOTAL LIABILITIES AND EQUITY	\$1,640,883.24

All Souls Episcopal Parish

ACTUAL TO BUDGET
January - December 2020

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Income				
4-0000 INCOME				
4-1100 Pledge Payments				
4-1101 Current Pledges	611,720.52	624,323.48	-12,602.96	97.98 %
4-1102 Prior Year Pledges	10,053.00	5,000.00	5,053.00	201.06 %
Total 4-1100 Pledge Payments	621,773.52	629,323.48	-7,549.96	98.80 %
4-1300 Plate Offerings				
4-1301 Offering of Record	38,705.20	17,000.00	21,705.20	227.68 %
4-1302 Loose Offering	12,401.49	15,000.00	-2,598.51	82.68 %
Total 4-1300 Plate Offerings	51,106.69	32,000.00	19,106.69	159.71 %
4-1400 Other Donations				
4-1401 Special Gifts	2,750.00	3,300.00	-550.00	83.33 %
4-1402 Special Days	3,851.00	6,000.00	-2,149.00	64.18 %
4-1403 Restricted Gifts	0.00		0.00	
4-1404 Other Gifts	21,000.00	9,999.96	11,000.04	210.00 %
Total 4-1400 Other Donations	27,601.00	19,299.96	8,301.04	143.01 %
4-1500 Facilities Use				
4-1501 Dedicated Space Rentals	62,828.00	70,000.00	-7,172.00	89.75 %
4-1502 Other Renters	2,363.75	5,000.00	-2,636.25	47.28 %
Total 4-1500 Facilities Use	65,191.75	75,000.00	-9,808.25	86.92 %
4-3000 Other Operating Income				
4-3001 Interest Income	260.18		260.18	
4-3003 Investment Income	14,000.00	90,054.72	-76,054.72	15.55 %
4-3004 Jordan Principle-Staff Housing	9,000.00	28,332.96	-19,332.96	31.77 %
4-3009 Misc Income	4.46		4.46	
Total 4-3000 Other Operating Income	23,264.64	118,387.68	-95,123.04	19.65 %
Total 4-0000 INCOME	788,937.60	874,011.12	-85,073.52	90.27 %
Total Income	\$788,937.60	\$874,011.12	\$ -85,073.52	90.27 %
GROSS PROFIT	\$788,937.60	\$874,011.12	\$ -85,073.52	90.27 %
Expenses				
6-0000 STEWARDSHIP EXPENSES				
6-2000 Personnel Salaries & Benefits				
6-2101 Rector				
6-2102 Rector Salary & Housing	134,021.50	134,015.93	5.57	100.00 %
6-2103 Rector Benefits	37,772.28	37,785.50	-13.22	99.97 %
6-2104 Rector Pension	24,122.98	24,122.87	0.11	100.00 %
Total 6-2101 Rector	195,916.76	195,924.30	-7.54	100.00 %
6-2201 Assoc Rector				
6-2202 Assoc Rector Salary	56,281.67	78,140.40	-21,858.73	72.03 %
6-2203 Assoc Rector Benefits	122.43	28,415.28	-28,292.85	0.43 %
6-2204 Assoc Rector Pension	4,050.00	13,158.00	-9,108.00	30.78 %

All Souls Episcopal Parish

ACTUAL TO BUDGET

January - December 2020

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Total 6-2201 Assoc Rector	60,454.10	119,713.68	-59,259.58	50.50 %
6-2301 Parish Administrator				
6-2302 Parish Admin Salary	31,463.21	31,696.67	-233.46	99.26 %
6-2303 Parish Admin Benefits	489.30	526.00	-36.70	93.02 %
6-2304 Parish Admin Pension	1,625.85	1,584.83	41.02	102.59 %
6-2305 Parish Admin Pension Match	648.38	1,267.87	-619.49	51.14 %
Total 6-2301 Parish Administrator	34,226.74	35,075.37	-848.63	97.58 %
6-2401 Associate for Music				
6-2402 Assoc Music Salary	46,932.48	44,980.67	1,951.81	104.34 %
6-2403 Assoc Music Benefits	13,578.62	12,574.67	1,003.95	107.98 %
6-2404 Assoc Music Pension	2,384.10	2,249.03	135.07	106.01 %
6-2405 Assoc Music Pension Match	1,907.28	1,799.23	108.05	106.01 %
Total 6-2401 Associate for Music	64,802.48	61,603.60	3,198.88	105.19 %
6-2601 Assoc Ministry Development				
6-2602 Assoc Ministry Dev Salary	78,008.34	76,041.72	1,966.62	102.59 %
6-2603 Assoc Ministry Dev Benefits	14,892.10	16,913.85	-2,021.75	88.05 %
6-2604 Assoc Ministry Dev Pension	3,983.18	3,802.09	181.09	104.76 %
6-2605 Assoc Ministry Dev Pens Match	3,186.52	3,041.67	144.85	104.76 %
Total 6-2601 Assoc Ministry Development	100,070.14	99,799.33	270.81	100.27 %
6-2709 Sabbatical Set-Aside	6,093.00	6,093.96	-0.96	99.98 %
Total 6-2000 Personnel Salaries & Benefits	461,563.22	518,210.24	-56,647.02	89.07 %
6-2550 Employer Expenses				
6-2551 Employer FICA & Medicare	19,076.74	14,910.37	4,166.37	127.94 %
6-2552 Worker's Compensation	2,146.00	2,299.92	-153.92	93.31 %
6-2553 Payroll Processing	1,860.95	2,016.00	-155.05	92.31 %
6-2554 Staff Bonuses	5,250.00		5,250.00	
Total 6-2550 Employer Expenses	28,333.69	19,226.29	9,107.40	147.37 %
6-2560 Professional Allowances				
6-2561 Rector Allowances	2,217.46	4,000.00	-1,782.54	55.44 %
6-2562 Assoc Rector Allowances		3,000.00	-3,000.00	
6-2564 Assoc Music Allowances	140.35	1,000.00	-859.65	14.04 %
6-2566 Assoc Min Dev Allowance	119.04	500.00	-380.96	23.81 %
Total 6-2560 Professional Allowances	2,476.85	8,500.00	-6,023.15	29.14 %
6-3000 General Operations				
6-3100 Parish Administration				
6-3101 Office Machines	10,017.78	10,000.00	17.78	100.18 %
6-3102 Office Supplies	1,289.70	5,000.00	-3,710.30	25.79 %
6-3103 Postage & Mailings	380.80	600.00	-219.20	63.47 %
6-3105 Communications	312.10	750.00	-437.90	41.61 %
Total 6-3100 Parish Administration	12,000.38	16,350.00	-4,349.62	73.40 %
6-3200 Information Technology				

All Souls Episcopal Parish

ACTUAL TO BUDGET

January - December 2020

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
6-3201 IT Services	956.79	750.00	206.79	127.57 %
6-3203 Software	2,841.26	2,000.00	841.26	142.06 %
6-3205 Hardware	1,219.71	1,000.00	219.71	121.97 %
Total 6-3200 Information Technology	5,017.76	3,750.00	1,267.76	133.81 %
6-3300 Other Operations				
6-3301 Safe Church	-40.00	200.00	-240.00	-20.00 %
6-3302 Archivist		500.00	-500.00	
6-3303 Stewardship	1,060.26	1,500.00	-439.74	70.68 %
6-3304 Congregational Development		1,800.00	-1,800.00	
6-3305 Recruitment Expenses	499.00	1,999.92	-1,500.92	24.95 %
Total 6-3300 Other Operations	1,519.26	5,999.92	-4,480.66	25.32 %
6-3400 Finance & Corporate				
6-3401 Insurance	11,848.07	10,900.00	948.07	108.70 %
6-3402 County & State Assessments	1,968.73	2,370.00	-401.27	83.07 %
6-3403 Bank Fees	19.17	90.00	-70.83	21.30 %
6-3405 3rd Party Processing Fees	1,380.37	250.00	1,130.37	552.15 %
6-3406 Bookkeeper	9,937.38	8,626.49	1,310.89	115.20 %
6-3407 Audit		499.92	-499.92	
6-3409 Accounting Office Exp	151.32	320.00	-168.68	47.29 %
Total 6-3400 Finance & Corporate	25,305.04	23,056.41	2,248.63	109.75 %
Total 6-3000 General Operations	43,842.44	49,156.33	-5,313.89	89.19 %
6-3500 Church Property				
6-3501 Buildings & Grounds				
6-3502 Supplies	2,846.75	3,000.00	-153.25	94.89 %
6-3503 Kitchen Supplies	879.78	2,000.00	-1,120.22	43.99 %
6-3505 Repairs & Maintenance	6,160.76	6,000.00	160.76	102.68 %
6-3506 Janitorial Service	16,200.00	15,560.00	640.00	104.11 %
6-3507 Garden Work	2,800.00	3,360.00	-560.00	83.33 %
6-3509 Miscellaneous		150.00	-150.00	
6-3510 Security	1,440.00	2,880.00	-1,440.00	50.00 %
Total 6-3501 Buildings & Grounds	30,327.29	32,950.00	-2,622.71	92.04 %
6-3600 Utilities				
6-3601 Energy				
6-3601E Electricity - Church	583.64	2,000.00	-1,416.36	29.18 %
6-3601G Gas - Church	3,479.58	6,500.00	-3,020.42	53.53 %
Total 6-3601 Energy	4,063.22	8,500.00	-4,436.78	47.80 %
6-3602 Water - Church	2,953.87	3,900.00	-946.13	75.74 %
6-3603 Refuse/Recycle - Church	4,981.84	4,800.00	181.84	103.79 %
6-3604 Telecommunications	4,554.83	4,920.00	-365.17	92.58 %
6-3605 Parish House Utilities				
6-3606 Electricity & Gas - PHse	2,935.39	2,305.92	629.47	127.30 %
6-3607 Water & Sewer - PHse	2,116.76	1,164.96	951.80	181.70 %

