

The **2021** Annual Report of  
**ALL SOULS EPISCOPAL PARISH**



PRESENTED AT  
THE 95<sup>TH</sup> ANNUAL MEETING OF ALL SOULS PARISH  
THE 118<sup>TH</sup> MEETING OF THE CONGREGATION

**JANUARY 30, 2022**

2220 CEDAR STREET • BERKELEY, CALIFORNIA • 94709



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# ALL SOULS EPISCOPAL PARISH IN BERKELEY

The One Hundred and Seventeenth Annual Meeting of the Congregation  
January 30, 2022

## STAFF

The Reverend Philip T. Brochard, *Rector*  
The Reverend Maggie Foote, *Associate Rector*  
Emily Hansen Curran, *Associate for Ministry Development*  
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 Marguerite Judson  
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

### *Seminarians*

Will Bryant  
Dan Carlson  
Michael Drell

## VESTRY & OFFICERS

Toni Martinez-Borgfeldt, *Senior Warden*  
Kaki Logan, *Junior Warden*  
Tim Ereneta and Nydia McGregor, *Chaplains*  
Vimala Tharisayi, *Treasurer*  
Suzanne Siebert, *Clerk*

### **Class of 2022**

Howard Perdue  
Joe Garrett  
Kieran King  
Kaki Logan

### **Class of 2023**

Irina Wolf Carriere  
Tim Ereneta  
Toni Martinez Borgfeldt  
Melissa Devereaux

### **Class of 2024**

Shawn Adderly  
Nydia McGregor  
Kirk Miller  
Kim Wong

# ALL SOULS EPISCOPAL PARISH IN BERKELEY

In the Diocese of California

## AGENDA

The One Hundred and Eighteenth Annual Meeting of the Congregation  
January 30, 2022

Welcome & Call to Order

Prayer

Minutes of the 2021 Annual Meeting

Retiring Vestry Recognition

Report of the Nominating Committee

*Vestry Candidates:*

Jennifer Akiyama, Jill Anderson, Nathan Brostrom, Sarah Kern

*Deanery Delegates and Convention Alternates for 2022; Convention Delegates for 2023:*

Chris Bailey, Renae Breitenstein, Kaki Logan, Richard Page, Erin

Horne, Margaret Sparks

*Deanery Delegates and Convention Delegates for 2022 (elected in 2021)*

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

Dean Williamson, Kirk Miller (elected to replace Jess Powell)

Election of Vestry Members and Convention Delegates

A Look Back: The Annual Report of All Souls in 1972, delivered in 1973

Presentation of the 2022 Budget: Vimala Tharisayi

A Look Back: The Annual Report of All Souls in 1997, delivered in 1998

Capital Campaign Reintroduction

A Look at Jordan Court

Jordan Court Recognition

Rector's Report

Prayer & Adjournment

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

# ALL SOULS EPISCOPAL PARISH IN BERKELEY

A California nonprofit religious corporation

Minutes of  
The 94th Annual Meeting of All Souls Parish  
117th Annual Meeting of the Congregation

All Souls Episcopal Parish in Berkeley  
January 31, 2021 at 10:00am

## **Welcome and Agenda Review**

The Rev. Philip T. Brochard called the meeting into order and opened with a prayer and then reviewed the meeting agenda.

## **Minutes of the 2020 Annual Meeting**

A motion to approve the minutes of the 2020 annual meeting was made (Joe Garrett/Bob Holum), seconded, and adopted.

## **Video, 2020 in Review: January to March**

March 11th, During the Associate Rector search committee meeting on the evening of March 11, Phil came to choir practice to announce that the Bishop had suspended worship. During a Google Hangout Thursday March 13, congregants met online to decide how we would manage to continue to make church. Staff hoped that we would return to in-person by Easter, then by Pentecost, then as time and the pandemic passed, we didn't know when we would meet in person again.

## **Report of the Nominating Committee**

Laura Eberly, chair of nominating committee introduces new Vestry and Deanery candidates: Nominating Committee: Laura Eberly, George Tharisayi, Priscilla Camp, Stacey Alexeff  
Vestry Nominees: Shawn Adderly, Kate Garrett, Nydia MacGregor, Kim Wong, Kirk Miller.  
Election conducted of new vestry members: by Google form led by the Rev. Maggie Foote

Election of Deanery Delegates and Convention Alternates for 2021; Convention Delegates for 2022  
Janet Chisholm, Cynthia Clifford, Gretchen Donart, Jess Powell, Carol Terry, Dean Williamson.  
Deanery Delegates and Diocesan Convention Delegates for 2021 (elected in 2020)  
Shawn Adderly, Bill Eldridge, Julie Holcomb, Erin Horne, Calvin Payne Taylor, Lenore Williamson,

Motion passes to elect Deanery Alternates: M/S/Passed Calvin Payne Taylor/Kevin James

## **A Look Back: The Annual Report of All Souls Parish in 1971**

Report of the then Rector, the Rev. Henri Stines: about quarreling creatively, and about his own attempts at being a faithful pastor, but he had received a call from the Diocese of Chicago to return to urban ministry and he felt the call was very clear that it was time to go. It was a year of interim for the parish. Report of the Senior warden, announces that they started the new monthly Pathfinder, edited by Suzanne Siebert. Report of the Stewardship Team: there were maintenance issues with the property and the retirement of sexton plus difficulty finding laborers within the church (due to full time work elsewhere) had made it difficult to get these repairs finished. Youth Division of the Education Commission: the commission was assessing how many youth were out there and doing outreach to find more high school aged kids. Innovative Worship Committee: the altar had been moved to the Nave so that everyone could see what was happening on the table, they were also experimenting with bulletin design, and new services, along with a Wednesday evening service of innovative worship that also only lasted for a few months.

## **Jordan Court Project Update**

Parish House Project Chair Ed Hahn showed a time lapse video of the work on the Jordan Court building project from ground breaking to framing. The projected date for completion is November 2021.

**Video, 2020 in Review: April to September**

Parish Deacon Dani Gabriel reports that the homeless need more food and All Souls launched Project: Sandwich to deliver hundreds of sandwiches and bag lunches to homeless encampments. Phil went on Sabbatical and the Rt. Rev. Nedi Rivera served as the interim. When Phil returned the Parish House was demolished to prepare for Jordan Court. The Rev. Maggie Foote was called as the Associate Rector and began September 1st.

### **Another Look Back: The Annual Report of All Souls Parish in 1996**

From the then Senior Warden's report: entering another interim period after the Rev. Joe Britton announced his leaving. The parish felt "seasoned" with these kinds of clergy transitions. Junior Warden report: Looking to build a property guild, but it was not working out. Vestry had just adopted a substantial sum allocated for property related issues, such as the flooding in the "Montessori school" area. Altar Guild report: Commissioning and blessing of a new Cope to replace one that was lost in a dry cleaning accident in 1974. Youth Ministry report: youth is a model of evangelical church community. Senior Warden report, again: there was drama around the Bishop's Chair, and that it was missing, and a pilgrimage was in order to discover the whereabouts of the chair.

### **Presentation on the 2021 Budget**

Vimala Tharsayi reviewed the 2021 budget and fielded questions. The finance team anticipated some difficulties, but came back with some good news for 2020. Income covered almost all of our expenses! On the income side: we received less than we had anticipated (from lack of rentals, etc.), but pledging was up. We also received a federal PPP loan, which we anticipate will be forgiven. Expenses were lower than anticipated due to the Associate Rector position being open for several months longer than anticipated and due to ministries that weren't able to organize quite as many programs as they normally do.

2nd part of report: we have set up a robust financial infrastructure as we take on many capital projects—the Jordan Court project and capital expenses. Vimala believes that we will need the Jordan principle and earnings to cover capital expenses in 2021, but that based on the parish's history and tradition, she also believes that it is possible to achieve a balanced budget in the near future. She then gave thanks to the committee members.

There were no questions or comments from members (she gave a very thorough report).

### **Results from vestry election reported**

Newly elected members to vestry are: Kim Wong, Shawn Adderly, Kirk Miller & Nydia MacGregor.

### **Recognition of the retiring Vestry members**

Phil recognizes retiring vestry members Phil gave thanks for George Tharisayi: the mind of an engineer, faith of a devoted believer, & the wisdom and compassion of a leader. For Priscilla Camp: a critical voice, and a heart to ensure that no one is left alone or behind. For Stacey Alexeef: an incredible head for numbers, her vision for detail and the big picture, and she brought two humans into the world. For Laura Eberly: (she had to leave the vestry early because she was ordained a deacon), but she took on every challenge big and small, with curiosity, calm, kindness, and a steely determination.

### **Video, 2020 in Review: October to end of year**

Phil reports that the Covid case load had lowered a bit, which allowed us to have our first round of outdoor worship. Jamie reports on all the folks who have left, but how swiftly new folks jump in to serve when that happens. "People showed up" is the theme. New stuff during Advent: Advent Taize on the Spruce Street steps, Advent window displays, Advent in-gathering based out of real relationships—something we were doing for, but with others. Finally we tried something new with the Christmas pageant and did a collection of videos from parishioners instead of a live performance/telling. Also Phil and Maggie consecrated eucharistic elements for folks (163 packets) and had parishioners come pick them up that afternoon so that people could receive communion on Christmas! Theme: people showed up.

### **Recognitions with Rector's crosses**

Rector's Crosses were given to several All Soulsians. To Jim Feeley, who was working at the time setting up for filming the live stream. Phil gave thanks for Jim being present at every single live streamed service since the pandemic hit. The core staff at All Souls (he noted that it is an exception to the rule to give this to staff, but that this was an exceptional year). Whitney Wilson: for being steadfast and for stepping forward for whatever was needed whenever it was needed. Maggie Foote: responded to the



call and stepped in, as if she'd been here for years. Annie Rovzar: kept all the dishes spinning at once—facilities, SG leadership, bulletins, spiritual formation. Jamie Appgar: (not present because he was practicing the organ) opened himself up and opened all of us up to the Spirit with grace—the women's composer initiative and the BIPOC composers, for example. Emily Hansen Curran: kept us focused on loving each other, learning with each other and simply “got shit done”.

### **Final Words**

Looking forward, Toni Martinez Borgfeldt has agreed to serve as senior warden. Phil will take the second half of his sabbatical. Emily Hansen Curran has been given a six week sabbatical and is starting a new expression of our worship on All Souls/All Saints day of 2021.

### **Closing prayer by the Rev. Phil Brochard**

Respectfully Submitted,

Kaki Logan, *Junior Warden*



# ALL SOULS EPISCOPAL PARISH IN BERKELEY

In the Diocese of California

## 2021 STATISTICS

### Baptisms ~ 11

Drusie Casanova (Easter Vigil, April 3)  
 Guru Swamy (Easter Vigil, April 3)  
 Emily McDonald (Easter Vigil, April 3)  
 Aidan Orner (Pentecost, May 23)  
 Addy Wilson (Pentecost, May 23)  
 Henry Wilson (Pentecost, May 23)  
 Shelby Carpenter (Pentecost, May 23)  
 Noelle Stimpson Ying (All Saints Day, November 7)  
 Bianca Witcraft (All Saints Day, November 7)  
 Emily Maris (All Saints Day, November 7)  
 George Lewis (Christmas Day, December 25)

### Ordinations ~ 1

Ethan Lowery, *Priest* (June 5th)

### Marriages ~ 0

### Confirmations ~ 4

Emma Calimag-Sisson (May 9)  
 Jasper Kern (May 9)  
 Elinor Rees-Hill (May 9)  
 Pearl McCulloch (May 9)

### Receptions ~ 0

### Deaths ~ 3

Bruce Hamilton (July 17)  
 Jana Malkasian-Wick (July 26)  
 Jane Dolores Dremann (July 26)

### Attendance at Key Services

Easter Vigil	99	Advent I Day	9:00a ~ 86 / 11:15a ~ 65
Easter Day	9:00a ~95 / 11:15a ~ 10+	Festival/L&C	~ 130
Pentecost	9:00a ~ 73 / 11:15a ~ 87	Christmas Eve	4:00p ~ 121 / 8:00p ~ 163 / 10:30p ~ 64
Feast of St. Francis	9:00a ~ 91 / 11:15a ~ 78	Christmas Day	10:00a ~ 34
All Saints	9:00a ~ 93 / 11:15a ~ 120 / 5:00p ~ 52		

### Average Sunday Attendance N/A

- As with last year, it was very challenging to provide accurate attendance numbers. For the first four months of the year, our services were online only. After Palm Sunday, our services were both in-person and streaming. The numbers above reflect in-person attendance at the services. Reliable streaming numbers will be available in next year's annual report.

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## REPORT OF THE RECTOR

One of the challenges of reflecting on this past year is that form and shape have felt hard to come by. Because of the nature of the pandemic shelter-in-place, modified quarantines, and ever-present calculation of risk, many of the rhythms and markers that helped guide our days lost their sharpness and clarity in 2021. Even the metronome of the Church Calendar—Advent to Christmas to Epiphany to Lent to Easter to Ordinary Time to All Saints and All Souls—even that rhythm has felt muted as we tried to make do with the shifting challenges of case rate and comfort level.

As it turned out, 2021 ended the way that it began—in the midst of a surge of COVID cases both locally and nationally. And, though the case rates were high in both years, there was a significant difference between them: in 2021 widespread testing became possible and vaccinations were prevalent for most age groups. This meant that while the windows and doors were wide open, and everyone was masked, we were increasingly able gather in person and online. Along the way we became amateur epidemiologists of sorts: closely following city, county, state, federal, and diocesan guidelines, sifting through counsel from local experts who at times disagreed with one another, making the best decisions that we could, given the information we had at the time. In the compounding stresses of the year—economic, political, and social, we attempted to be faithful in the week, the day, and sometimes the hour in front of us.

In the midst of this challenging time, households continued to leave the area, with elders moving closer to adult children or finding more space away from the Bay. Young families moved, looking to root in areas that are more financially feasible. In a particularly challenging couple of months, all of our youth mentors moved away: to seminary, to Redwood City, to Denver, and to Seattle. In the past couple of years of the Great Resorting well over 40 households of the parish have moved away. Each time they headed out we blessed them on their way and wished them Godspeed. And each time we missed their leadership, fellowship, and faithfulness.

And, online and in person, in the courtyard and in the camps, we kept making church together. Over the past several years we have used six essential practices to define the expectations we have for members at All Souls Parish. In this past year some of these practices changed dramatically, others were challenging to practice, but all are lens to the life that we led in 2021.

### *Worship With Us*

Worship at All Souls took radically different shapes depending on the state of the virus, the air temperature in the courtyard, and whether there was rain or smoke in the air. Because of the size of the Chapel of the Nativity and the

lack of access due to the on-going building at Jordan Court, the 7:30a Sunday Eucharist has yet to return. At the start of the year because of a holiday surge, our 9a service was a version of Morning Prayer over Zoom, remarkable for its intimacy and sweetness. As of Palm Sunday we were able to worship outdoors in the Courtyard at 9a, and at the Easter Vigil we celebrated the Eucharist as a gathered Body for the first time since March of 2020. That night in particular was incredible—a roaring fire throughout the entire service, three adult baptisms in the baptismal trough, and café lights strung throughout that came on at the Great Alleluia. It was a night of hopefulness in the midst of wearying months. May 9th marked our episcopal visit with Bishop Marc Andrus, his first in-person visit of the pandemic. Bishop Marc confirmed four of our youth at the 9a service in the courtyard, held a conversation with them between services, preached at the 11:15a remotely, had lunch with the Vestry at the base of the Spruce Street steps, and toured Jordan Court that afternoon. It was quite a day.