All Souls Episcopal Parish

ACTUAL TO BUDGET

January - December 2020

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
6-3608 Refuse & Recycle - PHse	942.32	615.00	327.32	153.22 %
6-3609 Guest Reimbursement	-450.00	-600.00	150.00	75.00 %
Total 6-3605 Parish House Utilities	5,544.47	3,485.88	2,058.59	159.06 %
Total 6-3600 Utilities	22,098.23	25,605.88	-3,507.65	86.30 %
Total 6-3500 Church Property	52,425.52	58,555.88	-6,130.36	89.53 %
6-3700 Assessments	0.00		0.00	
6-3701 Diocese	121,230.96	121,231.01	-0.05	100.00 %
6-3702 Deanery		700.00	-700.00	
Total 6-3700 Assessments	121,230.96	121,931.01	-700.05	99.43 %
Total 6-0000 STEWARDSHIP EXPENSES	709,872.68	775,579.75	-65,707.07	91.53 %
6-4000 PARISH LIFE				
6-4100 Music				
6-4101 Sheet Music & Permissions	841.70	995.00	-153.30	84.59 %
6-4102 Instrument Maint/Rental	1,965.00	2,700.00	-735.00	72.78 %
6-4103 Choir Section Leader/Cantor	9,132.40	17,800.00	-8,667.60	51.31 %
6-4104 Trumpet Musician	7,326.40	7,692.00	-365.60	95.25 %
6-4105 Supply Accompanist	300.00	2,700.00	-2,400.00	11.11 %
6-4106 Artists		3,500.00	-3,500.00	
6-4107 Gospel Choir	98.94		98.94	
Total 6-4100 Music	19,664.44	35,387.00	-15,722.56	55.57 %
6-4200 Worship Activities				
6-4201 Sacristans-Flowers	500.00	500.00	0.00	100.00 %
6-4202 Sacristans Altar Supply	2,301.30	4,000.00	-1,698.70	57.53 %
6-4203 Acolytes		300.00	-300.00	
6-4205 Arts at All Souls		200.00	-200.00	
Total 6-4200 Worship Activities	2,801.30	5,000.00	-2,198.70	56.03 %
6-4300 Community Building				
6-4301 Greeters/Newcomers		200.00	-200.00	
6-4302 Evangelism		200.00	-200.00	
6-4303 Retreat Scholarships		500.00	-500.00	
6-4304 Parish Retreat	528.31	700.00	-171.69	75.47 %
6-4305 Continuing the Feast		100.00	-100.00	
6-4306 Dinners/Picnics	-398.00	1,000.00	-1,398.00	-39.80 %
6-4307 Literary Events		250.00	-250.00	
Total 6-4300 Community Building	130.31	2,950.00	-2,819.69	4.42 %
6-4400 Hospitality				
6-4401 Hospitality-Sunday	211.94	780.00	-568.06	27.17 %
6-4402 Hospitality-Special Days		500.00	-500.00	
6-4403 Sexton	12,422.36	13,416.00	-993.64	92.59 %
Total 6-4400 Hospitality	12,634.30	14,696.00	-2,061.70	85.97 %
Total 6-4000 PARISH LIFE	35,230.35	58,033.00	-22,802.65	60.71 %

All Souls Episcopal Parish

ACTUAL TO BUDGET

January - December 2020

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
6-5000 FORMATION				
6-5100 Children/Family				
6-5101 Children's Programs	334.66	1,800.00	-1,465.34	18.59 %
6-5102 Family Ministry	248.59	800.00	-551.41	31.07 %
6-5103 Nursery Attendants (incl subs)	10,551.27	9,901.01	650.26	106.57 %
6-5104 Other Childcare (Programs)		200.00	-200.00	
Total 6-5100 Children/Family	11,134.52	12,701.01	-1,566.49	87.67 %
6-5200 Youth Ministries				
6-5201 Sunday School	151.52	400.00	-248.48	37.88 %
6-5202 Youth Group	40.02	1,600.00	-1,559.98	2.50 %
6-5203 Youth-Parish Retreat		750.00	-750.00	
Total 6-5200 Youth Ministries	191.54	2,750.00	-2,558.46	6.97 %
6-5300 Adult Ministries				
6-5301 Adult Formation	415.74	1,000.00	-584.26	41.57 %
6-5302 Stephen Ministry	2,529.96	2,530.00	-0.04	100.00 %
6-5304 Small Groups		50.00	-50.00	
6-5305 Vocations	1,200.00	950.00	250.00	126.32 %
6-5307 EfM		350.00	-350.00	
Total 6-5300 Adult Ministries	4,145.70	4,880.00	-734.30	84.95 %
6-5400 Mission & Outreach				
6-5401 Peace and Justice	4,200.45	4,000.00	200.45	105.01 %
6-5402 Open Door Dinners	5,256.80	6,000.00	-743.20	87.61 %
6-5403 Foster Youth Ministry	2,500.00	2,500.00	0.00	100.00 %
6-5406 CDSP	3,500.00	3,500.00	0.00	100.00 %
6-5408 Climate Change Action Group	800.00	1,000.00	-200.00	80.00 %
6-5409 Integrity	100.00	100.00	0.00	100.00 %
Total 6-5400 Mission & Outreach	16,357.25	17,100.00	-742.75	95.66 %
Total 6-5000 FORMATION	31,829.01	37,431.01	-5,602.00	85.03 %
6-9001 Suspense	88.06		88.06	
Total Expenses	\$777,020.10	\$871,043.76	\$ -94,023.66	89.21 %
NET OPERATING INCOME	\$11,917.50	\$2,967.36	\$8,950.14	401.62 %
Other Income				
7-4000 Non-Operational Income				
7-4100 Capital Income				
7-4101 Parish Gifts (deleted)	0.00		0.00	
7-4102 Parish Pledges (deleted)	0.00		0.00	
7-4110 Use of Jordan Principal	47,000.00		47,000.00	
Total 7-4100 Capital Income	47,000.00		47,000.00	
7-4600 PPP - Loan Forgiven	81,732.00		81,732.00	
Total 7-4000 Non-Operational Income	128,732.00		128,732.00	
Total Other Income	\$128,732.00	\$0.00	\$128,732.00	0.00 %

All Souls Episcopal Parish

ACTUAL TO BUDGET

January - December 2020

	TOTAL			% OF BUDGET
	ACTUAL	BUDGET	OVER BUDGET	
Other Expenses				
7-6000 Non-Operational Expense				
7-6100 Jordan Court Expenses				
7-6101 Admin & Office Expenses	0.00		0.00	
7-6102 Consultant Fees	4,400.00		4,400.00	
7-6104 Architect	6,866.90		6,866.90	
7-6105 Construction Costs	24,095.50		24,095.50	
Total 7-6100 Jordan Court Expenses	35,362.40		35,362.40	
7-6600 Fund Adjustments				
7-6606 Reserve Funds	11,917.50		11,917.50	
Total 7-6600 Fund Adjustments	11,917.50		11,917.50	
Total 7-6000 Non-Operational Expense	47,279.90		47,279.90	
Total Other Expenses	\$47,279.90	\$0.00	\$47,279.90	0.00%
NET OTHER INCOME	\$81,452.10	\$0.00	\$81,452.10	0.00%
NET INCOME	\$93,369.60	\$2,967.36	\$90,402.24	3,146.55 %

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 01/12/21
 Accrual Basis

Living Waters-Capital Campaign
Balance Sheet
 As of December 31, 2020

	Dec 31, 20
ASSETS	
Current Assets	
Checking/Savings	
1-0100 · Bank Accounts	
1-0101 · Mechanics Bank- Checking	59,892.84
Total 1-0100 · Bank Accounts	59,892.84
Total Checking/Savings	59,892.84
Total Current Assets	59,892.84
TOTAL ASSETS	59,892.84
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
25000 · Loan from Operating Fund	20,000.00
Total Other Current Liabilities	20,000.00
Total Current Liabilities	20,000.00
Total Liabilities	20,000.00
Equity	
Net Income	39,892.84
Total Equity	39,892.84
TOTAL LIABILITIES & EQUITY	59,892.84

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01/12/21
Accrual Basis

Living Waters-Capital Campaign
Profit & Loss
January through December 2020

	Jan - Dec 20
Income	
4-0000 · REVENUE	
4-1100 · Pledge Payments	
4-1101 · Parish Pledges	0.00
Total 4-1100 · Pledge Payments	0.00
4-1200 · Other Revenue	
4-1201 · Parish Gifts	85,100.00
Total 4-1200 · Other Revenue	85,100.00
Total 4-0000 · REVENUE	85,100.00
Total Income	85,100.00
Expense	
6-0000 · EXPENSES	
6-1000 · Campaign Expenses	
6-1002 · Administrative	218.40
6-1004 · Consultant	30,800.00
6-1006 · Other	1,109.26
Total 6-1000 · Campaign Expenses	32,127.66
6-2000 · Construction Planning	
6-2002 · Architects	11,129.50
6-2004 · Fees	0.00
6-2006 · Inspections	1,950.00
Total 6-2000 · Construction Planning	13,079.50
Total 6-0000 · EXPENSES	45,207.16
Total Expense	45,207.16
Net Income	39,892.84

**All Souls Episcopal Parish
2021 Budget**

Ministry	2020 Budget	2021 Budget	\$ Difference	% Change
Ordinary Income/Expense				
Income				
4-0000 INCOME				
4-1100 Pledge Payments				
4-1101 Current Pledges	\$624,323.48	\$650,698.00	\$26,374.52	4.22%
4-1102 Prior Year Pledges	\$5,000.00	\$5,000.00	\$0.00	0.00%
Total 4-1100 Pledge Payments	\$629,323.48	\$655,698.00	\$26,374.52	4.19%
4-1300 Plate Offerings				
4-1301 Offering of Record	\$17,000.00	\$27,000.00	\$10,000.00	58.82%
4-1302 Loose Offering	\$15,000.00	\$13,000.00	-\$2,000.00	-13.33%
Total 4-1300 Plate Offerings	\$32,000.00	\$40,000.00	\$8,000.00	25.00%
4-1400 Other Donations				
4-1401 Special Gifts	\$3,300.00	\$0.00	-\$3,300.00	-100.00%
4-1402 Special Days	\$6,000.00	\$3,700.00	-\$2,300.00	-38.33%
4-1404 Other Gifts	\$10,000.00	\$15,000.00	\$5,000.00	50.00%
Total 4-1400 Other Donations	\$19,300.00	\$18,700.00	-\$600.00	-3.11%
4-1500 Facilities Use				
4-1501 Dedicated Space Rentals	\$70,000.00	\$66,936.00	-\$3,064.00	-4.38%
4-1502 Other Renters	\$5,000.00		-\$5,000.00	-100.00%
Total 4-1500 Facilities Use	\$75,000.00	\$66,936.00	-\$8,064.00	-10.75%
4-3000 Other Operating Income				
4-3001 Interest Income	\$0.00	\$0.00	\$0.00	
4-3003 Investment Income	\$90,054.72	\$45,432.06	-\$44,622.66	-49.55%
4-3004 Jordan Principle-Staff Housing	\$28,332.96	\$29,721.60	\$1,388.64	4.90%
4-3009 Misc Income	\$0.00	\$0.00	\$0.00	
Total 4-3000 Other Operating Income	\$118,387.68	\$75,153.66	-\$43,234.02	-36.52%
Total 4-0000 INCOME	\$874,011.16	\$856,487.66	-\$17,523.50	-2.00%
6-0000 STEWARDSHIP EXPENSES				
6-2000 Personnel Salaries & Benefits				
6-2101 Rector				
6-2102 Rector Salary & Housing	\$134,015.93	\$136,160.00	\$2,144.07	1.60%
6-2103 Rector Benefits	\$37,785.50	\$39,740.00	\$1,954.50	5.17%
6-2104 Rector Pension	\$24,122.87	\$24,509.00	\$386.13	1.60%
Total 6-2101 Rector	\$195,924.30	\$200,409.00	\$4,484.70	2.29%
6-2201 Assoc Rector				
6-2202 Assoc Rector Salary	\$78,140.40	\$91,440.00	\$13,299.60	17.02%
6-2203 Assoc Rector Benefits	\$28,415.28	\$442.00	-\$27,973.28	-98.44%
6-2204 Assoc Rector Pension	\$13,158.00	\$16,459.00	\$3,301.00	25.09%
Total 6-2201 Assoc Rector	\$119,713.68	\$108,341.00	-\$11,372.68	-9.50%
6-2301 Parish Administrator				
6-2302 Parish Admin Salary	31696.67	\$32,512.00	\$815.33	2.57%
6-2303 Parish Admin Benefits	526	\$476.00	-\$50.00	-9.51%
6-2304 Parish Admin Pension	\$1,584.83	\$1,626.00	\$41.17	2.60%

2021 Budget

Ministry	2020 Budget	2021 Budget	\$ Difference	% Change
6-2305 Parish Admin Pension Match	\$1,267.87	\$ 1,300.00	\$32.13	2.53%
Total 6-2301 Parish Administrator	\$35,075.37	\$ 35,914.00	\$838.63	2.39%
6-2401 Associate for Music				
6-2402 Assoc Music Salary	\$46,932.48	\$ 47,683.00	\$750.52	1.60%
6-2403 Assoc Music Benefits	\$12,574.67	\$ 12,610.00	\$35.33	0.28%
6-2404 Assoc Music Pension	\$2,249.03	\$ 2,384.00	\$134.97	6.00%
6-2405 Assoc Music Pension Match	\$1,799.23	\$ 1,907.00	\$107.77	5.99%
Total 6-2401 Associate for Music	\$63,555.41	\$ 64,584.00	\$1,028.59	1.62%
6-2601 Assoc Ministry Development				
6-2602 Assoc Ministry Dev Salary	\$76,041.72	\$ 93,711.00	\$17,669.28	23.24%
6-2603 Assoc Ministry Dev Benefits	\$16,913.85	\$ 1,404.00	-\$15,509.85	-91.70%
6-2604 Assoc Ministry Dev Pension	\$3,802.09	\$ 4,686.00	\$883.91	23.25%
6-2605 Assoc Ministry Dev Pens Matc	\$3,041.67	\$ 3,748.00	\$706.33	23.22%
Total 6-2601 Assoc Ministry Developm	\$99,799.33	\$103,549.00	\$3,749.67	3.76%
6-2709 Sabbatical Set-Aside	\$6,093.96	6398.658	\$304.70	5.00%
Total 6-2000 Personnel Salaries & Benefits	\$520,162.05	\$519,195.66	-\$966.39	-0.19%
6-2550 Employer Expenses				
6-2551 Employer FICA & Medicare	\$14,910.37	\$ 16,900.00	\$1,989.63	13.34%
6-2552 Worker's Compensation	\$2,299.92	\$ 2,300.00	\$0.08	0.00%
6-2553 Payroll Processing	\$2,016.00	\$ 2,016.00	\$0.00	0.00%
6-2554 Staff Bonuses	\$0.00		\$0.00	
Total 6-2550 Employer Expenses	\$19,226.29	\$21,216.00	\$1,989.71	10.35%
6-2560 Professional Allowances				
6-2561 Rector Allowances	\$4,000.00	\$2,000.00	-\$2,000.00	-50.00%
6-2562 Assoc Rector Allowances	\$3,000.00	\$1,500.00	-\$1,500.00	-50.00%
6-2564 Assoc Music Allowances	\$1,000.00	\$500.00	-\$500.00	-50.00%
6-2566 Assoc Min Dev Allowance	\$500.00	\$500.00	\$0.00	0.00%
Total 6-2560 Professional Allowances	\$8,500.00	\$4,500.00	-\$4,000.00	-47.06%
6-3000 General Operations				
6-3100 Parish Administration				
6-3101 Office Machines	\$10,000.00	\$9,919.00	-\$81.00	-0.81%
6-3102 Office Supplies	\$5,000.00	\$5,000.00	\$0.00	0.00%
6-3103 Postage & Mailings	\$600.00	\$1,000.00	\$400.00	66.67%
6-3105 Communications	\$750.00	\$750.00	\$0.00	0.00%
Total 6-3100 Parish Administration	\$16,350.00	\$16,669.00	\$319.00	1.95%
6-3200 Information Technology				
6-3201 IT Services	\$750.00	\$750.00	\$0.00	0.00%
6-3203 Software	\$2,000.00	\$2,112.00	\$112.00	5.60%
6-3205 Hardware	\$1,000.00	\$1,000.00	\$0.00	0.00%
Total 6-3200 Information Technology	\$3,750.00	\$3,862.00	\$112.00	2.99%
6-3300 Other Operations				
6-3301 Safe Church	\$200.00	\$0.00	-\$200.00	-100.00%
6-3302 Archivist	\$500.00	\$500.00	\$0.00	0.00%