Later in May, as the rates continued to drop we received the go-ahead for indoor, in-person services—masked and distanced. We reconfigured the Nave into the round, marked off 6 foot spaces, and prayed. It was a profound day from start to finish, with four baptisms, the choir singing (congregational singing was not yet allowed), and the gift of being able to see people face to face. That day also began our practice of mixed presence worship at the 11:15a, both in the Church and streamed online via Facebook and our website, a practice we have held ever since. It's my hope that All Soulsians who cannot be present in the building will continue to have this as a medium of worship.

One of the signal days for this parish has often been our Feast of Title, All Souls Day, which we have begun to celebrate on the Feast of All Saints as a combined feast. This year proved to be powerful in several ways—three more baptisms, a parish tour of Jordan Court, and the kickoff of the Sunday Night Service. You can read about all three of these elements in other places in this Annual Report, but my own sense was that throughout the day, and especially in our worship, there was a palpable feeling of what has made All Souls the vibrant congregation it has been. It turns out that congregating together to worship God is a powerful thing. Who knew?

### *Learn with us*

This practice was one that showed the greatest difference depending on how old the All Soulsian was. Since the vaccine is not available for children under 5, it was very challenging to gather for Sunday School. The same was true for most of the year for our older elementary children—as a parish we will need to see how best to support these families as we emerge from pandemic in 2022. And a pattern emerged with our youth: when we were able to be in person, gathering together for discussion and prayer was building, online not so much.

For adults the transition to online learning was more doable (likely because they didn't have PTSD from school on Zoom). Our Bible studies at 7:30a and 10:10a trucked along, and we found a rhythm in our short courses—on Biblical stories, the Resurrection, the Christian understanding of reparations, and several more. A second round of Sacred Ground began, and individuals and groups delved deeper into faithful responses to systems of racism, locally and across the state. And even though they were again online, we kept our relationship with Congregation Beth El, and St Paul AME, including in a session entitled Stories that Heal.

### *Serve With Us*

This was another practice that took new shape as conditions shifted. Jambalaya was still prepared each second Sunday for the Open Door Dinner, but folks either picked up bags of it to-go on the Spruce Street steps, or it was delivered to a few of the camps of unhoused residents around Berkeley. Even though Project: Sandwich ended in late 2020, that did not end our relationship with the Friends on Wheels camps at 8th and Harrison and 2nd and Jones. Several All Soulsians continued to spend time in those camps as a pastoral and practical presence, and in Advent we gathered items to support some of the basic needs of the residents. Week by week bags of groceries continue to be collected from the front porches of All Soulsians and brought to the Berkeley Food Pantry.

Jordan Court, one of the most significant acts of service in the history of the parish, came closer and closer to completion in 2021. There were a few setbacks, like when concrete accidentally filled our rainwater drains before a big storm in late January, resulting in water flooding the preschool. All Souls staff and members of the congregation sprang into action, taking up and then later replacing flooring to keep the preschool going. Week by week these 34 homes took shape and on November 7th, the Feast of All Souls & All Saints, across dirt and gravel and up plywood stairs, over 120 All Soulsians toured Jordan Court. I cannot fully describe the relief, excitement, wonder, and jubilation that followed. Though the rains of December set us back about a month, we are hoping that residents will move in shortly and I am very excited for the days of fellowship and service to come.

### *Eat With Us*

This practice has been the most effected by the pandemic. For in order to eat together we have to remove our masks and this was simply not a safe thing for many months of 2021. For a community that has thrived on sharing meals together—Thursday Lunch Bunches and Soup + Story and Advent Soup Suppers—this has felt like a great loss of intimacy and joy and common humanity. A few of the practices found new life online, like the Maundy Thursday Agape Meal, but many of them have remained on hold, awaiting the day when case rates are lower and therapeutics are widely available.

There were a couple of shining exceptions to our communal fasting: the Feast of All Souls and All Saints and a baby shower for the Rev. Maggie Foote and her wife Andrea. For several years now it has been our practice to make and bring food to a shared meal between the 9a and 11:15a services. Because the case rates were low and the weather was mild, on November 7th we were able to share food, and Martin Ortega fed dozens of All Soulsians with his recently departed father's recipe for Frijoles con Chorizo. Full hearts and bellies followed. Then, a few weeks later, in anticipation of MacEwan Foote's arrival, we hosted a "Tacos and Books" baby shower for Maggie and Andrea, and it was kind of miraculous to be in the Parish Hall, eating, talking, laughing. I yearn for days once more when parish feasts like Mardi Gras and Pentecost and the Stewardship Dinner bring us closer to God and one another, one plate at a time.

### *Pray with us*

Our communal and personal practices of prayer continued to nourish the Body. In Lent, as a parish we offered daily prayers with and for each other. Written, photographic, audio reflections were posted to our website each day and built over the course of the weeks of Lent as we approached Easter. Once again, the breadth and depth of practice of this parish was remarkable to see. In Advent Annie Rovzar and the Rev. Maggie Foote teamed up to create a new Advent prayer booklet. Like previous booklets with Advent practices, it included daily and weekly prayers for use with an Advent wreath. But then it went a level deeper, with creative practices to engage day by day and then week by week, drawing our attention to the small details of our lives and using those details to recognize the Spirit being born anew within. Especially during a time when stresses were building, it served as a grounding and generative downbeat.

### *Give With Us*

Over the past two years of pandemic, the practice of giving has felt miraculous. Much like the loaves and fishes, there were many times when it wasn't clear to me how all of our proverbial and prosaic needs would be met. O me of little faith. Week by week, month by month, All Soulsians were generous and faithful. You can read more about this in Vimala Tharisayi's final report as Treasurer and in Richard Lynch's report on Stewardship, but I find it once again remarkable that given the uncertainties, we have been able to meet the ministry needs and missional hopes of this congregation. Yes, many households have moved away. But some who have moved to other parts continue to support All Souls and new members have begun to give with great heart. Over and over again this past year, I found myself grateful for this collective practice of generosity.

### *Time to Reflect*

Finally, a personal word of thanks. As we came to realize that the pandemic was going to be much longer than a few weeks or even a few months, the leadership of All Souls was yet again remarkably generous. A sabbatical that I had been planning was split over two years, into the summers of 2020 and 2021. I remain humbled and grateful for the staff and broader leadership of this parish who supported my leave and kept leading our common life in my absence. The time away allowed me to ground, rest, and reset. And, it afforded me the space to write. And so, I am now in the editing stage of the book that the Rev. Cn. Alissa Newton and I have written, *Vital Christian Community: The Congregation's Future*. The space to interview other practitioners, research material, and reflect on congregational life simply would not have been possible without the sabbatical time I was afforded. I cannot thank you enough.

I feel confident in the hope I have for this year to come, one of increasing ways to gather and make church together. I expect that we will find that we are a changed people from this experience and will have to find new ways to practice this Christian faith from the corner of Cedar and Spruce. But I have faith in God and one another that once again we will make our way.

In Peace,  
The Rev. Phil Brochard

*12th Rector, All Souls Parish*  
Berkeley, California

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## REPORT OF THE ASSOCIATE RECTOR

2021 was a year that presented a whole new set of challenges than the year (which shall not be named) before, but perhaps the most notable was the constant renegotiation of if, how, and where we should gather. Aside from worship, this presented a challenge for all of our other groups as well, and for me, particularly, these questions centered around children and youth. So, when I look back on 2021 as a whole, most of what I remember is a constant ebb and flow of children and youth events, and lots of experimenting with new ideas and creative ways to learn about the love of Jesus in the courtyard of All Souls Parish.

At the beginning of the year, we were still unable to gather in person, so most of our programming was held online. In early spring we began to gather in person, and we were able to have a memorable Holy Week experience. On Easter Sunday, Emily Hansen Curran launched the Sunday Night Service, which I have been grateful to be a part of over the last year as well.

Over the summer, the rest of the staff and I held down the fort while Phil was away on his sabbatical. At that time, it

began to feel a bit safer to gather in groups and vaccines were beginning to become available to most adults. So, with that in mind, Emily and I set out to make Summer 2021 the summer of fellowship. We, along with many others, organized several outdoor events in the hope of getting people together and re-learning what it means to be in community with one another in person! Some highlights included a hymn sing-a-long, outdoor movie nights, the Parish Picnic, All Souls at the A's Game, Family Hikes, Young Adult Gatherings, and the Big Sur camping trip.

Over the summer, the communications team began a very long and slow process toward the possible creation of a new website and Kieran King gave the Pathfinder newsletter a new look. I continued providing pastoral care as needed, along with the help of The Rev. Michael Lemaire, and All Souls hosted two memorial services for the family members of former members of the parish.

As fall was approaching, I turned my attention to getting ready for Children, Youth, and Family ministries which you'll read about in separate reports. In the fall semester, I began to work with our seminarian, Dan Carlson, who, along with preaching and other things has been very involved in the Sunday Night Service. Emily Hansen Curran and I taught a 3 week class about church planting, and why we think All Souls might just be the perfect place for something like the Sunday Night Service to thrive.

I worked with Annie Rovzar to create the Advent Reflection booklet for parishioners to use during the Advent season, and I came into the office on the Wednesday before Thanksgiving to print it off. About 2 hours after the last booklet emerged from the copier, stapled and folded, I received a call from my wife, Andrea, that I needed to meet her at the hospital, and the next day our son was born. I have been on parental leave since then, and I am so grateful to All Souls for the privilege to be able to take this time away and be with my family, as well as all those who have stepped up to cover some of my job responsibilities while I have been away. I'm looking forward to being back in the office in February!

In peace,  
The Rev. Maggie Foote, *Associate Rector*

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## REPORT OF YOUTH MINISTRIES

### Children and Family Ministries

We tried a lot of new things in 2021, with varying levels of "success," although we learned a lot along the way, so I chalk it all up to a net gain. In the Spring, when we began to gather in person in the courtyard, we started doing children's programming for all ages in the courtyard between services. This continued until the summer months, when



we transitioned to having a Children's Book Club during that hour, also in the courtyard. Attendance at both of these events was sporadic, but I always had a great time and I hope that the kids did too.

Over the summer, I solicited feedback from families in the hope of sussing out what sorts of programming would be best for All Souls in the current moment. While I didn't get as much of a response as I had hoped, one thing was very clear: there was a lot of interest in formation opportunities for families to attend together.

So, I put together a calendar of events for families for the fall, including two movie nights, an evening of faith formation called Faithful Families, and two Family Hikes.

In the fall, we also restarted Sunday School in the mornings, indoors, between services. We had three age groups: Ages 3-6, Grades 1-3, and Grades 4-5. The 3-6 year olds participated in Godly Play, the 1-3 graders learned a lot of stories from the Old Testament, and the 4-5 graders spent the fall reading stories of people who went on journeys.

We are still actively discerning the best path forward for Children and Family ministry as we continue to navigate the ever changing pandemic landscape, but one thing is for certain. We will continue to try new things, and we are so grateful for the flexibility and understanding of the parents and families of our young people.

### Youth Ministry

After a hard year of starts and stops in youth ministry (2020-2021) it felt like a change would do us some good. So, in the fall of 2021, we did a long-term youth ministry experiment where we changed the meeting time to Wednesday nights, we began to meet weekly (instead of every other week,) and we oriented our meetings around four core practices:

- Prayer: How do I pray? How do I use the resources of my tradition (scripture, the Book of Common Prayer, etc.) to engage in personal devotion? How do I find communities in which to practice corporate prayer, and why does that matter?
- Christian ethics and theological reflection: How to use the values and principles of Christianity as a lens through which to view the world. How to make decisions about politics, relationships, career discernment, what we do with our bodies, etc. with a foundation in the Christian faith. How can we train ourselves to be aware of the presence of God in the world around us?
- Relationships: How to build and maintain relationships of all kinds and communities with a basis in the love of Christ.
- Service: serving those in need in a way that is life-giving for all.

And of course, having fun.

I, along with our seminarian, Michael Drell, and other youth volunteers, loved getting to know our youth better over the fall, and we learned a lot by doing this experiment: 1.) Wednesday night is not the best night for our particular group of youth to meet. 2.) There is a great value in meeting weekly, and creating a more frequent rhythm to our gatherings, and 3.) sour Sweet Tarts are the superior sour candy.

Right as I was beginning my parental leave the youth group was going to begin meeting on Sunday nights, and I hear they had a pretty great holiday party while I was gone.

I'm so looking forward to getting back into the swing of things with this group, and I'm very excited about the opportunities ahead of us to develop our core practices.

Maggie+

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## REPORT OF THE ASSOCIATE FOR MINISTRY DEVELOPMENT

"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."

This was my final reflection on the 2020 year looking ahead into 2021. And I think we did it, make space, that is. We have become extremely and surprisingly malleable people. Our spirits? TBD.

I can see from my notes that at the beginning of 2021 I was agitated and unsettled, and my notes are full of zoom calls. We started 2021 deeply in a surge of the pandemic, one that never quite hit us here at All Souls or in Berkeley in the same way it did in other parts of the country, but we were all hunkered down in our homes nonetheless. I remember the word "lament" being used a lot in spite of our efforts to keep up Zoom & live streamed worship, the Soulcast, and Sacred Ground groups.

But, there were some buds of life tucked away. First, I was in the throes of conversations with folks in preparation to launch the new Sunday Night Service and second, a vaccine was on the horizon, which was shedding new light and energy on what could be.

The Sunday Night Service was a concept that had been on my mind for years. Since discovering, for myself, the beauty and patience of this Episcopal tradition, I had wanted to invite more folks like me to this tradition, that is, folks who specifically came from more conservative or Evangelical backgrounds. I wondered what the liturgy, the expansive

theology, and the wondering-without-answers sort of approach to life could do to help heal some of the spiritual trauma of a religious tradition of the opposite sort of thing. And so on a walk one day with the Rev. Maggie Foote, after sharing my vision with her, she nudged me to give this a try. In January, I found about 20 folks who had this background and so interviewed them about their church experiences and for what they hoped. By February and March I was working on pulling together a core team of folks who would help me pull this off, and on Easter Sunday we had our very first service.

I then was given a tremendous gift of a six-week sabbatical to take some time to reflect and focus on mapping out this new service. When I came back, our core team was solidified and we had mapped out monthly events ultimately leading up to the official launch of the service on November 7th, All Souls/All Saints day. The core team consisted of folks I rounded up from conversations and old relationships here in the Bay Area and they are: Jason Morell, Hillary Trainor, Dan Carlson, Kim Taylor, and our own Jenn Ying and the Rev. Maggie Foote. Our monthly events were a mix of worship services, to test out how that worked (especially because we were doing them in the courtyard to be safer for Covid-reasons), and what we called Storytelling Dinners, which I hosted in my backyard. We had 25 folks come out to our first Storytelling Dinner in my backyard, where the Rev. Maggie Foote made carnitas tacos and I slung some margaritas, and nearly everyone present opened up about why they were there, what kind of church experience and faith they had left behind, and for what they were hoping. We did another of these dinners in October, with soup made by parishioners at All Souls, around the topic “why church?: why we try to stay”. Both evenings were full of community, tears and laughter, and doubt and hope in equal measure. We also then had somewhere between 6-20 folks who came out for the few worship services we tried out over the summer. Then in November on the 7th, we officially launched with just over 50 folks present. It was an exciting start for this service and I’m very curious to see where 2022 will take this little, but mighty community.

And then there was this vaccine. I believe it was around May that most folks had been vaccinated and things began to shift. I returned from my sabbatical on May 16th, just in time for Pentecost and to overlap with Phil for one week (or maybe it was two, but it just felt like one?) before he ducked out for his sabbatical. Pentecost was also the first Sunday we gathered indoors for worship. Up to that point we had been having an outdoor service for the 9am (which began in March, but prior to that was on Zoom) and a live streamed service at 11:15a. Folks were trickling back into the church building and spaces on Sunday mornings and it was exhilarating and also exhausting. We hadn’t been physically with each other for just over a year at that point, and it was actually hard work to try to be together again. I’ll never forget the length of Ross Laverty’s hair :) But also, every

Sunday seemed to present some new problem we hadn’t yet considered. We quickly realized that the ushers were pivotal to our regathering. We learned we needed to train more folks on how to run the camera. We realized that we wanted to live stream indefinitely because of the opportunities that live streaming brings to folks who can’t physically be in the church. We learned that we wanted to bring back an announcement sheet (the blue sheet). We learned we wanted to gather prayer requests from the folks who attend the live stream and have the in-person intercessor pray their prayers in the service. We learned that folks were listening to our sermons as a podcast and so wrote an introduction to start each uploaded sermon. I could go on and on and on about all the small shifts and redirections we have taken in the last year.