All Souls Episcopal Parish
2021 Budget

Ministry	2020 Budget	2021 Budget	\$ Difference	% Change
6-3303 Stewardship	\$1,500.00	\$1,750.00	\$250.00	16.67%
6-3304 Congregational Development	\$1,800.00	\$1,800.00	\$0.00	0.00%
6-3305 Recruitment Expenses	\$2,000.00	\$0.00	-\$2,000.00	-100.00%
Total 6-3300 Other Operations	\$6,000.00	\$4,050.00	-\$1,950.00	-32.50%
6-3400 Finance & Corporate				
6-3401 Insurance	\$10,900.00	\$ 10,500.00	-\$400.00	-3.67%
6-3402 County & State Assessments	\$2,370.00	\$ 2,800.00	\$430.00	18.14%
6-3403 Bank Fees	\$90.00	\$ 50.00	-\$40.00	-44.44%
6-3405 3rd Party Processing Fees	\$250.00	\$ 900.00	\$650.00	260.00%
6-3406 Bookkeeper	\$8,626.49	\$ 8,765.00	\$138.51	1.61%
6-3407 Audit	\$500.00	\$ 500.00	\$0.00	0.00%
6-3409 Accounting Office Exp	\$320.00	\$ 300.00	-\$20.00	-6.25%
Total 6-3400 Finance & Corporate	\$23,056.49	\$23,815.00	\$758.51	3.29%
Total 6-3000 General Operations	\$76,882.78	\$74,112.00	-\$2,770.78	-3.60%
6-3500 Church Property				
6-3501 Buildings & Grounds				
6-3502 Supplies	\$3,000.00	\$3,000.00	\$0.00	0.00%
6-3503 Kitchen Supplies	\$2,000.00	\$2,000.00	\$0.00	0.00%
6-3505 Repairs & Maintenance	\$6,000.00	\$4,000.00	-\$2,000.00	-33.33%
6-3506 Janitorial Service	\$15,560.00	\$13,200.00	-\$2,360.00	-15.17%
6-3507 Garden Work	\$3,360.00	\$1,680.00	-\$1,680.00	-50.00%
6-3509 Miscellaneous	\$150.00	\$150.00	\$0.00	0.00%
6-3510 Security	\$2,880.00	\$1,440.00	-\$1,440.00	-50.00%
Total 6-3501 Buildings & Grounds	\$32,950.00	\$25,470.00	-\$7,480.00	-22.70%
6-3600 Utilities				
6-3601 Energy				
6-3601E Electricity - Church	\$2,000.00	\$2,100.00	\$100.00	5.00%
6-3601G Gas - Church	\$6,500.00	\$4,500.00	-\$2,000.00	-30.77%
Total 6-3601 Energy	\$8,500.00	\$6,600.00	-\$1,900.00	-22.35%
6-3602 Water - Church	\$3,900.00	\$3,880.00	-\$20.00	-0.51%
6-3603 Refuse/Recycle - Church	\$4,800.00	\$4,500.00	-\$300.00	-6.25%
6-3604 Telecommuncations	\$4,920.00	\$5,112.00	\$192.00	3.90%
6-3605 · Parish House Utilities				
6-3606 · Electricity & Gas - PHse	\$2,305.92	\$0.00	-\$2,305.92	-100.00%
6-3607 · Water & Sewer - PHse	\$1,164.96	\$0.00	-\$1,164.96	-100.00%
6-3608 · Refuse & Recycle - PHse	\$615.00	\$0.00	-\$615.00	-100.00%
6-3609 · Guest Reimbursement	(\$600.00)	\$0.00	\$600.00	-100.00%
Total 6-3605 Parish House Utilities	\$3,485.88	\$0.00	-\$3,485.88	-100.00%
Total 6-3600 Utilities	\$25,605.88	\$20,092.00	-\$5,513.88	-21.53%
Total 6-3500 Church Property	\$58,555.88	\$45,562.00	-\$12,993.88	-22.19%
6-3700 Assessments				
6-3701 Diocese	\$121,231.01	\$ 122,583.00	\$1,351.99	1.12%

**All Souls Episcopal Parish
2021 Budget**

Ministry	2020 Budget	2021 Budget	\$ Difference	% Change
6-3702 · Deanery	\$700.00	\$ 700.00	\$700.00	0.00%
Total 6-3500 Assessments	\$121,231.01	\$ 122,583.00	\$1,351.99	1.12%
Total 6-0000 STEWARDSHIP EXPENSES	\$776,831.72	\$761,452.66	-\$15,379.06	-1.98%
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	\$2,700.00	\$3,000.00	\$300.00	11.11%
6-4103 Choir Section Leader/Cantor	\$17,800.00	\$17,600.00	-\$200.00	-1.12%
6-4104 Trumpet Musician	\$7,692.00	\$7,840.00	\$148.00	1.92%
6-4105 Supply Accompanist	\$2,700.00	\$3,000.00	\$300.00	11.11%
6-4106 Artists	\$3,500.00	\$3,500.00	\$0.00	0.00%
6-4107 Gospel Choir	\$0.00	\$0.00	\$0.00	
Total 6-4100 Music	\$35,387.00	\$35,935.00	\$548.00	1.55%
6-4200 Worship Activities				
6-4201 Sacristans-Flowers	\$500.00	\$500.00	\$0.00	0.00%
6-4202 Sacristans Altar Supply	\$4,000.00	\$4,000.00	\$0.00	0.00%
6-4203 Acolytes	\$300.00	\$300.00	\$0.00	0.00%
6-4205 Arts at All Souls	\$200.00	\$200.00	\$0.00	0.00%
Total 6-4200 Worship Activities	\$5,000.00	\$5,000.00	\$0.00	0.00%
6-4300 Community Building				
6-4301 Greeters/Newcomers	\$200.00	\$100.00	-\$100.00	-50.00%
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	\$500.00	-\$200.00	-28.57%
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	\$250.00	\$500.00	\$250.00	100.00%
Total 6-4300 Community Building	\$2,950.00	\$2,900.00	-\$50.00	-1.69%
6-4400 Hospitality				
6-4401 Hospitality-Sunday	\$780.00	\$150.00	-\$630.00	-80.77%
6-4402 Hospitality-Special Days	\$500.00	\$300.00	-\$200.00	-40.00%
6-4403 Sexton	\$13,416.00	\$13,631.00	\$215.00	1.60%
Total 6-4400 Hospitality	\$14,696.00	\$14,081.00	-\$615.00	-4.18%
Total 6-4000 PARISH LIFE	\$58,033.00	\$57,916.00	-\$117.00	-0.20%
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	\$800.00	\$800.00	\$0.00	0.00%
6-5103 Nursery Attendants (incl subs)	\$9,901.01	\$10,059.00	\$157.99	1.60%
6-5104 Other Childcare (Programs)	\$200.00	\$200.00	\$0.00	0.00%
Total 6-5100 Children/Family	\$12,701.01	\$12,859.00	\$157.99	1.24%
6-5200 Youth Ministries				
6-5201 Sunday School	\$400.00	\$400.00	\$0.00	0.00%

All Souls Episcopal Parish
2021 Budget

Ministry	2020 Budget	2021 Budget	\$ Difference	% Change
6-5202 Youth Group	\$1,600.00	\$1,600.00	\$0.00	0.00%
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	\$2,530.00	\$1,910.00	-\$620.00	-24.51%
6-5304 Small Groups	\$50.00	\$200.00	\$150.00	300.00%
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	\$4,880.00	\$4,410.00	-\$470.00	-9.63%
6-5400 Mission & Outreach				
6-5401 Peace and Justice	\$4,000.00	\$4,000.00	\$0.00	0.00%
6-5402 Open Door Dinners	\$6,000.00	\$6,000.00	\$0.00	0.00%
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%
6-5408 Climate Change Action Group	\$1,000.00	\$1,000.00	\$0.00	0.00%
6-5409 Integrity	\$100.00	\$100.00	\$0.00	0.00%
Total 6-5400 Mission & Outreach	\$17,100.00	\$17,100.00	\$0.00	0.00%
Total 6-5000 FORMATION	\$37,431.01	\$37,119.00	-\$312.01	-0.83%
6-9001 Suspense	\$0.00	\$0.00	\$0.00	
TOTAL EXPENSES	\$872,295.73	\$856,487.66	-\$15,808.07	-1.81%
Surplus (Deficit)	\$1,715.43	\$0.00		

REPORT OF THE ACOLYTE PROGRAM

At the start of 2020 Jenn Ying was the last standing Acolyte Master from the previous era, which had also included Kat & Andrew Lisa (they moved to Florida in 2019). But, as Jenn was due with her second baby in April, we knew that a change was needed. Phil and I thought quite a bit about how to proceed and decided that we would split the roles of Acolyte master into three parts: the trainer, the recruiter, and the scheduler. We then reached out to Kevin James to see if he would consider being the trainer—someone who does occasional trainings when there is a new acolyte and who pays attention to the current set of acolytes and gives feedback when necessary so that the acolytes stay sharp. We decided that the youth leaders should play the role of recruiter, since they know the youth the best, and could round up new youth occasionally; and then the scheduler would be whoever is writing the ROTA every month. Seemed like a pretty solid plan, until Covid hit, and since then we have not had an acolyte in the building.