Heading into the summer, however, I remember feeling a sense of hope. The weather was going to get better, case loads were down, most folks (except all teens and kids) were vaccinated, and it was proving true that outdoors, this virus did not spread as readily. I was reading and working through Priya Parker’s book *The Art of Gathering* at the time, because it felt that the task The Rev. Maggie Foote and I had for the summer was to rebuild, regather, and reconfigure how it was that we were going to be together. So, Maggie and I tried something new and looked at the calendar for the three months Phil was to be gone and made sure there were two social events for the parish per month—just to see what folks were willing to do, what we wanted to be doing, and what would feed our souls and our hearts now that there were these new possibilities to be together.

We tried a hymn sing on the Spruce street steps, an outdoor movie night, a young adult gathering over dinner in the courtyard, and family hikes up in Tilden, in addition to our regular Big Sur camping trip, parish picnic up in Tilden, and our Parish Retreat. Some things were well attended and others were not, ha!, but our goal was just to put stuff out there in the case that it would help ease even one person’s load. Then the fall hit, and Phil returned, and kids were returning to school and so many folks were learning better how to hold this virus and keep on living. Sunday attendance started to rise, once again, and the energy was fantastic. We had donuts on Rally Sunday, Jeannie Koops & Tim Ereneta planned an excellent program for our Parish Retreat, we had baptisms on All Saints/All Souls day, we had coffee with snacks on Sundays after the services, Youth Group met again, Sunday School was happening downstairs with the kids, and the construction of Jordan Court was chugging along. In many ways we settled into a new normal. That was, until Christmas Eve when Omicron hit, causing many to retreat back into their homes, back into stricter mask requirements, and back into a hunker down sort of mentality until this surge passes.

In all the ups and downs, though, there were some real moments of life. One really strong memory of the summer that I have is the day Bishop Marc allowed for masks to be optional for outdoor worship. We got word of this new

guideline from the Diocese on Friday or Saturday before the coming Sunday, and so didn't have time as a staff team to decide what we would do. It was around 8a down in Annie's office when Jamie told me this new guideline, and so when Maggie walked in the office we approached her and collectively decided that we would tell everybody about this new guideline once we were all seated and situated in the courtyard for the 9am service. Maggie got up to do the welcome before the service began and let everyone know. What followed was a collective yelp of celebration as many removed their masks and looked at each other's faces, in person, for the first time in over a year. And there were other moments, too: Pentecost when we gathered indoors for the first time together, and on All Souls/All Saints day when we all toured Jordan Court for the first time and Martin Ortega cooked up a family recipe on a burner in the courtyard.

It's been a tough year, but upon reflection, we've really been quite resilient in the midst of it all. I've been surprised by how many moments of joy we've collectively had at All Souls this past year. So many, in fact, that I've had this Emily Dickinson line in my head for the past few weeks:

"I dwell in Possibility—

A fairer House than Prose—

More numerous of Windows—

Superior—for Doors—"

I'm out of ideas about what's ahead for us, but brave souls and faithful people keep showing up looking for hope and connection and meaning, something we don't always have or are, but something for which we keep believing and keep moving towards. I'm learning that this is, in part, what it means to believe in the resurrection of Christ.

—Emily Hansen Curran, *Associate for Ministry Development*

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## REPORT OF THE PARISH ADMINISTRATOR

2021 picked up right where 2020 left off—still in the midst of a global pandemic, and in our little corner of the world, still dealing with water damage to the preschool classroom. A combination of heavy rainfall and backed up pipes lead to the floor near the back entrance of the preschool getting soaked, to the point that Hearts Leap preschool had to shut down for a day. The floors were dried and tested for mold (we passed!), and an amazing crew of volunteers gathered to rip out the old laminate and sheet rock and install new flooring. It was planned for the Jordan Court Project to reimburse

for all the damage, which included offering compensation to the preschool for the inconvenience/time spent out of the classroom. Thanks to the due diligence of Kirk Miller and a few others, it was deduced that rain from the preschool previously flowed to the old parking lot, but with the new construction, the rain had nowhere else to go but for the lowest point of the building, which happened to be the area surrounding the back door of the preschool. Rainy weather returned some months later, causing only minor water intrusion this time, but we were assured the issue would resolve once Jordan Court plumbing had been completed. BUT THEN, it rained again at the end of September, and the preschool flooded once more, and before I could go into FULL HULK MODE to handle the situation, Kirk and the folks at Roberts Obayashi stepped in and immediately got to work to make sure that all the drain lines from the southwest corner of the church tied into the new lines at Jordan Court. We've weathered a couple heavy storms since that last water intrusion, and it appears the issue is finally, mercifully resolved. I sincerely pray that this is the last time that the preschool flooding will ever be mentioned in an annual report again.

Speaking of Jordan Court, with the construction eliminating our old parking lot and staff returning to the offices mid-year once Covid restrictions eased, parking became a bit of a challenge. Which brings me to one of my crowning achievements of 2021: the impressively straight white line I painted to delineate 2 parking spots in the handicapped parking stall on Spruce. There are many people who supported me in getting to where I am today, and I'd just like to dedicate this achievement to all of you.

In other property news, our boiler was inspected and repaired by one of the Lord's angels named Kenny from Marina Mechanical. We've had to manually turn on our heat for years, which has meant that the office is either boiling or frigid when we forget to turn it off/on, but sweet, sweet Kenny figured out a way to bypass the manual system and now our thermostat runs on auto. This was a real win.

We were supposed to move into our sparkly new offices in November of 2021 lol. Tell God your plans for a good laugh etc! In spite of the delays, we still made initial preparations for the move. Don Gates connected us with a former colleague in the office furniture biz to help us with getting new digs for our new office. We're all very excited for the ergonomic upgrades. In "Things Not Listed On My Job Description," I got to wear a hard hat and chat with multiple electricians/Sonic representatives/construction workers trying to figure out how to get internet to our new offices/the two parish apartments. After learning several acronyms (CAT5, MPOE, DMARC anyone?) and lots of problem solving, we arrived at a very simple solution involving essentially one cable. We have yet to figure out what to do about access to the garage, which currently is set up to run on a key fob system but



wouldn't actually grant easy access to the church and back. More on that in 2022!

Unsolved mysteries of 2021: how a Cal trash can ended up on our property, why the water heater is leaking, and where the wifi extender in the Sanctuary went (if you're reading this, this is your sign to return it to the office!)

There were SO many volunteers who stepped up to help this year with various issues— from dealing with the water damage to preparing to make the move, to the spring cleaning before we re-opened the church for in-person services (a special shout out to Kaki Logan, who was ever at the ready to assist. You made my job so much easier!) It was amazing to see church in action, and heartwarming to be reminded again and again that every victory and setback we face is held in loving community.

—Annie Rovzar, *Administrative Assistant*

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## REPORT OF THE MUSIC MINISTRY

2021 began in the middle of Virustide. For much of the prior year, a crew of ten, including four musicians, had been doing its best to sustain our liturgical practice, live-streaming to the wider All Souls community. There were still avenues for growth. As usual, I created new arrangements. Our live-stream quartet—Sarita Cannon, Deirdre Nurre, Ed Hofmann, and I—continued to premiere works by composers of color that the parish had previously raised funds to add to our choral library. I also carried on with the Composer of the Week column that I had begun in August 2020, aiming not only to introduce our community to musicians they may not know well but also to address the complex issues that shaped these figures' lives.

Spring saw a slow recovery. We welcomed back our trumpet player Justin at Easter; added in-person worshippers outdoors in March and indoors in May; re-convened the Choir in May; and restored indoor congregational singing in June. The pattern of worship we established during this part of the year marked the emergence of what remains our "new normal": an outdoor service at 9 am, with congregational singing accompanied only by guitar and mandolin, followed by an indoor service at 11:15am, with our usual smorgasbord of choir, organ, trumpet, guitar, mandolin, and more. While not without drawbacks, this new routine has yielded unexpected benefits. It can be very cold in the courtyard at 9am, but the earlier service has a certain warmth to it, and has created space for musical exploration, prompting us to play around with different techniques and styles for playing traditional hymns, Taizé chants, and so on. Furthermore, choir members can now focus more time and energy on one service (before the pandemic our numbers were sometimes a

bit thin, particularly at the later service, because some folks could not attend both services every Sunday).

It was cathartic just to be able to sing in a group again. Admittedly, though, that joy was tempered throughout the second half of the year by the ups and downs of COVID surges and particularly the continued need for singing in masks. Many of us are weary. Needing to stay flexible— never quite sure when we might lose singers or rehearsal time to a local surge or an actual COVID case in the group— we've kept repertoire relatively easy and familiar (albeit still satisfying, I hope!). Even in the face of uncertainty and frustration, however, solidarity, gratitude, and hope have abounded. One unforgettable moment came during Advent, when we tackled an anthem called *O thou, the central orb*, set to music by Orlando Gibbons, among England's leading composers from the early seventeenth century. Music of that period features idiosyncrasies of rhythm and melody that can be challenging for modern musicians, and this piece was no exception. On the morning we sang it, our rehearsal with the full choir had left the alto section unsatisfied with their grasp of the trickiest passages. We prayed our choristers' prayer, and I remained in the quire to rehearse the prelude with Justin. Then, on entering the sacristy to vest, I found the altos huddled together, finishing a brief, self-organized rehearsal. It was moving to see the care that this little family within our larger musical family was putting not simply into the notes but into each other. To quote a text we sing in a few different forms, *ubi caritas et amor, Deus ibi est* ("Where charity and love [are], God is there").

December also brought news of a big change in that larger family: I announced that I would be leaving All Souls (and concurrently leaving my joint appointment as Chapel Musician at Church Divinity School of the Pacific) in summer 2022. I wrote about this in the Pathfinder that week, and there will be more to say in the months to come, so here I will just say that I was touched by your expressions of sadness, gratitude, and hope for what is to come. I feel the same mix of emotions. Looking ahead to 2022, though, we still have a good chunk of time left together, including a final go at Lent, Holy Week, Easter, and Pentecost. Let's get singing!

—Jamie Apgar, *Associate for Music*

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## REPORT OF THE SENIOR WARDEN

If I had to summarize 2021 at All Souls, I'd say that, for me, it was the year when science gave us the gift of regathering. Although we briefly began gathering outdoors at the end of 2020, the launch of COVID vaccines allowed us to worship together in our sanctuary, after more than a year of online services.

After being part of the “skeleton crew”, coming to a full sanctuary on Pentecost brought me to tears during the entire service. And it was not only how much I missed seeing everyone in person (which I did), but the reassurance that, through all this time, the essence of All Souls and its people was always there. The following months brought ups and downs in attendance, and the realization of how many we lost to moves, life-changes and death. But in the midst of it, blessings and signals of grace and growth continued emerging and strengthening the spirit of this very unique and wonderful community: new congregants, births, a very successful stewardship campaign, the Sunday night service, and the long-awaited dream of seeing Jordan Court rise in our corner, almost ready to be occupied. While we did not come back to who we were before the pandemic, 2021 gave the Vestry, the staff and All Souls ministries the opportunity to reexamine our practices in light of new realities, a task that continues, and hopefully will continue and help reshape our congregation in ways that help people seek and encounter the Holy in their lives. In my role as Senior Warden, it has been a privilege to see the love and dedication of countless Allsoulsians who show up and step up in different ways to make church together.

Even as we begin 2022 with a surge in COVID cases, which has sent many of us back to the safety of worshipping from home, I trust and pray that the Spirit will continue guiding us and abiding in All Souls.

In Christ,  
Tonantzin Martinez-Borgfeldt, *Senior Warden*

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## REPORT OF THE JUNIOR WARDEN

My efforts as Junior Warden came into focus with the incursion of water into the Hearts Leap preschool rooms as a result of an error in the management of the drainage during the construction of Jordan Court. As I worked with a small group of volunteers headed by John Cockle and his family to replace the damaged flooring, I noticed that other parts of our physical plant needed some attention. After the flooring was replaced, I worked with a professional painter to repaint some walls that were also damaged by the incursion of water. This experience affirmed that we have a real need for our capital campaign to address the deferred maintenance of our buildings and grounds.

As we were working to repair the water damage in the preschool rooms, I had occasion to go into the boiler room, which is also used for storage, and into the custodian’s closet for cleaning supplies, and into the electrician’s room for tools. Looking at our building with a new eye, I hoped as Junior Warden to direct additional efforts toward the stewardship of our property in these spaces and others. Although we are on the precipice of opening Jordan Court and embarking

on a capital campaign to address maintenance issues in our present building, we have some short term work that needs to be done soon. So I focused some effort in this direction.

After having an empty church for many months due to the Covid 19 pandemic, when the first wave of the pandemic waned, we hoped to open for worship in person. A crew of over 20 parishioners scrubbed and polished the pews and washed windows in the Sanctuary. We refreshed the beautiful wood and copper and stained glass windows of the Narthex and polished the brass letters: “All Souls Are Mine, Saith the Lord.” We removed stored items from the small chapel at the side of the sanctuary and cleaned it, restoring the small altar and placing the icons for better viewing. Several other parishioners, including Diane Haavik and Jill Churchman joined me in these tasks. How sweet and exciting it was to see one another at church in person for the first time in months! We also cleaned and sorted books in the church library and are now preparing to assist with the move of our staff offices to Jordan Court when the new furniture finally arrives.

During the pandemic, our grounds also suffered. The drought had done its damage and several trees and shrubs had died or needed care. I joined Suzanne Nelson and Robert Calvin on one of the many weekends they worked to nurture the courtyard back to health. Fortunately, their work paved the way for our use of the courtyard as a beautiful outdoor place for worship during the long 2nd wave of the pandemic.

In addition to recognizing the need to attend to our physical needs, events of this time of pandemic have also increased our awareness of the need to address the deep inequities of our society and to face the complicity of the Episcopal church and the church in general, in perpetuating racial injustice. An increased awareness is growing in our community, in part, through our Sacred Ground study groups which have focused attention in this direction. While Junior Warden, I continued to a Sacred Ground group to read, study and pray about how we can be allies in this effort. During the pandemic, I and many others delivering bagged lunches and the monthly jambalaya meal to some of the unhoused in our community. My small effort in this direction reflects the larger intention of the Vestry and the congregation in general to embody the words of Jesus as he read from the scroll of Isaiah at the outset of his ministry: “The spirit of the Lord is upon me because he has anointed me to preach good news to the poor, to the heal the brokenhearted . . .”

While seeing with new eyes the needs of our buildings and grounds as well as the need to more closely embody the words of Jesus in seeking racial justice, I also observed up close the hard work of our devoted staff. In our weekly warden’s meetings, I was amazed at the dizzying variety of issues the Rector must address, from the Jordan Court project—legal, financial, and architectural among them—to ecumenical collaborations with other Berkeley congregations, to learning the technology required to enable remote worship, not to

mention the usual pastoral concerns and responsibilities. Our services and ministries must go on, regardless of a pandemic, or which staff members are ill or on leave, or what new technology is required. I gained a new respect for our talented and devoted staff and a renewed conviction that “It takes a village” to steward our church.