But, with this break, perhaps we'll get to rebuild the acolyte program in 2021?

—Emily Hansen Curran

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 moved to online in the spring of 2020. On most Sunday mornings, each adult had the choice of least three options (two classes and 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 10 and 25.

In the spring, the committee had several parishioners participate in an Advisory Panel to help generate course ideas.

During the summer, we had a summer book group. This was the third summer of using a “one book, one parish” approach. We divided the summer into two sessions and read two books together.

Member responsibilities

Members are responsible for:

- generating ideas
- 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

Members 2020 forward

Cara Jobson
Ruth Meyers

—Cara Jobson, on behalf of the Adult Formation Committee

REPORT OF ARTS AT ALL SOULS

2020 was a quiet year for Arts at All Souls, given the restrictions imposed by a pandemic for much of the year. We did not meet with any regularity, but ideas sprouted into projects throughout the seasons, finding their way into live-streamed church services, recorded encounters, and neighborhood walks.

Lent

We launched our Lenten projects with a moving version of the Stations of the Cross created by Diane Haavik. She collaged representational elements into intimate compositions, each portraying her personal response to the subject of individual stations. Unfortunately, they were installed only one Sunday before we retreated to sheltering-in-place and not experienced in their fullest. Given the new structure of our live-streamed service and uncertainty around the coronavirus, Arts at All Souls did not participate in creating new work for the remaining services in Lent and Easter. Our deep holdings from previous years served us well and minimized unnecessary in-person interaction.

Ordinary Time

During the end of summer, Jeannie Koops-Elson and Michelle Barger responded to a request from Whitney Wilson to find new ways to visually engage our community via our live-stream services, in particular children. Soon after, a large mural of a redwood tree trunk appeared on the reredos. Over the following weeks until All Souls/All Saints Sunday, members and friends of the parish created woodland critters in various shades of green which populated the branches of the redwood tree. Painted, collaged, and bedazzled, these critters read from a distance as foliage, green and growing through Ordinary Time.

While a fun idea in concept, we learned that it would be necessary to modify future compositions from vertical to horizontal to better align with our new live-stream format.

All Soul/All Saints Feast

Remote worship prevented us from collectively creating a Cloud of Witnesses in our worship space for All Souls/All Saints Feast. Responding to suggestions from the staff, Jeannie and Michelle did a Cedar Street sign takeover, transforming the triptych panels into a place to pin up photographs of those who have passed away, or write names and memories on paper tags. The latter option allowed anyone in the community to participate, much in the same way the chalkboard also for immediate response.

Advent and Christmas

Arts at All Souls works with Parish Life each year to create a star ornament for the Advent season, traditionally made during the Advent Festival. This year, the ornaments were comprised of colorful mylar triangles which formed a Bethlehem star when assembled onto a clear mylar rectangle. Because we did not have an in-person festival, these “kit of parts” were included with Advent Wreath resources made available to Parish households.

Returning to comforting art proved to be the right approach for Advent during a pandemic, and Diane Haavik’s Advent paintings inspired by early dawn light were on the mark. Slight adjustments to the way we have installed them in the past were more complimentary to the camera framing for our on-line services. Advent Windows were a new tradition launched by staff this year where a different parish household would reveal a decorated window on each night of Advent. Parishioners were encouraged to take early evening walks and experience the different interpretations for what participants were hoping for. The large courtyard-facing Parish Hall window was revealed on the final night of Advent just before the Christmas Eve service. Building up thin layers of hand-painted tissue, Jeannie created a grand yet intimate composition of the Nativity family, illuminated with backlighting for each of the following nights until Epiphany.

—Michelle Barger, Jocelyn Bergen, Diane Haavik, and Jeannie Koops-Elson

REPORT OF THE NEWCOMER/GREETER MINISTRY

As I remember, the fall of 2019 did not bring in our usual number of newcomers through our doors. That, combined with some feedback we had received about a couple of folks not feeling very welcome on Sundays, set us on a path to reframe the way we thought about greeting new folks on Sunday mornings. Additionally, Vestry had made Newcomers a priority in 2019 and so some of the ripple effects of that focus was starting to bubble up at the start of 2020. I can remember one idea that arose, which was to think about the

church on Sunday mornings in quarters—the front left, back left, front right, and back right quarter. At the March Vestry meeting, I mapped out the church and pews and presented to Vestry this map, noting that each of them regularly sat in the same quadrant on a Sunday morning. The idea was that if they would reach out and welcome anyone they didn’t know within their usual Sunday morning quadrant, there was a good chance more new folks would experience a welcome reception on Sunday mornings.

And then the shelter in place hit, completely upsetting our world, but also the ability to welcome newcomers directly. As we switched our services to Facebook, we lost the ability to greet newcomers to the Sunday service unless they made themselves known to us, which hasn’t yet happened on a Sunday morning. Once we were able to meet in person (in October), and then added the Zoom service (in December), it became much easier to identify and greet new folks, but from March to October, this work went largely undone.

Our church website is now the new “front doors” to the church. Once this was realized, I set to revising our home page to better accommodate those who might be new. I moved some things around, making the service times very easy to spot, but also added a “New Here?” section, which has received five responses since being updated (meaning five individuals found their way to our website and clicked through the “New here?” page, and then filled out the online “pew card” that I made).

May and December are usually the times when we have our Newcomer classes, so in May we went ahead and held a newcomer class via Zoom. We had about 11 folks in the Zoom class and then 12 folks decided to become a member here following that class. We held a Zoom New Member Ceremony, which was difficult technically (there is about a 40 second delay from the live service to Facebook live), but, which sufficiently welcomed in these brave souls trying to enter a church community in a global pandemic. Based on the little information we had about how many new folks were attending on Sunday mornings from March to October, we decided to skip the December New Member class and instead I hosted a Meet & Greet on a Sunday morning and then we planned to teach a Newcomer class in January of 2021. The November Meet & Greet had only one attendee, but (!) we had several brand new folks attend the outdoor worship service, which buoyed our spirits.

2020 was a hard year for newcomers and for this Newcomer/Greeter team, and I suspect 2021 will continue to be a challenging year. I do wonder, however, how this global pandemic will bring new folks to our doorstep, and how we can reach out and walk with those around us. Time will tell, but I am hopeful.

—Emily Hansen Curran

REPORT OF THE JUSTICE AND PEACE MINISTRY

Mission

Responding to our Baptismal Covenant: “Will you strive for justice and peace among all people, and respect the dignity of every human being? We will, with God’s help.”

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 to respond to these needs. The Justice and Peace Ministry Leadership Team consists of approximately ten volunteers who meet monthly to overview and coordinate ongoing programs and planning groups that meet more frequently, with Cynthia Clifford helping to publicize our activities to the parish.

2020 imposed new ways of planning and working: We depended upon our computers, mobile phones, Facebook, Zoom and parishioners with technical skills. From March 2020 through the end of the year, health restrictions for Covid-19 prohibited us from in-person ministry meetings, adult classes, and gatherings with other organizations.

Climate Justice Team

* Adult Classes & Parish Retreat: The climate team held numerous planning meetings led by Paloma Pavel, assisted by Lewis Maldonado, Julie Kramer, Cynthia Clifford, Janet Chisholm, and Richard Page. They built upon our past climate action work in the parish and the three adult classes we had offered in the fall of 2019. Under the banner “Caring for Creation: Hope & Action for Climate Justice,” the team arranged and offered three more adult classes in the Spring and also the annual fall parish retreat. All events were well attended. Due to Covid restrictions, the events occurred virtually, thanks to the technological expertise of Richard Page, Emily Hansen-Curran and others.

- April 19: Greening Both Church and Home = Climate Action

Liore Milgrom-Gartner (CA Interfaith Power & Light) + Elena Engel (Electrify Everything)

- April 26: Youth Speak Out for Climate Action

Kyle Lemle + Tiana Arrendondo (GreenFaith, 350.org, & The Sunrise Movement)

- May 3: Embracing Our Eco-spiritual Roots for Climate Action

Kayleen Asbo, Ph.D (Mythicamuse)

- September 19: Parish Retreat – Creation and Incarnation

Fr. Vincent Pizzuto of St. Columba’s

* Chapel Prayer Vigil: Julie shared information on 5G and local citizens’ health concerns. She planned and presided at a prayer vigil offered in the chapel on 1/25/20 for parishioners and the wider community.