As my time as Junior Warden is ending, my increased sense of shared responsibility for our community is only just beginning. I am grateful to all, past and present, who have made a contribution in their own way so that we can enjoy the extraordinary fellowship we know here today at All Souls. May we make the way smooth for others who come after us, so they too, will see the face of Jesus in one another and be the face of Jesus among our neighbors in our larger Berkeley community.

Respectfully,  
Kaki Logan, *Junior Warden*

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## REPORT OF THE TREASURER

### Report of the Treasurer

2021 was a dynamic and restorative year from a financial standpoint, particularly following the unique challenges of 2020. Thanks to the generosity of our community and the commitment of the teams, we have been preparing for and navigating towards an exciting array of projects for the future while being deeply committed to our vision and goals. As a community, we have many reasons for gratitude, and the information in this report is one of them.

The accompanying financial report for 2021 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 2021 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 \$644,085, which was marginally below our budget projections. All giving comprised 87% of income.

- Ongoing rental income was above the predicted level, and casual rental income has started to recover. Together, these provided 9% of income.
- Investment income accounted for 5% (\$46,132) of total income.
- We ended the year with a surplus of \$44,527 which may be applied towards future expenses.

Annual expenses for 2021 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 63% of expenses (\$519,350.86).
- Ministry team costs related to parish life, worship, formation, and outreach were 9% of expenses (\$73,385).
- Buildings/grounds/utilities/office/miscellaneous costs were 13% of expenses (\$106,099). These provide a base for as well as facilitate ministry work, 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 15% of expenses (\$123,283).
- Total expenses were 4% below budgeted.

The 2021 Financial Position report lists cash in the Church’s accounts and other assets. In the latter part of the listing, the balances in the various designated and restricted funds are itemized. Some of the funds had considerable activity during the year; others changed only occasionally. The total of restricted funds at the beginning of the year was \$129,917, and \$281,744 at the end of the year. The fund now includes \$168,692 allocated to the Capital Campaign and \$44,007 to the Jordan Court project. The remaining \$69,044 difference is 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 \$196,380 from Jordan Fund principal: \$116,720 towards Jordan Court Project related expenses in 2021 and \$79,660 to install solar panels for the Church in 2017. We have also expended \$388,452 of the Jordan Fund earnings to cover ministry needs from 2014 – 2021.

At the beginning of 2021, the balance in the Vanguard funds was \$1,046,223, of which we considered \$789,330 as principal to be held for capital costs and of \$256,893 as earnings (unrealized gain) available for ministry needs, within the limits of the intent of the bequest.

As of December 31, 2021, the balance in Vanguard funds was \$935,538, of which principal was \$728,610, resulting in computed earnings (unrealized gain) of \$206,928. The decrease of \$49,964 from the beginning to the end of 2021 is attributable to withdrawals to match 2021 general Church expenses and Jordan Court Project related expenses as well as market action.

Looking forward to the 2022 budget, we currently project an income comparable to 2021 with a 7% increase in expenses. Pledge giving is expected to be slightly higher by approximately 6%. We currently project a budget gap of approximately \$83,000 which may be closed with income from investments and/or potential other sources.

2021 financial performance fit within the budgeted expectations for the year. However, our expense and income projections for 2022 call for a further need of income. If expense and income projections materialize as expected, the goal of a budget that balances income with expenses without any investment income is viable.

As my term as Treasurer comes to a close, I am thankful for this opportunity to serve the All-Souls community. This has been a period of learning and sustaining fellowship. My sincere thanks to the Finance Committee members: Shelley Altura, Jennifer Akiama, Nathan Connable, Marilyn Flood, Terry Kotsatos and the Rev. Phil Brochard, and our Giving Secretary Maggie Cooke. And finally, a huge thanks from all of us to Steve Zimmerman for his dedication and service to All Souls.

—Vimala Tharasayi, *Treasurer*

## All Souls Episcopal Parish

## Balance Sheet

As of December 31, 2021

	TOTAL
<b>ASSETS</b>	
Current Assets	
Bank Accounts	
1-0100 Checking/Savings	0.00
1-0102 Mechanics- Savings	176,006.07
1-0103 Mechanics- Direct Deposit	13,228.50
1-0104 Mechanics- Memorial Fund	11,548.73
1-0105 Mechanics Checking	110,050.46
1-0106 LivingWaters-CapitalCampaign	68,692.84
1-0107 Schwab MM	103,697.14
<b>Total 1-0100 Checking/Savings</b>	<b>483,223.74</b>
1-0108 Vanguard Money Market	130,000.00
1-1150 PayPal	9.59
1-1160 UnDeposited Funds	0.00
1-1170 Clearing Account	0.04
<b>Total Bank Accounts</b>	<b>\$613,233.37</b>
Accounts Receivable	
1-1100 SAHA Reimbursement	15,309.49
<b>Total Accounts Receivable</b>	<b>\$15,309.49</b>
Other Current Assets	
1-0115 Investments	
1-0116 Vanguard	728,610.19
<b>Total 1-0115 Investments</b>	<b>728,610.19</b>
1-1000 Prepaid Deposits	
1-1001 Bishop's Ranch	0.00
1-1002 Vestry Retreat	0.00
<b>Total 1-1000 Prepaid Deposits</b>	<b>0.00</b>
1-1200 Prepaid Expenses	1,467.00
1-1300 Loan to Living Waters Capital Campaign	0.00
<b>Total Other Current Assets</b>	<b>\$730,077.19</b>
<b>Total Current Assets</b>	<b>\$1,358,620.05</b>
Fixed Assets	
1-3101 Land/Building/Furnishings	469,987.00
1-3102 Jordan Court	68,377.72
<b>Total Fixed Assets</b>	<b>\$538,364.72</b>
<b>TOTAL ASSETS</b>	<b>\$1,896,984.77</b>
<b>LIABILITIES AND EQUITY</b>	
Liabilities	
Current Liabilities	
Accounts Payable	
20000 Accounts Payable	56,550.57
<b>Total Accounts Payable</b>	<b>\$56,550.57</b>



# All Souls Episcopal Parish

2021 Annual Report [19]

## Balance Sheet

As of December 31, 2021

	TOTAL
Credit Cards	
2-1100 Credit Cards	
2-1101 CC-Rector x-5303	-218.30
2-1102 CC - Assoc Rector - Maggie	0.00
2-1107 CC - Ministry Development	0.00
2-1109 CC-Admin Assist x 6643	39.99
<b>Total 2-1100 Credit Cards</b>	<b>-178.31</b>
<b>Total Credit Cards</b>	<b>\$ -178.31</b>
Other Current Liabilities	
2-2000 Employee Pension Contributions	
2-2105 Rector RSVP Contribution	0.00
2-2205 Assoc Rector RSVP Contribution	0.00
2-2305 Parish Admin Pension Contrib	0.00
2-2405 Music Dir Pension Contribution	0.00
2-2505 Youth Assoc. Pension Contrib	0.00
2-2605 Ministry Dev Pension Contrib	0.00
<b>Total 2-2000 Employee Pension Contributions</b>	<b>0.00</b>
2-2300 Prepaid Donations	
2-2310 2020 Prepaid Pledges	0.00
2-2311 2021 Prepaid Pledge	0.00
2-2312 2022 Prepaid Pledge	65,950.50
2-2320 Prepaid Gifts	0.00
2-2330 Prepaid Facility Use Fees	0.00
<b>Total 2-2300 Prepaid Donations</b>	<b>65,950.50</b>
2-2340 SBA/PPP Loan	0.00
<b>Total Other Current Liabilities</b>	<b>\$65,950.50</b>
<b>Total Current Liabilities</b>	<b>\$122,322.76</b>
<b>Total Liabilities</b>	<b>\$122,322.76</b>
Equity	
3-0000 EQUITY	
3-1001 Fund Balances Forward	
3-1002 Restricted Funds	0.00
3-1003 UnRestricted Funds	0.00
<b>Total 3-1001 Fund Balances Forward</b>	<b>0.00</b>
3-2000 Pass-Through Funds	0.00
3-2100 Pass Through Charitable	50,550.00
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	617.28
3-2210 Parish Retreat	-247.38
3-2212 Camping	-556.91

## All Souls Episcopal Parish

## Balance Sheet

As of December 31, 2021

	TOTAL
3-2213 CCD	3,600.00
3-2214 Miscellaneous	0.00
3-2215 Camp All Souls	804.12
3-2220 Misc. Pass Through	1,000.00
<b>Total 3-2200 Pass Through Non-Charitable</b>	<b>5,267.11</b>
<b>Total 3-2000 Pass-Through Funds</b>	<b>55,817.11</b>
3-3100 Vestry Designated Funds	0.00
3-3110 Sabbatical Funds (E2014)	19,406.44
3-3115 Literary Events	600.00
3-3120 Jordan Fund Principle	728,619.19
3-3130 Fixed Assets Fund	469,987.00
3-3140 Property Maintenance Fund	10,017.37
3-3150 Reserve Fund	82,252.99
3-3160 Personnel Search Expenses	5,000.00
<b>Total 3-3100 Vestry Designated Funds</b>	<b>1,315,882.99</b>
3-5000 Restricted Funds	
3-5010 Arts Project Funds	1,975.33
3-5015 LivingWaters-CapitalCampaign	168,692.84
3-5017 Jordan Court Project	44,007.60
3-5020 Children & Youth	0.00
3-5021 Children	1,152.24
3-5022 eScript	2,647.84
3-5023 High School Immersion	814.93
3-5024 Middle School Immersion	651.65
3-5025 Youth/Children/Families	8,376.96
<b>Total 3-5020 Children &amp; Youth</b>	<b>13,643.62</b>
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	11,548.73
3-5055 Music Funds	
3-5056 Music - General	6,632.79
3-5057 Choir Fund	1,406.11
3-5058 Junior Choir	0.00
<b>Total 3-5055 Music Funds</b>	<b>8,038.90</b>
3-5060 Organ & Instrument Maintenance	517.62
3-5063 Other	160.00
3-5065 Outreach	23,499.70
3-5070 Parish Hall Floor Fund	1,765.80
3-5071 PHse Accompaniment Project	1,267.07
3-5073 Stephen Ministry	3,562.51
3-5075 Vestment Fund	2,363.03



# All Souls Episcopal Parish

2021 Annual Report [21]

## Balance Sheet As of December 31, 2021

	TOTAL
<b>Total 3-5000 Restricted Funds</b>	<b>281,744.95</b>
<b>Total 3-0000 EQUITY</b>	<b>1,653,445.05</b>
3-0001 Opening Balance Equity	-345.40
32000 Unrestricted Net Assets	121,562.36
Net Income	0.00
<b>Total Equity</b>	<b>\$1,774,662.01</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$1,896,984.77</b>

All Souls Episcopal Church  
ACTUAL TO BUDGET  
December 31, 2021

	ACTUAL	BUDGET	DIFFERENCE	% of ANNUAL BUDGET
<b>4-0000 REVENUE</b>				
4-1100 Pledge Payments				
4-1101 Current Pledges	\$596,048.60	\$608,343.00	(\$12,294.40)	98.0%
4-1103 Prepaid Pledges Rec'd Previous Year	\$42,355.00	\$42,355.00	\$0.00	100.0%
<b>Total Current Year Pledges</b>	<b>\$638,403.60</b>	<b>\$650,698.00</b>	<b>(\$12,294.40)</b>	<b>98.1%</b>
4-1102 Prior Year Pledges	\$5,681.38	\$5,000.00	\$681.38	113.6%
<b>Total 4-1100 Pledge Payments</b>	<b>\$644,084.98</b>	<b>\$655,698.00</b>	<b>\$681.38</b>	<b>98.2%</b>
4-1300 Plate Offerings				
4-1301 Offering of Record	\$38,128.70	\$27,000.00	\$11,128.70	141.2%
4-1302 Loose Offering	\$6,756.88	\$13,000.00	(\$6,243.12)	52.0%
<b>Total 4-1300 Plate Offerings</b>	<b>\$44,885.58</b>	<b>\$40,000.00</b>	<b>\$4,885.58</b>	<b>112.2%</b>
4-1400 Other Donations				
4-1401 Special Gifts	\$0.00	\$0.00	\$0.00	
4-1402 Special Days	\$3,550.00	\$3,700.00	(\$150.00)	95.9%
4-1404 Other Gifts	\$25,000.00	\$15,000.00	\$10,000.00	166.7%
<b>Total 4-1400 Other Donations</b>	<b>\$28,550.00</b>	<b>\$18,700.00</b>	<b>\$9,850.00</b>	<b>152.7%</b>
4-1500 Facilities Use				
4-1501 Dedicated Space Rentals	\$73,066.17	\$66,936.00	\$6,130.17	109.2%
4-1502 Other Renters	\$755.00	\$0.00	\$755.00	
<b>Total 4-1500 Facilities Use</b>	<b>\$73,821.17</b>	<b>\$66,936.00</b>	<b>\$6,885.17</b>	<b>110.3%</b>
4-3000 Other Operating Income				
4-3001 Interest Income	\$88.42	\$0.00	\$88.42	
4-3003 Investment Income	\$46,132.00	\$46,132.06	(\$0.06)	100.0%
4-3004 Jordan Principle-Staff Housing	\$29,722.00	\$29,721.60	\$0.40	100.0%
4-3009 Misc. Income	\$0.00	\$0.00	\$0.00	
<b>Total 4-3000 Other Operating Income</b>	<b>\$75,942.42</b>	<b>\$75,853.66</b>	<b>\$88.76</b>	<b>100.1%</b>
<b>Total 4-0000 REVENUE</b>	<b>\$867,284.15</b>	<b>\$857,187.66</b>	<b>\$22,390.89</b>	<b>101.2%</b>
<b>6-0000 STEWARDSHIP EXPENSES</b>				
6-2000 Personnel Salaries & Benefits				
6-2101 Rector				
6-2102 Rector Salary & Housing	\$136,160.16	\$136,160.00	\$0.16	100.0%
6-2103 Rector Benefits	\$39,740.28	\$39,740.00	\$0.28	100.0%
6-2104 Rector Pension	\$24,122.78	\$24,509.00	(\$386.22)	98.4%
<b>Total 6-2101 Rector</b>	<b>\$200,023.22</b>	<b>\$200,409.00</b>	<b>(\$385.78)</b>	<b>99.8%</b>
6-2201 Assoc Rector				
6-2202 Assoc Rector Salary	\$91,439.76	\$91,440.00	(\$0.24)	100.0%
6-2203 Assoc Rector Benefits	\$489.72	\$442.00	\$47.72	110.8%
6-2204 Assoc Rector Pension	\$16,200.00	\$16,459.00	(\$259.00)	98.4%
<b>Total 6-2201 Assoc Rector</b>	<b>\$108,129.48</b>	<b>\$108,341.00</b>	<b>(\$211.52)</b>	<b>99.8%</b>

## ACTUAL TO BUDGET

December 31, 2021

	ACTUAL	BUDGET	DIFFERENCE	% of ANNUAL BUDGET
6-2301 Parish Administrator				
6-2302 Parish Admin Salary	\$33,645.69	\$32,512.00	\$1,133.69	103.5%
6-2303 Parish Admin Benefits	\$500.99	\$476.00	\$24.99	105.3%
6-2304 Parish Admin Pension	\$1,682.33	\$1,626.00	\$56.33	103.5%
6-2305 Parish Admin Pension Match	\$672.95	\$1,300.00	(\$627.05)	51.8%
Total 6-2301 Parish Administrator	\$36,501.96	\$35,914.00	\$587.96	101.6%
6-2401 Associate for Music				
6-2402 Assoc Music Salary	\$47,681.28	\$47,683.00	(\$1.72)	100.0%
6-2403 Assoc Music Benefits	\$13,220.86	\$12,610.00	\$610.86	104.8%
6-2404 Assoc Music Pension	\$2,384.04	\$2,384.00	\$0.04	100.0%
6-2405 Assoc Music Pension Match	\$1,907.28	\$1,907.00	\$0.28	100.0%
Total 6-2401 Associate for Music	\$65,193.46	\$64,584.00	\$609.46	100.9%
6-2601 Assoc Ministry Development				
6-2602 Assoc Ministry Dev Salary	\$93,710.40	\$93,711.00	(\$0.60)	100.0%
6-2603 Assoc Ministry Dev Benefits	\$1,264.42	\$1,404.00	(\$139.58)	90.1%
6-2604 Assoc Ministry Dev Pension	\$4,685.52	\$4,686.00	(\$0.48)	100.0%
6-2605 Assoc Ministry Dev Pens Match	\$3,748.44	\$3,748.00	\$0.44	100.0%
Total 6-2601 Assoc Ministry Development	\$103,408.78	\$103,549.00	(\$140.22)	99.9%
6-2709 Sabbatical Set-Aside	\$6,093.96	\$6,093.96	\$0.00	100.0%
Total 6-2000 Personnel Salaries & Benefits	\$519,350.86	\$518,890.96	\$459.90	100.1%
6-2550 Employer Expenses				
6-2551 Employer FICA & Medicare	\$16,860.03	\$16,900.00	(\$39.97)	99.8%
6-2552 Worker's Compensation	\$1,424.00	\$2,300.00	(\$876.00)	61.9%
6-2553 Payroll Processing	\$1,750.00	\$2,016.00	(\$266.00)	86.8%
6-2554 Staff Bonuses	\$0.00	\$0.00	\$0.00	
Total 6-2550 Employer Expenses	\$20,034.03	\$21,216.00	(\$1,181.97)	94.4%
6-2560 Professional Allowances				
6-2561 Rector Allowances	\$1,786.51	\$2,000.00	(\$213.49)	89.3%
6-2562 Assoc Rector Allowances	\$217.46	\$1,500.00	(\$1,282.54)	14.5%
6-2564 Assoc Music Allowances	\$309.15	\$500.00	(\$190.85)	61.8%
6-2566 Assoc Min Dev Allowance	\$328.64	\$500.00	(\$171.36)	65.7%
Total 6-2560 Professional Allowances	\$2,641.76	\$4,500.00	(\$1,858.24)	58.7%
6-3000 General Operations				
6-3100 Parish Administration				
6-3101 Office Machines	\$9,951.95	\$9,919.00	\$32.95	100.3%
6-3102 Office Supplies	\$2,175.41	\$5,000.00	(\$2,824.59)	43.5%
6-3103 Postage & Mailings	\$248.40	\$1,000.00	(\$751.60)	24.8%
6-3105 Communications	\$677.28	\$750.00	(\$72.72)	90.3%
Total 6-3100 Parish Administration	\$13,053.04	\$16,669.00	(\$3,615.96)	78.3%

All Souls Episcopal Church  
ACTUAL TO BUDGET  
December 31, 2021

	ACTUAL	BUDGET	DIFFERENCE	% of ANNUAL BUDGET
6-3200 Information Technology				
6-3201 IT Services	\$543.34	\$750.00	(\$206.66)	72.4%
6-3203 Software	\$3,775.56	\$2,112.00	\$1,663.56	178.8%
6-3205 Hardware	\$1,102.30	\$1,000.00	\$102.30	110.2%
Total 6-3200 Information Technology	<u>\$5,421.20</u>	<u>\$3,862.00</u>	<u>\$1,559.20</u>	<u>140.4%</u>
6-3300 Other Operations				
6-3301 Safe Church	\$0.00	\$0.00	\$0.00	
6-3302 Archivist	\$0.00	\$500.00	(\$500.00)	0.0%
6-3303 Stewardship	\$1,880.66	\$1,750.00	\$130.66	107.5%
6-3304 Congregational Development	\$1,800.00	\$1,800.00	\$0.00	100.0%
6-3305 Recruitment Expenses	\$0.00	\$0.00	\$0.00	
Total 6-3300 Other Operations	<u>\$3,680.66</u>	<u>\$4,050.00</u>	<u>(\$369.34)</u>	<u>90.9%</u>
6-3400 Finance & Corporate				
6-3401 Insurance	\$11,561.75	\$10,500.00	\$1,061.75	110.1%
6-3402 County & State Assessments	\$1,303.57	\$2,800.00	(\$1,496.43)	46.6%
6-3403 Bank Fees	\$52.90	\$50.00	\$2.90	105.8%
6-3405 3rd Party Processing Fees	\$1,186.18	\$900.00	\$286.18	131.8%
6-3406 Bookkeeper	\$8,857.31	\$8,765.00	\$92.31	101.1%
6-3407 Audit	\$0.00	\$500.00	(\$500.00)	0.0%
6-3409 Accounting Office Exp	\$310.66	\$300.00	\$10.66	103.6%
Total 6-3400 Finance & Corporate	<u>\$23,272.37</u>	<u>\$23,815.00</u>	<u>(\$542.63)</u>	<u>97.7%</u>
Total 6-3000 General Operations	<u>\$68,103.06</u>	<u>\$74,112.00</u>	<u>(\$6,008.94)</u>	<u>91.9%</u>
6-3500 Church Property				
6-3501 Buildings & Grounds				
6-3502 Supplies	\$2,386.57	\$3,000.00	(\$613.43)	79.6%
6-3503 Kitchen Supplies	\$1,831.24	\$2,000.00	(\$168.76)	91.6%
6-3505 Repairs & Maintenance	\$3,913.15	\$4,000.00	(\$86.85)	97.8%
6-3506 Janitorial Service	\$13,290.00	\$13,200.00	\$90.00	100.7%
6-3507 Garden Work	\$2,180.00	\$2,360.00	(\$180.00)	92.4%
6-3509 Miscellaneous	\$1.25	\$150.00	(\$148.75)	0.8%
6-3510 Security	\$1,440.00	\$1,440.00	\$0.00	100.0%
Total 6-3501 Buildings & Grounds	<u>\$25,042.21</u>	<u>\$26,150.00</u>	<u>(\$1,107.79)</u>	<u>95.8%</u>
6-3600 Utilities				
6-3601 Energy				
6-3601E Electricity - Church	(\$636.39)	\$2,100.00	(\$2,736.39)	-30.3%
6-3601G Gas - Church	\$1,577.41	\$4,500.00	(\$2,922.59)	35.1%
Total 6-3601 Energy	<u>\$941.02</u>	<u>\$6,600.00</u>	<u>(\$5,658.98)</u>	<u>14.3%</u>
6-3602 Water - Church	\$2,968.75	\$3,880.00	(\$911.25)	76.5%
6-3603 Refuse/Recycle - Church	\$4,380.59	\$4,500.00	(\$119.41)	97.3%
6-3604 Telecommunications	\$4,663.78	\$5,112.00	(\$448.22)	91.2%
Total 6-3600 Utilities	<u>\$12,954.14</u>	<u>\$20,092.00</u>	<u>(\$7,137.86)</u>	<u>64.5%</u>
Total 6-3500 Church Property	<u>\$37,996.35</u>	<u>\$46,242.00</u>	<u>(\$8,245.65)</u>	<u>82.2%</u>

All Souls Episcopal Church  
ACTUAL TO BUDGET  
December 31, 2021

	ACTUAL	BUDGET	DIFFERENCE	% of ANNUAL BUDGET
6-3700 Assessments				
6-3701 Diocese	\$122,583.24	\$122,583.00	\$0.24	100.0%
6-3702 · Deanery	\$700.00	\$700.00	\$0.00	100.0%
Total 6-3500 Assessments	<u>\$123,283.24</u>	<u>\$123,283.00</u>	<u>\$0.24</u>	<u>100.0%</u>
Total 6-0000 STEWARDSHIP EXPENSES	<u>\$748,733.51</u>	<u>\$762,527.96</u>	<u>(\$13,794.45)</u>	<u>98.2%</u>
6-4000 PARISH LIFE				
6-4100 Music				
6-4101 Sheet Music & Permissions	\$856.87	\$995.00	(\$138.13)	86.1%
6-4102 Instrument Maint/Rental	\$350.00	\$3,000.00	(\$2,650.00)	11.7%
6-4103 Choir Section Leader/Cantor	\$8,588.21	\$17,600.00	(\$9,011.79)	48.8%
6-4104 Trumpet Musician	\$7,977.15	\$7,840.00	\$137.15	101.7%
6-4105 Supply Accompanist	\$1,650.00	\$3,000.00	(\$1,350.00)	55.0%
6-4106 Artists	\$2,125.00	\$3,500.00	(\$1,375.00)	60.7%
Total 6-4100 Music	<u>\$21,547.23</u>	<u>\$35,935.00</u>	<u>(\$14,387.77)</u>	<u>60.0%</u>
6-4200 Worship Activities				
6-4201 Sacristans-Flowers	\$57.73	\$500.00	(\$442.27)	11.5%
6-4202 Sacristans Altar Supply	\$2,146.37	\$4,000.00	(\$1,853.63)	53.7%
6-4203 Acolytes	\$0.00	\$300.00	(\$300.00)	0.0%
6-4205 Arts at All Souls	\$0.00	\$200.00	(\$200.00)	0.0%
6-4206 Sunday Night Service	\$4,364.98	\$0.00	\$4,364.98	
Total 6-4200 Worship Activities	<u>\$6,569.08</u>	<u>\$5,000.00</u>	<u>\$1,569.08</u>	<u>131.4%</u>
6-4300 Community Building				
6-4301 Greeters/Newcomers	\$0.00	\$100.00	(\$100.00)	0.0%
6-4302 Evangelism	\$58.00	\$200.00	(\$142.00)	29.0%
6-4303 Retreat Scholarships	\$500.00	\$500.00	\$0.00	100.0%
6-4304 Parish Retreat	\$400.00	\$500.00	(\$100.00)	80.0%
6-4305 Continuing the Feast	\$0.00	\$100.00	(\$100.00)	0.0%
6-4306 Dinners/Picnics	\$311.24	\$1,000.00	(\$688.76)	31.1%
6-4307 Literary Events	\$0.00	\$500.00	(\$500.00)	0.0%
Total 6-4300 Community Building	<u>\$1,269.24</u>	<u>\$2,900.00</u>	<u>(\$1,630.76)</u>	<u>43.8%</u>
6-4400 Hospitality				
6-4401 Hospitality-Sunday	\$40.25	\$150.00	(\$109.75)	26.8%
6-4402 Hospitality-Special Days	\$330.74	\$300.00	\$30.74	110.2%
6-4403 Sexton	\$11,605.09	\$13,631.00	(\$2,025.91)	85.1%
Total 6-4400 Hospitality	<u>\$11,976.08</u>	<u>\$14,081.00</u>	<u>(\$2,104.92)</u>	<u>85.1%</u>
Total 6-4000 PARISH LIFE	<u>\$41,361.63</u>	<u>\$57,916.00</u>	<u>(\$16,554.37)</u>	<u>71.4%</u>

All Souls Episcopal Church  
ACTUAL TO BUDGET  
December 31, 2021

	ACTUAL	BUDGET	DIFFERENCE	% of ANNUAL BUDGET
<b>6-5000 FORMATION</b>				
6-5100 Children/Family				
6-5101 Children's Programs	\$1,007.72	\$1,800.00	(\$792.28)	56.0%
6-5102 Family Ministry	\$436.28	\$800.00	(\$363.72)	54.5%
6-5103 Nursery Attendants (incl subs)	\$6,695.34	\$10,059.00	(\$3,363.66)	66.6%
6-5104 Other Childcare (Programs)	\$0.00	\$200.00	(\$200.00)	0.0%
Total 6-5100 Children/Family	<u>\$8,139.34</u>	<u>\$12,859.00</u>	<u>(\$4,719.66)</u>	<u>63.3%</u>
6-5200 Youth Ministries				
6-5201 Sunday School	\$0.00	\$400.00	(\$400.00)	0.0%
6-5202 Youth Group	\$397.43	\$1,600.00	(\$1,202.57)	24.8%
6-5203 Youth-Parish Retreat	\$750.00	\$750.00	\$0.00	100.0%
Total 6-5200 Youth Ministries	<u>\$1,147.43</u>	<u>\$2,750.00</u>	<u>(\$1,602.57)</u>	<u>41.7%</u>
6-5300 Adult Ministries				
6-5301 Adult Formation	\$847.32	\$1,000.00	(\$152.68)	84.7%
6-5302 Stephen Ministry	\$1,910.00	\$1,910.00	\$0.00	100.0%
6-5304 Small Groups	\$249.00	\$200.00	\$49.00	124.5%
6-5305 Vocations	\$1,550.00	\$950.00	\$600.00	163.2%
6-5307 EfM	\$0.00	\$350.00	(\$350.00)	0.0%
Total 6-5300 Adult Ministries	<u>\$4,556.32</u>	<u>\$4,410.00</u>	<u>\$146.32</u>	<u>103.3%</u>
6-5400 Mission & Outreach				
6-5401 Peace and Justice	\$4,000.00	\$4,000.00	\$0.00	100.0%
6-5402 Open Door Dinners	\$7,080.75	\$6,000.00	\$1,080.75	118.0%
6-5403 Foster Youth Ministry	\$2,500.00	\$2,500.00	\$0.00	100.0%
6-5406 CDSP	\$3,500.00	\$3,500.00	\$0.00	100.0%
6-5408 Climate Change Action Group	\$1,000.00	\$1,000.00	\$0.00	100.0%
6-5409 Integrity	\$100.00	\$100.00	\$0.00	100.0%
Total 6-5400 Mission & Outreach	<u>\$18,180.75</u>	<u>\$17,100.00</u>	<u>\$1,080.75</u>	<u>106.3%</u>
Total 6-5000 FORMATION	<u>\$32,023.84</u>	<u>\$37,119.00</u>	<u>(\$5,095.16)</u>	<u>86.3%</u>
6-9001 Suspense	\$637.78	\$0.00	\$637.78	
TOTAL EXPENSES	<u>\$822,756.76</u>	<u>\$857,562.96</u>	<u>(\$34,806.20)</u>	<u>95.9%</u>
<b>OPERATING SURPLUS (DEFICIT)</b>	<u><b>\$44,527.39</b></u>	<u><b>(\$375.30)</b></u>	<u><b>\$44,902.69</b></u>	
<b>TRANSFER TO RESERVE FUND</b>	<u><b>(\$44,527.39)</b></u>			
<b>NET SURPLUS (DEFICIT)</b>	<u><u><b>\$0.00</b></u></u>			