* No Coal Oakland Campaign: The movement to prohibit open coal trains from running through poor communities to the Port of Oakland is in court; Lewis gave legal updates.

* Publicity of local events: The climate team publicized numerous climate events, films, and conferences available via the Diocese, seminaries, and community groups.

Food and Shelter Team

Deacon Dani Gabriel served as a key contact and organizer. Throughout the year, All Souls’ parishioners participated in a range of activities to support members of our wider community, especially those who are homeless. Covid-19 restrictions necessitated special arrangements because in-person worship and meetings ceased in March and many parishioners were sheltering in their homes.

* Food Bank (Cathy Goshon, coordinator): Parishioners filled bags with needed non-perishable foods and personal items (e.g., soap, toothpaste); volunteer drivers did a weekly pickup the bags from parishioners’ front porches and delivered them to the Food Bank.

* Tiny Homes (Jenny Kern, coordinator): In the prior year, All Souls and other congregations helped build tiny homes, a project of Youth Spirit Artworks. In 2020, our youth group families and other parishioners adopted 3 of the 26 tiny homes, helped build and paint planters and fences, and gathered from parishioners the needed furnishings and personal items. Justice and Peace paid for 3 mattresses. In 2021 youth group families will help new residents move into their homes!

* Advent In-gatherings: On the first 3 Sundays of Advent, we delivered parishioners’ donations of money and requested items to one of the 3 nearby homeless camps. On the 4th Sunday, bags of food were gathered and delivered to the Food Bank.

* Open Door Dinner (Anne Cockle, coordinator): on a monthly basis, teams prepare, package and share with 80-100 of homeless neighbors that line-up outside the church; and packages are delivered to three nearby homeless camps.

* Sandwich bags: Parishioners prepared bags of sandwiched to distribute. The project received a \$2500 grant from the Diocesan Impact Fund.

* Support for Homeless Camps: volunteers offered transportation. Coordinator: Dani Gabriel.

* Sharing items from the Parish House before it was due to be torn down: Parish volunteers assessed, organized and found homes for equipment and other items.

Racial Justice

The Justice and Peace Ministry continued to build upon prior All Souls' racial justice events, e.g. offering Adult Classes with speakers from The Ella Baker Center, attending the Die-In on University Avenue to support Black Lives Matter, organizing nonviolence training and a city march to oppose White Supremacy, attending local meetings and trainings of SURJ (Showing Up for Racial Justice), and offering the parish and the wider community a film and discussion of "Traces of the Trade."

* "Just Mercy" film and discussion, about the work of Attorney Bryan Stevenson and his legal assistance to prisoners on death row: Don Gates and Janet Chisholm invited parishioners to a theater showing and discussion at a nearby restaurant; 24 attended.

* Racial Justice Banner: After the George Floyd killing and other publicized attacks on black Americans across the country, Don Gates and Janet Chisholm proposed a church banner and worked with a team to consider and select the words to use and to obtain official support; Pat Jones produced the banner; it was posted on the Cedar Street triptych outside the church:

"Now is the time to make justice a reality for all of God's children. This is the challenge of the hour. MLKing, Jr., 1964. BLACK LIVES MATTER"

* "Sacred Ground," a 10 session/20-week, small group dialogue curriculum from the national church. The Justice and Peace Ministry advocated for the program which is grounded in our faith and designed to describe the U.S. history of racism and to promote anti-racism through personal evaluation of assumptions, experiences, and actions. Lewis and Janet helped plan the program for the parish and learned about other parishes using the program on national church seminars. 90 people in 11 different dialogue groups participated.

* Planning for 2021: We agreed to focus on Racial Justice and so began forming a Racial Justice Team to begin planning adult classes and various events. (We have three dates in Spring 2021 to offer Adult Classes on racial justice, working with Ruth Meyer.)

Immigrant Support – Interfaith Movement for Human Integrity (IM4HI)

We joined with the IM4HI in this work, donated funds to them, and kept informed on the issues thanks to Elena Ramirez. Our advocacy for migrant refugees fleeing violence and seeking asylum took a different form in 2020 because we can no longer provide temporary housing. The Parish House we used for shelter has been demolished to make way for a new building offering affordable apartments to senior citizens. In addition, the closing of the West County Detention Center means that the many prayer vigils at that location, which we attended and helped organize, are no longer appropriate. Now some vigils are held in front of the ICE building in San Francisco, although COVID-19 restrictions prevent many parishioners from participating. We advocated with our state government that immigrants released from prison not be automatically handed over to Immigration authorities.

Foster Youth Support Team

A small, dedicated team of parishioners continues to support and meet weekly with one foster youth in the East Bay. This project began after an adult formation series, "Standing with Foster Youth," our eventual connection with the Braid Mission organization and the vestry's adoption of this focus as one of the parish's priorities.

Interfaith Council of Alameda County (ICAC)

The ICAC organization has strong participation from diverse faiths, including Jewish, Muslim, and Buddhist faith groups, as well as different Christian denominations. In 2020, ICAC continued to devote 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 shelter and services for the homeless population. All Souls is a formal member through a vote of the Vestry.

Centering Prayer

Recognizing the challenges of working for justice and peace in difficult times, Diane Haavik, Terry Trotter and Sarah Bakker Kellogg hoped to continue offering Centering Prayer in the chapel on alternating Monday evenings. Covid-19 restrictions on gathering meant this could not continue until it is safe again to meet in person.

Sharing Our Gifts – Financial Donations

Each year, the Justice and Peace Ministry selects and donates from our budget to organizations and projects that we have worked with and that are known to serve the community, the poor and the marginalized. In 2020 we made gifts to the following groups: California Interfaith Power and Light, The Ella Baker Center, The Tiny House Project, The Interfaith Movement for Human Integrity, the Interfaith Council of

Alameda County, Options Recovery, Greening the Church, the Diocese of Cuba's Living Waters Project, and the Free Book Room at Roosevelt Middle School.

—Janet Chisholm

REPORT OF PARISH LIFE

Our parish fellowship began this year in our customary way, with youth and Vestry members teaming up to host the Shrove Tuesday-Mardi Gras pancake and jambalaya supper. The parish hall was filled to bursting with music (youth group jazz musicians), good smells, high spirits and All Soulsians of all ages. We spilled outside to begin Lent together around the fire in the courtyard.

The Soup + Story groups that formed to journey through Lent in intimate community soon became parish kin groups with whom we navigated the onset of the global pandemic that dominated the rest of our year. Junior Warden Toni Martinez-Borgfeldt and Associate for Ministry Development Emily Hansen-Curran worked with Parish Life volunteers to ensure that all members of the parish were placed in a Connection Group (using the Soup + Story groups as our foundation) with the goal of relieving isolation, creating a network of support for those who needed it, and maintaining a line of communication between parishioners and the All Souls staff. When the Soup + Story curriculum ended (over the weeks of Lent, groups shifted from in-person meetings to Zoom) the Connection Groups continued to look after each other via email, Zoom, phone calls, and outdoor walks. In some groups, parishioners helped each other with groceries and errands, others with funny memes and inspiring videos, and others with prayers or simply a clear connection to the church community.

Unable to gather safely in large groups, this year we missed and mourned sharing our feast days together. We did not meet in Tilden to worship and picnic in the first week of June; we did not continue the feast of table in the Parish Hall with favorite foods and festivity on Pentecost or Easter or All Souls & Saints or Christmas; we did not celebrate our year together and our pledges for the new year with a giant Stewardship dinner party.

As a result, we were especially grateful for the opportunities to be physically together in community that seemed safe and sensible. Those who gathered at the Big Sur river for the annual campout in July were blessed by the (rare in 2020) experience of getting away from home, reconnecting with their parish family, and maintaining a favorite tradition in spite of it all. When the Bishop's Ranch was able to reopen (with careful Covid protocols in place), the All Soulsians who gathered there in September experienced the particular depth

and richness of a much smaller, quieter parish retreat. And all of us were thankful for the efforts of staff to gather the whole community really successfully – with various forms of technology and satellite groups—for thoughtful retreat discussions, worship, and even the usual talent-optional show fun.

Finally, this year the Advent Festival morphed into Advent To-Go, with wreath-making, crafting and devotional supplies kitted up to support a season of practice at home in family groups and as a parish family via technology.

— Jeannie Koops-Elson

REPORT OF THE PARISH HOUSE & JORDAN COURT PROJECT

If you've been by the All Souls campus anytime in the last four months, you know that the old Parish House is gone. The two lots adjacent to our Church and Parish Hall have been transformed into a massive construction area. After seven years of preparation, the new building, named "Jordan Court" in honor of Ann Jordan, its major benefactor, is becoming a physical reality!