<b>All Souls Episcopal Parish 2022 Budget</b>				
<b>Ministry</b>	<b>2021 Budget</b>	<b>2022 Budget</b>	<b>\$ Difference</b>	<b>% Change</b>
<b>Income</b>				
<b>4-0000 INCOME</b>				
<b>4-1100 Pledge Payments</b>				
4-1101 Current Pledges	\$495,128.21	\$651,976.00	\$ 156,847.79	31.68%
4-1103 Prepaid Pledges Rec'd	42,355.00	\$35,700.00	(6,655.00)	-15.71%
4-1104 Pledges Paid in Full This Year	113,214.79		(113,214.79)	-100.00%
<b>SUBTOTAL</b>	<b>\$650,698.00</b>	<b>\$687,676.00</b>	<b>\$ 36,978.00</b>	<b>5.68%</b>
4-1102 Prior Year Pledges	5,000.00	\$5,000.00	\$ -	0.00%
<b>Total 4-1100 Pledge Payments</b>	<b>\$655,698.00</b>	<b>\$692,676.00</b>	<b>\$ 36,978.00</b>	<b>5.64%</b>
<b>4-1300 Plate Offerings</b>				
4-1301 Offering of Record	\$27,000.00	\$27,000.00	\$ -	0.00%
4-1302 Loose Offering	13,000.00	13,000.00	-	0.00%
<b>Total 4-1300 Plate Offerings</b>	<b>\$40,000.00</b>	<b>\$40,000.00</b>	<b>\$ -</b>	
<b>4-1400 Other Donations</b>				
4-1401 Special Gifts	\$0.00		-	
4-1402 Special Days	3,700.00	\$3,700.00	-	0.00%
4-1404 Other Gifts	15,000.00	\$15,000.00	-	0.00%
<b>Total 4-1400 Other Donations</b>	<b>\$18,700.00</b>	<b>\$18,700.00</b>	<b>\$ -</b>	<b>0.00%</b>
<b>4-1500 Facilities Use</b>				
4-1501 Dedicated Space Rentals	\$66,936.00	\$73,072.00	6,136.00	9.17%
4-1502 Other Renters	\$0.00	\$1,000.00	1,000.00	
<b>Total 4-1500 Facilities Use</b>	<b>\$66,936.00</b>	<b>\$74,072.00</b>	<b>\$ 7,136.00</b>	<b>10.66%</b>
<b>4-3000 Other Operating Income</b>				
4-3001 Interest Income	\$0.00	\$0.00	-	
4-3003 Investment Income	46,132.06	\$0.00	(46,132.06)	-100.00%
4-3004 All Souls Jordan Housing	29,721.60	\$0.00	(29,721.60)	-100.00%
4-3009 Misc Income	\$0.00	\$5,000.00	5,000.00	
<b>Total 4-3000 Other Operating Income</b>	<b>\$75,853.66</b>	<b>\$5,000.00</b>	<b>\$ (70,853.66)</b>	<b>-93.41%</b>
<b>Total 4-0000 INCOME</b>	<b>\$857,187.66</b>	<b>\$830,448.00</b>	<b>\$ (26,739.66)</b>	<b>-3.12%</b>
<b>Benchmark %</b>				
<b>Expenses</b>				
<b>6-0000 STEWARDSHIP EXPENSES</b>				
<b>6-2000 Personnel Salaries &amp; Benefits</b>				
<b>6-2101 Rector</b>				
6-2102 Rector Salary & Housing	\$136,160.00	\$ 140,517.12	\$ 4,357.12	3.20%
6-2103 Rector Benefits	39,740.00	41,572.92	\$ 1,832.92	4.61%
6-2104 Rector Pension	24,509.00	25,293.13	\$ 784.13	3.20%
<b>Total 6-2101 Rector</b>	<b>\$200,409.00</b>	<b>\$ 207,383.17</b>	<b>\$ 6,974.17</b>	<b>3.48%</b>
<b>6-2201 Assoc Rector</b>				
6-2202 Assoc Rector Salary	\$91,440.00	\$ 94,366.08	\$ 2,926.08	3.20%



<b>6-2203 Assoc Rector Benefits</b>	442.00	848.31	\$ 406.31	91.93%
<b>6-2204 Assoc Rector Pension</b>	16,459.00	16,985.89	\$ 526.89	3.20%
<b>Total 6-2201 Assoc Rector</b>	<b>\$108,341.00</b>	<b>\$ 112,200.28</b>	<b>\$ 3,859.28</b>	<b>3.56%</b>
<b>6-2301 Parish Administrator</b>				
6-2302 Parish Admin Salary	\$32,512.00	\$ 33,557.17	\$ 1,045.17	3.21%
6-2303 Parish Admin Benefits	476.00	464.11	\$ (11.89)	-2.50%
6-2304 Parish Admin Pension	1,626.00	1,677.86	\$ 51.86	3.19%
6-2305 Parish Admin Pension	1,300.00	1,342.29	\$ 42.29	3.25%
<b>Total 6-2301 Parish Administrator</b>	<b>\$35,914.00</b>	<b>\$ 37,041.43</b>	<b>\$ 1,127.43</b>	<b>3.14%</b>
<b>6-2401 Associate for Music</b>				
6-2402 Assoc Music Salary	\$47,683.00	\$ 49,207.08	\$ 1,524.08	3.20%
6-2403 Assoc Music Benefits	12,610.00	13,527.64	\$ 917.64	7.28%
6-2404 Assoc Music Pension	2,384.00	2,460.35	\$ 76.35	3.20%
6-2405 Assoc Music Pension Match	1,907.00	1,968.28	\$ 61.28	3.21%
<b>Total 6-2401 Associate for Music</b>	<b>\$64,584.00</b>	<b>\$ 67,163.36</b>	<b>\$ 2,579.36</b>	<b>3.99%</b>
<b>6-2601 Assoc Ministry Development</b>				
6-2602 Assoc Ministry Dev Salary	\$93,711.00	\$ 99,446.26	\$ 5,735.26	6.12%
6-2603 Assoc Ministry Dev Benefits	1,404.00	947.17	\$ (456.83)	-32.54%
6-2604 Assoc Ministry Dev Pension	4,686.00	4,972.31	\$ 286.31	6.11%
6-2605 Assoc Ministry Dev Pens	3,748.00	3,977.85	\$ 229.85	6.13%
<b>Total 6-2601 Assoc Ministry</b>	<b>\$103,549.00</b>	<b>\$ 109,343.59</b>	<b>5,794.59</b>	<b>5.60%</b>
<b>6-2709 Sabbatical Set-Aside</b>	<b>\$6,093.96</b>	<b>\$ 6,288.97</b>	<b>195.01</b>	<b>3.20%</b>
<b>Total 6-2000 Personnel Salaries &amp;</b>	<b>\$518,890.96</b>	<b>\$539,420.80</b>	<b>20,529.84</b>	<b>3.96%</b>
<b>6-2550 Employer Expenses</b>				
6-2551 Employer FICA & Medicare	\$16,900.00	\$ 18,909.46	2,009.46	11.89%
6-2552 Worker's Compensation	2,300.00	1,500.00	(800.00)	-34.78%
6-2553 Payroll Processing	2,016.00	2,016.00	-	0.00%
6-2554 Staff Bonuses	-	-	-	
<b>Total 6-2550 Employer Expenses</b>	<b>\$21,216.00</b>	<b>\$22,425.46</b>	<b>1,209.46</b>	<b>5.70%</b>
<b>6-2560 Professional Allowances</b>				
6-2561 Rector Allowances	\$2,000.00	\$ 2,500.00	500.00	25.00%
6-2562 Assoc Rector Allowances	1,500.00	2,000.00	500.00	33.33%
6-2564 Assoc Music Allowances	500.00	500.00	-	0.00%
6-2566 Assoc Min Dev Allowance	500.00	1,000.00	500.00	100.00%
<b>Total 6-2560 Professional Allowances</b>	<b>\$4,500.00</b>	<b>\$6,000.00</b>	<b>1,500.00</b>	<b>33.33%</b>
<b>6-3000 General Operations</b>				
<b>6-3100 Parish Administration</b>				
6-3101 Office Machines	\$9,919.00	\$ 9,000.00	(919.00)	-9.27%
6-3102 Office Supplies	5,000.00	5,000.00	-	0.00%
6-3103 Postage & Mailings	1,000.00	600.00	(400.00)	-40.00%
6-3105 Communications	750.00	1,750.00	1,000.00	133.33%

<b>Total 6-3100 Parish Administration</b>	<b>\$16,669.00</b>	<b>\$16,350.00</b>	<b>(319.00)</b>	<b>-1.91%</b>
<b>6-3200 Information Technology</b>				
6-3201 IT Services	\$750.00	\$ 500.00	(250.00)	-33.33%
6-3203 Software	2,112.00	2,000.00	(112.00)	-5.30%
6-3205 Hardware	1,000.00	1,000.00	-	0.00%
<b>Total 6-3200 Information</b>	<b>\$3,862.00</b>	<b>\$3,500.00</b>	<b>(362.00)</b>	<b>-9.37%</b>
<b>6-3300 Other Operations</b>				
6-3301 Safe Church	\$0.00	\$ 200.00	200.00	
6-3302 Archivist	500.00	500.00	-	0.00%
6-3303 Stewardship	1,750.00	1,750.00	-	0.00%
6-3304 Congregational	1,800.00	1,800.00	-	0.00%
6-3305 Recruitment Expenses	-	-	-	
<b>Total 6-3300 Other Operations</b>	<b>\$4,050.00</b>	<b>\$4,250.00</b>	<b>200.00</b>	<b>4.94%</b>
<b>6-3400 Finance &amp; Corporate</b>				
6-3401 Insurance	\$10,500.00	\$ 11,500.00	1,000.00	9.52%
6-3402 County & State	2,800.00	2,800.00	-	0.00%
6-3403 Bank Fees	50.00	70.00	20.00	40.00%
6-3405 3rd Party Processing Fees	900.00	1,000.00	100.00	11.11%
6-3406 Bookkeeper	8,765.00	10,400.00	1,635.00	18.65%
6-3407 Audit	500.00	500.00	-	0.00%
6-3409 Accounting Office Exp	300.00	300.00	-	0.00%
<b>Total 6-3400 Finance &amp; Corporate</b>	<b>\$23,815.00</b>	<b>\$26,570.00</b>	<b>2,755.00</b>	<b>11.57%</b>
<b>Total 6-3000 General Operations</b>	<b>\$74,112.00</b>	<b>\$79,095.46</b>	<b>4,983.46</b>	<b>6.72%</b>
<b>6-3500 Church Property</b>				
<b>6-3501 Buildings &amp; Grounds</b>				
6-3502 Supplies	\$3,000.00	\$3,000.00	-	0.00%
6-3503 Kitchen Supplies	\$2,000.00	1,000.00	(1,000.00)	-50.00%
6-3505 Repairs & Maintenance	\$4,000.00	4,000.00	-	0.00%
6-3506 Janitorial Service	\$13,200.00	13,720.42	520.42	3.94%
6-3507 Garden Work	\$2,360.00	2,360.00	-	0.00%
6-3509 Miscellaneous	\$150.00	150.00	-	0.00%
6-3510 Security	\$1,440.00	1,440.00	-	0.00%
<b>Total 6-3501 Buildings &amp; Grounds</b>	<b>\$26,150.00</b>	<b>\$25,670.42</b>	<b>(479.58)</b>	<b>-1.83%</b>
<b>6-3600 Utilities</b>				
<b>6-3601 Energy</b>				
6-3601E Electricity - Church	\$2,100.00	\$ 180.00	(1,920.00)	-91.43%
6-3601G Gas - Church	\$4,500.00	1,400.00	(3,100.00)	-68.89%
<b>Total 6-3601 Energy</b>	<b>\$6,600.00</b>	<b>\$1,580.00</b>	<b>(5,020.00)</b>	<b>-76.06%</b>
6-3602 Water - Church	<b>\$3,880.00</b>	<b>\$3,880.00</b>	-	<b>0.00%</b>
6-3603 Refuse/Recycle - Church	<b>\$4,500.00</b>	<b>\$4,500.00</b>	-	<b>0.00%</b>
6-3604 Telecommuncations	<b>\$5,112.00</b>	<b>\$5,506.00</b>	394.00	<b>7.71%</b>
<b>6-3605 Jordan Court Utilitites</b>				
6-3606 · Electricity & Gas - Jordan Co	\$0.00	\$7,500.00	7,500.00	
6-3607 · Water & Sewer - Jordan Co	\$0.00	2,500.00	2,500.00	
6-3609 · Common Area Maintenance	\$0.00	12,000.00	12,000.00	

<b>Total 6-3605 Jordan Court Utilities</b>	<b>\$0.00</b>	<b>\$22,000.00</b>	<b>22,000.00</b>	
<b>Total 6-3600 Utilities</b>	<b>\$20,092.00</b>	<b>\$37,466.00</b>	<b>17,374.00</b>	<b>86.47%</b>
<b>Total 6-3500 Church Property</b>	<b>\$46,242.00</b>	<b>\$63,136.42</b>	<b>16,894.42</b>	<b>36.53%</b>
<b>6-3700 Assessments</b>				
6-3701 Diocese	\$122,583.00	\$ 122,583.00	-	0.00%
6-3702 · Deanery	\$700.00	\$ 700.00	-	0.00%
<b>Total 6-3500 Assessments</b>	<b>\$123,283.00</b>	<b>\$ 123,283.00</b>	<b>-</b>	<b>0.00%</b>
<b>Total 6-0000 STEWARDSHIP EXPENSES</b>	<b>\$762,527.96</b>	<b>\$804,935.68</b>	<b>42,407.72</b>	<b>5.56%</b>
<b>6-4000 PARISH LIFE</b>				
<b>6-4100 Music</b>				
6-4101 Sheet Music & Permissions	\$995.00	\$1,350.00	355.00	35.68%
6-4102 Instrument Maint/Rental	3,000.00	3,500.00	500.00	16.67%
6-4103 Choir Section Leader/Cantor	17,600.00	17,720.75	120.75	0.69%
6-4104 Trumpet Musician	7,840.00	8,690.75	850.75	10.85%
6-4105 Supply Accompanist	3,000.00	3,000.00	-	0.00%
Sunday Night Service Section		7,200.00		
Sunday Night Service Artist		4,800.00		
6-4106 Artists	3,500.00	3,500.00	-	0.00%
<b>Total 6-4100 Music</b>	<b>\$35,935.00</b>	<b>\$49,761.50</b>	<b>13,826.50</b>	<b>38.48%</b>
<b>6-4200 Worship Activities</b>				
6-4201 Sacristans-Flowers	\$500.00	\$500.00	-	0.00%
6-4202 Sacristans Altar Supply	4,000.00	4,000.00	-	0.00%
6-4203 Acolytes	300.00	300.00	-	0.00%
6-4205 Arts at All Souls	200.00	200.00	-	0.00%
<b>Total 6-4200 Worship Activities</b>	<b>\$5,000.00</b>	<b>\$5,000.00</b>	<b>-</b>	<b>0.00%</b>
<b>6-4300 Community Building</b>				
6-4301 Greeters/Newcomers	\$100.00	\$100.00	-	0.00%
6-4302 Evangelism	200.00	200.00	-	0.00%
6-4303 Retreat Scholarships	500.00	500.00	-	0.00%
6-4304 Parish Retreat	500.00	500.00	-	0.00%
6-4305 Continuing the Feast	100.00	100.00	-	0.00%
6-4306 Dinners/Picnics	1,000.00	1,000.00	-	0.00%
6-4307 Literary Events	500.00	500.00	-	0.00%
<b>Total 6-4300 Community Building</b>	<b>\$2,900.00</b>	<b>\$2,900.00</b>	<b>-</b>	<b>0.00%</b>
<b>6-4400 Hospitality</b>				
6-4401 Hospitality-Sunday	\$150.00	\$2,000.00	1,850.00	1233.33%
6-4402 Hospitality-Special Days	300.00	\$300.00	-	0.00%
6-4403 Sexton	13,631.00	\$13,720.42	89.42	0.66%
<b>Total 6-4400 Hospitality</b>	<b>\$14,081.00</b>	<b>\$16,020.42</b>	<b>1,939.42</b>	<b>13.77%</b>

<b>Total 6-4000 PARISH LIFE</b>	<b>\$57,916.00</b>	<b>\$73,681.92</b>	<b>15,765.92</b>	<b>27.22%</b>
<b>6-5000 FORMATION</b>				
<b>6-5100 Children/Family</b>				
6-5101 Children's Programs	\$1,800.00	\$3,000.00	1,200.00	66.67%
6-5102 Family Ministry	800.00	4,150.00	3,350.00	418.75%
6-5104 Other Childcare (Programs)	200.00	1,000.00	800.00	400.00%
<b>Total 6-5100 Children/Family</b>	<b>\$2,800.00</b>	<b>\$8,150.00</b>	<b>5,350.00</b>	<b>191.07%</b>
<b>6-5200 Youth Ministries</b>				
6-5201 Sunday School	\$400.00	\$400.00	-	0.00%
6-5202 Youth Group	1,600.00	2,600.00	1,000.00	62.50%
6-5203 Youth-Parish Retreat	750.00	750.00	-	0.00%
<b>Total 6-5200 Youth Ministries</b>	<b>\$2,750.00</b>	<b>\$3,750.00</b>	<b>1,000.00</b>	<b>36.36%</b>
<b>6-5300 Adult Ministries</b>				
6-5301 Adult Formation	\$1,000.00	\$1,000.00	-	0.00%
6-5302 Stephen Ministry	1,910.00	625.00	(1,285.00)	-67.28%
6-5303? Young Adult Ministry	-	1,200.00	1,200.00	
6-5304 Small Groups	200.00	200.00	-	0.00%
6-5305 Vocations	950.00	1,200.00	250.00	26.32%
6-5307 EFM	350.00	-	(350.00)	-100.00%
<b>Total 6-5300 Adult Ministries</b>	<b>\$4,410.00</b>	<b>\$4,225.00</b>	<b>(185.00)</b>	<b>-4.20%</b>
<b>6-5400 Mission &amp; Outreach</b>				
6-5401 Peace and Justice	\$4,000.00	\$4,000.00	-	0.00%
6-5402 Open Door Dinners	6,000.00	8,000.00	2,000.00	33.33%
6-5403 Foster Youth Ministry	2,500.00	2,500.00	-	0.00%
6-5406 CDSP	3,500.00	3,500.00	-	0.00%
6-5408 Climate Change Action	1,000.00	1,000.00	-	0.00%
6-5409 Integrity	100.00	100.00	-	0.00%
<b>Total 6-5400 Mission &amp; Outreach</b>	<b>\$17,100.00</b>	<b>\$19,100.00</b>	<b>2,000.00</b>	<b>11.70%</b>
<b>Total 6-5000 FORMATION</b>	<b>\$27,060.00</b>	<b>\$35,225.00</b>	<b>8,165.00</b>	<b>30.17%</b>
6-9001 Suspense	\$0.00	\$0.00	-	
<b>TOTAL EXPENSES</b>	<b>\$847,503.96</b>	<b>\$913,842.60</b>	<b>66,338.64</b>	<b>7.83%</b>
<b>Surplus (Deficit)</b>	<b>\$ 9,683.70</b>	<b>\$ (83,394.60)</b>	<b>(93,078.30)</b>	<b>-961.19%</b>

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## REPORT OF THE ACOLYTE PROGRAM

As a result of the ongoing situation of the pandemic, the acolyte program remained on hiatus this year.

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## REPORT OF ADULT FORMATION MINISTRY

The Adult Formation Committee worked to adapt to the changing landscape to present content both in person and virtually. We continued on a learning curve with the new technologies needed for virtual formation. We are grateful to all the presenters who shared their time and wisdom with the parish, to all who attended courses, and to those who suggested ideas for courses.

Courses took place from August to June. On most Sunday mornings, adults had the choice of several options, a Bible study and one or two classes.

In the summer, we held summer book groups. This was the fourth summer of using a “one book, one parish” approach. We divided the summer into two sessions and read two books together.

Members 2021 forward

Cara Jobson  
Anne Yardley

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## REPORT OF ARTS AT ALL SOULS

Core contributors: Michelle Barger, Diane Haavik and Jeannie Koops

Arts at All Souls pushed forward in 2021 with new ways to create and experience art in our worship and living experiences, while maintaining many of our traditional practices throughout the liturgical seasons.

### *Lent and Easter*

As a Lenten practice, Arts at All Souls members created a Community Loom constructed from a mesh material stretched between two long branches. Hanging from the Spruce Street portico, members and people from the community were invited to weave strips of textiles in Lenten shades of purple throughout the mesh. This contemplative and collaborative ritual resulted in a tapestry-like textile

which was hung on the reredos before each Sunday morning service during Lent.

The practice of creating customized Stations of the Cross is a treasured one at All Souls, and Diane Haavik’s interpretation of Jesus’ suffering was realized through paper collage constructed from disparate images. Parishioners were invited to find new connections to the scripture using the reconstructed compositions.

Creation and decoration of the Paschal candle is another cherished tradition at All Souls. This year, Maggie Foote created the large candle by melting remnants of used candles into a substantial mold. Working with the theme of wilderness stemming from the difficulties of living in a pandemic, Diane Haavik painted a scene depicting a desert with lilies, palm branches and the sun rising over mountains, symbolizing the hope of a new dawn through an exodus out of the wilderness. An installation of primarily white flowing ribbons returned to the reredos for Easter celebration.

### *Pentecost*

Ribbons are a favorite medium for Arts at All Souls, and fluttering red ribbons on the columns were installed for Pentecost Sunday. Collaged tissue paper flames returned to the area around the altar at the front of the sanctuary.

### *All Souls/All Saints Feast*

Arts at All Souls had the good fortune to partner with Martin Ortega and use his very tall ladders (being used to maintain and upgrade the lighting system) for the purpose of installing a rigging system over the pews in the nave. With the pews still “in the round” from summer worship services, a “Cloud of Witnesses” was created above the center of our worship space for All Saints Sunday. People shared names of loved ones who have passed away, and these names – over 250! – were hand-written onto white ribbons suspended in a ring-like, overhead structure. The cloud grew over the course of several weeks resulting in a very moving environment.

### *Advent and Christmas*

The tradition of building an immersive space over the course of Advent quietly launched with collaged silver stars on the columns surrounding the nave. Capitalizing on the new rigging system, swags of square paper “tiles” with marbled patterns in blue ink were draped overhead the subsequent week, creating a more intimate space for worshippers. An altar cloth created from fabric squares of blue sun prints visually connected the nave for the last Sunday in Advent. On Christmas Eve, the blue Advent decorations were replaced with simple strands of white Christmas lights draped between the columns on the sides of the Nave and gold collaged stars



on the columns. A lone, large, Bethlehem star made from white paper marbled with gold ink was raised up on the reredos.

### *Lighting*

A special thanks to Martin Ortega assisted by Edward Moore for adding spotlights to the Good Shepherd and Resurrection icons at the front of the nave. It is amazing the difference this makes, especially for evening worship.

The work of Arts at All Souls is collaborative in nature, and big thanks go out to those who helped to realize the above: Anne and John Cockle, Elliott Koops-Elson, Kaki Logan, Edward Moore, and Martin Ortega.

—Michelle Barger, on behalf of the Arts at All Souls Committee

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## REPORT OF THE NEWCOMER/GREETER MINISTRY

As is likely written in many other reports this year, we started 2021 completely virtual—a Zoom service for 9am and a live streamed service for 11:15. This made greeting and welcoming in new folks both tricky and also very simple. For the 9am service, saying hello to new folks was made extremely easy by using the direct message feature (and new folks were very easy to identify as there were just about 20-30 folks on the call). For the live stream, however, greeting newcomers remained (from 2020) a big challenge as we couldn't see who was watching.

When, in March we started our outdoor 9a service, and then later in May when we started the 11:15 service indoors, we required registration for those services in order to attend, which made identifying new folks much easier! Still, we didn't regather the Greeter team because the Usher team was doing most of the greeting and welcoming to these new folks as everyone had to check-in at the welcome table before entering the service area. When in the late summer, we stopped requiring registration for service, we still required sign-in for contact tracing purposes, which still allowed us to at least have a record of who was new and who was not.

But, as the fall wore on and the Ushers were taking on more and more responsibilities, with handing out chalices to folks, getting them signed in on the Contract Tracing form, handing out bulletins, and greeting new folks, we realized that it was time to start the Greeter team back up, even if we didn't totally understand how the team would function with our new methods of gathering on Sundays. With the

nudging of Howard Perdue, the Greeter team gathered for the first time in a year and a half in early December to talk about what greeting might look like these days. We came up with a plan and put some Greeters on the Rota for January.

We still aren't handing out loaves of bread to new folks, and we still aren't handing out newcomer packets to newcomers who raise their hands during the service to indicate that they are new. In fact, we're not even asking folks to identify themselves as new! Instead, in the welcome, Phil and I are inviting new folks to meet us in the courtyard, just off the Spruce Street steps where we'll be, waiting in hopes that we get the chance to meet them. We have terrible statistics on these things right now because our systems are all out of whack still, but, from what we have been able to count, we've counted at least 96 first time visitors who have come through our doors this year, and 11 newcomers who decided to become official members. I know that we've missed a lot of opportunities to greet new folks this past year, but I remain honored that so many brave souls walk through our doors during this season of collective unrest. I wonder about who will walk in our doors in this coming year, and the ways in which we will all be changed because of it.

—Emily Hansen Curran

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## REPORT OF THE JUSTICE AND PEACE MINISTRY

### **Mission**

“Will you strive for justice and peace among all people, and respect the dignity of every human being? We will, with God's help.” Yes, we are called to be the Gospel in action in the world! Our ministry encompasses shared concerns and activities that reach beyond our Parish. Our team meets monthly to hear reports from project teams and to consider, review and assist parish projects that respond to community needs. We may propose new projects for parish attention and support. Although Covid-19 prevented meeting in-person and our gathering with allied organizations, we devised new ways of planning and working. (Janet Chisholm, chair; Lewis Maldonado, past chair/advisor. Members: Christine Trost, Elena Ramirez, Gretchen Donart, Cynthia Clifford, Don Gates, Paloma Pavel. Project team leaders are noted below.)

### **Food and Shelter**

All Souls' parishioners participated in a range of activities to support homeless members of our wider community. Covid-19 restrictions necessitated special arrangements to involve volunteers, to communicate with individuals in order to learn and respond to their needs, to prepare and distribute

food, to gather and supply needed items, and to assist those who were moving.

(Deacon Dani Gabriel was overall organizer until their September departure.)

ASP Food Drive: This Covid “work-around” allowed many more parishioners, including those who were isolating, to donate generously. Four volunteer drivers retrieved bags from the front porches of 17 households on a bi-weekly basis. In total, they delivered to the Berkeley Food Pantry a total of 400 bags of food and personal items (e.g., soap, toothbrushes). When in-person worship services could be held, often with low attendance, additional food and personal items could be added. (Cathy Goshorn & Maggie Cooke)

Tiny Homes/Youth Spirit Artworks: All Souls’ youth group families adopted a special project to assist 3 homes. With help from other parishioners, they supplied needed furnishings and personal items, and on Good Friday helped young adult residents finally move into two of the tiny homes! Parishioners learned about the project when YSA staff spoke in an adult forum. class. (Jenny Kern)

Open Door Dinners (ODD): On the second Sunday of each month, one of three teams prepared, cooked, and bagged 120 hot meals at the church. The bags include fresh jambalaya and rice, along with fruit, bread and butter, water, juice, cookies, a wipe and a message from the clergy. 60 of the bag meals were offered to people who lined-up outside the church after worship services. The other 60 bag meals were taken by a food delivery team to 2 homeless camps (2nd & Jones and 8th & Harrison) where camp leaders, or “mayors,” assisted All Souls in building relationships with campers. (Coordinators: Pat Jones & Don Gates. Rotating Meal Team Captains: Melissa Devereaux & Nate Conable; Anne & John Cogle; Mary Reese/Jennifer Akimam/Patrick Tahara. Rotating Food Delivery Teams: Cathy/Jeff Goshorn, Ben Watson/Chris Bailey/Pat Jones.)

Episcopal Impact Fund of the Diocese (EIF): On behalf of All Souls, and working with St. Albans, Pat Jones successfully submitted a grant request to fund more of the identified needs of homeless people in our community. In August 2021, EIF provided a one-year grant of \$6500 for the project. A new, small oversight team formed and began considering and authorizing expenditures for necessities like minor vehicle repairs, totes, tarps, and padlocks. \$5000 remains. (Pat Jones)

## Racial Justice

Priority Focus: The Justice and Peace Ministry agreed to focus on Racial Justice in 2021. We would build upon past racial justice work at All Souls. The racial justice work from prior years included the following activities: hosting Ella Baker Center speakers, joining the bishop in a local Die-In for

Black Lives Matter, offering nonviolence training to march peacefully against White Supremacy, joining meetings of SURJ (Showing Up for Racial Justice), offering the “Traces of the Trade” film and discussion, helping to organize the 20-week “Sacred Ground” curriculum for small groups, organizing a “Just Mercy” film showing and discussion, and developing a Cedar Street banner after the George Floyd killing to reflect words of Dr. King and support Black Lives Matter. A new Racial Justice Team formed, planned adult classes and events, and recruited more members. (Wendy Calimag, Michael Lewis, Don Gates)

Conducted a Sacred Ground Survey: Following the 20-week study on racism by small groups in the parish, 25 participants took the survey and recommended next steps, e.g., to become a more diverse parish, to build relationships with diverse groups, and to partner with outside groups on racial justice. (Michael Lewis)

Supported Prison Reform & Prisoner Support with the Ella Baker Center (EBC):

\*The Justice/Peace team agreed to advocate for proposed legislation on sentencing reform as recommended by EBC and requested official support in the name of the total parish. We met with the Vestry, and they agreed, but they requested Justice/Peace review and possibly revise the 2014 endorsement policy to reflect information-sharing with parishioners. We made minor revisions and submitted them for Vestry consideration. We wrote and mailed holiday cards to prisoners using EBC materials. We purchased tickets to attend the 25th anniversary of the EBC. (Don Gates)

Offered 4 Adult Classes in May: “Restoration and Reparation” (with Ruth Meyers)

- The Rev. Michael Battle, Director Desmond Tutu Center, General Seminary

- The Rev. Stephanie Spellers, Canon to Presiding Bishop & Sacred Ground

- Bishop Eugene Sutton of Maryland & founder of a Truth & Reconciliation Commission

- The Rev. Isaiah Shaneequa Brokenleg, Racial Reconciliation Officer

Offered 3 Adult Classes in October: “Repairing the Breach – Addressing Racism Locally”

- What Does Equitable Policing Look Like in Practice? (Michael Lewis)

- Looking in the Mirror: Microaggressions and Implicit Bias (Wendy Calimag)

- Criminal Justice Reform and Legislation – with Ella Baker Center (Don Gates)

## Climate Justice



We kept abreast of developments and opportunities to be involved, reports on the UN Climate Change Conference, and Interfaith Power and Light, and joined the Greening the Church virtual conference, (an organization of black churches working on climate issues). Climate Justice was our area of focus last year. (Paloma Pavel)

### **Immigrant Support with *Interfaith Movement for Human Integrity* (IM4HI)**

We continued our relationship with IM4HI; they provided ongoing information and opportunities for advocacy on behalf of immigrants and refugees, such as assisting with housing and attending San Francisco vigils. We encouraged individuals to sign a letter to Vice President Kamala Harris urging support for a delegation of religious and community leaders to Honduras in July. (Elena Ramirez)

### **Foster Youth Support with *Braid Mission***

This project followed a compelling adult formation series from a number of years ago, “Standing with Foster Youth,” a connection with Braid Mission and the vestry’s adoption of this as a parish priority. The project design requires forming mentor teams, each of which meet weekly with one foster youth. During rampant Covid-19, this project could not function adequately and awaits Covid-19 decline and project re-activation by its dedicated parishioners. (Anne Cockle)

### ***Interfaith Council of Alameda County* (ICAC)**

A few years ago, All Souls helped ICAC financially take legal action to become a nonprofit organization, and we continued to work with and be informed by ICAC this year. ICAC gave primary attention to affordable housing and homelessness. They developed “safe parking” lots, some of which offered laundry and showers, maintained a dialogue with local police, and sought shelter and services for homeless people. All Souls is a formal member by a vote of the Vestry. (Lewis Maldonado)

### **Tanzania Children’s Project**

We met with Susan Carpenter about her project and her desire to become an official part of All Souls in order to provide donors a way to make tax-deductible donations. We met with the Finance Committee and the Rector, expressing concerns about taking on the responsibility for the verification of donations and expenditures on behalf of All Souls. We agreed this is a worthy program and provided advice about how it might become it’s own, small, non-profit organization.