Our partners in developing this project, Satellite Affordable Housing Associates (SAHA), secured the final piece of funding for Jordan Court in the early summer. Kirk Miller has continued to work indefatigably with the official architects at HKIT and the contractor, Roberts Obayashi, to refine innumerable design questions, including the type of garage door.

The last residents of the Parish House departed in April, and under the leadership of dedicated organizers Jill Churchman, Anne Cockle, and Annie Rovzar, various ministries boxed up items to keep and discarded or gave away the rest.

The (masked and socially distanced) All Souls youth group held a last hurrah in their old stomping grounds, spray-painting walls and windows with images and slogans such as Black Lives Matter.

Nedi Rivera led a ceremony to bless the old Parish House and the land before it was torn down in August.

Rector Phil Brochard returned from sabbatical in time for the official groundbreaking ceremony at the end of September, which included the Mayor of Berkeley and City Council Members Kate Harrison, Sophie Hahn, and Susan Wengraf. All of these events were captured on film.

In fact, a time-lapse filmed record of the day-by-day construction activity is underway, thanks to the talents of All Souls youth member Emma Calimag Sisson.

Few construction projects proceed without some unforeseen glitches. This fall Hearts Leap School and the Undercroft were flooded after a light rain. The construction project superintendent is investigating the source and possible remedies.

Completion of Jordan Court is estimated for November 2021. Over the next three to four months, expect to see framing for the new L-shaped building to go up.

If you're coming to All Souls for any reason, including the 9:00 Sunday service when that's permissible again, allow yourself more time than usual because you will need to park further away.

— Mary Rees, for the Parish House/Jordan Court Project

REPORT OF THE CAPITAL CAMPAIGN

Recognizing the need to prepare for future ministry through renovation and adaptation of our buildings and outdoor spaces, the Vestry decided to launch a capital campaign in 2020. The campaign launched on February 16 with a formation hour presentation on the “joy of generosity” by our consultant, Marc Rieke. Marc also preached in the Sunday morning worship services that day. We anticipated that the campaign would engage a broad cross-section of the parish during the spring and come to a close on Pentecost Sunday, May 31, with the ingathering of three-year pledges.

This launch was preceded by the Fall 2019 gathering of cost estimates for the many facilities renovation and improvement needs that became the list of potential projects for the campaign. In January of 2020 the core campaign team (Nancy Austin, Renae Breitenstein, Phil Brochard, David Cooke, Jim Feeley, Marilyn Flood, Erin Horne, Kieran King, Jeannie Koops-Elson, Toni Martinez-Borgfeldt, Malcolm Plant, Patrick Tahara, Cathy Thompson, Rebecca Whitney, Kim Wong) met in day-long workshop during which, along with other work, settled on the campaign theme and name, *Living Waters: Renewal for our Second Century*. Key components of the campaign were complete accessibility, communal flexibility, carbon neutrality, and continued vitality.

Core team members recruited additional members for each of the main tasks of the campaign. Bulletin boards and free-standing signs in the church building called attention to some of the possible projects. Informational emails to the whole parish told of activities to come. Parishioners volunteered their homes for small group gatherings to discuss what could be accomplished with the results of the campaign. Some team members developed a brochure; others created a video. Still others prepared presentations for a session of the Lenten Soup and Story groups. Marc met with the core

team in person an additional three times to facilitate all of these efforts.

The long-scheduled March 17 core team meeting, however, shifted to virtual format with the Bay Area mandate that very day to shelter-in-place, due to the rapidly increasing spread of COVID-19. The originally planned agenda changed to consider the feasibility of continuing campaign activities, and recommendation to the Vestry that the campaign be paused. The Vestry concurred that the campaign be paused and subsequently in August affirmed that it was infeasible to re-activate the campaign in fall due to the continuing limitations on in-person gathering.

When health conditions allow (later in 2021, if feasible), we expect to re-engage with this effort that will not only undergird our current ministry, but serve our wider community now and in the future.

—Nancy Austin and Marilyn Flood, *Capital Campaign Co-Chairs 2019-2020*

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, 2021) 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 services for set-up and clean-up and preparation for the weekday services. The flowers for the weekly 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 and Christmas Day.

Sacristan team members and alternates who contributed time and talent in 2020 were: Shelley Altura, Kathryn Brooks, Julie Burcham, Ray Concepcion, Marilyn Flood, Hallie Frazer, Maggie Gabriel, Sheila Mackey-Mason, Kalonica McQuesten, Suzy Mead, Calvin Payne-Taylor and Cathy Thompson. The Flower Team included: Kathryn Brooks, Julie Burcham, Maggie Cooke, Sheila Mackey-Mason, Suzy Mead, Suzanne Nelson, Cathy Thompson and Aska Wieloch. In 2020, the Sacristan Leadership Group included

Ray Concepcion, Ministry Lead; Julie Burcham, Training and Vestments; and Cathy Thompson, Flowers.

Retiring from the group as of the end of 2020 was Aska Wieloch. We are grateful for her 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

As it turns out, “small groups” was the way of 2020. We started the year with EFM, led by Jennifer Boehler and Cathy Thompson; three Emmaus Groups; two Reading Between the Lines groups; and various other regular group meetings of people around the parish. We then launched the Catechumenate, another Emmaus Group, and our fourth year of Soup + Story with the start of Lent.

Once Covid hit along with the shelter in place, many of these groups shifted forms. The newly formed Emmaus group decided to pause (at that point we thought that the shelter in place would last about three weeks), the group of married couples kept on (until finally disbanding to be part of Sacred Ground), but the other two Emmaus Groups (one of all men, and the other all women) decided to continue to meet. EFM stopped meeting at that point and still has not picked back up, though the online format has allowed Stephen Southern to return and the hope is that the group will get going sometime in 2021.

The Catechumenate was being led by Dr. Stephen Quarles and myself, however, due to the shelter in place and other life circumstances Stephen and his family made a decision to move out of state. That coupled with the fact that all Confirmations and Baptisms were now on hold indefinitely, we decided to postpone the class until confirmations could happen (but, again, we didn’t think the shelter in place would last through the rest of the year and beyond when we made this decision). The class met for three weeks before we cancelled the class and my hope is that those folks return this year to finish the course that we’ll offer virtually in 2021 and hopefully be baptized, confirmed, reaffirmed, or received sometime later into 2021.

As mentioned elsewhere in another report, as soon as the shelter in place hit, we decided to break the entire parish into Connection Groups based on geography. Connection groups were meant to be a weekly check-in group to make sure that everyone was connected to someone else at the parish and could have access to help should they need it. Our Soup + Story groups were working off of prayer booklets put together by our admin Annie Rovzar and myself, but when shelter in place hit, converted to Connection Groups as instead. Once Lent was through Annie, Will Bryant (our seminarian) and myself decided to make some curriculum available to these Connection Groups and so wrote a Stations of the Resurrection prayer booklet with a similar tone to the Lenten prayer booklets. Each Connection Group varied in their level of connection and communication, but each group had an assigned point person who made sure that weekly connections, on some level, were made. In June, as the Covid numbers were steady and it was clear that, while a hardship, most of our congregation had not become ill, we called off the Connection Groups, though we left room for them to regather should the need arise.

In June as the George Floyd protests were bubbling up across the country, we felt compelled to, as a parish, confront white supremacy and problems with race within and so launched a 20 week course around race and faith provided by the Episcopal Church called Sacred Ground. We had 88 people (between St. Alban’s and All Souls) go through the curriculum in small groups from July to December. We are just starting to see the fruit and ripple effects of this curriculum across the parish, but things are certainly in motion.

Finally, it was towards the end of 2020 that, in conversation with our new Associate Rector Maggie Foote, I decided to think more casually about our small group ministry. Small Groups, after all, are the only sort of groups allowed to meet in person (at least, when Covid numbers are not surging as they are while I type this). But also, because Zoom is now our medium of gathering, getting together in smaller groups of people simply makes more sense. As a result we are set to launch some new, shorter-term small groups in the new year. Ones centered on a theme, book, or idea, and which last just about six weeks or so. No food or hugs or three-dimensional interactions are shared in this new online format, but we are still reaching out and reaching in to connect with God and with each other.

—Emily Hansen Curran, *Associate for Ministry Development*

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. As a result of the pandemic last year, a Telecare option was added for those who were interested in informal but confidential phone calls. The Stephen Ministry program at All Souls took root in 2008 and was formally established in 2009. Over the last twelve years, All Souls has commissioned 49 Stephen Ministers and these dedicated people have provided support for over 145 care receivers. During 2020, Stephen Ministers provided support for 21 care receivers. Active Stephen Ministers during 2020: Gert Allen, Nancy Austin, Jill Barash, Jennifer Boehler, Vicki Carlton, Maggie Cooke, Marilyn Flood, Dan Gordon, Edward Moore, Bruce Morrow, Tom Reilly, Suzanne Siebert, Gina Steele, Tim Sullivan, Carol Terry, David Wight, and Susan Wight.

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 2020, we had discussions led by parishioners and clergy on the topics of lamentations, the role that Deacons play in congregational care, trauma, and our relationship with the unknown. We also had a few informal meet and greets with the Rev. Nedi Rivera and the Rev. Maggie Foote, and spent a fun Zoom evening in December playing Advent Jeopardy and other games.

In 2020, Nancy Pryer was trained and commissioned as a Stephen Ministry leader, since Nancy Austin retired with our gratitude for her service and leadership in order to move to Oregon. In addition, we were able to complete our Stephen Ministry training via Zoom and commissioned the following individuals as Stephen Ministers: Gert Allen, Jill Barash, Vicki Carlton, Maggie Cooke, Suzanne Siebert, Gina Steele, and Tim Sullivan. Sadly, we lost our beloved friend and teammate, Jennifer Boehler, who was a faithful part of this ministry for over 8 years.

We look forward to continuing our work both within and beyond the Parish community.

—the Stephen Ministry Leaders: Madeline Feeley, Nancy Pryer, Christina Robinson, and Raymond Yee

REPORT OF THE STEWARDSHIP TEAM

In 2019, the Stewardship Committee sought to build on. Like every other group, the Stewardship Committee had a strange year. We started 2020 anticipating a pledge campaign that would be running on the heels of a major capital campaign.

And then March and COVID-19 arrived. The capital campaign was deferred, and we began to think about how to create a stewardship campaign integrating distance.

Anna Gustafson and Bob Holum graciously agreed to join the committee and brought fresh energy and insight. And we had Zoom meetings. Lots of Zoom meetings. Inspired by Jeremiah, we asked the congregation to be like the tree that draws nourishment from the stream, stays green in a time of drought, and continues to bear fruit in anxious times.

Though we never all met in person, we rolled out the 2021 pledge campaign on September 27th, replacing the usual kickoff brunch with a spectacular video presentation that went live after the 11:15 Facebook livestream.

The video contained interviews with a number of All Soulsians discussing how they think about stewardship and the role it plays in their lives. Emily Hansen-Curran masterfully pulled together a bunch of Zoom feeds into a video with heart and warmth.

We would like to thank Anna Gustafson, Annie Rovzar, Bob Holum, Calvin Payne-Taylor, Cathy Thompson, Ed Hofmann, Emily Hansen-Curran, Jamie Apgar, Jess Powell, Jill Churchman, Maggie Foote, Nathan Brostrom, Phil Brochard, Shawn Adderly, and Tim Ereneta for starring in the video.

Following in the tradition of past stewardship committees, we wrote articles for the Pathfinder and sent letters and emails. The pastoral staff gave sermons about stewardship and giving. As we approached Ingathering Sunday, October 25th, we were feeling the lack of in-person contact. And then a mere week before Ingathering, Anna Gustafson and Seminarian Will Bryant had inspiration for a distanced, in-person celebration. People were invited to come to church to drop off their pledges and had a chance to see each other, take a spiritually directed walk around the block, view our progress on Jordan Court, and pick up a bag of homemade cookies and an All Souls sticker or magnet. Anna and Will pulled it all together quickly and smoothly, and it was great to have a non-virtual part to the campaign.

From the start of Ingathering, this congregation bore abundant fruit in anxious times.

In this turbulent, challenging year, with its suffering, frustration, and uncertainty, All Souls members and visitors pledged just over \$650,000, a 3% increase from last year. This response was amazing in several ways.

In a year when scores of All Soulsian households moved away, we had 173 adult pledges this year, down 8% from last year's 187. During the campaign, the Stewardship Committee talked with numerous members who were suffering through

difficult financial times and were not able to pledge financial support right now.

Many of the people who could afford to make pledges, increased them. Often substantially. We had 86 households increase their pledge from 2020 to 2021. An astonishing 27 increased their pledges by more than 50%.

That deserves repeating. Twenty-seven pledges increased by more than 50%. In any time, that would be amazing. In this time, it leaves one speechless.

The reasons behind these increases vary from person to person. But at their core, all of them speak to the importance and centrality of All Souls in the lives of so many.

In this year of odd distance, we have welcomed new members and visitors. All Souls' presence, online and through the in-person ministries we continue to offer, have let those seeking a spiritual home find us. We received 33 pledges from people who did not make a pledge for 2020.

And we have had numerous losses. In many ways, the losses feel similar to a wildfire sweeping through a forest. We have lost long-term, mature members of the parish this year: some have died, and others have moved away. We feel their loss and miss them. And yet, many of those who have moved away have pledged for 2021. Pledges totaling \$20,000 have come from those who have relocated this year. Their continued pledge support may be less certain going forward than it has been in the past, but it has been crucial to lifting us to a viable budget in 2021.

The Stewardship Committee was humbled by the generous and committed support of the members of this parish. We are grateful for the careful consideration so many of you have used to make the decision to support All Souls in 2021, and we are renewed in our appreciation of the invitation in Jeremiah:

Blessed are those who trust in the Lord, whose trust is the Lord. They shall be like a tree planted by water sending out its roots by the stream. It shall not fear when heat comes, and its leaves shall stay green; in the year of drought, it is not anxious, and does not cease to bear fruit. Jeremiah 17:7-8

Over the past four years, All Soulsians have seen ups and downs in its pledging, but have moved significantly toward financial sustainability.

Total Amount Pledged	\$379,747	\$361,555	\$329,869	\$356,955
Change from prior year	4%	15%	-5%	3%
Pledgers				
Adults/Household	177	194	187	173
Youth	11	2	4	2
Children		3	1	0
Total Pledgers	188	199	192	175
New Pledgers		45	25	33
Average Adt Household	\$3,250	\$3,411	\$3,364	\$3,761
Median Adt Household	\$2,000	\$2,400	\$1,800	\$2,400
Largest Pledge	\$20,000	\$22,000	\$22,000	\$24,000
Smallest Pledge	\$25	\$0	\$5	\$5
Proportional Pledges	74	92	71	

The community has always responded with generosity and kindness. The Stewardship Committee thanks you.

—Eric Legrand, *Chair Stewardship Committee*

—Richard Lynch, *Co-Chair Stewardship Committee*

REPORT OF THE VOCATIONS COMMITTEE

Ethan Lowery was ordained deacon on December 5 by Bishop Marc Andrus at Grace Cathedral. He graduated from CDSP with an M. Div. degree in Spring 2020. He will be a transitional deacon at St. Stephens in Orinda, where he has been employed part-time as Youth Minister.

Calvin Payne-Taylor's application for postulancy toward the priesthood was endorsed by the Vestry. Subsequently, the Bishop appointed him a Postulant in December. Seminary application and enrollment are the next step in his process.

Tripp Hudgins, noted in last year's report as continuing in Postulant status, relocated to Virginia in the Spring.

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

As noted in past years, 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.

—Marilyn Flood

REPORT OF THE KAYAKAMEENA TEAM

All Souls Parish has ministered to the residents at Kayakameena skilled nursing facility on afternoons of the third Sunday of each month for well over a decade. To my knowledge, last January (2020) was the first time we were unable to make church with our friends there, due to a flu scare. We were back in February, and then, as we all know, nursing homes were closed to visitors in March, as part of the general Shelter-in-Place order. We are hoping the residents and staff there have just received vaccine doses, or will receive them soon, and we look forward to a time in the foreseeable (if not near enough) future when we can be physically present with our friends there, making church together with residents and staff, conducting a simple service offering communion to anyone who would like to receive it. We also share personal fellowship with the residents, and pray with and/or for them as requested. Carol, Elena and I were blessed to pray with a long-time resident during her last week on this earth following our service in February, which she had not been able to attend, as she was “in hospice” in her room at that point. I know I won’t ever forget it.

It’s been almost a year now since we’ve been able to visit, but All Soulsian and Kayakameena team stalwart Mary Elgin and her husband, Bruce, have been creating cards for the 60 residents about twice a month since July, and Halloween Treat bags in October. For Christmas, Mary and Bruce put together gift bags with slipper-socks, bookmarks, cards, finger puppets, and an ornament. They also took 75 New Year’s Eve Party Kits (crowns, hats, noise-makers) to Kayakameena before the 31st. Thank you, Mary and Bruce!

We look forward to welcoming new participants to our Kayakameena team, which includes Carol Terry, Elena Ramirez, Marsha Thomas-Thompson, Mary Elgin, Billie Narver, and me, Julie Holcomb, with Elena and Marsha the longest-serving participants. Our services are very musical, with Marsha’s wonderful solos, Carol or Mary at the piano, Billie on flute, and resident Harold Forman on bass guitar. We take turns leading parts of the liturgy. It will be easy and wonderful for you to join us in this rewarding ministry of All Souls Parish.

—Julie Holcomb



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