### **Sharing Our Gifts**

*Advent Sunday In-gatherings of parishioners’ donations*

- 11/28 Foster Youth – gift cards
- 12/5 Nueva Esperanza/IM4HI – gift cards (with a speaker)
- 12/12 Two Homeless Camps – items like locks, tarps, solar lamps & gift cards
- 12/19 Berkeley Food Pantry – food

### *Financial Donations from our Justice/Peace Ministry budget*

- \$1000-Interfaith Movement for Human Integrity
- \$1000-Interfaith Coalition for Alameda County
- \$500-Youth Spirit Artworks
- \$500 Options Recovery
- \$500 Lisjan/Ohlone Shummi tax initiative
- \$500-Ella Baker Center
- \$2500 BRAID Mission for Foster Youth
- \$500 CA Interfaith Power & Light
- \$500 Greening the Church

—Janet Chisholm

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## REPORT OF PARISH LIFE

All Souls Parish continues to be a foundation of community and spiritual kinship for parishioners even through these trying times of separation. In a year marked by constantly changing guidelines for gathering and complicated personal calculations of the risks and benefits of social connection, All Soulsians continued to find each other and care for each other.

When it seemed safe to do so, we gathered as a community outside for special events like the Parish Picnic in Tilden—complete with hamburgers and veggie burgers, kickball and popsicles, newcomers and veterans. We made our annual trek to Big Sur for camping and community, this year led by Pat Jones, Don Gates, and Kim Wong—a welcome respite of fun and sacred quiet under the redwood canopy. The parish retreat at Bishop Ranch in September was a chance for folks to reflect on their personal journeys and share their stories with the community. And on All Souls/All Saints we were able to renew our tradition of continuing the feast with each other (including those we love and see no longer) through favorite food and recipes. We started toward Christmas with the Advent Festival in the courtyard—with poems, songs, wreaths, ornaments, treats, an extraordinary hot chocolate bar (thanks to the Lynch family), and with each other.

Through it all, small groups sprung up to share the road with each other—new Emmaus groups, Lent groups and house groups from past years that just kept gathering, longstanding Bible studies that welcomed newcomers—we sought God in relationship with each other. And all year long we were thankful for technology, so that even when we could not be together in person, we managed to still see faces, hear voices and stay connected.

— Jeannie Koops-Elson

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## REPORT OF THE JORDAN COURT PROJECT

Jordan Court to Open Soon!

The drought in early 2021 provided at least one benefit in speeding up construction of the new Jordan Court building. Month by month, we saw the building take shape more quickly than originally projected.

What you couldn't see was the continual engagement of Father Phil Brochard and parishioners Ed Hahn and Bob Cross, in continual conversation with Satellite Affordable Housing Associates (SAHA), and the work of parishioner Kirk Miller as he attended construction meetings and made sure that design plans met the criteria and expectations of All Souls Parish.

By late October the building was completed enough to allow All Souls to hold an open house for parishioners on November 7, when we celebrated All Saints Day. With the help of Carrie Lutjens from SAHA and an elevator-operator and street-crossing guard from Roberts-Obayashi, we were able to bring more than 120 parishioners inside, in small groups, for a self-guided tour of both wings of the building—the offices and residences for church use, the shared space of the community room and courtyard, and the affordable studios on the Oxford Street side.

All Soulsians signed waivers ahead of time and wore masks because of the ongoing COVID-19 pandemic, and some of them braved plywood bridges laid across muddy gullies to enter the building through the garage. Early, heavy rain in late October had prevented sidewalk-pouring, and that remains to be done, we hope, in January 2022, along with the laying of the labyrinth in the courtyard. Once the sidewalks are poured and we have reliable access to the building for anyone with a disability, we expect to receive the official certificate of occupancy that is required before move-in.

Tenants for half of the units have been approved. As a parish we're eagerly awaiting the move-in of the first studio residents, which is expected in early February. All of the units should be

occupied by the end of March or April. All Souls and SAHA are preparing welcome baskets that we hope will ease their transition to the neighborhood and their new home.

Sometime in the spring of 2022, SAHA and All Souls will host a proper grand opening ceremony, with neighbors, congregants, to which the the bishop and city dignitaries have been invited.

We're looking forward to deeper engagement with the nascent community next door, as we continue to live out our mission. We fervently hope that our church-nonprofit developer relationship with SAHA can serve as a blueprint for similar partnerships, to provide homes and services for underserved Californians across the state.

— Mary Rees, for the Jordan Court project group

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## REPORT OF CAPITAL CAMPAIGN

The Capital Campaign annual report for 2020 described the development of the project from its inception in 2019 through mid-March 2020 when it was abruptly halted due to the mandated shutdown to slow the spread of the Covid-19 virus.

That report closed with this last hopeful paragraph: "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."

Conditions pre-dating Fall 2021 were not sufficiently improved to renew the effort in Fall, but they were encouraging enough by October to prompt the Vestry to vote to re-activate the Campaign in Spring of 2022. I am very pleased that near the end of this year, Richard Lynch, experienced in the leadership of the annual Fall pledge campaign, joined us to lead this next, and hopefully final, phase of the Capital Campaign.

— Marilyn Flood, *Co-Chair 2019-2020*

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## 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 2021 were: Shelley Altura, Charlotte Blackmer, Kathryn Brooks, Julie Burcham, Ray Concepcion, Garett Estadt, 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 and Cathy Thompson. In 2021, 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 2021 was Maggie Gabriel and Calvin Payne-Taylor. We are grateful for their service and dedication.

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

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

— Ray Concepcion

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## SMALL GROUPS MINISTRY AT ALL SOULS

For all the small group work that happened in 2020, 2021 didn't have quite that same focus or energy around them. We started the year with one active Emmaus group, but it took until the fall of 2021 to attempt more. Additionally, our EFM group decided not to regather as members of the group had found other spaces in which to learn and build community. When it came time for Lent, we decided that we could not modify the Soup + Story programming enough to make it fit with the Covid parameters and still keep with the intent of the program, which was to gather casually with

fellow parishioners around food and conversation with each other. As a result, we, as a staff team, modified our Lenten program and instead wrote prompts for each day of Lent. We then asked one parishioner per day to find some creative way to respond to that day's prompt, and published them on our website as a way of inviting others into further reflection.

Through the spring and summer there was a lot of talk from parents of teens and parents of tweens that they were walking through uncharted territory and would possibly like some support. So in the fall we tried something new with the Emmaus Group model and launched an Emmaus group for parents of teens. We also launched a new standard Emmaus group in the fall, which means there are currently three active Emmaus groups—the third group is one that started in the initial round of Emmaus groups and has continued to meet ever since!

Finally, there is one more small group worth mentioning here and that is the 7:30 Bible Study group. When Covid hit, the 7:30am service had to be dropped. As we have started to regather, this service has not yet returned, due in part to the size of the Chapel and the social distancing required to keep this virus at bay. But, that has not stopped the regular attenders of the 7:30 service from meeting. And so, since the beginning of the pandemic, the group of folks who were regular attenders at the 7:30am service have met on Zoom for a Bible study every Sunday. And if we're going to mention this group, it's also worth mentioning that there are several groups of people, from different iterations of small groups at All Souls, still meeting regularly. I know of about three including two dinner groups (that moved to Zoom), and a Saturday group (who also now meets through Zoom). It turns out that everyone has different comfort levels with the virus, different vaccination statuses, and different needs when thinking about gathering with others. It's so hard to know what folks will want or need as grounding forces to their spiritual lives, but we will keep trying new things and see what works.

—Emily Hansen Curran

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## REPORT OF THE STEPHEN MINISTRY

Stephen Ministry has been one of the greatest gifts of being part of this community, not simply for the rare (at least in mainstream American culture) joy of intergenerational friendship, but because it is one of the ways we can find Christ's strength, healing, and wholeness in our relationships with each other.

—Sarah Bakker Kellog

The Stephen Ministry program is an invaluable, life changing resource for whatever our hearts and souls might need, at any time in our lives, and for that I am forever grateful.

—Erin Horne

“O God, our help in ages past, our hope for years to come. Be thou our guide while life shall last, and our eternal home.” As Joseph Campbell suggested in *The Power of Myth*, the wisdom of the people who have lived before is available to us, and we do not make our journey alone. Stephen Ministers are wise friends with deep kindness, and if you need a listening friend, they are waiting for you.

—Caroline Putnam

Stephen Ministry is a caring ministry in which trained laypersons provide confidential, one-to-one, Christian care in relationships that continue for periods ranging from several months to a year or more.

Stephen Ministry at All Souls was established in 2009 and has commissioned 49 Stephen Ministers who have provided support for over 161 care receivers. Four Stephen Leaders coordinate supervision, education and also serve as Stephen Ministers with care receivers.

Our thanks to the following Stephen Ministers who cared for 21 individuals during the past year: Gert Allen, Jill Barash, 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 2021, topics included spiritual care, hospice / end of life, aging / life transitions, family reconnections, deep illness and healing, and closing relationships. We also had a chance to meet with other ministry teams to talk about Stephen Ministry and how they can identify and refer someone to this caring ministry.

We remain grateful for the opportunities to continue our work both within and beyond the Parish community. Learn more about Stephen Ministry here.

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

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## REPORT OF THE STEWARDSHIP TEAM

The Stewardship Committee, Richard Lynch and Deirdre Nurre, came into its 2nd campaign during the pandemic facing all the uncertainty COVID has given any enterprise. After the delta wave subsided it was easier to gather, so we returned to planning for in-person events, but All Souls had been buffeted by the pandemic. We started the 2022 campaign with a total of 235 households on the roll to solicit for pledges, down from 258 in the fall of 2019. We had a pledge target of \$675,000 which would continue to move us closer to meeting our operating budget from current pledges and contributions.

We kicked off the campaign on September 26th in the courtyard. Liz Lynch made sweet rolls and cinnamon buns and gluten-free cookies. We moved into the parish hall for a, masked, Stewardship presentation. The presentation focused on how we have responded to the pandemic and how we had come back together in person.

While cataloging many of the generous ways All Souls had responded to the pandemic, I shared a conversation I had in March of 2021 that exemplifies the generosity I see so often at All Souls. I was talking with a friend who has been on the front lines serving people in our community for some time. She has a clear-eyed, practical view of social services and she has a skeptical view of churches in general. She said she had seen a new building going up on the corner of Cedar and Oxford and lamented that it was more luxury housing. I told her it was Jordan Court and explained how All Souls had worked to bring the project to life. My friend paused. She said quietly, almost begrudgingly, “Now that is a church.”

We showed a distribution of pledge amounts over the past two years and talked about how our average pledge and pledge total have both gone up even as the number of total pledges has declined. Several people said the graphs gave them a better sense of how the community was giving and helped them see where they wanted to be on the continuum of pledges.

Trying something new, we used a phone-based survey to ask people what connects them to All Souls. We built a word cloud of their responses in real time. The most common themes were not surprising – community and faith.

Over the next four weeks, we wrote Pathfinder articles about the mechanics of pledging, had lay reflections on generosity and pledging from Mark Mattek and Tom Varghese and sermons on pledging. Phil’s October 17th sermon about McKenzie Scott and giving was particularly inspiring.

And so, it came time for the ingathering of pledges on October 24th. Melissa Devereaux, a member of the vestry,



made her debut as the ingathering speaker. And it rained. And it rained. An atmospheric river brought needed rain to the area but was so large that it forced us to cancel the ingathering celebration and defer the 1st Annual All Souls Pledge Pantsapalooza.

Beginning on Ingathering Sunday, and for the next 6 weeks, people pledged generously. And pledged generously. And pledged generously. In the second year of the pandemic All Soulsians pledged more than the year before. Again, we had fewer overall pledgers, but a significantly higher average pledge. We exceed our target by totaling \$688,666 from 169 pledges!!!

We had pledges from 25 people who had not pledged for 2021. For people who pledged for 2021 and 2022, we had 77 people raise their pledges, and 57 people lower their pledges. Overall, I think this kind of shifting reflects our community pretty well. Circumstances, financial and otherwise, are constantly changing for everyone. And as people face those changes, as a whole we meet the needs we face, sharing the financial responsibility as we are able and lifting each other up as we can. There were many inspiring individual pledges, but I was most inspired by the overall financial response of the community.

The same has been true over the past handful of years. Since our campaign for 2019, we have increased our pledge total by 4 percent even as we have 15 percent fewer pledges in the midst of a pandemic.

For the year	2019	2020	2021	2022
<b>Total Amount Pledged</b>	\$661,983	\$629,008	\$662,103	\$688,666
Change from prior year		-5%	5%	4%
<b>Pledgers</b>				
Adults/Household	194	187	178	166
Youth	2	4	2	2
Children	3	1	0	1
<b>Total Pledgers</b>	<b>199</b>	<b>192</b>	<b>180</b>	<b>169</b>
<b>New Pledgers</b>	<b>45</b>	<b>25</b>	<b>33</b>	<b>25</b>
<b>Avg Adult Household</b>	<b>\$3,411</b>	<b>\$3,364</b>	<b>\$3,720</b>	<b>\$4,075</b>
<b>Median Adult Household</b>	<b>\$2,400</b>	<b>\$1,800</b>	<b>\$2,400</b>	<b>\$2,400</b>
<b>Largest Pledge</b>	<b>\$22,000</b>	<b>\$22,000</b>	<b>\$24,000</b>	<b>\$29,000</b>
<b>Smallest Pledge</b>	<b>\$0</b>	<b>\$5</b>	<b>\$5</b>	<b>\$10</b>

Wow.

The success of this year's campaign would not have been possible without the invaluable contributions of Irina Wolf Carriere, Jill Churchman, Emily McDonald, Emily Hansen Curran, Kaki Logan, Maggie Cooke and so many generous All Soulsians. The vestry joined in the annual process of

sending a handwritten thank you note to each pledger. And there was much to be thankful for. The community, faith and generosity that define this place, especially against the background of these trying times are inspiring. I am grateful to have been a part of this work.

Peace,

Richard Lynch

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## REPORT OF THE VOCATIONS COMMITTEE

Ethan Lowery was ordained priest on June 5 by Bishop Marc Andrus at Grace Cathedral. He completed a course of study at CDSP that led to the conferral of a Master of Arts in May 2021 (after completing the M. Div. program in 2020). He accepted a position as Young Adult Missioner at St. George's Episcopal Church in Fredericksburg, Virginia.

Emily Hansen Curran's application for postulancy toward the priesthood was endorsed by the Vestry. Subsequently, the Bishop appointed her a Postulant in December. Seminary application and enrollment are the next step in her process.

Calvin Payne-Taylor continues in postulant status. He enrolled in the M. Div. program at CDSP this past Fall and is resident on the campus.

The Vocations Committee (Cynthia Clifford, Bob Holum, 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

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## REPORT OF THE KAYAKAMEENA TEAM

All Souls Parish has ministered to the residents at Kayakameena skilled nursing facility the afternoon of the third Sunday of each month for well over a decade. January 2021 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, 2020,

as part of the general Shelter in Place order. We look forward to a time in the foreseeable (if not near enough) future when we can be physically present with our friends there again, 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, 2021, 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.

We look forward to welcoming new participants to our Kayakameena team, which includes Carol Terry, Elena Ramirez, Marsha Thomas-Thompson, Mary Elgin, and me, Julie Holcomb. Our services are full of music, with Carol or Mary at the piano, joined from time to time by other musical All Soulsians such as Billie Narver on flute, and Suzanne Siebert and friends on recorders, and also a resident who brought his excellent bass guitar playing to uplift us all. We take turns leading parts of the liturgy. It will be easy and wonderful, and even fun, for you to join us in this rewarding ministry of All Souls Parish that we miss so much.

—Julie Holcomb



## ALL SOULS EPISCOPAL PARISH

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